

PROPOSAL

Re: Approval of Remuneration for the Board of Directors and the Supervisory Board

To: The General Meeting of Shareholders of TDT Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the organization and operation of TDT Investment and Development Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following:

To ensure the operation of the Board of Directors and the Supervisory Board in performing their assigned duties, based on the 2026 Business and Production Plan of TDT Investment and Development Joint Stock Company and applicable state regulations, the Board of Directors proposes the General Meeting of Shareholders to approve the total remuneration of the Board of Directors and the Supervisory Board for 2025 and to propose the total remuneration for 2026 as follows:

*** Total Remuneration of the Board of Directors and the Supervisory Board:**

Remuneration for 2025	Proposed Remuneration for 2026
3.5% of profit after tax	3.5% of profit after tax

Other benefits for members of the Board of Directors and the Supervisory Board shall be provided in accordance with legal regulations and the Company's internal regulations..

*** Operating budget:**

Members of the Board of Directors and the Supervisory Board shall be reimbursed for reasonable expenses incurred in the course of their activities in accordance with state regulations and the Company's policies.

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

Recipients::

- Shareholders;
- Board of Directors, Supervisory Board, Board of Management, Company Secretary;
- Archive: Office of the Board of Directors

**ON BEHALF OF THE BOARD OF
DIRECTORS**

