VIETNAM FORTRESS TOOLS JSC	SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom - Happiness**
No. 250321-03 / TTr-HĐQT	*Thai Binh, March 25th, 2021*

PROPOSAL

Remuneration of members of the Board of Directors, Supervisory Board

To: General Meeting of Shareholders of Vietnam Fortress Tools JSC

1. Based on the business results in 2020, the Board of Directors of Vietnam Fortress Tools JSC proposes to the General Meeting of Shareholders approve remuneration to the Board of Directors and the Supervisory Board as follows:

- Remuneration for members of the Board of Directors 2020

- Remuneration for members of the BoD representing organizations and individuals with shares: will be paid by organizations and individuals authorized to members BOD.

- Remuneration for independent board members: TWD 30,000/month. Business expenses such as travel expenses, meals, accommodation at the Company's request will be paid by the Company based on documents.

- Remuneration of the Chairman from January 1,2020 to July 31, 2020: do not pay remuneration

- Remuneration of the Chairman from August 1, 2020: VND 35,000,000/month. The remuneration was paid from August 1, 2020 because chairman of the Board of Directors was not held position of General Director but still work as legal representative and running the company.

- The total amount of remuneration and benefits to the BoD in 2020 VND 796,378,725

- Remuneration of the Supervisory Board 2020

- Members of the Supervisory Board: VND 1,000,000/month

- Total remuneration to the Supervisory Board in 2020: VND 27,000,000

2. Based on the 2021 business plan, the Board of Directors of Vietnam Fortress Tools JSC proposes to the General Meeting of Shareholders approve remuneration to the Board of Directors and the Supervisory Board as follows:

For the term 2016-2021:

- Board of Directors:

- Chairman: VND 35,000,000/month

- Remuneration for independent board members: TWD 30,000/month.

Business expenses such as travel expenses, meals, accommodation at the Company's request will be paid by the Company based on documents.

- Supervisory Board:

- Members of the Supervisory Board: VND 1,000,000/month. Business expenses such as travel expenses, meals, accommodation at the Company's request will be paid by the Company based on documents.

For the term 2021-2026:

- Board of Directors:

- Chairman: VND 35,000,000/month

- Members of the BOD participating in running company: maximum 20,000,000 VND/ month

- Members of the Board of Directors not participating in running company: maximum 20,000,000 VND/ month

- Independent board member maximum 20,000,000 VND/ month

Business expenses such as travel expenses, meals, accommodation as specified by the Company will be paid by the Company based on the accompanying payment documents.

The Board of Directors submits to the General Meeting of Shareholders authorize the Chairman of the Board of Directors to decide the specific remuneration for the members of the Board of Directors.

- Supervisory Board:

- Members of the Supervisory Board: VND 1,000,000/month. Business expenses such as travel expenses, meals, accommodation at the Company's request will be paid by the Company based on documents.

Please kindly consider our proposal.

Recipients:
As above;
File at Admin office

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(signed)

HSU TING HSIN