

No.: 02/TTr-DHĐCĐ

Thai Nguyen, April 19, 2026

PROPOSAL

Regarding profit distribution in 2025 and the business plan and profit distribution for 2026

To: The General Meeting of Shareholders of TDT Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the organization and operation of TDT Investment and Development Joint Stock Company;
- Pursuant to the 2025 financial statements of TDT Investment and Development Joint Stock Company audited by Vietnam Auditing and Valuation Co., Ltd.;
- Pursuant to the 2025 business performance results and the profit distribution regulations stipulated in the Company's Charter.

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

1. Plan for profit distribution in 2025:

- Profit after tax in 2025: VND 17,169,621,979
- Accumulated undistributed profit after tax up to the end of the previous year: VND 28,406,556,237
- Total distributable profit: VND 45,576,178,216
- Profit distribution: VND 19,460,619,640

Of which:

- *Dividends: The Board of Directors submits to the General Meeting of Shareholders for approval the payment of 2025 dividends at a rate of 8% of charter capital (in cash) and authorizes the Board of Directors to decide the payment timing.*
- *Appropriation to the development investment fund (% of profit after tax): VND 0*
- *Appropriation to the bonus and welfare fund (2% of profit after tax): VND 343,392,440*
- Remaining undistributed profit: VND 26,115,558,576

The General Meeting of Shareholders authorizes the Company's Board of Directors to select a suitable timing and balance the Company's resources to carry out the payment of 2025 dividends in accordance with the plan approved by the General Meeting of Shareholders and the provisions of the law.

2. Business plan and profit distribution for 2026:

a. Business plan:

- Revenue from goods sales and services: VND 781,140 million
- Profit before tax: VND 51,625 million

b. Profit distribution plan:

According to the 2026 business plan, the projected profit before tax is VND 51,625,000,000. The Board of Directors proposes the 2026 profit utilization plan as follows:

** Dividends: 5–15% of charter capital*

** Appropriation to the development investment fund: 0% of profit after tax*

** Appropriation to the bonus and welfare fund: 2% of profit after tax*

The General Meeting of Shareholders authorizes the Company's Board of Directors to select a suitable timing and decide on the method for advance payment and the payment of 2026 dividends, ensuring shareholder interests and compliance with legal regulations.

Respectfully submitted to the shareholders for consideration and approval.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- *Shareholders;*
- *BOD, SB, BOM, Company Secretary;*
- *Filed at the Office; BOD.*

Chu Thuyên

