

No: 26/2026/PP/VC9-BOD

Hanoi, March, 27, 2026

**PROPOSAL**

**Regarding: Approval of the profit distribution plan for 2025; payment of remuneration to the Board of Directors (BOD) and Supervisory Board (SB) for 2025, and the remuneration plan for The Board of Directors and Supervisory Board for 2026**

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

- 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 No. 9 - VC9 Construction Joint Stock Company,

The Board of Directors (“BOD”) of VC 9- No. 9 Construction Joint Stock Company (“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 2025; Remuneration Plan for BOD and Supervisory Board for 2026**

**1. Payment of Remuneration to BOD and Supervisory Board for 2025:**

In order to prioritize resources for development investment, members of the Board of Directors and the Supervisory Board (“SB”) agreed to waive their remuneration, thereby enabling the Board of Management (“BOM”) and the Board of Directors to allocate resources toward the Company’s development investment in accordance with the 2025 remuneration plan approved by the Company’s Annual General Meeting of Shareholders under Resolution No. 06/2025/NQ-AGM.

**2. Remuneration Plan for BOD and SB for 2026:**

The Board of Directors respectfully submits the following total remuneration plan for the Board of Directors and Supervisory Board for 2026:

| No. | Content            | Total Remuneration Plan for 2026 (VND) |
|-----|--------------------|--|
| 1   | Board of Directors | 0 VND                                  |
| 2   | Supervisory Board  | 0 VND                                  |
|     | <b>Total</b>       | <b>0 VND</b>                           |

**II. Profit Distribution Plan for 2025:**

Based on the business performance as shown in the audited financial statements for 2025, 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:



| No. | Content                             | Unit | Actual 2025     |
|-----|-------------------------------------|------|-----------------|
| 1   | Sales revenue and service provision | VND  | 237.010.737.616 |
| 2   | Total accounting profit before tax  | VND  | 810.539.604     |
| 3   | Profit after tax                    | VND  | 810.539.604     |
| 4   | Dividend for 2025                   | VND  | 0               |
| 5   | Profit carried forward to next year | VND  | 810.539.604     |
| 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**



**VU DUC CUONG**

