

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

“Re: Report on payment of remuneration and allowances in 2023 and
Plan on payment of remuneration and allowances for members of the Board of Directors,
Secretary Committee under the Board of Directors in 2024”

**To: GENERAL MEETING OF SHAREHOLDERS
DEVELOPMENT INVESTMENT CONSTRUCTION JSC**

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Charter on Organization and Operation of Development Investment Construction JSC (DIC Group);
- Pursuant to Internal Regulation on Corporate Governance of DIC Group;

The Board of Directors (BOD) reports to the Annual General Meeting of Shareholders (AGM) on implementation of remuneration and allowances payments for the BOD and Secretary Committee in 2023 and Plan on payment of remuneration and allowances for BOD’s members, Secretary Committee in 2024 as follows:

1. Plan and implementation results of paying remuneration and allowances for the BOD’s members and the Secretary Committee in 2023:
 - According to Resolution No. 01/NQ-DIC Group-ĐHĐCĐ dated July 21, 2023, the plan on payment of remuneration and allowances for the BOD’s members, Secretary Committee approved by the AGM: **VND 5,228,000,000** (*Five billion, two hundred, twenty-eight million dong*).
 - The results of paying remuneration and allowances for the BOD’s members and the Secretary Committee in 2023: **VND 5,203,666,667** (*Five billion, two hundred and three million, six hundred sixty-six thousand, six hundred sixty-seven dong*).

No.	Title	Amount of people	Total remuneraion/allowances implemented in 2023 (VND)	Note
I	Board of Directors (BOD)		5.051.666.667	
	Chairman of the BOD	1	1,950,000,000	
	Permanent Vice Chairman of the BOD	1	1,495,000,000	
	Vice Chairman of the BOD	1	1,300,000,000	
	Member of the BOD	1	120,000,000	
	Independent member of the BOD	1	186,666,667	
II	Secretary Committee		152.000.000	

	Head of Secretary Committee	1	60.000.000	
	Member of Secretary Committee	3	92.000.000	
	Total (I+II)		5.203.666.667	

2. The plan to pay remuneration and allowances for the BOD and the Secretary Committee in 2024 is expected to be: **VND 5,291,000,000** (Five billion, two hundred and ninety-one million dong). Specific expectations are as follows:

No.	Title	Amount of people	Remuneration for 01 person/month	No. of months	Total remuneration/allowances in 2024 (VND)	Note
I	Board of Directors (BOD)				5,070,000,000	
1	Remuneration					
	Chairman of the BOD	1	150,000,000	13	1,950,000,000	
	Permanent Vice Chairman of the BOD	1	115,000,000	13	1,495,000,000	
	Vice Chairman of the BOD	1	100,000,000	13	1,300,000,000	
	Member of the BOD	1	10,000,000	13	130,000,000	
2	Allowances for independent member of the BOD					
	Independent member of the BOD	1	15,000,000	13	195,000,000	
II	Secretary Committee				152,000,000	
	Head of Secretary Committee	1	5,000,000	13	65,000,000	
	Member of Secretary Committee	4	3,000,000	13	156,000,000	
	Total (I+II)				5,291,000,000	

- Based on the business results in 2024, if DIC Group exceeds the profit target, the DIC Group's BOD will decide to pay additional remuneration and allowances to members of the BOD according to the ratio and calculation equal to bonus for DIC Group's employees.
3. Agree that the AGM authorize the BOD:
- To decide establishment of Councils/Boards/Committees/Sub-committees, etc. under the BOD and the allowances and salaries for these personnel.
 - To decide the bonus level, bonus rate and bonus recipients at the end of 2024 according to the actual operating situation in 2024 at DIC Group.



- To decide additional remuneration at the end of 2024 to BOD's members from the bonus and welfare fund or other funds (if any).

Respectfully submitted to the AGM for consideration and approval./.

Recipients:

- Shareholders;
- BOD, Board of Management;
- Archived: AD.

**ON BEHALF OF THE BOD
CHAIRMAN**
(signed and seal)

Nguyen Thien Tuan

(NOTICE: This Proposal is a translation of the Vietnamese language original for convenience purposes only, and in the event of any discrepancy, the Vietnamese language original shall prevail.)



**Tổng CTCP Đầu Tư Phát Triển Xây Dựng
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NỀN TẢNG VỮNG CHẮC, KHỞI SẮC TƯƠNG LAI

