



**SAIGON PORT JOINT STOCK  
COMPANY**

Số: 496/TTr-HDQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Ho Chi Minh city, April 23, 2026*

## **PROPOSAL**

**Regarding the approval of the 2025 Salary and Remuneration Settlement and the 2026 Salary and Remuneration Plan 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 approved by the General Meeting of Shareholders on March 28, 2024;

Pursuant to the 2025 business production results and the 2026 business production plan of Saigon Port Joint Stock Company (hereinafter referred to as Saigon Port);

The Board of Directors of Saigon Port Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2025 salary and remuneration fund settlement and the 2026 salary and remuneration fund plan for the Board of Directors and the Supervisory Board of Saigon Port Joint Stock Company as follows:

### **I. 2025 Salary and Remuneration Settlement Results:**

#### **1. 2025 Salary Fund for full-time managers (Members of the Board of Directors):**

- **Planned Salary Fund for 2025:** VND 3,430,305,120.
- **Actual Salary Fund for 2025:** VND 6,180,480,000. In which:
  - Official finalized salary fund for the BOD: VND 5,731,200,000.
  - Provision salary fund (additional 10% set aside for payment upon achieving KPI assessment results): VND 449,280,000.
- **Number of full-time managers (BOD members) in 2025:** 04 members, including 01 Chairman and 03 Board members.

#### **2. 2025 Remuneration Fund for part-time managers:**

- **Number of part-time managers in 2025:** 08 persons, including: 05 Board members, 01 Head of the Supervisory Board, and 02 Supervisors.
- **Average actual remuneration for Board members and the Head of the Supervisory Board:** VND 25,000,000/person/month.
- **Average actual remuneration for members of the Supervisory Board:** VND 20,000,000/person/month.
- **Actual Remuneration Fund for part-time managers in 2025:** VND 2,280,000,000.

### **II. 2026 Salary and Remuneration Fund Plan:**

#### **1. 2026 Salary Fund Plan for full-time managers (Members of the Board of Directors):**

- **Number of full-time managers (BOD members) in 2026:**

- First 04 months of 2026: 03 persons, including: 01 Chairman and 02 full-time Board members.

- Last 08 months of 2026: 02 persons, including: 02 full-time Board members.

- **Planned Salary Fund for the BOD in 2026:** VND 3,589,632,000.

- On a monthly basis, Saigon Port shall make an advance payment of no more than 80% of the planned salary fund to the members.

## **2. 2026 Remuneration Fund Plan for part-time managers:**

- **Number of part-time managers in 2026:**

- First 04 months of 2026: 08 persons, including: 05 Board members, 01 Head of the Supervisory Board, and 02 Members of the Supervisory Board.

- Last 08 months of 2026: 08 persons, including: 01 Chairman, 04 Board members, 01 Head of the Supervisory Board, and 02 Members of the Supervisory Board.

- **Planned average remuneration for the Chairman:** VND 191,520,000/month.

- **Planned average remuneration for Board members and the Head of the Supervisory Board:** VND 50,000,000/person/month.

- **Planned average remuneration for Members of the Supervisory Board:** VND 25,000,000/person/month.

- **Planned Remuneration Fund for 2026:** VND 5,332,160,000.

- On a monthly basis, Saigon Port shall make an advance payment of no more than 80% of the planned remuneration fund to the part-time members of the BOD and the Supervisory Board.

Respectfully submitted./.

***Recipients:***

- As above;
- Board of Directors of SGP;
- Supervisory Board of SGP;
- Board of Management of SGP;
- SGP Website (for publication);
- Archived: Office, Board of Directors.

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

**Huynh Van Cuong**