

RESOLUTION

On the 2025 dividend payment

**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 June 17, 2020, and subsequent amendments and supplements;

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

Pursuant to Decision No. 1080/QD-CHP dated 23 April 2026 of the Board of Management of Port of Hai Phong Joint Stock Company promulgating the Internal Corporate Governance Regulations of Port of Hai Phong Joint Stock Company;

Pursuant to Decision No. 1081/QD-CHP dated 23 April 2026 of the Board of Management of Port of Hai Phong Joint Stock Company promulgating the Regulations on the Operation of the Board of Management of Port of Hai Phong Joint Stock Company;

Pursuant to Submission No. 1660/TTr-CHP dated June 22, 2026 of the General Director of Port of Hai Phong Joint Stock Company regarding the 2025 dividend payment;

Pursuant to the Summary of Opinions of Members of the Board of Management of Port of Hai Phong Joint Stock Company No. 119/THYK-HDQT dated June 23, 2026.

RESOLVED:

Article 1. The Board of Management of Port of Hai Phong Joint Stock Company (the Company) hereby approves the 2025 dividend payment in cash, specifically as follows:

- Dividend payout ratio: 9% per share (equivalent to VND 900 per share).
- Payment method: In cash
- Specific implementation schedule:
 - + July 06, 2026: Record date to exercise the right to receive the 2025 cash dividend
 - + July 31, 2026: Payment date of dividends to shareholders

The General Director is required to balance financial resources to ensure that the dividend payment does not affect the Company's solvency and is executed in strict compliance with the provisions of the Law on Enterprises.

Article 2. The Board of Management assigns the General Director of the Company, based on the functions, duties, and powers stipulated in the Charter, the Company's Regulations, and the prevailing laws, to implement this Resolution of the Board of Management./.

Recipients:

- As Article 2;
- Board Member;
- Board of Supervisors;
- Internal Audit Committee;
- Finance and Accounting Department;
- Filing: Secretary to the Board of Management.

**PP. BOARD OF MANAGEMENT
CHAIRMAN**



Pham Hong Minh