

**HANOI FOODSTUFF
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 246/HAF

Hanoi, date month year 2025

EXTRAORDINARY INFORMATION DISCLOSURE

**To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange.**

1. Name of organization: **Hanoi Food Joint Stock Company;**
- Stock code: **HAF.**
- Address: No. 24-26 Tran Nhat Duat Street, Hoan Kiem District, Hanoi City
- Tel: (024) 3825 3825 Fax: (024) 3828 2601
- E-mail: *thucphamhanoi@haprogroup.vn*
2. Contents of disclosure:

Hanoi Food Joint Stock Company announces the update and supplement of documents for the 2025 Annual General Meeting of Shareholders as follows:

- Proposal re: Approval of remuneration settlement for the Board of Directors and Supervisory Board in 2024, remuneration plan for the Board of Directors and Supervisory Board in 2025 (updated and supplemented)

(Reason: The Board of Directors of the Company has issued this proposal to update the content and replace proposa No. 35/TTr-HĐQT dated April 29, 2025)

Other documents that the Company has published on the website <https://thucphamhanoi.com.vn/> remain unchanged.

3. This information was published on the company's website on .../.../..... (date), as in the link <https://thucphamhanoi.com.vn/> Investor Relations section

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attached documents:

- Proposal No./2025/TTr-HĐQT dated
May, 2025



Duong Thi Lam

**HANOI FOODSTUFF
JOINT STOCK COMPANY**

No: 42/2025/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, date 12 month 05 year 2025

PROPOSAL

(Re: Approval of remuneration settlement for the Board of Directors and Supervisory Board in 2024, remuneration plan for the Board of Directors and Supervisory Board in 2025)

**To: GENERAL MEETING OF SHAREHOLDERS
HANOI FOODSTUFF JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of organization and operation of Hanoi Food Joint Stock Company ("Company");
- Pursuant to Resolution of the Board of Directors of the Company ("BOD") No. 20/2025/NQ-HĐQT dated March 31, 2024 on the plan to organize the 2024 Annual General Meeting of Shareholders

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the remuneration settlement for members of the Board of Directors ("BOD"), the Supervisory Board ("BOS") of the Company in 2024 and the remuneration plan for members of the Board of Directors and the Supervisory Board in 2025 as follows:

- I. Remuneration settlement for members of the Board of Directors and the Supervisory Board of the Company in 2024 is VND 252,000,000 (including personal income tax):**
 - Total remuneration of the Board of Directors (12 months): VND 204,000,000/year
 - Total remuneration of the Supervisory Board (12 months): VND 48,000,000/year
- II. Remuneration plan for members of the Board of Directors and Supervisory Board in 2025:**
 1. Board of Directors:
 - Chairman of the Board of Directors: VND 5,000,000/month.
 - Member of the Board of Directors: VND 3,000,000/person/month.
 2. Supervisory Board:
 - Head of the Supervisory Board: VND 2,000,000/month
 - Member of the Supervisory Board: VND 1,500,000/person/month

The total remuneration of the Board of Directors and Supervisory Board of the Company in 2025 is VND 264,000,000/year (including personal income tax, including 12 months of remuneration).

(This Proposal replaces Proposal No. 35/2025/TTr-HĐQT dated April 29, 2025)

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

Recipients:

- As above;
- Board of Directors, Supervisory Board (for report);
- Archived to the Board of Directors,

ON BEHALF OF BOARD OF DIRECTORS

CHAIRWOMAN



Duong Thi Lam