

Số: 05/2026/TTr-HĐQT

Hanoi, April 2nd, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
*(Re: Approval of 2026 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 consideration and approval the income budget of the Board of Directors ("BOD") and the remuneration plan for the Supervisory Board ("SB") for the year 2026, as follows:

1. Income Budget of the Board of Directors for the Year 2026

- 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. Remuneration for the Supervisory Board for the Year 2026

- 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