

SUBMISSION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

No.: **04/2026/TT-LICOGI13-HĐQT** dated April 28, 2026

Regarding: Remuneration for the Board of Directors, the Supervisory Board, the Person in charge of Corporate Governance, and the BOD Secretariat.

To: The General Meeting of Shareholders of LICOGI 13 Joint Stock Company

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) the remuneration payment for members of the Board of Directors, the Supervisory Board (SB), the Person in charge of Corporate Governance, and the BOD Secretariat for the year 2025, along with the payment plan for 2026 as follows:

1. Remuneration paid in 2025:

Composition of the BOD and SB in 2025: 07 BOD members (including 03 full-time members receiving salaries and 04 members receiving remuneration); 03 SB members (the Head of the SB is a full-time member receiving a salary).

BOD Remuneration: 660 million VND

SB Remuneration: 60 million VND

Remuneration for the Person in charge of Corporate Governance: 66 million VND

Remuneration for the BOD Secretariat: 153 million VND

Total remuneration paid in 2025: 939 million VND, which is consistent with the Resolution of the 2025 Annual General Meeting of Shareholders.

2. Expected remuneration for 2026:

Based on the 2026 business plan, the expected remuneration for the BOD, SB, Person in charge of Corporate Governance, and the BOD Secretariat for 2026 (excluding salaries for full-time positions) is: 1,200,000,000 VND (1.2 billion VND).

Funding source: To be recorded as production and business expenses for the year 2026.

Authorization: The Chairman of the BOD is authorized to decide on the distribution of remuneration to members of the BOD, SB, Person in charge of Corporate Governance, and the BOD Secretariat based on the position and performance quality of each member, and shall report to the next General Meeting of Shareholders.

We respectfully submit this to the General Meeting of Shareholders for voting and approval.

Recipients:

- *LIG Shareholders;*
- *BOD, Supervisory Board, General Director*
- *Filed at General Planning Dept.*

**ON BEHALF OF THE BOD
CHAIRMAN**

(signed)

Pham Van Thang