



Hai Phong, February 12, 2026

No: 07/2026/TT-CKHP

**PROPOSAL**

***Re: Proposal on remuneration of the Board of Directors, the Board of Supervisors and the Audit Committee***

***To: Shareholders of Hai Phong Securities Joint Stock Company***

**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam and guiding documents for its implementation, amendment, and supplementation;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam and guiding documents for its implementation, amendment, and supplementation;
- Circular 121/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, regulates the operations of securities companies.
- The 2025 financial report of Hai Phong Securities Joint Stock Company has been audited by BDO Auditing Company Limited.
- Resolution No. 14.1/2026/NQ-CKHP dated February 12, 2026, of the Board of Directors of Hai Phong Securities Joint Stock Company on the Implementation of the 2026 Annual General Meeting of Shareholders.
- The actual situation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration and expenses for the Board of Directors and the Supervisory Board for 2025, and the plan for remuneration and expenses for the Board of Directors and the Audit Committee for 2026, specifically as follows:

**I. Remuneration for the Board of Directors and Supervisory Board in 2025:**

**1. Compensation and expenses for members of the Board of Directors:**

In 2025, the Company's Board members received the following compensation:

No.	Board Member	Position	Remuneration, bonuses and other related benefits (VND)
1	Mr. Ninh Le Son Hai	Chairman of the Board Dismissal effective June 26, 2025	71,243,182

No.	Board Member	Position	Remuneration, bonuses and other related benefits (VND)
2	Ms. Nguyen Thi Mai	Board Member Dismissal effective June 26, 2025	47,495,455
3	Ms. Ly Thi Thu Ha	Board Member Dismissal effective June 26, 2025	47,495,455
4	Mr. Chu Viet Ha	Board Member Dismissal effective June 26, 2025	47,495,455
5	Mr. Le Ngoc Hai	Board Member Dismissal effective June 26, 2025	47,495,455
6	Mr. Dao Le Huy	Board Member Appointment effective June 26, 2025	434,545,455
7	Mr. Nguyen Tuan Anh	Independent Board Member Appointment effective June 26, 2025	409,498,036
8	Ms. Ngo Thi Song Ngan	Board Member Appointment effective June 26, 2025	30,681,818

The total amount of remuneration, bonuses, and other related benefits paid to the Board of Directors in 2025 was VND 1,135,950,311.

## 2. Remuneration for members of the Supervisory Board:

In 2025, the members of the Company's Supervisory Board received the following remuneration:

No.	Supervisory Board Member	Position	Remuneration, bonuses and other related benefits (VND)
1	Mr. Pham Minh Hieu	Head of the Supervisory Board Dismissed from office effective date	29,700,000
2	Mr. Nguyen Trung Kien	Supervisory Board Member Dismissed from office effective date	29,700,000
3	Mr. Le Tuan	Supervisory Board Member Dismissed from office effective date	29,700,000

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The total amount of remuneration, bonuses, and other related benefits paid to the Supervisory Board in 2025 was VND 89,100,000.

**3. Remuneration for members of the Audit Committee:**

The Audit Committee will not receive remuneration in 2025 because the members of the Board of Directors also hold positions on the Audit Committee.

**II. Board of Directors Compensation and Expense Plan for 2026:**

**1. Remuneration of Board of Directors members:**

The total remuneration for members of the Board of Directors, including the remuneration of the Chairman of the Board of Directors, independent members of the Board of Directors, and other members of the Board of Directors, is: VND 2,000,000,000 per year.

The General Meeting of Shareholders authorizes the Board of Directors to determine the remuneration for each member based on consensus, ensuring compliance with current laws and the Company's Articles of Association.

**2. Remuneration of members of the Audit Committee reporting to the Board of Directors**

The Audit Committee will not receive remuneration in 2026 because the members of the Board of Directors also hold positions on the Audit Committee.

The remuneration paid to Board members is pre-tax. Board members are responsible for declaring and paying personal income tax in accordance with the law. Board members may receive additional bonuses if they exceed the after-tax profit target set by the Annual General Meeting of Shareholders, with the bonus amount based on legal regulations and approved by the General Meeting of Shareholders.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Best regards./.

**Recipient:**

- General Shareholders' Meeting;
- Archived: A&HR D.

**ON BEHAFL OF BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF DIRECTORS**

