G-AUTOMOBILE JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom - Happiness
No: 04/2026/TTr/HĐQT-GMA	*Hanoi, March 25, 2026*

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Re: Salary, remuneration, and bonus for the Board of Directors and the Supervisory Board in 2025, and the salary, remuneration, and bonus plan for the Board of Directors and the Supervisory Board in 2026.

To: 2026 Annual General Meeting of Shareholders

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements and guiding documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements and guiding documents;*
- *Pursuant to the Charter of G-Automobile Joint Stock Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration settlement for the Board of Directors (BOD) and the Supervisory Board (SB) for the year 2025, as well as the remuneration plan for the BOD and SB for the year 2026:

1. Final settlement of the remuneration for BOD and SB for the year 2025

No	Item	Number	Amount of payment (VND)
A	**Board of Directors' remuneration**		**132.000.000**
1	Chairman of the Board of Directors	1	60.000.000
2	Member of the Board of Directors	2	72.000.000
B	**Supervisory Board' remuneration**		**84.000.000**
1	Head of the Supervisory Board	1	36.000.000
2	Member of the Supervisory Board	2	48.000.000
C	**Total (C=A+B)**		**216.000.000**

2. Remuneration plan for BOD and SB for 2026

No	Position	Number	Monthly remuneration	Time *(month)*	Amount of payment (VND)
I	**Board of Directors' remuneration**				
1	Chairman of the Board of Directors	1	5.000.000	12	60.000.000
3	Member of the Board of Directors	2	3.000.000	12	72.000.000
	Total				**132.000.000**

No	Position	Number	Monthly remuneration	Time *(month)*	Amount of payment (VND)
II	**Supervisory Board' remuneration**				
1	Head of the Supervisory Board	1	3.000.000	12	36.000.000
2	Member of the Supervisory Board	2	2.000.000	12	48.000.000
	Total				**84.000.000**
	Total (I+II)				**216.000.000**

We respectfully submit this proposal for the consideration and approval of the General Meeting of Shareholders

Respectfully submitted./.

Recipients:
- *As above;*
- *Office for record-keeping.*

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0105558271 - C.T.C.P * CÔNG TY CỔ PHẦN G-AUTOMOBILE * Q. NAM TỪ LIÊM - T.P HÀ NỘI

Le Quoc Khanh