

No: 57 /NQ-CHP

Haiphong, April 23th 2026

RESOLUTION

On personnel matters at Port of Hai Phong Joint Stock Company

**BOARD OF MANAGEMENT
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 17th, 2020, and its amendments and supplements;

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 29th, 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/QD-CHP dated June 29th, 2023 of the Board of Management of Port of Hai Phong Joint Stock Company on the promulgation of the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company, and its amendments and supplements;

Pursuant to Resolution No. 01/2026/NQ-DHDCD dated April 23th, 2026 of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company;

Pursuant to the Minutes of the Leadership Meeting of Port of Hai Phong Joint Stock Company dated April 23th, 2026;

Pursuant to Document No. 606/HHVN-TCNS dated April 23th, 2026 of Vietnam Maritime Corporation – JSC regarding personnel matters,

RESOLVES:

Article 1. The Board of Management approves personnel matters at Port of Hai Phong Joint Stock Company as follows:

1. To approve the resignation of Mr. Nguyen Tuong Anh from the position of General Director of Port of Hai Phong Joint Stock Company in order to assume the position of Vice Chairman of the Board of Management of Port of Hai Phong Joint Stock Company.

2. To appoint Mr. Le Hong Quan, Master of Maritime Management, Engineer in Information Technology, Bachelor of Economics, currently General Director of

Quy Nhon Port Joint Stock Company and a Member of the Board of Management of Port of Hai Phong Joint Stock Company, as General Director of Port of Hai Phong Joint Stock Company with effect from April 23th, 2026.

Article 2. This Resolution shall take effect from the date of signing. Members of the Board of Management, the Company's Executive Board, and the individual named in Article 1 shall, within their respective functions, duties, and powers as prescribed in the Company's Charter, internal regulations, and applicable laws, be responsible for implementing this Resolution of the Board of Management./.

Recipients:

- As stated in Article 2;
- The Standing Committee of the Company's Party Committee (for reporting);
- Members of the Board of Management;
- The Board of Supervisors;
- The Internal Audit Department;
- Organization and Salary Department;
- Filed at: Company Secretariat.

**ON BEHALF OF BOARD OF
MANAGEMENT
CHAIRMAN**



Phạm Hồng Minh

No. 58 /NQ-CHP

Hai Phong, April 23rd 2026

RESOLUTION

On the Appointment of the Vice Chairman of the Board of Management
of Port of Hai Phong Joint Stock Company

**BOARD OF MANAGEMENT
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 of 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 promulgating the Internal Regulations on corporate governance of Port of Hai Phong Joint Stock Company, and subsequent amendments and supplements;

Pursuant to Decision No. 1950/QD-CHP dated June 29, 2023 of Board of Management of Port of Hai Phong Joint Stock Company on issuing the Regulation on the operation of the Board of Management of Port of Hai Phong Joint Stock Company, and subsequent amendments and supplements;

Pursuant to Resolution No. 01/2026/NQ-DHDCD dated April 23, 2026 of the 2026 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company;

Pursuant to Document No. 120-CV/DU dated April 23, 2026 of the Standing Committee of the Party Committee of Port of Hai Phong Joint Stock Company regarding personnel matters at Port of Hai Phong Joint Stock Company;

Pursuant to the Minutes of the Meeting of the Board of Management of Port of Hai Phong Joint Stock Company No. 02/BB-HDQT dated April 23, 2026,

RESOLVED:

Article 1. The Board of Management approves the appointment of Mr. Nguyen Tuong Anh, Member of the Board of Management of Port of Hai Phong Joint Stock Company, as Vice Chairman of the Board of Management of Port of Hai Phong Joint Stock Company.

Article 2. This Resolution shall take effect from the date of signing. Members of the Board of Management, the Executive Board of the Company, and the individual named in Article 1 shall, within their respective functions, duties, and powers as prescribed in the Company's Charter, the Company's Regulations, and applicable laws, be responsible for the implementation of this Resolution./.

Recipients:

- As Article 2;
- Party Committee of the Company;
- Board of Supervisors;
- Affiliated branches and subsidiary companies;
- Functional departments and affiliated centers;
- Trade Union and Youth Union of the Company;
- Internal Audit Committee;
- Filing: Secretary to the Board of Management.

**ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN**



Pham Hong Minh