

PVI HOLDINGS

SOCIALIST REPUBLIC OF VIETNAM

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Hanoi, April 17th, 2026**PROPOSAL****Regarding the payment of salary/remuneration in 2025 and the estimate of salary/remuneration in 2026 of Board of Directors and Supervisory Board of PVI**

To: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the PVI's Charter;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders No. 01/2025/NQ-ĐHĐCĐ dated April 22, 2025;
- Pursuant to the current regulations on salary and bonus payment of PVI;
- Based on the business results in 2025, business plan in 2026, The Board of Directors proposes to the General Meeting of Shareholders the following contents:

I. Report on salary/remuneration of PVI Board of Directors (BOD) and Supervisory Board (SB) in 2025:**1. Remuneration/salary:**

1.1 Number of members:

- Members of the BOD: 08 members of which 03 full-time members; 05 part-time members.
- Members of the SB: 04 members, of which 01 full-time member is the Head of the SB; 03 part-time members.

1.2 Total remuneration/salary paid for members of the BOD (*including remuneration/salary of the BOD Standing Vice Chairman, BOD Vice Chairman cum CEO*) and the SB in 2025, specifically:

+ Members of the BOD: VND 11.755.000.000

Including:

✓ *Full-time member: VND 10.075.000.000*✓ *Part-time member: VND 1.680.000.000*

+ Member of SB: VND 2.765.000.000

Including:

✓ *Head of SB: VND 2.405.000.000*✓ *Part-time member: VND 360.000.000***Total: VND 14.520.000.000 (lower than the plan approved by AGMS 2025 is VND 14.913.492.000)****2. Bonus, other benefits, operating expenses of BOD, SB:**

2.1 Bonus:

In 2025, members of the BOD, members of the SB receive additional salaries for completion and overachievement of profit plan, specifically:

- + Members of the BOD (including full-time & part-time members): VND 8.436.771.757
- + Members of SB (including full-time & part-time members): VND 2.320.232.293

- 2.2 Insurance program for the Leaders: Members of the BOD, full-time members of the SB are entitled to participate in the welfare insurance program according to position levels, source from PVI expenses with 10-year program duration.
- 2.3 The operating expenses of the BOD, the SB are implemented in accordance with the current regulations of PVI.

II. Salary/Remuneration plan of the Board of Directors and Supervisory Board in 2026:

1. Remuneration/salary:

1.1 Number of members:

- + Members of the BOD: 08 members of which 03 full-time members; 05 part-time members.
- + Members of the SB: 04 members, of which 01 full-time member is the Head of the Supervisory Board.

1.2 The salary/remuneration plan of the members of the BOD (includes remuneration of the Board of Directors Vice Chairman cum CEO), the SB in 2026 and does not include additional salary for completion and additional salary of overachievement of the profit plan in 2026: **15.690.000.000 VND**.

In which, the salary/remuneration of part-time members will remain unchanged in 2026:

- ✓ Member of the BOD holding the position of Chairman: VND 40,000,000/person/month.
- ✓ Member of the BOD cum Head of Committees: VND 35,000,000 /person/month
- ✓ BOD member: VND 15,000,000 /person/month
- ✓ Member of SB: 10,000,000 VND/person/month

2. Bonus, other benefits, operating expenses of BOD, SB:

- 2.1 Bonus according to business results of the year and PVI regulations.
- 2.2 Entitled the Welfare insurance program for Leaders.
- 2.3 The operating expenses of the BOD, the SB are implemented in accordance with the current regulations of PVI.
3. In case the number of full-time/part-time members changes and/or the remuneration/salary of the BOD, the SB of PVI is adjusted in 2026, the salary/remuneration fund will be adjusted accordingly.

Respectfully./.

**ON BEHALF OF THE BOD
CHAIRMAN**