

No: 02/TTr - HĐQT

Hanoi, May 15, 2026

PROPOSAL

On Remuneration for the Board of Directors and Supervisory Board in 2026

To: The General Meeting of Shareholders of International Investment Trade and Services Joint Stock Company

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020; Law on Amendments and Supplements to Certain Articles of Enterprise Law No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Charter (4th Amendment) of International Investment Trade and Services Joint Stock Company;

Pursuant to Resolution No. 01/NQ-HĐQT dated January 20, 2026 of the Board of Directors (BOD) of International Investment Trade and Services Joint Stock Company on the plan for organizing the Annual General Meeting of Shareholders (AGM) 2026;

Pursuant to Resolution No. 09/NQ-HĐQT dated April 10, 2026 of the Board of Directors of International Investment Trade and Services Joint Stock Company on approving the Agenda and content of reports, proposals and other documents for the Annual General Meeting of Shareholders 2026,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the 2026 remuneration for the Board of Directors and the Supervisory Board in the amount of VND 600,000,000 per year, specifically as follows:

No.	POSITION	UNIT	Number of personnel	Monthly Remuneration (per person)	Total Annual Remuneration
1	Chairman of the Board of Directors	VND	01	10,000,000	120,000,000
2	Vice Chairman of the Board of Directors	VND	01	8,000,000	96,000,000
3	Member of the Board of Directors	VND	03	6,000,000	216,000,000
4	Head of the Supervisory Board	VND	01	6,000,000	72,000,000
5	Member of the Supervisory Board	VND	02	4,000,000	96,000,000
	TOTAL	VND			600,000,000

The remuneration payable to the Board of Directors and Supervisory Board as stated above is inclusive of personal income tax. Members of the Board of Directors and Supervisory Board are responsible for declaring and paying personal income tax in accordance with applicable law.

Respectfully submitted for consideration and approval.

Recipients:

- Shareholders;
- Board of Directors, Supervisory Board;
- Filed: General Office, Board of Directors Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN ✓



Phùng Tiến Toàn