

No. 06-3/2026/TTr/CEO-HĐQT

Hanoi, March 05, 2026

**PROPOSAL****Re: Approval of remuneration for The Board of Directors and The Supervisory Board in 2026****To: The General Meeting Of Shareholders**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its guiding documents;
- Pursuant to the Charter of C.E.O Group Joint Stock Company.

The Board of Directors of C.E.O Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the settlement of remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) for the fiscal year 2025, as well as the proposed remuneration plan for the BOD and SB for the fiscal year 2026, as follows:

**1. Settlement of Remuneration for the Board of Directors and Supervisory Board in 2025**

- Total approved remuneration for the BOD and SB: 576.000.000 VND
- Actual remuneration paid in 2025: 576.000.000 VND

**2. Proposed Remuneration for 2026**

It is proposed to maintain the same remuneration level for members of the Board of Directors and the Supervisory Board specifically as follows:

| No.       | Title                     | Quantity | Salary/<br>month | Time<br>(month) | Total<br>amount<br>(VND) | Note |
|-----------|---------------------------|----------|------------------|-----------------|--------------------------|------|
| <b>I</b>  | <b>Board of Directors</b> |          |                  |                 |                          |      |
| 1         | Chairman of the BOD       | 1        | 10.000.000       | 12              | 120.000.000              |      |
| 2         | BOD Member                | 4        | 7.000.000        | 12              | 336.000.000              |      |
|           | <b>Subtotal (I)</b>       |          |                  |                 | <b>456.000.000</b>       |      |
| <b>II</b> | <b>Head of the SB</b>     |          |                  |                 |                          |      |
| 1         | Head of the SB            | 1        | 4.000.000        | 12              | 48.000.000               |      |
| 2         | SB Member                 | 2        | 3.000.000        | 12              | 72.000.000               |      |
|           | <b>Subtotal (II)</b>      |          |                  |                 | <b>120.000.000</b>       |      |
|           | <b>Total (I + II)</b>     |          |                  |                 | <b>576.000.000</b>       |      |

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the proposed remuneration levels for each position within the Board of Directors and the Supervisory Board as stated above.

Respectfully submitted.

**Recipients:**

- As above;
- Archive./.

**FOR BOARD OF DIRECTORS**  
**CHAIRMAN****Doan Van Binh**

**Note:** This document may be revised and supplemented as appropriate and submitted to the General Meeting of Shareholders for consideration and decision at the General Meeting.