

Hanoi, April 9, 2025

No.: ... /TTr-DHĐCĐ

DRAFT

REPORT

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

**On the remuneration of the Board of Directors and the Board of Supervisors
in 2024 and the plan for 2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, amended by Law No. 03/2022/QH15 dated January 11, 2022;
- Pursuant to the Charter of organization and operation of Hanoi Education Investment and Development Joint Stock Company;
- Pursuant to the 2025 production and business plan and tasks;
- Pursuant to the remuneration of the Board of Directors and the Board of Supervisors in 2024 approved by the 2024 General Meeting of Shareholders;
- Continue to implement the mechanism linked to production and business results, encouraging increased labor efficiency with the Company;

To ensure the operation of the Board of Directors (BOD) and the Board of Supervisors (BOS) in implementing assigned tasks, based on the Company's production and business results in 2024 and State regulations, the Company has paid remuneration to the BOD and the BOS in 2024 according to the content approved by the 2024 Annual General Meeting of Shareholders (GMS).

Now, the BOD respectfully submits to the GMS for approval of the total remuneration of the BOD and the BOS in 2025 (*included in the Company's business expenses according to the provisions of the law on corporate income tax*) which is not more than 2% of profit after corporate income tax; and authorize the BOD to decide on specific remuneration payment plan for each member of the BOD and the BOS.

Other benefits of members of the BOD and the BOS are implemented in accordance with the provisions of law and the Company's regulations. Members of the BOD and the BOS are paid reasonable expenses arising from the activities of the BOD and the BOS in accordance with the regulations of the State and the Company.

Respectfully submit to the GMS for consideration and approval!

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN CHI BINH