



**PROPOSAL OF THE BOARD OF DIRECTORS  
AND THE SUPERVISORY BOARD**

**Re: Remuneration for the Board of Directors and the Supervisory Board**

**Respectfully submitted to: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to relevant laws and the Charter of Vingroup Joint Stock Company (“**Vingroup**”);
- Pursuant to the Resolution of the Annual General Meeting of Shareholders No. 01/2020/NQ-DHDCD-VINGROUP dated 28 May 2020 (“**2020 AGM Resolution**”).

The Board of Directors (“**BOD**”) and the Supervisory Board hereby report the 2020 remuneration and request the Annual General Meeting of Shareholders (“**AGM**”) to approve the plan for 2021 remuneration for the members of the BOD and the Supervisory Board as follows:

**1. Actual remuneration paid in 2020**

- In 2020, the BOD consisted of nine members and the Supervisory Board consisted of three members;
- Remuneration for the BOD was VND 12.4 billion – equivalent to 0.27% of the 2020 profit after tax;
- Remuneration for the Supervisory Board was VND 2.1 billion – equivalent to 0.05% of the 2020 profit after tax;

The total remuneration for the BOD and the Supervisory Board complies with the Resolution passed at the 2020 AGM.

**2. Remuneration Plan for 2021**

Based on the 2021 business plan, the BOD and the Supervisory Board request the AGM’s approval of the 2021 remuneration plan for the BOD and the Supervisory Board as follows, which is consistent with the proposed remuneration plan in 2020:

- Remuneration for the BOD is limited to a maximum of 0.4% of profit after tax in 2021;
- Remuneration for the Supervisory Board is limited to a maximum of 0.1% of profit after tax in 2021.

The BOD and the Supervisory Board request the AGM’s authorization for the Chairman of the BOD and the Head of the Supervisory Board to set specific remuneration for the members of the BOD and the Supervisory Board within the limits above.

Kindly submit for AGM consideration and endorsement.

**FOR AND ON BEHALF OF  
THE SUPERVISORY BOARD**

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THE BOARD OF DIRECTORS**

(signed)

(signed)

**NGUYEN THE ANH  
HEAD OF THE SUPERVISORY BOARD**

**PHAM NHAT VUONG  
CHAIRMAN**

*Note: Further amendments and supplements to this document may be proposed for approval at the AGM*