

Draft

Ho Chi Minh City, June 26th 2025

PROPOSAL
**Report on 2024 Remuneration and 2025 Plan for the Board of Directors
and the Supervisory Board.**

To: General Meeting of Shareholders
Phuong Dong Viet Shipping and Logistics Corporation

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders the report on the remuneration in 2024 and the remuneration plan for 2025 for the Board of Directors and the Supervisory Board as follows:

1. Remuneration of the BOD and Supervisory Board in 2024:

Based on Resolution No. 01/NQ-PĐV-ĐHĐCĐ dated April 24, 2024, of the General Meeting of Shareholders on the remuneration plan for the BOD and Supervisory Board in 2024, Phuong Dong Viet Shipping and Logistics Corporation reports the implementation as follows:

- For the full-time BOD member (01 person, position: Chairman of the BOD): remuneration complies with the Company's regulation on salary, bonus, and policy management. 2024 income: VND 651,704,000 (appointed from April 24, 2024).
- For the BOD member concurrently holding an executive position within the Company (01 person, position: General Director): remuneration according to the Company's salary/bonus regime. 2024 income: VND 1,711,418,182.
- For non-executive BOD and Supervisory Board members, details are as follows:

No	Description	No. of persons	Remuneration (VND)	Total (VND)	Notes
1	BOD Member	4	5.000.000	212.000.000	
2	Independent BOD Member	1	+ 10,000,000 (Jan-Apr 2024) + 5,000,000 (May-Dec 2024)	80.000.000	
3	Supervisory Board Members			108.000.000	
	Head of Supervisory Board	1	4.000.000	48.000.000	
	Supervisory Board Members	2	2.500.000	60.000.000	
Total (VND):				400.000.000	

2. Remuneration Plan for the BOD and Supervisory Board in 2025:

- Salary and bonus of the Chairman/BOD members working full-time will be applied according to the Company's salary/bonus regime.

- Salary and bonus of BOD members concurrently holding executive positions will also follow the Company's salary/bonus regime.
- Maximum remuneration for part-time positions:
- Chairman of the BOD (part-time): VND 6,000,000/person/month.
- Vice Chairman of the BOD (part-time): VND 5,000,000/person/month.
- Independent BOD Member (part-time): VND 10,000,000/person/month.
- Other BOD Members (part-time): VND 5,000,000/person/month.
- Head of the Supervisory Board (part-time): VND 4,000,000/person/month.
- Other Supervisory Board Members (part-time): VND 2,500,000/person/month.

(*) Depending on the Company's actual business performance and the availability of the remuneration fund, actual disbursements may vary depending on the Company's business performance, but shall not exceed the stated maximum levels.

3. The BOD respectfully submits the following for the GMS to consider and approve:

- Approval of the 2024 remuneration report for the BOD and the Supervisory Board.
- Approval of the 2025 remuneration plan for the BOD and the Supervisory Board. Authorize the BOD and the Supervisory Board to allocate remuneration among their members in accordance with the Company's regulations.

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

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

Le Truc Lam