

No: 04/2025/TT-HĐQT

Ho Chi Minh City, May, 2025

PROPOSAL

Remuneration of the Board of Directors and the Board of Supervisors in 2025

To: GENERAL MEETING OF SHAREHOLDERS

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval the payment of remuneration to the Board of Directors and the Board of Supervisors of Hai Minh Corporation in 2025 as follows:

- a) VND 5,000,000 / BOD member / month**
- b) VND 3,000,000 / BOS member / month**

Sincerely submitted./.

**ON BEHALF OF BOARD OF
DIRECTORS
Chairman**

Recipients:

- As 'To';
- Member of the Board of Supervisors (for reporting);
- Archive: Board of Directors.

Tran Quang Tien