

Hanoi, April, 2026

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

REPORT TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*Re: Report on remuneration for the Board of Directors and Supervisory Board in 2025
and projected remuneration levels for 2026.*

Dear: Shareholders' General Meeting!

The resolution of the 2025 Annual General Meeting of Shareholders approved the remuneration levels for the Board of Directors and the Supervisory Board of the company in 2025 as follows:

- Chairman of the Board: 8.000.000 VND/month.
- Member of the Board of Directors: 6.000.000 VND/person/month
- Head of the Supervisory Board: 5.000.000 VND/month
- Member of the Supervisory Board: 3.000.000 VND/person/month

I. Remuneration for the Board of Directors and Supervisory Board in 2025:

1. Board of Directors' Remuneration:

Unit: VND

No	Board of Directors	Job title	Compensation in 2025	Note
1	Mr Nguyen Vinh Huy	Chairman of the Board	96.000.000	
2	Mr Le Tuan Diep	Board of Directors member	72.000.000	
3	Mrs Vu Thi Phuong	Board of Directors member	72.000.000	
	Total		240.000.000	

2. Remuneration of the Supervisory Board:

Unit: VND

No	Supervisory Board	Job title	Compensation in 2025	Note
1	Mrs Pham Thi Chien	Head of the Supervisory Board	60.000.000	
3	Mrs Le Thi Thu Huong	Supervisory Board member	36.000.000	

4	Mrs Pham Thi Thao	Supervisory Board member	36.000.000	
	Total		132.000.000	

The total amount paid to the Board of Directors and the Supervisory Board in 2025 is: **VND 372,000,000** (Three hundred and seventy-two million dong).

II. Expected remuneration levels for the Board of Directors and Supervisory Board in 2026:

Based on the Company's business objectives for 2026, which require a focus on expanding into new markets, the Board of Directors and Supervisory Board must enhance their sense of responsibility, provide appropriate guidance, make timely decisions, actively seek good business opportunities, and strengthen governance while strictly adhering to legal regulations and the Company's Charter.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration for the Board of Directors and the Supervisory Board for 2026 to remain unchanged from 2025, specifically:

1. Board of Directors' Remuneration

- Chairman of the Board: 8.000.000 VND/month.
- Member of the Board of Directors: 6.000.000 VND/person/month

2. Remuneration of the Supervisory Board

- Head of the Supervisory Board: 5.000.000 VND/month
- Member of the Supervisory Board: 3.000.000 VND/person/month

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Thank you very much./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS**



NGUYEN VINH HUY