

**PROPOSAL**

*Regarding: Approval of the profit distribution plan for 2024; payment of remuneration to the Board of Directors (BOD) and Supervisory Board (SB) for 2024, and the remuneration plan for BOD and SB for 2025*

**To: The General Meeting of Shareholders of  
Construction Joint Stock Company No. 9 - VC9**

- Pursuant to the Enterprise Law of 2020 and its implementing regulations;
- Pursuant to the Securities Law of 2019 and its implementing regulations;
- Pursuant to the Charter of Construction Joint Stock Company No. 9 - VC9,

The Board of Directors (“BOD”) of Construction Joint Stock Company No. 9 - VC9 (“the Company”) respectfully submits for consideration and approval by the General Meeting of Shareholders the following matters:

**I. Payment of Remuneration to BOD and SB for 2024; Remuneration Plan for BOD and SB for 2025**

**1. Payment of Remuneration to BOD and SB for 2024:**

The year 2025 is forecasted to be another challenging year for the economy in general, and the construction and real estate sector in particular. To prioritize resources for investment and development, the members of the BOD and SB have agreed not to receive remuneration so that the General Director (“CEO”) and BOD can focus resources on the Company’s investment and development in line with the remuneration plan for 2024, which was approved by the Annual General Meeting of Shareholders in Resolution No. 02/2024/NQ-ĐHĐCĐ.

**2. Remuneration Plan for BOD and SB for 2025:**

The Board of Directors respectfully submits the following total remuneration plan for the Board of Directors and Supervisory Board for 2025:

No.	Content	Total Remuneration Plan for 2025 (VND)
1	Board of Directors	0 VND
2	Supervisory Board	0 VND
	<b>Total</b>	<b>0 VND</b>

**II. Profit Distribution Plan for 2024:**

Based on the business performance as shown in the audited financial statements for 2024, and the Company’s production and business plan, as well as the investment development needs, the Board respectfully submits the profit distribution plan as follows:

<b>No.</b>	<b>Content</b>	<b>Unit</b>	<b>Actual 2024</b>
1	Sales revenue and service provision	VND	233.707.109.417
2	Total accounting profit before tax	VND	789.293.438
3	Profit after tax	VND	789.293.438
4	Dividend for 2024	VND	0
5	Profit carried forward to next year	VND	789.293.438
6	Dividend payout ratio on profit	%	0%

We respectfully submit this for consideration and approval by the General Meeting of Shareholders.

***Recipient:***

- As above;
- Board of Directors;
- Archive.

**ON BEHALF OF THE BOD**

**CHAIRMAN**

*(Signed)*

**VU DUC CUONG**