

## STATEMENT

*(Re: Approval of the 2025 Salary, Bonus and Remuneration Payment Report and 2026 payment plan of the Board of Directors, the Supervisory Board, the Board of General Directors and the Chief Accountant)*

**Presentation: Annual General Meeting of Shareholders in 2026  
Dua Fat Group Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and guiding documents;
- Pursuant to the Charter of organization and operation of Dua Fat Group Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the report on payment of salaries, bonuses and remuneration in 2025 and the payment plan in 2026 of the Board of Directors, the Control Board, the Board of General Directors and the Chief Accountant as follows:

### 1. Payment of salaries, bonuses and remuneration in 2025

- The remuneration of members of the Board of Directors and the remuneration of members of the Supervisory Board is **0 VND**.
- Total salary of members of the Board of Directors (concurrently holding executive positions): 536,237,225 VND
- Total salary of members of the Supervisory Board: **0 VND**
- Total salary of members of the Board of Directors and Chief Accountant: 480,000,208 VND  
*(Details are in the Appendix attached to this report)*

### 2. Plan for payment of salaries, bonuses and remuneration in 2026

- The remuneration of members of the Board of Directors and the remuneration of members of the Supervisory Board is 0 VND.
- Salaries and bonuses for members of the Board of Directors, Supervisory Board, Board of Directors and Chief Accountant shall comply with the Company's regulations and regulations on payment of salaries and bonuses.

*Respectfully submit to the General Meeting of Shareholders for consideration and approval!*



TM. BOARD  
CHAIRMAN

LE DUY HUNG

**APPENDIX**

**PAYMENT OF SALARIES, BONUSES AND REMUNERATION IN 2025**

*(Attached to the Report on payment of salaries, bonuses and remuneration in 2025 and the payment plan in 2026 of the Board of Directors, the Supervisory Board, the Board of General Directors and the Chief Accountant No.3006.02./TTr-General Meeting of Shareholders-2026 dated 30/06/2026)*

**Remuneration, salary and bonus of members of the Board of Directors in 2025:**

STT	Name	Position	Remuneration (VND)	Salary and bonus (VND)
1	Mr. Le Duy Hung	Chairman of the Board of Directors	0	412.390.910
2	Ms. Nguyen Thi Thuy Linh	Member of the Board of Directors	0	123.846.315
3	Mr. Nguyen Canh Trung	Member of the Board of Directors	0	0
<b>Total</b>			<b>0</b>	<b>536.237.225</b>

**Remuneration, salary and bonus of members of the Supervisory Board in 2025:**

STT	Name	Position	Remuneration (VND)	Salary and bonus (VND)
1	Mr. Tran Minh Duc	Head of the Supervisory Board	0	0
2	Ms. Tran Thi Tu Duyen	Member of the Supervisory Board (appointed from 27/06/2025)	0	0
2	Mr. Nguyen Trong Hung	Member of the Supervisory Board	0	0
3	Mr. Cao Ngoc Thu	Member of the Supervisory Board (dismissed on 27/06/2025)	0	0
<b>Total</b>			<b>0</b>	<b>0</b>

**Remuneration, salary and bonus of members of the Board of Directors and Chief Accountant in 2025:**



STT	Name	Position	Remuneration (VND)	Salary and bonus (VND)
1	Mr. Do Quoc Phuong	General Director	0	266.425.001
2	Mr. Nguyen Trong Tai	Chief Accountant (dismissed from 09/04/2025)	0	52.398.967
3	Ms. Nguyen Thu Hien	Chief Accountant (appointed from 09/04/2025)	0	161.176.240
<b>Total</b>			<b>0</b>	<b>480.000.208</b>

