

HCM City, March , 2026

No.: /2026/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 2025, and the proposed salary and remuneration for 2026 for the BOD, the Board of Supervisors (BOS), and the Person in charge of Corporate Governance as follows:

I. Remuneration and salaries in 2025:

- The salary of the Head of the BOS: 34,200,000 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 2025:

- The total finalized remuneration fund of the BOD, the BOS and the Person in charge of corporate governance in 2025 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 915,854,000 VND.

II. Proposed remuneration and salaries for 2026:

Provisional monthly payment level:

- The salary of the Head of the BOS: 34,200,000 VND/month
- Remuneration of the Chairman: 10,000,000 VND/month
- Remuneration of the Member of the BOD: 8,000,000 VND/person/month
- Remuneration of the Head of the Board of Supervisors: 6,000,000 VND/month
- Remuneration of the Member of the BOS, Person in charge of corporate governance: 4,000,000 VND/person/month

Based on the production and business results of 2026, 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 in accordance with current regulations (if applicable).

Respectfully submitted.

Recipients:

- As above;
- Archived: Secretariat, BOD.

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

Dinh Ngoc Thuan