



**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

*Hanoi, March 17, 2025*

## **SUBMISSION**

**Re: Matters to be submitted to the 2025 Annual General Meeting of Shareholders**

**To: - The 2025 Annual General Meeting of Shareholders**

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Law on Securities No. 54/2019/QH14 dated November 16, 2019;
- The Charter on the Organization and Operation of Dong Do Marine Joint Stock Company;

**The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders for voting and approval of the following matters:**

### **I. 2024 Performance Review**

1. Approval of the 2024 Consolidated Financial Statements audited by UHY Auditing and Consulting Co., Ltd.

2. Approval of remuneration for 2024 for both full-time and part-time members of the Board of Directors and the Supervisory Board, as follows:

2.1- Remuneration for non-executive members:

- Chairman of the Board of Directors: VND 5,000,000/month
- Member of the Board of Directors: VND 4,000,000/person/month
- Head of the Supervisory Board: VND 4,000,000/person/month
- Member of the Supervisory Board: VND 3,000,000/person/month

2.2- Total remuneration and salary fund for the Board of Directors and Supervisory Board: VND 706,487,000, of which:

- Salary fund for the full-time Chairman of the Board (from April 2024): VND 377,806,000

- Remuneration fund for non-executive Board and Supervisory Board members: VND 328,681,000

3. Approval of no dividend distribution and no allocation to other funds due to accumulated losses.

### **II. 2025 Business Plan**

1. Approval of key business targets for 2025:

- Cargo volume: 994,000 tons

- Total revenue: VND 264.808 billion
- Profit before tax: VND 1 billion

2. Authorization for the Board of Directors to, based on actual circumstances, select and assign an appropriate audit firm (approved by the State Securities Commission and proposed by the Supervisory Board) to audit the 2025 financial statements in accordance with regulations.

3. Completion of the liquidation of vessels Dong Thinh and Dong An to fulfill commitments to the Vietnam Debt and Asset Trading Corporation (DATC).

4. Engage with credit institutions regarding the liquidation of the Dong Ho vessel (subject to lender approval).

5. Continue working closely with relevant parties to resolve the bankruptcy procedure or capital divestment from DHP Lines.

6. Approval of proposed 2025 remuneration levels for non-executive members of the Board and Supervisory Board:

- Member of the Board of Directors: VND 5,000,000/person/month
- Head of the Supervisory Board: VND 5,000,000/person/month
- Member of the Supervisory Board: VND 4,000,000/person/month

**Recipients::**

- As above;
- Members of the BoD (for reporting),
- Supervisory Board (for supervision);
- Archv: Board of Directors, Archives.

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**CHAIRMAN**

**(Signed)**

**Nguyễn Duy Luân**