

BẢN DỊCH

No.: 920/TTr-VTG

Hanoi, April 2, 2026

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
On the approval of salary, remuneration and other benefits for members of the
Board of Directors and the Board of Supervisors in 2025 and plan for 2026**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Viettel Global Investment JSC (“Company”);

Pursuant to the implementation of tasks in 2025 of the Board of Directors (“BOD”), Board of Supervisors (“BOS”) of the Company;

Pursuant to the 2025 Financial Statements audited by Deloitte Vietnam Co., Ltd.;

Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025 on management of labor, wages, remuneration and bonuses in state-owned enterprises;

Pursuant to the 2025 business performance results and the 2026 business plan, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration for members of the BOD, BOS, Company Secretary and the operating budget for 2025 and the expected remuneration and operating budget for 2026 as follows:

1. Report on remuneration and other benefits settlement of Board of Directors and Board of Supervisors in 2025:

1.1. Board of Directors and Company Secretary

- Number of BOD specialized members: 0 person.
- Number of BOD non-specialized members: 07 people.

In 2025, the remuneration of the Board of Directors and the Company Secretary will be paid at the level approved by the 2025 General Meeting of Shareholders in Resolution No. 02/NQ-ĐHĐCĐ-VTG dated June 5, 2025, specifically as follows:

– Total remuneration of the Board of Directors and Company Secretary is: **VND 1,036,400,000**, in which:

- + Chairman of the Board of Directors: VND 20,800,000/month
- + Member of the Board of Directors: VND 10,400,000/month
- + Company Secretary: VND 9,000,000/month

– Operating expenses of the Board of Directors in 2025 are: **VND 1,190,177,086.**

1.2. Board of Supervisors

– Total salary, bonus and other income of the Board of Supervisors in 2025 is **VND 4.36 billion.**

– Operating expenses of the BOS: **VND 692 million.**

2. Proposal on the expected salary, remuneration and other benefits for the Board of Directors, Board of Supervisors, and Company Secretary in 2026 (*Applicable from March 1, 2026*).

2.1. Proposal on salary, remuneration and other benefits of the Board of Directors

– The remuneration of the Board of Directors and the Company Secretary is paid according to the number of working days, in which the total remuneration, salary and bonus for the Board of Directors and the Company Secretary is a maximum of **VND 1,106,400,000:**

– Operating budget of the Board of Directors in 2026: maximum VND 5 billion (paid according to actual costs incurred).

2.2. Proposal on salary, bonus and operating expenses of the Board of Supervisors

– The total salary and other benefits expected to be paid to the BOS in 2026 is **VND 3.69 billion.**

– Estimated operating budget of the BOS: **VND 869 million.**

– The monthly salary/remuneration of members of the specialized BOD and the BOS is determined according to the current salary regulations of the Company (including allowances stipulated in the regulations). The additional salary (production and business salary) is received according to the production and business results of the unit. Other bonuses are based on the expenses arising from the proposals but do not exceed the limit of the approved manager's reward fund budget.

Respectfully submit to the General Meeting of Shareholders for approval./.

Recipient:

- Company's shareholders;
- Archived, BOD Office. Quynh 02.

**ON THE BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN
(Signed & Sealed)**