

No: 02/2026/TT-HĐQT

Ho Chi Minh City, 03 March 2026

PROPOSAL
Plan for Profit Distribution in 2025

To: GENERAL MEETING OF SHAREHOLDERS

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval the Profit Distribution Plan for 2025 of Hai Minh Corporation as follows:

Unit: 1,000VND

No.	Items	Amount
1	Remaining profit as per books as of 31/12/2024	77,513,078
2	Profit after tax in 2025 (after deducting minority shareholders' interests)	26,912,275
3	Appropriated funds approved at the 2025 AGM. Including:	1,441,286
-	<i>Welfare fund = Percentage 05% (Profit after tax in 2024)</i>	900,804
-	<i>Board of Directors' operating fund = Percentage 03% (Profit after tax in 2024)</i>	540,482
4	Dividend payment in accordance with the 2025 General Meeting of Shareholders Resolution.	13,199,847
5	<i>Increase due to decrease in ownership Percentage in associated company</i>	0
6	Remaining profit as per books as of 31/12/2025 [6 = (1+2) – (3+4+5)]	89,783,741
7	Proposed appropriation of funds for 2025 to be implemented in 2026:	
-	<i>Bonus and welfare fund = 05% (Profit after tax in 2025)</i>	1,345,614
-	<i>Board of Directors' operating fund = 03% (Profit after tax in 2025)</i>	807,368
8	Remaining profit as per books after appropriation of funds [8= 6-7]	87,630,759
9	Dividends for 2025	10%

Sincerely submitted./.

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

Recipients:

- As 'To';
- The Board of Supervisors (for reporting);
- Filed at: Board of Directors.

Tran Quang Tien