

PROPOSAL

(Subject: Through the profit distribution plan for 2025, the remuneration of the Board of Directors for 2025, and the remuneration plan for 2026)

To : The General Meeting of Shareholders of Tan Phu Vietnam Joint Stock Company

Based on the audited financial statements for 2025 of Tan Phu Vietnam Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following contents regarding the profit distribution plan for 2025, the total remuneration of the Board of Directors for 2025, and the planned total remuneration of the Board of Directors for 2026:

I. Profit distribution plan for 2025

TT	Content	Unit	To be implemented by 2025
1	Net revenue from sales and services	VND	3,153,302,013,501 VND
2	Total accounting profit before tax	VND	289,299,686,093 VND
3	Net profit after corporate income tax	VND	229,650,868,127 VND
4	Dividends 2025	VND	0 VND
5	Profits carried forward to the next year	VND	229,650,868,127 VND
6	Dividend payout ratio	%	0%

II. Board of Directors Compensation for 2025 and Total Compensation Plan for 2026

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the total remuneration paid to the Board of Directors in 2025 and the planned total remuneration for the Board of Directors in 2026 as follows:

No.	Content	Total remuneration paid in 2025 (VND)	Total remuneration plan for 2026 (VND)
1	Board of Directors	0 VND	0 VND

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above ;
- Board of Directors , Inspection Committee;
- Save : VT .

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed)

TRAN DUC HUY