

SUBMISSION

Re: Remuneration Settlement for 2025 and Remuneration Forecast for 2026 for Board of Directors and Supervisory Board Members

**To: The 2025 Annual General Meeting of Shareholders
Indochine Import Export Investment Industrial JSC.**

- *Based on Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Based on the Charter of Organization and Operation of Indochine Import Export Investment Industrial Joint Stock Company;*

1. Based on the remuneration payment plan for the Board of Directors and the Supervisory Board approved at the 2025 Annual General Meeting of Shareholders, the Board of Directors hereby reports on the remuneration payment situation for the Board of Directors and the Supervisory Board in 2025 as follows: Due to the Company's business production results in 2025 being a loss, the Company did not pay remuneration to the Board of Directors and the Supervisory Board.

2. The Company's Board of Directors proposes the remuneration level for the Board of Directors and the Supervisory Board in 2026 as follows:

- Based on the business results in the 2026 audited financial statements, the Company will allocate 2% of after-tax profit to pay remuneration to the Board of Directors and the Supervisory Board.
- The Company will only pay remuneration to the Board of Directors when the after-tax profit on the 2026 audited financial statements is greater than 0.
- The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to decide the remuneration level for each individual.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval.

Recipients:

- *GMS;*
- *Archive.*

**ON BEHALF OF THE BOD
CHAIRMAN**

Nguyen Manh Hieu