

Ha Noi, 15th May 2024

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Regarding the approval of the remuneration levels of the Board of
Directors and the Supervisory Board in 2023 and the projected
remuneration levels for 2024

BẢN DỊCH

To: Shareholders' General Meeting of Viettel Global Investment JSC

Based on Enterprise Law No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Based on the Charter of Viettel International Investment Joint Stock Company (the Company);

Based on the implementation process of the tasks in 2023 by the Board of Directors (BOD) and the Supervisory Board (SB) of the Company;

Based on the audited financial statements for the year 2023 by Deloitte Vietnam Limited Liability Company;

Based on the business performance results in 2023 and the business plan for 2024, the Board of Directors respectfully proposes to the General Meeting of Shareholders to approve the remuneration levels for BOD members, the Supervisory Board, the Company Secretary, and the operating budget for 2023, as well as the projected remuneration levels and operating budget for 2024 as follows:

1. Settlement report of remuneration for the Board of Directors and the Supervisory Board) in 2023:

1.1. Board of Directors and Company Secretary

In 2023, the remuneration for the BOD and the Company Secretary was paid according to the levels approved by the General Meeting of Shareholders in 2022 through Resolution No. 02/NQ-ĐHĐCĐ-VTG dated April 27, 2023, as follows:

- The total remuneration for the BOD is: 956,800,000 VND.
- Specialized BOD members: receive salaries according to the Company's salary and bonus regulations.

- The operating expenses of the BOD in 2023 amount to: 909,813,078 VND

1.2. The Supervisory Board

The total salary, bonuses, and other income of the Supervisory Board in 2023 amounted to 2,839,325,821 VND.

2. Proposal for the expected remuneration and salaries of the Board of Directors, Supervisory Board, and Company Secretary in 2024 (Effective from March 1, 2024).

2.1. Proposal for the remuneration, salaries, and bonuses of the Board of Directors.

- The remuneration for the Board of Directors and the Company Secretary is paid based on the number of working days, with a maximum total remuneration, salary, and bonuses for the BOD and the Company Secretary of 1,156,320,000 VND:

- Non-specialized Board of Directors members: 2,080,000 VND per working day.
- Company Secretary: 1,500,000 VND per working day.
- Specialized BOD members: receive salaries, bonuses according to the Company's salary and bonus regulations.

- The operating budget of the BOD in 2024: maximum of 3 billion VND (payment based on actual incurred expenses).

2.2. Proposal for the salaries and operating expenses of the Supervisory Board

- The total estimated salary and other benefits to be paid to the Supervisory Board in 2023 is 3.5 billion VND, with the target salaries of the Chairman of the Supervisory Board and the members of the Supervisory Board as follows:

- Chairman of the Supervisory Board: Mr. Lê Quang Tiệp: 81,497,040 VND per month.
- Members of the Supervisory Board:
 - + Ms. Quan Thi Thu Ha: 52,377,362 VND per month.
 - + Mr. Nguyen Hoai Bac: 55,461,120 VND per month.
 - + Mr. Bui Van Thao: 50,787,842 VND per month.

- Estimated operating budget of the Supervisory Board: 2.3 billion VND.

The monthly salaries/remuneration of members of the Board of Directors, specialized Supervisory Board members are determined according to the current salary regulations of the Company (including allowances specified in the regulations). Additional salary (business performance salary) is based on the business performance results of the unit. Other rewards are based on specific proposals but do not exceed the limit of the approved reward fund budget for managers.

Kindly submitted for approval by the General Meeting of Shareholders.

Receivers:

- *The Shareholders of the Company;*
- *Filed: VT, VPHĐQT. Quỳnh 02.*

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