

No: 05/2025/TTr-HĐQT

Ha Nam. April 18 2025

SUBMISSION

Re: Remuneration for the Board of Directors and Supervisory Board in 2024, plan for 2025

Dear: Annual General Meeting of Shareholders 2025
Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Charter of organization and operation of Thanh Dat Investment Development Joint Stock Company;
- Business results in 2024 and business plan in 2025;

The Company's Board of Directors reports on the remuneration situation for the Board of Directors and the Board of Supervisors in 2024: Remuneration for the Board of Directors and the Board of Supervisors is: VND 264.000.000.

The projected year 2025 is:

Unit: VND

STT	Content	Amount 1 month	Full year 2025	Note
1	Chairman's remuneration	3.000.000	36.000.000	
2	Board of Directors' remuneration (04 people)	2.000.000	96.000.000	
3	Board of Supervisors member remuneration (03 people)	1.000.000	36.000.000	
	Total:		168.000.000	

Respectfully submit to the General Meeting of Shareholders for approval./.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON



NGUYEN HUY CUONG