

**HELIO ENERGY
JOINT STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***No. 02/2025/HIO/TTr-HĐQT**Hanoi, March 28th, 2025***PROPOSAL***Re: Approval of the plan for utilizing retained earnings as of December 31, 2024*

To: The Annual General Meeting of Shareholders 2025
Helio Energy Joint Stock Company

- Pursuant to Law on Enterprises No.59/2020/QH14 on June 17th, 2020;
- Pursuant to Law on Securities No.54/2019/QH14 on November 26th, 2019;
- Pursuant to the Charter of Helio Energy Joint Stock Company.

Based on the audited consolidated financial statements for the fiscal year ended December 31st, 2024, retained earnings of Helio Energy Joint Stock Company as of December 31st, 2024, amounts to **VND 35,559,666,389** (*Thirty-five billion, five hundred fifty-nine million, six hundred sixty-six thousand, three hundred eighty-nine Vietnam dong*). Of this amount, the profit after tax for the fiscal year 2024 is **VND 21,078,760,980** (*Twenty-one billion, seventy-eight million, seven hundred sixty thousand, nine hundred eighty Vietnam dong*).

The Board of Directors of Helio Energy Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan for utilizing/distributing the retained earnings as of December 31, 2024, as detailed below:

No.	Description	Amount (VND)
1	Retained earnings as of December 31 st , 2024.	35,559,666,389
	<i>Including: Net profit after tax in 2024</i>	<i>21,078,760,980</i>
2	Allocation to Bonus and Welfare Fund (8% of net profit after tax 2024)	1,686,300,878
3	Dividend payout ratio (0% of net profit after tax)	0
4	Retained earnings after funds allocation	33,873,365,511

- Assign and authorize the Company's General Director to decide and implement the allocation and expenditure of the Bonus and Welfare Fund. The General Director is further authorized to delegate this authority if necessary during implementation.
- The remaining cumulative retained earnings after tax shall be utilized for the Company's business operations.

Respectfully submitting for the consideration and approval of the Annual General Meeting of Shareholders.

Sincerely./.

Recipients:

- As above;
- BOD, BOS, BOM;
- Archives: the BOD's Office, Legal Dept., Finance Dept.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Phan Thanh Dat