



PROPOSAL

Re: Report on remuneration for members of the Board of Directors, Board of Supervisors, Board of Management in 2022, and Remuneration plan for the Board of Directors, Board of Supervisors in 2023

To: Shareholders of Bamboo Capital Group Joint Stock Company

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No.54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Bamboo Capital Group Joint Stock Company (BCG) approved on January 24, 2022 in the authorization of the General Meeting of Shareholders (GMS) (amended and supplemented for the 19th time);
- Pursuant to Resolution of the Annual General Meeting of Shareholders 2022 on May 6, 2022;

The Board of Directors would like to submit to the GMS the Remuneration of the Board of Directors (BOD), Board of Supervisors (BOS), Board of Management (BOM) in 2022, and the Remuneration plan for the BOD and BOS in 2023 as follows:

1. Remuneration of the BOD and BOS in 2022

According to the Resolution of the 2022 Annual General Meeting of Shareholders approved on May 6, 2022, the remuneration for the BOD and BOS from January 1, 2022 to December 31, 2022 is:

- Chairman of the BOD : VND 20,000,000 per month
- Vice Chairman of the BOD : VND 10,000,000 per month
- Member of the BOD : VND 10,000,000 per month
- Chief of the BOS : VND 20,000,000 per month
- Member of the BOS : VND 10,000,000 per month

The total remuneration of the BOD and BOS in 2022 is **VND 1,320,000,000** (*One billion three hundred and twenty million dong*)

2. Remuneration of the BOM:

The total remuneration of the BOM and other Managers in 2022 is **VND 2,550,000,000**
(*Two billion five hundred and fifty million dong*)

3. Remuneration plan of the BOD and BOS in 2023:

- Chairman of the BOD : Maximum VND 20,000,000 per month
- Vice Chairman of the BOD : Maximum VND 10,000,000 per month
- Member of the BOD : Maximum VND 10,000,000 per month
- Chief of the BOS : Maximum VND 20,000,000 per month
- Member of the BOS : Maximum VND 10,000,000 per month

The General Meeting of Shareholders authorizes the Board of Directors to set up an appropriate level of remuneration for each position mentioned in Section 3 and to settle the remuneration of the Board of Directors and Supervisory Board at the next Annual General Meeting of Shareholders.

It is respectively submitted to the General Meeting of Shareholders for discussion and approval.

Yours sincerely,

Recipients:

- GMS;
- Archives: BOS, Office of the BOD.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed and sealed)

NGUYEN HO NAM