

Draft

No.: /TTr-HĐQT

Ho Chi Minh City,, 2026

PROPOSAL

Regarding the approval of the implementation results of the Salary and Remuneration Fund for 2025 and the Salary and Remuneration Fund plan for 2026 for managers of Saigon Port Joint Stock Company

To: **General Meeting of Shareholders
Saigon Port Joint Stock Company**

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

Pursuant to the Charter of Saigon Port Joint Stock Company

Pursuant to the business results in 2025 and the business plan in 2026 of Saigon Port Joint Stock Company (abbreviated as “Saigon Port”);

The Board of Directors of Saigon Port respectfully submits to the General Meeting of Shareholders of Saigon Port for approval the implementation results of the Salary and Remuneration Fund for 2025 and the Salary and Remuneration Fund plan for 2026 for the Board of Directors and the Board of Supervisors (BOS) of Saigon Port as follows:

I. Implementation results of the Salary and Remuneration Fund for 2025:

1. Implementation results of the 2025 Salary Fund for full-time managers who are members of the Board of Directors:

- The planned salary fund for 2025 is: **3,430,305,120 VND**

- The implemented salary fund for 2025 is: **6,877,440,000 VND**. In which:

+ The official finalized salary fund of the Board of Directors is: 5,731,200,000 VND

+ The additional provision salary fund (20%) to be paid upon achieving KPI assessment results: 1,146,240,000 VND (will only be paid after receiving the official assessment results from VIMC; if not achieved, it will be reversed into the profit of Saigon Port).

The number of full-time managers who are members of the Board of Directors of Saigon Port in 2025 is 04 members, including 1 Chairman of the Board and 03 members of the Board of Directors.

2. Implementation results of the 2025 Remuneration Fund for part-time managers:

- The number of part-time managers of Saigon Port in 2025 is 8 people, specifically including: 5 members of the Board of Directors, 1 Head of the Board of Supervisors, and 2 Supervisors.

- The average remuneration level implemented in 2025 for members of the Board of Directors and the Head of the Board of Supervisors is 25,000,000 VND/person/month.

- The average remuneration level implemented in 2025 for members of the Board of Supervisors is: 20,000,000 VND/person/month.

The implemented remuneration fund for part-time managers of Saigon Port in 2025 is:
2,280,000,000 VND

II. Salary and Remuneration Fund plan for 2026

1. Salary Fund plan for 2026 for full-time managers who are members of the Board of Directors of Saigon Port:

- The number of full-time managers who are members of the Board of Directors of Saigon Port in 2026 is 03 people, including: 01 Chairman of the Board and 02 full-time members of the Board of Directors.

- The planned salary fund for 2026 of the Board of Directors is **4,268,160,000 VND**.

Monthly, based on the planned salary fund of the Board of Directors for 2026, Saigon Port shall advance no more than 80% of the salary fund to the members.

2. Remuneration Fund plan for 2026 for part-time managers of Saigon Port

- The number of part-time managers of Saigon Port in 2026 is 08 people, including: 05 members of the Board of Directors, 01 Head of the Board of Supervisors, and 02 members of the Board of Supervisors.

- The average planned remuneration level for members of the Board of Directors and the Head of the Board of Supervisors is 23,750,000 VND/person/month.

- The average planned remuneration level for members of the Board of Supervisors is: 19,000,000 VND/person/month.

- The planned remuneration fund for 2026 is **2,166,000,000 VND**

Monthly, based on the planned remuneration fund of the Board of Directors and the part-time Board of Supervisors for 2026, Saigon Port shall advance no more than 80% of the remuneration fund to the members.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors of CSG;
- Board of Supervisors of CSG;
- Board of Management of CSG;
- Posted on CSG website;
- Archived: Administration Dept, Board of Directors.

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

Huynh Van Cuong