

No.: 19../TTr-HDQT

Ho Chi Minh City, June 08, 2026

PROPOSAL

Re: Approval of Remuneration for the Board of Directors and Supervisory Board for 2025 and the Remuneration Plan for the Board of Directors and Supervisory Board for 2026

To: 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Binh Duong Producing and Trading Corporation

*-Pursuant to the Charter on the organization and operation of Binh Duong Producing and Trading Corporation (the "**Corporation**") as approved by the General Meeting of Shareholders on October 26, 2018, and supplemented for the first time on June 22, 2021;*

- Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government regulating the salary, remuneration, and bonus regime for direct owner representatives, state capital representatives, and controllers in state enterprises;

-Pursuant to Resolution No. 10/NQ-DHDCD dated April 28, 2025, of the 2025 Annual General Meeting of Shareholders;

-Pursuant to the Business Results for 2025 and the Business Plan for 2026;

-Pursuant to Resolution No. 15/NQ-HDQT dated 05/06/2026 of the Board of Directors of the Corporation.

1. Remuneration for the Board of Directors ("BOD"), Supervisory Board ("SB"), and Secretariat of the Corporation for 2025:

Based on the actual audited business results for 2025 of the Corporation, the profit after tax for 2025 achieved is: 56,433,878,280 VND, an increase of 7% compared to the plan set by the General Meeting of Shareholders. Therefore, based on the provisions of Article 6 of Decree 248/2025/ND-CP issued on September 15, 2025, the remuneration for the Board of Directors, Supervisory Board, and Secretariat of the Corporation is determined as follows:

- The salary basis for calculating the remuneration of the Board of Directors, Supervisory Board, and Secretariat:
 $43,000,000 \text{ VND} * 2 * 1.14 = 98,040,000 \text{ VND/person/month}$ (an increase of 14% corresponding to exceeding the profit plan by 7%).

- Total Remuneration for the BOD, SB, and Secretariat of the Corporation:
 $98,040,000 \times 20\% \times 10 \text{ people} \times 12 \text{ months} = 2,352,960,000 \text{ VND/year}$ (*Two billion, three hundred fifty-two million, nine hundred sixty thousand VND/year*) .

2. Remuneration for the Board of Directors, Supervisory Board, and Secretariat of the Corporation for 2026:

Based on the Business Plan for 2026 and the provisions of Decree No. 248/2025/ND-CP, the Corporation establishes the planned remuneration as follows:

- The salary basis: $43,000,000 \text{ VND} \times 2 = 86,000,000 \text{ VND}$.
- Total remuneration for the BOD, SB, and Secretariat of the Corporation:
 $86,000,000 \times 20\% \times 10 \text{ people} \times 12 \text{ months} = 2,064,000,000 \text{ VND/year}$ (*Two billion, sixty-four million VND*)

The Board of Directors of the Corporation respectfully submits to the 2026 Annual General Meeting of Shareholders for approval of the remuneration settlement for 2025 and the remuneration plan for 2026 as outlined above.

The 2026 Annual General Meeting of Shareholders assigns the Chairperson of the Board of Directors to determine the specific remuneration for each member of the Board of Directors, the Supervisory Board, and the Secretariat of the Corporation.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely. 

Recipients:

- As above;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Board of Management;
- Archive: Secretariat.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON OF THE BOARD**



NGUYEN AN DINH