



**DONG DO MARINE JOINT STOCK
CÔNG TY CỔ PHẦN
HÀNG HẢI**

No. 140/BCQT-DDM

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, 30 July 2025

CORPORATE GOVERNANCE REPORT
6 months of 2025

To: - Hanoi Stock Exchange (HNX)
- State Securities Commission of Vietnam (SSC)

Trading Registration Organization DONG DO MARITIME JOINT STOCK COMPANY
Headquarters Address 19th Floor, Hoa Binh International Office Tower, No.
106 Hoang Quoc Viet Street, Nghia Do Ward, Hanoi.
Telephone: 024.37556141 Fax: 024.37556149
Charter Capital VND 122,444,950,000
Stock Code DDM
Trading Registration Platform UPCoM
Corporate Governance Model General Meeting of Shareholders, Board of Directors,
Supervisory Board, and General Director
On the implementation of internal audit functions Not yet applied

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions passed in the form of written consultation):

No.	Resolution or Decision No.	Date	Main Contents
1	01/NQ-ĐHĐCĐ	09/04/2025	<p>The 2025 Annual General Meeting of Shareholders approved the following matters concerning the management and operations of the Company:</p> <ol style="list-style-type: none">Approval of the 2024 consolidated financial statements audited by Hanoi Branch – UHY Auditing & Consulting Co., Ltd.Approval of the 2024 remuneration for non-executive members of the Board of Directors and the Supervisory Board.Approval of key business plan targets for 2025 as presented in the reports.Investment and vessel sale plan:<ul style="list-style-type: none">- Completion of liquidation of Dong An and Dong Thinh vessels.- Coordination with financial institutions for the liquidation of Dong Ho vessel (if approved).

			<p>5. Approval of projected 2025 remuneration for non-executive members of the Board of Directors and the Supervisory Board.</p> <p>6. Authorization for the Board of Directors to select and appoint a reputable independent auditing firm, from the list proposed by the Supervisory Board and approved by the Ministry of Finance and State Securities Commission, to audit the 2025 financial statements.</p>
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II. Board of Directors

1. Information on Members of the Board of Directors:

No.	Member Name	Position	Appointment/End Date
1	Mr. Nguyễn Duy Luân	Chairman	Appointed as Chairman from 11/04/2024.
2	Ms. Phạm Thị Anh Thư	Member	Appointed from 11/04/2024. Represents VIMC holding 19% of charter capital.
3	Ms. Phạm Thị Thu Hoài	Member	Appointed from 11/04/2024. Represents VIMC holding 14.97% of charter capital.
4	Mr. Nguyễn Quốc Khánh	Member	Reappointed from 22/04/2022.
5	Mr. Bùi Nhật Truyền	Member & CEO	Reappointed from 22/04/2022. Appointed as General Director from 31/07/2024. Represents VIMC holding 15% of charter capital.

2. Board Meetings (as of 30/06/2025):

No.	Member Name	Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Nguyễn Duy Luân	3/3	100%	
2	Ms. Phạm Thị Anh Thư	3/3	100%	
3	Ms. Phạm Thị Thu Hoài	3/3	100%	
4	Mr. Bùi Nhật Truyền	3/3	100%	
5	Mr. Nguyễn Quốc Khánh	3/3	100%	

3. Supervisory Role of the Board over the Executive Board:

The Board of Directors holds regular monthly meetings and joins executive briefings with participation from the General Director, Deputy General Directors, branch directors, and heads/deputies of departments. In these meetings, the Board reviews reports on financial status and business operations, and provides timely directions to implement resolutions passed by the General Meeting of Shareholders and the Board itself. Supervisory activities include:

- Developing and directing business plans based on AGM resolutions;
- Market analysis and performance tracking to ensure completion of targets;
- Successfully organizing the 2025 AGM;
- Reviewing and updating internal governance documents;
- Ensuring compliance with laws and regulations;

- Properly implementing coordination regulations between the Board, the Supervisory Board, and the CEO;
 - Performing other tasks per Company Charter.
4. Activities of Board Committees (if any): None
5. Resolutions/Decisions of the Board of Directors:

No	Document	Main Content
I	RESOLUTIONS	
1	Resolution No. 01.2025/NQ-HĐQT dated 14/01/2025	<p>1. Regarding the Company's 2024 business results and 2025 plan:</p> <ul style="list-style-type: none"> - The Board of Directors approved the 2024 business results and the expected 2025 plan of the entire Company according to the content of the Report of the Company's Board of Directors. - The Board of Directors requested the General Director to pay attention to some specific issues: <ul style="list-style-type: none"> + Assign KPI targets for 2025 to each department, unit and individual; Accelerate the liquidation of the Dong An and Dong Thinh ships and focus on managing the exploitation of the remaining ships. + Improve the efficiency of ship management (including exploitation, technical and crew activities) and effective cost management to meet the increasing requirements of management agencies and maintain the operation of the fleet in the actual conditions of the Company. <p>2. Internal task assignment among BOD members.</p> <p>Other matters.</p>
2	Resolution No. 02.2025/NQ-HĐQT dated 01/02/2025	Approval of the 2025 Annual General Meeting organization plan and related reports.
3	Resolution No. 03.2025/NQ-HĐQT dated 16/05/2025	<p>1. Approval of Q1/2025 business performance and cumulative results to end of April 2025.</p> <p>2. CEO to assign tasks to ensure operational goals are met.</p>
4	Resolution No. 04.2025/NQ-HĐQT dated 13/06/2025	Approval to appoint UHY Auditing & Consulting Co., Ltd. as the independent auditor for 2025.

III. Supervisory Board:

1. Information on Members of the Supervisory Board (SB):

No.	Member of SB	Position	Date of Appointment	Professional Qualification
1	Ms. Nguyễn Thị Dung	Head of SB	Elected as Head of SB on 11/04/2024	Bachelor in Finance and Banking
2	Ms. Tạ Thị Huệ	Member	April 2023	Marine Economic Engineer
3	Ms. Nguyễn Thị Thanh Loan	Member	May 2019, re-elected in April 2022	Bachelor in Finance and Accounting

2. SB Meetings:

No.	Member of SB	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Ms. Nguyễn Thị Dung	3/3	100%	100%	
2	Ms. Tạ Thị Huệ	3/3	100%	100%	
3	Ms. Nguyễn Thị Thanh Loan	3/3	100%	100%	

3. Supervisory Activities of the SB over the Board of Directors, Executive Board, and Shareholders:

During the reporting period, the Supervisory Board (SB) carried out its duties in accordance with the laws, the Company's Charter, and the SB's operational regulations. The SB supervised the implementation of the 2025 Annual General Meeting's (AGM) Resolution, compliance with laws and the Company Charter, and the implementation of resolutions and decisions of the Board of Directors and the General Director in company management. The SB maintained regular coordination and cooperation with the Board of Directors and the Company's leadership to fulfill its responsibilities and protect shareholders' legal rights, specifically:

- Supervising the implementation by the Board of Directors of the 2025 AGM Resolution;

- Directly supervising the activities of the Board of Directors through regular and extraordinary meetings, and providing opinions on issues discussed therein. The method of issuing Board Resolutions was appropriate and effective;

- Supervising the Executive Board's implementation of the Board's Resolutions through delegated authority between the Board of Directors and the General Director, and via reports and exchanges with the Chief Accountant, Deputy General Directors, and department heads;

- Reviewing the Company's business performance reports and quarterly and semi-annual financial statements.

4. Coordination between the SB, Board of Directors, Executive Board, and Other Managers:

- The SB closely coordinated with the Board of Directors, the Executive Board, and management in executing its supervisory functions;

- The Board of Directors and Executive Board facilitated and promptly provided the information requested by the SB for oversight purposes;

- Summary reports and feedback from the SB regarding inspections, supervision of management, financial accounting, and preparation of financial statements were sent to the Board of Directors and Executive Board;

- The SB submitted a proposal to the AGM regarding the selection of the independent auditor for the 2025 financial statements.

In general, coordination between the SB, Board of Directors, Executive Board, and other managers was carried out seriously, closely, and in accordance with regulations.

5. Other Activities of the SB:

The SB rigorously performed its duties of ongoing supervision over the Board of Directors and the Executive Board in compliance with applicable laws and the Company's Charter. It collaborated and supported the Board of Directors and Executive Board in implementing the resolutions of the General Meeting of Shareholders. In the first half of 2025, the SB held three (03) meetings with the following main contents:

- Finalized the SB's report to be submitted at the 2025 Annual General Meeting;
- Carried out a quarterly periodic inspection (3-month cycle) at Dong Do Marine Joint Stock Company in 2025.

IV. Executive Management

No.	Name	Title	Year of Birth	Professional Qualification	Appointment Date
1	Mr. Bùi Nhật Truyền	General Director	1975	- Bachelor of Foreign Languages - Diploma in Maritime Transport and Logistics from The Norwegian School of Management	From July 2024
2	Mr. Bùi Đình Hưởng	Deputy General Director	1969	Marine Engineering – Ship Machinery Operation	From November 2015
3	Mr. Đỗ Minh Hà	Deputy General Director	1973	Civil Engineering - Hydraulic Construction	From October 2023

V. Chief Accountant

Full Name	Year of Birth	Professional Qualification	Appointment Date
Mr. Trần Sỹ Khánh	1975	Bachelor of Finance and Accounting	October 2023

VI. Corporate Governance Training

Training courses on corporate governance attended by members of the Board of Directors, the Supervisory Board, the General Director, other key management personnel, and the Corporate Secretary as required by corporate governance regulations: None

VII. List of Related Persons of the Public Company and Their Transactions with the Company

1. List of related persons of the company:

No.	Name of Organization or Individual	Securities Trading Account (if any)	Position in the Company (if any)	ID/Passport No., Date & Place of Issue	Add	Date Became Related Party	Date Ceased Being Related Party	Reason	Relationship with the Company
1									

(According to the List of Insiders and Related Parties attached)

2. Transactions between the company and its related parties; or with major shareholders, insiders, or related parties of insiders.

3. Transactions between insiders, related parties of insiders with subsidiaries or companies controlled by the company: None

4. Transactions between the company and other entities:

4.1. Transactions with companies in which a member of the Board of Directors, the Supervisory Board, the General Director, or other managers have served or are currently serving as founding members, Board members, or General Directors within the past three (03) years.

4.2. Transactions with companies in which related persons of members of the Board of Directors, the Supervisory Board, the General Director, or other managers are Board members or General Directors.

4.3. Other transactions (if any) that may bring material or immaterial benefits to the Board of Directors, the Supervisory Board, the General Director, or other managers.

VIII. Share Transactions by Insiders and Related Persons of Insiders

1. List of insiders and their related persons:

No.	Full Name	Securities Trading Account (if any)	Position in the Company (if any)	ID/Passport No., Date & Place of Issue	Contact Address	Shares Held at End of Period	Shareholding Ratio at End of Period	Notes
1	Name of Insider							
1.1	Name of Related Person of Insider							

(According to the List of Insiders and Related Persons attached)

Transactions by insiders and their related persons involving the company's shares during the period: None

IX. Other Notable Issues: None

Recipients:

- As above (for reporting purposes);
- Filing: Admin Archives.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

Signed and Sealed

Nguyen Duy Luan