

NOTICE OF PERSONNEL CHANGE

To:

- State Securities Commission (SSC)
- Hanoi Stock Exchange (HNX)

Pursuant to Resolution No. 01/2026/NQ-DHDCD dated April 14, 2026 of the 2026 General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company, and Resolution No. 12/NQ-HDQT dated April 14, 2026 of the Board of Directors (BOD) of Nghe Tinh Port, we respectfully announce the personnel changes of Nghe Tinh Port Joint Stock Company (Nghe Tinh Port) as follows:

1. Cases of Dismissal

- Mr. Le Doan Long
- Ms. Tran Thi Huong

Cease to hold the position of: Members of the BOD of Nghe Tinh Port for the 2025-2030 term.

Reason for dismissal: Pursuant to Decision No. 79/QD-HHVN of the Major Shareholder - Vietnam Maritime Corporation on ceasing the role of Capital Representatives of Vietnam Maritime Corporation at Nghe Tinh Port Joint Stock Company for Mr. Le Doan Long and Ms. Tran Thi Huong. Therefore, according to Point b, Clause 2, Article 32 of the Company's Charter, the two aforementioned individuals fall into the case of dismissal from the title of Member of the Board of Directors.

Effective date: April 14, 2026.

2. Cases of Discharge

2.1. Mr. Le Doan Long

Ceases to hold the position of: Chairman of the BOD of Nghe Tinh Port.

Effective date: April 14, 2026.

2.2. Ms. Nguyen Ngoc Thuy Dung

Ceases to hold the position of: Member of the Supervisory Board of Nghe Tinh Port.

Reason: Pursuant to the Resignation Letter from the Supervisory Board member of Ms. Nguyen Ngoc Thuy Dung dated April 14, 2026. Therefore, according to Point b, Clause 3, Article 46 of the Company's Charter on the "Discharge of members of the Supervisory Board".

Effective date: April 14, 2026.

3. Cases of Appointment:

3.1. Mr. Do Tien Duc

Current position: Member of the Board of Directors of Vietnam Maritime Corporation - JSC.

Elected to hold the position of: Chairman of the BOD of Nghe Tinh Port Joint Stock Company for the 2025-2030 term.

Effective date: April 14, 2026.

3.2. Mr. Nguyen Tuan Anh

Current position: Deputy Director in charge of the Transformation Center of Vietnam Maritime Corporation - JSC.

Elected to hold the position of: Member of the BOD of Nghe Tinh Port Joint Stock Company for the 2025-2030 term.

Effective date: April 14, 2026.

3.3. Ms. Nguyen Thi Ha Trang

Current position: Specialist of the Secretariat - General Affairs Department of Vietnam Maritime Corporation - JSC.

Elected to hold the position of: Member of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the 2025-2030 term.

Effective date: April 14, 2026.

*Attached documents:

- Resolution of the General Meeting of Shareholders;
- Resolution of the Board of Directors;
- Resignation Letter of the Supervisory Board member;
- Decision No. 79/QD-HHVN.

Organization Representative

Person authorized to disclose information
(*Signature, full name, position, and seal*)



Dinh Thi Thanh Huong
Person in charge of corporate governance

No: 01/2026/NQ-DHDCD

Nghe An, April 14, 2026

**RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NGHE TINH PORT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Nghe Tinh Port Joint Stock Company ("Nghe Tinh Port");

Pursuant to the Working Regulations at the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port;

Pursuant to the Election Regulations at the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port;

Pursuant to the Minutes of the Annual General Meeting of Shareholders of Nghe Tinh Port (the "General Meeting") dated April 14, 2026; and the Minutes of Ballot Counting for the election of members of the BOD and members of the SB of Nghe Tinh Port for the 2025-2030 term;

HEREBY RESOLVES:

Article 1. Approval of the 2025 Audited Financial Statements

On February 11, 2026, UHY Auditing and Consulting Co., Ltd. issued the Independent Auditor's Report on the 2025 financial statements of Nghe Tinh Port Joint Stock Company, with an unqualified opinion (clean opinion).

(Attached are the 2025 audited financial statements).

Article 2. Approval of the 2025 Profit Distribution Plan

The plan for distributing and appropriating funds from profit after tax and paying dividends in 2025 is as follows:

No.	INDICATORS	AMOUNT (VND)	RATE (%)
1	Profit after tax in 2025	24,662,025,241	
2	Exchange rate difference due to year-end revaluation	4,314,859	
3	Distributable profit after tax	24,657,710,382	

No.	INDICATORS	AMOUNT (VND)	RATE (%)
4	Appropriation to Investment and Development Fund	4,464,517,391	18.11
5	Appropriation to Bonus and Welfare Fund	5,654,012,991	22.93
6	Appropriation to Managers' Bonus Fund	553,000,000	2.24
7	Profit after tax for dividend payment (650 VND/share)	13,986,180,000	56.72
8	Undistributed retained earnings	4,314,859	

Article 3. Approval of the Business, Investment, and Dividend Plan for 2026 as follows:

1. Regarding the Business and Production Plan

No.	Item	Unit	2026 Plan
1	Total throughput	Tons	4,150,000
3	Revenue	Million VND	284,152
4	Profit before tax	Million VND	22,500
5	Dividend	VND/share	550

2. Regarding the Investment Plan

(Unit: Million VND)

No.	Project Name	Total Investment	2026 Capital Plan
	Total	70,398	70,038
	Capital Construction (CC) Investment Projects	63,898	63,898
	Equipment Procurement Projects	4,700	4,700
	Digital Transformation Projects	1,800	1,440
1	Transitional projects from the previous year	43,198	42,838
1.1	CC Investment Projects	41,398	41,398
1.1.1	Study on investment in upgrading Cua Lo Port	398	398

No.	Project Name	Total Investment	2026 Capital Plan
1.1.2	Project: Investment in Warehouse No. 5 at Cua Lo Port (Area: 7,700 m2)	41,000	41,000
1.2	Digital Transformation Projects	1,800	1,440
1.2.1	Upgrading BRAVO 10 Software (ERP)	1,800	1,440
2	Newly commenced projects in the planned year	27,200	27,200
2.1	CC Investment Projects	22,500	22,500
2.1.1	Project: Investment in upgrading the internal yard road of Cua Lo Port (Area: 17,000 m2)	15,000	15,000
2.1.2	Repair and renovation of Warehouse No. 1, Ben Thuy Stevedoring Enterprise	7,500	7,500
2.2	Equipment Procurement Projects	4,700	4,700
2.2.1	Water sprinkler truck	900	900
2.2.2	Investment in 01 wheeled excavator	3,300	3,300
2.2.3	Investment in 01 50 KVA generator	500	500

Article 4. Approval of the Total remuneration and salary of the Board of Directors and Supervisory Board in 2025 and the Remuneration and salary plan for 2026.

1. Salary and remuneration of the Board of Directors (BOD) and Supervisory Board in 2025:

1.1. Salary of the full-time Chairman of the BOD:

- Planned salary: 684,000,000 VND
- Salary proposed for AGM approval: 847,584,000 VND (Eight hundred and forty-seven million, five hundred and eighty-four thousand dong).

1.2. Remuneration of the BOD and Supervisory Board:

- Total planned remuneration: 564,000,000 VND, of which:
 - + Remuneration of the BOD: 312,000,000 VND
 - + Remuneration of the Supervisory Board: 252,000,000 VND
- Total remuneration paid by the Company and proposed for AGM approval is: 564,000,000 VND (Five hundred and sixty-four million dong), of which:

+ Remuneration of the BOD: 312,000,000 VND

+ Remuneration of the Supervisory Board: 252,000,000 VND

2. Salary and remuneration plan of the BOD and Supervisory Board in 2026:

2.1. Salary of the full-time Chairman of the BOD:

Planned salary: 777,600,000 VND (Seven hundred and seventy-seven million, six hundred thousand dong).

2.2. Remuneration of the BOD and Supervisory Board:

The total planned remuneration for 2026 is 564,000,000 VND (Five hundred and sixty-four million dong), specifically:

- Remuneration of the BOD: 312,000,000 VND

+ Full-time Chairman of the BOD: No remuneration

+ BOD Members: 6,500,000 VND/person/month

- Remuneration of the Supervisory Board: 252,000,000 VND

+ Head of the Supervisory Board: 8,000,000 VND/person/month

+ Members of the Supervisory Board: 6,500,000 VND/person/month

Article 5. Approval of the Draft Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company.

Article 6. Approval of the update and supplementation of the Company's business lines at Clause 1, Article 5 – "Business lines of the Company" in the Charter of Nghe Tinh Port Joint Stock Company, in accordance with current legal regulations.

Article 7. Regarding personnel matters at the General Meeting:

1. Approving the dismissal, discharge, and supplementary election of members of the Board of Directors and members of the Supervisory Board of Nghe Tinh Port for the 2025 - 2030 term.
2. Approving the number, structure, standards, and conditions for members of the Board of Directors and members of the Supervisory Board for the 2025-2030 term.
3. Election results:

3.1. Election results for members of the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term:

- Mr. Do Tien Duc was elected with 20,787,960 votes, reaching 100.21%.

- Mr. Nguyen Tuan Anh was elected with 20,698,960 votes, reaching 99.79%.

3.2. Election results for members of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term:

Ms. Nguyen Thi Ha Trang was elected with 20,743,460 votes, reaching 100%.

3.3. Election results for the position of Chairman of the BOD for the 2025 - 2030 term:

Mr. Do Tien Duc was elected to the position of Chairman of the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term.

Article 8. Approval of the Reports of the Board of Directors and the Supervisory Board

1. Report on the activities of the BOD of Nghe Tinh Port regarding the 2025 performance results and the 2026 operational plan.

2. Report of the General Director of Nghe Tinh Port on the business, production, and investment plan in 2025 and the planned tasks for 2026.

3. Assessment report of the Independent BOD Member in 2025.

4. Report of the Supervisory Board on the results of monitoring business and production activities, the BOD, and the General Director in 2025 of Nghe Tinh Port JSC.

5. Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of the Supervisors and the Supervisory Board in 2025; operational directions for 2026.

Article 9. Approval of the List of auditing firms for the 2026 Financial Statements

1. Principles for selecting an independent auditing firm:

a. Being a reputable and branded independent auditing firm trusted by many public companies, with a team of highly qualified and experienced auditors;

b. Being a legally operating company in Vietnam and approved by the State Securities Commission to audit public interest entities; selecting a leading auditing firm from the list of qualified auditing firms published annually by the Ministry of Finance to conduct the audit and review of the 2026 Financial Statements of Nghe Tinh Port JSC.

c. Offering reasonable audit fees suitable for the content, quality, and audit progress of Nghe Tinh Port JSC.

d. Providing free training courses on finance, accounting, and taxation for Nghe Tinh Port JSC.

2. List of proposed auditing firms:

+ Deloitte Vietnam Audit Company Limited.

- + AASC Auditing Firm Company Limited.
- + A&C Auditing and Consulting Company Limited.
- + UHY Auditing and Consulting Company Limited.

3. The Meeting unanimously authorizes the Company's Board of Directors to select a reputable independent auditing firm, ensuring compliance with current legal regulations.

Article 10. Implementation Provisions

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company and takes effect from April 14, 2026.

The Meeting unanimously assigns the Board of Directors of Nghe Tinh Port to organize the implementation of the contents of this Resolution of the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

Recipients:

- Shareholders of Nghe Tinh Port (via Website);
- SSC, HNX (for information disclosure);
- BOD, Supervisory Board of Nghe Tinh Port (for implementation);
- Board of Management;
- Heads of Departments/Directors of Units;
- Archived: Clerical office, Person in charge of corporate governance.

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
THE CHAIRPERSON



CHAIRMAN OF THE BOD
Le Doan Long

No.: 12/NQ-HDQT

Nghe An, April 14, 2026

RESOLUTION

On personnel matters at Nghe Tinh Port Joint Stock Company

**THE BOARD OF DIRECTORS
OF NGHE TINH PORT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; and the Law amending and supplementing a number of articles of the Law on Enterprises dated June 17, 2025;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

Pursuant to the Internal Regulations on Corporate Governance of Nghe Tinh Port Joint Stock Company;

Pursuant to the Operation Regulations of the Board of Directors of Nghe Tinh Port Joint Stock Company;

Pursuant to the Minutes of the Board of Directors meeting dated April 14, 2026;

Pursuant to Resolution No. 01/2026/NQ-DHDCD dated April 14, 2026 of the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company;

HEREBY RESOLVES:

Article 1. To discharge Mr. Le Doan Long from the position of Chairman of the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025-2030 term.

Article 2. To elect Mr. Do Tien Duc to the position of Chairman of the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025-2030 term.

Article 3. This Resolution takes effect from the date of signing. The members of the Board of Directors, the Board of Management, and relevant units and individuals are responsible for the implementation of this Resolution./.

Recipients:

- As in Article 3;
- Supervisory Board;
- Archived: Clerical, NPTQT.

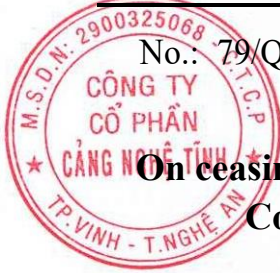
**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Do Tien Duc

**VIETNAM MARITIME
CORPORATION - JSC**

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



No.: 79/QĐ-HHVN

Ha Noi, April 13, 2026

DECISION

**On ceasing the role of Capital Representative of Vietnam Maritime
Corporation at Nghe Tinh Port Joint Stock Company**

**THE GENERAL DIRECTOR
VIETNAM MARITIME CORPORATION - JSC**

Pursuant to the Law on Enterprises dated September 17, 2020; and the Law amending and supplementing a number of articles of the Law on Enterprises dated June 17, 2025;

Pursuant to the Charter of Vietnam Maritime Corporation - JSC;

Pursuant to Resolution No. 59/NQ-HHVN dated April 13, 2026 of the Board of Directors of Vietnam Maritime Corporation; Official Dispatch No. 316/CV-DU dated April 10, 2026 and Official Dispatch No. 320-CV/DU dated April 13, 2026 of the Party Committee of Vietnam Maritime Corporation;

At the proposal of the General Director,

HEREBY DECIDES:

Article 1. To cease the role of Capital Representatives of Vietnam Maritime Corporation (VIMC) at Nghe Tinh Port Joint Stock Company (Nghe Tinh Port) for the following individuals:

Mr. Le Doan Long, Chairman of the Board of Directors of Nghe Tinh Port.

Ms. Tran Thi Huong, Deputy Chief of Office of VIMC.

Article 2. This Decision takes effect from the date of signing.

The Chief of Office, Heads of Departments: Organization and Personnel, Seaport and Maritime Services, Finance and Accounting of Vietnam Maritime Corporation, and the individuals named in Article 1 are responsible for the implementation of this Decision./.

Recipients:

- As in Article 2;
- SB, BOD of the Corporation;
- Party Committee of the Corporation;
- Capital Representatives at Nghe Tinh Port;
- Nghe Tinh Port, SB of Nghe Tinh Port;
- Archived: Clerical, General Director, TCNS, H5.

DIRECTOR

Le Anh Son

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RESIGNATION LETTER
Member of the Supervisory Board



To: The 2026 Annual General Meeting of Shareholders
of Nghe Tinh Port Joint Stock Company

My name is: **Nguyen Ngoc Thuy Dung**

Date of birth: April 13, 1991

Nationality: Vietnamese

ID Card No.: 040191039330; Issued on: May 10, 2021; Issued by: Police
Department for Administrative Management of Social Order.

Permanent address: Apartment A2301, Beasky Apartment Building, No. 1
Cpham Tu Boulevard, Dinh Cong Ward, Hanoi City.

Contact number: 0978618015

I was elected as a member of the Supervisory Board for the 2025-2030 term
by the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock
Company. During the performance of my duties and responsibilities, I have always
completed the work in accordance with the Company's Charter.

Currently, I have been assigned other duties by Vietnam Maritime Corporation
(VIMC) and another candidate has been introduced to replace me for election to the
Company's Supervisory Board according to Document No. 503/HHVN-TCNS dated
April 13, 2026. Therefore, I am writing this letter to resign from my position as a
member of the Company's Supervisory Board.

I respectfully request the 2026 Annual General Meeting of Shareholders of Nghe
Tinh Port Joint Stock Company to consider and approve my resignation.

Respectfully submitted to the General Meeting of Shareholders./.

Nghe An, April 14, 2026

APPLICANT

Nguyen Ngoc Thuy Dung