PORT OF HAI PHONG
JOINT STOCK COMPANY

No: ….2025/TTr-CHP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April....., 2025

DRAFT

CÔNG TY CỔ PHẦN CẢNG HẢI PHÒNG

Digitally signed by CÔNG TY CỔ PHẦN CẢNG HẢI PHÒNG
DN: C=VN, S=HẢI PHÒNG, L=Quận Ngô Quyền, CN=CÔNG TY CỔ PHẦN CẢNG HẢI PHÒNG, OID.0.9.2342.19200300.100.1.1=MST:0200236845
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PROPOSAL
Distribution of after-tax profit and dividend payment for 2024

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

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Pursuant to the Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 amending and supplementing several articles of Law on Public Investment, Law on Investment in the form of Public-Private Partnership, Law on Investment, Law on Housing, Law on Bidding, the Law on Electricity, Law on Enterprises, Law on Special Consumption Tax, and Law on Enforcement of Civil Judgments;

Pursuant to the Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024 amending the Securities Law, the Accounting Law, the Independent Audit Law, the State Budget Law, the Law on Management and Use of Public Assets, the Tax Administration Law, the Personal Income Tax Law, the National Reserve Law, and the Law on Handling Administrative Violations;

Pursuant to the Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several provisions of the Securities Law;

Pursuant to the Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding several corporate governance regulations applicable to public companies;

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

Based on the 2024 business performance 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 of the proposed profit distribution plan and the dividend payment plan for 2024 as follows:

1. Profit distribution plan for 2024

STT	Content	Expected Profit Distribution 2024 (VND)	Percentage of Funds Distributed/Profit After Tax Distributed (%)
1	Profit before tax in 2024	738,077,707,071	
2	Profit after tax in 2024	642,427,050,347	
3	Undistributed profit from previous years	13,467,439,606	
4	Undistributed profit after tax (4=2+3)	655,894,489,953	
5	Unrealized exchange rate gain	11,124,340,500	
6	Deferred corporate income tax	799,677,707	
7	Total distributable profit (7=4-5-6)	643.970.471.746	
8	Charter capital	3,269,600,000,000	
9	Dividend payment (9 = 8 * 2%)	65,392,000,000	10.15%
10	Allocation to the investment and development fund (10=7-9-11-12-13-14-15-16-17)	496,051,471,746	77.03%
11	Allocation to the employee bonus fund	25,123,000,000	3.90%
12	Allocation to the management bonus fund	1,645,000,000	0.25%
13	Allocation to the reward fund	22,044,000,000	3.42%
14	Allocation to the welfare fund	7,715,000,000	1.20%
15	Allocation to early retirement support fund	15,000,000,000	2.33%
16	Allocation to the management operation fund	1,000,000,000	0.16%
17	Undistributed Retained Profit After Tax	10,000,000,000	1.55%
18	Non-Distributable Profit After Tax (18=5+6)	11,924,018,207	
19	Total Undistributed Retained Profit After Tax (19=17+18)	21,924,018,207	

2. Dividend payment plan for 2024

- Payment method: In cash

- Dividend Payment Rate is 2% of charter capital, equivalent to 100% of the dividend payment plan approved by the 2024 Annual General Meeting of Shareholders on April 15, 2024.

- The Board of Management is authorized to direct the completion of dividend payments to shareholders in accordance with regulations and the Company's actual situation.

For the General Meeting of Shareholders' consideration and approval.

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

PP. BOARD OF MANAGEMENT
CHAIRMAN

Pham Hong Minh