

Số: 02/2025/TTr-HĐQT

Ho Chi Minh City, March 27, 2025

PROPOSAL

V/v Approval of the 2024 Profit Distribution Plan, 2024 Board of Directors' Remuneration, and 2025 Remuneration Plan

**Dear: General Meeting of Shareholders
Tan Phu Vietnam Joint Stock Company**

Based on the audited financial statements for the fiscal year 2024 of Tan Phu Vietnam Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters regarding the 2024 Profit Distribution Plan, the Total Remuneration for the Board of Directors in 2024, and the Proposed Remuneration Plan for the Board of Directors in 2025:

I. Profit Distribution Plan for 2024

TT	Details	Unit of Measurement:	Actual 2024
1	Net Revenue from Sales of Goods and Provision of Services	Vietnamese Dong	3.194.215.298.938 VNĐ
2	Total Accounting Profit Before Tax	Vietnamese Dong	52.998.431.520 VNĐ
3	Profit After Corporate Income Tax	Vietnamese Dong	41.594.284.840 VNĐ
4	Dividend for 2024	Vietnamese Dong	0 VNĐ
5	Retained Earnings Carried Forward to the Following Year	Vietnamese Dong	41.594.284.840 VNĐ
6	Dividend Payout Ratio on Profit	%	0%

II. Remuneration of the Board of Directors in 2024 and Proposed Total Remuneration Plan for 2025

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the total remuneration paid to the Board of Directors in 2024 and the proposed total remuneration plan for the Board of Directors in 2025 as follows:

Stt	Details	Total Remuneration Paid in 2024 (VND)	Proposed Total Remuneration Plan for 2025 (VND)
1	Board of Directors	0 VNĐ	0 VNĐ

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Recipients:

- Shareholders;
- Board of Directors, Supervisory Board;
- Filing: Office.

BOARD OF DIRECTORS

CHAIRMAN

(Signed)

TRAN DUC HUY