

No: -2026/SASCO-HDQT

HCMC, \_\_\_\_\_, 2026

**DRAFT**

## PROPOSAL

**Re: “Remuneration/Salary and Bonus for the Board of Directors and the Supervisory Board in 2026”**

**To: THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Southern Airports Services Joint Stock Company;
- Pursuant to the 2026 Business and Production Plan and The Requirements for governance and supervision in 2026,

The Board of Directors of Southern Airports Services Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the proposed remuneration/salary levels and the bonus fund for the Board of Directors and the Supervisory Board in 2026 as follows:

### 1. **Remuneration/Salary Levels for 2026:**

#### 1.1 **Remuneration for Members of the Board of Directors and the Supervisory Board:**

No.	Content	Remuneration (VND/person/month)	
		Before adjustment (*)	After adjustment
1	Remuneration for Members of the Board of Directors	8.000.000	12.000.000
2	Remuneration for Members of the Supervisory Board	5.000.000	7.000.000

(\*): The above remuneration levels have been applied from 2015 to 2025.

#### 1.2 **Salary for Full-time Head of the Supervisory Board:**

No.	Content	Salary (VND/person/month) (**)
1	Full-time Head of the Supervisory Board	63.000.000

(\*\*): The above salary level was applied from 2024.

Funding source: Company operating expenses

### 2. **Bonus Fund for the Board of Directors and the Supervisory Board in 2026:**

Proposal for the bonus fund of the Board of Directors and the Supervisory Board at **1.20% of 2026 Profit after-tax** (equivalent to the rate applied in 2024 and 2025).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOD  
CHAIRMAN**

**Nguyen Hanh**