

No.: 005/TT/SRF/HĐQT/25

HCMC, date 9<sup>th</sup> month April year 2025

## PROPOSAL

***Re: Remuneration, allowances and operating expenses of the Board of Directors in 2024 and propose for 2025***

Dear: **GENERAL MEETING OF SHAREHOLDERS OF SEAREFICO CORPORATION**

- Pursuant to Enterprise Law no. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to Securities Law no.54/2019/QH14 passed by the National Assembly on November 26, 2018;
- Pursuant to Charter Company of Searefco Corporation ("Company").
- Pursuant to Resolution no. 003/NQ/SRF/ĐHĐCĐ/24 on June 14, 2024 of the 2024 Annual General Meeting of Shareholders of Searefco Corporation;
- Consider the actual needs of the Company.

The Board of Directors (BOD) of SEAREFICO Corporation respectfully submits to the General Meeting of Shareholders for approval of the Proposed profit distribution plan for 2025 as follows:

### **1. Remuneration and operating expenses of the Board of Directors paid in 2024**

The total remuneration of the Board of Directors in 2024 approved by the General Meeting of Shareholders shall not exceed VND 2,000,000,000 (two billion VND). Allowances for members of the Committees under the Board of Directors and operating expenses for the Board of Directors shall not exceed VND 1,000,000,000 (one billion VND).

The total remuneration paid by the Board of Directors in 2024 was VND 1,782,500,000 (one billion seven hundred eighty-two million five hundred thousand dong). Allowances for members of the Committees under the Board of Directors and operating expenses for the Board of Directors were VND 796,130,130 (seven hundred ninety-six million one hundred thirty thousand one hundred thirty dong).

### **2. Proposed remuneration, allowances and operating expenses for the Board of Directors in 2025.**

- a. Remuneration of the Board of Directors: no exceed 2.300.000.000 dong ( two billion three hundred million dong).
- b. Allowances for members of the Committees under the Board of Directors and operating expenses for the Board of Directors: not exceeding VND 1,000,000,000 (one billion VND).

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOD**

**CHAIRMAN**

*(signed and stamped)*

**LE TAN PHUOC**

**Receipt :**

- As above;
- Save the BOD;
- Publish information