
No. 05/2025/TTr-HĐQT

Thai Nguyen, March, 2025

SUBMISSION

*For the approval of remuneration in 2024 and proposed plan in 2025 for the Board of Directors
and Board of Supervisors*

**To: THE GENERAL MEETING OF SHAREHOLDERS
DONG A HOTEL GROUP JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Dong A Hotel Group Joint Stock Company ("Company's Charter").

The Board of Directors of Dong A Hotel Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the finalization of remuneration for 2024 and the remuneration payment plan for the members of the Board of Directors and the Board of Supervisors in 2025, as follows:

1. Based on the Company's business performance in 2024, no remuneration shall be paid to the members of the Board of Directors and the Board of Supervisors for the year 2024.
2. For the year 2025, in order to focus financial resources on the development of the Company's activities, the Board of Directors proposes that no remuneration be paid to the members of the Board of Directors and the Board of Supervisors in 2025.

Respectfully submitted!

Recipients:

- As above;
- BOD, Executive Board;
- HR/Admin.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**

(Signed)

Tran Nu Ngoc Anh

Note: This document may be amended/supplemented and presented to the AGM for consideration and decision-making at the meeting