

No: 04/PR - BOD

Ho Chi Minh City, March 24, 2025

PROPOSAL

Regarding the approval of the remuneration regime for members of the Board of Directors, Board of Supervisors, and Person in charge of Corporate Governance cum Secretary of the Board of Directors for the year 2025

To: The General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company

Pursuant to:

- The Law on Enterprise No. 59/2020/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company, as approved by the General Meeting of Shareholders;
- Resolution No. 09/NQ-HDQT-CTGTSG dated March 24, 2025 of the Company's Board of Directors on approving the contents to be submitted to the 2025 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the remuneration levels for 2025 for the Board of Directors (BOD), Board of Supervisors (BOS), and the Person in charge of Corporate Governance cum Secretary of the Board of Directors. Specifically, as follows:

Unit: VND/year

No.	Content	Quantity	Remuneration
1.	Board of Directors	05	534,000,000
2.	Board of Supervisors	03	630,000,000
3.	Person in charge of Corporate Governance cum Secretary of the Board of	01	55,200,000




Directors		
Total	09	1,219,200,000 (*)

In which, the expected number of personnel and remuneration paid to members of the Board of Directors, Board of Supervisors, and Person in charge of Corporate Governance cum Secretary of the Board of Directors are as follows:

- Non-executive Chairman of the Board of Directors (01 person): 15,700,000 VND/month/person.
- Members of the Board of Directors (04 people): 7,200,000 VND/month/person.
- Full-time Head of the Board of Supervisors (01 person): 42,300,000 VND/month/person.
- Members of the Board of Supervisors (02 people): 5,100,000 VND/month/person.
- Person in charge of Corporate Governance cum Secretary of the Board of Directors (01 person): 4,600,000 VND/month/person.

(*) *This remuneration expense will vary depending on the number of personnel and the number of working months of the members of the Board of Directors and the Board of Supervisors.*

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



ON BEHALF OF THE BOARD OF DIRECTORS
Chairman

Recipients:

- As above;
- Archived: Administrative Office, Board of Directors.



Hoang Ngoc Hung