HOANG HUY INVESTMENT FINANCIAL SERVICES JOINT STOCK COMPANY

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SOCIALIST REPUBLIC OF VIETNAM

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DRAFT

No. 08/2025/TT-HDQT

Hai Phong, July 24, 2025

PROPOSAL

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

To: Dear 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 2024 as follows:

Unit: copper

STT	Name	Duty	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	Not
2	Nguyễn Thị Hà	Member of the Board of Directors	60.000.000	Not
3	Do Huu Hung	Member of the Board of Directors	60.000.000	Not
4	Pham Hong Dung	Member of the Board of Directors	60.000.000	Not
5	Phan Thi Phuong Thuy	Independent Member of the Board of Directors	60.000.000	Not
II. Remuneration of the Supervisory Board				
1	Vu Thi Huyen	Head of the Supervisory Board	60.000.000	Not

STT	Name	Duty	Remuneration and income (VND/person/year)	Other benefits (VND/person/ year)
2	Phan Thi Thu Huong	Members of the Supervisory Board	36.000.000	Not
3	Nguyen Hoang Tung	Members of the Supervisory Board	36.000.000	Not
III. Income of the Board of Management				
1	Hoang Thi Huyen	General Director	333.800.000	Not
2	Do Huu Hau	Deputy General Director	1.001.000.000	Not
3	Do Huu Hung	Deputy General Director	892.774.000	Not
4	Ho Thi Xuan Hoa	Deputy General Director	157.500.000	Not
5	Nguyen The Hung	Deputy General Director	157.500.000	Not
6	Phung Thi Thu Huong	Chief Accountant	526.774.000	Not

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 2025. The remuneration and salary levels are as follows:

- **Board of Directors:**

Unit: VND

STT	Object	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: VND

STT	Object	Remuneration/person/year
1	Head of the Supervisory Board	60.000.000
2	Members 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 activities and will be reported at the Annual General Meeting of Shareholders in 2026.

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

Recipient:

- As submitted;
- Board Of Directors, Board Of Management, Supervisory Board;
- Archived.

PRESIDENT

DO HUU HA