

**PROPOSAL**  
**Regarding the Distribution of 2024 Profits and the 2025 Plan**

Respectfully to: **The General Meeting of Shareholders**

- Pursuant to the Charter of Srok Phu Mieng IDICO Hydropower Joint Stock Company, as initially approved by the General Meeting of Shareholders on January 18, 2008, and amended on April 24, 2024;

- Pursuant to Resolution No. 01/NQ-ĐHĐCĐ dated April 24, 2024, of the 2024 Annual General Meeting of Shareholders;

- Pursuant to the 2024 Financial Statements, 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 for approval the 2024 profit distribution plan and the 2025 plan, as detailed below:

**1. 2024 profit distribution plan:**

No.	Indicator	2024
<b>I</b>	<b>Undistributed after-tax profit:</b>	<b>145,497,225,679 VND</b>
	- Carried forward from 2023:	69,303,727,790 VND
	- After-tax profit in 2024 :	76,193,497,889 VND
<b>II</b>	<b>Distributed profit of 2024</b>	
<b>1</b>	<b>Allocation to funds</b>	
	- Allocation to the Bonus and Welfare Fund (2%/After-tax profit):	1,520,000,000 VND
	- Allocation to the Management Bonus Fund:	600,000,000 VND
	+ Bonus for the Board of Directors and the Supervisory Board:	600,000,000 VND
<b>2</b>	<b>Dividend payment for 2024</b>	
	- Cash Dividend Distribution (20% of Charter Capital):	90,000,000,000 VND
	+ Interim dividends paid:	0 VND
	+ Remaining Dividend Distribution (20% of Charter Capital):	90,000,000,000 VND
<b>III</b>	<b>Retained earnings carried forward to the following year:</b>	<b>53.377.225.679 VND</b>



## 2. 2025 profit distribution plan:

No.	Indicator	2025
I	Retained earnings carried forward from the previous year	53,377,225,679 VND
II	Net profit after tax in 2025	72,727,000,000 VND
III	Profit distribution for 2025	
1	Allocation to funds	
	- Allocation to the Bonus and Welfare Fund (3%/After-tax profit for 2025):.	2,180,000,000 VND
	- Allocation to the Management Bonus Fund:	600,000,000 VND
	+ Bonus for the Board of Directors and the Supervisory Board:	600,000,000 VND
2	Dividend payment for 2025	
	- Cash Dividend Distribution (20% of Charter Capital):	90,000,000,000 VND
IV	Retained earnings carried forward to the following year	33,324,225,679 VND

Respectfully submitted to the General Meeting of Shareholders for consideration and approval, and for authorizing the Board of Directors to implement the profit distribution for 2024, the interim dividend payment (if any) for 2025, as well as other necessary related tasks within the scope of the plan approved by the General Meeting of Shareholders.

### Recipients:

- As above;
- Archived: Records, General Affairs, Finance and Accounting Department.

Sincerely  
ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Mr. Nguyen Van Thinh