

PROPOSAL

Regarding the Approval of the Implementation of the 2024 Salary and Remuneration Fund and the 2025 Salary and Remuneration Fund Plan for the Managers of Sai Gon Port Joint Stock Company

To: **The General Meeting of Shareholders
Sai Gon Port Joint Stock Company**

Pursuant to The Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to The Charter of Sai Gon Port Joint Stock Company;

Pursuant to The business performance results of 2024 and the business plan for 2025 of Sai Gon Port Joint Stock Company (hereinafter referred to as "Sai Gon Port");

The Board of Directors of Sai Gon Port respectfully submits to the General Meeting of Shareholders for approval of the implementation of the 2024 Salary and Remuneration Fund and the 2025 Salary and Remuneration Fund Plan for the Board of Directors (BOD) and Board of Supervisors (BOS) of Sai Gon Port as follows:

I. Implementation of the 2024 Salary and Remuneration Fund:

1. Implementation of the 2024 Salary Fund for Full-time BOD Members:

- Planned salary fund for 2024: **VND 2,855,000,000**

- Actual salary fund for 2024: **VND 5,150,160,000**

The number of full-time BOD members at Sai Gon Port in 2024 was four (04) consisting of the Chairman of the BOD, and three (03) BOD members.

2. Implementation of the 2024 Remuneration Fund for Part-time Management::

- Number of part-time management personnel at Sai Gon Port in 2024:

+ January to March 2024: Eight (08) persons (Five (05) BOD members, Head of the Board of Supervisors, and two (02) Supervisors).

+ April 2024: Nine (09) persons (Six (06) BOD members, Head of the Board of Supervisors, and two (02) Supervisors).

+ May to December 2024: Eight (08) persons (Five (05) BOD members, Head of the Board of Supervisors, and two (02) Supervisors).

- Average remuneration in 2024 for BOD members and Head of the Board of Supervisors: VND 20,000,000 per person per month.

- Average remuneration in 2024 for Supervisory Board members: VND 15,500,000 per person per month.

Total actual remuneration fund for part-time management in 2024: **VND 1,832,000,000.**

II. 2025 Salary and Remuneration Fund Plan

1. 2025 Salary Fund Plan for Full-time BOD Members:

- Number of full-time BOD members in 2025: Four (04), including the Chairman of the BOD and three (03) full-time BOD members.

- Planned salary fund for 2025: **VND 3,430,305,120.**

Monthly, Sai Gon Port will advance up to 80% of the planned salary fund to BOD members based on the approved budget.

2. 2025 Remuneration Fund Plan for Part-time Management

- Number of part-time management personnel at Sai Gon Port in 2025: Eight (08), including five (05) BOD members, the Head of the Board of Supervisors, and two (02) Supervisory Board members.

- Planned average remuneration for BOD members and the Head of the Board of Supervisors: VND 20,000,000 per person per month.

- Planned average remuneration for Supervisory Board members: VND 15,500,000 per person per month.

- Planned total remuneration fund for 2025: **VND 1,812,000,000.**

Monthly, Sai Gon Port will advance up to 80% of the planned remuneration fund to BOD and Supervisory Board members based on the approved budget..

The Board of Directors respectfully submits this proposal for approval./.

Recipients:

- As above;
- Sai Gon Port Board of Directors;
- Sai Gon Port Board of Supervisors;
- Sai Gon Port Executive Management;
- Published on Sai Gon Port's website;
- Archived: Administrative Office, BOD.

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



Huynh Van Cuong