

**CRV REAL ESTATE GROUP
JOINT STOCK COMPANY**

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No. 07/2026/TT-HDQT

SOCIALIST REPUBLIC OF VIETNAM

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Hanoi, July 28, 2026

DRAFT

PROPOSAL

(Re: Remuneration of the Board of Directors, Supervisory Board and Salary of the Board of Directors)

Dear Shareholders of CRV Real Estate Group Joint Stock Company

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020 and relevant documents;
- Law on Securities No. 54/2019/QH14 dated 26/11/2019, Law No. 56/2024/QH15 dated 29/11/2024, and relevant documents;
- Charter of CRV Real Estate Group Joint Stock Company;
- Pursuant to the audited 2025 financial statements of CRV Real Estate Group Joint Stock Company.
- Pursuant to the requirements of the organization, operation and management of CRV Real Estate Group Joint Stock Company.

The Board of Directors (BOD) would like to report to the General Meeting of Shareholders on the remuneration of members of the Board of Directors, the Supervisory Board and the salary of the Board of Directors of the Company in the fiscal year 2025 as follows:

STT	Name	Position	Remuneration to be enjoyed in 2025 (VND)	Salary, bonuses and other benefits (VND/person/year)
I. Board of Directors				
1	Do Huu Ha	Chairman of the Board of Directors	120.000.000	None
2	Do Huu Hau	Member of the Board of Directors	60.000.000	None

STT	Name	Position	Remuneration to be enjoyed in 2025 (VND)	Salary, bonuses and other benefits (VND/person/year)
3	Nguyen Van Thu	Independent Member of the Board of Directors	60.000.000	None
4	Dang Tuan Vu	Independent Member of the Board of Directors	60.000.000	None
5	Le Duy Phi	Independent Member of the Board of Directors	60.000.000	None
II. Supervisory Board				
1	Pham Anh Tu	Head of the Supervisory Board	48.000.000	None
2	Chu Thi Lua	Member of the Supervisory Board	36.000.000	None
3	Vu Van Hoang	Member of the Supervisory Board	36.000.000	None
III. The Board of Directors and other managers				
1	Pham Thi Thu Huyen	General Director	None	1.294.985.923
2	Tran Ngoc Binh	Deputy General Director	None	855.426.438
3	Nguyen Thi Thuy Duong	Deputy General Director	None	399.000.000
4	Nguyen Kim Quyen	Chief Accountant	None	504.019.567

The Board of Directors also respectfully submits to the General Meeting of Shareholders for approval of the remuneration for members of the Board of Directors,

the Supervisory Board and the salary of the Board of Directors in the fiscal year 2026. The remuneration and salary levels are as follows:

– **Board of Directors:**

STT	Eligibility	Remuneration per person per month
1	Chairman of the Board of Directors	10.000.000
2	Member of the Board of Directors/ Independent Member of the Board of Directors	5.000.000

– **Supervisory Board:**

STT	Eligibility	Remuneration per person per month
1	Head of the Supervisory Board	4.000.000
2	Member of the Supervisory Board (Controller)	3.000.000

The company is responsible for declaring and paying social insurance, health insurance, unemployment insurance and other payable amounts in accordance with the provisions of law arising related to the above remuneration (if any).

– **Board of Directors:** The salary of the Board of Directors is based on the Labor Contract and the Company's salary and bonus regulations as well as changes according to the Company's business activities and will be reported at the Annual General Meeting of Shareholders in the fiscal year 2027.

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

Recipients:

- As submitted;
- BOD, BOM, SB;
- Archived.

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

DO HUU HA