



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.
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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 Biển
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	- 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	- 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