

CAI LAN PORT INVESTMENT JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 07/TTr – HDQT

Ha Long, day 9 month 4 year 2025

PROPOSAL

Approval of 2024 Remuneration and 2025 Remuneration Plan
for the Board of Directors and Supervisory Board

To: Annual General Meeting of Shareholders (AGM)
of Cai Lan Port Investment Joint Stock Company

Pursuant to:

- Enterprise Law No. 59/2020/QH14 issued by the National Assembly on June 17, 2020, effective from January 1, 2021;
- The Charter of Cai Lan Port Investment Joint Stock Company;
- Resolution No. 01/NQ-ĐHĐCĐ dated April 3, 2024, issued by the 2024 AGM of Cai Lan Port Investment Joint Stock Company;
- 2024 Business Performance Results and 2025 Business Plan of Cai Lan Port Investment Joint Stock Company.

The Board of Directors (BOD) of Cai Lan Port Investment Joint Stock Company (CPI) hereby submits to the 2025 AGM for approval the 2024 remuneration implementation and the 2025 remuneration plan for the BOD and Supervisory Board as follows:

1. Approval of 2024 Remuneration for BOD and Supervisory Board Members In accordance with Resolution No. 01/NQ-ĐHĐCĐ dated April 3, 2024:
- No remuneration was paid to BOD or Supervisory Board members in 2024.

2. 2025 Remuneration Plan for BOD and Supervisory Board Members
The CPI BOD proposes the following remuneration structure for 2025:

- Board of Directors:
Chairman: VND 5,000,000/month.
Members (04 persons): VND 3,000,000/person/month.
- Supervisory Board:
Head: VND 3,000,000/month.
Members (02 persons): VND 2,500,000/person/month.

Working Regime: Part-time roles for all BOD and Supervisory Board members.

Funding Source: Remuneration will be allocated to the Company's 2025 operational expenses.

The CPI BOD respectfully requests the 2025 AGM to review and approve this plan.

Recipient:

Annual General Meeting of Shareholders;
Filed with the BOD's records.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN

CÔNG TY
CỔ PHẦN
ĐẦU TƯ
CẢNG
CÁI LÂN
Đỗ Đức An