



PROPOSAL

Re: Remuneration package 2021 and 2022 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 13 January 2022 – according to the authorization by the General Meeting of Shareholder on 29 April 2021 (which was amended and supplemented at its 18th session);
- Pursuant to Resolution approved by shareholders at the Annual General Meeting 2021 on 29 April 2021.

The Board of Directors kindly seeks for approval from shareholders the Remuneration Package 2021 and 2022 of the Board of Directors and Supervisory Board as follows:

1. Remuneration package 2021:

The remuneration of the Board of Directors and Supervisory Board paid from 1 January 2021 to 31 December 2021 in accordance the Resolution approved by shareholders at the Annual General Meeting 2021 on 29 April 2021:

- | | | |
|----------------------------------|---|-------------------------|
| • 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 2021: VND 428.000.000 (Four hundred twenty eight 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 /QĐ-HĐQT on May 18, 2016. Total salary paid in 2021 is: VND **5.031.341.359** (Five billion thirty one million three hundred forty one thousand three hundred fifty nine dong).

3. Remuneration package 2022:

- The Chairman of BOD : VND 5,000,000 per month
- Vice Permanent 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**

(Sign & seal)

Nguyen Ho Nam