



**PORT OF HAI PHONG  
JOINT STOCK COMPANY**

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

No.: .....2026/TTr-CHP

*Hai Phong, April , 2026*

**DRAFT**

## **SUBMISSION**

### **2025 realized and 2026 planned salary and remuneration fund for the Board of Management, Supervisory Board, and Executive 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 (BOD) 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 21.26% compared to the plan (967,500 million VND), of which profit from core business activities was 657,953 million VND, an increase of 62.27%, corresponding to an increase of 252,501 million VND compared to 2024 (405,452 million VND).

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:  $140 \text{ million} \times 1.15 \times 1.20 \times 1.10 = 212.520 \text{ million VND}$

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

## **b. Remuneration for non-executive Board of Management and Supervisory Board**

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

- Non-executive 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 the 2026 core business revenue over 2025, the 3P salary coefficients based on job positions, and comparable salary levels for management positions at regional ports, Hai Phong Port 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
- 2025 Actual Salary of the Chairman of the Board of Management: VND 212.520 million
- Planned Salary of the Chairman of the Board of Management: VND 212.520 million x 1.277 = VND 271.388 million  $\approx$  VND 270 million/person-month.
- Planned Salary of the Head of the Supervisory Board: VND 170 million/person-month.

#### **b. Remuneration for non-executive members of the Board of Management and the Supervisory Board**

Remuneration fund for the Board of Management and the non-executive Supervisory Board: VND 2,520 million, of which:

- Non-executive 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.

To the General Meeting of Shareholders!

***Recipients:***

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**ON BEHALF OF BOARD OF MANAGEMENT  
CHAIRMAN**

**Pham Hong Minh**