

PROPOSAL**The settlement of salaries and remunerations in 2024 and the 2025 salary and remuneration plan for the Board of Directors, the Board of Supervisors****To: General Meeting of Shareholders of VINATRANS**

- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS;
- Based on the Audited Financial Statements for 2024;
- Based on the 2025 business plan of VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval of the settlement of salaries and remunerations in 2024 and the salary and remunerations plan for 2025 for the Board of Directors, the Board of Supervisors as follows:

I. Finalization of salaries and remunerations in 2024 for the Board of Directors (BOD) and the Board of Supervisors (BOS)**1. Finalization of salaries for the full-time members of the BOD and the BOS**

| No. | Position | Salary (VND/month) | Number of Months | Total Salary (VND) | Remarks |
|--------------|-----------------|--------------------|------------------|--------------------|---------|
| 1 | Chairman of BOD | 55,200,000 | 12 | 662,400,000 | |
| 2 | Head of BOS | 40,800,000 | 6 | 244,800,000 | |
| Total | | | | 907,200,000 | |

Total salary of full-time members of the BOD and the BOS in 2024 is VND 907,200,000.

2. Finalization of remunerations for the non-full-time members of the BOD and the BOS.

According to the Resolution of the 2024 Annual General Meeting of Shareholders, the remunerations of the non-full-time members of the BOD and the BOS as follows:

| No. | Position | Remuneration (VND/month) | Number of Settlement Months | Total Remuneration (VND) | Remarks |
|--------------|---------------|--------------------------|-----------------------------|--------------------------|------------|
| 1 | Member of BOD | 4,000,000 | 18.5 | 74,000,000 | 04 members |
| 2 | Head of BOS | 4,000,000 | 6 | 24,000,000 | 02 members |
| 3 | Member of BOS | 3,000,000 | 24 | 72,000,000 | 03 members |
| Total | | | | 170,000,000 | |

Total remunerations of the non-full-time members of the BOD and the BOS in 2024 is VND 170,000,000.

II. Salary and remuneration plan for the Board of Directors and the Board of Supervisors for 2025

The General Meeting of Shareholders authorizes the Board of Directors to consider and decide on the 2025 salary and remuneration plan for the Board of Directors and the Board of Supervisors.

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

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept., BOD.

(Signed and stamped)

Mr. Nguyen Minh Huy

Note: The translation is for information purpose only and does not substitute the official Vietnamese contents. In case of any discrepancy between the Vietnamese and English versions, the Vietnamese version shall prevail.