



THE WAY FORWARD



# BOND TO BEYOND



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# BOND TO BEYOND

Throughout history, people have always sought symbols to express unity and endurance. For Gemadep, this is the image of threads — enduring and intertwined — weaving a vibrant tapestry through the years.

Each interwoven thread becomes a strong structure, where every line not only creates beauty but also preserves the story of trust, sharing, and the aspiration to journey together.

Gemadep's 36-year journey is exactly that. Every port that rises, every ship that sets sail, every flight that opens a path, every transport route... all are precious threads. Together they converge, spreading value, weaving a colorful picture — a place where Gemadep grows together with its companions. This is proof that what is built on sincere trust will have lasting vitality and thrive through all turbulence.

"BOND TO BEYOND" is therefore more than just a message. It is a profound expression of gratitude that Gemadep wishes to extend to our valued Customers, Partners, Shareholders and Regulatory Authorities — those who have together woven this journey. And from that very foundation of connection, we will continue to weave newer and stronger paths, those that transcend all limits, open new horizons of development, and build a shared prosperous future.



# CHAIRMAN'S MESSAGE



**Mr. Do Van Nhan**  
Chairman of the Board of Management

## **“ BOND TO BEYOND: THE FOUNDATION FOR A RESILIENT AND SUSTAINABLE VISION**

Dear Shareholders, Customers, Partners and Stakeholders,

On behalf of the Board of Management, Board of Directors and all Gemadept employees, I wish to extend my deepest gratitude for your trust, partnership and steadfast support throughout the Company's development journey.

The year 2025 marks a pivotal milestone, closing a turbulent yet proud five-year journey (2021–2025) for Gemadept. In the multifaceted global economic landscape, intertwined with supply chain disruption risks and geopolitical volatility, the Port and Logistics sector is entering a profound, era-defining transformation. Strict standards for emissions control and environmental compliance are no longer voluntary choices — they have become prerequisite conditions, the mandatory “rules of engagement” for robust integration into the global supply chain.

In the face of this wave of change, the Board of Management recognizes that: the resilience and agility of a business are measured not only by financial growth metrics but also affirmed through the substance of its sustainability commitments and the quality of its environmental and social risk governance. Our strategic direction goes beyond passive adaptation. We must proactively lead the way, transforming compliance pressure into a long-term competitive advantage.

The theme “Bond to Beyond” of this year's Sustainability Report is more than a communication message. It is the management philosophy that Gemadept consistently pursues, emphasizing the Company's deep connection with nature, with people, and with the stakeholder ecosystem as a solid foundation. Gemadept's vision of being a leading player in integrated Port and Logistics Ecosystem in Vietnam is only truly complete when built on a sustainable platform where economic efficiency, environmental responsibility and social value are simultaneously maximized.

Looking back at the past year, we take pride in knowing that our four key ports stretching from North to South — Gemalink, Nam Dinh Vu, Dung Quat

and Binh Duong — all achieved international Green Port certification. This demonstrates that sustainable development at Gemadept is not a compliance cost but a strategic investment in the next generation's competitiveness. The Board's enhanced supervisory role through the ESG Committee has ensured that sustainability goals do not merely remain on paper in resolutions but become a part of every core operational process each day. Nonetheless, we candidly acknowledge our commitment to continuously improve internal control mechanisms and the diversity of governance capabilities to meet ever-higher standards.

Entering the new development phase of 2026–2030 with a vision to 2050, Gemadept commits to closely tracking the Net Zero target in line with the national roadmap. The “Seed for Sea” project — creating a mangrove forest belt — carries not only ecological significance but also serves as a living symbol of the alignment between corporate development and environmental regeneration. Furthermore, efforts to establish deep partnership agreements with leading financial institutions and maritime transport partners will serve as essential leverage to make Gemadept an indispensable “green link” in the global supply chain.

The road ahead requires an even deeper and more comprehensive connection: between economic growth and climate responsibility, between operational efficiency and human well-being. We firmly believe that, with a foundation of transparent governance, a dedicated team, and your steadfast companionship, Gemadept's Port – Logistics Ecosystem is fully equipped not only to meet, but to lead, the sustainable development standards of the industry in Vietnam and across the region.

Once again, I sincerely thank you and wish you good health, happiness, and success.

**On behalf of the Board of Management,  
Chairman of the Board of Management**

Do Van Nhan



# CEO'S MESSAGE

## " BOND TO BEYOND: THE BEGINNING OF A NEW ERA



Mr. Nguyen Thanh Binh  
CEO

Dear Shareholders, Customers, Partners and Stakeholders,

The end of 2025 marks a period of profound transformation and deep pride for Gemadept. Emerging from the relentless turbulence of the global supply chain, we fully realize: the greatest intrinsic strength for a business to stand firm and break through is "Connection." Building on the foundation of "Green Forward" so carefully cultivated, the 2025 Sustainability Report carries the theme "Bond to Beyond" reflecting Gemadept's steadfast action philosophy: Taking deep connection and responsibility as the launchpad to reach further in the global value chain.

This connection is not mere rhetoric as Gemadept has made it a reality through pioneering, measurable and consistent actions across all three ESG pillars:

**E – Bond with Nature (Environment):** We deeply understand that today's development must not borrow resources from future generations. Gemadept is proud to be among the pioneering enterprises that have successfully developed the Green Port model in Vietnam. Without waiting for mandatory regulations, as early as 2022 the Company proactively led the way in conducting greenhouse gas inventories for core ports. To date, we have taken a firm long stride by transparently measuring and controlling emissions across all 3 scopes (Scope 1, 2 and 3). This authentic data forms the foundation for Gemadept to scientifically build a medium- and long-term emission reduction roadmap, closely aligned with Vietnam's commitment to achieve Net Zero by 2050 at COP26. The bond with nature at Gemadept is being quantified every day — every kilowatt-hour saved, every tonne of carbon reduced across the entire ecosystem.

**S – Bond with Community (Social):** People are always at the center of every strategic direction. We strive to build an inclusive, safe working environment where every individual is respected and encouraged to fully realize their potential. Moreover, "reaching beyond" means bringing value to more people. Gemadept continues to forge close bonds with the community through a series of practical social initiatives: from supporting livelihoods for residents in areas where Gemadept operates, enabling educational dreams for children in remote highland regions, to the enthusiastic and sharing-spirited annual "Gemadept Run" race.

**G – Elevating Governance (Governance):** To steer the Gemadept ship through the open seas, the governance system is the most steadfast rudder. Proud to rank among the best-governed enterprises, Gemadept's philosophy in this new era is shaped by the spirit of "Beyond Compliance." We not only meet existing standards but proactively set more rigorous benchmarks for ourselves. By pioneering digitalization and applying technology to Smart Port, Smart Logistics and proactive risk management, Gemadept aspires to become the benchmark model of the Vietnamese maritime industry — an enterprise that grows not only fast and efficiently but also truly healthy, transparent, and sustainable.

Dear stakeholders, 2025 was a perfect transitional year, consolidating all resources in preparation for 2026 — a pivotal turning point year. This will be the official starting line for Gemadept's Strategic Vision 2026–2030. Looking ahead, Gemadept will not only consolidate its position as a leading Port and Logistics operator, but also advance strongly, integrating deeply into the global green supply chain.

The 2025 Sustainability Report is a clear testament to the tireless efforts of the entire Gemadept team. Sincere thanks to all Shareholders, Customers, Partners, and Stakeholders who have always placed their full trust and walked alongside us. Your companionship is the most powerful energy for Gemadept to confidently "reach beyond," creating sustainable green legacies for the future.

Wishing you continued good health, happiness, and success!

Sincerely,

Gemadept Corporation  
Chief Executive Officer

Nguyen Thanh Binh



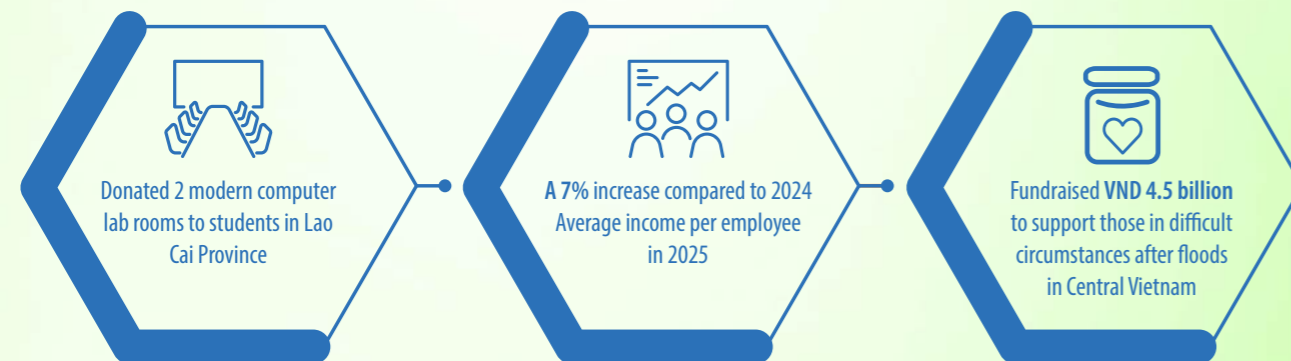
# KEY GREEN HIGHLIGHTS OF 2025

## KEY ACTIVITIES IN 2025

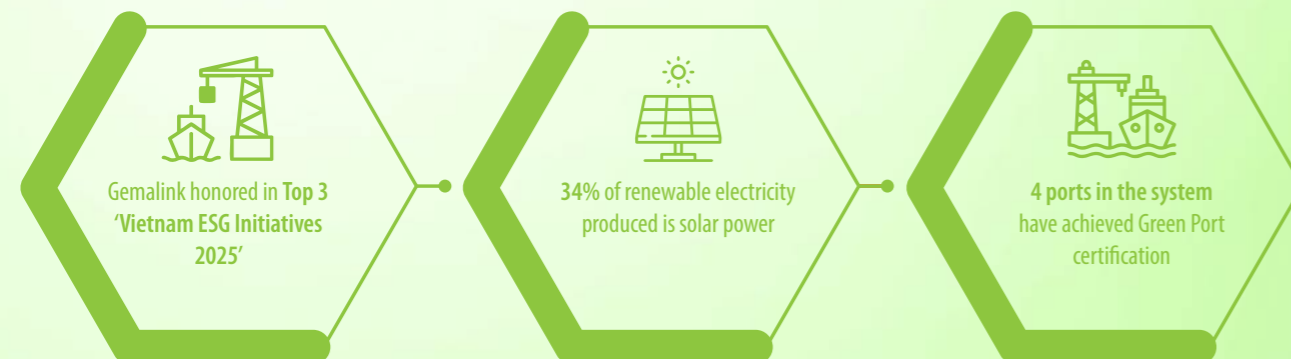
### ECONOMIC



### SOCIAL



### ENVIRONMENTAL



## NOTABLE AWARDS IN 2025

Thanks to its active contributions to society and the community, along with impressive development achievements, Gemadept has been recognized and awarded numerous prestigious titles and honors by domestic and international organizations.

Below is a summary of notable titles, awards, commendations and certifications that the Company has achieved over the past three years:



Asia's Best Enterprise Award – APEA 2025 – Award presented by Enterprise Asia



The Asset Triple A Treasurise Awards 2025 – Award presented by The Asset Publishing and Research Ltd.



Listed company meeting Information Disclosure Standards 2025 – co-organized by Vietstock, VAFE Association and Fili e-magazine



**TOP 3**  
Best Sustainability Reports in the non-financial group 2025 – co-organized by Ho Chi Minh Stock Exchange (HOSE), Hanoi Stock Exchange (HNX) and Financial-Investment Newspaper



**TOP 30**  
Vietnam Strategic Investment Groups 2025 (ALPHA 30) – conducted by Vietnam Ratings and Reports JSC (VNR)



**TOP 10**  
Reputable Logistics Companies 2025 – conducted by Vietnam Ratings and Reports JSC (VNR)



**TOP 50**  
Reputable and Efficient Public Companies 2025 (VIX50) – award co-organized by Vietnam Report and VietNamNet Newspaper



**TOP 20**  
Enterprises with Best Sustainability Index in the market (VNSI) – conducted by Ho Chi Minh Stock Exchange (HOSE)



**TOP 10**  
Large-Cap Non-Financial Listed Enterprises with Best Investor Relations Activities 2025 – co-organized by Vietstock, Vietnam Association of Financial Executives (VAFE) and Fili e-magazine



# THE HEART OF CONNECTION

## THE DRIVE TO EXCEL



### OVERVIEW OF THE SUSTAINABILITY REPORT

|                                 |    |
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OVERVIEW OF GEMADEPT

Gemadep Corporation was established in 1990, alongside the nation's entrepreneurial spirit. With the will and aspiration to contribute to the country's development, Gemadep chose a pioneering path, charting new directions, becoming the first enterprise to introduce container services in Vietnam, and connecting maritime routes to bring Vietnamese goods to the international market.

Gemadep's pioneering milestones in deploying container sea transportation services, operating Inland Container Depots (ICDs), mid-stream transport and refrigerated container services brought fresh, modern rhythms to Vietnam's maritime industry.

1993 marked a new chapter of development when Gemadep became one of the first 3 enterprises selected by the State for equitization trials. The next milestone was the listing of Gemadep's shares on the Vietnam Securities Market in 2002.

Over 35 years of growth alongside the nation, Gemadep has remained steadfast through every phase of the domestic economy's development, working toward realizing the vision of becoming Vietnam's leading enterprise in the integrated Port and Logistics ecosystem. Today, Gemadep is synonymous with a large-scale, modern Port and Logistics network that is undergoing strong Greening and Digitalization, positioned at vital arteries across many provinces and cities nationwide and extending into regional countries. It is even more honorable that Gemadep is the trusted companion of thousands of domestic and international customers and partners.

In the Port Operations sector, Gemadep is the only listed company that owns and operates a port system stretching from North to South, diversified in type from ICDs to river ports and seaports, notably the deep-sea port Gemalink — one of the country's leading ports and ranked among the Top 19 global commercial ports capable of receiving the largest Megaship generation currently in service. Gemadep's port system has the capacity to meet the market's high growth demands, serving import-export cargo and driving the economic flow during the period when Vietnam is rising, breaking through and deeply integrating into global trade.

In the Logistics sector, Gemadep owns and operates a network of modern Distribution Centers in key economic zones, totaling hundreds of thousands of square meters, handling millions of tonnes of cargo annually. Gemadep is currently the only joint-stock company providing comprehensive supply chain management services and solutions with a Logistics system encompassing 6 different areas: Air Cargo Terminal, Distribution Centers, Out-of-Gauge (OOG) Cargo Transport, Sea and Inland Waterway Transport, Cold Chain Logistics and Automotive Logistics.

Given its scale, capacity, brand and business results, Gemadep has been honored by domestic and international organizations with numerous prestigious awards. In 2025, Gemadep continues to be named in Top 50 Reputable and Efficient Public Companies 2025 (VIX50) by Vietnam Report, Top 30 Vietnam Strategic Investment Groups 2025 (ALPHA 30), Top 10 Reputable Logistics Companies 2025, Top 20 Enterprises with Best Sustainability Index in the market (VNSI), and many more. These objective assessments from reputable organizations, experts, customers and partners is testament to Gemadep's role and position in the market.

On the journey ahead, Gemadep continues to proactively and flexibly overcome challenges, enhance business efficiency, and continue to develop the Port–Logistics ecosystem in both breadth and depth, focusing on Digitalization and Greening, delivering outstanding values to stakeholders, actively contributing to the country's economic flow and enabling Vietnam to contribute increasingly to the global value chain.

COMPANY INFORMATION

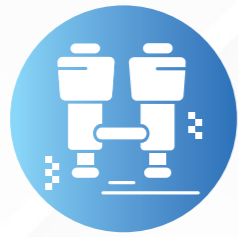
|                            |  |
|----------------------------|--|
| Company name               | Công ty Cổ phần Gemadep  |
| English name               | Gemadep Corporation  |
| Stock code                 | GMD (HoSE)   |
| Main business areas        | Port Operations and Logistics                                  |
| Head office                | 2bis-4-6 Le Thanh Ton, Sai Gon Ward, Ho Chi Minh City, Vietnam |
| Tax code                   | 0301116791   |
| Charter Capital            | VND 4,264,951,090,000  |
| Equity (December 31, 2025) | VND 14,860,039,089,032   |
| Telephone                  | (84-28) 38.236.236   |
| Fax                        | (84-28) 28.235.236   |
| Email                      | info@gemadep.com.vn  |
| Website                    | https://gemadep.com.vn/  |





## VALUES FOR CUSTOMERS AND PARTNERS

Outstanding – Pioneering – Companionship and Development.



## VISION

The leading enterprise with sound, sustainable and highly-efficient development in Vietnam's maritime industry.



## MISSION

To drive the economic flow and create added value for the country, businesses and partners through a chain of outstanding services and solutions.

## CORE VALUES

### Nationality

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

### Pioneer

GMD – “Gene of Pathfinding.” Affirming the capability of every Gemadept individual, pioneering new paths and constantly challenging personal limits.

### Responsibilities

To take responsibility and use controllable resources to overcome challenges. Responsibility to the Company, to customers, partners, and to the community.

### Integrity

To live uprightly and truthfully with others and with oneself. Straightforward and consistent from thought to action. Words match deeds; say less, do more.

### Innovation

To continuously innovate in governance, succession, human resource quality; apply advanced science and technology toward the highest operational efficiency.

### Connection

What makes Gemadept strong is the close and firm bond between members and the Company; between the Company and its valued customers, partners and stakeholders.

United as one; Amplifying collective strength; Connected to grow together.





# GEMADEPT CULTURE

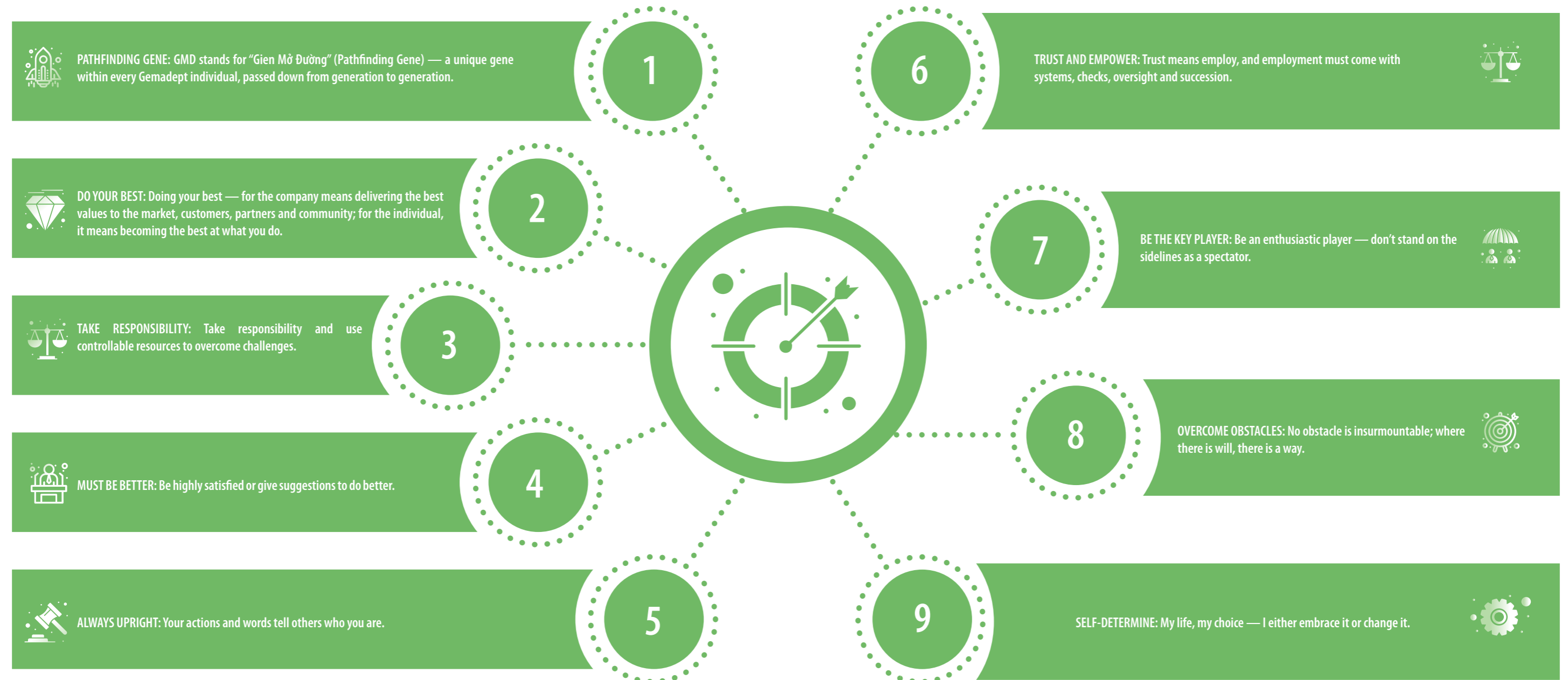
As the Company has grown, the characteristic traits, qualities and behaviors of Gemadept people have been shaped ever more clearly and gradually crystallized into “Gemadept Culture.”

One can observe that common traits among Gemadept people are diligence and dedication — working tirelessly on the berths, warehouses and construction sites... Gemadept people are not afraid of difficulty or hardship; they are upright, pioneering, responsible, and striving for progress.

Gemadept always learns from the world’s advances, overcomes obstacles, and introduces new industries and business lines. Container operations, advanced multimodal transport; Launching Logistics services; Building seaports, air cargo terminals, ICD-Midstream ports; Equitization, listing shares... have all been pioneered and developed by Gemadept.

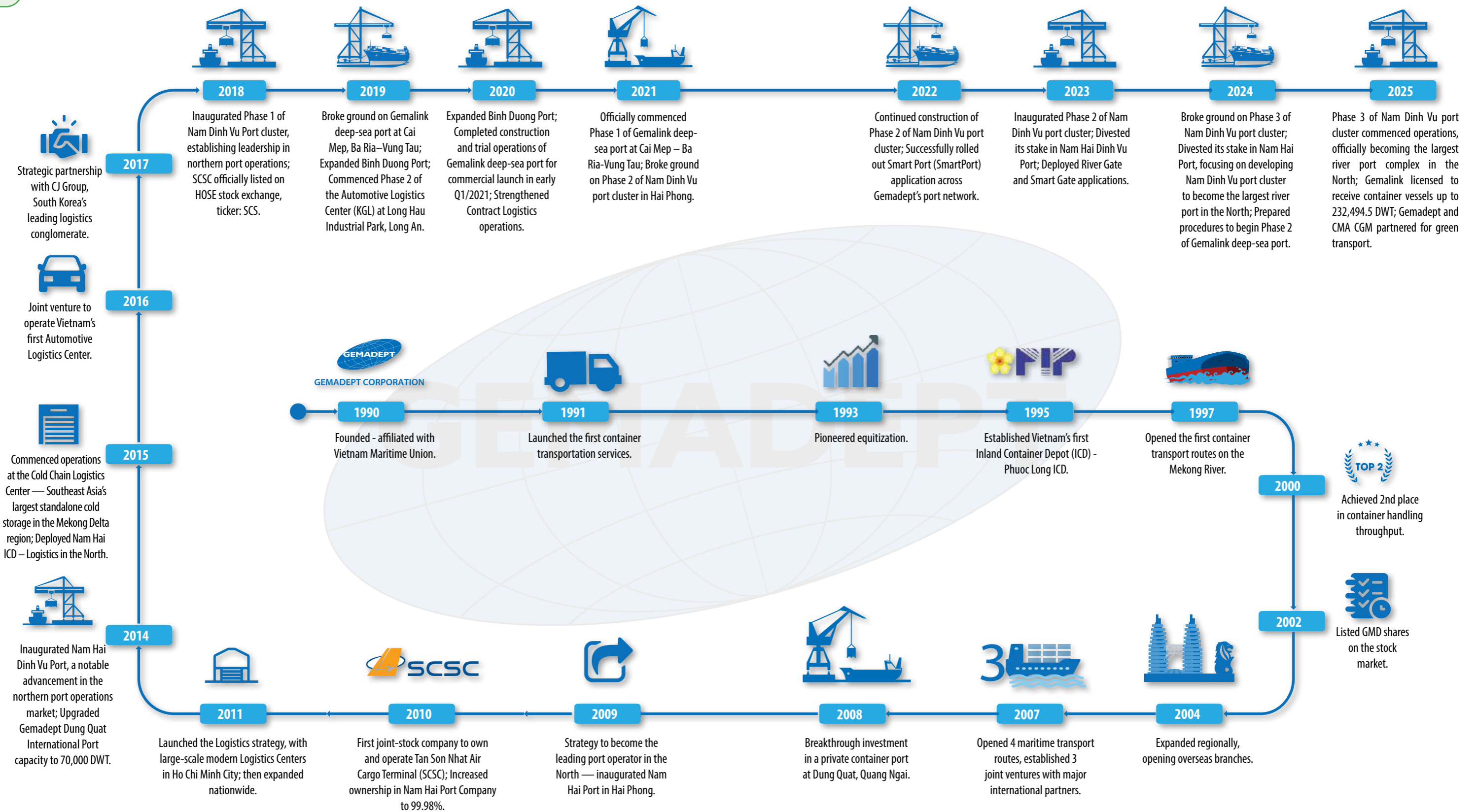
Just as a country cannot survive without a constitution and cultural foundation, a strong army cannot exist without rules and discipline. Gemadept — with thousands of people cherishing and preserving its cultural identity across generations — strives for sustainable and enduring development.

## 9 CULTURAL PRINCIPLES AT GEMADEPT





# HISTORY & DEVELOPMENT





# BUSINESS LINES & SERVICES



# GEOGRAPHIC COVERAGE AND SCOPE OF OPERATIONS

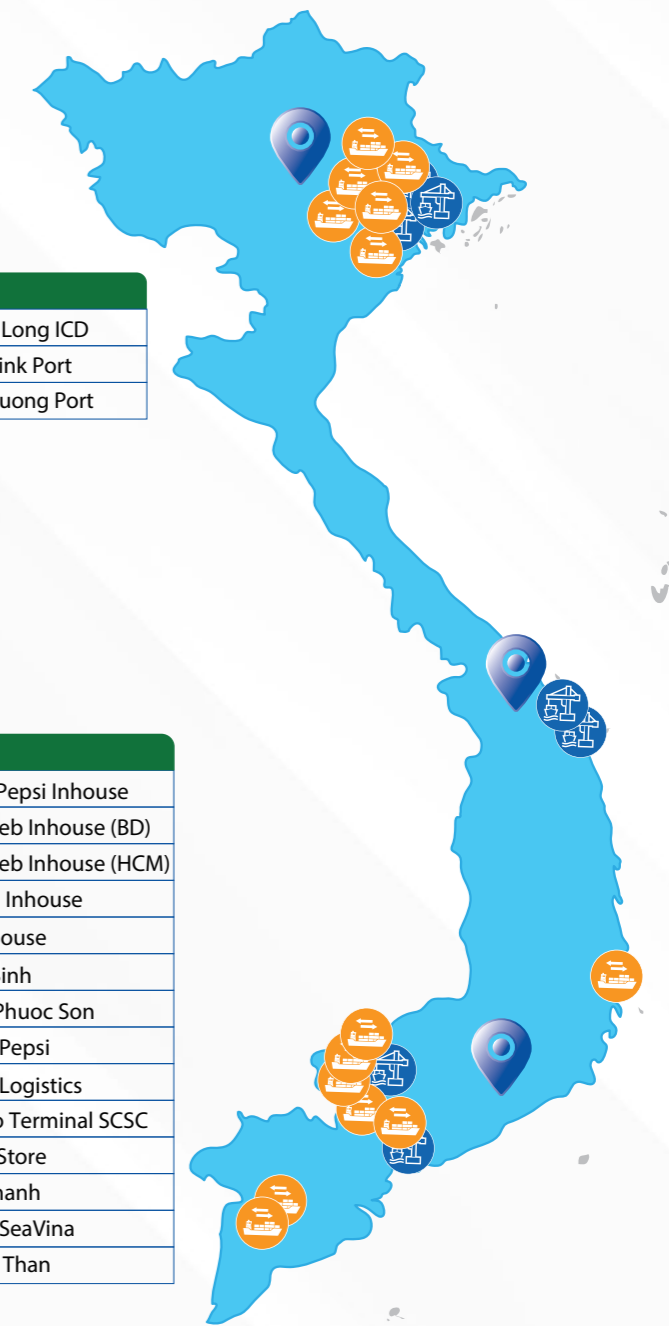
With a strategy focused on developing two core business areas — Port Operations and Logistics — Gemadept owns and operates a Port and Logistics ecosystem spanning North–Central–South (Hanoi, Hai Phong, Bac Ninh, Hung Yen, Quang Ngai, Central Highlands, Ho Chi Minh City, Dong Nai, Can Tho, Mekong Delta, etc.) and extending into neighboring countries (Singapore, Hong Kong, China, Cambodia, Laos, etc.).

**PORT NETWORK**

| North                    | Central        | South           |
|--------------------------|----------------|-----------------|
| Nam Hai ICD              | Dung Quat Port | Phuoc Long ICD  |
| Nam Dinh Vu Port Cluster |                | 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           |                     | DC GLC Phuoc Son        |
|                       |                     | Can Tho Pepsi           |
|                       |                     | Mekong Logistics        |
|                       |                     | Air Cargo Terminal SCSC |
|                       |                     | Kinh Do Store           |
|                       |                     | DC An Thanh             |
|                       |                     | Can Tho SeaVina         |
|                       |                     | DC Song Than            |





# GEOGRAPHIC COVERAGE AND SCOPE OF OPERATIONS (continued)



# TYPES OF SERVICES

*With its Port and Logistics ecosystem, Gemadept provides integrated, diverse and comprehensive services, delivering optimal solutions to customers that save time, reduce costs and achieve high efficiency:*

| Port Operations Services   | Logistics Services  |
|--|---|
| <ul style="list-style-type: none"> <li>• Container yard, river port and seaport services</li> <li>• Cargo handling, tallying, freight forwarding, stuffing and stripping</li> <li>• Customs brokerage</li> <li>• Container and vessel supply, cleaning, repair and maintenance</li> <li>• ICD, bonded warehouse and CFS services</li> <li>• Refrigerated container services</li> <li>• And other related services</li> </ul> | <ul style="list-style-type: none"> <li>• 3PL Logistics Services</li> <li>• Distribution Centers, bonded warehouses and cold storage</li> <li>• Cargo transport by sea, inland waterway, road and air</li> <li>• Out-of-Gauge (OOG) cargo transport</li> <li>• Air cargo terminal</li> <li>• Freight forwarding and customs brokerage</li> <li>• Cold chain supply services</li> <li>• Automotive Logistics Center, PDI services</li> <li>• Logistics consulting solutions.</li> <li>• And other related services</li> </ul> |





# OVERVIEW OF THE 2025 SUSTAINABILITY REPORT

In today's global context, the ESG narrative is shifting powerfully from voluntary commitments to an era of mandatory legal regulations and data transparency. While the European Union (EU) leads the way with stringent directives such as CSRD and CSDDD to control supply chain sustainability, markets like the United States and the Asia-Pacific region are also accelerating the adoption of international standards frameworks to combat "greenwashing." For an export-oriented economy like Vietnam, this change is no longer theoretical — it has become an immediate business challenge; meeting strict requirements on carbon emission reductions or labor and human rights standards is a prerequisite for retaining strategic partners in the US and Europe.

In particular, in the Port and Logistics sector — the "lifeblood" of international trade — ESG pressure is driving a broad-scale overhaul. Companies in the sector not only face requirements to reduce direct emissions but must also meet "indirect emissions" (Scope 3) standards from global cargo owners. This is driving the emergence of smart "Green Ports" where clean energy replaces fossil fuels, and AI technology is applied to optimize routing and minimize the carbon footprint.

Over more than three decades of development, Gemadept remains committed to building lasting value for customers, partners, employees, shareholders, and the community. This is reflected in its continuous effort to enhance customer experience, build an ideal working environment, optimize business efficiency, while also focusing on social responsibility, environmental protection, and creating a sustainable future.

For the 2025 Sustainability Report, Gemadept presents and officially discloses information on sustainability-related activities implemented by the Company during the year as well as the Company's long-term strategy toward this goal. This is also a necessary instrument through which Gemadept reviews and reassesses the effectiveness of its sustainability activities over the years, contributing to timely guidance for the Board of Management, Supervisory Board, Board of Directors and functional departments in updating appropriate development directions and strategies for the Company in the next period.

## BASIS FOR REPORT PREPARATION

Gemadept's 2025 Sustainability Report is prepared and published in accordance with the GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI) — the latest version "GRI Sustainability Reporting Standards 2021." Accordingly, we reference the United Nations Sustainable Development Goals to build Gemadept's sustainability development direction and reflect its contributions in the areas of Economy – Environment – Society.

## REPORTING SCOPE

- Reporting period: January 1, 2025 – December 31, 2025
- Reporting cycle: Annual
- Report data: The report covers information on Gemadept and certain subsidiaries, joint ventures and associates.

This report is published together with the 2025 Annual Report and other sustainability-related disclosures on the Company's website.

- Publication date: April 18, 2026

## APPLIED STANDARDS AND REPORTING PRINCIPLES

The report is prepared in accordance with the GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI). The report structure is clearly presented across 5 main sections:

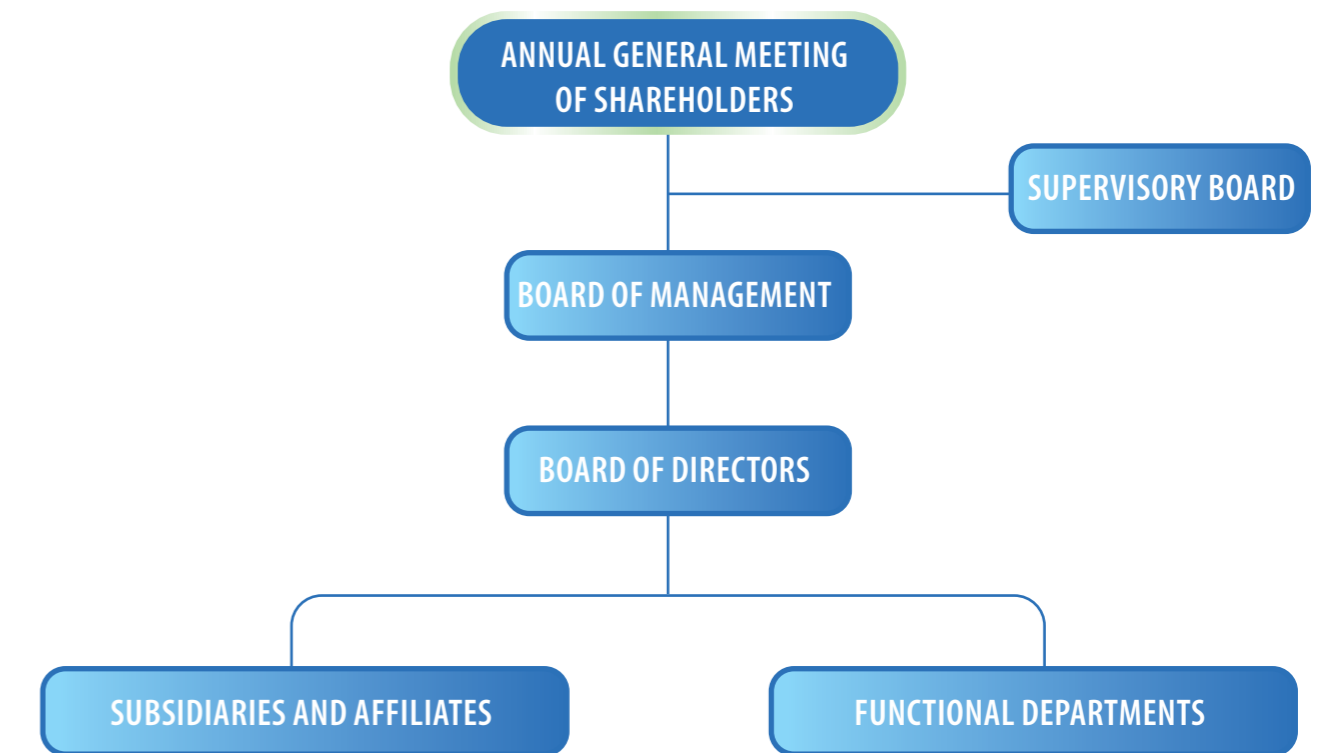
- GRI 2 – GENERAL DISCLOSURES 2021
- GRI 3 – MATERIAL TOPICS 2021
- GRI 101 – BIODIVERSITY 2024
- GRI 102 – CLIMATE CHANGE 2025
- GRI 200 – ECONOMIC STANDARDS
- GRI 300 – ENVIRONMENTAL STANDARDS
- GRI 400 – SOCIAL DISCLOSURES

To ensure completeness of content and reliability, the Report is defined in accordance with the following principles:

| Principles for determining report content  | Principles for determining report quality  |
|--|--|
| <ul style="list-style-type: none"> <li>• Stakeholder Inclusiveness</li> <li>• Sustainability Context</li> <li>• Materiality</li> <li>• Completeness</li> </ul> | <ul style="list-style-type: none"> <li>• Accuracy</li> <li>• Balance</li> <li>• Clarity</li> <li>• Comparability</li> <li>• Reliability</li> <li>• Timeliness</li> </ul> |

To ensure objectivity and reliability, in addition to self-assessment, Gemadept has selected BSI (British Standards Institution) — a world-leading standards body and a member of the ISO standards organization — as its independent verification body.

# ORGANIZATIONAL CHART



The Company applies an advanced governance model, complying with the best practices and standards, fully meeting the requirements of a listed company.



# PERSONNEL STRUCTURE

After more than three decades of formation and development, Gemadept today is a leading enterprise in the integrated Port and Logistics ecosystem in Vietnam. This achievement is crystallized from the sweat, tears and dedication of generations of Gemadept people and their accompanying partners, under the leadership of a capable and visionary management team that is wholeheartedly devoted to delivering positive values to stakeholders, contributing to the development of the industry, the economy and the nation.

## BOARD OF MANAGEMENT



Mr. Do Van Nhan  
Chairman



Mr. Chu Duc Khang  
Deputy Chairman



Mr. Nguyen Thanh Binh  
Member



Mr. Iida Shuntaro  
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

2025 is the third year of operation in the Board of Management' five-year term (2023–2028). The Board of Management continues to implement activities in accordance with its functions and responsibilities as stipulated in the Charter and Internal Governance Regulations related to Sustainable Development.

- Please refer to the 2025 Annual Report for further details.

## SUPERVISORY 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

For detailed information on the Board of Management, Supervisory Board, and Board of Directors, please refer to the 2025 Annual Report.

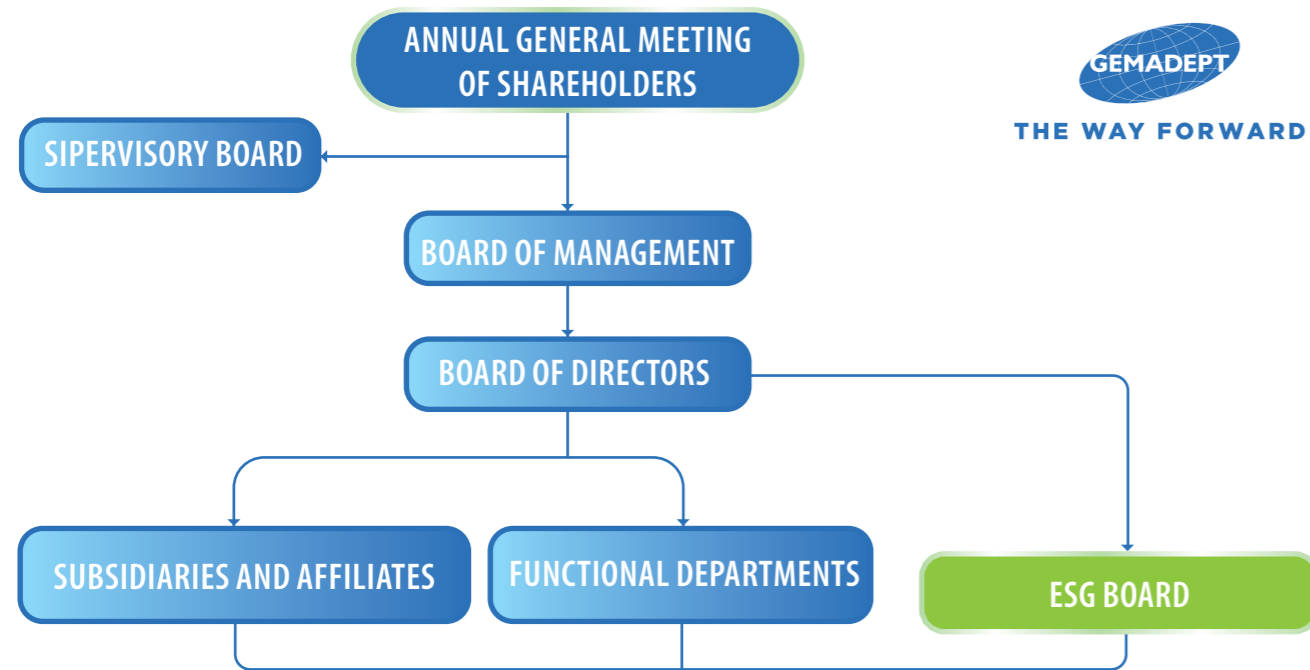
### Assessment of the Board of Management' performance in 2025

- Please refer to the 2025 Annual Report for further details.



# GOVERNANCE MODEL ORIENTED TOWARD SUSTAINABLE DEVELOPMENT

Gemadep commits to operating transparently and responsibly, aiming to become a trusted partner. To achieve this, the Company has built a rigorous governance system to ensure sustainable development. This system is organized and implemented under a centralized vertical governance model, with clear delineation of rights, obligations and responsibilities at each level, ensuring strict, smooth, proactive and maximally effective management.



Roles and responsibilities of the Board of Management, Supervisory Board, Board of Directors and functional departments toward Sustainable Development objectives:

**BOM:**

- Provide direction and formulate sustainable development strategies.
- Assign and supervise management apparatus in adhering to the established strategy.
- Ensure accountability to the Annual General Meeting of Shareholders (AGM) for matters within the AGM's decision-making authority.

**SB:**

- Supervise and monitor operations, compliance with legal regulations, the Company's charter, and implementation of AGM Resolutions.
- Conduct internal oversight and be accountable to the AGM for duties and authorities delegated by the AGM.

**BOD:**

- Directly manage and effectively implement sustainable development strategies set by the Board of Management.
- Realize the Board of Management' plans within the delegated scope of authority and obligations.

**Functional Departments:**

- Implement specific objectives and tasks in the sustainable development plan assigned by the Board of Management and Board of Directors.
- Functional departments are accountable to the Board of Management and Board of Directors for the results of implementing assigned objectives and tasks.

**ESG Board:**

- Promote awareness of the Group's Sustainable Development activities to functional departments and subsidiaries.
- Ensure accountability for ESG performance.
- Provide necessary Sustainable Development documentation to stakeholders.

## INTRODUCTION TO GEMADEPT'S ESG BOARD

The ESG Committee was established in 2022, led by the CEO as Chairperson with Members. The ESG Board is dedicated to implementing ESG-related tasks as directed and assigned by the CEO. The ESG Committee's structure is as follows:

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





# POLICY ON SUSTAINABLE DEVELOPMENT OF THE COMPANY

Throughout its business operations, Gemadept has consistently pursued the goal of sustainable development by developing human resources, improving organizational structure and governance models to best adapt to market changes and economic development pace, applying advanced technology, investing for sustainability, and focusing on ESG factors.

Environment – Society – Corporate Governance, always integral to the sustainable development policy, serves as the guiding compass for all Gemadept's production and business activities. The Company's sustainable development policy has been concretized through timely, practical and long-term action programs each year.

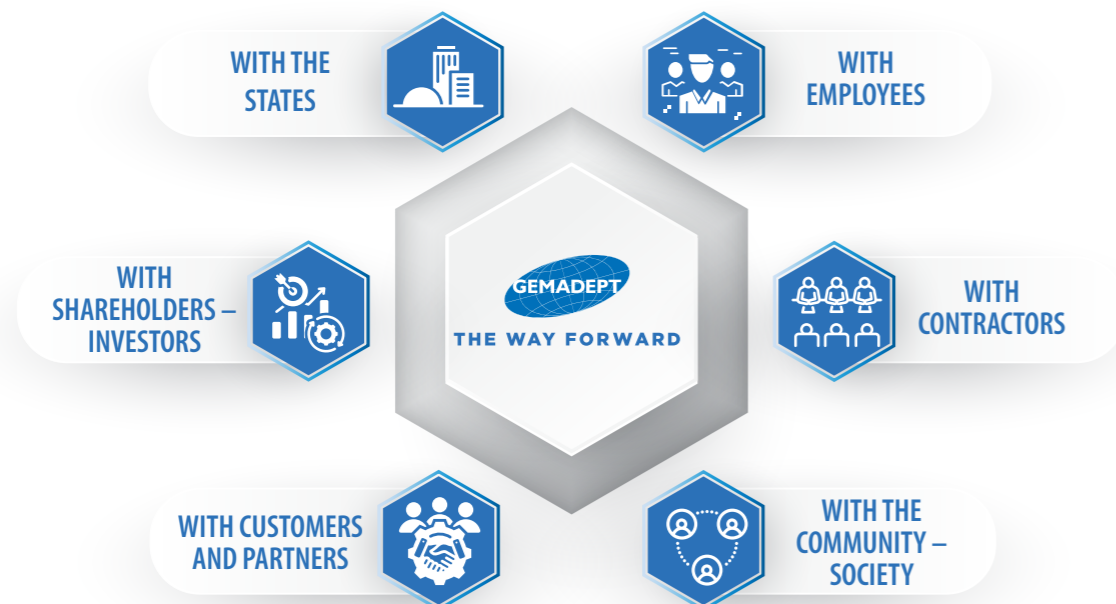
Specifically, Gemadept has, is, and will continue to focus on promoting its sustainable development policy in the following areas:

- **Work environment:** Continue to build a professional, fulfilling working environment and become a place that attracts and retains talented employees, aiming to be one of the best workplaces in Vietnam.
- **Gemadept Culture:** Gemadept's cultural tradition is built on the foundation of 6 Core Values and 9 Supreme Cultural Principles, where national spirit, pioneering, integrity and responsibility are always upheld — a collective of Gemadept people who are responsible to themselves, their families, the company and society, always upright and ready to overcome all obstacles, proactively connecting with colleagues, partners, customers and companions.
- **Compensation and Benefits Policy:** Continue to promote a highly competitive compensation and benefits system that helps attract, retain and develop quality human resources, encouraging and rewarding creativity, maximizing individual capabilities — providing the foundation for collective strength to overcome all challenges and realize the set goals and vision.
- **Social Responsibility:** Focus on environmental protection, jointly combating climate change, minimizing greenhouse gas emissions, maintaining a green-clean-beautiful landscape, practicing energy saving; creating more employment for local communities; implementing charitable activities through mutual assistance programs, relief for disaster-stricken compatriots, orphaned children, and those in especially difficult circumstances... contributing to community development.







## IDENTIFICATION AND SELECTION OF STAKEHOLDERS

Stakeholders are identified based on the principle of determining the potential impact of Gemadept's business activities on them, and their concerns and influence on Gemadept.

Accordingly, there are 6 key stakeholders to Gemadept, including:



## PRINCIPLES FOR ENGAGING WITH STAKEHOLDERS

|  |   |
|--|---|
| <p><b>WITH THE STATE</b></p>                          | <ul style="list-style-type: none"> <li>Promote the national spirit, maintain the leading enterprise position in Vietnam's Port and Logistics sector, actively contribute to the overall development of Vietnam's maritime industry;</li> <li>Comply with all State policies, laws and regulations applicable to the Company's business areas;</li> <li>Develop production and business activities to make positive contributions to the State budget;</li> <li>Contribute to the country's socio-economic development;</li> <li>Submit all required reports in full compliance with regulations.</li> </ul> |
| <p><b>WITH SHAREHOLDERS – INVESTORS</b></p>           | <ul style="list-style-type: none"> <li>Safeguard legitimate rights and sustainably increase value for shareholders and investors;</li> <li>Provide timely, transparent and comprehensive information; Create conditions for shareholders and investors to understand the Company's business activities.</li> <li>Receive, consider and act on opinions, contributions and proposals from shareholders and investors to help the Company continue to grow.</li> </ul>  |
| <p><b>WITH CUSTOMERS AND PARTNERS</b></p>            | <ul style="list-style-type: none"> <li>Place service quality at the core of production and business development;</li> <li>Deliver optimal and outstanding solutions and services to customers and partners;</li> <li>Maintain commitments to customers and partners, growing together;</li> <li>Listen to feedback from customers and partners to continuously improve and enhance service quality.</li> </ul>  |
| <p><b>WITH EMPLOYEES</b></p>                        | <ul style="list-style-type: none"> <li>Build competitive compensation, bonus and benefits policies... encouraging quality human resource development, professional success and personal happiness; safeguarding employee rights in accordance with regulations and company welfare policies;</li> <li>Ensure succession development at all levels, preparing for growth in the coming years, sustainably and enduringly;</li> <li>Listen to employee opinions, contributions, and suggestions to continuously improve all operational aspects toward greater efficiency.</li> </ul>                         |
| <p><b>WITH THE COMMUNITY – SOCIETY</b></p>          | <ul style="list-style-type: none"> <li>Share social responsibility;</li> <li>Unite for the benefit of the community;</li> <li>Contribute to environmental protection;</li> <li>Attract and create employment opportunities for people across all provinces and cities nationwide, jointly contributing to building the country.</li> </ul>  |
| <p><b>WITH CONTRACTORS / SERVICE PROVIDERS</b></p>  | <ul style="list-style-type: none"> <li>Be transparent and objective in all bidding invitation, evaluation and selection processes;</li> <li>Contractors must commit to service quality with clear origin and provenance;</li> <li>Say no to substandard contractors who do not align with Gemadept's and the Government's sustainable development policies.</li> </ul>  |



# ENHANCING CONNECTIONS WITH STAKEHOLDERS



Gemadep always prioritizes compliance with information disclosure regulations of the State Securities Commission (SSC), stock exchanges and relevant authorities. In addition, the Company regularly updates timely and comprehensive information to shareholders and investors about business activities, market and industry developments, maintaining openness in information exchange through various channels: Annual General Meeting, seminars, conferences, the company website, media channels, social networks, in-person meetings, online meetings, email, correspondence, telephone, etc.

In addition, Gemadep's Investor Relations Department regularly coordinates with departments and units to organize field tours of the Port system; Air Cargo Terminals and Distribution Centers spread across the country. These tours, allowing visitors to see firsthand, always deliver vivid, interesting and practically rich experiences for shareholders, investors, customers, partners, relevant authorities as well as internship students from universities.

Service quality and customer care are consistently prioritized by the Company through upgrading service facilities, establishing convenient communication systems between member units, departments, responsible officers and external stakeholders. . . Through continuous improvement efforts, customer care has been highly rated by customers over time. Opinions and requests from stakeholders are always respectfully heard and promptly responded to by Gemadep.

International shipping line customers all have Codes of Conduct comprising strict standards and practices regarding labor and human rights, occupational safety and health (OSH), and standards reflecting business ethics. As an internationally certified port operator, Gemadep always adheres to customers' Codes of Conduct to ensure the best possible service. This has been highly valued by customers, is an inspiration to Vietnam's business community, and is a model of sustainable development for Vietnamese enterprises expanding into the international market.

For Gemadep, people are the most important factor in determining success and making the Company distinctive. Therefore, regarding employees, Gemadep actively listens to their thoughts and aspirations, maintains openness in exchanges, conducts annual broad employee opinion surveys, using the analysis as a basis for timely policy adjustments and support. The Company Trade Union and HR Department have been and continue to serve as key bridges between employees and Company leadership. All optimal solutions are developed based on high consensus, helping employees work with peace of mind, dedicate themselves, develop personally, and create sustainable value for their families, the Company, and society.

## GEMADEPT: BUILDING A STRONG AND SUSTAINABLE FUTURE FOR VIETNAM'S MARITIME INDUSTRY

As a leading enterprise in the port and logistics sector, Gemadep always places responsibility for the overall development of the industry at the forefront. Alongside the goal of optimizing business, we are committed to actively contributing to the community to build a prosperous, sustainable and internationally renowned Vietnamese maritime ecosystem.

## GEMADEPT PARTNERS WITH FWC 2025: MARKING VIETNAM LOGISTICS ON THE GLOBAL MAP

FIATA World Congress 2025 (FWC 2025) — the world's largest event in logistics, freight forwarding and international transport — was hosted by the Vietnam Logistics Business Association (VLA) in Hanoi from October 6 to 10 at the National Convention Center (NCC), Hanoi.

This was the first time Vietnam hosted an event of such scale and influence in the logistics sector, marking an important milestone in the domestic logistics services industry's international integration journey.



The Congress is an opportunity for Vietnamese enterprises to connect more deeply with the international logistics community while learning sustainable development models from advanced nations. In this context, the participation of major companies such as Gemadep Corporation as a Gold Sponsor not only endorses the pioneering and proactive role of Vietnamese enterprises but also demonstrates integration capacity and repositions Vietnam Logistics on the global map.

Becoming a Gold Sponsor is part of Gemadep's comprehensive and sustained commitment to the success of FWC 2025. Previously, Gemadep demonstrated its pioneering role through several important events leading up to the Congress:

- **Nurturing Industry Innovation (July 2024):** With a spirit of constant innovation, Gemadep was the main sponsor for the "Theme Creation Contest for FWC 2025." The contest attracted dozens of breakthrough ideas on green and sustainable supply chains, through which Gemadep demonstrated its commitment to nurturing young talent and inspiring creative ideas for Vietnam's logistics industry.
- **Promoting International Connections (March 2025):** Gemadep continued to accompany VLA in a B2B online business matching session, successfully connecting 23 Vietnamese enterprises and 26 Taiwanese enterprises. The event not only opened business cooperation opportunities but also served as an occasion for Gemadep and partners to promote FWC 2025 to the international business community, contributing to attracting the attention and participation of regional partners.

Gemadep's involvement extends beyond financial contribution to actively participating in professional activities, trade promotion and human resource development — all aimed at a brilliantly successful FIATA Congress on home turf, for the honor of Vietnam..

This is also an opportunity for Gemadep to update itself on the latest advances in green logistics, digital transformation, and the newest international standards, thereby continuously improving its service value chain, anticipating ever-higher demands from the market and international customers. By partnering with FWC 2025, Gemadep not only affirms its pioneering position in Vietnam's logistics industry but also contributes to advancing the Vietnamese brand further on the global supply chain map.

## CONFLICT OF INTEREST

At Gemadep, the interests of all stakeholders — including the State, customers, partners, shareholders, employees, suppliers and the community — are always placed first, considered the foundation for sustainable development. The Company commits to building a transparent, fair, and sustainable business environment where the interests of all stakeholders are ensured and developed harmoniously. To reinforce this commitment, Gemadep has added responsibilities to the Board of Management, Supervisory Board, Board of Directors and other executive members in proactively preventing conflicts of interest.

Please refer to the Charter of Organization and Operation of Gemadep published on the Company's website: [www.gemadep.com.vn](http://www.gemadep.com.vn)



# GRI 3 MATERIAL TOPICS 2021

## THE GREEN FLOW IN THE PORT AND LOGISTICS SECTOR: GEMADEPT ON THE SUSTAINABILITY JOURNEY

2025 is considered the “accelerated implementation” phase for green ports, as international regulations begin taking effect and Vietnam completes its legal framework in preparation for mandatory pathways beyond 2030.

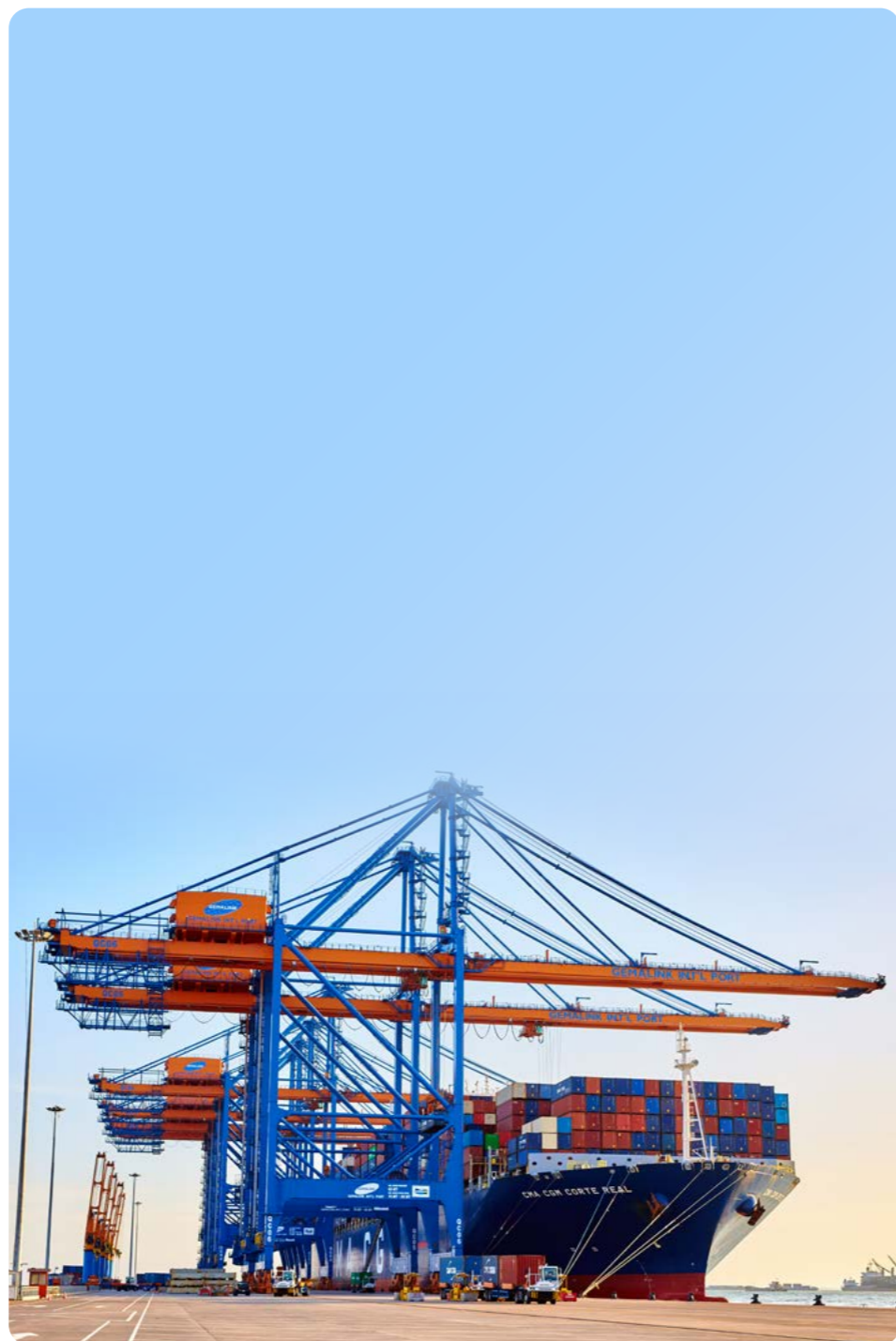
Globally, countries are required to follow stringent regulations from the IMO (International Maritime Organization) and the EU. Major ports are pioneering the green revolution. From 2025, the EU’s new FuelEU Maritime regulation on carbon intensity emission limits officially takes effect, requiring ships calling at European ports to report and pay for 70% of CO<sub>2</sub> emissions. This forces ports to provide emission reduction infrastructure to retain shipping lines. Major ports are also racing to build green fuel stations (Methanol, Green Ammonia, Hydrogen) as more than 70% of newly built ships have switched to dual-fuel engines. In Singapore, Rotterdam and the US, ports are collectively deploying large-scale onshore power supply, allowing ships to completely shut off generators while berthed.

In Vietnam, following Decision No. 232/QĐ-TTg on the carbon market, 2025 is the year maritime port enterprises begin systematic greenhouse gas inventories in preparation for carbon credit trading. Ports are also seeking opportunities for new energy partnerships and digitalization of port operations.

In this context, Gemadept — one of Vietnam’s leading enterprises in the port and logistics sector — plays an important role. With its extensive port network across the country and integrated logistics services, Gemadept not only contributes to driving economic growth but also has the potential to lead the industry’s sustainable development trends. Gemadept has pioneered the application of information technology solutions to optimize logistics processes, minimize waste, and energy consumption. Furthermore, Gemadept is positioned to lead in building green, environmentally friendly logistics centers, creating a sustainable ecosystem for supply chain businesses.

Gemadept is not just a business enterprise — it is also a responsible member of the community. The Company actively contributes to environmental protection activities, supports local sustainable development projects, and simultaneously spreads green awareness to partners and customers, jointly creating a sustainable future for Vietnam’s port and logistics industry.

The current period is the critical juncture on the long journey toward sustainable development. For the “green flow” to truly permeate every aspect of the port and logistics industry requires the collective effort and harmonized coordination of all links in the supply chain. With the guiding role of companies like Gemadept and the close accompaniment of the Government, people can have full confidence in a sustainable development future, contributing to the nation’s prosperity and protecting our green planet.



## MEDIUM-TERM SUSTAINABILITY GOALS (2023–2025)



### 2022: Building the Foundation

- Establishing the ESG Board, collaborating on capacity building consulting
- Building a foundation for a greenhouse gas management system based on international ISO standards and the Vietnam Maritime Administration’s green port standard - TCCS 02:2022 CHVN
- Internal and external ESG communication



### 2023-2025: Enhancing Operational Efficiency GHG Inventory & Green Port Assessment

- Conducting emissions inventories and green port evaluations for key terminals, with independent certification from the British Standards Institution (BSI).
- Enhancing Sustainability Reporting (SR), participating in ESG conferences, workshops, and awards to strengthen corporate image and brand equity.
- Improving compliance and meeting the sustainability requirements/assessments of customers, partners, and key stakeholders.
- Partnering with strategic financial institutions for green credit solutions (e.g., HSBC).



### From 2026: Towards Emission Reduction and Substantive, Effective Sustainability

- Conduct regular Greenhouse Gas (GHG) inventories across the entire port system in accordance with international ISO standards.
- Driving Environmental Initiatives: Implement a minimum of four sustainability initiatives per key business unit, with at least two focused directly on reducing GHG emissions.
- Prioritize equipment electrification, the use of renewable energy (solar power), and fuel efficiency.
- Develop a strategic emission reduction roadmap for the 2026–2030 period, closely aligned with the Government’s Net Zero 2050 goal.

# ESG

2025 marks an important milestone as Gemadept completes its medium-term sustainability roadmap for the 2023–2025 period. As a pioneer in ESG implementation, the Company has continuously standardized operations through emissions of inventories and “Green Port” assessments at key commercial ports. These efforts have been validated by independent certification from the British Standards Institution (BSI), enabling Gemadept not only to meet but to exceed the stringent green standards expected by international partners and customers.

This steadfast commitment has yielded well-deserved results: Gemadept has been continuously honored at prestigious awards, including Gemalink Port in “Vietnam ESG Initiatives 2025” and the “Asia’s Best Enterprise – APEA 2025” award.



### ADVANCING STEADFASTLY ON THE SUSTAINABLE DEVELOPMENT PATH:

In 2025, in the spirit of Discipline, Responsibility and Efficiency, Gemadept's ESG Committee has taken practical actions to advance ESG-related activities, successfully completing initial steps on the sustainability development path toward achieving international standards by 2025 as follows:

- 1 Established clear KPIs for each department and business unit oriented toward ESG goals; Strengthened monitoring and control;
- 2 Deployed the Green Port Standard in accordance with TCCS 02:2022 CHVN for Nam Dinh Vu Port, Gemalink Deep-sea Port, Dung Quat Port and Binh Duong Port.
- 3 Expanded the update of greenhouse gas emission data across Gemadept's entire port and ICD system.
- 4 Strengthened fire safety and Port Security drills at the port cluster.

Looking toward 2025, with the goal of Standardization to International Standards, Gemadept continues to have orientations to promote development in a green and smart direction to enhance corporate value, bringing better experiences and conveniences to domestic and international customers, while ensuring the sustainable development of the Company. These orientations for this phase are summarized as follows:

- Synchronous deployment of ESG across the entire system;
- Strengthen technology application and green investment;
- Develop green ports, ecological ports and green logistics to internationally recognized standards.

### LONG-TERM DEVELOPMENT GOALS (2026–2050)

Starting in 2026, Gemadept is making a powerful transition from "Standardization" to "Substantive Execution." The Company recognizes that ESG is not merely about compliance, but is a core driver for organic growth. The new roadmap focuses on key operational links:

- Metric-Driven Results: Implementing specific "Green KPIs" for major business units (such as Nam Dinh Vu, Gemalink, Binh Duong Port, etc.). Each unit is committed to successfully launching at least four sustainability initiatives annually, prioritizing the electrification of lifting equipment and the transition to clean energy.
- Emission Reduction Strategy: Focusing on optimizing logistics processes to eliminate waste while developing detailed GHG emission reduction scenarios for each phase. This ensures alignment with the Government's National Strategy on Climate Change through 2050.



# 17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States at the UN Sustainable Development Summit in 2015, has provided a shared development vision aiming for peace and prosperity for people and our planet, both now and in the future.



Based on the 17 overall goals and 169 specific targets of the 2030 Agenda, the Ministry of Planning and Investment has collaborated with relevant agencies to develop a national action plan suited to Vietnam's actual conditions, capabilities and development priorities. This plan inherits the country's key existing strategies, policies, programs and development plans. Accordingly, the overarching goals to 2030 include:

- 1 Maintain sustainable economic growth in tandem with social progress;
- 2 Social equity and ecological environment protection;
- 3 Effective management and use of resources;
- 4 Proactive response to climate change;
- 5 Ensure all people can develop their potential, participate in and equally benefit from development outcomes, building a peaceful, prosperous, inclusive, democratic, equitable, civilized and sustainable society.

Gemadept develops its sustainability strategy and action plan based on the evaluation and analysis of the Company's overall development strategy, key impacts on Economy – Environment – Society, together with selecting and aligning with the United Nations' Sustainable Development Goals and Vietnam's specific targets as mentioned above.



# 17 SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS (continued)



- Create additional employment opportunities
- Increase income for workers
- Contribute to the development of the local economy



- Maintain the flow of food commodities from Vietnam to the world



- Build a safe working environment
- Ensure safety and health for workers



- Regular and continuous professional training for employees
- Award scholarships to talented students at universities



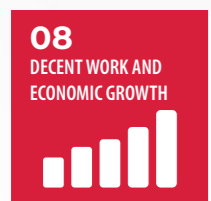
- Commit to equal employment policies
- Maintain fairness and equal treatment between men and women



- Use water economically and efficiently
- Do not use hazardous chemicals



- Use energy reasonably
- Save energy
- Use solar energy
- Energy-saving initiatives



- Create a friendly, safe, fair and non-discriminatory working environment for employees



- Develop management software for the port and logistics ecosystem, saving energy and reducing greenhouse gas emissions



- Issue welfare policies prioritizing female workers



- Contribute to the overall national Port and Logistics infrastructure, strongly promoting trade between economic regions



- Use materials economically
- Increase the use of recycled materials



- Limit emissions
- Use renewable energy sources



- Develop green port and ecological port models



- Limit emissions into the marine environment
- Launch green projects protecting the marine environment



- Operate transparently and with integrity, say no to corruption, tax evasion and law violations



- Cooperate with strategic partners to promote the development of a circular economy



# MATERIAL TOPICS (GRI 3)

## IDENTIFICATION OF MATERIAL TOPICS

Gemadep has conducted a materiality assessment based on stakeholder concerns and impacts on business operations, thereby identifying material topics in the relationship between the economy, environment, society, and the Company's operations in 2025.

### 1. Identifying material topics that may affect Gemadep's sustainable development process

- Market analysis and current and future customer needs assessment
- Assessment of economic risks and geopolitical situation
- Receiving and analyzing contributions from stakeholders

### 2. Selecting material topics that stakeholders care about

- Synthesizing material topics that stakeholders care about
- Filtering material topics aligned with the Company's development objectives and strategies
- Categorizing material topics into three areas: Economic, Environmental, and Social

### 3. Identifying the year's material topics

- Establishing the materiality matrix
- Assessing the level of concern and impact
- Prioritizing implementation

### 4. Evaluating material topics implemented during the year

- Conducting review and analysis of results post-implementation
- Continuously improving material topics

## ANALYSIS OF MATERIAL RISKS

(See also the Risk Management Report — 2025 Annual Report)

Gemadep has analyzed and evaluated material ESG-related risks based on the risk inventory in the 2025 Annual Report.

| MATERIAL RISK ASSESSMENT |            | RISK LIKELIHOOD |                |                         |
|--------------------------|------------|-----------------|----------------|-------------------------|
|                          |            | Rarely = 1      | Occasional = 2 | Frequent occurrence = 3 |
| Severity of risk impact  | Low - 1    | 1               | 2              | 3                       |
|                          | Medium - 2 | 2               | 4              | 6                       |
|                          | High - 3   | 3               | 6              | 9                       |

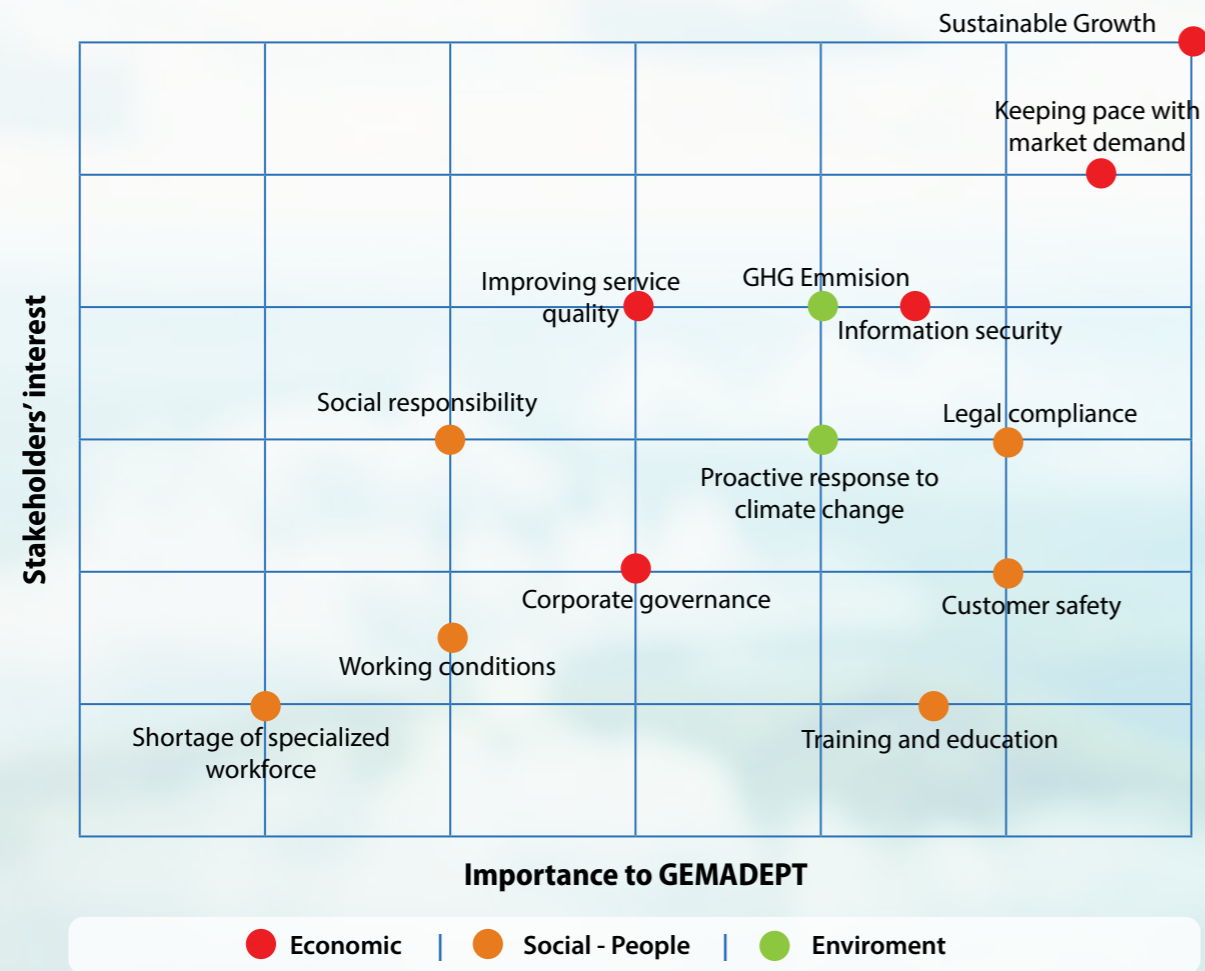
|                                       | RISK < 6 | 6 ≤ RISK ≤ 9 | RISK > 9 |
|---------------------------------------|----------|--------------|----------|
| Risk classification by severity level | Low      | Medium       | High     |

| Key risks  | Severity of risk impact | Likelihood | Risk type | Response measures  |
|--|-------------------------|------------|-----------|--|
| <b>Risks from global events and changes in market demand</b>                 |                         |            |           |  |
| Sustainable growth   | 3                       | 3          | 9         | The Company always updates the latest industry trends to apply appropriately to the Port-Logistics ecosystem, ensuring improved system productivity  |
| Keeping pace with market demand  | 3                       | 2          | 6         | To keep pace with market demands, Gemadep must increase technology investments, enhance automation, improve service quality, expand networks, develop human resources, focus on sustainable development, and flexibly respond to market fluctuations   |
| <b>Data security and cybersecurity risks</b>                                 |                         |            |           |  |
| Information security   | 2                       | 2          | 7         | The Company issues and strictly implements regulations related to information security   |
| <b>Climate and extreme weather risks</b>                                     |                         |            |           |  |
| Proactive response to climate change   | 2                       | 2          | 6         | To respond to force majeure situations that may arise in business such as natural disasters, fires, etc., the Company has issued emergency response procedures   |
| <b>Risks related to customers and suppliers</b>                              |                         |            |           |  |
| Improving service quality  | 3                       | 1          | 6         | The Company always has policies for investing in new technology to improve service quality for customers   |
| Greenhouse gas emissions   | 3                       | 1          | 6         | Gemadep proactively monitors and calculates annual CO <sub>2</sub> greenhouse gas emissions, thereby proposing and implementing initiatives to minimize these emissions.   |
| Customer safety  | 3                       | 1          | 7         | The Company always focuses on customer safety throughout the collaboration process   |
| <b>Risks from shortage of high-quality human resources</b>                   |                         |            |           |  |
| Working conditions   | 2                       | 1          | 5         | The Company seriously issues and implements employee welfare policies in a fair manner   |
| Shortage of specialized workforce  | 1                       | 1          | 3         | The Company has attractive policies to attract talent. When recruiting, careful selection is made to fit the Company's culture   |
| <b>Risks related to process compliance, operational safety and HSSE, ESG</b> |                         |            |           |  |
| Legal compliance   | 3                       | 1          | 6         | As a listed company, Gemadep always complies with the law regarding reporting content. The Company is fully accountable under the law for the content of notifications   |
| Social responsibility  | 3                       | 1          | 4         | The Board of Management, Supervisory Board and Board of Directors are all responsible for managing and monitoring to ensure the Company's social responsibility is fulfilled.  |
| Corporate governance   | 2                       | 1          | 2         | Gemadep has corporate governance regulations and processes established to ensure transparent, efficient operations that comply with legal requirements   |
| Training and education   | 2                       | 1          | 2         | Gemadep always focuses on improving the professional competence of its employee team. The Company proactively creates opportunities and encourages employees to develop their professional knowledge, and is ready to support training costs (if applicable) so that employees can equip themselves with the necessary skills to serve their work better, contributing to the Company's overall development. |



## GEMADEPT'S MATERIALITY MATRIX

After identifying the material topics for Gemadept based on the material risks of 2025, the Company used the materiality matrix to evaluate and rank the material topics by level of severity if risks occur, as shown in the chart.





## REFERENCES



- This report is based on partial reference to the “GRI Sustainability Reporting Standards” – 2021 by the Global Reporting Initiative;
- The United Nations’ 17 Sustainable Development Goals to 2030;
- Decision No. 1191/QĐ-BGTVT (2024) of the Ministry of Transport issuing the plan for greenhouse gas emission mitigation in the transport sector to 2030
- Decision 442/QĐ-TTg (2024) approving adjustments to the overall planning for the development of Vietnam’s seaport system for the period 2021–2030, with a vision to 2050
- The 2030 Agenda for Sustainable Development under Decision No. 622/QĐ-TTg dated May 10, 2017, of the Prime Minister;
- Circular No. 96/2020/TT-BTC guiding information disclosure on the securities market, requiring listed companies to disclose data on total direct and indirect GHG emissions in ESG reports;
- Law on Environmental Protection 2020: Establishments with GHG emissions must conduct GHG inventories, be allocated GHG emission quotas and have the right to trade on the domestic carbon market (Article 139);
- Decree 06/2022/NĐ-CP: Establishments must prepare facility-level GHG inventory reports every two years from a specified year onward, and develop GHG emission mitigation plans for 2026–2030;
- Decision 01/2022/QĐ-TTg: Issued a list of 1,912 GHG emission facilities required to conduct GHG inventories;
- Government Resolution No. 136/NQ-CP on Sustainable Development;
- Green Port Standard under TCCS 02:2022 CHHVN of the Vietnam Maritime Administration;
- Environmental Management System ISO 14001:2015;
- Occupational Health and Safety Management ISO 45001:2018.
- VNCG50 Scorecard
- ASEAN Corporate Governance Scorecard (ACGS)

## CHANGES IN THE REPORT



Gemadep’s 2025 Sustainability Report includes the following changes, additions and improvements:

- 1 Updated information on the Company’s equity and charter capital;
- 2 Updated information on Green – ESG development projects;
- 3 Fulfilled accountability in accordance with GRI-Standards 2021 and added GRI 102 to the report;
- 4 Updated solar energy measurement data for SCSC and Mekong Logistics in 2025;
- 5 Updated sustainable development context in the Port Operations and Logistics sector;
- 6 Added port certifications received in 2025;
- 7 Updated the Company’s Sustainable Development Strategy for the 2023–2025 period and vision to 2030;
- 8 Reported total water and energy consumption of the Company;
- 9 Updated greenhouse gas emission data across Gemadep’s entire port and ICD system.
- 10 Updated Environmental Management System ISO 14001:2015 Certificate – Gemalink Deep-sea Port
- 11 Updated Green Port Standard under TCCS 02:2022 CHHVN for Nam Dinh Vu Port, Gemalink Deep-sea Port, Dung Quat Port and Binh Duong Port.
- 12 Added Scope 3 emission measurement data
- 13 Updated the growth status of the mangrove forest (Seed for Sea Project)
- 14 Published 102-8: Greenhouse Gas Emissions Intensity Ratio (GHG Emissions Intensity Ratio).





# GRI 101 BIODIVERSITY 2024



## STRATEGIC VISION AND COMMITMENTS: FROM GBF TO TNFD

### STRATEGIC VISION AND COMMITMENTS ON BIODIVERSITY

As a leading port operations and logistics enterprise, Gemadept maintains comprehensive awareness and strictly adheres to international standards and conventions on environmental and marine ecosystem protection. The clearest evidence of this effort is that 100% of ports in the Gemadept system have achieved the Green Port Certification under TCCS 02:2022/CHVN of the Vietnam Maritime Administration.

Building on this solid compliance foundation, Gemadept continues to elevate its strategy, asserting a strong commitment to accompany the Vietnamese Government in implementing the Kunming-Montreal Global Biodiversity Framework (GBF). Fully aware of the powerful shift in global sustainable development standards, Gemadept proactively updates and studies the approach of the Taskforce on Nature-related Financial Disclosures (TNFD) to progressively enhance its corporate risk management capabilities.

Currently, through strict compliance with Vietnam's legal system on environmental protection and rigorous maintenance of the Green Port certification criteria, the Company regards the concept of 'No Net Loss' of biodiversity as an important reference orientation for long-term vision. Gemadept remains steadfast in its core philosophy: Absolutely no trade-off of surrounding ecosystem integrity for port and logistics infrastructure development.



## ASSESSMENT OF LOCATIONS AND DEPENDENCIES ON NATURE (LOCATION-SPECIFIC DISCLOSURE)

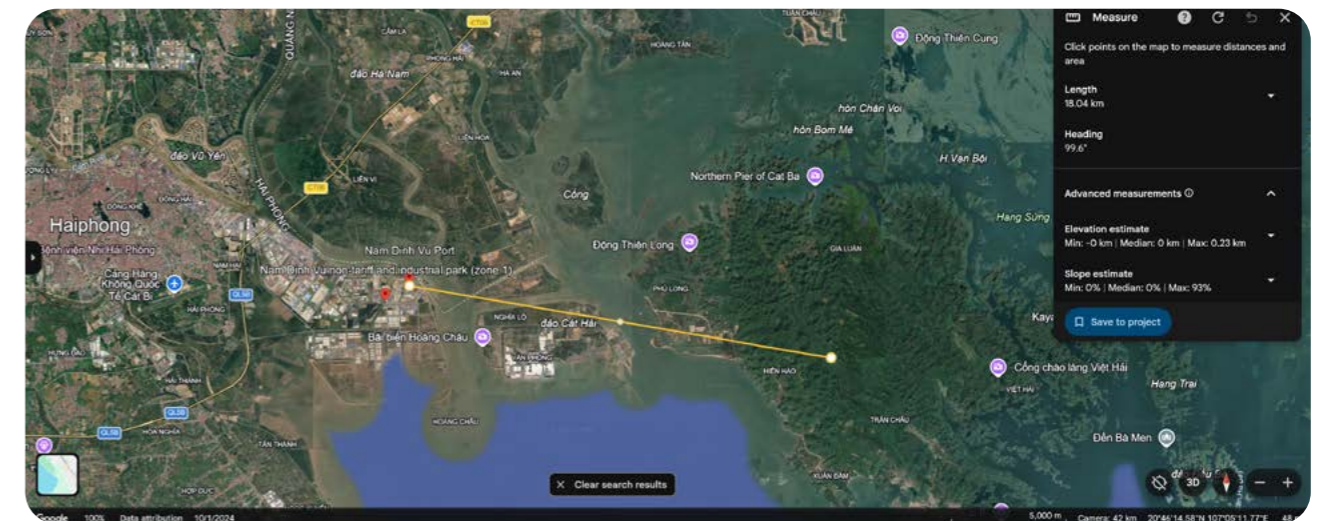
### MAPPING OF GEMADEPT'S OPERATIONS IN RELATION TO SENSITIVE ECOSYSTEMS

In response to the increasingly rigorous requirements of the GRI 101 (2024) standard, Gemadept has conducted a comprehensive review of its ecological footprint across all operational facilities. This commitment to sustainable development is underscored by the fact that 100% of Gemadept's port projects are invested in and constructed in strict compliance with the National Seaport System Development Master Plan. Furthermore, all projects have undergone rigorous appraisal and approval of their Environmental Impact Assessment (EIA) reports by State regulatory authorities prior to implementation.

In addition to full compliance with local environmental protection regulations, Gemadept has proactively mapped its port locations against Key Biodiversity Areas (KBA) to ensure established ecological safety boundaries:

#### For the Nam Dinh Vu Port Cluster (Northern Region):

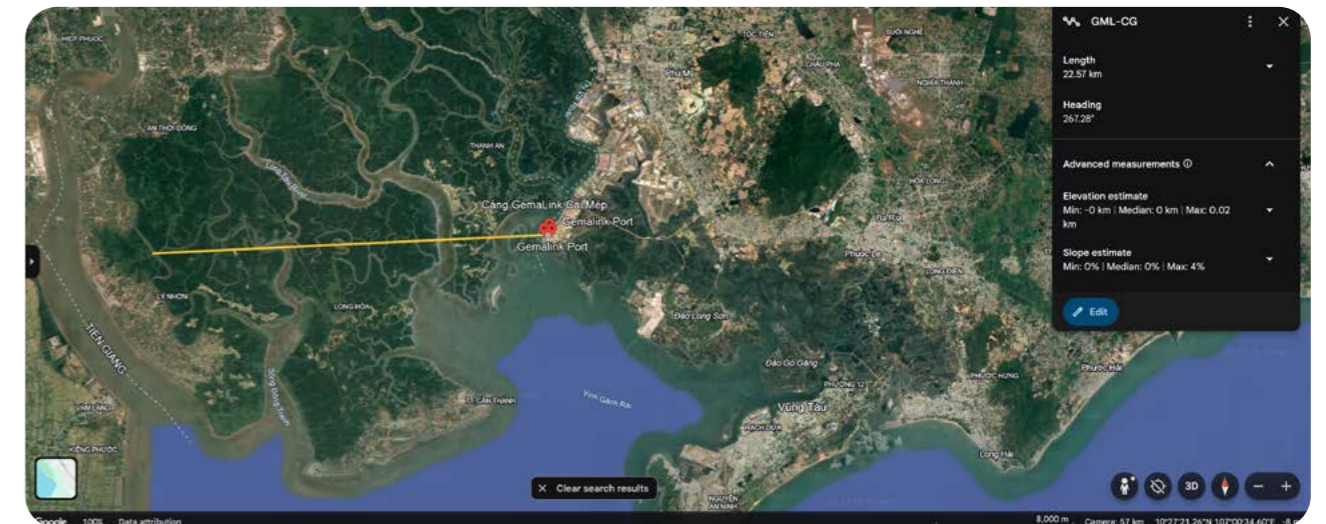
- **Planning location:** Located within Nam Dinh Vu Industrial Park (part of the Dinh Vu – Cat Hai Economic Zone, Hai Phong City). This is an area specifically designated by the State for port development and heavy industrial activities, helping to clearly separate infrastructure investment from conservation zones.
- **Ecological boundary:** The nearest protected area is Cat Ba National Park / Cat Ba World Biosphere Reserve. The strictly protected core zone of this area is situated on the Cat Ba archipelago — geographically separated from the port cluster by the waters of Hai Phong Bay. The Nam Dinh Vu port cluster does not directly border or overlap with any part of the Cat Ba core conservation zone.



Source: Google Maps, Nam Dinh Vu Port is more than 18 km from Cat Ba National Park.

#### For Gemalink Deep-sea Port (Southern Region):

- **Planned Location:** Situated in the downstream area of the Cai Mep River (Tan Loc Quarter, Tan Phuoc Ward, Ho Chi Minh City), the port belongs to the Cai Mep - Thi Vai Port Cluster—a key strategic hub for national seaport and industrial development in Southern Vietnam. The location has undergone thorough assessments regarding its cumulative environmental impacts.
- **Ecological boundary:** The nearest sensitive area is the Can Gio Mangrove Forest Biosphere Reserve. The strict ecological conservation core of Can Gio is located deep in the interior, fully shielded by extensive buffer zones. Gemalink Port is situated at the Cai Mep – Thi Vai estuary, outside the defined boundary of the Can Gio reserve.






Source: Google Maps, Gemalink Port is more than 20 km from the ecological core zone of the Can Gio Mangrove Forest Biosphere Reserve.



## SECTOR-SPECIFIC RISK GOVERNANCE IN PORT AND LOGISTICS OPERATIONS

Gemadep goes beyond mere compliance with environmental law, proactively applying maritime industry best practices, working closely with regulatory authorities, and piloting advanced technical measures to manage biodiversity risks inherent to port and logistics operations:

- 
**Ballast Water and Invasive Species Management:** To prevent the spread of invasive aquatic organisms that threaten indigenous ecosystems, Gemadep plays an active information role. Port staff strictly adhere to procedures requiring incoming vessels to complete declaration forms confirming ballast water exchange in compliance with the Ballast Water Management Convention (BWM Convention). This represents a critical first line of defense in protecting the marine biodiversity of Vietnamese coastal waters.
- 
**Dredging Control and Benthic Habitat Protection:** While recent operations have required no maintenance dredging - allowing seabed habitats to remain undisturbed - Gemadep maintains rigorous environmental standards for future works. During dredging, the Company and its contractors must implement turbidity mitigation measures, including controlling equipment speeds to minimize sediment agitation, sectionalizing construction zones, and disposing of dredged material at authorized sites to protect the surrounding water quality.
- 
**Ship Waste Management and Marine Environment Protection:** To ensure that no waste is discharged directly into the marine environment, Gemadep has established a stringent monitoring and control process. All vessel waste generated during port calls (including bilge water, sludge and solid waste) is collected by licensed third-party waste service providers. Ships calling at ports are required to submit prior notification and have complete waste manifests, ensuring transparent traceability.



## NATURE-BASED SOLUTIONS (NBS) AND ECOSYSTEM RESTORATION

### STRATEGIC RATIONALE AND SCIENTIFIC FOUNDATION OF "BLUE CARBON"

Recognizing the urgency of climate change, Gemadep regards Nature-based Solutions (NbS) as one of its core strategies for realizing the Net Zero target and making concrete contributions to biodiversity conservation. Among all NbS models, coastal blue carbon ecosystems — particularly mangrove forests — have been identified by Gemadep as the priority investment option due to their outstanding scientific credentials and strategic synergy with the Company's core operational geography.

The choice to develop mangroves rather than other ecological models is grounded in robust scientific and practical evidence.

- Superior carbon sequestration efficiency:** Mangroves and salt marshes isolate carbon from the atmosphere at a rate 10 times higher than mature tropical forests.
- Immense carbon storage capacity:** One hectare of mangrove forest can store an average of 1,025 tonnes of carbon (3 to 5 times higher than tropical rainforests). Based on World Bank per capita emission data, the carbon sequestration capacity of one hectare of mangrove forest can offset the total annual CO<sup>2</sup> emissions of 228 people.
- Permanent carbon locking mechanism:** Unlike terrestrial ecosystems that easily release carbon during wildfires, mangroves convert 49% to 98% of total captured carbon into deep sediment deposits - effectively locking it away permanently in a form that cannot be easily re-released.
- Global contribution potential:** According to the High-Level Panel for a Sustainable Ocean Economy (2019), restoring coastal ecosystems globally could help the world absorb 1.4 billion tonnes of CO<sub>2</sub> per year by 2050.



Conservation area  
Commune, Vinh Long province



NO 2  
Place: Intsia Bijuga conservation area  
Address: Long Vinh commune, Vinh Long province  
Date: Jan 26, 2026



## THE “SEED FOR SEA” PROJECT: IMPLEMENTATION PROCESS AND MEASUREMENT OUTCOMES

Since 2022, Gemadept through Gemalink Deep-sea Port has sponsored and directly implemented the “Seed for Sea” project, cultivating 4,000 Bangkirai trees (Intsia Bijuga) across 2 hectares in La Ghi Hamlet, Long Vinh Commune, Vinh Long Province — a coastal area in the Mekong Delta highly vulnerable to erosion and saltwater intrusion.

Growth monitoring and measurement have been conducted continuously. The most recent acceptance report (conducted on 26 January 2026) recorded growth metrics exceeding expectations at all indicators:

| Criteria                      | Technical Parameters / Measurement Results  | Condition Assessment  |
|-------------------------------|---|---|
| Project scope                 | Scale: 2 hectares<br>Quantity: 4,000 Bangkirai trees (Intsia Bijuga)  | Location: La Ghi Hamlet, Long Vinh Commune, Vinh Long Province.   |
| Survival Rate                 | 93%   | Exceeds the minimum threshold (80%). The ecosystem has stabilized and requires no supplementary replanting (gap filling).   |
| Average Growth Index          | - Height: 152.03 cm<br>- Root collar diameter: 3.91 cm<br>- Canopy diameter: 142 cm   | Trees have developed broad canopies with roots firmly anchored in the soil, capable of natural growth without irrigation intervention. The majority have already begun bearing fruit. |
| Outstanding Individual Index  | - Height: Up to 460 cm<br>- Root collar diameter: Over 12 cm<br>- Canopy diameter: 460 cm<br>- Fruit count: Over 26 fruits per tree | Demonstrating excellent adaptability to local soil and climate conditions, it promises high natural regeneration potential.   |
| Maintenance & Risk Management | Weeding completed (24–25 January 2026)  | Trees are now sufficiently mature and robust to defend themselves and withstand natural threats (e.g., rodents, pests).   |



on area  
Vinh Long province



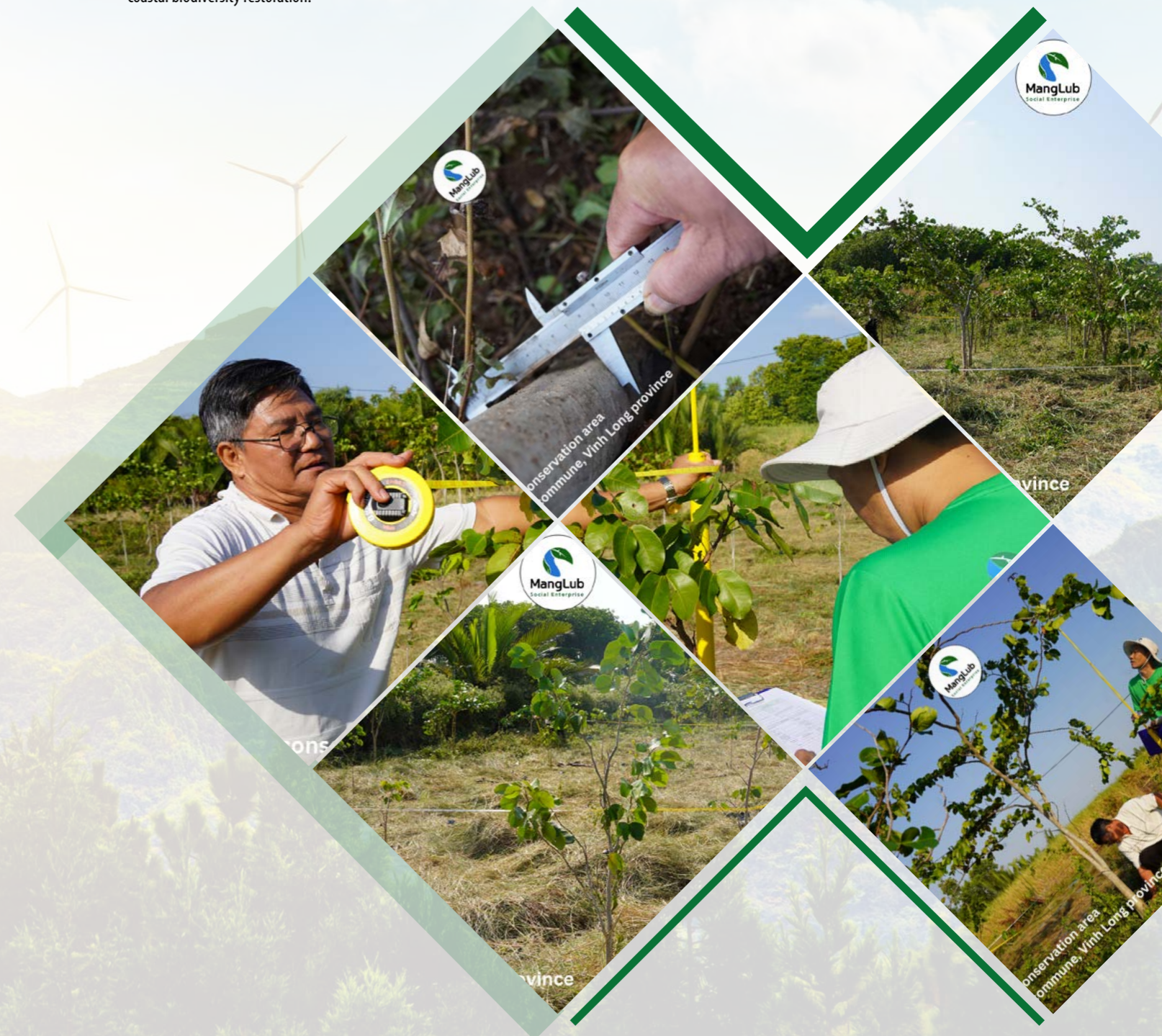
on area  
Vinh Long province

## DUAL IMPACT ASSESSMENT AND FUTURE PLANS

The early success of “Seed for Sea” delivers tangible value that directly contributes to Gemadept’s sustainable value chain:

- 1 Climate Impact (Net Zero Contribution):** This 2-hectare ecological belt is estimated to have sequestered and stored approximately 2,050 tonnes of Carbon to date (based on the average storage rate of 1,025 tonnes/hectare established for the Bangkirai species in the Mekong Delta ecosystem). This represents a meaningful direct contribution to Gemadept’s Net Zero journey.
- 2 Ecological and Social Impact:** The mangrove forest now serves as a robust barrier against coastal erosion and reduces natural disaster risks. At the same time, the area provides a habitat for native species (birds, aquatic fauna) and supports the livelihoods of local fishing communities through ecosystem restoration.

Going forward, Gemadept commits to maintaining ongoing monitoring of the Vinh Long planting site, while establishing “Seed for Sea” as a reference model for scaling up to other estuarine locations within the Gemadept port ecosystem — thereby progressively increasing the scale of the Company’s contribution to coastal biodiversity restoration.





# GRI 102 CLIMATE CHANGE 2025

## TRANSITION PLAN AND CLIMATE CHANGE MITIGATION

### STRATEGIC OVERVIEW & ALIGNMENT WITH SCIENCE-BASED TARGETS

Gemadep strategically positions its business development alongside environmental responsibility, steadfastly building a comprehensive Green Port-Logistics ecosystem. The transition plan is designed in alignment with macro-orientations, reflecting a commitment to supporting the Government of Vietnam in implementing the National Strategy on Climate Change through 2050 (under Decision No. 896/QĐ-TTg) and working toward the Net Zero emissions target by 2050.

### SPECIFIC ACTIONS FOR EMISSION REDUCTION

To translate the Net Zero roadmap into reality, Gemadep has been implementing a comprehensive set of solutions spanning from internal controls to supply chain optimization:

- **Measurement standardization (2025 milestone):** Completed Greenhouse Gas (GHG) inventories across the entire port system in full compliance with the international standard ISO 14064-1, establishing a reliable and verifiable data foundation for setting scientifically grounded emission reduction targets.
- **Equipment electrification:** Concentrated resources to invest in 100% grid-electric equipment generations (e-STS, e-RTG, e-Forklift). Currently, 95% of frontline handling equipment at Nam Dinh Vu and Gemalink runs entirely on grid electricity, fundamentally eliminating direct emissions from the most significant sources.
- **Transition to clean/renewable energy:** Gemadep has pioneered the installation and efficient operation of rooftop solar power systems at its key logistics facilities. Notably, the project at SCSC offsets 35.8% of total energy consumption, while the system at Mekong Logistics reduces grid electricity costs by nearly 35%, significantly lowering the overall carbon footprint.
- **Promoting Green Transport (Green Logistics):** \* Strong development of inland waterway transport (typically the Cai Mep – Mekong Delta route), an optimal transport solution that helps customers reduce logistics costs by 50-60% and cut emissions by 60% compared to traditional road transport.
  - » Notably, Gemadep is proud to partner with the world's third-largest shipping line - CMA CGM - pioneering the operation of Vietnam's first carbon-neutral inland waterway transport route using a 100% electric barge, connecting ICD Binh Duong to Gemalink Deep-sea Port. This pilot project represents a breakthrough demonstration of green supply chain integration in the Vietnamese logistics industry.



### GOVERNANCE STRUCTURE AND STRATEGIC INTEGRATION

The climate transition plan does not operate in isolation but is deeply integrated into Gemadep's overall business strategy, operated and monitored by a layered governance system with clearly defined roles and responsibilities:

- **Board of Management (BOM):** The highest governance body, responsible for orienting and formulating the Sustainable Development strategy, while closely supervising the management apparatus in its consistent implementation. The BOM periodically reviews the Company's climate change risk and opportunity management strategy.
- **Board of Directors (BOD):** Directly manage operations, allocate resources, and ensure the effective and timely implementation of strategies approved by the BOM.
- **ESG Board:** The core task force established in 2022 (chaired directly by the CEO), dedicated to driving and embedding ESG thinking into every business decision. The ESG Committee reviews action plans and monitors KPI performance on a quarterly basis.
- **HSSE Department (Health – Safety – Security – Environment):** Serves as the frontline implementation unit, responsible for building, deploying specific action programs and directly monitoring GHG emissions, energy consumption and environmental incidents at individual ports.

### IMPACT ASSESSMENT OF THE TRANSITION PROCESS

Gemadep recognizes clearly that the green transition must deliver positive value for both the natural ecosystem and for people:

- **Impact on the Natural Environment:** In parallel with electrification to minimize pollution sources from port operations, the Company focuses on protecting sensitive ecosystems. The "Seed for Sea" mangrove planting project is a prime example of combining biodiversity restoration with carbon offsetting.
- **Impact on People and Community:** The transition is inseparably linked to creating a green, clean, and healthy working environment for employees. Gemadep encourages a cultural shift toward environmental responsibility — from energy-saving practices in daily work to broader community awareness programs.





## CLIMATE ADAPTATION PLAN (DISCLOSURE 102-2)

### ADAPTATION & CARBON LOCK-IN

In the context of complex climate change developments and increasingly stringent green transition requirements from the global supply chain, Gemadept identifies physical risk management and carbon lock-in avoidance as two inseparable strategic priorities. These two tracks are implemented simultaneously and synergistically within Gemadept's overall sustainable development strategy.

### PHYSICAL RISKS ADAPTATION

At Gemadept, adapting to physical risks from climate change is not a set of short-term remediation measures, but rather a consistent long-term strategy embedded in infrastructure design standards from the outset. With a deep awareness of the direct threats that rising sea levels and extreme weather pose to global supply chain continuity, Gemadept has established mandatory 'climate-resilient design' standards for all its core infrastructure.



### THE CONSISTENCY OF THIS STRATEGY IS CLEARLY DEMONSTRATED THROUGH KEY PROJECTS ACROSS THE COUNTRY:

#### Resilient Infrastructure Standardization in New Projects

A prime example of forward-looking risk-aware design is the Nam Dinh Vu Port Cluster Phase 2 project in Hai Phong, which officially commenced operations in October 2024. Located in an area prone to flooding and storm surges due to its proximity to the sea, the entire infrastructure was designed from the outset to meet the highest standards of climate resilience:

- **Yard and seawall infrastructure upgrade:** The design elevation of the container yard base has been set at +5.50m (Chart Datum), significantly exceeding the current high-water design level (+3.75m). This elevation provides a safe buffer even under extreme sea level rise and storm surge scenarios projected for the 2030–2050 period.
- **Storm-resistant equipment and infrastructure reinforcement:** The Ship-to-Shore crane (STS) systems and rail beam systems have been designed to withstand wind loads from storms up to Level 12 (wind speed 117–133 km/h). To mitigate risks from super typhoon scenarios, Gemadept utilizes specialized storm pin (tie-down) systems. By securing 60mm steel anchors to beams with high-capacity M20 bolts, this solution eliminates the risk of equipment displacement or collapse.

#### Real-World Evidence: Ensuring Supply Chain Continuity

Gemadept's methodical investment in climate-adaptive infrastructure has demonstrated its inestimable practical value. The clearest proof was during Typhoon Yagi (the strongest typhoon to hit northern Vietnam in the past 30 years) in September 2024:

Thanks to the solid yard infrastructure, fortified seawalls and equipment precisely secured according to extreme storm-resistant specifications, the Nam Dinh Vu port cluster stood completely firm without any major infrastructure damage. Notably, the port resumed operations within just 24 hours of the storm passing - demonstrating exceptional supply chain continuity that was highly recognized by both customers and industry.





## PREVENTING CARBON LOCK-IN RISK

“Carbon lock-in” is the risk that a business becomes trapped with high-emission technologies and assets, leading to loss of competitive advantage as environmental regulations tighten. Gemadept mitigates this risk through a “transition-ready” investment strategy, ensuring all new equipment and infrastructure are fully integrated for electrification.

### A Comprehensive Electrification of Port Equipment and Infrastructure

The commitment to net-zero emissions is powerfully demonstrated through the direct conversion of core equipment at key ports:

- **100% electrically powered primary lifting equipment:** At Nam Dinh Vu and Gemalink port clusters, the entire system of Ship-to-Shore cranes (e-STS) and rubber tyred gantry cranes (e-RTG) operates entirely on grid electricity, fundamentally eliminating direct emissions from the heaviest and most energy-intensive equipment category.
- **Internal fleet electrification:** Gemadept is rapidly electrifying its yard vehicle fleet:
  - » **Gemalink Phase 2:** All yard vehicles are 100% new-investment electric tractors.
  - » **Nam Dinh Vu Port:** Additional investment in 10 electric tractors and 2 electric empty container handlers.
- **Synchronized in-yard charging infrastructure:** In parallel with vehicle procurement, Gemadept is installing in-yard EV charging stations within the port premises to supply clean energy for the entire electric fleet, completing the zero-emission internal transport loop.

### B Getting Ahead of Green Maritime Trends with Future-Ready Infrastructure

To eliminate technology risk in the coming decade, Gemadept’s future infrastructure design has already incorporated the highest international green standards. Specifically, during the planning phase for major new projects (such as Gemalink Phase 2), the Company has proactively pre-installed technical specifications for onshore power supply (OPS/Cold Ironing) systems, designed to provide green electrical power directly to vessels while berthed. This visionary investment eliminates carbon lock-in risk for port infrastructure over the next 20–30 years.

### A Launching the Era of Green Logistics with the Domestic Electric Barge Project

Expanding its greening efforts beyond the port area, Gemadept, together with CMA CGM Group, has launched the first 100% electric container barge in Vietnam, specifically serving the NIKE brand.

- **Strategic transport route:** Connecting the CFS warehouse at ICD Binh Duong Port to Gemalink Deep-sea Port on a 180 km round trip. The barge has a capacity of approximately 180–200 TEUs per voyage, capable of replacing hundreds of diesel trucks per week.
- **Clean energy transfer hub:** Gemalink Port is positioned as the heart of the project with the installation of a 1MW charging station, allowing the barge to charge directly during berthing time (in parallel with cargo operations). This not only optimizes port turnaround time but also establishes Gemalink as Vietnam’s first commercial port with shore-based electric barge charging infrastructure.
- **Dual benefit:** The project successfully reduces 778 tonnes of CO2eq per year (calculated using the Well-to-Wake methodology). Beyond environmental benefits, this initiative also enables Gemalink and Binh Duong Port to increase handling volumes (LOLO) and revenue by attracting customer segments willing to pay a green premium for sustainable transport.





## TOPIC-SPECIFIC DISCLOSURES

### JUST TRANSITION

#### JUST TRANSITION: PUTTING WORKERS AT THE CENTER

In the process of modernizing port operations and transitioning to a green logistics model, Gemadept commits to implementing a “Just Transition” strategy - ensuring that the green transition delivers equitable benefits and does not create burdens or unfair disadvantages for any group of workers, particularly those most directly affected by technological change.

In 2025, the impact of the transition on the workforce was managed and disclosed by Gemadept through the following key aspects:

#### Maintaining stability and expanding employment opportunities

- **Workforce scale development:** Technological transition goes hand in hand with business expansion orientation. In 2025, the Company recruited 179 new employees, prioritizing young talent (under 40) to meet high operational and technical requirements while maintaining gender balance across support functions.
- **Job protection:** The investment in electrified equipment (e-STG, e-RTG) and full automation has resulted in no workforce reductions due to technological restructuring. Annual personnel fluctuations (121 total: 106 male, 15 female) are attributed entirely to natural labor market turnover.

#### Ensuring competitive income and social security

- **Income policy:** Gemadept has established a compensation policy that exceeds the “Living Wage” and essential cost-of-living requirements. In 2025, the average monthly gross income across the system reached VND 32 million per employee, representing a 7% increase compared to 2024.
- **Value sharing:** This competitive income level reflects the Company’s commitment to effectively distributing financial value from the green transition process, ensuring quality of life for employees and their families.

#### Reskilling and Internal Resource Optimization

- **Professional capacity development:** To meet new operational standards, Gemadept deployed advanced training and reskilling programs totaling more than 14,200 training hours in 2025. Key training programs included: operating and maintaining electric STS and RTG equipment; cybersecurity and data management for smart port systems; environmental management and GHG emission measurement.
- **Redeployment and internal advancement:** The Company prioritizes internal transfer policies to protect jobs and optimize resources. In the past year, more than 40 employees were successfully redeployed from positions being automated to new roles, especially in system monitoring, data analysis and customer service — contributing to a diverse human resource base for the digital era.



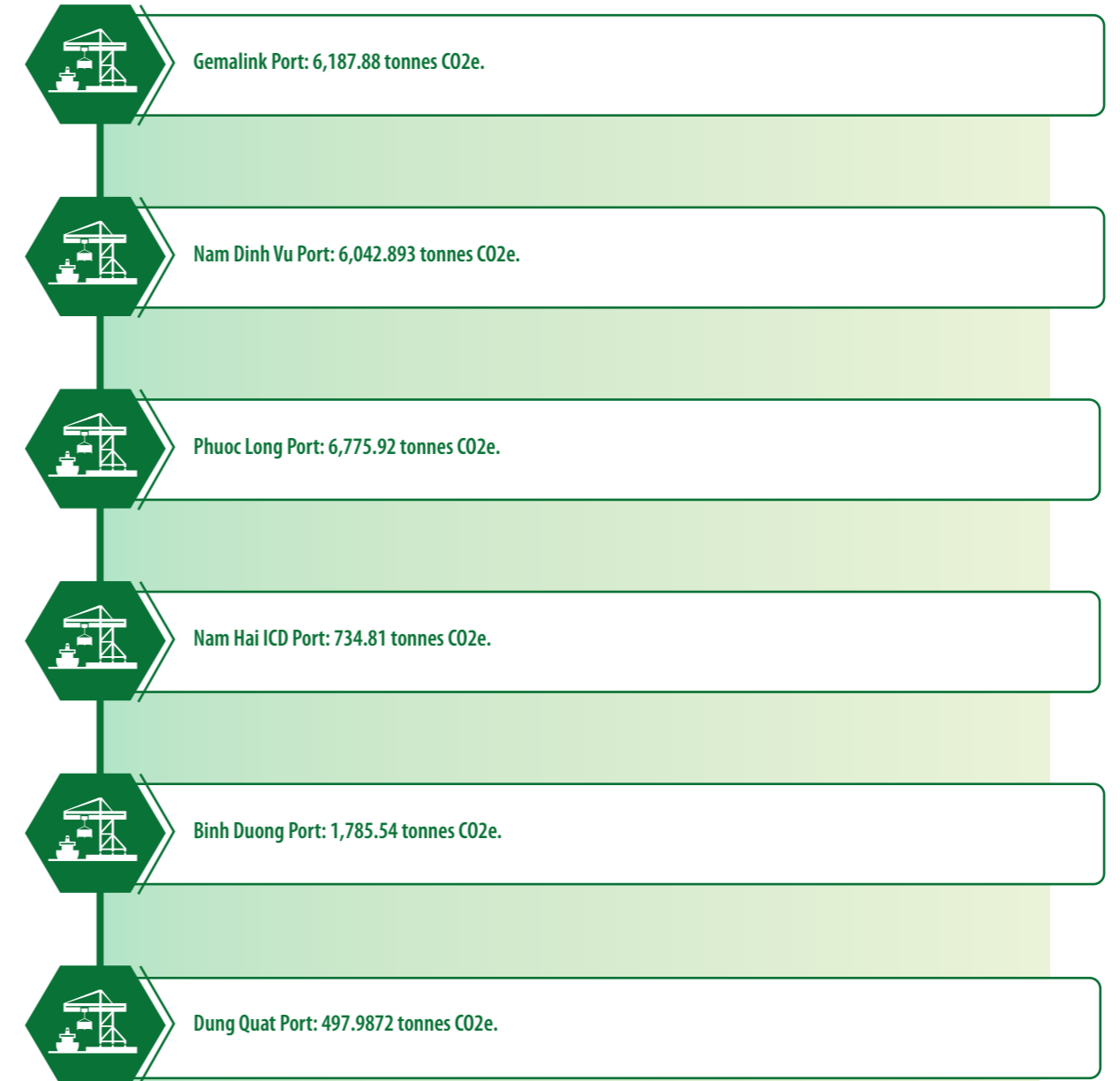
#### GREENHOUSE GAS (GHG) EMISSION REDUCTION TARGETS AND PROGRESS

- Reporting combined Scope 1, 2 and 3 emission reduction targets for the short, medium, and long term (in tonnes of CO<sub>2</sub>e and as a percentage relative to the base year).
- **Note:** The combined Scope 1 and 2 emission reduction targets must cover total emissions reported under Disclosures 102-5 and 102-6 and does not include GHG removals. The organization must use an absolute contraction approach or the physical intensity approach.



### SCOPE 1 GHG EMISSIONS

Based on actual 2025 inventories, total direct GHG emissions (Scope 1) from Gemadept’s 6 ports reached approximately 22,025.03 tonnes CO<sub>2</sub>e, encompassing gases CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and refrigerants (HFCs, PFCs and SF<sub>6</sub> — disclosed in 100-year GWP in accordance with IPCC AR6). Breakdown by port:



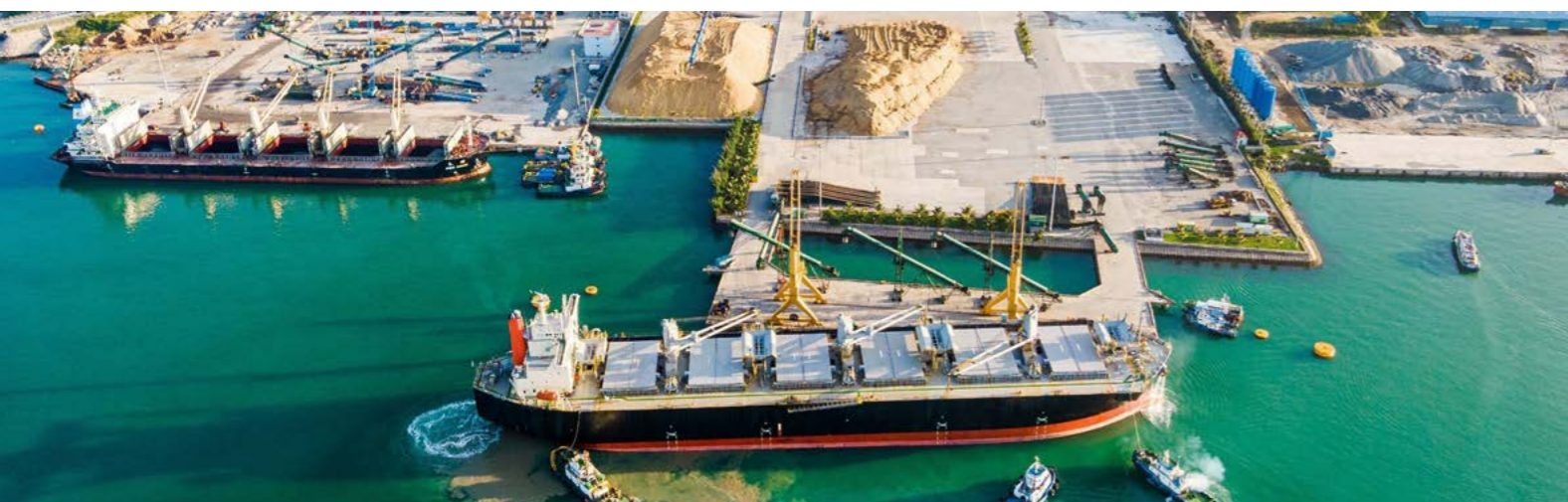
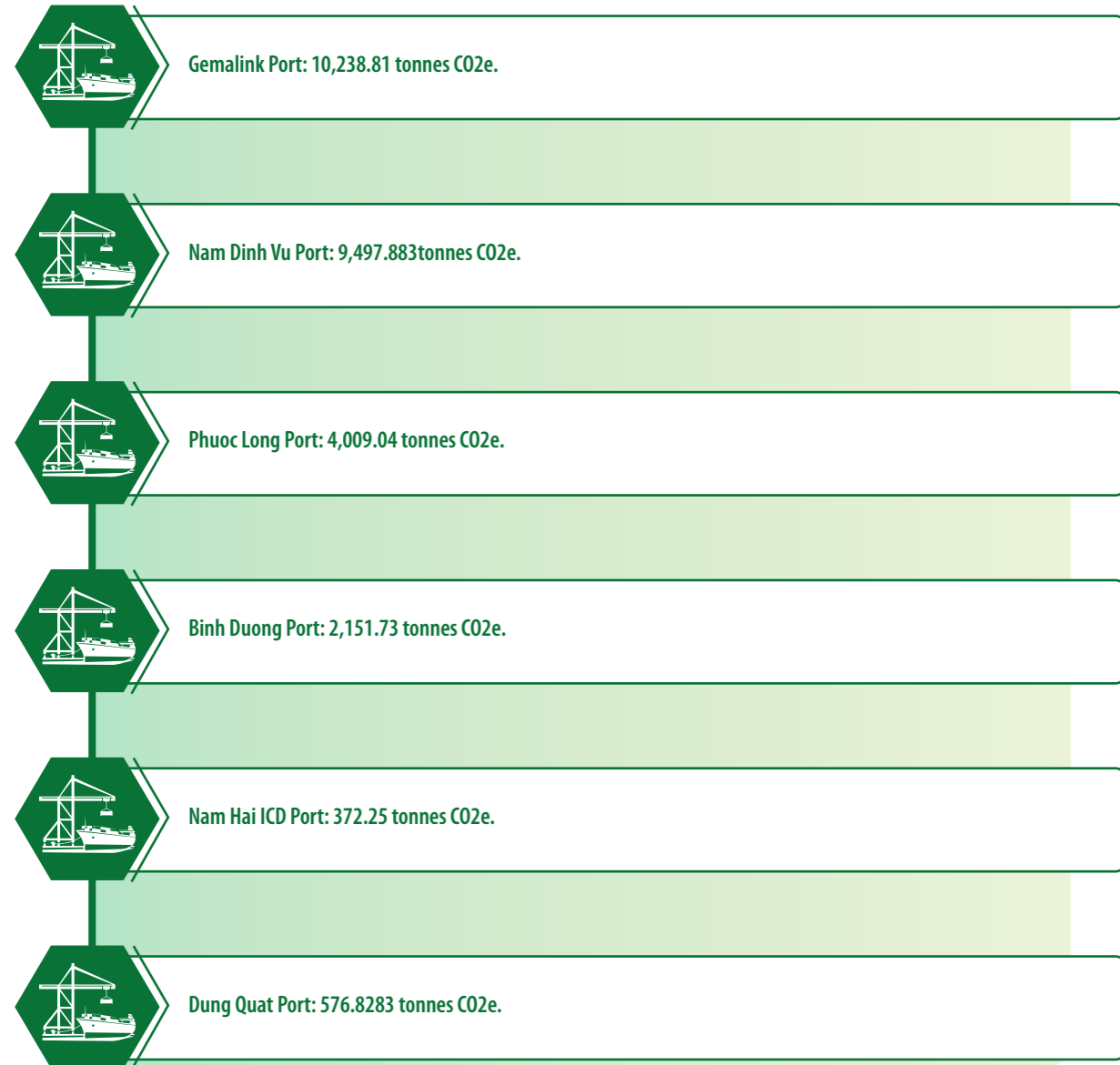
#### Details by emission source:

- **Stationary combustion (Fixed equipment):** Emissions from using diesel (DO) and gasoline for generators, fire suppression pumps, grass cutters, and LPG use for kitchens/welding and cutting equipment.
- **Mobile combustion (Equipment & Vehicles):** This is the primary Scope 1 emission source, encompassing diesel (DO) and gasoline consumption of container handling equipment (laden/empty handlers), tractors, forklifts, trucks, and light vehicles operating within the port premises.
- **Refrigerant and fire suppression equipment leakage:** Emissions from charging and leaking of refrigerant gases (R32, R410a, R134a, R600a, R404a, R290, R22) in office air conditioning units, STS crane cabins and reefer container plugs at the port; and fire suppression gases in server rooms.
- **Biological emissions & Wastewater treatment:** GHG leakage (CH<sub>4</sub>, N<sub>2</sub>O) from septic tanks and centralized wastewater treatment systems.



### SCOPE 2 GHG EMISSIONS

Total indirect emissions from purchasing and consuming grid electricity at 6 ports in 2025 reached approximately 26,846.5413 tonnes CO2e. Detailed calculation as follows:



### SCOPE 3 GHG EMISSIONS

Total Scope 3 GHG emissions arising across the entire upstream and downstream value chain reached approximately 49,912.577 tonnes CO2e.



#### Details by category:

- **Transport and distribution:** Including external trucks/containers entering the port for cargo operations, tugboats, vessels calling at port, and dump trucks transporting clinker/materials.
- **Employee commuting & Business travel:** Movement of staff and employees (personal motorbikes, petrol/diesel/electric cars) and business flights.
- **Purchased goods and services:**
  - » WTT (Well-to-Tank) emissions from extraction and transport of purchased fuels (diesel, gasoline, LPG).
  - » Municipal water supply.
  - » Waste treatment services (household waste, hazardous waste incineration) and industrial wastewater.
  - » Other purchased services: Canteen services, externally contracted empty container handling services, externally contracted bulldozing/excavation services in the yard.



## GREENHOUSE GAS EMISSION INTENSITY

### MANAGEMENT APPROACH

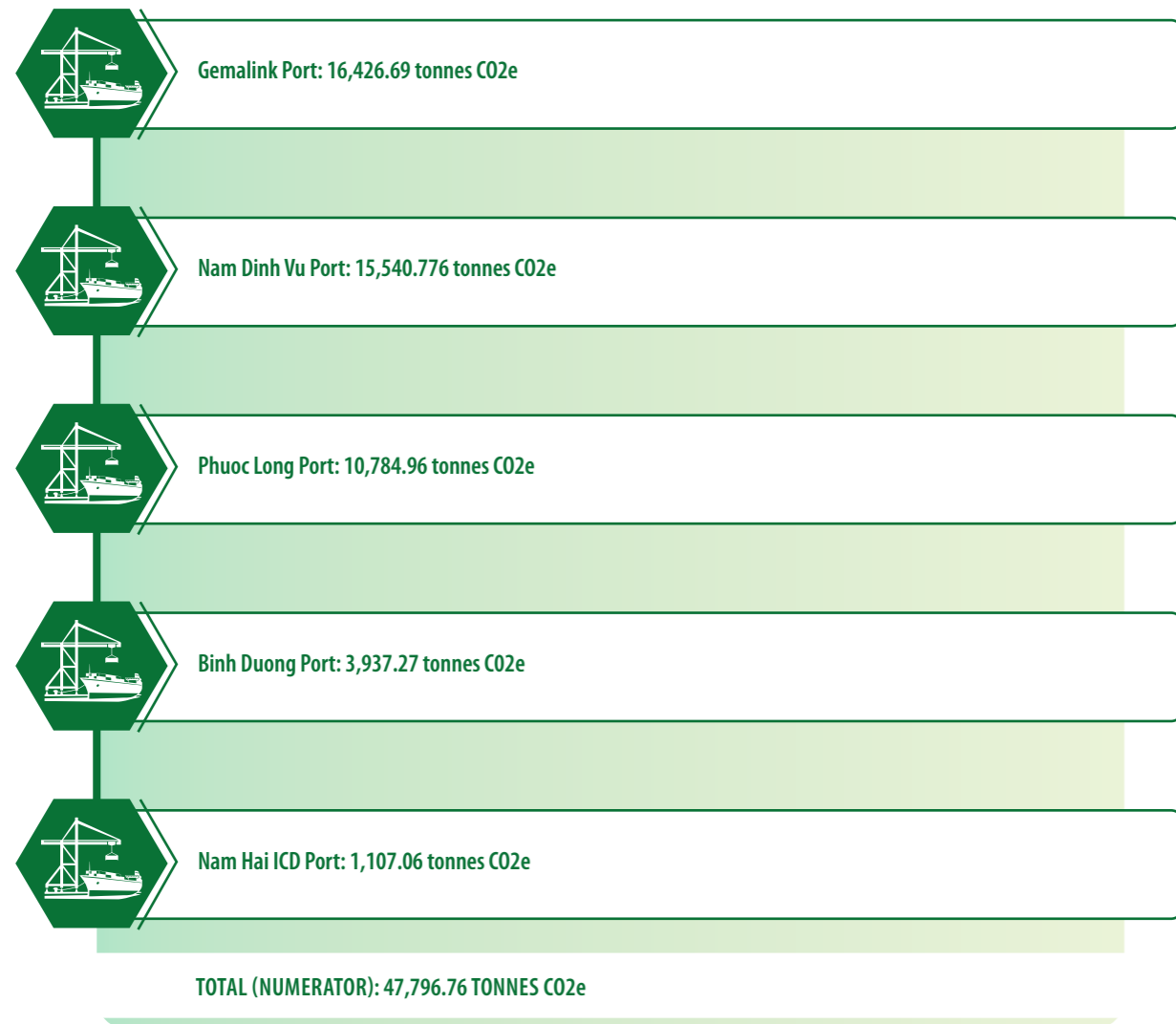
To evaluate the effectiveness of emission control in relation to business growth, the Company applies the GHG Emission Intensity index. This metric measures the volume of greenhouse gases generated per unit of cargo throughput (TEU) - enabling a fair and meaningful comparison of environmental performance over the years, even when throughput volumes increase.

### Scope and Calculation Data

The 2025 emission intensity calculation is applied to the container port cluster with complete measurement data, encompassing 5 ports: Gemalink, Nam Dinh Vu, Phuoc Long, Binh Duong, and Nam Hai ICD.

(Note: This data excludes Dung Quat Port due to its nature as a bulk cargo port and is calculated solely based on direct and indirect emissions from energy consumption — Scope 1 and Scope 2.

**Numerator (Total combined GHG emissions):** Includes the combined total of Scope 1 and Scope 2 for the 5 container ports listed above.



**Denominator (Sector-specific measurement unit):** Total container throughput across 5 ports in 2025 was 5,079,000 TEU.

### Emission intensity specific to Dung Quat Port (bulk cargo)

Since Dung Quat Port is a bulk cargo port and does not use TEU units, the Company calculated the emission intensity separately per ton of cargo passing through the port.

| Reporting Category           | Value      | Unit               |
|------------------------------|------------|--------------------|
| DQP – Scope 1                | 497.9872   | tonnes CO2e        |
| DQP – Scope 2                | 576.8283   | tonnes CO2e        |
| DQP – Scope 1 + 2            | 1,074.8155 | tonnes CO2e        |
| Throughput volume of DQP     | 2,308,814  | tonnes             |
| GHG Emission Intensity (DQP) | 0.000466   | tonnes CO2e/tonnes |

### 2025 Emission Intensity Results

| Reporting Category                        | Value     | Unit            |
|---|-----------|-----------------|
| Total combined GHG emissions (Scope 1, 2) | 47,796.76 | tonnes CO2e     |
| Throughput volume                         | 5,079,000 | TEU             |
| GHG Emission Intensity                    | 0.00941   | tonnes CO2e/TEU |

### Efficiency Assessment:

With emission intensity reaching 0.00942 tonnes CO2e/TEU (equivalent to approximately 9.42 kg CO2e for each TEU of cargo handled), this figure establishes a scientifically grounded baseline for Gemadept to set specific, measurable reduction targets in subsequent periods. This index will serve as the definitive reference metric for evaluating the effectiveness of emission reduction investments, including equipment electrification, renewable energy use and supply chain optimization initiatives.





# ELEVATE MANAGEMENT STANDARDS



## ECONOMIC STANDARDS

GRI 201: Economic Performance

70

GRI 203: Indirect Economic Impacts

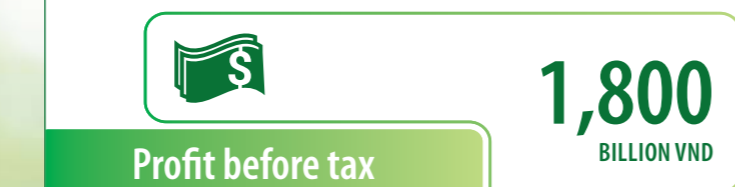
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# GRI 200 ECONOMIC STANDARDS

2025 TARGET

2025 RESULTS

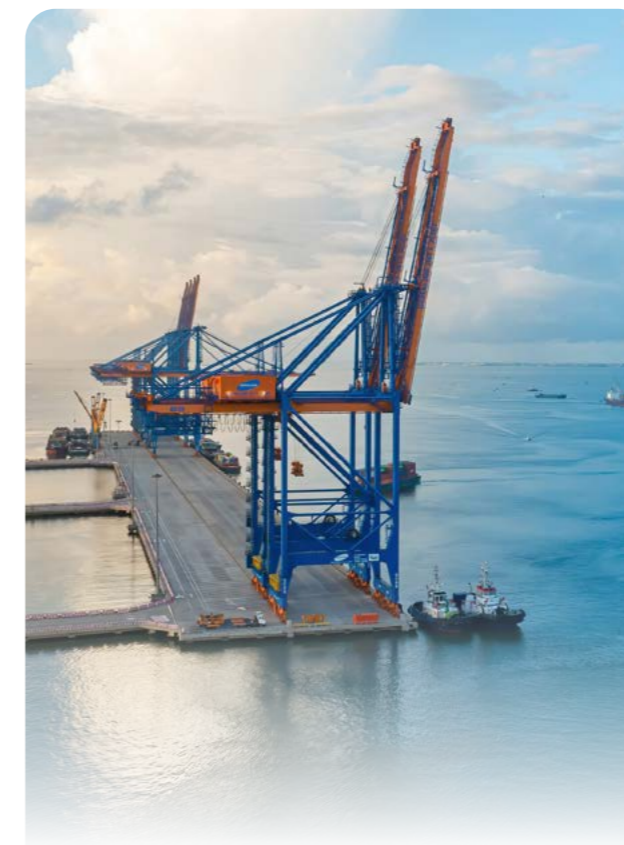


2 Ensure starting salary is higher than the regional minimum wage;

3 Increase contributions to society and localities;

4 Port expansion and development of additional high value-added products;

5 Improving compensation and welfare policies for employees.



Employee social insurance participation rate reached 100%;

Minimum salary at GMD exceeds the regional minimum wage;

Dividend payment: cash dividends to Company shareholders for fiscal year 2024 totaling over VND 840 billion;

Fulfilled tax obligations, contributing over VND 564 billion in tax to the state budget;

Completed Nam Dinh Vu Port Phase 3 project.



# GRI 201 ECONOMIC PERFORMANCE

## MANAGEMENT APPROACH

Gemadep's management approach is built around the objective of balanced development across 4 Balanced Scorecard (BSC) groups: Financial - Customer - Process - Learning & Development. Governance is carried out through the cascading of strategic objectives down to units, departments, and individuals via the KPI system, reviewed quarterly.



**GEMADEPT DELIVERS SUSTAINABLE ECONOMIC VALUE TO SHAREHOLDERS AND INVESTORS, CONTRIBUTING TO THE DEVELOPMENT OF "**

## REPORTING SCOPE

### DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

**5,956** BILLION VND  
**Net revenue**  
 Exceeding the annual plan registered with the General Meeting of Shareholders by 23%.

**2,521** BILLION VND  
**Profit before tax**  
 Exceeding the annual plan registered with the General Meeting of Shareholders by 40%.

**5,079** MILLION TEUS  
**Container throughput**  
 Up 15.2% compared to 2024, contributing nearly 15% of the country's total container throughput through seaports.

**5,254** BILLION VND  
**Port operations**  
 The primary contributor to revenue at 85%, equivalent to VND 5,254 billion.

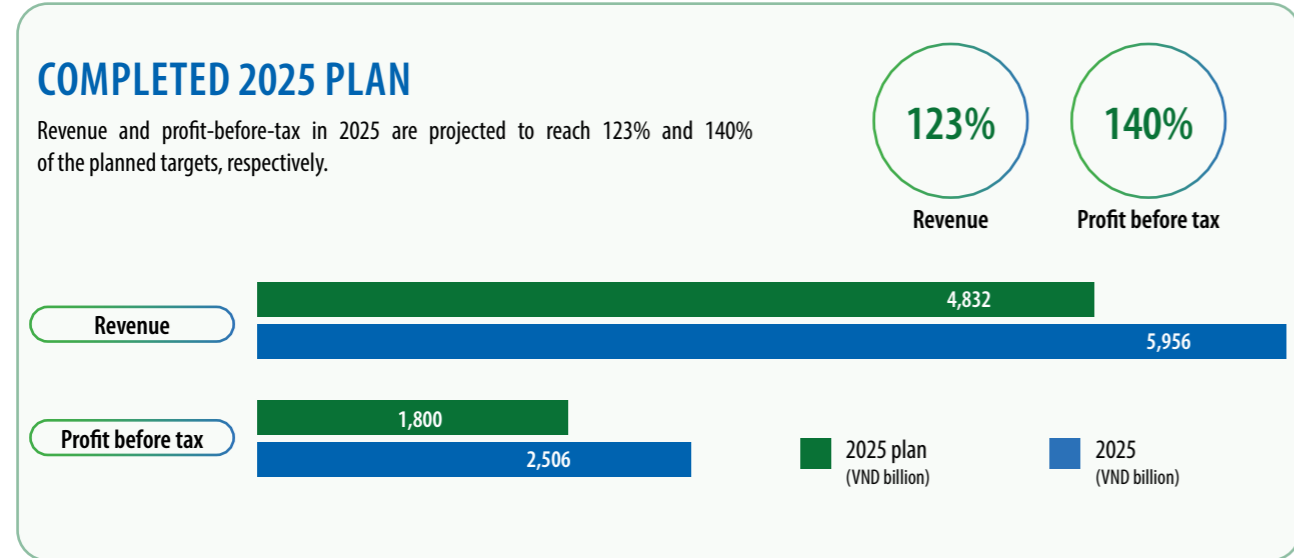
**15%** TOTAL REVENUE  
**Logistics operations**  
 Expanded the service chain and improved service quality, contributing 15% of total revenue.



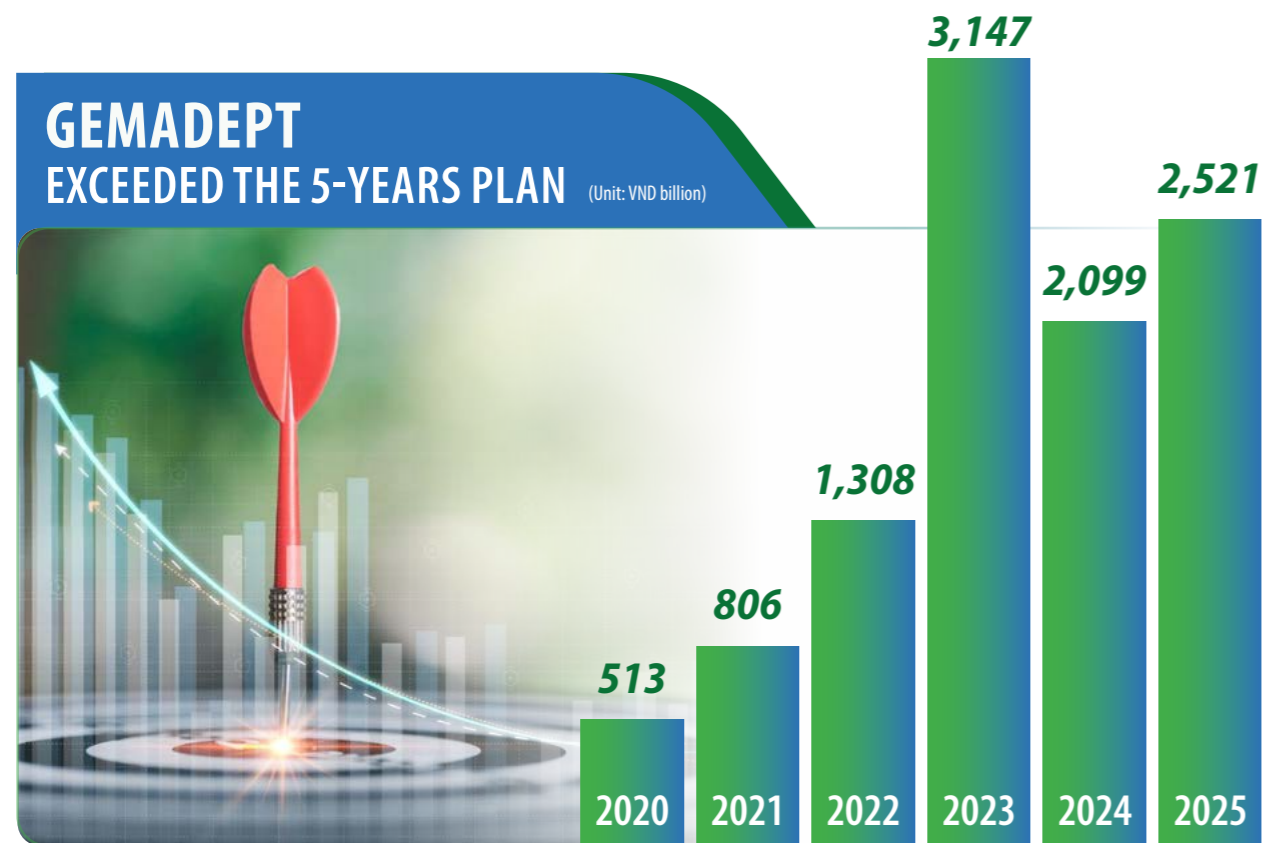
## DETAILED ASSESSMENT:

### IN TERMS OF FINANCIALS

Revenue and Profit targets set by the General Meeting of Shareholders have been exceeded.



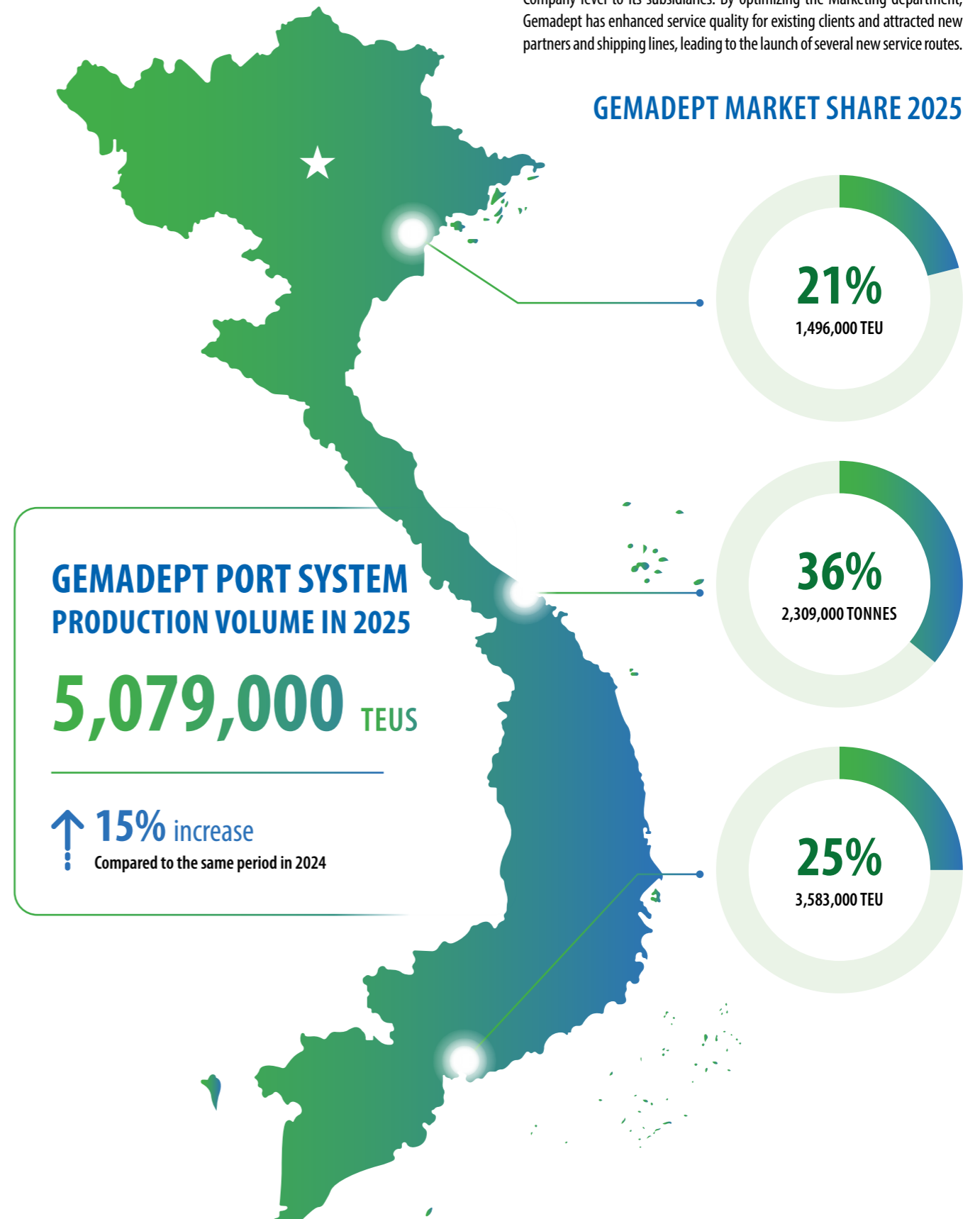
In particular, Gemadept achieved a powerful breakthrough, completing the five-year plan ahead of schedule. Specifically, instead of targeting a three-fold increase in profit before tax compared to 2020, the Company achieved an actual growth rate of approximately 5 times - far exceeding the plan.



### IN TERMS OF CUSTOMERS

The Company has established an integrated management system from the Company level to its subsidiaries. By optimizing the Marketing department, Gemadept has enhanced service quality for existing clients and attracted new partners and shipping lines, leading to the launch of several new service routes.

### GEMADEPT MARKET SHARE 2025





### IN TERMS OF GOVERNANCE & PROCESSES

In 2025, the system for managing and monitoring daily operations through the Risk Management Department (RM), as well as the internal accounting and auditing systems, was operating effectively. This management tool helped improve efficiency, prevent risks, and ensure debt recovery...



### INTERMS OF LEARNING AND DEVELOPMENT

To balance sustainable development with annual targets, in 2025, Gemadep developed its workforce and succession pipeline, adjusted salaries, and issued ESPP shares. It also accelerated digitalization by launching port operation apps and training staff in AI-driven operations.

### ASSET AND CAPITAL POSITION

Total assets increased by more than 16% compared to the end of 2024, reaching VND 19,826 billion. Equity increased by more than 8%, reaching VND 14,918 billion. The company maintained a suitable debt-to-equity structure, ensuring financial health and business performance.



*In 2025, Gemadep exceeded the revenue and profit-before-tax targets set by the Annual General Shareholders' Meeting (AGM) at a high and consistent level, successfully implemented the AGM Resolution, and successfully issued shares to the public for existing shareholders, raising its charter capital to a new level.*

**19,826** BILLION VND

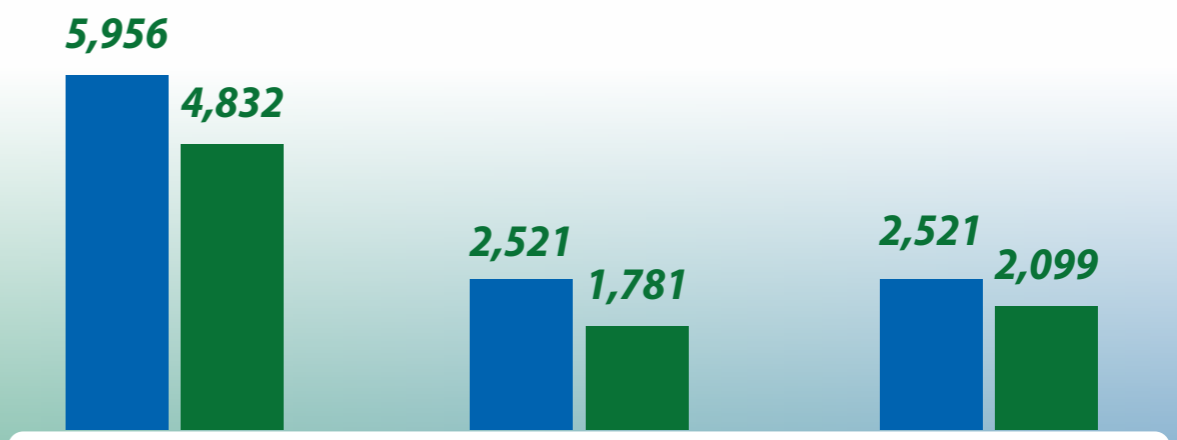
↑ **Total Assets**  
Increased by **16%** compared to the same period in 2024

**14,918** BILLION VND

↑ **Equity**  
Increased by over **8%**

### REVENUE AND PROFIT-BEFORE-TAX 2025

↑ **23%**                      ↑ **40%**                      ↑ **20%**



2025 Business Results (Unit: VND billion)

■ 2024   ■ 2025   ↑ YOY



### ANNUAL DIVIDEND PAID TO SHAREHOLDERS FROM 2018 - 2024 (VND BILLION)

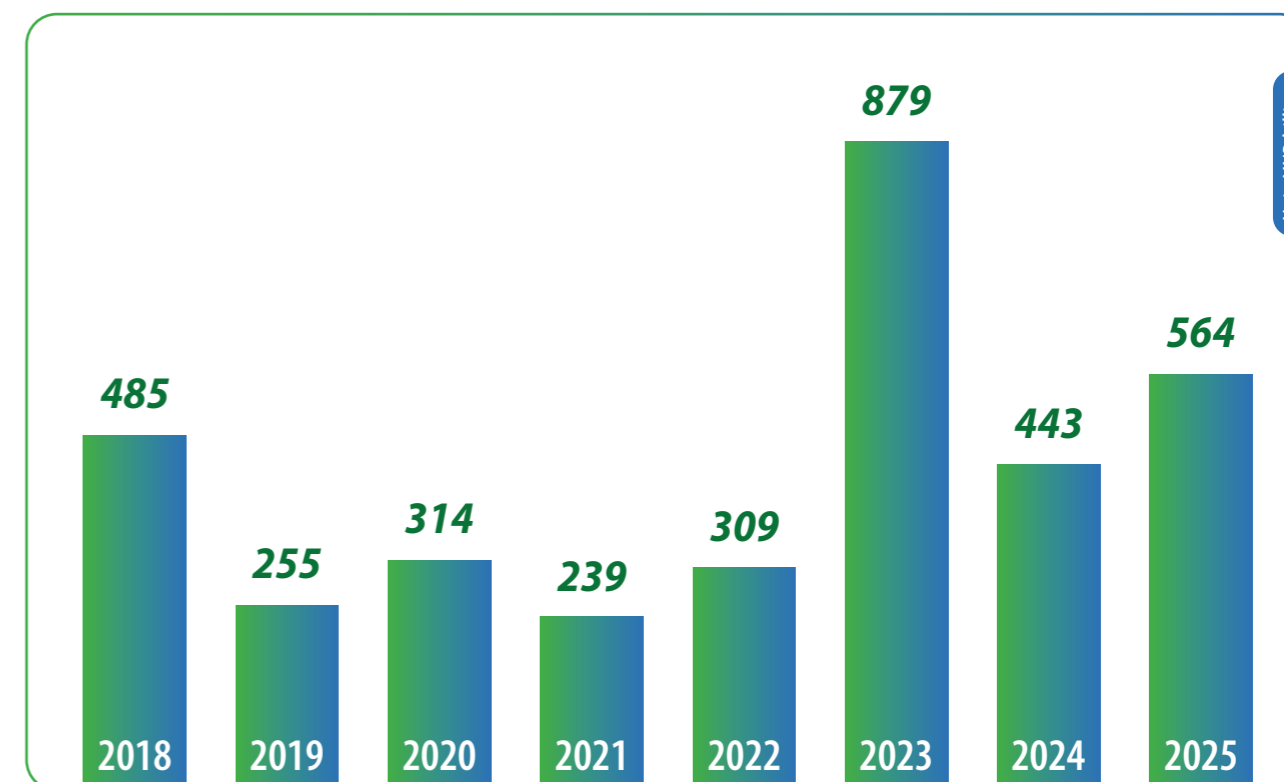
| Seq          | Item                               | Amount (VND) | Amount (VND)             | Notes                                  |
|--------------|------------------------------------|--------------|--------------------------|--|
| 1            | 2016 Dividend and Special Dividend | 28/03/18     | 2.306.215.656.000        | Dividend including personal income tax |
| 2            | 2017 Dividend                      | 28/09/18     | 445.387.435.500          | Dividend including personal income tax |
| 3            | 2018 Dividend                      | 15/11/19     | 445.387.435.500          | Dividend including personal income tax |
| 4            | 2019 Dividend                      | 23/09/20     | 296.924.957.000          | Dividend including personal income tax |
| 5            | 2020 Dividend                      | 16/09/21     | 361.653.548.400          | Dividend including personal income tax |
| 6            | 2021 Dividend                      | 25/10/22     | 361.653.548.400          | Dividend including personal income tax |
| 7            | 2022 Dividend                      | 29/09/23     | 611.797.114.000          | Dividend including personal income tax |
| 8            | 2023 Dividend                      | 16/08/2024   | 683.071.305.400          | Dividend including personal income tax |
| 9            | 2024 Dividend                      | 17/07/2025   | 840.384.618.000          | Dividend including personal income tax |
| <b>Total</b> |                                    |              | <b>6.352.475.618.200</b> |  |

Information on dividend payments to shareholders and Gemadept's announcements can be accessed on the Company's website: <https://www.gemadep.com.vn/>

(For further reference, see the Investor Relations Report - 2025 Annual Report)

GEMADEPT COMPLIES WITH THE STATE'S GUIDELINES AND POLICIES ON MACROECONOMIC AND SECTORAL ECONOMICS

### GMD'S CONTRIBUTION TO THE STATE BUDGET (2018-2025)



Consistently ranks among the TOP

**1,000** ENTERPRISES

contributed the most to the national budget

Journeying alongside Vietnam's entrepreneurial rise, with business scale growing hundreds of times since equitisation, Gemadept has consistently ranked among the Top 1,000 enterprises making the greatest contributions and listed in the Top 500 largest enterprises in Vietnam for many consecutive years.

Gemadep ensures strict compliance and transparency with the State's policies and orientations relating to macro-economics and the port operations, maritime transport and logistics sector economy. Specifically, each year the Company proactively and promptly implements policies and frameworks issued by competent State agencies, contributing positively to the national socio-economic development goals.

**564** BILLION VND

Fulfilling tax obligations in 2025



## SALARY AND EMPLOYEE WELFARE POLICY

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

- ☑ Ensuring welfare benefits with a social insurance participation rate of 100%;
- ☑ Maintaining production operations during difficult market periods, contributing to job creation for local residents, and improving recruitment and compensation policies for employees;
- ☑ Bonus of 07 months' salary for the 2025 Lunar New Year;
- ☑ 24-hour insurance policy for all employees with a 100% participation rate;
- ☑ Monthly in-kind hazard allowances for employees at hazardous workplaces, free employee shuttle services, free dormitory support, telephone allowances, and gifts for employees on public holidays and Tet.



### CREATING EMPLOYMENT FOR THOUSANDS OF WORKERS

Currently, more than 1,613 employees work at the head office and member units across the Company. In addition, Gemadept also employs a large number of outsourced workers, exceeding 1,000 people. Over the years, Gemadept has consistently prioritized creating decent, stable employment opportunities - directly supporting local residents around its port projects.

Moreover, Gemadept is and will continue to develop many new large-scale Port and Logistics projects, requiring human resources running into hundreds and thousands. Employment opportunities for many workers will continue to be created, contributing positively to the socio-economic development of localities.

**>1,613**

Number of employees at the Head Office

**>1,000**

Number of outsourced workers



# GRI 203 INDIRECT ECONOMIC IMPACTS

## MANAGEMENT APPROACH

Gemadep manages indirect economic impacts by defining key metrics, establishing robust policies, and engaging stakeholders to ensure effective governance. This approach drives sustainable development and minimizes environmental and social footprints through a commitment to consistency and continuous improvement. Ultimately, this management is not just a responsibility but a core pillar of Gemadep's sustainability strategy.



## REPORTING SCOPE

# SIGNIFICANT INDIRECT ECONOMIC IMPACTS

**ELEVATING VIETNAM'S POSITION WITHIN THE REGIONAL AND GLOBAL PORT OPERATIONS AND LOGISTICS SECTORS**

As a leading player in the logistics industry, the Company's mission extends beyond market share and dominance. Gemadep occupy a central role, spearheading technological advancement, infrastructure development, and the creation of a robust business foundation for the national economy. Furthermore, Gemadep strive to foster an ecosystem where small and medium-sized enterprises can thrive and grow together.

To fulfill this leadership mission, the Company must possess the capacity to shoulder key responsibilities, particularly:

### LEADERSHIP ROLE:

As a pioneer in Vietnam's port and logistics industry, Gemadep has demonstrated agility in overcoming obstacles and proactivity in seizing growth opportunities. Beyond capitalizing on the shifting global supply chain, the Company has solidified its position by expanding market share and optimizing operational efficiency across its nationwide port and logistics ecosystem.

### INFLUENCE ROLE:

In its connectivity role, Gemadep aims to build a collaborative ecosystem where enterprises can jointly leverage a shared technology platform to optimize resources and data. This linkage not only reduces logistics costs but also enhances the competitiveness of the entire supply chain, directly benefiting production enterprises and consumers.

### CONTRIBUTION ROLE:

Contributing knowledge, experience and sharing values with the community, helping to drive economic flows and the overall development of society and the country.

Owning and operating a chain of ports from North to South - including Nam Dinh Vu and Nam Hai ICD ports in the North, Gemadep Dung Quat at the Central gateway, and the Phuoc Long port cluster, ICD, Binh Duong Port and the Gemalink deep - sea mega - port project in the South, together with a network of modern distribution centers located in many provinces across the country, including SCSC Air Cargo Port - Gemadep is building a comprehensive, sustainable logistics ecosystem that creates lasting value for society.

The impressive business results, the large - scale, modern port - logistics infrastructure projects being successively deployed and expanded, and the pioneering steps in accompanying the Government in key national economic development programs - all demonstrate Gemadep's economic contribution and its mission of development for the community and the nation.



### CONTRIBUTION TO LOCAL INFRASTRUCTURE AND ECONOMIC DEVELOPMENT

Gemadep's port and logistics infrastructure projects - spanning from South to North - make a significant contribution to the national seaport and logistics infrastructure overall, strongly facilitating trade between regions and across the country, and attracting investment to key economic zones.

Building on a solid business foundation, Gemadep continues to strive to improve service efficiency to better meet market needs. The Company regards its business growth as part of the broader process of local economic development - through job creation and supply chain connectivity.

### GEMADEPT 35 YEARS - ONE PULSE WITH THE NATION

With the spirit of Nationhood and the will to journey alongside the country's development mission - from the very first days of its founding - Gemadep has pioneered a new era for the container transport industry with trailblazing services. From the first container route between Vietnam and Japan in 1991, to becoming the No.1 port and logistics enterprise in Vietnam by 2025, every step of Gemadep has been a demonstration of responsibility, resilience and ambition - to grow not only as an enterprise but as a symbol of the nation's economic aspiration.

The nation's aspiration for self-elevation demands a commensurate port and logistics infrastructure foundation. At 35 years of age, Gemadep - Vietnam's leading port operations and logistics enterprise - not only welcomes the present era, but is also shaping it, with the vision of a pioneering enterprise of the Era of the Nation's Rise.



In the North, implementing the orientation of Resolution 226/2025/QH15 on developing Hai Phong into an international logistics hub, Gemadep completed the most critical piece: putting Phase 3 of Nam Dinh Vu Port into operation - expanding total capacity to over 1.2 million TEU/year and welcoming vessels of up to 50,000 DWT.

Nam Dinh Vu Port Phase 3 officially commenced operations in October 2025



Gemalink Port: The only port in the region with the infrastructure and technology to accommodate the world's largest mega-container vessels.

1,5 KM

Berth length



65 HA

Port area



>2 MILLION TEU

Total capacity



7 FEEDER

Can dock at the same time



In terms of connectivity capacity, Nam Dinh Vu holds a dual advantage: being located within a free trade zone while also serving as the gateway of the Kunming - Lao Cai - Hanoi - Hai Phong economic corridor. In particular, with the boost from the railway project connecting China and Hanoi, along with the North-South high-speed railway nearing realization, Nam Dinh Vu is positioned to become a key logistics hub of the northern region.

Alongside Nam Dinh Vu Port, a key project in the strategy to establish an international logistics hub, Gemadep's Gemalink Deep-Sea Port in the Cai Mep - Thi Vai cluster is working tirelessly to realize global ambitions. Together, they are forging the core of a new global maritime hub within Vietnam's era of transformation and ascent.



Allow to receive container vessels up to

**232.494,5** DWT

In early July 2025, Gemalink Deep-sea Port was approved by the Ministry of Construction to receive container vessels with a deadweight tonnage of up to 232,494.5 DWT according to Decision No. 6183/BXD - KCHT.

This is a strategic milestone for Vietnam's maritime industry. This turning point not only affirms world-class infrastructure capability but also enables enterprises to optimize transport costs and time-opening up new opportunities for development in the deep-sea port cluster.



### Outstanding achievement in DEVELOPING GREEN SEAPORT

At the 1st Ho Chi Minh City Patriotic Emulation Congress (2025-2030 period)

### Vietnam's first port to achieve GREEN CERTIFICATION

According to the standards of the Vietnam Maritime Administration (TCCS 02:2022/CHVN)

Furthermore, on 25 October 2025, the Ho Chi Minh City Party Committee, People's Council, People's Committee and Vietnam Fatherland Front Committee of Ho Chi Minh City organized the 1st Ho Chi Minh City Patriotic Emulation Congress (2025-2030 period). Attending the Congress, Gemalink Port - a member within the Gemadept Corporation ecosystem - was honored as an outstanding model in the patriotic emulation movement.

Gemalink's achievement in "developing a green port" carries strategic significance, particularly in the new context of Ho Chi Minh City. In line with the "mega-city" development orientation, the role of the seaport system is a core pillar of the city's transformation - where green, smart and international-standard ports are not only a competitive advantage but also a commitment to sustainable development.



Being honored as an outstanding model in the patriotic emulation movement demonstrates that Gemalink's model is aligned with and consistent with the direction of "Unity, innovation, creativity, and emulation in building Ho Chi Minh City into a modern, civilized and compassionate city". This recognition strongly motivates Gemalink to continue developing in a green, modern, and efficient direction.



Delegation attending the Ho Chi Minh City Party Congress visits and works at Gemalink Port



# FIATA WORLD CONGRESS 2025 GREEN AND RESILIENT LOGISTICS

In addition, Gemadept had the honor of accompanying the FIATA World Congress 2025 (FWC). FWC is the world's largest event in freight forwarding and international transport, organized by the Vietnam Logistics Business Association (VLA) in Ho Chi Minh City - the first time the event has been held in Vietnam.



Welcoming the Prime Minister and the delegation to visit Gemadept's exhibition booth at the FIATA World Congress 2025

With the theme **"Green and Resilient Logistics"**, the FWC 2025 Congress focused on sustainable solutions to respond to the complex volatility of the global supply chain. With the participation of nearly 1,000 international delegates from over 100 countries, along with thousands of domestic and international enterprises sharing practical solutions, the event contributed to building a greener and more efficient global logistics ecosystem.



 **Gemadept honored to be a** **GOLD SPONSOR**  
Accompanying the FWC 2025 Congress

As a Gold Sponsor at FWC 2025, Gemadept reaffirms its commitment to sustainable development and its pioneering role in Vietnam's green logistics transition. By aligning with the theme "Green Logistics and Agile Adaptation," the Company highlights the synergy between its smart, low-emission port investments and evolving global standards. Through this event, Gemadept aims to collaborate with the international business community to build greener, more resilient supply chains.

Aware of its leadership role, Gemadept aligns its growth with national prosperity. The Company continues to invest in a modern Port-Logistics ecosystem and key deep-sea projects to optimize domestic supply chains and elevate Vietnam's maritime standing. By driving the green transition, Gemadept serves as a vital bridge, connecting Vietnamese goods to global markets more effectively.





# BONDING WITH NATURE



## ENVIRONMENTAL STANDARDS

|                              |    |
|------------------------------|----|
| GRI 302: Energy              | 92 |
| GRI 303: Water               | 93 |
| GRI 305: Emissions           | 94 |
| GRI 306: Effluents and Waste | 95 |



**In 2025, Gemadept continued to uphold its commitment to transparency regarding environmental impacts by collecting, monitoring, and publishing data in accordance with the GHG Protocol Corporate Standard and GRI 2021 Standards.**

**To more accurately reflect the Company's operational scale, the reporting scope for 2025 was expanded from 4 to 6 port facilities, comprising: Gemalink (GML), Nam Dinh Vu (NDV), Nam Hai ICD (NHI), Dung Quat Port (DQP), Binh Duong Port (BDP), and Phuoc Long ICD (PIP).**



**NHI - ISO-14064-KNK**



**NDV - ISO-14064-KNK**



**NDV - GREENPORT**



**DQP - ISO-14064-KNK**



**DQP - GREENPORT**



**PIP - ISO-14064-KNK**



**BDP - ISO-14064-KNK**



**BDP - GreenPort**



**GML - ISO-14064-KNK**



**GML - GREENPORT**



# GRI 302 ENERGY

## GRI 302-1 – ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Efficient energy use is one of the top priorities in Gemadept’s port system operations management. All electricity serving port operations are sourced from the national grid (100% commercial grid electricity). The Company’s electricity consumption by port in 2025 is detailed as follows:

### 2025 RESULTS:

- Total electricity consumption across the 6-port system reached 40,725.95 MWh.
- Gemalink and Nam Dinh Vu – the two largest ports in the system – account for 73.5% of total electricity consumption, accurately reflecting the throughput of these units.
- On a comparable 4-port basis for 2024 (GML, NDV, NHI, DQP), electricity consumption was maintained stable at 31,380.11 MWh, virtually unchanged from 31,389.28 MWh in 2024 (a negligible reduction of 0.03%). This demonstrates that, despite a significant increase in cargo throughput, Gemadept has successfully maintained absolute electricity consumption at a near-unchanged level — reflecting the high efficiency gains from electric equipment investment and energy optimization initiatives.
- Regarding solar power production, in 2025, SCSC’s rooftop solar power system (a Gemadept member unit) recorded a total electricity production of **1,587,041 kWh**, the majority of which was used to meet internal consumption needs.

# GRI 303 WATER

## GRI 303-3 – WATER WITHDRAWAL

Gemadept commits to using water resources responsibly, ensuring compliance with applicable legal regulations and minimizing pressure on water resources in its operating areas. The Company’s water consumption by port in 2025 is detailed as follows:

### 2025 RESULTS:

- Total water withdrawal across the 6-port system was 77,370 m<sup>3</sup>.
- 100% of water used is supplied from third-party municipal water systems. Gemadept does not extract groundwater or surface water at any facility.
- Gemalink and Nam Dinh Vu are the two largest water consumers, accounting for 40.7% (31,510 m<sup>3</sup>) and 20.5% (15,832 m<sup>3</sup>) respectively of total system water consumption.
- On a comparable basis of 4-ports, water consumption decreased by 19.5%, from 73,534 m<sup>3</sup> in 2024 to 59,182 m<sup>3</sup> in 2025, reflecting the effectiveness of the optimization measures implemented. The inclusion of the Phuoc Long and Binh Duong ports in the reporting scope resulted in a 5.2% increase in total system-wide consumption compared to the figures published the previous year.





# GRI 305 EMISSIONS

## GRI 305-1, 305-2 & 305-3 – DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS

2025 marks an important milestone in Gemadept's environmental management: for the first time, a complete Greenhouse Gas (GHG) inventory and disclosure has been conducted across the entire system - encompassing Scope 1, 2 and 3 - across all 6 port facilities.

Notably, Nam Dinh Vu and Gemalink continue to be the two highest-emission facilities, accounting for 66.4% of total system emissions - This is consistent with the superior throughput and operational scale of the deep-sea port network.

### 2025 INVENTORY RESULTS:

Total GHG emissions across the entire system reached 98,784.14 tCO<sub>2</sub>e, comprising:

- Scope 1 (Direct emissions): 22,025.03 tCO<sub>2</sub>e, equivalent to 22.3% of total emissions.
- Scope 2 (Indirect emissions from purchased energy): 26,846.54 tCO<sub>2</sub>e, equivalent to 27.2% of total emissions.
- Scope 3 (Other indirect emissions): 49,912.58 tCO<sub>2</sub>e, equivalent to 50.5% of total emissions.

### COMPARABLE ANALYSIS BASED ON 4 EQUIVALENT PORTS (GML, NDV, NHI, DQP):

Total Scope 1 and Scope 2 emissions increased by 11.2%, from 30,700.17 tCO<sub>2</sub>e to 34,149.62 tCO<sub>2</sub>e. This increase directly reflects the growth in throughput at Gemalink (+8.2%) and Nam Dinh Vu (+15.9%).

Nam Hai ICD recorded a significant emissions reduction of 12.6%, demonstrating the effectiveness of operational improvement measures deployed at the site.



# GRI 306 EFFLUENTS AND WASTE

## GRI 306-3 – WASTE GENERATED

Gemadept rigorously implements waste segregation at source and proper treatment in accordance with regulations, in order to minimize negative environmental impacts on areas surrounding its operating facilities.

### 2025 Results:

- Total waste generated across the 6-port system was 556.37 tonnes.
- Waste classification: 435.64 tonnes of non-hazardous household waste (78.3%); 91.39 tonnes of hazardous waste (16.4%); and 29.34 tonnes of recyclable waste (5.3%).
- Nam Dinh Vu is the largest waste-generating unit with 279.50 tonnes (50.2% of total), followed by Gemalink with 159.53 tonnes (28.7%).
- In 2025, Gemalink implemented a systematic waste sorting and recycling program, successfully diverting 29.34 tons of recyclable material from landfills. The facility also generated the highest volume of hazardous waste within the system (91.12 tons), primarily stemming from specific industrial operations; all such waste was processed in full compliance with legal regulations.

### SUMMARY TABLE OF KEY ENVIRONMENTAL INDICATORS – 2025

| GRI Index     | Category                       | 2024 (4 ports)   | 2025 (6 ports) | Unit               |
|---------------|--------------------------------|------------------|----------------|--------------------|
| GRI 302-1     | Total electricity consumption  | 31.389,28        | 40.725,95      | MWh                |
| GRI 303-3     | Total water consumption        | 73.534           | 77.370         | m <sup>3</sup>     |
| GRI 305-1     | Scope 1 Emissions              | 11.951,94        | 22.025,03      | tCO <sub>2</sub> e |
| GRI 305-2     | Scope 2 Emissions              | 18.748,23        | 26.846,54      | tCO <sub>2</sub> e |
| GRI 305-3     | Scope 3 Emissions              | Not yet reported | 49.912,58      | tCO <sub>2</sub> e |
| GRI 305-1+2+3 | Total greenhouse gas emissions | Not yet reported | 98.784,34      | tCO <sub>2</sub> e |
| GRI 306-3     | Total waste generated          | Not yet reported | 556,37         | tonnes             |

**Note:** Emissions Scope 2 is calculated using a location-based method, employing Vietnam's national grid emission factor of 0.6592 tCO<sub>2</sub>/MWh in 2025. | "Not yet reported" reflects the published range for 2024, not a zero value.



# BONDING WITH THE COMMUNITY



## SOCIAL STANDARDS

|   |     |
|---|-----|
| GRI 401: Employment                     | 98  |
| GRI 403: Occupational Health and Safety | 106 |
| GRI 404: Training and Education         | 114 |
| GRI 413: Local Communities              | 117 |
| GRI 416: Customer Health and Safety     | 120 |
| Culture and Tradition                   | 122 |
| Corporate Cultural Standards            | 123 |



# GRI 401 EMPLOYMENT

## Management approach

In 2025, Gemadept focuses on optimizing its organizational structure and enhancing its operational capabilities through:

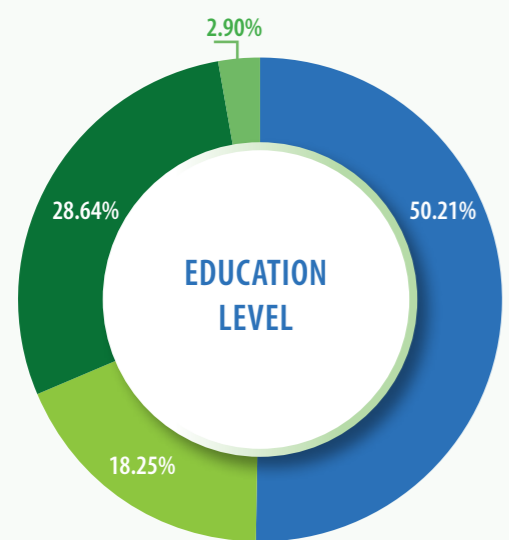
- Optimizing the organizational structure through programs to increase labor productivity and redesign the organization
- Improving Performance-Based Management policies
- Promoting a Culture of Improvement and Social Responsibility (ESG)

## 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

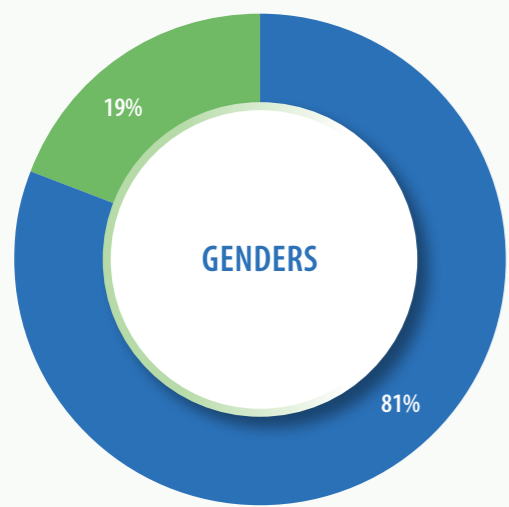
## PERSONNEL STRUCTURE

As of December 31, 2025, Gemadept has 1,613 employees, an increase of about 5% compared to 2024 (1,544 employees). Among these employees, 53.11% hold university and postgraduate degrees. Additionally, 46.56% fall within the working age range of 30 to 40.



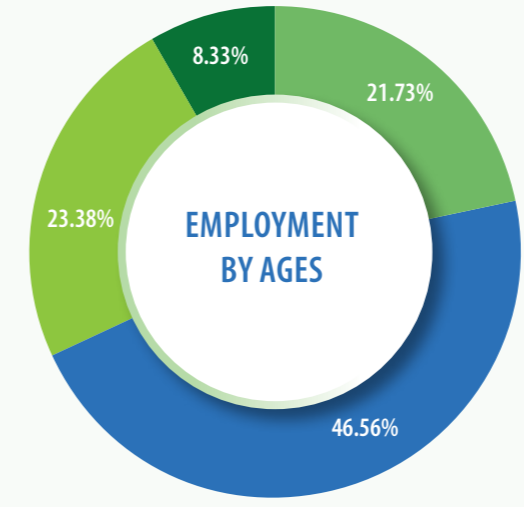
Gemadept's personnel structure by educational level demonstrates a high-quality and highly specialized workforce. With 50.21% of its staff holding university degrees, Gemadept affirms its position as a large-scale enterprise operating management and logistics systems. The technical and operational workforce (College and Intermediate) accounts for 18.25%, combined with 28.64% of the general labor force, creating a smooth and efficient operational system. Notably, the 2.90% with postgraduate degrees represents a potential "talent" for the Company to continue cultivating a team of experts and strategic personnel for the upcoming breakthrough phase.

- Postgraduate
- University
- College, Intermediate
- General labor



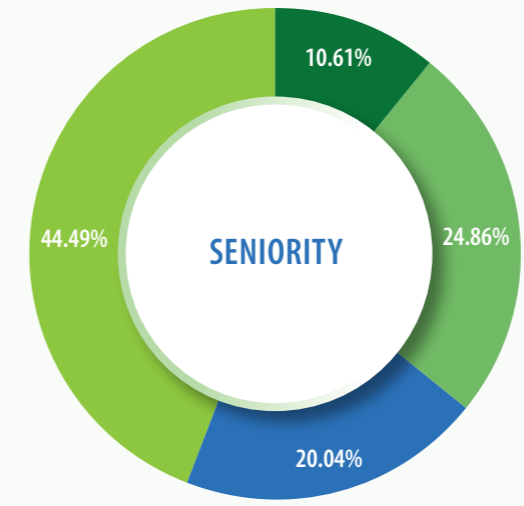
Gemadept's workforce structure clearly reflects the characteristics of the port and logistics industry, consisting of 81% male and 19% female employees. The high proportion of men plays a leading role in meeting stringent operational, technical, and field operation requirements. Meanwhile, the female workforce is concentrated in administrative, financial, and support service areas, playing a crucial role in balancing the organizational structure and optimizing the Company's overall management efficiency.

- Male
- Female

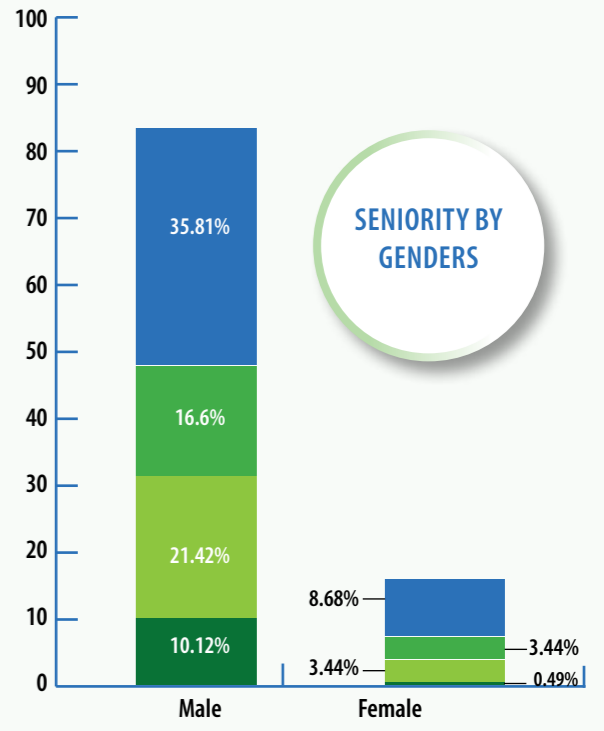


Gemadept's age structure shows an optimal distribution. With 46.56% of its workforce aged 30-40, this core group represents the peak of experience and productivity. The 40-50 age group accounts for 23.38%, playing a key role in specialized roles and system management. Meanwhile, the under-30 workforce makes up 21.73%, forming the foundation for the Company's succession planning. Finally, the over-50 age group accounts for 8.33%, a suitable proportion for maintaining operational stability and facilitating the sharing of knowledge and experience within the organization.

- <30
- 30-40
- 40-50
- >50



- Under 1 year
- From 1 to 5 years
- From 5 to 10 years
- Over 10 years



By 2025, the average employee tenure at Gemadept is projected to reach 11 years, a figure that reflects a stable and cohesive work environment where employees can confidently build long-term careers. Notably, employees with over five years of tenure account for approximately 64% of the workforce, highlighting a team of highly experienced professionals. Furthermore, the tenure breakdown by gender shows that male employees with 1-5 years of service make up the largest segment. This aligns effectively with the labor-intensive nature of the port and logistics industry while ensuring the company is prepared for future growth targets.

- Under 1 year
- From 1 to 5 years
- From 5 to 10 years
- Over 10 years

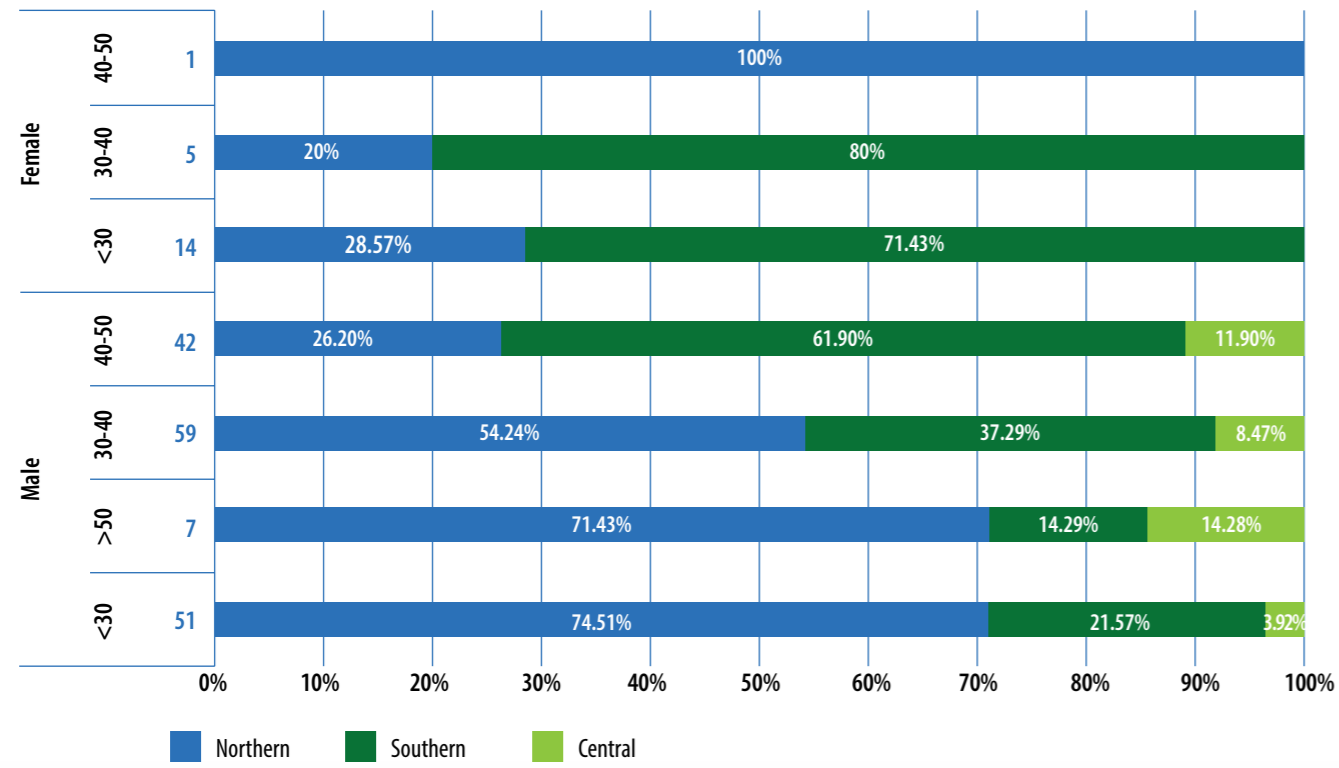




## RECRUITMENT AND TURNOVER

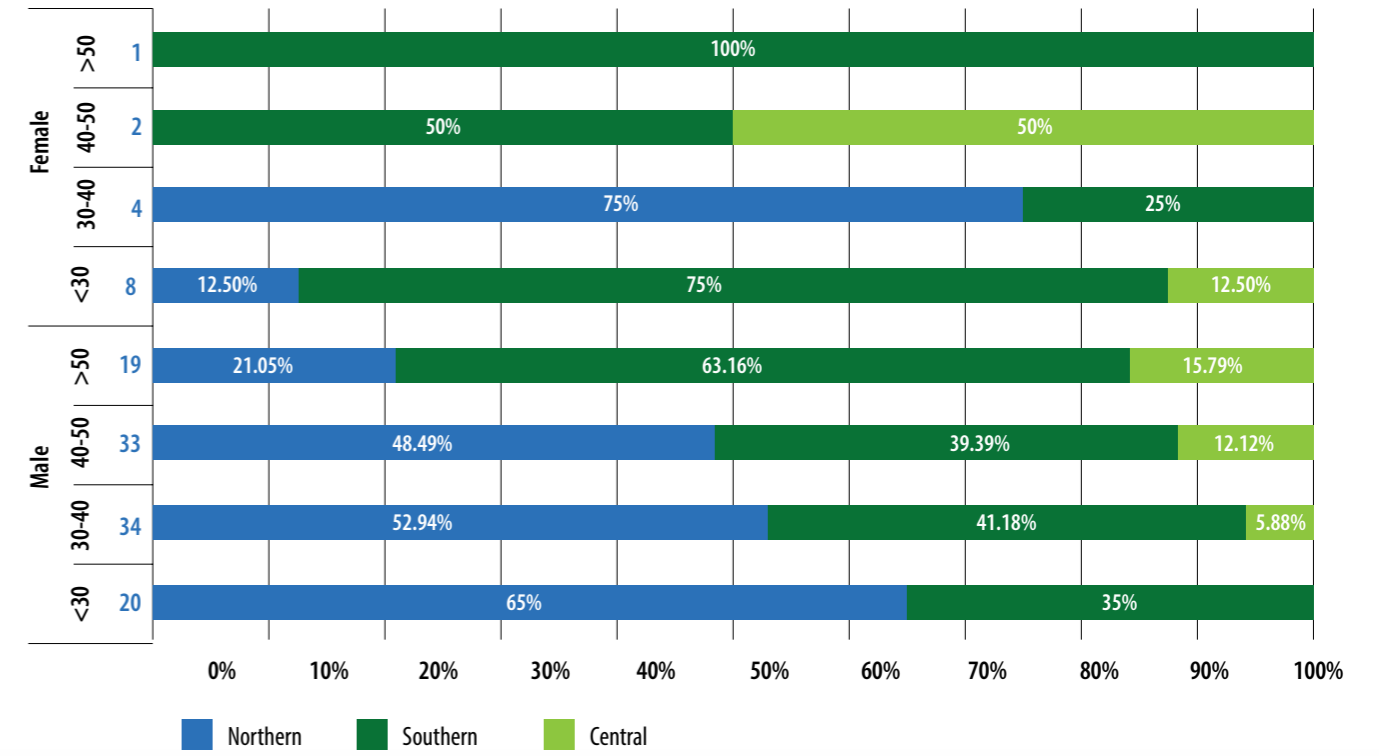
In 2025, Gemadep recruited 179 new employees—equivalent to approximately 11% of its total workforce (1,613 people), to support operational expansion and bolster its operational resources. The hiring strategy primarily focused on male employees under 40 for the operations and engineering sectors, supplementing the pool of experienced personnel in the South. Concurrently, the continued recruitment of female employees for support positions helped balance the organizational structure and improve overall workforce efficiency.

NUMBER OF NEW EMPLOYEES BY GEOGRAPHIC REGION – GENDER - AGE



In 2025, Gemadep recruited 179 new employees while 121 employees resigned, resulting in a turnover rate of approximately 7.5% against a total workforce of 1,613. Driven by proactive recruitment efforts to backfill positions and support expansion, the workforce saw a net increase of 58 employees (approximately 3.5%). This net growth highlights the Corporation's ability to effectively attract talent and maintain organizational stability, ensuring robust human resources to meet the demands of ongoing production and business development.

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



In 2025, total employee turnover stood at 121 departures, consisting of 106 male and 15 female employees. Turnover was significantly higher among male staff, particularly within the 30-40 and 40-50 age brackets (67 departures), reflecting the competitive labor market for operational and technical roles. Conversely, resignations among female employees were primarily concentrated in the under-30 demographic, accounting for 8 departures.





## IMPROVING EMPLOYEE WELLBEING THROUGH WELFARE POLICIES

Gemadep's trade union was established in 1998. Since its inception, the Gemadep Trade Union has truly served as a bridge between employees and management, ensuring the legitimate rights of workers and contributing to improving their spiritual well-being.

The Gemadep Corporation's Trade Union plays a vital role in supporting employee well-being, fostering a positive work environment, and enabling staff to fully dedicate themselves to their work with peace of mind.



### 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 trained in occupational safety to work more effectively.
- A flexible and fair work environment, free from discrimination based on gender, religion, or age in recruitment and appointments.



### HEALTH CARE AND TOURISM

- Employees receive annual health check-ups at high-quality medical facilities with a fee of more than 1,500,000 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 2025, the company hosted a special event: the Gemadep Run. This event not only commemorated the 35th anniversary of Gemadep's establishment and growth but also served as an opportunity to strengthen team cohesion and foster camaraderie among employees, while promoting a culture of health and wellness.



### INSURANCE FOR EMPLOYEES

- Gemadep fully pays premiums of social, health and unemployment insurance as prescribed by the laws.
- In 2025, the Corporation provided comprehensive health insurance from reputable companies for employees, including coverage for up to three family members for managers. That enhanced health protection and fostered long-term commitment by allowing staff to take advantage of the excellent insurance conditions provided.



### TAKING CARE OF EMPLOYEES' LIVES

- The Gemadep Corporation's Trade Union plays a vital role in supporting employee well-being and fostering a positive work environment, enabling staff to fully dedicate themselves to their roles. This is achieved through practical support during personal milestones and times of bereavement, visiting employees facing difficult family circumstances, and providing special gifts for female employees (on March 8th and October 20th) and employees' children (on June 1st).
- In addition to the 13th-month salary, Gemadep provides every 6 months, and year-end bonuses based on overall business performance, as well as individual and departmental KPI achievement. Notably, the company promotes productivity-based compensation to motivate staff and optimize labor efficiency.
- In 2025, Gemadep implemented a special incentive bonus policy for the operations sector, linked to production output targets, service quality, and occupational safety standards, contributing to the sustainable development of the entire ecosystem. As a result, the average gross income reached 32 million VND per person per month, representing a 7% increase compared to 2024.



### ESPP (EMPLOYEE SHARE PURCHASE PROGRAM)

Alongside a competitive compensation system, Gemadep implements an Employee Shares Purchase Plan (ESPP) for its management team and high-performing individuals. This serves not only as a financial solution to enhance income but also as a strategic tool to attract and retain top talent. Through the ESPP, employees officially become co-owners, sharing in the Company's vision and long-term interests, thereby establishing a solid foundation for the Corporation's sustainable development.



### PARENTAL LEAVE

| PARENTAL LEAVE (GRI 401-3)  | Male / Female | Number |
|---|---------------|--------|
| Total number of employees that were entitled to parental leave, by gender   | Male          |        |
|   | Female        | 15     |
| Total number of employees that took parental leave, by gender   | Male          |        |
|   | Female        | 15     |
| Total number of employees who returned to work during the reporting period after parental leave ended                                     | Male          |        |
|   | Female        | 7      |
| Total number of employees who returned to work during the reporting period after parental leave ended and remained employed for 12 months | Male          |        |
|   | Female        | 7      |
| Return-to-work rate   | Male          |        |
|   | Female        | 47%    |
| Employee retention rate   | Male          |        |
|   | Female        | 100%   |





# GRI 403 OCCUPATIONAL HEALTH AND SAFETY

## Management Approach

Gemadep 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 HSSE Department, signed and promulgated by the General Director of Gemadep 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'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

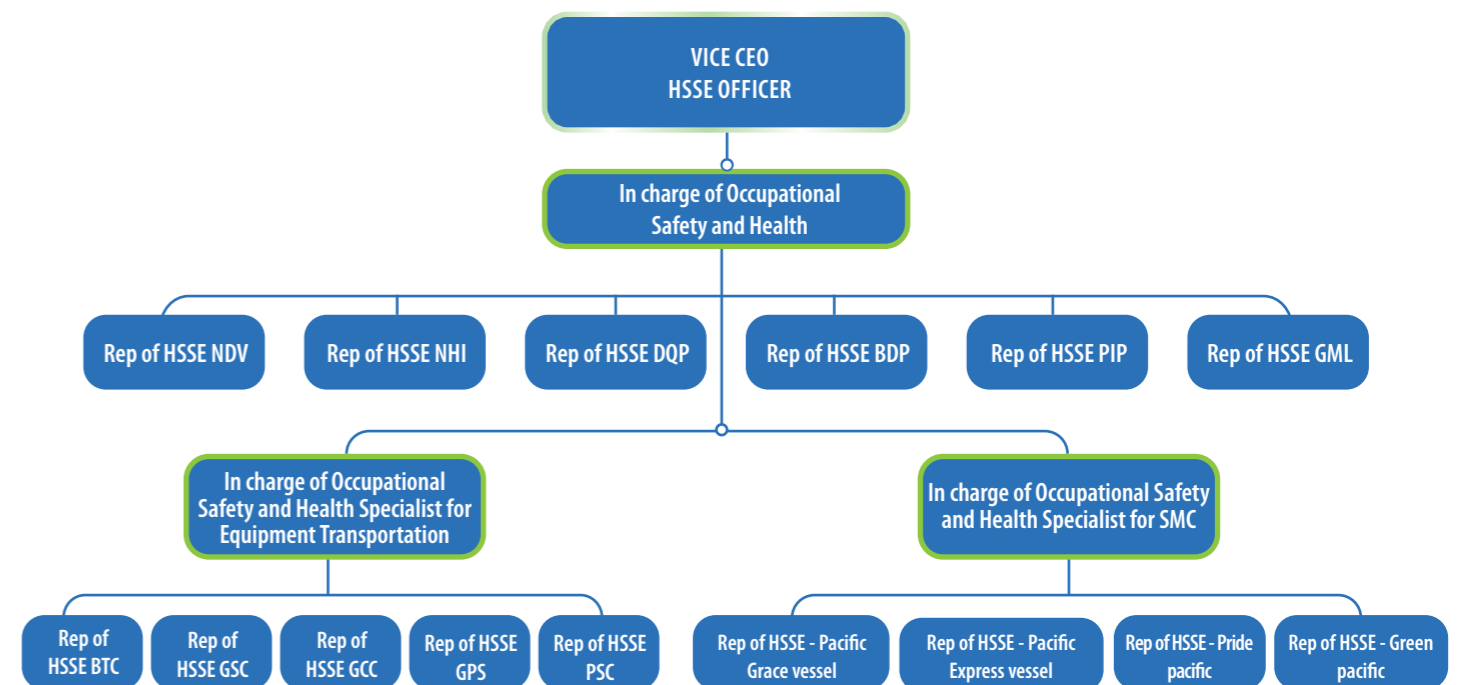


## ORGANIZATIONAL STRUCTURE AND OPERATING REGULATIONS OF THE COMPANY HSSE DEPARTMENT; COORDINATION WITH UNITS/FUNCTIONAL DEPARTMENTS

HSSE organizational and personnel changes in 2025:

- Pursuant to the Company's Management Decision dated 14 August 2023, the Company's HSSE Board was transformed into the HSSE Department

The organizational structure of the Gemadep Company HSSE Department's management apparatus is presented in the following organizational chart:





## HSSE PERSONNEL LIST

| No. | FULL NAME            | POSITION  |
|-----|----------------------|---|
| 1   | Nguyen Huu Hien Nhan | In charge of Occupational Safety and Health - HSSE HO                               |
| 2   | Tran Khoa Tu         | In charge of Occupational Safety and Health Specialist for Equipment Transportation |
| 3   | Kieu Minh Chinh      | Head of HSSE - NDV  |
| 4   | Do Minh Khuong       | Rep of HSSE - NHI   |
| 5   | Nguyen Thi Mai Huyen | Rep of HSSE - PSC   |
| 6   | Nguyen Viet Khanh    | Rep of HSSE - GPS   |
| 7   | Nguyen Manh Tuan     | Rep of HSSE - PIP   |
| 8   | Le Trung Hieu        | Rep of HSSE - BTC   |
| 9   | Ho Nam Duong         | Rep of HSSE - BDP   |
| 10  | Phan Quang Doan      | Rep of HSSE - DQP   |
| 11  | Vu Xuan Thuy         | Head of HSSE - GML  |
| 12  | Do Van Phuc          | Deputy Head – HSSE Joint Venture Division   |
| 13  | Pham Quoc Hung       | In charge of Occupational Safety and Health Specialist for SMC                      |
| 14  | Nguyen Van Soan      | Rep of HSSE - DQP   |

## COORDINATION METHOD WITH DEPARTMENTS AND UNITS:

The working method between the HSSE Department of HO and the HSSE Department of the Company'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 |
| <b>I. Corporation level</b>                             |             |                         |                           |             |                           |                           |                     |            |
| 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          |
| <b>II. Unit level</b>                                   |             |                         |                           |             |                           |                           |                     |            |
| 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:

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



**REPORT ON HSSE PERFORMANCE AND IMPROVEMENTS ACHIEVED IN 2025**

Occupational Health and Safety (OHS) compliance management plays a vital role and serves as the foundation for all operations across Ports and Depots, which are inherently high-risk work environments. Ensuring that all personnel and processes strictly adhere to safety standards not only minimizes the risk of accidents involving heavy machinery, container handling, and vehicles, but also empowers the Company's HSSE Department, in collaboration with its member units, to maintain operational excellence. This commitment ensures seamless operations, prevents disruptions, strengthens corporate reputation, and fosters a sustainable safety culture throughout the Company.



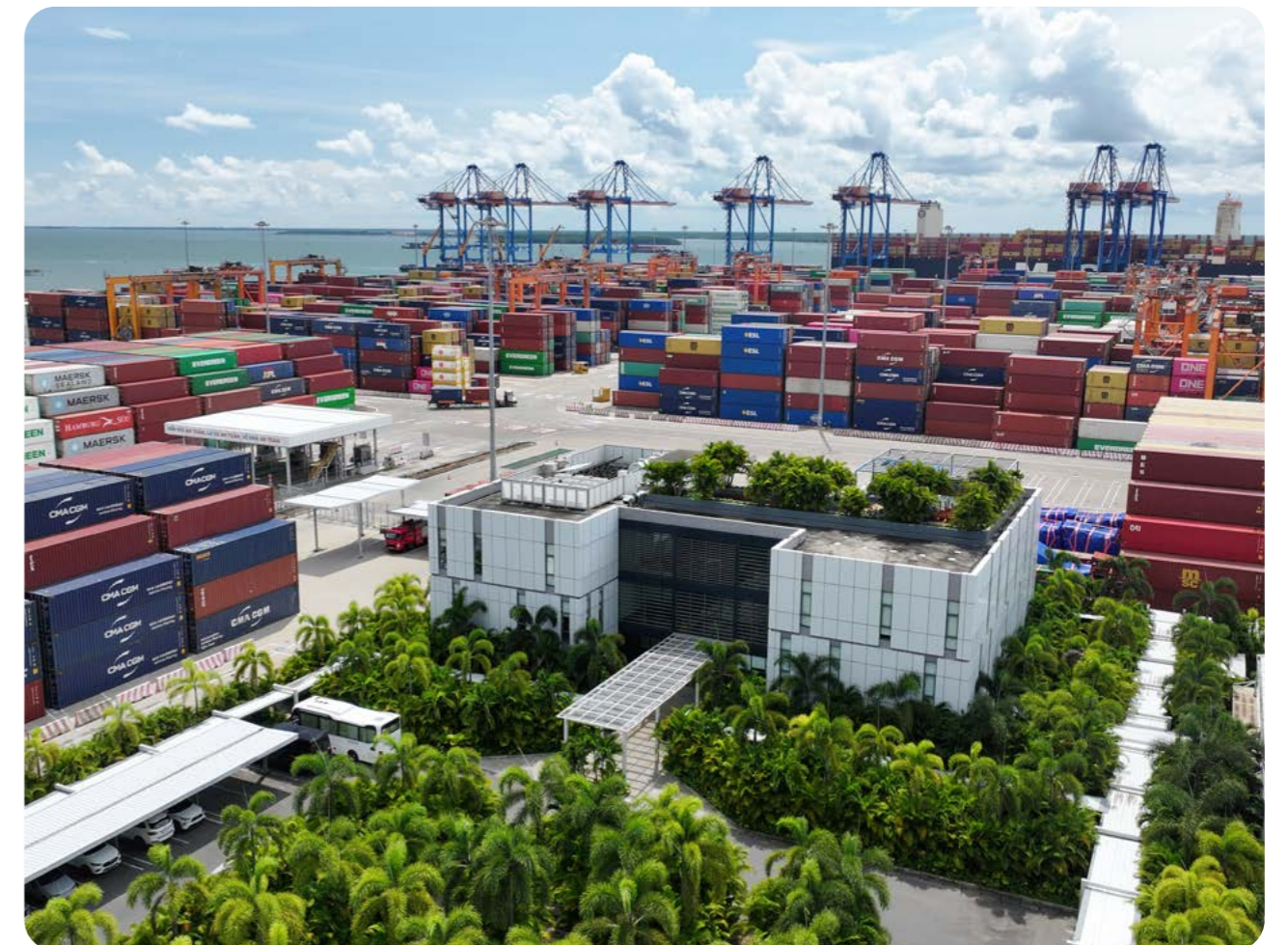
- Organising re-training on occupational safety for management staff and HSSE personnel at units
- Organising training and implementation of: Ensuring safety during equipment maintenance and repair (LOTOTO)
- Guiding the development of a basic occupational safety operational framework at Nam Dinh Vu and Nam Hai ICD units
- Conducting performance assessment of patrol and supervision activities at Nam Dinh Vu and Nam Hai ICD units
- Organising occupational safety and hygiene training in accordance with Decree 44/2016/NĐ-CP
- Continuing to implement full 3-scope GHG inventory and reporting in accordance with ISO 14064-1 standards, achieving independent third-party verification by reputable international assessment organization the British Standards Institution (BSI) for 6 Ports & ICDs
- Implementing Green Port in accordance with the basic standard TCCS 02:2022 CHHVN: Green Port implementation activities in accordance with the basic standard TCCS 02:2022 CHHVN include the following key criteria:

| Key criteria                 | Specific criteria                      |
|------------------------------|--|
| Commitment and Readiness     | Awareness and readiness for green port |
|                              | Promoting green port                   |
| Action and implementation    | Clean energy                           |
|                              | Energy saving                          |
|                              | IT application                         |
|                              | Resource utilisation                   |
|                              | Environmental protection               |
|                              | Green management                       |
| Effectiveness and Efficiency | Energy saving                          |
|                              | Environmental protection               |

**Current implementation results are as follows:**

- Maintained green port assessment scores in accordance with TCCS 02/2022/CHHVN for NDV, DQP, CBD and GML ports higher than 2024.
- In 2024, DQP Port received the Asian Green Port Award (GPAS)..
- Issued labour regulations and equipment operating regulations for QC/RTG/forklifts; safe operating procedures for QC/RTG/forklift equipment; safe production and operations procedures.
- Fully installed safety signs, instruction signs, occupational safety regulations signs and speed restriction signs at storage yards and quaysides.
- Regularly conducted on-site inspections of compliance with occupational safety regulations and procedures during production.
- Technical safety inspection of machinery and equipment included in the list requiring safety certification by the Ministry of Labour, War Invalids and Social Affairs, the Ministry of Industry and Trade and Circular 36/2019/TT-BLĐTBXH.
- Engaged professional units to organize training and issue occupational safety and hygiene training certificates for 100% of workers on-site.
- Conducted periodic health check-ups in 2025 for 100% of workers.
- Conducted breathalyzer tests for on-site staff to ensure good health before commencing production shifts.

The implementation of these green programs not only helps execute the Company's green sustainable development strategy but also serves as a basis for engagement with partners on green credit, delivering practical green values for the Company and stakeholders.





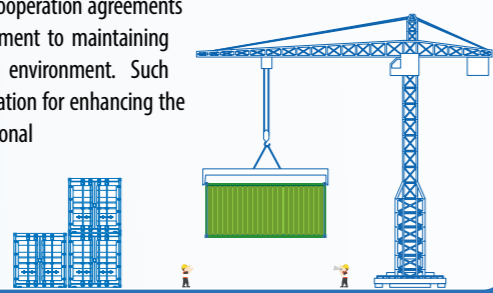
### BINH DUONG PORT AND EFFORTS TO ENSURE SECURITY AND SAFETY

To enhance risk management capacity and compliance with legal regulations on port security, Binh Duong Port carried out key coordination activities in the late 2025 and early 2026 period.

On December 19, 2025, the Port, in coordination with relevant agencies including the Maritime Administration of Dong Nai, Border Guard, Customs, Dong Hoa Ward Police, and the Ho Chi Minh City CDC, successfully organized a maritime security and information connectivity drill. The exercise focused on simulated scenarios for controlling people and vehicles and improving inter-agency information exchange mechanisms, helping to detect and promptly address risks affecting operational safety.

Building on this momentum, Binh Duong Port and the Dong Hoa Ward Police officially signed a Coordination Agreement to ensure security and order throughout 2026. Both parties committed to strengthening cooperation in maintaining security within the port facility, enhancing fire prevention and control, ensuring traffic safety, and proactively combating crime.

These regular drills and strategic cooperation agreements affirm Binh Duong Port's commitment to maintaining a safe and seamless business environment. Such initiatives form an essential foundation for enhancing the Port's reputation within the regional logistics chain and supporting the Company's long-term goal of sustainable operational development.





# GRI 404 TRAINING AND EDUCATION

## Management Approach

People are the key resource determining Gemadept's success. Therefore, the Company always focuses on building a team of young, dynamic and dedicated employees who are committed to the Company.

Employees at Gemadept are treated fairly in terms of remuneration, promotion and rewards based on work results, with creative and breakthrough thinking encouraged to create differentiation in business and production activities.

In addition, the quality of human resources is always prioritized through the quality of recruitment alongside in-depth training programs to timely serve the needs of future development.

## 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 reviews

## TRAINING AND DEVELOPMENT ARE REGULAR AND CONTINUOUS IMPLEMENTATION ACTIVITIES

In pursuit of its long-term strategic goals, Gemadept identifies human resource development as a central pillar for sustaining growth and affirming its leadership position within the integrated Port and Logistics ecosystem. 2025 marked a significant shift toward standardizing workforce capabilities, establishing a robust foundation for the 2026-2030 breakthrough phase.

## Outstanding 2025 training results

2025 witnessed a powerful transformation in Gemadept's training initiatives, shifting the focus from knowledge accumulation to effective practical implementation. The Company reached a record-breaking milestone with a total training volume exceeding 14,200 hours. Furthermore, the Succession Planning programs across key departments and member units successfully achieved their objectives most notably the middle-management training program. These initiatives have enhanced management capacity, ensured leadership continuity, and secured the resource readiness required for upcoming strategic projects.

| No. | Course  | Time       | Format  | Number of training programs | Target participants            |
|-----|---|------------|---------|-----------------------------|--------------------------------|
| 1   | Middle management training in HCM (1 class) – 19 days/class | Q1-Q4/2025 | Offline | 1                           | Management staff and employees |
| 2   | Redesigning company operations                              | Q3-Q4/2025 | Offline | 1                           | Management staff and employees |
| 3   | High-performance organization design (HCM, HP)              | Q2-Q3/2025 | Offline | 2                           | Management staff and employees |
| 4   | 6 pillars of comprehensive adaptive business transformation | Q3/2025    | Offline | 1                           | Management staff and employees |
| 5   | Mindset shift in recruitment                                | Q3/2025    | Offline | 1                           | Management staff and employees |
| 6   | Recruitment professional skills training                    | Q3/2025    | Offline | 1                           | Management staff and employees |
| 7   | AI training for managers                                    | Q2-Q3/2025 | Offline | 1                           | Management staff and employees |
| 8   | Cybersecurity training – 'Understanding Hacker Operations'  | Q2/2025    | Offline | 1                           | Management staff and employees |
| 9   | Workshop OD   | Q4/2025    | Offline | 2                           | Management staff and employees |
| 10  | Other   | Q1-Q4/2025 | Offline | >2                          | Management staff and employees |

In addition to advancing professional and management training programs, in 2025, Gemadept placed special emphasis on the rotation of management and key personnel across departments and member units throughout the Company. This was implemented as a core strategic solution to broaden practical expertise, enhance multi-dimensional insights into the Port-Logistics ecosystem, and strengthen the succession pipeline for key positions.

Through the rotation program, many employees were challenged in diverse operating environments, thereby sharpening their management skills, inter-unit coordination, and adaptability to the Company's rapid developmental requirements. This initiative was coupled with the recognition and promotion of more than 40 outstanding individuals to management roles, fostering a resilient next-generation leadership team equipped with both professional expertise and strategic vision.

A key highlight of 2025 was the surge in productivity improvement initiatives, fostered through close collaboration between the HR department and member units. The majority of these initiatives met or exceeded their targets, effectively embedding a lean mindset and driving increased labor productivity across the entire system.

## Organizational Development (OD)

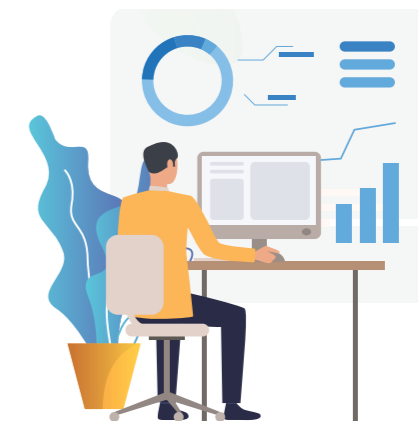
In 2025, Gemadept implemented a series of intensive Organizational Development (OD) training programs across all departments and member units. Building upon this knowledge base, practical operational OD initiatives were executed in tandem with in-depth mentoring from expert consultants to streamline organizational structures and standardize inter-unit coordination. These activities established the foundation for a lean, flexible, and agile operational model that meets the Company's evolving developmental requirements.

Simultaneously, Gemadept prioritized enhancing the "practical capabilities" of its leadership pipeline through a comprehensive and diverse middle-management training program, integrated with close on-the-job mentorship. This approach not only standardizes management quality across the entire system but also ensures that key resources are fully prepared for the upcoming breakthrough phases.

Reflecting its robust organizational management capacity, Gemadept successfully executed several organizational redesign projects, exceeding the initial annual plan. The impact of OD initiatives at units such as GSC, IT KHP, GCC, HSSE, CMS, and HR-ADM has streamlined operations to align with rapid growth, improved coordination efficiency, and progressively built a professional, sustainable operational foundation for the future.

## KPI and performance management system

To drive strategic objectives and enhance productivity, Gemadept implements a rigorous Key Performance Indicator (KPI) system across all member units. These KPIs are cascaded from the Company's overarching strategic goals down to each specific unit and individual employee. Regular quarterly and annual evaluations integrated with performance-linked policies and regulations have become a fundamental management requirement, directly contributing to increased labor efficiency and the creation of sustainable value.





## STRATEGIC ORIENTATION AND HUMAN RESOURCE DEVELOPMENT PLAN FOR 2026



As we look toward the 2026-2030 strategic period, Gemadept announces its human resource development roadmap, centered on three core strategic pillars designed to comprehensively enhance internal capabilities:

### Operational Excellence (OE):

Gemadept is committed to elevating operational standards by fostering a culture of continuous improvement across the company. Our objective is to build a lean, high-performance system, optimize resource allocation, and ensure absolute precision across all business and operational activities.

### Talent Development (PT Talent):

This critical initiative focuses on identifying and nurturing a team of subject-matter experts and a robust leadership pipeline. Gemadept is refining modern talent management frameworks to secure the core resources necessary to achieve the breakthrough growth targets outlined in our 2030 Strategy.

### Corporate Culture and Sustainable Responsibility:

Gemadept remains dedicated to upholding a workplace environment defined by integrity and transparency. We are focused on building a responsible workforce where every individual is empowered with maximum career development opportunities, integrated with sustainable initiatives for the environment and the community. Drawing on a 36-year legacy of value-based growth, Gemadept continues to cultivate a culture of learning, innovation, efficiency, and wellness through diverse and in-depth developmental activities.

### Affirming a Leading Position:

A systematic and long-term investment in people is the bedrock that allows Gemadept to confidently navigate change and capitalize on emerging opportunities. By mastering technology, advancing professional expertise, and revolutionizing organizational management thinking, Gemadept has solidified its reputation as a resilient, prestigious, and internally powerful corporation.

With the solid achievements of 2025 and a clear developmental roadmap for 2026, Gemadept affirms its readiness in both spirit and vision to lead the Vietnamese logistics industry into a new era, conquering new heights on the global economic map.

# GRI 413 LOCAL COMMUNITIES

## Management Approach

Gemadept commits to sustainable development linked with social responsibility, placing particular emphasis on the interests of local communities. In 2025, the Company organized activities reflecting Gemadept's spirit of care and sharing, bringing love and support to remote areas of the country, contributing to improving the quality of life and education for compatriots in economically disadvantaged regions. Social responsibility becomes a condition that helps Gemadept continue to develop, contributing to building positive relationships and bringing many practical benefits to the community.

## Reporting Scope

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

## GEMADEPT – FOSTERING EDUCATIONAL DREAMS FOR THE FUTURE GENERATION

Gemadept not only makes positive contributions to driving the flow of trade between Vietnam and the world, creating values for economic development, but also places particular emphasis on the role and responsibility of the enterprise toward the community — through practical cultural, sports and charitable activities... contributing to building an increasingly civilized and modern country.

With the message “Pioneering for the Future Generation,” Gemadept has actively contributed to supporting education, particularly in the aftermath of the historic Typhoon Yagi. The Company donated two modern IT classrooms, each valued at over VND 100 million and equipped with 15 computers, to Pho Rang 2 Secondary School (Pho Rang Town, Bao Yen District, Lao Cai Province) and Khanh Yen Thuong Primary School (Khanh Yen Thuong Commune, Van Ban District, Lao Cai Province). This is a concrete action by Gemadept to ensure that students in highland areas have access to digital knowledge, equipping them with a solid foundation for the future.



Continuing its meaningful journey of philanthropy, Gemadept brought the “Love Journey” to Khau Day Kindergarten, located in Khau Day Village, Du Gia Commune, Yen Minh District, Ha Giang Province. This school, built with funds raised through the Gemadept Run, has become a safe and well-equipped second home for 56 young children from the H’Mong and Tay ethnic communities.

Beyond sponsoring VND 457 million in construction costs, Gemadept demonstrated comprehensive care by donating essential items including hot and cold water purifiers, floor mats, learning supplies, school signage, and fresh milk. In particular, the Company also provided academic scholarships for students with special circumstances and from poor households, as well as financial support for two dedicated resident teachers facing hardship — totalling nearly VND 150 million. These contributions affirm Gemadept's commitment to caring for both students and educators in underserved communities.

Throughout the charitable journeys — traversing rugged roads, villages and remote hamlets — the delegation witnessed tears flowing down the weathered faces of local residents as they received these heartfelt gestures. Though not grand in scale, these gifts were priceless, providing motivation for communities to overcome difficulties and loss, to rebuild their lives and revive their beloved hometowns. The firm handshakes, open arms and warm gazes of the local people touched the hearts of every member of the volunteer delegation.





## GEMADEPT – SHARING LOVE TO OVERCOME STORM AND FLOOD

### *Journeying Against the Flood, Bringing Warmth to Remote Areas*

From 14 to 24 November 2025, a Gemadept delegation, together with the “Standing by Vietnamese Families” program (HTV), embarked on a deeply moving cross-country journey. Navigating landslide-strewn roads in Nghe An, Thua Thien Hue, Quang Ngai, Quang Nam and beyond, the delegation reached out directly to families taking temporary shelter and those who had just survived the floodwaters, offering support and encouragement.

### *A piece when hungry is worth a pack when plenty*

With support of VND 5 million per household, a total of VND 1.5 billion - contributed by the collective workforce of the Company - was delivered directly into the hands of 300 households across the Central and Central Highlands regions. In communities where ethnic minorities make up the majority, although the name “Gemadept” may be unfamiliar and difficult to pronounce, sincerity became a common language, connecting hearts through tearful eyes and tight handshakes.

### *A Lasting Commitment to Community Livelihoods*

The journey stopped at Ham Thuan and Ham Lien Communes (Lam Dong Province) - where many households had lost their entire coffee and dragon fruit gardens, their primary source of income. Gemadept understands that support at this time is not merely material, but a pillar of strength that motivates communities to rebuild their lives from the immense losses caused by natural disasters.

### *Extending Love in Phu Yen*

On the morning of 21 December, at Hoa Thinh Commune, Gemadept provided support to 50 people facing difficulties in the commune, with a total of VND 500 million (VND 10 million per person). Recipients included those suffering from serious illnesses, in difficult family circumstances, living alone, or having suffered severe losses from the recent floods.

In addition, 250 individuals across the communes of Hoa Xuan, Duc Binh, Xuan Phuoc, Phu Mo and Phu Hoa 2 also received VND 10 million in support. Beyond making presentations at commune People’s Committee headquarters, representatives of Gemadept also visited the homes of seriously ill individuals and those with difficulty moving to deliver gifts in person. This activity was facilitated by Ho Chi Minh City Radio and Television (HTV) through the “Sharing One Heart” Fund - the “Standing by Vietnamese Families” program.

Amid the thousands of ship and vehicle journeys operated every year, the journey to reach communities affected by natural disasters and floods is the most special one - a journey weighted with deep compassion and the most profound emotions. In those moments, every volunteer step carries not only timely support, but also trust, hope and an enduring bond between Gemadept and the community.



## GEMADEPT RUN 2025: PIONEERING STRIDES – FOR THE FUTURE GENERATION

**“ After 35 years of Partnership and Development alongside the Nation - building an integrated ecosystem stretching from North to South - Gemadept has affirmed its position as a leading enterprise in the port and logistics sector in Vietnam; becoming a symbol of national spirit, a pioneering spirit, and strong connectivity.**

In 2025, the Gemadept Run — Special Season was officially held in two cities: Hai Phong (19 October 2025) and Ho Chi Minh City (26 October 2025). More than just a sporting event, it was a journey of connection, sharing and spreading love across both ends of the country, with the spirit of “One Vietnam – One Pioneering spirit.”

Gemadept Run 2025 brought together nearly 5,000 athletes of diverse ages, with enthusiastic participation from leading domestic and international enterprises operating in services and manufacturing, import-export, port operations, freight transport and distribution, finance, media organizations, and running enthusiasts — across two suitable distances of 5km and 10km.

With the message **PIONEERING STEPS – FOR THE FUTURE GENERATION**, Gemadept Run aims to accompany educational development projects, assisting disadvantaged children in mountainous areas to access knowledge in a safe (equipped with basic facilities) and healthy educational environment.



LET'S GO!!! MỞ ĐẦU HÀNH TRÌNH BẰNG SỨC MẠNH KẾT NỐI



Gemadept Run 2025 continued its partnership with the The National Fund for Vietnamese Children, using all revenue from ticket sales and fundraising contributions from internal athletes and guests to build a new school facility: Huoi Hoc - Bao Nam Kindergarten - Ban Nam Tien 1 - Bao Nam 1 Commune - Ky Son District - Nghe An Province, with a total budget of VND 820,000,000.

Every small contribution can create great change. The support and generosity of all participants not only spread the spirit of Pioneering forward but also helps disadvantaged children access knowledge and build a solid foundation for a brighter future.



# GRI 416 CUSTOMER HEALTH AND SAFETY



### Management Approach

Gemadep always strives to provide customers with the highest quality services, demonstrated through a rigorous operational process spanning equipment quality control, port operations management, and service quality re-evaluation — ensuring the safety of both customers and Company employees.

### Reporting Scope

**GRI 416-1:** Assessment of the health and safety impacts of product and service categories

To ensure customer safety, Gemadep regularly inspects and evaluates the quality of main equipment used in port production and operations; strictly controls fuel inputs and outputs of equipment to prevent harm to people and to avoid 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 activity. To provide the best possible experience at its ports, the Company has researched, developed and launched the RIVER GATE technology application - a solution that makes barge operations more efficient, systematic and time-saving for customers.



### SMARTPORT & SMARTGATE - INTELLIGENT PORT APPLICATIONS

In the port sector, with Gemadep's pioneering adoption of the SmartPort intelligent port system across its port network, SmartPort fully delivers the capabilities of an electronic port. Through SmartPort's data synthesis and analysis capabilities, combined with a modern, highly automated infrastructure, the Gemadep ecosystem is providing Vietnam's logistics market with services that are increasingly fast, accurate and cost-efficient, contributing to the greening of Vietnam's supply chain.

Instead of having to travel to the port and spending 3 to 4 hours on a transaction order, customers can now complete this activity in approximately 30 minutes. At the same time, all port operations and activities are continuously updated on the application's vast data repository, allowing customers to quickly search for information — replacing the need to relay information directly from field staff to the office — enabling multiple transactions to be processed simultaneously with full security.

In the very first months of deployment, Gemadep's SmartPort received high praise from partners and customers, with up to 15,000 transaction orders and 45,000 TEU containers processed through the system within the first two months, a figure that has continued to grow steadily since.

Building on the success of the SmartPort project, Gemadep, together with its partner CEH-VSL, officially launched the SmartGate application, developed on the basis of research findings and customer feedback. SmartGate not only automates port handling and receiving procedures, but also connects all stakeholders in the logistics supply chain — including ports, shipping lines, ICDS/Depots, transport companies, import-export enterprises and truck drivers. This optimizes container transport operations, consolidates cargo shipping needs, promotes digital order exchange, and minimizes logistics waste and costs.





# CULTURE AND TRADITION

## 2025 RESULTS ASSESSMENT:

- Maintaining and developing weekly/monthly/quarterly training and sharing programs.
- Developing activities that integrate the Company's value system into sharing sessions.
- 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.



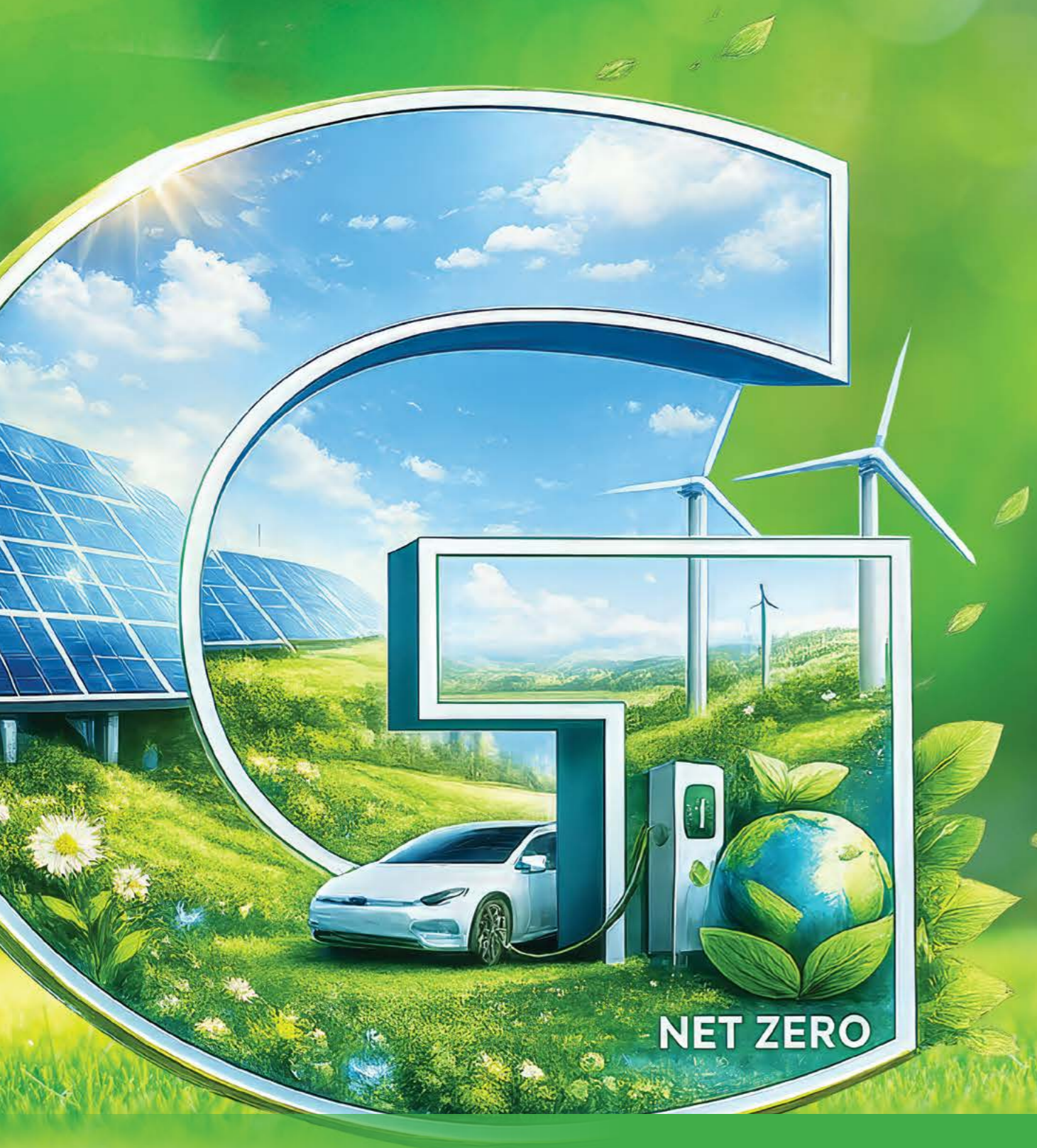
# CORPORATE CULTURAL STANDARDS

## 2025 TARGETS:

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

## 2025 RESULTS:

- In 2025, all of the Company's employees consistently upheld the spirit of "Mutual Support - The leaves protect tattered ones" - a cherished cultural tradition of Gemadept - joining hands to offer strength and solidarity, accompanying communities across provinces in overcoming the difficulties caused by storms and flooding, helping people gradually restore stability to their lives.
- As a cherished annual tradition and a profound element of Gemadept's corporate culture, on the occasion of Vietnam's War Invalids and Martyrs' Day (July 27); the Executive Leadership and employees of Gemadept solemnly organized an incense-offering and wreath-laying ceremony at the Ho Chi Minh City Martyrs' Cemetery. This tribute honors the principle of 'When drinking water remember the source' and expresses boundless gratitude to the heroic sons and daughters who sacrificed their lives for the independence and freedom of the nation.
- In addition, the Company's leadership organized the annual Gemadept Run Special Edition, centered on the theme: 'PIONEERING STEPS FOR THE FUTURE GENERATION.' This event served as a vital opportunity to strengthen the bonds and connectivity among employees, motivating every member of the Gemadept family on their journey toward 'The Way Forward.' Gemadept Run 2025 continues its partnership with the 'Nurturing Children' ecosystem (Vietnam National Volunteer Center) and the Vietnam Children's Protection Fund to construct educational facilities and support disadvantaged children in mountainous regions ensuring they have access to a safe, well-equipped, and healthy learning environment.



# SHAPING A GREEN FUTURE





# DIGITALIZATION - GREENING AND GREEN FINANCE

## GEMADEPT PIONEERS DIGITAL TRANSFORMATION IN THE MARITIME INDUSTRY, REALISING RESOLUTION 57 OBJECTIVES

DRIVING TECHNOLOGY ADOPTION, SUSTAINABLE DEVELOPMENT AND ELEVATING NATIONAL STANDING



### LEADING THE DIGITAL TRANSFORMATION TREND

In the context of Politburo Resolution 57-NQ/TW on “Breakthroughs in the development of science, technology, innovation and national digital transformation” - which is creating strong momentum for the country's development. Gemadept Corporation (Gemadept) has affirmed its pioneering position in Vietnam's maritime industry. The Company has proactively embraced the trend, deployed a series of breakthrough technological solutions and demonstrated a strong commitment to sustainable development, reflecting its resolve to realize the key objectives of Resolution 57. This determination is further underscored by General Secretary To Lam's statement at the thematic meeting on breakthrough development in science, technology, innovation and digital transformation, that this is “a mandatory choice and the only path to driving the country's development.”

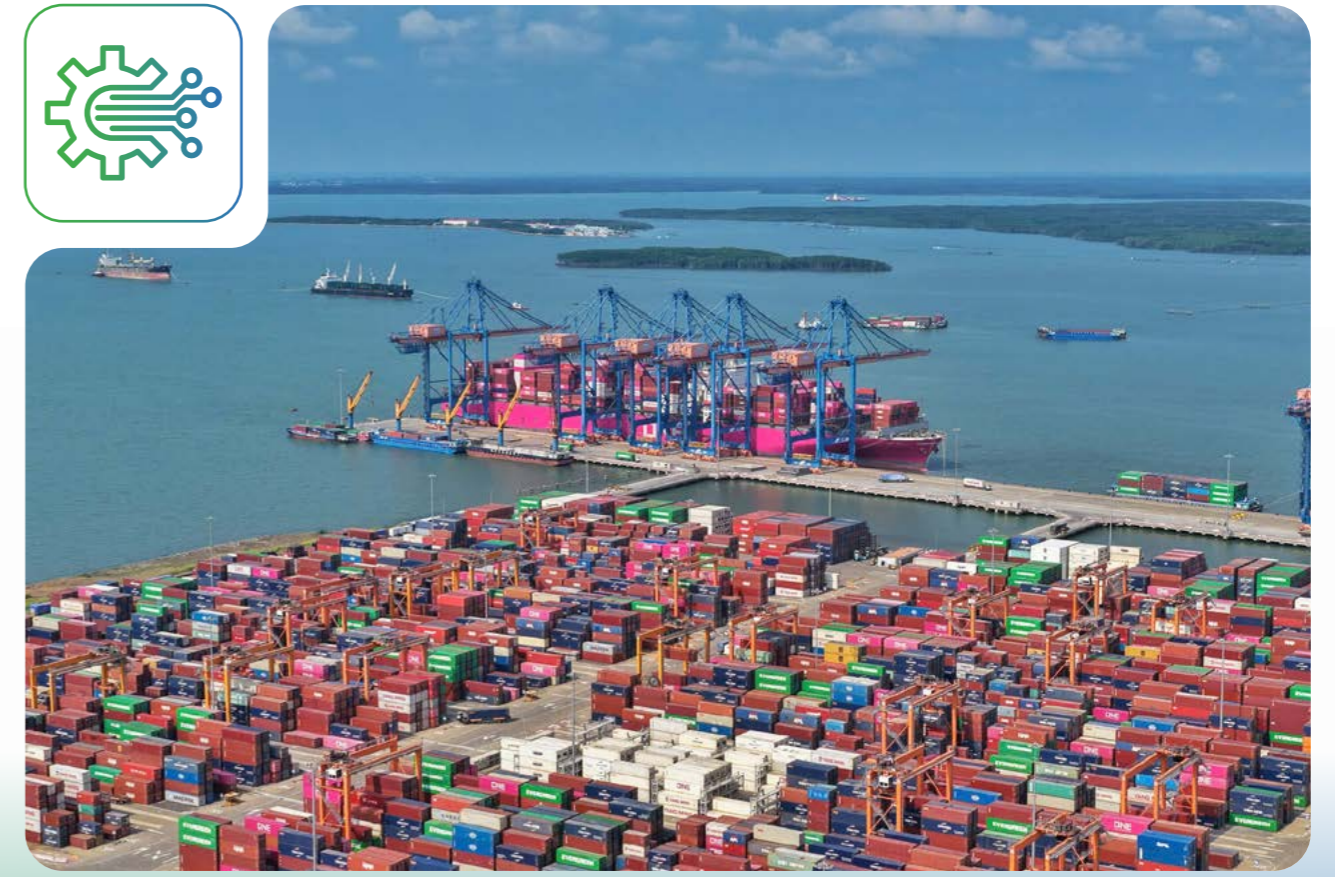
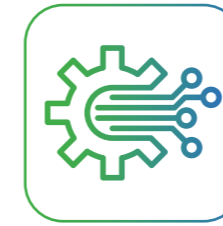
### COMPREHENSIVE DIGITAL TRANSFORMATION: ENHANCING NATIONAL COMPETITIVENESS

Gemadept has identified digital transformation as a pivotal factor in improving operational efficiency and competitiveness in the new era. With this vision, the Company has concentrated on investment in advanced technology platforms, delivering notable results.

Most notable is the deployment of the SmartPort system - a comprehensive electronic port platform that allows customers to conduct transactions online quickly and accurately. SmartPort's advanced features, including delivery order booking, cargo status tracking, electronic payment and document management, have reduced order processing time from 3-4 hours to just 10 minutes. This not only enhances customer satisfaction but also significantly reduces operating costs, while demonstrating the Company's agility in “bringing (science, technology, innovation and digital transformation) into production to increase labour productivity,” as directed by General Secretary To Lam. The strong growth in new account registrations on the SmartPort platform is clear evidence of customer trust in and support for this technology solution.

In addition to SmartPort, Gemadept has also deployed SmartGate - an artificial intelligence (AI) application to automate port gate procedures. The system is capable of automatically recognising container information, vehicle license plates, and relevant documents, thereby fully automating the inspection and verification process. As a result, gate processing time has been reduced from 5-7 minutes to just 5-7 seconds, dramatically increasing throughput and minimizing the risk of error. A system accuracy rate of 95 - 97% demonstrates the outstanding effectiveness of AI adoption in port operations.

Furthermore, the RiverGate solution has also been deployed by Gemadept to optimize inland waterway logistics operations. By providing real-time operational data to shipping lines and operators, RiverGate optimizes vessel and barge scheduling, improves transport efficiency and connects stakeholders across the supply chain. This not only helps stakeholders make optimal operational decisions but also saves fuel and reduces transport costs, contributing significantly to improved logistics and inland waterway transport performance.





### GREEN PORT AWARD SYSTEM

Dung Quat Port distinguished itself as Gemadept's pioneering Green Port, meeting national environmental standards and securing the international GPAS certification from the APEC Port Services Network (APSN).



### SUSTAINABLE DEVELOPMENT: CREATING GREEN VALUE

Gemadept is not only focused on digital transformation to improve business efficiency - it also regards sustainable development as an important strategic objective. The Company has implemented numerous initiatives to minimize its environmental impact and promote green growth. Gemadept proactively integrates Environmental, Social and Governance (ESG) criteria into its decision-making and risk management processes, while transparently disclosing information on its sustainable development activities. The Company also actively collaborates with banks such as BIDV and HSBC Vietnam to access green financing for environmentally friendly projects

To reduce emissions and protect the environment, Gemadept has invested in energy - saving equipment and technologies, implemented measures to reduce pollution and manage waste effectively. In particular, the Company focuses on researching and developing inland waterway transport routes to reduce reliance on road transport, thereby decreasing greenhouse gas emissions. Gemadept's Dung Quat Port has become the first port in the Company's system to achieve the national green port standard, and one of Vietnam's first seaports to be honored with the Green Port GPAS designation awarded by the Asian Port Association - a testament to the Company's strong commitment to sustainable development. In addition, Gemadept has implemented numerous other green initiatives, including operating 90% of port equipment on electricity, replacing high-sulphur fuel with lower-sulphur alternatives for port vehicles, planting mangrove forests across the Mekong Delta provinces, and more.

Green initiatives implemented

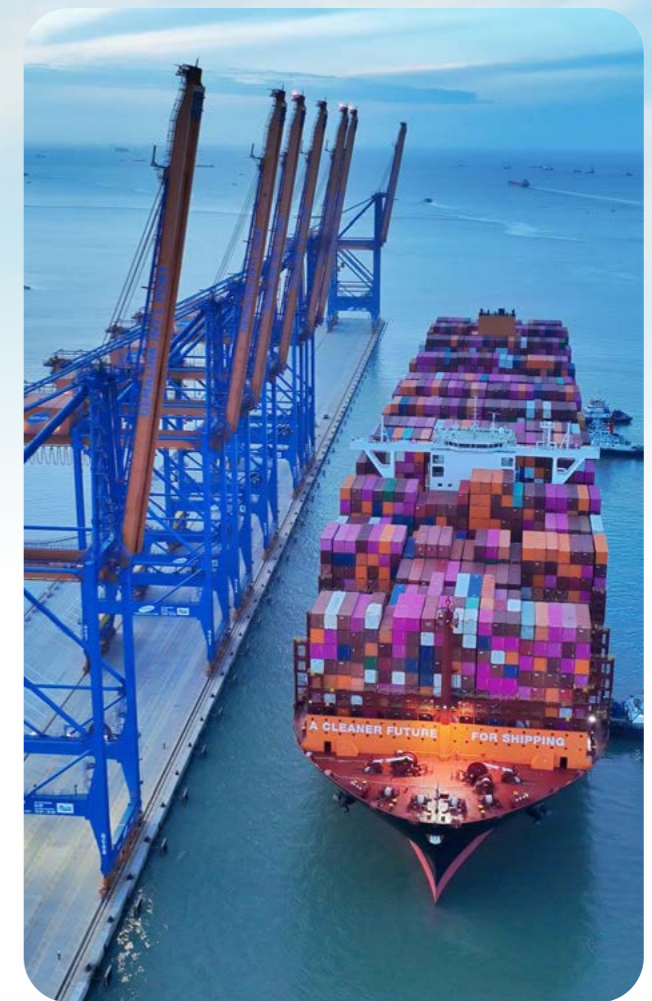


**90%** ELECTRIFICATION OF PORT EQUIPMENT

### GEMADEPT: STEADFAST LEADERSHIP, CREATING THE FUTURE

Through relentless efforts in digital transformation and sustainable development, Gemadept has been and continues to create positive change for Vietnam's maritime industry. The Company not only improves its own operational efficiency and competitiveness but also contributes to the country's sustainable development - realizing the objectives of Resolution 57 and opening new opportunities in the digital era. Gemadept is affirming its position as a leading enterprise, not only in port operations and logistics, but also in pioneering technology adoption and sustainable development, contributing to the shared prosperity of the country. These actions reflect Gemadept's deep awareness and high sense of responsibility in implementing the Party and State's direction - as General Secretary To Lam has emphasized - that "The development of science, technology, innovation and digital transformation is a mandatory choice" to advance the country and stride confidently into the Era of the Nation's Rise.

Gemadept: A Sustainable Partner in  
**THE ERA OF  
THE NATION'S RISE**





# GEMADEPT AND VIETCOMBANK SIGN COMPREHENSIVE COOPERATION AGREEMENT: JOINTLY BUILDING A GREEN AND SUSTAINABLE LOGISTICS - FINANCE ECOSYSTEM

On 22 October 2025 in Ho Chi Minh City, Gemadept Corporation (HOSE: GMD) and Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank) officially signed a Comprehensive Cooperation Agreement, marking an elevation in the strategic relationship between two national pillar enterprises in the Port - Logistics Operations and Finance - Banking sectors.

The signing ceremony was attended by the Board of Management, Board of Directors, and senior leadership of both parties. This special event not only marks a significant milestone in deepening long-term strategic collaboration and enriching the ecosystems of both strategic partners, but also targets the promotion of green and sustainable growth, and the assertion of the role of enterprises in contributing to the country's overall development in the Era of the Nation's Rise.

With strong financial potential, a wide network of operations, and a sustainable development strategy, Vietcombank is committed to continuing to play the role of 'financial core' in Gemadept's key seaport and logistics infrastructure projects, contributing to the country's rapid and sustainable development. Vietcombank and its partners will always be proactive, shifting their position from 'following' to 'leading', managing domestic resources, effectively connecting with international capital flows to best meet the financial service needs of leading partners and customers, typically Gemadept, which are of larger scale and more complex structure.

Providing a medium and long-term credit package valued at

# 4.776 BILLION VND



### For the Cai Mep Gemadept Terminal Link Port Project (Gemalink)

Vietcombank is currently the lead bank arranging financing for many of Gemadept's key port infrastructure projects, most notably providing a medium and long-term credit package valued at VND 4,776 billion for the Cai Mep Gemadept Terminal Link Port Project (Gemalink) - Vietnam's largest and most modern deep-sea port, ranked among the Top 19 world commercial ports capable of accommodating the largest container vessels of up to 250,000 DWT.

With an excellent partnership of nearly 25 years, Vietcombank commits to prioritising the provision of green finance packages, sustainable investment products and intelligent cash flow management solutions to accompany Gemadept in its strategic investment projects.

United by aligned core values - Gemadept's "Partnership and Development" and Vietcombank's "Developing Together - Prospering Together" - this comprehensive cooperation agreement signing not only extends the journey of sustainable partnership but also opens a new direction for the two enterprises in the journey of creating a green and modern Logistics-Finance ecosystem, contributing to elevating the standing of Vietnamese enterprises in the regional and international arena.



# WITH AN EXCELLENT PARTNERSHIP OF NEARLY 25 Years



# GEMADEPT AND CMA CGM COLLABORATING IN GREEN TRANSPORT



On 27 May 2025, Gemadept Corporation (Gemadept) and the CMA CGM Group (France) - one of the three largest shipping lines in the world - officially signed a cooperation agreement to establish a joint venture providing Vietnam's first container barge transport solution powered 100% by electricity. This is a significant strategic milestone, building upon their longstanding partnership of companionship and development between the two leading partners.

This event not only opens a new chapter in the commitment to developing green logistics, but also affirms Gemadept's pioneering role in this revolution, contributing to improving the efficiency of domestic transport. The initiative is also a symbol of Vietnamese businesses' strong commitment to sustainable development and their ability to integrate and reach international levels.

## REALISING THE COMMITMENT TO GREEN LOGISTICS THROUGH BREAKTHROUGH AND EFFECTIVE SOLUTIONS

In alignment with the Government's commitment to Net Zero 2050, Gemadept has been and continues to prioritize green logistics as a core focus of its long-term development strategy. The electric barge project is a concrete, revolutionary action and a clear testament to this commitment.

Co-designed with CMA CGM's team of experts and operated by the newly established joint venture, the electric barge system will operate on the 180 km vital waterway route between Binh Duong and the Cai Mep port cluster (Ba Ria - Vung Tau). The distinctive highlight of the project is the creation of a comprehensive and efficient clean energy ecosystem. Accordingly, the barge will be charged directly at Gemalink Deep-sea Port - the heart of Gemadept's port ecosystem in the South. Gemalink will be equipped with high-capacity charging stations powered by solar energy - a key component being developed in parallel at the port, ensuring a green and stable energy supply.

This advanced solution is expected to reduce a significant volume of emissions - approximately 778 tonnes of CO<sub>2</sub> per year (calculated using the Well-to-Wake methodology, which evaluates total emissions from fuel production through to vessel operation) - making a practical contribution to efforts to reduce the carbon footprint within customers' supply chains. Furthermore, the commitment of global brands to adopt this zero-emission transport solution demonstrates trust in the capability and effectiveness of the solution provided, and simultaneously confirms the inevitable trend of sustainable green transport.



## COOPERATION, ACCOMPANYING AND DEVELOPING TOGETHER

The cooperation and development with a world-leading conglomerate on a high-technology and pioneering project is not only a continuation of successful cooperative achievements, but also a powerful demonstration of Gemadept's strategic vision and management and operational capabilities.

The Company commits to continuing to invest in and develop new logistics services, continuously growing throughput and business efficiency across Ports and ICDs throughout the system. With the objective of continuously improving service quality while fully meeting the market's increasingly high demand for green and sustainable logistics solutions.

The success of the project will become an inspiring model, affirming the resilience and ingenuity of Vietnamese enterprises in mastering advanced technology, collaborating effectively with world-leading partners and meeting the increasingly stringent standards of the market.

## GEMADEPT CREATING SUSTAINABLE VALUE - NAVIGATING VIETNAM TO THE OPEN SEAS

Vietnam is entering a new era of development - an era of innovation, deep international integration and national aspirations for strength and prosperity - and Gemadept's pioneering efforts in green logistics carry significant strategic importance. The electric barge project not only reflects the forward-thinking vision of a leading enterprise but also directly contributes to building a modern, competitive, efficient and responsible logistics industry for Vietnam.

Gemadept is proud to be among the pioneering enterprises always ready to embrace challenges, invest in technology and human capital to create sustainable value, journey and develop alongside the community and the country, contributing to realizing socio-economic development objectives while inscribing Vietnam's mark on the global Port and Logistics map.

PIONEERING

GLOBAL CONNECTIVITY

DEVELOPMENT





# DIGITAL TRANSFORMATION STRATEGY: SHORT - MEDIUM - LONG TERM



Vietnam has been and continues to become an important link in the global supply chain, owing to its geographical advantages, a golden population structure with over 70% of the population in working age, and an increasingly upgraded and modernized infrastructure system. Vietnam is also assessed by international experts as possessing a highly open economy, having in recent years signed a series of Free Trade Agreements (FTAs) with major economic powers. However, with a highly open economy, Vietnam must face fierce competition from other countries in the region and around the world. On the other hand, Vietnam also shares the responsibility of addressing issues related to food security, occupational safety, environmental protection and global supply chain disruptions.

Facing these opportunities and challenges, it is undeniable that building a highly resilient circular economy and elevating the country's position in the world's sustainable supply chain is of paramount importance. One of the keys focuses on building a sustainable global supply chain is digital transformation.

Digital transformation is a necessity for all enterprises globally - to quickly adapt to changes in the business environment, maintain connectivity, and recover in the context of the COVID - 19 pandemic over the past three years. Beyond this, digital transformation enables enterprises in the supply chain to enhance technological innovation capacity and adopt energy - saving solutions to reduce greenhouse gas emissions.



For enterprises in port operations and logistics, the digital transformation process focuses on integrating transport and supply chain management systems to optimize activities such as planning, coordination, delivery, and cargo tracking. Simultaneously, the use of digital technologies such as IoT, AI, and blockchain to collect and analyze data on cargo status, customer needs, and market trends is also a near - future trend for the industry.

Recognizing this essential need, Gemadept has early established a strategy, medium and long-term plans and a specific action roadmap for the 2022 - 2025 period with a vision to 2030. Gemadept's digital transformation strategy goes beyond equipping tools, targeting the higher objective of creating a new business model encompassing four key elements:

- **Digital Strategy**
- **Digital People**
- **Digital Processes**
- **Digital Tools**

Building upon the existing IT foundation, the Company's Digital Transformation Strategy has been developed from customer needs and is continuously improved to optimize customer experience and deliver greater value to stakeholders. Gradually fostering a digital culture within the Company by encouraging creativity, embracing change and continuous learning - in order to adapt to a dynamic business environment and seize new opportunities.





# DIGITAL MATURITY MODEL (DMM)

To assess the level of digital maturity and the degree of digital transformation in order to formulate the digital transformation strategy, Gemadept uses the Digital Maturity Model (DMM). This model provides a comprehensive overview of the Company's digital capabilities, helping the Company identify priorities for focus and improvement in accordance with planned objectives.

## CUSTOMER

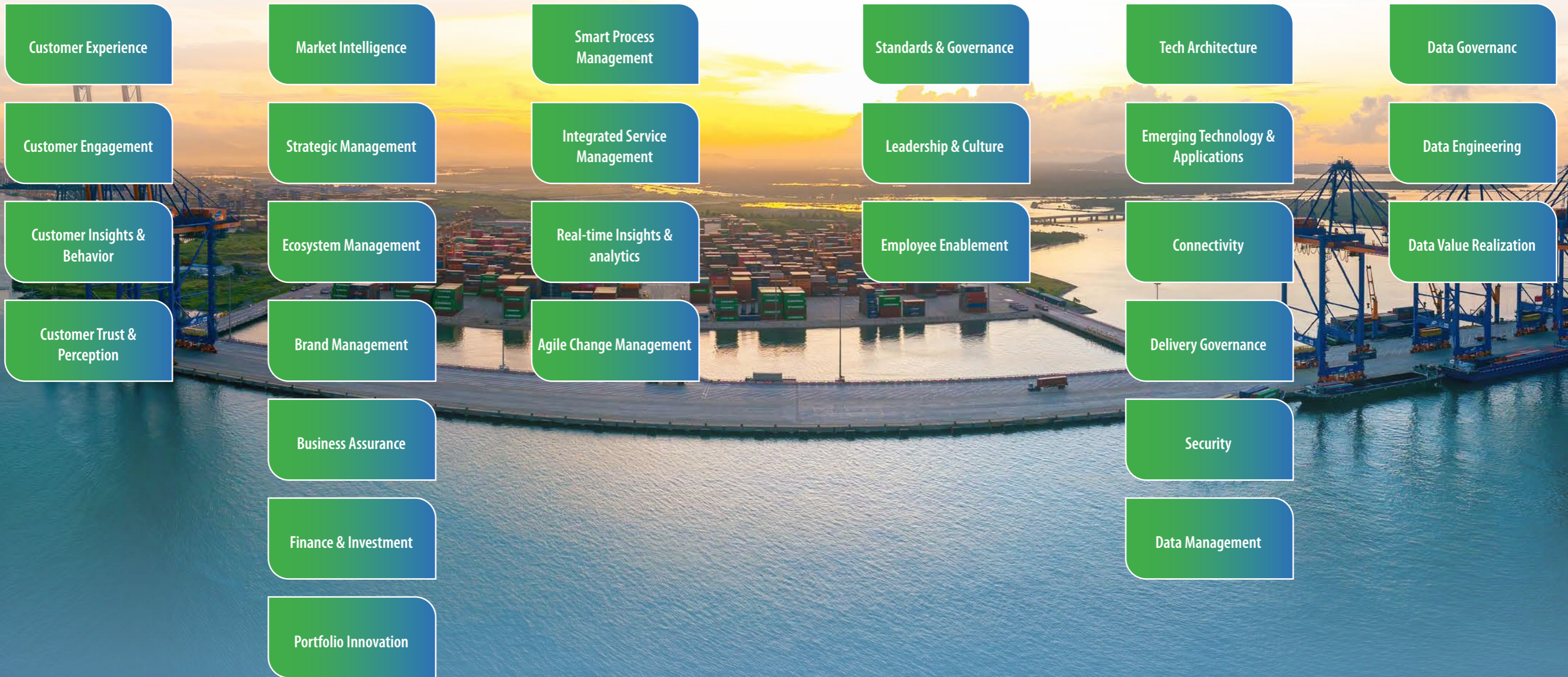
## STRATEGY

## OPERATIONS

## CULTURE

## TECHNOLOGY

## DATA





With clear direction and specific objectives, Gemadep has been progressively realizing its digital transformation strategy. On 14 September 2023, the Company's Leadership organized a meeting attended by the Digital Transformation Committee and senior-level Departments and Individuals to discuss the Digital Transformation Strategy (DTS) for the 2023 - 2025 period, with a direction extending to 2030.

The primary focus of the 2023 - 2025 Digital Transformation Strategy is Digitalization - encompassing the digitalization of data and processes to enhance governance capacity and the exploitation of information resources across the entire Company. Digital transformation activities will be identified based on actual needs, aligned with the Company's annual objectives within the overall picture, guided by the principle of "Effectiveness" - not pursuing trends or movements for their own sake.

## GMD'S DIGITAL TRANSFORMATION VISION FOR 2025 - 2030



**Digital Transformation as a tool to enhance operational efficiency and meet the requirements of the Business Development Strategy**

Focus on Digitization, including: Data, Processes, Data mining & management technologies.



**Digital Transformation as a key competitive advantage, leading and establishing market leadership**

Focus on Customer, including Experience - customer analysis, Strategic management, Continuous improvement.

The key point in implementing the Digital Transformation Strategy is building a Digital Culture, with two primary manifestations: prioritizing the use of technology to solve business and production problems (Technology Oriented) and making decisions based on data (Data Driven). This process requires the active participation and genuine transformation of each Department, Unit, and individual employee. With the support and direction of Company Leadership, the accompaniment of the Digital Transformation Committee and the commitment of Departments and Units, the Digital Transformation Strategy will make positive contributions to business and production activities, realizing the objectives of the General Meeting of Shareholders by 2025.

To successfully build an agile, efficient system and achieve sustainable growth, the Company focuses on implementing the Digital Transformation Strategy around key elements including:

- GOVERNANCE DATA IS DIGITALIZED
- CORE PROCESSES FOR GOVERNANCE AND OPERATIONS ARE DIGITALIZED
- ONLINE GOVERNANCE REPORTING
- REAL-TIME OPERATIONAL DATA
- PORT OPERATIONS ARE AUTOMATED
- SERVICE CHAINS ARE MANAGED ON A UNIFIED PLATFORM



### Nam Hai ICD

#### CERTIFICATION OF GHG INVENTORY RESULTS

**bsi** **Verification Opinion**

|   |   |
|---|---|
| <b>Verified as Satisfactory</b>   | <ul style="list-style-type: none"> <li>Is materially correct and is a fair representation of GHG data and information.</li> <li>Has been prepared in accordance with ISO14064-1:2018 and its principles.</li> </ul> |
| Based on the process and procedures conducted, the GHG statement contained in the 2025_NH_GHG inventory reporting_2026_01_28_Ver1 produced by ICD NAM HAI JOINT STOCK COMPANY |   |
| Lead Verifier   | Phan Tuan Hung  |
| Independent Reviewer  | Nguyen Dinh Minh Tam  |
| Signed on behalf of BSI   | <i>[Signature]</i>  |
| Issue Date  | Matt Page, Senior Vice President, EMEA Assurance<br>18/03/2026  |
| 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 ICD NAM HAI JOINT STOCK COMPANY. This 3<sup>rd</sup> 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 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 ICD NAM HAI 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.

Verification Opinion Reference: CFV 823222 18032026

**UKAS**

1

#### CERTIFICATION OF C-TPAT

**125 bsi** **VERIFICATION LETTER**

The BSI hereby confirms that: **NAM HAI ICD JOINT STOCK COMPANY**  
Lot CNI,  
MP Dinh Vu Industrial Park,  
Dong Hai Ward,  
Hai Phong City,  
Vietnam

**CTPAT**

Holds Letter Number: **BSIV 841687**

Effectively implemented of Security Standards which is based on C-TPAT requirements for the following scope:  
**Inland container depot operations (empty container storage, inspection, and repair).**

For and on behalf of BSI Vietnam  
*[Signature]*  
**Ph.D Le Duyen Anh**  
General Director

Originally issued: 08/03/2026    Latest issue: 08/03/2026    Expired date: 07/03/2027  
Page 1 of 1

This certificate remains the property of BSI and is bound by the conditions of contract. The British Standards Institution is incorporated by Royal Charter.  
Contact Office: BSI Vietnam Headquarters - 15 Floor APC Tower, 158B Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam. Telephone: +84 (20) 38 200 966.

### Nam Dinh Vu Port

#### CERTIFICATION OF C-TPAT

**125 bsi** **VERIFICATION LETTER**

The BSI hereby confirms that: **NAM DINH VU JOINT STOCK COMPANY**  
Lot CA1,  
Nam Dinh Vu Industrial Park (Area 1),  
Dong Hai Ward,  
Hai Phong City,  
Vietnam

**CTPAT**

Holds Letter Number: **BSIV 839676**

Effectively implemented of Security Standards which is based on C-TPAT requirements for the following scope:  
**Port operations and logistic: container handling (loading and unloading) and container yard storage.**

For and on behalf of BSI Vietnam  
*[Signature]*  
**Ph.D Le Duyen Anh**  
General Director

Originally issued: 08/03/2026    Latest issue: 08/03/2026    Expired date: 07/03/2027  
Page 1 of 1

This certificate remains the property of BSI and is bound by the conditions of contract. The British Standards Institution is incorporated by Royal Charter.  
Contact Office: BSI Vietnam Headquarters - 15 Floor APC Tower, 158B Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam. Telephone: +84 (20) 38 200 966.

### Phuoc Long ICD

#### CERTIFICATION OF GHG INVENTORY RESULTS

**bsi** **Verification Opinion**

|  |   |
|--|---|
| <b>Verified as Satisfactory</b>  | <ul style="list-style-type: none"> <li>Is materially correct and is a fair representation of GHG data and information.</li> <li>Has been prepared in accordance with ISO14064-1:2018 and its principles.</li> </ul> |
| Based on the process and procedures conducted, the GHG statement contained in the PIP_GHG inventory reporting_Ver2_2025 was produced by PHUOC LONG PORT COMPANY LIMITED. |   |
| Lead Verifier  | Truong Hong Sy  |
| Independent Reviewer   | Nguyen Dinh Minh Tam  |
| Signed on behalf of BSI  | <i>[Signature]</i>  |
| Issue Date   | Matt Page, Senior Vice President, EMEA Assurance<br>07/04/2026  |
| 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 PHUOC LONG PORT COMPANY LIMITED. This 3<sup>rd</sup> party Verification Opinion has been prepared for PHUOC LONG PORT COMPANY LIMITED only for the purposes of verifying its statement relating to its GHG emissions 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 PHUOC LONG PORT COMPANY LIMITED is true, accurate and complete. BSI Assurance UK Ltd accepts no liability to any third party who places reliance on this statement.

Verification Opinion Reference: CFV 839685 07032026

**UKAS**

1 of 3

### Nam Dinh Vu Port

#### CERTIFICATION OF GHG INVENTORY RESULTS

**bsi** **Verification Opinion**

|  |   |
|--|---|
| <b>Verified as Satisfactory</b>  | <ul style="list-style-type: none"> <li>Is materially correct and is a fair representation of GHG data and information.</li> <li>Has been prepared in accordance with ISO14064-1:2018 and its principles.</li> </ul> |
| Based on the process and procedures conducted, the GHG statement contained in the 2025_NDV_GHG inventory reporting_27.01.2026_Ver02 produced by Nam Dinh Vu Port Joint Stock Company |   |
| Lead Verifier  | Phan Tuan Hung  |
| Independent Reviewer   | Nguyen Dinh Minh Tam  |
| Signed on behalf of BSI  | <i>[Signature]</i>  |
| Issue Date   | Matt Page, Senior Vice President, EMEA Assurance<br>18/03/2026  |
| 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 Nam Dinh Vu Port Joint Stock Company. This 3<sup>rd</sup> party Verification Opinion has been prepared for Nam Dinh Vu Port Joint Stock Company only for the purposes of verifying its statement relating to its GHG emissions 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 Nam Dinh Vu Port 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.

Verification Opinion Reference: CFV 780668 18032026

**UKAS**

1

#### CERTIFICATION OF GREEN PORT STANDARD

**bsi** **GAP ASSESSMENT OPINION**

**GEMADEPT**  
**NAM DINH VU PORT**

**NAM DINH VU PORT JOINT STOCK COMPANY**

Assessment date: 09 & 10 February, 2026  
Company: **NAM DINH VU PORT JOINT STOCK COMPANY**  
Location Audit: **Lot CA1, Nam Dinh Vu Industrial Park (Area 1), Dong Hai Ward, Hai Phong City, 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: 10 February, 2026  
Company Representative: 12 February, 2026  
Sign date:

**UKAS**

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### Dung Quat Port

#### CERTIFICATION OF GHG INVENTORY RESULTS

**bsi** **Verification Opinion**

|   |   |
|---|---|
| <b>Verified as Satisfactory</b>   | <ul style="list-style-type: none"> <li>Is materially correct and is a fair representation of GHG data and information.</li> <li>Has been prepared in accordance with ISO14064-1:2018 and its principles.</li> </ul> |
| Based on the process and procedures conducted, the GHG statement contained in the 2025_GHG inventory reporting ISO 14064_DQP_Ver1_02022026 produced by Gemadept - Dung Quat International Port Corp |   |
| Lead Verifier   | Phan Tuan Hung  |
| Independent Reviewer  | Vo Hong Kiet  |
| Signed on behalf of BSI   | <i>[Signature]</i>  |
| Issue Date  | Matt Page, Senior Vice President, EMEA Assurance<br>27/03/2026  |
| 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 3<sup>rd</sup> 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 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 Gemadept - Dung Quat International Port Corp is true, accurate and complete. BSI Assurance UK Ltd accepts no liability to any third party who places reliance on this statement.

Verification Opinion Reference: CFV 791509 27032026

**UKAS**

1 of 3

#### CERTIFICATION OF GREEN PORT STANDARD

**bsi** **GAP ASSESSMENT OPINION**

**GEMADEPT**  
**GEMADEPT DUNG QUAT**

**GEMADEPT DUNG QUAT INTERNATIONAL PORT JOINT STOCK COMPANY**

Assessment date: 29 & 30 December, 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: 10 January, 2026  
Company Representative: 02 February, 2026  
Sign date:

**UKAS**


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## Binh Duong Port

### CERTIFICATION OF GHG INVENTORY RESULTS



**bsi** 

#### Verification Opinion

|   |   |
|---|---|
| <b>Verified as Satisfactory</b>   | <ul style="list-style-type: none"> <li>Is materially correct and is a fair representation of GHG data and information.</li> <li>Has been prepared in accordance with ISO14064-1:2018 and its principles.</li> </ul> |
| Based on the process and procedures conducted, the GHG statement contained in the CBD_GHG_Inventory Reporting_Vier2_2025 was produced by BINH DUONG PORT CORPORATION. |   |
| Lead Verifier   | Truong Hong Sy  |
| Independent Reviewer  | Nguyen Dinh Minh Tam  |
| Signed on behalf of BSI   |    |
| Issue Date  | Matt Page, Senior Vice President, EMEA Assurance<br>07/04/2026  |
| 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 BINH DUONG PORT CORPORATION. This 3<sup>rd</sup> party Verification Opinion has been prepared for BINH DUONG PORT CORPORATION only for the purposes of verifying its statement relating to its GHG emissions 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 BINH DUONG PORT CORPORATION is true, accurate and complete. BSI Assurance UK Ltd accepts no liability to any third party who places reliance on this statement.

Verification Opinion Reference: CFV 839688 07042026


 

1 of 3

### CERTIFICATION OF GREEN PORT STANDARD


**bsi** 

#### GAP ASSESSMENT OPINION

  
BINH DUONG PORT

#### BINH DUONG PORT CORPORATION

|   |   |
|---|---|
| <b>Assessment date</b>                  | 05 & 06 February, 2026  |
| <b>Company</b>                          | BINH DUONG PORT CORPORATION   |
| <b>Location Audit</b>                   | No. 1738, TBD No. 9 (8BT-B), Group 5, Quyet Thang Quarter, Dong Hoa Ward, Ho Chi Minh city, Vietnam       |
| <b>Assessment Objective</b>             | Assess the state of the implementation base on the requirement of GREEN PORT STANDARD - TCCS 02:2022/CHVN |
| <b>Assessor</b>                         | TuanHung Phan   |
| <b>Reporting date</b>                   | 06 February, 2026   |
| <b>Company Representative Sign date</b> | 12 February, 2026   |




British Standards Institute Confidential


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## Gemalink

### CERTIFICATION OF GHG INVENTORY RESULTS



**bsi** 

#### Verification Opinion

|   |   |
|---|---|
| <b>Verified as Satisfactory</b>   | <ul style="list-style-type: none"> <li>Is materially correct and is a fair representation of GHG data and information.</li> <li>Has been prepared in accordance with ISO14064-1:2018 and its principles.</li> </ul> |
| Based on the process and procedures conducted, the GHG statement contained in the 2025-FRM04-GML-HSSE-PRO-18_GHG inventory reporting_23.01.2026 produced by Gemadept-Terminal Link Cai Mep Terminal Joint Stock Company |   |
| Lead Verifier   | Phan Tuan Hung  |
| Independent Reviewer  | Vo Hong Kiet  |
| Signed on behalf of BSI   |    |
| Issue Date  | Matt Page, Senior Vice President, EMEA Assurance<br>26/03/2026  |
| 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-Terminal Link Cai Mep Terminal Joint Stock Company. This 3<sup>rd</sup> 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 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 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.

Verification Opinion Reference: CFV 788072 26032026

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### CERTIFICATION OF GREEN PORT STANDARD

**bsi** 

#### GAP ANALYSIS REPORT

**GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY**  
GEMALINK CONTAINER TERMINAL

|                                 |  |
|---------------------------------|--|
| <b>Assessment date:</b>         | 23 - 24 December, 2025   |
| <b>Location:</b>                | GEMADEPT-TERMINAL LINK CAI MEP TERMINAL JOINT STOCK COMPANY<br>Tan Loc Hamlet, Tan Phuoc Ward, Ho Chi Minh City, Vietnam |
| <b>Assessment Objective</b>     | Assess the state of the implementation base on the requirement of GREEN PORT STANDARD - TCCS 02:2022/CHVN                |
| <b>Reporting date</b>           | 31 December, 2025  |
| <b>Assessor</b>                 | VinhKhang Truong   |
| <b>Company's Representative</b> | Assessment Report date<br>31 December, 2025  |







**THE WAY FORWARD**

**GEMADEPT CORPORATION**

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Email: [info@gemadep.com.vn](mailto:info@gemadep.com.vn) Website: [www.gemadep.com.vn](http://www.gemadep.com.vn)