



No. 04/TỔNG HDQT-SVC

Ho Chi Minh City, May 14, 2026

PROPOSAL

Re: 2025 Profit Distribution Plan

To: The 2026 Annual General Meeting of Shareholders

Based on the business results for the fiscal year 2025 of Saigon General Service Joint Stock Company (Savico) – as reflected in the Separate Financial Statements and Consolidated Financial Statements of Savico, which have been duly audited;

The Board of Directors hereby submits to the General Meeting of Shareholders the 2025 Profit Distribution Plan and the 2026 Remuneration Plan for the Board of Directors and Supervisory Board, as follows:

1. Savico's 2025 Consolidated System Profit

- Profit after tax of the Parent Company: VND 448,835,574,011
- Consolidated profit after tax: VND 498,543,201,079

2. 2025 Profit Distribution Plan

- Appropriation to reserves: No appropriation to the Development Investment Fund or the Welfare and Bonus Fund.
- **Dividend payment to shareholders:**

The Board of Directors notes that 2026 is expected to continue presenting numerous difficulties and challenges for the Company's business activities. In addition, the Company requires financial resources to fund its investment plans, network expansion, competitiveness enhancement, and to ensure financial safety in the coming period. On the basis of balancing shareholders' interests with the Company's sustainable development objectives, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the 2025 dividend payment plan at the rate agreed at the 2025 Annual General Meeting of Shareholders, specifically as follows:

- Form of dividend payment: Cash.
- Payout ratio: 05%
- Total estimated payment: VND 46,621,079,163

3. BOD and Supervisory Board Operating Budget for 2025

Opening balance as at 01/01/2025	2,779,249,397
- Fund appropriation per AGM Resolution	-
Disbursements during the year	805,200,000
- BOD and Supervisory Board remuneration for FY2024	805,200,000
Closing balance as at 31/12/2025	1,974,049,397

Regarding the remuneration for the BOD and Supervisory Board for FY2025 and the 2026 plan, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval an amount equivalent to that of FY2024 (VND 805,200,000). The full amount shall be drawn from the remaining operating budget of the Board of Directors and/or operating expenses. Furthermore, no fund appropriation for the BOD and Supervisory Board operating budget for FY2025 and FY2026 shall be made from the Company's post-tax profit.

Such remuneration shall apply to non-executive members of the BOD and Supervisory Board. Other BOD and Supervisory Board members shall not receive remuneration in accordance with the Company's general policy. The specific remuneration levels are as follows:

No.	Position	Monthly Remuneration (VND)
01	Chairman of the Board of Directors	25,000,000
02	Vice Chairman of the Board of Directors	22,000,000
03	Member of the Board of Directors	20,000,000
04	Head of the Supervisory Board	20,000,000
05	Member of the Supervisory Board	18,000,000

The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to proactively consider, decide, and implement the advance payment and disbursement of remuneration to the BOD and Supervisory Board in accordance with the approved terms set out above.

Yours sincerely.

**ON BEHALF OF THE BOARD OF
 DIRECTORS
 CHAIRMAN
 (Signed)
 Ngo Duc Vu**