

**PROPOSAL**

**Approval of the Profit Distribution Plan for 2025 and the Plan for 2026**

To: The General Meeting of Shareholders

*Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and the guiding documents;*

*Pursuant to the current Charter of IDICO Srok Phu Mieng Hydropower Joint Stock Company ("the Charter");*

*Pursuant to Resolution No. 01/NQ-DHDCD dated April 22, 2025, of the 2025 Annual General Meeting of Shareholders;*

*Pursuant to the Financial Statements 2025 audited by Ernst & Young Vietnam Limited.*

The Board of Directors of IDICO Srok Phu Mieng Hydropower Joint Stock Company respectfully submits to the General Meeting of Shareholders the Profit Distribution Plan for 2025 and Plan for 2026 as follows:

**1. Profit Distribution Plan for 2025:**

*Unit: VND*

| No.        | Indicators                                                                                | Year 2025              |
|------------|-------------------------------------------------------------------------------------------|------------------------|
| <b>I</b>   | <b>Undistributed Profit After Tax:</b>                                                    | <b>137,624,629,407</b> |
|            | - As of the end of the previous year (2024):                                              | 53,377,225,679         |
|            | - This year:                                                                              | 84,247,403,728         |
| <b>II</b>  | <b>Profit Distribution for 2025</b>                                                       |                        |
| <b>1</b>   | <b>Fund Allocation</b>                                                                    |                        |
|            | - Allocation to the Reward and Welfare Fund (3% of Net Profit After Tax) <sup>(1)</sup> : | <b>2,520,000,000</b>   |
| <b>2</b>   | <b>Dividend Payment for 2025 <sup>(2)</sup></b>                                           |                        |
|            | - In cash (25%/Charter Capital):                                                          | <b>112,500,000,000</b> |
|            | + Already advanced (10%/Charter Capital):                                                 | 45,000,000,000         |
|            | + Remaining amount to be distributed (15% Charter Capital):                               | 67,500,000,000         |
| <b>III</b> | <b>Undistributed Profits Carried Forward to Next Year:</b>                                | <b>22,604,629,407</b>  |

*According to the 2025 Annual General Meeting of Shareholders Resolution dated April 22, 2025:*

<sup>(1)</sup> *The plan to allocate to the Reward and Welfare Fund for 2025 is: 3% of Net Profit After Tax.*

<sup>(2)</sup> *The Dividend Distribution Plan for 2025: in cash at 20% of Charter Capital.*

<sup>(3)</sup> *The plan to allocate to the Management Bonus Fund for 2025 is: VND 600,000,000.*

## 2. Profit Distribution Plan for 2026:

Unit: VND

| No. | Indicators                                                                   | Year 2026      |
|-----|------------------------------------------------------------------------------|----------------|
| I   | Undistributed Profits Carried Forward from Previous Year                     | 22,604,629,407 |
| II  | Net Profit for the Current Year                                              | 80,876,000,000 |
| III | Profit Distribution for 2026                                                 |                |
| 1   | Appropriation to Funds                                                       |                |
|     | - Appropriation to Reward and Welfare Fund: 3%/Net Profit After Tax for 2026 | 2,420,000,000  |
| 2   | Dividend Payment for 2026                                                    |                |
|     | - Cash Dividend Payment: 20%/Charter Capital                                 | 90,000,000,000 |
| IV  | Undistributed Profits Carried Forward to Next Year                           | 11,060,629,407 |

Respectfully submitted to the General Meeting of Shareholders for consideration and approval, and to authorize the Board of Directors to implement the profit distribution for 2025, advance dividends (if any) for 2026, and other necessary related tasks within the scope of the plan approved by the General Meeting of Shareholders.

**Recipients:** ✓

- As above;
- Board of Directors;
- Supervisory Board;
- Archive: Records, General Affairs, Finance and Accounting.

Respectfully  
ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRPERSON



Nguyễn Văn Thịnh