

DRAFT

Ho Chi Minh City, April 22, 2026

REPORT

Re: Finalization of Salaries and Remuneration for Members of the Board of Directors and the Supervisory Board for FY2025

To: The General Meeting of Shareholders of Vietnam Tanker JSC

Pursuant to the Charter of Vietnam Tanker JSC;

Pursuant to the Resolution of the Annual General Meeting of Shareholders 2025 dated April 25, 2025 of Vietnam Tanker JSC;

Pursuant to the Regulation on salaries and remuneration for managers of Vietnam Tanker JSC;

Pursuant to the business performance results for 2025.

The Board of Directors of Vietnam Tanker JSC respectfully submits to the General Meeting of Shareholders for approval the finalization report of the salary and remuneration fund for members of the Board of Directors and the Supervisory Board for FY2025 as follows:

1. Salary of the full-time Chairman of the Board of Directors and remuneration of members of the Board of Directors were implemented in accordance with the plan approved by the General Meeting of Shareholders on April 25, 2025.

Total amount: VND 2,032,023,883.

2. Salary of the full-time Head of the Supervisory Board and remuneration of members of the Supervisory Board were implemented in accordance with the plan approved by the General Meeting of Shareholders on April 25, 2025.

Total amount: VND 931,991,196.

Respectfully submitted for consideration and approval.

Sincerely!

**ON BEHALF OF THE BOD
CHAIRMAN**

LA VAN UT