

No: /07SD5-HĐQT

Hanoi, March , 2026

## PROPOSAL

**Re: Finalization of remuneration for the Board of Directors, Board of Supervisors, and Company Secretary in 2025; remuneration payment plan for 2026.**

To: The General Meeting of Shareholders of Song Da 5 J.S.C

**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025, amending and supplementing several articles of the Law on Enterprises;
- Charter on organization and operation of Song Da 5 Joint Stock Company;
- Resolution of the 2025 General Meeting of Shareholders of Song Da 5 Joint Stock Company.;

The Board of Directors (BOD) of Song Da 5 Joint Stock Company hereby reports to the General Meeting of Shareholders regarding the finalization of remuneration for the BOD, Board Supervisors, and Company Secretary in 2025, and the remuneration payment plan for 2026 as follows:

**1. Finalization of remuneration for the Board of Directors, Board of Supervisors, and Company Secretary in 2025:**

In 2025, profit, revenue, and output indicators all exceeded the plan, specifically:

- Profit before tax: 34.73 billion VND / Plan of 30.92 billion VND, reaching 112.35% of the plan.
- Profit after tax: 23.76 billion VND / Plan of 23.13 billion VND, reaching 102.71% of the plan.
- Revenue: 3,551.40 billion VND / Plan of 1,986.13 billion VND, reaching 178.81% of the plan.
- Output: 3,566.34 billion VND / Plan of 2,046.87 billion VND, reaching 174.23% of the plan.

Based on the production and business performance, the Company respectfully submits the finalization of remuneration payments for the BOD, Board of Supervisors, and BOD Secretary for 2025 as follows:

Position	Planned remuneration (VND/month/person)	Proposed finalized remuneration (VND/month/person)
1. Concurrent member of the BOD	7.000.000	8.400.000
2. Concurrent Head of the Board of Supervisors	7.000.000	8.400.000
3. Members of the Board of Supervisors	5.000.000	6.000.000
4. BOD Secretary	5.000.000	6.000.000

**2. Remuneration payment plan for the Board of Directors, Board of Supervisors, and Company Secretary in 2026:**

The General Meeting of Shareholders authorizes the Board of Directors of Song Da 5 Joint Stock Company, based on the Company's practical situation, to develop and approve the remuneration plan for the Board of Directors, Board of Supervisors, and Company Secretary for 2026 in accordance with the law and the Company's Charter.

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

**Recipients:**

- As addressed above;
- Members of BOD, BOS;
- Archives: BOD, Finance & Accounting Dept.

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN**



*Le Van Tuan*  
**Le Van Tuan**