

No.: 02/2025/TTr-HĐQT

Hanoi, March 31st 2025

**REPORT**

*(Report on remuneration payment for members of the Board of Directors and Supervisory Board in 2024 and remuneration payment plan for the Board of Directors and Supervisory Board in 2025)*

**Respectfully to: 2025 Annual General Meeting of Shareholders**

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Hanoi Investment General Corporation;
- Pursuant to Resolution No.:01/2024/NQ-ĐHĐCĐ date April 22, 2024 of 2024 Annual General Meeting of Shareholders ;
- Pursuant to the actual situation and the Company's 2025 business plan.

The Board of Directors ("BOD") of Hanoi Investment General Corporation ("SHN") reports to the General Meeting of Shareholders on the payment of remuneration to the Board of Directors and the Board of Supervisors in 2024 and respectfully submits to the General Meeting of Shareholders to approve the salary and remuneration plan of the Board of Directors and Supervisory Board of the Company in 2025, details are as follows:

**I. Report on remuneration payment for the BOD and Board of Supervisors in 2024.**

1. The Resolution of the Extraordinary General Meeting of Shareholders in 2023 dated August 21, 2023 approved the remuneration of the Board of Directors and Board of Supervisors as follows:

- Board of Directors:
  - Chairman : 21.000.000 VND/member/month
  - Members of the BOD : 12.000.000 VND/member/month
- Supervisory Board:
  - The Head of the Supervisory Board : 10.000.000 VND/member/month
  - Member of the Supervisory Board : 6.000.000 VND/member/month

2. The Resolution of the 2024 Annual General Meeting of Shareholders dated April 22, 2024 approved the remuneration of the Board of Directors and Board of Supervisors in 2024 as follows:

- Board of Directors:
  - Chairman : 15.000.000 VND/member/month
  - Members of the BOD : 8.000.000 VND/member/month
- Supervisory Board:
  - The Head of the Supervisory Board : 8.000.000 VND/member/month
  - Member of the Supervisory Board : 5.000.000 VND/member/month



3. In 2024, the Company paid remuneration to the Board of Directors and Board of Supervisors as follows:

No.	Position	Remuneration (VND/member/month)	Remuneration (VND/member/month)	Total 2024 (VND)
		<b>The Resolution of the Extraordinary General Meeting of Shareholders in 2023</b>	<b>The Resolution of the Annual General Meeting of Shareholders in 2024</b>	
1	<b>Board of Directors</b>			<b>358.000.000</b>
	Chairman	21.000.000	15.000.000	202.364.000
	Members of the BOD	12.000.000	8.000.000	155.636.000
2	<b>Supervisory Board</b>			<b>230.909.000</b>
	The Head of the Supervisory Board	10.000.000	8.000.000	103.455.000
	Member of the Supervisory Board	6.000.000	5.000.000	127.454.000
	<b>Total</b>			<b>588.909.000</b>

Thus, the remuneration for the Board of Directors and the Board of Supervisors in 2024 was paid in accordance with the Resolution of the Extraordinary General Meeting of Shareholders in 2023 dated August 21, 2023, and the Resolution of the Annual General Meeting of Shareholders in 2024 dated April 22, 2024.

## II. Remuneration payment plan for the Board of Directors and Supervisory Board in 2025

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the remuneration level for the Board of Directors and the Board of Supervisors in 2025 (\*), specifically:

No	Content	Remuneration	Total (VND)
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		Number of member	(VND/member/mon th)	01 month	01 year
<b>1</b>	<b>Board of Directors</b>			<b>23.000.000</b>	<b>276.000.000</b>
	Chairman	1	15.000.000	15.000.000	180.000.000
	Members of the BOD	2 (**)	8.000.000	8.000.000	96.000.000
<b>2</b>	<b>Supervisory Board</b>			<b>18.000.000</b>	<b>216.000.000</b>
	The Head of the Supervisory Board	1	8.000.000	8.000.000	96.000.000
	Member of the Supervisory Board	2	5.000.000	10.000.000	120.000.000
	<b>Total</b>			<b>41.000.000</b>	<b>492.000.000</b>

Total remuneration for the Board of Directors and the Board of Supervisors in 2025 is: VND 492,000,000 (Four hundred and ninety-two million VND).

(\*) The new remuneration level is effective from the date of approval by the General Meeting of Shareholders.

(\*\*) Executive Board members do not receive Board remuneration.

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

Best regards./.

**Recipients:**

- Shareholders;
- Members of the BOD and Supervisory Board;
- Office records./.

On behalf of the Board of Directors  
**CHAIRMAN**



**Hoang Trong Diem**

