



Ho Chi Minh City, April 5, 2024

Số: 07/2024/TTDH-HDQT-BCG

PROPOSAL

Re: Report on remuneration for members of the Board of Directors, Board of Supervisors, Board of Management in 2023, and Remuneration plan for the Board of Directors, Board of Supervisors in 2024

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 by the Annual General Meeting of Shareholders 2023 (AGM) on April 28, 2023 (amended and supplemented for the 20th time);
- Pursuant to the Resolution of the Annual General Meeting of Shareholders 2023 on April 28, 2023;

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 2023, and the Remuneration plan for the BOD and BOS in 2024 as follows:

1. Remuneration of the BOD and BOS in 2023

According to the Resolution of the Annual General Meeting of Shareholders 2023 approved on April 28, 2023, the remuneration for the BOD and BOS from January 1, 2023 to December 31, 2023 is:

The total remuneration disbursed in 2023 amounted to VND **1,416,000,000** (*One billion four hundred and sixteen million dong*).

Details of the remuneration for the BOD and the BOS, are shown in the Appendix of the BOD and SB's remuneration and the salaries of managers for 2023.

2. Remuneration of the BOM:

The total remuneration of the BOM and other Managers in 2023 is VND **1,772,400,000** (*One billion seven hundred seventy-two million, four hundred thousand dong*)

3. Remuneration plan of the BOD and BOS in 2024:

- 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
- Head of the BOS : Maximum VND 10,000,000 per month
- Member of the BOS : Maximum VND 5,000,000 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