

REPORT

(v/v: report on the results of remuneration payment of the Board of Directors, Supervisory Board in 2025 and the remuneration payment plan in 2026)

Courtesy: Annual General Meeting of Shareholders

I/ REPORT ON REMUNERATION PAYMENT RESULTS FOR 2025:

- Based on Resolution No. 01/NQ-DHĐCĐ dated April 15, 2025, of the Annual General Meeting of Shareholders 2025, the following remuneration was approved for the Board of Directors and Supervisory Board in 2025:
 - ✓ Board of Directors Members: VND 15,000,000/person/month
 - ✓ Supervisory Board Members: VND 8,000,000/person/month
 - ✓ Head of Administration and Company Secretary: VND 7,000,000/month
- Remuneration for members of the Board of Directors and Supervisory Board holding concurrent positions is accounted for as expenses. Remuneration for members of the Board of Directors and Supervisory Board not holding concurrent positions is paid from after-tax profits.
- Remuneration is linked to business results and performance and must ensure the achievement of the after-tax profit target approved by the General Meeting of Shareholders. If the profit target is not met, remuneration will be based on a percentage of the target achieved.
- Due to the failure to meet the profit target, we respectfully request the General Meeting of Shareholders to consider a remuneration level for the Board of Directors and Supervisory Board of 50% of the target as follows:

REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2025*(Unit: VND)*

No.	Quota	Units of Calculation	Pay	Benefit rate
1	Remuneration for the Board of Directors, Supervisory Board, and Head of Administration/Secretary as per plan.	VND	1.272.000.000	100%/year
2	Total remuneration will be based on 50% of the performance compared to the	VND	636.000.000	50%/year

	planned targets.			
3	<i>Amount of remuneration already paid as an advance.</i>	VND	564.900.000	
4	<i>The remaining remuneration is proposed to be settled in 2025.</i>	VND	71.100.000	

II/ THE PLAN TO PAY REMUNERATION TO THE BOARD OF DIRECTORS & SHAREHOLDERS IN 2026

Based on the business plan, revenue and after-tax profit for 2026 are 40.0 billion VND. The remuneration plan for the Board of Directors, Supervisory Board, and Company Secretary/Head of Corporate Governance is as follows:

- Approval of the remuneration plan for the Board of Directors, Supervisory Board, and Company Secretary/Head of Corporate Governance, specifically as follows:
 - ✓ Board of Directors members: 15,000,000 VND/person/month
 - ✓ Supervisory Board members: 8,000,000 VND/person/month
 - ✓ Head of Corporate Governance/Head of Corporate Governance: 7,000,000 VND/month
 - ✓ Application period: From January 2026
- Board of Directors members, Supervisory Board members, and Company Secretary are subject to personal income tax according to tax laws. Based on the remuneration levels for the Board of Directors, Supervisory Board, and Corporate Governance Officers approved by the General Meeting of Shareholders, the Executive Board will make an advance payment of up to 70% during the year. The remaining amount will be paid after the General Meeting of Shareholders approves the remaining amount.
- Remuneration for members holding dual roles on the Board of Directors, Supervisory Board, and Corporate Governance Officers will be included in business expenses. Remuneration for members holding non-dual roles on the Board of Directors and Supervisory Board will be included in after-tax profit. Respectfully submitted to the Annual General Meeting of Shareholders for approval.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN
(Signed)