

No: ..../2025/TL-ĐHĐCĐ

*Hanoi, May \_\_, 2025*

## Proposal

### Re: Approval of Remuneration for Members of the Board of Directors and the Supervisory Board

#### To: THE GENERAL MEETING OF SHAREHOLDERS

The Board of Directors ("BoD") reports to the Annual General Meeting of Shareholders on the payment of remuneration to members of the BoD and the Supervisory Board in 2024, and the proposed payment plan for 2025 as follows:

##### 1. Remuneration Paid in 2024

- The number of members of the BoD and the Supervisory Board in 2024: 05 members of the BoD and 03 members of the Supervisory Board.

- In 2024, remuneration paid to members of the BoD and the Supervisory Board was as follows:

+ Remuneration for members of the BoD: VND 720 million;

+ Remuneration for members of the Supervisory Board: VND 240 million.

- The remuneration payment was carried out in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

- In 2024, other benefits will be paid from the Welfare and Bonus Fund for all staff, employees, and workers of OCH:

- Bonuses (on holidays and Tet): VND 64 million (VND 8 million per member).

These were welfare benefits paid collectively to all employees and the Company's leadership.

##### 2. Proposed Remuneration for 2025

Based on the projected business plan for 2025, the Board of Directors proposes that the General Meeting of Shareholders approve the following remuneration levels for the Board of Directors and the Supervisory Board for the year 2025:

No	Item	Remuneration in 2025 (VND/person/month)	Number of Members (persons)	Total Remuneration in 2025 (VND)
<b>A</b>	<b>REMUNERATION FOR THE BOARD OF DIRECTORS</b>			
1	Chairperson of the Board of Directors	20,000,000	01	240,000,000
2	Member of the Board of Directors	10,000,000	04	480,000,000
	Total for the Board of Directors			<b>720,000,000</b>
<b>B</b>	<b>REMUNERATION FOR THE SUPERVISORY BOARD</b>			
1	Head of the Supervisory Board	10,000,000	01	120,000,000
2	Member of the Supervisory Board	5,000,000	02	120,000,000
	Total for the Supervisory Board			<b>240,000,000</b>
<b>C</b>	<b>GRAND TOTAL</b>			<b>960,000,000</b>

Members of the Board of Directors and the Supervisory Board will receive welfare payments from the Welfare and Bonus Fund for all staff, employees, and workers of OCH..

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

Sincerely.!

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRWOMAN

(Signed)

Nguyen Thu Hang