

PROPOSAL

Re: Approval of the 2025 remuneration payment for the Board of Directors, the Board of Supervisors, and the Company Secretary, and the 2026 remuneration payment plan for the Board of Directors, the Board of Supervisors, and the Company Secretary

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PROTRADE GARMENT JOINT STOCK COMPANY**

- Pursuant to the Charter on Organization and Operation of Protrade Garment Joint Stock Company (“*the Company*”);
- Pursuant to Resolution No. 01/NQ- ĐHĐCĐ dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the business performance results for 2025 and the business plan for 2026;
- Pursuant to Resolution No. 13/NQ-HĐQT dated May 19, 2026 of the Board of Directors of Protrade Garment Joint Stock Company.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the remuneration payment for the Board of Directors, the Board of Supervisors, and the Company Secretary in 2025, as well as the remuneration payment plan for 2026, as follows:

1. Remuneration for the Board of Directors (“BOD”), the Board of Supervisors (“BOS”), and the Company Secretary in 2025

Pursuant to Resolution No. 01/NQ- ĐHĐCĐ dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders, the total remuneration for the Board of Directors, the Board of Supervisors, and the Company Secretary in 2025 was planned to not exceed 3.5% of the 2025 net profit after tax.

Based on the 2025 business performance results, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the remuneration amount for the BOD, BOS, and Company Secretary in 2025 at the rate of 3.5% of the 2025 net profit after tax, equivalent to VND 4,377,686,149.

2. Remuneration for the Board of Directors, the Board of Supervisors, and the Company Secretary in 2026:

Based on the Company’s 2026 business plan, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the 2026 remuneration plan for the Board of Directors, the Board of Supervisors, and the Company Secretary, with the total amount not exceeding 3.5% of the 2026 net profit after tax.

The 2026 Annual General Meeting of Shareholders authorizes the Chairman of the Board of Directors to determine the specific remuneration amounts for each member of the Board of Directors, the Board of Supervisors, and the Company Secretary.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above;
- BOD;
- BOS;
- BOM;
- Filing: Secretary.

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



NGUYEN AN DINH