

**SUBMISSION REGARDING THE APPROVAL OF THE
ADJUSTED 2024 PROFIT DISTRIBUTION PLAN AND THE 2025
PROFIT DISTRIBUTION PLAN**

To: General Meeting of Shareholders of Investment and
Construction Joint Stock Company 3-2.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly;

Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 and Decree No. 245/2025/ND-CP dated 11/9/2025 (amending and supplementing Decree 155/2020);

Pursuant to the current Charter of 3-2 Investment and Construction Joint Stock Company (C32);

Pursuant to Resolution No. 01/NQ-ĐHDHD dated 22/04/2025 of the 2025 Annual General Meeting of Shareholders (AGM);

Pursuant to Resolution No. 29/NQ-HDQT dated 02/10/2025 of the Board of Directors on approving documents and contents to be submitted to the Extraordinary General Meeting of Shareholders in 2025.

The Board of Directors submits to the General Meeting of Shareholders for approval the adjustment of the 2024 Profit Distribution Plan and the 2025 Profit Distribution Plan as follows:

1. Adjust the profit distribution plan in 2024 (According to the audited 2024 parent company financial statements) as follows:

Unit: VND

No	Indicators	2024 Plan	Implemented in 2024
1	Profit after tax (EBIT)	16.000.000.000	5.662.092.664
2	Deduction for development investment fund (15%/profit)	2.400.000.000	849.313.900
3	Deduction for setting up a welfare reward fund (5%/profit)	800.000.000	283.104.633
4	Deduction from the reward fund of the Board of Directors (2.5%/profit)	400.000.000	141.552.317

No	Indicators	2024 Plan	Implemented in 2024
5	Deduct the total remuneration of the Board of Directors, the Audit Committee and the Audit Committee at a fixed rate/year	360.000.000	360.000.000
6	Cash dividend payment (6%/VDL)	9.018.087.000	0
7	Remaining profit after setting up funds (7=1-2-3-4-5-6)	3.021.913.000	4.028.121.815
8	Accumulated undistributed profit by the end of the previous year	158.928.832.723	158.928.832.723
9	Deducting the source of share issuance to increase share capital from equity.	0	50.291.450.000
10	Total undistributed profit (9=7+8-9)	161.950.745.723	112.665.504.538

- The Annual General Meeting of Shareholders in 2025 previously approved not to pay the company's cash dividend in 2024 due to low business results compared to the plan.

2. Adjust the profit distribution plan in 2025 as follows:

Unit: VND

No	Indicators	Implemented in 2024	Plan for 2025
1	Profit after tax (EBIT)	5.662.092.664	10.910.000.000
2	Development investment fund setting up (6%/profit)	849.313.900	654.600.000
3	Deduction for setting up a welfare reward fund (5%/profit)	283.104.633	545.500.000
4	Deduction from the reward fund of the Board of Directors (2.5%/profit)	141.552.317	272.750.000
5	Deduct the total remuneration of the Board of Directors, the Audit Committee and the Audit Committee at a fixed rate/year	360.000.000	360.000.000
6	Cash dividend payment (6%/VDL)	0	9.018.087.000
7	Remaining profit after setting up funds (7=1-2-3-4-5-6)	4.028.121.815	59.063.000
8	Accumulated undistributed profit by the end of the previous year	158.928.832.723	112.665.504.538

9	Deducting the source of share issuance to increase share capital from equity.	50.291.450.000	0
10	Total undistributed profit (9=7+8)	112.665.504.538	112.724.567.538

The 2025 Annual General Meeting of Shareholders also approved the plan to pay cash dividends in 2025 at the rate of 6%/charter capital.

The Annual General Meeting of Shareholders in 2025 also previously approved the Reward Policy: Annually, in addition to the fixed remuneration, if the production and business results meet or exceed the plan, the Board of Directors will submit to the General Meeting of Shareholders for consideration and approval of specific bonuses for individuals and collectives. including the Board of Directors, the Board of Directors, managers, employees and employees.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Distribution:

- Sincerely;
- Filing: Records Department.

ON BEHALF OF THE BOARD OF DIRECTORS

