

No.: 03/PR-BOD

Hanoi, 11 July 2026

PROPOSAL

Re: Approval of the Report on the Remuneration of the Board of Directors and the Board of Supervisors for 2025 and the Plan for 2026

To: The General Meeting of Shareholders of CDC Construction Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented in 2025, and its implementing regulations;
- Pursuant to the Law on Securities 2019 and its implementing regulations;
- Pursuant to the Charter of CDC Construction Joint Stock Company.

The Board of Directors of CDC Construction Joint Stock Company (the “**Company**”) respectfully submits to the General Meeting of Shareholders for approval the report on the remuneration of the Board of Directors and the Board of Supervisors for 2025 and the plan for 2026 as follows:

1. Report on the Payment of Remuneration to the Board of Directors and the Board of Supervisors

During the financial year ended 31 March 2026, the members of the Board of Directors and the Board of Supervisors unanimously agreed not to receive any remuneration.

2. Remuneration Plan and Operating Expenses for the Board of Directors and the Board of Supervisors

Based on the business plan for the financial year ending 31 March 2027, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the total remuneration and operating expenses of the Board of Directors and the Board of Supervisors, not exceeding 1% of the actual profit after tax for the financial year ending 31 March 2027, as stated in the audited financial statements.

The General Meeting of Shareholders is requested to authorize the Board of Directors to determine the allocation and payment of remuneration to each member of the Board of Directors and the Board of Supervisors within the total remuneration approved by the General Meeting of Shareholders.

Respectfully submitted for approval.

Sincerely.

Recipients:

- As above;
- Board of Directors, Board of Supervisors;
- Archived..

**(O/B). THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

NGO TAN LONG