



**VU DANG INVESTMENT &
TRADING JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 03/2026/TTr-HDQT-VD

Hung Yen, May 28, 2026

PROPOSAL

(Regarding: The Remuneration Payment for the Board of Directors and the Supervisory Board in 2025 and the Remuneration Payment Plan for the Board of Directors and the Supervisory Board in 2026)

To: Valued Shareholders of Vu Dang Investment & Trading Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amending, supplementing documents and guiding implementation documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amending, supplementing documents and guiding implementation documents;
- Pursuant to the Charter on Organization and Operation of Vu Dang Investment & Trading Joint Stock Company,

The Board of Directors of Vu Dang Investment & Trading Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the remuneration of the Company's Board of Directors ("**BOD**") and Supervisory Board ("**SB**") in 2025, and the remuneration plan for the Company's BOD and SB in 2026 as follows:

1. Remuneration paid to the BOD and the SB in 2025

The 2025 Annual General Meeting of Shareholders approved the remuneration payment plan for the BOD and the SB of VND 408,000,000. In order to focus resources on maintaining business and production activities and developing together, the members of the BOD and the SB reached a consensus not to receive remuneration for 2025. Therefore, the Company did not implement the payment of remuneration to the members of the BOD and the SB for 2025.

2. Remuneration payment plan for the BOD and the SB in 2026

No.	Position	Quantity	2026 Remuneration Plan (VND/month/person)
1	Chairman of the BOD	01	7,000,000
2	Member of the BOD	04	5,000,000
3	Head of the SB	01	3,000,000
4	Member of the SB	02	2,000,000

The total planned remuneration payment for the BOD and the SB in 2026 is: VND 408,000,000 (inclusive of Personal Income Tax).



Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

Recipients:

- As above;
- Archived at the BOD, SB, Administration Dept./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**



LE THI VAN ANH

