

**VIETNAM RUBBER GROUP
- JOINT STOCK COMPANY**

No.: 339/TT-HĐQTCSVN



**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Ho Chi Minh City, May 27th, 2025

SUBMISSION

Re: Report on Remuneration Payment for 2024 and Salary and Remuneration Plan for the Board of Directors and Supervisory Board for 2025

To: Esteemed Shareholders

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

Pursuant to the Charter on Organization and Operation of Vietnam Rubber Group - Joint Stock Company;

Pursuant to Resolution No. 147/NQ-HĐQTCSVN dated 17 June 2024 of the General Meeting of Shareholders of Vietnam Rubber Group - Joint Stock Company;

Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;

Pursuant to Circular No. 003/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs guiding the implementation of regulations on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;

Pursuant to Official Letter No. 3118/BTC-DNNN dated March 17, 2025 of the Ministry of Finance regarding the 2025 Business and Development Investment Plan of the Vietnam Rubber Industry Group – Joint Stock Company;

Pursuant to Official Letter No. 6328/BTC-DNNN dated May 12, 2025 of the Ministry of Finance regarding the implementation of salaries and remuneration for the year 2024 of the Parent Company – Vietnam Rubber Industry Group – Joint Stock Company;

Pursuant to the Resolution No. 122/NQ-HĐQTCSVN dated 21st May 2025 of Vietnam Rubber Group - Joint Stock Company.

The Board of Directors of Vietnam Rubber Group - Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the report on the remuneration payment for the Board of Directors and Supervisory Board in 2024, and the salary and remuneration plan for 2025, as follows:

I. REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2024

The remuneration of the Board of Directors and the Supervisory Board was determined based on the Law on Enterprises, Decree No. 53/2016/ND-CP, and linked to the 2024 business results and plans of the Group.

Summary of actual remuneration for the Board of Directors and the Supervisory Board compared to the 2024 plan:

Unit: VND

NO.	ITEM	NUMBER OF PEOPLE	REMUNERATION		COMPLETION RATE (%)
			PLANNED	ACTUAL	
I	Board of Directors				
	Concurrent Position	2	280,800,000	301,249,756	107.28%
II	Supervisory Board				
	Concurrent Position	2	254,400,000	304,752,660	119.79%
	Total	4	535,200,000	606,002,416	113.23%

II. SALARY AND REMUNERATION PLAN FOR THE BOARD OF DIRECTORS AND SUPERVISORY BOARD FOR 2025

In accordance with Decree No. 44/2025/ND-CP dated 28 February 2025 on the management of labor, salary, remuneration, and bonuses in state-owned enterprises:

1. Determination of the Planned Average Salary for the Board of Directors and Chief of Supervisory Board

Based on production and business plan targets in 2025 compared to implementation in 2024. In which:

- 2025 profit target is 103.97% compared to 2024 (2024: VND 2,290 billion; 2025 plan: VND 2,318 billion).
- Return on Equity (ROE) target is 102.14% compared to 2024 (2024: 0.052; 2025 plan: 0.053).
- Basic salary: VND 61.67 million/person/month.
- Adjustment coefficient: 2 times the basic salary under Clause 1, Article 21 of Decree No. 44/2025/ND-CP.

- Planned average salary in 2025:

$$61.67 + (61.67 \times 2) = \text{VND } 123.33 \text{ million/person/month.}$$

2. Salaries of the Board of Directors and Supervisory Board for 2025

- Based on the 2024 salary implementation for the Group's management and the 2025 business plan, the Group has determined the planned average salary for full-time members of the Board of Directors to be VND 127,000,000 per person per month;

- The planned average salary for the full-time Head of the Supervisory Board is VND 116,000,000 per person per month.

NO.	ITEM	SALARY FUND			
		NUMBER OF PEOPLE (ACTUAL 2024)	SALARY 2024 (VND)	NUMBER OF PEOPLE (PLANNED 2025)	SALARY 2025 (VND)
I	Board of Directors				
	Average salary	4	98,466,515	2	127,000,000
	Salary Fund		4,775,625,977		3,048,000,000
II	Supervisory Board				
	Average salary	1	84,653,517	1	116,000,000
	Salary Fund		1,015,842,200		1,392,000,000

3. Determination of Planned Remuneration

- Remuneration fund is determined based on the number of non-executive members and the planned average salary;

- Monthly remuneration for non-executive BOD members and concurrent Supervisory Board members is based on 2024 actual payments and 2025 production and business plan.

4. Total Remuneration for 2025

a) Board of Directors:

- Monthly remuneration = VND 22,800,000/person/month.
- Total remuneration = VND 1,094,400,000.

b) Supervisory Board:

- Monthly remuneration: = VND 22,800,000/person/month.
- Total remuneration = VND 547,200,000

c) Total Remuneration Fund for BOD and Supervisory Board for 2025: VND 1,641,600,000.

III. REMUNERATION PAYMENT METHOD

Based on the approved remuneration fund and business performance, 80% of the monthly remuneration will be paid provisionally. The remaining 20% will be settled and paid at year-end after finalization.

Remuneration payments shall comply with the Group's regulations on salary and remuneration for managers.

The Board of Directors respectfully submits the above report on the remuneration payment for 2024 and the salary and remuneration plan for 2025 to the General Meeting of Shareholders for approval.

Respectfully submitted./.

Recipients:

- As above;
- BOD, Supervisory Board, Executive Board;
- To be published on website;
- Archives: Office, HR Department.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Tran Cong Kha