

PROPOSAL

Re: Profit distribution in 2024, Profit distribution plan in 2025

To: The 2025 Annual General Meeting of Shareholders.

- Pursuant to The Law on Enterprises No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to The Charter of the Company;
- Pursuant to The 2024 Annual General Meeting of Shareholders Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 22nd 2024;
- Pursuant to The Financial Statements FY2024 audited by Grant Thornton (Vietnam) Co., Ltd;
- Pursuant to actual operating situation.

The Board of Directors (“BOD”) of Nafoods Group Joint Stock Company (“The Company”) respectfully submits the 2025 Annual General Meeting of Shareholders (“GMS”) for approval of the profit distribution for fiscal year 2024 and the profit distribution plan for fiscal year 2025, as follow:

1. The profit distribution in 2024:

The 2024 Annual GMS approved The profit distribution plan FY 2024 as follow:

No.	Content	Amount/Rate
1	Annual fee payment to redeemable preference shareholders	13.415.040.000 dong
2	Welfare bonus fund	5% of Profit after tax
3	The operating budget of the BOD	Maximum 5% of Profit after tax
4	Dividends distribution for shareholders	Maximum 10% of Charter Capital

Pursuant to actual operating results in 2024 of the Company, the BOD respectfully submits to the GMS for approval of the profit distribution FY 2024 as follow:

No.	Content	Amount (VND)	Rate
1	Total profit after tax of Shareholders of parent company in 2024	116.182.961.939	
2	Annual fee payment to redeemable preference shareholders	13.415.040.000	11,5% of Profit after tax

3	Welfare bonus fund	5.809.148.097	5,0% of Profit after tax
4	The operating budget of the BOD	3.080.234.723	2,7% of Profit after tax
5	Dividends for ordinary shareholders	55.620.280.000	47,9% of Profit after tax

2. Profit distribution plan FY2025:

No.	Content	Amount/Rate
1	Welfare bonus fund	5% of Profit after tax
2	The operating budget of the BOD	Maximum 5% of Profit after tax
3	Dividends distribution for shareholders	10% - 15% of Charter Capital

Authorize the BOD to pursuant to the actual performance of operating activity in 2025 to adjust the profit distribution plan for 2025 to submit to the GMS at the 2026 Annual GMS.

Respectfully request the GMS to consider and approve./.

Receiver:

- As aboved ;
- BOD Members;
- Archived.

**O/B THE BOARD OF DIRECTORS
CHAIRWOMAN**



DIEN THI LAN PHUONG