Vietnam Sea Transport and Chartering Joint Stock Company	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: 268./TK	Ho Chi Minh City, 23 October, 2026

NOTICE OF PERSONNEL CHANGE

To: Hanoi Stock Exchange (HNX)

Pursuant to Decision No. 38/QĐ-HĐQT dated October 22, 2026 of the Board of Directors, we respectfully announce the personnel change of Vietnam Sea Transport and Chartering Joint Stock Company as follows:

In case of re-appointment:

1. Mr. Nguyen The Le Nhan
   - Position before re-appointment: Chief Governance Officer cum Company Secretary of Vietnam Sea Transport and Chartering Joint Stock Company
   - Re-appointed position: Chief Governance Officer cum Company Secretary of Vietnam Sea Transport and Chartering Joint Stock Company
   - Term of appointment: From October 22, 2026 until the Board of Directors decides otherwise
   - Effective date: October 22, 2026

***Attachments:**

- Decision No. 38/QĐ-HĐQT dated October 22, 2026;
- List of internal persons and their affiliated persons;
- Information disclosure form of the internal person.

Recipients:
- As above;
- Archived: Documents, Secretary

Organization Representative
General Director

M.S.D.N: 0300748709 C.T.C.P CÔNG TY CỔ PHẦN VẬN TẢI VÀ THUÊ TÀU BIỂN VIỆT NAM THÀNH PHỐ HỒ CHÍ MINH

Trinh Huu Luong

VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 38 /QĐ-HĐQT

Ho Chi Minh City, October 22, 2026

DECISION
Regarding the Re-appointment of the Person in Charge of Corporate Governance

BOARD OF DIRECTORS
VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Vietnam Sea Transport and Chartering Joint Stock Company and the Internal Regulations on Corporate Governance;

Pursuant to the Regulations on Cadre Work issued together with Decision No. 34/QD-HDQT dated September 10, 2026, of the Board of Directors of the Company;

Pursuant to Official Letter No. 210-CV/DU dated October 21, 2026, of the Standing Committee of the Party Committee of the Company and the consensus of the Board of Directors of the Company on October 21, 2026, regarding Submission No. 260A dated October 19, 2026, of the General Director on the re-appointment of the Person in Charge of Corporate Governance of the Company;

Considering operational requirements and cadre capacity.

DECIDES:

Article 1. Re-appoint Mr. **Nguyen The Le Nhan**, Bachelor of Economics in Corporate Finance and Accounting, Deputy Manager of Finance and Accounting Department, to hold the position of **Person in Charge of Corporate Governance cum Company Secretary of Vietnam Sea Transport and Chartering Joint Stock Company**.

Article 2. Mr. Nguyen The Le Nhan shall be responsible for exercising the rights and performing the obligations of the Person in Charge of Corporate Governance in accordance with applicable laws and the Charter of the Company.

Article 3. This Decision takes effect from the date of signing until otherwise decided by the Board of Directors.

Article 4. Members of the Board of Directors, Board of Supervisors, Executive Board of the Company; Managers of Administration and Human Resources, Finance and Accounting, Technical and Materials, Commercial Operations, Investment Planning, Quality Management Departments; Branch Directors, Heads of units under the Company, and Mr. Nguyen The Le Nhan are responsible for implementing this Decision.

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

M.S.D.N: 0300448709 - C.T.C.P
CÔNG TY CỔ PHẦN VẬN TẢI VÀ THUÊ TÀU BIỂN VIỆT NAM
THÀNH PHỐ HỒ CHÍ MINH

Huỳnh Nam Anh

Recipients:
- As Article 4
- Party Committee Office, Trade Union Office
- Archived: VT, TCCB, HĐQT, HSCB

Appendix 01: List of Internal person and Affiliated persons (Individuals, Organizations) to the Internal persons

Stock code: VST
Company name: Vietnam Sea Transport and Chartering Joint Stock Company
Closing date: 26/02/2026

No	Stock symbol	Name	Position	Relationship with internal persons	Identification certificate (ID card/Passport/Business registration certificate)	ID card No.	Date of issue	Time of appointment of Internal Person/ becoming a Related Party	Note
1	2	3	4	5	6	7	8	9	10
Text	*Text*	*Text*	*Text*	*Text*	*Text*	*Text*	*Date (dd/mm/yyyy)*	*Date (dd/mm/yyyy)*	*Text*
12	**VST**	**Nguyen The Le Nhan**	**Person in charge of Corporate Governance**		**ID card**			**22/10/2026**	
12.1	VST	Do Thi Thanh Binh		Wife	ID card				
12.2	VST	Nguyen Binh Thuc Tram		Child	ID card				
12.3	VST	Nguyen Binh Thuc Nhien		Child	ID card				
12.4	VST	Nguyen The Le Gia		Father	ID card				
12.5	VST	Le Thi Hanh		Mother	ID card				
12.6	VST	Do Ngoc Anh		Father-in-law					Deceased
12.7	VST	Phan Thi Thuyen		Mother-in-law	ID card				
12.8	VST	Nguyen The Le Tri		Younger sibling	ID card				
12.9	VST	To Thi Anh Vung		Sister-in-law	ID card				

Ho Chi Minh City, October 23, 2026

PREPARER

Nguyen The Le Nhan

REPRESENTATIVE OF THE ORGANIZATION
GENERAL DIRECTOR

M.S.D.N: 0200448... C.T.C.P. CÔNG TY CỔ PHẦN VẬN TẢI VÀ THUÊ TÀU BIỂN VIỆT NAM THÀNH PHỐ HỒ CHÍ MINH

Trinh Huu Luong

Appendix III

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, October 22, 2026

INFORMATION DISCLOSURE FORM

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

To: – State Securities Commission of Vietnam;
– Stock Exchange.

1/ Full name: Nguyen The Le Nhan
2/ Gender: Male
3/ Date of birth:
4/ Place of birth:
5/ National ID / Passport No.:
Date of issue:
Issuing authority: Departmer
6/ Nationality: Vietnamese
7/ Ethnicity: Kinh
8/ Permanent address:
9/ Phone number:
10/ Email address:
11/ Name of the disclosing entity: Vietnam Maritime Transport and Chartering Joint Stock Company
12/ Current position at the disclosing entity: Person in Charge of Corporate Governance concurrently serving as Company Secretary
13/ Current positions at other organizations: /
14/ Shares held: shares, accounting for of charter capital, of which:
+ Held as representative of (State / strategic / other shareholder): None
+ Personally held: shares, accounting for of charter capital
15/ Holding commitments (if any): /

16/ List of related persons of the declarant*:

** "Related person" as defined in Clause 46, Article 4 of the Securities Law dated November 26, 2019.*

No. 1	Ticker symbol 2	Full name 3	Securities trading account (if any) 4	Position at the company (if any) 5	Relationship to the company / internal person 6	Type of ID document (CCCD /BRC) 7	ID document number 8	Issue date 9	Issuing authority 10	Head office / Contact address 11	Shares held at period end 12	Ownership ratio at period end 13	Date of becoming a related person 14	Date of ceasing to be a related person 15	Reason (for changes in items 13 & 14) 16	Notes (re: missing ID, etc.) 17
1	VST	Nguyen The Le Nhan	014C125004	Person in Charge of Corporate Governance & Company Secretary	Internal person (re-appointed)								22/10/2026		Re-appointment of Person in Charge of Corporate Governance	
1.01		Do Thi Thanh Binh			Wife											
1.02		Nguyen Binh Thuc Tram			Child											
1.03		Nguyen Binh Thuc Nhien			Child											
1.04		Nguyen The Le Gia			Father											
1.05		Le Thi Hanh			Mother											
1.06		Do Ngoc Anh			Father-in-law											
1.07		Phan Thi Thuyen			Mother-in-law											
1.08		Nguyen The Le Tri			Younger brother											
1.09		To Thi Anh Vung			Sister-in-law (brother's wife)											

17/ Related interests with the public company / public fund (if any):

18/ Conflicts of interest with the public company / public fund (if any):

I hereby declare that the above information is truthful and accurate. If found to be incorrect, I shall bear full legal responsibility.

DECLARANT

Nguyen The Le Nhan