

**BÁO CÁO LƯƠNG, THƯỞNG VÀ THÙ LAO NĂM 2024 CỦA HĐQT, BAN KIỂM SOÁT
VÀ THÀNH VIÊN BAN ĐIỀU HÀNH CẤP CAO**

(Trình Đại hội đồng cổ đông thường niên năm 2025)

REPORT OF SALARY, BONUS AND REMUNERATION IN 2024 OF BOD, BOS AND BOM

(Submit to the Annual General Meeting of Shareholders in 2025)

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		3,621,509,573	1,373,845,465	12,640,491,585	17,635,846,623	4,085,467,112	13,550,379,511
1	Sakchai Patiparnpreechawud	Chủ tịch HĐQT Chairman	0	0	3,178,634,626	3,178,634,626	635,726,926	2,542,907,700
2	Chaowalit Treejak	- PCT HĐQT - TGĐ - Vice Chairman - GD	2,519,390,292	953,153,422	2,711,219,773	6,183,763,487	1,983,398,620	4,200,364,867
3	Krit Bunnag	- TV HĐQT - Member	0	0	470,350,302	470,350,302	94,070,060	376,280,242
4	Nguyễn Hoàng Ngân	- TV HĐQT - Member	0	0	1,971,685,244	1,971,685,244	197,168,524	1,774,516,720

5	Nguyễn Thị Minh Giang	TV HĐQT Member	0	0	1,520,153,976	1,520,153,976	152,015,397	1,368,138,579
6	Poramate Larnroongroj	Nguyên TV HĐQT Former Member	0	0	1,436,830,475	1,436,830,475	287,366,095	1,149,464,380
7	Phan Khắc Long	Nguyên TV HĐQT Former Member	0	0	387,026,801	387,026,801	38,702,680	348,324,121
8	Bông Hoa Việt	Thư ký HĐQT Secretary	1,102,119,281	420,692,043	964,590,388	2,487,401,712	697,018,810	1,790,382,902
II	Ban Kiểm soát Board of Supervisors		914,505,033	273,510,384	3,030,997,897	4,219,013,314	683,084,349	3,535,928,965
1	Nguyễn Thanh Thuận	Trưởng BKS Head	0	0	1,372,592,227	1,372,592,227	137,259,222	1,235,333,005
2	Nguyễn Lưu Thùy Minh	Thành viên BKS Member	914,505,033	273,510,384	834,850,335	2,022,865,752	463,469,593	1,559,396,159
3	Praween Wirotpan	Thành viên BKS Member	0	0	823,555,335	823,555,335	82,355,534	741,199,801
III	Ban Điều hành Cấp cao Board of Management		6,204,929,023	2,518,280,811	403,500,004	9,126,709,838	2,541,709,474	6,585,000,364
1	Nguyễn Thanh Quan	P. TGD Vice GD	2,145,055,671	935,129,205	25,500,000	3,105,684,876	903,592,688	2,202,092,188
2	Asada Boonsrirat	P. TGD Vice GD	1,829,453,608	374,172,147	361,000,004	2,564,625,759	679,740,416	1,884,885,343
3	Nguyễn Thanh Hải	Nguyên P. TGD Former Vice GD	472,951,609	544,484,690	4,000,000	1,021,436,299	307,572,100	713,864,199
4	Phùng Hữu Luận	KTT Chief Accountant	1,757,468,135	664,494,769	13,000,000	2,434,962,904	650,804,270	1,784,158,634

Trân trọng!

Regards !

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

A handwritten signature in black ink, appearing to read 'Thuận', with a long horizontal flourish extending to the right.

NGUYỄN THANH THUẬN