

Number: /TTr-HĐQT

Tp.HCM, April 20, 2026

PROPOSAL

Remuneration of the Board of Directors and Supervisory Board

To: General Meeting of Shareholders of Thuan An Wood Processing Joint Stock Company

- Pursuant to the Charter of organization and operation of Thuan An Wood Processing Joint Stock Company;

- Pursuant to the Resolution of the Annual General Meeting of Shareholders dated March 21, 2025.

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

1. Remuneration for the Board of Directors, Secretary and Supervisory Board in 2025 is 540 million VND, of which:
 - Board of directors, secretary: 288 million VND
 - Supervisory Board: 252 Million VND (including salary of the full-time Head of the Supervisory Board)
2. Planned remuneration for the Board of Directors and Supervisory Board in **2026:**
 - Chairman of the Board of Directors: VND 5,000,000/month
 - Members of the Board of Directors: VND 3,000,000/person/month
 - Non-full-time Supervisory Board members: VND 2,000,000/person/month

Separately, the salary and other benefits of the Head of the Supervisory Board are paid from the Company's salary fund, as agreed with the Group, and are linked to the Company's business performance and production plan.

**on behalf of the Board of Directors
Chairperson**

(signed)

Trinh Xuan Tien