



**PROPOSAL ON REMUNERATION AND BUDGET FOR OPERATIONAL EXPENSES  
OF THE BOARD OF DIRECTORS IN 2026**

- Pursuant to the Law on Enterprises 59/2020/QH14 enacted by the National Assembly on 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 enacted by the National Assembly on 26/11/2019;
- Pursuant to the Charter of Masan Group Corporation (the “Company”) dated 04/08/2025; and
- Pursuant to the Board of Directors’ Resolution of Company No. 111/2026/NQ-HDQT dated 3 / 4 /2026.

The Board of Directors would like to propose 2026 Annual General Meeting of Shareholders to approve the remuneration for the members of the Board of Directors and projected budget plan for operational expenses of the Board of Directors in 2026 as follows:

1. To approve the remuneration for the members of the Board of Directors in 2026 is not higher than VND 5 billion and the projected budget plan for operational expenses of the Board of Directors, including committees under the Board of Directors (if any), in 2026 is not higher than VND 5 billion.
2. To authorize the Chairman of the Board of Directors to decide on the remuneration for members of the Board of Directors, approve the operational expenses of the Board of Directors and report to the General Meeting of Shareholders at the next annual meeting.

Ho Chi Minh City, 3 April 2026

**O.B.H. THE BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN DANG QUANG**