

DRAFT

*Ho Chi Minh City, April 22, 2026*

**PROPOSAL  
ON THE REMUNERATION AND SALARY PLAN FOR MEMBERS OF  
THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS  
FOR 2026**

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 managers of Vietnam Tanker JSC;*

*Pursuant to the business performance results in 2025 and the business plan for 2026.*

The Board of Directors of Vietnam Tanker JSC respectfully submits to the General Meeting of Shareholders for consideration and approval the salary and remuneration plan for the Chairman of the Board of Directors, the Head of the Board of Supervisors, and members of the Board of Directors and the Board of Supervisors for 2026 as follows:

**1. Salary and remuneration fund for the Board of Directors and the Board of Supervisors:** To be implemented in accordance with the Company's Regulation on salary and remuneration.

- Full-time Chairman of the Board of Directors and full-time Head of the Board of Supervisors: entitled to salary in accordance with the Company's salary regulations;
- Members of the Board of Directors: entitled to remuneration of up to 20% of the average salary of the Deputy General Director;
- Members of the Board of Supervisors: entitled to remuneration equal to 70% of that of members of the Board of Directors.

**2. Payment method:** Salary and remuneration for members of the Board of Directors and the Board of Supervisors in 2026 shall be paid on a monthly provisional basis and finalized at the end of the financial year.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

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

LA VAN UT