

No: 86/TTr – HĐQT

Quang Ninh, April, 20, 2026

## PROPOSAL

### **Approval of actual remuneration for 2025 and remuneration plan for the Board of Directors and Supervisory Board for 2026**

To: General Meeting of Shareholders of Cai Lan Port Investment Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 of the National Assembly dated 17/06/2020, effective from 01/01/2021;

Pursuant to the Charter of Cai Lan Port Investment Joint Stock Company;

Pursuant to Resolution No. 01/NQ-ĐHĐCĐ dated 03/4/2024 of the 2024 Annual General Meeting of Shareholders of Cai Lan Port Investment Joint Stock Company;

Pursuant to the business results of 2025 and the business plan for 2026 of Cai Lan Port Investment Joint Stock Company;

The Board of Directors of Cai Lan Port Investment Joint Stock Company (CPI) respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the actual remuneration for 2025 and the remuneration plan for the Board of Directors (BOD) and Supervisory Board (SB) for 2026 as follows:

#### **1. Approval of actual remuneration of BOD and SB for 2025**

The remuneration has been implemented in accordance with Resolution No. 01/NQ-ĐHĐCĐ dated 11/4/2025 of the 2025 Annual General Meeting of Shareholders:

-Total remuneration for BOD and SB: VND 300,000,000

#### **2. Remuneration plan for BOD and SB for 2026**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration plan for 2026 as follows:

Board of Directors remuneration:

- Chairman of the Board of Directors: VND 7,000,000/month
- Members of the Board of Directors (04 persons): VND 5,000,000/person/month

Supervisory Board remuneration:

- Head of Supervisory Board: VND 5,000,000/month
- Members of Supervisory Board (02 persons): VND 4,000,000/person/month

Total remuneration budget for BOD and SB in 2026: VND 480,000,000

Other benefits of the BOD and SB shall be in accordance with Company regulations.  
Working status of BOD and SB members: part-time (concurrent positions).

Funding source: Remuneration for the Board of Directors and Supervisory Board is included in the Company's operating expenses for 2026.

The Board of Directors of CPI respectfully submits this proposal to the 2026 Annual General Meeting of Shareholders for consideration and approval.

*Recipients:*

- *General Meeting of Shareholders;*
- *Archives: Board Secretariat, Office*

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



*Do Duc An*