

No. *1678* /TB-CHP  
Sub: Regarding personnel matters  
at the subsidiary

*Hai Phong, June 24, 2026*

**EXTRAORDINARY INFORMATION DISCLOSURE**

Respectfully to: Hanoi Stock Exchange

1. Name of the organization: Port of Hai Phong Joint Stock Company
  - Stock code: PHP
  - Head office: No. 8A Tran Phu, Ngo Quyen Ward, Hai Phong City, Vietnam
  - Telephone: +84 225 385 9945 Fax: +84 225 355 2049
  - Email: congbothongtin@haiphongport.com.vn

2. Contents of the disclosed information: Port of Hai Phong Joint Stock Company (the Company) hereby announces the implementation of personnel matters at Dinh Vu Port Investment and Development Joint Stock Company (a subsidiary of Port of Hai Phong).

3. This information has been published on the Company's official website on June 24, 2026, at the following link: <http://haiphongport.com.vn/vi/thong-tin-co-dong>

We hereby undertake that the information disclosed above is true and accurate, and we shall take full responsibility before the law for the contents of this disclosure.

*Attached document:*

- Decision No. *1675* /QD-CHP dated June 24, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company on the Appointment of Mr. Le Hong Quan as the Capital Representative of Port of Hai Phong at Dinh Vu Port Investment and Development Joint Stock Company.

- Decision No. *1674* /QD-CHP dated June 24, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company on the Continued Appointment of Mr. Vu Tuan Duong as the Representative of Port of Hai Phong's Capital Contribution at Dinh Vu Port Investment and Development Joint Stock Company and the Adjustment of the Authorized Capital Representation Ratio

- Decision No. 1672 /QD-CHP dated June 24, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company on the termination of the appointment of Mr. Le Minh Hai as the Capital Representative of Port of Haiphong at Dinh Vu Port Investment and Development Joint Stock Company

- Decision No. 1673 /QD-CHP dated June 24, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company on the Withdrawal of the Nomination of Ms. Tran Thi Thanh Hai to the Supervisory Board and from the Position of Head of the Supervisory Board of Dinh Vu Port Investment and Development Joint Stock Company.

**Recipient:**

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

LEGAL REPRESENTATIVE  
FOR AND ON BEHALF OF GENERAL DIRECTOR  
DEPUTY GENERAL DIRECTOR



Chu Minh Hoang

**DECISION**

**On the Appointment of Mr. Le Hong Quan as the Capital Representative of  
Port of Hai Phong at Dinh Vu Port Investment and Development  
Joint Stock Company**



**THE BOARD OF MANAGEMENT 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 17 June 2020;

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

Pursuant to Decision No. 3554/QD-CHP dated 31 October 2023 of the Management Board of Port of Hai Phong promulgating the Regulations on Management of Capital Representatives of Port of Hai Phong at enterprises in which Port of Hai Phong holds contributed capital;

Pursuant to Document No. 143-CV/DU dated 10 June 2026 of the Standing Committee of the Party Committee of Port of Hai Phong Joint Stock Company regarding personnel arrangements at Dinh Vu Port Investment and Development Joint Stock Company;

Pursuant to Resolution No. 84/NQ-CHP dated 23 June 2026 of the Management Board of Port of Hai Phong regarding personnel arrangements at Dinh Vu Port Investment and Development Joint Stock Company (Dinh Vu Port);

At the proposal of the General Director of the Company,

**HEREBY DECIDES:**

**Article 1.** To appoint Mr. **Le Hong Quan**, General Director of Port of Hai Phong, as the Capital Representative of Port of Hai Phong at Dinh Vu Port, representing 20% of the charter capital of Dinh Vu Port. Mr. **Le Hong Quan** shall also be nominated to serve as a member of the Board of Management and stand for election as Chairman of the Board of Management of Dinh Vu Port for the 2023–2028 term.

**Article 2.** Mr. **Le Hong Quan** shall act as the lead Capital Representative responsible for the activities of Capital Representatives of Port of Hai Phong at Dinh Vu Port.

**Article 3.** The salary, remuneration and other benefits of Mr. **Le Hong Quan** shall be governed by the applicable regulations.

**Article 4.** The term of appointment shall remain effective until the expiry of the 2023 – 2028 term of the Board of Management of Dinh Vu Port or until another decision is issued to supersede this Decision.

**Article 5.** This Decision shall take effect from the date of signing. The General Director, Chief Accountant, Chief of Office, Heads of Departments/Divisions and Affiliated Centers, Directors of Branches, and Mr. **Le Hong Quan** shall be responsible for the implementation of this Decision.

**Recipients:**

- As Article 5 (for implementation);
- Party Committee of the Company (for reporting);
- Board of Management;
- Supervisory Board;
- Board of Executive Management;
- Dinh Vu Port Investment and Development Joint Stock Company;
- Related units;
- Filing: Company Office, Human Resources Department, Secretary to the Board of Management.

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



**Pham Hong Minh**

**PORT OF HAIPHONG  
JOINT STOCK COMPANY**

No: *167A* QĐ-CHP

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

*Haiphong, June 24<sup>th</sup> 2026.*

**DECISION**

**On the Continued Appointment of Mr. Vu Tuan Duong as the Representative of Port of Hai Phong's Capital Contribution at Dinh Vu Port Investment and Development Joint Stock Company and the Adjustment of the Authorized Capital Representation Ratio**



**BOARD OF MANAGEMENT**

**PORT OF HAI PHONG JOINT STOCK COMPANY**

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

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

Pursuant to Decision No. 3554/QĐ-CHP dated 31 October 2023 of the Board of Management of Port of Hai Phong on the promulgation of the Regulations on Management of Representatives of Port of Hai Phong Joint Stock Company's Capital Contributions in Invested Enterprises;

Pursuant to Official Letter No. 143-CV/DU dated 10 June 2026 of the Standing Committee of the Party Committee of Port of Hai Phong Joint Stock Company regarding personnel matters at Dinh Vu Port Investment and Development Joint Stock Company;

Pursuant to Resolution No. 84/NQ-CHP dated 23 June 2026 of the Board of Management of Port of Hai Phong regarding personnel matters at Dinh Vu Port Investment and Development Joint Stock Company (Dinh Vu Port);

Upon the proposal of the General Director of the Company,

**HEREBY DECIDES:**

**Article 1.** To cease nominating Mr. Vu Tuan Duong for the position of Chairman of the Board of Management of Dinh Vu Port.

**Article 2.** To continue appointing Mr. **Vu Tuan Duong** as the Representative of Port of Hai Phong's capital contribution at Dinh Vu Port and as a member of the Board of Management of Dinh Vu Port for the 2023–2028 term. The authorized capital

representation ratio of Mr. **Vu Tuan Duong** shall be adjusted from 20% to 12.5% of the charter capital of Dinh Vu Port.

**Article 3.** Salary and other benefits of Mr. **Vu Tuan Duong** shall be implemented in accordance with the current regulations.

**Article 4.** The term of the continued appointment shall last until the end of the 2023–2028 term of the Board of Management of Dinh Vu Port or until superseded by another decision.

**Article 5.** This Decision shall take effect from the date of signing. The General Director, Chief Accountant, Chief of Office, Managers of Departments/Divisions and Affiliated Centers, Directors of Branches, and Mr. **Vu Tuan Duong** shall be responsible for the implementation of this Decision./.

**Recipients:** 

- As stated in Article 5 (for implementation);
- Company Party Committee (for reporting);
- Board of Management of the Company;
- Supervisory Board of the Company;
- Executive Board of the Company;
- Dinh Vu Port Investment and Development Joint Stock Company;
- Relevant units/departments;
- Filed at: HR Department, Company Secretariat, Administration Dept.

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



**Phạm Hồng Minh**



No: *1672* QĐ-CHP

Haiphong, June *24<sup>th</sup>* 2026.

**DECISION**

**On the termination of the appointment of Mr. Le Minh Hai as the  
Capital Representative of Port of Haiphong  
at Dinh Vu Port Investment and Development Joint Stock Company**

**BOARD OF MANAGEMENT  
PORT OF HAIPHONG JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;

Pursuant to the Charter of Organization and Operation of Port of Haiphong Joint Stock Company (Haiphong Port);

Pursuant to Decision No. 3554/QĐ-CHP dated 31/10/2023 of the Board of Management of Port of Haiphong on the issuance of the Regulation on Management of Capital Representatives of Port of Haiphong Joint Stock Company in enterprises with contributed capital;

Pursuant to Official Letter No. 143-CV/ĐU dated 10/6/2026 of the Standing Committee of the Party Committee of Port of Haiphong Joint Stock Company regarding personnel matters at Dinh Vu Port Investment and Development Joint Stock Company;

Pursuant to Resolution No. 84/NQ-CHP dated 23/6/2026 of the Board of Management of Port of Haiphong regarding personnel matters at Dinh Vu Port Investment and Development Joint Stock Company (Dinh Vu Port);

Following the proposal of the Company's General Director,


**HEREBY DECIDES:**

**Article 1.** To cease the appointment of **Mr. Le Minh Hai** – Manager of Business Department of Port of Haiphong - as the capital representative of Port of Haiphong at Dinh Vu Port, with a capital representation ratio of 12.5% of charter capital, and to cease his nomination for participation in the Board of Management at Dinh Vu Port for the 2023 - 2028 term.

**Article 2.** **Mr. Le Minh Hai** is responsible for handing over all related documents and work in accordance with regulations.

**Article 3.** The salary and other benefits of **Mr. Le Minh Hai** shall be provided in accordance with current regulations.

**Article 4.** This Decision takes effect from the date of signing. The General Director, Chief Accountant, Chief Office, Heads of professional departments/boards and subordinate centers, Branch Directors, and **Mr. Le Minh Hai** shall be responsible for implementing this Decision.

**Recipients:** 

- As in Article 4 (for implementation);
- Party Committee of the Company (for report);
- Board of Management of the Company;
- Supervisory Board of the Company;
- Executive Board;
- Dinh Vu Port Investment and Development Joint Stock Company;
- Relevant units/departments;
- Filed: HR Dept., Company Secretary, Administration Dept.

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



  
**Phạm Hồng Minh**



No. *1673* /QD-CHP

Haiphong, June *24<sup>th</sup>* 2026

**DECISION**

**On the Withdrawal of the Nomination of Ms. Tran Thi Thanh Hai  
to the Supervisory Board and from the Position of Head of the Supervisory Board  
of Dinh Vu Port Investment and Development Joint Stock Company**

**BOARD OF MANAGEMENT  
PORT OF HAI PHONG JOINT STOCK COMPANY**

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

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

Pursuant to Decision No. 764/QD-CHP dated March 31<sup>st</sup> 2026 of the Board of Management of Port of Hai Phong regarding the promulgation of the Regulations on the Management of Controllers' Activities at enterprises with capital contributions from Port of Hai Phong Joint Stock Company;

Pursuant to Document No. 143-CV/DU dated 10 June 2026 of the Standing Committee of the Party Committee of Port of Hai Phong Joint Stock Company regarding personnel arrangements at Dinh Vu Port Investment and Development Joint Stock Company;

Pursuant to Resolution No. 84/NQ-CHP dated 23 June 2026 of the Management Board of Port of Hai Phong regarding personnel arrangements at Dinh Vu Port Investment and Development Joint Stock Company (Dinh Vu Port);

At the proposal of the General Director of the Company,

**DECIDES:**

**Article 1.** To withdraw the nomination of Ms. **Tran Thi Thanh Hai**, Head of the Supervisory Board of Port of Hai Phong, to participate in the Supervisory Board and to hold the position of Head of the Supervisory Board of Dinh Vu Port for the 2023-2028 term.

**Article 2.** Ms. **Tran Thi Thanh Hai** shall be responsible for handing over all relevant documents, records and duties in accordance with applicable regulations.

**Article 3.** The salary and other benefits of Ms. **Tran Thi Thanh Hai** shall be governed by the current regulations.



**Article 4.** This Decision shall take effect from the date of signing. The General Director, Chief Accountant, Chief of Office, Heads of Departments/Divisions and affiliated Centers, Branch Directors, and Ms. Tran Thi Thanh Hai shall be responsible for the implementation of this Decision.

**Recipients:**

- As stated in Article 4 (for implementation);
- The Party Committee of the Company (for report);
- The Board of Management;
- The Supervisory Board of the Company;
- The Executive Management Board of the Company;
- Dinh Vu Port Investment and Development Joint Stock Company;
- Relevant departments and units;
- Filed at: HR Dept., Company Secretary, Administration Dept.

**ON BEHALF OF  
BOARD OF MANAGEMENT  
CHAIRMAN**



**Phạm Hồng Minh**

