

SUBMISSION LETTER

**Ref.: Salaries and remunerations
for the Management Board and Supervisory Board in 2024
and Plan of salaries and remunerations
for the Management Board and Supervisory Board in 2025**

To: The 2024 Annual General Meeting of Shareholders of (General Meeting)

Pursuant to:

- Enterprise Law No.59/2019/QH14;
- Decree No. 44/2025/NĐ-CP dated February 28th, 2025 of the Government on the management of labor, salaries, remuneration and bonuses in state-owned enterprises (Decree No. 44);
- Charter on Organization and Operation of the Company;
- Resolution No. 01/NQ-TVD1-DHDGD dated 25th June 2024 of the 2024 Annual General Meeting of Shareholders (Resolution No. 01).

The Management Board (MB) respectfully submits to the General Meeting for approval of the salaries and remunerations to the Management Board and Supervisory Board (SB) in 2024 and the salaries and remunerations plan for the Management Board and Supervisory Board in 2025 as follows:

1. Salary and remuneration payments to the MB and SB of the year 2024

Pursuant to Clause 2, Article 7 of Resolution No. 01, Clause 2, Article 22 of Decree No.44, the total salary and remuneration of the Management Board and the Supervisory Board in 2024 is VND 2,764,800,000. Specifically, as follows:

Unit: Million VND

Nº.	Full name, Title	Amount
I	Management Board (MB)	1,831.68
1	Mr. Nguyen Tai Anh, Concurrent Chairman	155.52
2	Mr. Nguyen Huu Chinh, Member of MB cum General Director	748.80
3	Mr. Tran Thai Hai, Member of MB cum Deputy General Director	662.40
4	Mr. Le Thanh Chung, non-full-time Member of MB	132.48
5	Mr. Le Van Luc, independent Member of MB	132.48
II	Supervisory Board (SB)	933.12
1	Mr. Nguyen Hong Quang, non-full-time Head of SB	138.24
2	Mrs. Cao Thuy Nga, Full-time supervisor from June 28 th , 2023 up to date	662.40
3	Mrs. Nguyen Hoang Diep, non-full-time supervisor	132.48
	Grand Total (I) + (II)	2,764.8

2. Salary and remuneration plan for the MB and SB in 2025

Pursuant to Article 20, Point a, Clause 1, Article 21 of Decree No.44/2025/ND-CP dated February 28, 2025 on labor management, salaries, remuneration, and bonuses in state-owned enterprises, the Management Board respectfully submits to the General Meeting for approval of the planned salary and remuneration levels of members of the Management Board and Supervisory Board in 2025 as shown in the following table:

Nº.	Title	Monthly salary (million VND)	Monthly remuneration (million VND)
1	Chairman of Management Board	96.0	19.2
2	Head of Supervisory Board	80.0	16.0
3	Member of Management Board, Supervisory Board	78.0	15.6

In case a member of the Management Board concurrently holds an executive position (General Director/Deputy General Director, he/she will receive salary according to the executive position according to the Company's salary regulations, and at the same time receive remuneration as a member of the Management Board.

The Management Board respectfully submits to the General Meeting for approval of the salary and remuneration fund in 2024 and the planned salary and remuneration of the Management Board and the Supervisory Board in 2025.

cc:

- As above-mentioned;
- P7 (posting on Website);
- Achieved: Filed, MB.

FOR & ON BEHALF OF THE
MANAGEMENT BOARD
CHAIRMAN



Nguyen Tai Anh