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No: 19-TTR

April 25 2025

PROPOSAL

On the Remuneration and Salary of the Board of Directors for 2024 & Plan for 2025

To: The General Meeting of Shareholders

- Pursuant to the current Law on Enterprises;
- Pursuant to the current Charter of Vietravel;
- Pursuant to the Internal Corporate Governance Regulations of Vietravel;
- Pursuant to the Resolutions of the 2024 Annual General Meeting of Shareholders and relevant decisions;
- Pursuant to the Audited Financial Statements for 2024.

The Board of Directors respectfully submits to the General Meeting of Shareholders the report on remuneration and salaries paid in 2024 and the plan for 2025 as follows:

1. Remuneration and Salary for the Board of Directors in 2024

- **Planned amount:** VND 4,850,000,000
- **Actual disbursed amount:** VND 5,138,062,885

2. Remuneration and Salary Plan for 2025

2.1 The Board of Directors proposes that the maximum total amount for remuneration, salary, and bonuses to be paid to the Board in 2025 shall not exceed **1% of the Company's gross profit** for the year.

2.2 The Board of Directors shall be authorized to prepare and implement a specific allocation plan based on the following criteria:

1. The official title and actual role of each Board member (e.g., Executive Chairman, Independent Member, Members involved in management...);
2. The level of involvement in governance, supervision, and strategic planning;
3. Individual contributions and effectiveness in key projects and initiatives;
4. Compliance with legal regulations and principles of transparent corporate governance.

2.3 The General Meeting of Shareholders is kindly requested to approve and authorize the Board of Directors to determine and allocate remuneration and salary for each member based on the criteria stated above.

We respectfully submit this Proposal to the Annual General Meeting of Shareholders for consideration and approval regarding the remuneration, salary, and bonus disbursed in 2024 and the plan for 2025.

OVERSEAS OFFICES: USA - FRANCE - AUSTRALIA - SINGAPORE - THAILAND - CAMBODIA.


VIETNAM BRANCHES: HA NOI - QUANG NINH - THAI NGUYEN - HAI PHONG - VINH - HUE - DA NANG - QUANG NGAI - QUY NHON - BUON MA THUOT - NHA TRANG - DA LAT - VUNG TAU
DONG NAI - BINH DUONG - CAN THO - LONG XUYEN - RACH GIA - PHU QUOC - CA MAU.

TRAVEL BOOKING OFFICES IN HCMC: CONG HOA - GO VAP - PHU MY HUNG.

MEMBERS OF VIETTRAVEL: VIETRAVEL AIRLINES - WORLDTRANS - VIETRAVEL INVEST - TRIPU - BEEVENT JSC - CDIMEX - AISIA EXPRESS TRANSPORT SERVICE ENTERPRISE
GREEN LEAF CENTER VIETNAM - TOUR GUIDE OPERATION - VIETNAM MANPOWER CENTER - VIETRAVEL ACADEMY.

Recipients:

- Annual General Meeting of Shareholders 2024
- Board of Directors Members
- To be filed at the Company's Board of Directors Office

ON BEHALF OF THE BOARD OF 
DIRECTORS
CHAIRMAN




NGUYEN QUOC KY

