

**PROPOSAL No.5**

***Re: Remuneration of the BOD, BOS and estimated Operating Expenses of the BOD and its Committees for Fiscal year 2023 (from January 1<sup>st</sup>, 2023 to June 30<sup>th</sup>, 2023)***

**To: Esteemed Shareholders of Coteccons Construction Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17th June 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019;
- Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.

The Board of Directors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders (AGM) for consideration and approval:

**1. Report on 2022 Remuneration for Board of Directors (BOD) and Board of Supervisors (BOS)**

No	Name	Title	Unit	Amount
1.	Mr Tong Van Nga	BOD Independent Member	VND	600,000,000
2.	Mr Tan Chin Tiong	BOD Independent Member	VND	600,000,000
3.	Mr Pham Quang Vu	BOD Member	VND	700,000,000
4.	Mr Tran Van Thuc	Head of Board of Supervision	VND	480,000,000
5.	Mr Doan Phan Trung Kien	Board of Supervision Member	VND	56,000,000
<b>Total</b>			<b>VND</b>	<b>2,436,000,000</b>

A payment of VND1,836,000,000 was completed in 2022, and VND600,000,000 still needs to be paid in 2023.

The BOD proposes to the AGM for approve the total remuneration for BOD and BOS amounting to 2,436,000,000.

- 2. The remuneration of the BOD, BOS and estimated Operating Expenses of the BOD and its Committees for Fiscal year 2023:**
- The remuneration for members of the BOD and the BOS in fiscal year 2023 and estimated Operating Expenses of the BOD and its Committees for Fiscal year 2023 (from January 1<sup>st</sup>, 2023 to June 30<sup>th</sup>, 2023) is **VND3,000,000,000**.
  - Authorize the Chairman of the BOD to determine the specific remuneration for each member in Fiscal year 2023 and the interim advance payment for members during the period from the end of the Fiscal year 2023 until the next AGM.

The AGM is proposed to review, discuss, and approve the above contents.

*Ho Chi Minh City April 04, 2023*

**ON BEHALF OF BOARD OF DIRECTORS**  
**Chairman**

**(signed)**

**BOLAT DUISENOV**