

PROPOSAL

Regarding the payment of salaries and remuneration for Board of Directors, Supervisory Board, Executive Board

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;

Pursuant to the Charter (amended and supplemented) of Tay Ninh Rubber Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders dated June 25, 2024;

Pursuant to the Consolidated Financial Statements for 2024 and the Audited Separate Financial Statements for 2024 of Tay Ninh Rubber Joint Stock Company.

The Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders in 2025 the payment of salaries and remuneration of the Board of Directors, the Supervisory Board and the Executive Board as follows:

1. Salary and remuneration of the Board of Directors, the Supervisory Board and the Executive Board in 2024:

- The salary fund of members of the Board of Directors and the full-time Supervisory Board is: 873,755,571 VND; in which:

+ Member of the Board of Directors: 462,576,479 VND; average 38,548,040 VND/month/person.

+ Supervisory Board members: 411,179,092 VND; an average of 34,264,924 VND/month/person.

- The remuneration fund of the Board of Directors and the Part-time Supervisory Board in 2024 is: 185,979,312 VND. The average expenditure level is as follows:

+ Part-time member of the Board of Directors: 3,166,092 VND/month/person

+ Part-time Supervisory Board member: 3,000,000 VND/month/person

- The salary fund of the Executive Board is: 925,152,957 VND; an average of 38,548,040 VND/month/person.

2. Salary and remuneration plan of the Board of Directors, Supervisory Board, and Executive Board in 2025:

The Board of Directors, the Head of the Full-time Control Board and the Executive Board: Pay salaries according to the regulations of the Ministry of Labour, Invalids and Social Affairs guiding labor, salaries, remuneration and bonuses for joint-stock

companies with dominant contributed capital of the State; regulations of CNCS Vietnam Group and the actual situation of production and business at the Company.

Remuneration of members of the Board of Directors and members of the company's Supervisory Board on a part-time basis shall be calculated according to their work and working time; the maximum remuneration is equal to 20% of the corresponding salary of the member of the Board of Directors or the member of the Supervisory Board of the full-time company.

- It is expected that the salary fund of the Board of Directors and the Supervisory Board in charge of the plan in 2025 is: 1,403,999,991 VND. In which:

+ Member of the Board of Directors: 971,999,994 VND; an average of 40,500,000 VND/month/person.

+ Supervisory Board member: 431,999,997 VND; an average of 36,000,000 VND/month/person.

- The expected remuneration of the Board of Directors and the Part-time Control Board in 2025 is as follows:

+ Part-time member of the Board of Directors: 4,000,000 VND/month/person

+ Part-time Supervisory Board member: 3,000,000 VND/month/person

- It is expected that the salary fund of the Executive Board is: 1,439,999,991 VND; an average of 40,000,000 VND/month/person.

The above expected salary and remuneration fund is based on the production and business plan in 2025. At the end of the year, the Company will base on the realized production and business results to settle salaries and remuneration in 2025 for titles and positions in accordance with the above guidance, as well as not to do other than the regulations according to the Government's new guidance on labor management. Salaries, remunerations and bonuses in the enterprise (if any).

Respectfully submit to the General Meeting of Shareholders for consideration and approval the remuneration payment in 2024 and the salary and remuneration plan of the Board of Directors, the Supervisory Board and the Executive Board in 2025 as above.

Recipient:

- General Meeting of Shareholders 2025;
- Storage location: Company records office.

ON BEHALF OF THE BOARD OF DIRECTORS

(Signed)

Vo Tran Minh Dang
Chairman of the Board of Directors