

No: / TTr-BBBS

Bim Son, April ... 2025

PROPOSAL

the Remuneration of Board of Directors, Board of Supervisor, Secretary;
Salary of CEO and other managers in 2024 and
Remuneration budget in 2025

To: General Meeting of Shareholders (“GMS”)

*Pursuant to Enterprise Law No.59/2020/QH14 and documents guiding the
implementation of the Enterprise Law;*

Pursuant to the Charter of the Company

Base on business result of the Company in 2024 and business plan in 2025

Board of Directors would like to propose to GMS for consideration and voting to approve the Remuneration of Board of Directors, Board of Supervisor, Secretary; Salary of CEO and other managers in 2024 and Remuneration budget in 2025 as following:

1. Actual Remuneration of Board of Directors, Board of Supervisor, Secretary, Salary of CEO and other managers in 2024

- Remuneration of Board of Directors, Board of Supervisor, Secretary paid in 2024: 420,000,000 VND.

- Salary of CEO and other managers: in accordance with Salary regulation of the Company.

2. Budget of Remuneration of Board of Directors, Board of Supervisor, Secretary, Salary of CEO and other managers in 2025

No.	Position	Volume	Remuneration (VND/ person/ month)	Month	Value
I	Board of Directors				
1	Chairman	1	6,000,000	12	72,000,000
2	Member	4	4,000,000	12	192,000,000
II	Board of Supervisors				
1	Head	1	4,000,000	12	48,000,000
2	Member and Secretary	3	3,000,000	12	108,000,000
	Total				420,000,000

Salary of CEO and other managers in 2025: in accordance with Salary regulation of the Company.

Respectfully submit to the GMS for consideration and approval.

Recipient:

- As above;
- Archive.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**

Nguyen Thi Kim Chi