

No.: 04/2026/TT-HĐQT

Ho Chi Minh City, 03 March 2026

PROPOSAL
Remuneration of the Board of Directors and the Board of Supervisors in 2026

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 2026 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';
- Board of Supervisors (for reporting);
- Filed at: Board of Directors.

Tran Quang Tien