

BOARD OF DIRECTORS

An Giang, April 6, 2026

SUBMISSION ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Regarding the Report on remuneration for the Board of Directors and the Board of Supervisors in 2025 and approval for the remuneration levels of the Board of Directors and the Board of Supervisors in 2026

Pursuant to:

- The Enterprises Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020;
- The Charter on Organization and Operation of An Giang Agriculture and Foods Import Export joint stock company (“the Company”);
- Business performance result in 2025 of the Company;
- Resolution No. 02 /NQ-HĐQT/2026 dated 04/04/2026 of the Board of Directors of the Company.

I. Report on remuneration and bonuses for the Board of Directors and the Board of Supervisors in 2025:

1. Remuneration of the Board of Directors and the Board of Supervisors in 2025:

In 2025, the Company made remuneration payments for the fiscal years 2023 and 2024 as follows:

a. Remuneration for 2023:

No.	Full name	Position	Value
I	Board of Directors		360,000,000
1	Dang Quang Thai	Chairman	120,000,000
2	Tang Vu Giang	Member	40,000,000
3	Hoang D Quan	Member	40,000,000
4	Nguyen Thu Ha	Member	60,000,000
5	Nguyen Thanh Lam	Member	60,000,000
6	Hua Minh Tri	Member	20,000,000
7	Nhu Thi Kim Chung	Member	20,000,000
II	Board of Supervisors		108,000,000
1	Khuat Dinh Minh	Head of the Board	36,000,000
2	Nguyen Van Phuong	Member	12,000,000
3	Do Manh Tien	Member	36,000,000

No.	Full name	Position	Value
4	Nguyen Thi Hoai Van	Member	24,000,000
III	Corporate Governance Officer		36,000,000
1	Pham Thi Ngoc Diem		36,000,000
	Total		<u>504,000,000</u>

b. Remuneration for 2024:

No.	Full name	Position	Value
I	Board of Directors		360,000,000
1	Dang Quang Thai	Chairman	120,000,000
2	Tang Vu Giang	Member	60,000,000
3	Hoang D Quan	Member	60,000,000
4	Nguyen Thu Ha	Member	60,000,000
5	Tran Huu Dat	Member	60,000,000
II	Board of Supervisors		108,000,000
1	Khuat Dinh Minh	Head of the Board	36,000,000
2	Nguyen Thi Hoai Van	Member	12,000,000
3	Dao Thi Thuy Linh	Member	36,000,000
4	Nguyen Thi Thuy Trang	Member	24,000,000
III	Corporate Governance Officer		36,000,000
1	Pham Thi Ngoc Diem		36,000,000
	Total		<u>504,000,000</u>

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2. Report on salaries and bonuses of members of the Board of Directors concurrently holding executive positions in the Company in 2025:

No.	Full name	Position	Salary (VND/year)	Bonus (VND/year)	Note
1	Dang Quang Thai	Chairman of the Board	540,000,000	3,500,000	
2	Tang Vu Giang	Board Member cum General Director	420,000,000	3,500,000	

II. Plan for paying remuneration and bonuses to members of the Board of Directors and the Board of Supervisors in 2025:

Pursuant to Clause 2, Article 7 of the Annual General Meeting Resolution No. 16/2025/NQ.ĐHĐCĐ dated April 29, 2025, and given that the audited business performance results for 2025 were effective, the Board of Directors submits to the

Annual General Meeting of Shareholders for approval the following remuneration levels for the Board of Directors and the Board of Supervisors for 2025:

1. Remuneration:

The total remuneration is: 504,000,000 VND/year. Specifically:

+ Board of Directors: The total remuneration for the Board of Directors is VND 360,000,000/year. Of which: the Chairman of the Board receives VND 10,000,000/month, and each member receives VND 5,000,000/month.

+ Board of Supervisors: The total remuneration for the Board of Supervisors is 108,000,000 VND/year. Of which: Head of the Board receives 3,000,000 VND/month, and each member receives 3,000,000 VND/month.

+ The person in charge of corporate governance: 3,000,000 VND/month, total remuneration is 36,000,000 VND/year.

2. Awards: None

III. Plan for paying remuneration and bonuses to members of the Board of Directors and the Board of Supervisors in 2026:

The remuneration for the Board of Directors and the Board of Supervisors in 2026 will be temporarily withheld. Based on the business performance results for 2026, the Board of Directors will submit to the Annual General Meeting of Shareholders in 2027 for approval the specific remuneration for the Board of Directors and the Board of Supervisors in 2026.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval.

Respectfully.

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



Dang Quang Thai

