

Hanoi, May 2026

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PROPOSAL

About: Approving the Report on the implementation of remuneration, allowances, salaries, bonuses in 2025 and the 2026 plan of the Board of Directors and the Supervisory Board

To: Annual General Meeting of Shareholders in 2026
Indochina Petroleum Transportation Joint Stock
Company

- Pursuant to the Charter of Indochina Petroleum Transportation Joint Stock Company (PVTrans-PTT);
- Pursuant to Resolution No. 02/NQ-VTDKD-DHĐCĐ dated 27/06/2025 which approves the remuneration and allowances of the Board of Directors, Supervisory Board in 2024 and the plan for 2025.

PVTrans-PTT respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the report on the implementation of remuneration, allowances, salaries, bonuses in 2025 and the 2026 plan of the Board of Directors and the Supervisory Board:

1. The implementation of remuneration, allowances, salaries, and bonuses of the Board of Directors and the Supervisory Board in 2025:

Based on the approval of the General Meeting of Shareholders of PVTrans-PTT on the remuneration and allowance plan of the Board of Directors and Supervisory Board in 2025, PVTrans-PTT has made the following payments:

- Remuneration for members of the Board of Directors and part-time Controllers:
 - + Chairman of the Board of Directors : 4,000,000 VND/month
 - + Member of the Board of Directors : 3,000,000 VND/person/month
 - + Head of the Control Board : 2,000,000 VND/month
 - + Controllers : 1,500,000 VND/person/month
- Allowance for independent members of the Board of Directors: 5,000,000 VND/person/month

The above level of expenditure is in line with the remuneration plan of the Board of Directors and the Supervisory Board approved by the General Meeting of Shareholders in 2025.

- The total amount of remuneration and allowances of the Chairman of the Board of Directors, Members of the Board of Directors, Head of the Supervisory Board and part-time Controllers in 2025 is: 312,000,000 VND (*Three hundred and twelve million VND*).

2. Remuneration, allowances, salaries and bonuses of the Board of Directors and the Supervisory Board in 2026:

The Company develops the remuneration, allowances, and salary plans of the Board of Directors and the Supervisory Board in 2026 on the Regulation on salary and bonus payment of Pvtrans-PTT, policies and other guiding documents of the Company as follows:

- Remuneration for members of the Board of Directors and part-time Controllers:

- + Chairman of the Board of Directors : 4,000,000 VND/month
- + Member of the Board of Directors : 3,000,000 VND/person/month
- + Head of the Control Board : 2,000,000 VND/month
- + Controllers : 1,500,000 VND/person/month

- Allowance for independent members of the Board of Directors: 5,000,000 VND/person/month

- The bonus regime from the annual bonus fund of the Labor Management Board shall be considered and implemented by the Board of Directors in accordance with the regulations and regulations on remuneration, salary and bonus regime of the Company.

The total amount of remuneration and allowances of the Chairman of the Board of Directors, Members of the Board of Directors, Head of the Supervisory Board, and Part-time Controllers in 2026 is expected: 276,000,000 VND (*Two hundred and seventy six million VND*).

The bonus scheme for Board of Directors and Supervisory Board members holding dual roles will be implemented according to the Company's regulations and rules in 2026, with an estimated amount of: VND 789,000,000 (Seven hundred eighty-nine million dong).

Salaries and incomes of members of the Board of Directors, full-time Supervisory Board (if any): Assign the Board of Directors to comply with the Regulation on salary and bonus payment of PVTrans-PTT, policies and other guiding documents of the Company.

Respectfully submit to the Annual General Meeting of Shareholders in 2026 for consideration and approval.

Sincerely./.

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

Le Manh Tuan

This English version is provided for reference purposes only. In case of any discrepancy between the Vietnamese and English versions, the Vietnamese version shall prevail and be legally binding.