

NO: 03/TTr - HĐQT

Hanoi, April 28, 2025

**PROPOSAL**

**On the remuneration payment for the Board of Directors  
and the Supervisory Board in 2025**

To: The General Meeting of Shareholders of International Investment Trade and Service Joint Stock Company

*Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020;*

*Pursuant to the Charter (3rd amendment) of International Investment Trade and Service Joint Stock Company;*

*Pursuant to Resolution No. 02/NQ-HĐQT dated January 20, 2025, of the Board of Directors (BOD) of International Investment Trade and Service Joint Stock Company on the plan to organize the 2025 Annual General Meeting of Shareholders (GMS);*

*Pursuant to Resolution No. 08/NQ-HĐQT dated April 28, 2025, of the BOD of International Investment Trade and Service Joint Stock Company on approving the agenda and contents of reports, submissions, and other documents for the 2025 Annual GMS.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the proposed annual remuneration for members of the Board of Directors and the Supervisory Board in 2025 as: VND 552,000,000 per year, specifically as follows:

No	Title	Currency	Remuneration Level (person/month)
1	Chairman of the Board of Directors	VND	10,000,000
2	Member of the Board of Directors	VND	5,000,000
3	Head of Supervisory Board	VND	5,000,000
4	Member of Supervisory Board	VND	4,000,000
5	Secretary of the Board of Directors	VND	3,000,000

The remuneration paid to the Board of Directors and the Supervisory Board as stated above are inclusive of personal income tax. Members of the Board of Directors and the Supervisory Board are responsible for declaring and fulfilling their personal income tax obligations in accordance with current laws.


Respectfully submitted!

**Recipients:**

- Shareholders;
- BOD, SB;
- Save: Office, BOD Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



Phung Tien Toan