
Hanoi, May 19, 2026

RESOLUTION

**Approve detailed remuneration levels for each member of the Board of Directors,
Supervisory Board, Internal Audit Board, and other positions within the Board of Directors.**

**BOARD OF DIRECTORS
CMC INVESTMENT JOINT STOCK COMPANY**

Based on:

- *Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its implementing guidelines;*
- *Based on the Charter of CMC Investment Joint Stock Company;*
- *Based on Business Registration Certificate No. 0100104309, first registered on October 14, 2005, and reissued on September 18, 2025, by the Hanoi Department of Planning and Investment;*
- *Based on the Minutes of the Board of Directors Meeting No. 10/BB-HĐQT dated May 19, 2026.*

RESOLUTION

Article 1: Approve the detailed remuneration for each member of the Board of Directors, Supervisory Board, Internal Audit Board, and other positions under the Board of Directors of CMC Investment Joint Stock Company as follows:

No.	Position	Remuneration amount (VNĐ)
A. Board of Directors		
1	Chairman of the Board of Directors	1,500,000/person/month
2	Members of the Board of Directors	1,350,000/person/month
B. Supervisory Board		
1	Head of the Supervisory Board	500.000/ person/month
2	Members of the Supervisory Board	400.000/ person/month
C. Internal Audit Committee		
1	Head of Internal Audit Committee	300.000/ person/month
2	Members of the Internal Audit Committee	200.000/ person/month

D. Other positions		
1	Person in charge of company administration	1.200.000/ person/month
2	Authorized to disclose information	1.200.000/ person/month
3	Secretary of the Board of Directors	1.200.000/ person/month

Article 2: Payment period: From May 2026

Article 3: The General Director of the Company is assigned to carry out tasks related to the payment and accounting of remuneration to the aforementioned parties.

Article 4: The General Director of the Company - Mr. Ngo Anh Phuong, CMC Investment Joint Stock Company, and all relevant departments and individuals are responsible for implementing this Resolution.

Recipient:

- As per Article 4;
- State Securities Commission, Hanoi Stock Exchange;
- Supervisory Board;
- Information Disclosure Officer;
- Archives, Accounts, Board of Directors.

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



NGO TRONG QUANG