

NOTICE OF PERSONNEL CHANGES

To: Hanoi Stock Exchange

1. Organization name:

- Stock code: MVN
- Address: No. 1 Dao Duy Anh, Phuong Mai, Dong Da, Hanoi
- Contact phone: 024.35770825
- Email: cbtt@vimc.co
- Website: vimc.co

2. Information disclosure content:

Pursuant to Resolution No. 294/NQ-HHVN dated July 9, 2025, of the Annual General Meeting of Shareholders in 2025, Vietnam Maritime Corporation (VIMC) announces the following appointments:

Appointments:

- **Mr. Nguyen Canh Tinh:**

Position before appointment: General Director

Position after reappointment: Chairman of the Board of Directors

Term of appointment: 2025–2030

Effective date: From July 9, 2025

- **Mr. Le Anh Son:**

Position before appointment: Chairman of the Board of Directors

Position after reappointment: General Director

Term of appointment: 2025–2030

Effective date: From July 9, 2025

- **Mr. Nguyen Dinh Chung:**

Position before appointment: Member of the Board of Directors

Position after reappointment: Member of the Board of Directors

Term of appointment: 2025–2030

Effective date: From July 9, 2025

- **Mr. Do Hung Duong:**

Position before appointment: Member of the Board of Directors

Position after reappointment: Member of the Board of Directors

Term of appointment: 2025–2030

Effective date: From July 9, 2025

- **Mr. Do Tien Duc:**

Position before appointment: Member of the Board of Directors

Position after reappointment: Member of the Board of Directors

Term of appointment: 2025–2030

Effective date: From July 9, 2025

- **Mr. Luong Dinh Minh:**

Position before appointment: Head of the Supervisory Board

Position after reappointment: Head of the Supervisory Board

Term of appointment: 2025–2030

Effective date: From July 9, 2025

- **Ms. Phan Thi Nhi Ha:**

Position before appointment: Member of the Supervisory Board

Position after reappointment: Member of the Supervisory Board

Term of appointment: 2025–2030

Effective date: From July 9, 2025

- **Mr. Pham Cao Nhue:**

Position before appointment: Member of the Supervisory Board

Position after reappointment: Member of the Supervisory Board

Term of appointment: 2025–2030

Effective date: From July 9, 2025

3. This information has been published on the VIMC's website on July 10th, 2025 at vimc.co

We hereby commit that the information published above is true and take full legal responsibility for the content of the published information.

Recipient:

- As above;
- Board of Directors;
- Board of Control;
- General Director;
- Person in charge of CG;
- Save: Office. L 01.



CHIEF OF OFFICE
Tran Tuan Hai

RESOLUTION

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF VIETNAM MARITIME CORPORATION - JSC (VIMC)**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter of Vietnam Maritime Corporation - JSC;
- Pursuant to the Internal Regulations on Corporate Governance of Vietnam Maritime Corporation - JSC;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Vietnam Maritime Corporation - JSC (VIMC) dated June 5, 2024;

RESOLVED:

Article 1.

To approve the Report of the Board of Directors (“BOD”) on the Business Performance in 2024 (2020-2025 term), Orientation for the 2025-2030 term, and Operating Plan for 2025 (as per Report No.284/BC-DHDCD dated July 8, 2025, of VIMC’s BOD).

Article 2.

To approve the Report of the Supervisory Board (“SB”) on the audited Financial Statements, business results, and performance of the BOD and General Director of VIMC in 2024 (as per Report No. 285//BC-DHDCD dated July 8, 2025, of VIMC’s SB).

Article 3.To approve the Self-Assessment Report on the Performance of the SB and Supervisors in 2024 (2020-2025 term), Orientation for the 2025-2030 term, and Operating Plan for 2025 (as per Report No. 286/BC-DHDCD dated July 8, 2025, of VIMC’s SB).

Article 4.

To approve the Consolidated Financial Statements and Separate Financial Statements of Vietnam Maritime Corporation - JSC for 2024, as audited (as per Submission No. 287/TTr-DHDCD dated July 8, 2025, of VIMC’s BOD).

In case tax authorities or competent state agencies adjust indicators related to business performance or the 2024 Financial Statements, VIMC's BOD shall direct VIMC to make necessary adjustments in compliance with legal regulations.

Article 5.

To approve the Profit Distribution Plan for 2024 of VIMC (as per Submission No. 288/TTr-DHDCD dated July 8, 2025, of VIMC's BOD). The allocation and allocation of funds from VIMC's 2024 after-tax profit shall be as follows:

No	Description	Profit Distribution Plan for 2024 (VND)	% of Profit After Tax Allocated	Notes
1	Profit Before Tax	1.353.536.982.178		
2	Profit After Corporate Income Tax for 2024	1.353.536.982.178		
	<i>Foreign Exchange Gain from Year-End Revaluation of Balances</i>	<i>27.062.031.481</i>		<i>as per the Notes to the Separate Financial Statements, page 42</i>
	<i>Income from Written-Off Loan Interest</i>	<i>377.743.630.417</i>		<i>as per the Notes to the Separate Financial Statements, page 43</i>
	<i>Income from Asset Revaluation for Capital Contribution</i>	<i>468.537.405.790</i>		<i>as per the Notes to the Separate Financial Statements, page 43</i>
3	Total Allocated Profit After Tax (5)=(2)+(3)-(4)	52.418.135.000		
3.1	Appropriation to Bonus and Welfare Fund	57.810.750.000	12,04%	capped at the equivalent of 3 months of average employee salary
	<i>Bonus Fund</i>	<i>28.905.375.000</i>	<i>50,00%</i>	<i>50% of the amount to be allocated to the Bonus Fund</i>
	<i>Welfare Fund</i>	<i>28.905.375.000</i>	<i>50,00%</i>	<i>50% of the amount to be allocated to the Welfare Fund</i>

3.2	Allocation of the Management Bonus Fund	1.607.375.000	0,12	
4	Undistributed Retained Earnings (6) = (4) + (5.5)	1.294.118.857.178		

Regarding the remaining 2024 profit of VND 1,294,118,857,178 (One trillion two hundred ninety-four billion one hundred eighteen million eight hundred fifty-seven thousand one hundred seventy-eight Vietnamese Dong), no allocation has been made to the development investment fund and no dividends have been distributed

Article 6 To approve the 2025 Business Production and Investment Plan of VIMC (as per Board of Directors' Report No. 289/TTr-DHDCD dated July 8, 2025):

Business Production Plan of the Parent Company:

- Maritime transport output: 3.2 million tons.
- Revenue: VND 3,849 billion.
- Pre-tax profit: VND 409 billion.

I Consolidated Business Production Plan:

Maritime transport volume: 21.1 million tons

Port handling volume: 158.3 million tons

Revenue: VND 20,793 billion (Twenty trillion seven hundred ninety-three billion Vietnamese dong)

Pre-tax profit: VND 3,076 billion (Three trillion seventy-six billion Vietnamese investment Plan of the Parent Company:

The 2025 investment plan of the parent company is VND 194.6 billion, including:

- Carry-over investments from 2024 to 2025: VND 162.7 billion.
- New investments in 2025: VND 31.9 billion.

The planned budget for infrastructure and equipment repair/upgrades in 2025 is: 31.9 billion VND

Article 7.

To approve the 2024 Actual Salary and Remuneration Fund and the 2025 Planned Salary and Remuneration Fund for the Board of Directors (BOD) and Supervisory Board (SB) (as per Submission No. 290/TTr-DHDCD dated July 8, 2025, of VIMC's BOD).

2024 Salary and Remuneration Fund for BOD and SB:

- BOD: 4 full-time members and 1 part-time member (BOD member concurrently serving as General Director).
- SB: 3 full-time members.
 - Total salary fund: VND 8,021.5 million; average salary: VND 98.1 million/person/month.
 - BOD salary fund: VND 5,269.5 million.
 - SB salary fund: VND 2,752.0 million.
 - Remuneration for part-time BOD member: VND 235.44 million/year.
 - Distribution follows VIMC's Regulations on Salaries, Remuneration, and Bonuses for Management and Supervisory Board Members.

2025 Planned Salary and Remuneration Fund for BOD and SB:

- BOD: 4 full-time members and 1 part-time member (BOD member concurrently serving as General Director).
- SB: 3 full-time members.
 - Total salary fund: VND 7,849 million; average salary: VND 93.44 million/person/month.
 - Remuneration for part-time BOD member: VND 242.2 million.
 - Distribution follows VIMC's Regulations on Salaries, Remuneration, and Bonuses for Management and Supervisory Board Members.

Article 8.

To approve the Selection of an Audit Firm for the Audit of VIMC's 2025 Financial Statements (as per Submission No. 291/TTr-DHDCD dated July 8, 2025, of VIMC's BOD).

List of Proposed Audit Firms:

1. **AASC Auditing Firm Co., Ltd.**
2. **A&C Auditing and Consulting Co., Ltd.**
3. **UHY Auditing and Consulting Co., Ltd.**

The General Meeting of Shareholders authorizes the BOD to select the audit firm based on the following criteria:

- (a) An independent, reputable audit firm with a strong brand, trusted by public companies, and staffed by highly qualified and experienced auditors.

- (b) A legally operating firm in Vietnam, approved by the State Securities Commission for auditing public-interest entities, and listed among qualified audit firms annually published by the Ministry of Finance.
- (c) Reasonable audit fees, aligned with the scope, quality, and timeline of VIMC's audit requirements.
- (d) Provision of free training courses on finance and accounting for VIMC.

The selection of the audit firm for VIMC's 2025 Financial Statements must ensure quality, efficiency, and cost-effectiveness in compliance with legal regulations.

Article 9.

To approve the **registration of changes to VIMC's legal representatives** (as per Submission No. 292/TTr-DHDCD dated July 8, 2025, of VIMC's Board of Directors).

Legal representatives of VIMC after the change:

- Number of legal representatives: 02 persons
- Positions of legal representatives: Chairman of the Board of Directors and General Director.

Article 10.

To approve the election results for members of the Board of Directors and Supervisory Board of Vietnam Maritime Corporation - JSC for the 2025-2030 term, specifically as follows:

1. Board of Directors members include the following individuals:

- Mr. Nguyen Canh Tinh – Chairman of BOD
- Mr. Le Anh Son – Member of BOD
- Mr. Do Hung Duong – Member of BOD
- Mr. Nguyen Dinh Chung – Member of BOD
- Mr. Do Tien Duc – Member of BOD

2. Supervisory Board members include the following individuals:

- Mr. Luong Dinh Minh – Head of the Supervisory Board
- Mrs. Phan Thi Nhi Ha – Member of the Supervisory Board
- Mr. Pham Cao Nhue – Member of the Supervisory Board

The 2025 Annual General Meeting of Shareholders of Vietnam Maritime Corporation - JSC assigns the Board of Directors and Supervisory Board to implement this Resolution.

Recipients:

- VIMC shareholders (via website);
 - HNX (for PD);
- VIMC's BOD, Supervisory Board (for implementation);
- Save: Admin, General Secretariat, Office.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



Le Anh Son



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 9th July, 2025

MINUTES OF THE FIRST BOARD OF DIRECTORS MEETING
VIETNAM MARITIME CORPORATION - JSC (VIMC)
Term 2025-2030
July 9, 2025 |

Today, at 10:15 AM on July 9, 2025, the Board of Directors (BoD) of Vietnam Maritime Corporation – JSC (VIMC), enterprise code: 0100104595, with its head office located at 01 Dao Duy Anh Street, Kim Lien Ward, Hanoi City, held the first meeting of the Board of Directors for the 2025–2030 term.

I. Purpose and Agenda of the Meeting

The VIMC Board of Directors for the 2025–2030 term convened the meeting to:
Elect the Chairman of the VIMC Board of Directors for the 2025–2030 term.
Appoint the General Director of VIMC for the 2025–2030 term.

II. Attendees

The meeting was attended by the members of the Board of Directors elected at the VIMC General Shareholders' Meeting on July 9, 2025, including:

1. Mr. Nguyen Canh Tinh – Member of the Board of Directors
2. Mr. Le Anh Son – Member of the Board of Directors
3. Mr. Nguyen Dinh Chung – Member of the Board of Directors
4. Mr. Do Hung Duong – Member of the Board of Directors
5. Mr. Do Tien Duc – Member of the Board of Directors

Meeting Secretary:

Ms. Vu Thi Diep – Person in charge of corporate governance at VIMC.

A total of 05 out of 05 BoD members were present at the meeting, equivalent to 100% attendance. The meeting satisfied all legal and corporate charter requirements for valid proceedings.

III. Meeting Resolutions

1. Meeting Agenda Items

After discussion, the Board of Directors unanimously agreed to:

1.1 Elect **Mr. Nguyen Canh Tinh** as Chairman of the VIMC Board of Directors for the 2025–2030 term.

Mr. Nguyen Canh Tinh shall perform the duties and responsibilities of the Chairman in accordance with the VIMC Charter and applicable laws.

1.2 Appoint **Mr. Le Anh Son** as General Director of VIMC

Mr. Le Anh Son shall perform the duties and responsibilities of the General Director in accordance with the VIMC Charter and applicable laws.

2. Voting Results

2.1 Election of **Mr. Nguyen Canh Tinh** as Chairman of the BoD for the 2025–2030 term:

Result: 05/05 votes in favor (100%)

2.2 Appointment of **Mr. Le Anh Son** as General Director for the 2025–2030 term:

Result: 05/05 votes in favor (100%)

IV. Approved Resolutions

Based on the voting results, the VIMC Board of Directors unanimously approved:

1. Electing **Mr. Nguyen Canh Tinh** as Chairman of the Board of Directors for the 2025–2030 term.
 2. Appointing **Mr. Le Anh Son** as General Director for the 2025–2030 term.
- This meeting minutes was read aloud at the meeting and unanimously approved by all members of the VIMC Board of Directors. The minutes are prepared in two (02) original copies of equal validity: One (01) copy is kept by the Secretariat – General Affairs Department; One (01) copy is kept at the VIMC Office. The meeting is closed at 10h30 at the same day

SECRETARY

Vũ Thị Diệp

BOD's SIGNATURES

Nguyen Canh Tinh

Le Anh Son

Nguyen Dinh Chung

Do Hung Duong

Do Tien Duc

This minutes was read aloud at the meeting and unanimously approved by all members of the Supervisory Board. The minutes were prepared in two (02) original copies of equal validity:

One (01) copy kept by the Supervisory Board, and
One (01) copy kept at the VIMC Office.

The meeting adjourned at 10:25 AM on the same day.

SECRETARY



Vũ Thị Diệp

BOS's SIGNATURES



Luong Dinh Minh



Phan Thi Nhi Ha



Pham Cao Nhue