

Hai Phong, Date ... Month ... Year 2025

(DRAFT)

**PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: Approval of the 2024 remuneration settlement and 2025 planned remuneration
for the Board of Directors and the Supervisory Board**

**To: - The 2025 Annual General Meeting of Shareholders
- Hai Phong Habeco Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the XIV National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Hai Phong Habeco Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2024 Financial Statements;

Pursuant to the 2025 business and production plan of Hai Phong Habeco Joint Stock Company;

The Board of Directors of Hai Phong Habeco Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2024 remuneration settlement and the 2025 planned remuneration for the Board of Directors and the Supervisory Board as follows:

I. 2024 Remuneration Settlement for the Board of Directors and Supervisory Board:

No.	Description	Amount (VND)
1	Planned remuneration per Resolution of 2024 AGM	413,040,000
2	Actual amount implemented in 2024	433,692,000
3	Difference vs. approved plan by the 2024 AGM	20,652,000

II. 2025 Planned Remuneration for the Board of Directors and Supervisory Board:

1. Board of Directors:

- Chairman: VND 7,829,000/month

- Members: VND 6,341,000/month

2. Supervisory Board:

- Head: VND 3,343,000/month

- Members: VND 2,308,000/month

Total planned remuneration fund for 2025: VND 445,428,000

Remuneration will be paid quarterly, starting from Quarter 2 of 2025.

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

Sincerely!

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- Archives.

Pham Anh Tuan