

No. 1957 /TB-CHP
Sub: Regarding personnel matters
at the subsidiary

Hai Phong, July 16, 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 Hai Phong Port Tugboat and Transport Joint Stock Company (a subsidiary of Port of Hai Phong).

3. This information has been published on the Company's official website on July 16, 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. 1950/QD-CHP dated July 16, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company on the Appointment of Mr. Pham Hong Minh as the Capital Representative of Port of Hai Phong at Hai Phong Port Tugboat and Transport Joint Stock Company.

- Decision No. 1949/QD-CHP dated July 16, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company regarding the reappointment of Mr. Nguyen Van Dung as the representative of Port of Hai Phong's capital contribution at Haiphong Port Tugboat and Transport Joint Stock Company, and the adjustment of the proportion of capital entrusted to his representation.

- Decision No. 1951 /QD-CHP dated July 16, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company on the Nomination of Personnel to the Supervisory Board of Hai Phong Port Tugboat and Transport Joint Stock Company.

- Decision No. 1947/QD-CHP dated July 16, 2026 of the Board of Management of Port of Hai Phong Joint Stock Company regarding the termination of assignment of Ms. Tran Thi Thanh Huyen as the Capital Representative of Port of Hai Phong at Hai Phong Port Tugboat and Transport Joint Stock Company. 

Recipient:

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

LEGAL REPRESENTATIVE
GENERAL DIRECTOR



Le Hong Quan

No. *1950* /QD-CHP

Hai Phong, July 16 2026

DECISION

**On the Appointment of Mr. Pham Hong Minh as the Capital Representative of
Port of Hai Phong at Haiphong Port Tugboat and Transport 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 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 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 October 31, 2023 of the Board of Management of Port of Hai Phong promulgating the Regulation on the Management of Capital Representatives of Port of Hai Phong Joint Stock Company at enterprises in which Port of Hai Phong holds equity interests;

Pursuant to Document No. 154-CV/DU dated July 08, 2026 of the Standing Committee of the Party Committee of Port of Hai Phong Joint Stock Company regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

Pursuant to Resolution No. 105/NQ-CHP dated July 15, 2026 of the Board of Management of Port of Hai Phong regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

At the proposal of the General Director of the Company,

HEREBY DECIDES:

Article 1. To appoint Mr. **Pham Hong Minh**, Chairman of the Board of Management of Port of Hai Phong, as the Capital Representative of Port of Hai Phong at Haiphong Port Tugboat and Transport Joint Stock Company, representing 20.278% of the charter capital of Haiphong Port Tugboat and Transport Joint Stock Company, and to nominate him for election to the Board of Management and as Chairman of the Board of Management for the 2025 - 2030 term.

Article 2. To designate Mr. **Pham Hong Minh** as the Lead Capital Representative, responsible for the activities of Capital Representatives of Port of Hai Phong at Haiphong Port Tugboat and Transport Joint Stock Company.

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



Article 4. The term of appointment shall remain effective until the expiry of the 2025 - 2030 term of the Board of Management of Haiphong Port Tugboat and Transport Joint Stock Company 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/Functional Divisions and affiliated Centers, Directors of Branches, and Mr. **Pham Hong Minh** shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 5 (for implementation);
- Party Committee of the Company (for reporting);
- Board of Management of the Company;
- Supervisory Board of the Company;
- Board of Executive Management;
- Haiphong Port Tugboat And Transport Joint Stock Company;
- Relevant departments and units;
- Filing: Human Resources Department, Secretary to the Board of Management, Company Office.

ON BEHALF OF
THE BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh



No. 1949/QD-CHP

Hai Phong, July 16 2026

DECISION

Regarding the reappointment of Mr. Nguyen Van Dung as the representative of Port of Hai Phong's capital contribution at Haiphong Port Tugboat and Transport Joint Stock Company, and the adjustment of the proportion of capital entrusted to his representation

**THE BOARD OF MANAGEMENT OF
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;

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 October 31, 2023 of the Board of Management of Port of Hai Phong promulgating the Regulation on the Management of Capital Representatives of Port of Hai Phong Joint Stock Company at enterprises in which Port of Hai Phong holds equity interests;

Pursuant to Document No. 154-CV/DU dated July 08, 2026 of the Standing Committee of the Party Committee of Port of Hai Phong Joint Stock Company regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

Pursuant to Resolution No. 105/NQ-CHP dated July 15, 2026 of the Board of Management of Port of Hai Phong regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

At the proposal of the General Director of the Company,

HEREBY DECIDES:

Article 1. To withdraw the nomination of Mr. **Nguyen Van Dung**, for the position of Chairman of the Board of Management of Haiphong Port Tugboat and Transport Joint Stock Company.

Article 2. To continue appointing Mr. **Nguyen Van Dung** as the representative of Port of Hai Phong Joint Stock Company's capital contribution at Haiphong Port Tugboat and Transport Joint Stock Company and as a member of the Board of Management of Haiphong Port Tugboat and Transport Joint Stock Company for the 2025 - 2030 term. The proportion of capital represented by Mr. **Nguyen Van Dung** shall be adjusted from 20% to 10% of the charter capital of Haiphong Port Tugboat and Transport Joint Stock Company.



Article 3. The salary and other benefits of Mr. **Nguyen Van Dung** shall be governed by the current regulations.

Article 4. The appointment shall remain effective until the expiry of the 2025 - 2030 term of the Board of Management of Haiphong Port Tugboat and Transport Joint Stock Company 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/Functional Divisions and affiliated Centers, Directors of Branches, and Mr. **Nguyen Van Dung** shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 5 (for implementation);
- Party Committee of the Company (for report);
- Board of Management of the Company;
- Supervisory Board of the Company;
- Board of Executive Management;
- Haiphong Port Tugboat And Transport Joint Stock Company;
- Relevant departments and units;
- Filing: Human Resources Department, Secretary to the Board of Management, Company Office.

ON BEHALF OF
BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh



No. *1951* /QD-CHP

Hai Phong, July 16 2026

DECISION

**On the Nomination of Personnel to the Supervisory Board
of Haiphong Port Tugboat and Transport 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 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 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, 2026 of the Board of Management of Port of Hai Phong promulgating the Regulation on the Management of Supervisors at enterprises in which Port of Hai Phong holds equity interests;

Pursuant to Document No. 154-CV/DU dated July 08, 2026 of the Standing Committee of the Party Committee of Port of Hai Phong regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

Pursuant to Resolution No. 105/NQ-CHP dated July 15, 2026 of the Board of Management of Port of Hai Phong regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

At the proposal of the General Director of the Company,

HEREBY DECIDES:

Article 1. To nominate the following personnel for election to the Supervisory Board of Haiphong Port Tugboat and Transport Joint Stock Company for the 2025 - 2030 term:

1. Ms. **Tran Thi Thanh Hai**, Head of the Supervisory Board of Port of Hai Phong, for election to the Supervisory Board and as Head of the Supervisory Board of Haiphong Port Tugboat and Transport Joint Stock Company for the 2025 - 2030 term.

2. Ms. **Tran Thi Thanh Huyen**, Deputy Manager of the Human Resources Department (Officer-in-Charge) of Port of Hai Phong, for election to the Supervisory Board of Haiphong Port Tugboat and Transport Joint Stock Company for the 2025 - 2030 term

Article 2. The persons named in Article 1 shall be entitled to salary and other benefits in accordance with the applicable regulations.



Article 3. This Decision shall take effect from the date of signing. The General Director, Chief Accountant, Chief of Office, Heads of Departments/Functional Divisions and affiliated Centers, Directors of Branches, and the persons named in Article 1 shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 3 (for implementation);
- Party Committee of the Company (for reporting);
- Board of Management of the Company;
- Supervisory Board of the Company;
- Board of Executive Management;
- Haiphong Port Tugboat and Transport Joint Stock Company;
- Relevant departments and units;
- Filing: Human Resources Department, Secretary to the Board of Management, Company Office.

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



Pham Hong Minh



No: 1977/QD-CHP

Hai Phong, July 16 2026

DECISION

**Regarding the termination of assignment of Ms. Tran Thi Thanh Huyen
as the Capital Representative of Port of Hai Phong
at Haiphong Port Tugboat and Transport Joint Stock Company**

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

Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 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/QD-CHP dated October 31, 2023 of the Board of Management of Port of Hai Phong promulgating the Regulation on the Management of Capital Representatives of Port of Hai Phong Joint Stock Company at enterprises in which Port of Hai Phong holds equity interests;

Pursuant to Document No. 154-CV/DU dated July 08, 2026 of the Standing Committee of the Party Committee of Port of Hai Phong Joint Stock Company regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

Pursuant to Resolution No. 105/NQ-CHP dated July 15, 2026 of the Board of Management of Port of Hai Phong regarding personnel matters at Haiphong Port Tugboat and Transport Joint Stock Company;

At the proposal of the General Director of the Company,

HEREBY DECIDES:

Article 1. To terminate the assignment of Ms. **Tran Thi Thanh Huyen** - Deputy Manager of the Human Resources Department (Officer-in-Charge) of Port of Hai Phong – as the Capital Representative of Port of Hai Phong at Haiphong Port Tugboat and Transport Joint Stock Company, with a capital representation ratio of 10% of the Charter Capital; and to withdraw her nomination to the Board of Management of Haiphong Port Tugboat and Transport Joint Stock Company for the 2025 - 2030 term.

Article 2. Ms. **Tran Thi Thanh Huyen** is responsible for handing over all relevant documents and duties in accordance with regulations.

Article 3. The salary, remuneration and other benefits of Ms. **Tran Thi Thanh Huyen** shall be governed by the applicable regulations.

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

Recipients:

- As stated in Article 4 (*for implementation*);
- Party Committee of the Company (*for reporting*);
- Board of Management of the Company;
- Supervisory Board of the Company;
- Board of Executive Management;
- Haiphong Port Tugboat and Transport Joint Stock Company;
- Relevant departments and units;
- Filing: Human Resources Department, Secretary to the Board of Management, Company Office;

ON BEHALF OF
THE BOARD OF MANAGEMENT
CHAIRMAN



Pham Hong Minh

