

DECISION

Sub.: Approving 2023 Business Plan

**BOARD OF MANAGEMENT
TRANSPORT ENGINEERING DESIGN INC.**

Based on the Charter on Organization and Operation of Transport Engineering Design Inc. (TEDI);

Based on the Resolution No. 19 NQ-NK2/TEDI-HĐQT dated 19/12/2022 by TEDI Board of Management on 2023 business plan for submission to 2023 Annual General Shareholders Meeting;

Based on the Resolution No. 11-NQ/TEDI-DHĐCĐ dated 05/5/2023 by TEDI General Shareholders Meeting approving 2023 business plan.

DECIDES

Article 1: Approve TEDI 2023 business plan with major business norms as follows:

1. Financial plan

- Total output	648,723 bil. VND
- Total revenue	525,000 bil. VND
- Before-tax profit	44,000 bil. VND
- After-tax profit	37,300 bil. VND
- Ratio of after-tax profit and total revenue	7,10 %
- Ratio of after-tax profit and owners' equity	23,31 %
- Payment to state budget	46,000 bil. VND
- Average income/person/month	24,4 mil. VND
- Total investment in fixed assets & capital construction	16,077 bil. VND
- Dividend (% of share par value)	20,0%

2. Salary and bonus plan

168,206 bil. VND

2.1 Salary and bonus fund for employees

159,196 bil. VND

- Unit cost of domestic funded projects	423 VND/1.000VND of revenue
- Unit cost of overseas projects	650 VND/1.000VND of revenue
- Unit cost of foreign funded projects	550 VND/1.000VND of revenue
- Unit cost of printing	411 VND/1.000VND of revenue
- Unit cost of other services	246 VND/1.000VND of revenue

2.2 Salary-bonus, remuneration for Managers

8,189 bil. VND

- Salary-bonus fund	7,148 bil. VND
- Remuneration	1,041 bil. VND

In which:

+ Remuneration for BOM Chairman	15,220 mil.VND/month
+ Remuneration for BOM Vice Chairman	13,700 mil.VND/month
+ Remuneration for BOM members	12,180 mil.VND/month
+ Remuneration for Board of Supervisors Head	9,130 mil.VND/month
+ Remuneration for Board of Supervisors members	6,090 mil.VND/month
2.3 Allowance fund for Capital Representatives, Supervisors	0,821 bil. VND
3. Plan on asset purchase and capital construction	17,341 bil. VND
3.1 Fixed assets, capital construction	16,077 bil. VND
- Building	3,900 bil. VND
- Machinery and equipment	4,441 bil. VND
- Transportation means	2,300 bil. VND
- Computer software	2,363 bil. VND
- Capital construction	3,073 bil. VND
3.2 Tools	1,264 bil. VND
4. Plan on labor protection	4,610 bil. VND
- Measures on safety techniques, fire safety & labor safety	0,180 bil. VND
- Purchase of personal protection equipment	2,920 bil. VND
- Health care for laborers	1,510 bil. VND
5. Training plan	3,875 bil. VND
- Training on medium- and high-level management	0,750 bil. VND
- Training courses for PMs, chief engineers, etc.	0,840 bil. VND
- Short-term training (soft skills, new policies...)	0,160 bil. VND
- Others	0,125 bil. VND
- Overseas study tour	2,000 bil. VND
6. Plan on general activities	4,509 bil. VND
- Maintenance of 9001-2015 ISO system	0,200 bil. VND
- Advertisement	0,200 bil. VND
- Survey and design magazine	0,150 bil. VND
- Maintenance of TEDI Website	0,109 bil. VND
- Conference with LTEC	0,100 bil. VND
- Support to local governments	0,100 bil. VND
- Scholarships to students	0,100 bil. VND
- Others following the estimation	2,050 bil. VND
- 60 th Anniversary of TEDI (allocated for 2 years)	1,500 bil. VND
7. Recruitment plan	47 persons
- Management section	04 persons
- Production section	43 persons

Article 2: General Director is assigned to direct, organize the implementation and completion of 2023 business plan provided under Article 1 in accordance with prevailing regulations.

Article 3: This Decision comes into force from its signing date. TEDI General Director, Executive Officers, heads of functional departments and related units are under obligations to execute this Decision./.

Addressees:

- As in Article 3;
- TEDI BOM;
- TEDI Board of Supervisors;
- TEDI Party - Labor Union;
- Executive Board;
- Functional Depts.;
- File.

**ON BEHALF OF BOARD OF MANAGEMENT
CHAIRMAN**



Hitoshi YAHAGI