

Hanoi, 25th Feb 2026

**REPORT ON REMUNERATION AND OPERATION COSTS
OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2025 AND
PROPOSAL FOR 2026**

(To be submitted to the Annual General Meeting of Shareholders 2026 for approval)

The Board of Directors of An Binh Joint Stock Company would like to submit to the General Meeting of Shareholders for approval on the remuneration of the Board of Directors (BOD) and the Supervisory Board (SB) as follows

1. Report on remuneration spent in 2025

ABS's Annual General Meeting of Shareholders in 2025 approved the budget plan for remuneration of the BOD and SB in 2024 of VND 7 billion. The total remuneration paid in 2025 is VND 4.9 billion, equivalent to 70% of the total remuneration approved by the General Meeting of Shareholders

Content	Spent in 2025 (VND billion)
1. Remuneration for BOD, SB members:	4,920
- BOD members	4,080
- SB members	840
2. Part-time remuneration for members of BOD to participate in the Committees	0
TOTAL (1 + 2)	4,920

In addition, based on the earnings before tax result in 2025 of VND 219 billion, reaching 110% of the plan assigned by the General Meeting of Shareholders (VND 200 billion), the bonus for the BOD and the SB is according to the bonus mechanism in the Resolution of the Annual General Meeting of Shareholders in 2025: 1% of the earnings before tax (in the plan) and up to 20% of the earnings before tax (exceeds the plan). In fact, the BOD agreed that for the remaining earnings before tax exceeding the plan, the bonus was 20%.

Other operation costs of the BOD, the SB are implemented in accordance with the internal spending regulations of ABS.

2. Proposal for 2026

On the basis of the remuneration and bonus mechanism associated with the assigned tasks and the requirement to strengthen the management and governance of the Company's activities with the highest sense of responsibility in order to achieve the growth targets as planned, the BOD would like to submit to the General Meeting of Shareholders for approval:

- a) The total amount of remuneration and part-time remuneration for members of the BOD, members of the SB in 2026 is VND 07 billion, the same as 2025.
- b) In the case the Company's 2026 realized earnings before tax exceeds the target set by the General Meeting of Shareholders, the bonus fund for members of the BOD and SB shall be:
 - 1% of the earnings before tax in the plan, but after deducting the bonus, it must still ensure the planned target; and
 - Up to 20% of the excess earnings before tax (Remains the same as 2025's mechanism)

Respectfully!

**ON BEHALF OF THE BOD
BY AUTHORIZATION OF CHAIRWOMAN**

(Signed)

Do Trong Cuong

