

No.: 389A/TTr-HĐQT

*Hai Duong, March 31, 2025*

**REPORT**

**Report and proposal for the remuneration of the Board of Directors, Board of Supervisors, and Company Secretary.**

To: 2025 Annual General Meeting of Shareholders  
Song Da Cao Cuong Joint Stock Company

- Based on the Charter of Organization and Operation of Song Da Cao Cuong Joint Stock Company;

- Based on the business production results of the Company;

- Based on the current regulations of the State regarding large-scale public companies.

The Board of Directors of the Company presents the following contents to the General Meeting:

1. Report on the implementation of remuneration for the Board of Directors and the Board of Supervisors, and the Company Secretary according to the resolution of the Annual General Meeting of Shareholders in 2024.
2. Propose the remuneration level for the Board of Directors, the Board of Supervisors, and the Company Secretary for 2025 as follows: (Attached table).

Respectfully submitted for the General Meeting of Shareholders to consider and approve.

Sincerely./.

**Recipients:**

- Shareholders;
- Save office./.

**ON BEHALF OF THE BOD  
CHAIRMAN**



**Kieu Van Mat**

## SUMMARY OF REMUNERATION EXPENSES FOR 2024, PROPOSED FOR PAYMENT IN 2025

Attached with Report No. 389/TTr-HĐQT dated March 31, 2025

No.	Positions	Remuneration level for 2024 person/month (VND)	Implementation in 2024		Proposed payment for 2025 person/month (VND)
			Duration, number of people	Expenses for 2024 (VND)	
1	Chairman of the Board of Directors	60.000.000	One person all year	720.000.000	60.000.000
2	Member of the Board of Directors	8.000.000	Four people all year	384.000.000	8.000.000
3	Head of the Board of Supervisors (Full-time)	25.000.000	One person all year	300.000.000	25.000.000
4	Member of the Board of Supervisors	4.000.000	Two people all year	96.000.000	4.000.000
5	Company Secretary	4.000.000	One person all year	48.000.000	4.000.000
	<b>Total</b>			<b>1.548.000.000</b>	

