

*Chau Duc, March ..., 2025*

No.: .....2025/TTr-SZC-TCKT

**REPORT**  
**Regarding the Profit distribution plan for the year 2024 and**  
**Profit distribution plan 2025**

To: General Meeting of Shareholders

Pursuant to the audited 2024 Financial statements of Sonadezi Chau Duc Shareholding Company;

Pursuant to the production and business results of 2024;

Pursuant to the production and business plan and the financial situation of the company in 2025.

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

**1. Profit after tax distribution plan for 2024 as follows:**

*Unit: VND*

| No. | Content                                | According to the<br>2024 AGM<br>Resolution | %<br>EAT | 2024 Proposed<br>Profit distribution<br>plan | %<br>EAT |
|-----|--|--|----------|--|----------|
| 1   | Charter capital                        | 1,799,999,410,000                          |          | 1,799,858,630,000                            |          |
| 2   | Profit after tax (EAT)                 | 228,153,600,000                            |          | 302,127,157,852                              |          |
| 3   | Allocation to funds                    | 53,900,000,000                             | 23.6%    | 75,740,000,000                               | 25.07%   |
| 3.1 | Development Investment Fund            | 30,000,000,000                             | 13.1%    | 50,000,000,000                               | 16.55%   |
| 3.2 | Reward and Welfare Fund                | 10,000,000,000                             | 4.4%     | 12,000,000,000                               | 3.97%    |
| 3.3 | Community Social Work Fund             | 7,000,000,000                              | 3.1%     | 7,000,000,000                                | 2.32%    |
| 3.4 | Manager's Bonus Fund                   | 900,000,000                                | 0.4%     | 740,000,000                                  | 0.24%    |
| 3.5 | Agency and Related Parties Work Fund   | 6,000,000,000                              | 2.6%     | 6,000,000,000                                | 1.99%    |
| 4   | Remaining profit after fund allocation | 174,253,600,000                            |          | 226,387,157,852                              |          |

| No. | Content   | According to the 2024 AGM Resolution | % EAT | 2024 Proposed Profit distribution plan | % EAT |
|-----|---|--------------------------------------|-------|--|-------|
| 5   | Remaining Profit from Previous Year               | 241,455,752,034                      |       | 241,455,752,034                        |       |
| 6   | Total Remaining Profit                            | 415,709,352,034                      |       | 467,842,909,886                        |       |
| 7   | Dividends   |                                      |       |  |       |
| 7.1 | Percentage  | 10%                                  |       | 10%                                    |       |
| 7.2 | Estimated value                                   | 179,999,941,000                      |       | 179,985,863,000                        |       |
| 8   | Remaining profit carried forward to the next year | 235,709,411,034                      |       | 287,857,046,886                        |       |

The total allocation for reward and welfare funds in 2024 ensures that it does not exceed 20% of Profit after tax, the dividend payment from Profit after tax in 2024 has been reasonably balanced, and the increase in the Percentage allocated to the Development Investment Fund is in line with the needs of the Company's project implementation in the current period.

## 2. Profit distribution plan for 2025:

| No. | CONTENT   | Value (VND)       | % EAT |
|-----|---|-------------------|-------|
| 1   | Charter capital                                   | 1,799,858,630,000 |       |
| 2   | Profit after tax                                  | 302,277,058,774   |       |
| 3   | Allocation to funds                               | 73,900,000,000    | 24.4% |
| 3.1 | Development investment fund                       | 50,000,000,000    | 16.5% |
| 3.2 | Reward and Welfare Fund                           | 10,000,000,000    | 3.3%  |
| 3.3 | Community Social Work Fund                        | 7,000,000,000     | 2.3%  |
| 3.4 | Manager's Bonus Fund                              | 900,000,000       | 0.3%  |
| 3.5 | Agency and Related Parties Work Fund              | 6,000,000,000     | 2.0%  |
| 4   | Remaining profit after fund allocation            | 228,377,058,774   |       |
| 5   | Remaining profit from previous year               | 287,857,046,886   |       |
| 6   | Total remaining profit                            | 516,234,105,660   |       |
| 7   | Dividend  |                   |       |
| 7.1 | Percentage  | 10%               |       |
| 7.2 | Estimated value                                   | 179,985,863,000   |       |
| 8   | Remaining profit carried forward to the next year | 336,248,242,660   |       |

The allocation to the employee welfare and reward fund and the management reward fund is based on the production and business results of 2025 and current regulations.

The above is the company's profit distribution plan for 2024 and the profit distribution plan for 2025, submitted to the 2025 Annual General Meeting of Shareholders for approval.

Respectfully.

***Recipients:***

- As above;
- Note: Accounting  
Department, Board of  
Directors.

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

**Dinh Ngoc Thuan**