



No. 19 /TTr-HĐQT

Hanoi, April 25th, 2025

PROPOSAL

**Regarding to approval of salary and remuneration paid for the year 2024,
salary and remuneration estimated for the year 2025
of members of the Board of Director and Supervisory Board**

To. The General Meeting of Shareholders of Construction Machinery Corporation - SJC.

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14;
- The Charter of Construction Machinery Corporation - JSC;

To implement the Resolution No. 29/NQ-DHĐCĐ approved by the GMS of Construction Machinery Corporation - JSC at the annual meeting on 31/5/2025;

Basing on the production and bussiness result for the year 2024 and production and bussiness plan for the year 2025 of the Corporation,

The BOD hereby would like to propose the General Meeting of Shareholders of the Corporation to consider and approve the salary and remuneration paid for the year 2024, salary and remuneration estimated for the year 2025 of members of the Board of Director and Supervisory Board as follows:

I. Salary and remuneration paid for members of the Board of Director and Supervisory Board for the year 2024:

1. Total estimated salary and remuneration for members of the Board of Director and Supervisory Board for the year 2024 approved by the GMS: **1,344** million Vietnam Dongs.

2. Total salary and remuneration paid for members of the Board of Director and Supervisory Board for the year 2024: **1,219.85** million Vietnam Dongs, detailed as follows:

No.	Position	Plan		Actual payment		Percentage of actual payment to plan (%)
		No. of people	Total salary & remuneration (million VND)	No. of people	Total salary & remuneration (million VND)	
I	Board of Directors		936.00		849.13	91%
1	Salary		792.00		705.13	89%
1.1	Specialized Chairman	1	432.00	1	382.10	88%
1.2	Specialized Member	1	360.00	1	323.03	90%
2	Remuneration					
1	Concurrent members	3	144.00	3	144.00	100%
II	Supervisory Board		408.00		370.72	91%



1	Salary					
	Head of the Board	1	360.00	1	322.72	90%
2	Remuneration					
	Concurrent members	2	48.00	2	48.00	100%
			1,344.00		1,219.85	91%

II. Salary and remuneration estimated for members of the Board of Director and Supervisory Board for the year 2025:

1. Total salary and remuneration estimated for members of the Board of Director: **1,065,600,000** Vietnam Dongs.

2. Total salary and remuneration estimated for members of the Supervisory Board: **470,400,000** Vietnam Dongs.

No.	Position	No. of people	Max. salary & remuneration per month (VNĐ/person)	No. of months per year	Max. total salary & remuneration per year (VNĐ)
I	Board of Directors				1,065,600,000
1	Salary				
1.1	Specialized Chairman	1	42,400,000	12	508,800,000
1.2	Specialized member	1	34,400,000	12	412,800,000
2	Remuneration				
	Concurrent members	3	4,000,000	12	144,000,000
II	Supervisory Board				470,400,000
1	Salary				
	Head of the Board	1	35,200,000	12	422,400,000
2	Remuneration				
	Concurrent members	2	2,000,000	12	48,000,000
	Total				1,536,000,000

The BOD would like to propose for the GMS's respective approval.

**FOR AND ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- As stated above;
- Supervisory Board;
- Archives: Administration Division,
BOD, Financial & Planning Dept.

Trinh Nam Hai
(Signed and sealed)