



**TRACODI**

*Ho Chi Minh City, March 27<sup>th</sup> 2024*

No.: **08/2024/TTĐH-HĐQT-TCD**

## PROPOSAL

***Re: Report on remuneration package 2023 and remuneration package 2024 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 16 June 2023 – according to the authorization by the General Meeting of Shareholder 2023 (24<sup>th</sup> version);
- Pursuant to Resolution approved by shareholders at the Annual General Meeting 2023 on 12 April 2023.

The Board of Directors kindly seeks for approval from shareholders on the Remuneration Package 2023 and 2024 of the Board of Directors and Supervisory Board as follows:

### **1. Report on remuneration package 2023:**

The remuneration of the Board of Directors and Supervisory Board paid from 1 January 2023 to 31 December 2023 in accordance with the Resolution approved by shareholders at the Annual General Meeting 2023 on 12 April 2023:

- |                                  |   |                         |
|----------------------------------|---|-------------------------|
| • 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 2023: **VND 423,500,000** (*Four hundred twenty-three 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. 76/2023/QĐ-HĐQT-TCD on October 12, 2023. Total salary paid in 2023 is: **VND 6,449,727,662** (*Six billion four hundred forty-nine million seven hundred twenty-seven thousand six hundred sixty-two dong*).

**3. Remuneration package 2024:**

- 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
- Company Secretary : 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 2023 FOR MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD

No.	FULL NAME	TITLE	TOTAL REMUNERATION 2023
	<b>THE BOARD OF DIRECTORS</b>		
1	Nguyen Thanh Hung	Chairman of BOD	60,000,000
2	Bui Thien Phuong Dong	Vice Chairman (Appointed on February 15 <sup>th</sup> , 2023)	36,000,000
3	Pham Dang Khoa	Standing Vice Chairman (Appointed on February 15 <sup>th</sup> , 2023) cum CEO (Appointed on October 2 <sup>nd</sup> , 2023)	46,500,000
4	Huynh Thi Kim Tuyen	Vice Chairwoman (Appointed on February 15 <sup>th</sup> , 2023)	36,000,000
5	Bui Thanh Lam	Vice Chairman (Dismissed on April 12 <sup>th</sup> , 2023)	14,000,000
6	Nguyen Van Bac	Member of BOD (Appointed on April 12 <sup>th</sup> , 2023)	25,500,000
7	Le Thanh Tung	Member of BOD (Appointed on April 12 <sup>th</sup> , 2023)	25,500,000
8	Morishima Kenji	Independent Director (Dismissed on April 12 <sup>th</sup> , 2023)	7,000,000
9	Tan Bo Quan, Andy	Independent Director	24,000,000
10	Tomas Sven Jaehnig	Independent Director	24,000,000
11	Duong Anh Van	Independent Director (Appointed on April 12 <sup>th</sup> , 2023)	17,000,000
12	Nguyen Thi Anh Tuyet	Company Secretary	24,000,000
	<b>Supervisory Board</b>		
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	24,000,000
<b>TOTAL</b>			<b>423,500,000</b>

#### **SALARY OF BOARD OF MANAGEMENT - OTHER MANAGERS**

<b>No.</b>	<b>FULL NAME</b>	<b>TITLE</b>	<b>SALARY</b>
1	Nguyen Thanh Hung	Chairman of BOD	590,000,000
2	Pham Dang Khoa	Standing Vice Chairman (Appointed on February 15 <sup>th</sup> , 2023) cum CEO (Appointed on October 2 <sup>nd</sup> , 2023)	547,826,087
3	Nguyen Van Bac	Member of BOD (Appointed on April 12 <sup>th</sup> , 2023)	672,560,000
4	Nguyen Hoang Hieu	General Director (Dismissed on October 2 <sup>nd</sup> , 2023) Deputy General Director (Appointed on October 2 <sup>nd</sup> , 2023)	870,000,000
5	Nguyen Thi Thanh Huong	Deputy General Director	810,000,000
6	Than The Hanh	Deputy General Director (Dismissed on November 1 <sup>st</sup> , 2023)	620,000,000
7	Tran Van Duc	Deputy General Director (Dismissed on November 10 <sup>th</sup> , 2023)	762,727,273
8	Nguyen Duc Thai	Deputy General Director (Dismissed on May 4 <sup>th</sup> , 2023)	184,591,305
9	Doan Quang Thuan	Deputy General Director (Dismissed on May 4 <sup>th</sup> , 2023)	252,659,585
10	Nguyen Viet Doan	Chief Accountant	742,500,000
11	Nguyen Viet Cuong	Head of SB	130,000,000
12	Nguyen Thi Anh Tuyet	Company Secretary	289,423,412
<b>TOTAL</b>			<b>6,449,727,662</b>