CENTURY LAND JOINT STOCK COMPANY	SOCIAL REPUBLIC OF VIETNAM **Independence – Freedom - Happiness**

Hanoi, May …. 2026

PROPOSAL OF THE BOARD OF DIRECTORS
Regarding the approval of the 2025 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 2025,*

1. The Board of Directors respectfully submits to the General Meeting of Shareholders the plan for distributing after-tax profits as follows:

2025 Profit distribution plan (Determined based on parent company's business results):

Unit: VND

No.	ITEMS	VALUE
I	**Profit after tax in 2025 on consolidated financial statements**	**75,098,965,927**
II	**Profit after tax of the parent company in 2025 on the consolidated financial statements**	**73,302,796,260**
III	**Allocation to funds in 2025**	**7,330,279,626**
	Welfare and bonus fund (10% of profit after tax)	*7,330,279,626*
IV	**Profit in 2025 after allocation to funds (IV= II- III)**	**65,972,516,634**
V	**Retained profits from previous years**	**633,692,486,053**
VI	**Cumulative profit (VI=IV+V)**	**699,665,002,687**

Based on the business results of 2025 and the development orientation in the coming period, to concentrate the necessary financial resources for business operations and sustainable growth, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the plan to retain the 2025 profit after tax after allocating to the welfare and bonus fund in undistributed retained earnings to supplement capital for business operations. The distribution of dividends for 2025 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 General Meeting 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 2025 is 6,357,560,768 VND. The disbursement of the remuneration of the BOD, Audit Committee and salaries of the Board of Management was conducted in strict adherence to the plan approved by the 2025 Annual General Meeting of Shareholders, as detailed below:

No.	Contents	Position	Amount (VND)
I	**Remuneration for members of the BOD, allowances for Audit Committee**		**754,047,341**
1	Mr. Nguyen Trung Vu	Chairman of the BOD	371,291,667
2	Mr. Pham Thanh Hung	Vice Chairman of the BOD	382,755,674
3	Ms. Nguyen Minh Hoi	Vice Chairman of the BOD, Deputy General Director	Receives BOM salary
4	Mr. Mai Huu Dat	Member of the BOD (Appointed on April 28, 2025)	0
5	Mr. Nguyen Duc Vui	Independent Member of the BOD, Chairman of Audit Committee	0
6	Ms. Nguyen Thi Hoang Oanh	Independent Board Member, Audit Committee Member	0
II	**Salary and income Board of Management**		**5,603,513,427**
1	Mr. Pham Duc Hung	General Director	1,824,292,791
2	Ms. Nguyen Minh Hoi	Deputy General Director	3,444,183,851
3	Ms. Vu Thi Xuan Giang	Deputy General Director	335,036,785
	TOTAL		**6,357,560,768**

- Remuneration and allowances paid to members of the Board of Directors and the Audit Committee in 2026 are expected to be 2,000,000,000 (Two billion) 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 2025 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 BOD
CHAIRMAN

(signed)

Nguyen Trung Vu

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