

Tay Ninh, November 13<sup>th</sup>, 2025

**PROPOSAL NO. 03**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**FOR THE FISCAL YEAR 2024 - 2025**

*(Regarding the business production plan and profit distribution for the fiscal year 2025 - 2026)*

**To: GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the forecast of the global and domestic economic situation for the fiscal year 2025 - 2026;
- Pursuant to the current production and business situation and forecast for the fiscal year 2025 - 2026 of Thanh Thanh Cong Bien Hoa Joint Stock Company.

The Board of Directors of Thanh Thanh Cong – Bien Hoa Joint Stock Company (“**Company**”) would like to propose to the General Meeting of Shareholders for approval on the business production plan and profit distribution for fiscal year 2025 - 2026, details as followed:

**1. Consolidated Business Performance of Company:**

| No | Items             | Unit        | Business production plan and profit distribution of TTC-BH<br>(July 1 <sup>st</sup> , 2025 - June 30 <sup>th</sup> , 2026) |
|----|-------------------|-------------|--|
| 1  | Net revenue       | Billion VND | 26,500   |
| 2  | Profit before tax | Billion VND | 951  |

**2. Expected rate of profit distribution for the fiscal year 2025-2026:**

- Accrue Social fund, Bonus and welfare fund: 7% retained earnings
- Operating costs of the Board of Directors for fiscal year 2025 - 2026 to implement tasks assigned by the General Meeting of Shareholders: VND 25,000,000,000 (Twenty-five billion Vietnam Dong) from retained earnings
- Dividend (*fiscal year July 1<sup>st</sup>, 2025 – June 30<sup>th</sup>, 2026*): Expected rate 5% to 7% of par value
- Dividend for preference shares (*fiscal year July 1<sup>st</sup>, 2025 – June 30<sup>th</sup>, 2026*): fixed dividend rate is 5.5%/year for the first 1.5 years and the following years as agreed between the Company and DEG, but in any cases, it shall not be higher than 12% (including paid dividend).

In case the earning before tax exceeds the budgeted plan stated in Section 1, the General Meeting of Shareholders is requested to approve a bonus of 5% (Five percent) of the profit before tax in excess of the plan for the Board of Directors and the Board of Management.

The Board of Directors would like to propose to the General Meeting of Shareholders for approval.

Respectfully./.



OBO. THE BOARD OF DIRECTORS  
CHAIRLADY



Recipients:

- As above;
- Archived: Corporate Secretary.

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