

PROPOSAL
REPORT ON THE IMPLEMENTATION OF THE SALARY AND
REMUNERATION FUND FOR THE MEMBERS OF THE BOARD OF
DIRECTORS AND THE BOARD OF SUPERVISORS
IN 2025 AND THE PLAN FOR 2026

To: The Annual General Meeting of Shareholders of 2026

Pursuant to the Charter of Vietnam Airlines JSC;

Pursuant to prevailing legal regulations on salary and remuneration management;

The Board of Directors respectfully submits to the General Meeting of Shareholders the report on the implementation of the salary and remuneration fund for the Board of Directors (BOD) and the Board of Supervisors (BOS) of Vietnam Airlines JSC in 2025 and the plan for 2026, as follows:

I. The salary and remuneration fund for the BOD and BOS in 2025 actual

1. The planned salary and remuneration fund for members of BOD and BOS in 2025 (2025 Plan)

The planned salary and remuneration fund for members of BOD and BOS, as approved by the 2025 Annual General Meeting of Shareholders, was **9.432,0 million VND**. Specifically, the planned salary and remuneration fund for 2025 was formulated based on the planned number of members, working duration and salary/remuneration levels applicable to members of the BOD and BOS, capped at a maximum of two times the basic salary applicable to corresponding positions in Group I, Level 1 enterprises, under the category of other industries and sectors, as prescribed in Article 21 of Decree No. 44/2025/ND-CP (Decree 44). The calculation also takes into account the planned 2025 indicators for profit before tax and the return on owner's contributed capital, both of which are higher than the actual results achieved in 2024.

2. The salary and remuneration fund for the BOD in 2025 actual

In 2025, the actual salary and remuneration levels of members of the BOD are determined based on prevailing legal regulations and VNA's business performance. Specifically, Decree 44 applies to the period from January 2025 to the end of July 2025, while Decree No. 248/2025/ND-CP (Decree 248) applies to the period from August 2025 to the end of December 2025.

For the first seven months of 2025: Pursuant to Clause 2, Article 22 of Decree 44, as the actual 2025 profit before tax and the ratio of profit before tax to owner's contributed capital reached 132,2% of the 2025 plan, VNA is eligible to calculate

an additional salary amount. Accordingly, for every 1% by which profit before tax exceeds the plan, an additional 2% of salary may be calculated, provided that the additional amount does not exceed 20% of the actual salary level. The actual salary level is capped at the planned salary level in accordance with Point a, Clause 1, Article 22 of Decree 44. On this basis, the actual 2025 salary level of full-time members of the BOD is determined at 120% of the planned 2025 salary level. The remuneration level for non-executive members of the BOD is equivalent to 20% of the salary applicable to the corresponding full-time position.

For the last five months of 2025: Pursuant to Point a, Clause 4, Article 5 of Decree 248, where the actual 2025 profit before tax is at least twice the minimum profit threshold applicable to Group I, Level 1 enterprises under the category of other industries and sectors (2.700 billion VND), VNA is entitled to determine the maximum salary and remuneration levels for members of the BOD at 2,5 times the basic salary applicable to Group I, Level 1 enterprises under the category of other industries and sectors.

3. The salary and remuneration fund for the BOS in 2025 actual

For the first seven months of 2025: The calculation method is similar to that applied to the salary and remuneration levels of members of the BOD for the first seven months of 2025.

For the last five months of 2025: The salary and remuneration levels are determined based on VNA's salary regulations, ensuring appropriate internal relativity with managerial and executive positions within the company. Specifically, the salary level of the Head of the BOS is equivalent to that of a member of the BOD, while the salary level of a member of the BOS is equivalent to that of a Head of a department of VNA.

The total salary and remuneration fund actually implemented in 2025 for members of the BOD and the BOS is **10.496,1 million VND**. Details are as follows:

Unit: Million VND

No.	Item	2025 Plan	First 7 months under Decree 44	Last 5 months under Decree 248	Total actual 2025
I	Salary and remuneration fund of members of the BOD	5.976,0	4.183,2	3.112,5	7.295,7
1	Full-time members	5.040,0	3.528,0	2.625,0	6.153,0
2	Concurrent members	936,0	655,2	487,5	1.142,7

No.	Item	2025 Plan	First 7 months under Decree 44	Last 5 months under Decree 248	Total actual 2025
II	Salary and remuneration fund of members of the BOS	3.456,0	2.032,9	1.167,5	3.200,4
1	Full-time members	3.144,0	1.814,5	1.005,0	2.819,5
2	Concurrent members	312,0	218,4	162,5	380,9
	Total	9.432,0	6.216,1	4.280,0	10.496,1

(1) The planned and actual number of full-time members of the BOD in 2025 is three persons, with a total working duration of 36 months. The planned and actual number of non-executive members of the BOD in 2025 is three persons, with a total working duration of 36 months.

(2) The number of full-time Head of the BOS is one person, with a working duration of 12 months. The number of full-time members of the BOS is one person, with a planned working duration of 12 months and an actual working duration of 6,3 months due to maternity leave. The number of non-executive members of the BOS is one person, with a working duration of 12 months.

II. The planned salary and remuneration fund for members of the BOD and BOS in 2026

1. The planned salary and remuneration fund for members of the BOD in 2026

In 2026, the determination of the planned and actual salary and remuneration levels for members of the BOD shall be based on the provisions of Decree 248.

Pursuant to Articles 4 and 5 of Decree 248 and VNA's 2026 planned business performance indicators (whereas excluding objective factors affected before-tax profit), VNA determines the planned 2026 salary level for members of the BOD at two times the basic salary applicable to the corresponding positions in Group I, Level 1 enterprises under the category of other industries and sectors. The remuneration level for non-executive members of VNA's BOD is equivalent to 20% of the salary applicable to the corresponding full-time position.

2. Salary and Remuneration Fund for Members of the BOS

The planned 2026 salary and remuneration fund for members of the BOS is determined based on VNA's salary regulations, ensuring appropriate internal

relativity with managerial and executive positions within the company. Specifically, the salary level of the Head of the BOS is equivalent to that of a member of the BOD, while the salary level of a member of the BOS is equivalent to that of a Head of a department of VNA.

The total planned salary and remuneration fund for members of the BOD and BOS in 2026 is **9.120,0 million VND**. Details are as follows:

No.	Item	Number of persons (người)	Working duration (months)	2026 Plan (Million VND)
I	Salary and remuneration fund of members of the BOD	6	72	5.976,0
1	Full-time members	3	36	5.040,0
2	Concurrent members	3	36	936,0
II	Salary and remuneration fund of members of the BOS	3	36	3.144,0
1	Full-time members	2	24	2.880,0
2	Concurrent members	1	12	264,0
	Total	9	108	9.120,0

If an additional BOD or BOS members are appointed during 2026, their salaries and remunerations shall be determined based on the corresponding position's existing levels.

Respectfully submitted./.