

No: .../TTTr-VTXDPN-HDQT

HCM City, 2026

DRAFT

PROPOSAL

**Re: Remuneration, salaries and bonuses of the Board of Directors
and the Supervisory Board for 2025 and the 2026 plan**

To: The General Meeting of Shareholders of SPT

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Southern Petroleum Transportation Joint Stock Company (the “Company”) as approved by the General Meeting of Shareholders;

The Board of Directors hereby reports to the General Meeting of Shareholders on the following matters:

I. Implementation of remuneration, salaries and bonuses for the Board of Directors and the Supervisory Board in 2025

Remuneration for the Board of Directors and the Supervisory Board in 2025 was paid in accordance with the levels approved by the 2025 Annual General Meeting of Shareholders (DHDCD) on June 30, 2025, as follows:

1. Non-executive members:

No.	Position	Number	Monthly remuneration (VND/person/month)	Total remuneration (VND/year)
1	Chairman	01	5.000.000	60.000.000
2	Member of BOD	05	4.000.000	240.000.000
3	Head of the Supervisory Board	01	3.000.000	36.000.000
4	Supervisor	02	2.000.000	48.000.000
TOTAL				384.000.000

2. The projected payment of management and executive bonuses to members of the Board of Directors and Supervisory Board holding concurrent positions is: VND 460,000,000 (before June 30, 2026).

II. Remuneration, salary and bonus plan for the Board of Directors and the Supervisory Board for 2026

1. Non-executive members:

No.	Position	Number	Monthly remuneration (VND/person/month)	Total remuneration (VND/year)
1	Chairman	01	5.000.000	60.000.000
2	Member of BOD	04	4.000.000	192.000.000
3	Head of the Supervisory Board	01	3.000.000	36.000.000
4	Supervisor	02	2.000.000	48.000.000
TỔNG CỘNG				336.000.000

2. The plan for paying management and executive bonuses to part-time members of the Board of Directors and Supervisory Board in 2026 is: VND 1,030,000,000.

3. For full-time members of the Board of Directors and Supervisory Board: Salaries and bonuses will be paid according to the Salary and Bonus Payment Regulations of Phuong Nam Company.

4. Operating expenses of the Board of Directors and the Supervisory Board for 2026 shall be included in the Company's general administrative expenses..

We respectfully seek the General Meeting of Shareholders' approval./.

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- As above;
- BOD, BOS;
- Filed at: Admin Dept., BOD (02 copies).

Nguyen Dinh Thanh