

No: 364/HDQT-TTr

Hanoi, May 26th, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Remuneration for Members of the Board of Directors and Supervisory Board in 2026

After reviewing the current regulations of the State regarding salaries and benefits for enterprise managers (particularly the Enterprise Law 2020 effective from January 1st, 2021, and its amendments, supplements, and implementation guidelines); based on the operational and business conditions of the Company and to enhance accountability, motivate, and encourage the management/supervision efforts of each member annually, the Board of Directors submits to the General Meeting of Shareholders for approval the total remuneration for members of the Board of Directors and Supervisory Board in 2026 as follows:

1. Remuneration for the Board of Directors:

Board Member: 10 million VND/person/month

2. Remuneration for the Supervisory Board:

+ Head of the Supervisory Board: 10 million VND/month

+ Member of the Supervisory Board: 7 million VND/person/month

The above remuneration expenses shall be accounted for as business expenses of the Company in accordance with current legal regulations. The Board of Directors is authorized to review and decide on the remuneration payment for each member of the Board of Directors and Supervisory Board.

Respectfully submitted to the General Meeting of Shareholders for review and approval./.

Recipients:

- As above;
- To be archived: Office, HR,
CG Team

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Bui Duy Chinh