

Cam Pha, date ,month ,year 2025

**PROPOSAL**  
**Re: Approval of the profit distribution plan and**  
**Fund Allocation for 2024**

To: General Meeting of Shareholders of Cao Son Coal Joint Stock Company

Pursuant to the Charter of organization and operation of Cao Son Coal Joint Stock Company;

Pursuant to the Company's Financial Regulations approved by the Board of Directors under Decision No. 1891/QD-TCS-HDQT dated February 28, 2024;

Pursuant to Official Letter No...../TKV-KS dated.....regarding the organization of the 2025 Annual General Meeting of Shareholders;

Pursuant to the operational results of th 2024 production and business activities of Cao Son Coal Joint Stock Company and the 2024 Audited Financial Statements.

The Company's Board of Directors submits and proposes that the General Meeting of Shareholders approve the profit distribution plan, fund allocation, and use for the year 2024 as follows:

No.	Content	Unit	Amount	Note
<b>1</b>	<b>Profit after tax, including:</b>	<b>VND</b>	<b>294.817.548.311</b>	
-	<i>Last year's profit carried over</i>	<i>VND</i>	<i>157.328.072.437</i>	
-	<i>Additional profit due to the State Audit Office's conclusion</i>	<i>VND</i>	<i>7.469.608.636</i>	
-	<i>Current year's profit</i>	<i>VND</i>	<i>130.019.867.238</i>	
<b>2</b>	<b>Fund allocation</b>		<b>121.308.153.171</b>	
-	Development and investment fund allocation (30% of 2024 profit after tax)	VND	39.005.960.171	
-	Bonus and welfare fund allocation (1.5 months' salary for 2024)	VND	81.987.625.000	
	<i>Bonus fund allocation (70%)</i>	VND	<i>57.391.337.500</i>	
	<i>Welfare fund allocation (30%)</i>	VND	<i>24.596.287.500</i>	
-	Manager bonus fund allocation (1 months' salary of the manager for 2024)	VND	314.568.000	

No.	Content	Unit	Amount	Note
<b>3</b>	<b>Remaining profit</b>	<b>VND</b>	<b>173.509.395.140</b>	
-	<i>Last year's profit carried over</i>	<i>VND</i>	<i>157.328.072.437</i>	
-	<i>Additional profit due to State Audit Office's conclusion</i>	<i>VND</i>	<i>7.469.608.636</i>	
-	<i>Current year's profit</i>	<i>VND</i>	<i>8.711.714.067</i>	
<b>4</b>	<b>Dividend payment for 2024</b>		<b>42.846.773.000</b>	
-	Dividend Payout Ratio	%	10	
-	Total Dividend Payment	VND	42.846.773.000	
<b>5</b>	<b>Retained earnings</b>	<b>VND</b>	<b>130.662.622.140</b>	

The distributed profit for 2024 is 207,001,699,171 VND, which will be allocated according to regulations. The retained profit is 87,815,849,140 VND. The company will pay dividends at the next Annual General Meeting of Shareholders.

The Board of Directors respectfully submits for the approval of the General Meeting of Shareholders./.

***Recipients:***

- Members of the BOD and BOS;
- Shareholders;
- Archived: Board of Directors' Office .

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

**Vu Van Khan**