| SAIGON – HANOI SECURITIES JOINT STOCK COMPANY | SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness |
|---|---|
| No.: 07-2025/TTr-ĐHĐCĐ | *Hanoi, March 20, 2025* |

# PROPOSAL

***(Re: The budget, total remuneration, bonuses, allowances and other benefits for the Board of Directors in the fiscal year 2025)***

***To:*** **THE GENERAL MEETING OF SHAREHOLDERS**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, along with its amendments, supplements, and implementing guidelines;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019, along with its amendments, supplements, and implementing guidelines;*
- *The current Charter of Saigon - Hanoi Securities Joint Stock Company ("the Company"/"SHS"),*

**1. Report on the use of the budget, total remuneration, bonuses, allowances and other benefits for the Board of Directors and the Supervisory Board in the fiscal year 2024:**

The Board of Directors ("BOD") of the Company reports to the General Meeting of Shareholders ("GMS") on the use of the budget, total remuneration, bonuses, allowances and other benefits in the fiscal year 2024 for the BOD and the Supervisory Board ("SB") of SHS as follows:

Regarding the number of personnel and payment timeline:

- From January 01, 2024 to May 15, 2024: The Company paid remuneration to 08 individuals, including 05 (five) BOD's members and 03 (three) SB's members (including the full-time Head of the SB).
- From May 15, 2024: The Company paid remuneration to 05 (five) BOD's members only.

(For the reason that the Company changed its management organizational structure, eliminating the SB. The Company's management structure consists of only 05 (five) members of the BOD and the Audit Committee under the BOD.

| | |
|---|---|
| - The budget, total remuneration, bonuses, allowances and other benefits for the BOD and SB in the year 2024 were approved by the GMS: | A maximum of 1.5% of the after-tax profit in 2024 (not less than VND 4.57 billion). |
| - SHS paid to the BOD in 2024: | VND 7,625,126,265 |
| - SHS paid to the SB in 2024: | VND 718,397,908 |
| **- Total amount that SHS paid to the BOD and the SB in 2024:** | **VND 8,343,524,173** |

2. **The plan of budget, total remuneration, bonuses, allowances and other benefits for the BOD in the fiscal year 2025:**

- *Based on the structure of the BOD for the 2022-2027 term and the new management model approved by the GMS at the 2024 annual meeting;*
- *Based on the Company's 2025 Business plan;*
- *Based on the requirements for governance and supervision of business activities in 2025,*

**The BOD would like to propose GMS to approve:**

The budget, total remuneration, bonuses, allowances and other benefits for the BOD (excluding units and departments under the BOD) in the fiscal year 2025 shall be: **a maximum of 01% of the after-tax profit of Saigon - Hanoi Securities JSC and not exceed VND 10 billion.** The specific allocation for each member will be assigned to SHS Chairman to decide in accordance with the Company's 2025 business result.

**Respectfully submits to the GMS for review and approval.**

Best regards,

**FOR AND ON BEHALF OF**

**THE BOARD OF DIRECTORS**

**CHAIRMAN**

**DO QUANG VINH**

*Recipients:*
*- As above;*
*- For disclosure: Stock Exchanges, State Securities Commission;*
*- For filing: Archives, BOD's Office*