PROPOSAL 3

PHU THO TOURIST SERVICE
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, 19th May 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

(Re: Remuneration for the Board of Directors and Board of Supervisors in 2025; Plan for Remuneration for the Board of Directors and Board of Supervisors in 2026)

To: **The General Meeting of Shareholders**

- *Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;*
- *Pursuant to the Charter of Phu Tho Tourist Service Joint Stock Company as approved by the General Meeting of Shareholders on 30/09/2021;*
- *Pursuant to the Company's business performance and operating situation.*

1. Report on Salaries, Remuneration, and Operating Expenses of the Board of Directors and Board of Supervisors in 2025:

No.	ITEM	ACTUAL 2025	% of Revenue
1.	Net Revenue (excluding internal revenue)	**171.566.959.991**	
2.	Salaries, remuneration, and operating expenses disbursed, including:	**1.478.400.000**	**0,86**
	Remuneration and operating expenses + Chairman of the Board of Directors: 12 million VND/month + Member of the Board of Directors: 12 million VND/month	806.400.000	0,47
	Salaries, remuneration, and operating expenses: + Head of the Board of Supervisors: 40	672.000.000	0,39

	million VND/month + Members of the Board of Supervisors: 8 million VND/month		

2. Plan for Salaries, Remuneration, and Operating Expenses of the Board of Directors and Board of Supervisors in 2026

2.1 **Remuneration, and Operating Expenses of the Board of Directors and Board of Supervisors in 2026:**

*** Board of Directors:**

- Total remuneration and operating expenses of the Board of Directors: 1.008.000.000 VND/ year.

*** Board of Supervisors:**

- Total remuneration and operating expenses for the Head of the Board of Supervisors: 480.000.000 VND/year.

- Total remuneration and operating expenses for Members of the Board of Supervisors: 192.000.000 VND/year.

The Board of Directors is authorized to approve remuneration and operating expenses for each member.

2.2 **Payment Method:**

The General Meeting of Shareholders authorizes the Board of Directors to determine the payment method, approve the remuneration and operating expenses for each Board Member and Member of the Board of Supervisors.

Kindly submitted.

Recipients:

- *General Meeting of Shareholders;*
- *Board of Directors, Board of Supervisors, Executive Board;*
- *Company Website;*
- *Archived.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

Tran Viet Anh