

## PROPOSAL ON PROFIT DISTRIBUTION PLAN IN 2025

### TO: THE GENERAL MEETING OF SHAREHOLDERS VIETNAM NATIONAL SEED GROUP JOINT STOCK COMPANY

- Pursuant to the Charter of Vietnam National Seed Group Joint Stock Company (the "Company");
- Pursuant to Resolution No. 19/NQ-DHDCDTN2025 of the 2025 Annual General Meeting of Shareholders.
- Pursuant to Audited 2025 financial statements;

In order to ensure the interests of Shareholders, accumulate and expand the Company's reproduction in the following years. The Company expects the Profit Distribution Plan in 2025 as follows:

TT	Quota	Amount (VND)
<b>1</b>	<b>Profit after corporate income tax of the parent company</b>	<b>158,560,597,925</b>
<b>2</b>	<b>Expected distribution</b>	<b>116,260,106,482</b>
2.1	Development Investment Fund (15%)	23,784,089,689
2.2	Reward and Welfare Fund (5%KT+5%PL)	15,856,059,793
2.3	Social Responsibility Fund	5,000,000,000
2.4	Cash dividend (expected 40%)	70,298,064,000
2.5	Remuneration of the Board of Directors and the Board of Supervisors not directly administered	1,321,893,000
2.6	Bonus for completing the consolidated pre-tax profit plan for the Executive Board and employees (1.5% of realized profit after tax: VND 227,202,208,197 x 1.5%)	0
2.7	Bonus in excess of the consolidated profit after tax plan for the Board of Directors, Board of Supervisors, and Executive Board 20% on excess profit	0
<b>3</b>	<b>The remaining undistributed profits</b>	<b>42,300,491,443</b>

Submit to the General Meeting of Shareholders for approval!

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRWOMAN**

*(signed and sealed)*

**NGUYEN THI TRA MY**