



*Ho Chi Minh City, April 24, 2025*

## **PROPOSAL**

### **Regarding approval of remuneration levels for the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance concurrently Secretary of the Board of Directors in 2024 and the Remuneration Plan for 2025**

To: the General Meeting of Shareholders of Logistics Vicem Joint Stock Company

- Pursuant to the Law on Enterprises dated June 17, 2020 and its guiding documents;
- Pursuant to the audit results of the 2024 Financial Statements and the 2025 Business Plan of Logistics Vicem Joint Stock Company.

The Board of Directors of Logistics Vicem Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration levels for 2024 of the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance concurrently Secretary of the Board of Directors and the Remuneration Plan for 2025 as follows:

#### **1. 2024 Remuneration Levels**

The total cost of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2024 is 420,000,000 VND.

The General Meeting of Shareholders authorizes the Board of Directors to allocate the 2024 remuneration levels for each Member of the Board of Directors, the Board of Supervisors and the Person in charge of corporate governance concurrently Secretary of the Board of Directors.

#### **2. 2025 Remuneration Plan**

Pursuant to Circular 28/2016/TT-BLĐTBXH dated September 01, 2016 of the Ministry of Labor - Invalids and Social Affairs guiding the implementation of regulations on labor, salaries, remuneration, and bonuses for companies with state-dominated shares or capital contributions. To enhance the management of the Board of Directors and the inspection and supervision of the Board of Supervisors, the Company's Board of Directors respectfully requests the General Meeting of Shareholders to approve the 2025 plan for payment of remuneration and allowances

for the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors as follows:

No	Title	Unit	Plan 2025
1	Chairman Of The Board Of Directors	VND/month	6,000,000
2	Member of the Board of Directors; Head of the Board of Supervisors	VND/month	4,000,000
3	Member of the Board of Supervisors; Person in charge of corporate governance concurrently Secretary of the Board of Directors.	VND/month	3,000,000

Bonus Fund: The report requests approval later in the next General Meeting depending on the business results of 2025.

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

***Recipients:***

- As above;
- Company's Board of Directors;
- Company's Board of Management;
- BKS; specialized departments;
- Archived: Document, Secretary of the Board of Directors.

**On behalf of the BOARD OF DIRECTORS  
CHAIRMAN OF  
THE BOARD OF DIRECTORS**

**Ha Quang Hien**