

**REPORT ON REMUNERATION AND OPERATION COSTS
OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2024 AND
PROPOSAL FOR 2025**

(To be submitted to the Annual General Meeting of Shareholders 2025 for approval)

The Board of Directors of An Binh Joint Stock Company would like to submit to the General Meeting of Shareholders for approval on the remuneration of the Board of Directors (BOD) and the Supervisory Board (SB) as follows:

1. Report on remuneration spent in 2024

ABS's Annual General Meeting of Shareholders in 2024 approved the budget plan for remuneration of the BOD and SB in 2024 of VND 5 billion. The total remuneration paid in 2024 is VND 4.9 billion, equivalent to 99% of the total remuneration approved by the General Meeting of Shareholders.

Content	Spent in 2024 (VND billion)
1. Remuneration for BOD, SB members:	4,933.24
- BOD members	4,080.0
- SB members	853.24
2. Part-time remuneration for members of BOD to participate in the Committees	0
TOTAL (1 + 2)	4,933.24

In addition, based on the earnings before tax result in 2024 of VND 131.7 billion, reaching 105.4% of the plan assigned by the General Meeting of Shareholders (VND 125 billion), the bonus for the BOD and the SB is a total of VND 3.46 billion (according to the bonus mechanism in the Resolution of the Annual General Meeting of Shareholders in 2024: 1% of the earnings before tax (in the plan) and up to 20% of the earnings before tax (exceeds the plan)). In fact, the BOD agreed that for the remaining earnings before tax exceeding the plan, the bonus was 15%.

Other operation costs of the BOD, the SB are implemented in accordance with the internal spending regulations of ABS.

2. Proposal for 2025

On the basis of the remuneration and bonus mechanism associated with the assigned tasks and the requirement to strengthen the management and governance of the Company's activities with the highest sense of responsibility in order to achieve the growth targets as planned, the BOD would like to submit to the General Meeting of Shareholders for approval:

- a) The total amount of remuneration and part-time remuneration for members of the BOD, members of the SB in 2025 is VND 07 billion.
- b) In the case the Company's 2025 realized earnings before tax exceeds the target set by the General Meeting of Shareholders, the bonus fund for members of the BOD and SB will be:
 - 1% of the earnings before tax in the plan, but after deducting the bonus, it must still ensure the planned target; and
 - Up to 20% of the excess earnings before tax (Remains the same as 2024's mechanism).

Respectfully!

**ON BEHALF OF THE BOD**
CHAIRWOMAN

Vu Thi Huong

