

No.: 05 /TCT-HDQT

Hanoi, 3<sup>rd</sup> April 2026

**PROPOSAL OF THE BOARD OF DIRECTORS OF SONG DA  
CORPORATION – JSC**

Re: Finalization of remuneration of the Board of Management and salary/remuneration of the Board of Supervisors for 2025; and remuneration plan of the Board of Management and salary/remuneration of the Board of Supervisors for 2026

**To: The General Meeting of Shareholders of Song Da Corporation – JSC**

- Pursuant to the Law on Enterprises dated 17 June 2020;
- Pursuant to the Charter on organization and operation of Song Da Corporation – JSC;
- Pursuant to the Consolidated financial statements for 2025 of Song Da Corporation – JSC;

Song Da Corporation – JSC respectfully submits to the General Meeting of Shareholders for approval the finalization of remuneration of the Board of Management and salary/remuneration of the Board of Supervisors for 2025; and the remuneration plan of the Board of Management and salary/remuneration of the Board of Supervisors for 2026 as follows:

To authorize the Board of Management of Song Da Corporation – JSC to approve the finalization of remuneration of the Board of Management and salary/remuneration of the Board of Supervisors for 2025; to develop and approve the remuneration plan of the Board of Management and salary/remuneration of the Board of Supervisors for 2026 in accordance with the legislation and internal policy of Corporation.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./

**Recipients:**

- As above;
- Members of the Board of Management; the Board of Supervisors;
- Filed at: Corporate Office, Finance and Accounting Department.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT  
CHAIRMAN**



**Tran Van Tuan**