DRY CELL AND STORAGE BATTERY JOINT STOCK COMPANY

No.: 201 /PA-HDQT

THE SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

Ho Chi Minh City, day 27 month 3 year 2026

PROPOSAL

Remuneration for the Board of Directors and the Board of Supervisors in 2025 and Plan for 2026

To: The 2026 Annual General Meeting of Shareholders

- *Pursuant to the Enterprise Law dated June 17th, 2020.*
- *Pursuant to the Charter on Organization and Operation of Dry Cell and Storage Battery Joint Stock Company.*

The Board of Directors of Dry Cell and Storage Battery Joint Stock Company respectfully submits to the General Meeting of Shareholders the remuneration for the Board of Directors and the Board of Supervisors in 2025, as well as the plan for 2026, as follows:

1. **Remuneration for the Board of Directors ("BoD") and the Board of Supervisors ("BoS") in 2025:** (According to Resolution No. 338/PA-HĐQT dated April 26th, 2025, approved at the 2025 Annual General Meeting of Shareholders).

No.	Position	Remuneration/person/month	Amount (VND)
I	**BoD's remuneration**		**378,000,000**
1	*Chairman of the BoD*	*VND 9 million/month × 12 months*	*108,000,000*
2	*Members of the BoD*	*3 persons × (VND 7.5 million/month × 12 months)*	*270,000,000*
II	**BoS's remuneration**		**144,000,000**
1	Members of the BoS	2 persons × (VND 6 million/month × 12 months)	144,000,000
	Total		**522,000,000**

(In words: Five hundred twenty-two million Vietnamese dong only).

2. Planned Remuneration for the BoD and the BoS in 2026:

- Board of Directors:
  + Chairman of the BoD: VND 9 million/month;
  + Members of the BoD: VND 7.5 million/person/month.
- Board of Supervisors:
  + Head of the BoS: Full-time salary;
  + Members of the BoS: VND 6 million/person/month.

Respectfully submitted to the General Meeting of Shareholders for approval.

Respectfully./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

(Signed)

Le Hoang

Recipients:
- As above;
- Board of Directors;
- Information Disclosure Department;
- Archive: Administration, Secretary.