

No.: 789/TMXM-TCKT

Hanoi, 17 April 2026

SUBMISSION

on the approval of the profit distribution plan for 2025

To: The Annual General Meeting of Shareholders of VICEM Cement Trading Joint Stock Company

Pursuant to the Charter of Vicem Cement Trading Joint Stock Company;
Pursuant to the audited financial statements for 2025 of Vicem Cement Trading Joint Stock Company.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders the profit distribution plan for 2025 as follows:

No.	Item	Unit	Amount
I	Charter capital	VNĐ	60,000,000,000
II	Profit distribution		
1	Profit before corporate income tax (CIT) for 2025	VNĐ	6,055,148,219
2	Corporate income tax payable	VNĐ	1,709,563,036
3	Profit after corporate income tax for 2025	VNĐ	4,345,585,183
4	Undistributed profit after corporate income tax	VNĐ	4,443,132,565
	- Accumulated undistributed profit at the end of the previous period	VNĐ	97,547,382
	- Undistributed profit for 2025	VNĐ	4,345,585,183
5	Proposed distribution	VNĐ	4,345,797,000
5.1	Development investment	VNĐ	
5.2	Bonus and welfare fund for 2025 (i) (equivalent to 2 months' salary)	VNĐ	2,531,313,565
5.3	Management bonus fund for 2025 (ii) (equivalent to 1 month of salary of full-time managers)	VNĐ	111,819,000
5.4	Dividend distribution for 2025 at a rate of 3% (pursuant to the 2025 AGM Resolution, the planned rate was 2%)	%	1,800,000,000
6	Remaining undistributed profit	VNĐ	0

Notes:

1. Pursuant to the Resolution of the Annual General Meeting of Shareholders, the planned dividend payout ratio for 2025 was 2%. Based on the Company's operating results and in order to safeguard shareholders' interests, the Company proposes a dividend distribution for 2025 at a rate of 3%, equivalent to VND 1.8 billion.

2. The appropriation of the bonus and welfare fund and the management bonus fund for 2025 shall comply with the provisions of Government Decree No. 44/2025/NĐ-CP dated February 28, 2025 and Government Decree No. 248/2025/NĐ-CP dated September 15, 2025.

Total payroll fund implemented in 2025: VND 15,945,695,000

(i) In 2025, the actual profit after tax achieved 262.98% of the planned target; therefore, the bonus and welfare fund shall be appropriated at a level not exceeding three months of the employees' average salary (based on the ratio of actual profit to the 2025 plan). The total appropriation to the bonus and welfare fund amounts to VND 2,531,313,565.

(ii) The management bonus fund for full-time managers shall be appropriated at a level not exceeding 1.5 months of the actual average salary of full-time managers, totaling VND 111,819,000.

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

We would like to express our sincere thanks.

Recipients:

- For approval by the GMS;
- BOD; SB;
- Filed at: RO, F&A.



**F/O.THE BOARD OF DIRECTORS
BOD MEMBER – GENERAL DIRECTOR**



T.C.P