

DRAFT

PROPOSAL

(Re: Remuneration of the Board of Directors, Supervisory Board and Salary of the Board of Management)

To: Shareholders of Hoang Huy Investment Financial Services Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019; Law No. 56/2024/QH15 dated 29/11/2024 and relevant documents;
- Pursuant to the Charter of Organization and Operation of Hoang Huy Investment Financial Services Joint Stock Company;
- Based on the requirements of the organization, operation and management of Hoang Huy Investment Financial Services Joint Stock Company.

The Board of Directors (BOD) respectfully reports to the General Meeting of Shareholders on the remuneration of members of the Board of Directors, the Supervisory Board and the salary of the Board of Management of the Company in the fiscal year 2025 as follows:

Unit: VND

STT	Name	Position	Remuneration and income (VND/person/year)	Other benefits (VND/person/year)
I. Remuneration of the Board of Directors				
1	Do Huu Ha	Chairman of the Board of Directors	120.000.000	None
2	Nguyen Thi Ha	Member of the Board of Directors	60.000.000	None
3	Do Huu Hung	Member of the Board of Directors	60.000.000	None
4	Pham Hong Dung	Member of the Board of Directors	60.000.000	None
5	Phan Thi Phuong Thuy	Independent Member of the Board of Directors	60.000.000	None
II. Remuneration of the Control Board				
1	Vu Thi Huyen	Head of the	60.000.000	None

STT	Name	Position	Remuneration and income (VND/person/year)	Other benefits (VND/person/year)
		Supervisory Board		
2	Phan Thi Thu Huong	Member of the Supervisory Board	36.000.000	None
3	Nguyen Hoang Tung	Member of the Supervisory Board	36.000.000	None
III. Income of the Board of Management				
1	Hoang Thi Huyen	General Director	420.826.911	None
2	Do Huu Hau	Deputy General Director	925.000.000	None
3	Do Huu Hung	Deputy General Director	992.877.850	None
4	Ho Thi Xuan Hoa	Deputy General Director	150.000.000	None
5	Nguyen The Hung	Deputy General Director	150.000.000	None
6	Phung Thi Thu Huong	Chief Accountant	682.284.655	None

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration for members of the Board of Directors, the Supervisory Board and the Salary of the Board of Management in 2026. The remuneration and salary levels are as follows:

– **Board of Directors:**

Unit: VND

STT	Position	Remuneration/person/year
1	Chairman of the Board of Directors	120.000.000
2	Member of the Board of Directors	60.000.000

– **Supervisory Board:**

Unit: Copper

STT	Position	Remuneration/person/year
1	Head of the Supervisory Board	60.000.000
2	Member of the Supervisory Board (Controller)	36.000.000

- **Board of Management:** The salary of the Board of Management is based on the Labor Contract and may change according to the Company's business situation and will be reported at the Annual General Meeting of Shareholders in 2027.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As proposed;
- BOD, BOM, SB;
- Archived.

CHAIRMAN

DO HUU HA