



PROPOSAL
Distribution of After Tax Profit and Dividend Payment plan for 2025

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; the Law on amendments and supplements to several articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; the Law amending the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing several articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the 2025 business and production results of Port of Hai Phong Joint Stock Company,

The Board of Management of Port of Hai Phong Joint Stock Company (the Company) respectfully submits to the General Meeting of Shareholders for approval the 2025 profit distribution plan and dividend payment plan of the Company as follows:

1. 2025 Profit Distribution Plan

No	Content	Expected Profit Distribution 2025 (VND)	Percentage of Allocation / Distributable Profit After Tax (%)
1	Profit before tax 2025	1,173,235,182,859	
2	Profit after tax 2025	979,629,760,627	
2.1	<i>Of which: Profit after tax from revaluation of capital contribution assets (cash flow not yet received)</i>	245,789,889,258	
3	Retained earnings from prior periods	89,159,188,856	
4	Deferred corporate income tax	799,677,707	
5	Total distributable profit (5=2+3-4)	1,067,989,271,776	
6	Charter capital	3,269,600,000,000	
7	Dividend payment (7 = 6 × 9%)	294,264,000,000	27.55%
8	Allocation to Investment and Development Fund (8= (2-2.1)*30%+2.1)	465,941,850,669	43.63%
9	Allocation to Bonus and Welfare Fund	64,392,000,000	6.03%
10	Allocation to Management Bonus Fund	1,799,000,000	0.17%
11	Allocation to Fund for Supporting Early Retirement of Employees	12,000,000,000	1.12%
12	Undistributed Profit After Tax (12=5-7-8-9-10-11+4)	230,392,098,814	

2. 2025 Dividend Payment Plan

- Payment method: *In cash*
- The dividend payout rate is 9% of the charter capital, exceeding the 4% dividend payout plan approved by the Resolution of the 2025 Annual General Meeting of Shareholders dated April 29, 2025.
- Authorize the Board of Management to, based on the Company's actual situation, direct the completion of dividend payment to shareholders in accordance with regulations.

To the General Meeting of Shareholders.

Recipients:

- As above;
- Board of Management,
Supervisory Board;
- Filing: Secretary to the Board of
Management.

**ON BEHALF OF BOARD OF MANAGEMENT
CHAIRMAN**

(Signed)

Pham Hong Minh