

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc Lập - Tự Do - Hạnh Phúc



CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP HIỆP PHƯỚC

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No: 04/2026/TTr-HIPC-HĐQT

Ho Chi Minh City, March 11th, 2026

PROPOSAL No. 04

Regarding the payment of remuneration to the Board of Directors, Member of the Board of Supervisors, and Company Secretary in 2025 and the remuneration payment plan for the Board of Directors, Member of the Board of Supervisors, and Company Secretary in 2026

TO: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- Law on Enterprises No. 59/2021/QH14 dated 2020-06-17;
- Charter of Organization and Operation (Amendment VI) of Hiep Phuoc Industrial Park Joint Stock Company;
- Proposal No. 02/2026/TTr-HIPC-TGD dated 2026-01-28 from the General Director regarding the report on remuneration payment to the Board of Directors, Member of the Board of Supervisors and Company Secretary in 2025 and the remuneration payment plan for the Board of Directors, Member of the Board of Supervisors and Company Secretary in 2026;
- Resolution No. 07/2026/NQ-HĐQT-HIPC dated March 11, 2026 of the Board of Directors approving the list of personnel participating in and the documents to be submitted to the 2026 Annual General Meeting of Shareholders;
- The actual situation of the company,

The Board of Directors of Hiep Phuoc Industrial Park Joint Stock Company reports and respectfully proposes to the Annual General Meeting of Shareholders 2026 for approval:

I. Report on the implementation of remuneration payment to the Board of Directors, the Board of Supervisors, and the Company Secretary in 2025

Unit: million VND

No.	Content	Implementation in 2025			
		Quantity	Remunerati on/month	Number of months paid paid	Implementation in 2025
I	BOARD OF DIRECTORS				696
1	Chairman	1	10	12	120
2	Member of the Board of Directors	6	8	12	576
II	BOARD OF SUPERVISORS				264
1	Head of the Supervisors	1	8	12	96
2	Member of the Board of Supervisors	2	7	12	168
III	COMPANY SECRETARY	1	5	12	60
IV	TOTAL				1,020

II. Remuneration payment plan for the Board of Directors, Board of Supervisors, and Company Secretary in 2026

Proposed monthly remuneration for the Board of Directors, the Board of Supervisors, and Company Secretary in 2026 are as follows:

- Chairman : 10,000,000 VND/month
- Member of the Board of Directors : 8,000,000 VND/month
- Head of the Supervisors : 8,000,000 VND/month
- Member of the Board of Supervisors : 7,000,000 VND/month
- Company Secretary : 5,000,000 VND/month

Remuneration payment is based on the actual number of members of the Board of Directors, the Board of Supervisors, and the Company Secretary in 2026.

Respectfully submitted.

Recipients:

- As addressed;
- Public disclosure;
- Archived (Office, Company Secretary).

ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN



Nguyen Van Thinh