

## PROPOSAL

Re: Report on remuneration and allowances payment in 2024 and Plan for remuneration and allowances payment for the members of the Board of Directors and the Secretary Committee under the Board of Directors in 2025

**To: General Meeting of Shareholders  
Development Investment Construction J.S.C**

Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/6/2020;

Pursuant to the Charter of Development Investment Construction J.S.C (DIC Group);

Pursuant to the Internal Regulation on Corporate Governance of DIC Group;

The Board of Directors (BOD) reports to the Annual General Meeting of Shareholders (AGM) on the implementation of remuneration, allowances for BOD, Secretary Committee in 2024 and the plan for remuneration, allowances for the members of BOD, Secretary Committee in 2025 as follows:

1. Plan and implementation results of remuneration and allowances for members of the Board of Directors, the Secretary Committee of 2024:

- According to Resolution No. 01/NQ-DIC Group-ĐHĐCĐ dated 26/04/2024, the plan for paying remuneration and allowances for members of the Board of Directors, the Secretary Committee for 2024 approved by the AGM: **VND 5,291,000,000** (Five billion, two hundred ninety-one million VND).
- The result of implementing the payment of remuneration and allowances for members of the Board of Directors, the Secretary Committee in 2024: **VND 4,542,500,000** (Four billion, five hundred forty-two million, five hundred thousand VND).

No.	Title	Number of people	Total remuneration/ allowance made in 2024 (VND)	Notes
<b>I</b>	<b>The Board of Directors</b>		<b>4,410,500,000</b>	
	Chairman of the BOD	1	1,980,500,000	
	Permanent Vice Chairman of the BOD	1	805,000,000	

	Vice Chairman of the BOD	1	1,300,000,000	
	Member of the BOD	1	130,000,000	
	Independent member of the BOD	1	195,000,000	
<b>II</b>	<b>Secretary Committee</b>		<b>132,000,000</b>	
	Head of Secretary Committee	1	65,000,000	
	Members of Secretary Committee	2	67,000,000	
	<b>Total (I+II)</b>		<b>4,542,500,000</b>	

2. The plan to pay remuneration and allowance for the BOD and the Secretary Committee in **2025** is expected to be: **VND 3,926,000,000** (*Three billion, nine hundred and twenty-six million VND*). The detailed plan is as follows:

No.	Title	No. of people	Remuneration for 1 person per month	No. of months	Total remuneration, allowance made in 2025 (VND)	Notes
<b>I</b>	<b>The Board of Directors</b>				<b>3,705,000,000</b>	
<b>1</b>	<b>Remuneration</b>					
	Chairman of the BOD	1	150,000,000	13	1,950,000,000	
	Vice Chairman of the BOD	1	100,000,000	13	1,300,000,000	
	Member of the BOD	2	10,000,000	13	260,000,000	
<b>2</b>	<b>Independent member of the BOD allowance</b>					
	Independent member of the BOD	1	15,000,000	13	195,000,000	
<b>II</b>	<b>Secretary Committee</b>				<b>221,000,000</b>	
	Head of Secretary Committee	1	5,000,000	13	65,000,000	
	Members of Secretary Committee	4	3,000,000	13	156,000,000	
	<b>Total (I+II)</b>				<b>3,926,000,000</b>	

3. The AGM unanimously authorizes the BOD:

- Based on the business results of 2025, if DIC Group exceeds its profit target, the BOD of DIC Group decides to approve additional remuneration and allowances for members of the BOD and various Councils/Board/Committees/Subcommittees,... directly under the BOD.
- The BOD decides on the bonus amount, bonus rate and the individuals eligible for bonuses at the end of 2025 based on DIC Group's actual operational results in 2025;



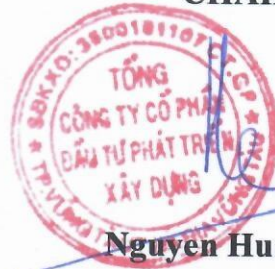
- The BOD decides on additional year end remuneration for the BOD's members from the reward fund, welfare fund, or other available funds (if any).

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

**Recipients:**

- Shareholders;
- BOD, BOM;
- Archived.

**OBO. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Hung Cuong**



*(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, KHƠI SẮC TƯƠNG LAI**