

PROPOSAL***Re: Report on The Board of Directors' Remuneration in 2024 and
The Board of Directors' Remuneration plan in 2025*****To: The 2025 Annual General Meeting of Shareholders.**

- Pursuant to The Law on Enterprises No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to The Law on Securities No. 54/2019/QH14 issued by National Assembly of Socialist Republic of Vietnam on November 26th 2019;
- Pursuant to Decree No. 155/2020/ND-CP of the Government dated December 31st 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to The Charter of Nafoods Group Joint Stock Company;
- Pursuant to The 2024 Annual General Meeting of Shareholders Resolution.

The Board of Directors ("BOD") of Nafoods Group Joint Stock Company respectfully submits to The General Meeting of Shareholders ("GMS") the Report on BOD Remuneration in 2024 and BOD Remuneration plan in 2025, specifically as follows:

1. Total remuneration disbursed to the BOD in 2024:

The 2024 GMS approved the BOD remuneration as:

- The operating budget (including remuneration) of the BOD is maximum 5% of Company profit after tax.
- Authorize the BOD to distribute the budget, ensure that the BOD's activities are executed effectively and report to the GMS on the results of remuneration distribution at the 2025 Annual GMS.

Pursuant to the results of operating performance in 2024 and the performance of functions and tasks of the members of the BOD, the BOD reports on remuneration disbursed to the BOD in 2024 as follows:

- The total remuneration disbursed to the BOD: 3.050.000.000 dong (*In words: Three billion and fifty million dong*).
- Business expenses of BOD members (airfare, travel, accommodation, meals, meetings): 30.234.723 dong (*In words: Thirty million two hundred thirty-four thousand seven hundred twenty-three dong*).

The total operating budget (including remuneration) of the BOD for 2024 that the company has disbursed is 3.080.234.723 VND (*In words: Three billion eighty million two hundred thirty-four thousand seven hundred twenty-three VND*), corresponding to 2,7% of the profit after tax in 2024. With the remuneration disbursed as mentioned above, it complies with the remuneration level approved by the Annual GMS in 2024.

2. BOD Remuneration plan in 2025

- The operating budget (including remuneration) of the BOD in 2025 is maximum 5% of the company's profit after tax.
- Authorize the BOD to distribute the budget, ensure that the BOD's activities are executed effectively and report to the GMS on the results of remuneration distribution at the 2026 Annual GMS.

Respectfully submitted to the GMS for consideration and approval./.

Receiver:

- As aboved;
- BOD Members;
- Audit Committee Members;
- Archived.

**O/B THE BOARD OF DIRECTORS
CHAIRWOMAN**



DIEN THI LAN PHUONG