



VIETNAM CONTAINER SHIPPING JOINT STOCK CORPORATION

No. 11 Vo Thi Sau – Gia Vien – Ngo Quyen – Hai Phong

Enterprise code: 0200453688

Tel: (84-225) 3 836 705 Fax: (84-225) 3 836 104

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SOCIALIST REPUBLIC OF VIETNAM

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Hai Phong, March 27th, 2025

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

No: 05/2025/VSC/TT-HĐQT

(Re: Approval of the 2025 Remuneration Plan for the Board of Directors
and the Board of Supervisors)

TO: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Vietnam Container Shipping Joint Stock Corporation (“Company”);
- Pursuant to the Company’s audited financial statements for the year 2024;
- Pursuant to the actual business operations of the Company.

The Board of Directors (“BOD”) hereby submits to the General Meeting of Shareholders for review and approval the 2025 remuneration plan for the Board of Directors and the Board of Supervisors, as follows:

1. Basis for determining the 2025 remuneration levels:

- The 2025 business operation plan;
- The number of members of the Board of Directors and the Board of Supervisors in 2025;
- The Company's current financial capacity, taking into account remuneration levels of other enterprises in the same industry.

2. Proposed remuneration plan for the Board of Directors and the Board of Supervisors in 2025:

a. Remuneration levels:

- Remuneration for the Board of Directors: 1% of the consolidated pre-tax profit of 2025, but not less than VND 2,000,000,000 (*In words: Two billion Vietnamese dong*).
- Remuneration for the Board of Supervisors: 0.5% of the consolidated pre-tax profit of 2025, but not less than VND 1,000,000,000 (*In words: One billion Vietnamese dong*).

- ##### b. Payment schedule:
- Payment shall be made after the Annual General Meeting of Shareholders 2026 approves the profit distribution plan for the year 2025, or at another time as decided by the Board of Directors.





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

Recipients:

- *The General Meeting of Shareholders;*
- *Filed at: Archives, BOD Office.*

ON BEHALF OF THE BOD

CHAIRMAN

(signed)

NGUYỄN ĐỨC DŨNG

