

JOINT STOCK COMPANY
RACING FAT GROUP

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No. 270606/TTr-DHDCD-2025

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, June 27, 2025

REPORT

(Report: Approval of the 2024 salary, bonus and remuneration payment report and the 2025 payment plan of the Board of Directors, the Supervisory Board, the Board of General Directors and the Chief Accountant)

Sincerely: Annual General Meeting of Shareholders in 2025

Dua Fat Group Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and guiding documents;
- Pursuant to the Charter of organization and operation of Dua Fat Group Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the report on payment of salaries, bonuses and remuneration in 2024 and the payment plan for 2025 of the Board of Directors, the Supervisory Board, the Board of General Directors and the Chief Accountant as follows:

1. Payment of salaries, bonuses and remuneration in 2024

- The remuneration of the members of the Board of Directors and the remuneration of the members of the Supervisory Board is 0 VND.
- Total salary of members of the Board of Directors: 560,000,000 VND
- Total salary of Supervisory Board members: 180,000,000 VND
- Total salary of members of the Board of Directors and Chief Accountant: 656,000,000 VND

(Details are in the Appendix attached to this report)

2. Plan for payment of salaries, bonuses and remuneration in 2025

- The remuneration of the members of the Board of Directors and the remuneration of the members of the Supervisory Board is 0 VND.
- Salaries and bonuses for members of the Board of Directors, Supervisory Board, Board of Directors and Chief Accountant shall comply with the Company's regulations and regulations on payment of salaries and bonuses.

Respectfully submit to the General Meeting of Shareholders for consideration and approval!

TM. BOARD
PRESIDENT
CÔNG TY
CƠ PHÂN
TẬP ĐOÀN
ĐUÀ FÁT
Q. HÀ ĐÔNG - T. P. HÀ NỘI

LE DUY HUNG

ADDENDUM

PAYMENT OF SALARIES, BONUSES AND REMUNERATION IN 2024

(Attached is the Report on payment of salaries, bonuses and remuneration in 2024 and the payment plan for 2025 of the Board of Directors, the Supervisory Board, the Board of Directors and the Chief Accountant No. 270606/TTr-DHDCD-2025 dated 27/06/2025)

Remuneration, salary and bonus of members of the Board of Directors in 2024:

STT	Name	Duty	Pay (VND)	Salary and bonus (VND)
1	Mr. Le Duy Hung	Chairman of the Board of Directors	0	384.000.000
2	Ms. Nguyen Thi Thuy Linh	Member of the Board of Directors	0	176.000.000
3	Mr. Nguyen Canh Trung	Member of the Board of Directors	0	0
Total			0	560.000.000

Remuneration, salary and bonus of members of the Supervisory Board in 2024:

STT	Name	Duty	Pay (VND)	Salary and bonus (VND)
1	Mr. Tran Minh Duc	Head of the Supervisory Board	0	0
2	Mr. Cao Ngoc Thu	Members of the Supervisory Board (appointed on 25/06/2024)	0	0
3	Mr. Tran Trung Hai	Members of the Supervisory Board (dismissed on 25/06/2024)	0	180.000.000
4	Mr. Nguyen Trong Hung	Members of the Supervisory Board	0	0
Total			0	180.000.000

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Remuneration, salary and bonus of members of the Board of Directors and Chief Accountant in 2024:

STT	Name	Duty	Pay (VND)	Salary and bonus (VND)
1	Mr. Dam Van Ly	General Director (dismissed on 01/04/2024)	0	100.000.000
2	Mr. Do Quoc Phuong	General Director (appointed on 02/12/2024)	0	264.000.000
3	Mr. Dinh Tien Dung	Deputy General Director (dismissed on 01/06/2024)	0	100.000.000
4	Nguyen Trong Tai	Chief Accountant	0	192.000.000
Total			0	656.000.000

