TASCO
A Tasco Building, Pham Hung Street, Tu Liem Ward, Hanoi.
E info@tasco.com.vn

Số: 02/2026/TTr-HDQT *Hanoi, March 30, 2026*

PROPOSAL

(Re: Approval of the 2025 profit distribution plan; the 2025 remuneration payment for the Board of Directors and the Board of Supervisors; and the 2026 remuneration plan for the Board of Directors and the Board of Supervisors)

Respectfully to: **The General Meeting of Shareholders of TASCO Joint Stock Company**

- *Pursuant to the Law on Enterprises 2020, the Amended Law on Enterprises 2025, and their guiding documents;*
- *Pursuant to the Law on Securities 2019, the Amended Law on Securities 2024, and their guiding documents;*
- *Pursuant to the Charter of TASCO Joint Stock Company,*

The Board of Directors ("**BOD**") of TASCO Joint Stock Company (the "**Company**") hereby submits to the General Meeting of Shareholders ("**GMS**") for consideration and approval of the following contents:

I. Remuneration payment for the Board of Directors (BOD) and the Board of Supervisors (BOS) in 2025; Remuneration plan for the BOD and the BOS in 2026

1. Remuneration payment for the BOD and BOS in 2025:

On the basis that the Company's Annual General Meeting of Shareholders (GMS) approved the total expected remuneration for the BOD and the BOS in 2025, issued along with Resolution No. 01/2025/NQ-DHDCD, the BOD has reached a consensus to authorize the Chairman of the BOD to determine the specific remuneration for each member in accordance with the remuneration payment plan and the Company's actual situation. The payment results for the 2025 fiscal year are as follows: The Company paid **VND 783,600,000** *(In words: Seven hundred eighty-three million, six hundred thousand Vietnamese Dong)* to 01 independent member of the Board of Directors; the remaining members of the Board of Directors and the Board of Supervisors did not receive remuneration in 2025. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the final settlement of the remuneration paid to 01 member of the Company's Board of Directors in 2025, amounting to: **VND 783,600,000** *(In words: Seven hundred eighty-three million, six hundred thousand Vietnamese Dong)*.

2. Remuneration plan for the BOD and the BOS in 2026:

2.1. The BOD respectfully submits to the GMS for approval of the total expected remuneration for the BOD and the BOS in 2026 at a maximum rate of **1%** of the Profit After Tax in the Company's 2026 Separate Financial Statements. This total remuneration includes remuneration advances made since January 2026, based on the annual payment plan and to ensure continuous corporate governance and operations. All expected remuneration costs will be recorded as the Company's operating expenses in accordance with regulations.

2.2. The BOD respectfully submits to the GMS to authorize the BOD to proactively consider and decide on the temporary extraction of remuneration and operating funds for the BOD and the BOS (if any) to be used in 2026 and until the 2027 Annual GMS, the maximum expenditure shall not exceed the rate approved by the 2026 Annual General Meeting of Shareholders as stated in section 2.1 above.

All such advances will be reported and submitted to the GMS for official approval at the 2027 Annual Meeting. This authorization under section 2.2 is valid until the 2027 Annual General Meeting of Shareholders.

II. 2025 Profit Distribution Plan:

Based on the business results in the Company's 2025 Audited Financial Statements, the production and business plan, and the resource requirements for investment and development, the Board of Directors respectfully submits the Profit Distribution Plan to the General Meeting of Shareholders as follows:

No.	Content	Amount (VND)
1	2025 Profit after tax of the Parent Company's shareholders	492,181,070,574
2	Remaining undistributed profit in 2025	429,109,611,337
3	Cumulative undistributed profit until 2024	155,120,361,953
4	Total undistributed profit after tax carried forward to 2026	584,229,973,290

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Recipients:
- As above;
- BOD;
- Archived at Legal Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Đã ký)

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