

**BÁO CÁO LƯƠNG, THƯỞNG VÀ THÙ LAO NĂM 2023 CỦA HĐQT, BAN KIỂM SOÁT
VÀ THÀNH VIÊN BAN ĐIỀU HÀNH CẤP CAO**
(Trình Đại hội đồng cổ đông thường niên năm 2024)
REPORT OF SALARY, BONUS AND REMUNERATION IN 2023 OF BOD, BOS AND BOM
(Submit to the Annual General Meeting of Shareholders in 2024)

STT No	Họ tên Name	Chức danh Position	Lương CBCNV/ Employee Salary	Thưởng CBCNV Employee Bonus	Thù lao + Thưởng Remuneration + Bonus	Tổng thu nhập trước thuế Total income before tax	Thuế TNCN Personal income tax	Tổng thu nhập sau thuế Total income after tax
I	Hội đồng quản trị Board of Directors		3,656,263,289	1,123,248,779	10,552,029,693	15,331,541,761	3,452,989,671	11,878,552,090
1	Sakchai Patiparnpreechawud	Chủ tịch HĐQT Chairman	0	0	2,735,555,182	2,735,555,182	547,111,037	2,188,444,145
2	Chaowalit Treejak	- PCT HĐQT - TGD - Vice Chairman - GD	2,444,781,035	753,907,047	1,877,685,251	5,076,373,333	1,599,203,567	3,477,169,766
3	Nguyễn Hoàng Ngân	- TV HĐQT - Nguyên TGD - Member - Former GD	136,430,063	33,719,522	1,823,956,485	1,994,106,070	199,410,606	1,794,695,464

4	Poramate Larnroongroj	TV HĐQT Member	0	0	1,641,333,110	1,641,333,110	328,266,622	1,313,066,488
5	Nguyễn Thị Minh Giang	TV HĐQT Member	0	0	545,592,848	545,592,848	54,559,285	491,033,563
6	Phan Khắc Long	Nguyên TV HĐQT Former Member	0	0	1,095,740,262	1,095,740,262	109,574,027	986,166,235
7	Bông Hoa Việt	Thư ký HĐQT Secretary	1,075,052,191	335,622,210	832,166,555	2,242,840,956	614,864,527	1,627,976,429
II	Ban Kiểm soát Board of Supervisors		444,965,833	135,513,223	2,610,577,423	3,191,056,479	458,834,430	2,732,222,049
1	Nguyễn Thanh Thuận	Trưởng BKS Head	0	0	1,181,262,464	1,181,262,464	118,126,246	1,063,136,218
2	Nguyễn Lưu Thùy Minh	Thành viên BKS Member	444,965,833	135,513,223	720,557,480	1,301,036,536	269,832,436	1,031,204,100
3	Praween Wirotpan	Thành viên BKS Member	0	0	708,757,479	708,757,479	70,875,748	637,881,731
III	Ban Điều hành Cấp cao Board of Management		6,412,311,446	1,967,554,580	203,416,668	8,583,282,694	2,317,005,886	6,266,276,808
1	Nguyễn Thanh Quan	P. TGĐ Vice GD	2,102,641,734	750,318,553	11,500,000	2,864,460,287	806,544,866	2,057,915,421
2	Nguyễn Thanh Hải	P. TGĐ Vice GD	2,053,614,651	638,860,122	11,500,000	2,703,974,773	745,754,937	1,958,219,836
3	Asada Boonsrirat	P. TGĐ Vice GD	542,218,909	500,000	168,916,668	711,635,577	155,945,208	555,690,369
4	Phùng Hữu Luận	KTT Chief Accountant	1,713,836,152	577,875,905	11,500,000	2,303,212,057	608,760,875	1,694,451,182

Trân trọng!

Regards !

**TM. BAN KIỂM SOÁT
TRƯỞNG BAN
ON BEHALF OF THE SUPERVISORY BOARD
HEAD**

A handwritten signature in blue ink, consisting of several fluid, connected strokes that form a stylized representation of the name Nguyễn Thanh Thuận.

NGUYỄN THANH THUẬN