

Chau Duc, March ..., 2025

No.:2025/TTr-SZC-HCNS

REPORT

Regarding the salaries and remunerations of the Board of Directors and Member of the Board of Supervisors

To: General Meeting of Shareholders.

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for consideration the finalization of payment of salaries, remuneration for 2024, and the proposed salary and remuneration for 2025 for the BOD, the Board of Supervisors (BOS), and the Person in charge of Corporate Governance as follows:

I. Remuneration and salaries in 2024:

- Salary of the Head of the BOS: 29,200,000 VND/month
- Remuneration of Board of Directors' members: 8,000,000 VND/person/month
- Remuneration of the Member of the BOS: 4,000,000 VND/person/month

Based on the production and business results of 2024 and according to the provisions of Circular 28/2016/TT-BLDTBXH:

- The total finalized remuneration fund of the BOD, the Member of the BOS and the Person in charge of corporate governance in 2024 is 1,498,000,000 VND.

- The salary of the Head of the BOS is finalized according to the salary statement of the year, which is 837,293,000 VND.

II. Proposed remuneration and salaries for 2025:

Provisional monthly payment level:

- Salary of the Head of the Board of Supervisors: 34,200,000 VND/month
- Remuneration of Board of Directors' members: 8,000,000 VND/person/month
- Remuneration of the Member of the Board of Supervisors,

Person in charge of corporate governance: 4,000,000 VND/person/month

Based on the production and business results of 2025, the actual salary fund of the Head of the BOS and the actual remuneration of the BOD and the Member of the BOS will be finalized within the salary fund and the remuneration fund for managers in accordance with current regulations.

Respectfully submitted.

Recipients:

- As above;
- Archived:
Secretariat, Board
of Directors.

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

Dinh Ngoc Thuan