

No.: *1786* /TB-CHP  
Sub: Port of Hai Phong's personnel matters

*Hai Phong, April 30<sup>th</sup> 2025*

**EXTRAORDINARY INFORMATION DISCLOSURE**

Respectfully to: Hanoi Stock Exchange

1. Company name: Port of Hai Phong Joint Stock Company
  - Stock code: PHP
  - Head Office Address: No. 8A Tran Phu, Gia Vien Ward, Ngo Quyen District, Hai Phong City
  - Telephone: 0225.3859945 Fax: 0225.3652192
  - Email address: congbothongtin@haiphongport.com.vn

2. Disclosed information: Port of Hai Phong Joint Stock Company (the Company) hereby announces the following regarding personnel matters within the Company:

On April 29<sup>th</sup>, 2025, the 2025 Annual General Meeting of Shareholders carried out the procedure for the replacement of members of the Company's Board of Management and Supervisory Board for the 2024-2029 term.

3. This information has been officially published on the Company's website as of April 30<sup>th</sup>, 2025, at the following link: <https://haiphongport.com.vn/vi/dai-hoi-dong-co-dong>

We hereby certify that the disclosed information is accurate and take full legal responsibility for the contents of this disclosure.

*Documents attached to this Announcement:*

- Notice No. *1785*/TB-CHP dated April 30<sup>th</sup>, 2025, of Port of Hai Phong Joint Stock Company regarding the Announcement of Personnel Changes.
- Resolution No. 01/2025/NQ-DHDCD dated April 29<sup>th</sup>, 2025, of the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company.

**Recipients:**

- As above;
- State Securities Commission of Vietnam (for information);
- Archived: Company Office, Secretary to the Board of Management.

**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**



**Nguyễn Tuong Anh**

**PORT OF HAI PHONG  
JOINT STOCK COMPANY**

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

No.: 1785/TB-CHP

*Hai Phong, April 30<sup>th</sup> 2025*

Sub: Changes in members of BOM and SB

**CHANGE IN PERSONNEL**

Respectfully to: Hanoi Stock Exchange

Based on Resolution No. 01/2025/NQ-DHDCD dated April 29<sup>th</sup>, 2025, of the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company.

Port of Hai Phong Joint Stock Company (the Company) would like to announce the change in personnel of the Board of Management and Supervisory Board as follows:

**I. In case of appointment:**

*1.1 Mr Ly Quang Thai*

- Former position in the organization:

+ Head of Investment Department of Vietnam Maritime Corporation – JSC (VIMC), Member of the Executive Committee of the Party Committee of Vietnam Maritime Corporation – JSC.

+ Member of the Board of Management of Port of Sai Gon Joint Stock Company, Representative of VIMC's charter capital at Port of Sai Gon Joint Stock Company.

- Newly appointed position: Member of the Board of Management for the 2024-2029 term

- Term: 2024-2029

- Effective date: April 29<sup>th</sup>, 2025

*1.2 Mrs Le Thi Ngoc Dung*

- Former position in the organization: Deputy General Director of Cai Mep International Terminal Co., Ltd. (CMIT).

- Newly appointed position: Independent member of the Board of Management for the 2024-2029 term

- Term: 2024-2029

- Effective date: April 29<sup>th</sup>, 2025





- Deputy Director of the Transformation Center, Vietnam Maritime Corporation (VIMC)
- Newly appointed position: Member of Supervisory Board for the 2024-2029 term
- Term: 2024-2029
- Effective date: April 29<sup>th</sup>, 2025

### 2.1 Mrs Trinh Thi Ngoc Bien

- Dismissed/Resigned position: Member of the Board of Management
- Reason (if any): Based on the resolution of the General Meeting of Shareholders
- Effective date: April 29<sup>th</sup>, 2025

- Dismissed/Resigned position: Independent member of the Board of Management
- Reason (if any): Based on the resolution of the General Meeting of Shareholders
- Effective date: April 29<sup>th</sup>, 2025

- Dismissed/Resigned position: Member of Supervisory Board
- Reason (if any): Based on the resolution of the General Meeting of Shareholders
- Effective date: April 29<sup>th</sup>, 2025

This information has been officially published on the Company's website as of April 30<sup>th</sup>, 2025, at the following link: <https://haiphongport.com.vn/vi/dai-hoi-dong-co-dong>

- As above;
- State Securities Commission of Vietnam (for information);
- Archived: Company Office, Secretary to the Board of Management.

**LEGAL REPRESENTATIVE**  
**GENERAL DIRECTOR**



**Nguyễn Tuong Anh**

- Curriculum vitae of new members.
- List of insiders and their related persons.



**RESOLUTION**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**PORT OF HAI PHONG JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

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

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BB-DHDCD of the 2025 Annual General Meeting of Shareholders on April 29<sup>th</sup>, 2025.

**RESOLUTION:**

**Article 1. Approval of the Proposal on replacement of Board of Management and Supervisory Board member of the of Port of Hai Phong Joint Stock Company**

The percentage of affirmative votes is 100% of the total voting shares of shareholders attending and voting at the meeting.

**Article 2. Approval of the Report of The Board of Management and the Executive Board on the business performance in 2024 and business plan for 2025 with the following key indicators:**

**1. Several Key Business Results for 2024**

**1.1. Business Performance Indicators of Port of Hai Phong (Parent Company)**

- Actual Throughput: 23.57 million tons, reaching 100.3% of the plan, decreasing by 1.0% compared to the same period in 2023. Of this, container volume handled was 1,273,214 TEUs, achieving 96.8% of the plan and decreasing by 3% year-over-year.

- Actual Revenue: VND 1,729.86 billion, equivalent to 113.14% of the plan and increasing by 11.46% compared to the same period in 2023. Of this, revenue from operations reached VND 1,373.82 billion, achieving 100.65% of the plan and increasing by 9.53% compared to the same period in 2023.

- Actual Profit: VND 738.077 billion, achieving 139.26% of the plan and rising by 20.67% compared to the same period in 2023.



1.2. Consolidated Business Performance Indicators of Port of Hai Phong (including Port of Hai Phong, port subsidiaries, and joint ventures and associated companies):

- Actual throughput: 39.9 million tons, attaining 109.3% of the plan and growing by 5.1% year-over-year. Of this, container throughput reached 1,846,300 TEUs, achieving 96.4% of the plan and increasing by 2.3% compared to 2023.

- Actual revenue: VND 2,997.98 billion, equaling 129.78% of the plan and increasing by 19.23% year-over-year.

- Actual Profit: VND 1,119.85 billion, achieving 142.84% of the plan and rising by 31.08% compared to 2023.

1.3. Investment: The implementation volume of parent company investment projects in 2024 was VND 2,070.432 billion, achieving 80.83% of the 2024 plan (VND 2,561.498 billion), specifically:

## 2. Several Key Business Indicators for 2025

### 2.1. Business Plan of Port of Hai Phong (Parent Company)

- Throughput: 27.92 million tons, including 1,446,000 TEUs of containers
- Revenue: VND 2,269.0 billion
- Pre-tax profit: VND 967.5 billion

2.2 Consolidated Business Plan of Port of Hai Phong (including Port of Hai Phong, port subsidiaries, and joint ventures and associated companies):

- Throughput: 49.5 million tons, including 2,393,000 TEUs of containers
- Revenue: VND 3,650.0 billion
- Pre-tax profit: VND 1,353.0 billion

### 2.3 Investment Plan for Procurement and Construction

*Unit: Billion VND*

No.	Investment Project	Plan in 2025
1	Infrastructure Investment	110.401
2	Equipment Procurement Investment	128.990
3	Information Technology Investment	8.017
4	Port Expansion Projects	3,045.451
<b>Total</b>		<b>3,292.859</b>



## 2.4 External Capital Investment Plan

*Unit: Billion VND*

No.	Description	Estimated Amount (Billion VND)	Equivalent (USD)
1	Capital Contribution to Smart Logistics Services (Hai Phong) Co., Ltd.	65.6	2,600,000
2	Capital Contribution to Haiphong Port TIL International Terminal Company Limited	1,213.4	49,244,083
3	Capital Contribution to Hai Phong Port Technical Services and Training Joint Stock Company	4	
4	Charter Capital Increase at Hai Phong Port Tug and Transport Joint Stock Company	16.2	
5	Capital Increase at Hoang Dieu Port (Merger of Hoang Dieu Port - Chua Ve Terminal)	210	

## 2.5 Other targets

- Expected dividend for 2025: 4%.
- Implement the divestment plan for enterprises operating outside the company's core business areas with inefficient performance as approved by the Board of Management, and continue to review and develop plans for further divestment from poorly performing business enterprises.

## 2.6. Unplanned contents

Assign the Board of Management to decide on investment projects, procurement, repair, maintenance dredging, and urgent expenditures for business operations that arise outside the company's annual plan, which has been approved by the General Meeting of Shareholders.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.



**Article 3. Approval of the Report on The activities of independent members of the Board of Management and assessment of the activities of the Board of management in 2024**

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

**Article 4. Approval of the Report on Regarding the implementation of the “Investment project to build container terminals No.3 and No.4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City” in 2024 and the implementation plan in 2025**

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

**Article 5. Approval of the Audited Financial Statements for 2024**

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

**Article 6. Approval of the Proposal on Distribution of after-tax profit and dividend payment plan for 2024**

- Dividend payment for 2024
- + Dividend Payment Rate is 6% of charter capital
- + Payment method: In cash
- + Dividend payment date/timing: To be decided by the Board of Directors.
- Profit distribution plan for 2024

No.	Content	Expected Profit Distribution 2024 (VND)	Percentage of Funds Distributed/Profit After Tax Distributed (%)
1	Profit before tax in 2024	738,077,707,071	
2	Profit after tax in 2024	642,427,050,347	
3	Undistributed profit from previous years	13,467,439,606	
4	Undistributed profit after tax (4=2+3)	655,894,489,953	
5	Unrealized exchange rate gain	11,124,340,500	



6	Deferred corporate income tax	799,677,707	
7	Total distributable profit (7=4-5-6)	643,970,471,746	
8	Charter capital	3,269,600,000,000	
9	Dividend payment (9 = 8 * 6%)	196,176,000,000	30.46%
10	Allocation to the investment and development fund	299,032,301,097	46.44%
11	Allocation to the bonus and welfare fund	54,882,000,000	8.52%
12	Allocation to the management performance bonus fund	1,645,000,000	0.26%
13	Allocation to early retirement support fund for employees	15,000,000,000	2.33%
14	Retained Undistributed Profit After Tax	77,235,170,649	11.99%
15	Non-Distributable Profit After Tax (15=5+6)	11,924,018,207	
16	Total Retained Undistributed Profit After Tax (16=14+15)	89,159,188,856	

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

**Article 7. Approval of the Proposal on the Salary and Remuneration Fund Realized in 2024 and Planned for 2025 for the Board of Management, Supervisory Board**

1. Actual Performance in 2024:

a. Salary of members of Board of Management and Supervisory Board Members

- Salary of the Chairman of the Board of Management: VND 140 million x 1.13 x 1.1 = VND 173.5 million

- Salary of an Executive Member of the BOM, Head of the Supervisory Board: VND 86 million x 1.13 x 1.1 = VND 106.6 million

b. Remuneration for Non-Executive Board of Management and Supervisory Board Members

The remuneration fund for non-executive Board of Management and Supervisory Board members: VND 1,610 million (equal to the planned remuneration fund), allocated as follows:



- Non-executive Board of Management member: VND 20 million/person/month

- Non-executive Supervisory Board member: VND 10 million/person/month

## 2. Plan for 2025

### a. Planned Salary Levels for the Board of Management and Supervisory Board Members

- Planned salary for the Chairman of the Board of Management: VND 140 million  
 $\times 1.15 \times 1.2 = \text{VND } 193.2 \text{ million/person-month}$

- Planned salary for the Head of the Supervisory Board: VND 118.68 million/person/month

### b. Remuneration for Non-Executive Board of Management and Supervisory Board Members

The remuneration fund for non-executive BOM and SB members: VND 2,520 million, allocated as follows:

- Non-executive BOM member: VND 30 million/person/month

- Non-executive SB member: VND 15 million/person/month

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

## **Article 8. Approval of the Report of the Supervisory Board at the 2025 Annual General Meeting of Shareholders**

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

## **Article 9. Approval of the criteria for selecting the audit firm and to authorize the Board of Management to select one of the following audit firms to audit and review the 2025 Financial Statements, as follows:**

1. AASC Auditing Firm Company Limited;

2. A&C Auditing and Consulting Company Limited;

3. UHY Auditing and Consulting Company Limited.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.



**Article 10. Approval of the Proposal on Amending and Supplementing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company, as follows:**

- Approval of amendments and supplements to the Company's Charter in accordance with the proposed content in this document in the form of an Appendix for Amendment and Supplementation of the Charter of Port of Hai Phong Joint Stock Company.

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

- + Amend and supplement the Company's Charter based on the proposals in this document and feedback from shareholders or shareholder representatives attending the General Meeting (if any).

- + Finalize and sign the issuance of the Appendix for Amendment and Supplementation of the Charter of Port of Hai Phong Joint Stock Company (Second Amendment), and publish the Charter's content in compliance with regulations.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

**Article 11. Approval of the Proposal Amending and Supplementing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company, as follows:**

- Approval of the amendments and supplements to the Company's internal governance regulations as proposed in this Proposal, in the form of an Appendix to the Amended and Supplemented Internal Governance Regulations of Port of Hai Phong Joint Stock Company.

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

- + Direct the amendment of the Company's internal governance regulations according to the content proposed in this Proposal and the feedback from shareholders and shareholder representatives attending the General Meeting (if any).

- + Finalize the content, sign, and issue the Appendix to the Amended and Supplemented Internal Governance Regulations of Port of Hai Phong Joint Stock Company (first version), and publicly announce the regulations in accordance with legal requirements.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.



**Article 12. Approval of the Proposal Amending and Supplementing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company, as follows**

- The changes and additions of the Company's Board of Management's Regulations as proposed in this Proposal, in the form of an Appendix amending and supplementing the Regulations of Board of Management of Port of Hai Phong Joint Stock Company.

- To assign to Board of Management of Port of Hai Phong Joint Stock Company:

+ To direct the amendment of the Regulations of Board of Management of Port of Hai Phong Joint Stock Company in accordance with the proposed content in this Proposal and the opinions of shareholders and shareholder representatives attending the General Meeting (if any).

+ To finalize the content, sign, and issue the Appendix amending and supplementing the Regulations of the Board of Management of Port of Hai Phong Joint Stock Company (first time) and issue the Regulations in accordance with regulations.

The percentage of affirmative votes was 100% of the total votes cast by shareholders present and voting at the meeting.

**Article 13. Election Results of the Members of the Board of Management and the Supervisory Board of Port of Hai Phong Joint Stock Company for the 2024–2029 Term, the elected candidates are as follows:**

**1. Election Results of the Members of the Board of Management for the 2024-2029 Term**

No.	Full name	Title	Number of votes	Result
1	Ly Quang Thai	Member of the Board of Management	303,600,199	Elected
2	Le Thi Ngoc Dung	Independent Member of the Board of Management	303,654,089	Elected

**2. Election Results of the Members of the Supervisory Board for the 2024-2029 Term**

No.	Full name	Title	Number of votes	Result
1	Nguyen Tuan Anh	Member of the Board of Management	302,927,144	Elected

**Article 14. The General Meeting of Shareholders hereby assigns the Board of Management, the Supervisory Board, and the General Director of Port of Hai Phong Joint Stock Company to organize and supervise the execution of this Resolution of the 2025 General Meeting of Shareholders.**

This Resolution was fully adopted by the 2025 General Meeting of Shareholders of Port of Hai Phong Joint Stock Company at the Meeting with the percentage of affirmative votes being 100% of the total voting shares of the shareholders present and voting at the meeting. *John*

*John*

**PP. THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN OF THE MEETING**



**Phạm Hồng Minh  
Chairman of the Board of Management**

