

DRAFT

No.: /TTr-VNS

*Hanoi, April 2025*

**PROPOSAL**

**Regarding the salary and remuneration implemented in 2024 and remuneration plan for 2025 of the Board of Directors, Board of Supervisors of Vietnam Steel Corporation**

To: Annual General Meeting of Shareholders 2025

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Steel Corporation;

Pursuant to the Internal Regulations on the Management of Vietnam Steel Corporation;

Pursuant to Resolution No. 46/NQ-VNS dated April 26, 2024 of the 2024 Annual General Meeting of Shareholders (AGM) of Vietnam Steel Corporation;

Pursuant to the Regulations on salary scale system, salary table and salary allowance regime of the Parent Company - Corporation issued together with Decision No. 144/QD-VNS dated August 4, 2022 of the Board of Directors (BOD) of Vietnam Steel Corporation (Decision 144);

Pursuant to the 2024 production and business results and the 2025 production and business plan of Vietnam Steel Corporation.

The BOD of Vietnam Steel Corporation submits to the 2025 AGM for approval of the salary and remuneration fund for 2024 and the remuneration plan for 2025 of the BOD and the Board of Supervisors (BOS) of the Corporation as follows:

**I. Salary and remuneration of the BOD of the Corporation and the BOS of the Corporation in 2024**

**1. Salary**

Salary fund implemented by the BOD of the Corporation and the specialized BOS of the Corporation (including the Head of the BOS and Supervisors): 2,994,024,000 VND.

**2. Remuneration**

Remuneration fund for the implementation of the BOD of the Corporation and the non-specialized BOS of the Corporation: 194,400,000 VND;

In which, remuneration level:

- BOD members : 7,800,000 VND/person/month;
- BOS members : 4,200,000 VND/person/month.

## **II. Planned remuneration of non-professional members of the BOD of the Corporation and members of the BOS of the Corporation in 2025**

fund for non-professional members of the BOD of the Corporation and members of the BOS of the Corporation, expected: 414,000,000 VND.

In which, the expected remuneration for the positions is as follows:

- BOD members : VND 8,500,000/person/month;
- BOS members : 4,500,000 VND/person/month .

The planned remuneration level for 2025 is provisionally calculated based on the salary level for positions according to the Corporation's salary scale system issued with Decision 144 to advance remuneration payments for members of the BOD and members of the BOS working part-time (concurrently).

Pursuant to Decree 44/2025/ND-CP dated February 28, 2025 of the Government on Labor, Salaries, Remuneration and Bonus Management in State-owned Enterprises, the Corporation will study to amend and supplement the Salary Scale System prescribed in Decision 144, and develop appropriate salary and remuneration plans for management positions. Therefore, it is proposed that the 2025 AGM authorize the BOD of the Corporation to decide on adjusting the remuneration levels and planned remuneration funds for 2025 in accordance with the Corporation's production and business plan, ensuring compliance with relevant laws.

We respectfully submit this proposal to 2025 AGM for consideration and approval./.

***Recipient:***

- BOD;
- Corporation Shareholders;
- BOS;
- Save: Administration, BOD, HR Department.

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

**Le Song Lai**