

No.: 274 / HDQT-TTr

Hanoi, 05/05/2026

PROPOSAL

(Re: 2025 profit distribution)

**To: THE GENERAL MEETING OF SHAREHOLDERS OF HANOI CONSTRUCTION
JOINT STOCK COMPANY NO. 1**

- Pursuant to Enterprise Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020.
- Pursuant to the Charter of Hanoi Construction Joint Stock Company No. 1 (the "Company").
- Pursuant to Resolution No. 75/NQ-BOD dated 05 February 2026 and amended Resolution No. 106/NQ-BOD dated 27 February 2026 of the BOD of Hanoi Construction Joint Stock Company No. 1 approving the plan to organize the 2026 Annual General Meeting of Shareholders.
- Pursuant to the 2025 business results and the 2026 business plan.

Based on the 2025 business results and the 2026 business plan, the Board of Directors of Hanoi Construction Joint Stock Company No. 1 respectfully submits to the General Meeting of Shareholders for approval the 2025 profit distribution plan as follows:

Unit: VND

1	Profit before tax in 2025	16,636,589,144
2	Corporate income tax	3,477,882,997
3	Profit after tax in 2025	13,158,706,147
4	Remaining profit carried forward from previous years	29,750,744,378
5	Accumulated profit available for distribution	42,909,450,525
	Profit distribution plan:	
5.1	Development investment fund: 20% of 2025 profit after tax	2,631,741,229
5.2	Welfare and reward fund: 10% of 2025 profit after tax	1,315,870,615
5.3	BOD, BOS and Executive Board reward fund	500,000,000
5.4	Dividend payment of 10% of owners' contributed capital: (The dividend payment plan approved under the 2025 Annual GMS Resolution was 8%)	8,000,000,000
	Total profit distribution for 2025	12,447,611,844
6	Accumulated profit carried forward to next year	30,461,838,681





The General Meeting of Shareholders authorizes the Board of Directors, depending on the actual situation, to decide and consider bonus payments to each member of the Board of Directors, the Board of Supervisors and the Company's Executive Board from the BOD, BOS and Executive Board reward fund approved by the General Meeting.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
HANOI CONSTRUCTION JOINT STOCK
COMPANY NO. 1
CHAIRMAN OF THE BOARD OF DIRECTORS**

Recipients:

- As above.
- BOD, BOS.
- Archived at: BOD, Organization - Labor - Administration Dept.



VU TUNG DUONG


CÔNG TY
CỔ PHẦN
XÂY DỰNG
SỐ 1 HÀ NỘI
THÀNH PHỐ HÀ NỘI