

DRAFT

SUBMISSION

Re: Approval of the report on remuneration, allowances, salaries, and bonuses for the Board of Directors and the Supervisory Board in 2024 and the plan for 2025

**To: Annual General Meeting of Shareholders 2025
Indochina Petroleum Transport Joint Stock Company**

Pursuant to the Charter of Indochina Petroleum Transportation Joint Stock Company. The Board of Directors of Indochina Petroleum Transportation Joint Stock Company (PVTrans-PTT) respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the following:

1. Status of remuneration, allowances, salaries, and bonuses for the BOD and Supervisory Board in 2024:

Pursuant to the resolution of the General Meeting of Shareholders of PVTrans-PTT approving the 2024 remuneration plan for the BOD and the Supervisory Board, PVTrans-PTT hereby reports on the implementation status as follows:

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

The above levels are in line with the remuneration plan for the BOD and Supervisory Board approved by the 2023 AGM.

- Total remuneration for the Chairman of the BOD, BOD Members, Head of the Supervisory Board, and Supervisory Board Members in 2024 was: 312,000,000 VND (*Three hundred twelve million dong*)

2. Remuneration, allowances, salaries, and bonuses plan for the BOD and BOS in 2025:

The Company formulates the 2025 remuneration and salary plan for the Board of Directors and the Supervisory Board based on PVTrans-PTT's regulations on salary and bonus payment, applicable policies, and other relevant internal guidelines, as follows:

- Remuneration for BOD members and part-time Supervisory Board members:
 - + Chairman of the BOD : 4,000,000 VND/month
 - + BOD Member : 3,000,000 VND/person/month
 - + Head of the Supervisory Board : 2,000,000 VND/month
 - + Supervisory Board Member : 1,500,000 VND/person/month
- Allowance for independent BOD members: 5,000,000 VND/person/month
- Total projected remuneration for the Chairman of the BOD, BOD Members, Head of the Supervisory Board, and Supervisory Board Members in 2025: 312,000,000 VND (*Three hundred twelve million dong*).

Salaries and income of full-time members of the BOD and Supervisory Board (if any): To be implemented by the BOD in accordance with PVTrans-PTT's salary and bonus regulations, internal policies, and other guiding documents of the Company.

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
Le Manh Tuan**

