



**SUBMISSION**  
**2025 Actual and 2026 Planned Salary and Remuneration Fund for the Board  
of Management, Supervisory Board**

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 on Amendments and Supplements to 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, and 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 of Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company;

Pursuant to the 2025 Business and Production Performance Results of Port of Hai Phong Joint Stock Company;

Pursuant to the Personnel Management Regulations and amending documents of Port of Hai Phong Joint Stock Company, the 3P salary system, and the 2025 actual salary level of employees of Port of Hai Phong Joint Stock Company;

The Board of Management of Port of Hai Phong Joint Stock Company (Port of Hai Phong) respectfully submits to the General Meeting of Shareholders for approval the 2025 actual salary and remuneration fund and the 2026 plan for the Board of Management (BOM) and the Supervisory Board of Port of Hai Phong as follows:

**1. 2025 Performance:**

**a. Actual salary level**

- 2024 actual profit: 738,078 million VND

- 2025 actual profit: 1,173,235 million VND, an increase of 21.3% above the plan (VND 967,500 million), of which profit from core business activities was 657,953 million VND, an increase of 62.3% year-on-year, or VND 252,501 million above 2024 (VND 405,452 million).

According to the evaluation and classification report, the capital representative of Vietnam Maritime Corporation (VIMC) at Port of Hai Phong successfully completed the tasks assigned by VIMC regarding the implementation of Port of Hai Phong's 2025 KPI targets.

Pursuant to Clause 1 and Clause 2, Article 3, Chapter 2, Appendix 05 of the Personnel Management Regulation of Port of Hai Phong Joint Stock Company issued in conjunction with Decision No. 3354/QD-CHP dated July 30, 2025, by Port of Hai Phong Joint Stock Company, the implemented salary levels of the Board of Management and the Supervisory Board are determined as follows:

- Salary level of the Chairman of the Board of Management: VND 140 million  $\times$  1.15  $\times$  1.20  $\times$  1.10 = VND 212.520 million

- Salary level of the Head of the Supervisory Board: VND 86 million  $\times$  1.15  $\times$  1.20 = VND 118.680 million

**b. Remuneration for part-time members of the Board of Management and Supervisory Board**

Remuneration fund for part-time members of the Board of Management and the Supervisory Board: VND 2,520 million (equal to the planned remuneration fund), of which:

- Part-time member of the Board of Management: 30,000,000 VND/person/month
- Part-time member of the Supervisory Board: 15,000,000 VND/person/month.

## **2. 2026 Plan**

2026 Core Business Revenue Plan: VND 2,212,130 million, an increase of 27.7% compared to the 2025 actual results (VND 1,732,726 million). Based on the growth rate of 2026 core business revenue versus 2025, the job-position-based 3P salary coefficients, and benchmarked remuneration levels for management positions at regional ports, Port of Hai Phong determines the salary fund for the Chairman of the Board of Management and the Head of the Supervisory Board as follows:

### **a. Planned salary levels for the Board of Management and the Supervisory Board**

- Total Revenue: VND 2,425,000 million
- Core Business Revenue: VND 2,212,130 million
- Profit Before Tax: VND 1,300,000 million
- Planned Salary of the Chairman of the Board of Management: VND 250 million/person-month.
- Planned Salary of the Vice Chairman of the Board of Management: VND 210 million/person-month.
- Planned Salary of the Head of the Supervisory Board: VND 150 million/person-month.

### **b. Remuneration for part-time members of the Board of Management and the Supervisory Board**

- Part-time member of the Board of Management: 35,000,000 VND/person/month
- Part-time member of the Supervisory Board: 20,000,000 VND/person/month.

Respectfully submitted 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**



**Pham Hong Minh**