

Số: 05/2025/TTr-HĐQT

Hanoi, April 2nd, 2025

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

*(Re: Approval of 2025 Board of Directors' income budget
and Supervisory Board remuneration plan)*

To: The General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the proposed 2025 income budget for the Board of Directors and the remuneration plan for the Supervisory Board, as follows:

1. 2025 Income Budget for the Board of Directors

- Salary of the Board of Directors members concurrently holding executive positions shall be paid from the cost allocation of the 2025 business plan, corresponding to their executive roles.
- Total remuneration for non-executive Board of Directors members shall not exceed VND 2 billion. The Board of Directors is authorized to implement the payment details, including determining specific allocations and payment timelines.

2. 2025 Remuneration for the Supervisory Board

- Total remuneration fund for the Supervisory Board shall not exceed VND 264 million.
- The Board of Directors is authorized to implement the payment details, including determining specific allocations and payment timelines.

Respectfully submitted for the General Meeting's consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



PHAN CHIEN THANG