



THE WAY FORWARD

35 YEARS OF PARTNERSHIP AND DEVELOPMENT



**SUSTAINABILITY REPORT OF
GEMADEPT CORPORATION**

2024

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Overview of Sustainable
Development Report

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Chapter3:
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Chapter 5:
Digitalization,
Greenification, and Green
Finance



COMPANY INFORMATION

Company’s name in Vietnamese : Công ty Cổ phần Gemadept
Company’s name in English : Gemadept Corporation
Stock code : GMD

Tax code and Business : 0301116791
Registration No. : 4.139.826.090.000 VND (as of December 31, 2024)
Charter Capital : 6 Le Thanh Ton Street ,Ben Nghe Ward, District 1 - HCMC
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CEO'S MESSAGE (GRI 2-22)

GEMADEPT 35 YEARS OF COMPANIONSHIP AND DEVELOPMENT

Dear Shareholders, Customers, Partners, and Stakeholders,

The year 2024 marks the next milestone in Gemadept's 35 Years Of Companionship And Development, not only in business operations but also in ensuring effective and sustainable development goals. In a rapidly changing world, economic and environmental "storms" constantly test the endurance of the business community. Gemadept continues to strive on its development journey with the business community and the country.

We have witnessed the year 2024 with unprecedented challenges, posing an urgent need to improve corporate governance towards substantial, effective, and sustainable development. This is not only a trend but a strong requirement of the times, a "compass" for businesses that want to survive and develop.

With the consensus and joint efforts of shareholders, customers, and partners, Gemadept realizes the goal of creating value and sustainable development in a practical and effective manner through its production and business activities.

Addressing climate change is more urgent than ever

2024 is also the year that climate change has manifested more strongly than ever. Super typhoon Yagi, with its devastating power, remind us of the responsibility of each business and community to minimize its impact on the environment. Gemadept deeply understand that 'Green Development' is not just a choice, but a mission.

The achievements we have made in 2024 are proof of that:

- Building Green from the Roots: Gemadept continue to expand our greenhouse gas inventory across the entire port system, according to the international standard ISO 14064-1, to measure our carbon footprint.
- Building Green at Every Seaport: Gemadept's ports across Vietnam, from Binh Duong Port, Gemalink Deep-sea Port, Gemadept Dung Quat International Port and Nam Dinh Vu Port Cluster, have achieved the Green Port Standard - TCCS 02:2022/CHHVN. Especially, Gemadept Dung Quat International Port was honored with the Green Port Award System (GPAS) 2024. These are Gemadept's commitment to the environment.
- Building Green in Governance: Being recognized in the Top 50 Best Managed Companies in the market (VNCG 50) is a testament to our continuous efforts in building a transparent, efficient, and sustainable governance system.
- Building Green in Technology: Gemadept is pioneers in applying advanced technologies such as Smart Port, Auto Gate, and River Gate, not only to improve productivity but also to save energy and reduce emissions.
- Building Green in Every Action: From using renewable energy and planting mangrove forests to spreading environmental awareness within the community, Gemadept is vuilding Green in every small action.

"Green Development" at Gemadept goes beyond environmental figures or management reports. It's a blend of responsibility to the business environment and deep concern for the human living environment. Gemadept believes that a sustainable business must be one that knows how to "sow" hope, take care, share, and accompany the community.

In 2024, when Super Typhoon Yagi ravaged the North, Gemadept made every effort to maintain import-export and logistics operations, preserving the region's economic "bloodline," but also quickly implemented practical support activities for the people. Nearly 6 billion VND from the Fund and employee voluntary donations were given, helping people in the northern provinces overcome losses and stabilize their lives soon.



Simultaneously, the annual "Gemadept Run" continues its journey to spread good values. It's not just a sports event; it's also an opportunity for us to lay the first bricks to build schools for children in highland areas, "nurture" dream for disadvantaged circumstances. Gemadept believes that every step, every small action can create significant changes, contributing to building a green and sustainable future for the community.

Building on the achievements, Gemadept continuously strive to create green values, to jointly build a sustainable Port and Logistics ecosystem with stakeholders. Gemadept believes that with the spirit of "Companionship and Development" with shareholders, customers, partners and relevant agencies, the Company will continue to steadily advance on the path of "Creating a Green Future."

Gemadept's 2024 Sustainable Development Report is a comprehensive picture summarizing the steadfast efforts throughout the journey to realize the Sustainable Development Strategy for the 2021-2025 period, with a vision to 2030. On the "Green Forward" path, Gemadept is determined to overcome obstacles and do better, to deliver more sustainable and lasting values to the parties, the community, and society, contributing to the Vietnam's prosperous development in the Era of National Ascent.

We would like to sincerely thank our Shareholders, Customers, Partners and other stakeholders for always accompanying Gemadept on the path of development and creating practical values..

Wishing you good health, happiness and success!

Sincerely,

Gemadept Corporation

CEO

Nguyen Thanh Binh

GEMADEPT'S HIGHLIGHTS IN 2024

ECONOMIC:



VND **4.832** billion
Consolidated gross revenue



VND **1.923** billion
Consolidated Profit-after-tax



VND **26.991** billion
Capitalization on
December 31, 2024

SOCIAL:



Equipping 15 new computers
for the computer lab
of Khanh Yen Thuong school



22% increase compared to 2023
In average income
for employees in 2024



Mobilizing donations
of **VND 6 billion** to support people
affected by Typhoon Yagi

ENVIRONMENTAL:



Dung Quat Port
GPAS 2024 Asian Green Port Award



35,8% energy
Consumption in production
activities is solar electricity



4 ports in the Gemadept system
has achieve the Green Port Standard

OUTSTANDING AWARDS 2024



TOP 500
LARGEST ENTERPRISES IN VIETNAM - VNR
500
Awarded by Vietnam Report
and Vietnamnet



TOP 500
Most Profitable Enterprises – PROFIT500
Awarded by Vietnam Report and
Vietnamnet



TOP 50
Prestigious and Effective Public
Companies in 2022 - VIX50 –
Awarded by Vietnam Report



TOP 50
Best Listed Companies–
Awarded by Forbes
Vietnam



TOP 50
Enterprises with the Most Reliable
Sustainability Report – Awarded by Ho Chi
Minh City Stock Exchange, Hanoi Stock
Exchange, Investment Newspaper and
Dragon Capital Fund Management
Company



TOP 50
Most Efficient Business Companies
in Vietnam– Awarded by Nhip Cau
Investment Magazine in
collaboration with Thien Viet
Securities Company



ASIA'S BEST UNDER A BILLION
Awarded by Forbes Asia



TOP 10
prestigious companies in the
Port and Logistics industry –
Award by Vietnam Report in
collaboration with VietnamNet



THE WAY FORWARD



**Companionship
& Development**

Chapter 1: OVERVIEW OF SUSTAINABLE DEVELOPMENT REPORT

GRI 2: GENERAL DISCLOSURES 2021

GRI 3: MATERIAL TOPICS 2021

GRI 101: BIODIVERSITY 2024



GRI 2: GENERAL DISCLOSURES 2021

OVERVIEW OF GEMADEPT (GRI 2-1):

OVERVIEW OF GEMADEPT (GRI 2-1):

Established in 1990, Gemadept Corporation started-up its business together with the country. With the will and desire to contribute to the country's development, Gemadept has chosen the pioneering path, charting new directions, becoming the first enterprise to bring container services to Vietnam, and connecting maritime routes to bring Vietnamese goods to international markets.

Gemadept’s pioneering achievements in deploying containerized sea transportation services, operating inland ports (ICDs), Midstream transportation, and cold container services have infused the Vietnamese maritime industry with a fresh rhythm of modernity The year of 1993 marked a new development chapter for the Corporation when it became one of the first three enterprises selected by the State for pilot equitization. By 2002, Gemadept reached the next milestone when becoming one of the first publicly listed companies in Vietnam..

Over a 35-year journey, Gemadept has consistently remained steadfast in each stage of the country's economic development, aiming to realize its vision of becoming Vietnam's leading enterprise in the integrated Port and Logistics ecosystem. Today, Gemadept is synonymous with a large-scale, modern Port and Logistics network that is undergoing vigorous Green and Digital transformation, located in strategic locations across the country and extending into regional nations. It is an even greater honor that Gemadept is a reliable partner to thousands of customers and partners both domestically and internationally.

In the field of Port Operation, Gemadept is the only listed company owning and operating a port system stretching from North to South, diversified in types from Inland Container Depot (ICD) to river port, seaport, especially Gemalink deep-sea port, which is the largest in the country and is among the Top 19 seaports in the world capable of receiving the largest generation of Megaship vessels today. Gemadept’s port system has the capacity to meet the high growth demand of the market, serving import-export goods, providing economic flow in the period when the country is rising, making breakthroughs and integrating deeply into global trade.

In the field of Logistics, Gemadept owns and operates a system of modern distribution centers in key economic regions, with a total area of hundreds of thousands of square meters, carrying millions of tons of goods each year. Currently, Gemadept is the only joint stock company providing comprehensive supply chain management services and solutions with a Logistics system including 6 different fields: Air cargo terminal, distribution centers, OOG cargo transport, shipping, cold chain logistics, and auto logistics.

With its scale, capabilities, brand, and business results, Gemadept has been honored with numerous prestigious awards by both domestic and international organizations. In 2024, Gemadept continues to be recognized as one of the Top 50 Reputable and Effective Public Companies of 2024 (VIX50) by Vietnam Report, a Top 20 company in the Annual Report category at the 2024 Listed Company Awards, a Top 50 Excellent Profit Company in Vietnam, and many others. These objective evaluations from reputable organizations, experts, customers, and partners serve as strong evidence affirming Gemadept’s role and position in the market.

On the journey ahead, Gemadept continues to proactively and flexibly overcome challenges, promote business efficiency, and focus on developing the Port – Logistics ecosystem in both width and depth, especially on Digitalization and Greening, bringing outstanding values to stakeholders, actively contribute to promoting the country's economic flows, and allow Vietnam contribute increasingly to the global value chain..

COMPANY INFORMATION

Company	Gemadept Corporation
Stock code	GMD (HoSE)
Core businesses	Port operation and Logistics
Address	2bis-4-6 Le Thanh Ton Street, Ben Nghe Ward, District 1, Ho Chi Minh City
Tax ID	No. 0301116791
Charter capital	4.139.826.090.00 VND
Equity (December 31, 2024):	13.771.926.002.556 VND
Telephone	(84.28) 38.236.236
Fax	(84.28) 38.235.236
Email	info@gemadept.com.vn
Website	www.gemadept.com.vn



THE WAY FORWARD



MISSION

To promote economic growth and create added values for the country, the corporation and partners through comprehensive service chain and outstanding solutions.



VISION

To become a leading corporation in Vietnam in Port and Logistics integrated ecosystem



VALUE FOR CUSTOMERS AND PARTNERS

Outstanding – Pioneer – Partnership and development.



CORE VALUES

NATIONALISM

Proud to be a Vietnamese brand standing shoulder to shoulder with global names in Vietnam. Igniting the flame of belief and aspiration to contribute to a brighter future for our companions and for the country.

PIONEER

GMD - “Pioneer Gen” Affirming the capacity of every GemadepT person, pioneer in opening new paths and constantly challenges all limits.

RESPONSIBILITY

Accept responsibility and use resources within control to overcome challenges. Having responsibility to the Company, responsibility to customers, partners, and responsibility to the community.

INTEGRITY

Live with integrity and authenticity, both with others and with oneself. Be consistent in one's thoughts and actions. Let one's words match one's deeds; speak less and do more.

INNOVATION

Continuously innovate in governance, succession, and human resource quality; apply advanced science and technology to achieve the highest operational efficiency.

CONNECTION

The true strength of GemadepT lies in the unwavering unity among its members and with the Company itself; and between the company and its customers, partners, and stakeholders.

GEMADEPT CULTURE

Along with the process of developing the scale of the enterprise, the characteristics, qualities, and behaviors of Gemadept people have also been shaped more and more clearly and gradually summarized into “Gemadept Culture”.

It can be seen that the common features of Gemadept people are diligence, hard work at ports, warehouses, construction sites... Gemadept people are not afraid of difficulties, not afraid of hardship; honest, pioneering, responsible, progressive, always thinking, worrying to improve and do better...

Gemadept actively learns the world’s advances, overcomes obstacles to launch new business lines and professions. Container exploitation, ICD-Midstream port, advanced multimodal transport; Opening logistics services; Building seaports, airport terminals,... have been successively paved and developed by Gemadept.

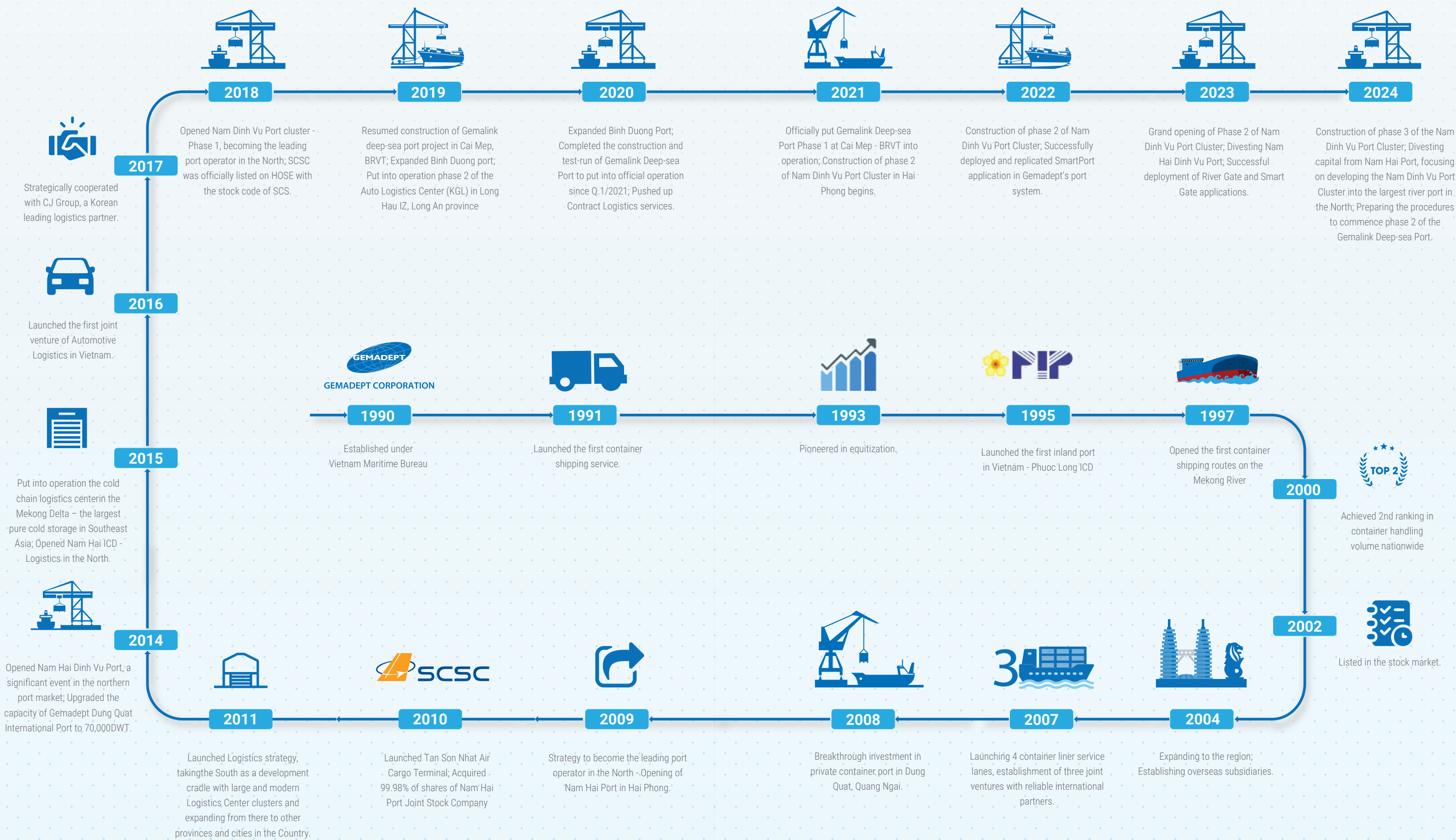
A country cannot lack a constitution, lack a cultural foundation, a strong army cannot lack regulations and discipline. Gemadept with thousands of people respect and preserve the cultural features that are the identity of the enterprise through many generations, aiming for sustainable and everlasting development.

9 PRINCIPLES OF CULTURE

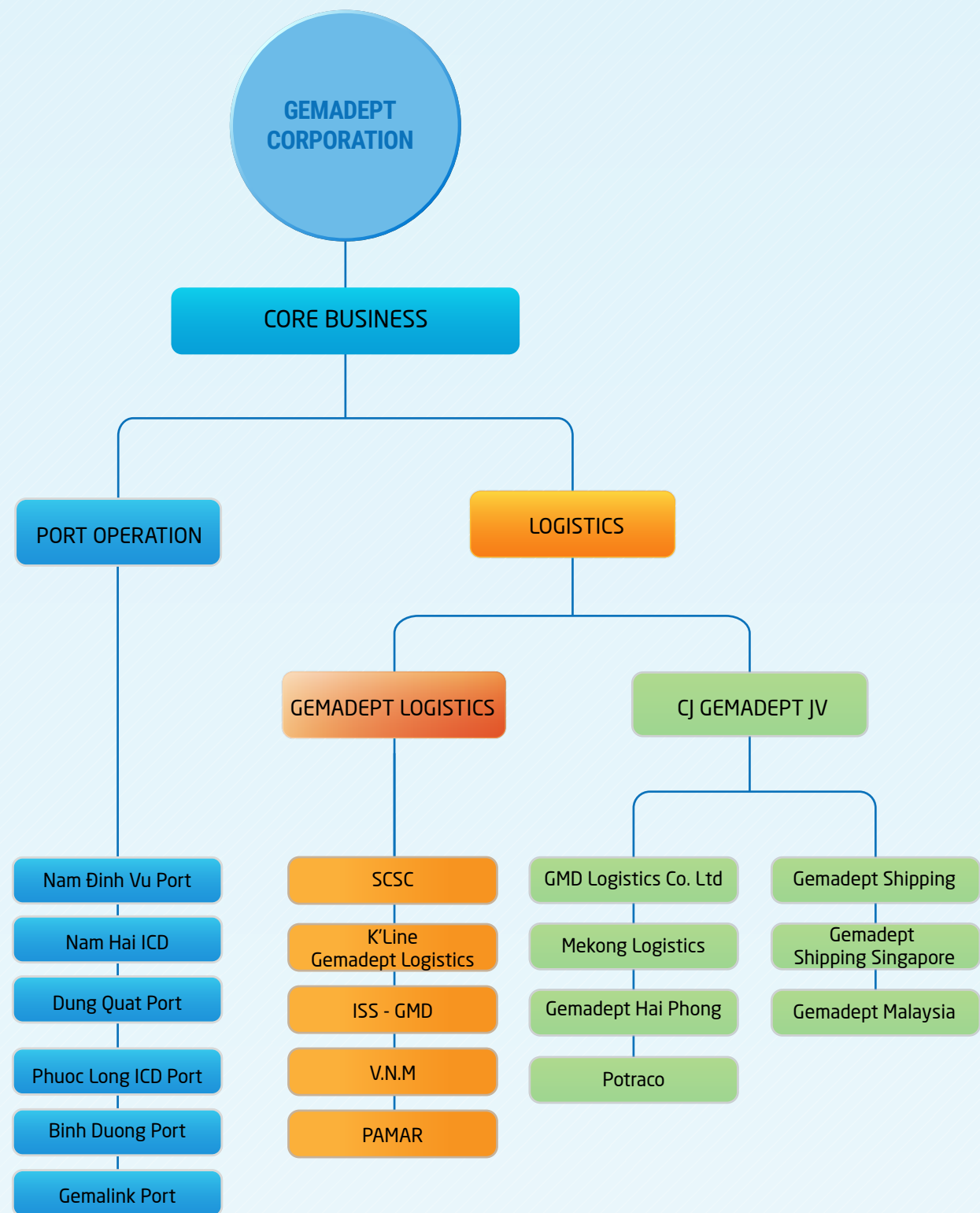




FORMATION & DEVELOPMENT PROCESS



BUSINESS SCOPES (GRI 2-2):



BUSINESS AREA AND SCOPE OF ACTIVITIES (GRI 2-6):

With a strategy of focusing on developing two core business areas, Port Operation and Logistics, Gemadept owns and operates the Port and Logistics ecosystem spanning North – Central - South (Hanoi, Hai Phong, Hai Duong, Bac Ninh, Hung Yen, Quang Ngai, Central Highlands, Ho Chi Minh City, Binh Duong, Dong Nai, Ba Ria Vung Tau, Can Tho, Mekong Delta...) and reach out to neighboring countries (Singapore, Hong Kong, China, Cambodia, Laos...).



PORT NETWORK

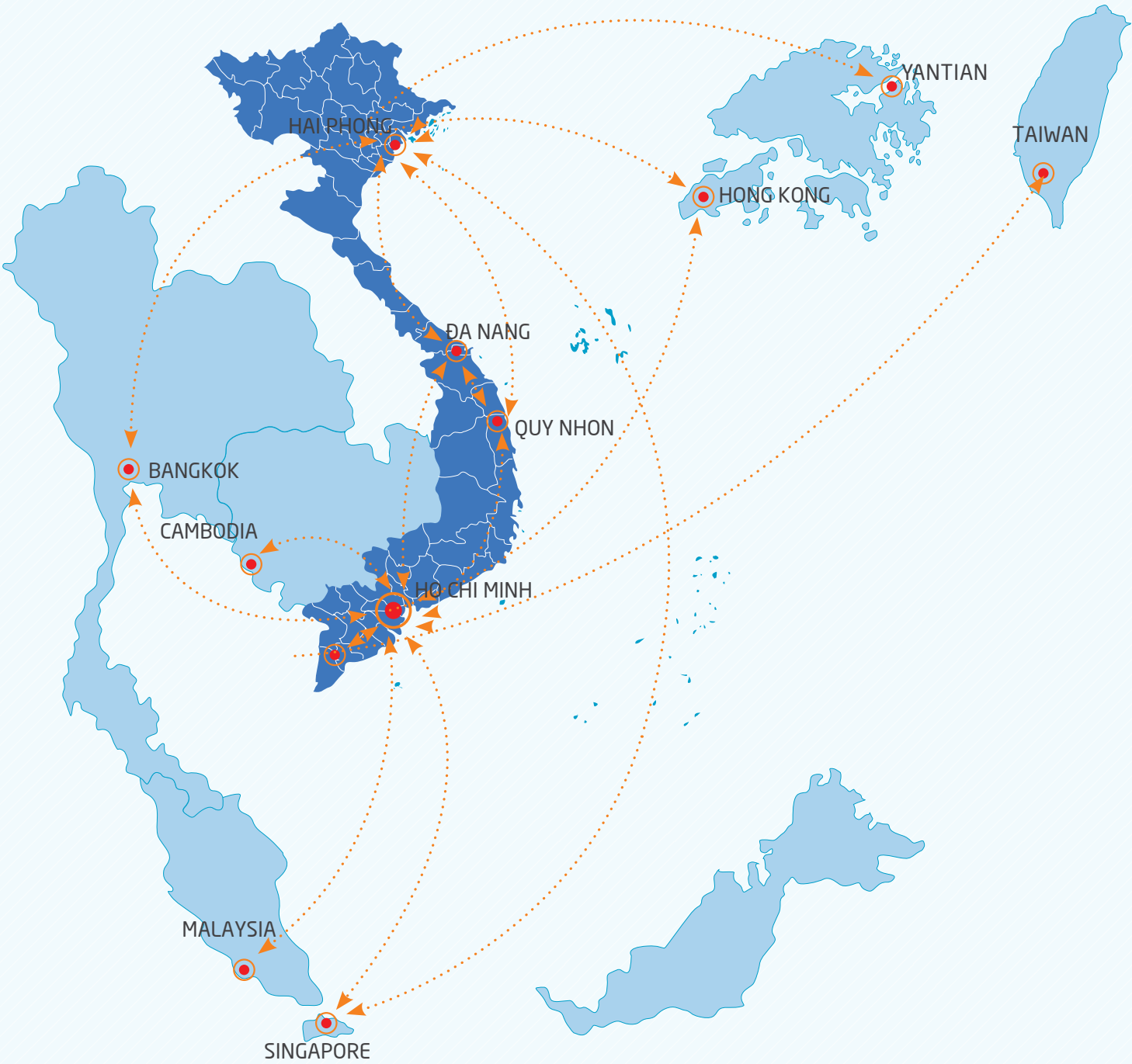
North	Central	South
Nam Hai ICD	Dung Quat Port	Phuoc Long ICD
Nam Dinh Vu Port		Gemalink Port
		Binh Duong Port



LOGISTICS NETWORK

North	Central	South
DC Hung Yen	Buon Me Thuot Store	Suntory Pepsi Inhouse
DC Nam Hai		GroupeSeb Inhouse (BD)
DC Hai Duong		GroupeSeb Inhouse (HCM)
DC Gia Lam		Hyosung Inhouse
Logistics		GS25 Inhouse
Diana Unicham Inhouse		DC Tan Binh
DC Bac Ninh		Kho GLC Phuoc Son
		Can Tho Pepsi
		DC Mekong Logistics
		Aairport Terminal SCSC
		Kinh Do Store
		DC An Thanh
		Con Tho SeaVina
		DC Song Than

BUSINESS AREA AND SCOPE OF ACTIVITIES:



TYPE OF SERVICE:

With the Port and Logistics ecosystem, Gemadept provides diverse and comprehensive services, bringing customers optimal solutions to save time, costs and achieve high efficiency:

PORT SERVICES	LOGISTICS SERVICES
<ul style="list-style-type: none"> Warehousing services, river ports, seaports › Stevedoring, tallying, freight forwarding, stuffing and unstuffing goods; › Customs clearance › Supplying, cleaning, repairing and maintaining containers and ships; › ICD, warehouse, bonded warehouse and yard, CFS services › Refrigerated container services; › Other related services. › 	<ul style="list-style-type: none"> › 3PL Services; › Distribution centers, bonded warehouses, cold storage › Transporting goods by sea, inland waterway, road, air; › Out-of-gauge (OOG) cargo transport › Air cargo terminals › Freight agents, freight forwarding; › Cold supply chain services; › Conducting pre-delivery inspection (PDI) for imported cars; › Logistics solution consultancy; › Other related services.



OVERVIEW OF SUSTAINABLE DEVELOPMENT REPORT 2024 (GRI 2-3)

Over the past 3 decades of development, Gemadept has been steadfast in its commitment to creating long-term value for customers, partners, employees, shareholders and the community. This is demonstrated by constantly improving customer experience, building a healthy working environment, optimizing business efficiency, while focusing on social responsibility, protecting the environment and creating a sustainable future.

For the 2024 Sustainability Report, Gemadept presents and publishes official information on the Sustainability-related activities that have been implemented by the Company during the year as well as the Company’s long-term strategy towards this goal. This is also a necessary tool through which Gemadept reviews and re-evaluates the effectiveness of sustainable development activities over the years, contributing to supporting the Board of Management, Control Board, Board of Directors, and functional Departments promptly update appropriate development orientations and strategies for the Company in the upcoming period.

BASIS FOR PREPARING THE REPORT

Gemadept’s 2024 Sustainability Report was prepared and published based on the standards of the Global Reporting Initiative (GRI) – Latest version “GRI Sustainability Reporting Standards 2021”. Accordingly, we refer to the United Nations Sustainability Goals to build a sustainability orientation and demonstrate Gemadept’s contribution to the Economic – Social – Governance (ESG).

REPORTING SCOPE

- Reporting period: January 1, 2024 – December 31, 2024
 - Reporting cycle: Annual
 - Reporting data: The report includes information from Gemadept and a number of subsidiaries, joint ventures, and affiliates.
- This report is published in conjunction with the 2024 Annual Report and other sustainability-related publications on the Company’s website.
- Date of publication: April 20, 2025

APPLICABLE STANDARDS AND REPORTING PRINCIPLES

The report was prepared in accordance with the standards at the GRI Sustainability Reporting Standards of the Global Reporting Initiative (GRI). The structure of the report is clearly presented according to 4 main contents:

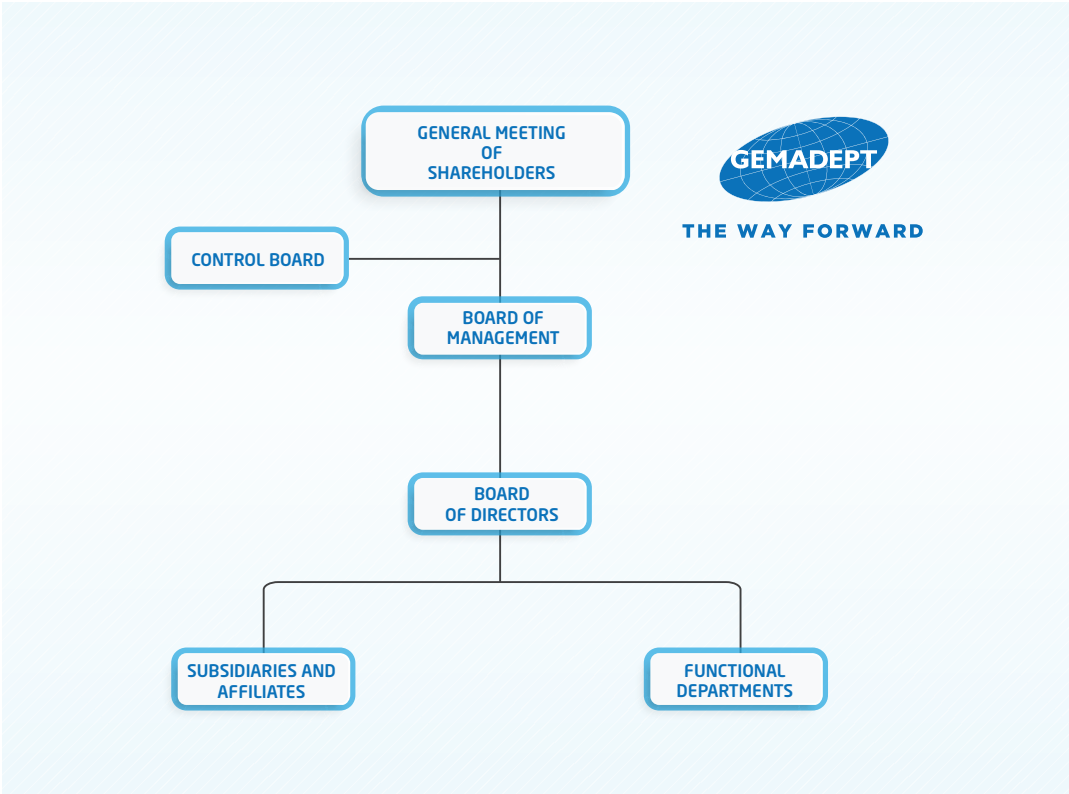
- GRI 2 – GENERAL DISCLOSURES 2021
- GRI 3 – MATERIAL TOPICS 2021
- GRI 101 - BIODIVERSITY
- GRI 200 - ECONOMIC
- GRI 300 - ENVIRONMENTAL
- GRI 400 - SOCIAL

To ensure completeness of content and reliability, the Report is determined according to the following principles:

Principles for deciding the content of report	Principles for deciding the content of report
<ul style="list-style-type: none">• Stakeholder engagement• The context of sustainable development• Materiality level• Completeness	<ul style="list-style-type: none">• Accuracy• Balanced• Clarity• Comparability• Reliability• Timeliness

To ensure objectivity and reliability, in addition to its self-assessment, Gemadept selected BSI (British Standards Institution), a world-leading standards organization and member of the International Organization for Standardization (ISO), as an independent evaluation unit (GRI 2-5).

GOVERNANCE STRUCTURE (GRI 2-9):



The Company implements an advanced governance model that complies with the highest standards and best practices, fulfilling all the requirements of a listed company.



ORGANIZATIONAL PERSONNEL (GRI 2-9, 2-10, 2-11)

After more than 3 decades of establishment and development, Gemadept today is a leading enterprise in the integrated port and logistics ecosystem in Vietnam. That achievement is crystallized from the sweat, tears, and enthusiasm of generations of Gemadept people along with accompanying partners, under the guidance of a capable, visionary Board of Directors, wholeheartedly dedicated to the best values brought to stakeholders, contributing to serving the development of the industry, the economy, and the country.

BOARD OF MANAGEMENT



Mr. DO VAN NHAN
Chairman



Mr. CHU DUC KHANG
Deputy Chairman



Mr. NGUYEN THANH BINH
Member



Mr. SHINYA HOSOI
Member



Ms. NGUYEN MINH NGUYET
Member



Ms. BUI THI THU HUONG
Member



Mr. VU NINH
Member



Mr. NGUYEN VAN HUNG
Member



Mr. LAM DINH DU
Member



Mr. NGUYEN THAI SON
Member

CONTROL BOARD



Mr. LUU TUONG GIAI
Chief



Ms. VU THI HOANG BAC
Member



Mr. TRAN DUC THUAN
Member

BOARD OF DIRECTORS



Mr. NGUYEN THANH BINH
CEO



Mr. PHAM QUOC LONG
Deputy CEO



Mr. NGUYEN THE DUNG
Deputy CEO



Mr. DO CONG KHANH
Deputy CEO

CHIEF ACCOUNTANT



Mr. KHOA NANG LUU
Chief Accountant

Detailed information about the Board of Management - Board of Directors - Control Board can be found in the 2024 Annual Report (GRI 2-17).

Evaluation of the Board of Management in 202 (GRI 2-18):

Refer to the 2024 Annual Report for more information .

EFFECTIVE CORPORATE GOVERNANCE - GEMADEPT IS HONORED IN THE TOP 50 ENTERPRISES WITH THE BEST CORPORATE GOVERNANCE PRACTICES (VNCG50)

Gemadep is honored to be the only port and logistics company honored in the VNCG50 list - Top 50 listed companies with the best corporate governance in Vietnam in 2024. The award is organized by the Vietnam Institute of Directors (VIOD) with the support of the International Finance Corporation (IFC), the Swiss State Secretariat for Economic Affairs (SECO) and the State Securities Commission (SSC).

In a context where international investment funds and foreign investors are shifting capital flows towards businesses with strong governance commitments and transparency, Corporate governance becomes a measure of competitiveness and a foundation for ensuring transparency and accountability. Corporate governance is not only a tool to support businesses in attracting investment capital but also a basis for realizing sustainable development strategies.

As the only listed company owning a port and logistics ecosystem in Vietnam, Gemadep is committed to the highest level of transparency, ensuring fairness for stakeholders, and adhering to business ethics and legal regulations. With this spirit, Gemadep has established and continuously improved its principles, regulations, and corporate governance activities. Not only does Gemadep maximize compliance with current state regulations, but it also consults and applies updated standards and international best practices, thereby enhancing governance efficiency and consolidating the company's position in the industry.



In addition to the VNCG50 award, Gemadep also achieved many other outstanding achievements in 2024, affirming its pioneering position in governance and sustainable development:

- Information Disclosure Standard Achievement (IR Awards): Recognized by Vietstock, VAFE Association, and FII Magazine.
- Top 20 Companies with Best Annual Reports for 2 Consecutive Years: Awarded by HOSE (Ho Chi Minh Stock Exchange), HNX (Hanoi Stock Exchange), and Dau Tu Newspaper.
- The Most Reliable Sustainable Development Reports in 2023

These titles demonstrate Gemadep's strong commitment to building a transparent, professional and effective governance system. At the same time, these achievements also open up great opportunities to attract international investment capital and build trust from partners.

In the context of global investors shifting their attention to businesses with good governance and sustainable development commitments, Gemadep continues to be a pioneer in the port and logistics industry. The company actively contributes to promoting the improvement of Vietnam's stock market standards and moving towards market upgrade.



GRI 3: MATERIAL TOPICS 2021

The Green Flow in the Port and Logistics Industry: Gemadept on a Sustainable Journey

The year 2024 marks a significant transformation of the port and logistics industry, both globally and in Vietnam, as sustainable development becomes the central focus of every strategy. 'Greening' operations is no longer a distant goal but an urgent requirement—a green flow that permeates every step of the supply chain, from ocean-going ships to bustling ports.

Globally, major ports are leading the green revolution. According to the IAPH World Port Tracker, 38% of ports worldwide plan to expand land use for non-fossil energy production. Renewable energy solutions, such as wind and solar power, are increasingly being prioritized, helping to reduce dependence on fossil fuels. Circular economy initiatives are also widely deployed, aiming to turn waste into resources and extend product life cycles. The global shipping industry, which accounts for approximately 2-3% of carbon emissions, is under increasing pressure to reduce its environmental impact. International Maritime Organization (IMO) regulations, such as the Carbon Intensity Index (CII), are driving this process.

Vietnam, with its strategic location on the international maritime map and impressive trade growth rate, is also actively integrating into the green flow. The government has issued numerous policies to encourage sustainable development in the logistics sector, aiming to reduce greenhouse gas emissions from the transportation sector by 2030 (Decision No. 1191/QĐ-BGTVT of the Ministry of Transport, 2024). The national seaport system development plan has also been adjusted to strengthen green standards (Decision No. 442/QĐ-TTg), with mandatory application by 2030. Vietnam's International Renewable Energy Certificate (I-REC) market has witnessed significant growth in renewable energy production, with a 28.62% increase compared to 2023, indicating positive initial signs. Vietnamese seaport and logistics enterprises are increasingly aware that sustainable development is not only a social responsibility but also a key factor in enhancing long-term competitiveness.

In this context, Gemadept, a leading enterprise in Vietnam's port and logistics sector, plays a crucial role. With a nationwide seaport network and integrated logistics services, Gemadept not only contributes to promoting economic growth but also has the potential to lead the industry's sustainable development trend. Gemadept pioneer the application of information technology solutions to optimize logistics processes, minimize waste and energy consumption. Notably, CO2 emissions from Vietnam's logistics activities have decreased by 12% compared to 2020. Furthermore, Gemadept can take the lead in building green, environmentally friendly logistics centers, fostering a sustainable ecosystem for businesses in the supply chain.

The Company can actively contribute to environmental protection activities, support local sustainable development projects, and spread green awareness to partners and customers, jointly building a sustainable future for Vietnam's seaport and logistics industry.

However, the journey towards sustainable development is not a smooth road. The Vietnamese seaport and logistics industry, including Gemadept, still faces many challenges. The initial investment costs for green solutions are often quite substantial, requiring strong financial resources and persistent investment. The current infrastructure needs to be upgraded and improved to meet increasingly stringent environmental standards. Moreover, to achieve substantive progress, a profound change in awareness and behavior is needed from all stakeholders, from management levels to employees, from functional agencies to the social community.

The year 2024 is a significant milestone on the journey towards sustainable development. For the green flow to truly permeate every aspect of the seaport and logistics industry, it requires the joint effort and coordinated efforts of all stakeholders. With the pioneering role of enterprises like Gemadept, along with support from the Government and the community, we can believe in a sustainable development future for the industry, contributing to the prosperity of the country and protecting environmental.

SUSTAINABLE DEVELOPMENT OBJECTIVES IN MEDIUM-TERM PERIOD (2023 - 2025)



SUSTAINABLE DEVELOPMENT OBJECTIVES IN LONG-TERM-PERIOD (2025-2050)



Gemadept accompanies the Government in implementing the National Strategy on Climate Change for the period up to 2050 issued by the Prime Minister in Decision No. 896/QĐ-TTg.

Paving the Way for Sustainable Development:

In 2024, Gemadept’s ESG Board, guided by the principles of Discipline, Responsibility, and Efficiency, took practical actions in promoting activities related to ESG. These efforts have successfully launched Gemadept on the path of sustainable development, with the goal of reaching international standards by 2025. Here are the things Gemadept has done to promote sustainable development:

- Established clear KPIs for each department, business unit towards ESG goals; Strengthen inspection and control;
- Gemadept Dung Quat implemented **the Green Port Standards according to TCCS 02:2022 CHHVN**
- Gemalink received certifications for **Environmental Management System ISO 14001:2015 and Occupational Health and Safety Management System ISO 45001:2018** issued by Bureau Veritas of Vietnam
- Regularly organized fire prevention and seaport security drills at the port sector

Looking forward to 2025, Gemadept remains focused on achieving international standards. To enhance corporate value and deliver a superior experience to domestic and international customers, Gemadept will continue to promote green and smart development while ensuring the Company’s sustainable growth. Our key directions for this phase are summarized below:

- Deploy ESG synchronously across the entire system
- Increase technology application and green investment
- Develop green ports, ecological ports, and green logistics according to international standards.



UNITED NATIONS’ 17 GLOBAL SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development adopted by all Member States of the United Nations at the United Nations Summit on Sustainable Development in 2015 provides a common development vision towards peace and prosperity for our people and planet now and in the future.



Aligned with the 17 Sustainable Development Goals (SDGs) and their 169 targets established in the 2030 Agenda, the Ministry of Planning and Investment, in collaboration with relevant agencies, has developed a national action plan tailored to Vietnam’s specific circumstances, development capabilities, and priorities. This plan builds upon the country’s existing key development strategies, policies, and programs. By this approach, Vietnam’s overall goals for 2030 include:

- Maintain sustainable economic growth coupled with making progress;
- Social justice and ecological environment protection;
- Effective management and use of resources;
- Proactively respond to climate change;
- Ensure that all people can develop their potential, participate, and enjoy equally the fruits of development, building a peaceful, prosperous, democratic, equitable, civilized, and sustainable society

On that basis, Gemadept has developed its sustainable development strategy and action plan based on a thorough assessment and analysis of the Company’s overall development strategy, the key economic, environmental, and social impacts, and the alignment with the Sustainable Development Goals of the United Nations and the specific goals of Vietnam mentioned above.



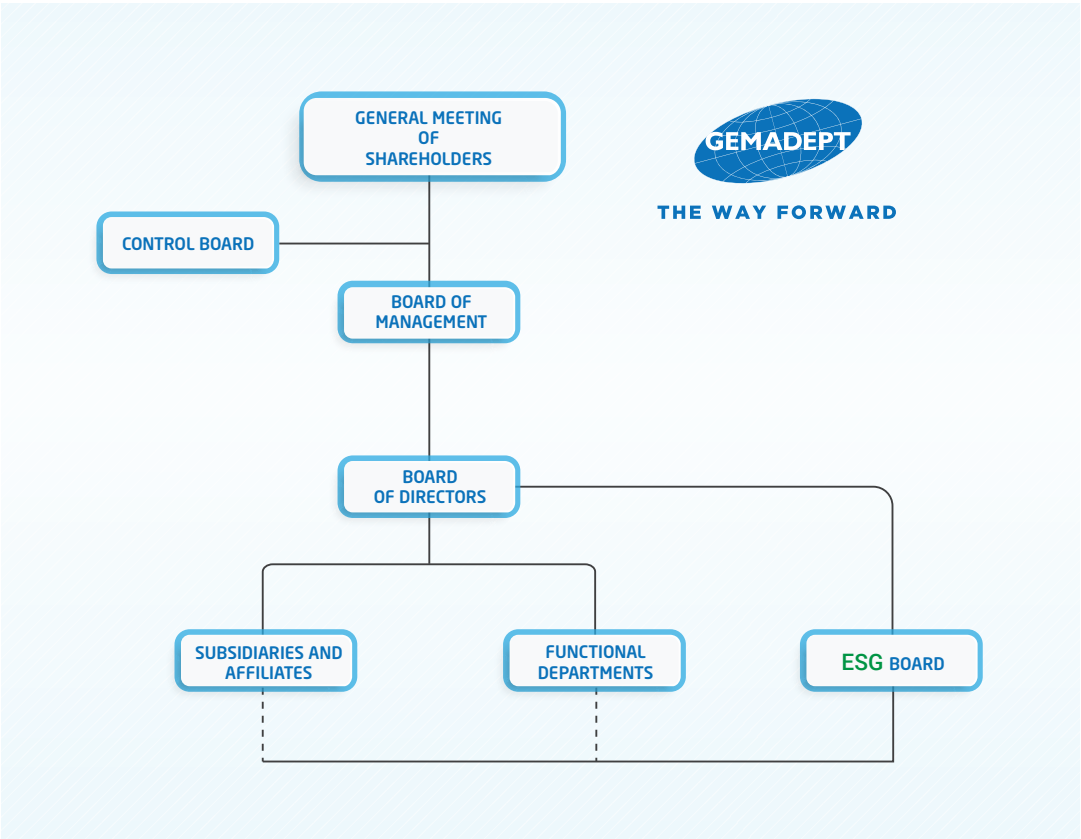
UNITED NATIONS' 17 GLOBAL SUSTAINABLE DEVELOPMENT GOALS

1		Creating more jobs Raising average income for employees Contributing to local economic development
2		Maintaining the flow of food, goods from Vietnam to around the world
3		Building a safe working environment Ensuring health and safety for employees
4		Professional training for staff on a regular basis Awarding scholarships to talented students at universities
5		Commitment to equal policies in the use of employees Maintaining fairness and equal treatment between men and women
6		Effective use of water Disuse of hazardous chemicals
7		Effective use of energy Saving energy resources Use of solar energy Power saving initiative
8		Create a friendly, safe working environment for employees; being fair and non-discriminatory with employees

9		Development of software to manage the port and logistics ecosystem, save energy and reduce emissions
10		Issuing preferential policies for female employees
11		Contributing to the overall national port and logistics infrastructure, strongly promoting trade between economic regions
12		Effective use of materials Increase use of recycled materials
13		Limit emissions Using renewable energy resources
14		Developing model of green and eco-port
15		Limit emissions into the marine environment Launching green projects to protect the marine environment
16		Acting in transparently, honestly, and ethical way, say no to corruption, tax evasion, and law violations
17		Actively cooperating with other strategic partners to promote the development of circular economy

GOVERNANCE MODEL TOWARDS SUSTAINABLE DEVELOPMENT

Gemadep is committed to operating transparently and responsibly, aiming to become a reliable partner. To achieve this, the Company has established a rigorous governance system to ensure sustainable development. This system is organized in a centralized, vertical governance structure, clearly defining powers, obligations, and responsibilities at each level, ensuring smooth, proactive, and efficient operational management.



Roles and responsibilities of the Board of Management, Control Board, Board of Directors, and Functional departments for the Sustainable Development mission:

Roles and responsibilities of Board of Management:

- Orientation and strategic planning for sustainable development.
- Assign and monitor the operating apparatus to comply with the proposed strategy.
- Ensure responsibility for submitting to the General Meeting of Shareholders for contents under the decision authority of the General Meeting of Shareholders.

Roles and responsibilities of The Control Board:

- Monitoring and controlling operations, compliance with legal regulations, the Company's charter, the implementation of resolutions of the General Meeting of Shareholders.
- Internal control and accountability to the General Meeting of Shareholders for the duties and powers assigned by the General Meeting of Shareholders.

Roles and responsibilities of Board of Directors:

- Directly operating and effectively implementing the sustainable development strategies outlined by the Board of Management.
- Implement the plans of the Board of Management within the scope of delegated authority and duties.

Roles and responsibilities of Functional departments:

- Implementing specific goals and tasks in the sustainable development plan assigned by the Board of Management and the Board of Directors.
- The Functional departments are responsible to the Board of Management and the Board of Directors for the implementation results of assigned objectives and tasks.

Roles and responsibilities of ESG Board:

- Promote the communication of the Company's Sustainable Development activities to functional departments and subsidiaries
- Ensuring transparency for ESG performance when reporting
- Provide necessary documents on Sustainable Development to stakeholders

INTRODUCING GEMADEPT'S ESG BOARD

The ESG Committee, established in 2022 with the General Director as its Head and other members, is responsible for implementing ESG-related work and tasks according to the General Director's direction and assignments. The structure of the ESG Board is as follows:

ESG BOARD MEMBERS - PHASE 1			
No	Full Name	Department of Unit	Position in the board
1	Nguyen Thanh Binh	BOD	Head of ESG Board
2	Nguyen Van La	HSSE	Deputy of ESG Board
3	Nguyen Thi Thu Thao	PRIR	Deputy of ESG Board
4	Hoang Lan Hue	R&D	Member
5	Do Ngoc Khanh Nhi	PRIR	Member
6	Tran Thi Le Hang	RM1	Member
7	Nguyen Hoang Anh	PRIR	Member
8	Dang Van Quang	HSSE	Member
9	Chu Duc Trung	GML	Member
10	Vu Xuan Thuy	GML	Member
11	Pham Quoc Khanh	GML	Member
12	Tran Viet Manh	NDV	Member
13	Do Duc Hop	TTKT	Member
14	Kieu Minh Chinh	NDV	Member
15	Tran Van Luc	GML	Member

POLICY ON SUSTAINABLE DEVELOPMENT OF THE COMPANY (GRI 2-23, 2-24)

Throughout its business operations, Gemadept always prioritizes sustainable development. This commitment is reflected in several key areas: developing human resources, improving the organizational structure and management model to adapt to changing market dynamics and economic growth, applying advanced technologies, investing in sustainability initiatives, and focusing on ESG factors.

Environmental – Social – Governance factors are always attached to the sustainable development policy, which serves as the guiding principle for all production and business activities of Gemadept. The Company's sustainable development policy is concretized through annual, practical, and long-term action programs.

Specifically, Gemadept has been and will continue to focus on promoting sustainable development in the following areas:

- **Working environment:** Continue to build a professional and pleasant working environment to attract and retain employees, with the aim of becoming one of the best places to work in Vietnam.
- **Gemadept's culture:** Gemadept's cultural tradition is built on a foundation of 6 Core Values and 9 Cultural Principles. These principles promote a spirit of nationalism, pioneering, integrity, and responsibility – a collective mindset embraced by Gemadept people. They are responsible to themselves, their families, the Company, and society, and are known for their integrity and ability to overcome obstacles. Proactive collaboration is also a hallmark of Gemadept, fostering strong relationships with colleagues, partners, customers, and companions.
- **Remuneration and welfare policy:** Continue to promote a highly competitive remuneration and welfare policy to attract, retain, and develop quality human resources. This policy encourages and rewards creativity, maximizes individual capacity, and serves as a foundation for collective strength to overcome all challenges and achieve set goals and visions.
- **Social responsibility:** Gemadept places great emphasis on its social responsibility by prioritizing environmental protection through the maintenance of a green, clean, and aesthetically pleasing landscape, and by promoting energy-saving practices. The Company also strives to create employment opportunities for the local population and engages in charitable works to support those affected by natural disasters, orphans, and individuals facing extreme hardships. By fostering cooperation and collaboration within the community, Gemadept is committed to driving sustainable development and progress.

IDENTIFYING AND SELECTING STAKEHOLDERS

Stakeholders are based on the principle of determining the possible influence from Gemadept's production and business activities on the parties and the interests and influence of the parties on Gemadept.

Accordingly, there are 6 important stakeholders to Gemadept including:



PRINCIPLES ON RELATIONSHIP WITH RELEVANT PARTIES (GRI 2-16, 2-29)

TO THE GOVERNMENT:

- Promote the national spirit; Be pioneer in becoming a model enterprise in Vietnam's Port and Logistics industry and positively contribute to the overall development of Vietnam's maritime industry;
- Comply with the policies, laws, and regulations of the Government for the Company's sectors;
- Strongly develop business to contribute positively to the State budget;
- Contribute to the socio-economic development of the country;
- Make full reports in accordance with regulations.

TO SHAREHOLDERS - INVESTORS:

- Ensure legitimate rights and increase sustainable values for shareholders and investors;
- Provide timely, transparent and complete information; Create conditions for shareholders and investors to learn about production and business activities of the Company;
- Accept opinions and suggestions from shareholders and investors to contribute to the Company's further development.

TO CUSTOMERS, PARTNERS:

- Take service quality as the focus of business development;
- Provide customers and partners with optimal and outstanding solutions and services;
- Maintain commitments to customers and partners for sustainable development
- Listen to suggestions and feedback from customers and partners to constantly improve service quality

TO EMPLOYEES:

- Improve the policy of salary, bonus, welfare, etc. to encourage the development of high quality human resources, being successful at work and happy in life; ensure benefits for employees according to regulations and the Company's remuneration policies;
- Ensure the development of the successor team at all levels, preparing for development in the following years, which is sustainable and lasting;
- Listen to employees' opinions, contributions and suggestions to continue improving all aspects of operations towards better efficiency.

TO COMMUNITY - SOCIETY:

- Share social responsibilities;
- Join hands for community benefits;
- Contribute to environmental protection;
- Attract and create many jobs for people in all provinces and cities nationwide, contributing to building the country.

TO CONTRACTORS / SERVICE PROVIDERS:

- Be transparent and objective in all stages of invitation to bid, appraisal of bidders and selection of bidders;
- Contractors need to commit to service quality and clear origin;
- Say no to poor quality contractors and those who do not accompany with sustainable development according to Gemadept and the Government's policies.

STRENGTHEN CONNECTIONS WITH STAKEHOLDER

Gemadep is committed to complying with information disclosure requirements set forth by the State Securities Commission, Stock Exchange, and other stakeholders. The Company promptly and thoroughly updates its shareholders and investors on its business performance, market trends, and cooperation opportunities through various communication channels, including but not limited to the Annual General Meeting of Shareholders, seminars, conferences, the Company's website, media outlets, face-to-face meetings, online meetings, emails, and letters.

In addition, Gemadep's Investor Relations Department regularly coordinates with other departments to organize site visits throughout the year to Gemadep's port system, air cargo terminals, and distribution centers. These tours offer shareholders, investors, customers, partners, relevant agencies, government officials, and even university students firsthand experiences that provide valuable insights and a deeper understanding of Gemadep's operations.

The Company prioritizes service quality and customer care. This commitment is reflected in upgraded service facilities and the establishment of efficient communication systems between internal departments, external stakeholders, and relevant government ministries. These continuous improvement efforts have led to high customer satisfaction in recent times. Gemadep always actively listens to feedback from customers and other stakeholders.

International shipping lines, a key customer segment for Gemadep, often have strict Codes of Conduct. These codes establish high standards and practices in labor, human rights, occupational safety and hygiene (OSH), and business ethics. As a port operating company committed to international standards, Gemadep adheres to these Codes of Conduct to ensure exceptional customer service. This commitment is highly valued by our customers, serves as an inspiration for the Vietnamese business community, and positions Gemadep as a leader in sustainable development for Vietnamese businesses aiming for the international market.

Gemadep recognizes its people as the key to success and a differentiator for the Company. The Company prioritizes open communication and actively listens to employee thoughts and aspirations. Annual surveys gather extensive employee feedback that informs adjustments to policies, programs, and prompt support. The Company's Trade Union and Human Resources Department serve as vital bridges between employees and the Board of Directors. High-consensus decision-making based on these efforts fosters a sense of security and motivates employees to dedicate themselves to self-development, creating sustainable value for their families, the Company, and society.



Gemadep: Contribute to create a strong and sustainable future for Vietnam's maritime industry (GRI 2-28)

As one of the leading enterprises in the field of port and logistics in Vietnam, Gemadep is always deeply aware of its responsibility for the common prosperity of the industry. The Company not only strives to improve business performance, but also actively participates in activities contributing to the industry community, aiming to create a prosperous and sustainable future for the Vietnamese maritime industry.

Close cooperation with VISABA Association and Maritime Industry Associations to create a favorable business environment

In 2024, Gemadep demonstrated its strong commitment through close cooperation with the Vietnam Ship Agents and Brokers Association (VISABA). The Company accompanied the Association in carrying out many important activities, focusing on building and perfecting the legal framework, improving the business environment, and enhancing competitiveness for the industry.

Policy Development Input:

- Gemadep actively participated in the development and provided input for numerous important legal draft documents, including drafts related to taxes, fire prevention and fighting, seaport service prices, customs procedures, and other regulations. This participation demonstrates Gemadep's sense of responsibility in ensuring that promulgated policies are in line with practical realities, creating favorable conditions for the development of businesses and the industry.

Proposing Solutions, Promoting Industry Development:

- Gemadep proactively proposed solutions to address the challenges facing the industry, such as the issue of surcharges imposed by foreign shipping lines, facilitating inland waterway transport routes, and enhancing coordination between associations and state management agencies.
- The Company provided timely information on market fluctuations, helping member businesses gain an overview and make effective business decisions.

Committed to action, for a prosperous Vietnamese maritime industry

Gemadep believes that the sustainable development of the enterprise is closely linked to the prosperity of the community and the nation. Therefore, Gemadep is committed to:

- Promote its role as an active member of VISABA and other Industry Associations, working side-by-side to contribute to building a transparent, fair, and efficient business environment.
- Proactively propose innovative solutions, contributing to enhancing competitiveness and promoting the prosperity of Vietnam's maritime industry.
- Cooperate closely with state management agencies, industry associations, and businesses in the industry to build a strong Vietnamese maritime industry by the sea.

Gemadep will always be a trusted companion, joining hands with the Vietnamese maritime community to reach out to the ocean, opening an era of national growth.

Conflict of interest (GRI 2-15):

At Gemadep, the interests of all stakeholders, including the government, customers, partners, shareholders, employees, suppliers, and the community, are always prioritized, serving as the foundation for sustainable development. The Group is committed to building a transparent, fair, and sustainable business environment where the interests of all stakeholders are ensured and harmoniously developed. To strengthen this commitment, Gemadep has supplemented the responsibilities of the Board of Directors, the Supervisory Board, the General Management Board, and other executive members in proactively preventing conflicts of interest.

For further details, please refer to Gemadep's Charter on Organization and Operation, published on the Company's Website: www.gemadep.com.vn



Mr. Nguyen Thanh Binh, CEO of Gemadep Corporation participated at the Vietnam Logistics Forum 2024



In 2024, Gemalink Deep-sea Port is one of the founding members of the Ba Ria - Vung Tau Logistics and Seaport Association.



MATERIALITY AREAS (GRI 3)

DETERMINING THE MATERIAL TOPICS (GRI 3-1)

- Identify materiality topics that may impact Gemadept's sustainable development
 - Analyze current and future market and customer needs
 - Assess economic risks and geopolitical situation
 - Receive and analyze input from stakeholders
- Selecting the materiality topics stakeholders concern of
 - Making out materiality issues of stakeholders
 - Selecting the materiality issues in line with the development goals and strategies of the Company
 - Dividing the issues into three areas: Economic, Environmental and Social
- Identify materiality topics for the year
 - Establish a materiality matrix
 - Assess concern and impact
 - Prioritize implementation
- Evaluate key areas implemented during the year
 - Conduct review and analysis of results after implementation
 - Continuously improve

ANALYSIS OF KEY RISKS (GRI 2-25, 3-2, 3-3)

Further reference: Risk Management Report - Annual Report 2024

Gemadept proactively analyzed and assessed a detailed list of key risks related to ESG, based on the list of risk topics in the 2024 Annual report..

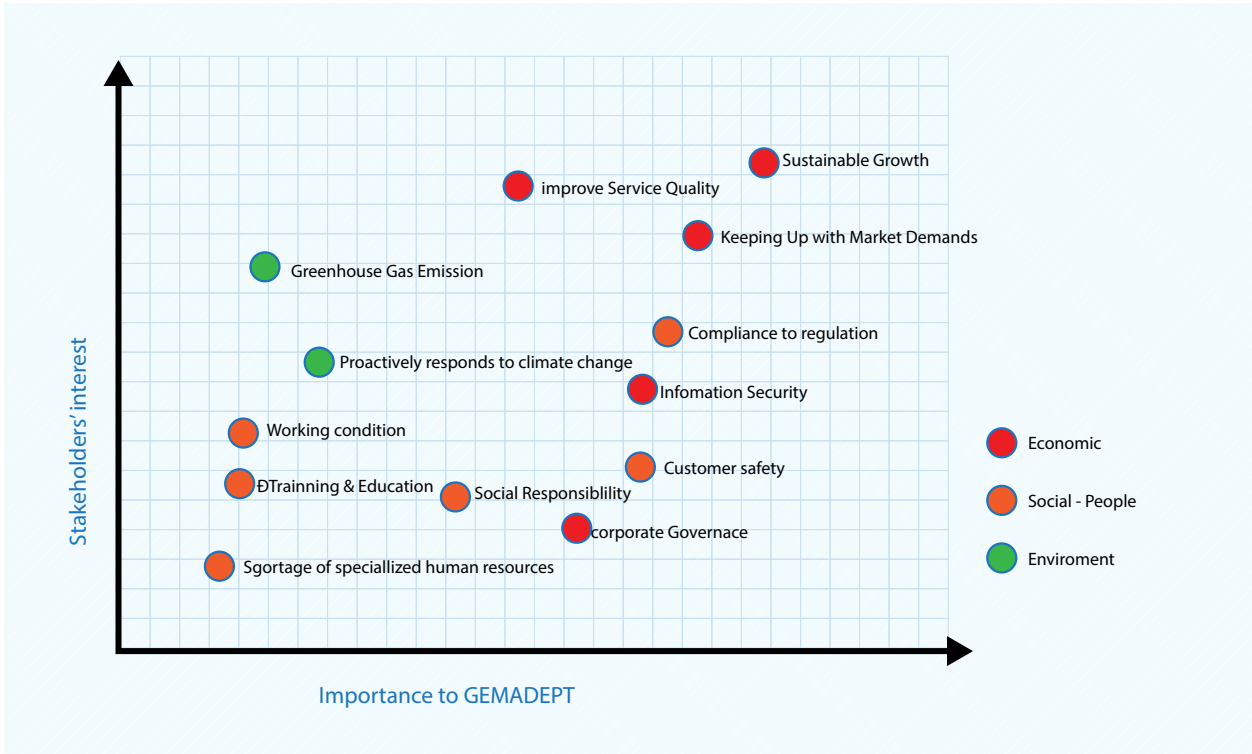
KEY RISK ASSESSMENT		LIKELIHOOD OF RISK OCCURRENCE		
		Rarely Occurs = 1	Occasionally Occurs = 2	Frequently Occurs = 3
Level of Risk Impact	Low- 1	1	2	3
	Medium - 2	2	4	6
	High- 3	3	6	9

Risk Classification by Risk Severity Level	Risk < 6	6 ≤ Risk ≤ 9	Risk > 9
	Low	Medium	High

Risk Type	Risk Impact Level	Likelihood of Occurrence	Risk Score	Response Measures
Risks from global events and changing market demands				
Sustainable Growth	3	3	9	The Company always updates new trends in the industry to apply appropriately to the Port-Logistics ecosystem, ensuring improved system productivity.
Keeping up with Market Demand	3	2	6	In order for Gemadept to keep up with market demand, it is necessary to increase investment in technology, automation, improve service quality, expand network, develop human resources, focus on sustainable development and flexibly respond to market fluctuations.
Data security and cybersecurity risks				
Information Security	3	1	3	The Company issues and strictly implements regulations related to information security.
Climate risk, extreme weather				
Proactively responds to climate change	2	1	2	To respond to potential force majeure events in business such as natural disasters, fires, etc., the Company has issued emergency response procedures.
Risks related to customers and suppliers				
Improve Service Quality	3	2	6	The company always has policies to invest in new technology to improve service quality for customers.
Greenhouse Gas Emissions	2	1	2	Gemadept proactively monitors and calculates annual CO2 greenhouse gas emissions, thereby proposing and implementing initiatives to reduce these emissions.
Customer Safety	3	1	3	The company always focuses on the safety of customers during the working process between the two parties.
Risks from the shortage of high-quality human resources:				
Working conditions	2	1	2	The Company seriously issues and implements welfare policies for employees in a fair manner.
Shortage of specialized human resources	1	1	1	The Company has attractive policies to attract talent. When recruiting, carefully select candidates who fit the company's culture.
Risks related to compliance, operating safety and HSSE, ESG:				
Compliance to regulation	3	2	4	As a listed company, Gemadept always adheres to the law regarding the content of its reports. The Company takes full legal responsibility for the content of its announcements
Social Responsibility	2	1	2	The Board of Management, the Control Board, and the Board of Directors are all responsible for directing and overseeing the implementation of the Company's social responsibilities.
Corporate Governance	2	1	2	Gemadept has corporate governance regulations and processes in place to ensure transparent and efficient operations, and compliance with legal regulations.
Training and Education	2	1	2	Gemadept consistently focuses on enhancing the professional skills of its employees. The Company proactively creates opportunities and encourages employees to develop their specialized knowledge independently, while also being willing to support training costs (if any) so that employees can acquire the necessary skills to better serve their work and contribute to the overall development of the company.

GEMADEPT’S MATERIALITY TOPICS

After identifying Gemadept’s material topics based on the key risks of 2024, the Company used a materiality matrix to assess and rank the material topics according to their severity in the event of risks, as shown in the chart above.



REFERENCES:

- This report is based on a partial reference to “Sustainable Reporting Standards (GRI)” – 2021 of the Global Reporting Initiative;
- 17 United Nations Sustainable Development Goals by 2030;
- Decision No. 1191/QĐ-BGTVT dated September 30, 2024 on promulgating the Plan on mitigation of greenhouse gas emissions in the Transport sector through 2030;
- Decision No. 442/QĐ-TTg dated May 22, 2024 on approving amendments to master planning for development of Vietnam’s seaport system in 2021 - 2030 period, with a vision by 2050;
- Agenda 2030 for sustainable development according to Decision No. 622/QĐ-TTg dated May 10, 2017 of the Prime Minister;
- Circular No. 96/2020/TT-BTC guiding information disclosure on the stock market, which requires listed companies to disclose data on total direct and indirect GHG emissions in ESG reports;
- Law on Environmental Protection 2020: GHG-emitting facilities must carry out GHG inventory, be allocated GHG emission quotas and have the right to exchange and buy and sell on the domestic carbon market (Article 139);
- Decree 06/2022/ND-CP: Facilities must develop a facility-level GHG inventory report every two years from 2024 onwards, and develop a GHG emission mitigation plan for 2026-2030;
- Decision 01/2022/QĐ-TTg: promulgating a list of 1,912 GHG-emitting facilities that must conduct GHG inventory;
- Resolution No. 136/NQ-CP of the Government on Sustainable Development;
- Green Port Standard according to TCCS 02:2022 CHHVN Vietnam Maritime Administration;
- Environmental management system ISO 14001:2015;
- Occupational health and safety management ISO 45001:2018;
- Vietnam’s Corporate Governance Scorecard (VNCG50)
- ASEAN Corporate Governance Scorecard (ACGS)

CHANGES IN THE REPORT (GRI 2-4):

The Sustainable Development Report 2024 has the following changes, additions, and improvements:

1. Updating information on equity and charter capital of the Company;
2. Updating information on green development projects;
3. Take responsibility for accountability according to GRI standards 2021;
4. Updating solar energy measurement data for SCSC and Mekong Logistics in 2024;
5. Updating the context of sustainable development in the Port Operations and Logistics industry;
6. Supplementing port standards received in 2024;
7. Updating the Company’s Sustainable Development Strategy for the period 2023-2025 and vision 2030;
8. Report on total water and energy consumption of the Company;
9. Updating GHG emission data at Gemalink, Gemadept Dung Quat and Nam Dinh Vu ports;
10. Updating the ISO 14001:2015 Environmental Management System Certificate – Gemalink deep-sea port;
11. Updating the Green Port Standards according to TCCS 02:2022 CHHVN for Nam Dinh Vu Port



GRI 101: BIODIVERSITY 2024

ACCOMPANYING VIETNAM IN IMPLEMENTING THE KUNMING-MONTREAL GLOBAL BIODIVERSITY FRAMEWORK

Vietnam, as a member state of the Convention on Biological Diversity (CBD), has actively participated in the process of developing and adopting the Kunming-Montreal Global Biodiversity Framework (GBF). This demonstrates Vietnam's strong commitment to implementing the goals and tasks of the framework, towards biodiversity conservation and sustainable development. Gemadept is proud to be a part of this effort, committed to accompanying Vietnam in realizing the goals of the Kunming-Montreal Framework..

VIETNAM'S COMMITMENTS AND ACTIONS:

Vietnam has been and continues to demonstrate a strong commitment and high responsibility towards biodiversity goals through its participation in the GBF Framework. Prior to the adoption of the GBF Framework, the Government of Vietnam had already approved the National Biodiversity Strategy to 2030, with a vision to 2050, showcasing its proactiveness and determination in biodiversity conservation efforts.

To implement these commitments, Vietnam has been and is implementing several important actions:

- Promoting the conservation of natural ecosystems and further expanding protected areas of high biodiversity value.
- Proceeding with the institutionalization of other effective area-based conservation measures (OECMs) to achieve the goals of the biodiversity framework.
- The Ministry of Natural Resources and Environment of Vietnam, in its role as the national focal point for the Convention on Biological Diversity, has actively participated in the development of the National Biodiversity Strategy and the issuance of implementation plans.

These efforts by Vietnam demonstrate the nation's seriousness and responsibility in contributing to global efforts to protect biodiversity.

GEMADEPT AND THE KUNMING-MONTREAL GLOBAL BIODIVERSITY FRAMEWORK:

Gemadept is fully aware of the importance of the Kunming-Montreal Global Biodiversity Framework and is committed to integrating the framework's objectives into the Company's sustainable development strategy. We believe that biodiversity conservation is not only a moral responsibility but also a key factor to ensure the sustainable development of the maritime, shipping and logistics industries in Vietnam.

GEMADEPT'S SPECIFIC ACTIONS:

To realize its commitment to accompany Vietnam, Gemadept has been and is implementing the following specific actions:

- **Compliance with Vietnamese Regulations and Policies:** Gemadept fully complies with Vietnam's regulations and policies on environmental protection and biodiversity, while proactively applying higher international standards.
- **Minimizing Impacts on Biodiversity:**
 - Gemadept implements measures to minimize the impacts of port and maritime transport activities on sensitive ecosystems, such as mangrove forests, coral reefs, and coastal areas.
 - Gemadept strengthens the control and management of pollution sources, such as wastewater, emissions, and hazardous waste.
 - Gemadept prioritizes environmentally friendly solutions in port design, construction, and operation.
- **Promoting Green Logistics:**
 - Gemadept optimizes transportation processes to minimize fuel consumption and emissions.
 - Gemadept invests in green logistics technologies and solutions to improve resource efficiency and minimize environmental impacts.

Cooperation and Awareness Raising:

- Gemadept actively participates in cooperation programs with state management agencies, non-- Gemadept organizes training and awareness-raising activities for employees and stakeholders on the importance of biodiversity conservation.



The mangrove planting project with 4,000 water fern trees has been nurtured since 2022

Gemadept is committed to continuing to accompany Vietnam in successfully implementing the Kunming-Montreal Global Biodiversity Framework. Gemadept believes that close cooperation between businesses and the Government is the key to protecting biodiversity, ensuring the prosperity of ecosystems and bringing benefits to the community. Gemadept will continue to strive to become a leading enterprise in the port and logistics sector in Vietnam, as well as a model of sustainable development and environmental protection..





CREATING VALUE

Chapter 2: ECONOMIC STANDARDS

GRI 201: Economic Performance

GRI 203: Indirect Economic Impacts

GRI 200: ECONOMIC

Target of 2024

- Revenue: VND 4,000 billion; Profit after tax: VND 1,686 billion;
- Ensure starting salary is higher than regional minimum wage;
- Increase contribution to society and locality;
- Expand ports, develop more products with high added value;
- Improve wage and benefits for employees;
- Year-end bonus of 03 months salary for employees;

2024 Results

- Exceeded 21% of the revenue plan, reaching 4,832 billion VND
- Exceeded 24% of the profit plan, reaching VND 2,099 billion and VND 1,781 billion respectively for cases including and excluding profits from capital contribution transfer.
- Year-end bonus of over 5 months’ salary, with 100% employee participation in social insurance;
- The lowest salary at GMD is higher than the regional minimum wage;
- Paid cash dividend for the 2023 fiscal year - equivalent to a total dividend payout to shareholders of 683 billion VND;
- Fulfilled tax obligations, contributing 443 billion VND to the state budget;
- Implementing the Nam Dinh Vu Port phase 3 port expansion project

GRI 201: ECONOMIC PERFORMANCE

Management Approach

Gemadep’s management approach is structured with the goal of balanced development across four Balanced Scorecard (BSC) categories: Financial - Customer - Process - Learning & Development. Management focuses on maximizing collective strength while ensuring the proactivity and creativity of each unit and individual. Labor efficiency and performance are evaluated through Key Performance Indicators (KPIs) specific to each department, unit, and individual. Innovation and flexibility help Gemadep overcome challenges and capitalize on development opportunities. Gemadep defines its business principle as harmoniously integrating business objectives with social responsibility, aiming for sustainable development.



Reporting scope

GRI 201-1 : DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

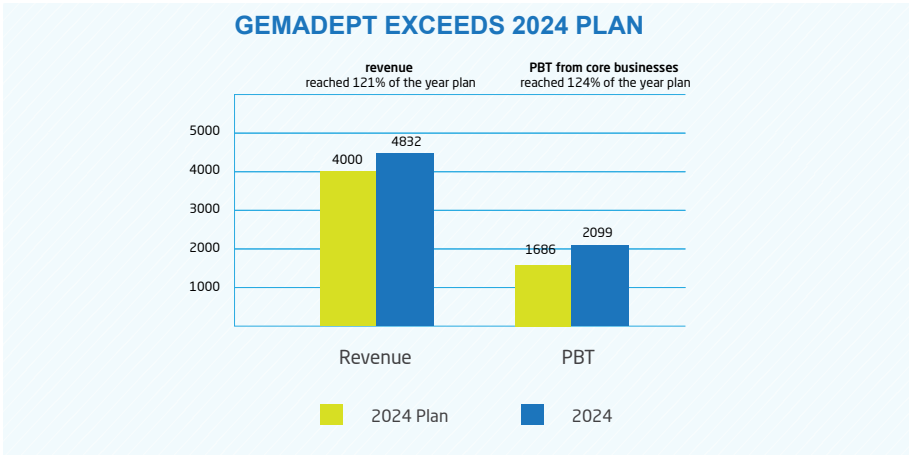
GEMADEPT BRINGS SUSTAINABLE ECONOMIC VALUE TO SHAREHOLDERS AND INVESTORS, CONTRIBUTING TO THE DEVELOPMENT OF THE ECONOMY AND PROSPERITY OF THE COUNTRY

Overall Business Results:

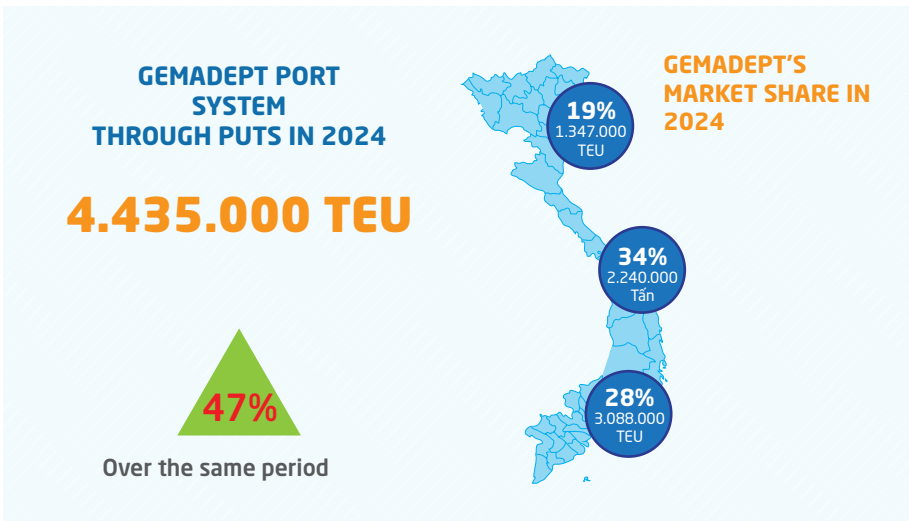
- Net Revenue:** Reached 4,832 billion VND, exceeding the annual plan registered with the General Meeting of Shareholders by 21%.
- Profit before tax:** Reached 2,099 billion VND (including profit from capital transfer) and 1,781 billion VND (excluding profit from capital transfer). Exceeded the annual plan by 24%.
- Container Throughput:** Reached over 4.4 million TEUs, a 47% increase compared to 2023, contributing nearly 15% to the total container throughput through seaports nationwide.
- Port Operations:** Contributed primarily to revenue with a proportion of 87%, equivalent to 4,201 billion VND. Profit from port operations increased approximately 1.6 times compared to the same period last year.
- Logistics Operations:** Expanded the service chain and improved service quality, contributing 13% to total revenue.

Detailed review:

- Financial Performance:** Exceeded the Revenue and Profit targets assigned by the General Meeting of Shareholders. These targets are the 2 main KPIs, the most important tasks in the BSC/KPI (Balance Score Card) system.

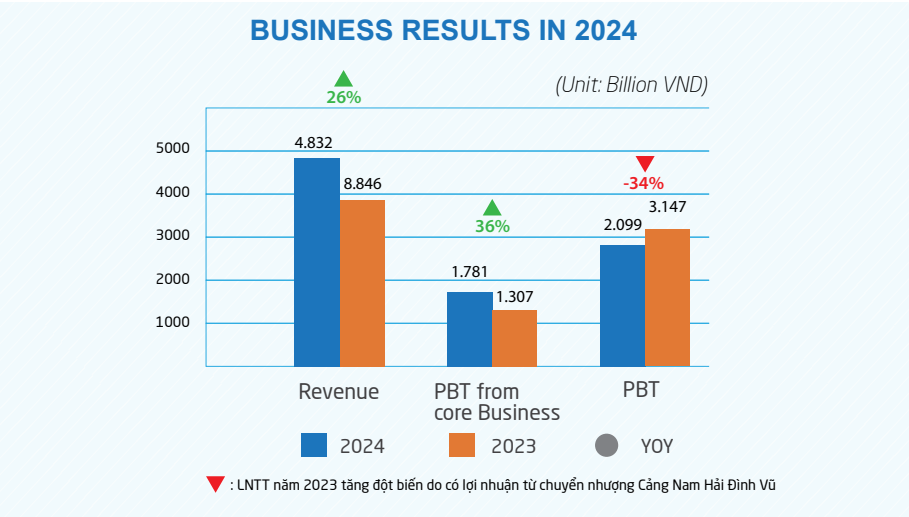


- Customer Relations:** The Company has established a comprehensive leadership and management system from the Company level down to its individual units regarding customer relations. This was achieved through the effective organization of the Marketing H.O department. As a result, the quality of service for existing customers has been improved, and new partners and shipping lines have been attracted to use GMD's services, leading to the addition of many new routes.



- Governance & Processes:** In 2024, the governance and daily work monitoring system, through the Risk Management (RM) Department, the accounting system, and the internal audit, operated well. This is a management tool that helps improve efficiency, prevent risks, and ensure debt collection...
- Learning & Development:** Aiming for sustainable development alongside achieving annual targets, 2024 saw the implementation of human resource development programs, building a succession team, along with the rollout of salary adjustment programs, the Employee Stock Purchase Plan (ESPP) issuance, the promotion of information technology application, digital governance, port operation applications, and AI operation training for employees.
- Assets - Capital Sources:** Total assets increased by 33% compared to the end of 2023, reaching 17,986 billion VND. Shareholders’ equity increased by 41%, reaching 13,753 billion VND. The company maintains an appropriate debt-to-equity structure, ensuring financial health and business operational efficiency.

In 2024, Gemadept completed at a high and even level in all aspects; had high profit growth; well implemented the Resolution of the General Meeting of Shareholders; successfully issued shares to the public for existing shareholders, raising charter capital to a new level..



Business results in 2024 (Unit: Billion VND)

EMPLOYEE WAGES AND BENEFITS (GRI 201-1)

Economic growth also helps Gemadept increase its contributions to society and the community through the following contributions:

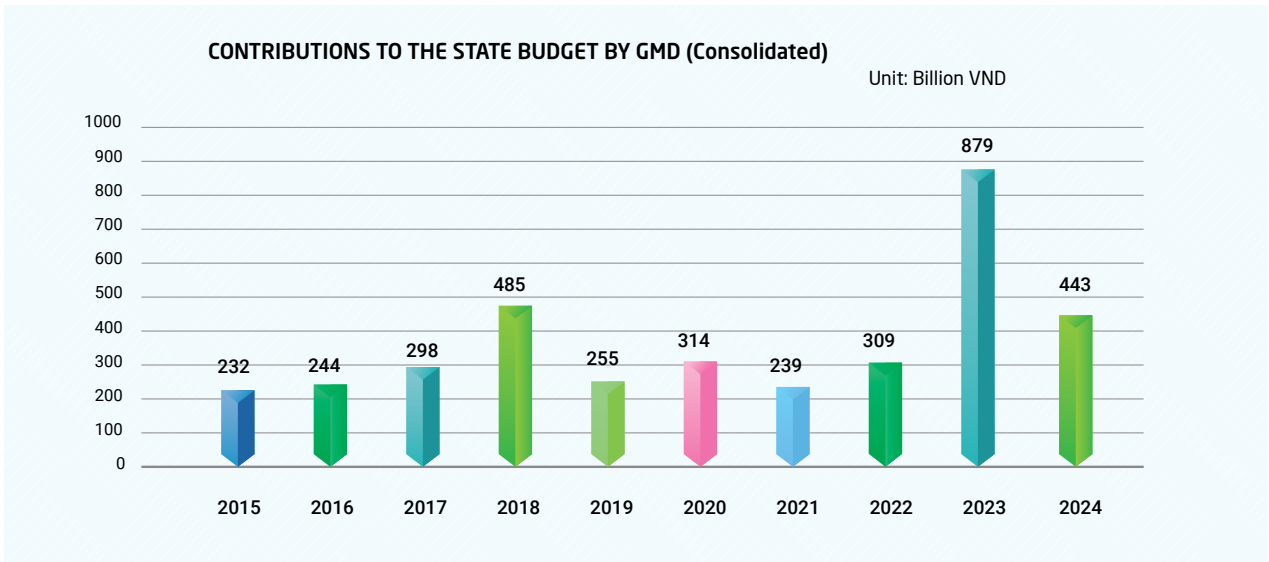
- Ensuring a welfare system with 100% social insurance participation;
- Maintaining production operations during challenging market periods, contributing to creating employment for local residents, and improving recruitment and compensation policies for employees;
- Bonus of 05 months salary on the occasion of Lunar New Year 2024;
- 24-hour insurance policy for all employees with a participation rate of 100%;
- Monthly on-site hazardous duty allowance for employees in kind, free employee transportation, free dormitory support, telephone allowance, and holiday gifts for employees.



TOTAL CASH DIVIDEND PAYMENTS BY GEMADEPT TO SHAREHOLDERS FROM 2018 TO 2023 (BIL VND)

No.	Content	Payment date	Amount (VND)	Notes
1	2016 Dividend and Special Dividend	28/03/18	2,306,215,656,000	Dividend includes personal income tax
2	2017 Dividend	28/09/18	445,387,435,500	Dividend includes personal income tax
3	2018 Dividend	15/11/19	445,387,435,500	Dividend includes personal income tax
4	2019 Dividend	23/09/20	296,924,957,000	Dividend includes personal income tax
5	2020 Dividend	16/09/21	361,653,548,400	Dividend includes personal income tax
6	2021 Dividend	25/10/22	361,653,548,400	Dividend includes personal income tax
7	2022 Dividend	29/09/23	611,797,114,000	Dividend includes personal income tax
8	2023 Dividend	16/08/2024	683,071,305,400	Dividend includes personal income tax
	Total		5,512,091,000,200	

Gemadept Adheres to Government Policies on Macroeconomics and Industry Economy



Accompanying Vietnam’s startup journey, with business scale growing hundreds of times compared to the time of equitization, Gemadept has consistently been among the Top 1,000 enterprises contributing the most to the national budget for many years. In 2024, the Company fulfilled tax obligations equivalent to 443 billion VND

Gemadept ensures strict compliance and transparency with the State’s guidelines and policies related to macroeconomics, the port operation, maritime transport, and logistics industries... Specifically, Circulars, Decisions, and guidelines from the Ministry of Transport and other relevant authorities have been thoroughly implemented by Gemadept across all business units within the Company and centrally managed at the head office..

CREATING JOBS FOR THOUSANDS OF WORKERS

Currently, there are over 1,544 employees working at the head office and member units throughout the Company. In addition, Gemadept also uses a large number of outsourced labor of over 1,000 workers. Through that, the Company actively contributes to providing jobs, ensuring livelihoods and income for thousands of workers and households.

Not only that, Gemadept is and will continue to develop many new large-scale Port and Logistics projects, requiring a workforce of hundreds and thousands of people. Employment opportunities for many other workers will continue to open up at Gemadept in the coming period when the Company implements major port projects, in parallel with developing the Logistics sector.

GRI 203: INDIRECT ECONOMIC IMPACT

Management Approach

The approach to managing indirect economic impacts involves a process of assessing, identifying metrics, establishing policies and procedures, monitoring performance, and reporting results. Gemadept continuously adjusts and communicates with stakeholders such as shareholders, the community, and investors to ensure effective governance. In this way, the business can contribute to sustainable development and minimize negative environmental and social impacts. This requires consistency in implementing measures and a commitment to continuous improvement. Managing indirect economic impacts is not only a corporate responsibility but also an important part of Gemadept's sustainable development strategy.

Reporting Scope

GRI 203-2: SIGNIFICANT INDIRECT ECONOMIC IMPACTS

ELEVATING VIETNAM'S POSITION IN THE REGIONAL AND GLOBAL PORT AND LOGISTICS INDUSTRY

With the mission of a leading logistics enterprise, not only leading in market and market share, but also playing a central role, pioneering in technology development, infrastructure construction, creating a production and business platform for the economy and creating an environment for small and medium-sized enterprises to develop and grow together.

To fulfill the mission of a leading logistics enterprise, the enterprise needs to be capable of taking on important roles, especially:

1. Leadership Role:

A leading logistics enterprise, in the immediate future, needs to be able to control market share in the Vietnamese market and gradually expand globally, bringing Vietnamese goods into the global supply chain. On the other hand, the world is changing rapidly, and a leading enterprise needs to quickly grasp trends with a superior technological foundation and good crisis resilience with a strong financial foundation.

2. Influence Role:

The ability to influence, attract, motivate and inspire other businesses to develop together on common technological platforms, to synergize and link strengths in assets, information and management advantages, in order to maximize the potential of each enterprise to create a national business community with superior competitiveness in the international market.

3. Contribution role: Contribute knowledge, experience, share values to the community, contribute to promoting economic flow, the common development of society and the country.

Owning and operating a port chain from North to South, including Nam Hai port, Nam Dinh Vu port and Nam Hai ICD in the North, Gemadept Dung Quat at the gateway to the Central region, and the cluster of Phuoc Long ICD ports, Binh Duong port and Gemalink Deep-sea Port project in the South along with a modern Distribution Center system located in many provinces and cities across the country, including SCSC Cargo Airport... Gemadept is proud to be the only unit in Vietnam that can serve a variety of goods, from containerized goods to bulk goods, from cold goods to cars, from retail cargo to OOG cargo.

CONTRIBUTING TO THE DEVELOPMENT OF LOCAL INFRASTRUCTURE AND ECONOMY

Gemadept's port and logistics infrastructure projects across Vietnam, from the North to the South, make significant contributions to the nation's overall port and logistics infrastructure. These projects play a crucial role in promoting trade between economic regions in line with the government's planning, as well as facilitating trade between Vietnam and other countries in the region and around the world.

Through its diverse and extensive business operations and services, Gemadept contributes to the development of businesses, exporters, importers, manufacturers, and suppliers in various provinces and cities. The company also makes significant contributions to local budgets.

GEMADEPT PIONEERS THE OPENING OF THE HAI PHONG SEA LANE
PARTNERING WITH THE GOVERNMENT TO DRIVE GROWTH IN VIETNAM'S MARITIME INDUSTRY

Guided by a spirit of national pride and a commitment to contributing to the country's development, Gemadept has been at the forefront of innovation since its inception. The company revolutionized the container transport industry with pioneering services and established Vietnam's first Inland Container Depot (ICD) model. Further solidifying its leadership role, Gemadept invested in dredging the Hai Nam Channel, effectively unlocking the Hai Phong sea lane.

This marks a new turning point for Vietnam's maritime industry, fostering socioeconomic progress in the Hai Phong region and across the country. The project embodies Gemadept's commitment to partnering with the government in elevating Vietnam's maritime sector and propelling the nation towards a prosperous future.

Boasting a favorable geographical location and a rich history spanning centuries, the port system in Hai Phong serves as a cornerstone for connecting trade in the northern region and across the nation, handling millions of TEU/ tons of cargo annually.

However, with the increasing trend of ship size, one of the bottlenecks of maritime operations in this region is the narrow and shallow canal. In particular, the current depth of the Ha Nam Canal is -7m and there are times when it is silted up, causing ships with a draft of -8.5m or more to have to wait for the tide and reduce cargo, directly affecting the operational efficiency of shipping companies and import-export enterprises. With a depth of -7m, ships with a deadweight of over 25,000 DWT face certain difficulties when passing through the canal. Therefore, there is an urgent need to upgrade the canal in Hai Phong (Ha Nam Canal section), to clear it for large ships to enter and leave the ports, contributing to increasing cargo throughput and significantly reducing logistics costs.

Recognizing this pressing need, Gemadept has boldly proposed and invested in the canal upgrade project, contributing to removing the biggest bottleneck for maritime operations in the region. This demonstrates the company's commitment to partnering with the Ministry of Transport and the Vietnam Maritime Administration in the socialized development of maritime canal infrastructure in Hai Phong.

Gemadept has conducted a study and proposed the Canal Upgrade Project to the Ministry of Transport. The project aims to deepen the canal from -7m to -8.5m to accommodate fully loaded vessels of up to 48,000 DWT. The project has been approved by the Ministry of Transport, with an official document issued in agreement with the policy to upgrade the Hai Phong canal from the Hai Phong International Container Port turning basin to the Nam Dinh Vu port area.



Ha Nam canal has been upgraded by Gemadept, completed in July 2024

Content

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Overview of Sustainable
Development Report

Chapter2:
Economic Standards

Chapter3:
Environmental standards

Chapter4:
Social disclosures

Chapter 5:
Digitalization,
Greenification, and Green
Finance

The Hai Phong Canal Upgrade Project is considered a groundbreaking and strategic step in the development of Hai Phong City's maritime industry and sea-based economy. Upon completion, the project will bring about significant benefits:

- Accommodate larger vessels: Deepen the canal from -7m to -8.5m, allowing fully loaded vessels of up to 48,000 DWT to navigate.
- Enhance competitiveness: Increase cargo clearance capacity, reduce logistics costs, and attract more large vessels to the port.
- Boost the economy: Contribute to increasing import-export turnover, creating momentum for the economic development of Hai Phong and the whole country.

ELEVATING VALUE, DRIVING ECONOMIC GROWTH

This project is one of the industry's pioneering efforts to coordinate and leverage public-private resources for upgrading public maritime canals in the Hai Phong region.

By investing in infrastructure from socialized capital sources, promoting and attracting investment into Hai Phong City and the key economic region of the Northern Delta, the project opens up further opportunities for developing the country's transport and port system to meet the pace of economic growth. The project will generate substantial revenue for the state budget from tax collections and port growth activities, based on positive contributions from the Ha Nam Canal.

Going beyond that, the project also brings many other values from promoting the production and export of products, thereby increasing the import-export turnover of Hai Phong City, the whole of Northern Vietnam and the whole country. Efficiently utilizing and maximizing land and water resources, contributing to high economic efficiency..

Gemadept is committed to continuing to accompany the country, pioneering the development of Vietnam's maritime industry, and contributing to raising the nation's position on the regional and international maritime map.



Nam Dinh Vu Port (belonging to Gemadept Company) receiving and operating 5 container ships at the same time





**PURSuing SUSTAINABLE
DEVELOPMENT**

Chapter 3 : ENVIRONMENTAL STANDARDS

GRI 302: Energy

GRI 303: Water

GRI 305: Emissions

GRI 306: Effluents and Waste

Pollution Prevention - Environmental Compliance



GRI 300: ENVIRONMENTAL PROTECTION AND REDUCE GREENHOUSE GASES

MANAGEMENT APPROACH	ASSESSMENT OF THE APPROACH	GOALS AND TARGETS	RESPONSIBILITIES	RESOURCES
<p>International Standard Management Systems:</p> <ul style="list-style-type: none">• ISO 14001:2015 (Environmental Management System)• ISO 45001:2018 (Occupational Health & Safety Management System)• ISO 9001 (Quality Management System)• ISO 14064-1 (Greenhouse Gas Inventory) <p>2. Legal Compliance:</p> <ul style="list-style-type: none">• Comply with Vietnamese and international regulations <p>3. Sustainability and Social Responsibility:</p> <ul style="list-style-type: none">• CSR aligned with ESG (Environment, Social, Governance)• Green Port Strategy (ESG-based) <p>4. Waste and Pollution Management:</p> <ul style="list-style-type: none">• Waste classification and treatment• Air and noise pollution prevention• Upgrade wastewater treatment systems <p>5. Efficient Use of Energy and Resources:</p> <ul style="list-style-type: none">• Saving energy and natural resources (water, electricity)• Use of renewable energy, energy-saving devices• Optimization of electrical systems and operations• Eco-friendly and recycled materials <p>6. Monitoring and Evaluation:</p> <ul style="list-style-type: none">• Periodic environmental monitoring• Periodic green performance assessments <p>7. Green Supply Chain:</p> <ul style="list-style-type: none">• Priority for environmentally certified suppliers <p>8. Programs and Initiatives:</p> <ul style="list-style-type: none">• EcoPort (Green Port) Program• Training and communication on ESG and Green Port• Online payments, electronic documents	<p>1. Compliance with Standards and Regulations:</p> <p>Maintain and continuously improve according to ISO standards.</p> <p>Fulfill requirements based on occupational environmental monitoring indicators.</p> <p>Ensure air quality meets the required standards.</p> <p>No penalties for environmental violations.</p> <p>Implement programs that comply with Green Port standards.</p> <p>2. Operational Efficiency:</p> <p>Operate in a flexible and efficient manner.</p>	<p>Sustainable Development:</p> <ul style="list-style-type: none">• Promote green economy and sustainable green port development.• Build a green working environment and reduce emissions.• Increase the use of renewable energy and information technology.• Reduce energy consumption and emissions.• Publicly announce Green Port initiatives according to the roadmap. <p>Compliance and Control:</p> <ul style="list-style-type: none">• Comply with environmental laws, manage waste, and conserve resources. <p>Social Responsibility:</p> <ul style="list-style-type: none">• Raise community awareness.• Contribute to the community and society. <p>Business Development:</p> <ul style="list-style-type: none">• Recover and expand business operations, enhancing competitiveness and reputation.• Improve service quality and maintain the trust and support of partners and customers.	<p>Leadership and All Employees</p> <ul style="list-style-type: none">• Represent collective responsibility for environmental issues• Foster a corporate culture of environmental awareness• Ensure all operations align with sustainability goals <p>HSSE Department</p> <ul style="list-style-type: none">• Develop, implement, monitor environmental programs and policies• Conduct monitoring, evaluations, and reports <p>Environmental Teams</p> <ul style="list-style-type: none">• Manage and treat waste• Ensure processes follow environmental procedures• Monitor environmental impacts <p>Employees Directly Involved in Operations</p> <ul style="list-style-type: none">• Implement environmental measures• Report issues arising during work• Follow safety and environmental guidance	<p>Financial Resources:</p> <ul style="list-style-type: none">• Green port development budget• Consultant fees• Contingency fund <p>Expertise Resources:</p> <ul style="list-style-type: none">• Qualified environmental staff• ISO and environmental monitoring consultants <p>Infrastructure & Technology:</p> <ul style="list-style-type: none">• Energy-efficient equipment (LED lights, electric cranes)• Wastewater treatment systems• Oil spill response system• Safety equipment & maintenance• IT systems <p>Green Supply Chain Resources:</p> <ul style="list-style-type: none">• Partnerships with eco-friendly suppliers <p>Communications & Community Resources:</p> <ul style="list-style-type: none">• Environmental awareness campaigns• Community engagement

Seaports, including Gemadept's extensive network, are vital to the national and international supply chain. However, these operations can also pose environmental risks. Recognizing this challenge, Gemadept prioritizes the integration of green practices throughout its ecosystem. This standardized approach to environmental protection is an essential solution for sustainable development, ensuring a healthy environment while optimizing operational efficiency.

Since its establishment one year ago, the ESG Committee has driven noteworthy progress in implementing sustainability initiatives. Here are some key achievements:

1. In collaboration with BSI (British Standards Institute) and Bureau Veritas Certification Vietnam, the Company has deployed training programs and established procedures for inventorying and reporting greenhouse gas emissions according to the international standard ISO 14064-1;
2. An assessment of ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health and Safety Management System) was conducted for Gemadept port units by an independent evaluator,;
3. Plans are underway to evaluate Gemadept Dung Quat Port, Nam Dinh Vu Port, Binh Duong Port, and Gemalink Deep-sea Port against the TCCS 02:2022 CHHVN green port standards,;
4. Gemadept has become a pioneer in the construction industry by developing a comprehensive Sustainability Report that details emissions data and emission reduction initiatives..

GEMADEPT PIONEERED IN DEVELOPING PORT SYSTEM ACCORDING TO TCCS STANDARDS 02:2022 CHHVN

In 2022, the Vietnam Maritime Administration officially issued the Basic Standard on “Vietnam Green Port Criteria” (TCCS 02:2022 CHHVN). These comprehensive regulations outline green port criteria, the assessment process for achieving green port status, and recognition procedures. The initiative aims to incentivize Vietnamese seaports to adopt advanced technologies, prioritize environmental protection, optimize energy use, conserve resources, and actively address climate change..

The Vietnam Green Port criteria leverage established international standards, such as the Green Port Certification (GPC) of the International Association of Seaports (IAPH) and EcoPorts of the European Seaport Alliance (ESPO). These criteria encompass various factors like environmental management, energy management, water resource management, waste management, noise management, labor safety and occupational health, and social responsibility.

Promoting green port development in Vietnam takes a crucial step forward with this new standard. Vietnamese seaports that apply these criteria will experience improvements in operational efficiency, environmental protection, and their image and reputation in the international market.

With the pioneering spirit and deep awareness of Corporate Social Responsibility, Gemadept is the first enterprise in the industry to pioneer the implementation of assessment and application of Green Port Standards according to TCCS 02:2022 CHHVN. Gemadept has been vigorously implementing, and many ports have achieved the Standards in 2024 such as Nam Dinh Vu Port - Hai Phong, Dung Quat Port - Quang Ngai, Binh Duong Port - Ho Chi Minh City, Gemalink - Cai Mep, Thi Vai deep-water ports.



The main activities and implementation results of the specific Units are as follows:

MAIN ACTIVITIES	RESULTS
Develop strategies, goals, plans	The Units have developed strategies and plans to deploy Green Port in accordance with the Company's strategy. Announced goal of achieving Green Port <ul style="list-style-type: none">• DQP: 2023• CBD: Quarter 3/2024• NDV, GML: Quarter 4/2024
Raise awareness and promote push Green Port	Deploy continuous training and communication, launch promotional and advertising movements about Green Port
Clean energy, energy saving	Port units deploy many activities related to saving and using energy effectively, from raising awareness to operating skills, controlling vehicles and equipment to save electricity and fuel. In addition, Port units also implement improvements to optimize operating processes to help save energy effectively. The main activities and implementation results of the specific Units are as follows: Port units are also actively researching and applying clean energy and fuel, specifically: <ul style="list-style-type: none">• Solar Power: The project rollout at Binh Duong Port (BDP) is complete, with research and feasibility studies underway at Dung Quat Port (DQP), Nam Dinh Vu Port (NDV), and Gemalink (GML).• Clean Fuel: GML Port is pioneering the pilot use of clean, plant-based fuel as an alternative to fossil fuels.• Electrification: Port units are implementing plans to transition fossil fuel-powered equipment to electric alternatives and invest in shore power supply for docked ships.
IT applications	Port units are effectively applying management software such as Office 365, online meetings via Microsoft Teams, Webex; Manage vehicles and fuel using phone app; Online payment, electronic documents from Oracle
Environmental protection, efficient use of resources	Gemadept demonstrates its commitment to environmental responsibility and employee well-being by implementing ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) across its port network: <ul style="list-style-type: none">• Dung Quat Port: Pioneering the initiative, Dung Quat Port achieved certification in 2019.• Gemalink Port: Following suit, Gemalink Port secured certification in 2023.• Nam Dinh Vu Port and Binh Duong Port: These ports are on track for certification in the third quarter of 2024.• Remaining Units: In line with Gemadept's strategy, all remaining units will be deployed with these management systems by 2025. Port operations prioritize environmental sustainability by using green, durable, and recyclable materials. This focus on eco-friendly practices extends to waste reduction

Result:

NAME OF PORT	COMPLIANCE WITH GREEN PORT STANDARD TCCS 02:2022 CHHVN	KEY ACHIEVEMENTS	THIRD-PARTY CERTIFICATION
Gemadep ^t Dung Quat International Port	Compliant	Ecoport model, ISO 45001:2018 & ISO 14001:2015 certified, Scope 3 GHG inventory, 2024 GPAS Asia Green Port Award.	BSI, APSN
Binh Duong Port	Compliant	ISO 45001:2015 & ISO 14001:2015 certified, CO ₂ emissions control.	BSI
Gemalink Port	Compliant	Assessed under TCCS 02:2022 CHHVN, Scope 1, 2, and 3 GHG inventory, optimization of business operations contributing to environmental protection.	BSI
Nam Dinh Vu Port	Compliant	Assessed under TCCS 02:2022 CHHVN, Scope 1, 2, and 3 GHG inventory, optimization of business operations contributing to environmental protection.	BSI
Nam Hai ICD	Actively progressing toward Green Port standards	Scope 1, 2, and 3 GHG inventory, optimization of business operations contributing to environmental protection.	BSI
Phuoc Long ICD	Actively progressing toward Green Port standards	ISO 45001:2018 certified.	BSI
Other Member Ports	Actively progressing toward Green Port standards	Implementing environmental protection measures tailored to each port's characteristics.	—

INEVITABLE TRENDS FOR SUSTAINABLE MARITIME DEVELOPMENT

1. Vision and Commitment

- Amid global climate change, Gemadep^t recognizes its critical role in reducing environmental impact. The company is committed to developing a comprehensive green port ecosystem, supporting Vietnam's maritime sustainability goals and the Government's Net Zero target by 2050.
- "Developing a smart, green port logistics ecosystem is Gemadep^t's strategic vision and goal."

2. Initiatives and Activities

- Green Investments**
 - Gemadep^t leads in adopting green technologies, including fully electric vehicles and equipment at its ports
 - Digital transformation optimizes operations, cutting energy use and emissions
- Environmental Management and Emissions Reduction**
 - 2023: Formed an ESG Committee to drive green initiatives and measure GHG emissions per ISO 14064-1 standards
 - 2024: Strengthened environmental management, adopted green technologies, reduced emissions, and invested in green port platforms, sustainable ports, and logistics
 - Annually conducts GHG inventories and reports across Gemadep^t's port system per ISO 14064-1, verified by the British Standards Institution (BSI)
- Technology Adoption**
 - Implemented IT solutions like SmartPort and SmartGate to streamline operations and minimize environmental impact
 - Released a sustainability report detailing green investments, governance, and smart operations, leveraging green management to boost efficiency, conserve fuel, and protect the environment
- Certifications and Standards**
 - Certified for Green Port criteria by the Vietnam Maritime Administration (TCCS 02:2022/CHHVN), and holds ISO 14001:2015 and ISO 45001:2018 certifications
 - 2025 Target: Achieve international green port standards and implement ESG practices system-wide

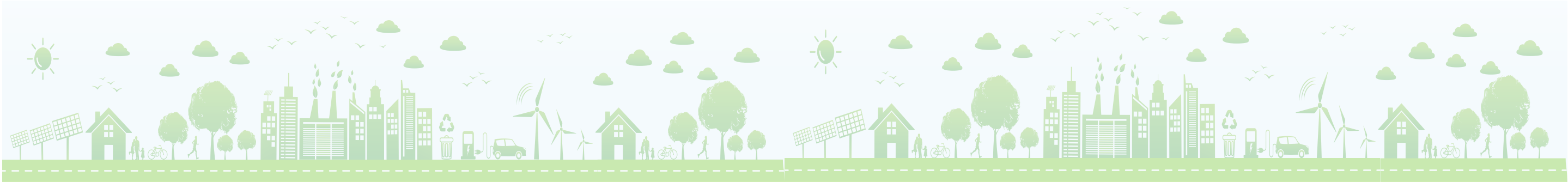
3. Recommendations and Partnerships

- Gemadep^t urges the Government to promote green investment through streamlined regulations, tax incentives, and a robust legal framework
- Suggests adjusting handling and container lift fees at deep-sea ports to fund green technology and digitalization

4. Action Commitment

- Gemadep^t is fully committed to actionable steps for green ports, renewable energy adoption, and sustainable operations
- We believe that through collective efforts and stakeholder collaboration, Vietnam's maritime industry will achieve sustainable growth and global prominence

This report underscores Gemadep^t's dedication to sustainability and leadership in building Vietnam's green port ecosystem.



GEMADEPT AND ITS GREEN FOOTPRINTS

Operating in the field of port operation and logistics—one of the pillars of the economy—Gemadept is deeply aware of its corporate responsibility to the community. The company has become a pioneer in actively, practically, and effectively implementing measures to reduce greenhouse gas (GHG) emissions.

Efforts to Reduce Direct and Indirect Emissions

Energy transition poses a significant challenge for all enterprises, particularly port operators, due to the high investment required to replace traditional diesel-powered equipment with modern electric alternatives. From early on, Gemadept proactively embraced this trend by prioritizing the investment in environmentally friendly electric-powered port equipment. Notably, 95% of the equipment at Nam Dinh Vu Port and the deep-sea Gemalink Port is electrically powered, significantly reducing direct emissions (Scope 1) and primarily generating indirect emissions (Scope 2).

In addition, Gemadept continuously improves operational processes across its port systems and distribution centers, contributing substantially to emission reductions and energy savings. By optimizing yard planning, enhancing productivity, and shortening vessel and barge handling times, the company has reduced fuel consumption and movement time. Particularly, the application of IT in management and operations—exemplified by smart port software like SmartPort and SmartGate—has optimized operations and minimized environmental impacts.

Gemadept not only focuses on reducing direct emissions from business activities but also emphasizes indirect emission reductions through green energy usage and the development of smart power systems.



Development of Inland Waterway Transport and Green Projects

Capitalizing on the river network advantages in Southern Vietnam, Gemadept is actively researching and developing a pilot inland waterway route between Cai Mep and the Mekong Delta, expected to launch on a trial basis in 2024. This new route is expected to shorten transit time, reduce logistics costs by 50–60% compared to current routes, and significantly cut GHG emissions compared to road transport.

The company is also implementing other green projects, such as a mangrove forest reforestation initiative in the Mekong Delta, and continues to apply IT solutions in operations to optimize efficiency and minimize environmental impact.

Embracing the Sustainable Development Trend

Sustainable development is an inevitable trend across all sectors, and early movers enjoy a competitive advantage. Recognizing this early on, Gemadept proactively conducted GHG inventories in accordance with ISO 14064-1 standards at its ports across the country—from North to South—providing a solid scientific foundation for implementing GHG mitigation measures and gradually realizing its sustainability strategy.

Furthermore, the company is researching and implementing flexible and innovative emission reduction measures, such as switching to low-sulfur diesel (DO) for port transport vehicles, using shuttle buses to reduce individual car use, expanding green areas in port yards and offices, and more. At the same time, it collaborates with investment funds, banks, credit institutions, associations, regulatory agencies, consultants, and training organizations to promote sustainable action.

Through continuous efforts, Gemadept is progressively and practically realizing its goal of “Greener – More Sustainable”, contributing to Vietnam’s commitment to the world in environmental protection and climate change response.



Gemadept Dung Quat International Port awarded prestigious GPAS 2024 Asian Green Port Award

Gemadept Dung Quat International Port, a vital component of Gemadept’s Port-Logistics network, was honored with the GPAS 2024 Asian Green Port Award. This award acknowledges the Port’s ongoing efforts to promote sustainable practices and protect the environment.

The Green Port Award System (GPAS) is a green evaluation system based on a set of criteria: Commitment and willingness, Action and implementation, and Efficiency and effectiveness of green initiatives. Gemadept Dung Quat Port has demonstrated a strong commitment to sustainable development through investments in energy-efficient technologies, the application of pollution control measures, effective waste management, and biodiversity conservation.

After evaluating activities over the past three years, the representative of the APEC Port Services Network (APSN) awarded the GPAS 2024 to Gemadept Dung Quat Port. Along with it, 11 other representatives also received the award, including major names on the global maritime map such as Shandong Port Group Yantai Port West Port Area, Nansha Port Phase IV Fully Automated Terminal, Xiamen Ocean Gate Container Terminal, Bangkok Port, Johor Port, and more.

The GPAS 2024 award is a testament to the “greening” efforts of Dung Quat Port in particular and the Gemadept Port - Logistics Ecosystem as a whole in developing the Green Economy model in Vietnam and the region.



GRI 302: ENERGY

Management approach

Gemadept firmly recognizes that the judicious utilization of energy, both directly and indirectly consumed by the company during its operations, plays a pivotal role in mitigating environmental impact. By adopting energy-efficient practices, Gemadept not only conserves valuable resources but also streamlines operational costs, fostering a sustainable business model. Therefore, promoting environmental consciousness through energy conservation is an integral component of Gemadept’s internal communication and operational management strategies.

Reporting scope

GRI 302-1: Energy consumption within the organization

MEASUREMENT RESULTS IN 2024

In 2024, Gemadept embarked on a comprehensive energy auditing initiative, meticulously measuring electricity consumption across its key subsidiaries within the Port system. This extensive exercise encompassed: Phuoc Long ICD, Binh Duong Port, Nam Dinh Vu Port, Dung Quat Port, Gemalink.

Total electricity consumption in 2024 is: 31.389,28 Mwh

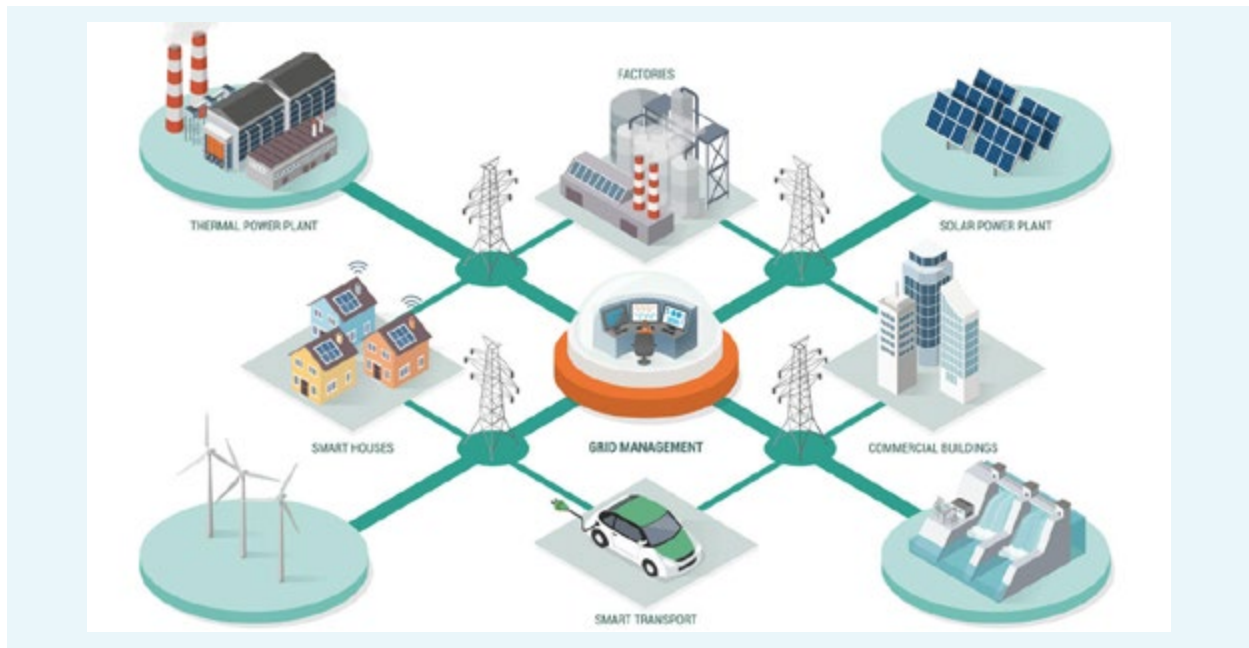
GEMADEPT DEVELOPS SMART POWER SYSTEM

Not only making efforts to convert direct emissions in production and business activities, when converting most of the diesel consumption to electricity, Gemadept actively reduces indirect emissions by developing smart power systems.

Most notably, in recent years, the Company has measured and analyzed electricity consumption in operating the mining system and implemented energy-saving measures with close coordination between people and technology as follows:

ENERGY SAVING MEASURES	DETAILS	GOAL
Adjust Equipment On/Off Schedules	Adjust the operating schedules of air conditioning systems, lighting, ventilation fans, and other energy-consuming equipment through a centralized management system (BMS, I-Manager, X-WEB...).	Reduce unnecessary energy consumption.
Control and Optimize Software Systems	Technical departments control and optimize software systems (Fire Prevention and Fighting, BMS, I-Manager, X-WEB3000, wastewater treatment system...) to save energy.	Optimize operational efficiency and reduce energy waste.
Invest in Modern Electrical Equipment	Replace old electrical equipment with more modern and stable equipment.	Reduce energy consumption and increase the stability of the electrical system.
Monitor Electricity Consumption	Daily monitoring of electricity meters in each area.	Control and prevent electricity consumption anomalies.
Utilize Natural Light and Ventilation	Use natural light-transmitting roofing sheets, natural ventilation systems, and heat-insulating roofing sheets.	Reduce reliance on lighting, fans, and air conditioning.
Improve Electricity Usage Efficiency	Install transformer substations and capacitor banks for the RTG and STS crane systems.	Increase the efficiency of electricity usage and reduce waste.

By implementing these measures, ports, warehouses, and distribution centers can achieve accurate and appropriate power distribution. This ensures that the capacity of consuming equipment is always met, avoids energy loss or excess capacity during operation, and ultimately leads to significant electricity savings.



GEMADEPT INVESTS IN GREEN - CLEAN ENERGY PRODUCTION

Gemadep consistently upholds its position as an industry leader by continuously commissioning renewable energy projects. These initiatives play a pivotal role in mitigating greenhouse gas emissions, safeguarding the environment, reducing operational costs, and fostering a greener, smarter, more efficient, and sustainable integrated supply chain. Two exemplary large-scale solar power projects spearheaded by the company include:

- The solar energy system at the SCSC Air Cargo Terminal holds the distinction of being both the first renewable energy project installed within the Vietnamese airport system and the largest within Ho Chi Minh City's inner city area. Boasting an installed capacity of 1.1 MWp on a total area exceeding 7,500 square meters, the system significantly contributes to SCSC's sustainability efforts. In 2024, the solar power output produced by the system offset up to 35,8% of the company's electricity consumption.

- Mekong Logistics' Cold Distribution Center boasts the largest rooftop solar power system in Southeast Asia. Spanning an area of 25,000 square meters, this impressive project boasts a total capacity of 4.8 MWp. By generating its own clean energy, the system has significantly reduced electricity costs for the company. Compared to pre-solar power years, the cheaper unit price of electricity from the rooftop system has contributed to nearly a 35% decrease in electricity expenses. The implementation of an ESS (Energy Storage System) is expected to further enhance savings, potentially reaching an additional \$1,500 USD/month per 1 MW of capacity. Moreover, the adoption of solar power has demonstrably lessened the environmental impact of the center's operations. By generating clean energy, the system helps reduce CO2 emissions by an estimated 6,000 tons annually, directly contributing to Gemadep's commitment to sustainable development

Total amount of renewable
electricity the Company
generates in
2024

~3,2 Million KW



SCSC - CMES rooftop solar power project with a capacity of 1.1 MWp



Rooftop solar power at Mekong Logistics warehouse provides large power output for operation from solar energy

CONVERTING USING ENVIRONMENTALLY FRIENDLY MINING EQUIPMENT, ELECTRIC EQUIPMENT

Throughout its remarkable journey, Gemadept has consistently prioritized sustainable business practices and environmental stewardship, placing these values at the forefront of its operations. This commitment is evident in the company's long-term strategic plans and unwavering actions to reduce carbon emissions. With 35 years of experience in port and logistics development, Gemadept remains steadfast in its dedication to constructing infrastructure using the most modern designs and acquiring the most cutting-edge equipment available at the time of each investment decision..

Even after projects have been commissioned and are in operation, Gemadept remains dedicated to continuous improvement. For its port, distribution center, and other infrastructure projects, the company actively researches, implements upgrades, and adopts innovative technologies. These efforts include replacing energy-intensive equipment with more efficient alternatives, aligning with evolving market demands and global trends, and prioritizing environmentally friendly solutions.

Beyond optimizing energy usage across its port and logistics network, Gemadept has embarked on a comprehensive strategy to transition its equipment portfolio towards more sustainable and efficient alternatives. This initiative involves replacing older, diesel-powered machinery with the latest advancements in fuel-efficient technologies, including next-generation engines that significantly reduce emissions. Additionally, the company is investing in new, high-capacity electrically powered equipment, such as RTG gantry cranes and STS shore cranes. This shift towards electricity-driven operations effectively transforms direct emissions into indirect emissions, leading to an overall carbon footprint reduction of over 50%..

According to real-world monitoring results from Konecranes (the world's leading lifting equipment corporation), using e-RTG cranes at ports can save operating costs by up to 80% compared to conventional diesel-powered RTG cranes. These e-RTG cranes also significantly reduce environmental impact by cutting CO2 emissions by up to 80%. Additionally, at Gemalink Port, e-RTG cranes seamlessly integrate with modern port operating software, optimizing cargo handling capacity, conserving energy, and reducing operational time. Furthermore, e-RTG cranes operate quietly, eliminating noise pollution in the surrounding environment.

To ensure effective emission control and gradual reduction, Gemadept prioritizes investments in state-of-the-art equipment, achieving the dual objectives of minimizing emissions and maintaining high productivity. For existing port and logistics projects, the company implements equipment upgrades and gradual replacement with modern technologies and machinery.

With a vision for 2025, Gemadept prioritizes its core business areas of port operation and logistics. The company demonstrates its commitment to sustainability through continuous investments in modern equipment, minimizing greenhouse gas emissions, and implementing Green Port and Green Logistics projects. Additionally, Gemadept has developed a roadmap to control and reduce gas emissions across its entire ecosystem. These initiatives actively contribute to Vietnam's and the world's goal of halving air pollution by 2030 and achieving carbon neutrality (Net-Zero) by 2050.



All STS and RTG cranes of Nam Dinh Vu Port are 100% electric.

GRI 303: WATER

Management Approach

Gemadept actively promotes water conservation among customers and employees to prevent waste. The company regularly inspects, reviews, and maintains water supply lines, water equipment, sanitary facilities, repairs leaks promptly upon detection, and replaces water equipment when it no longer meets requirements.

Reporting Scope

GRI 303-1: Interactions with water as a shared resource

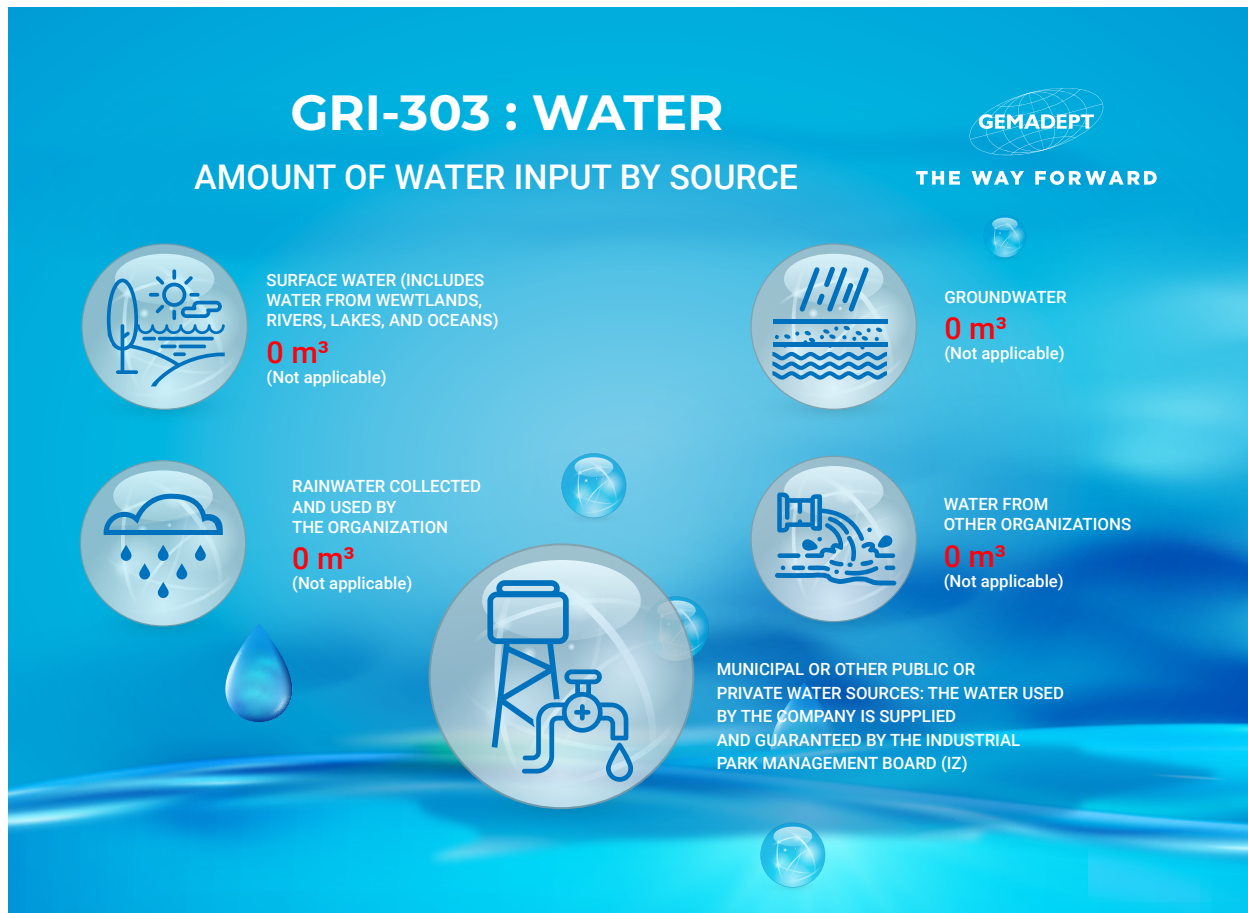
MEASUREMENT RESULTS IN 2024:

In 2024, Gemadept conducted water measurement for its main production and business units within the Port and Logistics system, including: Phuoc Long Port, Binh Duong Port, Nam Dinh Vu Port, Dung Quat Port, Gemalink Port, and Gemadept Logistics Company.

- Surface water: 0 m3 (not applicable)
- Groundwater: 0 m3 (not applicable)
- Rainwater collected and used by the organization: 0 m3 (not applicable)
- Municipal or other public or private water sources: The water used by the Company is supplied and guaranteed by the Industrial Park Management Board (IZ).

Total water consumption
in 2024

73.534 m³



GRI 305: EMISSIONS

Management Approach

Gemadep is one of the first enterprises in the Port – Logistics industry to conduct a Greenhouse Gas (GHG) inventory towards the global goal of net-zero by 2050. In addition to proactively conducting a GHG inventory, Gemadep has chosen BSI (British Standards Institution), the world's most experienced standards body and a member of the ISO Standards Organization, as an independent assessment agency.

Reporting Scope

GRI 305-1: Direct (Scope 1) GHG emissions

GRI 305-2: Indirect greenhouse gas (GHG) emissions from energy (Scope 2)

GRI 305-5: Reduction of GHG emissions

SCOPE DETERMINATION

In 2024, Gemadep continued to conduct emission monitoring for three ports: Nam Dinh Vu Port, Gemalink Port, and Dung Quat Port. The company's primary emission sources were identified within the following two scopes::

Scope 1: Greenhouse gas emissions from sources within the company's-controlled boundaries and ownership

- Category 1: Direct emissions

Scope 2: Indirect GHG emissions from the company's imported energy

- Category 2: Energy consumption from external sources

EMISSION CLASSIFICATION	EMISSION SOURCE	DESCRIPTION
Direct Emissions (Scope 1)	Stationary combustion	Greenhouse gas emissions from stationary combustion from backup generators; LPG from canteen.
	Prime movers	Greenhouse gas emissions from mobile combustion from forklifts, reach stacker, terberg truck, empty container handler, crane GW01
	Road vehicles	Employee transportation vehicles, patrol vehicles
	Leakage of greenhouse gases	Greenhouse gas emissions from domestic wastewater, fire extinguisher and air conditioner.
Indirect Emissions (Scope 2)	Indirect GH emissions from purchased electricity	Electrical equipment using grid electricity: cranes, RTGs, lighting, office electricity, etc.

MEASUREMENT RESULTS:

PORT	SCOPE 1	SCOPE 2	SCOPE 1 & 2
GML	5,849.46	9,337.50	15,186.96
NDV	4,876.87	8,528.38	13,405.25
NHI	923.38	343.57	1,266.95
DQP	302.23	538.78	841.01
Total	11,951.94	18,748.23	30,700.17

Appendix:

- Certification of greenhouse gas inventory results for Nam Dinh Vu Port, Nam Hai ICD, Dung Quat Port and Gemalink Port issued by BSI

EMISSION DATA ASSESSMENT:

- **Cargo Throughput Growth:** Cargo throughput at Gemadep's ports increased by 47% (4,435,000 TEUs) compared to 2023. This led to increased operational intensity, resulting in higher energy consumption (both Scope 1 and Scope 2).
- **Expanded Inventory Scope:** In 2024, Gemadep expanded its GHG inventory scope to include the NHI port. NHI's emissions contributed 1,254.77 tCO₂e, accounting for 4.1% of the total emissions and approximately 11.18% of the total increase in emissions in 2024.
- **Increased Energy Consumption:** Increased activities: cargo transportation to and from ports, cargo handling, internal transportation, port equipment usage, etc...

Gemadep's 2024 emissions increase is by the growth in cargo throughput through the Company's port ecosystem, when the total throughput increase nearly 50% compared to 2023. To minimize this impact and move towards sustainable development, the Company has been continuously implementing effective emission control and reduction measures. Furthermore, expanding the scope of greenhouse gas inventories is an important step forward, helping to increase transparency and improve the efficiency of emissions management.

In the coming time, Gemadep will continue to prioritize investment in energy-saving technology and equipment, and research and deploy renewable energy solutions. In addition, it is necessary to strengthen management and improve the efficiency of operating processes, use of equipment, as well as carefully review equipment that consumes a lot of fuel and electricity to find optimal solutions. This report will be an important basis for Gemadep to build a sustainable development strategy and minimize environmental impacts in the future.

SCOPE 1: DIRECT EMISSIONS

- Optimize and Use Energy Efficiently
 - + Minimize waste.
 - + Increase energy efficiency.
 - + Automate equipment control systems
- Switch to Environmentally Friendly Handling Equipment and Electric Equipment
 - + Invest in 100% electric grid-powered port handling equipment: e-RTGs, e-Forklifts.
 - + Purchase new environmentally friendly transportation vehicles: New Teberg trucks.
 - + Upgrade existing equipment to reduce emissions and save fuel.

SCOPE 2: INDIRECT EMISSIONS

- Develop a Smart Grid System:
 - + Install transformers and capacitor banks for RTG and STS crane systems
 - + Implement centralized energy management through an IT system
 - + Utilize renewable energy sources
- Invest in the Production and Use of Clean Energy and Renewable Energy
- Utilize Natural Lighting Instead of Artificial Lighting
 - + Construct rooftop solar power systems

SCOPE 3: GREEN PROJECTS:

- + Eco Port – Green Port Project
- + Seed to Sea Mangrove Afforestation Project for Carbon Offsetting and Sequestration
- + Shore-to-Ship Power Supply and Wind Power Project
- + Inland Waterway Transport Development

DEVELOPING INLAND WATERWAY TRANSPORT TO CONTRIBUTE TO THE BUILDING OF A GREEN LOGISTICS SYSTEM

Inland waterway transport offers significant advantages over road transport, as demonstrated by research conducted by the World Bank. It is not only more efficient and cost-effective but also contributes to reducing environmental emissions.

Studies show that in Vietnam, the transportation cost per ton/km for a 700-ton vessel is 60% lower than for a 100-ton truck. Additionally, greenhouse gas emissions from inland waterway transport are 60% lower than those from road transport. Moreover, transporting goods by water can reduce pressure on roads and railways, minimizing traffic congestion, accidents, and wear and tear on transportation infrastructure. Inland waterway transport has the potential to develop the logistics system and connect key economic zones.

Vietnam possesses immense potential for developing inland waterway transport due to its extensive network of rivers, canals, and waterways stretching across the country. However, inland waterway transport currently faces several challenges, including: inconsistent port infrastructure, a lack of favorable policy mechanisms, a shortage of modern and safe vessels, and the absence of a technology-based management system..

To effectively harness this potential, Vietnam needs to implement solutions such as Investing in the construction and maintenance of inland and coastal waterways; Developing smart ports and connecting them to seaports; Applying advanced technologies to manage and operate the transportation industry; Developing new types of vessels that are energy-efficient and reduce emissions.



Inland and Coastal Waterway Transport Plays a Vital Role in Vietnam's Economy: Accounting for About 53% of the Total Tonnage Transported Nationwide, and at the Same Time Contributes to Promoting Trade Activities for the Poor and Near-Poor in Rural Areas.

**GEMADEPT ENTRUSTED BY THE MINISTRY OF TRANSPORT TO RESEARCH
THE CAI MEP - MEKONG DELTA SAMPLE TRANSPORT ROUTE**

The Mekong Delta stands as Vietnam's largest producer of rice and seafood, accounting for 40% of the country's agricultural export and import value. This region's economic significance is undeniable.

Despite its economic importance, the Mekong Delta faces transportation challenges. Around 70-75% of the region's annual export and import goods are transported to the Ho Chi Minh City and Cai Mep - Thi Vai port complexes. However, most of these goods are moved by road, while the Mekong Delta's own port system operates at a limited capacity.

In 2022, recognizing Gemadept's efforts, the Ministry of Transport entrusted the company with the task of collaborating with relevant agencies to conduct a feasibility study for a new "Sample Waterway Route" that would bypass the sea. Under the Ministry's guidance, Gemadept promptly initiated the feasibility study, evaluating the route, cargo sources, logistics network, and actively seeking and developing suitable river-sea vessel options that meet safety and efficiency standards for operations on the new route.

Currently, two main waterway routes connect the Can Tho port cluster to Cai Mep and Ho Chi Minh City are The Tien River - Vam Nao River route (approximately 367 km long) with a transportation cost of around 7 million VND/TEU; and The Tien River - Cho Lach - Mang Thit River route (235 km long) with a transportation cost of around 7 million VND/TEU.

Shipping on the new route, connecting the Mekong Delta with Cai Mep and Cat Lai deep-water ports via Quan Chanh Bo canal, the route length is shortened to 200km, the transportation cost is about 3 million VND/Teu. At the same time, taking advantage of existing ports in the Mekong Delta, convenient for watercraft/barges to dock to collect goods such as Giao Long port (Ben Tre), My Tho (Tien Giang), Mekong (Vinh Long), Cao Lanh, Sa Dec, Phuoc Khang (Dong Thap), My Thoi (An Giang), Thot Not, Tra Noc, Hoang Dieu, Cai Cui (Can Tho), Vinalines Hau Giang...

When the project is successfully implemented, the problem of congestion on Cho Gao Canal will be basically solved and the efficiency of transport operations in the area will be significantly enhanced. According to calculations, the transport time will be reduced by 50% and the tonnage will increase by 25%, contributing significantly to reducing regional logistics costs by 50-60% compared to the existing transport route.

The new route has started trial operation in 2024. This is a typical model project connecting the Cai Mep - Thi Vai deep-water port cluster with the largest agricultural and aquatic product granary in the country - the Mekong Delta region. Based on the success of the model transport route, the company will expand the route connecting the deep-water port cluster in the South with the neighboring country of Cambodia, promoting the flow of traffic between regions, connecting Vietnamese goods with the world.

At the same time, to collect and consolidate goods from industrial zones, it is necessary to research and develop logistics centers to solve the problem of dispersion in production, circulation and distribution, ensuring regular and sufficient cargo volume for large tonnage ships to transport on the sample route. In addition, to ensure optimal cargo handling time and meet the test vessel sizes on the sample route, ports in the Mekong Delta region and Ho Chi Minh City, Cai Mep - Thi Vai need to research and invest in upgrading appropriate equipment..



Cai Mep – Mekong Delta inland waterway transport route shortens transportation time, reduces logistics costs and contributes to reducing GHG emissions.



PIONEERING AND CREATING GREEN LOGISTICS FLOWS

Developing the maritime industry is the green solution that Vietnam needs to aim for to keep up with global trends. Therefore, Gemadept has been recommending the Ministry of Transport to continue to strengthen dredging and regular maintenance of key national waterways such as in the Hai Phong and Cai Mep - Thi Vai areas.

For the Hai Phong channel, it is crucial to maintain the depth of the Ha Nam Canal at -8.5 meters. Additionally, exploring the expansion of the channel width to 120 meters, as per Prime Minister's Decision 886 dated July 24, 2023, is essential. This expansion will facilitate smooth two-way traffic, enhance the attractiveness of the Hai Phong port cluster, and contribute to reducing national logistics costs. This undertaking should be prioritized as cargo volume through the Hai Phong port region has witnessed a significant increase year-on-year, currently accounting for 33% of the nation's total cargo volume. However, the channel's current width of 80 meters and one-way traffic system lead to delays for larger vessels, causing unnecessary time and cost inefficiencies.

Along with that, research to add planning and investment in inland waterway port systems, inland ports, ICDs, Depots... in key economic zones in the Mekong Delta and Southeast to gather goods from industrial parks, strengthen the connection of goods import/export seaports, especially the Cai Mep - Thi Vai deep-water port cluster in the region..

For domestic container vessels and specialized ships that have not yet mastered shipbuilding technology, the age of imported ships is allowed to be increased from 15 years according to the current Decree 171/2016/ND-CP to 17 years to create conditions for domestic enterprises to develop their shipping fleets, in accordance with the Project on developing Vietnam's maritime transport fleet..

In addition, ministries and sectors need to create favorable conditions and policies to encourage businesses in the industry to actively



GEMADEPT ACQUIRES THE WORLD KNOWLEDGE TO CONTRIBUTE TO THE DEVELOPMENT OF INLAND WATERWAY TRANSPORT IN VIETNAM

According to the Vietnam Logistics Association (VLA), inland waterway transport is considered one of the most sustainable, low-cost, and environmentally friendly modes of both people and cargo transportation in developed countries. These countries, including the Netherlands, Germany, and China, are not only investing in their inland waterway transport infrastructures but also reinforcing activities to apply modern technology to operate their inland waterway transport.

The Netherlands has the largest inland waterway system in Europe, with over 6,000 kilometers of rivers and canals. To enhance the efficiency and safety of their inland waterway transport, the Netherlands has applied modern technologies (ICT). Examples of these technologies include river information systems (RIS), remote control systems for bridges and dams, and environmental and security monitoring systems.

Germany has approximately 7,300 kilometers of rivers and canals, accounting for around 11% of the total volume of goods transported throughout the country. To develop a more sustainable and eco-friendly inland waterway transport system, Germany has implemented modern technology to create new generations of river ships that save energy and reduce emissions. Examples of this include river ships that run on hydrogen batteries, solar energy, and those that are self-navigating.

China has about 127,000 kilometers of rivers and canals, accounting for approximately 17% of the total volume of goods transported in the country. China has implemented advanced technologies to develop smart ports and enhance the management and supervision of its transportation industry.



As a leading company in the inland water transport industry in Vietnam, ranking second in the Mekong Delta River area, and holding the top position in the route between Vietnam and Cambodia by inland waterway, Gemadept has a river ship fleet comprising 26 vessels with a capacity ranging from 99 TEUs up to 248 TEUs. The company is continuously expanding and focusing on developing its fleet in the direction of green logistics by applying modern technology to system operation and management.



One of the modern technologies Gemadept has applied is a digital platform called RiverGate. Developed in partnership with a Dutch company in 2021, RiverGate is built on a cloud-computing platform that allows Gemadept's customers to easily monitor and track the activities of river ships and goods transported in real-time via any device, including web browsers or smartphones. The platform can automatically notify users of important information relating to ships and cargo. Moreover, RiverGate enables Gemadept to generate detailed reports, statistics, and analysis on ship operations, including schedule, efficiency, and reliability of berths and river ships. Additionally, the platform enables stakeholders to stay updated on ship status and port schedules, empowering them to handle unexpected issues more proactively.



Although the RiverGate platform has only been officially operating since the beginning of 2022, it has already produced many remarkable results. With its preeminent features, RiverGate has helped the Operations Department optimize ship and berth schedules, significantly reduce lead times for ships waiting at the port, and reduce congestion on waterways. This not only saves time and costs for customers but also contributes to reducing carbon emissions into the environment.

RiverGate is one of Gemadept's important digital transformation projects. In the upcoming years, Gemadept will continue to develop its inland waterway fleet by increasing the number of ships and applying more technology. This will contribute to improving the competitiveness of Vietnam in the inland waterway transport industry, making it easier to connect inland waterway transport to other modes of transportation. Gemadept will provide multimodal transportation services oriented towards developing green and high-quality logistics.



SHIFTING TOWARDS ENVIRONMENTALLY FRIENDLY EQUIPMENT AND ELECTRIC-POWERED DEVICES: HIGHER COSTS AND GREATER CHALLENGES

Near-Future Energy Transition: Higher Costs, Greater Challenges

The Energy Transitions Commission, a group of business leaders, estimates that the energy transition by 2050 will cost \$110 trillion, 10% higher than the previous estimate of \$100 trillion. This translates to \$3.5 trillion per year and accounts for 1.3% of global GDP during this period.

While the GDP percentage may seem insignificant, the reality is that trillions of dollars need to be invested annually to achieve the energy transition. Both countries and international investors are deeply concerned about this financial burden.

In the lead-up to COP28, concerns about high interest rates pushing up capital costs threaten to dampen the enthusiasm of potential funders for the transition. Wind and solar energy companies are also facing numerous economic challenges, particularly in the offshore wind sector. The issue of capital and green financing is also a hot topic of discussion at COP28.

However, the energy transition is an essential part of Vietnam's economic development strategy and needs to be implemented thoughtfully to ensure sustainability and effectiveness. The energy transition is a major challenge, but it is also an opportunity for economic development and environmental protection.

Throughout its development journey, Gemadept has always prioritized sustainable business growth and environmental and social responsibility. This commitment is evident in its long-term plans and decisive actions to reduce carbon emissions.

In all its projects, Gemadept is committed to constructing infrastructure using the most modern designs and acquiring the most advanced equipment available at the time of investment decisions. This approach ensures that its facilities are not only efficient and productive but also environmentally friendly.

For operating ports, distribution centers, and other infrastructure, Gemadept continuously researches, upgrades, and implements new technologies and equipment. This includes replacing fuel-intensive devices with more environmentally friendly alternatives that meet market demands, global trends, and sustainability standards.

Gemadept is actively optimizing energy usage across its port systems and logistics networks. This includes transitioning from diesel-powered equipment to more advanced models that utilize diesel more efficiently and feature new-generation engines that significantly reduce emissions.

Gemadept is investing in new electric-powered equipment, such as RTG cranes and STS shore cranes, which operate entirely on grid electricity. This shift converts direct emissions into indirect emissions, resulting in an overall carbon emission reduction of over 50%.



100% electric RTG crane is being installed at Phase 2 of Nam Dinh Vu port

Gemadept is committed to minimizing its environmental impact while maintaining high operational efficiency. This commitment is reflected in the company's strategic investments in cutting-edge equipment that reduces emissions and enhances productivity. For its existing port and logistics projects, Gemadept implements equipment upgrades and replacements, transitioning to more advanced and sustainable technologies. This ongoing process ensures that the company's operations remain environmentally responsible and efficient. In 2022, Gemadept Hai Phong Port made a significant step towards emission reduction and operational excellence by investing in and commissioning a fleet of Terberg Next Generation tractors. These advanced tractors are equipped with innovative technologies that minimize fuel consumption, reduce emissions, and enhance safety



Terberg's new generation of vehicles with optimized energy performance and environmental friendliness



The new technology Terberg vehicle fleet, with its optimized energy efficiency, is environmentally friendly

GEMADEPT DEVELOPS AN ENVIRONMENTALLY FRIENDLY FLEET

Gemadept has been pioneering the development of an environmentally friendly fleet. The company is focusing strongly on its strategy to raise international standards and contribute to the protection of the marine environment.

In upgrading the technology of its fleet, Gemadept is proceeding in compliance with two important International Maritime Organization (IMO) standards.

The first is the Energy Efficiency Existing Ship Index (EEXI), the goal of which is to limit CO2 emissions based on the design of the vessel, while encouraging progress in energy efficiency.

The second is the Carbon Intensity Indicator (CII), which focuses on evaluating and improving actual fuel use, promoting energy efficiency.

Gemadept is also implementing innovative measures such as limiting engine power, optimizing ship design, and using alternative fuels to achieve EEXI goals. At the same time, the company also tracks and improves the actual operating carbon intensity of ships to achieve its CII goals.

To support the development of an environmentally friendly fleet, the Gemadept is adopting Industry Organizations and Associations to promote the raising of the age of imported ships to 17 years and accompanying the Vietnamese Maritime Business community in the process of accessing green capital for shipbuilding projects powered by 'Green', hybrid, electric or ethanol. Join hands with the Government to work for the goal of reducing greenhouse gases by 50 per cent by 2030 and achieving net zero emissions by 2050.

Gemadept is not only a pioneer in developing green fleets but also contributes to protecting the marine environment and aiming for sustainable development. The company also proposed a policy of support and capital financing to build environmentally friendly ships and promote the use of green technology in shipping when researching shore power supply for ships when anchored in ports, at the same time, aim for a strategic vision of building a green and sustainable Vietnamese shipping industry.



GRI 306: EFFLUENTS AND WASTE

Management method

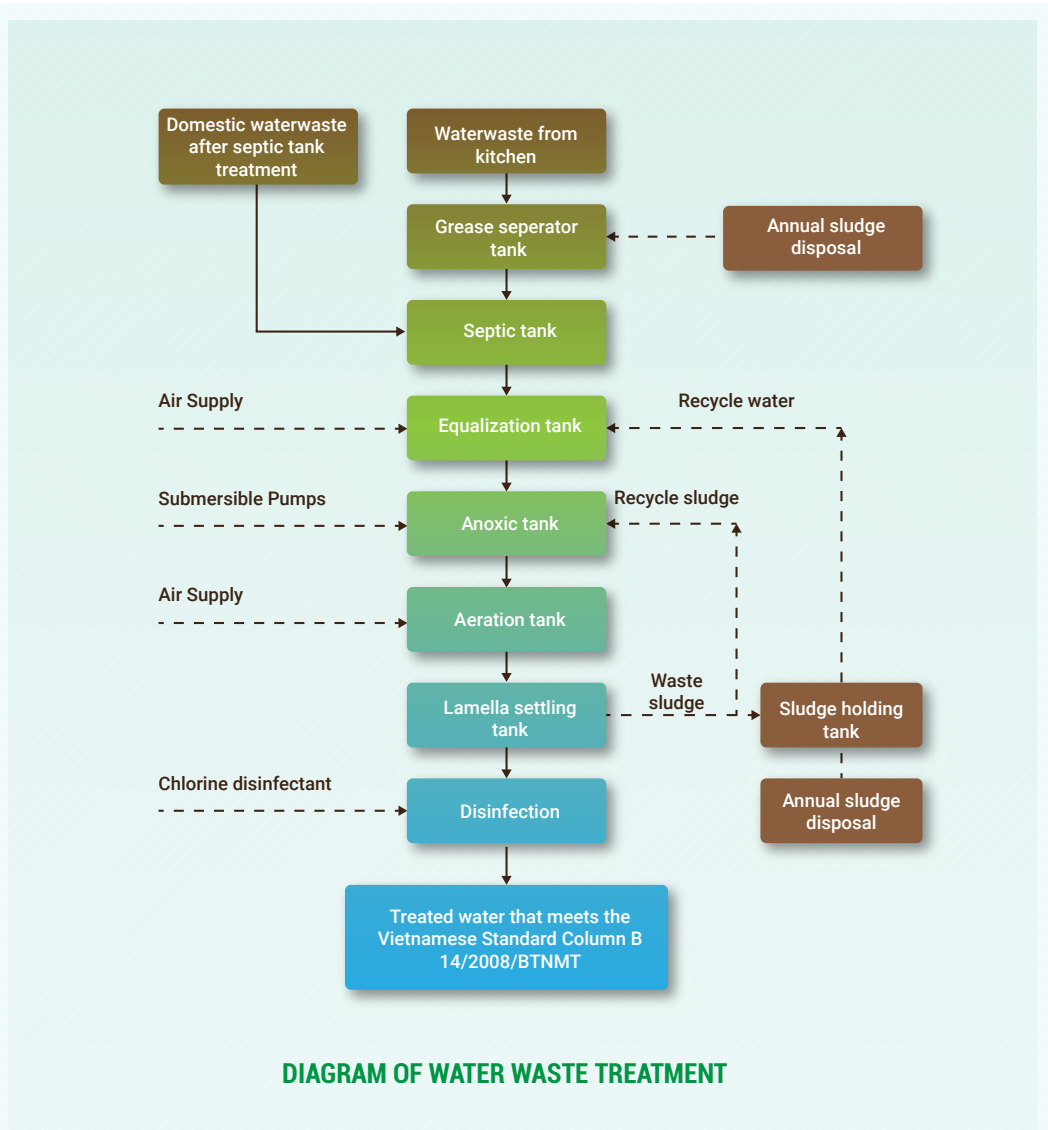
For Gemadept’s port system, the number of effluents and waste is insignificant, consisting mostly of cafeteria wastewater and water generated from equipment repair areas, including car wash water, equipment wash water, hand and foot wash water, and rainwater runoff from the repair area.

Reporting scope

- GRI 306 - 1: Water discharge by quality and destination**
- GRI 306 - 2: Waste by type and disposal method**

Key examples of wastewater and waste treatment standards at the following units:

- Gemalink Port (GML):** The report indicates that the domestic wastewater and vehicle wash wastewater treatment system will be upgraded in 2025 to meet the direct discharge standards into the Thi Vai River as per Decision No. 08/2022/QĐ-UBND. Industrial solid waste and hazardous waste are controlled as hazardous waste and transferred for treatment by Vietnam Clean Environment Company Limited.
- Nam Dinh Vu Port (NDV):** Has demonstrated good compliance with environmental protection practices and achieved ISO 14001:2015 certification in August 2024. The port’s wastewater treatment measurement results report shows 100% compliance with discharge standards. The port fully complies with 100% of the regulations on liquid and solid waste management and has not incurred any violations or penalties



- Saigon Cargo Service Corporation (SCSC):** Air and wastewater environmental quality both meet standards. SCSC conducts periodic environmental monitoring every 6 months. Domestic and service waste is classified, collected, and treated by Tan Binh District Public Services One Member Company Limited. Hazardous solid waste is managed according to regulations and treated by Vietnam Australia Environment Joint Stock Company – Vinausen. **90% of plastic waste and wooden pallets are collected, classified, recycled, and reused.** There is no information about penalties for violating environmental regulations in 2024.

The Company strictly complies with wastewater and waste treatment regulations set by the State and local authorities. Notably, wastewater treatment systems at Gemalink Port and Binh Duong Port have been awarded Certificates of Environmental Protection Works by the Ministry of Natural Resources and Environment. These systems meet the National Technical Regulations on Domestic Wastewater QCVN 14:2008/ BTNMT.

TECHNOLOGICAL PROCESS

This technology is widely and effectively applied to treat domestic wastewater in buildings and hotel complexes. It offers several advantages over traditional biotechnology: continuous processing, a simple operating process, and minimal parameters to manage.

AO&MBBR Technology

This process utilizes floating plastic carriers (media) within the aeration tank to increase the number of microorganisms available to treat the wastewater. Microorganisms consume organic material. The media provides increased surface area for the biological microorganisms to attach to and grow in the aeration tanks.

Anaerobic biological process

Wastewater contains nitrogen and phosphorus compounds, which require removal.

In anoxic tanks, under anaerobic conditions, anaerobic microorganisms thrive and remove N and P through the processes of nitrification and phosphorus removal. The nitrogen gas (N₂) formed will escape from the water and go out. Thus, the nitrogen has been treated.

The Nitrification process

- The two main types of bacteria involved in this process are Nitrosomonas and Nitrobacter..
- In the absence of oxygen, denitrifying bacteria utilize a metabolic pathway to remove oxygen from nitrate (NO₃⁻) and nitrite (NO₂⁻).



Phosphorization process:

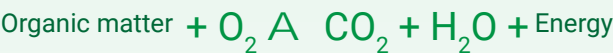
- The main type of bacteria involved in this process is Acinetobacter. Organic phosphorus compounds are transformed by the Acinetobacter bacterial system into new compounds that do not contain phosphorus and phosphorus-containing compounds that are readily biodegradable by aerobic bacteria..

To facilitate the nitrification and phosphorization processes, an anoxic tank is equipped with a submerged mixer operating at an appropriate speed. The mixer’s function is to agitate the water, creating an oxygen-depleted environment for the growth of anaerobic microorganisms.

Aerobic biological process

This is a treatment tank that utilizes aerobic microorganisms to decompose waste. In this tank, suspended microorganisms (also known as activated sludge) absorb oxygen and organic matter (pollutants) and use nutrients such as nitrogen and phosphorus to synthesize new cells, CO2, H2O, and release energy. In addition to the synthesis of new cells, there is an endogenous decomposition reaction (old microbial cells will self-destruct) which reduces the amount of activated sludge. However, the synthesis of new cells still predominates because optimal conditions are maintained in the tank, so the number of new cells formed is greater than the number of cells that are decomposed, resulting in excess sludge that needs to be discharged periodically. The main reactions that occur in the Aeroten tank are

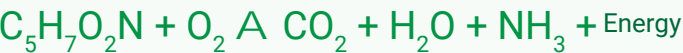
Oxygenation and organic matter decomposition process:



Synthesis of new cells::



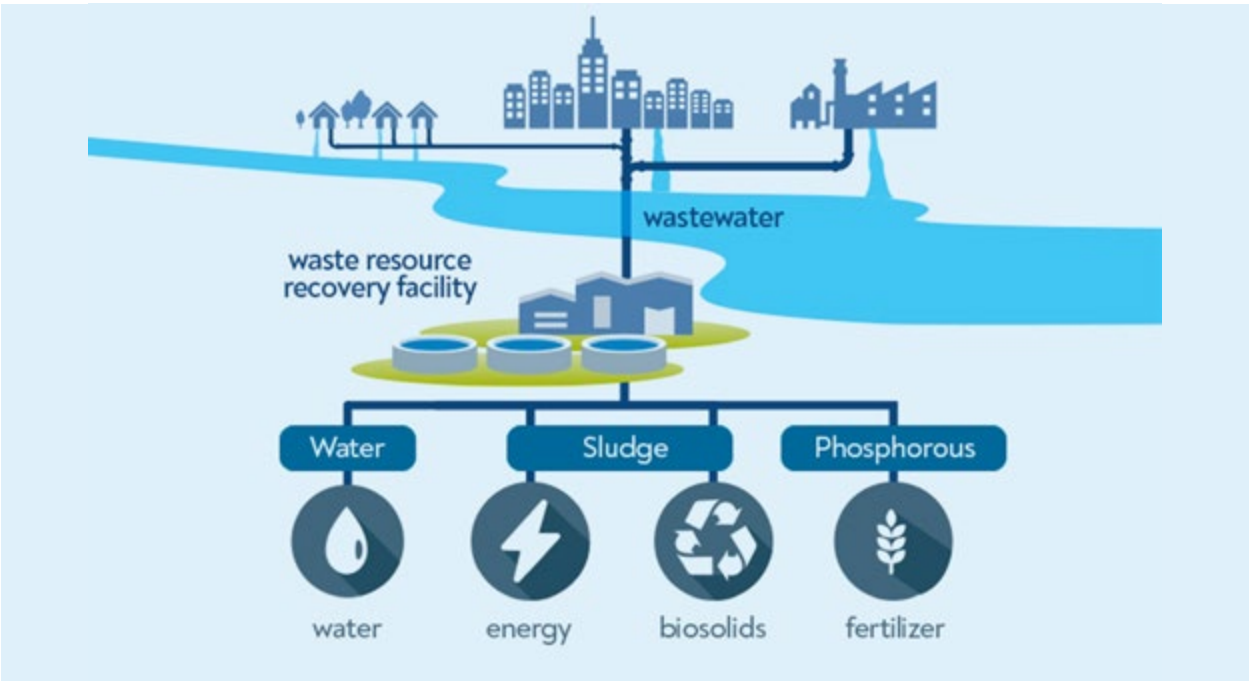
Endogenous decomposition process:



After aerobic biological treatment, the organic matter in the wastewater has been treated to a concentration that meets the permitted standards before being discharged into the receiving environment.

Biological filter media (biomedia)

Biological filter media (biomedia) is made from synthetic plastic materials, has a large specific surface area, high mechanical strength, and good heat resistance. It is applied and installed fixedly in biological treatment tanks as a habitat for the growth and development of microorganisms.



Explanation of wastewater treatment technologies

Wastewater from the kitchen area is also collected into the grease trap system. Here, animal and vegetable fats and oils are separated from the wastewater stream. After grease separation, the wastewater is directed to the equalization tank. Wastewater from toilets and other areas flows through pipes to the septic tank, and then overflows from the septic tank into the equalization tank.

In the equalization tank, the concentration of substances is evenly mixed, the flow is stabilized, and the wastewater is pumped to the biological treatment stage. To prevent sedimentation and anaerobic decomposition that could cause foul odors, a coarse bubble gas distribution system is installed at the bottom of the equalization tank to mix with the wastewater.

Wastewater flows from the equalization tank to the anoxic treatment tank. The development of anoxic microorganisms in the tank are the main drivers of pollutant removal in the wastewater.

As a result, the levels of nitrogen and phosphorus in the wastewater are reduced. To enhance the treatment efficiency of the anoxic tank, a mixing system is installed in the tank to agitate the wastewater, creating an anoxic environment that stimulates the growth of microorganisms.

Wastewater from the anoxic biological tank is conveyed through pipes to the Aeroten tank. In the Aeroten tank, aerobic microorganisms flourish and utilize the organic matter in the wastewater (primarily BOD) as their food source.

As a result, the organic matter in the wastewater is treated to an acceptable level. Oxygen is vigorously supplied to the tank by surface blowers and a disc diffuser system with fine bubbles installed at the bottom of the tank. In addition, there is an MBBR biological filler in the aerobic biological tank, which is a PVC material with a large surface area for the adhesion of aerobic microorganisms. The wastewater overflows into the settling tank. Here, the sludge settles to the bottom of the tank, and the clear water above flows into the collection trough and through pipes to the disinfection tank. The sludge that settles to the bottom is pumped back to the sludge holding tank and the anoxic tank.

This sludge is partly recirculated to supplement any deficiencies in the aerobic biological tank treatment process. Excess sludge from the settling tank is transferred to the sludge holding tank. Here, the sludge undergoes anaerobic digestion. The supernatant is recirculated to the equalization tank, and the sludge is periodically removed and treated according to solid waste treatment procedures.

Sludge treatment

A portion of the sludge generated during the treatment process is recirculated to supplement the deficit of biological sludge in the system during treatment. The excess sludge is transferred to a sludge holding tank and periodically removed for treatment by a specialized unit.

Disinfect wastewater

To ensure that wastewater meets the Vietnamese National Technical Regulation for Coliforms in wastewater, Javen is added for disinfection before discharge into the receiving environment.



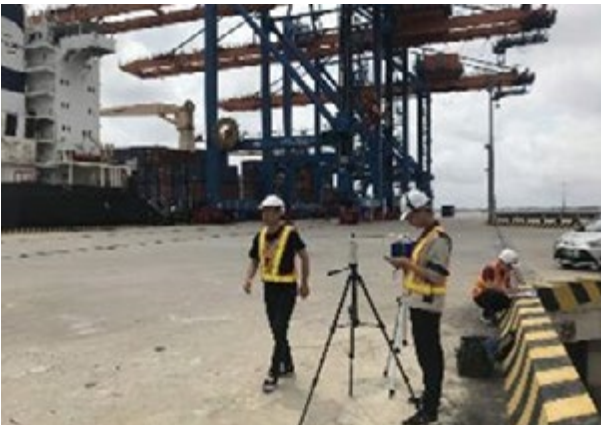
WATER SUPPLY SYSTEM - CONTROL AND TREATMENT OF WASTEWATER AND WASTE

- Monitor the water supply meter daily to limit and prevent abnormalities (if any);
- Checking the entire water pipeline system at the port to check if there is any leak, fix it immediately if there is any;
- Rainwater on the roofs of buildings is piped into the underground fire protection water tank, both serving the fire protection system and providing water for watering plants...;
- Replace and use toilets with 2 functions of flushing and adjusting the amount of water just enough for cleaning;
- Regularly check that the actual discharge exceeds the prescribed discharge volume;
- The treatment of wastewater and waste is strictly carried out in accordance with the law on environmental protection and regulations of the competent authorities;
- Every 3 months, sign contracts with a professional organizations to conduct environmental monitoring of wastewater, air, and noise to ensure compliance with the law;
- In order for the systems to operate at their best, the cleaning of sewers and dredging is strictly carried out according to the approved annual plan;
- Regarding waste, the Company arranges various types of trash cans for garbage classification, garbage collection trolleys, storage station system, system of signs in accordance with regulations to collect and store waste. The Company does not handle it itself, but collects and stores it in a hazardous waste warehouse, contracts with a professional unit to collect, transport and treat it according to the correct process; Sign contracts with companies that directly collect and treat hazardous wastes, liquid and oil from vessels, publicly posting the collection prices as prescribed. The ordinary waste and domestic waste is classified, collected into warehouses, then treated by the Urban Environment Company.

Some related pictures:



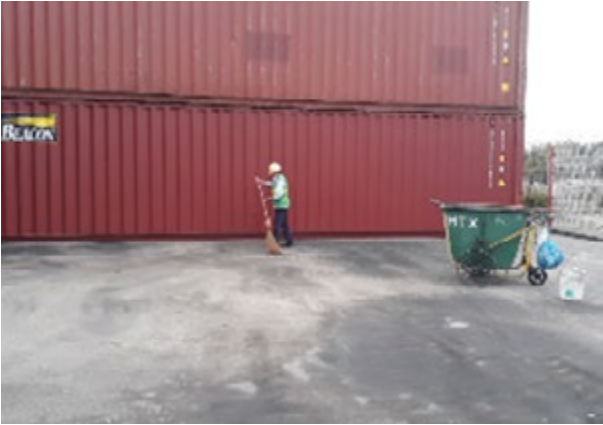
Hazardous waste management



Environmental monitoring work every 3 months



Cleaning, dredging, utilizing access holes to collect water



Cleaning the Port area



Planting additional trees and taking care of them on the campus of the Port, Office...



POLLUTION PREVENTION - ENVIRONMENTAL COMPLIANCE

THE LAUNCHING OF THE TREE PLANTING CEREMONY 2024 AT NAM DINH VU PORT



On the morning of March 25, 2024, at Nam Dinh Vu Port (belonging to Gemadept Corporation), the Port's Board of Directors held the launching of the 2024 Tree Planting Ceremony. The event was attended by representatives of the Dinh Vu Industrial Park Management Board, leaders of Gemadept member units in Hai Phong, and port employees. The theme of the event was "GREEN FORWARD - Nurturing Sustainable Green Values."



At the ceremony, Mr. Tran Van Hau, Deputy Director of the Port, shared: "We hope to bring deep trust and awareness to each individual here today. Just as a year begins with spring and life begins with youth, the Tree Planting Ceremony is a wish for each of us: to sow green seeds in early spring for four peaceful seasons. Remember, the most favorable time to plant a tree is either 10 years ago or today."



During the ceremony, over 100 perennial trees, including coconuts and casuarinas, were planted, transforming 500 square meters of the logistics yard area behind the port; strategically avoiding areas with underground infrastructure as per the design. These resilient plants, carefully selected to thrive in the wave- and wind-exposed soil of the area, require minimal maintenance. Their characteristics also resonate with the values of the employees working at the Port.



Nam Dinh Vu Port strives for comprehensive growth, integrating production and business goals with ESG indicators. This balanced approach promotes the quality and sustainable growth of the business. Sustainable development has always been the guiding principle for Gemadept's operations, and Nam Dinh Vu Port is no exception.

This is a tiny but significant step in Nam Dinh Vu Port's commitment to becoming greener, reducing emissions, and achieving carbon neutrality. It is a practical action by the Gemadept Group to greenify a transshipment point on the international shipping route.



**TAKING A PROUD
STEP FORWARD**

Chapter 4: SOCIAL DISCLOSURES

GRI 401: Employment

GRI 403: Occupational Health and Safety

GRI 404: Training and Education

GRI 413: Local Communities

GRI 416: Customer Health and Safety

Culture and traditions of Gemadept

Corporate Culture Standards

GRI 400: SOCIAL DISCLOSURES

GRI 401: EMPLOYMENT

Management approach

In 2024, Gemadept focused on reviewing labor productivity in departments and units to identify solutions for improvement. This involved:

- Rearranging personnel by supplementing, screening, and assigning the right people to the right job.
- Adjusting work processes and assigning work in a way that eliminates redundant work, wasteful work, and work that does not create value.
- Minimizing/eliminating bottlenecks that hinder work speed.

Reporting scope:

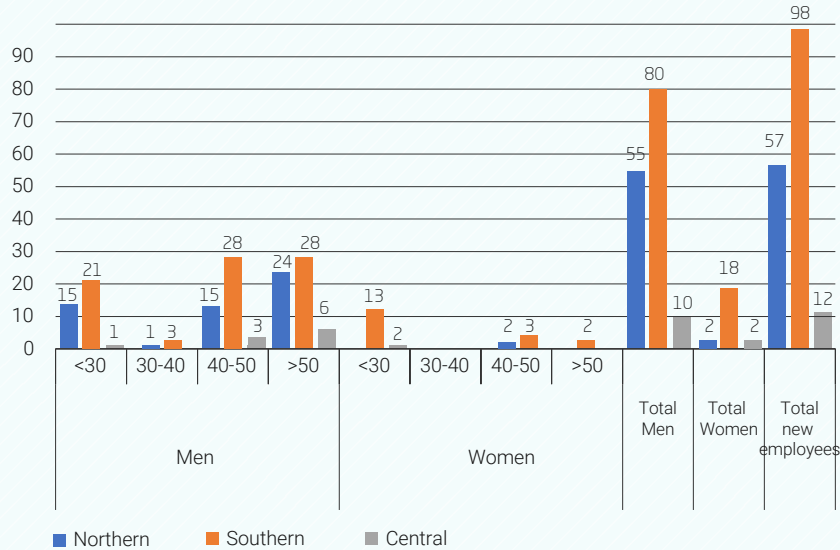
- GRI 401-1: New employee hires and employee turnover
- GRI 401-2: Benefits offered to full-time employees by location
- GRI 401-3: Parental leave

PERSONNEL STRUCTURE

As of December 31, 2024, Gemadept has 1,544 employees (excluding outsourced human resources), an increase of 3% compared to 2023 (1,498 employees). Among these employees, 53.41% hold university and postgraduate degrees. Additionally, 46.5% fall within the working age range of 30 to 40.

In 2024, Gemadept recruited 167 new personnel, including 57 in the Northern region, 98 in the Southern region, and 12 in the Central region. The gender structure of the personnel includes 145 males and 22 females. The age structure of personnel under 30 includes 37 males and 15 females; for the age group of 40-50, there are 46 males and 5 females.

NUMBER OF NEW EMPLOYEES BY GEOGRAPHIC REGION – GENDER - AGE



Content

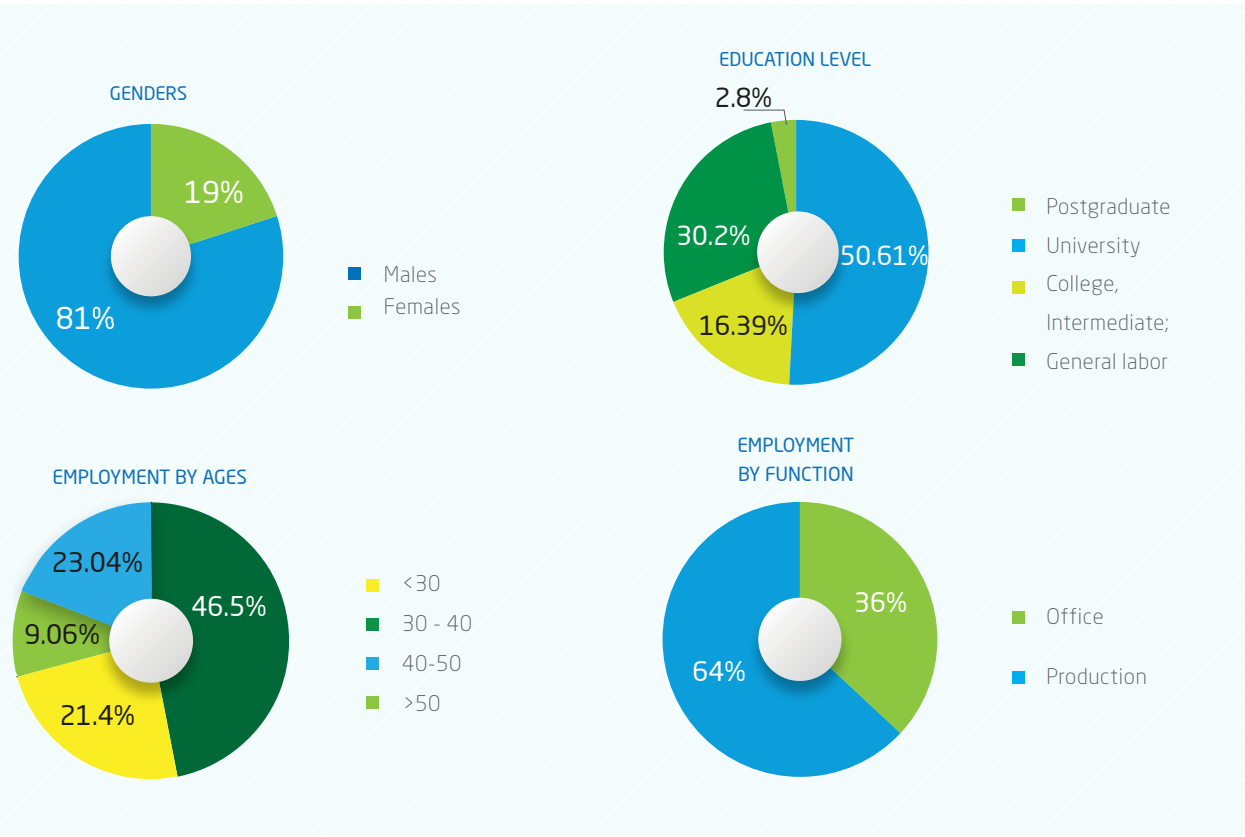
Chapter 1:
Overview of Sustainable
Development Report

Chapter2:
Economic Standards

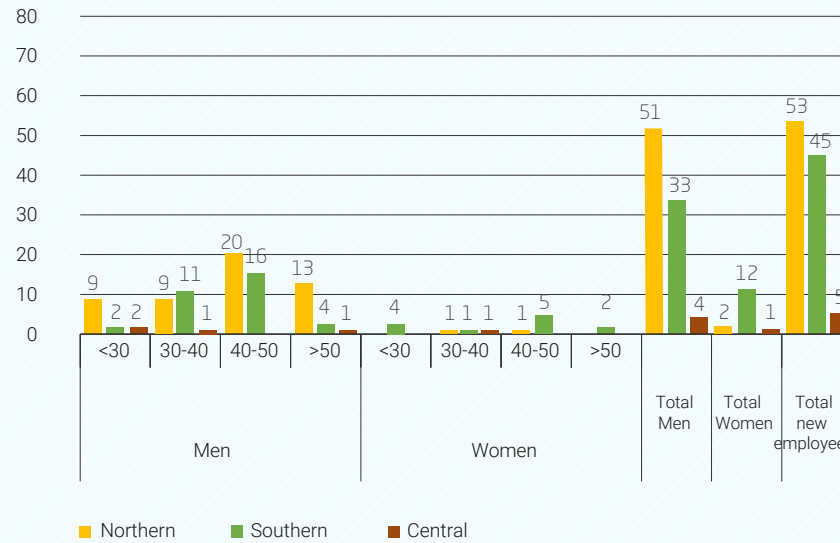
Chapter3:
Environmental standards

Chapter4:
Social disclosures

Chapter 5:
Digitalization,
Greenification, and Green
Finance



NUMBER OF EMPLOYEES QUITTING JOB BY GEOGRAPHIC REGION – GENDER - AGE



IMPROVE WORKERS’ LIVES THROUGH EFFECTIVE WELFARE POLICY

Since its founding in 1998, the Gemadept Trade Union has fostered a strong working relationship between employees and the Board of Directors, ensuring workers’ rights are protected. Gemadept fosters a fair and meritocratic work environment, recognizing employees for their contributions through remuneration, promotion, and rewards based on work results. This approach encourages creative and breakthrough thinking, ultimately driving production and business success.

Employees at Gemadept are empowered to make a difference in production and business success. Remuneration, promotion opportunities, and rewards are all tied to work results, encouraging creative and breakthrough thinking.

Working conditions

- The company does not use part-time and temporary workers. Absolutely do not use child labor and forced labor.
- All employees of the company are able to sign labor contracts and are guaranteed benefits according to the provisions of the current Labor Code.
- Collective labor agreements, labor regulations, fully registered with the labor management agency and updated when the State’s policies change.
- Employees are fully equipped with tools, working tools, labor protection as well as trained in occupational safety to work more effectively.

Health care and tourism

- Employees receive annual health check-ups at high-quality medical facilities with a fee of more than 1,000,000 VND/employee.
- The Company also organizes a kitchen to serve lunch for employees, ensuring nutrition and food safety. This ensures better health for employees to work better.
- Moreover, every year, employees have three days of fully paid vacation and are supported with travel expenses according to working seniority norms
- In 2024, the Company organized the Gemadept Run, fostering stronger connections and closer bonds among Gemadept employees. The event also encouraged a spirit of training and improved individual health.

Insurance for employees

- Gemadept fully pays premiums of social, health and unemployment insurance as prescribed by the laws.
- In 2024, Gemadept continued the comprehensive health insurance program for employees. That encouraged employees to take better care of themselves and their families by taking advantage of good insurance conditions provided.

Taking care of employees’ lives

- Since its foundation, Gemadept has always cared about the employees’ lives through giving gifts on holidays and New Year holidays, showing affection, visiting sick ones, and supporting employees in difficult circumstances.
- In addition, for female employees, the company gives gifts and congratulations on the occasion of March 8 and October 20.
- Moreover, the Board of Management also cares through the employee’s child welfare program on the occasion of International Children Day of June 1st every year at VND 500,000/ child.

Employee’s income:

- The average income of employees in 2024 will increase by about 22% compared to 2023.
- In addition to their fixed salary, employees receive performance-based bonuses. These bonuses are evaluated transparently on a monthly, quarterly, or yearly basis to motivate employees.

ESPP (employee stock purchase plan) program

In addition to salary, managers and high-performing employees who contribute significantly to the company's development can participate in the Employee Stock Purchase Plan (ESPP). This program serves a dual purpose: attracting and retaining top talent while also encouraging a sense of ownership among employees through increased financial stake in the company's success. This alignment of interests helps ensure Gemadept’s sustainable development.

PARENTAL LEAVE

PARENTAL LEAVE	Male/ Female	Quantity
Total number of employees that were entitled to parental leave, by gender	Male	
	Femal	7
Total number of employees that took parental leave, by gender	Male	
	Female	7
Total number of employees that returned to work in the reporting period after maternity leave ended, by gender	Male	
	Female	5
Total number of employees that returned to work after maternity leave ended that were still employed 12 months after their return to work, by gender	Male	
	Female	5
The return-to-work rate	Male	
	Female	71%
The employee's retention rate	Male	
	Female	100%



GRI 403: OCCUPATIONAL HEALTH AND SAFETY

Management approach

Gemadep^t Corporation established the HSSE Committee to oversee Health, Safety, Security, and Environment matters, as outlined in Decision No. 016/QDTGD signed by the General Director on February 28, 2019.

The operating regulations of the Gemadep^t HSSE Department, signed and promulgated by the General Director of Gemadep^t Corporation and taking effect on March 1, 2019, consist of 17 articles. These articles apply to all employees in departments and units of the Company. The regulations define membership within the Company for the purposes stated in Article 1, which includes three specific aspects:

- Promote a safe working environment and prevent risks and occupational accidents for all employees and relevant parties across Gemadep^t's member units.
- Safeguard the Company's assets, goods, customers, and related parties.
- Ensure responsiveness to customer requests and compliance with current legal regulations.

To provide strategic direction and demonstrate the Board of Directors' commitment to HSSE activities and sustainable development, the Occupational Safety, Health, Security, and Environment Policy was implemented on March 22, 2022...

Reporting scope

GRI 403-1: Occupational health and safety management system

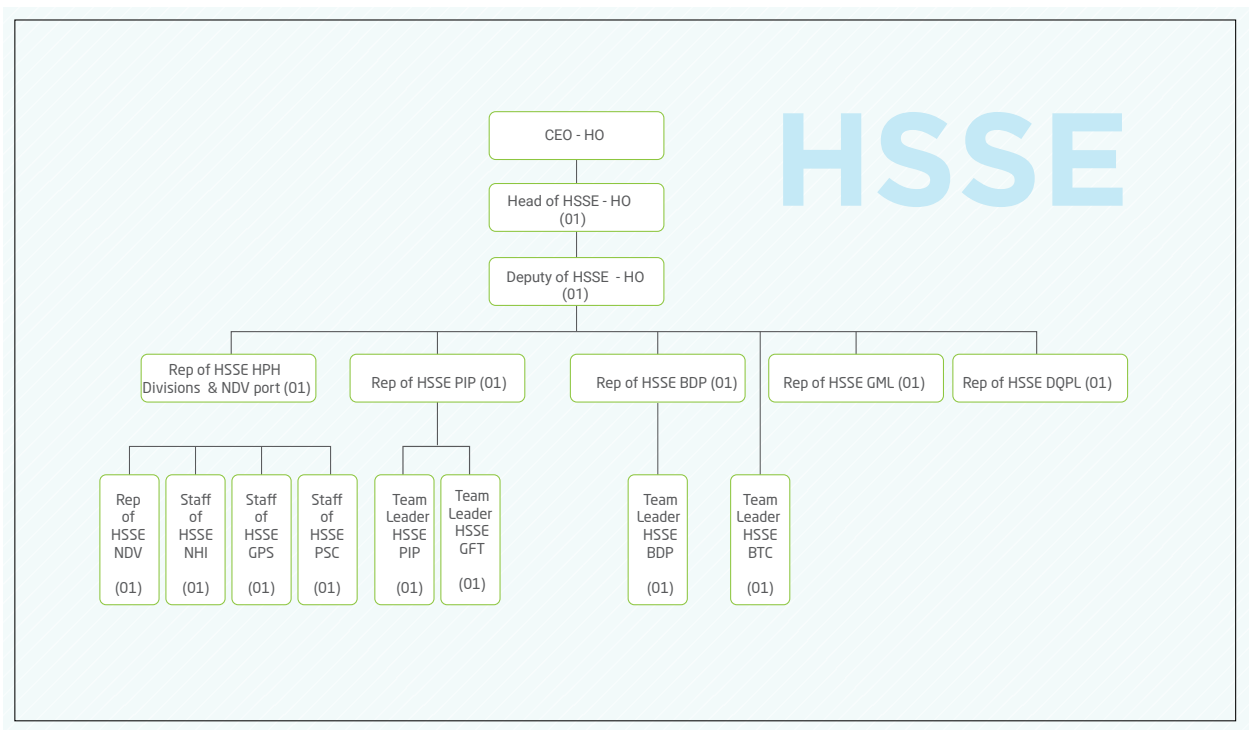
GRI 403-2: Hazard identification, risk assessment, and incident investigation

GEMADEPT HSSE DEPARTMENT: STRUCTURE, REGULATIONS, AND COLLABORATION WITH FUNCTIONAL UNITS

Changes to the HSSE department's organizational structure and personnel in 2024:

- On August 14, 2023, the Company's Board of Directors decided to reorganize the HSSE Department to strengthen its role and improve operational efficiency in alignment with the Company's sustainable development goals

The organizational structure of Gemadep^t's HSSE Department executive team is outlined in the Organizational Chart included in Article 5 of these Operating Regulations:



The HSSE Gemadep^t Committee includes

Seq	Fullname	Position
1	Nguyen Van La	Head of HSSE HO
2	Dang Van Quang	Deputy of HSSE HO
3	Nguyen Huu Hien Nhan	Occupational safety specialist -HSSE HO
4	Kieu Minh Chinh	Head of HSSE NDV & HP port cluster
5	Do Minh Khuong	Rep of HSSE NHI
6	Nguyen Thi Mai Huyen	Rep of HSSE PSC
7	Nguyen Viet Khanh	Rep of HSSE GPS
8	Nguyen Tuan Anh	Rep of HSSE PIP
9	Le Trung Hieu	Rep of HSSE BTC
10	Ho Nam Duong	Rep of HSSE CBD
11	Phan Quang Doan	Rep of HSSE DQP
12	Vu Xuan Thuy	Head of HSSE GML

The way to coordinate with Departments and Units:

The working method between the HSSE Department of HO and the HSSE Department of the Group's business entities will be as table below:

THE COORDINATION PROCESS BETWEEN HSSE HO & HSSE UNITS	CORPORATION				UNIT			
	CEO	Head of HSSE Department	Deputy of HSSE Department	Staff in HO	Director of business unit	HSSE Unit representatives	HSSE staffs in Unit	Unit staff
I. Corporation level								
1. Setting and implementing HSSE goals and action plans	A	R	R		I	C	C	
2. Building and implementing HSSE management system	A		R	I	I	C	C	I
3. Communication training & application guidance	I	A/R	R	I	I	C	I	I
4. HSSE assessment activities	I	A/R	R	I	I	C	C	I
5. Correction, prevention and improvement	A		R	R		R	R	R
II. Unit level								
1. Setting and implementing HSSE goals and action plans	I	C	C	C	A	R	R	
2. Building and implementing HSSE management system	I	C	C	C	A	R	R	I
3. Communication training & application guidance	I	C	C	C	I	A/R	R	I
4. HSSE assessment activities	I	C	C	C	I	A/R	R	I
5. Correction, prevention and improvement	I	C	C	C	A	C	R	R

RACI DEFINITION TABLE:

R	Responsible: Implementation responsibility
A	Accountable: Accountability
C	Consulted: Responsibility for Inspection/Consultation
I	Informed: Be provided with information and results, responsible for responding when seeing abnormalities

REPORT ON WORK PERFORMANCE AND IMPROVEMENTS ACHIEVED IN HSSE ACTIVITIES IN 2024

In addition to basic activities in HSSE work, ensuring safety, occupational health, security, and environmental protection is always well maintained. In 2024, the HSSE Department implemented many important improvement activities to improve efficiency in implementing sustainable development strategies. Here are some typical examples:

- Implementation of ISO 45001 (Occupational Health and Safety Management System) and ISO 14001 (Environmental Management System):
 - Achieve ISO 45001 certification for Occupational Health and Safety and ISO 14001 certification for Environmental Management at GML, NDV, CBD, and NHI in Q3 and Q4/2024, and Q1/2025.
 - Implement ISO 45001 for Occupational Health and Safety at PIP starting in Q4 of 2024, with certification expected in Q1 of 2025.
 - Continue to maintain ISO 45001 certification for Occupational Health and Safety and ISO 14001 certification for Environmental Management at DQP from 2019
- Implementation and achievement of ISO 9001 certification for the Quality Management System at GML in Q4/2024.
- Continue to implement greenhouse gas inventory and reporting for all 3 scopes under ISO 14064-1 standards, achieving independent verification from the reputable international certification body, the British Standards Institute (BSI), for the four ports: GML, NDV, DQP, and NHI in 2024, with certification expected from BSI in Q1 of 2025.
- Improved: "Green Port development activities, aligned with TCCS 02:2022 CHHVN standards, encompass the following main criteria:" This clarifies the connection between the standard and the activities:

MAIN CRITERIA	SPECIFIC CRITERIA
Committed and willingness	Green port awareness and readiness
	Promote green ports
Action and implementation	Clean energy
	Energy saving
	IT applications
	Use of resources
	Environmental protection
	Green management
Efficiency and effectiveness	Energy saving
	Environmental protection

By implementing these criteria, Ports can achieve comprehensive development in all areas of sustainable green development.

Current implementation results are as follows:

- The GML, NDV, and CBD ports will achieve Green Port certification for the first time in Q3 and Q4 of 2024. The DQP port will undergo its second certification assessment, achieving a higher score compared to the first assessment: Year 1 (2023) score: 3.674 || Year 2 (2024) score: 3.784.
- In 2024, DQP port was awarded the Green Port Award based on the Asian GPAS (Green Port Award System) standards.
- Promulgated labor regulations, operating procedures, and safe production processes for QC/RTG/forklift equipment.
- Installed signage throughout warehouses and wharves, including safety instructions, labor safety rules, and speed limits.
- Established regular inspections to ensure compliance with labor safety regulations and production processes.
- Conducted technical safety inspections of machinery and equipment according to the requirements set by

the Ministry of Labor, War Invalids and Social Affairs, Ministry of Industry and Trade, and Circular 36/2019/TT-BLĐTBXH.

- Contracted a specialized unit to provide occupational safety and health (OSH) training and certification for all field workers (100%).
- Conducted periodic health checkups for all employees (100%) in 2024.
- Implemented pre-shift alcohol concentration checks for field staff to ensure their well-being before starting work.

Implementing these green programs achieves two key goals: they support the Company's sustainable green development strategy, and they create a foundation for securing green loans from partners, ultimately bringing financial benefits.



Gemadep has implemented numerous improvements to enhance occupational health and safety, driving sustainable development

GEMALINK PORT - COMMITMENT TO SAFETY AND SUSTAINABLE DEVELOPMENT

As one of Vietnam’s largest deep-sea ports, Gemalink Port prioritizes occupational safety in every aspect of its operations. Embracing the motto “Work Safe – Go Home Safe,” the port is committed to ensuring a safe working environment so every employee can return home safely after each shift.



Robust Safety Management System

Gemalink Port adopts strict international safety standards, including **ISO 45001 – Occupational Health and Safety Management System**. Detailed **Standard Operating Procedures (SOPs)** are developed for each department to ensure all tasks adhere to the highest safety standards. In addition, the port regularly conducts risk assessments and hazard control to minimize workplace accidents, safeguarding employee health and lives.



Ongoing Safety Training

To ensure that employees and contractors strictly follow safety regulations, **Gemalink organizes regular training programs**. Staff are instructed on the proper use of **personal protective equipment (PPE)** and trained to respond to emergency situations such as fires, oil spills, or technical incidents. Periodic **health checks** are also conducted to ensure employees are physically fit for their tasks, enhancing performance and reducing health-related risks.



Technology-Driven Safety Monitoring

To enhance safety supervision, **Gemalink integrates advanced technologies** into its safety management practices. A 24/7 CCTV system is installed in critical areas to detect potential hazards early. **Artificial intelligence (AI)** is employed to automatically analyze data and issue warnings about risks, enabling timely incident prevention. Additionally, **access control systems using magnetic cards or biometrics** ensure that only authorized personnel can access operational zones, strengthening overall site security.



Fostering a Safety-First Workplace Culture

At Gemalink, safety is not just a responsibility but an integral part of the corporate culture. The port implements incentive policies to reward employees who strictly adhere to safety protocols, promoting a sense of responsibility and mutual protection among colleagues. Weekly safety briefings are held to review incidents and propose improvements, contributing to a safer working environment. Moreover, Gemalink fosters transparency and open communication, encouraging employees to report potential risks without fear of reprimand, thereby building a truly safe and sustainable workplace.

With comprehensive measures and strong leadership commitment, Gemalink continues to cultivate a safe, professional working environment, enabling every employee to work safely – and return home safely.

GRI 404: TRAINING AND EDUCATION

Management approach

People are a crucial resource that determines Gemadept’s success. Therefore, the Company always focuses on building a team of young, dynamic, and dedicated staff who are committed to the profession and attached to the company.

Employees at Gemadept are treated fairly in terms of benefits, promotions, and rewards based on their work performance, encouraging creative and breakthrough thinking to create differentiation in production and business.

In addition, the quality of human resources is always a concern of the company through quality recruitment in parallel with in-depth training programs to serve the development needs in the future.

Reporting scope

- GRI 404-1: Average hours of training per year per employee
- GRI 404 -2: Programs for upgrading employee skills and transition assistance programs
- GRI 404-3: Percentage of employees receiving regular performance and career development

TRAINING AND DEVELOPMENT ARE REGULAR AND CONTINUOUS IMPLEMENTATION ACTIVITIES

In 2024, Gemadept continued to develop its key resources by focusing on enhancing the practical capabilities of its successor candidates. This effort has been supported not only by direct supervisors but also through training in Gemadept’s “7 Leadership Competencies” program.

Additionally, in 2024, the BOD will continue to focus on the LEAN spirit through four training programs for executives and mid-level managers across the headquarters and subsidiaries in the North, Central, and South regions.

Seq.	Course	Time	PIC	Form of traing	Number of sessions	Attendees
1	Lean Training (HCM/HP) - waste elimina- tion, process standardization, technology application for departmental units.	Q2 - Q4/24	Outsources	Offline	2	Managers + staff
2	Organize knowledge-sharing sessions and practical experience exchanges after applying the knowledge from the Crest- com Management Training Program	Q2 - Q4/24	Outsources	Offline	1	Managers + staff
3	Mid-level management training in HCM	Q2 - Q4/24	Outsources	Offline	2 19 days/class	Managers + staff
4	Collaborate with IT to organize an AI workshop	Q2 - Q4/24	Outsources	Offline	1	Managers + staff
5	LEAN training for senior management (HCM/HP)	Q2 - Q4/24	Outsources	Offline	2 1 days/class	Managers + staff

Gemadept has organized Lean training courses to promote a lean thinking culture throughout the company, aiming to optimize processes, eliminate waste, and ultimately enhance labor productivity and operational efficiency.

Besides, in order to spread the spirit of creativity and eagerness to learn among employees, the Company has gradually built a culture of sharing - a culture of learning to all employees, whereby each employee has at least 2 times shared accumulated knowledge, experience, and experience for one year with colleagues within the departments, inter-departmental and units.

In addition to fundamental training programs such as orientation for new employees, company culture communication, occupational safety, 5S-HSSE, and others, Gemadept has also organized advanced training programs to enhance management skills, promote awareness of a clean, safe, and green environment, and update employees on new knowledge related to technology applications for faster and more efficient work.

Gemadept adheres to a transparent and merit-based promotion policy. In 2024, a total of 30 employees were promoted to higher positions, with a breakdown of 20 men and 10 women. The company maintains a comprehensive performance evaluation system, ensuring that 100% of employees receive periodic reviews of their work performance and career development.

HUMAN RESOURCES - THE KEY FACTOR DETERMINING GEMADEPT’S
SUCCESS AND SUSTAINABLE DEVELOPMENT



Established in 1990 and with a capital of 6.2 billion VND when equitized in 1993, Gemadept has now become the only listed enterprise in Vietnam to possess the Port and Logistics ecosystem from North to South. Gemadept’s development is also the growth of its teams - people with the Gemadept Gene, from the first employees to the now thousands, are constantly learning and improving professional qualifications and skills.

In the 4.0 era and international economic integration, Gemadept especially paid attention to human resource development, with the goal of improving labor productivity, efficiency and work quality. This is a mandatory requirement that Gemadept has been established for all employees. At the same time, Gemadept determined that developing a succession team is an indispensable key factor for sustainable development and long-term companionship with shareholders and investors.

As Gemadept expands its production and business operations, the Company sets ambitious annual targets to achieve continuous improvement year-over-year. This commitment ensures they meet the expectations of shareholders and investors. Besides investing in capital, technology, processes and management, Gemadept also pays special attention to human resource development, with the goal of improving labor productivity, efficiency and work quality. This is a mandatory requirement that Gemadept has established for all employees.

However, improving the quality and efficiency of human resources isn’t sufficient. Gemadept believes that developing a succession team is an indispensable key factor for sustainable development and long-term partnerships with shareholders and investors. This is one of the strategic focuses that Gemadept is implementing.

Regarding the development of the successor team, Gemadept has implemented many specific measures including: building a competency dictionary and competency framework for the leadership and management team, conducting annual competency assessments, focusing on leadership training, organizing coaching activities and assigning challenging tasks to develop capacity.

To improve labor productivity, Gemadept acknowledges that its operating model often changes after mergers and acquisitions. Therefore, the Company proactively reviews and adjusts organizational charts in key units to streamline operations and reorganize labor efficiently. This includes eliminating redundant jobs and adhering to LEAN principles, which emphasize eliminating waste that doesn't create value. Additionally, Gemadept assigns KPI targets for reviewing and improving work efficiency and labor productivity to all member units.

Gemadept is focusing on building and developing a team of management staff, this is the core force to ensure the completion of production and business plans assigned by shareholders. Specifically, in the last 3 years, the Company has appointed 134 new managers.



In addition, Gemadept has also implemented many solutions to optimize labor productivity, including adjusting the organizational chart and rearranging personnel at some key units. Awareness of the importance of improving labor productivity has increased significantly among all employees of the Company.

Gemadept is continuing its succession development program systematically by reviewing and evaluating the capabilities of successor candidates annually, thereby building specific training and coaching plans for each individual. The goal is to create a qualified successor team to take over the leadership position in the future.

Furthermore, Gemadept organizes Lean training courses to continue spreading Lean thinking throughout the Company. Applying Lean principles will help optimize processes, and eliminate wasteful activities, therefore improving labor productivity.

Another effort by Gemadept is to continuously improve its operating model, aiming to enhance efficiency, strengthen synergy, and connectivity within the Company's ecosystem. These improvements will significantly contribute to raising overall labor productivity.

To ensure all team members are imbued with core values and cultural principles, Gemadept has implemented diverse and effective communication activities. A Cultural Handbook is published introducing the company's history, vision, mission, core values, and cultural principles. This handbook is widely communicated through internal channels and integrated into training programs and human resource development, especially for new hires. Additionally, live seminars are organized at member companies. These sessions focus on a detailed introduction of core values and cultural principles, with leaders at all levels sharing specific examples of how to practice these values and principles in the workplace.

In addition to efforts to improve human resource efficiency and increase labor productivity in general, Gemadept has been continuing its process of developing a talented and capable management team, with solid experience and ingrained with the core values of Gemadept. This team is the Company's pillar, leading Gemadept to overcome challenges, seize new opportunities, and bring important contributions to the growth and sustainable development of Gemadept towards completing the 2025 Vision and preparing for the 2030 Vision.

GRI 413: LOCAL COMMUNITIES

Management method

Gemadept is committed to sustainable development that prioritizes social responsibility, particularly focusing on the well-being of local communities. In 2024, the Company organized activities led by Gemadept employees to express their appreciation (or give back to / demonstrate their commitment to) by bringing love and sharing to remote areas of the country. These efforts contributed to improving the quality of life for people in economically disadvantaged areas. Gemadept views social responsibility as a core principle that fosters its continued development, strengthens community relationships, and generates positive social impact.

Reporting scope

GRI 413-1: Operations with local community engagement, impact assessments, and development programs

JOINING HANDS FOR THE COMMUNITY

Over 3 decades of development, along with the mission of promoting the country's economic flow, Gemadept employees have always been deeply aware of social responsibility and are committed to making positive contributions to the country's sustainable development. On this journey, Gemadept always strives to create sustainable value for the community through three main factors: Education support, Healthcare, and Community development.

Nurturing education for the future generation

Gemadept believes that investing in education means investing in a bright future. The Company is especially interested in providing a safe learning environment and healthy development conditions for children. These children include those in difficult circumstances and those in highland areas, all over the country. It is evident through many diverse activities of the Company, one of them being the annual "Gemadept Run". From this meaningful event, Gemadept has devoted itself to building schools, supporting essential teaching and learning equipment for the School Construction Project (under the Nuoi Em ecosystem), and contributing to cultivating future talents.



The event was organized to spread kindness, connect the community, and bring happiness to students.

Promoting community health

Gemadep values health as the foundation for sustainable development, demonstrated through comprehensive healthcare for employees, ensuring labor safety and supporting the community. The Company organizes annual health checks for employees, carrying out vaccinations, donating ventilators and medical equipment to hospitals during the Covid-19 pandemic, participating in voluntary blood donation, and donating to support people in need. In addition, Gemadep also organizes sporting events to encourage a healthy lifestyle, physical fitness, and community engagement.

As a leading Company in the field of Port - Logistics, Gemadep has been and is building a socially responsible business, particularly in the areas of community healthcare and creating a safe and healthy working environment for employees.



Sports events and cultural exchanges are opportunities for employees to participate in exchanges, increase mutual understanding; improve health, and contribute to increasing labor productivity

Increasing sustainable values

Gemadep constantly strives to create practical values for the community through humane social activities. In addition to creating jobs for the local people, Gemadep also maintains annual volunteer activities to support orphans, children with disabilities, and people facing difficulties due to natural disasters across the country.

The Company participates in community development projects such as visiting and giving charity to orphanages and nursing homes annually.

Committed to the environment, joining hands to combat climate change, the Seed for Sea afforestation project is Gemadep's prime example, where the Company participates in planting trees and promoting the planting and protection of mangrove forests. In early 2024, Gemadep organized events to greenify ports at major ports such as Nam Dinh Vu Port and Dung Quat Port, minimizing environmental impacts and protecting the ecosystem.

On the path to creating a more sustainable future, Gemadep is committed to accompanying the Government and the business community, joining hands to meet the goal of Net Zero Emissions by 2050. Gemadep's efforts for a prosperous Vietnam have been recognized by the community and international organizations, opening up many opportunities for cooperation and investment attraction, contributing to the realization of the Company's Sustainable Development Strategy.

With continuous efforts and a deep sense of responsibility, Gemadep continues to add meaningful chapters to its journey of contributing to the community, affirming its pioneering role, and long-standing commitment to a sustainable and prosperous Vietnam.

GEMADEPT: JOINING HANDS TO SUPPORT THOSE AFFECTED BY SUPER TYPHOON YAGI

During the challenging days when Typhoon Yagi swept through northern Vietnam, causing severe damage to lives and property, Gemadep demonstrated its strong sense of social responsibility by taking practical actions to support the community in overcoming difficulties. With the solidarity of all employees and company leaders, Gemadep successfully raised 6 billion VND—an essential resource to aid those affected by the floods.



“The leaves protect tattered ones” spirit

Gemadep, one of the leading enterprises in the field of port and logistics operation in Vietnam, always attaches great importance to social responsibility. With the motto of “developing business in parallel with community responsibility”, Gemadep always strives to contribute to charity activities, especially in difficult times caused by natural disasters.

Typhoon Yagi with its terrible devastation caused severe flooding, submerged houses, swept away property and significantly affected people’s lives. In that situation, Gemadep quickly launched a donation campaign, calling for the cooperation of all staff.

Practical Actions, Spreading Love

The 6 billion VND raised by Gemadep is not just a financial contribution but also a heartfelt gesture of solidarity, reflecting the company’s deep concern for those in need. Embracing the spirit of “the leaves protect tattered ones,” Gemadep hopes to help ease the suffering and support flood-affected communities in restoring their lives.

To ensure that the aid is effectively utilized and reaches those who need it most, Gemadep has closely collaborated with local authorities and reputable charitable organizations to implement relief efforts.

On October 18-19, 2024, the program “Standing Side by Side with Vietnamese Families” collaborated with Gemadep Group to carry out a livelihood support initiative for people in northern provinces heavily affected by Typhoon No. 3.

Together with Gemadep’s employees, the program directly provided livelihood assistance, including 60 cows, 179 pigs, 46 goats, and nearly 9,000 chickens to nearly 250 disadvantaged families in the following areas: Viet Tien Commune (Bao Yen District, Lao Cai Province); Quang Kim & A Mu Sung Communes (Bat Xat District, Lao Cai Province); Na Hau Commune (Van Yen District, Yen Bai Province); Xuan Lac Commune (Cho Don District, Bac Kan Province); Mong An Commune (Bao Lam District, Cao Bang Province).



After Typhoon No. 3 (Typhoon Yagi), people in Yen Bai, Cao Bang, Bac Kan, Lao Cai, and other provinces faced immense hardships as their homes were damaged, belongings washed away, and crops buried under debris. Providing livestock was not only a significant source of encouragement but also a means of livelihood, helping families quickly overcome difficulties, rebuild, and stabilize their lives after the disaster.

Gemadep is currently continuing conducting surveys and research to develop community projects, including medical stations and cultural centers, to help improve and enhance the quality of life for local residents.

Spreading Humanitarian Values

Gemadep’s meaningful actions not only provide practical support to flood-affected communities but also spread profound humanitarian values throughout society. The company’s spirit of solidarity, sharing, and empathy has inspired many individuals and organizations to join hands in helping those in need.

Gemadep believes that the collective efforts of the community will be a powerful force to help flood victims overcome hardships, rebuild their lives, and secure a better future.

Gemadep: A Business for the Community

Through its active contributions to society, Gemadep has reaffirmed its role as a socially responsible enterprise. The company not only focuses on business operations but also remains committed to supporting the sustainable development of the country and the community.

Gemadep is dedicated to continuing its journey alongside the community through charitable initiatives, striving to build a better and more compassionate society.



GEMADEPT RUN - THE WAY FORWARD 2024: PIONEERING FOR HEALTH AND FUTURE GENERATIONS

As a pioneering and leading enterprise in the field of Port and Logistics operations in Vietnam, Gemadept not only makes positive contributions to promoting the flow of goods trade between Vietnam and the world, creating value for the development of the economy, but also pays special attention to the role and responsibility of the enterprise towards the community – through practical activities in culture, sports, charity, etc., contributing to building an increasingly civilized, modern, and compassionate country.

With the spirit of continuous effort of [the Pioneering Steps](#) for health, to break through and overcome difficulties and challenges; the annual race ‘[Gemadept Run - The Way Forward 2024](#)’ aims to build a community strong in body and spirit and bring the best experiences to each participant, while spreading humanistic values to the community.



The Gemadept Run 2024 attracted the participation of nearly 4,000 athletes of various ages, especially the enthusiastic response from leading domestic and international businesses operating in the fields of services and manufacturing, import and export, seaports, transportation & distribution of goods, finance, media organizations, etc., and freelance runners who love running with two distances suitable for the majority of participants, 5km and 10km.

The event not only puts [Pioneering Steps](#) in raising awareness of health training in the community but also spreads the meaningful message “[Pioneering for the future generation](#)”, supporting children in mountainous areas who still have many difficulties in learning conditions, so that they can access knowledge in a safe and healthy educational environment.

Gemadept Run 2024 continues to accompany the ‘Nuoi Em’ Ecosystem (Vietnam National Volunteer Center) and the Vietnam Children’s Fund, using all revenue from ticket sales and fundraising donations from internal athletes and guests to build three educational projects: Constructing a new school in a highland area – Khau Day School, Du Gia Kindergarten, Yen Minh District; Providing two new computer labs at schools severely affected and damaged by Typhoon Yagi: Khanh Yen Thuong Primary School, Van Ban, Lao Cai and Pho Rang Town Secondary School No. 2, Bao Yen District, Lao Cai – with a total budget of VND 700,000,000.



The Gemadept Run – The Way Forward 2024 has concluded, not just a simple sports race, but a journey to create better versions of ourselves, more sustainable values for the community and society.

A PHILANTHROPIC DESTINATION FOR PIONEERING STEPS

On the journey to bring knowledge to children in remote areas, the Computer Lab Project has become a meaningful milestone, helping to bridge the educational gap between regions. With the goal of providing students access to technology, expanding their knowledge, and empowering their dreams, the project was launched at a school facing many challenges.



With the collaboration of all Gemadept Run 2024 athletes and the support of the Vietnam National Volunteer Center (VVC), the computer lab at two schools—Khanh Yen Thuong Primary School and Pho Rang 2 Secondary School—have been fully equipped with computers, desks, chairs, electricity, and internet access. Beyond providing essential facilities, the project also organizes computer training sessions, helping students familiarize themselves with technology and gradually access the vast world of digital knowledge.

The inauguration day of the computer lab was filled with joy and excitement. The sparkling eyes and radiant smiles of the students as they touched a keyboard for the first time and opened their first educational website became the driving force for the project to reach even more schools.



The Computer Lab is more than just a room with computers—it is a gateway to the future, a place where hope is nurtured, passion is cultivated, and aspirations take flight. With the continued support of the community, we hope to see more computer labs built, providing children in remote areas with access to digital knowledge and the confidence to step into the future.

GROUNDBREAKING CEREMONY FOR KHAU DAY SCHOOL - DU GIA KINDERGARTEN, YEN MINH DISTRICT, HA GIANG

On December 12, 2024, a significant milestone was marked in the journey of bringing education to children in remote highland areas. The groundbreaking ceremony for the construction of Khau Day School, part of Du Gia Kindergarten in Yen Minh District, Ha Giang, took place in a solemn and heartfelt atmosphere. This event is the result of the collective efforts of thousands of participants in Gemadept Run 2024.

Khau Day School is currently home to 56 students, primarily Mong children from underprivileged households. Due to its severely deteriorated infrastructure, these children face numerous challenges in their education. Makeshift classrooms, leaking roofs, and unstable flooring have significantly impacted their health and learning conditions.



Thanks to the enthusiastic support of Gemadept Run 2024 participants, the new school will be built with: Two sturdy classrooms; A teacher's restroom; A clean water reservoir and Additional facilities including a schoolyard, student restrooms, perimeter fencing, and a security gate. This project will provide a safe, clean, and well-equipped learning environment, giving these children greater opportunities for holistic development.

By combining a passion for running with a spirit of giving, Gemadept Run 2024 has contributed meaningful value to society. The construction of this new school will not only create a modern learning space but also help enhance education quality and open new opportunities for children in the highlands.



GRI 416: CUSTOMER HEALTH AND SAFETY

Management Approach

Gemadep is always committed to providing its customers with the best possible service quality. This is reflected in our rigorous operational procedures, which encompass quality control of equipment, management of port operation processes, and re-inspection of service quality. These measures aim to ensure the safety of our customers and employees.

Reporting Scope

GRI 416-1: Assessment of the health and safety impacts of products and services

To ensure customer safety, Gemadep regularly inspects and evaluates the quality of the main equipment used in port production and operation; strictly controls the input and output fuel sources of the equipment to avoid hazards to humans and environmental pollution.

As a leading enterprise in the industry, Gemadep is committed to meeting customer needs with the most optimal solutions and fulfilling all obligations and responsibilities to customers.

RIVER GATE - TECHNOLOGY APPLICATION

Planning and operating barges can be a time-consuming and complex process. To provide the best possible port experiences, the Company has researched, implemented, and launched the RIVER GATE technology application, a solution that helps optimize barge operation processes, making them more efficient, scientific, and timesaving for customers.



SMARTPORT & SMARTGATE - INTELLIGENT PORT APPLICATIONS

In the realm of seaports, Gemadep has taken the lead in implementing the SmartPort intelligent port system across its port network. SmartPort fulfills all the functionalities of an electronic port. By leveraging SmartPort's data aggregation and analysis capabilities, coupled with modern infrastructure equipped for high automation, the Gemadep ecosystem is providing the Vietnamese logistics market with increasingly fast, accurate, and cost-effective services, contributing to the greening of Vietnam's supply chain.



Previously, customers had to travel to the port and spend 3 to 4 hours completing a set of transaction orders. Now, this process takes only about 30 minutes. Additionally, all port operations and activities are continuously updated on the application's massive data warehouse. Instead of sending information directly from the field to the office, customers can now easily and quickly retrieve information, ensuring that multiple transactions can be processed simultaneously while maintaining security.

In its early stages of deployment, Gemadep's SmartPort received high praise from partners and client businesses, with 15,000 transaction orders and 45,000 TEU containers processed through the system within the first two months. This number has continued to grow since then.

Building on the success of the SmartPort Intelligent Port project, Gemadep, in collaboration with its partner CEH - VSL, has officially launched the SmartGate application. SmartGate is developed based on research findings and customer feedback. SmartGate not only automates gate-in/gate-out procedures at the port but also connects stakeholders in the logistics supply chain, including ports, shipping lines, ICD/Depots, transport companies, import/export companies, and truck drivers. This optimizes container transport operations, integrates cargo transportation needs, promotes order exchange in the digital environment, and minimizes logistics waste and costs.



TRADITION AND CULTURE AT GEMADEPT

2024's results review:

- Maintain and develop training programs and presentations on a weekly/monthly/quarterly basis.
- Develop activities that incorporate the company's value system into presentations.
- The departments take turns giving presentations on the past, ongoing and future activities, through which the departments can share about the difficulties or issues need to improve as well as the desire to cooperate with other departments, towards the realization and accomplishment of the company's common goals.

CORPORATE CULTURE STANDARDS

2024's targets:

- Always maintain the core values: National Pride – Pioneering Spirit – Responsibility – Integrity – Innovation – Connectivity.
- Promoting cultural beauty and spreading humanistic values.

2024's results:

- In 2024, all employees of the Company will promote the spirit of "Mutual Support - The leaves protect tattered ones" - a fine cultural tradition of Gemadept and join hands to contribute, add strength to help people and employees in the Northern provinces overcome difficulties caused by the impact of the historic flood, to gradually stabilize their lives.
- In addition, the Company's Board of Directors has organized the annual Gemadept Run 2024 with the message "PIONEERING STEPS". This is also an opportunity to strengthen connections and closer ties among employees, motivating each Gemadept person on the path of Tien Buoc - The Way Forward. Gemadept Run 2024 continues to accompany the Raising Children Ecosystem (Vietnam National Volunteer Center), and the Vietnam Children's Fund to build three educational projects.



Gemadept: Stories Woven with Love

To celebrate its 35th anniversary, Gemadept launched a creative initiative for all its employees across the Corporation, titled **"35th Anniversary Creative Movement."** This campaign sparked enthusiasm and passion among the staff, resulting in a wave of heartfelt and meaningful works. These creations spanned various genres, from literature, poetry, and music to sincere reflections and heartfelt wishes, all serving as tokens of gratitude from Gemadept employees to their "common home."



DIGITALIZATION, GREENIFICATION, AND GREEN FINANCE

Gemadep^t pioneers digital transformation in the maritime industry, realizing the goals of Resolution 57 Promote technology application, sustainable development, enhance national status

Leading the digital transformation trend

In the context of the Politburo’s Resolution 57-NQ/TW on ‘breakthroughs in the development of science, technology, innovation, and national digital transformation,’ which is creating a strong driving force for the country’s development, Gemadep^t Corporation (Gemadep^t) has affirmed its pioneering position in the Vietnamese maritime industry. The company has proactively grasped the trend, deployed a series of breakthrough technology solutions, and demonstrated a strong commitment to sustainable development, showcasing its determination to realize the important goals of Resolution 57. This was further emphasized by General Secretary To Lam’s statement at the meeting on the topic of breakthroughs in the development of science, technology, innovation, and digital transformation, where he stated that this is ‘a mandatory choice, the only way to develop the country.

Comprehensive digital transformation: Enhancing national competitiveness

Gemadep^t identifies digital transformation as a key factor to improve operational efficiency and competitiveness in the new era. With this vision, the Company has focused on investing in advanced technology platforms, bringing remarkable results..

A notable highlight is the deployment of the SmartPort system, a comprehensive electronic port platform that allows customers to conduct online transactions quickly and accurately. The outstanding features of SmartPort, including placing delivery orders, tracking cargo status, electronic payments, and document management, have helped reduce order processing time from 3-4 hours to just 10 minutes. This not only enhances customer satisfaction but also significantly reduces operating costs, demonstrating the company’s agility in ‘integrating (science, technology, innovation, and digital transformation) into production, increasing labor productivity,’ as instructed by General Secretary To Lam. The strong increase in the number of new registered accounts on the SmartPort platform is clear evidence of customer trust and support for this technological solution.

In addition to SmartPort, Gemadep^t has also deployed SmartGate, an artificial intelligence (AI) application to automate the port gate process. This system has the ability to automatically recognize container information, license plate numbers, and related documents, thereby completely automating the inspection and verification process. As a result, the processing time at the port gate has been reduced from 5-7 minutes to just 5-7 seconds, significantly increasing productivity and minimizing the risk of errors. The system’s accuracy of 95-97% demonstrates the outstanding effectiveness of applying AI in port operations.

Additionally, Gemadep^t has also deployed the RiverGate solution to optimize inland waterway logistics operations. By providing real-time operational data to shipping lines and operators, RiverGate helps optimize the coordination of ships and barges, enhances transportation efficiency, and connects stakeholders in the supply chain. This not only helps stakeholders make optimal operational decisions but also saves fuel and reduces transportation costs, making a significant contribution to improving logistics efficiency and waterway transportation.

Sustainable Development: Creating Green Value

Gemadep^t not only focuses on digital transformation to improve business efficiency but also considers sustainable development as an important strategic goal. The Company has implemented numerous initiatives to minimize environmental impact and promote green growth. Gemadep^t proactively incorporates Environmental, Social, and Governance (ESG) criteria into its decision-making and risk management processes, while also transparently disclosing information about its sustainable development activities. The Company also actively collaborates with banks like BIDV and HSBC Vietnam to access green financing, funding environmentally friendly projects.

To reduce emissions and protect the environment, Gemadep^t has invested in energy-saving equipment and technologies, implemented pollution reduction measures, and effectively managed waste. In particular, the Company focuses on researching and developing inland waterway transport routes to reduce dependence on road transport, thereby reducing greenhouse gas emissions. Gemadep^t’s Dung Quat Port has become the first port in the company’s port system to achieve national green port standards, and is also one of the first seaports in Vietnam to be honored with the GPAS Green Port title awarded by the ASEAN Port Service Network (APSN), a testament to the company’s

strong commitment to sustainable development. In addition, Gemadep^t has also implemented many other green initiatives such as using 90% electric port equipment, replacing high-sulfur fuel with lower-sulfur fuel for vehicles at the port, and planting mangrove forests in the Mekong Delta provinces ...

Gemadep^t: Steadily leading, creating the future

With relentless efforts in digital transformation and sustainable development, Gemadep^t has been and is creating positive changes for Vietnam’s maritime industry. The Company not only enhances its operational efficiency and competitiveness but also contributes to the country’s sustainable development, realizing the goals of Resolution 57 and opening up new opportunities in the digital era. Gemadep^t is affirming its position as a leading enterprise, not only in the fields of port operation and logistics but also in pioneering technology application and sustainable development, contributing to the overall prosperity of the nation. These actions by Gemadep^t demonstrate a deep understanding and high responsibility in implementing the State’s policies, as General Secretary To Lam emphasized, that “the development of science, technology, innovation, and digital transformation is an obligatory choice” to propel the country forward, strongly entering the Nation’s Era of Advancement.

SUSTAINABLE LINKED LOAN AGREEMENT WITH HSBC: A “GREEN” IMPRINT ON THE INTERNATIONAL FINANCIAL MAP



Hanoi, December 17th 2024, Gemadep^t and BIDV Bank has signed a comprehensive strategic cooperation agreement. This is not only a significant step forward in the long-term partnership between the two parties, but also a testament to BIDV’s accompaniment in supporting Gemadep^t to realize its sustainable development goals. With its strong financial resources and extensive experience in green finance, BIDV will provide Gemadep^t with optimal financial solutions, helping the company invest in green projects and minimize its environmental impact.



SUSTAINABLE LINKED LOAN AGREEMENT WITH HSBC: A “GREEN” IMPRINT ON THE INTERNATIONAL FINANCIAL MAP

Before that, Gemadept further establishes its presence on the international financial map by signing a sustainability-linked credit agreement with HSBC Vietnam. This, the first green credit agreement in Vietnam’s port and logistics sector, demonstrates the international financial community’s recognition of Gemadept’s greening efforts.

A highlight of this agreement is that the credit interest rate is adjusted based on Gemadept meeting ESG (Environmental, Social, and Governance) criteria. This not only motivates Gemadept to further promote green activities but also contributes to spreading the green finance trend within the Vietnamese business community.



Green transformation: The inevitable path for Vietnamese enterprises

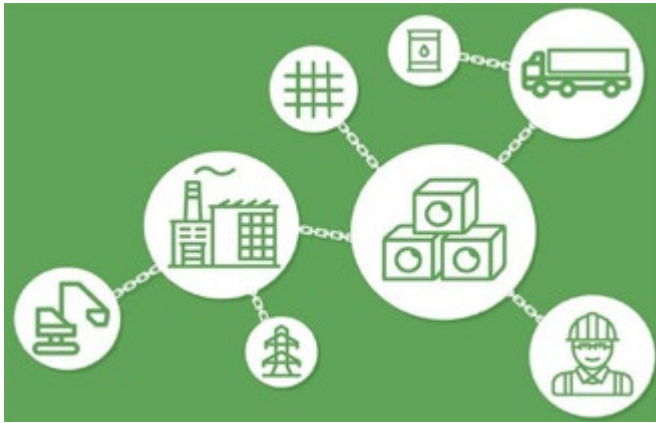
Gemadept’s strategic cooperation and green credit agreements are not only of financial significance but also represent a strong affirmation of the Company’s commitment to sustainable development. In the context of increasingly complex climate change, businesses proactively ‘greening’ their operations is an inevitable necessity.

With its position as a leading enterprise in Vietnam’s maritime industry, Gemadept is demonstrating its strategic vision and responsibility in contributing to building a green and sustainable economy. These cooperation agreements and green credit initiatives will serve as a solid foundation for Gemadept to continue its strong development, while also spreading green values to the business community and society.



DIGITAL TRANSFORMATION STRATEGY IN THE SHORT, MEDIUM, AND LONG TERM

Vietnam’s strategic location, favorable demographic structure, and improving infrastructure have made it a critical player in the global supply chain. With over 70% of its population in the working age, Vietnam offers a large and growing labor force. In addition, Vietnam’s economy has become increasingly open in recent years, as it has signed a number of free trade agreements with major economic powers. These agreements include the EVFTA with the



European Union and the RCEP with China, which are expected to bring significant benefits to Vietnam’s economy ...

In light of the opportunities and challenges mentioned above, it is evident that building a resilient circular economy and enhancing the country’s position in the world’s sustainable supply chains is of utmost importance. One of the critical factors to achieving this goal is through digital transformation. This is because digital transformation is essential for all businesses globally to rapidly adapt to changes in the business environment, remain connected, and recover from the impact of the COVID-19 pandemic, which has been ongoing for the past three years.

Digital transformation is a need for all businesses globally, to quickly adapt to changes in the business environment, maintain connections and recover in the context of the COVID pandemic over the past 3 years. Furthermore, digital transformation helps businesses in the supply chain improve their technological innovation capacity, apply energy-saving solutions and reduce greenhouse gas emissions..

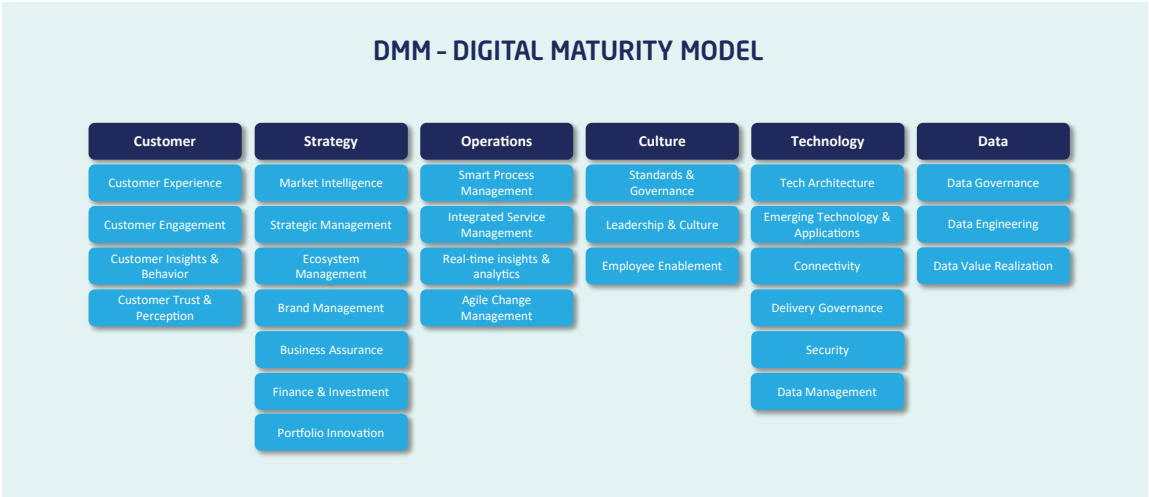
For enterprises in the field of port operation and logistics, the digital transformation process focuses on the integration of transport and supply chain management systems to optimize activities such as planning, coordination, delivery, Receive and track goods. At the same time by using digital technologies such as IoT, AI, blockchain to collect and analyze data on the status of goods, customer demand and market trends are also trends of the Industry in the near future.

Gemadept has recognized the importance of digital transformation and has developed a comprehensive strategy, medium and long-term plans, and a specific action roadmap for the period of 2022-2025, with a vision for 2030. The company’s digital transformation strategy is not limited to tools, but rather focuses on creating new business methods that include four key elements:

- Digital Strategy
- Digital Process
- Digital Human
- Digital Tools



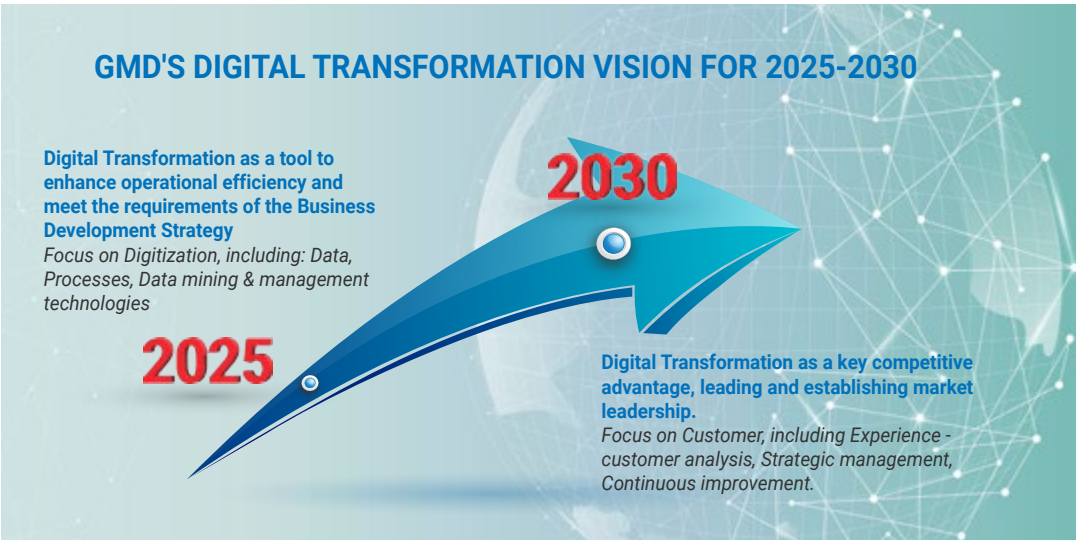
Gemadept's Digital Transformation Strategy is not just about inheriting the existing IT platform, but also focuses on understanding customer needs and continuously improving to optimize customer experience and bring more value to stakeholders. The company aims to promote a digital culture by encouraging creativity, embracing change, and continuously learning to adapt to the changing business environment and seize new opportunities.



To assess the level of digital maturity and plan a digital transformation strategy, Gemadept uses the Digital Maturity Model (DMM). This model provides a comprehensive view of the company's digital capabilities, helping the company to prioritize focus and improve towards planned goals.

With a clear direction and specific goals, Gemadept has been gradually implementing its digital transformation strategy. On September 14, 2023, the Group's Board of Directors held a meeting with the participation of the Digital Transformation Board and high-level departments and individuals to discuss the Digital Transformation Strategy for the period 2023-2025, with a vision towards 2030.

The main focus of the Digital Transformation Strategy 2023-2025 is Digitization, including Digitization of data and processes to enhance the Group's governance and information resource operation capabilities. Digital transformation activities will be identified based on actual needs, linked to the Group's annual goals in the overall picture, with the motto of "Effectiveness", not following trends or movements.



Key to implementing the Digital Transformation Strategy is to build a Digital Culture with two main manifestations: prioritizing the use of technology to solve business problems (Technology Oriented) and making decisions based on data (Data Driven). This process requires the active participation and real transformation of each department, unit, and individual employee. With the support and guidance of the Company's Board of Directors, the accompaniment of the Digital Transformation Board, and the commitment of the Departments and Units, the Digital Transformation Strategy will actively contribute to business operations in order to realize the goals of the General Meeting of Shareholders by 2025.

To successfully build a flexible, efficient, and sustainable operating system, the company focuses on implementing the Digital Transformation Strategy through key elements:

1. Digitalization of data for management
2. Digitalization of core management and operational processes
3. Online management reporting
4. Real-time data operating
5. Automation of port operations
6. Unified service chain management

Gemadept and the Cybersecurity War: Facing the Challenges of 2024

The year 2024 has witnessed an alarming increase in cyberattacks targeting the maritime, logistics, and port operation industries globally. According to research by global cybersecurity and maritime organizations, in the first half of 2024 alone, over 1,800 ships were targeted. Attacks are no longer limited to traditional methods like phishing but have expanded to more sophisticated techniques such as Command & Control (C2) attacks, botnet attacks, and AI-powered threats.

Worryingly, these attacks cause significant financial damage. The average cost of a cyberattack on a maritime organization has exceeded \$550,000 USD. Ransomware has emerged as a 'nightmare,' with its ability to encrypt data, extort money, and even steal information to pressure businesses.

To cope with these challenges, Gemadept as well as other port operators need to pay special attention to the following cybersecurity issues:

Issues	Severity Level	Prevention
Vulnerabilities from old technology (outdated OT systems, lack of patches)	High	<ul style="list-style-type: none">• Upgrade/replace systems.• Implement additional security measures (firewalls, network segmentation).• Regularly update and patch systems.
Ransomware Threats (data encryption attacks, extortion)	High	<ul style="list-style-type: none">• Deploy robust anti-ransomware solutions.• Regularly and securely back up data.• Train employees on ransomware attack identification and prevention.• Develop a ransomware incident response plan.
Supply Chain Weaknesses (vulnerabilities from suppliers, partners)	High	<ul style="list-style-type: none">• Thoroughly evaluate and vet suppliers.• Require suppliers to comply with security standards.• Continuously monitor supply chain security.• Establish legal liability agreements in case of incidents.
Skills and Awareness Gaps (lack of cybersecurity personnel, human error)	Medium	<ul style="list-style-type: none">• Recruit and train professional cybersecurity personnel.• Conduct awareness training programs for employees.• Implement strict access control measures.• Strengthen cybersecurity culture across the organization.
Geopolitical Influence (attacks from nations, espionage, sabotage)	High	<ul style="list-style-type: none">• Strengthen defense capabilities for critical infrastructure.• Closely cooperate with authorities to address threats.• Raise awareness of geopolitical threats.• Develop special contingency plans for emergency situations.

Cybersecurity is no longer just an IT department issue; it's a responsibility shared by the entire enterprise. Gemadept, with its significant contributions to the country's development in the port industry, has been and continues to be a pioneer in the fight against cybersecurity threats, protecting itself and contributing to building a safe and sustainable business environment..



THE WAY FORWARD

Building SUSTAINABLE BUSINESS



GEMADEPT

PIONEER CONTRIBUTING TO SKETCHING THE PORTRAIT OF SUSTAINABLE ENTERPRISES IN VIETNAM

In recent years, the green financial market in Vietnam has been growing strongly, playing an important role in supporting and promoting the business community in achieving the goal of zero net greenhouse gas emissions by 2050..

Driven by both corporate demand and financial institution initiatives, the search for and support of businesses adopting sustainable business and production models is gaining momentum. This is facilitated by a variety of financing and capital arrangement options. Moreover, the Vietnamese government's continuous refinement and expansion of policies promoting the green finance sector further fuel this dynamic growth.

The burgeoning green finance market brings about a multitude of tangible benefits. Foremost, it enables the effective implementation of green projects, contributing to environmental protection and climate change mitigation, thereby supporting the pursuit of sustainable development goals on a global scale. Additionally, the green finance market unlocks new investment opportunities, generates employment, and fosters economic growth. From a business perspective, engaging in the green finance market presents an opportunity to enhance reputation and competitiveness in the international arena.

As a leading Vietnamese port operator and logistics provider, Gemadept consistently spearheads the adoption of innovative and sustainable solutions. The company has made significant investments in developing green port models and green supply chains, utilizing cutting-edge technologies, renewable energy sources, energy conservation measures, and emission reduction strategies within its operations.

Guided by its sustainable development strategy, Gemadept has demonstrated unwavering commitment to implementing a concrete roadmap to meet international green finance standards, gradually gaining access to green capital from reputable global financial institutions.

Gemadept serves as a quintessential example for Vietnamese businesses in their endeavors to integrate green finance into their operations. The company remains committed to sharing its expertise and collaborating with other businesses on their journey towards sustainability. Furthermore, Gemadept is committed to always accompanying shareholders, partners, and customers on the path towards "The way forward" – a trajectory leading to a sustainable and enduring green future, encapsulated by the company's motto "On the Green way".

** Note: Gemadept's 2024 Sustainability Report is primarily distributed online through the Company's website and is only printed in hard copy in a very limited quantity using environmentally friendly paper.*



APPENDIX 01:

2018 Occupational Health and Safety Management System Certificate - Nam Dinh Vu Port



Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

NAM DINH VU PORT JOINT STOCK COMPANY
Lot CA1,
Nam Dinh Vu Industrial Park (Area 1),
Dong Hai 2 Ward, Hai An District,
Hai Phong City,
Vietnam

Holds Certificate Number: **OHS 813254**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

Ports Operations and Logistics.

For and on behalf of BSI 
Michael Lam - Managing Director Assurance, APAC

On behalf of BSI Vietnam 
Le Duyen Anh, Managing Director Vietnam

Original Registration Date: 2024-08-28 Effective Date: 2024-08-28
Latest Revision Date: 2024-08-28 Expiry Date: 2027-08-27

Page: 1 of 1



...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract. An electronic certificate can be authenticated [online](#). Printed copies can be validated at [www.bsi-global.com/ClientDirectory](#) or telephone +84 (8) 3820 0066. Further clarifications regarding the scope of this certificate and the applicability of ISO 45001:2018 requirements may be obtained by consulting the organization. This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
BSI Vietnam Headquarters, 15 Floor APC Tower, 518B Dien Bien Phu Street, Ward 21, Binh Thanh District, Ho Chi Minh City, Vietnam. Telephone: +84 (28) 38 200 066.
A Member of the BSI Group of Companies.

APPENDIX 02 :

2015 Environmental Management System Certificate - Nam Dinh Vu Port



Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

NAM DINH VU PORT JOINT STOCK COMPANY
Lot CA1,
Nam Dinh Vu Industrial Park (Area 1),
Dong Hai 2 Ward, Hai An District,
Hai Phong City,
Vietnam

Holds Certificate Number: **EMS 813253**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

Ports Operations & Logistics.

For and on behalf of BSI 
Michael Lam - Managing Director Assurance, APAC

On behalf of BSI Vietnam 
Le Duyen Anh, Managing Director Vietnam

Original Registration Date: 2024-08-28 Effective Date: 2024-08-28
Latest Revision Date: 2024-08-28 Expiry Date: 2027-08-27

Page: 1 of 1



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A Member of the BSI Group of Companies.

APPENDIX 03:

ISO 45001:2018 Occupational Health and Safety Management System Certificate - Binh Duong Port



APPENDIX 04:

ISO 14001:2015 Environmental Management System Certificate - Binh Duong Port




APPENDIX 05:


Certification of GHG inventory results at Nam Dinh Vu port

 Your partner
in progress

Verification Opinion

Verified as Satisfactory	
Based on the process and procedures conducted, the GHG statement contained in the 2024 GHG Inventory Report NDV [03/02/2025] produced by Nam Dinh Vu Port Joint Stock Company	• Is materially correct and is a fair representation of GHG data and information.
	• Has been prepared in accordance with ISO 14064-1:2018 and it's principles.
Lead Verifier	Do Thanh Ha
Independent Reviewer	Vo Hong Kiet
Signed on behalf of BSI	Dr Le Duyen Anh - Managing Director Vietnam 
Issue Date	24/03/2025
BSI Vietnam • 15 Floor APC Tower, 518B Dien Bien Phu Street, Ward 19, Binh Thanh District, Ho Chi Minh City, Vietnam	
NOTE: BSI Vietnam Company Limited is independent to and has no financial interest in Nam Dinh Vu Port Joint Stock Company. This 3rd party Verification Opinion has been prepared for Nam Dinh Vu Port Joint Stock Company only for the purpose of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Vietnam Company Limited has assumed that all information provided to it by Nam Dinh Vu Port Joint Stock Company is true, accurate and complete. BSI Vietnam Company Limited accepts no liability to any third party who places reliance on this statement.	

CFV 788068 240325



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APPENDIX 06:

Certification of GHG inventory results at Nam Hai ICD

 Your partner
in progress

Verification Opinion

Verified as Satisfactory	
Based on the process and procedures conducted, the GHG statement contained in the GHG Inventory report issued on 06/03/2025 produced by ICD NAM HAI JOINT STOCK COMPANY	• Is materially correct and is a fair representation of GHG data and information.
	• Has been prepared in accordance with ISO 14064-1:2018 and it's principles.
Lead Verifier	Truong Hong Sy
Independent Reviewer	Vo Hong Kiet
Signed on behalf of BSI	Dr Le Duyen Anh - Managing Director Vietnam 
Issue Date	26/03/2025
BSI Vietnam • 15 Floor APC Tower, 518B Dien Bien Phu Street, Ward 19, Binh Thanh District, Ho Chi Minh City, Vietnam	
Note: BSI Vietnam Ltd is independent to and has no financial interest in ICD NAM HAI JOINT STOCK COMPANY. This 3rd party Verification Opinion has been prepared for ICD NAM HAI JOINT STOCK COMPANY only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Vietnam Ltd has assumed that all information provided to it by ICD NAM HAI JOINT STOCK COMPANY is true, accurate and complete. BSI Vietnam Company Limited accepts no liability to any third party who places reliance on this statement.	

CFV 823222 260325



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APPENDIX 07:

Certification of GHG inventory results at Dung Quat Port

 Your partner
in progress



Verification Report

Verified as Satisfactory	
Based on the process and procedures conducted, the GHG statement contained in 2024_GHG inventory reporting ISO 14064_DQP_v3_VN_20250217 produced by Gemadept - Dung Quat international Port Corp	<ul style="list-style-type: none">Is materially correct and is a fair representation of GHG data and information.Has been prepared in accordance with ISO 14064-1:2018 and it's principles
Lead Verifier	Phan Tuan Hung
Independent Reviewer	Nguyen Dinh Minh Tam
Signed on behalf of BSI	Matt Page - Managing Director UK and Ireland
Issue Date	14/03/2025

BSI Assurance UK Ltd, Kitemark Court, Davy Avenue, Milton Keynes, MK5 8PP, UK

Note: BSI Assurance UK Ltd is independent to and has no financial interest in Gemadept - Dung Quat international Port Corp. This 3rd party Verification Opinion has been prepared for Gemadept - Dung Quat international Port Corp only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Assurance UK Ltd has assumed that all information provided to it by Reporting organization is true, accurate and complete. BSI Assurance UK Ltd accepts no liability to any third party who places reliance on this statement



CFV 791509 140325

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APPENDIX 08:

Certification of GHG inventory results at Gemalink Port

 Your partner
in progress



Verification Opinion

Verified as Satisfactory	
Based on the process and procedures conducted, the GHG statement contained in the GHG Inventory report issued on 05/03/2025 produced by GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY	<ul style="list-style-type: none">Is materially correct and is a fair representation of GHG data and information.Has been prepared in accordance with ISO 14064-1:2018 and it's principles
Lead Verifier	Truong Hong Sy
Independent Reviewer	Nguyen Dinh Minh Tam
Signed on behalf of BSI	 Le Duyen Anh – Managing Director BSI Vietnam
Issue Date	25/03/2025

BSI Vietnam, 15 Floor, AP Tower, 518B Dien Bien Phu Street, Ward 19, Binh Thanh District, Ho Chi Minh City, Vietnam

Note: BSI Vietnam Ltd is independent to and has no financial interest in GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY. This 3rd party Verification Opinion has been prepared for GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Vietnam Ltd has assumed that all information provided to it by GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY is true, accurate and complete. BSI Assurance UK Ltd accepts no liability to any third party who places reliance on this statement.



CFV 788072 250325

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APPENDIX 09:

Green port assessment certificate at Nam Dinh Vu Port by independent unit BSI

bsi

bsi

CÔNG TY
TRÁCH NHIỆM HỮU HẠN
BSI
VIỆT NAM

0305988521 - C.T.T.N.V.N

Q.ĐÌNH THẠNH - T.P. HỒ CHÍ MINH

GAP ASSESSMENT OPINION

GEMADEPT

NAM DINH VU PORT

NAM DINH VU PORT JOINT STOCK COMPANY

Nam Dinh Vu Port

Assessment date

05 - 06 Aug, 2024

Company

CÔNG TY CỔ PHẦN CẢNG NAM ĐÌNH VŨ

NAM DINH VU PORT JOINT STOCK COMPANY

Nam Dinh Vu Port

Lot CA1, Nam Dinh Vu Industrial Park (Area 1), Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam

Location Audit

Assess the state of the implementation base on the requirement of GREEN PORT STANDARD - TCCS 02:2022/CHVN

Assessor

TuanHung Phan

Reporting date

06 Aug, 2024

Company Representative Sign date

16 Aug, 2024

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APPENDIX 10:

Green port assessment certificate at Dung Quat Port by independent unit BSI

bsi

bsi

CÔNG TY
TRÁCH NHIỆM HỮU HẠN
BSI
VIỆT NAM

0305988521 - C.T.T.N.V.N

Q.ĐÌNH THẠNH - T.P. HỒ CHÍ MINH

GAP ASSESSMENT OPINION

GEMADEPT

GEMADEPT DUNG QUAT

GEMADEPT DUNG QUAT INTERNATIONAL PORT JOINT STOCK COMPANY

Assessment date

14 Jan & 21 Feb, 2025

Company

GEMADEPT DUNG QUAT INTERNATIONAL PORT JOINT STOCK COMPANY

Location Audit

Wharf 1 - Dung Quat General Port, Binh Thuan Commune, Binh Son District, Quang Ngai Province, Vietnam

Assessment Objective

Assess the state of the implementation base on the requirement of GREEN PORT STANDARD - TCCS 02:2022/CHVN

Assessor

TuanHung Phan

Reporting date

21 February, 2025

Company Representative Sign date

01 March, 2025

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136 Sustainability Report

Gemadept Corporation 137

APPENDIX 11:

Green port assessment certificate at Binh Duong Port by independent unit BSI





GAP ASSESSMENT OPINION




BINH DUONG PORT

BINH DUONG PORT CORPORATION

Binh Duong Synthetic Port

henceforth known as "BINH DUONG PORT"

Assessment date	13 - 14 Aug, 2024
Company	CÔNG TY CỔ PHẦN CẢNG BÌNH DƯƠNG BINH DUONG PORT CORPORATION Binh Duong Synthetic Port Lot 1738, Lot Map 9 (8BT-B), Group 5, Quyet Thang quarter, Binh Thang Ward, Di An City, Binh Duong Province Vietnam
Location Audit	
Assessment Objective	Assess the state of the implementation base on the requirement of GREEN PORT STANDARD - TCCS 02:2022/CHVN
Assessor	VinhKhang Truong
Reporting date	16 Sep, 2024
Company Representative	20 Sep, 2024
Sign date	






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APPENDIX 12:

Green port assessment certificate at Gemalink Port by independent unit BSI






GAP ASSESSMENT OPINION



GEMALINK INT'L PORT

GEMADEPT-TERMINAL LINK CAI MEP TERMINAL
JOINT STOCK COMPANY

Assessment date	10 - 11 December, 2024
Company	GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY
Location Audit	Tan Loc Quarter, Phuoc Hoa Ward, Phu My Town, Ba Ria - Vung Tau Province, Vietnam
Assessment Objective	Assess the state of the implementation base on the requirement of GREEN PORT STANDARD - TCCS 02:2022/CHVN
Assessor	TuanHung Phan
Reporting date	12 December, 2024
Company Representative	16 December, 2024
Sign date	

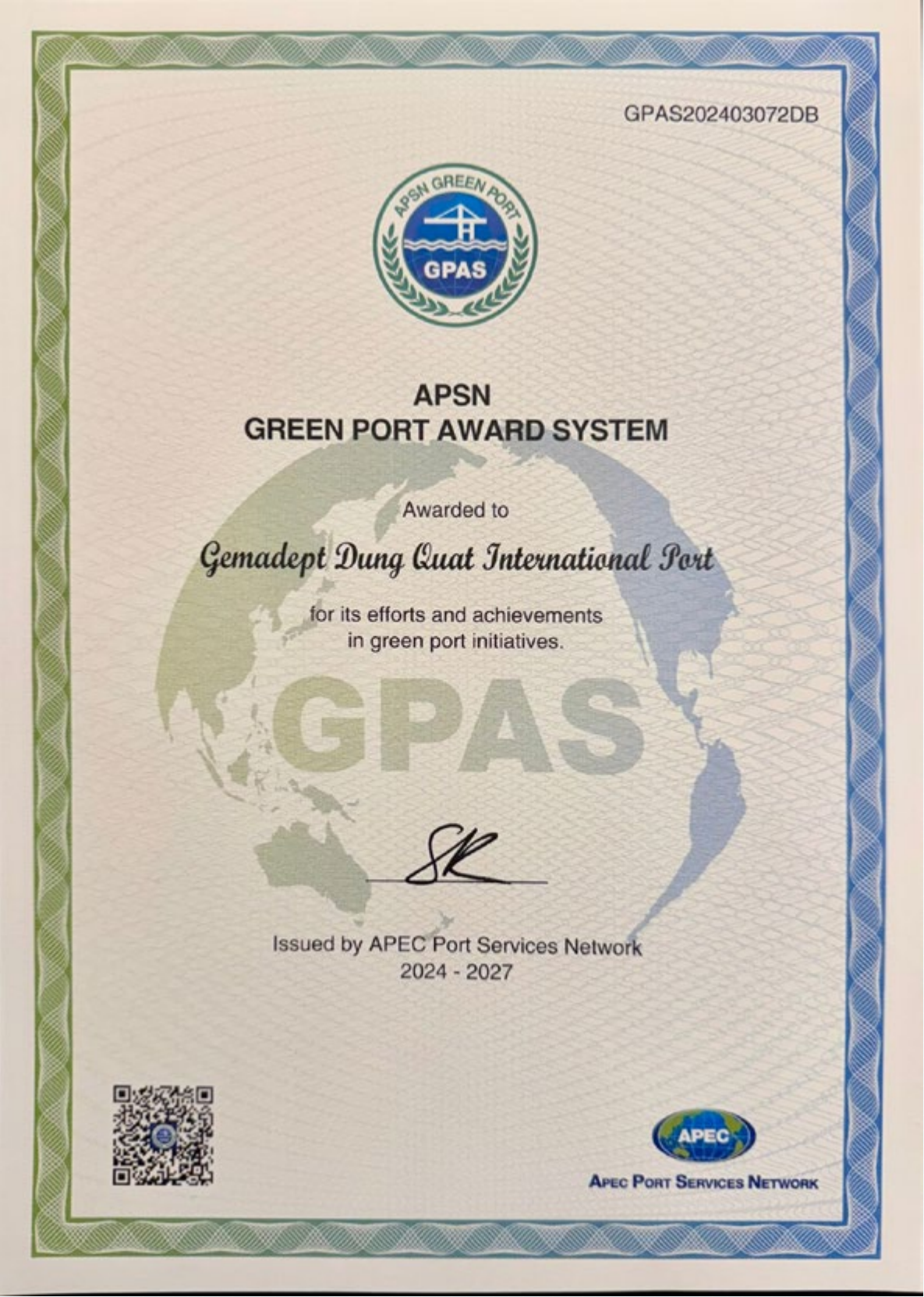


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APPENDIX 13:

GPAS Asia Green Port Award Certificate 2024 - Dung Quat Port



GEMADEPT CORPORATION

Floor 21, No. 6 Le Thanh Ton Street, Ben Nghe Ward,
District 1, Ho Chi Minh City, Vietnam

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Fax: (84-28) 38 235 236

Email: info@gemadep.com.vn

Website: www.gemadep.com.vn