



**TRACODI**

*Ho Chi Minh City, 7 April 2021*

No.: **08/2021/TT-HĐQT-TCD**

## **PROPOSAL**

***Re: Remuneration package 2020 and 2021 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 4 February 2021 – according to the authorization by the General Meeting of Shareholder through postal ballot on 8 December 2020 (which was amended and supplemented at its 14<sup>th</sup> session);
- Pursuant to Resolution approved by shareholders at the Annual General Meeting 2020 on 20 June 2020.

The Board of Directors kindly seeks for approval from shareholders the Remuneration Package 2020 and 2021 of the Board of Directors and Supervisory Board as follows:

### **1. Remuneration package 2018:**

The remuneration of the Board of Directors and Supervisory Board paid from 1 January 2020 to 31 December 2020 in accordance the Resolution approved by shareholders at the Annual General Meeting 2020 on 20 June 2020:

- 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 2020: **VND 414,000,000 (Four hundred fourteen million 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 /QD-HĐQT on May 18, 2016. Total salary paid in 2020 is: VND 3,485,924,316 (Three billion hundred and eighty-five million nine hundred twenty-four thousand three hundred and sixteen dong).

## **3. Remuneration package 2021:**

- a. The Chairman of BOD : VND 5,000,000 per month
- b. Vice Permanent Chairman : VND 4,000,000 per month
- c. Vice Chairman and Board Member : VND 3,000,000 per month
- d. Independent Director : VND 2,000,000 per month
- e. Head of the Supervisory Board : VND 3,000,000 per month
- f. Member of SB : VND 2,000,000 per month
- g. 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**

**Nguyen Ho Nam**