

No.: 1241/TTr-VTG

Hanoi, date 15 month 5 year 2025

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
On the approval of remuneration of the Board of Directors and the Board
of Supervisors in 2024 and expected remuneration in 2025**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Viettel Global Investment JSC ("Company");

Pursuant to the implementation of tasks in 2024 of the Board of Directors ("BOD"), Board of Supervisors ("BOS") of the Company;

Pursuant to the 2024 Financial Statements audited by Deloitte Vietnam Co., Ltd.;

Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025 on management of labor, wages, remuneration and bonuses in state-owned enterprises;

Pursuant to the 2024 business performance results and the 2025 business plan, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration for members of the BOD, BOS, Company Secretary and the operating budget for 2024 and the expected remuneration and operating budget for 2025 as follows:

1. Report on remuneration settlement of Board of Directors and Board of Supervisors in 2024:

1.1. Board of Directors and Company Secretary

Number of BOD specialized members: 0 person.

Number of BOD non-specialized members: 06 people.

In 2024, the remuneration of the Board of Directors and the Company Secretary will be paid at the level approved by the 2024 General Meeting of Shareholders in Resolution No. 02/NQ-ĐHĐCĐ-VTG dated June 5, 2024, specifically as follows:

- Total remuneration of the Board of Directors and Company Secretary is: **VND 1,017,760,000.**



- BOD specialized members: pay salaries according to the Company's salary and bonus regulations.
- Operating expenses of the Board of Directors in 2024 are: **VND 730,927,606.**

1.2. Board of Supervisors

Total salary, bonus and other income of the Board of Supervisors in 2024 is **VND 4.48 billion.**

Operating expenses of the BOS: VND 1.3 billion.

2. Proposal on the expected remuneration and salary levels for the Board of Directors, Board of Supervisors, and Company Secretary in 2025 (Applicable from March 1, 2025).

2.1. Proposal on remuneration, salary and bonus of the Board of Directors

- The remuneration of the Board of Directors and the Company Secretary is paid according to the number of working days, in which the total remuneration, salary and bonus for the Board of Directors and the Company Secretary is a maximum of **VND 1,356,000,000:**
 - Non-specialized BOD member: **2,080,000/** working day.
 - Company Secretary: 1,500,000/working day.
 - Specialized BOD members: receive salary and bonus according to the Company's salary and bonus regulations.
- Operating budget of the Board of Directors in 2025: maximum VND 3 billion (paid according to actual costs incurred).

2.2. Proposal on salary and operating expenses of the Board of Supervisors

- The total salary and other benefits expected to be paid to the BOS in 2025 is **VND 3.8 billion** (Group 2 Company, Level 1 - Decree 44).
- Estimated operating budget of the BOS: **VND 1.5 billion.**

The monthly salary/remuneration of members of the specialized BOD and the BOS is determined according to the current salary regulations of the Company (including allowances stipulated in the regulations). The additional salary (production and business salary) is received according to the production and business results of the unit. Other bonuses are based on the expenses arising from the proposals but do not exceed the limit of the approved manager's reward fund budget.

Respectfully submit to the General Meeting of Shareholders for approval./.

Recipient:

- Company's shareholders;
- Archived. BOD Office. Quynh 02.

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



Đại tá Đào Xuân Vũ

