

**PROPOSAL**

**Re: Report on remuneration and allowance payment in 2025 & Plan for remuneration and allowance payment for members of the Board of Directors in 2026**

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

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Consolidated Document No. 67/VBHN-VPQH dated August 15, 2025;
- Pursuant to Charter of Development Investment Construction J.S.C (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 the implementation of remuneration and allowance payment for the BOD, Secretary Committee in 2025 and the plan for remuneration and allowance payment for the members of the BOD in 2026 as follows:

**1. Plan and implementation results of remuneration and allowance payment for members of the BOD & Secretary Committee in 2025:**

- According to Resolution No. 01/NQ-DIC Group-ĐHĐCĐ dated 18/04/2025 approved by the AGM regarding the plan for remuneration and allowance payment for members of the BOD and the Secretary Committee in 2025: **VND 3,926,000,000** (Three billion, nine hundred twenty-six million dong).
- The result of implementing the remuneration and allowance payment for members of the BOD & Secretary Committee in 2025: **VND 3,699,900,000** (Three billion, six hundred ninety-nine million, nine hundred thousand dong).



No.	Title	Number of people	Total remuneration/allowance in 2025 (VND)
<b>I</b>	<b><u>The Board of Directors:</u></b>		<b><u>3,595,900,000</u></b>
	Chairman of the BOD	1	1,950,000,000
	Vice Chairman of the BOD	1	1,300,000,000
	Member of the BOD	2	150,900,000
	Independent member of the BOD	1	195,000,000
<b>II</b>	<b><u>Secretary Committee:</u></b>		<b><u>104,000,000</u></b>
	Head of Secretary Committee	1	65,000,000
	Member of Secretary Committee	1	39,000,000
	<b>Total (I+II)</b>		<b><u>3,699,900,000</u></b>



**2. The plan for remuneration and allowance payment for BOD members in 2026:**  
 (\*Estimate a full of 05 BOD members of Term IV: 2023-2027)

No.	Title	No. of people	Remuneration for 1 person per month	No. of months	Total remuneration, allowance in 2026 (VND)
<b>I</b>	<b><u>BOD Remuneration:</u></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><u>Independent member of the BOD allowance:</u></b>				
	Independent member of the BOD	1	15,000,000	13	195,000,000
	<b>Total (I+II)</b>				<b>3,705,000,000</b>

**3. The AGM unanimously authorizes the BOD:**

- Based on the business results of 2026, if DIC Group exceeds its profit target, the BOD of DIC Group decides to approve additional remuneration and allowance payment for members of the BOD and various Councils/Boards/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 2026 based on DIC Group's actual operational results in 2026;
- 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:**

- As above;
- Archived: AD.

**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.)



**Development Investment Construction J.S.C** FOUNDATION FOR THRIVING FUTURE

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