

No: 1487/TTr-VMC

Cam Pha, April 17th, 2025

PROPOSAL

On the Approval of the 2024 Profit Distribution and Dividend Payment Plan

To: The Board of Directors of VINACOMIN - Machinery Joint Stock Company


Pursuant to the Charter on the Organization and Operation of VINACOMIN - Machinery Joint Stock Company;

Pursuant to Decision No. 886/QĐ-VMC dated April 5th, 2022, issued by the Company's Board of Directors, regarding the issuance of the 'Financial Management Regulations of VINACOMIN - Machinery Joint Stock Company';

Pursuant to Official Letter No. 2059/TKV-KSNB dated April 11st, 2025 regarding the organization of the 2025 Annual General Meeting of Shareholders of VINACOMIN - Machinery Joint Stock Company.

After review, the Director submits to the Board of Directors the proposed plan for dividend payment, profit distribution, and appropriation to funds for the year 2024, as follows:

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|---|---------------------------|
| 1. Net profit after tax for 2024: | VND 13,310,133,519 |
| 2. Dividend payment at 10% of charter capital: | VND 4,697,351,000 |
| 3. Remaining profit after dividend distribution: | VND 8,612,782,519 |
| 3.1. Development Investment Fund: | Not appropriated |
| 3.2. Allocation to the Management Bonus Fund (equivalent to one month of executive salaries in 2024): | VND 227,950,000 |
| 3.3. Allocation to the Bonus and Welfare Fund (equivalent to 0.74 months of the Company's total salary expenses in 2024): | VND 8,384,832,519 |
| Including: - Bonus Fund (70%): | VND 5,869,382,763 |
| - Welfare Fund (30%): | VND 2,515,449,756 |

The Director respectfully submits this proposal to the Board of Directors of VINACOMIN - Machinery Joint Stock Company for consideration and approval. 

Recipients:

- As above;
- Archive: Office, Company Secretary.



DIRECTOR

Pham Minh Tuan