

Hanoi, April ... 2025

**PROPOSAL OF THE BOARD OF DIRECTORS
Regarding the approval of the 2024 profit distribution plan and the
remuneration and allowances for members of the Board of Directors, the
Audit Committee and salaries of the Board of Management**

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, amended by Law No. 03/2022/QH15 dated January 11th, 2022;
 - Pursuant to the Charter of organization and operation of Century Land Joint Stock Company;
 - Pursuant to the Company's audited separate and consolidated financial statements for 2024,
- 1. The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) the plan for distributing after-tax profits as follows:**

2024 Profit distribution plan (Determined based on parent company's business results):

Unit: VND

| No. | ITEMS | VALUE |
|-----|---|-----------------|
| I | Profit after tax in 2024 on consolidated financial statements | 41,786,503,553 |
| II | Profit after tax of the parent company in 2024 on the consolidated financial statements | 41,048,046,349 |
| III | Retained profits from previous years | 593,887,660,454 |
| IV | Cumulative profit (IV=II+III) | 634,935,706,803 |

While the profit gained in 2024 has considerably increased from the lower profit level of 2023, the absolute profit figure remains modest, and Cen Land is at the beginning of its recovery. To concentrate resources for business operations during the upcoming recovery and growth phase, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the plan to: (i) not allocate the 2024 profit after tax to the Development Investment Fund and the Welfare and Bonus Fund; and (ii) retain the 2024 profit after tax in undistributed retained earnings. The distribution of dividends for 2024 to shareholders will be considered by the Board of Directors and will seek shareholder opinions for implementation at an appropriate time.

- 2. The Board of Directors reports and submits to the GMS for approval the remuneration and allowances for members of the Board of Directors, the Audit Committee and salaries of the Board of Management as follows:**

The total amount of remuneration and allowances paid to members of the Board of Directors (BOD), the Audit Committee and salaries of the Board of Management in 2024 is **5,137,754,417 VND**. The disbursement of the aforementioned remuneration, allowances, and salaries was conducted in strict adherence to the plan approved by the 2024 Annual General Meeting of Shareholders, as detailed below:

| No. | Contents | Position | Amount (VND) |
|-----------|--|---|----------------------|
| I | Remuneration for members of the BOD, allowances for Audit Committee | | 462,000,000 |
| 1 | Mr. Nguyen Trung Vu | Chairman of the BOD | 256,000,000 |
| 2 | Mr. Pham Thanh Hung | Vice Chairman of the BOD | 206,000,000 |
| 3 | Ms. Nguyen Minh Hoi | Vice Chairman of the BOD | |
| 4 | Mr. Nguyen Duc Vui | Independent Member of the BOD, Chairman of Audit Committee | |
| 5 | Ms. Nguyen Thi Hoang Oanh | Independent Board Member - Audit Committee Member | |
| 6 | Mr. Chu Huu Chien | Member of the BOD (Dismissed from April 25, 2024) | |
| II | Salary and income Board of Management | | 4,675,754,417 |
| 1 | Mr. Pham Duc Hung | General Director | 1,636,151,663 |
| 2 | Ms. Nguyen Minh Hoi | Deputy General Director | 2,782,376,173 |
| 3 | Ms. Vu Thi Xuan Giang | Deputy General Director (Appointed on February 22, 2024) | 224,479,167 |
| 4 | Mr. Nguyen Anh Huong | Deputy General Manager (Dismissed from June 26, 2024) | 32,747,414 |
| | Total | | 5,137,754,417 |

- Remuneration and allowances paid to members of the Board of Directors and the Audit Committee in 2025 are expected to be 1,000,000,000 VND.
- The income of the Board of Management shall be paid by the Company based on the labor contract and based on the actual time in office of each member.

Details are presented in the Company's 2024 Audited Financial Statements.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

Recipient:

- Shareholders;
- BOD, BOM;
- Archived: Admin.

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

(Signed)

Nguyen Trung Vu

Note : This document may be amended, supplemented appropriately and submitted to the General Meeting of Shareholders for consideration and approval at the General Meeting.