

Hanoi, April 16, 2026

PAYMENT STATEMENT

Remuneration of the Board of Directors and Supervisory Board in 2025, Expected payment plan in 2026

TO: THE GENERAL MEETING OF SHAREHOLDERS **VIETNAM NATIONAL SEED GROUP JOINT STOCK COMPANY**

- Pursuant to the Charter of Vietnam National Seed Group Joint Stock Company (the "Company");
- Pursuant to Resolution No. 19/NQ-DHDCDTN2025 of the 2025 Annual General Meeting of Shareholders.
- Pursuant to The Company's 2025 business results;

I- PAYMENT OF REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2025

Data on payment of remuneration of the Board of Directors and Supervisory Board in 2025 (until 31/12/2025):

(Unit: VND)

Quota	Plan	Implement	In which	
			Paid until 31/12/2025	Remaining amount
Remuneration of the Board of Directors	1,500,000,000	1,321,893,000	1,009,393,000	312,500,000
Remuneration of the Supervisory Board	300,000,000	296,826,000	221,826,000	75,000,000

II. EXPECTED REMUNERATION PAYMENT PLAN IN 2026

1. Remuneration of the Board of Directors:

Based on the scale of the Company's business operations and the scope of work of the Board of Directors, the proposed pre-tax remuneration for the Board of Directors in 2026 is VND 4,100,000,000 per year.

2. Remuneration of Board of Supervisors/ Audit Committee:

Based on the scale of the Company's business operations and the scope of work of the Supervisory Board, the proposed pre-tax remuneration for the Supervisory Board in 2026(*) is VND 100,000,000 per year.

(*) The remuneration of the Supervisory Board is calculated for the period from January 1, 2026 to April 16, 2026.

3. Reward for the Board of Directors, Board of Supervisors, Audit Committee, Executive Board and employees:

- Bonus for completing the plan for the Executive Board and employees: If the company completes the profit plan, the Executive Board and employees will be rewarded with 2% of the profit after tax.
- Bonus for exceeding the consolidated profit plan: if the consolidated profit plan is exceeded, an additional 20% of the excess profit will be awarded to the Board of Directors, the Supervisory Board and the Executive Board.
- The above bonus is deducted from the undistributed earnings.

4. Payment and accounting:

- Based on the remuneration of the Board of Directors and the Board of Supervisors approved by the General Meeting, in the year of advance, after the annual financial settlement is issued, the remaining remuneration will be calculated and paid.
- Remuneration of the Board of Directors and the Board of Supervisors of part-time members shall be included in business expenses, remuneration of the Board of Directors and the Board of Supervisors of non-part-time members shall be deducted from the undistributed earnings. Bonuses for the executive apparatus due to the implementation of planned profits and exceeding the plan shall be deducted from the undistributed earnings.

Submit to the General Meeting of Shareholders for approval!

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRWOMAN**

(signed and sealed)

NGUYEN THI TRA MY