



Hai Phong, April 8, 2026

PROPOSAL

*Regarding the Remuneration Plan for the
Board of Directors and the Board of Supervisors in 2026*

To: General Meeting of Shareholders of Vietnam Petroleum Transport Joint Stock Company

Pursuant to the Charter of Vietnam Petroleum Transport Joint Stock Company and relevant legal provisions;

Based on the business performance results in 2025 and the business plan for 2026 of Vietnam Petroleum Transport Joint Stock Company.

The Board of Directors of Vietnam Petroleum Transport Joint Stock Company respectfully submits to the General Meeting of Shareholders the remuneration plan for the Board of Directors and the Board of Supervisors in 2026, as follows:

1. Remuneration plan for the Board of Directors and the Board of Supervisors:

* Full-time Chairman of the Board of Directors, Full-time member of the Board of Directors: Apply according to the Company's salary management regulations, and does not receive remuneration.

* Non-professional, independent member of the Board of Directors: Equal to 20% of the final salary of the position of Deputy General Director.

* For the full-time Head of the Board of Supervisors: Apply according to the Company's salary management regulations, and does not receive remuneration.

* Non-professional Board of Supervisors member: Equal to 14% of the final salary of the position of Deputy General Director.

2. Method of remuneration payment for members of the Board of Directors and the Board of Supervisors in 2026: Remuneration shall be temporarily paid on a monthly basis and finalized at the end of the fiscal year.

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

ON BEHALF OF THE BOARD OF DIRECTORS



NGUYEN HUU THANH