



TRACODI

Ho Chi Minh City, March 22nd 2023

No.: **08/2023/TTĐH-HĐQT-TCD**

PROPOSAL

Re: Report on remuneration package 2022 and remuneration package 2023 for members of the Board of Directors and Supervisory Board

To: Shareholders of TRACODI

- Pursuant to the Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on Enterprise on 17 June 2020;
- Pursuant to the Law No. 54/2019/QH14 passed by the National Assembly on 26 November 2019 on Securities;
- Pursuant to the Charter of Transport and Industry Development Investment Joint Stock Company (TRACODI) approved by BOD on 6 October 2022 – according to the authorization by the General Meeting of Shareholder 2021 (which was amended and supplemented at its 22nd session);
- Pursuant to Resolution approved by shareholders at the Annual General Meeting 2022 on 14 April 2022.

The Board of Directors kindly seeks for approval from shareholders on the Remuneration Package 2022 and 2023 of the Board of Directors and Supervisory Board as follows:

1. Report on remuneration package 2022:

The remuneration of the Board of Directors and Supervisory Board paid from 1 January 2022 to 31 December 2022 in accordance with the Resolution approved by shareholders at the Annual General Meeting 2022 on 14 April 2022:

- The Chairman of BOD : VND 5,000,000 per month
- Vice Permanent Chairman : VND 4,000,000 per month
- Vice Chairman and Board Member : VND 3,000,000 per month
- Independent Director : VND 2,000,000 per month
- Head of the Supervisory Board : VND 3,000,000 per month
- Member of Supervisory Board : VND 2,000,000 per month
- Secretary of the BOD : VND 2,000,000 per month

Total Remuneration Package 2022: **VND 421,500,000** (*Four hundred twenty-one million five hundred thousand dong*).

2. Salary settlement for the Executive Board and other Managers:

Salary payment to the Board of Management and other Managers of the Company in accordance with Salary Policy regulated in Decision No. 31/2016 /QĐ-HĐQT on May 18, 2016. Total salary paid in 2022 is: **VND 6,831,167,605** (*Six billion eight hundred thirty-one million one hundred sixty-seven thousand six hundred and five dong*).

3. Remuneration package 2023:

- The Chairman of BOD : VND 5,000,000 per month
- Vice Chairman : VND 4,000,000 per month
- Member of BOD : VND 3,000,000 per month
- Independent Director : VND 2,000,000 per month
- Head of the Supervisory Board : VND 3,000,000 per month
- Member of SB : VND 2,000,000 per month
- Secretary of the BOD : VND 2,000,000 per month

Kindly submit to shareholders for consideration and approval.

Kind Regards,

Recipients:

- The AGM;
- Archived: BOD, BS Dept

**FOR AND ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed & sealed)

Nguyen Thanh Hung

TRACODI

PACKAGE 2022 FOR MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD

No.	FULL NAME	TITLE	TOTAL REMUNERATION 2022
	THE BOARD OF DIRECTORS		
1	Nguyen Ho Nam	Chairman of BOD (Dismissed on April 4 th , 2022)	17,500,000
2	Nguyen Thanh Hung	Chairman of BOD (Appointed on April 4 th , 2022)	56,500,000
3	Le Thi Mai Loan	Vice Chairwoman (Dismissed on October 1 st , 2022)	36,000,000
4	Pham Dang Khoa	Standing Vice Chairman	25,500,000
5	Bui Thanh Lam	Vice Chairman	44,500,000
6	Bui Thien Phuong Dong	Vice Chairman	36,000,000
7	Huynh Thi Kim Tuyen	Member of BOD	32,500,000
8	Morishima Kenji	Independent Director	24,000,000
9	Tomas Sven Jaehnig	Independent Director	24,000,000
10	Tan Bo Quan, Andy	Independent Director	24,000,000
11	Nguyen Thi Anh Tuyet	BOD Secretary	24,000,000
	Supervisory Board		
1	Nguyen Viet Cuong	Head of SB	36,000,000
2	Huynh Thi Thao	Member of SB	24,000,000
3	Nguyen Dang Hai	Member of SB	17,000,000
TOTAL			421,500,000

SALARY OF BOARD OF MANAGEMENT - OTHER MANAGERS

No.	FULL NAME	TITLE	SALARY
1	Nguyen Thanh Hung	Chairman of BOD (Appointed on April 4 th , 2022)	390,000,000
2	Nguyen Ho Nam	Chairman of BOD (Dismissed on April 4 th , 2022)	120,000,000
3	Le Thi Mai Loan	Vice Chairwoman (Dismissed on October 1 st , 2022)	255,670,740
4	Bui Thien Phuong Dong	Member of BOD	672,560,000
5	Huynh Thi Kim Tuyen	Member of BOD (Appointed on April 4 th , 2022)	185,000,000
6	Nguyen Hoang Hieu	General Director (Appointed on October 3 rd , 2022)	257,635,732
7	Than The Hanh	Deputy General Director	805,039,192
8	Nguyen Duc Thai	Deputy General Director	585,000,000
9	Nguyen Thi Thanh Huong	Deputy General Director (Appointed on July 15 th , 2022)	358,082,039
10	Nguyen Van Bac	Deputy General Director (Appointed on October 3 rd , 2022)	552,500,000
11	Doan Quang Thuan	Deputy General Director (Appointed on November 7 th , 2022)	144,950,000
12	Tran Van Duc	Deputy General Director (Appointed on November 7 th , 2022)	210,000,000
13	Dang Ngoc Sang	Deputy General Director (Dismissed on October 1 st , 2022)	630,000,000
14	Pham Thanh Son	Deputy General Director (Dismissed on January 1 st , 2023)	840,000,000
15	Nguyen Viet Doan	Chief Accountant	704,729,902
16	Nguyen Viet Cuong	Head of SB	120,000,000
		TOTAL	6,831,167,605