

No: /TTr-TĐĐHĐ

Lam Dong, date month year 2025

DRAFT PROPOSAL
Regarding the Approval of the 2024 Profit Distribution Plan

To: The Annual General Meeting of Shareholders 2025

Pursuant to the Charter of Da Nhim - Ham Thuan - Da Mi Hydro Power Joint Stock Company, as approved by the Annual General Meeting of Shareholders on June 30, 2021;

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Financial Management Regulations of Da Nhim - Ham Thuan - Da Mi Hydro Power Joint Stock Company (the Company), issued for the third time under Decision No. 95/QĐ-HĐQT dated November 23, 2022, by the Company's Board of Directors;

The Board of Directors submits to the General Meeting for approval the 2024 Profit Distribution Plan, as follows:

No.	Content	Amount (VND)
I	Total Undistributed Profit After Tax	930,031,191,602
1	Profit after tax for 2023	905,914,768,216
-	<i>Including: Unrealized foreign exchange gains</i>	26,162,525,461
2	Retained earnings from previous years	24,116,423,386
-	<i>Including: Unrealized foreign exchange gains</i>	24,116,423,386
II	Profit Distribution	921,869,724,000
1	Allocation to funds	34,829,724,000
a	Executive Management Bonus Fund	674,724,000
b	Reward and Welfare Fund	22,770,000,000
c	Additional allocation to the Reward and Welfare Fund as per Points a, b, Clause 1, Article 18 of Circular 28/2016/TT-BLĐTBXH dated September 1, 2016	11,385,000,000
2	Dividend payment in cash	887,040,000,000
a	Dividend payout ratio (%)	21
b	Cash dividend	887,040,000,000

No.	Content	Amount (VND)
III	Remaining profit after distribution (II-1-2)	8.161.467.602

Respectfully submitted to the Annual General Meeting of Shareholders 2025 for approval./.

Recipients:

- As above;
- BOD;
- BOS;
- Labor Administration;
- Archived: Files, Finance & Accounting Department

**O/B. OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Le Van Quang