

**VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED**
CAO SON COAL JSC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: /TTr-TCS-HDQT

Cua Ong, March, 2026.

Draft

PROPOSAL

Re: Approval of the profit distribution plan for 2025 and the dividend payment plan for 2026

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

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

Pursuant to the results of production and business activities in 2025 and the 2025 Financial Statements of Cao Son Coal Joint Stock Company, which have been audited under Audit Report No. 160326.021/BCTC.KT3 dated March 16, 2026 by AASC Auditing Firm Company Limited.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for 2025 and the proposed dividend payment plan for 2026 as follows:

1. Profit distribution plan for 2025.

No.	Content	Unit	Value	Notes
1	Profit before tax	VND	104,461,906,285	
2	Corporate income tax payable	VND	21,712,585,218	
3	Deferred corporate income tax	VND		
4	Profit after tax (1-2-3)	VND	82,749,321,067	
5	Retained earnings brought forward	VND	130,662,622,140	
6	Distributable profit (4+5-6)	VND	213,411,943,207	
7	Dividend payment for 2025: 7% of charter capital	VND	29,992,741,100	
8	Remaining profit after dividend payment	VND	183,419,202,107	
9	Appropriation to bonus and welfare funds (0.97 months of average salary)	VND	52,756,579,967	
	+ <i>Bonus fund: 70%</i>	VND	36,929,605,977	
	+ <i>Welfare fund: 30%</i>	VND	15,826,973,990	
10	Retained earnings (undistributed)	VND	130,662,622,140	

The Company's production and business activities for the period from 2026 to 2030 are expected to face significant challenges due to constrained mining conditions caused by overlapping boundaries (Area C) adjacent to Deo Nai - Coc Sau - TKV Coal Joint Stock Company and (Area D) adjacent to Dong Da Mai Mine under Brigade 19, Dong Bac Corporation (leading to reduced output, higher stripping ratios, and increased costs). The Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV) has assigned a relatively low profit target for 2026, it remains difficult to achieve; furthermore, the global political situation continues to be complex and unpredictable. To ensure a reserve source of profit for 2026 and subsequent years, the Company has retained undistributed earnings of 130,662,622,140 VND. The Company only uses the profit for 2025, amounting to 82,749,321,067 VND, for appropriation to funds and dividend payments in accordance with regulations.

2. Dividend payment plan for 2026: $\geq 5\%$.

Respectfully submitted to the General Meeting of Shareholders of Cao Son Coal Joint Stock Company for consideration and approval./.

Recipients::

- *Annual General Meeting of Shareholders 2026*
- *Shareholders;*
- *BOD, BOS, Management Board;*
- *Archived: clerical; BOD.*

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

Vu Van Khan