

DRAFT

**RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
KHANH HOA POWER JOINT STOCK COMPANY**

**THE GENERAL MEETING OF SHAREHOLDERS
OF KHANH HOA POWER JOINT STOCK COMPANY**

Pursuant to the Enterprise Law dated June 17, 2020;

Pursuant to the Charter of organization and operation of Khanh Hoa Power Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated April 24, 2025 of Khanh Hoa Power Joint Stock Company.

RESOLUTION:

Article 1. Approval of the report of the Board of Directors and General Director of the Company on business activities in 2024 and the plan for 2025, including some main indicators as follows:

Business performance results in 2024 with the following main indicators:

| No. | Indicator | Implementation results in 2024 (billion VND) |
|------------|-------------------------|---|
| 1 | Total Revenue | 7,165,21 |
| 2 | Total Expenses | 7,093,89 |
| 3 | Total profit before tax | 71.32 |
| 4 | Corporate income tax | 13.56 |
| 5 | Profit after tax | 57.76 |

The General Meeting of Shareholders voted to approve with a rate of%

Article 2. Approval of the Board of Supervisors' report on the implementation of the Company's operational supervision function in 2024.

The General Meeting of Shareholders voted to approve with a rate of%

Article 3. Approval of the Company's 2024 Audited Financial Statements.

The General Meeting of Shareholders voted to approve with a rate of%

Article 4. Approving the distribution of profits and dividends in 2024 as follows:

Unit: VND

| No. | Indicator | Unit | Explanation | Implementation in 2024 |
|-----|--|------|-------------|------------------------|
| 1 | Charter capital | VND | (1.1)+(1.2) | 604,059,670,000 |
| 1.1 | <i>Circulating charter capital</i> | VND | | 603,767,460,000 |
| 1.2 | <i>Treasury shares</i> | VND | | 292,210,000 |
| 2 | Retained profits of previous years | VND | | 31,626,754,875 |
| 3 | Profit after corporate income tax in 2024 | VND | | 57,758,000,584 |
| 4 | Reward and welfare fund | VND | (4.1)+(4.2) | 28,759,000,000 |
| 4.1 | <i>Employee reward fund</i> | VND | | 9,586,625,000 |
| 4.2 | <i>Welfare fund</i> | VND | | 19,172,375,000 |
| 5 | Manager's reward | VND | | 461,700,000 |
| 6 | Profit after tax in 2024 remaining after dividing the Funds | VND | (3)-(4)-(5) | 28,537,300,584 |
| 7 | Accumulated profit after tax from 2024 and before after dividing the Funds | VND | (2)+(6) | 60,164,055,459 |
| 8 | Dividend 5% on outstanding charter capital | VND | (1.1)*5% | 30,188,373,000 |
| 9 | Remaining profit after dividend | VND | (7)-(8) | 29,975,682,459 |

The General Meeting of Shareholders approved the 2024 cash dividend rate of **5%** on outstanding charter capital. Authorize the BOD to carry out procedures to finalize the list of shareholders to pay dividends in cash in 2024 after approval by the 2025 General Meeting of Shareholders.

The General Meeting of Shareholders voted to approve with a rate of%

Article 5. Approving the resignation of members of the Board of Directors of the Company

The General Meeting of Shareholders approved the application of Mr. Nguyen Tan Luc and Mr. Dao Truyen to cease being members of the Company's Board of Directors for the 2024-2029 term from April 24, 2025.

The General Meeting of Shareholders voted to approve with a rate of%

Article 6. Approval of amendments to the Company's Charter

The Congress approved the amendments to the contents of the Company's Charter for the 24th time according to Proposal No. 91/TTr-HDQT dated April 3, 2025 of the Company's Board of Directors. Specifically:

- Amend the introduction: "This Charter has been amended, supplemented and approved by valid resolution No. 01/NQ-ĐHĐCĐ of the **2025** Annual General Meeting of Shareholders of Khanh Hoa Power Joint Stock Company officially held **on April 24, 2025**".

- Amend Clause 6, Article 42. Responsibility to be honest and avoid conflicts of interest:

+ Before amendment:

6. Transactions between the Company and one or more members of the BOD, members of the Supervisory Board, the General Director, other executives and

individuals and organizations related to these subjects are not invalid in the following cases:

a) For transactions with a value of less than *or equal to* 35% of the total asset value recorded in the most recent financial report,....

b) For transactions with a value *greater than* 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of *over* 35% or more of the total asset value recorded in the most recent financial report,...

- After amendment:

6. Transactions between the Company and one or more members of the BOD, members of the Supervisory Board, the General Director, other executives and individuals and organizations related to these subjects are not invalid in the following cases:

a) For transactions with a value of less than 35% of the total asset value recorded in the most recent financial report,...

b) For transactions with a value of **35% or more** or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of **35% or more** of the total asset value recorded in the most recent financial report,...

3. Amend Clause 1, Article 60. Effective date: “1. This Charter consists of 21 chapters and 61 articles, unanimously approved by the **2025** Annual General Meeting of Shareholders of Khanh Hoa Power Joint Stock Company on **April 24, 2025** in Khanh Hoa province and jointly approved the full validity of this Charter”.

The General Meeting of Shareholders voted to approve with a rate of%

Article 7. Approval of the Company's business plan for 2025

| No. | Indicator | Unit | Plan for 2025 |
|-----|---|-------------|---------------|
| 1 | Charter capital | Billion VND | 604.06 |
| 2 | Commercial electricity | Million KWh | 3,329.00 |
| 3 | Total revenue (electricity production and other activities) | Billion VND | 8,186.07 |
| 4 | Total profit before tax | Billion VND | 50.10 |

The General Meeting of Shareholders voted to approve with a rate of%

Article 8. Approval of profit distribution plan and expected dividend level for 2025

| No. | Indicator | Unit | Plan for 2025 |
|-----|--|-------------|---------------|
| 1 | Charter capital | Billion VND | 604.06 |
| 2 | Total profit before tax | Billion VND | 50.10 |
| 3 | Profit after tax | Billion VND | 39.08 |
| 4 | Provisions for funds as prescribed (*) | Billion VND | |
| 5 | Dividend ratio on charter capital | % | 4% |

Note: (*) Provision for the reward and welfare fund, the reward fund for managers and controllers according to the provisions of Decree No. 44/2025/NĐ-CP dated

February 28, 2025 of the Government on labor management, wages, remuneration and bonuses in State-owned Enterprises.

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the rate, timing, payment source, method of interim dividend payment and decide on procedures related to the interim dividend payment for 2025 based on the Company's situation.

The General Meeting of Shareholders voted to approve with a rate of%

Article 9. Approval of the Report on salary and remuneration of members of the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant of the Company in 2024 and the plan for 2025

9.1. Implementation in 2024

- Total remuneration of the Board of Directors : 186.300 million VND.
- Salary of the Chairman of the Board of Directors : 437.400 million VND.
- Total remuneration of the Board of Supervisors : 149.040 million VND.
- Salary of the Head of Board of Supervisors : 388.800 million VND.
- Salary of the Board of General Directors and Chief Accountant: 1,879.200 million VND.

The General Meeting of Shareholders voted to approve with a rate of%

❖ Supplementing salaries, remunerations, bonuses of the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant in 2024:

The Congress approved the Company's additional deduction of 20% of salary and remuneration for the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant in 2024 as follows:

- Salary of the Chairman of Board of Directors, the Head of Board of Supervisors, Board of General Directors and Chief Accountant: 541.080 million VND.
- Remuneration of members of the Board of Directors and the Board of Supervisors: 67.068 million VND.

The General Meeting of Shareholders voted to approve with a rate of%

9.2. Salary and remuneration levels in 2025:

| No. | Position | Monthly salary (VND) | Monthly remuneration (VND) | Number of people |
|-----------|------------------------------------|----------------------|----------------------------|------------------|
| I | Board of Directors | | | |
| 1 | Chairman of the Board of Directors | 30,485,400 | | 1 |
| 2 | Member of the Board of Directors | | 4,917,000 | 4 |
| II | Board of Supervisors | | | |
| 1 | Head of the Board of Supervisors | 25,560,400 | | 1 |
| 2 | Member of the Board of Supervisors | | 4,917,000 | 2 |

The above salary level is determined based on Point b, Clause 1, Article 21 of Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government on Labor management, wages, remuneration and bonuses in State-owned Enterprises.

Based on the results of production and business activities in 2025, the Company will settle salaries and remuneration of the BOD, BOS, Board of General Directors and Chief Accountant in accordance with Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government on Labor management, salary, remuneration, bonus in State-owned Enterprises and guiding documents.

The General Meeting of Shareholders voted to approve with a rate of%

Article 10. Approving the selection of the list of auditing companies for 2025

The General Meeting of Shareholders approved the list and authorized the Board of Directors of the Company to select 01 auditing company from 04 independent auditing companies, legally operating in Vietnam and approved by the State Securities Commission to audit listed companies, according to the list proposed by the Board of Supervisors to audit the Company's semi-annual and full-year financial statements for 2025, including:

- DELOITTE VIETNAM AUDIT COMPANY LIMITED.
- ECOVIS AFA VIETNAM AUDITING - APPRAISAL AND CONSULTING COMPANY LIMITED.
- GRANT THORNTON (VIETNAM) LIMITED.
- KPMG LIMITED.

The General Meeting of Shareholders voted to approve with a rate of%

Article 11. Results of the election of additional members to the Company's Board of Directors for 5 year term (2025-2030):

| No. | Full name | Position | Number of votes |
|-----|-----------|----------------------------------|-----------------|
| 1 | | Member of the Board of Directors | |
| 2 | | Member of the Board of Directors | |

Article 12. This Resolution was approved in full with 100% unanimous voting and takes effect from the end of the General Meeting. The General Meeting of Shareholders authorizes the Company's Board of Directors to specify the plan and tasks to direct and organize the implementation of the Resolution./.

Recipients:

- Shareholders of the Company;
- SSC, HoSE;
- BOD, BOS;
- Executive Board;
- File: Doc. Control, Gen. Affairs.

**ON BEHALF OF THE 2025
ANNUAL GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN**

Nguyen Cao Ky