

Ho Chi Minh City, April 04, 2025

No.: 03/TTr - HĐQT

PROPOSAL

**Approving the profit distribution plan for the year 2024
and the plan for the year 2025**

To: General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14;
- Pursuant to the Charter of IDICO Infrastructure Development Investment Joint Stock Company approved by the General Meeting of Shareholders on 19/09/2007 (amended and supplemented 9th time on 25/04/2024);
- Based on the 2024 financial statements audited by Ernst & Young Vietnam Limited

The Board of Directors submits to the General Meeting of Shareholders the profit distribution plan for 2024 and the profit distribution plan for 2025 as follows:

1. Profit distribution plan for 2024:

Unit: VND

No.	Indicator	Year 2024
I	Undistributed profit after tax	90,480,400,596
	As of the end of the previous year (year 2023)	26,697,927,717
	Year 2024	63,782,472,879
II	2024 Profit Distribution	47,578,034,187
1	Fund Appropriation	2,669,474,187
	Reward Fund (2%/Profit after tax)	1,275,649,458
	Welfare Fund (1%/Profit after tax)	637,824,729
	Bonus Fund for the Board of Directors and Executive Board: 20% of profit after tax exceeding the plan.	756,000,000
2	2024 Dividend Payment	44,908,560,000
	By cash (18%/Charter capital)	44,908,560,000
	By shares (Ratio/Charter capital)	0
	Expected dividend payment time	Quarter 2 of 2025

No.	Indicator	Year 2024
III	Undistributed profit carried forward to the next year	42,902,366,409

2. Profit distribution plan for 2025:

Unit: VND

TT	Indicator	Year 2025
I	Undistributed profit from the previous year carried forward	42,902,366,409
II	Profit after tax in 2025	101,524,000,000
III	2025 Profit Distribution	
1	Fund Appropriation	3,045,720,000
	Reward Fund (2%/Profit after tax)	2,030,480,000
	Welfare Fund (1%/Profit after tax)	1,015,240,000
	Bonus Fund for the Board of Directors and Executive Board	Maximum 20% of after-tax profit exceeding the plan.
2	Dividend payment in 2025 (18%-20%/Charter capital)	49,898,400,000
IV	Undistributed profit carried forward to the next year	91,482,246,409

Submitting to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above;
- BOS;
- File: Human Resources and Administration

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Nguyen Hong Hai