



**TIEN GIANG  
INVESTMENT AND  
CONSTRUCTION JSC**

No: /TTr-HĐQT.TICCO

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

Tien Giang, ....., 2025

**DRAFT**

**SUBMISSION**

On rewarding Company Employees.

**To: General Meeting of Shareholders**

Pursuant to the Company's Charter of Organization and Operation;

Implementing the policy of the Company's Board of Directors, in order to reward the Company's employees who have been committed and actively contributed to the Company's operations and development over the past time.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the implementation of reward payments for units and individual employees who have contributed to the Company's business performance in 2024. The reward amount is 04 billion VND.

Respectfully submit to the Congress for consideration and approval.

Best regards!

Recipient:

- As above;
- Information disclosure;
- Save: Clerical assistant, Office of BOD.

**ON BEHALF OF THE BOD  
CHAIRMAN**

**Tran Hoang Huan**

*Note: This document is prepared in both Vietnamese and English with equal legal validity. In case of any discrepancy between the Vietnamese and English versions, the Vietnamese version shall prevail.*