

Hanoi, April 2nd, 2024

**REPORT TO THE GENERAL MEETING OF SHAREHOLDERS  
On approving the salary and remuneration for the Board of Directors and  
the Board of Supervisors in 2023 and proposing the salary and  
remuneration in 2024**

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To: The General Meeting of Shareholders of  
Viettel Construction Joint Stock Corporation.

Pursuant to the Charter of Viettel Construction Joint Stock Corporation;

Based on the business performance results in 2023 and the business plan for 2024, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for approval the remuneration for the Board of Directors and the Board of Supervisors as follows:

**1. Settlement of salaries and remuneration for the Board of Directors and the Board of Supervisors in 2023:**

**1.1. Board of Directors:** The total remuneration in 2023 is: 5.17 billion VND, including:

**- Remuneration for non-executive BOD members:**

+ Remuneration for the Chairman of the BOD: 10 million VND/month.

+ Remuneration for independent BOD members: 22 million VND/month.

+ Remuneration for other BOD members: 7 million VND/person/month.

- Salaries for executive BOD members:

Implemented according to the Corporation's salary regulations and in compliance with the resolutions passed by the Annual General Meeting of Shareholders 2023.

**1.2. Board of Supervisors:** The total remuneration for 2023 is: 2.03 billion VND, including:

Remuneration for non-executive Board of Supervisors members of the: 5 million VND/person/month.

**- Salaries for executive Board of Supervisors members:**

Implemented according to the Corporation's salary regulations and in compliance with the resolutions passed by the Annual General Meeting of Shareholders 2023.

*(The above figures do not include bonuses from the bonus fund for Managers if approved by the GMS).*

**1.3. Operating expenses in 2023:** The total operating expenses in 2023 for the Board of Directors and the Board of Supervisors: 879 million VND.

**2. Proposal of salaries and remuneration for the Board of Directors and the Board of Supervisors in 2024:**

**2.1. Proposal of remuneration for the BOD:**

The estimated total remuneration for the BOD in 2024 is 6.67 billion VND, including remuneration for non-executive members of the BOD:

+ Remuneration for the Chairman of the BOD: 10 million VND/month.

+ Remuneration for independent BOD members: 22 million VND/month.

+ Remuneration for other BOD members: 7 million VND/person/month.

Salaries for the Chairman of the BOD and Executive BOD members: Paid according to the Corporation's salary regulations and internal regulations based on the Company's business performance.

### **2.2. Proposal of remuneration for the Board of Supervisors:**

The estimated total remuneration for the Board of Supervisors in 2024 is 2.35 billion VND, including remuneration for non-executive members of the Board of Supervisors: 5 million VND/person/month.

Salaries for executive Board of Supervisors members: Paid according to the Company's salary regulations and internal regulations based on the Company's business performance.

### **2.3. Operating expenses for the Board of Directors and the Board of Supervisors in 2024:**

To fulfill their duties within their authority and obligations, the Board of Directors/Board of Supervisors uses expenses in compliance with the internal regulations issued by the Corporation. Estimated operating expenses in 2024 for the Board of Directors and the Board of Supervisors: 2.5 billion VND.

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

**FOR. THE BOARD OF DIRECTORS  
CHAIRMAN**

(signed)

**DO MANH HUNG**