SAIGON – HANOI SECURITIES JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No: 07./2026/TTr-ĐHĐCĐ	*Hanoi, March 26, 2026*

PROPOSAL

(Re: Budget, total remuneration, bonuses, allowances, and other benefits for the BOD for the FY 2026)

To: **GENERAL MEETING OF SHAREHOLDERS**

Pursuant to:

- *The Law on Enterprises no. 59/2020/QH14 dated June 17, 2020, and its amendments and implementing regulations;*
- *The Law on Securities no. 54/2019/QH14 dated November 26, 2019, and its amendments and implementing regulations;*
- *The applicable Charter of Saigon – Hanoi Securities Joint Stock Company.*

1. Report on the use of the Budget, total remuneration, bonuses, allowances, and other benefits for the Board of Directors for the fiscal year (FY) 2025:

The Board of Directors (BOD) of Saigon – Hanoi Securities Joint Stock Company (the Company/SHS) reports to the General Meeting of Shareholders (GMS) on the use of the Budget, total remuneration, bonuses, allowances, and other benefits for the FY 2025 for SHS BOD (including the Audit Committee) as follows:

- Budget, total remuneration, bonuses, allowances, and other benefits for SHS BOD for the FY 2025 approved by the GMS:	**Not exceeding 1 (one) % of the after-tax profit for 2025, and in any case not exceeding VND 10 (ten) billion.**
- SHS paid to the BOD in 2025:	**VND 9,310,044,932.**

2. Budget plan, total remuneration, bonuses, allowances, and other benefits for the BOD for the FY 2026:

- *Pursuant to the BOD's structure for the 2022-2027 term approved by the GMS;*
- *Pursuant to the Company's business plan for 2026;*
- *Pursuant to the requirements for corporate governance and supervision of the Company's business operations in 2026.*

The BOD respectfully requests the GMS to approve:

The Budget, total remuneration, bonuses, allowances, and other benefits for the BOD (including the Audit Committee, excluding dependent units and departments under the BOD) for the FY 2026 is: **maximum 1.5 (one point five) % of the Company's Profit after tax in 2026 and not lower than VND 06 (six) billion.**

Specific allocation for each Member: The GMS authorizes SHS Chairperson to decide in accordance with the Company's business results in 2026.

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

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN CHỨNG KHOÁN SÀI GÒN - HÀ NỘI
P. CỬA NAM - T.P HÀ NỘI

DO QUANG VINH

Recipients:
- As stated above;
- Information disclosure: SSC, Stock Exchange; Website;
- Archived: BOD's Office.