



RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
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 amendments and supplements;

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

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-DHDCD dated April 23, 2026 of Port of Hai Phong Joint Stock Company (Port of Hai Phong).

RESOLVES:

Article 1. Approve the Report of The Board of Management and the Executive Board on the business performance in 2025 and business plan for 2026, with the following key targets:

1. Key Business and Production Performance Indicators for 2025:

1.1. Business performance of Port of Hai Phong (Parent Company)

- Cargo volume: 23.290 million tons, equivalent to 98.8% compared to the same period in 2024 and 83.4% of the 2025 plan. Of which, container throughput reached 1,240,700 TEUs, equal to 97.4% compared to the same period in 2024 and 85.8% of the 2025 plan.

- Revenue achieved: VND 2,315.334 billion, up 33.8% compared to the same period in 2024 and up 2.0% compared to the 2025 plan.

- Profit achieved: VND 1,173.235 billion, up 59.0% compared to the same period in 2024 and up 21.3% compared to the 2025 plan.

1.2. Consolidated business performance of Port of Hai Phong (including Port of Hai Phong Joint Stock Company, subsidiaries in which the Company holds over 50% charter capital, and joint ventures, and associates)

- Cargo volume: 42.672 million tons, up 6.9% compared to the same period in 2024, reaching 86.21% of the 2025 plan. Of which, container throughput reached 2,072,720

TEUs, up 12.3% compared to the same period in 2024 and 86.6% of the 2025 plan.

- Revenue achieved: VND 2,942.930 billion, equal to 98.2% compared to the same period in 2024 and 80.6% of the 2025 plan.

- Profit achieved: VND 1,257.174 billion, up 4.8% compared to the same period in 2024 and 92.9% of the 2025 plan.

1.3. Investment: The realized investment volume of the Parent Company in 2025 reached VND 2,332.227 billion, achieving 70.82% of the 2025 annual plan.

1.4. External financial investments.

No.	Company Name	VND
1	Port of Hai Phong TIL International Terminal Company Limited	990,093,997,089
2	Smart Logistics Service (Hai Phong) Company Limited	51,141,200,000
3	Port of Hai Phong Tugboat and Transport 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 Port One-Member Limited Liability Company	209,638,000,000

2. Key Business and Production Targets for 2026:

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

- Volume: 23.77 million tons, of which container volume is 1,280,000 TEU
- Revenue: VND 2,425.0 billion
- Profit before tax: VND 1,300.0 billion

2.2. Consolidated business and production targets of Port of Hai Phong (including Port of Hai Phong, subsidiaries in which the Company holds over 50% of charter capital, and joint ventures, and associates):

- Volume: 57.34 million tons, of which container volume is 2,960,000 TEU
- Revenue: VND 3,495.0 billion
- Profit before tax: VND 1,520.0 billion

2.3. Investment plan for procurement and capital construction

Unit: million VND

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

2.4. Plan for External Investment Capital

2.4.1 Investment Capital Contribution Plan

No.	Content	Amount (billion VND)	Equivalent (USD)	Note
1	Capital contribution to Smart Logistics Service Company Limited (Hai Phong)	15.7	600,000	Q2/2026
2	Capital contribution to TIL Hai Phong International Port Company Limited	242		Q1/2026
				Q4/2026: Adjustment of the value of contributed assets after finalization of the completed project
3	First capital contribution for the establishment of a legal entity to operate the Port in Bach Dang Industrial Park	640		Q3/2026: (Estimated total investment: 4,200 billion VND; CHP's capital contribution ratio: 51%; Equity: 40%; Capital contribution to be made in multiple phases).

2.4.2 Plan for Reduction of Investment Capital

- To reduce Port of Hai Phong Joint Stock Company's ownership ratio in Hai Phong Port Technical Services and Training Joint Stock Company to a minimum of 51%

- To divest 100% of the contributed capital in VIMC Logistics Joint Stock Company and Sai Gon Port Logistics Joint Stock Company

2.5. Other targets

- Expected dividend in 2026: 6% of charter capital
- To implement the divestment plan in enterprises operating outside the Company's core business and those operating inefficiently as approved in principle by the Board of Management, and to continue reviewing and developing plans for divestment in inefficient enterprises.

2.6. Arising items beyond the plan: To authorize the Board of Management to decide on investment projects, procurement, repair, maintenance, dredging, and urgent unexpected expenditures serving production and business activities arising beyond the Company's annual plan as approved by the General Meeting of Shareholders.

Approval voting ratio 100% of the total voting shares of shareholders attending and voting at the meeting.

Article 2. Approve the Report on The activities of independent members of the Board of Management and assessment of the activities of the Board of management in 2025

Approval voting ratio 100% of the total voting shares of shareholders attending and voting at the meeting.

Article 3. Approve 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 2025 and the implementation plan in 2026

Approval voting ratio 100% of the total voting shares of shareholders attending and voting at the meeting.

Article 4. Approve the Proposal on Audited Financial Statements for 2025

Approval voting ratio 100% of the total voting shares of shareholders attending and voting at the meeting.

Article 5. Approve the Proposal on Distribution of after-tax profit and dividend payment plan for 2025

- Dividend payment for 2025:
- + Dividend payout ratio: 9% of charter capital
- + Payment method: Cash
- + Payment time: To be decided by the Board of Management
- Profit distribution plan for 2025:

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 × 9%)	294,264,000,000	27.55%
8	Allocation to Investment and Development Fund (8= (2-2.1)*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	

Approval voting ratio 100% of the total voting shares of shareholders attending and voting at the meeting.

Article 6. Approve the Proposal on the Salary and Remuneration Fund Realized in 2025 and Planned for 2026 for the Board of Management, Supervisory Board

1. Implementation in 2025:

a. Salary of full-time members of the Board of Management and the Supervisory Board

- Salary of the Chairman of the Board of Management: 212.520 million VND
- Salary of the Head of the Supervisory Board: 118.680 million VND

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

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

2. Plan for 2026

a. Planned salary for full-time members of the Board of Management and the Supervisory Board

- Planned salary of the Chairman of the Board of Management: 250 million VND/person/month
- Planned salary of the Vice Chairman of the Board of Management: 210 million VND/person/month
- Planned salary of the Head of the Supervisory Board: 150 million VND/person/month

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

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

Approval voting ratio 100% of the total voting shares of shareholders attending and voting at the meeting.

Article 7. Approve the Report of the Supervisory Board at the 2026 Annual General Meeting of Shareholders

Approval voting ratio 99.9997% of the total voting shares of shareholders attending and voting at the meeting.

Article 8. Approve Proposal on Selection of the Auditing Firm for the 2026 Financial Statements

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

Approval voting ratio 99.9997% % of the total voting shares of shareholders attending and voting at the meeting.

Article 9. Approve the Proposal on amending and supplementing the industry name, content, and business line codes

- Approve the amendment and supplementation of the business sector name, content, and business code of the Company as stipulated in the Charter on Organization and Operation of the Company in accordance with the Proposal presented herein.

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

+ Register the amendment and supplementation of the above-mentioned business sector name, content, and business code of the Company in accordance with the guidance of the competent State management authority (including cases where the State management authority guides or adjusts the way of recording the business sector name, content, and business code for the business sectors mentioned in this Proposal), ensuring consistency with the Company's objectives and planned business fields.

+ Amend and supplement the content regarding the Company's business sectors as stipulated in the Charter on Organization and Operation of the Company after receiving approval from the competent State management authority for changes in the registered business sector content and publicly disclose the information in accordance with regulations.

Approval voting ratio 99.9997% of the total voting shares of shareholders attending and voting at the meeting.

Article 10. Approve the Proposal on Amending and Issuing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company

- Approve the amendment and issuance of the Charter on Organization and Operation of the Company as proposed in this Proposal and in the amended Charter of Port of Hai Phong Joint Stock Company attached to this Proposal.

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

+ Amend and supplement the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company in accordance with the Proposal and the contributions of shareholders and shareholder representatives attending the General Meeting (if any).

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

Approval voting ratio 99.9997% of the total voting shares of shareholders attending and voting at the meeting.

Article 11. Approve the Proposal on Amending and Issuing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company

- Approve the amendment and issuance of the Internal Regulation on Corporate Governance as proposed in this Proposal and in the Internal Regulation on Corporate Governance of Port of Hai Phong Joint Stock Company attached to this Proposal.

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

+ Direct the amendment and supplementation of the Internal Regulation on Corporate Governance of Port of Hai Phong Joint Stock Company in accordance with this Proposal and the contributions of shareholders and shareholder representatives attending the General Meeting (if any).

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

Approval voting ratio 99.9997% of the total voting shares of shareholders attending and voting at the meeting.

Article 12. Approve the Proposal Amending and Issuing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company

- Approve the amendment and issuance of the Regulation on the Operation of the Board of Management as proposed in this Proposal and in the Regulation on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company attached to this Proposal.

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

+ Direct the amendment and supplementation of the Regulation on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company in accordance with this Proposal and the contributions of shareholders and shareholder representatives attending the General Meeting (if any).

+ Finalize, sign, and issue the 2026 Regulation on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company and publicly disclose the Regulation in accordance with regulations.

Approval voting ratio 99.9997% of the total voting shares of shareholders attending and voting at the meeting.

Article 13. Approval of the Proposal on Replacement of Members of the Board of Management and Supervisory Board of Port of Hai Phong Joint Stock Company

The approval ratio is 99.9997% of the total voting votes of shareholders attending and voting at the Meeting.

Article 14. On the election results of 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 members of the Board of Management for the 2024–2029 term

No.	Full Name	Position	Number of Votes	Result
1	Le Hong Quan	Member of the Board of Management	308,097,502	Elected
2	Trinh Thi Ngoc Bien	Member of the Board of Management	308,080,586	Elected

2. Election results of members of the Supervisory Board for the 2024–2029 term

No.	Full Name	Position	Number of Votes	Result
1	Vu Thi Thanh Duyen	Member of the Supervisory Board	308,090,202	Elected
2	Nguyen Thi Minh Nguyet	Member of the Supervisory Board	308,087,886	Elected

Article 15. The General Meeting of Shareholders authorizes the Board of Management, the Supervisory Board, and the General Director of Port of Hai Phong Joint Stock Company to organize, implement, and supervise the execution of the 2026 resolutions of the General Meeting of Shareholders.

This resolution was fully approved at the 2026 General Meeting of Shareholders of Port of Hai Phong Joint Stock Company with an approval voting ratio of 99.9997% of the total voting shares of shareholders attending and voting at the meeting.

ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN OF THE MEETING



Pham Hong Minh
Chairman of the Board of Management



MINUTES
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PORT OF HAI PHONG JOINT STOCK COMPANY
(Via online format)

Company Name: PORT OF HAI PHONG JOINT STOCK COMPANY
Head Office Address: No. 8A Tran Phu Street, Ngo Quyen, Hai Phong City.
Enterprise Code: 0200236845.

Today, April 23, 2026, the 2026 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company was held in online format.

Location for Meeting Administration: Conference Hall of Port of Hai Phong Joint Stock Company Office (No. 8A Tran Phu Street, Ngo Quyen, Hai Phong City).

1. Participants

Members of the Board of Management, the Supervisory Board, and the Executive Board of Port of Hai Phong Joint Stock Company.

Shareholders of Port of Hai Phong Joint Stock Company (including both individual and institutional shareholders) based on the list of shareholders as of March 23, 2026.

2. Legality and validity of the meeting

The Meeting heard Mr. Tran Le Phuong - Representative of the Shareholder Qualification Verification Committee - present the Report on Shareholder Qualification Verification. At the time of the report announcement: Number of shareholders attending: 21 shareholders, representing 303,503,583 voting shares, accounting for 92.8259 % of the total voting shares of all shareholders with voting rights.

(The list of shareholders and shareholder representatives attending the meeting with corresponding shares is attached to these minutes.)

Pursuant to the Enterprise Law, the Charter of Organization and Operation of Port of Hai Phong Joint Stock Company (the Company), the 2026 Annual General Meeting of Shareholders (the Meeting) of the Company is determined to be legal, valid, and qualified to proceed.

3. Content and Proceedings of the Meeting

3.1. The meeting heard Ms. Pham Thi Thu Huong - Deputy Chief of Company Office present the Regulations on the organization of the 2026 Annual General Meeting of Shareholders via online format, and the Regulations on Election for Members of the Board of Management and Supervisory Board.

3.2. Based on the Company's Charter, the Chairman of the Board of Management - Mr. Pham Hong Minh served as the Chairman of the Meeting.



3.3. The General Meeting heard Mr. Pham Hong Minh - Chairman of the Meeting – announce the Presidium, appoint the Secretariat, and present the Vote Counting Committee and the Meeting Agenda.

The Chairman introduced the Presidium and appointed the Secretariat as follows:

(i) The Presidium

1. Mr. Pham Hong Minh - Chairman of the Board of Management of the Company – Chairman of the Meeting

2. Mr. Nguyen Tuong Anh - Member of the Board of Management, General Director of the Company - Member

3. Ms. Nguyen Thi Yen - Member of the Board of Management - Member

(ii) Secretariat

1. Mr. Tran Van Hoan - Corporate Governance Officer: Head of Secretariat

2. Ms. Truong Tran Phuong Dung - Deputy Head of Business Department: Member

3.4 The General Meeting heard Mr. Pham Hong Minh - Chairman of the Meeting introduce the Vote Counting Committee and the Meeting Agenda for approval.

(i) Vote Counting Committee

1. Ms. Tran Thi Thanh Huyen - Deputy Manager of Human Resources Department - Head of the Committee

2. Mr. Nguyen Anh Tuan - Deputy Head of Internal Audit Committee - Member

3. Mr. Nguyen Huu Dong - Deputy Manager of the IT Center - Member

(ii) Meeting Agenda

- 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;

- Discussion on the contents of the Proposals and Reports;
- Voting on the contents of the Proposals and Reports;
- Proposal on the replacement of members of the Board of Management and the Supervisory Board of Port of Hai Phong JSC
 - Voting on the contents of the Proposals and Reports;
 - Election of new members to the Board of Management and Supervisory Board;
 - Voting on the Minutes and Resolutions of the Meeting;

3.5. Voting to approve the Regulations on Organizing the Annual General Meeting of Shareholders 2026 in online format, the Regulations on Election of Members of the Board of Management and the Supervisory Board, the Vote Counting Committee, and the Meeting Agenda was conducted as follows:

Item 01: Approval of the Meeting Agenda

Voting Method: Electronic Voting

Total number of shareholders attending: 25, representing: 307,929,883 voting ballots.

Total number of shareholders attending and voting: 15, representing: 307,785,377 voting ballots.

Total Number of Valid Ballots: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 01 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 02: Approval of the Vote Counting Committee

Voting Method: Electronic Voting

Total number of shareholders attending: 25, representing: 307,929,883 voting ballots.

Total number of shareholders attending and voting: 15, representing: 307,785,377 voting ballots.

Total Number of Valid Ballots: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of

the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 02 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting

Item 03: Approval of the Regulations on Organizing the 2026 Annual General Meeting of Shareholders in Online Format

Voting Method: Electronic Voting

Total number of shareholders attending: 25, representing: 307,929,883 voting ballots.

Total number of shareholders attending and voting: 15, representing: 307,785,377 voting ballots.

Total Number of Valid Ballots: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 03 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting

Item 04: Approval of the the Regulations on the election of members of the Board of Management and the Supervisory Board

Voting Method: Electronic Voting

Total number of shareholders attending: 25, representing: 307,929,883 voting ballots.

Total number of shareholders attending and voting: 15, representing: 307,785,377 voting ballots.

Total Number of Valid Ballots: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes in Favor: 15, representing: 307,785,377 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders.

Total Number of Votes Against: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Abstentions: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Total Number of Invalid Ballots: 0, representing: 0 voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders.

Item 04 was adopted with an affirmative voting rate of 100% of the voting ballots of

the shareholders attending and voting at the meeting

3.6. The General Meeting heard Mr. Nguyen Tuong Anh - Member of the Board of Management and General Director of the Company - present:

The Report of The Board of Management and the Executive Board on the business performance in 2025 and business plan for 2026 (*Report attached*).

3.7. The General Meeting heard Ms. Le Thi Ngoc Dung - Independent Member of the Board of Management - present:

The Report on The activities of independent members of the Board of Management and assessment of the activities of the Board of management in 2026 of Ms. Le Thi Ngoc Dung and Mr. Vu Duc Bien (*Report attached*).

3.8. The General Meeting heard Mr. Ha Vu Hao - Deputy General Director - present: 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 2025 and the implementation plan in 2026 (*Report attached*).

3.9. The General Meeting heard Ms. Dao Thi Thu Ha - Chief Accountant - present:

- Summary Proposal on the Audited Financial Statements for 2025 (*Proposal attached*).

- Proposal on Distribution of after-tax profit and dividend payment plan for 2025 (*Proposal attached*).

- Proposal on the Salary and Remuneration Fund Realized in 2025 and Planned for 2026 for the Board of Management, Supervisory Board (*Proposal attached*).

3.10. The General Meeting heard Ms. Nguyen Thi Hang - Member of the Supervisory Board - present:

- Report of the Supervisory Board (*Report attached*)

- Proposal on Selection of the Auditing Firm for the 2026 Financial Statements of Port of Hai Phong Joint Stock Company (*Proposal attached*)

3.11. The General Meeting heard Mr. Chu Minh Hoang - Deputy General Director - present:

- Proposal on amending and supplementing the industry name, content, and business line codes (*Proposal attached*)

- Proposal on Amending and Issuing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company (*Proposal attached*)

- Proposal on Amending and Issuing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company (*Proposal attached*)

- Proposal Amending and Issuing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company (*Proposal attached*)

4. Discussion Session

4.1. Details of shareholders' inquiries at the General Meeting (*attached in the Detailed Inquiry Document*)

4.2. The Presidium answered all shareholder inquiries during the Meeting. No further comments were raised, and the Meeting proceeded.

5. Approval of Proposals and Reports Discussed at the Meeting

Mr. Pham Hong Minh - Chairman of the Board of Management on behalf of the Presidium, conducted the voting session to approve the Proposals and Reports discussed at the General Meeting.

Ms. Tran Thi Thanh Huyen - Head of the Committee presented vote counting results. The results are as follows:

Item 01: Approval of the Report of The Board of Management and the Executive Board on the business performance in 2025 and business plan for 2026

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 01 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 02: 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 2025

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 02 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 03: 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 2025 and the implementation plan in 2026

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

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Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 03 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 04: Approval of Proposal on Audited Financial Statements for 2025

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 04 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 05: Approval of the Proposal on Distribution of after-tax profit and dividend payment plan for 2025

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 05 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 06: Approval of the Proposal on the Salary and Remuneration Fund Realized in 2025 and Planned for 2026 for the Board of Management, Supervisory Board

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 06 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

Item 07: Approval of the Report of the Supervisory Board at the 2026 Annual General Meeting of Shareholders

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 308,091,044 voting shares, accounting for 99.9997% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 1,000 voting shares, accounting for 0.0003% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 07 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

Item 08: Approval for the Proposal on Selection of the Auditing Firm for the 2026 Financial Statements

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 308,091,044 voting shares, accounting for 99.9997% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 1,000 voting shares, accounting for 0.0003% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 08 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

Item 09: Approval of the Proposal on amending and supplementing the industry name, content, and business line codes

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 308,091,044 voting shares, accounting for 99.9997% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 1,000 voting shares, accounting for 0.0003% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 09 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

Item 10: Approval of the Proposal on Amending and Issuing the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 308,091,044 voting shares, accounting for 99.9997% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 1,000 voting shares, accounting for 0.0003% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 10 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

Item 11: Approval of the Proposal on Amending and Issuing the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 308,091,044 voting shares, accounting for 99.9997% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 1,000 voting shares, accounting for 0.0003% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 11 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

Item 12: Approval of the Proposal Amending and Issuing the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 38, representing 308,775,946 voting shares

Total number of shareholders attending and voting: 27, representing 308,092,044 voting shares

Total number of valid ballots: 27, representing 308,092,044 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 26, representing 308,091,044 voting shares, accounting for 99.9997% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 1,000 voting shares, accounting for 0.0003% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 12 was adopted with an affirmative voting rate of 100% of the voting ballots of the shareholders attending and voting at the meeting.

6. Personnel Matters of the Board of Management and the Supervisory Board of the Company

6.1 The General Meeting heard Ms. Nguyen Thi Yen – Member of the Board of Management - present:

- Proposal on Replacement of Members of the Board of Management and Supervisory Board of Port of Hai Phong Joint Stock Company (*Proposal attached*).

6.2 Approval of the election of Members of the Board of Management and the Supervisory Board for the 2024–2029 term

Mr. Pham Hong Minh, Chairman of the Board of Management, on behalf of the Presidium, presided over the voting process to approve the Proposal. The detailed results of the vote counting for this item are as follows:

Item 13: Approval of the Proposal on Replacement of Members of the Board of Management and Supervisory Board of Port of Hai Phong Joint Stock Company

Voting method: Electronic voting

Total number of shareholders attending: 40, representing 308,785,946 voting shares

Total number of shareholders attending and voting: 28, representing 308,092,844

voting shares

Total number of valid ballots: 28, representing 308,092,844 voting shares, accounting for 100% of the voting shares of shareholders who participated in the vote

Total Number of Votes in Favor: 27, representing 308,091,844 voting shares, accounting for 99.9997% of the voting shares of shareholders who participated in the vote

Total Number of Votes Against: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Total Number of Abstentions: 1, representing 1,000 voting shares, accounting for 0.0003% of the voting shares of shareholders who participated in the vote

Total number of invalid ballots: 0, representing 0 voting shares, accounting for 0% of the voting shares of shareholders who participated in the vote

Item 13 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

6.4 The General Meeting proceeds to vote for the election of members of the Board of Management and the Supervisory Board for the 2024-2029 term.

7. Announcement of election results for members of the Board of Management and the Supervisory Board for the 2024–2029 term

Ms. Tran Thi Thanh Huyen, on behalf of the Vote Counting Committee, read the Vote Counting Minutes (*attached*).

- Election Results for Members of the Board of Management for the 2024–2029 Term:

No.	Full name	Title	Number of votes	Result
1	Le Hong Quan	Member of the Board of Management	308,097,502	Elected
2	Trinh Thi Ngoc Bien	Member of the Board of Management	308,080,586	Elected

- Election Results for Members of the Supervisory Board for the 2024–2029 Term:

No.	Full name	Title	Number of votes	Result
1	Vu Thi Thanh Duyen	Member of the Supervisory Board	308,090,202	Elected
2	Nguyen Thi Minh Nguyet	Member of the Supervisory Board	308,087,886	Elected

8. Approval of the Minutes and Resolutions of the General Meeting

8.1. The General Meeting heard Mr. Tran Van Hoan - Head of the Secretariat - present the full draft of the Minutes and Resolutions of the General Meeting.

8.2. Mr. Pham Hong Minh, on behalf of the Presidium, chaired the voting to approve the Minutes and Resolutions of the General Meeting.

Item 01: Approval of the Meeting Minutes

Voting Method: Electronic Voting

Total number of shareholders attending: 40, representing: 308,785,946 voting ballots.

Total number of shareholders attending and voting: 27, representing: 308,089,244 voting ballots.

Total Number of Valid Ballots: 27, representing: 308,089,244 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders

Total Number of Votes in Favor: 26, representing: 308,088,244 voting ballots, accounting for: 99.9997% of the total voting ballots of the attending and voting shareholders

Total Number of Votes Against: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Total Number of Abstentions: 1, representing: 1,000 voting ballots, accounting for: 0.0003% of the total voting ballots of the attending and voting shareholders

Total Number of Invalid Ballots: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Item 01 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

Item 02: Approval of the Meeting Resolution

Voting Method: Electronic Voting

Total number of shareholders attending: 40, representing: 308,785,946 voting ballots.

Total number of shareholders attending and voting: 27, representing: 308,089,244 voting ballots.

Total Number of Valid Ballots: 27, representing: 308,089,244 voting ballots, accounting for: 100% of the total voting ballots of the attending and voting shareholders

Total Number of Votes in Favor: 26, representing: 308,088,244 voting ballots, accounting for: 99.9997% of the total voting ballots of the attending and voting shareholders

Total Number of Votes Against: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Total Number of Abstentions: 1, representing: 1,000 voting ballots, accounting for: 0.0003% of the total voting ballots of the attending and voting shareholders

Total Number of Invalid Ballots: 0, representing: 0. voting ballots, accounting for: 0% of the total voting ballots of the attending and voting shareholders

Item 02 was adopted with an affirmative voting rate of 99.9997% of the voting ballots of the shareholders attending and voting at the meeting.

The 2026 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company successfully concluded all items on the agenda. The meeting was completed at 11:30 a.m on the same day.

**PP. THE SECRETARY BOARD
HEAD**



Tran Van Hoan

**PP. THE PRESIDUM
CHAIRMAN**



Pham Hong Minh