



Ho Chi Minh City, April 25, 2025

DRAFT

PROPOSAL

Regarding the Remuneration and Salary Payment Plan for Members of the Board of Directors and Supervisory Board for 2025

To: The General Meeting of Shareholders of Vietnam Tanker JSC

- Pursuant to the Charter of Vietnam Tanker JSC;
- Pursuant to the Regulation on Salary and Remuneration for Company Managers of Vietnam Tanker JSC;
- Pursuant to the business performance results of 2024 and the business plan for 2025.

The Board of Directors of Vietnam Tanker JSC respectfully submits to the General Meeting of Shareholders the proposal for the salary payment plan for the Chairman of the Board of Directors and the Head of the Supervisory Board, and the remuneration for the members of the Board of Directors and the Supervisory Board for 2025 as follows:

1. Salary and Remuneration Fund for Members of the Board of Directors and Supervisory Board: Paid according to the Company's salary and remuneration regulations.

- Full-time Chairman of the Board of Directors and full-time Head of the Supervisory Board: receive salary according to the Company's salary regulations;
- Members of the Board of Directors: receive remuneration up to 20% of the average salary of the Deputy General Director;
- Members of the Supervisory Board: receive remuneration equal to 70% of the remuneration of Board of Directors members.

2. Method of Salary and Remuneration Payment for Members of the Board of Directors and Supervisory Board in 2025: Monthly interim payments will be made and finalized at the end of the financial year.

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

Sincerely!

**ON BEHALF OF BOD
CHAIRMAN**

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