

SUBMISSION

(Regarding the remuneration for the Board of Directors and Board of Supervisors in 2024 and the remuneration plan in 2025)

To: The General Meeting of Shareholders of VTC Telecommunications JSC

- Pursue the Law of Enterprises of the Socialist Republic of Vietnam
- Pursue the Charter of VTC Telecommunications JSC;
- Base on the Business performance results of VTC Telecommunications JSC in 2024;
- Pursue the Resolution of the 2024 Annual General Meeting of Shareholders of VTC Telecommunications JSC dated April 25th, 2024

1. Remuneration for the BOD and BOS in 2024

The Resolution of the 2024 Annual General Meeting of Shareholders stipulates the remuneration for the BOD and BOS as follows:

“The remuneration for the BOD and BOS in 2024 is paid based on the consolidated profit after tax attributable to the parent company’s shareholders in 2024, as follows:

- ✓ *In case of achieving the profit target, the remuneration for the BOD/BOS is: 114 million VND (the growth rate is equivalent to the growth rate of the consolidated profit after tax attributable to the parent company’s shareholders plan for 2024 / consolidated profit after tax attributable to the parent company’s shareholders realized in 2023).*
- ✓ *In case of not achieving the profit target, the remuneration for the BOD/BOS is calculated as: 114,000,000 VND multiplied by the profit target achievement rate.*
- ✓ *In case of exceeding the plan: for every 1% exceeding the consolidated profit after tax target attributable to the parent company's shareholders, an additional 2% of the achieved remuneration is awarded, but the maximum increase does not exceed 20% of the 2024 salary fund for dedicated management personnel.*
- ✓ *In case of a loss: no remuneration is paid to the BOD/BOS”*

In 2024, the consolidated profit after tax attributable to the parent company's shareholders reached 3,526 million VND, achieving 114% of the target; Based on the

above regulations on the remuneration of the BOD/BOS, the total remuneration for the BOD/BOS in 2024 is:

$$114,000,000 + 114,000,000 \times (14\% \times 2) = 145,920,000 \text{ VND}$$

2. Remuneration Plan for the BOD and BOS in 2025

The remuneration for the BOD and BOS in 2025 will be paid based on the consolidated profit after tax attributable to the parent company's shareholders in 2025, as follows:

- ✓ In case of achieving the profit target, the remuneration for the BOD/BOS is: 156,100,000 VND (equal to 7% growth of the remuneration for the BOD/BOS in 2024).
- ✓ In case of not achieving the profit target, the remuneration for the BOD/BOS is calculated as: for every 1% reduction of the targeted consolidated profit after tax of parent company's shareholders, a 1% reduction of the achieving-target remuneration will be process.
- ✓ In case of exceeding the plan: for every 1% exceeding the targeted consolidated profit after tax of parent company's shareholders, an additional 2% of the achieved remuneration is awarded, but the maximum increase does not exceed 20% of the 2025 salary fund for dedicated management personnel.
- ✓ In case of a loss: no remuneration is paid to the BOD/BOS.

We respectfully proposed that the General Meeting of Shareholders consider and approve the remuneration payment for the BOD, BOS in 2024 and the remuneration plan for the BOD, BOS in 2025.

Sincerely,

Recipients:

- BOD and BOS members;
- Shareholders;
- Company's archive

**ON BEHALF OF THE B.O.D
CHAIRMAN**



Lê Xuân Tiến