

No.: 273 /HDQT-TTr

Hanoi, 05/05/2026

PROPOSAL

(Re: Settlement of remuneration payment to BOD and BOS members in 2025
- remuneration payment plan for BOD and BOS members for 2026)

To: THE GENERAL MEETING OF SHAREHOLDERS OF HANOI CONSTRUCTION JOINT STOCK COMPANY NO. 1

- Pursuant to Enterprise Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020.
- Pursuant to the Charter on organization and operation of Hanoi Construction Joint Stock Company No. 1 (the "Company").
- Pursuant to Resolution No. 75/NQ-BOD dated 05 February 2026 and amended Resolution No. 106/NQ-BOD dated 27 February 2026 of the BOD approving the plan to organize the 2026 Annual General Meeting of Shareholders.
- Pursuant to the 2025 business results and the 2026 business plan.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the finalization of remuneration payment to members of the Board of Directors ("BOD") and the Board of Supervisors ("BOS") in 2025, and the 2026 remuneration payment plan for BOD and BOS members, as follows:

I. Settlement of remuneration payment to BOD and BOS members of the Company in 2025:

1- Board of Directors: 5 members

Item	Plan submitted to GMS				Actual payment			
	Monthly remun.	No.	Mont hs	Total (VND)	Monthly remun.	No.	Mont hs	Total (VND)
1- Chairman of BOD	8,000,000	1	12	96,000,000	Full-time; no remuneration			
2- Vice Chairman	6,000,000	2	12	144,000,000	6,000,000	2	12	144,000,000
3- Member	4,500,000	2	12	108,000,000	4,500,000	2	12	108,000,000
Total				348,000,000				252,000,000

2- Board of Supervisors: 3 members

Item	Plan submitted to GMS				Actual payment			
	Monthly remun.	No.	Months	Total (VND)	Monthly remun.	No.	Months	Total (VND)
1- Head of BOS	4,500,000	1	12	54,000,000	4,500,000	1	12	54,000,000

