

DRAFT PROPOSAL
Regarding the Approval of the 2025 Profit Distribution Plan

To: The Annual General Meeting of Shareholders 2026

Pursuant to the Charter of Da Nhim - Ham Thuan - Da Mi Hydro Power Joint Stock Company, as approved by the Annual General Meeting of Shareholders on April 26, 2024;

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Financial Management Regulations of Da Nhim - Ham Thuan - Da Mi Hydro Power Joint Stock Company (the Company), issued for the third time under Decision No. 95/QĐ-HĐQT dated November 23, 2022, by the Company's Board of Directors;

The Board of Directors submits to the General Meeting for approval the 2025 Profit Distribution Plan, as follows:

No.	Content	Amount (VND)
I	Total Undistributed Profit After Tax	891,321,359,930
1	Profit after tax for 2023	883,159,892,328
2	Retained earnings from previous years	8,161,467,602
II	Profit Distribution	874,181,142,000
1	Allocation to funds	29,381,142,000
b	Reward and Welfare Fund	29,381,142,000
2	Dividend payment in cash	844,800,000,000
a	Dividend payout ratio (%)	20.0%
b	Cash dividend	844,800,000,000
	<i>Including: 14% interim dividend</i>	<i>591,360,000,000</i>

No.	Content	Amount (VND)
III	Remaining profit after distribution (III=I-II)	17,140,217,930

Respectfully submitted to the Annual General Meeting of Shareholders 2026 for approval./.

Recipients:

- As above;
- BOD;
- BOS;
- Labor Administration;
- Archived: Files, Finance & Accounting Department

**O/B. OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Le Van Quang