

No: /SD5-HĐQT

Hanoi, the date of March , 2025

PROPOSAL

for the Settlement of Remuneration in 2024 and the Salary and Remuneration Plan for 2025 of the Board of Directors, Secretary and the Boards of Supervisors;

To: The Annual General Meeting of Shareholders of Song Da 5 JSC

Pursuant to:

- The Enterprise Law No.59/2020/QH14 dated 17 June 2020;
- The Organization and Operation Charter of Song Da 5 Joint Stock Company;
- Resolution of the 2024 Annual General Meeting of Shareholders of Song Da 5 Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders the report on remuneration of the Board of Directors and Board of Supervisors in 2024 and remuneration plan in 2025, specifically as follows:

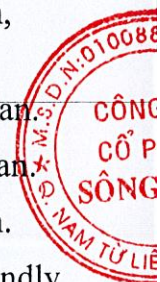
1. Settlement of Remuneration in 2024 of the Board of Directors, Secretary and the Boards of Supervisors:

In 2024, all profit, the revenue and output targets meet and exceeded the plan, specifically:

- Profit after tax: 23.65 billion/ 22.40 billion plan, equivalent to 105.60% of the plan.
- Revenue: 2,527.88 billion/ 1,776.45 billion plan, equivalent to 127.48% of the plan.
- Output: 2,589.26 billion/ 1,805.00 billion plan, equivalent to 143.45% of the plan.

Based on the results of the business performance results, the Company kindly submits the final settlement of remuneration of the Board of Directors, the Board of Supervisors and the Secretary of the Board of Directors in 2024 as follows:


Title	Planned remuneration/ month/person	Paid remuneration/ month/person
1. Concurrent Member of Board of Directors	7,000,000	7,000,000
2. Concurrent Head of the Board of Supervisors	7,000,000	7,000,000
3. Member of the Board of Supervisors	5,000,000	5,000,000
4. Secretary	5,000,000	5,000,000



2. Remuneration payment plan in 2025 of the Board of Directors, Secretary and the Boards of Supervisors:

Title	Remuneration/ month/person
1. Concurrent Member of Board of Directors	7,000,000
2. Concurrent Head of the Board of Supervisors	7,000,000
3. Member of the Board of Supervisors	5,000,000
4. Secretary	5,000,000

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

Recipients: 

- As addressed;
- Members of Board of Directors;
- Members of Board of Supervisors;
- Archive in Board of Directors, TCKT.

**FOR AND ON BEHALF OF BOARD
OF DIRECTORS** 



Le Van Tuan



SUMMARY OF BONUS PAYMENT OF MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS AND CHIEF ACCOUNTANT IN 2024

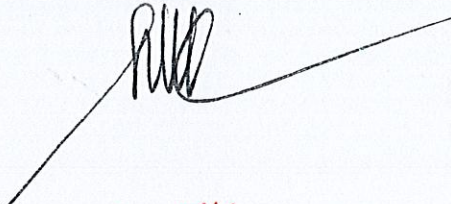
(Resolution No. 01/2024/NQ-SD5-DHĐCĐ dated 7 June 2024)

No	Contents	2024	Monthly average amount	Bonus for exceeding the 2024 after-tax profit plan	Remarks
I	Remuneration and salary fund of the Board of Directors and the Board of Supervisors	493,227,273	41,102,273	61,653,409	Bonus of 1.5 months of average remuneration
II	Salary fund of the Management Board	2,761,664,506	230,138,709	345,208,460	Bonus of 1.5 months of average salary
	Total	3,254,891,779	271,240,982	406,861,869	

Hanoi, March 2025

CHIEF ACCOUNTANT

GENERAL DIRECTOR


Nguyễn Trọng Chiếu




Nguyễn Ngọc Đông

STATEMENT OF SALARY AND REMUNERATION PAYMENT IN 2024
(Resolution No.01/2024/NQ-SĐ5-DHĐCĐ dated 07/06/2024)

No	Full name	Position	Number of month	Rate /month/person per Resolution of AGMS 2024	% payment	Finalized salary per month/person per Resolution of AGMS 2024	Finalized salary/year	Paid Amount and deducted PIT	Remaining amount to be paid	PIT	Payable amount after PIT	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)=(4)*(7)	(9)	(10)=(8)-(9)	(11)=(10)*10%	(12)=(10)-(11)	(13)
1	Nguyen Dac Diep	General Director cum Member of Board of Directors	12	7,000,000	100%	7,000,000	84,000,000		84,000,000	8,400,000	75,600,000	
2	Nguyen Ngoc Dong	Deputy General Director cum Member of Board of Directors	12	7,000,000	100%	7,000,000	84,000,000		84,000,000	8,400,000	75,600,000	
3	Vu Duc Quang	Member of Board of Directors	12	7,000,000	100%	7,000,000	84,000,000		84,000,000	8,400,000	75,600,000	
4	Nguyen Manh Toan	Member of Board of Directors	2	7,000,000	100%	7,000,000	14,000,000		14,000,000	1,400,000	12,600,000	
5	Nguyen Dai Thu	Independent Member of Board of Directors	4	7,000,000	100%	7,000,000	23,227,273	18,000,000	5,227,273	-	5,227,273	
6	Pham Quang Tuan	Concurrent Head of Board of Supervisors	12	7,000,000	100%	7,000,000	84,000,000	84,000,000	-	-	-	
7	Nguyen Hong Van	Member of Board of Supervisors	12	5,000,000	100%	5,000,000	60,000,000		60,000,000	6,000,000	54,000,000	
8	Tran Quang Hung	Member of Board of Supervisors	12	5,000,000	100%	5,000,000	60,000,000		60,000,000	6,000,000	54,000,000	
9	Ung Vu Thanh	Secretary	2.50	5,000,000	100%	5,000,000	12,659,574	12,659,574	-	-	-	
10	Trinh Trong Hung	Secretary	9.50	5,000,000	100%	5,000,000	47,340,426	47,340,426	-	-	-	
	Total			62,000,000		62,000,000	553,227,273	162,000,000	391,227,273	38,600,000	352,627,273	

Hanoi, March 2025

GENERAL DIRECTOR

CHIEF ACCOUNTANT



Nguyễn Ngọc Đông

Nguyễn Trọng Thủy

PREPARED BY

Loren Loren Bích Sơn