

Ho Chi Minh City, April 04, 2025

No.: 05/TTr-HĐQT

PROPOSAL

**Approving the total remuneration and bonus of the
Board of Directors and Board of Supervisors for 2024 and the plan for 2025**

To: General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14;
- Pursuant to the Charter of IDICO Infrastructure Development Investment Joint Stock Company approved by the General Meeting of Shareholders on 19/9/2007(amended and supplemented 9th time on 25/4/2024);
- Pursuant to Resolution No. 01/NQ-ĐHĐCĐ dated 25/4/2024 of the Annual General Meeting of Shareholders 2024;
- Based on the production, business and investment results of 2024 and the production, business and investment plan of 2025 of IDICO Infrastructure Development Investment Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders the total remuneration, salary, and bonus of the Board of Directors and the Board of Supervisors of the Company, specifically as follows:

1. The total remuneration and bonus of the Board of Directors and the Board of Supervisors is 776,250,000 VND (The General Meeting of Shareholders approved a plan of 1,099,000,000 VND for 2024):

In which: - Board of Directors: 362,000,000 VND

- Board of Supervisors: 414,250,000 VND

2. The planned total remuneration and bonus for the Board of Directors and the Board of Supervisors of the Company in 2025 is 960,000,000 VND, specifically as follows:

- The total remuneration and bonus of the Board of Directors is 671,000,000 VND. The remuneration of each Member of the Board of Directors, is decided by the Board of Directors of the Company on the principle of unanimity.

- The total remuneration and bonus of the Board of Supervisors is 289,000,000 VND. The remuneration of each Member of the Board of Supervisors, is decided by the Board of Supervisors of the Company on the principle of unanimity.

Members of the Board of Directors, and Board of Supervisors are reimbursed for meals, accommodation, travel and other reasonable expenses when performing assigned tasks according to actual incurred costs.

Respectfully request the General Meeting of Shareholders to consider and approve.

Sincerely./.

Recipients:

- As above;
- BOD;
- BOS;
- Archive: Human Resources and Administration

**GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**



Nguyen Hong Hai