

PROPOSAL TO SHAREHOLDERS No. 04

Re: Remuneration for the Board of Director, the Supervisory Board

Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp

Pursuant to provisions of the Charter, the Board of Directors hereby respectfully submits to the General Meeting of Shareholders consider to approval of the remuneration for the Board of Directors and Supervisory Board as below:

1. The remuneration was disbursed in 2022

- The remuneration of the BOD was disbursed: VND 2,463,461,538 (*two billion, four hundred and sixty-three million, four hundred sixty-one thousand, five hundred thirty-eight Vietnam dong*)
- The remuneration of the Supervisory Board was disbursed: VND 144,000,000 (*one hundred and forty-four million Vietnam dong*).
- Total remuneration: VND 2,607,461,538 (*two billion, six hundred and seven million, four hundred sixty-one thousand, five hundred thirty-eight Vietnam dong*).

2. The proposed remuneration in 2023

- ❖ The proposed remuneration of the BOD:
 - + Remuneration for Board members who do not serve concurrently as Corporate Officers: VND 25,000,000/person/month (*twenty-five million Vietnam Dong*);
 - + Remuneration for Board members who serve concurrently as Corporate Officers: VND 12,500,000/person/month (*twelve million five hundred thousand Vietnam Dong*);
- ❖ The proposed remuneration of the Supervisory Board:
 - + Remuneration for Supervisory members who do not serve concurrently as Corporate Officers: VND 20,000,000/ person/month; (*twenty million Vietnam Dong*).
 - + Remuneration for Supervisory members who serve concurrently as Corporate Officers: VND 4,000,000 person/month (*four million Vietnam Dong*).

3. The proposed bonus rate in 2023

Total bonus rate for Board of Director, Supervisory Board, officers and employees:

- Not completing the plan: 0%
- Completed the plan: 8% of Profit after Tax
- Exceeded the plan: 15% of Profit after Tax that exceeded the plan.

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD
LE VAN QUANG**