



PORT OF HAI PHONG JOINT STOCK COMPANY

Address: No. 8A Tran Phu Street, Ngo Quyen Ward, Hai Phong City, Vietnam

Telephone: +84 225 385 9945

Fax: +84 225 355 2049

Business Registration Number: 0200236845

AGENDA 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Online format)

(April 23, 2026)

NO.	TIME	AGENDA
I	Shareholder Login	
1	07h30-8h00	Shareholders log into the system as instructed to follow the Meeting
II	Opening	
2	08h00-08h15	- Flag salute, opening ceremony, and introduction of delegates - Report on verification of shareholder eligibility
3	08h15-09h00	- Introduction of the Meeting Regulations, Election Regulations, the Presidium, the Secretariat, the Vote Counting Committee, and the Meeting Agenda. - Approval of the Meeting Regulations, Election Regulations, the Voting Committee, and the Meeting Agenda
III	Meeting Agenda	
4	09h00-10h35	The Meeting listens to the Proposals and Reports: - Report of the Board of Management and the Executive Board on the 2025 business performance and 2026 business plan; - Report on the activities of the independent members of the Board of Management; - Report on the implementation of the "Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City" in 2025 and the implementation plan for 2026; - Proposal on the audited 2025 Financial Statements; - Proposal on the post-tax profit distribution and dividend payment plan for 2025; - Proposal on the salary and remuneration fund realized in 2025 and planned for 2026 for the Board of Management and the Supervisory Board; - Report of the Supervisory Board at the 2026 Annual General Meeting of Shareholders; - Proposal on the selection of the audit firm for the 2026 financial statements; - Proposal on amending and supplementing the industry name, content, and business line codes; - Proposal on amending and issuing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company; - Proposal on amending and issuing the Internal Regulations on Corporate Governance; - Proposal on amending and issuing the Operating Regulations of the Board of Management; - Other matters under the authority of the General Meeting of Shareholders.
5	10h35-11h30	- Discussion on the contents of the Proposals and Reports - Voting on the contents of the Proposals and Reports - Vote counting and announcement of the vote counting results for the Meeting's agenda
6	11h30-12h00	- The General Meeting hears the Proposal on the replacement of members of the Board of Management and the Supervisory Board of Port of Hai Phong JSC - Conducting the election, vote counting, and announcement of election results.
7	12h00-12h30	- Presentation of the Meeting Minutes and Resolutions - Voting on the Meeting Minutes and Resolutions - Vote counting and approval of the Meeting Minutes and Resolutions
8	12h30	- Flag salute and closing ceremony

ORGANIZING COMMITTEE OF THE MEETING



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Business Registration Number: 0200236845

Hai Phong, March April 20, 2026

**GUIDELINES FOR ATTENDING THE ONLINE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 OF
PORT OF HAI PHONG JOINT STOCK COMPANY**

Port of Hai Phong Joint Stock Company (Port of Hai Phong) - stock code PHP would like to provide Shareholders/Authorized representatives of shareholders with the Guidelines for logging in, attending, and voting on the Online General Meeting of Shareholders system (the Meeting) and the EzGSM electronic voting system provided by FPT Securities Joint Stock Company as follows:

1. Logging into the online General Meeting of Shareholders system

Shareholders/authorized representatives of shareholders are kindly requested to visit the website <https://ezgsm.fpts.com.vn> and log into the system using the credentials provided in the Invitation Letter sent to the shareholder.

Tên đăng nhập

Nhập tên đăng nhập

Mật khẩu

Nhập mật khẩu



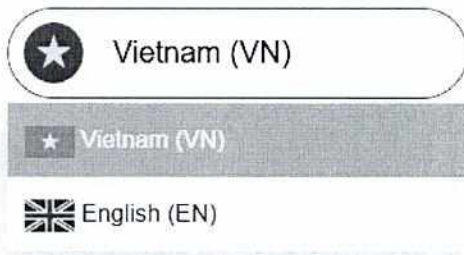
Quên mật khẩu

Đăng nhập

Trợ giúp

Hướng dẫn sử dụng

To use the English interface, kindly click on the icon (in the top left corner).



In case of forgetting the login password, shareholders click “**Forgot the Password**”, enter the **Username** and **email address** (Email registered with PHP - in case of non-deposited shares or registered at the securities company where the PHP securities depository account was opened). The login password to the system will be sent to the shareholder via a valid email address or phone number. In case shareholders have not registered an email address/phone number, please contact Mr. Tran Van Hoan/Ms. Nguyen Thi Ha Phuong directly using the information provided in the Meeting Invitation for assistance in retrieving login information.

2. Changing the password

Port of Hai Phong Joint Stock Company recommends that Shareholders/Authorized representatives of shareholders, upon receiving login information, including username and password, access the system to change their login password to ensure information security.

3. Confirmation of attendance

Shareholders/Authorized representatives of shareholders are considered to be attending the online Meeting at the time the Delegate Eligibility Verification Board publicly reports the results at the Meeting, provided that the Shareholders/Authorized representatives of shareholders have confirmed **"REGISTER TO ATTEND"** (according to the instructions below).

The screenshot shows the top navigation bar with tabs: TRANG CHỦ, TÀI LIỆU ĐẠI HỘI, LIÊN HỆ, DANH SÁCH ỦY QUYỀN, and a star icon. The user's name NGUYỄN ĐIẾP TÙNG is displayed. Below the navigation bar, a row of buttons includes '12', 'Đăng Ký Tham Dự' (circled), 'Ủy Quyền', and 'Biểu quyết / bầu cử'. To the right, there is a section for 'Đang tiến hành bỏ phiếu' with fields for Ngày, Giờ, and Phút, and a 'Tham dự đến' field. Below this, four statistics are shown: 'Số lượng phiếu biểu quyết đại diện', 'Phiếu biểu quyết sở hữu', 'Phiếu biểu quyết nhận ủy quyền', and 'Phiếu biểu quyết đã ủy quyền'.

XÁC NHẬN THAM DỰ ĐẠI HỘI ĐỒNG CỔ ĐÔNG

- Đại biểu xác nhận tham dự tại bước này được tính là tham dự Đại hội hợp lệ.
- Đại biểu không được hủy xác nhận tham dự đại hội hoặc ủy quyền cho tổ chức cá nhân khác tham dự Đại hội.

Two buttons are shown: 'HỦY BỎ' and 'XÁC NHẬN' (circled).

4. Voting and Election

The electronic voting system will be officially opened from the opening time of the online Meeting (08:00 AM on April 23, 2026) until before the voting period ends (as announced by the Presidium or at the conclusion of the Meeting held on April 23, 2026).

On the Homepage screen, Shareholders/Authorized representatives of shareholders are requested to check the displayed personal information and the status of the Meeting. Shareholders/Authorized representatives of shareholders shall tick **"Voting - Election"** to proceed with electronic voting.

The screenshot shows the top navigation bar with tabs: TRANG CHỦ, TÀI LIỆU ĐẠI HỘI, LIÊN HỆ, DANH SÁCH ỦY QUYỀN, and a star icon. The user's name Nguyễn Văn is displayed. Below the navigation bar, a row of buttons includes '24', 'ĐĂNG KÝ THAM DỰ', 'Ủy Quyền', and 'BIỂU QUYẾT - BẦU CỬ' (circled). To the right, there is a section for 'Đang tiến hành bỏ phiếu' with fields for Thời gian dự kiến còn lại, Ngày, Giờ, and Phút, and a 'Tham dự dự kiến đến' field. Below this, four statistics are shown: 'Tổng SL phiếu BQ đại diện', 'SL phiếu BQ sở hữu', 'SL phiếu BQ đã ủy quyền', and 'SL phiếu BQ nhận ủy quyền'. The values for the last two are 0.


At the online meeting of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong, there will be **04 voting sessions** according to the Meeting agenda sent to shareholders and announced on the website of Port of Hai Phong, specifically:

 Biểu quyết lần 1	Chưa bỏ phiếu 
 Biểu quyết lần 2	Chưa bỏ phiếu 
 Biểu quyết lần 3	Chưa bỏ phiếu 
 Biểu quyết lần 4	Chưa bỏ phiếu 

a. Voting on the contents

Voting session 1:

Biểu quyết lần 1

 Hướng dẫn biểu quyết

Số lượng phiếu biểu quyết đại diện:

Chọn Nhanh 

[Biểu quyết](#)

Nội dung 01

Chương trình Nghị sự của Đại hội

Tán thành

Không tán thành

Không có ý kiến

Nội dung 02

Thông qua Ban Kiểm phiếu

Tán thành

Không tán thành

Không có ý kiến

Nội dung 03

Thông qua Quy chế Tổ chức Đại hội

Tán thành

Không tán thành

Không có ý kiến

Voting session 2:

Biểu quyết lần 2

Hướng dẫn biểu quyết



Số lượng phiếu biểu quyết đại diện:

Chọn Nhanh ▾

Biểu quyết

Nội dung 01

Thông qua Báo cáo của Hội đồng quản trị về Kết quả sản xuất kinh doanh năm 2025 và Kế hoạch sản xuất kinh doanh năm 2026

Tán thành

Không tán thành

Không có ý kiến

Nội dung 02

Thông qua Báo cáo của Ban điều hành về Kết quả sản xuất kinh doanh năm 2025 và Kế hoạch sản xuất kinh doanh năm 2026

Tán thành

Không tán thành

Không có ý kiến

Nội dung 03

Thông qua Báo cáo hoạt động của thành viên độc lập Hội đồng quản trị

Tán thành

Không tán thành

Không có ý kiến

Nội dung 04

Thông qua Báo cáo về việc triển khai "Dự án đầu tư xây dựng các bến container số 3 và số 4 thuộc Cảng của ngõ quốc tế Hải Phòng (tại Khu bến cảng Lạch Huyện), thành phố Hải Phòng" năm 2025 và kế hoạch triển khai năm 2026

Tán thành

Không tán thành

Không có ý kiến

Nội dung 05

Thông qua Tờ trình Báo cáo tài chính năm 2025 đã kiểm toán

Tán thành

Không tán thành

Không có ý kiến

Nội dung 06

Thông qua Tờ trình phương án phân phối lợi nhuận sau thuế và chi trả cổ tức năm 2025

Tán thành

Không tán thành

Không có ý kiến

Nội dung 07

Thông qua Tờ trình Quy tiến lương, thù lao thực hiện năm 2025 và kế hoạch năm 2026 của Hội đồng quản trị và Ban Kiểm soát

Tán thành

Không tán thành

Không có ý kiến

Nội dung 08

Thông qua Báo cáo của Ban kiểm soát tại Đại hội đồng cổ đông thường niên năm 2026

Tán thành

Không tán thành

Không có ý kiến

Nội dung 09

Thông qua Tờ trình về việc lựa chọn đơn vị kiểm toán báo cáo tài chính năm 2026

Tán thành

Không tán thành

Không có ý kiến

Nội dung 10

Thông qua Tờ trình về việc sửa đổi, bổ sung tên ngành, nội dung và mã ngành nghề kinh doanh

Tán thành

Không tán thành

Không có ý kiến

Nội dung 11

Thông qua Tờ trình sửa đổi, ban hành Điều lệ tổ chức và hoạt động của Công ty cổ phần Cảng Hải Phòng, Quy chế nội bộ về quản trị công ty, Quy chế hoạt động của Hội đồng quản trị

Tán thành

Không tán thành

Không có ý kiến

Voting session 3:

Biểu quyết lần 3

Hướng dẫn biểu quyết



Số lượng phiếu biểu quyết đại diện:

Chọn Nhanh ▾

Biểu quyết

Nội dung 01

Thông qua Tờ trình về việc thay thế thành viên Hội đồng quản trị và Ban kiểm soát Công ty cổ phần Cảng Hải Phòng

Tán thành

Không tán thành

Không có ý kiến

Voting session 4:

Số lượng phiếu biểu quyết đại diện:

Chọn Nhanh ▾

Biểu quyết

Nội dung 01

Thông qua Nghị quyết Đại hội đồng cổ đông

Tán thành

Không tán thành

Không có ý kiến

Nội dung 02

Thông qua Biên bản họp Đại hội đồng cổ đông

Tán thành

Không tán thành

Không có ý kiến

For the voting contents, please select 01 of the 03 options: Approve, Disapprove, No comment, then click Vote, the system will record and save the voting results.

Shareholders/Authorized representatives of shareholders who have voted on the contents at the Meeting before the Chair announces the end of the voting time for that content, can change the voting results by clicking the button, then pressing to have the system record the new voting results.

b. Approval of the election of additional Members of the Board of Directors and the Supervisory Board

- The ballots for the election of the Board of Directors and the Supervisory Board (collectively, the “Ballots”) have been pre-configured on the electronic voting system. Each shareholder/authorized representative may allocate votes to candidates up to the total number of members to be elected to the Board of Directors/Supervisory Board;
- Voting shall be conducted in accordance with the following instructions:

Case 1: Where a voter allocates all votes to a single candidate or distributes votes equally among selected candidates

Select the corresponding checkbox under the column “Equal vote allocation” for the chosen candidates.

Case 2: Where a voter allocates votes unevenly among multiple candidates

Enter the specific number of votes (not exceeding the total voting rights for the election of the Board of Directors/Supervisory Board) in the column “Number of votes” for each selected candidate.

Case3: Where a voter does not vote for any candidate

Leave all fields blank, i.e., do not select any checkbox or enter any value in both the “Equal vote allocation” and “Number of votes” columns for all candidates. In this case, the ballot shall be deemed not submitted.

After completing the ballot, voters must click “Submit Vote” to record and transmit the voting results to the system. Voters are entitled to revise their votes; the final

recorded result shall be the last submission stored on the system at the time the electronic voting session closes in accordance with applicable regulations.

Note: In the event that both the “Equal vote allocation” option is selected and a number is entered in the “Number of votes” field, the number specified in the “Number of votes” field shall prevail.

Approval of the election of Members of the Board of Directors:

Bầu bổ sung thành viên Hội đồng quản trị

Hướng dẫn bầu cử

Tổng SL phiếu BQ đại diện

Số lượng thành viên bầu

Tổng SL phiếu bầu TV HĐQT

Bầu cử

Họ và tên ứng viên

Bầu dồn đều phiếu

Số phiếu bầu

Approval of the additional election of Members of the Supervisory Board:

Bầu bổ sung thành viên Ban kiểm soát

Hướng dẫn bầu cử

Tổng SL phiếu BQ đại diện

Số lượng thành viên bầu

Tổng SL phiếu bầu TV BKs

Bầu cử

Họ và tên ứng viên

Bầu dồn đều phiếu

Số phiếu bầu

5. Authorization

Shareholders who do not attend the online meeting of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong may authorize another individual/organization and vote on issues under the agenda of the Meeting. Shareholders perform the online authorization operation as follows:

TRANG CHỦ

TÀI LIỆU ĐẠI HỘI

LIÊN HỆ

DANH SÁCH ỦY QUYỀN

NGUYỄN DIỆP TÙNG
DEMO 000

Dang tiến hành bỏ phiếu

12

Đăng Ký Tham Dự

Ủy Quyền

Biểu quyết / bầu cử

Ngày

Giờ

Phút

Tham dự đến

Số lượng phiếu biểu quyết đại diện

Phiếu biểu quyết sở hữu

Phiếu biểu quyết nhận ủy quyền

Phiếu biểu quyết đã ủy quyền

SP biểu quyết số hữu

31.000

SP biểu quyết đã UQ

0

SP biểu nhận UQ

0

SP biểu quyết còn lại

31.000

THỎA THUẬN NỘI DUNG ỦY QUYỀN

Bên nhận ủy quyền được đại diện cho Bên ủy quyền thực hiện việc tham dự đại hội và thực hiện mọi quyền lợi, nghĩa vụ tại Đại hội đồng cổ đông liên quan đến số cổ phần được ủy quyền.

Giấy ủy quyền này chỉ có hiệu lực trong thời gian tổ chức đại hội của HN.

Chúng tôi hoàn toàn chịu trách nhiệm về việc ủy quyền này và cam kết tuân thủ nghiêm chỉnh các quy định hiện hành của Pháp luật và Điều lệ của HN.

Bên nhận ủy quyền

☐ Người nội bộ của Công ty
 ☐ Đại biểu khác
 ☐ Người nhận ủy quyền khác

+ Danh sách người nội bộ

Họ và tên	Số ĐKNSH	Quốc tịch	Địa chỉ
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Shareholders choose to authorize the Chairman of the Board of Management of Port of Hai Phong or another individual/organization by checking the box before each of these choices. Shareholders enter the number of authorized shares, then click to record the authorization on the system. The system will automatically send a notification to the shareholder as follows:

After performing the above operation, the shareholder's authorization is in the **“UNAPPROVED”** status. Shareholders may **“CANCEL AUTHORIZATION”** or proceed to print the Power of Attorney and send the hard copy (*along with documents related to the authorization, if any*) to the contact address of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong according to the information in the Meeting Invitation.

TRANG CHỦ

TÀI LIỆU CÔNG MỞI

LIÊN HỆ

QUẢN LÝ ỦY QUYỀN

QUẢN LÝ ỦY QUYỀN

Chưa phê duyệt

+ Danh sách ủy quyền

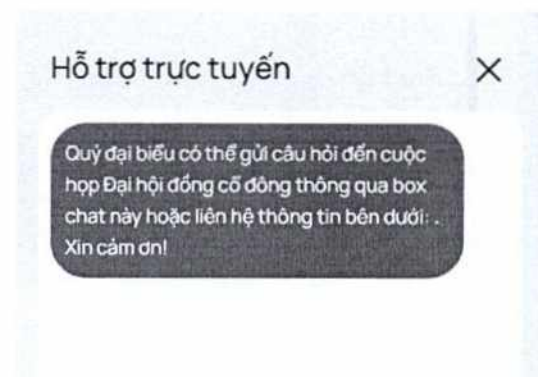
Họ và tên	Số ĐKNSH	SL Ủy quyền	Trạng thái	Địa chỉ
<div>LÊ TRƯỜNG TÙNG</div>			Chưa phê duyệt	<div>C22 - Thước G. Hiệp Bình Phước Chi Minh</div> <div> <div> <div>In phiếu</div> <div>Xóa</div> </div> </div>

After receiving the valid Authorization Letter from the shareholder, the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong will

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approve the authorization and officially record the number of shares authorized to the Authorized Party. Shareholders who have authorized can still access the system but do not have the right to vote online.

6. Discussion



Shareholders are kindly requested to send discussion questions in the “**CHAT BOX**” section at the bottom right of the shareholder's interface or leave a contact address for the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong to provide assistance.

7. Other features

7.1 Livestream feature

On the day of the Meeting, Shareholders can monitor the developments and progress of the General Meeting of Shareholders in real-time by clicking on the “**LIVESTREAM**” tab.



7.2 Meeting Documents

All documents for the 2026 Annual General Meeting of Shareholders are posted in the Meeting Documents section on the EzGSM system. Shareholders select the **MEETING DOCUMENTS** tab, then select each document to view and download it.



7.3 Contact

For any inquiries or questions, Shareholders are kindly requested to send them to the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong using the information below:



Login support phone number: 036 8567 645 (Mr. Tran Le Phuong).

ORGANIZING COMMITTEE

**REPORT OF THE BOARD OF MANAGEMENT AND THE
 EXECUTIVE BOARD ON THE 2025 BUSINESS OPERATIONS
 RESULTS AND THE 2026 BUSINESS OPERATIONS PLAN**

PART A

**GOVERNANCE ACTIVITIES OF THE BOARD OF MANAGEMENT IN 2025, AND
 BUSINESS OPERATIONS RESULTS FOR 2026**

I. Governance Activities of the Board of Management

1. Matters Discussed by the Board of Management in 2025

In 2025, the Board of Management of Port of Hai Phong Joint Stock Company (Port of Hai Phong) held Board meetings to discuss the following matters:

No.	Meeting Date	Board of Management Revisions	Date Signed	Content
1	March 27, 2025	Resolution No. 63/NQ- CHP	March 28, 2025	<ul style="list-style-type: none"> -Projected business results for Q1 2025, business plan for Q2 2025 - Matters to be voted on at the 2025 Annual General Meeting of Shareholders of Port of Hai Phong - 2025 Action Plan of the Board of Management
2	June 23, 2025	Resolution No. 110/NQ- CHP	June 24, 2025	<ul style="list-style-type: none"> - Projected business results for the second quarter of 2025, the first half of 2025, and the business plan for the third quarter of 2025 - Projected performance against BSC-KPI and KRI targets for the first six months of 2025 - Proposal for the merger of Hoang Dieu Port and Chua Ve Port - Proposal to reappoint the Deputy General Director of Port of Hai Phong - Human resources complaints at Port of Hai Phong Towing and Transportation Joint Stock Company

3	September 29, 2025	160/NQ- CHP	September 30, 2025	<ul style="list-style-type: none"> - Projected business results for Q3 2025, the first nine months of 2025, and the business plan for Q4 2025, as well as the implementation of other key tasks - Strategic development direction - Comprehensive restructuring plan for Port of Hai Phong - Business plan of Hoang Dieu Chua Ve Port One-Member Limited Liability Company for the last six months of 2025 - Seconded personnel management
4	December 25, 2025	191/NQ- CHP	December 26, 2025	<ul style="list-style-type: none"> - Projected 2025 business results, achievement of 2025 BSC-KPI and KRI targets, and 2026 business plan - Labor utilization plan at Dinh Vu Port Investment and Development Joint Stock Company - 2025 wage fund implementation for subordinate units - Strategic investment direction

In addition to in-person or online meetings, the Board of Management of Port of Hai Phong reviews matters pertaining to the Company's daily operations, business governance, and matters as proposed by the General Director and the Board's supporting departments through written consultations with members.

2. Summary of the Board of Management's Resolution Issuance in 2025

In 2025, the Board of Management of Port of Hai Phong issued 198 resolutions regarding production and business operations, investment activities, human resources management, and corporate innovation to implement the plan assigned by the General Meeting of Shareholders and to direct the General Director to implement in accordance with legal regulations and the Company's Charter. The list of Resolutions and Decisions issued by the Board of Management in 2025 is compiled by Port of Hai Phong in the 2025 Corporate Governance Report, the 2025 Annual Report, and disclosed in accordance with regulations.

3. Results of the Implementation of the 2025 General Meeting of Shareholders' Resolutions

No.	Content	Result
1	Election of members of the Board of Management and the Audit Committee of Port of Hai Phong Joint Stock Company for the 2024-2029 Term	Completed
2	Allocation of post-tax profit and dividend payment for 2024	Completed

3	Selection of the audit firm to audit and review the 2025 Financial Statements	Upon authorization from the General Meeting of Shareholders, the Board of Management selected UHY Audit and Consulting Co., Ltd.
4	Amendments and supplements to the Charter of Port of Hai Phong Joint Stock Company, the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company, and the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company	Completed
5	2025 Business Results	In Section B of the Report
6	-Progress on the implementation of the "Investment Project for the Construction of Container Terminals No. 3 and No. 4 at the Hai Phong International Gateway Port (at the Lach Huyen Port Area), Hai Phong City" -Implementation of the lease of port infrastructure developed from the Investment Project for the Construction of Container Terminals No. 3 and No. 4 at the Hai Phong International Gateway Port (at the Lach Huyen Port Area), Hai Phong City, and other assets of Port of Hai Phong	Separate report available
7	Salary and remuneration fund for the Board of Management and the Supervisory Board for the year 2025	Separate Proposal

4. Activities of the Board of Management and each Board Member in 2025

4.1. Activities of the Board of Management

The Board of Management communicates its resolutions and Board meeting outcomes to the Company's General Director; regularly monitors and oversees the implementation of resolutions and delegated matters, requiring the General Director to provide both regular and ad hoc reports on achievements and challenges; and participates in Executive Board meetings to gather information, engage in direct discussions, and jointly address challenges in the Company's operational management.

In accordance with the provisions of the Company's Charter, in addition to in-person meetings, the Board of Management sought written information from members to promptly discuss and issue directives to the Executive Board. The documents seeking input and related materials are retained by the Company as a legal basis for the inspection and evaluation of the Board of Management's operational effectiveness.

4.2. Activities of Individual Board Members

No.	Board Member	Number of Board Meetings Attended	Meeting Attendance Rate	Reason for Absence
Before April 29, 2025				
1	Mr. Pham Hong Minh	01/01	100%	
2	Mr. Nguyen Tuong Anh	01/01	100%	
3	Ms. Trinh Thi Ngoc Bien	01/01	100%	
4	Ms. Nguyen Thi Yen	01/01	100%	
5	Mr. Le Dong	01/01	100%	
6	Mr. Vu Duc Bien	01/01	100%	
7	Mr. Do Vu Linh	01/01	100%	
From April 29, 2025				
1	Mr. Pham Hong Minh	03/03	100%	
2	Mr. Nguyen Tuong Anh	03/03	100%	
3	Mr. Ly Quang Thai	02/03	66.7%	On business trip
4	Ms. Nguyen Thi Yen	03/03	100%	
5	Mr. Le Dong	02/03	66.7%	On business trip
6	Mr. Vu Duc Bien	02/03	66.7%	On business trip
7	Ms. Le Thi Ngoc Dung	03/03	100%	

In addition to regular and extraordinary Board of Management meetings, Board members also exchanged information via email to discuss and provide input on matters within their authority. This form of communication was frequent and productive. Comments and proposals from members are compiled by the Company Secretariat, reported to the Chairman of the Board of Management, and retained at the Board of Management's office.

Based on their assigned responsibilities and the need to stay informed about the production and business operations of Port of Hai Phong, Board members actively and proactively participated in meetings and specialized working sessions organized by the Executive Board. As a result, they provided constructive and effective input regarding the management and operations of Port of Hai Phong.

5. Remuneration, operating expenses, and other benefits of the Board of Management and each member of the Board of Management; Income of the General Director, Deputy General Director, and Chief Accountant for 2025

5.1. Remuneration, Operating Expenses, and Other Benefits of the Board of Management and each Board Member

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, Port of Hai Phong paid salaries and remuneration to the members of the Company's Board of Management as follows:

Full-time Board members (holding the title of Chairman of the Board of Management) receive salaries from the Port of Hai Phong full-time management salary fund.

Part-time Board members receive a monthly remuneration of VND 30,000,000. The total remuneration fund paid by Port of Hai Phong to part-time Board members amounts to VND 2,160,000,000.

The remuneration and salary paid to the Company's Board of Management members (*per the audited 2025 Financial Statements*) were as follows:

No.	Board Member	Title	Remuneration (VND)	Salary (VND)
1	Mr. Pham Hong Minh	Chairman Board of Management		2,550,239,492
2	Mr. Nguyen Tuong Anh	Member Board of Management	360,000,000	
		General Director		2,464,409,255
3	Mr. Ly Quang Thai	Member Board of Management	240,000,000	
4	Ms. Nguyen Thi Yen	Member Board of Management	360,000,000	
5	Mr. Le Dong	Member Board of Management	360,000,000	
6	Mr. Vu Duc Bien	Independent Member of the Board of Management	360,000,000	
7	Ms. Le Thi Ngoc Dung	Independent Member of the Board of Management	240,000,000	
8	Ms. Trinh Thi Ngoc Bien	Former Board Member	120,000,000	
9	Mr. Do Vu Linh	Former Independent Member of the Board of Management	120,000,000	

In addition to monetary compensation, members of the Board of Management are entitled to other benefits in accordance with the regulations of Port of Hai Phong.

5.2. Salaries and Other Benefits of the General Director, Deputy General Director, and Chief Accountant

The General Director, Deputy General Director, and Chief Accountant receive

salaries from the Port of Hai Phong's dedicated management salary fund (*per the audited 2025 Financial Statements*), specifically as follows:

No.	Position	Headcount	Total Annual Salary for 2025 (VND)	Notes
1	General Director	01	2,464,409,255	
2	Deputy General Director	03	3,740,237,998	01 Deputy General Director seconded to HTIT (Hai Phong International Terminal) as of January 10, 2025
3	Chief Accountant	01	1,691,156,955	

6. The Board of Management's Oversight of the General Director and Executive Board in 2025

The Board of Management of Port of Hai Phong regularly oversaw the General Director's management of the Company, specifically as follows:

- Business operations, production, and market expansion were continuously maintained; urgent investment projects were prioritized for implementation to ensure business operations; and potential future investment projects were studied, discussed, and subject to expert consultation to ensure effective investment decisions based on sound capital allocation.

- Closely monitored the investment processes of projects to ensure investments were carried out in accordance with the Company's development strategy and legal regulations, particularly the timely completion of the two berth investment projects in the Lach Huyen area.

- Strictly controlled revenue and expenditure; implemented cost-saving measures to reduce expenses and enhance operational efficiency; invested in modernizing equipment to foster stable, long-term development; expanded services to increase port operational capacity and improve service quality.

- Directed the expansion of services to enhance competitiveness and meet customer requirements; innovated cargo handling technology, increased labour productivity, and improved business efficiency.

- Directed the accelerated adoption of digital systems in port operations and customer service.

- Directed the General Director to promptly implement cooperation plans with customers and develop logistics services to strengthen the Company's position while generating additional revenue.

- Directed the General Director to fulfil the Company's information disclosure obligations in accordance with applicable regulations.

- Regularly monitored the implementation of resolutions and tasks assigned by the Board of Management to the General Director and required the General Director to provide periodic and ad hoc reports on achievements as well as challenges encountered.

- In accordance with Company regulations and at the request of the Executive Board, the Board of Management participated in Executive Board meetings to gather information, engage in direct discussions, and collaboratively resolve challenges in the Company's operational management.

7. Activities of the Support Subcommittee in 2025

The Company's Board of Management has one support subcommittee, known as the Port of Hai Phong Research and Development Sub-committee (the Sub-committee). In 2025, the Sub-committee accompanied the Board of Management in overseeing the implementation of the investment project for Berths 3 and 4 at Lach Huyen and the Phase 3 expansion of Hoang Dieu Port to ensure progress in accordance with requirements.

8. Transactions between Hai Phong Port, its subsidiaries, and companies in which Hai Phong Port holds more than 50% of the charter capital, with members of the Board of Directors and their related persons; and transactions between Hai Phong Port and companies in which members of the Board of Directors have been founders or managers within the three (03) years preceding the transaction date in 2025

Hai Phong Port has disclosed these transactions in the 2025 Corporate Governance Report in accordance with regulations on corporate governance applicable to public companies. This report was published on Hai Phong Port's official website on January 29, 2026, and duly submitted to the State Securities Commission of Vietnam and the Hanoi Stock Exchange in compliance with applicable regulations.

9. Future Plans

9.1. The Company's Core Strategic Objectives

- Port of Hai Phong has developed a development strategy for the 2025-2030 period, which includes business plans based on the aforementioned analysis and assessment, market trends, growth forecasts, and the industry's development strategy, the parent company—Vietnam Maritime Corporation (VIMC)—and Port of Hai Phong's internal strengths.

- Continue improving restructuring efforts to ensure streamlined and efficient operations.

- Expand research and investment cooperation in the Bach Dang Industrial Zone, Lach Huyen area, and Nam Do Son area to expand the scope of operations; pay special attention to developing support sectors for core production and business activities carried out by member units to form a value chain within the Port of Hai Phong ecosystem, thereby enhancing competitiveness.

9.2. Strategic solutions

To consolidate its position as the leading port in the region and achieve the set objectives, Port of Hai Phong will continue to implement comprehensive solutions across all aspects of the Company's operations, focusing on the following three key solution groups:

- Gather information on port development plans in the region and the strategic directions of Vietnam Maritime Corporation to plan long-term business strategies and solutions for the Port's development. Continue exploring opportunities for cooperation, joint ventures, and partnerships with major clients to ensure the effective utilization of Port of Hai Phong's existing infrastructure.

- Effectively leverage Port of Hai Phong's internal capabilities to improve service quality and manage costs efficiently, thereby increasing competitiveness in service provision.

- Continue to invest deeply and simultaneously leverage all advantages and opportunities to expand and develop the Port, thereby enhancing service quality and production and business capacity.

II. 2025 BUSINESS OPERATIONS RESULTS AND REPORT ON THE ACTIVITIES OF THE EXECUTIVE BOARD

1. Market Overview

2025 continues to be a challenging year for the logistics and international trade markets. Although international trade has recovered from the pandemic, the economic landscape remains highly uncertain due to slow economic growth in several major economies, inflationary pressures, and prolonged geopolitical risks. For most of 2025, demand for maritime transport and logistics reflects a slowing trend on major routes such as North America–Europe, but remains high on Asian routes. Trade agreements and efforts to stabilize tariffs—especially the temporary tariff suspensions between the United States and China—have helped alleviate tariff pressures during certain periods, thereby stimulating international goods supply and logistics activity. However, demand remains volatile depending on regional economic developments, putting pressure on the planning of global shipping lines. Freight rates throughout the year tend to adjust gradually in response to supply and demand, requiring shipping lines to adopt flexible service strategies and route networks amid intensifying competition.

Against this backdrop, Vietnam's import-export activities in 2025 achieved very positive results, with total import-export turnover reaching approximately \$930.05 billion—the highest level to date and a significant increase compared to the previous year. Exports rose by about 17%, while imports increased by nearly 19.4%. This reflects the strong recovery of domestic trade and the growing competitive strength of Vietnamese enterprises in the international market, particularly in the processed industrial goods, electronics, and high-tech sectors. The trade balance in 2025 continues

to show a trade surplus, contributes to macroeconomic stability, strengthens the country's foreign exchange reserves, and enhances Vietnam's position in the global supply chain.

In the Hai Phong region, the port system continues to serve as the northern region's international maritime gateway, with aggregate throughput of 115.27 million tons, with the Lach Huyen deep-water port area emerging as the primary growth center. The commissioning of container terminals in 2025 (HTIT Port and HHIT port commenced operations in April 2025) helped container throughput in the Lach Huyen area exceed 2.3 million TEUs, while also attracting additional direct mainline service routes to Europe and the Americas. However, the rapid increase in capacity has accelerated intra-regional competition, placing downward pressure on port service rates, which impacted operational efficiency and profit margins. This requires port companies to focus on optimizing operations, improving service quality, and strengthening supply chain integration to ensure sustainable development in the coming period.

2. Business Operations Results

In 2025, Port of Hai Phong implemented a restructuring of its management and operations structure, aiming for a leaner, more efficient, and optimised business organisation, specifically:

- In March 2025, the restructuring of Port of Hai Phong Technical and Vocational Training One-Member Co., Ltd. into Port of Hai Phong Technical Services and Training Joint Stock Company was implemented. Under this plan, the Company took over the Repair Centre along with the entire stevedoring workforce at Chua Ve and Tan Vu Ports, and from 1 July took over the stevedoring workforce at Hoang Dieu Port, forming a new entity specialising in: equipment repair, on-call repair services, container cleaning and surveying, manual stevedoring, and workforce training for units within the Port of Hai Phong ecosystem.

- In July 2025 (15 July): the merger of Hoang Dieu Port One-Member Co., Ltd. and Chua Ve Port Branch took effect under the new name Hoang Dieu Chua Ve Port One-Member Co., Ltd. The newly merged entity operates across all three areas: Hoang Dieu Port, Chua Ve Port, and the transshipment zone, continuing to handle both domestic container cargo and non-container cargo. The focus will be on growing non-container cargo handling with competitive tariff rates to optimise revenue and profitability.

- In April 2025, the deep-water port at Lach Huyen commenced operations under a joint venture with MSC (currently the world's largest shipping line), which drove growth in container throughput, enabling Port of Hai Phong to maintain its leading position in Northern Vietnam and becoming the first port system in the North to surpass the 2 million TEU/year milestone.

2.1. Consolidated Business Performance Indicators of Port of Hai Phong

INDICATOR	Unit Period	2024	Target 2025	Actual 2025	Comparison (%)	
					Actual 2025 / Plan 2024	Actual 2025 / Plan 2025
TOTAL PRODUCTION	1,000 T	39,902	49,500	42,672	106.9%	86.21%
Container volume	1,000 TEUs	1,846.30	2,393.00	2,072.72	112.36%	86.62%
TOTAL REVENUE	VND	2,997,979	3,650,000	2,942,930	98.2%	80.60%
PROFIT	VND	1,199,845	1,353,000	1,257,174	104.8%	92.9%

- **Volume:** actual volume increased by 6.9% compared to the same period in 2024, with container volume increasing by 12.3% year-on-year. However, compared to the 2025 annual plan, actual volume reached only 86.21% of the target, while actual container volume reached 86.6% of the target. The main reasons are: A decline in non-container cargo volume at Hoang Dieu Port due to the inability to accommodate large-sized vessels, and a sharp drop in container volume at Dinh Vu Port, which significantly impacted the overall actual volume of the entire port.

- **Revenue:** In 2025, consolidated revenue of Port of Hai Phong reached 98.2% of the same period in 2024 and 80.6% of the full-year 2025 plan.

The decline in revenue compared to the same period in 2024 is due to the fact that in 2024, Port of Hai Phong recognized revenue of VND 22.35 billion from the divestment of Port of Hai Phong's stake in Vietnam Maritime Commercial Joint Stock Bank. Additionally, the core operating revenue of both Hoang Dieu Port and Dinh Vu Port declined sharply compared with the same period due to reduced throughput.

Compared to the plan, actual revenue in 2025 reached only 80.62% of the target. This was because, when developing the 2025 business plan, the inclusion of HTIT's revenue in the consolidated revenue had been planned by Port of Hai Phong and approved by VIMC. However, pursuant to the 2025 Financial Statements, HTIT's actual business results were recorded solely as an investment in an associated company.

- **Profit:** In 2025, consolidated profit increased by 4.8% compared to the same period in 2024 and reached 92.9% of the 2025 plan. Compared to the 2025 plan, the consolidated profit shortfall was largely due to the decline in revenue, as analyzed above.

2.2. Business Performance Indicators of the Parent Company

2.2.1. Results of Business Performance Indicators:

Indicator	Unit	2024 actual	Target 2025	2025	Comparison (%)	
					Actual 2025 / Plan 2024	Actual 2025 / Plan 2025
Total output	Thousand tons	23,567	27,920	23,290	98.82%	83.42%
Container volume	1,000 TEUs	1,273.2	1,446.0	1,240.7	97.45%	85.80%
Total Revenue	VND	1,729,862	2,269,000	2,315,334	133.8%	102.0%
Net Profit	VND	738,077	967,500	1,173,235	159.0%	121.3%

- **Volume:** In 2025, the Parent Company's volume reached 98.8% of the same period in 2024 and 83.4% of the 2025 plan, with container volume at 97.4% of the same period and 85.8% of the plan. Actual container volume decreased by 2.6% compared to the same period, mainly because as of July 15, 2025, the Chua Ve Port Branch officially discontinued operations to merge with Hoang Dieu Port to form a wholly-owned limited liability company, therefore, container throughput from the second half of July through the end of 2025 (approximately 164,000 TEU) was not included in the Parent Company's figures. If this container volume were included as per the plan, the parent company's actual container throughput would be estimated at 1,386,000 TEU, an increase of 8.9% compared to the same period last year.

- **Revenue:** In 2025, the Parent Company's revenue increased by 33.8% compared to the same period in 2024. Compared to the 2025 plan, the Parent Company's revenue increased by 2.0%. This positive growth was mainly driven by increased non-container cargo volumes at the Tan Vu and Chua Ve Port areas, along with increases in cargo handling fee revenue. In 2025, the Parent Company also recorded additional revenue from the lease of port infrastructure at Berths 3 and 4 at Lach Huyen, and the revaluation surplus on assets contributed to Hoang Dieu Chua Ve Port and the joint venture operating Berths 3 and 4 at Lach Huyen.

- **Profit:** In 2025, the Parent Company's profit increased by 59.0% compared to the same period in 2024 and by 21.3% compared to the plan. Of this, profit from operations reached over 657.96 billion VND, up 62.3% year-on-year, achieving 107.0% of the 2025 plan (614.92 billion VND) and was 8.7% below the VIMC-assigned target (VND 605.3 billion). This result stems not only from strong revenue growth but also from the effective implementation of cost-saving measures, improved business efficiency and enhanced cost control in production and business operations.

(Details of business results are provided in Table 01)

2.2.2. Results of Investment Plan Implementation

Port of Hai Phong focused on completing key projects to meet the timely needs of production, specifically:

- Implementing in-depth investment projects to enhance operational capacity: Strictly following the approved plan. (Procurement of spare crane frames; Project to procure STS gantry cranes; Project to procure 5-7-seat passenger vehicles; Project to procure tractor-trailer trucks; Investment in a solar power system at the Tan Vu Port Branch).

- Construction project for Berths 3 and 4 at Lach Huyen: Phase 1 to be completed and handed over in April 2025. Phase 2 to be completed and handed over in September 2025. Full handover expected in April 2026.

- Project to upgrade and dredge the Dinh Vu channel to -8.5m: The contract has been signed and implementation has begun; However, delays in the dredging of the Viconship channel have impacted the completion of the Port of Hai Phong channel.

- Information Technology: Implementing projects to procure additional container seal identification modules; the project to develop a RoRo Vehicle Yard Management Software; the project to procure equipment and develop software for container inspection and repair (M&R); Project to install automatic container seal machines at the Tan Vu Port Branch; Project to develop a Mobile App for Electronic Port Services; Project to procure centralized data storage equipment; Investment in upgrading the port operations management system. Concurrently, the IT investment packages in the Lach Huyen area were completed and handed over on schedule.

* The implementation volume of investment projects of the Parent Company in 2025 reached VND 2,332.227 billion, equivalent to 70.82% of the 2025 annual plan, specifically:

Unit: Million VND

No.	Investment Project	Plan 2025	Implementation Disbursement 2025	Implementation/Plan (%)
1	Infrastructure investment	110,401	43,619	39.51%
2	Equipment procurement	128,990	27,581	21.38%
3	Information Technology	8,017	4,808	59.97%
4	Port Expansion	3,045,451	2,256,219	74.08%
	Total	3,292,859	2,332,227	70.82%

(Details of investment plan results are provided in Table 02)

2.2.3. Other Key Tasks

- Upgrade Container Berths 3 and 4 at the Hai Phong International Gateway Port to accommodate vessels with a deadweight tonnage of up to 165,000 DWT: Approval from the competent authorities is expected in August 2025.

- Reviewed, revised, and reissued Port of Hai Phong's internal regulations to align with management requirements and legal provisions.

- Streamlining workforce and optimizing personnel deployment:

+ Review and evaluate the workforce across the entire port: Port of Hai Phong completed the workforce quality assessment for the Chua Ve Port Branch and Hoang Dieu Port Co., Ltd. from April 1, 2025, to April 22, 2025; In July 2025, the labor quality assessment at the Tan Vu Port Branch and the Administrative Division was completed.

+ Streamlining the workforce across the Port: reducing the workforce by 412 employees.

- Digital Transformation

+ Completed the upload of customer data to the CRM system and integrated the CRM with the operational management software.

+ Execute contracts for comprehensive software development and digitalise operations at the Chua Ve Port area – Hoang Dieu Chua Ve Port One-Member Limited Liability Company.

- Port of Hai Phong promoted innovation and digital transformation using Kaizen tools: 315 Kaizen initiatives were recorded in 2025.

- Port of Hai Phong developed a "Customer-Centric" corporate culture: monthly surveys were conducted to evaluate the Net Promoter Score (NPS) for the five factors (cargo safety, service cost, service quality, service attitude, and willingness to recommend the service), with an average NPS exceeding 90.0% and component NPS scores above 80%.

2.2.4. Use of the Retirement Support Fund

Pursuant to the Resolution of the 2017 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company approving the use of the Retirement Support Fund for Employees in the amount of 24,581,000,000 VND and the issuance of Regulation No. 2197/QC-CHP dated July 31, 2017, Regulation No. 3997/QC-CHP dated December 25, 2017, Regulation No. 2844/QC-CHP dated August 30, 2023, Regulation No. 1884/QC-CHP dated June 14, 2024, regarding support for employees retiring early or terminating their employment contracts at Port of Hai Phong Joint Stock Company.

Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 15, 2024, of the 2024 Annual General Shareholders' Meeting, Port of Hai Phong Joint Stock Company approved a labor support fund of 5,000,000,000 VND. At the 2025 Annual General Shareholders' Meeting, the support fund was further increased by VND 15,000,000,000.

In 2025, Port of Hai Phong Joint Stock Company amended and issued Regulation

No. 2036/QC-CHP on May 21, 2025, regarding support for employees retiring early and terminating their employment contracts at Port of Hai Phong Joint Stock Company.

Results for 2025: The number of employees who retired early or had their employment contracts terminated were 72, and the amount paid was 14,781,142,250 VND

The remaining fund balance as of December 31, 2025, is: 8,698,796,500 VND

2.2.5. Labor Management

a. Labor and Income Situation

Indicator	Unit	2024	2025
Total number of employees	Persons	1,407	993
Total wage fund	VND	381,036,000,000	400.000.000.000
Average monthly income per person	VND/person/month	25,340,000	36.901.000
Average monthly salary per person	VND/person/month	22,568,000	33.568.000

b. Ensuring occupational health, safety, and welfare of workers

- Implementing occupational safety regulations and cargo handling procedures; fully providing personal protective equipment in accordance with established procedures and standards; creating reasonable and efficient working conditions for workers.

- Deploy and utilize labor in accordance with legal regulations; all workers are employed under labor contracts signed by Port of Hai Phong, ensuring compliance with statutory obligations: social insurance, health insurance, and unemployment insurance. Workers undergo regular health checkups as required and are entitled to all benefits, including annual leave, sick leave, maternity leave, and other employee benefits. The Port strengthens awareness campaigns and training on occupational safety and health to enhance employees' awareness and enable them to proactively protect themselves and prevent workplace accidents.

- Effectively implement the action plan for the 2025 Occupational Safety and Health (OSH) Week with the theme "Strengthening Occupational Safety and Health at the Workplace and in the Supply Chain."

- Organised visits, provided financial assistance, and hosted cultural and recreational activities for employees.

c. Employee Training Activities

In 2025, Port of Hai Phong implemented professional training and skill development programs for managers and employees to improve the quality of the workforce and meet the requirements of production and business operations, as follows:

No.	Training Category	Number of Classes	Number of Trainees
1	Online E-learning Courses Organized by VIMC	02	313
2	Fire safety training, first aid training, and emergency response	03	46
3	Professional and technical courses, including:		
	Domestic training in port and business operations	22	1,964
	Overseas training (APEC - Belgium, Germany)	01	01
5	In-house training in port and business operations	24	881
6	Annual vocational skill assessment training	7	60
7	Training for direct operational workers (QC quay cranes, RTG rubber-tyred gantry cranes, and GN mobile harbour cranes)	18	1,219
8	International cooperation sending delegations abroad	15	37
Total		92	4,521

2.2.6. Dividend Payment:

Port of Hai Phong plans to pay a 2025 dividend of 6% of charter capital.

2.3. Relocation of Hoang Dieu Port

To carry out the relocation of Hoang Dieu Port, in 2025, after receiving compensation costs including land acquisition and clearance costs plus equipment relocation costs, Port of Hai Phong and Hoang Dieu Port coordinated the handover of all infrastructure of Hoang Dieu Port to the People's Committee of Ngo Quyen Ward, while simultaneously conducting the liquidation and relocation of a portion of equipment and vehicles, including the relocation of 4 Tukan cranes from the berths to Chua Ve Port (2 units) and Lach Huyen Port (2 units). Port of Hai Phong conducted inventory, liquidation, and disposal of unused assets. Currently, the remaining facilities — including berths 4–9, the rear cargo yard, and the Operations Office — are leased for continued operation.

2.4. Progress on finalizing the management and operation plan for Berths 4 and 5, the Chua Ve Port container yard, and the allocation of other costs to the equipment procurement package

Based on the content presented at the 2025 Annual General Meeting of Shareholders, the Board of Management reports an update on the progress of the tasks, specifically as follows:

On April 4, 2025, the Government issued Decree No. 84/2025/ND-CP regulating the management, use, and disposal of maritime infrastructure assets. Accordingly, Clause 7 of Article 18 of Decree No. 84/2025/ND-CP (regulating the form of dispose of maritime infrastructure assets, specifically: Other forms of disposal as prescribed by law or by a decision of the Prime Minister.”

Port of Hai Phong has reported to and received support from the Ministry of Construction to apply Clause 7 of Decree No. 84/2025/ND-CP and request the Prime Minister's approval for the transfer of management and operation rights of Berth No. 5 to Port of Hai Phong, in the same manner as the previously approved transfer of Berth No. 4. Accordingly, Port of Hai Phong has recognized an increase in the carrying value of Berth No. 5 at Chua Ve Port in the Company's books.

Currently, the Ministry of Construction is still in the process of conducting internal consultations and seeking opinions from relevant ministries before officially reporting to the Prime Minister.

The Board of Management will continue to direct relevant parties to report to the competent state agencies to expedite approval of the management and operation plan for Berths 4 and 5, the Chua Ve Port container yard, and the allocation of other costs for the equipment package, as well as to finalise the settlement of state capital at Port of Hai Phong; while also reporting on the progress and results to keep shareholders informed and allow them to oversee the process.

2.5. Restructuring of Subsidiary Units

In 2025, Port of Hai Phong implemented a restructuring of its management and operations structure, aiming for a leaner, more efficient organisation and the management of the Company's production and business operations, specifically:

- In March 2025, the restructuring of Port of Hai Phong Technical and Vocational Training Company Limited into Port of Hai Phong Technical Services and Training Joint Stock Company was implemented. Under this plan, the new company took over the Repair Centre along with the cargo handling workforce at Chua Ve and Tan Vu Ports, and from 1 July took over the cargo handling workforce at Hoang Dieu Port, specialising in: equipment repair, on-site repair services, container cleaning and inspection, manual cargo handling, and workforce training for units within the Port of Hai Phong ecosystem.

- On 15 July 2025, the merger of Hoang Dieu Port One-Member Co., Ltd. and the Chua Ve Port Branch took effect under the new name Hoang Dieu Chua Ve Port One-Member Co., Ltd. The newly merged entity operates across all three areas: Hoang Dieu Port, Chua Ve Port, and the transshipment zone, continuing to handle both domestic container cargo and non-container cargo.

- A joint venture with MSC (currently the world's largest shipping line) officially launched the deep-water port at Lach Huyen in April 2025, driving significant growth in container throughput at Port of Hai Phong and making it the first port system in

Northern Vietnam to surpass the 2 million TEU/year milestone.

2.6. Financial Investments Outside the Enterprise

In 2025, Port of Hai Phong made additional capital contributions to the following enterprises:

No.	Company Name	Amount (VND)
1	Port of Hai Phong TIL International Port Co., Ltd.	990,093,997,089
2	Smart Logistics Service Co., Ltd. (Hai Phong)	51,141,200,000
3	Port of Hai Phong Towing and Transportation Joint Stock Company	16,200,000,000
4	Port of Hai Phong Technical Services and Training Joint Stock Company	31,500,000,000
5	Hoang Dieu Chua Ve Port One Member Limited Liability Company	209,638,000,000

Most companies with equity investments from Port of Hai Phong in 2025 were profitable and are expected to pay dividends as planned. Two companies with equity investments—Port of Hai Phong Medical Center Limited Liability Company and Hai Phong Maritime Investment and Trade Joint Stock Company—were profitable in 2025, reduced their accumulated losses, and reduced the provision for impairment at Port of Hai Phong.

PART B 2026 BUSINESS OPERATIONS PLAN

I. Market Overview

1. General Situation

At the beginning of 2026, the global trade and maritime transport landscape continues to face complex fluctuations under the dual impact of geopolitics and the wave of trade protectionism. The epicenter of instability lies in the Middle East, where direct clashes between Israel and Iran have pushed tensions in the Strait of Hormuz to an alarming level. As the critical route for transporting approximately 20% of international oil supply, instability in the Strait of Hormuz has not only caused crude oil prices and insurance costs to skyrocket but has also forced shipping companies to reroute through the Cape of Good Hope. Given that rerouting extends transit times and significantly disrupts logistics along the Asia-Europe route, this directly pressures the international shipping system amid risks of supply chain disruption. Overall, the geopolitical situation represents a landmark shift in US trade policy.

The removal of retaliatory tariffs and the application of Section 122 of the 1974 Trade Act to impose an additional 10% tariff on imported goods—a presidential authority that does not require congressional approval—has sparked strong reactions. Notably, the repeal of the old retaliatory tariffs combined with this new unilateral tariff creates a relative advantage for Chinese businesses, helping them reduce their burden compared to the previous period. Conversely, Vietnam and partners such as the EU, UK, and Japan have lost their advantage as the preferential tariff framework they had painstakingly negotiated is now overshadowed by the additional tariffs. Such sudden changes not only erode trade confidence but also force nations to strive to maintain previous commitments in a highly volatile and uncertain environment.

In Vietnam, the economy is expected to continue growing steadily in 2026, thanks to economic stimulus policies and the gradual recovery of the export sector. However, Vietnam also faces numerous challenges from an unstable global economic environment. All these factors could slow down Vietnam's export growth.

In the Hai Phong region, competition among ports in the area is becoming increasingly intense. Nam Dinh Vu Port is progressing with its Phase 3 construction project, enhancing its capacity to handle up to 2 million TEUs with seven berths, and is seeking approval to deepen the channel to -9.5m. Although both Viconship and Port of Hai Phong have received decisions to deepen the channel to -8.5m, Viconship's slow implementation has impacted Port of Hai Phong's progress, with completion now expected in the first quarter of 2026. The full operation of the deep-water berths 3-4 and 5-6 at Lach Huyen will also impact existing service routes currently operating in the Dinh Vu area, leading to a partial shift of market share toward the deep-water port area.

2. Port of Hai Phong

2.1. Favorable Factors

- 2026 marks the beginning of Vietnam's economic acceleration and breakthrough phase, ushering in a new era to fulfil the aspiration of becoming a developed, high-income nation by 2045. The government issued Resolution No. 01/NQ-CP on January 8, 2026, clearly setting the GDP growth target for 2026 at 10% or higher, while establishing quarterly growth milestones and specific targets for each industry and sector. In the first two months of 2026, the foreign-invested enterprise (FDI) sector continues to play a leading role in Vietnam's import-export activities. The total import-export turnover of this sector reached approximately 117.1 billion USD, an increase of 35.9% compared to the same period in 2025, reflecting a strong recovery of international trade activities based in Vietnam. In the export structure, FDI enterprises accounted for about 78.8% of the total value, mainly from electronics, technology, and equipment assembly companies such as Samsung, LG, Foxconn, and many companies in the electronics component supply chain. On the import side, this sector also accounted for about 71.7% of total value, with main items including electronic components, transportation and equipment and raw materials for production. The significant share of the FDI sector in trade activities indicates that Vietnam remains a

key manufacturing and assembly hub in the global supply chain, particularly in electronics, technology equipment, and industrial products.

- The application of additional tariffs and the removal of retaliatory tariffs help reduce cost pressures when accessing the US market, thereby improving profit margins and enhancing price competitiveness in the short term.

- Port of Hai Phong's rich history, experienced management team, skilled workforce with deep expertise in port operations and administration, and its modern, integrated infrastructure, equipment, and information technology systems have given Port of Hai Phong a distinct competitive edge over other ports in the region.

- The completion and commissioning of Berths 3 and 4 at Lach Huyen in 2025, along with obtaining permits to increase the port's capacity to accommodate vessels with a deadweight tonnage (DWT) of up to 200,000, as well as the expansion of capacity at Dinh Vu Port and Tan Vu Port to accommodate vessels up to 55,000 DWT, will give Port of Hai Phong a competitive edge in accommodating large vessels as required by shipping lines.

2.2. Some Challenges

- Geopolitical tensions in the Middle East and the Red Sea region are having a significant impact on the international maritime shipping market. The conflict has left more than 10% of the global container fleet stranded in the Strait of Hormuz, with many oil tankers damaged and insurers forced to cover vessels passing through the area. This is causing congestion in the Strait of Hormuz—a route through which more than 20% of the world's oil is transported. This could disrupt global vessel schedules, potentially leading to long-term delays or schedule changes. Additionally, rising shipping risk premiums and insurance costs in the Middle East could increase international maritime transport costs, raising logistics expenses for goods imported and exported through Vietnam's port system.

- The Hoang Dieu area is expected to be fully reclaimed by the end of the second quarter of 2026, reducing the operational capacity of Hoang Dieu Chua Ve Port and causing a decline in cargo throughput. In particular, Decree No. 34/2025/ND-CP creates difficulties for the port in accommodating large vessels.

- The unresolved plan for the disposal of assets at Berths 4 and 5 of the Chua Ve Port Branch also hinders Port of Hai Phong's ability to repair, upgrade, and inspect facilities to accommodate large vessels at Chua Ve.

- Given the intense competition in the Hai Phong region, the trend of declining freight rates is expected to continue, while rising fuel costs due to geopolitical conflicts are impacting the Port's revenue from operations. Additionally, financial revenue is also affected by: (1) The disbursement of capital investment for Berths 3 and 4 at Lach Huyen will significantly reduce revenue from bank deposit interest. (2) Starting in 2026, Port of Hai Phong will incur additional interest expenses for the entire project.

II. 2026 Business Operations Plan

1. Consolidated Business Plan

1.1. Volume: 57.34 million tons, including 2,960,000 TEUs of containers

1.2. Revenue: 3,495.0 billion VND

1.3. Pre-tax profit: 1,520.0 billion VND

2. Parent Company's Business Plan

2.1. Volume: 23.77 million tons, including 1,280,000 TEUs of containers

2.2. Revenue: 2,425.0 billion VND

2.3. Pre-tax profit: 1,300.0 billion VND

3. 2026 Investment Plan of Port of Hai Phong (Parent Company)

3.1. Investment Plan for Procurement and Capital Construction

Port of Hai Phong will continue to focus on completing key projects while investing in new initiatives to further enhance operational capacity and meet production requirements, specifically:

3.1. Equipment and Infrastructure

3.1.1. Capacity Deepening Investment

+ Upgrading the channel to -8.5m and renovating the turning basin in front of the wharf to 320m in the Dinh Vu area. Upgrading the capacity to receive large-tonnage vessels in the Tan Vu and Dinh Vu areas to 55,000 DWT, and in Chua Ve to 30,000 DWT (reduced load).

+ Study investment in dredging works to regularly maintain a stable navigation channel depth and attract additional shipping lines/increase vessel sizes at Tan Vu, Dinh Vu, and Chua Ve.

+ Procure and put into operation 10 specialized tractor-trailers at Tan Vu Port. Continue to invest in transferring 2 STS gantry cranes at Tan Vu Port; invest in 2 reach stackers to replace old ones to increase operational capacity at Tan Vu Port; invest in electric vehicles at Tan Vu Port and 7-18-seat passenger vehicles at the office.

3.1.2. Port Expansion Investment:

+ Research and propose the construction and operation of a general/container port and logistics services, warehouses, yards, and port logistics facilities at the Bach Dang Industrial Zone.

+ Survey and develop an investment plan for a 20-hectare depot area in Xuan Cau – Lach Huyen.

+ Research and propose the construction of Dinh Vu 2 General Port (Cat Ba General Port).

+ Collaborate with the Marine Engineering Construction Consulting Joint Stock Company to research and implement investment in Berths 13 and 14 at Lach Huyen and the Nam Do Son area.

Investment project for the construction of Berths 3 and 4 at Lach Huyen: Complete all procedures to hand over the entire project to the joint venture partner

3.2. Information Technology

- Complete documentation for the centralized data storage equipment procurement project.

- Implementation of investment projects: Investment in upgrading the integrated port operations management software at the Tan Vu Port Branch (supplement for 2025); Investment in upgrading HR and business management software (supplement for 2025); Investment in upgrading the container operations management software at the Tan Vu Port Branch; Investment in a human resources management system at the Tan Vu Port Branch; Investment in a Big Data system and data integration hub at Port of Hai Phong; Investment in an IoT connectivity system with on-site production equipment at the Tan Vu Port Branch; Investment in an environmental monitoring system and server room equipment at Port of Hai Phong.

* The projected investment disbursement for the Parent Company's projects in 2026 is expected to reach VND 724,829 billion, specifically:

Unit: Million VND

No.	Investment Project	Implementation Period in 2026
1	Infrastructure Investment	151,746
2	Equipment procurement	350,922
3	Information Technology	109,632
4	Port expansion investment projects	112,529
	Total	724,829

(Detailed investment plan data in Table 02)

3.2. Plan for External Investment Capital

3.2.1. Investment Capital Contribution Plan

No.	Content	Amount (billion VND)	Equivalent (USD)	Notes
1	Capital contribution to Smart Logistics Service Co., Ltd. (Hai Phong)	15.7	600,000	Q2 2026

2	Capital Contribution to TIL International Port Co., Ltd. (Port of Hai Phong)	242		Q1 2026
				Q4 2026: Adjustment of the value of contributed assets following completion of project finalization
3	First capital contribution to establish the port operating entity at Bach Dang Industrial Zone	640		Q3 2026: (Estimated e-commerce Revenue: 4,200 billion; CHP's equity contribution ratio: 51%; Equity Capital: 40%; Capital contribution in multiple phases).

3.2.2. Capital Divestment Plan

- Reduce Port of Hai Phong's ownership stake in Port of Hai Phong Technical Services and Training Joint Stock Company to a minimum of 51%
- Divest 100% of the contributed capital in VIMC Logistics Joint Stock Company and Saigon Port Logistics Joint Stock Company

4. Other targets

- Expected dividend for 2026: 6% of charter capital.
- Implement divestment plans for businesses operating outside the Company's core production and business activities, particularly those considered ineffective, which have been approved in principle by the Board of Management; continue to review and develop divestment plans for underperforming businesses.

5. Items Arising Beyond the Plan

Authorize the Board of Management to decide on project procurement, repairs, maintenance, dredging, and urgent, unforeseen expenses necessary for production and business operations that arise outside the Company's annual plan, as approved by the General Meeting of Shareholders.

6. Strategic solutions

To further enhance production and business efficiency and build up capital reserves to support port development, the Company will continue to innovate and implement the following key measures:

6.1. Business Operations and Port Exploitation

6.1.1 Business Development

- Focus on a “customer-centric” approach; ensure stability and continuously improve service quality to achieve the goal of retaining all existing customers and acquiring new customers in 2026.

- Attract additional customers, cargo sources, and new services to increase cargo volume through the port via specific solutions: Explore marketing opportunities and customer service options; Apply a CRM system for customer management; Implement a customer pipeline management system for tracking and customer care;
- Strengthen communications and promote the Port of Hai Phong brand to drive business operations and expand the market in the port sector.
- Continue to develop and implement service chain marketing plans tailored to specific customer requirements and develop logistics services to increase revenue beyond cargo handling.
- Execute VIMC's marketing strategy to provide customers with comprehensive supply chain solutions, continuously improve service quality, and leverage VIMC's existing ecosystem advantages.

6.1.2. Port Operations

- Research and establish a Centralized Operations Center (Integrated Operation Center) to optimize the utilization of berths and equipment and ensure efficient service management across all ports within the system.
- Develop a strategy for expanding satellite yards and depots to increase the container handling capacity of the system.
- Accelerate the processing of backlog cargo to free up yard space and improve the efficiency of operational infrastructure deployment.
- Optimize port and yard layouts to improve production efficiency, reduce costs, and significantly contribute to meeting the targets of all units.
- Set KPIs for port operations to improve productivity across all operational units within the entire Port of Hai Phong ecosystem.
- Review, improve, and issue standardized operational procedures for the entire system.
- Leverage multi-berth capacity to coordinate vessel scheduling and berth allocation across ports, while prioritising vessel reception for non-containerised cargo.

6.2. Equipment Management and Investment

- Focus on inspecting and assessing the technical condition of equipment and infrastructure to develop repair and maintenance plans aligned with the production and business plan.
- Closely monitor technical standards and material inventory levels. Proactively plan by increasing supervision and executing repair procedures, avoiding reactive measures and preventing further damage that could increase costs and disrupt production.
- Regarding information technology: Focus on completing key IT investment projects, particularly the IT package under the investment project for the construction of Container Terminals 3 and 4 at Lach Huyen. Maximise the effectiveness of existing IT

projects. Improve processes and apply IT solutions to enhance service quality and customer service standards.

6.3. Organizational and Personnel Activities

- Focus on studying restructuring plans for the organisational structure of the Company's Head Office and Tan Vu Port Branch; reorganise the business and customer service systems to meet the requirements of a more effective, efficient, and lean management structure at Port of Hai Phong Joint Stock Company in line with the Company's strategic development direction.

- Conduct a comprehensive review of personnel across the entire Company in accordance with the restructuring strategy; ensure the quality, structure, continuity, and adaptability of the workforce to meet the requirements of the Company's new development phase.

- Improve recruitment processes to secure a qualified workforce that meets the Company's operational requirements.

- Review, update, and reissue the Port's internal regulatory document system to align with the new model.

- Continue working with competent authorities to finalize the management and operation plan for Berths 4 and 5 at Chua Ve Port.

- Innovation and Creativity: Plan to comprehensively and effectively implement Lean and Kaizen principles in operations and management.

- Plan the divestment of equity in underperforming joint-venture companies (Saigon Log, VIMC Log).

6.4. Labor Efficiency and Cost Management

- Organize operations rationally to increase labor productivity. Implement effective cost management across all areas, with a focus on promoting innovation, adopting new technologies, streamlining production, rational planning of cargo handling, and studying adjustments to technical standards, fuel standards, reducing capital expenditures in infrastructure investment, equipment procurement, and material purchases through competitive bidding, and saving on office supplies, electricity, and water costs, etc.

- Manage risks across all areas of the Company's operations.

- Prioritise the use of services and resources within the Port of Hai Phong ecosystem; outsource only where member companies lack the capacity or their prices exceed market rates.

6.5. Cooperation with State Agencies and Partners

- Strengthen cooperation with state management agencies to support the Port in its production and business operations and port development.

- Expand cooperation between Port of Hai Phong and member units of Vietnam Maritime Corporation. Seek investment and cooperation opportunities to develop port

terminals and depots in the Northern region, in line with the Company's business strategy. Coordinate the development of logistics services to improve service quality and increase revenue.

- Establish joint ventures and partnerships with shipping lines and with port, warehouse, and transportation companies under Vietnam Maritime Corporation (VIMC) to increase cargo throughput at Port of Hai Phong in a manner that balances the interests of all parties, and progressively implement business cooperation plans with VIMC-affiliated companies in connection with the relocation of Hoang Dieu Port.

6.6. Compliance with Public Company Conditions

In Q1/2026, Hai Phong Port reported to the State Securities Commission of Vietnam, the Hanoi Stock Exchange, its major shareholder—Vietnam Maritime Corporation (VIMC) – JSC—and all shareholders that the Company had not yet met the conditions of a public company (specifically the shareholder structure requirement) in accordance with Law No. 56/2024/QH15 amending and supplementing a number of articles of the Law on Securities. This issue arose due to changes in legal regulations. Hai Phong Port will continue to coordinate with its major shareholder to promptly identify appropriate solutions, ensuring the interests of all shareholders while avoiding any adverse impact on the Company's business operations and development orientation.

Dear Shareholders and Distinguished Guests!

The Board of Management and all employees of Port of Hai Phong Joint Stock Company will continue to strive, maintain unity, and focus on improving operational efficiency in order to meet the expectations of our shareholders. We will implement innovative solutions in management and operations, while enhancing transparency, improving working processes, and optimizing resources to ensure the sustainable development of the Company. We firmly believe that, with unity and determination, the Company will achieve outstanding results in 2026 and the years to come

Respectfully submitted to the General Meeting of Shareholders.

Recipient :

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**ON BEHALF OF THE
BOARD OF MANAGEMENT
CHAIRMAN**



Pham Hong Minh



REPORT

**ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF
MANAGEMENT AND EVALUATION OF THE BOARD OF MANAGEMENT'S
ACTIVITIES IN 2025**

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock
Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and subsequent amendments and supplements;

Pursuant to the Charter on the Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to Decision No. 1940/QĐ-CHP dated May 13, 2025, on the assignment of duties to members of the Board of Management;

I, Vu Duc Bien - Independent Member of the Board of Management of Port of Hai Phong Joint Stock Company, respectfully report to the General Meeting of Shareholders on my personal performance and the evaluation of the Board of Management's activities of Port of Hai Phong Joint Stock Company in 2025 as follows:

I. Activities of independent members of the Board of Management

In 2025, the Board of Management of Port of Hai Phong Joint Stock Company had 02 independent members during the following periods:

- Period from January 1, 2025 to April 29, 2025: Mr. Vu Duc Bien and Mr. Do Vu Linh.

- Period from April 29, 2025 to December 31, 2025: Mr. Vu Duc Bien and Ms. Le Thi Ngoc Dung.

In 2025, in my capacity as an independent member, I have actively and proactively exchanged information with the Board of Management and the Executive Board to provide reasonable and effective recommendations and proposals. Specifically, the activities carried out were as follows:

Fully attend all meetings and thoroughly study the contents of written consultations from the Board of Management to grasp information and contribute opinions aimed at enhancing operational efficiency and supervising the compliance of the Executive Board.

Proactively organize discussions and exchanges with the General Director, members of the Executive Board, and specialized departments. Specifically, based on the assignment of duties by the Board of Management, I have focused on monitoring, supervising, and proposing solutions to strengthen direction in the following areas:

- Investment strategies for expansion and development, and improving the Company's operational efficiency.
- Methods for effectively and professionally connecting and maintaining links between the enterprise and customers.
- Investment and capital contribution activities of Port of Hai Phong and the operational efficiency of enterprises with capital contributions from Port of Hai Phong.
- Development of advanced governance models; sustainable development.
- Building brand and corporate culture.

II. Evaluation by the Independent Member of the Board of Management on the activities of the Board of Management

Based on the business performance results and the governance work of the Board of Management, I have several evaluations regarding the activities of the Board of Management of Port of Hai Phong in 2025 as follows:

- Regarding the contents discussed by the Board of Management: These are regular and fundamental activities based on the powers and responsibilities stipulated in the Company's Charter, internal regulations, and current laws.

- Regarding the issuance of Resolutions and Decisions of the Board of Management: The approval of contents strictly complies with the majority principle. Meeting minutes are fully prepared to serve as a basis for the timely and lawful issuance of directive documents and are transparently communicated to the Supervisory Board and the Executive Board.

Regarding the implementation of the General Meeting of Shareholders' Resolution: The Board of Management has closely directed and supervised the implementation by the Executive Board through plan assignment, inspection, and evaluation. The directives closely follow the plan approved by the General Meeting of Shareholders.

- Regarding the activities of the Board of Management and its members: There were no acts of exceeding or abusing authority. The clear assignment of tasks enables each member to leverage their management strengths in each area.

- Regarding remuneration, expenses, and benefits: Remuneration of the Board of Management and remuneration of the Executive Board are implemented transparently and strictly, in compliance with financial management and salary

regulations, and are truthfully reflected in the Financial Statements.

- Regarding supervisory activities over the Executive Board: Carried out comprehensively through periodic/extraordinary reports, within the scope of authority, and achieving high practical effectiveness.

- Regarding the activities of the support subcommittees: They have properly fulfilled their assigned responsibilities and authorities in providing advisory support to the Board of Management.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**INDEPENDENT MEMBER
BOARD OF MANAGEMENT**

A handwritten signature in black ink, appearing to read 'Vu Duc Bien', with a stylized flourish at the end.

Vu Duc Bien



REPORT
**ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF
MANAGEMENT AND EVALUATION OF THE BOARD OF MANAGEMENT'S
ACTIVITIES IN 2025**

To: The General Meeting of Shareholders of
Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and subsequent amendments and supplements;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to Decision No. 1940/QĐ-CHP dated May 13, 2025, on the assignment of duties to members of the Board of Management;

I, Le Thi Ngoc Dung - Independent Member of the Board of Management (BOM) of Port of Hai Phong Joint Stock Company, respectfully report to the General Meeting of Shareholders on my personal activities and the evaluation of the BOM's activities of Port of Hai Phong Joint Stock Company in 2025 as follows:

I. Activities of Independent Members of the Board of Management

In 2025, the BOM of Port of Hai Phong Joint Stock Company had 02 independent members during the following periods:

- Period from January 1, 2025, to April 29, 2025: Mr. Vu Duc Bien and Mr. Do Vu Linh.

- Period from April 29, 2025, to December 31, 2025: Mr. Vu Duc Bien and Ms. Le Thi Ngoc Dung.

Since being elected as an Independent Member of the BOM (from April 29, 2025), I have actively and proactively coordinated with the BOM and the Executive Board to provide reasonable and effective recommendations and proposals. Specifically:

1. Fully attended BOM meetings and studied contents for written opinions to closely monitor the company's situation, providing counter-arguments and independent opinions to improve governance efficiency and supervise the activities of the Board of Management.

2. Actively worked with the Executive Board and relevant departments. Based on the assigned scope of work, I focused on monitoring, supervising, and proposing solutions to enhance efficiency in the following areas:

- Market development, marketing, and customer care activities.
- General marketing based on leveraging VIMC's ecosystem.
- Communication for core business activities (associated with expansion investment in the Lach Huyen area).
- Development of services, non-stevedoring revenue, and logistics activities.

II. Assessment by the Independent Member of the Board of Management on the Board's activities

Based on the process of participating in governance and supervision from April 2025 until the end of the year, I have the following assessments regarding the activities of the Board of Management (BOM) of Port of Hai Phong in 2025:

- Regarding the contents discussed by the BOM: Discussion activities were maintained regularly and openly, strictly adhering to the powers and responsibilities stipulated in the Charter and the law.

- Regarding the issuance of Board Resolutions and Decisions: Voting methods (in-person and via written opinion) were conducted democratically, complying with the majority principle. The Board's directing documents were issued promptly, archived carefully, and fully notified to the Executive Board and the Supervisory Board for coordinated implementation.

- Regarding the implementation of the General Meeting of Shareholders' Resolutions: The Board of Management has successfully fulfilled its role in directing, assigning plans, and regularly supervising the Executive Board's implementation to ensure that the objectives set by the General Meeting of Shareholders are implemented in accordance with the established orientation.

- Regarding the activities of the Board of Management and its members: All Board members have strictly complied with the Charter and the law, without abusing or exceeding their authority. The assignment of specific tasks to each member has maximized the professional strengths of each individual, contributing to the overall development of the Port.

- Regarding remuneration, expenses, and benefits: Operating expenses, remuneration of the Board of Management, and remuneration of the Executive Board have been implemented in accordance with regulations, transparently, and clearly reflected in the Financial Statements.

- Regarding the supervision of the Executive Board: The Board of Management has performed comprehensive supervision, regularly requiring the

Executive Board to report on progress, ensuring that business and production activities remain on a safe and effective trajectory.

- Regarding the activities of the support Sub-committees: The Sub-committees have successfully fulfilled their role in providing in-depth advisory, effectively supporting the decisions of the Board of Management.

Respectfully submitted to the General Meeting of Shareholders./.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**INDEPENDENT MEMBER
OF THE BOARD OF MANAGEMENT**

A handwritten signature in black ink, appearing to read 'Ngoc Dung', with a long horizontal stroke extending to the right.

Le Thi Ngoc Dung



REPORT

Regarding the implementation of the “Investment project for the construction of container berths No. 3 and No. 4 at the Hai Phong International Gateway Port (Lach Huyen Port Area), Hai Phong City” in 2025 and the work implementation plan for 2026

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to Decision No. 1215/QD-DHDCD dated April 29, 2021 of the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company regarding the approval of the “Investment project for the construction of container berths No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City”;

Pursuant to Decision No. 1875/QD-CHP dated July 1, 2021, of the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on the approval of the authorization to decide on matters within the authority of the General Meeting of Shareholders during the implementation of the Investment Project for the Construction of Container Berths No. 3 and No. 4 at Hai Phong International Gateway Port (Lach Huyen Port Area), Hai Phong City;

The Board of Management of Port of Hai Phong Joint Stock Company would like to report to the General Meeting of Shareholders on the implementation of the “Investment project for the construction of container berths No. 3 and No. 4 at Hai Phong International Gateway Port (in Lach Huyen Port Area), Hai Phong City” in 2025 and the work implementation plan for 2026 as follows:

A. WORK PERFORMED

I. Tasks performed by the Board of Management under authorization from the General Meeting of Shareholders

In implementation of Decision No. 1875/QD-CHP dated July 01, 2021, of the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company regarding the approval of authorization to decide on matters within the authority of the General Meeting of Shareholders during the implementation of the Investment Project for the Construction of Container Terminals No. 3 and 4 at Hai Phong International Gateway Port (Lach Huyen Port Area), Hai Phong City; in which the Board of Management is authorized to review and decide on project-related matters within the authority of the General Meeting of Shareholders during the implementation and construction completion

phases, excluding the approval of investment capital finalization, ensuring consistency with the Company's Charter and full compliance with legal regulations; the Board of Management has performed the authorized tasks as follows:

1. Approval of implementation plans:

- Implementation plan for Leasing containers for offices and warehouses to serve the supervision and trial operation of the Lach Huyen Terminals 3 and 4 project (Decision No. 552/QD-CHP dated February 20, 2025).

- Implementation plan for the Package: Environmental protection works for Phase 1 operation at the Lach Huyen Terminals 3 and 4 project (Decision No. 836/QD-CHP dated March 14, 2025).

- Implementation plan for Vehicle and equipment insurance (Decision No. 861/QD-CHP dated March 17, 2025).

- Implementation plan for Price appraisal of black sand materials after construction (Decision No. 2313/QD-CHP dated June 12, 2025).

- Implementation plan for Supply and installation of vessel berthing monitoring equipment (Decision No. 2674/QD-CHP dated July 7, 2025).

- Implementation plan for Fabrication and installation of storm-resistant tie-downs for RTG cranes at Terminals No. 3 and 4 of Lach Huyen Port (Decision No. 2732/QD-CHP dated July 8, 2025).

- Package estimate and Package price for the Construction of the power supply system, Phase 2 (Decision No. 3132/QD-CHP dated July 17, 2025).

- Package estimate, package price: Procurement of 02 specialized fire trucks (Decision No. 3260/QD-CHP dated July 28, 2025).

- Implementation plan for Preparation of environmental permit application - Phase 2 (Decision No. 3390/QD-CHP dated August 4, 2025).

- Implementation plan for Package XL04: Construction of aluminum cladding for the main gate (Decision No. 4588/QD-CHP dated November 17, 2025).

- Implementation plan for the Item: Auxiliary works of the inspection yard (Decision No. 5075/QD-CHP dated December 19, 2025).

2. Approval of construction drawing designs and estimates for work items:

- Construction drawing design and estimate for the Item: Auxiliary works in the Inspection Yard area (Decision No. 4660/QD-CHP dated November 25, 2025).

II. Performance of tasks within the authority of the Board of Management.

In 2025, the Board of Management performed the following tasks within its authority:

1. Selection of contractors for the following packages:

- Package PTV06: Leasing containers for offices and warehouses to serve the supervision and trial operation of Lach Huyen Berths 3 and 4 Project.
- Package: Environmental protection works serving Phase 1 operation at Lach Huyen Berths 3 and 4 Project.
 - Procurement of 02 specialized fire trucks.
- Package PTV07: Insurance for vehicles and equipment at Lach Huyen Berths 3 and 4 Project.
- Package TV47: Price appraisal of black sand material after construction.
- Package TV48: Preparation of environmental permit application - Phase 2.
- Package XL03: Construction of the power supply system - Phase 2.
- Bidding package TB05 "Fabrication and installation of storm tie-downs for RTG cranes at Berths No. 3 and 4, Lach Huyen Port."
- Package TB07: Supply and installation of ship berthing monitoring equipment for the investment project of Berths No. 3 and No. 4 at Lach Huyen Port.
 - Organize the auction of black sand materials after construction.
- Package XL04: Construction of aluminum cladding for the main gate.
- Package XL05: Construction of auxiliary works for the customs inspection yard area.

2. General information on bidding packages with a value exceeding 35% of the total assets of Port of Hai Phong Joint Stock Company.

2.1. EC Package: Comprehensive project survey; design and construction of the wharf, dredging, rear revetment, land leveling, and yard roads for Phase 1.

- Package price: 3,108,286,377,000 VND.
- Form of contractor selection: Domestic open bidding, no pre-qualification.
- Procurement method: Single-stage, two-envelope.
- Items under the bidding package:

PM	Construction item	Unit	Scale and implementation volume
1	Wharf (750x50m)	m2	37.500
2	Pier, 160 TEU barge	m2	6.000
3	Official pier	m2	4003
4	Dredging the ship berthing area	m3	855.191
-	100,000 DWT vessel berthing area		

PM	Construction item	Unit	Scale and implementation volume
-	<i>Barge mooring area</i>		
5	Embankment behind the bridge	md	708
6	Cargo yard (under Phase 1)		165.860
-	<i>Full container yard</i>	<i>m2</i>	<i>144.562</i>
-	<i>Reefer yard</i>	<i>m2</i>	<i>8.820</i>
-	<i>Cargo yard + stuffing and unstuffing yard</i>	<i>m2</i>	<i>9.620</i>
-	<i>Customs inspection yard</i>	<i>m2</i>	<i>2.858</i>
7	Surface water drainage system (<i>Step 1 quantity calculation only</i>)	<i>Center</i>	<i>1</i>
8	Internal road (belonging to Step 1)	m2	54.830
9	Gate area road (part of Step 1)	m2	2.400
10	Land leveling and embankment protection		
-	<i>Embankment for land leveling</i>	<i>Center</i>	<i>1</i>
-	<i>Land leveling</i>	<i>m3</i>	<i>1.682.808</i>
-	<i>Service road</i>	<i>Center</i>	<i>1</i>
-	<i>Beach protection revetment</i>	<i>md</i>	<i>360</i>
11	Foundation treatment (part of Step 1)	m2	236.462

- Winning bidder: Joint Venture of Phu Xuan Construction and Consultant Joint Stock Company - Waterway Engineering Consultant Joint Stock Company.

- Contract No.: 116/2022/HĐ-TK&TC dated January 12, 2022, Contract Addendum No. 01 dated December 30, 2022, No. 02 dated March 15, 2023, No. 03 dated October 16, 2023, No. 04 dated October 03, 2024, No. 05 dated November 28, 2024, No. 06 dated January 10, 2025, No. 07 dated January 21, 2025, No. 08 dated February 19, 2025, No. 09 dated July 29, 2025, No. 10 dated September 03, 2025.

- Contract/contract addendum price: 3,032,510,685,784 VND.

- Contract performance period according to the contract and its appendices: 28 months, excluding the time for verification, appraisal, and approval of construction drawing designs and cost estimates, as well as public holidays and Tet holidays (of which: Time for survey, construction drawing design, and cost estimation: 03 months; Construction period: completion by May 25, 2025).

- Type of contract: Combined unit price contract (Lump-sum contract for construction drawing design and cost estimation; Fixed unit price contract for survey and construction).

2.2. Bidding Package TB01: "Procurement and installation of 06 Ship-to-Shore (STS) container cranes and 24 Rubber-Tired Gantry (RTG) cranes"

- Package price: 2,237,141,264,000 VND.
- Form of contractor selection: International open bidding, without pre-qualification.
- Procurement method: Single-stage, two-envelope.
- Items under the bidding package:

No.	List of goods	Unit	Tender quantity
1	Mobile Ship-to-Shore Crane	The	06
2	Rubber-Tired Gantry (RTG) cranes	Unit	24
3	Spare spreader bar for STS cranes	Unit	01
4	Spare spreader bar for RTG cranes	Unit	01

- Winning bidder: Mitsui E&S Machinery Co., Ltd.
- Contract No.: 2366/CHP-MES dated June 02, 2023. Contract addenda dated July 22, 2023, November 06, 2023, January 08, 2025, October 31, 2025.
- Contract price: Total of 13,061,554,132 JPY and 54,152,046,842 VND.
- Contract performance period: 28 months from the date of contract signing and the Seller's receipt of the contract advance payment.
- Contract type: Lump-sum contract.
- Handover schedule: 12/02/2025 (3 STS); 15/02/2025 (08 RTG); 20/06/2025 (8 RTG); 30/06/2025 (3 STS); 08/12/2025 (8 RTG + spreaders).

3. Status and progress of main works:

Implementation status of main bidding packages as of April 15, 2026, is as follows:

*** EC Package: Survey of the entire project; design and construction of the wharf, dredging, rear revetment, leveling, roads and yards under Step 1:** Construction of the entire package completed on May 25, 2025.

*** TB01 Package: "Procurement and installation of 06 Ship-to-Shore (STS) container cranes and 24 Rubber-Tired Gantry (RTG) cranes":** Completed manufacturing of all equipment under the contract, handed over in phases as follows: Phase 01 - 12/02/2025 (3 STS); Phase 02 - 15/02/2025 (08 RTG); Phase 03 - 20/06/2025 (8 RTG); Phase 04 - 30/06/2025 (3 STS); Phase 05 - 08/12/2025 (8 RTG + spreaders).

*** Information Technology System:**

- **TB06 Package:** “Procurement of Terminal Operating System (TOS) software and applications”: Completed overall acceptance and put into operation on December 23, 2025.

- **PC Package:** “Procurement of goods, equipment, internal database software, and construction of information technology technical infrastructure”: Phase 1 handover on April 30, 2025; Phase 2 handover on September 1, 2025; Completion of all work items on December 30, 2025.

* **Package XL01: Construction of the power supply system:** Completion of all items under the contract on November 30, 2025; currently, the contractor is performing additional construction items as requested by the lessee.

* **Package XL02: Construction and installation of internal roads and yards, office building, worker rest house, workshop and workshop crane, gates and fences, fire prevention and fighting system, and infrastructure and auxiliary items:** Completion of all items under the contract on December 29, 2025; currently, the contractor is performing additional construction items as requested by the lessee.

* **Package TB02 - Supply of 02 Reach Stackers (RSD) and 01 empty container handler:** Completion of contractor selection, handover of all equipment in February 2025.

* **Package TB03 - Provision of 50 tractors and semi-trailers:** Completion of contractor selection, handover of 30 tractors and semi-trailers in April 2025.

4. Total disbursed value:

- Total disbursed value from the start of the project until the end of 2025:

5,841,922,390,153 VND (Loan: 2,407,601,758,458 VND).

- Year 2025: 2,904,715,133,213 VND (Loan: 2,407,601,758,458 VND).

5. Handover of infrastructure to the lessee

In implementation of the infrastructure lease agreement with TIL International Port Hai Phong Co., Ltd., two handovers were conducted for the lessee in 2025, on April 30, 2025, and September 1, 2025.

B. IMPLEMENTATION PLAN FOR 2026

- Completed the handover of infrastructure for lease, Phase 3.

- The projected disbursement value for 2026 is approximately VND 332 billion.

The above is a report on the implementation of the investment and construction project for container berths No. 3 and No. 4 at the Hai Phong International Gateway Port (Lach Huyen Port Area), Hai Phong City in 2025 and the plan for 2026.

Respectfully reported and submitted to the General Meeting of Shareholders for approval of the implemented activities and the future implementation plans as set out in the Report.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN**



Pham Hong Minh





**PROPOSAL
Audited Financial Statements for 2025**

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; the Law on amendments and supplements to a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law on amendments and supplements to a number of articles of the Law on Public Investment, Law on Investment under Public-Private Partnership Method, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Excise Tax, and Law on Civil Judgment Enforcement No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; the Law on amendments to the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, and Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter of Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the 2025 audited separate and consolidated financial statements of Port of Hai Phong Joint Stock Company,

Pursuant to the obligations stipulated in the Company's Charter and applicable legal provisions, the Board of Management of Port of Hai Phong Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the audited 2025

financial statements of Port of Hai Phong Joint Stock Company (*The financial statements have been publicly disclosed on the Company's website*).

To ensure the report content is consistent with the planned targets approved by the 2025 Annual General Meeting, the content of the Proposal includes:

- Section A: Summary of separate financial indicators of Port of Hai Phong Joint Stock Company
- Section B: Summary of consolidated financial indicators of Port of Hai Phong Joint Stock Company

Respectfully submitted to the General Meeting of Shareholders for consideration and approval of the 2025 audited financial statements of Port of Hai Phong Joint Stock Company.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh



SECTION A
SUMMARY OF SEPARATE FINANCIAL INDICATORS OF PORT OF
HAI PHONG JOINT STOCK COMPANY

I. Balance Sheet

Unit: VND

No.	Content	31/12/2025
I	Current assets	1,490,836,367,850
II	Non-current assets	7,425,806,018,755
III	TOTAL ASSETS	8,916,642,386,605
IV	Liabilities	2,758,910,793,088
V	Owner's equity	6,157,731,593,517
VI	TOTAL EQUITY AND LIABILITIES	8,916,642,386,605

II. Business results

Unit: VND

No.	Target	Year 2025
1	Total revenue	2,315,334,602,308
2	Total cost	1,142,099,419,449
3	Profit before tax	1,173,235,182,859
4	Profit after tax	979,629,760,627

II. III. Key Financial Indicators

No.	Target	Year 2025
1	Asset structure	
	- Current assets/Total assets	0.17
	- Non-current assets/Total assets	0.83
2	Capital structure	
	- Liabilities/Total Capital	0.31
	- Equity/Total Capital	0.69
3	Liquidity ratios	
	- Quick ratio	1.36
	- Current ratio	1.43
4	Profitability ratios	
	- Profit after tax/Total assets	0.11
	- Net profit after tax / Total revenue	0.57
	- Net profit after tax / Owner's equity	0.16

SECTION B
SUMMARY OF CONSOLIDATED FINANCIAL INDICATORS OF
PORT OF HAI PHONG JOINT STOCK COMPANY

I. Balance Sheet

Unit: VND

No.	Content	31/12/2025
I	Current assets	3,069,783,422,453
II	Non-current assets	6,844,008,559,952
III	TOTAL ASSETS	9,913,791,982,405
IV	Liabilities	3,096,910,334,460
V	Owner's equity	6,816,881,647,945
VI	TOTAL EQUITY AND LIABILITIES	9,913,791,982,405

II. Business results

Unit: VND

No.	Target	Year 2025
1	Total revenue	3,050,932,076,923
2	Total cost	1,793,757,490,158
3	Profit before tax	1,257,174,586,765
4	Profit after tax	984,474,495,619

III. Key Financial Indicators

No	Indicator	Year 2025
1	Asset structure	
	- Current assets/Total assets	0.31
	- Non-current assets/Total assets	0.69
2	Capital structure	
	- Liabilities/Total capital	0.31
	- Owner's equity/Total capital	0.69
3	Liquidity	
	- Quick ratio	2.35
	- Current ratio	2.45
4	Profitability ratios	
	- Profit after tax/Total assets	0.10
	- Profit after tax/Net revenue	0.36
	- Profit after tax/Owner's equity	0.14



PROPOSAL
Distribution of After Tax Profit and Dividend Payment plan for 2025

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law on amendments and supplements to several articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; the Law amending the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the 2025 business and production results of Port of Hai Phong Joint Stock Company,

The Board of Management of Port of Hai Phong Joint Stock Company (the Company) respectfully submits to the General Meeting of Shareholders for approval the 2025 profit distribution plan and dividend payment plan of the Company as follows:



1. 2025 Profit Distribution Plan

No	Content	Expected Profit Distribution 2025 (VND)	Percentage of Allocation / Distributable Profit After Tax (%)
1	Profit before tax 2025	1,173,235,182,859	
2	Profit after tax 2025	979,629,760,627	
2.1	<i>Of which: Profit after tax from revaluation of capital contribution assets (cash flow not yet received)</i>	245,789,889,258	
3	Retained earnings from prior periods	89,159,188,856	
4	Deferred corporate income tax	799,677,707	
5	Total distributable profit (5=2+3-4)	1,067,989,271,776	
6	Charter capital	3,269,600,000,000	
7	Dividend payment ($7 = 6 \times 9\%$)	294,264,000,000	27.55%
8	Allocation to Investment and Development Fund ($8 = (2-2.1) \times 30\% + 2.1$)	465,941,850,669	43.63%
9	Allocation to Bonus and Welfare Fund	64,392,000,000	6.03%
10	Allocation to Management Bonus Fund	1,799,000,000	0.17%
11	Allocation to Fund for Supporting Early Retirement of Employees	12,000,000,000	1.12%
12	Undistributed Profit After Tax ($12 = 5 - 7 - 8 - 9 - 10 - 11 + 4$)	230,392,098,814	



2. 2025 Dividend Payment Plan

- Payment method: *In cash*
- The dividend payout rate is 9% of the charter capital, exceeding the 4% dividend payout plan approved by the Resolution of the 2025 Annual General Meeting of Shareholders dated April 29, 2025.
- Authorize the Board of Management to, based on the Company's actual situation, direct the completion of dividend payment to shareholders in accordance with regulations.

To the General Meeting of Shareholders.

Recipients:

- As above;
- Board of Management,
Supervisory Board;
- Filing: Secretary to the Board of
Management.



Pham Hong Minh

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PROPOSAL
The Salary and Remuneration Fund Realized in 2025 and Planned for 2026
for the Board of Management, Supervisory Board

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock
Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; the Law on Amendments and Supplements to a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law on amendments and supplements to several articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; the Law amending the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter of Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company;

Pursuant to the 2025 Business and Production Performance Results of Port of Hai Phong Joint Stock Company;

Pursuant to the Personnel Management Regulations and amending documents of Port of Hai Phong Joint Stock Company, the 3P salary system, and the 2025 actual salary level of employees of Port of Hai Phong Joint Stock Company;

The Board of Management of Port of Hai Phong Joint Stock Company (Port of Hai Phong) respectfully submits to the General Meeting of Shareholders for approval the 2025 actual salary and remuneration fund and the 2026 plan for the Board of Management (BOM) and the Supervisory Board of Port of Hai Phong as follows:

1. 2025 Performance:

a. Actual salary level

- 2024 actual profit: 738,078 million VND
- 2025 actual profit: 1,173,235 million VND, an increase of 21.3% above the plan (VND 967,500 million), of which profit from core business activities was 657,953 million VND, an increase of 62.3% year-on-year, or VND 252,501 million above 2024 (VND 405,452 million).

According to the evaluation and classification report, the capital representative of Vietnam Maritime Corporation (VIMC) at Port of Hai Phong successfully completed the tasks assigned by VIMC regarding the implementation of Port of Hai Phong's 2025 KPI targets.

Pursuant to Clause 1 and Clause 2, Article 3, Chapter 2, Appendix 05 of the Personnel Management Regulation of Port of Hai Phong Joint Stock Company issued in conjunction with Decision No. 3354/QĐ-CHP dated July 30, 2025, by Port of Hai Phong Joint Stock Company, the implemented salary levels of the Board of Management and the Supervisory Board are determined as follows:

- Salary level of the Chairman of the Board of Management: $\text{VND } 140 \text{ million} \times 1.15 \times 1.20 \times 1.10 = \text{VND } 212.520 \text{ million}$
- Salary level of the Head of the Supervisory Board: $\text{VND } 86 \text{ million} \times 1.15 \times 1.20 = \text{VND } 118.680 \text{ million}$

b. Remuneration for part-time members of the Board of Management and Supervisory Board

Remuneration fund for part-time members of the Board of Management and the Supervisory Board: VND 2,520 million (equal to the planned remuneration fund), of which:



- Part-time member of the Board of Management: 30,000,000 VND/person/month
- Part-time member of the Supervisory Board: 15,000,000 VND/person/month.

2. 2026 Plan

2026 Core Business Revenue Plan: VND 2,212,130 million, an increase of 27.7% compared to the 2025 actual results (VND 1,732,726 million). Based on the growth rate of 2026 core business revenue versus 2025, the job-position-based 3P salary coefficients, and benchmarked remuneration levels for management positions at regional ports, Port of Hai Phong determines the salary fund for the Chairman of the Board of Management and the Head of the Supervisory Board as follows:

a. Planned salary levels for the Board of Management and the Supervisory Board

- Total Revenue: VND 2,425,000 million
- Core Business Revenue: VND 2,212,130 million
- Profit Before Tax: VND 1,300,000 million
- Planned Salary of the Chairman of the Board of Management: VND 250 million/person-month.
- Planned Salary of the Vice Chairman of the Board of Management: VND 210 million/person-month.
- Planned Salary of the Head of the Supervisory Board: VND 150 million/person-month.

b. Remuneration for part-time members of the Board of Management and the Supervisory Board

- Part-time member of the Board of Management: 35,000,000 VND/person/month
- Part-time member of the Supervisory Board: 20,000,000 VND/person/month.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- As above;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh



**PORT OF HAI PHONG
JOINT STOCK COMPANY**

No.: 01/BC-BKS-CHP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April 14, 2026

REPORT OF THE SUPERVISORY BOARD AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020; the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company; and the Operating Regulations of the Supervisory Board of the Company;

Pursuant to the Separate Financial Statements and the Consolidated Financial Statements for the year 2025 of Port of Hai Phong Joint Stock Company, audited by UHY Auditing and Consulting Company Limited;

The Supervisory Board of Port of Hai Phong Joint Stock Company (SB) respectfully reports to the General Meeting of Shareholders (GMS) on the operations, the results of inspection and supervision of the activities of Port of Hai Phong Joint Stock Company (Port of Hai Phong/Company), the Board of Management (BOM), and the Executive Board (EB) in 2025, and the task implementation plan of the SB for 2026, as follows:

PART I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

1. Personnel of the Supervisory Board

No	Full name	Position	Date of recent appointment
1	Tran Thi Thanh Hai	Head of SB	15/4/2024
2	Nguyen Thi Hang	Member of SB	15/4/2024
3	Nguyen Tuan Anh	Member of SB	29/4/2025

2. Main activities of the SB in 2025

The SB carried out the supervision of the activities of the Board of Management (BOM) and the General Director (GD), and inspected the production, business, and investment activities of Port of Hai Phong. The key activities implemented were as follows:

- Supervised the implementation of Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 29, 2025, of the GMS of Port of Hai Phong;

- Supervised compliance with the GMS Resolutions, adherence to the Company's Charter, State laws, and internal regulations of Port of Hai Phong regarding the activities of the BOM and the management and administration of the GD.

- Appraised the separate and consolidated semi-annual and annual financial statements for 2025, which have been audited, to assess the accuracy and reasonableness of financial data; evaluated compliance with accounting standards, accounting regimes, and relevant legal policies.

- Participated in providing feedback to the BOM and GD on issues related to the operations of the Company and its affiliated units, contributing to enhancing the effectiveness of internal control, risk management, and reasonable cost control.

3. Performance evaluation of the members of the Supervisory Board

- With a sense of responsibility and demonstrating objective independence, the Supervisory Board (SB) has provided candid feedback to the Board of Management and the Executive Board (EB) upon detecting errors or potentially risky activities.

- The members of the SB have performed their duties in compliance with applicable laws and regulations, the Company's Charter, and the Supervisory Board's operating regulations of the Company.

- Each member diligently and honestly fulfilled their assigned monitoring, review, and assessment duties; during the performance of their duties, SB members regularly communicated, coordinated, and supported one another to ensure objective and effective outcomes.

- In 2025, the SB did not receive any shareholder requests for review.

- The SB carefully and prudently reviewed requests for opinions from the BOM and the EB in order to provide necessary and timely recommendations, in line with the Company's overall work progress, with primary focus on production and business operations, investment, management, and administration, etc. This reflects the high sense of responsibility of SB members toward the interests of shareholders, employees, and the State.

4. Salaries, Remuneration, and Operating Expenses of the Supervisory Board in 2025

- The Head of the Supervisory Board works on a full-time basis and receives salary in accordance with Port of Hai Phong's salary regime.

- Part-time members of the Supervisory Board receive remuneration in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

- Operating expenses of the Supervisory Board comply with Port of Hai Phong's regulations and internal expenditure rules.

PART II. RESULTS OF SUPERVISING THE ACTIVITIES OF THE BOARD OF MANAGEMENT AND THE EXECUTIVE BOARD IN 2025

1. Results of supervision of the activities of the Board of Management

On May 14, 2025, the Board of Management of Port of Hai Phong issued Resolution No. 85/NQ-CHP approving the 2025 BSC-KPI targets of Port of Hai Phong. The Resolution set out key tasks relating to the market, customers, finance, internal processes, digital transformation, etc. Throughout the year, the Board of Management directed the implementation of the Resolution to complete the established program, specifically as follows:

- The Board of Management held 04 in-person meetings and numerous online meetings, and issued 273 written requests for opinions to implement the plan assigned by the General Meeting of Shareholders, and directed the General Director to implement the Resolutions in accordance with applicable laws and the Company's Charter.

- Meetings of the Board of Management satisfied the required conditions, and Board members attended and participated in accordance with regulations. At meetings and through written exchanges, Board members provided constructive comments and, where appropriate, dissenting opinions on matters within the Board's authority and responsibilities, in order to propose orientations and policies consistent with the Company's overall development objectives and changes in external conditions. For agenda items (or requests for opinions) where a Board member had a conflict of interest, such member did not participate in voting (or providing opinions), to ensure independence and prevent conflicts of interest.

- Based on the meeting agenda items and written requests for opinions, the Board of Management issued 198 resolutions relating to production and business operations, investment, personnel organization, and enterprise innovation in order to implement the plan assigned by the General Meeting of Shareholders. The resolutions and decisions of the Board of Management were issued within its authority and in accordance with applicable laws and regulations, the Company's Charter, and the Operating Regulations of the Board of Management.

- The Board of Management regularly directed and supervised the implementation of resolutions and tasks delegated to the General Director, requiring periodic and ad-hoc reports on achievements as well as difficulties encountered; closely monitored the implementation of investment projects; and instructed the General Director to propose solutions to enhance competitiveness, better meet customer needs to maintain and expand market share, and overcome difficulties in order to achieve the set targets. The Board of Management's supervision and risk management were strengthened through the activities of the Internal Audit Department.

2. Results of supervision of the activities of the Executive Board

Under the direction of the Board of Management in 2025, the Executive Board seriously implemented the resolutions of the Board of Management to achieve the targets assigned by the General Meeting of Shareholders, specifically as follows:

- Expedited the implementation of market solutions to expand services and enhance competitiveness; organized production operations to largely ensure productivity and occupational safety; and focused on improving service quality and managing all workstreams effectively. Accelerated the application of digital technology in operations and customer care. Although throughput did not meet the planned target, due to effective organization and management of cost items, the Parent Company exceeded the set revenue and profit targets. On a consolidated basis, the Company did not achieve the targets assigned by the General Meeting of Shareholders.

- Investment activities were implemented in accordance with the established roadmap; bidding packages for the investment project for Berths 3 and 4 at Lach Huyen Port were urgently prepared, and Phase 1 of the project was put into operation in April 2025. As project execution was behind schedule, the entire project is expected to be handed over in 2026.

The procedures for procuring 04 container ship-to-shore gantry cranes (including 02 units under the project to procure 02 container gantry cranes (QC) at Tan Vu Terminal and 02 units under the project to renovate Berth No. 1 and invest in 02 container gantry cranes (STS) of Dinh Vu Port Investment and Development Joint Stock Company were carried out more slowly than planned.

Future investment projects were researched, discussed, and consulted with experts to ensure investment efficiency based on capital restructuring.

- Order and security within the Port were maintained. The income and living standards of employees across the Port were ensured and remained stable.

- Contracts and transactions with related parties were executed in compliance with legal regulations. Port of Hai Phong disclosed information about these transactions in the 2025 Corporate Governance Report in accordance with regulations on corporate governance for listed companies. This report was posted on Port of Hai Phong's electronic information portal and submitted to the State Securities Commission and the Hanoi Stock Exchange in accordance with regulations.

- Information disclosure was carried out in compliance with the regulations of the State Securities Commission.

In 2025, Port of Hai Phong substantially met its 2025 BSC-KPI targets in accordance with Resolution No. 85/NQ-CHP dated May 14, 2025.

In particular, the Parent Company's container throughput target reached only 85.8%

of the annual plan; the consolidated container throughput target reached only 86.62% of the annual plan; the consolidated revenue target reached only 80.63% of the annual plan; and the consolidated profit before tax target reached only 92.92% of the annual plan.

3. Coordination among the Board of Management (BOM), the Executive Board (EB), and the Supervisory Board (SB)

- The SB has closely coordinated with the BOM and the EB in performing its assigned functions and duties. The SB is provided with information and documents related to the Company's operations and is invited to attend in full BOM meetings and other meetings.

- The SB's timely feedback and contributions regarding the activities of the BOM and the EB are duly acknowledged.

- Close coordination among the BOM, the EB, and the SB contributes to enhancing the effectiveness of internal control and risk management within the Company.

PART III. RESULTS OF IMPLEMENTATION OF THE 2025 GMS RESOLUTION

1. Results of implementation of business plan targets

The Supervisory Board (SB) concurs with the Report of the Board of Management (BOM) and the Executive Board (EB) on the business and production performance of Port of Hai Phong in 2025 with the following targets:

**Parent Company Business Indicators:*

No.	Indicator	Unit	Plan	Actual in 2025	Actual in 2024	Comparison: Actual/Plan (%)	Comparison 2025/2024 (%)
1	Throughput/volume, of which:	Tons	27,920,000	23,290,000	23,566,000	83.42%	98.83%
	- Containers	TEUS	1,446,000	1,240,700	1,273,214	85.80%	97.45%
2	Revenue, of which:	VND million	2,269,000	2,315,334	1,729,863	102.04%	133.84%
	- Operating revenue	- as above-	1,856,720	1,732,726	1,373,822	93.32%	126.12%
3	Profit before tax Of which:	VND million	967,500	1,173,235	738,078	121.26%	158.96%
	- Profit from port operations	- as above-	614,920	657,964	405,453	107.00%	162.28%

**Consolidated Business Indicators:*

No.	Indicator	Unit	Plan	Actual in 2025	Actual in 2024	Comparison Actual/Plan (%)	Comparison 2025/2024 (%)
1	Throughput/volume, of which:	Tons	49,500,000	42,672,000	39,902,000	86.21%	106.94%
	- Containers	TEUS	2,393,000	2,072,723	1,846,338	86.62%	112.26%
2	Revenue	VND million	3,650,000	2,942,930	2,997,981	80.63%	98.16%

3	Profit before tax	VND million	1,353,000	1,257,174	1,199,846	92.92%	104.78 %
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** Performance Assessment:*

In 2025, Port of Hai Phong's business operations faced numerous challenges arising from the global political situation and the impacts of the U.S. President's trade and tariff policies. Notably, competition among ports in the Hai Phong area intensified, particularly as Nam Dinh Vu Port successfully deepened its navigation channel to -8.5 m, enabling it to receive and handle large vessels exceeding 40,000 DWT. During the year, Port of Hai Phong commenced a project to upgrade and deepen the channel to -8.5 m from the upstream area of Nam Dinh Vu Port to the upstream area of Dinh Vu Port, together with expanding the existing turning basin. However, to date, this project remains incomplete due to delays in channel dredging carried out by Viconship, which in turn impeded completion of Port of Hai Phong's channel section.

Furthermore, Hai Phong City's land recovery at the Hoang Dieu terminal area had a significant impact on Port of Hai Phong's overall business efficiency. Meanwhile, competing ports in the region have accelerated their restructuring and facility repurposing to attract the Port's cargo volumes following the relocation of the Hoang Dieu area.

Regarding the Parent Company's performance in 2025, actual cargo throughput did not meet the planned target and was lower than in the same period of 2024. Conversely, revenue and profit exceeded the plan and increased year-on-year. This was mainly driven by substantial revenue generated by Port of Hai Phong during the year, together with a recognized gain of VND 307.2 billion from the revaluation surplus of contributed capital assets (*specifically, the revaluation surplus of contributed capital assets in Hoang Dieu Chua Ve Port One Member LLC accounted for VND 115.04 billion, and the revaluation surplus of contributed capital assets in the joint venture TIL Hai Phong International Port LLC accounted for VND 192.2 billion*), as well as gains from liquidation and sale of tools and supplies (VND 25.01 billion).

Regarding consolidated performance in 2025, consolidated cargo throughput was higher than in the same period of 2024; however, consolidated revenue and profit before tax (PBT) fell short of the planned targets. On a positive note, the Company has implemented increasingly rational operating measures through the application of information technology and effective cost control.

- The income and living standards of all employees across the Port were ensured and maintained in a stable manner.

- The Company fully complied with its tax obligations in accordance with applicable laws and regulations.

2. Investment, Procurement, and Capital Construction

In 2025, the Company continued to complete projects carried over from 2024 and implemented several key investment initiatives to promptly meet operational requirements. The results of investment activities in 2025 are as follows:

Unit: VND million.

Investment project	Unit	2025 plan	Disbursement in 2025	Actual in 2025	Comparison: Actual/Plan (%)
- Infrastructure investment	VND million	110,401	19,055	43,619	39.51%
- Investment in procurement of equipment	VND million	128,990	23,789	27,062	20.98%
- Information technology	VND million	8,017	4,670	4,808	59.97%
- Port expansion investment project	VND million	3,045,451	2,904,715	2,256,219	74.08%
Total		3,292,859	2,952,229	2,331,708	70.81%

Specific projects are detailed in the Board of Management's (BOM) Report presented to the General Meeting.

**Performance Assessment:*

- The implementation of investment projects and construction works fully complied with applicable laws and regulations.

- Several capacity expansion projects aimed at enhancing the Company's operational capabilities fell behind schedule. The procurement procedures for 04 container gantry cranes (including 02 units under the Project to procure 02 Quayside Container Cranes (QC) at Tan Vu Port, and 02 units under the Project to upgrade berth No. 1 and invest in 02 Ship-to- Shore (STS) container cranes of Dinh Vu Port Investment and Development JSC) were carried out more slowly than planned. Accordingly, close coordination among departments is required to ensure compliance with legal regulations and timeliness for business operations.

The Port Expansion Project, involving the construction of terminals No. 3 and No. 4 at Lach Huyen Port, progressed more slowly than the initial plan set at the beginning of the year. This was due to the limited capacity of contractors, which did not meet the required schedule, together with subjective shortcomings in project supervision and management. However, the BOM set targets and commenced operation of the project in April 2025, with full handover expected in 2026.

The realized investment volume of the Parent Company in 2025 amounted to VND 2,331.708 billion, achieving 70.81% of the 2025 plan (VND 3,292.859 billion), with total disbursements reaching VND 2,952.229 billion.

3. Outward Investments

- In 2025, the Company implemented a capital contribution project to establish SITC Logistics Service (Hai Phong) LLC with a charter capital of USD 20,000,000 *(of which: Port of Hai Phong contributed USD 4,000,000, equivalent to 20% of the charter capital; SITC Logistics (HK) LLC contributed USD 12,800,000, equivalent to 64%; and SITC Dinh Vu LLC contributed USD 3,200,000, equivalent to 16%)*.

In 2025, Port of Hai Phong continued to contribute capital to the entity, with a total value of USD 3,400,000 (Three million four hundred thousand US dollars), equivalent to VND 51,141,200,000.

- Pursuant to the Members' Agreement dated May 2, 2024 between Port of Hai Phong Joint Stock Company and Global Terminal Limited Sàrl (a Luxembourg-registered entity) regarding the capital contribution to establish TIL Hai Phong International Port LLC, Port of Hai Phong holds a 51% ownership interest. The parties have equal rights in deciding key matters of TIL Hai Phong International Port LLC. As of December 31, 2025, Port of Hai Phong had contributed VND 990,093,997,089, of which the cash contribution was VND 1,314,929,805.

- Regarding the capital contribution to increase the charter capital of Port of Hai Phong Tugboat and Transport Joint Stock Company, VND 16.2 billion was contributed in May 2025.

- Contributed VND 31.5 billion to Port of Hai Phong Technical Services and Training Joint Stock Company.

- Established Hoang Dieu Chua Ve Port One Member LLC with a charter capital of VND 306 billion.

4. Divestments

The divestments in SPL and VIMC Logistics were not implemented in 2025 as expectations were not met.

- Regarding the dissolution of Dong Do - Port of Hai Phong Container Joint Stock Company: On October 5, 2023, the Company filed a petition to initiate bankruptcy proceedings with the People's Court of Ngo Quyen District, Hai Phong City, and the Court formally accepted the petition. Currently, due to the consolidation of courts and administrative boundaries, the Company is continually liaising with the newly established People's Court of Region 3, Hai Phong City to review the Company's bankruptcy procedures.

- Regarding Hai Phong Maritime Investment and Trading Joint Stock Company, which is located in Hai Phong City's designated relocation area, the company received total compensation of VND 113.86 billion and is currently carrying out procedures related to its dissolution.

5. Distribution of 2024 Profit After Tax

Port of Hai Phong has completed the distribution and accounting of funds in strict accordance with the Resolution approved by the General Meeting of Shareholders (GMS).

6. Salary and Remuneration Funds in 2025

The planned salary fund for the full-time Chairman of the Board of Management was VND 2,318.4 million, and the realized amount was VND 2,550.2 million, equivalent to 110% of the plan. The realized salary fund increased compared to the plan due to realized profit exceeding the target.

The planned salary fund for the full-time Head of the Supervisory Board was VND 1,424.1 million, and the realized amount was VND 1,424.1 million, achieving 100% of the plan.

The planned total remuneration for part-time members of the BOM and the Supervisory Board was VND 2,520 million, and the realized amount was VND 2,520 million, achieving 100% of the plan.

The Company did not set up a planned salary fund for the Executive Board; instead, salaries for executive members were determined based on a linkage to the 3P salary structure of the Chairman of the BOM. The total realized salaries were VND 2,464.4 million for the General Director, VND 1,779 million for the Deputy General Director, and VND 1,645.1 million for the Chief Accountant.

7. Selection of the Auditor and Audit of Financial Statements

The BOM issued Resolution No. 113/NQ-CHP dated June 30, 2025, approving the selection of UHY Auditing and Consulting LLC as the independent auditor to review and audit the Separate and Consolidated Financial Statements of Port of Hai Phong for 2025. The selection of the audit firm complied with the criteria approved by the General Meeting of Shareholders. Port of Hai Phong carried out information disclosure in accordance with regulations.

UHY Auditing and Consulting LLC conducted the review of the Semi-Annual Financial Statements and the audit of the Annual Financial Statements of Port of Hai Phong in accordance with the terms agreed by both parties.

PART IV. RESULTS OF THE APPRAISAL OF FINANCIAL STATEMENTS

1. General Comments on the Financial Statements

- The Company's Separate and Consolidated Financial Statements for 2025 were audited in accordance with legal regulations, the Charter, and the Resolution of the 2025 Annual General Meeting of Shareholders. UHY Auditing and Consulting LLC was selected to audit the Company's 2025 Financial Statements.

- The 2025 Separate and Consolidated Financial Statements were prepared based on the selection of appropriate accounting policies, presenting a complete and true view

consistent with the Company's business operations and in compliance with Vietnamese Accounting Standards (VAS) and the Vietnamese Corporate Accounting System.

- Auditor's Opinion:

The auditor raised an Emphasis of Matter regarding the recognition of the "Tangible fixed assets" and "Long-term borrowings and financial lease liabilities" line items on the balance sheet. These items relate to the assets of Berths No. 04 and 05 and the Chua Ve Port container yard, as well as the dossier for approving the finalization of the State capital value at the time of equitization, which are currently pending official approval decisions from the competent authorities as stated on page 05 of the Audit Report. The notes related to the aforementioned assets are presented in Section 36.1 – Other financial information, from page 47 to page 50 of the audited 2025 Separate Financial Statements.

Except for the effects of the matter described in the "Emphasis of Matter" paragraph, the Separate and Consolidated Financial Statements give a true and fair view, in all material respects, of the separate and consolidated financial position of Port of Hai Phong Joint Stock Company as of December 31, 2025, as well as its separate and consolidated financial performance and cash flows for the financial year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant statutory requirements governing the preparation and presentation of Separate and Consolidated Financial Statements.

- Opinion of the Supervisory Board: The auditor's opinion is in compliance with the Law on Accounting and current Vietnamese Accounting Standards.

However, recording depreciation for fixed assets relating to Berths No. 4 and 5 and the Chua Ve Port container yard without an approval decision from the competent authorities may pose potential risks, as these assets are not currently under Port of Hai Phong's ownership. A corresponding expense should be recognized when these assets are used for business operations, given that they generate a portion of revenue. Concurrently, attention should be paid to the amount temporarily collected by the Inspectorate of the Ministry of Finance in 2019 once an official approval decision is issued by the competent authorities.

Furthermore, the Board of Management (BOM) of Port of Hai Phong need to implement more proactive measures to facilitate approval of the Management and Operation Plan for Berths No. 4 and 5 and the Chua Ve Port container yard.

2. Key indicators of assets, equity and liabilities, and basic financial metrics in 2025.

Based on the audited 2025 Separate and Consolidated Financial Statements, the Supervisory Board has prepared the following summary table of Assets, Equity and Liabilities:

Unit: VND

No.	Item	Parent Company		Consolidated	
		As at 31/12/2025	As at 01/01/2025	As at 31/12/2025	As at 01/01/2025
A	Assets	8,916,642,386,605	7,316,051,724,951	9,913,791,982,405	8,493,639,469,322
I	Current assets	1,490,836,367,850	1,439,190,419,743	3,069,783,422,453	3,094,005,768,117
II	Non-current assets	7,425,806,018,755	5,876,861,305,208	6,844,008,559,952	5,399,633,701,205
B	Equity and liabilities	8,916,642,386,605	7,316,051,724,951	9,913,791,982,405	8,493,639,469,322
I	Liabilities	2,758,910,793,088	1,870,246,892,061	3,096,910,334,460	2,132,846,126,218
1	Current liabilities	1,041,837,340,868	1,388,931,418,118	1,251,334,656,191	1,638,304,670,115
2	Non-current liabilities	1,717,073,452,220	481,315,473,943	1,845,575,678,269	494,541,456,103
I	Owners' equity	6,157,731,593,517	5,445,804,832,890	6,816,881,647,945	6,360,793,343,104
1	Owners' contributed capital	3,296,600,000,000	3,269,600,000,000	3,269,600,000,000	3,269,600,000,000
2	Share premium			(166,066,396)	
3	Other owners' capital			52,543,979,727	52,543,979,727
4	Revaluation surplus			(613,301,691,109)	(613,301,691,109)
5	Development investment fund	1,819,342,644,034	1,520,310,342,937	2,104,600,026,656	1,803,205,604,913
6	Retained earnings (undistributed profit after tax)	1,068,788,949,483	655,894,489,953	1,212,061,506,690	1,043,583,234,828
7	Non-controlling interests			791,543,892,377	805,162,214,745

** Selected basic financial indicators for 2025*

Item	Unit	Parent Company		Consolidated	
		Year 2025	Year 2024	Year 2025	Year 2024
Capital structure ratios					
Owners' equity / Total equity and liabilities	%	69.06	74.44	68.76	74.89

Owners' equity / Non-current assets	%	82.92	92.67	99.60	117.80
Owners' equity / Fixed assets	%	501.05	342.23	449.15	348.27

Item	Unit	Parent Company		Consolidated	
		Year 2025	Year 2024	Year 2025	Year 2024
Liquidity ratios					
Short-term debt repayment capacity	Times	1.43	1.04	2.45	1.89
Overall solvency ratio	Times	3.23	3.91	3.20	3.98
Profitability ratios					
Profit after tax / Operating revenue	%	56.29	46.76	36.06	37.57
Profit after tax / Total revenue	%	42.15	37.14	33.45	32.53
Profit after tax / Total assets (ROA)	%	12.02	9.59	10.70	12.52
Profit after tax / Owners' equity (ROE)	%	16.81	12.31	14.94	16.12
Profit after tax / Owners' equity (calculated based on charter capital)	%	29.83	19.65	30.11	29.82

Overall, the Company's financial position is sound; owners' equity continues to be preserved and increased; and strong liquidity ensures the full fulfillment of obligations to the State budget, as well as settlement of payables to suppliers and lenders. The Company's fixed assets are predominantly financed by owners' equity. Debt management and recovery have been highly effective, contributing to overall business efficiency. Profit distribution and dividend payment in 2025 were carried out in strict compliance with the resolutions of the General Meeting of Shareholders (GMS) and the Company's internal regulations.

In both the Separate and Consolidated Financial Statements, Profit After Tax in 2025 increased compared to 2024. At the same time, the Parent Company and its subsidiaries implemented more effective cost management measures.

3. Cash flows of Port of Hai Phong

- Cash and cash equivalents as of 31 December 2025 stood at VND 338.8 billion (positive), compared to VND 80.8 billion (positive) in the same period of the prior year. Net cash flows for 2025 were VND (84.5) billion (negative) (compared to VND 257 billion (positive) in 2024), comprising:

+ Net cash flows from operating activities were VND 327.7 billion (positive) (compared to VND 934.2 billion (positive) in 2024).

+ Net cash flows from investing activities in 2025 were VND (2,598.2) billion (negative) (compared to VND (522) billion (negative) in 2024). This was mainly due to cash outflows during the year for the purchase and construction of fixed assets and other long-term assets.

+ Net cash flows from financing activities in 2025 were VND 2,185.9 billion (positive) (compared to VND (155) billion (negative) in 2024), as the Company obtained borrowings to fund the investment in Berths No. 3 and 4 at Lach Huyen Port.

- As of 31 December 2025, Port of Hai Phong held term deposits with maturities of over 3 months to under 12 months of VND 163.6 billion, and held-to-maturity investments of VND 300.03 billion, compared to VND 290 billion and VND 70.4 billion, respectively, in the same period of the prior year.

PART V. OTHER MATTERS

1. Transactions between Port of Hai Phong, its subsidiaries, and other companies in which the Company holds 50% or more of charter capital, with members of the Board of Management (BOM), the General Director, and their related parties

In 2025, transactions with subsidiaries and other companies (related parties) are presented in Section 36.2 – Related party transactions, on page 51 of the audited 2025 Separate Financial Statements.

Transactions between the Company and members of the Board of Management (BOM), the Executive Board, the Supervisory Board, and their related parties primarily comprised salary, remuneration, and related payments incurred. Details of the total income of the BOM, Executive Board, and Supervisory Board members are presented in Section 36.2 – Information on related parties, on page 52 of the audited 2025 Separate Financial Statements.

2. Transactions between Port of Hai Phong and companies in which a BOM member was a founder or a corporate manager during the 3 years immediately preceding the transaction date

In 2025, Port of Hai Phong entered into transactions with companies in which members of the Board of Management were founders or managers during the three (03) years preceding the transaction date. These transactions have been disclosed in Port of Hai Phong's 2025 Corporate Governance Report. This report was published on Port of Hai Phong's official website on January 29, 2026, and duly submitted to the State Securities Commission of Vietnam and the Hanoi Stock Exchange in compliance with applicable regulations.

PART VI. RECOMMENDATIONS

It is recommended that the Board of Management (BOM) continue to direct the Executive Board to implement the following tasks:

- Divestment and capital allocation: Continue divesting from non-core businesses and persistently underperforming joint ventures in order to concentrate capital on expansion and intensive investments.

- Organizational restructuring: Ensure close alignment with the Company's development strategy and annual business plans; regularly review and assess the organizational set-up to drive innovation and restructure towards a lean, efficient, and effective model. The organizational structure should target a modern governance model that is customer-centric, encourages innovation, enhances flexibility, and enables faster decision-making to respond promptly to market developments.

- Human resources management: Review and assess workforce quality against the standard requirements of each position, based on competency, performance, and the ability to meet job requirements in the new context. Develop plans for training, professional upskilling, and workforce rejuvenation.

- Change management: Implement organizational restructuring in accordance with the approved guidelines. Effectively manage internal communications and employee engagement during the restructuring and streamlining process. Develop regulations and documentation on welfare/benefit policies for employees affected by the restructuring.

- Digital transformation: Continue to proactively promote science and technology, innovation, and digital transformation initiatives across corporate governance, operations, and business activities to improve labor productivity, strengthen cost management and control, and optimize resources.

- Internal controls: Continuously review, revise, supplement, and issue internal regulations and policies in accordance with applicable laws and the Company's specific characteristics to ensure compliance, consistency, and effective implementation.

- Investment coordination: For investment activities, close coordination among departments is required to ensure legal compliance and timely support for business operations.

- Strategic partnerships: Collaborate with enterprises within the Vietnam Maritime Corporation (VIMC) ecosystem and relevant authorities to enhance synergies and provide customers with end-to-end service chains.

- Regulatory resolution: Continue working with competent authorities to definitively resolve the operating plan for Berths No. 4 and 5 at Chua Ve Port.

- Infrastructure upgrades and legal compliance: Implement the upgrade of Container Terminals No. 3 and 4 at Hai Phong International Gateway Port to accommodate vessels of up to 165,000 DWT, as licensed by the competent authorities in August 2025. Inspect and upgrade the capacity to receive large-tonnage vessels at the Tan Vu and Hoang Dieu-Chua Ve areas. At the same time, closely monitor the implementation of the transitional

provisions under Decree No. 34/2025/ND-CP dated 25 February 2025, amending and supplementing certain articles of decrees in the maritime sector (effective from 10 April 2025), in order to address difficulties and ensure consistent application of legal regulations.

- Reviewing public company requirements in accordance with the Law on Securities to develop specific solutions for safeguarding shareholders' rights and interests.

PART VII. OPERATIONAL DIRECTIONS OF THE SUPERVISORY BOARD IN 2026

- Perform the duties of inspection and supervision over executive and management activities in accordance with the functions and duties prescribed by the Law on Enterprises and the Company's Charter.

- Supervise compliance with applicable laws and regulations, the Charter on organization and operation, and the implementation of the Internal Regulations, as well as Resolutions and Decisions of the General Meeting of Shareholders and the Board of Management.

- Review the financial statements and assess the efficiency of business operations.

- Conduct thematic and ad-hoc inspections: inspect the payment of remuneration, salaries and bonuses; inspect the management and recovery of receivables; inspect and supervise investment projects and infrastructure renovation/upgrades (if any); and inspect the management and use of assets.

- Coordinate with the Board of Management and the Executive Board on activities arising in practice.

The above is the report on the Supervisory Board's operating results in 2025 and its operational directions for 2026.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

We wish all Delegates and Shareholders good health and well-being. Wishing the General Meeting great success!

Recipients:

- As above;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

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



Tran Thi Thanh Hai



**Port of Hai Phong
Joint Stock Company**

No: 08.2026/TTr-CHP

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Hai Phong, April 14, 2026

PROPOSAL

Selection of the auditing firm for the 2026 financial statements of Port of Hai Phong Joint Stock Company

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; the Law on Amendments and Supplements to a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law on amendments and supplements to several articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; the Law amending the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the list of Auditing Organizations approved to perform audits for public interest entities in 2026, according to Decision No. 3830/QĐ-BTC dated November 14, 2025, of the Ministry of Finance.

Performing the functions and duties as prescribed, the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval of the independent auditing firm to perform the audit of the 2026 Financial Statements of Port of Hai Phong Joint Stock Company as follows:

1. Principles for selecting an independent auditing firm

a. Being a reputable and well-branded independent auditing firm trusted by many public companies, with a team of highly qualified and experienced auditors;

b. As a legally operating company in Vietnam, it has been approved for auditing by the Ministry of Finance. For entities with public interest, select a leading auditing firm from the list of qualified auditing firms published by the Ministry of Finance to conduct the review and audit of the 2026 financial statements;

c. Having reasonable audit fees, appropriate to the scope, quality, and progress of the audit of Port of Hai Phong Joint Stock Company;

d. Providing free training courses in finance and accounting for Port of Hai Phong Joint Stock Company.

2. List of proposed auditing firms:

To facilitate access to capital markets and the consolidation of VIMC's financial statements, and to enhance the reliability of the Financial Statements for investors.

Independent auditing firms in the Big 4 group are the four leading auditing firms in the world and in Vietnam, including: 1. PricewaterhouseCoopers (PwC); 2. Deloitte; 3. Ernst & Young (EY); 4. KPMG. These are entities with deep professional expertise and experience in auditing large-scale, multi-industry corporations, employing systematic approaches and rigorous processes, and strictly complying with Vietnamese and international standards, thereby contributing to the improvement of the quality and transparency of Financial Statements. Audit opinions from the Big 4 have a high level of market acceptance, strengthening investor confidence.

To contribute to the successful implementation of the Resolution of the General Meeting of Shareholders, the Supervisory Board proposes the auditing firms from the Big 4 list as follows:

1. Deloitte Vietnam Audit Company Limited.
2. Ernst & Young Vietnam Company Limited
3. PwC Vietnam Company Limited.
4. KPMG Company Limited

The Supervisory Board of Port of Hai Phong Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the content, selection principles, and the list of auditing firms mentioned above, and requests authorization for the Board of Management to decide on the selection of an entity to perform the review and audit of the 2026 Financial Statements of Port of Hai Phong Joint Stock Company, ensuring quality and efficiency at a reasonable cost in accordance with the law./.

Respectfully.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

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



Tran Thi Thanh Hai



**PORT OF HAI PHONG
JOINT STOCK COMPANY**

No.: 09.2026/TTr-CHP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April 14, 2026

PROPOSAL

Amending and supplementing the industry name, content, and business line codes

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; Law on amendments and supplements to several articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; Law on amendments and supplements to several articles of the Law on Public Investment, Law on Investment under Public-Private Partnership Method, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax, and Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; Law on amendments to the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, and Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to the Law on Investment No. 143/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on December 11, 2025;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of several articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister on the promulgation of the Vietnam Standard Industrial Classification;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the governance and management situation at Port of Hai Phong Joint Stock Company,

The Board of Management of Port of Hai Phong Joint Stock Company (the Company), based on current legal regulations and the Company's actual operations, has reviewed the system of industry names, contents, and industry codes of the Company's business lines as stipulated in the Charter on Organization and Operation of the Company.

The Board of Management of the Company hereby reports the industry names, contents, and business line codes proposed to be amended and supplemented in the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company, as detailed in the Appendix attached to this Proposal.

Based on the review, the Board of Management of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval:

- To approve the amendment and supplementation of industry names, contents, and business line codes of the Company as stipulated in the Charter on Organization and Operation of the Company as proposed in this Proposal.

- To authorize the Board of Management of Port of Hai Phong Joint Stock Company to proactively direct the General Director of the Company:

Register the amendment and supplementation of the names, contents, and codes of the Company's business lines mentioned above in accordance with the instructions of the competent State management agencies (*including cases where the State management agencies provide instructions or adjustments to the recording of the names, contents, and codes of the business lines specified in this Proposal*) to ensure consistency with the Company's objectives and intended business sectors.

Amend and supplement the contents regarding the Company's business lines as stipulated in the Charter on Organization and Operation of the Company after the competent State management agency has approved the change in business registration contents regarding business lines and the information has been disclosed in accordance with regulations.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh

APPENDIX – REVIEW OF BUSINESS LINE NAMES, CONTENTS AND CODES

(Attached to Proposal No. 09.2026/TTr-CHP dated April 14, 2026)

No.	Current content		Content after review according to Decision No. 36/2025/QD-TTg		Note
	Major name	Industry code	Major name	Industry code	
1	Cargo handling	5224 (Main)	Cargo handling	5224	Keep as is
2	Rail freight transport	4912	Rail freight transport	4912	Keep as is
3	Road freight transport	4933	Road freight transport	4933	Keep as is
4	Inland waterway freight transport	5022	Inland waterway freight transport	5022	Keep as is
5	Real estate business, land use rights owned by the owner, user, or lessee (excluding investment activities in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with such infrastructure)	6810	Real estate business, land use rights owned by the owner, user, or lessee (excluding investment activities in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with such infrastructure)	6810	Unchanged
6	Other support activities related to transport Detail: Ship brokerage; shipping agency services; sea transport agency services; freight forwarding, tallying, and cargo handling services; customs brokerage services; management and operation of seaports (excluding the following activities: maritime pilotage services; services for establishing, operating, maintaining, and servicing maritime signals, water areas, water zones, public maritime channels, and	5229	Other support services related to transportation Details: Arranging and organizing rail, road, and sea transport activities; Logistics consulting activities, such as planning, organizing/designing, and supporting transport, warehousing, and goods distribution operations; Collecting and issuing transport documents or bills of lading; Cargo unloading services; Cargo counting, weighing, and sampling	5229	Adjusted detailed content according to Decision No. 36/2025/QD-TTg

No.	Current content		Content after review according to Decision No. 36/2025/QĐ-TTg		Note
	Major name	Industry code	Major name	Industry code	
	shipping routes; survey services for water areas, water zones, public maritime channels, and shipping routes for the publication of Notices to Mariners; services for surveying, constructing, and publishing nautical charts of water zones, seaports, maritime channels, and shipping routes; construction and publication of maritime safety documents and publications; maritime safety regulation services in water areas, water zones, and public maritime channels; maritime electronic information services)		services; Customs clearance services; Services for packing, crating, and packaging goods for transport (excluding the following activities: maritime pilotage services; services for establishing, operating, maintaining, and servicing maritime aids to navigation, water areas, water zones, public shipping lanes, and maritime routes; surveying services for water areas, water zones, public shipping lanes, and maritime routes for the purpose of issuing Maritime Notices; survey, construction, and publication of nautical charts for water areas, seaports, maritime channels, and maritime routes; construction and publication of maritime safety documents and publications; maritime safety regulation services in water areas, water zones, and public maritime channels; maritime electronic information services)		
7	Other business support services not classified elsewhere Details: Import and export services for goods (excluding export, import, and distribution rights for goods listed in the Catalogue of Goods for which foreign investors and	8299	Other business support services not classified elsewhere Details: Import and export services for goods (excluding export, import, and distribution rights for goods listed in the Catalogue of Goods for which foreign	8299	Remain unchanged

No.	Current content		Content after review according to Decision No. 36/2025/QD-TTg		Note
	Major name	Industry code	Major name	Industry code	
	foreign-invested economic organizations are prohibited from exercising export, import, and distribution rights, such as: tobacco and cigars, books, newspapers, and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined oil, rice, sugarcane sugar, and beet sugar)		investors and foreign-invested economic organizations are prohibited from exercising export, import, and distribution rights, such as: tobacco and cigars, books, newspapers, and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined oil, rice, sugarcane sugar, and beet sugar)		
8	Warehousing and storage of goods	5210	Warehousing and storage of goods	5210	Remain unchanged
9	Repair of other equipment Detail: Container repair	3319	Repair and Maintenance of Other Equipment	3319	Adjust industry name according to Decision No. 36/2025/QD-TTg and remove detailed content
10	Industrial cleaning and specialized construction cleaning Detail: Container cleaning services	8129	Other Cleaning Services Details: Container Cleaning Services	8129	Adjust industry name according to Decision No. 36/2025/QD-TTg

No.	Current content		Content after review according to Decision No. 36/2025/QD-TTg		Note
	Major name	Industry code	Major name	Industry code	
11	Basic Training Details: Vocational Training	8531	Basic Training Details: Vocational Training	8531	Remain unchanged
12	Intermediate-level training Details: Vocational Secondary Education	8532	Intermediate-level training Details: Vocational Secondary Education	8532	Remain unchanged
13	Hospital and Health Center Operations	8610	Hospital and Health Center Operations	8610	Remain unchanged
14	Service activities incidental to water transportation Detail: Towing and assistance for sea-going vessels (excluding maritime pilotage services)	5222	Direct support services for water transport Details: Seaport operations (including the management, operation, and leasing of seaport infrastructure); Support services related to coastal and deep-sea shipping; Operation of inland waterway ports (including the management, operation, and leasing of inland waterway port infrastructure); Support services related to inland waterway shipping; excluding the provision of maritime pilotage services	5222	Adjust detailed content, including adding some activities previously under code 5229
15	Repair of machinery and equipment	3312	Machinery and equipment repair and maintenance	3312	Adjust industry name according to Decision No. 36/2025/QD-TTg
16	Construction of other civil engineering projects	4299	Construction of other civil engineering works	4299	Unchanged

No.	Current content		Content after review according to Decision No. 36/2025/QĐ-TTg		Note
	Major name	Industry code	Major name	Industry code	
	Detail: Wharves, piers, and yards (excluding the construction of works and services specified in Appendix I.A20-A21 of Decree No. 31/2021/ND-CP on business lines not yet open to market access for foreign investors)		Details: Wharves, docks (excluding the construction of works and services specified in Appendix I.A20-A21 of Decree No. 31/2021/ND-CP regulating industries not yet open to foreign investors)		
17	Restaurants and mobile food service activities	5610	Restaurants and mobile food service	5610	Unchanged
18	Providing catering services under non-recurring contracts with clients	5621	Providing catering services under non-recurring contracts with clients	5621	Unchanged
19	Beverage serving activities (excluding bars)	5630	Beverage service (excluding bars)	5630	Unchanged
20	Motorized vehicle rental	7710	Motorized vehicle rental	7710	Unchanged
21	Rental of machinery, equipment, and other tangible goods without an operator Details: Rental of machinery and equipment for cargo handling, rental of lifting equipment.	7730	Rental of machinery, equipment, and other tangible goods without an operator Details: Rental of machinery and equipment for cargo handling, rental of lifting equipment.	7730	Unchanged
22	Temporary employment agency activities (excluding temporary labor supply for enterprises with labor export functions and services for sending workers abroad under contracts)	7820	Temporary labor supply (excluding the provision of temporary labor to businesses engaged in labor export and services for sending workers abroad to work under contract)	7821	Adjustment of industry code
23	Technical inspection and analysis Details: Container inspection (physical, chemical, and other analyses of containers; excluding judicial administrative services;	7120	Technical inspection and analysis Details: Container inspection (physical, chemical, and other analyses of containers; excluding judicial	7120	Remain unchanged

No.	Current content		Content after review according to Decision No. 36/2025/QĐ-TTg		Note
	Major name	Industry code	Major name	Industry code	
	inspection and certification services for transportation vehicles, inspection and certification services for technical safety and environmental protection, occupational safety technical inspection services... as specified in Annex I.A5 and Annex I.A22 of Decree No. 31/2021/NĐ-CP regulating sectors not yet open to foreign investors)		administrative services; inspection and certification services for transportation vehicles, inspection and certification services for technical safety and environmental protection, occupational safety technical inspection services... as specified in Annex I.A5 and Annex I.A22 of Decree No. 31/2021/NĐ-CP regulating sectors not yet open to foreign investors)		
24	None	None	Intermediary services for freight transport Details: Freight forwarding by sea; Operation of freight transport intermediary platforms; Activities of maritime freight forwarders; Organization of freight transport and delivery on behalf of customers; Activities of customs clearance agents acting on behalf of customers; Ship agency services (including ship supply services); Maritime freight forwarding services; Multimodal transport services (excluding air transport services and general aviation operations)	5231	These activities were previously under industry code 5229, now moved to industry code 5231
25	None	None	Other education not classified elsewhere	8559	Added to perform non-

No.	Current content		Content after review according to Decision No. 36/2025/QĐ-TTg		Note
	Major name	Industry code	Major name	Industry code	
					formal education and training activities
26	None	None	Construction and dredging of waterways	4291	Added because code 5222 excludes this activity
27	None	None	Other real estate activities on a fee or contract basis (excluding Real Estate Auction and Land Use Rights Auction)	6829	Added according to the enterprise's needs
28	None	None	Business management consulting and other management consulting activities (excluding financial, accounting, and legal consulting)	7020	Added according to the enterprise's needs
29	None	None	Repair and maintenance of cast metal products Details: Container repair	3311	Added industry code 3311 to suit container repair activities

PROPOSAL

Amending and issuing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; Law on Amendments and Supplements to several articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; Law on Amendments and Supplements to several articles of the Law on Public Investment, Law on Investment under Public-Private Partnership Method, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax, and Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; Law on Amendments to the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, and Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the governance and management situation at Port of Hai Phong Joint Stock Company;

Pursuant to the Resolution of the General Meeting of Shareholders, the Board of Management of Port of Hai Phong Joint Stock Company (the Company) directed the General Director to issue the 2023 Charter on Organization and Operation of the Company, the first Appendix amending and supplementing the Charter on Organization and Operation of the Company in 2024, and the second Appendix amending and supplementing the Charter on Organization and Operation of the Company in 2025.

Based on the reference to current legal regulations and the Company's operational practices, the Board of Management has directed the review and finalization of the proposed amendments to the Company's Charter on Organization and Operation and respectfully submits them to the General Meeting of Shareholders for consideration.

(The full draft of the Company's amended Charter is posted on the Company's website)

PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE COMPANY CHARTER

Article	Current content	Proposed amendment	Reason
A	CONTENT		
Preamble	The Charter of Port of Hai Phong Joint Stock Company (hereinafter referred to as the "Charter") was adopted by a valid resolution of the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on June 29, 2023 .	The Charter of Port of Hai Phong Joint Stock Company (hereinafter referred to as the "Charter") was approved by a valid resolution of the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on April 23, 2026 .	Consistent with the time of re-issuance of the Charter
Points a, b, Clause 1, Article 1 - Interpretation of terms	<p>1. In this Charter, the following terms shall be understood as follows:</p> <p>a. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;</p> <p>b. "Law on Securities" means the Law on Securities No. 54/2019/QH14 dated November 26, 2019;</p>	<p>1. In this Charter, the following terms shall be understood as follows:</p> <p>a. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents;</p> <p>b. "Law on Securities" means the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amending and supplementing documents;</p>	This content is added to ensure flexible application when there are changes in regulations
Points n and o, Clause 1, Article 1- Explanation of terms		<p>n. "Subsidiary company" is a company that falls into one of the following categories:</p> <p>(i) Port of Hai Phong owns more than 50% of the charter capital or total common shares of that company;</p> <p>(ii) Port of Hai Phong has the right to directly or indirectly decide on the appointment of the majority or all members of the Board of Management, General Director or Director of that company;</p>	Supplementing the definitions of "subsidiary" and "joint venture/associated company" and an Appendix listing subsidiaries, joint ventures, and associated companies up to April 22, 2026.

		<p>(iii) Port of Hai Phong has the right to decide on amendments and additions to the charter of that company;</p> <p>o. "Joint venture company" refers to a joint-stock company with capital contributions below the controlling level of Port of Hai Phong and its subsidiaries; or a company without capital contributions from Port of Hai Phong and its subsidiaries, which voluntarily participates in the joint venture in the form of a joint venture contract and has a long-term relationship in terms of economic interests, technology, market, and other services with Port of Hai Phong or its subsidiaries;</p>	
Point f, Clause 1, Article 1 - Definition of terms	f. "Manager of the enterprise" means a person managing the Company, including: the Chairman of the Board of Management, members of the Board of Management, the General Director, and members of the Executive Board;	f. "Manager of the enterprise" means a person managing the Company, including: the Chairman of the Board of Management, Vice Chairman of the Board of Management , members of the Board of Management, the General Director, and members of the Executive Board;	Supplementing the title of Vice Chairman of the Board of Management according to the management needs of the Company.
Point v, Clause 1, Article 1 - Interpretation of terms	<p>1. In this Charter, the following terms shall be understood as follows:</p> <p>v. "Law" means all legal normative documents as prescribed in the Law on Promulgation of Legal Normative Documents No. 80/2015/QH13 dated June 22, 2015, and the Law amending and supplementing a number of articles of the Law on Promulgation of Legal Normative Documents No. 63/2020/QH14 dated June 18, 2020.</p>	Remove this content	No longer appropriate
Clause 3, Article 2 - Name, form, head office, branches, representative	Company's head office address: No. 8A Tran Phu, Gia Vien Ward, Ngo Quyen District, Hai Phong City.	Company's head office address: No. 8A Tran Phu, Ngo Quyen, Hai Phong City.	Adjusted to reflect the actual situation

offices, and term of operation of the Company			
Clause 4, Article 2 – Name, Legal Form, Head Office, Branches, Representative Offices and Term of Operation of the Company	<p>4. At the time the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company was adopted, the Company had the following branches:</p> <p>- Port of Hai Phong Joint Stock Company - Chua Ve Port Branch</p> <p>Address: No. 5 Chua Ve Street, Dong Hai 1 Ward, Hai An District, Hai Phong City..</p> <p>Port of Hai Phong Joint Stock Company – Tan Vu Port Branch</p> <p>Address: Dinh Vu – Cat Hai Economic Zone, Dong Hai 2 Ward, Hai An District, Hai Phong City.</p>	<p>4. At the time the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company was adopted, the Company has the following branch:</p> <p>Port of Hai Phong Joint Stock Company – Tan Vu Port Branch</p> <p>Address: Dinh Vu – Cat Hai Economic Zone, Dong Hai Ward, Hai Phong City.</p>	Adjustment in line with actual situation.
Clause 2, Article 4 - Responsibilities of the legal representative of the Company	The legal representative of the Company shall be personally liable for damages to the Company resulting from a breach of the responsibilities specified in Clause 1 of this Article.	The legal representative of the Company shall be personally liable in accordance with the provisions of law for damages to the Company resulting from a breach of the responsibilities specified in Clause 1 of this Article.	Amended in accordance with Clause 4, Article 1 of the Law on Enterprises No. 76/2025/QH15
Clause 1, Article 5 - Business lines of the Company	Business lines of the Company	Business lines of the Company	Updated business lines in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 (Separate Proposal attached)
Clause 5, Article 7 - Charter capital	<p>The Company may reduce its charter capital in the following cases:</p> <p>.....</p>	<p>The Company may reduce its charter capital in the following cases and in compliance with current legal regulations:</p> <p><u>.....</u></p>	This content is added to ensure flexible application when regulations change

Point a, Clause 3, Article 10 - Repurchase of shares upon the Company's decision	<p>3. The Company may repurchase shares from each shareholder in proportion to their shareholding ratio in the Company according to the following order and procedures:</p> <p>a. The decision to repurchase shares of the Company must be notified by a method that ensures it reaches all shareholders within 30 days from the date such decision is approved. The notice must include the name and head office address of the Company, the total number of shares and types of shares to be repurchased, the repurchase value, the procedures and time limit for payment, and the procedures and time limit for shareholders to offer their shares for sale to the Company</p>	<p>3. The Company may repurchase shares from each shareholder in proportion to their shareholding in the Company according to the following order and procedures:</p> <p>a. The decision to repurchase shares of the Company must be notified by a method that ensures it reaches all shareholders within 30 days from the date such decision is approved. The notice must include the name and head office address of the Company, the total number of shares and types of shares to be repurchased, the repurchase price, the procedures and time limit for payment, and the procedures and time limit for shareholders to offer their shares for sale to the Company</p>	Amended in accordance with Article 133 of the Law on Enterprises 2020
Clause 4, Article 10 - Repurchase of shares upon decision of the Company	In addition to the above provisions, the Company's repurchase of shares must also comply with the provisions of Article 36 of the Law on Securities	In addition to the above provisions, the Company's decision to repurchase shares as well as the payment conditions and handling of repurchased shares must comply with the provisions of the Law on Enterprises, the Law on Securities, and relevant legal regulations.	Adjusting this content to allow for flexible application when there are changes in regulations
Clause 5 Article 10 - Share redemption at the Company's decision	Conditions for payment and handling of redeemed shares shall be implemented in accordance with the provisions of Article 134 of the Law on Enterprises.	Remove this content	Merge with Clause 4
Clause 3 Article 11 - Share redemption at the request of shareholders	Conditions for payment and handling of redeemed shares shall be implemented in accordance with the provisions of Article 134 of the Law on Enterprises and Article 36 of the Law on Securities	In addition to the above provisions, the Company's redemption of shares at the request of shareholders, and the conditions for payment and handling of redeemed shares must comply with the provisions of the Law on Enterprises, the Law on Securities, and relevant legal regulations	Adjust this content to allow for flexible application when there are changes in regulations
Point a Clause 1 Article 18 - Rights of	1. Ordinary shareholders have the following rights:	1. Ordinary shareholders have the following rights:	Replace the phrase "remote balloting" with

shareholders	a. To attend and speak at General Meetings of Shareholders and exercise the right to vote directly at the General Meeting of Shareholders or through an authorized representative or by remote balloting or other forms as prescribed by law. Each ordinary share has one vote;	a. To attend and speak at General Meetings of Shareholders and exercise the right to vote directly at the General Meeting of Shareholders or through an authorized representative or by remote voting or other forms as prescribed by law. Each ordinary share has one vote;	"remote voting
Point k, Clause 1, Article 18 - Rights of shareholders	1. Ordinary shareholders have the following rights: k. To have their lawful rights and interests protected; to request the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Management in accordance with the Law on Enterprises;	1. Ordinary shareholders have the following rights: k. To have their lawful rights and interests protected; to request the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Management in accordance with the order and procedures prescribed by law;	Adjust this content to allow for flexible application when regulations change
Point a, Clause 2, Article 18 - Rights of shareholders	2. A shareholder or a group of shareholders owning 05% or more of the total ordinary shares has the following rights: a. To request the Board of Management to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3 of this Article and Point c, Clause 4, Article 22 of this Charter;	2. A shareholder or a group of shareholders owning 05% or more of the total ordinary shares has the following rights: a. Request the Board of Management to convene the General Meeting of Shareholders in accordance with the provisions of this Charter, the internal management regulations of the Company, and current laws;	Adjust this content to allow for flexible application when regulations change
Clause 4, Article 18 - Rights of shareholders	The request to convene the General Meeting of Shareholders as stipulated in Clause 3 of this Article must be in writing and must include the following contents: full name, contact address, nationality, and personal legal document number for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the group of shareholders and the ownership percentage of the total	The request to convene a General Meeting of Shareholders as prescribed in Clause 3 of this Article must be in writing and include the following contents: full name, contact address, nationality, and legal document number of the individual for shareholders who are individuals; name, enterprise identification number or legal document number of the organization, and head office address for shareholders that are organizations; the number of shares and the time of share registration of each shareholder, the total number of shares of the group of shareholders and the ownership ratio in the total number	Clause 18, Article 1 of the Law on Enterprises No. 76/2025/QH15

	shares of the company, and the grounds and reasons for requesting the convening of the General Meeting of Shareholders	of shares of the company, and the grounds and reasons for requesting the convening of the General Meeting of Shareholders. Accompanying the request to convene the meeting must be documents and evidence of violations by the Board of Management, the extent of the violations, or decisions made beyond their authority. Shareholders or groups of shareholders shall be fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders	
Clause 6, Article 18 - Rights of shareholders	Shareholders or groups of shareholders owning at least 01% of the total ordinary shares have the right to, on their own behalf or on behalf of the Company, initiate lawsuits regarding personal liability or joint liability against members of the Board of Management or the General Director to request the return of benefits or compensation for damages to the Company or others in accordance with Article 166 of the Law on Enterprises.	Shareholders or groups of shareholders holding at least 1% of the total ordinary shares have the right to, on their own behalf or on behalf of the Company, initiate lawsuits regarding personal or joint liability against members of the Board of Management and the General Director to demand the return of benefits or compensation for damages to the Company or others in accordance with current regulations	Adjust this content to ensure flexible application upon changes in regulations
Clause 7, Article 18 - Rights of shareholders	None	Other rights as prescribed by this Charter, the Company's internal management regulations, and current law	Supplement this content to ensure flexible application upon changes in regulations
Clause 1, Article 22 - General Meeting of Shareholders	The General Meeting of Shareholders consists of all shareholders with voting rights	The General Meeting of Shareholders consists of all shareholders with voting rights	Spelling error
Clause 5, Article 22 - General Meeting of	Procedures for organizing the General Meeting of Shareholders shall comply with the provisions of Clause 2, Article 26 of this	Procedures for organizing the General Meeting of Shareholders shall comply with the provisions of Clause 2, Article 26 of this	Adjust this content to be more comprehensive

Shareholders	Charter.	Charter, the Company's internal management regulations, and current law	
Point k, Clause 1, Article 23 - Rights and obligations of the General Meeting of Shareholders	1. The General Meeting of Shareholders has the following rights and obligations: k. To approve the Internal Corporate Governance Regulations; the Operating Regulations of the Board of Management and the Supervisory Board;	1. The General Meeting of Shareholders has the following rights and obligations: k. To approve the Internal Corporate Governance Regulations; the Operating Regulations of the Board of Management and the Supervisory Board;	Spelling error
Points q and r, Clause 2, Article 23 - Rights and obligations of the General Meeting of Shareholders	2. The General Meeting of Shareholders shall discuss and approve the following matters: q. The Company enters into contracts or transactions with the parties specified in Point b, Clause 4, Article 57 of this Charter with a value equal to or greater than 35% of the total asset value of the Company recorded in the most recent financial statements; r. Approving the transactions specified in Clause 4, Article 57 of this Charter;	2. The General Meeting of Shareholders shall discuss and approve the following matters: q. The Company enters into contracts or transactions specified in Point a, Clause 3, Article 57 and Clause 4, Article 57 of this Charter	Consolidating content
Clause 1, Article 24 - Authorization to attend the General Meeting of Shareholders	Shareholders and authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.	Shareholders and authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend through one of the forms specified in this Charter, the internal management regulations of the Company, and current laws.	Adjusting this content to be more comprehensive
Clause 3, Article 24 - Authorization to attend the General Meeting of Shareholders	Authorized proxies attending the General Meeting of Shareholders must submit the written authorization upon registration. In the case of re-authorization, the attendee must also present the original written authorization from the shareholder or the authorized representative of the	Authorized proxies attending the General Meeting of Shareholders must submit the written authorization to attend the meeting. In the case of re-authorization, the attendee must also present the original written authorization from the shareholder or the authorized representative of	Amended to suit practical implementation

	institutional shareholder (if not previously registered with the Company).	the institutional shareholder (if not previously registered with the Company). The timing and method for submitting the authorization/re-authorization documents shall follow the Company's instructions.	
Point a, Clause 2, Article 26 - Convocation, agenda, and notice of the General Meeting of Shareholders	<p>2. The person convening the General Meeting of Shareholders must perform the following tasks:</p> <p>Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date;</p>	<p>2. The person convening the General Meeting of Shareholders must perform the following tasks:</p> <p>Prepare the list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established based on the Company's shareholder register or securities holder register. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date;</p>	Amended in accordance with Clause 21, Article 1 of the Law on Enterprises No. 76/025/QH15
Point d, Clause 5, Article 26 - Convening meetings, meeting agendas, and notices of the General Meeting of Shareholders	<p>5. The person convening the General Meeting of Shareholders has the right to reject the proposals specified in Clause 4 of this Article in any of the following cases:</p> <p>d. Other cases as prescribed by law</p>	<p>5. The person convening the General Meeting of Shareholders has the right to reject the proposals specified in Clause 4 of this Article in any of the following cases:</p> <p>D. Other cases as prescribed by the Company's internal management regulations and current laws.</p>	Adjust this content to be more comprehensive
Clause 10, Article 28 - Procedures for conducting meetings and voting at the General Meeting of	In the event that the Company applies modern technology to organize the General Meeting of Shareholders via online meetings, the Company is responsible for ensuring that shareholders can attend and vote by means of electronic voting or other	In the event that the Company applies modern technology to organize the General Meeting of Shareholders via online meetings, the Company is responsible for ensuring that shareholders can attend and vote by means of electronic voting or other	Adjust this content to allow for flexible application when there are changes in regulations

Shareholders	electronic forms in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities	electronic forms in accordance with the internal management regulations of the Company and current legal regulations.	
Clause 1, Article 34 – Composition and Term of Office of Members of the Board of Management	1. The Board of Management consists of 07 members.	1. The Board of Management consists of 07 members, including the Chairman of the Board of Management, the Vice Chairman of the Board of Management, and other members of the Board of Management.	Addition of the position of Vice Chairman of the Board of Management to meet the Company's governance requirements
Clause 4, Article 34 - Composition and term of office of members of the Board of Management	4. The composition of the Company's Board of Management must ensure that at least 1/3 of the total number of Board members are non-executive members, and the total number of independent Board members must ensure a minimum of 02 independent members.	<p>4. The composition of the Board of Management of the Company must ensure that at least two (02) members are non-executive members of the Board of Management.</p> <p>5. Based on the Company's governance objectives, the composition of the Board of Management may include Independent Members of the Board of Management.</p> <p>In case the Company is a listed company, the composition and number of Independent Members of the Board of Management shall be in accordance with applicable laws.</p> <p>In the event that the Company has Independent Members of the Board of Management, it shall comply with the regulations on Independent Members of the Board of Management as stipulated in this Charter and relevant laws.</p>	Amended in accordance with current legal regulations
Point e, Clause 1, Article 35 - Standards and conditions for members of the	None	Other standards as prescribed by current legal regulations in the event that the Company is a public company or a listed company	Supplementing this content to ensure flexible application when

Board of Management			regulations change
Point b, Clause 4, Article 36 – The Board of Management must convene a General Meeting of Shareholders to elect additional members of the Board of Management in the following cases	b. The number of Independent Members of the Board of Management decreases and does not meet the number required under Clause 4, Article 34 of this Charter;	b. The number of Independent Members of the Board of Management decreases and does not meet the required number as prescribed:	Adjustment in accordance with Clause 4, Article 34.
Point j, Clause 2, Article 37 - Powers and duties of the Board of Management	<p>2. The Board of Management has the following powers and duties:</p> <p>j. To approve contracts for purchase, sale, borrowing, lending, and other transaction contracts with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements and contracts and transactions within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 1, Article 23, and contracts and transactions within the decision-making authority of the Board of Management as prescribed in this Charter;</p> <p>l. Elect, remove, and dismiss the Chairman of the Board of Management; appoint, dismiss, enter into, and terminate contracts with the General Director; decide on the remuneration, bonuses, disciplinary measures, and other benefits of the General Director;</p>	<p>2. The Board of Management has the following powers and duties:</p> <p>j. To approve contracts for purchase, sale, borrowing, lending, and other transaction contracts with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements and contracts and transactions within the decision-making authority of the Board of Management as prescribed in this Charter; except for contracts and transactions within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 1, Article 23 and Clause 4, Article 57 of this Charter;</p> <p>l. Elect, remove, and dismiss the Chairman of the Board of Management; elect, remove, and dismiss the Vice Chairman of the Board of Management; appoint, dismiss, enter into, and terminate contracts with the General Director; decide on the remuneration, bonuses, disciplinary measures, and other benefits of the General Director;</p>	<p>Amended in accordance with the provisions of Point h, Clause 2, Article 153 of the Law on Enterprises 2020 and Clause 84, Article 1 of Decree No. 245/2025/ND-CP</p> <p>Addition of the position of Vice Chairman of the Board of Management to meet the Company's governance requirements</p>
Point d, Clause 3, Article 37 - Powers and	3. The Board of Management shall report to the General Meeting of Shareholders on its	3. The Board of Management shall report to the General Meeting of Shareholders on its performance at	Supplemented in accordance with the provisions of

obligations of the Board of Management	performance at the Annual General Meeting of Shareholders regarding the following contents: d. Activities of independent members of the Board of Management and the results of the independent members' assessment of the Board of Management' performance;	the Annual General Meeting of Shareholders regarding the following contents: d. Activities of independent members of the Board of Management and the results of the independent members' assessment of the Board of Management' performance. In the event that the Company is a listed company, each independent member of the Board of Management shall prepare a separate report;	Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025
Article 39 – Chairman of the Board of Management	Article 39. Chairman of the Board of Management	Article 39. Chairman of the Board of Management and Vice Chairman of the Board of Management	Addition of the position of Vice Chairman of the Board of Management to meet the Company's governance requirements.
Clause 6, Article 39 – Chairman of the Board of Management	None.	6. The Vice Chairman of the Board of Management shall be elected, removed, and dismissed by the Board of Management from among its members to perform duties as assigned by the Board of Management and the Chairman of the Board of Management.	Addition of the position of Vice Chairman of the Board of Management to meet the Company's governance requirements.
Clause 2, Article 40 - Meetings of the Board of Management	The Board of Management shall meet at least once every quarter and may hold extraordinary meetings	The Board of Management shall meet at least once every quarter and may hold extraordinary meetings. Board of Management meetings may be held in the form of in-person meetings, online meetings, in-person combined with online meetings, and/or other forms as decided by the Chairperson of the Board of Management or the person convening the meeting, in accordance with current legal regulations.	Adjusting this content to suit practical implementation

Point j, Clause 3, Article 44 - Person in charge of corporate governance	3. The person in charge of corporate governance has the following rights and obligations: j. Other rights and obligations as prescribed by law.	3. The person in charge of corporate governance has the following rights and obligations: j. Other rights and obligations as prescribed by the internal management regulations of the Company and current law.	Adjust this content to be more comprehensive
Point e, Clause 3, Article 48 - Standards and conditions for the General Director	3. The General Director shall be dismissed or removed in one of the following cases: e. Other cases as prescribed by current law	3. The General Director shall be dismissed or removed in one of the following cases: e. Other cases as prescribed by the internal management regulations of the Company and current law	Adjust this content to be more comprehensive
Clause 3, Article 57 - Transactions with shareholders, enterprise managers, and their related persons	The Company shall not provide loans or guarantees to related persons of a shareholder that is an organization, except where the Company and the organization being the related person of the shareholder are companies operating within a group of companies, including parent company - subsidiary, and such transaction must be:	The Company shall not provide loans or guarantees to related persons of a shareholder that is an organization (provided that such organization is not a shareholder of the Company as prescribed in Clause 2 of this Article), except where the Company and the organization being the related person of the shareholder are companies operating within a group of companies, including parent company - subsidiary, and such transaction must be:	Amended as prescribed in Clause 84, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025
Point a, Clause 4, Article 57 - Transactions with shareholders, enterprise managers, and their related persons	4. The Company shall only conduct the following transactions upon approval by the General Meeting of Shareholders: a. Granting loans or guarantees to members of the Board of Management, members of the Supervisory Board, the General Director who are not shareholders, and their related individuals and organizations; In the case of granting loans or guarantees to related organizations of members of the Board of Management, members of the Supervisory Board, or the General Director, where the Company and such organizations are companies operating within a	4. The Company shall only conduct the following transactions upon approval by the General Meeting of Shareholders: a. Granting loans or guarantees to members of the Board of Management, members of the Supervisory Board, the General Director, other managers who are not shareholders, and their related individuals and organizations; In cases of granting loans or guarantees to related organizations of members of the Board of Management, members of the Supervisory Board, the General Director, or other managers where the Company and such organization (except where the	Amended according to the provisions of Clause 84, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025

	group of companies, including parent company - subsidiary, the General Meeting of Shareholders shall decide on loans/guarantees with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements;	organization is a shareholder of the Company as prescribed in Clause 2 of this Article) are companies operating under a group of companies, including parent-subsidiary companies, the General Meeting of Shareholders shall decide on loans/guarantees with a value of 35% or more of the total asset value recorded in the Company's latest financial statements;	
Point b, Clause 4, Article 57 - Transactions with shareholders, enterprise managers, and their related persons	<p>4. The Company may only conduct the following transactions upon approval by the General Meeting of Shareholders:</p> <p>b. Transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the latest financial statements between the Company and one of the following subjects:</p> <p>- Members of the Board of Management, members of the Supervisory Board, the General Director, and their related persons;</p> <p>.....</p>	<p>4. The Company may only conduct the following transactions upon approval by the General Meeting of Shareholders:</p> <p>b. Transactions with a value of 35% or more, or transactions resulting in a total value of transactions arising within 12 months from the date of the first transaction being 35% or more of the total asset value recorded in the latest financial statements between the Company and one of the following parties:</p> <p>- Members of the Board of Management, members of the Supervisory Board, the General Director, other managers, and their related persons;</p> <p>.....</p>	Amended in accordance with the provisions of Clause 84, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025
Clause 5, Article 57 - Transactions with shareholders, enterprise managers, and their related persons	The Board of Management shall approve contracts and transactions between the Company and one of the parties specified in Point b, Clause 4 of this Article with a value of less than 35% of the total asset value recorded in the Company's latest financial statements, except for contracts and transactions specified in Point c, Clause 4 of this Article. In this case, the Company's representative signing the contract or transaction must notify the members of the Board of Management and members of the Supervisory Board of the related parties to such contract or	The Board of Management shall approve contracts and transactions between the Company and one of the subjects specified in Point b, Clause 4 of this Article with a value of less than 35% of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions specified in Point c, Clause 4 of this Article. In this case, the Company's representative signing the contract or transaction must notify the members of the Board of Management and members of the Supervisory Board of the related parties to such contract or transaction and must	Clarification of content

	<p>transaction, and must enclose the draft contract or the principal contents of the transaction. The Board of Management shall approve the contract or transaction within 15 days from the date of receipt of the notice; members of the Board of Management with related interests in such contracts or transactions shall not have the right to vote.</p>	<p>enclose the draft contract or the main contents of the transaction. The Board of Management shall approve the contract or transaction within 15 days from the date of receipt of the notice; members of the Board of Management who have interests related to the parties in the contract or transaction shall not have the right to vote.</p>	
<p>Clauses 1 and 2 of Article 78 - Effective Date and Article 2 of the Appendix on amendments and supplements to the Charter</p>	<p>Article 78 - Charter</p> <p>1. This Charter consists of 05 chapters and 78 articles, which were unanimously approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on March 29, 2023, in Hai Phong, and the full text of this Charter was jointly approved for effectiveness.</p> <p>2. This Charter is the sole and official Charter of the Company. This Charter replaces the Charter approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on April 29, 2021, and the Appendix on adjustments and supplements to the Charter approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on April 28, 2022</p> <p>Article 2 - First Appendix on amendments and supplements to the Charter</p> <p>This first Appendix on the amendment and supplement to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company replaces the corresponding provisions of the Company's Charter and shall take effect from the date of signing and issuance. Other provisions of the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company approved by the General Meeting of Shareholders on June 29, 2023,</p>	<p>1. This Charter consists of 05 chapters and 78 articles, which were unanimously approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on April 23, 2026, in Hai Phong, with mutual agreement on the effectiveness of the full text of this Charter.</p> <p>2. This Charter is the sole and official Charter of the Company. This Charter replaces the Charter approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on June 29, 2023, and related Appendices on the amendment and supplement to the Charter on Organization and Operation of the Company issued prior to April 23, 2026.</p>	<p>Amend the content to be consistent with the time of re-issuance of the Charter</p>

	<p>shall remain in full force and effect.</p> <p>Article 2 - Second Appendix on the amendment and supplement to the Charter</p> <p>This second Appendix on the amendment and supplement to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company replaces the corresponding provisions of the Company's Charter and shall take effect from the date of signing and issuance. Other provisions of the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company approved by the General Meeting of Shareholders on June 29, 2023, and the (first) Appendix on the amendment and supplement to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company dated April 22, 2024, shall remain in full force and effect.</p>		
	Controller	Member of the Supervisory Board	Standardizing terminology in the Charter
Additions		<p>APPENDIX I</p> <p>1. List of Subsidiaries</p> <ul style="list-style-type: none"> - Hoang Dieu Chua Ve Port One Member Limited Company - Hai Phong Port Medical Center One Member Limited Company. - Hai Phong Port Training and Technical Services Joint Stock Company - Hai Phong Port Tugboat and Transport Joint Stock Company - Dinh Vu Port Investment and Development Joint Stock Company - Hai Phong Port TIL International Terminal Company Limited 	

		<p>2. List of joint venture and affiliated companies:</p> <ul style="list-style-type: none"> - Dong Do - Hai Phong Port Container Lines Joint Stock Company - Saigon Port Logistics Joint Stock Company - Hai Phong Marine Investment and Trading Joint Stock Company - Hai Phong Port Investment Development Service Joint Stock Company - Northeast Vinalines Joint Stock Company - HPH Logistics Joint Stock Company - KM Cargo Services Hai Phong Company Limited. - Smart Logistics Service (Hai Phong) Company Limited - SITC Dinh Vu Logistics Company Limited. 	
B	FORM		
	<p>Symbols for content sequence numbers</p> <p>Spelling error</p>	<p>Adjusting the sequence numbering of the revised contents</p> <p>Correct spelling errors</p>	
	<p>Addendum on Amendments and Supplements to the Charter of Organization and Operation of the Company (First Amendment) approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on April 15, 2024.</p> <p>Addendum to the Charter of Organization and Operation of the Company (Second Amendment) approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company on April 29, 2025.</p>	<p>Consolidate these contents into the Charter and amend and supplement them as proposed in this Proposal.</p>	

The Board of Management of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval:

- To approve the amendment and issuance of the Company's Charter on Organization and Operation as proposed in this Submission and the amended Charter of Port of Hai Phong Joint Stock Company attached to the Submission.

- Assign the Board of Management of Port of Hai Phong Joint Stock Company to proactively direct the General Director of the Company:

- + Amend and supplement the Charter of Port of Hai Phong Joint Stock Company in accordance with the contents proposed in this Proposal and the comments of shareholders and shareholder representatives attending the General Meeting (if any).

- + Finalize and sign for issuance the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company for 2026, and disclose the contents of the Charter in accordance with regulations.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN**



Pham Hong Minh

PROPOSAL

Amending and issuing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/6/2020; the Law on Amendments and Supplements to a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law on Amendments and Supplements to several articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; the Law amending the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of several articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the governance and management situation at Port of Hai Phong Joint Stock Company;

Pursuant to the Resolution of the General Meeting of Shareholders, the Board of Management of Port of Hai Phong Joint Stock Company (the Company) issued the Internal Regulations on Corporate Governance in 2023 (Decision No. 1950/QD-CHP dated June 29, 2023) and the first Appendix on amendments and supplements to the Internal Regulations on Corporate Governance in 2025 (Decision No. 1857/QD-CHP dated May 7, 2025).

Based on references to current legal regulations and the Company's operational practices, the Board of Management of the Company has directed the review and finalization of the proposed amendments to the Internal Regulations on Corporate Governance.

The Board of Management of the Company hereby reports the amendments and supplements to the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company as follows:

(The full draft of the amended Internal Regulations on Corporate Governance is posted on the Company's website)

PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

Article/Clause	Current content	Proposed amendment	Reason
A	CONTENT		
Points g, h and i, Clause 1, Article 1 - Interpretation of terms	<p>1. In these Regulations, the following terms shall have the meanings as follows: g. SSC means the State Securities Commission;</p> <p>h. Stock Exchange means the stock exchange where Port of Hai Phong Joint Stock Company registers its listed securities;</p> <p>i. TTLKi. VSDC means the Vietnam Securities Depository and Clearing Corporation;</p>	Remove this content	These terms do not appear frequently in the Regulations
Point k, Clause 2, Article 3 - Roles, rights and obligations of the General Meeting of Shareholders	<p>2. The General Meeting of Shareholders has the following rights and obligations:</p> <p>k. To approve the Internal Corporate Governance Regulations; the Operating Regulations of the Board of Management, the Supervisory Board;</p>	<p>2. The General Meeting of Shareholders has the following rights and obligations:</p> <p>k. To approve the Internal Corporate Governance Regulations; the Operating Regulations of of the Board of Management, the Supervisory Board;</p>	Spelling error
Points q and r, Clause 3, Article 3 - Roles, rights and obligations of the General Meeting of Shareholders	<p>3. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>q. The Company enters into contracts or transactions with the parties specified in Point b, Clause 4, Article 57 of the Company Charter with a value equal to or greater than 35% of</p>	<p>3. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>q. The Company enters into contracts or transactions specified in Point a, Clause 3, Article 57 and Clause 4, Article 57 of the Company Charter;</p>	Consolidating content

	the total asset value of the Company recorded in the most recent financial statements; r. Approving the transactions specified in Clause 4, Article 57 of the Company Charter;		
Clause 1, Article 6 - Preparation of the list of shareholders entitled to attend the meeting	1. The person convening the General Meeting of Shareholders must prepare the list of shareholders entitled to attend the General Meeting of Shareholders no more than 10 days before the date of sending the notice of the General Meeting of Shareholders.	1. The person convening the General Meeting of Shareholders must prepare the list of shareholders entitled to attend the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established based on the Company's shareholder register or securities holder register. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days before the date of sending the notice of the General Meeting of Shareholders.	Amended in accordance with Clause 21, Article 1 of the Law on Enterprises No. 76/2025/QH15
Article 7 - Announcement of the record date for shareholders entitled to attend the General Meeting of Shareholders	1. Complete and valid right exercise notification dossiers must be sent to the Vietnam Securities Depository and Clearing Corporation no later than 08 business days before the record date, unless otherwise provided by current laws. 2. Information on the record date for shareholders entitled to attend the General Meeting of Shareholders must be disclosed on the Company's website and the information disclosure systems of the SSC and the Stock Exchange in accordance with listed company governance regulations.	1. Complete and valid right exercise notification dossiers must be sent to Vietnam Securities Depository and Clearing Corporation no later than 08 business days before the record date, unless otherwise provided by current laws. 2. Information on the record date for shareholders entitled to attend the General Meeting of Shareholders must be disclosed on the Company's website and the information disclosure systems of the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading in accordance with listed company governance regulations.	Use full name of the regulatory authority
Clause 2, Article 8 - Notice of convocation of the General Meeting of	2. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures delivery to the shareholder's contact address, and simultaneously disclosed on	2. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures delivery to the shareholder's contact address, and simultaneously disclosed on the	Use full name of the regulatory authority

Shareholders	the Company's website and the SSC, Stock Exchange where the Company's shares are listed or registered for trading.	Company's website and the State Securities Commission, Stock Exchange where the Company's shares are listed or registered for trading.	
Point d, Clause 6, Article 9 - Agenda and content of the General Meeting of Shareholders	6. The person convening the General Meeting of Shareholders has the right to reject proposals specified in Clause 5 of this Article in any of the following cases: d. Other cases as prescribed by law	6. The person convening the General Meeting of Shareholders has the right to reject proposals specified in Clause 5 of this Article in any of the following cases: d. Other cases as prescribed by the Company's internal management regulations and current laws.	Adjust this content to be more comprehensive
Clause 1, Article 10 - Authorization for proxy to attend the General Meeting of Shareholders	1. Shareholders and authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend through one of the forms specified in the Clause 3, Article 144 of the Law on Enterprises	1. Shareholders and authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting, or attend through one of the forms specified in the Company Charter, the internal management regulations of the Company, and current laws.	Adjust this content to be more comprehensive
Clause 3, Article 10 - Authorization for proxy to attend the General Meeting of Shareholders	3. Authorized proxies attending the General Meeting of Shareholders must submit the written authorization upon registration. In the case of re-authorization, the attendee must also present the original written authorization from the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).	3. Authorized proxies attending the General Meeting of Shareholders must submit the written authorization to attend the meeting. In the case of re-authorization, the attendee must also present the original written authorization from the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company). The timing and method for submitting the authorization/re-authorization documents shall follow the Company's instructions.	Adjusted to suit practical implementation
Point b, Clause 1, Article 14 - Voting to approve matters at the General Meeting of	1. General principles: b. Voting cards,, Voting ballots, and Election ballots shall be printed and sealed by the Company. In particular: - Templates for Voting Cards, Voting Ballots, and Election	1. General principles: b. Voting Cards, Voting Ballots, and Election Ballots shall be printed and sealed by the Company. In particular: - Templates for Voting Cards, Voting Ballots, and Election Ballots	Use full name of the regulatory authority

Shareholders	Ballots must be disclosed on the Company's website and the information disclosure systems of the SSC and the Stock Exchange.	must be disclosed on the Company's website and the information disclosure systems of the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading	
Clause 2, Article 26 - Providing login information and conducting electronic voting	2. When shareholders request re-issuance of login information, the Meeting Organizing Committee may provide notification through: in-person, email/phone. The provision of login information via email or phone shall only be conducted based on shareholder information from the list of shareholders entitled to vote prepared by the Vietnam Securities Depository and Clearing Corporation pursuant to the Company's rights exercise notice.	2. When shareholders request re-issuance of login information, the Meeting Organizing Committee may provide notification through: in-person, email/phone. The provision of login information via email or phone shall only be conducted based on shareholder information from the list of shareholders entitled to vote prepared by the Vietnam Securities Depository and Clearing Corporation pursuant to the Company's rights exercise notice.	Use full name of the regulatory authority
Point b, Clause 4, Article 27 - Authorization for proxy to attend the online General Meeting of Shareholders	4. Notes when conducting online authorization: b. The authorization letter shall be printed using the online authorization form, with full signatures, clearly stating the name, and affixed with a seal (if an organization) of both the authorizing party and the authorized party.	4. Notes when conducting online authorization: b. The authorization letter shall be printed from the online meeting system or using the form attached to the Company's meeting notice or other forms approved by the Organizing Committee, with full signatures, clearly stating the name, and affixed with a seal (if an organization) of both the authorizing party and the authorized party.	Adjusted to suit practical implementation
Point c, Clause 4, Article 27 - Authorization for proxy to attend the online General Meeting of Shareholders	4. Notes when conducting online authorization: c. Shareholders shall send official written requests to cancel online authorization to the Company before the official opening of the General Meeting. Note that the effective time of cancellation shall be counted from the time the Company receives the official written request to cancel online authorization.	4. Notes when conducting online authorization: c. Shareholders shall send official written requests to cancel online authorization to the Company before the official opening of the General Meeting or cancel the authorization on the online meeting system. Note that the effective time of cancellation shall be counted from the time the Company receives the official written request to cancel online authorization.	Adjusted to suit practical implementation

Point c, Clause 2, Article 31 - Method of online voting	<p>2. Method of online voting:</p> <p>c. Shareholders with voting rights are those who have registered to attend the online General Meeting as of the time of voting, and the number of such shareholders shall be the basis for calculating the voting percentage. If a shareholder has registered to attend the online General Meeting but does not cast a vote, that shareholder shall be deemed to have voted "No Opinion" on the corresponding matters put to shareholder vote.</p>	<p>2. Method of online voting:</p> <p>c. Shareholders with voting rights are those who have registered to attend the online General Meeting as of the time of voting, and the number of such shareholders shall be the basis for calculating the voting percentage.</p>	Adjusted to suit practical implementation
Point d, Clause 3, Article 31 - Method of online voting	<p>3. Other requirements when conducting electronic voting:</p> <p>d. In the case where shareholders vote by entering numbers, an invalid ballot is a ballot that has one of the following characteristics:</p> <ul style="list-style-type: none"> - The ballot has a total number of votes for candidates that differs from (greater or lesser than) the shareholder's total number of votes counted at the time of election vote counting. - The ballot has a number of candidates that the Shareholder/Authorized representative votes for greater than the number of Board of Management/Supervisory Board members approved by the General Meeting of Shareholders for additional election. - The ballot was submitted by the Shareholder/Authorized representative after the prescribed voting period has expired. 	<p>3. Other requirements when conducting electronic voting:</p> <p>d. In the case where shareholders vote by entering numbers, the method of completing the ballot shall be specified in the Election Regulations. These Regulations shall be disclosed and adopted at the General Meeting before the election is conducted</p>	Adjusted to suit practical implementation
Point e, Clause 3, Article 31 - Method of online voting	<p>3. Other requirements when conducting electronic voting:</p> <p>e. The electronic voting period shall be specified in the meeting</p>	<p>3. Other requirements when conducting electronic voting:</p> <p>e. The electronic voting period shall be specifically regulated in the</p>	Adjusted to suit practical implementation

	operating regulations at the General Meeting. Delegates may access the electronic voting system and cast votes 24 hours a day and 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. After the voting period ends, the system will not record any further electronic voting results from shareholders.	regulations on the organization of the General Meeting of Shareholders and the guidance documents. Delegates may access the electronic voting system to review documents 24 hours a day and 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. The time at which delegates are entitled to vote/elect on the system shall be stipulated in the Regulations on the Organization of the General Meeting of Shareholders. After the voting period ends, the system will not record any further electronic voting results from shareholders.	
Point b, Clause 4, Article 31 - Method of online voting	4. Time of voting b. To ensure continuous proceedings and focused time for the General Meeting, shareholders may, upon logging in to the System, proceed to vote on the meeting agenda, the composition of the Ballot Counting Committee, and amendments to the Meeting Organization Regulations (if any). The closing time of voting on these matters on the System shall be announced by the Organizing Committee at the time of the online General Meeting opening;	Remove this content	Adjusted to suit practical implementation
Points j and l, Clause 2, Article 46 - Roles, rights and obligations of the Board of Management	2. The Board of Management has the following rights and obligations: j. To approve contracts for purchase, sale, borrowing, lending, and other transaction contracts with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, and contracts and transactions within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 1,	2. The Board of Management has the following rights and obligations: j. To approve contracts for purchase, sale, borrowing, lending, and other transaction contracts with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, and and contracts and transactions within the decision-making authority of the Board of Management as prescribed in Company Charter; except for contracts and transactions within the decision-making authority of	Amended in accordance with the provisions of Point h, Clause 2, Article 153 of the Law on Enterprises 2020 and Clause 84, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025

	<p>Article 23, and contracts and transactions within the decision-making authority of the Board of Management as prescribed in the Company Charter;</p> <p>1. Elect, remove, and dismiss the Chairman of the Board of Management; appoint, dismiss, enter into, and terminate contracts with the General Director; decide on the remuneration, bonuses, disciplinary measures, and other benefits of the General Director,</p>	<p>the General Meeting of Shareholders as prescribed in Point d, Clause 1, Article 23 and Clause 4, Article 57 of Company Charter;</p> <p>1. Elect, remove, and dismiss the Chairman of the Board of Management; elect, remove, and dismiss the Vice Chairman of the Board of Management; appoint, dismiss, enter into, and terminate contracts with the General Director; decide on the remuneration, bonuses, disciplinary measures, and other benefits of the General Director,</p>	Amended in accordance with the Company's Charter.
Point d, Clause 3, Article 46 - Roles, rights and obligations of the Board of Management	<p>3. The Board of Management must report to the General Meeting of Shareholders the performance results of the Board of Management at the Annual General Meeting of Shareholders on the following contents:</p> <p>d. Activities of independent members of the Board of Management and the evaluation results by independent members of the Board of Management regarding the performance of the Board of Management</p>	<p>3. The Board of Management must report to the General Meeting of Shareholders the performance results of the Board of Management at the Annual General Meeting of Shareholders on the following contents:</p> <p>d. Activities of independent members of the Board of Management and the evaluation results by independent members of the Board of Management regarding the performance of the Board of Management.</p> <p>In the event that the Company is a listed company, each independent member of the Board of Management shall prepare a separate report;</p>	Supplemented in accordance with the provisions of Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025
Points a and d, Clause 1, Article 47 - Number, term, composition, standards and conditions for members of the Board of Management	<p>1. Number, term, and composition of Board of Management members:</p> <p>a. The Board of Management consists of 07 members.</p> <p>d. The composition of the Company's Board of Management Port of Hai Phong must ensure at least 1/3 of the total Board of Management members are non-executive members and the minimum number of non-executive Board of Management members shall</p>	<p>1. Number, term, and composition of Board of Management members:</p> <p>a. The Board of Management consists of 07 members, including the Chairman of the Board of Management, the Vice Chairman of the Board of Management, and other members of the Board of Management;</p> <p>d. The composition of the Company's Board of Management must ensure a minimum of 02 Board of Management members are non-executive members;</p>	Amended in accordance with the Company's Charter.

	be determined by rounding down. The total number of independent Board of Management members must ensure a minimum of 02 independent members.	<p>e. Based on governance objectives, the composition of the Company's Board of Management may include independent members of the Board of Management.</p> <p>In the event that the Company is a listed company, the composition of the Company's Board of Management must include independent members of the Board of Management and the number of independent members of the Board of Management must ensure compliance with legal regulations.</p> <p>In the event that the Company has Independent Members of the Board of Management, it shall comply with the regulations on Independent Members of the Board of Management as stipulated in Company Charter and relevant laws.</p>	
Point b, Clause 4, Article 50 - The Board of Management must convene a General Meeting of Shareholders to elect additional members of the Board of Management in the following cases	b. The number of Independent Members of the Board of Management decreases and does not meet the number required under Clause 4, Article 34 of Company Charter	b. The number of Independent Members of the Board of Management decreases and does not meet the required number as prescribed:	Amended in accordance with the Company's Charter.
Article 53- Chairman of the Board of Management	Article 53. Chairman of the Board of Management	Article 53. Chairman of the Board of Management and Vice Chairman of the Board of Management	Amended in accordance with the Company's Charter.
Clause 9 Article 53- Chairman of the Board of	None.	9. The Vice Chairman of the Board of Management shall be elected, removed, and dismissed by the Board of Management	Amended in accordance with the Company's Charter.

Management		from among its members to perform duties as assigned by the Board of Management and the Chairman of the Board of Management.	
Clause 1, Article 55 - Order and procedures for organizing Board of Management meetings	1. The Board of Management must meet at least once every quarter and may hold extraordinary meetings	1. The Board of Management must meet at least once every quarter and may hold extraordinary meetings. Board of Management meetings may be held in the form of in-person meetings, online meetings, in-person combined with online conferences, and/or other forms as decided by the Chairman of the Board of Management or the person convening the Board of Management meeting in accordance with current legal regulations	Adjust this content to suit practical implementation
Point f, Clause 2, Article 65 - Roles, responsibilities, rights and obligations of the General Director	2. The General Director has the following rights and obligations: f. To appoint, dismiss, enter into contracts, terminate contracts, determine salary, award, discipline, and other benefits for directors of subordinate branches, department heads, and equivalent positions upon approval of the Board of Management	2. The General Director has the following rights and obligations: f. To appoint, dismiss, enter into contracts, terminate contracts, determine salary, award, discipline, and other benefits for directors of subordinate branches, department heads, and equivalent positions upon approval of the Board of Management; To decide on the appointment, dismissal, contract signing, contract termination, salary, rewards, discipline, and other benefits for Deputy Directors of subordinate branches, Deputy Department Heads, and equivalent positions	Amended in accordance with the Company Charter
Clauses 1 and 2, Article 85 - Enforcement provisions of the Regulations and Article 2 of the first Appendix on amendments and supplements	Article 85 - Regulations 1. These Regulations consist of 08 Chapters and 85 Articles, and were unanimously approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company, which accepted their full validity and authorized the Board of Management to issue and implement them starting from June 29, 2023. 2. These Regulations replace the	1. These Regulations consist of 08 Chapters and 85 Articles, and were General Meeting Port of Hai Phong Joint Stock Company, which accepted their full validity and authorized the Board of Management to issue and implement them starting from April 23, 2026. 2. These Regulations replace the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company issued under	Amend the content to be consistent with the time of re-issuance of the Regulations

	<p>Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company issued under Decision No. 1207/QD-CHP dated April 29, 2021, of the Board of Management of Port of Hai Phong Joint Stock Company.</p> <p>Article 2 - First Appendix on amendments and supplements to the Regulations</p> <p>This first Appendix on amendments and supplements to the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company replaces the corresponding provisions of the current Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company and takes effect from the date of signing and issuance. Other provisions of the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company approved by the General Meeting of Shareholders on June 29, 2023, remain valid and legally effective.</p>	<p>Decision No. 1950/QD-CHP dated June 29, 2023, of the Board of Management of Port of Hai Phong Joint Stock Company, and the first Appendix on amendments and supplements to the Internal Regulations on Corporate Governance issued under Decision No. 1857/QD-CHP dated May 7, 2025, of the Board of Management of Port of Hai Phong Joint Stock Company.</p>	
	Supervisor	Member of the Supervisory Board	Standardize terminology in accordance with the Regulations
B	FORMAT		
	<p>Numbering of contents</p> <p>Spelling error</p>	<p>Adjust the numbering of the amended contents</p> <p>Correct spelling errors</p>	
	<p>First Appendix on amendments and supplements to the Internal Regulations on Corporate Governance issued under Decision No. 1857/QD-CHP dated May 7, 2025, of the Board of Management of Port of Hai Phong Joint Stock Company</p>	<p>Consolidate these contents into the Regulations and amend/supplement them as proposed in this Submission</p>	

The Board of Management respectfully submits to the General Meeting of Shareholders for consideration and approval::

- To approve the amendment and issuance of the Internal Regulations on Corporate Governance as proposed in this Submission and the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company attached to the Submission.

- Assign the Board of Management of Port of Hai Phong Joint Stock Company to proactively:

+ CDirect the amendment and supplementation of the sInternal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company Port of Hai Phong Joint Stock Companyin accordance with the contents proposed in this Proposal and the comments of shareholders and shareholder representatives attending the General Meeting (if any).

+ Finalize the content, sign and issue the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company in 2026 and disclose the content of the Regulations in accordance with applicable regulations.

Respectfully submitted to the General Meeting of Shareholders./.

Recipients:

- As addressed above;
- Board of Management, Supervisory Board;
- Filed: Company Secretariat

**ON BEHALF OF THE
BOARD OF MANAGEMENT
CHAIRMAN**



Pham Hong Minh

PROPOSAL

Amending and issuing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; the Law on Amendments and Supplements to a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law on amendments and supplements to several articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; the Law amending the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of several articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the operational situation of the Board of Management of Port of Hai Phong Joint Stock Company;

Pursuant to the Resolution of the General Meeting of Shareholders, the Board of Management of Port of Hai Phong Joint Stock Company (the Company) issued the Operating Regulations of the Board of Management in 2023 (Decision No. 1948/QD-CHP dated June 29, 2023) and the first Appendix on amendments and supplements to the Operating Regulations of the Board of Management in 2025 (Decision No. 1858/QD-CHP dated May 07, 2025).

Based on references to current legal regulations and the Company's operational practices, the Board of Management of the Company has directed the review and finalization of the proposed amendments to the Operating Regulations of the Board of Management.

The Board of Management of the Company would like to report the amendments and supplements to the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company as follows:

(The full draft of the amended Regulations on the Operation of the Board of Management of the Company is posted on the Company's website)

**PROPOSED AMENDMENTS AND SUPPLEMENTS
TO THE OPERATING REGULATIONS OF THE BOARD OF
MANAGEMENT OF THE COMPANY**

Article/Clause	Current content	Proposed amendment	Reason
A	CONTENT		
Clause 3, Article 4 - Rights and obligations of members of the Board of Management	Independent members of the Company's Board of Management must prepare an evaluation report on the activities of the Board of Management	Independent members of the Company's Board of Management must prepare an evaluation report on the activities of the Board of Management. In the event that the Company is a listed company, each independent member of the Board of Management shall prepare a separate report;	Supplemented in accordance with the provisions of Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025
Article 6 - Term of office and number of members of the Board of Management	1. The Board of Management consists of 07 members.	1. The Board of Management consists of 07 members, including the Chairman of the Board of Management, the Vice Chairman of the Board of Management, and other members of the Board of Management.	Amended in accordance with the Company's Charter.
Article 6 - Term of office and number of members of the Board of Management	Not yet regulated	The composition of the Company's Board of Management must ensure a minimum of 02 members of the Board of Management are non-executive members	Amended in accordance with the provisions of Point 79, Clause 1, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025
Point a, Clause 4, Article 6 - Term of office and number of	4. Independent members of the Board of Management: a. The total number of	5. Independent members of the Board of Management: a. Based on the Company's	Amended in accordance with the Company's

members of the Board of Management	independent members of The Board of Management must be at least two (02);	<p>governance objectives, the composition of The Board of Management may include Independent Members of the Board of Management.</p> <p>In case the Company is a listed company, the composition and number of Independent Members of The Board of Management shall be in accordance with applicable laws.</p> <p>In the event that the Company has Independent Members of the Board of Management, it shall comply with the regulations on Independent Members of The Board of Management as stipulated in Company Charter and relevant laws.</p>	Charter.
Point e, Clause 1, Article 7 - Standards and conditions for members of the Board of Management	None	e. Other standards in accordance with current legal regulations in the event that the Company is a public company or a listed company	This content is supplemented to allow for flexible application when there are changes in regulations
Article 8- Chairman of the Board of Management	Article 8. Chairman of the Board of Management	Article 8. Chairman of The Board of Management and Vice Chairman of the Board of Management	Amended in accordance with the Company's Charter.
Article 8 - Chairman of the Board of Management	None	6. The Vice Chairman of The Board of Management shall be elected, removed, and dismissed by The Board of Management from among its members to perform duties as assigned by The Board of Management and the Chairman of the Board of Management.	Amended in accordance with the Company's Charter.
Point b, Clause 4, Article 9- The Board of Management must convene a General Meeting of Shareholders to elect additional	b. The number of Independent Members of The Board of Management decreases and does not meet the number required under Clause 4, Article 34 of Company Charter;	b. The number of Independent Members of The Board of Management decreases and does not meet the required number as prescribed:	Amended in accordance with the Company's Charter.

members of The Board of Management in the following cases			
Point j, Clause 2, Article 12 - Rights and obligations of the Board of Management	<p>To approve contracts for purchase, sale, borrowing, lending, and other transaction contracts with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, and contracts and transactions within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 1, Article 23, and contracts and transactions within the decision-making authority of the Board of Management as prescribed in the Company's Charter;</p> <p>l. Elect, remove, and dismiss the Chairman of the Board of Management; appoint, dismiss, enter into, and terminate contracts with the General Director; decide on the remuneration, bonuses, disciplinary measures, and other benefits of the General Director;</p>	<p>To approve contracts for purchase, sale, borrowing, lending, and other transaction contracts with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, and contracts and transactions within the decision-making authority of the Board of Management as prescribed in Company Charter; except for contracts and transactions within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 1, Article 23 and Clause 4, Article 57 of the Company's Charter;</p> <p>l. Elect, remove, and dismiss the Chairman of the Board of Management; elect, remove, and dismiss the Vice Chairman of the Board of Management; appoint, dismiss, enter into, and terminate contracts with the General Director; decide on the remuneration, bonuses, disciplinary measures, and other benefits of the General Director;</p>	<p>Amended in accordance with the provisions of Point h, Clause 2, Article 153 of the Law on Enterprises 2020 and Clause 84, Article 1 of Decree No. 245/2025/ND-CP.</p> <p>Amended in accordance with the Company's Charter.</p>
Point d, Clause 3, Article 12 - Rights and obligations of the Board of Management	<p>3. The Board of Management must report to the General Meeting of Shareholders on the performance results of the Board of Management at the Annual General Meeting of Shareholders regarding the following contents:</p> <p>d. Activities of independent members of the Board of Management and the evaluation results by independent members of the Board of Management regarding the performance of the Board of Management</p>	<p>3. The Board of Management must report its performance results to the General Meeting of Shareholders at the Annual General Meeting of Shareholders on the following contents:</p> <p>d. Activities of independent members of the Board of Management and the evaluation results by independent members of the Board of Management regarding the performance of the Board of Management.</p> <p>In the event that the Company is a listed company, each independent member of the Board of Management shall</p>	<p>Supplemented in accordance with the provisions of Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025</p>

		prepare a separate report	
Article 13 - Duties and powers of the Board of Management in approving and signing transaction contracts	<p>1. The Board of Management shall approve contracts and transactions with a value of less than 35% or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction with a value of less than 35% of the total asset value recorded in the latest financial statements, or another smaller percentage or value as stipulated in the Company Charter, between the Company and one of the following parties:</p> <p>a. Members of the Board of Management, members of the Supervisory Board, the General Director, other managers, and their related persons;</p> <p>b. Shareholders or authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the Company and their related persons;</p> <p>c. Enterprises related to the parties specified in Clause 2, Article 164 of the Law on Enterprises.</p> <p>2. The Company's representative who signs the aforementioned contracts or transactions must notify the members of the Board of Management and the members of the Supervisory Board of the related parties to such contracts or transactions, accompanied by the draft contract or the main contents of the transaction. The Board of Management shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notice, unless the Company's Charter stipulates a different time limit; members of the Board of Management who have interests related to the parties in the contract or transaction shall not have the right to vote.</p>	<p>1. The Board of Management shall decide on and approve the contents of contracts and transactions in accordance with the Charter, the Company's internal management regulations, and current laws.</p> <p>2. For contracts and transactions between the Company and related persons as prescribed in the Company's Charter and current laws, the Company's representative who signs the contract or transaction must notify the members of the Board of Management and the members of the Supervisory Board of the related parties to such contract or transaction, accompanied by the draft contract or the main contents of the transaction. The Board of Management shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notice, unless the Company's Charter stipulates a different time limit; members of the Board of Management who have interests related to the parties in the contract or transaction shall not have the right to vote.</p>	Adjust this content to be more comprehensive
Point a, Clause	3. The convener of the General	3. The convener of the General	Amended in

3, Article 14 - Responsibilities of the Board of Management in convening an Extraordinary General Meeting of Shareholders	<p>Meeting of Shareholders must perform the following tasks:</p> <p>a. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date;</p>	<p>Meeting of Shareholders must perform the following tasks:</p> <p>a. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established based on the register of security owners of the Company. The list of shareholders entitled to attend the General Meeting of Shareholders shall be established no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date;</p>	<p>accordance with Clause 21, Article 1 of the Law on Enterprises No. 76/025/QH15</p>
Clause 2, Article 18 - Meetings of the Board of Management	The Board of Management must meet at least once every quarter and may hold extraordinary meetings	The Board of Management must meet at least once every quarter and may hold extraordinary meetings. Board of Management meetings may be held in the form of in-person meetings, online meetings, in-person combined with online conferences, and/or other forms as decided by the Chairman of the Board of Management or the person convening the Board of Management meeting in accordance with current legal regulations	Adjust this content to suit practical implementation
Clauses 1 and 2 of Article 29 - Enforcement Provisions and Article 2 of the Appendix on amendments and supplements to the Regulations	<p>Article 29 - Regulations</p> <p>1. These Regulations consist of 07 Chapters and 29 Articles, and were unanimously passed and approved in their entirety by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company, which authorized the Company's Board of Management to issue and implement them starting from June 29, 2023.</p> <p>2. These Regulations replace the</p>	<p>1. These Regulations consist of 07 Chapters and 29 Articles, and were unanimously approved by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company, which accepted their full validity and authorized the Board of Management to issue and implement them starting from April 23, 2026.</p> <p>2. These Regulations replace the Operating Regulations of the</p>	Amend the content to be consistent with the time of re-issuance of the Regulations

	<p>Operating Regulations of the Board of Management issued together with Decision No. 1208/QD-CHP dated April 29, 2021, of the Board of Management of Port of Hai Phong Joint Stock Company.</p> <p>Article 2 – Appendix on amendments and supplements to the Regulations</p> <p>This first Appendix on amendments and supplements to the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company replaces the corresponding provisions of the current Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company and takes effect from the date of signing and issuance. Other provisions of the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company approved by the General Meeting of Shareholders on June 29, 2023, remain valid and legally effective.</p>	<p>Board of Management issued under Decision No. 1950/QD-CHP dated June 29, 2023, of the Board of Management of Port of Hai Phong Joint Stock Company and the Appendix on the first amendment and supplement to the Operating Regulations of the Board of Management issued under Decision No. 1858/QD-CHP dated May 07, 2025, of the Board of Management of Port of Hai Phong Joint Stock Company.</p>	
	Supervisor	Member of the Supervisory Board	Standardize terminology in accordance with the Charter
B	FORMAT		
	<p>Numbering of contents</p> <p>Spelling errors</p>	<p>Adjust the numbering of the amended contents</p> <p>Correct spelling errors</p>	
	<p>Appendix on the first amendment and supplement to the Internal Regulations on Corporate Governance issued under Decision No. 1858/QD-CHP dated May 07, 2025, of the Board of Management of Port of Hai Phong Joint Stock Company</p>	<p>Consolidate these contents into the Regulations and amend/supplement them as proposed in this Submission</p>	

The Board of Management respectfully submits to the General Meeting of Shareholders for consideration and approval:

- To approve the amendment and issuance of the Operating Regulations of the Board of Management as proposed in this Submission and the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company attached to the Submission.

- Assign the Board of Management of Port of Hai Phong Joint Stock Company to proactively:

Direct the amendment and supplementation of the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company in accordance with the contents proposed in this Proposal and the comments of shareholders and shareholder representatives attending the General Meeting (if any).

+ Finalize the content, sign and promulgate the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company for 2026 and disclose the Regulations in accordance with regulations.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh



PROPOSAL

On the Replacement of Members of the Board of Management and the Supervisory Board of Port of Hai Phong Joint Stock Company

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance providing guidance on corporate governance applicable to public companies;

Pursuant to the Charter on organization and operation of Port of Hai Phong Joint Stock Company;

Pursuant to Official Letter No. 568/HHVN-TCNS dated April 17, 2026 of Vietnam Maritime Corporation – JSC (the major shareholder holding 92.56% of the charter capital of Port of Hai Phong) regarding the nomination of personnel to the Board of Management and the Supervisory Board of Port of Hai Phong;

Pursuant to the resignation letters of the following individuals:

- Mr. Vu Duc Bien – Independent Member of the Board of Management of the Company
- Ms. Le Thi Ngoc Dung – Independent Member of the Board of Management of the Company
- Ms. Nguyen Thi Hang – Member of the Supervisory Board of the Company
- Mr. Nguyen Tuan Anh – Member of the Supervisory Board of the Company

In order to ensure the management and operation of Port of Hai Phong Joint Stock Company (the “Company”), the Board of Management of Company respectfully submits to the General Meeting of Shareholders for approval the following contents:

I. Personnel of the Board of Management of the Company

1. Dismissal of members of the Board of Management

Pursuant to Point b, Clause 1, Article 36 of the Charter on organization and operation of Port of Hai Phong Joint Stock Company, which stipulates that the General Meeting of Shareholders shall dismiss a member of the Board of Management in the event that such member submits a resignation letter and it is accepted.

Pursuant to the proposal of the shareholder Vietnam Maritime Corporation – JSC.

Pursuant to the resignation letters of Mr. Vu Duc Bien – Independent Member of the Board of Management and Ms. Le Thi Ngoc Dung – Independent Member of the Board of Management.

The Board of Management of Port of Hai Phong Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval:

- Mr. Vu Duc Bien to resign from the position of Independent Member of the Board of Management of Port of Hai Phong Joint Stock Company.
- Ms. Le Thi Ngoc Dung to resign from the position of Independent Member of the Board of Management of Port of Hai Phong Joint Stock Company.

2. Election of additional members of the Board of Management

Pursuant to the applicable regulations and the governance needs of the Company, the Board of Management of Port of Hai Phong Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the plan to elect additional members of the Board of Management for the 2024–2029 term as follows:

- Number of members to be elected: 02
- Number of candidates: 02, including:
 - + Mr. Le Hong Quan nominated for the position of Member of the Board of Management of Port of Hai Phong Joint Stock Company.
 - + Ms. Trinh Thi Ngoc Bien nominated for the position of Member of the Board of Management of Port of Hai Phong Joint Stock Company.

II. Personnel of the Supervisory Board of the Company

1. Resignation of members of the Supervisory Board

Pursuant to Point b, Clause 3, Article 49 of the Charter on organization and operation of Port of Hai Phong Joint Stock Company, which stipulates that the *General Meeting of Shareholders shall dismiss a member of the Supervisory Board in the event that such member submits a resignation letter and it is accepted.*

Pursuant to the resignation letters of Ms. Nguyen Thi Hang – Member of the Supervisory Board of the Company and Mr. Nguyen Tuan Anh – Member of the Supervisory Board of the Company.

The Board of Management of Port of Hai Phong Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval:

- Ms. Nguyen Thi Hang to resign from the position of Member of the Supervisory Board of Port of Hai Phong Joint Stock Company.
- Mr. Nguyen Tuan Anh to resign from the position of Member of the Supervisory Board of Port of Hai Phong Joint Stock Company.
-



2. Election of additional members of the Supervisory Board

Pursuant to the applicable regulations and the governance needs of the Company, the Board of Management of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the plan to elect additional members of the Supervisory Board for the 2024–2029 term as follows:

- Number of members to be elected: 02
- Number of candidates: 02, including:

+ Ms. Vu Thi Thanh Duyen nominated for the position of Member of the Supervisory Board of Port of Hai Phong Joint Stock Company.

+ Ms. Nguyen Thi Minh Nguyet nominated for the position of Member of the Supervisory Board of Port of Hai Phong Joint Stock Company.

(Summary information of the candidates is attached to this Proposal)

Respectfully submitted to the General Meeting of Shareholders!

Recipients:

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**ON BEHALF OF THE
BOARD OF MANAGEMENT
CHAIRMAN**



Pham Hong Minh



**SUMMARY OF CURRICULUM VITAE OF CANDIDATES FOR MEMBERS OF THE
BOARD OF MANAGEMENT/SUPERVISORY BOARD FOR THE 2024–2029 TERM**

*(Attached to Proposal No. 13.2026/TTr-CHP dated April 20, 2026
of the Board of Management of Port of Hai Phong Joint Stock Company)*

A. Mr. LE HONG QUAN

1. Mr.	Le Hong Quan
2. Date of birth	30/4/1977
3. Place of origin	Chi Dam Commune, Phu Tho Province
4. Current residence	Dai Mo Ward, Hanoi
5. Party membership date	07/11/2007 Official date: 07/11/2008
6. Educational level	12/12
Highest professional qualification	Master's degree in Maritime Management
Political theory	Higher-level Political Theory
Foreign language	English – Level C
7. Current positions	
At Port of Hai Phong	Capital Representative of Vietnam Maritime Corporation – JSC (VIMC) at Port of Hai Phong Joint Stock Company, representation ratio is 12% of the charter capital
At other enterprises	- General Director of Quy Nhon Port Joint Stock Company; - Chairman of the Board of Management of Tan Cang Quy Nhon Joint Stock Company; - Capital Representative of Vietnam Maritime Corporation – JSC (VIMC), concurrently Vice Chairman of the Members' Council at SP-PSA International Port Co., Ltd.



8. Educational and professional career:

Period	Position, Title, Organization (Party, Government, Mass Organizations, Social Organizations), including training and professional development periods
4/2000 – 6/2002	Programmer at Tung Lam Co., Ltd – Bach Khoa Ward, Hanoi
6/2002 – 02/2004	Network Administrator – Saigon Ha Long Tourism JSC
02/2004 – 11/2007	IT Team Leader – Business Planning Department – Quang Ninh Port JSC
11/2007 – 5/2010	Head of Business Division – Cai Lan Port Investment JSC
5/2010 – 4/2015	Operations Director and Trade Union Chairman – Cai Lan International Container Terminal Co., Ltd.
4/2015 – 11/2016	Deputy General Director and Project Director – Long River Construction Co., Ltd.
11/2016 – 5/2017	Specialist, Port and Maritime Services Division – Vietnam Maritime Corporation
5/2017 – 08/2020	General Director – Cai Lan International Container Terminal Co., Ltd.

08/2020 – 07/2022	Head of Port and Maritime Services Division – Vietnam Maritime Corporation – JSC
10/2020 – 12/2022	Vice Chairman of Members' Council – Cai Mep International Terminal Co., Ltd. (CMIT)
03/2021 – 06/2022	Chairman of Members' Council – Vietnam Container Exploitation Co., Ltd.
8/2021 – 11/2022	Chairman of the Board of Management – VIMC Dinh Vu Port JSC
6/2022 – 07/2022	Member of the Board of Management – Quy Nhon Port JSC
07/2022 – 17/4/2026	Member of the Board of Management and General Director – Quy Nhon Port JSC
4/2023 – 15/4/2026	Capital representative of Quy Nhon Port JSC at Tan Cang Quy Nhon JSC; Chairman of the Board of Management of Tan Cang Quy Nhon
12/2024 – present	Capital representative of Vietnam Maritime Corporation – JSC, serving as Vice Chairman of Members' Council of SP-PSA International Port Co., Ltd.
15/4/2026 – present	Chairman of the Board of Management – Tan Cang Quy Nhon JSC
17/4/2026 – present	General Director – Quy Nhon Port JSC
17/4/2026 – present	Capital representative of Vietnam Maritime Corporation – JSC at Port of Hai Phong Joint Stock Company, representing 12% of charter capital

9. Related interests with Port of Hai Phong Joint Stock Company and its related parties:

- Capital Representative of Vietnam Maritime Corporation – JSC (VIMC) at Port of Hai Phong Joint Stock Company, representing 12% of the charter capital of Port of Hai Phong Joint Stock Company

Vietnam Maritime Corporation – JSC (is a major shareholder of Port of Hai Phong Joint Stock Company, holding 92.56% of the charter capital of Port of Hai Phong Joint Stock Company).

- General Director of Quy Nhon Port Joint Stock Company.

Quy Nhon Port Joint Stock Company is a subsidiary of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

- Chairman of the Board of Management of Tan Cang Quy Nhon JSC. Tan Cang Quy Nhon JSC is 16.68%-owned by Quy Nhon Port JSC (a subsidiary of Vietnam Maritime Corporation – JSC).

- Capital Representative of Vietnam Maritime Corporation – JSC, concurrently Vice Chairman of the Members' Council at SP-PSA International Port Limited Liability Company, representing 15% of the charter capital of the enterprise.

SP-PSA International Port Limited Liability Company is an associate of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

10. Conflicting interests with Port of Hai Phong Joint Stock Company: None

B. Ms. TRINH THI NGOC BIEN

1. Ms.	Trịnh Thị Ngọc Biên
2. Date of birth	13/4/1980
3. Place of origin	Hanoi
4. Current residence	No. 6, Alley 353, Nguyen Khang Street, Cau Giay Ward, Hanoi
5. Party membership date	15/9/2017 Official date: 15/9/2018
6. Educational level	12/12
Highest professional qualification	Master of Maritime Studies – World Maritime University (WMU), Malmö, Sweden; Master of Business Administration (MBA) – Purdue University, USA
Political theory	Higher-level Political Theory
Foreign language	English (Ministry of Foreign Affairs Level B, IELTS: 8.0), French: Conversational
7. Current positions	
At Port of Hai Phong	<ul style="list-style-type: none"> - Capital Representative of Vietnam Maritime Corporation – JSC (VIMC) at Port of Hai Phong Joint Stock Company, representation ratio is 12% of the charter capital - Capital Representative of Port of Hai Phong Joint Stock Company, concurrently Vice Chairman of the Board of Members at Haiphong Port TIL International Terminal Company Limited – HTIT Port, representing 15% of charter capital
At other enterprises	Head of Business Development Division at Vietnam Maritime Corporation – JSC (VIMC); Capital representative of VIMC and Member of the Board of Management at Saigon Port JSC; Capital representative of Cai Lan Port Investment JSC and Chairman of Members' Council at Cai Lan International Container Terminal Co., Ltd. (CICT).

8. Educational and professional career:

Period	Position, Title, Organization (Party, Government, Mass Organizations, Social Organizations), including training and professional development periods
02/2003 – 04/2005	Officer, Business and External Affairs Division – Vietnam Maritime Corporation
05/2005 – 10/2006	Master's degree in Maritime Transport Management – World Maritime University, Sweden
11/2006 – 10/2008	MSC Vietnam Co., Ltd. – Head of Northern Europe Business Division
11/2008 – 09/2010	Master of Business Administration – Purdue University, USA
10/2010 – 08/2011	Officer, Business and External Affairs Division – Vietnam Maritime Corporation
09/2011 – 04/2013	Deputy Head, Business and Projects – Business and External Affairs Division, Vietnam Maritime Corporation
05/2013 – 12/2013	Deputy Head, Business and External Affairs Division – Vietnam Maritime Corporation
12/2013 – 05/2015	Deputy Head, Market and International Cooperation Division – Vietnam Maritime Corporation

03/2015	Capital representative at Vietnam Maritime Development JSC
05/2015 – 05/2017	Deputy Head, Market Development Division – Vietnam Maritime Corporation
03/2017	Capital representative of Vietnam Maritime Corporation at SSIT joint venture
05/2017 – 03/2019	Deputy Head, Market and Planning Division – Vietnam Maritime Corporation
03/2019 – 02/2020	Head, Market and Planning Division – Vietnam Maritime Corporation; Capital representative at Vietnam Maritime Development JSC; Capital representative at SSIT International Container Service Co., Ltd.
04/2019	Capital representative of Vietnam Maritime Corporation and Member of the Board of Management at Vietnam Ocean Shipping JSC
11/2019	Party Cell Secretary, Market and Planning Division
02/2020	Member of the Executive Committee, Party Committee of Vietnam Maritime Corporation for the 2015–2020 term
02/2020 – 06/2020	Member of Executive Committee; Party Cell Secretary/Head, Market and Planning Division; Capital representative/Member of Members' Council at SSIT; Capital representative at Vietnam Maritime Development JSC; Capital representative/Member of Board of Management at Vietnam Ocean Shipping JSC
06/2020 – 04/2021	Member of Executive Committee (from 8/2020); Party Cell Secretary; Head, Market and Planning Division; Capital representative/Member of Members' Council at SSIT; Capital representative/Member of Board of Management at Vietnam Ocean Shipping JSC; Capital representative/Member of Board of Management at Nghe Tinh Port JSC
04/2021 – 05/2021	Member of Executive Committee; Party Cell Secretary; Head, Market and Planning Division; Capital representative/Member of Members' Council at SSIT; Capital representative/Member of Board of Management at Vietnam Ocean Shipping JSC
05/2021 – 06/2021	Same as above, plus: Capital representative of Cai Lan Port Investment JSC (CPI)/Chairman of Members' Council at Cai Lan International Container Terminal Co., Ltd. (CICT)
06/2021 – 06/2023	Member of Executive Committee; Party Cell Secretary/Head, Market and Planning Division; Capital representative/Member of Members' Council at SSIT; Capital representative of CPI/Chairman of Members' Council at CICT
06/2023 – 01/2024	Member of Executive Committee; Party Cell Secretary/Head, Market Development Division; Capital representative/Member of Members' Council at SSIT; Capital representative of CPI/Chairman of Members' Council at CICT; Capital representative of VIMC at Cai Lan Port Investment JSC (CPI), serving as Chairman of the Board of Management (CPI)
01/2024 – 02/2024	Member of Executive Committee; Party Cell Secretary/Head, Market Development Division; Capital representative/Member of Members' Council at SSIT; Capital representative of CPI/Chairman of Members' Council at CICT; Capital representative of VIMC at Saigon Port JSC
02/2024 – 04/2024	Member of Executive Committee; Party Cell Secretary/Head, Market Development Division; Capital representative/Member of Members' Council at SSIT; Capital representative of CPI/Chairman of Members' Council at CICT; Capital representative of VIMC at Saigon Port JSC

04/2024 – 12/2024	Member of Executive Committee; Party Cell Secretary/Head, Market Development Division; Capital representative/Member of Members' Council at SSIT; Capital representative of CPI/Chairman of Members' Council at CICT; Capital representative of VIMC/Member of Board of Management at Saigon Port JSC; Capital representative of VIMC/Member of Board of Management at Port of Hai Phong JSC
29/11/2024 – 04/2025	Member of Executive Committee; Party Cell Secretary/Head, Market Development Division; Capital representative/Member of Members' Council at SSIT; Capital representative of CPI/Chairman of Members' Council at CICT; Capital representative of VIMC/Member of Board of Management at Saigon Port JSC; Capital representative of Port of Hai Phong JSC/Vice Chairman of Members' Council at TIL International Port – Hai Phong (HTIT)
05/2025 – 12/09/2025	Member of Executive Committee; Party Cell Secretary/Head, Market Development Division; Capital representative of VIMC/Member of Board of Management at Saigon Port JSC; Capital representative of CPI/Vice Chairman of Members' Council at CICT; Capital representative of Port of Hai Phong JSC/Vice Chairman of Members' Council at HTIT
12/09/2025 – present	Member of Executive Committee; Party Cell Secretary/Head, Business Development Division; Capital representative of VIMC/Member of Board of Management at Saigon Port JSC; Capital representative of CPI/Vice Chairman of Members' Council at CICT; Capital representative of Port of Hai Phong JSC/Vice Chairman of Members' Council at HTIT

9. Related interests with Port of Hai Phong Joint Stock Company and its related parties:

- Director of VIMC's Business Development Department

Vietnam Maritime Corporation – JSC (is a major shareholder of Port of Hai Phong Joint Stock Company, holding 92.56% of the charter capital of Port of Hai Phong Joint Stock Company.

- Capital Representative of Vietnam Maritime Corporation – JSC (VIMC) at Port of Hai Phong Joint Stock Company, representing 12% of the charter capital of Port of Hai Phong Joint Stock Company

Vietnam Maritime Corporation – JSC (is a major shareholder of Port of Hai Phong Joint Stock Company, holding 92.56% of the charter capital of Port of Hai Phong Joint Stock Company.

- Capital representative of Vietnam Maritime Corporation – JSC (VIMC), concurrently member of the Board of Management at the Saigon Port Joint Stock Company, representing 09% of the charter capital of Saigon Port Joint Stock Company

Saigon Port Joint Stock Company is a subsidiary of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

- Capital Representative of Port of Hai Phong Joint Stock Company, concurrently Vice Chairman of the Board of Members at Haiphong Port TIL International Terminal Company Limited – HTIT Port, representing 15% of charter capital.

HTIT Port is held by Port of Hai Phong Joint Stock Company with 51% of charter capital.

10. Conflicting interests with Port of Hai Phong Joint Stock Company: None

C. Ms. VU THI THANH DUYEN

1. Ms.	Vu Thi Thanh Duyen
2. Date of birth	09/01/1979
3. Place of origin	Nam Minh, Ninh Binh Province
4. Current residence	Room 515, Rainbow Tower, Tay Nam Linh Dam, Hoang Liet Ward, Hanoi
5. Party membership date	18/02/2011 Official date: 18/02/2012
6. Educational level	12/12
Highest professional qualification	Bachelor of Economics
Political theory	Currently enrolled in Intermediate Political Theory
Foreign language	English
7. Current positions	
At Port of Hai Phong	None
At other enterprises	<ul style="list-style-type: none"> - Deputy Director of VIMC's Finance & Accounting Department. - Head of the Supervisory Board at Saigon Port Joint Stock Company; - Head of the Supervisory Board at Vietnam Ocean Shipping Agency Joint Stock Company (VOSA); - Capital Representative of VIMC, concurrently a Member of the Members' Council of Vinalines – Dong Do Ship Repair Company Limited.

8. Educational and professional career:

Period	Position, Title, Organization (Party, Government, Mass Organizations, Social Organizations), including training and professional development periods
11/2001 – 08/2003	Officer, Finance and Accounting Division – Vietnam Maritime Corporation
08/2003 – present	Deputy Head, Finance and Accounting Division – Vietnam Maritime Corporation
06/2016 – 12/2017	Acting Head, Finance and Accounting Department – Vietnam Maritime Corporation Branch, Vinalines Maritime Labour Export Co., Ltd.
12/2018 – 09/2019	Acting Head, Finance and Accounting Department – Vietnam Maritime Corporation Branch, Vinalines Container Shipping Co., Ltd.
04/2013 – 04/2022	Head of Supervisory Board – Cai Lan Port Investment JSC
04/2022 – 04/2023	Member of the Board of Management – Cai Lan Port Investment JSC
06/2012 – 07/2017	Member of the Supervisory Board – Vinalines Logistics Vietnam JSC
06/2017 – 04/2022	Head of Supervisory Board – Vinalines Logistics Vietnam JSC
04/2021 – present	Head of Supervisory Board – Saigon Port JSC
03/2026 – present	Head of Supervisory Board – Vietnam Ocean Shipping Agency Joint Stock Company (VOSA)

9. Related interests with Port of Hai Phong Joint Stock Company and its related parties:

- Deputy Director of VIMC's Finance & Accounting Department.

Vietnam Maritime Corporation – JSC (is a major shareholder of Port of Hai Phong Joint Stock Company, holding 92.56% of the charter capital of Port of Hai Phong Joint Stock Company).

- Head of the Supervisory Board at Saigon Port Joint Stock Company

Saigon Port Joint Stock Company is a subsidiary of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

- Head of the Supervisory Board at Vietnam Ocean Shipping Agency Joint Stock Company (VOSA).

Vietnam Ocean Shipping Agency Joint Stock Company (VOSA) is a subsidiary of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

- Capital Representative of Vietnam Maritime Corporation – JSC, concurrently a Member of the Members' Council of Vinalines – Dong Do Ship Repair Company Limited, representing 51% of charter capital.

Vinalines–Dong Do Ship Repair Co., Ltd. is an associate of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

10. Conflicting interests with Port of Hai Phong Joint Stock Company: None

D. Ms. NGUYEN THI MINH NGUYET

1. Ms.	Nguyen Thi Minh Nguyet
2. Date of birth	06/12/1974
3. Place of origin	Phong Coc Ward, Quang Ninh Province
4. Current residence	84 Doc Ngu, Ngoc Ha Ward, Hanoi
5. Party membership date	22/11/2006 Official date: 22/11/2007
6. Educational level	12/12
Highest professional qualification	Bachelor of English Language
Political theory	Elementary
Foreign language	Bachelor of English Language
7. Current positions	
At Port of Hai Phong	None
At other enterprises	- Officer of VIMC's Seaports & Maritime Services Department. - Member of the Supervisory Board at Vietnam Ocean Shipping Agency Joint Stock Company (VOSA). - Capital Representative of VIMC, concurrently a Member of the Members' Council of Nhat Viet International Transport Limited Liability Company

8. Educational and professional career:

Period	Position, Title, Organization (Party, Government, Mass Organizations, Social Organizations), including training and professional development periods
02/1997 – 08/2008	Officer, Vietnam Maritime Consulting Company – Vietnam Maritime Corporation
09/2008 – 03/2012	Head of Consulting Department, Vietnam Maritime Consulting Company – Vietnam Maritime Corporation
03/2012 – 10/2017	Specialist, Enterprise Reform Division – Vietnam Maritime Corporation
11/2017 – present	Specialist, Port and Maritime Services Division – Vietnam Maritime Corporation
05/2025 – present	Capital Representative of VIMC, concurrently a Member of the Members' Council of Nhat Viet International Transport Limited Liability Company
06/2025 – present	Member of the Supervisory Board at Vietnam Ocean Shipping Agency Joint Stock Company (VOSA)

9. Related interests with Port of Hai Phong Joint Stock Company and its related parties:

- Officer of VIMC's Seaports & Maritime Services Department.

Vietnam Maritime Corporation – JSC (is a major shareholder of Port of Hai Phong Joint Stock Company, holding 92.56% of the charter capital of Port of Hai Phong Joint Stock Company).

- Head of the Supervisory Board at Saigon Port Joint Stock Company

Saigon Port Joint Stock Company is a subsidiary of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

- Member of the Supervisory Board at Vietnam Ocean Shipping Agency Joint Stock Company (VOSA).

Vietnam Ocean Shipping Agency Joint Stock Company (VOSA) is a subsidiary of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

- Capital Representative of VIMC, concurrently a Member of the Members' Council of Nhat Viet International Transport Limited Liability Company, representing 15% of charter capital.

Nhat Viet International Transport Limited Liability Company is an associate of Vietnam Maritime Corporation – JSC (the major shareholder of Port of Hai Phong Joint Stock Company).

10. Conflicting interests with Port of Hai Phong Joint Stock Company: None

Hai Phong, April 20, 2026

**ELECTION REGULATIONS FOR MEMBERS OF THE BOARD OF
MANAGEMENT AND THE SUPERVISORY BOARD
at the 2026**

Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments No. 03/2022/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; and the Law amending the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing and guiding the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to Decision No. 1948/QD-CHP dated June 29, 2023 of the Board of Management of Port of Hai Phong Joint Stock Company on the promulgation of the Internal

Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company, and its amendments and supplements;

Pursuant to Decision No. 1950/QĐ-CHP dated June 29, 2023 of the Board of Directors of Port of Hai Phong Joint Stock Company on the promulgation of the Regulation on the operation of the Board of Directors of Port of Hai Phong Joint Stock Company, and its amendments and supplements;

Article 1. Principles and Subjects of the Election

1. Election principles:

a. The election shall comply with the law, the Charter of Port of Hai Phong Joint Stock Company (*hereinafter referred to as the Company*) and these Regulations in order to ensure democracy and the legitimate rights of all shareholders.

b. The election shall be conducted publicly by ballot.

2. Subjects of the election:

Shareholders holding ordinary shares of the Company or Authorized representatives of shareholders holding ordinary shares of the Company (according to the shareholder list do established by the Vietnam Securities Depository and Clearing Corporation as of March 23, 2026).

Article 2. Number, Standards, Conditions, and Nomination Procedures for Members of the Board of Management and the Supervisory Board

1. Number of members to be elected.

The Company shall specifically propose the number of Board of Management and Supervisory Board members to be elected based on current regulations and the Company's governance needs.

2. Standards for members of the Board of Management and the Supervisory Board

2.1 Standards for members of the Board of Management

Pursuant to Clause 1, Article 155 of the Law on Enterprises 2020 and Clause 1, Article 35 of the Company Charter on Organization and Operation, members of the Board of Management must simultaneously satisfy the following conditions:

- Not being a person specified in Clause 2, Article 17 of the Law on Enterprises;
- Having professional qualifications and experience in business management or in the field, industry, or business lines of the Company, and not necessarily being a shareholder of the Company;
- A member of the Board of Management may simultaneously be a member of the

Board of Management of another company;

- Not being a family relative of the General Director and other managers of the Company; of the managers, or persons with authority to appoint managers of the parent company.

- Other criteria as prescribed by applicable laws in cases where the Company is a public company or a listed company.

2.2 Standards for members of the Supervisory Board

Pursuant to Article 169 of the Law on Enterprises 2020 and Clause 2, Article 50 of the Company Charter on Organization and Operation, members of the Supervisory Board must satisfy the following standards and conditions:

- a. Not being a person specified in Clause 2, Article 17 of the Law on Enterprises;
- b. Having been trained in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the Company's business operations;
- c. Not being a family relative of members of the Board of Management, the General Director, and other managers;
- d. Not being a manager of the company; not necessarily being a shareholder or employee of the company;
- e. Not being a family relative of the enterprise managers of the parent company; the capital representative of the enterprise, the representative of state capital at the parent company and at the Company;
- f. Not working in the accounting or finance department of the Company;
- g. Not being a member or employee of an independent audit firm that audited the Company's financial statements in the preceding 03 consecutive years.

3. Nomination of members of the Board of Management and the Supervisory Board

a. Nomination of members of the Board of Management

Pursuant to Clauses 2 and 3, Article 33 of the Company Charter on Organization and Operation:

- A shareholder or group of shareholders: holding from 10% to under 20% of total ordinary shares is entitled to nominate 01 candidate; holding from 20% to under 35% is entitled to nominate a maximum of 02 candidates; holding from 35% to under 40% is entitled to nominate a maximum of 03 candidates; holding from 40% to under 50% is entitled to nominate a maximum of 04 candidates; holding from 50% to under 60% is entitled to nominate a maximum of 05 candidates; holding from 60% to under 65% is

entitled to nominate a maximum of 06 candidates; holding 65% or more is entitled to nominate a maximum of 07 candidates.

- In the event that the number of Board of Management candidates through nomination and candidacy is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Management may introduce additional candidates or organize nominations in accordance with the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Management. The introduction of additional candidates by the incumbent Board of Management must be clearly disclosed before the General Meeting of Shareholders votes to elect Board of Management members in accordance with legal regulations.

b. Nomination of members of the Supervisory Board

Pursuant to Clauses 2 and 3, Article 49 of the Company Charter on Organization and Operation:

- A shareholder or group of shareholders: holding from 10% to under 35% of total ordinary shares is entitled to nominate 01 candidate; holding from 35% to under 65% is entitled to nominate a maximum of 02 candidates; holding from 65% to under 90% is entitled to nominate a maximum of 03 candidates.

- In the event that the number of Supervisory Board candidates through nomination and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanisms provided in the Internal Regulations on Corporate Governance and the Operating Regulations of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly disclosed before electing Supervisory Board members in accordance with legal regulations.

4. Nomination documents for candidates for the Board of Management and the Supervisory Board at the Company's 2026 General Meeting of Shareholders include:

a. Nomination documents for candidates for the Board of Directors and the Supervisory Board (*Shareholders may refer to the template published by Port of Hai Phong Joint Stock Company or use another appropriate format as approved by the Organizing Committee assisting the 2026 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company*);

b. Information disclosure form (in accordance with the template provided by the Company), to be self-declared by the candidate;

c. Copies of the candidate's Citizen Identification Card/Passport, diplomas and professional certificates;

d. Other documents as requested by the Company.

Based on the nomination documents from eligible Shareholders and groups of Shareholders, the Organizing Committee shall compile a list of qualified candidates to present to the 2026 Annual General Meeting of Shareholders.

5. Information about Board of Management and Supervisory Board member candidates to be reported at the General Meeting includes:

- a. - Full name, date of birth;
- b. - Professional qualifications;
- c. - Work history;
- d. - Other management positions held (including Board of Management and Supervisory Board positions at other companies);
- e. - Interests related to the Company and the Company's related parties.

Brief information about candidates will be presented by the Presidium at the General Meeting of Shareholders before the election is conducted.

Article 3. Election Method

Pursuant to Clause 3, Article 148 of the Law on Enterprises 2020 and Clause 3, Article 29 of the Company Charter on Organization and Operation:

Voting for the election of members of the Board of Management and the Supervisory Board must be conducted by cumulative voting, whereby each shareholder has a total number of votes equal to the total number of shares owned multiplied by the number of members to be elected to the Board of Management/Supervisory Board, and shareholders may allocate all or part of their total votes to one or more candidates. Elected members of the Board of Management/Supervisory Board shall be determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached. In the event that two or more candidates receive the same number of votes for the last position on the Board of Management/Supervisory Board, a re-election shall be conducted among those candidates with equal votes by the voting method (in favor, against, no opinion). The elected candidate shall be the one with more votes in favor and ensuring the approval voting rate in accordance with Clause 2, Article 29 of the Company Charter.

Article 4. Ballot

Ballots have been pre-installed on the electronic voting system. Some terms used in the Ballots are understood and interpreted as follows:

+ "Total representative voting ballots": understood as the number of votes with voting rights, including the number of votes owned by the Shareholder and/or received by authorization from one or more other Shareholders.

+ "Total BOM member election ballots": understood as the total number of representative voting ballots multiplied (x) by the number of Board of Management members to be elected.

+ "Total SB member election ballots": understood as the total number of representative voting ballots multiplied (x) by the number of Supervisory Board members to be elected.

+ "Number of members to be elected": understood as the total number of Board of Management and Supervisory Board members to be elected at the General Meeting.

Shareholders/Authorized representatives shall prepare electronic devices with internet connection (e.g., computers, tablets, mobile phones, etc.) to log in to the system to attend the online General Meeting of Shareholders and conduct the election through electronic voting.

Article 5. How to Complete the Ballot

Each ballot may be cast for a maximum number of candidates as proposed in the Submission of the Board of Management of the Company.

Shareholders/Authorized representatives shall conduct the election according to the following instructions:

Shareholders/Authorized proxies shall perform the voting in accordance with the following instructions:

- Case 1: If a Shareholder/Authorized Representative casts all votes for one (01) candidate or divides votes equally among several candidates.

The Shareholder/Authorized Representative shall tick the box in the "Cumulative Equal Voting" column for the selected candidate(s) or enter the number of votes in the "Number of Votes" section, which must equal the maximum total votes held by the Shareholder/Authorized Representative.

- Case 2: If a Shareholder/Authorized Representative casts unequal votes for multiple candidates.

The Shareholder/Authorized Representative shall enter the specific number of votes for each candidate in the "Number of Votes" section (The total number of votes distributed among candidates must equal the maximum total votes held by the Shareholder/Authorized Representative).

- For the Online Voting System: In all cases, the total number of votes distributed by the Shareholder/Authorized Representative among candidates must be equal to the maximum total votes owned by the Shareholder/Authorized Representative (*All owned votes must be fully utilized*).

- Case 3: If a Shareholder/Authorized Representative does not vote for any candidate.

The Shareholder/Authorized Representative shall leave the fields blank, NOT CLICK/SELECT, OR NOT ENTER any symbols in both the "Cumulative Equal Voting" and "Number of Votes" columns for all candidates. In this case, the Shareholder/Authorized Representative's ballot shall be considered an uncollected vote.

Note: In the event that a Shareholder/Authorized Representative both marks the "Cumulative Equal Voting" box and enters a quantity in the "Number of Votes" box, the result shall be determined based on the quantity in the "Number of Votes" box (*provided that the ballot is valid*).

Article 6. Election Procedure

From 08:00 on 23/4/2026, the electronic voting system will be open. Voting shall begin from when the electronic voting system opens until the Chairperson of the General Meeting or the Ballot Counting Committee announces the end of the voting period. Shareholders/Authorized representatives who exercise their right to vote from the time the electronic voting system opens shall all be counted as attendees of the online General Meeting of Shareholders. The voting closing time will be displayed on the electronic voting system notification for easy shareholder monitoring. After the voting period ends, the system will no longer record electronic voting results from Shareholders/Authorized representatives.

After completing the ballot, the Shareholder/Authorized representative shall click "Vote" to save and send the election results to the system. The Shareholder/Authorized representative has the right to change the election results until the electronic voting period ends. The election results recorded shall be the final election results saved on the system at the time the electronic voting ends in accordance with regulations.

Article 7. Invalid Ballots

The following ballots shall be considered invalid by the system:

+ The number of candidates that the Shareholder/Authorized representative votes for is greater than the number of Board of Management/Supervisory Board members approved by the General Meeting of Shareholders for additional election.

+ The ballot has a total number of votes for candidates that is greater or lesser than the total number of voting ballots for Board of Management/Supervisory Board members as

recorded on the ballot.

+ The ballot was submitted by the Shareholder/Authorized representative after the prescribed voting period has expired.

For invalid ballots, the electronic voting system will issue a warning to the Shareholder/Authorized representative attending the online General Meeting of Shareholders and casting electronic votes. The Shareholder/Authorized representative is responsible for correcting the ballot to make it valid. The system will not record invalid ballots, and the Shareholder/Authorized representative shall be considered as not participating in the election through the electronic voting system.

Article 8. Principles for Election Results

- Elected members of the Board of Management/Supervisory Board shall be determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.

- In the event that two or more candidates receive the same number of votes for the last position on the Board of Management/Supervisory Board, a re-election shall be conducted by the voting method (in favor, against, no opinion) among those candidates with equal votes in accordance with the method specified in Article 3 of these Regulations.

- If the first round of election does not yield the required number of members, additional rounds shall be conducted until the required number of members is elected.

Article 9. Review, Voting, and Ballot Counting

1. The Ballot Counting Committee, introduced by the Presidium and approved by the General Meeting of Shareholders, shall be responsible for conducting ballot counting and announcing the results.

2. Voting shall begin from 08:00 on 23/4/2026 and end when the Chairperson announces the end of the voting period.

3. Ballot counting shall be conducted by the Ballot Counting Committee and must take place at the meeting immediately after the voting ends.

Article 10. Preparation and Announcement of Ballot Counting Results

1. After ballot counting, the Ballot Counting Committee must prepare the Ballot Counting Minutes.

2. The Ballot Counting Minutes must contain the following main contents:

- a. Time and place of preparation of the Minutes;
- b. Composition of the Ballot Counting Committee;

c. Purpose and content of the voting;

d. Total number of Shareholders/Authorized representatives attending the meeting and corresponding number of votes; total number of Shareholders/Authorized representatives participating in the election and corresponding number of votes; ratio of votes cast by Shareholders/Authorized representatives participating in voting compared to the total votes of Shareholders/Authorized representatives attending the meeting (by cumulative voting method); number of valid/invalid ballots; and number of votes for each Board of Management/Supervisory Board member candidate.

e. Election results;

f. Signatures of members of the Ballot Counting Committee.

3. The full text of the Ballot Counting Minutes must be disclosed by the Ballot Counting Committee before the General Meeting and recorded in the Resolution of the General Meeting.

Article 11. Complaints Regarding the Election and Ballot Counting

All complaints regarding election results shall only be considered immediately at the General Meeting; shareholders may not challenge the validity at any other time. In the event of disagreement regarding election procedures or results, the Ballot Counting Committee shall re-examine and seek a decision from the General Meeting.

Article 12. Effectiveness of These Regulations

These Regulations shall take effect immediately upon adoption by the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company at the General Meeting on April 23, 2026.

ON BEHALF OF THE
BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**NOMINATION FORM FOR CANDIDATE
FOR MEMBER OF THE SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PORT OF HAI PHONG JOINT STOCK COMPANY**

To: Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amending and supplementing documents;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint stock Company;

I/We am/are:

Citizen ID Card/Passport/Business Registration Certificate No.:

.....

Date of issue:..... Place of

issue:.....

Nationality:

Permanent address:

Telephone:, E-mail:

Being a Chareholder holding: ordinary shares (as of 23/3/2026, 2026), equivalent to:..... % of the charter capital of Port of Hai Phong Joint stock Company.

Being a group of hareholders holding:ordinary shares (as of March 23, 2026), equivalent to:..... % of the charter capital of Port of Hai Phong Joint stock Company, comprising:

No.	Full name of Chareholder	Shareholder Code	LCP held	LCP held/ Charter capital of Cthe Company ((%))	ignature of Chareholder
	Total:Shareholders, holding:				

After reviewing current legal regulations and the regulations of Port of Hai Phong Joint Stock Company (the Company), I/We hereby nominate the following candidate(s) for member(s) of the Supervisory Board of the Company at the 2026 Annual General Meeting of Shareholders as follows:

Number of nominated candidates:, including:

1.,
2.,
3.,

Attached documents:

1. Minutes of the shareholders group meeting on agreeing to introduce and nominate candidates; C
2. Curriculum vitae of the Candidate(s) in accordance with current regulations;
3. Other relevant documents.

**hareholder / Representative of hareholder
Chareholder**



SOCIALIST REPUBLIC OF VIETNAM
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**NOMINATION FORM FOR CANDIDATE
FOR MEMBER OF THE BOARD OF MANAGEMENT
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PORT OF HAI PHONG JOINT STOCK COMPANY**

To: Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amending and supplementing documents;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint stock Company;

I/We am/are:

Citizen ID Card/Passport/Business Registration Certificate No.:

.....
Date of issue:..... Place of issue:.....

Nationality:

Permanent address:

Telephone:, E-mail:

Being a Chareholder holding: ordinary shares (as of March 23, 2026), equivalent to:..... % of the charter capital of Port of Hai Phong Joint tock Company.

Being a group of hareholders holding:ordinary shares (as of March 23, 2026), equivalent to:..... % of the charter capital of Port of Hai Phong Joint Stock Company, comprising:

No.	Full name of Chareholder	Shareholder Code	Number of shares held	LCP held/ Charter capital of Cthe Company ((%))	Signature of Chareholder
	Total: Shareholders, holding:				

After reviewing current legal regulations and the regulations of Port of Hai Phong Joint tock Company (the Company), I/We hereby nominate the following candidate(s) for member(s) of the Board of Management of the Company at the 2026 Annual General Meeting of hareholders:

Number of nominated candidates:, including:

1.,
2.,
3.,
4.,
5.,

6.,

7.,

Attached documents:

1. Minutes of the shareholders group meeting on agreeing to introduce and nominate candidates;
2. Curriculum vitae of the Candidate(s) in accordance with current regulations;
3. Other relevant documents

**Shareholder / Representative of Shareholder
Chareholder**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



....., April, 2026

CURRICULLUM VITAE

Respectfully to: Port of Hai Phong Joint Stock Company

1/ Full name:

2/ Sex:

3/ Date of birth:

4/ Place of birth:

5/ ID card No. (or Passport No.):

Date of issue:

Place of issue:

6/ Nationality:

7/ Ethnic:

8/ Permanent residence:

9/ Telephone number:

10/ Email:

11/ Organization's name subject to information disclosure rules:

12/ Current position in an organization subject to information disclosure:

13/ Positions in other companies:

14/ Number of owning shares:

- Personally owned shares:

- Shares held as a representative (of the State/a strategic shareholder/another organization):

15/ Other owning commitments (if any):

16/ List of affiliated persons of declarant:

Detailed list attached to the Curriculum Vitae

17/ Related interest with public company, public fund (if any):

18/ Interest in conflict with public company, public fund (if any):

I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT

LIST OF AFFILIATED PERSONS OF DECLARANT

[illegible]