

No.: 10/TTr-DIC No2-HĐQT

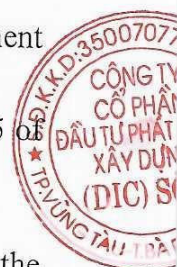
Vung Tau, April 29, 2025

PROPOSAL

Re: Finalization of remuneration payments for the Board of Directors and the Board of Supervisors in 2024 and the remuneration plan for 2025

To: The 2025 Annual General Meeting of Shareholders
Development Investment Construction Number 2 JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the organization and operation of Development Investment Construction Number 2 Joint Stock Company;
- Pursuant to the audited financial statements for 2024 and the business plan for 2025 of Development Investment Construction Number 2 Joint Stock Company;



The Board of Directors reports to the General Meeting of Shareholders on the implementation of remuneration and allowances for the Board of Directors, the Board of Supervisors, and the Company Secretary in 2024, as well as the remuneration and allowance plan for 2025, as follows:

1. Finalization of remuneration for the Board of Directors, the Board of Supervisors, and the Company Secretary in 2024

No.	Description	Planned (VND)	Actual (VND)	Actual/Planned (%)
1	Full-time Chairman of the BOD	780,000,000	739,728,305	94.8
2	Part-time BOD members (2 persons)	96,000,000	88,000,000	91.7
3	Head of the Board of Supervisors	36,000,000	24,000,000	66.7
4	Members of the Board of Supervisors (2)	36,000,000	34,500,000	95.8
5	Company Secretary	18,000,000	18,000,000	100
	Total	966,000,000	904,228,305	93.6

2. Remuneration plan for the Board of Directors, the Board of Supervisors, and the Company Secretary in 2025

No.	Description	Quantity	Months	Monthly Rate (VND)	Annual Amount (VND)
1	Full-time Chairman of the BOD	1	13	60,000,000	780,000,000
2	Part-time BOD members	2	12	4,000,000	96,000,000
3	Head of the Board of Supervisors	1	12	3,000,000	36,000,000
4	Members of the Board of Supervisors	2	12	1,500,000	36,000,000
5	Company Secretary	1	12	1,500,000	18,000,000
	Total				966,000,000

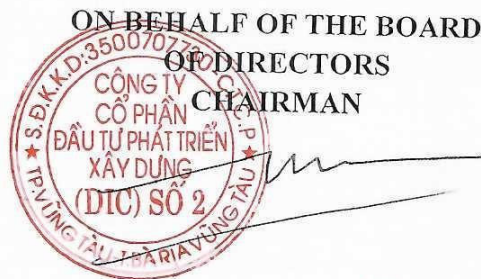
Note:

- 100% of the remuneration, salary, and allowances for the Chairman of the BOD will be paid if the after-tax profit target is achieved at 90% or more.
- A maximum of 80% of the planned remuneration, salary, and allowances will be paid if the after-tax profit target is achieved at less than 90%.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above
- Archive



Phạm Đức Dũng

