GIA LAI HYDROPOWER JOINT STOCK COMPANY

Head Office: **114 Truong Chinh. Pleiku Ward. Gia Lai Province**
Telephone: **(0269) 3830013** Fax: **(0269) 3830013**
Website: **ghc.vn**

DOCUMENT

ANNUAL GENERAL MEETING OF SHAREHOLDERS

FOR THE 2025 FISCAL YEAR

GIA LAI HYDROPOWER JOINT STOCK COMPANY

May 28 th, 2026

TABLE OF CONTENTS

The 2025 Fiscal Year Annual General Meeting of Shareholders' Agenda 3

Regulations on the Organization of the Annual General Meeting of Shareholders 5

Draft List of the Presiding, Secretary, and Vote Counting Committees at the 2025 Fiscal Year Annual General Meeting of Shareholders 9

The Reports:

Report on the 2025 Board of Directors Activities and 2026 Orientation 10

Report of the Independent Board Members in the 2025 and 2026 Plan 15

Report on the Activities of the Audit Committee in 2025 and 2026 Plan 18

Report on 2025 Business Performance and 2026 Business Plan 21

The Proposals:

Proposal No. 1: Regarding Approval of 2025 Audited Financial Statements 28

Proposal No. 2: Regarding Approval of Selecting the Independent Audit Firm for the 2026 Fiscal Year 30

Proposal No. 3: Regarding Approval of the 2025 Funds Distribution Plan 31

Proposal No. 4: Regarding Approval of the Business plan for 2026 33

Proposal No. 5: Regarding Approval of the Profit distribution plan for 2026 34

Proposal No. 6: Regarding Approval of the Amendment and Update of the Company's Charter 35

Proposal No. 7: Regarding Approval of the Transaction Framework with Related Parties and the List of Related Parties expected to engage in Transactions with the Company in 2026 37

Proposal No. 8: Regarding Approval of the Remuneration and Estimated Operating Expenses of the Board of Directors and its Subordinate Departments in 2026 41

Proposal No. 9: Regarding Additional Election and Reappointment of the Board Members 42

Regulation of Electing the Board Members by the Cumulative Voting Method 43

THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS' AGENDA

Venue: 3rd Floor, TTC Building, 253 Hoang Van Thu Street, Tan Son Hoa Ward, HCMC

Time: 08h30 Thursday, May 28, 2026

Time	No.	Contents
08h00	Welcoming guests and distributing the Annual General Meeting of Shareholders (AGM) documents	
I. OPENING PROCEDURES		
08h30	1.	Shareholders Attendance Report
08h35	2.	Introduction of AGM's Delegates and Participants
08h40	3.	**Introduction and Approval**
	3.1.	The Regulations on the organization of AGM
	3.2.	AGM Agenda for the Fiscal Year 2025
	3.3.	The Members of the Presiding, Secretary, and Vote Counting Committees
II. AGM CONTENTS		
08h55	4.	**Approval for Reports**
	4.1	Report on the 2025 Board of Directors (BOD) activities and 2026 orientation
	4.2	Report of the Independent BOD Members in the 2025 and 2026 plan
	4.3	Report on the activities of the Audit Committee (AC) in 2025 and the 2026 plan
	4.4	Report on 2025 business performance and 2026 business plan
09h45	5.	**Approval for Proposals**
	5.1	Approval of 2025 Audited Financial Statements
	5.2	Approval of Selecting the Independent Audit Firm for the Fiscal Year 2026
	5.3	Approval of the 2025 Fund Distribution Plan
	5.4	Approval of the Business plan for 2026
	5.5	Approval of the Profit distribution plan for 2026
	5.6	Approval of the amendment and update of the Company's Charter
	5.7	Approval of the Transaction Framework with Related Parties and the List of Related Parties expected to engage in Transactions with the Company in 2026
	5.8	Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2026
	5.9	Additional Election and Reappointment of the Board Members
	5.10	Other contents, if any, fall under the authority of the General Meeting of Shareholders (GMS)
10h45	6.	Discussion
11h00	7.	Voting to approve the Reports and Proposals
11h10	8.	Election of additional Board Members
11h20	Tea break	
11h40	9.	Announcement of the Reports, Proposals, and Election Results

Time	No,	Contents
III. CLOSING		
11h45	10.	Approval of AGM's Meeting Minutes and Resolutions
11h55	11.	Closing of the AGM

ORGANIZING COMMITTEE

GIA LAI HYDROPOWER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

REGULATIONS ON THE ORGANIZATION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

These Regulations set forth the rights and obligations of Shareholders and Related Parties attending the 2025 Fiscal Year Annual General Meeting of Shareholders (Meeting/AGM), the conditions and procedures for the Meeting, the voting method, and the election.

Article 1. Working Principles at AGM

1. Ensuring the working principle of public fairness and democracy.
2. Ensuring the rights of Shareholders and meeting the demands of the Company's sustainable development.

Article 2. Conditions for attending AGM

Shareholders or Authorized Representatives named on the list at the closing date to attend the AGM are entitled to directly participate in the Meeting or authorize other people to attend and vote at the AGM.

Article 3. AGM Rules of Order

1. All Shareholders attending the AGM must dress appropriately.
2. Shareholders participating in the AGM must sit in the right place or area designated by the Organizing Committee.
3. No smoking in the Meeting room.
4. Do not talk in private, and do not use mobile phones during the Meeting (if needed, please discuss outside the Meeting room).

Article 4. Rights and Obligations of Shareholders or Authorized Representatives

1. To have the right to vote on all matters of AGM within their rights by the Company's Charter and the Law.
2. To have the right to discuss directly at the Meeting or write comments on feedback forms and dispatch them to the Organizing Committee; Written comments are as valid as comments addressed directly at the AGM.
3. To discuss this directly at the Meeting, the Shareholder or Authorized Representatives must register with the Organizing Committee; when invited to speak, the name and contents discussed should be stated clearly. The contents to be addressed should be concise and in line with the agenda approved by the AGM. The Presiding Committee will arrange for Shareholders to speak in order of registration and answer questions from Shareholders.
4. Shareholders or Authorized Representatives attending the Meeting must bring their Citizen identification card or other personal identification papers, invitation letter, and power of attorney (for authorized persons) to submit to the Shareholder Eligibility Verification Committee (SEVC) and receive a Voting Card.
5. Shareholders or Authorized Representatives are obliged to attend the Meeting on time, Any Shareholder or Authorized Representative being late to the Meeting is entitled to attend and vote

immediately, Still, the Chairperson is not obligated to pause the AGM, and the issues previously voted on shall not be affected.

6. The instructions of the Chairperson and Organizing Committee at the Meeting shall be respected, All participants must not disrupt or disturb during the AGM.
7. Other rights and obligations according to the provisions of law and relevant documents.

Article 5. Rights and Obligations of the Shareholder Eligibility Verification Committee

1. The SEVC is established by the Board of Directors (BOD) and will be responsible for:
   a) Checking the proportion of Shareholders or Authorized Representatives attending the Meeting.
   b) Checking Citizen identification cards or other personal identification papers, invitation letters, and certification authorization (for authorized persons) of Shareholders or Authorized Representatives attending the meeting.
   c) Delivering Voting Card, Ballots, and documents to Shareholders or Authorized Representatives.
   d) Reporting the results of verifying Shareholders' eligibility and the proportion of Shareholder attendance at the AGM.
2. The SEVC has the right to set up an administrative team to perform its duties.

Article 6. Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee is nominated by the Presiding Committee and approved by the AGM, The Vote Counting Committee is responsible for:
   a) Announcing the Working Regulations of AGM and the Regulation for electing the Board Members.
   b) Guiding the use of Voting Cards and Ballots.
   c) Collecting Voting Cards and Ballots after voting.
   d) Conducting vote counting and announcing the voting results of each matter.
2. The Vote Counting Committee has the right to set up an administrative team to perform its duties.

Article 7. Rights and obligations of the Chairperson and Secretary

1. The AGM shall be chaired by the Presiding Committee and approved by the AGM.
2. Rights and obligations of Chairperson:
   a) Conducting AGM according to the agenda, rules, and regulations approved by the AGM and reflecting the wishes of most AGM attendees.
   b) Instructing AGM to discuss and get comments on matters in the Agenda of AGM and related issues during the Meeting.
   c) Requiring all AGM attendees to undergo inspection or other reasonable, lawful security measures.
   d) Requesting competent authorities to maintain meeting order; expel those who do not comply with the Chairperson's authority, intentionally disrupt order, prevent the regular progress of the meeting, or do not comply with security inspection requirements from the General Meeting of Shareholders.
   e) The Chairperson has the right but no obligation to postpone the AGM with the required number of participants to another time or hold it in another venue in the following cases:

(i) The venue of the Meeting is not large enough to provide seats for all participants.

(ii) The information media at the Meeting does not guarantee that Shareholders attending the Meeting will discuss and vote.

(iii) The behaviors of some participants cause obstruction, a disorder that hinders the Meeting from proceeding in a fair and Lawful manner.

(iv) The Chairperson may also postpone the Meeting when there is a consensus or request from the AGM with enough required participants.

f) In case the Chairperson postpones or suspends the AGM contrary to regulations, the AGM shall elect another person from among the attendees to replace the Chairwoman to run the meeting until the end; all resolutions passed at that meeting are effective and enforceable.

g) Solving matters that arise (if any) during AGM.

3. The Secretary Committee is responsible for:

a) Fully and honestly recording the whole contents of the AGM and the matters approved by Shareholders, including matters reserved at the Meeting.

b) Receiving Feedback forms from Shareholders.

c) Composing the Minutes of the Meeting and Resolutions on the matters approved at the AGM.

d) Carrying out assistance works as assigned by the Presiding Committee.

Article 8. Meeting Procedure

1. The Meeting shall proceed when the number of Shareholders attending the Meeting is at least 51% of the total voting shares.

2. Conduct of the Meeting:

a) The Meeting shall discuss and approve the contents of the AGM Agenda.

b) Decision presented at the Meeting shall be considered approved if passed by Shareholders or Authorized Representatives representing at least 51% of the total voting shares attending the Meeting, except for the matters stipulated in Point c, Clause 2, Article 8 below.

c) The following matters shall be approved if passed by Shareholders or Authorized Representatives representing at least 65% of the total voting shares attending the Meeting:

(i) Decision on types and amounts of shares of each type to be offered.

(ii) Changes in business lines.

(iii) Reorganization, dissolution of the Company.

(iv) Changes to the company's organizational and management structure.

(v) Decision on investments or selling assets whose values are worth 70% or more of the total assets recorded in the latest audited financial statements of the Company.

3. Minutes of the Meeting: All contents of the Meeting shall be recorded by the Secretary Committee in the minutes, The Meeting makes and approves the minutes before it closes, and they are kept in a file as prescribed.

4. To ensure the voting ratio, during the Meeting, Shareholders should limit going out; in case Shareholders need to go out, the procedure must be done to authorize the Presiding Committee (Chairwoman of BOD) on behalf of Shareholders to attend and vote at the Meeting, in case of not performing the authorization, it is considered to automatically agree to the Presiding Committee (Chairwoman of BOD) to act for them to vote at the Meeting.

Article 9. Approval of Matters at the Meeting

1. All matters presented at the Meeting shall be passed by public voting of all Shareholders (except on issues approved by secret ballot), The Voting card shall contain information: the full name of Shareholders, registration number, the full name of Authorized Representatives, and the number of votes of such Shareholder.
2. Shareholders, Authorized Representatives attending the AGM, have the right to vote on matters under the authority of the AGM, voting rights corresponding to the number of owned shares and authorized shares.
3. Shareholders vote by Voting cards or by secret ballots.
4. Each matter on the AGM agenda shall be discussed and voted on, Voting shall be conducted by determining the total number of approved and disapproved votes and abstentions, The Organizing Committee shall disclose the vote-counting results before the Meeting closes.

Article 10, Election of the Board Members

Election principles and methods are stipulated in the Election Regulations for Board Members.

ORGANIZING COMMITTEE

GIA LAI HYDROPOWER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

DRAFT LIST OF THE PRESIDING, SECRETARY, AND VOTE COUNTING COMMITTEES AT THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS

Dear General Meeting,

For the 2025 Fiscal Year Annual General Meeting of Shareholders (AGM) to be conducted, the Organizing Committee kindly submits to the AGM for consideration and approval the list of Presiding, Secretary, and Vote Counting Committees as follows:

I. Presiding Committee

1.	Ms. Nguyen Thai Ha	Chairwoman of the Board of Directors	Chairperson
2.	Mr. Vo Hoang Vinh	Independent Board Member	Member
3.	Mr. Tran Danh Bao	Director	Member

II. Secretary Committee

1.	Mr. Nguyen Huu Dat	Senior Legal Executive	Head of the Committee
2.	Ms. Do Thi Nhung	Legal Executive	Member

III. Vote Counting Committee

1.	Mr. Nguyen Tien Bang	Chief Accountant	Head of the Committee
2.	Ms. Le Diem My	Internal Auditor	Member
3.	Ms. Nguyen Thi Dieu	Office Executive	Member

ORGANIZING COMMITTEE

GIA LAI HYDROPOWER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

REPORT ON THE 2025 BOARD OF DIRECTORS ACTIVITIES AND 2026 ORIENTATION

Dear Esteemed Shareholders,

Dear General Meeting,

Today, May 28, 2026, the Board of Directors (BOD) is holding the Annual General Meeting of Shareholders (AGM) for the Fiscal Year (FY) 2025 of Gia Lai Hydropower Joint Stock Company (the Company, GHC) to fulfill the tasks stipulated by Law and the Company's Charter.

On behalf of the BOD, I would like to present the ***"Report on the 2025 BOD activities and 2026 Orientation"*** to the AGM**.**

I. 2025 PERFORMANCE REVIEWS

In 2025, Vietnam's economy continued to record growth, with GDP exceed 8%, Growth was supported by the recovery of industrial production, exports, and investment, alongside improved domestic consumption. In this context, electricity demand continued to increase, with commercial electricity output rising by approximately 4,9% year-on-year. The lower growth rate of electricity consumption compared to GDP reflects improvements in energy efficiency across the economy. At the same time, the continued development of the electricity market framework and the orientation toward sustainable energy have provided favorable conditions for power generation companies, including those in renewable energy.

On that basis, GHC recorded profit after tax of VND 169 billion, achieving 107% of the annual plan. These results were supported by the stable operation of power plants and continued cost control efforts. In addition to business operations, the Company continued to review its project portfolio and prepare for future development plans. The BOD issued orientations related to identifying and assessing investment opportunities, with a focus on renewable energy projects aligned with the Company's capabilities and implementation conditions.

During the year, the Company continued to improve its corporate governance and information disclosure practices. GHC was recognized among listed/registered companies with strong corporate governance and transparency for the 2024–2025 evaluation period. On January 30, 2026, GHC shares were officially listed on the Ho Chi Minh Stock Exchange (HOSE). The listing requires the Company to further strengthen governance and transparency in compliance with applicable regulations.

II. BOARD OF DIRECTORS

1. BOD Personnel Structure in 2025

No,	Member	Position
1.	Ms. Nguyen Thai Ha	Chairwoman of the Board
2.	Mr. Nguyen Phong Phu	Non executiveBoard Member
3.	Mr. Vo Hoang Vinh	Independent Board Member Chairman of the Audit Committee (AC)
4.	Mr. Pham Thanh Tuan Anh	Non executive Board Member Member of the AC
5.	Mr. Le Thai Binh	Non executive Board Member Member of the AC

2. Activities of the BOD

a. Implementation of GHC's business targets for 2025

Target (Billion VND)	2025 Plan	2025 Actual	Actual/*Plan*
Total Revenue	373	369	*99%*
Total Cost	186	177	*95%*
PBT	187	192	*103%*

Source: GHC

b. Results of implementing the AGM Resolutions

No,	Resolution	Implementation result
01/2025/NQ-DHDCD	Approval of Report on the 2024 BOD activities and 2025 Orientation	Completed
02/2025/NQ-DHDCD	Approval of Report on the Independent BOD Member in the 2024 and 2025 Plan	Completed
03/2025/NQ-DHDCD	Approval of Report on the activities of the Audit Committee in 2024 and 2025 Plan	Completed
04/2025/NQ-DHDCD	Approval of Report on 2024 Business performance and 2025 Business plan	Completed
05/2025/NQ-DHDCD	Approval of the 2024 Audited Financial Statements	Completed
06/2025/NQ-DHDCD	Selection of the Independent Audit Firm for the 2025 Fiscal Year	Selecting Ernst & Young Vietnam Limited (E&Y Vietnam) appointed as auditor for FY2025
07/2025/NQ-DHDCD	Approval of the Fund Distribution for 2024	Completed
08/2025/NQ-DHDCD	Approval of the Business Plan and the Profit Distribution plan for 2025	The business results for 2025 are as follows: - Total revenue reached VND 369 billion, equivalent to 99% of the 2025 plan. - After-tax profit reached VND 169 billion, exceeding the 2025 plan by 7%. - Dividend rate for 2025: from 15 - 25%, with 20% already paid as an interim dividend in 2025.

No,	Resolution	Implementation result
09/2025/NQ-DHDCD	Approval of the policy of participating in transactions with related parties is expected to arise in 2025 until the next General Meeting of Shareholders in 2026	Implemented in accordance with the General Meeting of Shareholders' Resolution
10/2025/NQ-DHDCD	Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2025	Implemented in accordance with the General Meeting of Shareholders' Resolution. Total remuneration for the Board of Directors in 2025 (including the 13th-month salary): VND 2,080 million.

c. Summarizing BOD Meetings and Resolutions

In 2025, the BOD held 31 regular meetings with the participation of the BOD, the Audit Committee, and the Board of Management (BOM).

As of December 31, 2025, the BOD had approved 33 Resolutions regarding strategic direction and guidance for the Company's business operations, Key resolutions approved by the BOD include:

- Approval of quarterly business performance results and plans for 2025.
- Approval of amendments and supplements to the Enterprise Registration Certificate; changes to the addresses and seal specimens of the Company and Branch with administrative boundary adjustments following the merger.
- Approval of the process for Related Party transaction approval and the policy for transactions with Related Parties.
- Approval of the appointment of the auditor for the 2025 Financial Statements.
- Approval of the first interim dividend payment for 2025 in cash.
- Approval of the policy related to searching for and evaluating investment opportunities in renewable energy projects.
- Other matters fall under the authority of the BOD.

3. Report on the Activities of Board Members in 2025

In 2025, the BOD operated in compliance with applicable laws and the Company's Charter. The Board Members fully participated and performed their assigned duties. The performance of the BOD is reflected in the following aspects:

- Board Members fully participated in all Board meetings.
- Actively contributed opinions, engaged in discussions, and made timely decisions on agenda items at regular meetings.
- Ensured full and timely information disclosure in accordance with regulations.
- Managed the Company's development plans flexibly in response to actual circumstances.
- Fulfilled assigned duties with a strong sense of responsibility for the Company's sustainable development and coordinated effectively with the AC to ensure transparency in the Company's operations.

4. Remuneration and Operating Expenses of the BOD in 2025

The remuneration and operating expenses of each Board Member in 2025 were disbursed according to the approved remuneration and operating budget for the BOD at the AGM for the FY 2024.

- The total remuneration of the BOD and AC in 2025 (including the 13th month's salary) was VND 2,080,000,000.

Total Income for Members of the BOD and BOM

No.	Member	Position	Total Income (VND)
I.	**BOD**		**2,080,000,000**
1.	Ms. Nguyen Thai Ha	Chairwoman	520,000,000
2.	Mr. Nguyen Phong Phu	Member	390,000,000
3.	Mr. Vo Hoang Vinh	Member	390,000,000
4.	Mr. Pham Thanh Tuan Anh	Member	390,000,000
5.	Mr. Le Thai Binh	Member	390,000,000
II.	**BOM**		**1,772,301,689**
1.	Mr. Tran Danh Bao	Director	723,747,835
2.	Ms. Chau Tieu Phung	Deputy Director	210,619,500
3.	Mr. Le Quang Quoc Dung	Deputy Director	388,246,321
4.	Mr. Nguyen Tien Bang	Chief Accountant	449,688,033

Source: GHC

III. SUPERVISORY ACTIVITIES FOR THE BOM

The supervisory activities of the BOD over the BOM were carried out in accordance with the Internal Corporate Governance Regulations,and the BOD Charter. In 2025, in addition to attending BOD's meetings, the Board Members also attended extended management meetings with the BOM, They reviewed periodic reports to provide timely support and adopt policies and directions aligned with the Company's governance and management needs.

Through supervisory activities, the following points were observed:

- The BOM maintained a stable organizational structure, comprising the Director, two Deputy Directors, and the Chief Accountant. The BOM managed business operations and implemented tasks and targets in accordance with the Resolution of the FY 2024 AGM, strictly within the scope of authority prescribed by applicable laws, the Company's Charter, Internal Corporate Governance Regulations, and resolutions approved by the BOD.
- The BOM effectively fulfilled their assigned duties within their delegated authority, while efficiently utilizing the Company's resources, including capital, assets, workforce, and brand value, Decisions of the BOM were made appropriately, within proper authority, and promptly.
- The BOM maintained quarterly meetings to report on the implementation of business plans and directives issued by the BOD in each period, conducted performance reviews to draw lessons learned, and adjusted management and operational solutions flexibly to enhance efficiency, At the same time, the BOM proactively and promptly consulted BOD Members on matters arising under the BOD's authority.

IV. ORIENTATIONS OF THE BOARD OF DIRECTORS IN 2026

In 2026, the BOD has directed the Company to focus on several key tasks, as follows:

- Maintaining stable operation of existing power plants, ensuring production and operational efficiency based on rational resource utilization;
- Monitoring and gradually implementing researched investment opportunities, considering efficiency and resource allocation;
- Continuing to control costs, manage cash flow, and fulfill all financial obligations;

- Improving corporate governance and information disclosure, in accordance with the requirements of a listed company;
- Gradually adapting to electricity market mechanisms when conditions permit;
- GHC also focuses on developing its human resources, focusing on enhancing employee expertise, fostering accountability, and striving to fulfill the targets assigned by the GMS.

The BOD has established and oriented several key business targets as follows:

Business Plan for 2026

Target (Billion VND)	2026 Plan	2025 Actual	*Compared to 2025*
Total Revenue	348	369	*94%*
Total Cost	183	177	*103%*
PBT	165	192	*86%*

Source: GHC

With these objectives, the BOD will continue to reinforce its oversight and guidance in 2026 to ensure business performance aligns with the AGM-approved plan.

The above is the BOD Report for 2025 and the Orientation for 2026. The Board sincerely appreciates the trust and support of our Esteemed Shareholders, as well as the effective cooperation of our Partners.

Best wishes for health and success to all.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

REPORT OF THE INDEPENDENT BOARD OF DIRECTORS MEMBER IN 2025 AND ACTION PLAN FOR 2026

Dear Shareholders,

Dear the Meeting,

Pursuant to:

- *The Law on Enterprises 2020,*
- *The Law on Securities 2019,*
- *The Company Charter;*
- *The Company Organization and Operation Regulations,*
- *The Operating Regulations of the Board of Directors,*

The Independent Board of Directors (IBOD), we would like to present the report on the activities' results of the year 2025 to the Annual General Meeting of Shareholders (AGM) as follows:

I. RESULTS OF ACTIVITIES IN 2025

1. Organizational Structure

In 2025, the BOD maintained a structure of five (05) members, including one (01) Independent member, Mr, Vo Hoang Vinh, appointed on April 6, 2021.

With the objective of enhancing transparency in corporate governance, protecting the rights and interests of shareholders, and standardizing governance practices in line with best practices and international standards, the IBOD has fully performed its roles, functions, and responsibilities in independent oversight,

2. BOD Meetings and Attendance

No,	BOD Member	Attendance	Attendance Rate / Authorization	Reason for Absence
1	Ms. Nguyen Thai Ha	31/31	100%	
2	Mr. Nguyen Phong Phu	31/31	100%	
3	Mr. Vo Hoang Vinh	31/31	100%	
4	Mr. Pham Thanh Tuan Anh	31/31	100%	
5	Mr. Le Thai Binh	31/31	100%	

3. Corporate governance

- In 2025, the BOD convened all meetings in accordance with regulations, with clear schedules and well-prepared documentation, ensuring full compliance with applicable laws.
- In each meeting, members of the BOD diligently researched, discussed, and provided comments on strategic planning activities, business plans, corporate governance matters, and the contents

approved at the Resolution of the 2024 AGM.

- The discussion and approval of Board of Management (BOM) proposals were in accordance with Vietnamese laws and within the authority of the BOD. Resolutions were issued based on consensus among BOD members according to the principle of majority rule, ensuring the interests of shareholders and the company.
- As an independent party, the members of the BOD have collectively reviewed, evaluated, and provided professional contributions in operational activities, investment activities and has improved the quality of corporate governance regarding the issues raised in the BOD meetings.

4. Supervision of the BOD over the BOM

- The BOD has effectively conducted supervisory activities over the BOM, ensuring that the company's operations are closely monitored to align with strategic directions and timely adjustments are made in response to practical requirements.
- BOD members have attended both regular and extraordinary meetings of the BOM, ensuring that policies are thoroughly analyzed, debated, and consulted upon by the BOD to derive optimal solutions for the company's benefit. Additionally, the BOD is always well-informed about operational activities, identifies emerging situations, and promptly updates requirements.
- The BOD has supervised the BOM in carrying out periodic and ad hoc information disclosures, ensuring full and timely compliance with legal requirements and the disclosure obligations applicable to companies registered for trading on the Upcom market.
- Regarding Related-Party Transactions, the Independent BOD has closely monitored the company's compliance with regulations, adherence to approval authority, and transaction limits, preventing any conflicts of interest among parties.

5. General assessment of the BOD's activities

- In 2025, the BOD fulfilled its role and responsibilities in directing, supporting, and overseeing the BOM’s implementation of Resolutions approved by the General Meeting of Shareholders and the BOD, ensuring compliance with legal regulations, the company's articles of association, internal governance regulations, and the BOD's operational regulations.
- BOD members effectively acted as representatives of the shareholders, rigorously enforcing their rights and obligations, engaging in objective discussions and voting, and providing timely guidance to enable the company to efficiently utilize and optimize resources to fulfill missions assigned by the General Meeting of Shareholders, aiming to maximize the company's value and shareholder interests.
- The IBOD played a crucial role in supervision and control, collaborating with the BOD to make fair and transparent decisions in Ggovernance - Control - Operations.

II. OPERATION ORIENTATION FOR 2026

- Continuously perform its roles and responsibilities in its independent supervisory role over the BOD and the BOM, promptly identifying, preventing, and resolving potential conflicts of interest among related parties to maintain transparency in governance and operations.
- Actively contribute to creating added value for the company by providing opinions, analysis, evaluations, and criticisms on the strategies and plans of the BOD and BOM, ensuring multi-dimensional perspectives, promoting fairness and transparency in governance and operations at the company; acting as an intermediary between the Chairman of the BOD and other BOD members.

- Enhance the position of the independent BOD, maintain integrity, independence, and the number of IBODs according to current regulations, Simultaneously, regularly review the Independence of BOD members regarding personal relationships and economic ties to meet the requirements of current regulations.

The above is the Report on the performance results of the Independent Board of Directors in 2025 and the orientation for the operation for 2026. We wish the AGM a great success.

THE INDEPENDENT BOARD OF DIRECTORS

(Signed)

VO HOANG VINH

GIA LAI HYDROPOWER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

REPORT ON THE ACTIVITIES OF THE AUDIT COMMITTEE IN 2025 AND ACTION PLAN FOR 2026

Dear Shareholders,

Dear the Meeting,

Pursuant to:

- *The Law on Enterprises 2020;*
- *The role, authority, and responsibility of the Audit Committee as stipulated in the Audit Committee's Charter.*

On behalf of the Audit Committee ("AC"), we respectfully submit to the General Meeting of Shareholders ("GMS") the report on the AC's activities in 2025 as follows:

I. THE ACTIVITIES OF THE AUDIT COMMITTEE IN 2025

1. Organizational structure

The AC's organizational structure in 2025 was as follows:

No	Member	Position	Appointment Date
1	Mr. Vo Hoang Vinh	Chairman of AC	07/04/2021
2	Mr. Le Thai Binh	Member of AC	27/04/2022
3	Mr. Pham Thanh Tuan Anh	Member of AC	26/04/2024

2. Meetings of the AC

In 2025, the Audit Committee held three (03) meetings. All meetings were duly minuted in compliance with Decree No, 155/2020/ND-CP guiding the Law on Securities issued by the Ministry of Finance, and conducted in accordance with the Company's Audit Committee Charter.

Key contents of the meetings:

- March 31, 2025: Approval of the Audit Committee Report to the 2024 Annual GMS.
- June 30, 2025: Approval of the selection of the external auditor for FY2025.
- December 20, 2025: Approval of internal audit results for 2025 and the action plan for 2026.

3. Performance results in 2025

In 2025, the AC effectively fulfilled its roles and responsibilities in accordance with the Law on Enterprises and the Company's Charter, including:

- Supervising the Board of Management ("BOM") in complying with applicable laws, the Company's Charter, and the implementation of GMS resolutions as well as resolutions, decisions, and directives of the Board of Directors ("BOD").
- Continuing to support the review of the internal regulatory document system and advising on strengthening control points to ensure completeness, effectiveness, and alignment with the Company's operations.
- Overseeing the integrity of the Company's Financial Statements and public disclosures relating

to financial performance, safeguarding the best interests of the Company and its shareholders.

- Providing advisory support on tax and accounting matters to ensure compliance with accounting standards and regulations, while minimizing tax risks during audits and financial statements reviews.
- Advising on improvements in production management and administrative and human resource management to ensure compliance with internal policies and applicable laws.
- Conducting follow-up reviews on prior recommendations in production management, accounting, human resources, and administration.

II. OVERSIGHT OF FINANCIAL STATEMENT (FS) PREPARATION

The AC supervised the preparation and presentation of the FS and noted that:

- The FS were prepared in accordance with Vietnamese Accounting Standards and applicable accounting regulations, No material misstatements affecting their fairness were identified, and disclosures were made in compliance with applicable laws.
- Accounting policies and estimation principles were applied consistently throughout the year, with no material changes affecting the financial position or disclosed FS.
- Transactions with related parties complied with Company regulations and the law, with no conflicts of interest identified.

III. ASSESSMENT OF THE BOARD OF DIRECTORS AND MANAGEMENT

- In 2025, the BOD conducted quarterly meetings in accordance with regulations to implement the resolutions of the 2024 Annual GMS. All resolutions were fully implemented and reported in detail.
- Based on the BOD's resolutions, the BOM effectively implemented most approved matters relating to business operations and investment activities,
- The AC assessed that resolutions and decisions issued by the BOD and the BOM were within their authority and in compliance with applicable laws, the Company's Charter, and internal regulations.

IV. COORDINATION BETWEEN THE AC, BOD, AND BOM:

- The AC maintained effective coordination with the BOD and BOM while strictly complying with legal requirements.
- The BOD and BOM facilitated the AC's performance by providing timely information and enabling the execution of its supervisory duties. The BOM directed relevant departments to address and rectify issues raised by the AC.
- The AC held multiple working sessions with the BOM to monitor operational implementation and business performance.
- The AC regularly reported its supervisory results to the BOD.

V. RECOMMENDATIONS OF THE AC

In 2025, the AC contributed to strengthening the internal control system and improving operational efficiency through its supervisory and advisory activities. To further enhance effectiveness, the AC recommends the following:

- Continuing the review and update of internal regulatory documents to ensure effective control points and standardized operations, thereby mitigating risks.
- Reviewing inspection, maintenance, and reporting practices for the Company's three plants and

rooftop solar sites to enhance maintenance effectiveness.

- Ensuring compliance with applicable laws and the Company's internal regulations in payroll documentation under the Human Resources function, thereby ensuring regulatory adherence and protecting employees' rights.

VI. ACTION PLAN FOR 2026

To achieve audit objectives, the AC proposes the following key action plans for 2026:

- Continue to perform oversight and supervisory functions over the activities of the BOD, the management and executive functions of the BOM, and all departments and units.
- Increase working sessions with the BOM to address non-standardized issues and ensure timely resolution.
- Conducting key audit activities, including:
  + Review of quarterly and annual FS for 2026;
  + Review of operational and production management;
  + Review of financial and accounting activities;
  + Review compliance in Human Resources and Administrative functions;
  + Follow-up reviews of prior audit findings;
  + Ad-hoc audits as required by actual circumstances.

This report presents the AC's performance in 2025 and the plan for 2026. We wish the AGM a great success.

ON BEHALF OF THE AUDIT COMMITTEE

CHAIRMAN

(Signed)

VO HOANG VINH

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**

HCMC, May 28, 2026

REPORT ON 2025 BUSINESS PERFORMANCE AND 2026 BUSINESS PLAN

Dear Esteemed Shareholders,

Dear General Meeting,

Pursuant to the Resolution of the Annual General Meeting of Shareholders (AGM) for Fiscal Year 2024 dated April 25, 2025, the Board of Management (BOM) of Gia Lai Hydropower Joint Stock Company respectfully reports to the AGM on the business and production performance in 2025 and the business plan for 2026.

I. 2025 BUSINESS PERFORMANCE

1. Overview

a. General assessment

Vietnam's economy in 2025 recorded strong and notable growth, with GDP exceed 8%, significantly higher than the overall global growth rate. GDP at current prices reached approximately USD 514 billion, with GDP per capita exceeding USD 5,000. The main drivers of growth included domestic consumption, public investment, FDI inflows, and exports, with the manufacturing sector continuing to play a pivotal role. Average inflation in 2025 was kept at around 3,3%, within the targeted range, thereby helping maintain macroeconomic stability. Bank lending rates remained stable, providing support for production and business activities and improving enterprises' access to capital.

In 2025, Vietnam's energy sector continued to play a pivotal role in ensuring national energy security, meeting electricity demand for economic growth and residential consumption. According to consolidated data from Vietnam Electricity (EVN), total electricity generation and imports of the entire system in 2025 reached approximately 322,8 billion kWh, up 4,6% compared to 2024, Commercial electricity output reached around 287,9 billion kWh, reflecting steadily increasing demand in line with the economy's recovery and expansion. The power generation mix continued to rely on coal-fired and gas-fired power as foundational sources, ensuring a stable electricity supply for the system, particularly during peak periods. Gas-fired power capacity was further strengthened with the commissioning of Nhơn Trach 3 Power Plant in 2025, contributing to enhanced flexibility and reliability of the national power system, Renewable Energy (RE), particularly Wind Power, continued to expand through transitional projects, gradually increasing the share of clean energy in the overall generation mix. Overall, in 2025, Vietnam's energy sector operated amid rising electricity demand but remained fundamentally well managed, creating a favorable foundation for business and production activities, while also highlighting the need for continued synchronized investment in both generation and grid infrastructure, as well as improved system operational efficiency.

In 2025, the Government issued several legal documents and policies that had direct impacts on the energy sector, including:

- Power sector planning, strategies, and development orientations
  - + Decision No, 768/QD-TTg (April 15, 2025): Approving the revised National Power Development Plan for the 2021-2030 period, with a vision to 2050.
  - + Decision No, 1415/QD-TTg (June 30, 2025): Approving the Vietnam Power Development Strategy to 2030, with a vision to 2050.

+ Resolution No, 253/2025/QH15 (December 11, 2025): Providing mechanisms and policies for national energy development for the 2026-2030 period.

- Retail electricity pricing mechanism and tariff adjustments:
  + Decree No, 72/2025/ND-CP (March 28, 2025): Providing regulations on the mechanism and timing for adjustments to the average retail electricity tariff.
  + Decision No, 07/2025/QD-TTg (March 31, 2025): Stipulating the framework for the average retail electricity tariff, including the minimum and maximum price levels.
- Mechanisms and methodologies for determining power generation tariffs:
  + Circular No, 09/2025/TT-BCT (February 1, 2025): Providing regulations on dossiers, procedures, and methodologies for determining and approving generation tariff frameworks for various types of power sources, including RE and imported electricity.
  + Circular No, 12/2025/TT-BCT (February 1, 2025): Stipulating the methodology for determining power generation service prices, principles for determining electricity prices for power projects, and contents of power purchase agreements (PPAs).
  + Decision No, 1198/QD-BCT (April 26, 2025): Approving the generation tariff framework for pumped-storage Hydropower plants for 2025.
  + Decision No, 1508/QD-BCT (May 30, 2025): Promulgating the maximum generation tariff framework for onshore and nearshore Wind Power by region (North, Central, and South).
- Decrees guiding the implementation of the Law on Electricity:
  + Decree No, 56/2025/ND-CP (March 3, 2025): Providing guidance on the implementation of several provisions of the Law on Electricity relating to power development planning, grid development, investment planning, and investor selection through bidding.
  + Decree No, 58/2025/ND-CP (March 3, 2025): Providing guidance on the Law on Electricity in relation to RE development and new types of power generation.
  + Decree No, 57/2025/ND-CP (March 3, 2025): Stipulating the direct power purchase agreement (DPPA) mechanism between RE power plants and large electricity consumers via private grids or the national grid, A draft amendment and supplementation to this Decree have been circulated for comments by the Ministry of Industry and Trade since October 2025 to further refine the DPPA mechanism and address practical challenges; however, as of now, it has not yet been promulgated.

2. Performance Results in 2025

Output in 2025 exceeded the KPI by 3%. Specifically, hydropower plants recorded results exceeding the plan by 9,5 million kWh, equivalent to 107% of the plan, while solar and rooftop power plants had lower output of 2,8 million kWh, reaching only 96% of the plan.

Profit before tax (PBT) in 2025 reached 192 billion VND, exceeding the annual plan by 3%, Profit after tax (PAT) 2025 reached 169 billion VND, exceeding 7% Plan.

Business Results 2025

Indicator *(Billion VND)*	**Plan 2025**	**Actual 2025**	***Comparison Actual/Plan***
Total Revenue	373	369	*99%*
Total Expenses	186	177	*95%*
Profit before tax	187	192	*103%*
Profit after tax	158	169	*107%*

Source: GHC

Periodic maintenance activities were proactively and optimally implemented to ensure the stable and safe operation of the Power Plants. Throughout the process, the Company closely monitored actual operating conditions, strictly controlled, and optimized repair and maintenance costs.

The total output loss (due to power control and shutdowns for maintenance, repairs, and incidents) in 2025 is 4.82 million kWh, accounting for 2.3% of the achievable output, higher than the loss in the same period (loss in 2024: 3.23 million kWh). Of this, the output loss at TTC Ham Phu 2 Solar Power Plant is over 3.7 million kWh, accounting for over 5.3% of the plant's achievable output, higher than the loss in the same period (loss in 2024 was 3.03 million kWh).

3. Implementation of Other Key Activities

a. <u>Finance - Capital Mobilization</u>

Asset Structure as of December 31, 2025:

As of December 31, 2025, GHC's consolidated total capital amounted to 1,486 billion VND; The debt-to-total-assets ratio was 26%, down from 31% in 2024, indicating that the capital structure has continued to improve towards greater safety. The short-term debt service ratio was 3.1 time, reflecting an adequate ability to meet short-term obligations, with cash flows being proactively monitored and balanced by the Company.

2025 Financial Structure

Indicator *(Billion VND)*	**Value**	**Indicator**	**Value**
Current Assets	276	Current Liabilities	89
		Long-term Liabilities	299
Non-current Assets	1,210		
		Owner's Equity	1,098
Total Assets	**1,486**	**Total Capital**	**1,486**

Source: GHC

- Dividend payment to Shareholders according to Resolution No. 08/2025/NQ/DHDCD dated 25/04/2025 and BOD Resolution No. 20/2025/NQ-HDQT dated 10/10/2025, the Company paid an interim dividend for the first installment of 2025 in cash at a payout rate of 20%, equivalent to 95.3 billion VND, taken from undistributed profits of 2025,
- Balancing liquidity from production and business revenue and idle capital to increase financial activities, lending/depositing to increase the financial revenue of the Company, In 2025, revenue from this activity was recorded at VND 17.7 billion,
- Maintaining the capital contribution ratio to existing projects, Accumulated as of the end of 2025, the capital contribution investment value was VND 420 billion, equivalent to 28.3% of the Company's Total Assets, specifically as follows:

Unit: Billion VND

INVESTMENT COMPANY	OWNERSHIP			2024 Dividends		2025 Dividends	
	Investment Value	Number of Shares *(million)*	Ownership ratio	Rate	Amount	Rate	Amount
Ia Bang Wind Electricity Joint Stock Company (IBE)	170	17	39.53%	15%	25.5	10%	17
VPL Energy Joint Stock Company (VPL)	250	25	29.72%	5%	12.5		
Total	**420**	**42**			**38**		**17**

- During the year, GHC recorded dividends of VND 17 billion from IBE, equivalent to approximately 10% of the investment capital in IBE, This is a newly commissioned project that came into operation in late 2021 (although the outstanding debt for wind projects remains high, the companies still ensure dividend payments for shareholders). In 2025, VPL Company did not pay dividends in order to focus financial resources on the construction of the VPL2 project (30 MW), aiming to bring the entire project into operation in Q4/2026, This will contribute to improving financial efficiency and future dividends.
- Currently, the company continues to maintain and expand relationships with domestic and international credit institutions to secure green financing at reasonable costs for new renewable energy projects.

b. Project investment

- VPL2 Wind Power Project (30 MW): All necessary legal procedures have been completed, including the signing of specialized agreements, approval of the Environmental Impact Assessment (EIA), exemption from the construction permit, allocation of the sea area, and appraisal of the technical design. The project has also signed a Power Purchase Agreement (PPA) with EVN at a tariff of 99.5% of the price ceiling. In addition, key contracts such as the EPC contract and the wind turbine supply agreement have been executed, while financing arrangements have been completed with Vietcombank as the funding provider. Currently, the project is focusing on construction activities, with the target of achieving full commercial operation in Quarter IV/2026.
- The Company has continued expanding research and development of RE projects, including Solar Power… in provinces with favorable conditions.
- Site surveys have been conducted for several small- and medium-sized Hydropower projects in Quang Ngai (former Kon Tum) and Khanh Hoa (former Ninh Thuan), while appropriate investment cooperation options aligned with the Company's long-term development strategy are under consideration.
- The Company continues to assess potential locations already included in provincial master plans, while evaluating and registering participation in bidding processes for feasible projects.

c. Other activities

- The Company maintained strict compliance with EHSS regulations at all Power Plants. In 2025, it fully completed all required environmental, occupational safety and health, and fire prevention and firefighting procedures and documentation in accordance with applicable laws; conducted environmental monitoring and inspections; managed hazardous waste collection; updated legal dossiers; Information was proactively updated to ensure the safety of people and assets.

- The headcount in 2025 will be 71 personnel, including permanent employees, seasonal workers, collaborators, and dual-role employees, an increase of 1 person compared to 2024, Labor productivity based on net revenue will be 96% compared to 2024 and an increase of 7% compared to 2023.
- The Company maintained 5S assessment across the entire company to build a green, clean, and beautiful, professional working environment; periodically review and upgrade facilities at headquarters and factories; implement efficient procurement, inventory, and asset management; tighten image and operational management; and comprehensively implement CSR programs in 2025 throughout the company.
- Implement a comprehensive digital transformation and information technology infrastructure development plan, upgrading infrastructure at offices and factories; enhance security and surveillance with camera systems, alarm systems, and firewalls; and implement a centralized SCADA monitoring system.
- Legal and compliance work was proactively carried out, with close monitoring and timely updates of regulatory changes relating to electricity, RE, land, and bidding laws, Legal risk identification, assessment, and control were strengthened across the project portfolio. Internal governance continued to be standardized and harmonized, enhancing corporate governance effectiveness and safeguarding shareholders' interests.
- In 2025, the Company published an Annual Report (AR) integrating a bilingual Sustainable Development Report in accordance with international standards, meeting the information needs of domestic and foreign investors, Furthermore, the Company was awarded Top 10 "Listed/Registered Companies with Good Corporate Governance, Information Disclosure and Transparency" for the 2024 - 2025 assessment period.

II. 2026 BUSINESS PLAN

1. Electricity production and distribution activities

- Based on the operational experience of previous years, and taking into consideration the weather trends for 2026, the business plan for 2026 is projected as follows:

Total Production ***: 202 million kWh***

+ Hydropower : ***127 million kWh***, ***92%*** yoy

+ Solar farm and rooftop power : ***75 million kWh***, ***102%*** yoy

Electricity revenue (excluding taxes and fees): VND 293 billion

+ Hydropower : ***118 billion VND***, ***84%*** yoy

+ Solar farms and rooftop power : ***175 billion VND***, ***102%*** yoy

- To achieve the production and revenue targets, the company will implement the following key solutions:

+ Continue to strengthen the optimal operation of power plants. Proactively conduct inspections of the operation and equipment at production facilities to detect, address, prevent, and minimize incidents promptly, Research, design, improve, and implement rational technical solutions to optimize and enhance safety and reliability in production.
+ Implement and effectively control the annual repair plan while ensuring business operations and optimizing costs. Deploy maintenance and repair items based on a balanced budget that aligns with the actual situation.

+ Analyze and evaluate operational performance, while ensuring that operational factors such as equipment safety factor and availability factor are always maintained at the highest level. Proactively review and forecast potential risks during operation to minimize downtime due to malfunctions.

+ Further research should be conducted on options for controlling compliance with the scheduled maintenance plans of the plants. Technological solutions and production rationalization measures should be implemented to benefit the plants.

+ Continue identifying high-potential projects to develop investment cooperation and M&A plans and execute them at appropriate times to supplement revenue streams and diversify the Company's RE portfolio.

2. Financial Investment Activities

- ***Planned financial income:*** VND 34 billion, equivalent to 98% compared to 2025, maintain stable dividend income from affiliated companies and income from interest on deposits and loans.

- ***Key solutions for achieving the plan:***

  + The company continues to update and apply accounting, tax, and financial regulations, thereby improving compliance and refining financial management practices.

  + At the same time, the company is expanding and maintaining cooperative relationships with domestic and foreign credit institutions to diversify funding sources and ensure resources for the implementation of future projects.

  + Cash flow management is carried out proactively, ensuring that financial obligations are paid in full and on time; at the same time, capital costs are controlled to maintain financial efficiency and operational stability.

3. Project Investment Activities

- To develop new RE projects in line with Power Development Plan VIII and its revised version, as well as provincial implementation plans,

- To continue researching and developing various types of RE projects across provinces; to implement phased investment strategies and apply appropriate technologies to ensure investment efficiency,

- To enhance investment cooperation; actively participate in bidding processes and pursue M&A opportunities for promising RE projects in localities to expand and diversify the investment portfolio, increase operating capacity, and deliver greater value to shareholders,

- To proactively seek and expand partnerships with organizations and institutions possessing strong financial capacity, experience, and expertise in the RE sector to jointly develop new projects,

4. Human Resources

- To fully and promptly comply with new legal regulations on labor, compensation, and related policies; concurrently review and update internal regulations to ensure alignment and compliance.

- To continue reviewing, strengthening, and developing additional HR policies to ensure alignment with the Company's strategic objectives and prevailing industry market conditions.

- To further standardize the performance evaluation system with a focus on fairness and transparency.

- To prioritize employee health and occupational safety; to review and adjust employee welfare policies in a timely and comprehensive manner.
- To continue investing in training and development programs to ensure operational readiness and enhance professional competencies and skills; to build a professional workforce capable of adapting to change, embracing challenges, and continuously improving productivity, thereby contributing significantly to the Company's sustainable growth.

5. Finance and Accounting

- To implement capital mobilization solutions to ensure sufficient funding to meet development needs in 2026 and subsequent years, including equity capital, loans from credit institutions, and mobilization of international green financing sources to strengthen financial capacity, ensure liquidity, invest in RE projects, and achieve the Company's strategic objectives.
- To continue seeking and expanding relationships with domestic and international credit institutions and financial organizations to optimize cost-efficient funding sources for RE projects.
- To enhance cost control and expense management in a more optimized and efficient manner, while ensuring adequate liquidity and fulfillment of the Company's financial obligations.
- Expanding the scale of renewable energy development requires supplementing future equity capital, In addition to accumulating existing financial resources and optimizing capital, GHC needs a plan to mobilize new sources of capital to increase the company's equity capital, such as issuing bonds and shares to existing shareholders and strategic shareholders.

6. Business plan summary for 2026

2026 Business Plan

Target *(Billion VND)*	**KH 2026**	**TH 2025**	***Comparison 2025***
Total Revenue	348	369	94%
Total Cost	183	177	103%
Profit before tax	165	192	86%
Profit after tax	**147**	**169**	**87%**

Source: GHC

In 2025, the Company successfully fulfilled and achieved many important targets and tasks assigned by the GMS, These results provide a solid foundation for the effective implementation of the 2026 business and production plan.

Wishing our valued Shareholders good health, success, and happiness.

Wishing the General Meeting great success!

ON BEHALF OF THE BOARD OF MANAGEMENT

DIRECTOR

(Signed)

TRAN DANH BAO

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 01

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of 2025 Audited Financial Statements

- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (the Company, GHC),*

The Board of Directors of Gia Lai Hydropower Joint Stock Company respectfully submits to the General Meeting of Shareholders (GMS) to approve the 2025 Audited Financial Statement as follows:

2025 AUDITED FINANCIAL STATEMENTS

The Company's 2025 Financial Statements for the Fiscal Year ended December 31st, 2025, were audited and certified by Ernst & Young Vietnam Company Limited:

"*In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of the Company as at 31 December 2025, and of the results of its operation and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the financial statements.*"

Summary of some important indicators of the 2025 Audited Financial Statements:

1. Balance sheet

Unit: Billion VND

No,	Item	2024	2025
I	**Total Assets**	**1,493**	**1,486**
1	Short-term Assets	317	276
2	Long-term Assets	1,176	1,210
II	**Total Liabilities and Equity**	**1,493**	**1,486**
1	Liabilities	461	388
2	Owners' Equity	1,032	1,098

2. Income Statement

Unit: Billion VND

No,	Item	2024	2025
1	**Total Revenues *(Other income not included)***	**371**	**369**
2	Total Expenses *(Other expenses not included)*	168	177
3	**Net Operating Profit (3=1-2)**	**203**	**192**
4	Net Other Profit	2	-0
5	**Net Accounting Profit Before Tax (5=3+4)**	**205**	**192**
6	Current Corporate Income Tax -	23	23
7	**Net Profit After Tax (7=5-6)**	**181**	**169**

Source: Audited Financial Statements

3. Respectfully submits to the GMS for approval of the remaining contents of the 2025 Audited Financial Statements, including: the Cash Flow Statement; Notes to the Financial Statements: status of owners' capital contributions, changes in equity, corporate income tax incentives, related party disclosures, and others.

Respectfully submitted to the GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 02

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of Selecting the Independent Audit Firm for the 2026 Fiscal Year

- *Pursuant to the Law on Enterprises in 2020;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (the Company, GHC);*
- *Pursuant to Circular 116/2020/TT-BTC guiding on public company governance as prescribed in the Government's Decree No, 155/2020/ND-CP, effective from February 15, 2021,*

To carry out the audit of annual Financial Statements in accordance with regulations, the Board of Directors respectfully proposes to the General Meeting of Shareholders to authorize the Board of Directors to select an External Audit Company for the 2026 Financial Statements based on the recommendation of the Audit Committee from among the following auditing companies approved by the State Securities Commission:

1. PWC Vietnam Co., Ltd
2. Deloitte Vietnam Co.,, Ltd
3. Ernst & Young Vietnam Co., Ltd
4. KPMG Co., Ltd

These are 4 large and reputable auditing firms in the world, as well as in Vietnam, which have also previously audited financial statements for GHC.

Respectfully submitted to the GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 03

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of the 2025 Funds Distribution Plan

- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (the Company, GHC);*
- *Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2024;*
- *Pursuant to the income statement in 2025,*

The Board of Directors (BOD) proposes the plan for distributing funds in 2025 as follows:

Unit: Billion VND

No	Item	2025 Plan	2025 Actual
I	**Plan for appropriation of funds**		
1.	**Total revenue**	**373**	**369**
2.	Total expense	186	177
3.	**Profit before tax (3=1-2)**	**187**	**192**
4.	Corporate income tax (CIT)	29	23
5.	**Profit after tax (5=3-4)**	**158**	**169**
6.	**Appropriation of reserve funds**	**7,9**	**8,4**
	*- Bonus and Welfare Fund ((5)*5%)*	7,9	8,4
7.	**Remaining Profit after appropriation of reserve funds (7=5-6)**	**150**	**161**
II	**Dividend payment plan**		
1.	Dividend payout ratio		**20%**

Source: GHC

Respectfully submitted to the General Meeting of Shareholders (GMS) for approval as follows:

In 2025, the Company paid the first dividend installment at a rate of 20%, successfully meeting the plan assigned by the Annual General Meeting of Shareholders for the fiscal year 2024 (ranging from 15% to 25%).

The BOD respectfully submits to the GMS for approval of the dividend payout ratio for 2025, set at 20%.

Respectfully submitted to the GMS.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 04

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of the Business Plan for 2026

- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (the Company, GHC),*

The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) for discussion and approval of the 2026 Business Plan as follows:

Unit: Billion VND

Item	2026 Plan
Total Revenue	**348**
+ Revenue from electricity	314
+ Financial Income	34
Total Expense	**183**
+ Cost of Electricity	148
+ Financial Expenses	24
+ General Administrative Expenses	11
Profit Before Tax	**165**
Profit After Tax	**147**

Source: GHC

Respectfully submitted to GMS.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 05

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of the Profit Distribution Plan for 2026

- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (the Company, GHC),*

The Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) for discussion and approval of the 2026 Profit Distribution Plan as follows:

Unit: Billion VND

STT	Item	2026 Plan
1.	**Total revenue**	**348**
2.	Total expense	183
3.	**Profit before tax (3=1-2)**	**165**
4.	**Profit after tax**	**147**

Source: GHC

Profit after tax distribution plan for 2026:

+ Appropriation to Bonus and Welfare Fund: 5%;
+ Dividend Payment in Cash: Expected range from 15% to 25%
+ To authorize the Board of Directors to decide the rate, payment method, and dividend advance time in 2026 based on undistributed profits, the Company's business and financial performance, and to optimize benefits for the Company's shareholders.

Respectfully submitted to GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 06

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of the Amendment and Update of the Company's Charter

- *Pursuant to the Law on Enterprises No, 59/2020/QH14 dated June 17, 2020;*
- *Pursuant to the Law on Securities No, 54/2019/QH14 dated November 26, 2019;*
- *Pursuant to Decree No, 155/2020/ND-CP detailing the implementation of several articles of the Law on Securities, effective from January 1, 2021;*
- *Pursuant to Decree No, 245/2025/ND-CP amending and supplementing a number of articles of Decree 155/2020, effective from September 11, 2025;*
- *Pursuant to Circular No, 116/2020/TT-BTC guiding certain provisions on corporate governance applicable to public companies under Decree No, 155/2020/NĐ-CP, effective from February 15, 2021;*
- *Pursuant to Resolution No, 76/2025/UBTVQH15 dated April 14, 2025, on the reorganization of administrative units in 2025;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (Company or GHC);*

To ensure that the provisions of the Company's Charter are in accordance with current laws, we respectfully submit to the General Meeting of Shareholders (GMS) for approval the following updates and amendments to the Company's Charter:

1. Regarding updating the company's head office address

No.	Current Charter	Proposed Amendment / Update	Reason
1	**Article 2. Name, Head Office, and Duration of Operation** 3. Registered head office of the Company - Address: 114 Truong Chinh Street, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam.	**Article 2. Name, Head Office, and Duration of Operation** 3. Registered head office of the Company - Address: 114 Truong Chinh Street, Pleiku Ward, Gia Lai Province, Vietnam.	Update of the Company's head office address in accordance with the new administrative unit's name based on Resolution No, 76/2025/UBTVQH15 dated April 14, 2025, of the Standing Committee of the National Assembly on the rearrangement of administrative units in 2025.

2. Regarding adjustments to regulations on foreign ownership ratios

No.	Current Charter	Proposed Amendment / Update	Reason
1	**Article 1. Explanation of words and terms** 1. In this Charter, the following words and terms are understood as follows: **o. Foreign ownership ratio**: This is the maximum ownership ratio applicable to	**Article 1. Explanation of words and terms** 1. In this Charter, the following words and terms are understood as follows: **o. Foreign ownership ratio**: This is the maximum foreign ownership ratio in the	To comply with the provisions of Article 139 of Decree 155/2020/ND-CP, amended by Decree 245/2025/ND-CP, the following provision has been abolished: "In cases where a public company decides on a maximum foreign ownership

	foreign investors in the Company at any given time, The foreign ownership ratio in the Company is 49% of the charter capital.	Company at any given time, as stipulated by law.	ratio lower than the ratios stipulated in points a, b, c, d, and e of Clause 1 of this Article, the specific ratio must be approved by the GMS and stipulated in the company's charter." Accordingly, the foreign ownership ratio will be determined by law at any given time.

3. To assign the Chairwoman of the Board to organize the implementation of the update and amendment of the Company's Charter after it has been approved by the GMS, and to carry out all necessary procedures with the competent state authorities in accordance with applicable laws.

Respectfully submitted to GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
No. 07	**Independence - Freedom - Happiness**
	HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of the Transaction Framework with Related Parties and the List of Related Parties expected to engage in Transactions with the Company in 2026

- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (Company or GHC);*
- *Pursuant to the Law on Enterprises No, 59/2020/QH14, effective from January 1, 2021 (Law on Enterprises 2020);*
- *Pursuant to the Law on Securities No, 54/2019/QH14, effective from January 1, 2021;*
- *Pursuant to Decree No, 155/2020/ND-CP detailing the implementation of certain provisions of the Law on Securities, effective from January 1, 2021 (Decree 155);*
- *Pursuant to Decree No, 245/2025/ND-CP amending and supplementing a number of articles of Decree 155, effective from September 11, 2025 ("Decree 245");*
- *Pursuant to Circular No, 116/2020/TT-BTC guiding certain provisions of corporate governance applicable to public companies under Decree 155, effective from February 15, 2021 (Circular 116);*
- *Pursuant to Circular No, 96/2020/TT-BTC dated November 16, 2020, guiding information disclosure in the securities market;*
- *Pursuant to demand and the current situation*,

To ensure smooth, convenient operation of the Company's governance and business activities, in compliance with legal regulations, optimize costs, experience, and benefits for the Company and its Shareholders, the Board of Directors (BOD) respectfully submits for the General Meeting of Shareholders (GMS) to approval the Basic Framework for Related Party Transactions expected to arise in 2026, along with the List of Related Parties expected to engage in Transactions with the Company in 2026 up to the next GMS, subject to the approval authority of the GMS, excluding transactions prohibited by law. Specifically, this is in accordance with Clause 4 (a) Article 164, Article 167 of the Law on Enterprises No, 59/2020/QH14, Article 293 of Decree 155 as amended by Decree 245, with details as follows:

1. Approval for signing Contracts/Transactions of value equal to or exceeding 35%, or transactions resulting in a total value within 12 months from the first transaction date being equal to or exceeding 35% of the total assets of Gia Lai Hydropower Joint Stock Company as recorded in the most recent published Financial Report:
   - Signing Parties: Transactions between Gia Lai Hydropower Joint Stock Company and the Enterprises listed in Appendix 02 attached to this Proposal.
   - Main Content of Transactions: As detailed in Appendix 01 attached to this Proposal.
2. Approval of signing contracts, borrowing transactions, or asset sales with a value exceeding 10% of the total asset value recorded in the most recent Financial Report, conducted between the Company and a shareholder owning 51% or more of the total voting shares, or Related Parties of that shareholder.
   - Main Content of Transactions: As outlined in Appendix 01 attached to this Proposal.
   - Specific transaction values will vary depending on the timing and specific activities, ensuring the interests of both the Shareholders and the Company are prioritized.

3. Implementation Period: From the date of approval by GMS until the next Annual GMS.
4. Approval of Delegation and Authorization to the BOD: Make decisions for specific cases and execute actions in alignment with the Company's real-world situation, Charter, internal rules, and legal regulations. The BOD shall decide, direct relevant departments to negotiate, agree upon, sign, and implement contracts or transactions with Related Parties, These actions must adhere to principles approved by GMS, follow market practices, avoid conflicts of interest, comply with current laws and the Company Charter, and ensure compliance with information disclosure regulations as per the Securities Law and Circular 96/2020/TT-BTC, which guides information disclosure by listed companies.

Respectfully submitted to GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

APPENDIX 01

MAIN CONTENTS OF TRANSACTIONS WITH RELATED PARTIES

(Attached to Proposal No, 07 Regarding: Approval of the Transaction Framework with Related Parties and the List of Related Parties expected to engage in Transactions with the Company in 2026)

1. Services Contracts such as Training and human resource development; Providing information technology services, brand management, etc,, and office rental, purchasing products

a) Contract objects: Testing services, consulting (management, operations, projects,,,), training, human resource development, information technology, brand management, office rental, and purchasing products.

b) Contract value: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

c) Implementation time: In 2026 until the nearest GMS.

d) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

2. Borrowing, Lending, and Payment Guarantee Contract

a) Contract object: Borrowing, Lending, Payment guarantee.

b) Interest rate: As agreed by the Parties, following the market interest rate.

c) Limit: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

d) Borrowing/lending term: Short-term or medium-term according to the Borrower's needs.

e) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

f) For Internal Capital Transfers within GHC: Implementation will be based on operational needs, in compliance with the Company's regulations and the law, The execution will be fully reported as required and submitted to HOSE periodically.

3. Share Transfer Contract

a) Contract object: Shares.

b) Contract value: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

c) Implementation time: In 2026 until the nearest GMS.

d) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

4. Contract for daily and regular production and business activities

a) Contract object: Service contract (healthcare; rent/rent out a car, office, warehouse, O&M, management,,,); Sales contract (Renewable Energy Equipment, Solar Panel, gifts,,,); Receipt and payment on behalf…

b) Contract value: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

c) Implementation time: In 2026 until the nearest GMS.

d) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

APPENDIX 02
LIST OF RELATED PARTIES INCLUDING
(Attached to Proposal No, 07 Regarding: Approval of the Transaction Framework with Related Parties and the List of Related Parties expected to engage in Transactions with the Company in 2026)

No,	Related Party	Enterprise Code
1.	Gia Lai Electricity Joint Stock Company (JSC)	5900181213
2.	Thuong Lo Hydropower One - Member Limited Liability Company	3301515921
3.	Cao Nguyen Energy JSC	6001653115
4.	Gia Lai Consultancy and Energy Development One - Member Co,, Ltd	5900944828
5.	TTC Duc Hue - Long An Electricity JSC	1101860490
6.	VPL Energy JSC	1301026028
7.	Tien Giang Wind Power JSC	1201592559
8.	Truc Son Solar Power Plant JSC	6400396685
9.	VI-JA Renewable Energy Development Cooperation JSC	0316274631
10.	Ia Bang Wind Electricity JSC	5901142873
11.	Tien Giang Renewable Energy JSC	1201630317
12.	Tan Thanh Renewable Power JSC	1201645433
13.	Ca Mau Green Energy JSC	2001358289
14.	GHC Energy Company Limited	0319390890
15.	Tan Phu Dong Solar Power Company Limited	1201724011
16.	Tan Phuoc Solar Power Company Limited	1201724117
17.	Tan Phuoc Renewable Energy Limited Company	1201728802
18.	Thanh Thanh Cong Investment JSC	0301466073
19.	Thanh Thanh Cong - Bien Hoa JSC	3900244389
20.	Bentre Import Export Joint-Stock Corporation	1300104040
21.	Bien Hoa Consumer JSC	3600495818
22.	Thanh Thanh Cong Industrial Zone Joint-Stock Company	3900471864
23.	Thanh Ngoc Tea JSC	5801408054
24.	Tan Dinh Import-Export JSC	0301717873

25.	TTC Tourist Limited Company	4200351556
26.	TTC International Travel Limited Company	0316234004
27.	Thanh Thanh Nam JSC	0312907273
28.	Thanh Binh Tourist JSC	0302294892
29.	DHA Medical Service Trading JSC	0314796495
30.	JERA ASIA VIETNAM HOLDINGS PTE, LTD	CB0328

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 08

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Approval of the Remuneration and Estimated Operating Expenses of the Board of Directors and its Subordinate Departments in 2026

- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (Company or GHC);*

In 2025, the remuneration and operating expenses of Board Members and the Audit Committee (AC) were paid following the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) Resolution.

The total remuneration of the Board of Directors (BOD) and AC in 2025 (including the 13th month's salary) was VND 2,080,000,000, in which the monthly remuneration of the Chairwoman of Board was VND 40 million/month, and the Board Member was VND 30 million/month/person.

BOD respectfully submits to the AGM to discuss and vote to approve the remuneration of BOD and estimated operating expenses of the Board Members and their Subordinate Departments to perform the assigned tasks in 2026 (From January 1st, 2026) as follows:

1. The remuneration of the BOD

No,	Title	Remuneration
1	Chairwoman	VND 40,000,000/month
2	Board Member	VND 30,000,000/month

The total remuneration of the BOD in 2026 (including the 13th month's salary) was VND 2,080,000,000.

2, The BOD respectfully submits to the General Meeting of Shareholders (GMS) for approval the budget for the operation of the BOD and its subordinate committees to carry out the tasks assigned by the GMS according to their functions and duties: a maximum of 5% of after-tax profit based on business results in the audited financial statements for 2026, The BOD is responsible for reporting this at the next AGM.

Respectfully submitted to GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
No. 09	**Independence - Freedom - Happiness**
	HCMC, May 28, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

Regarding: Additional Election and Reappointment of the Board Members

- *Pursuant to the Company's Charter;*
- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to Resolution No, 15/2021/NQ-DHDCD dated April 06, 2021, on the Dismissal and Additional Election of Members of the Board of Directors ("BOD") for the 2021-2026 term;*
- *Pursuant to the Announcement on Standards and conditions for nominating the Board Members for the 2026-2031 term dated …, 2026;*
- *Pursuant to the Nomination Form for candidates to the Board Members for the 2026-2031 term submitted by Shareholder …, currently holding … shares representing …% of the Company's voting shares, and acting as representative of a group of other shareholders holding … voting shares in the Company,*

According to Resolution No, 15/2021/NQ-DHDCD dated April 06, 2021, Mr. Vo Hoang Vinh and Mr. Pham Thanh Tuan Anh were elected by the General Meeting of Shareholders (GMS) as the Company's Board Members for the 2021-2026 term. As of the date of this submission, his term is about to expire,

To ensure the appropriate structure, composition, and operational effectiveness of the BOD, respectfully submits to the GMS for consideration and approval the election of additional Board Members for the 2026-2031 term from among the following nominated candidates:

Full name of the candidate:

Date of birth:

Academic qualifications:

Citizen ID No,:

Permanent address:

Detailed information on the candidates is provided in the *Candidate Information Appendices* attached to the 2025 Annual General Meeting of Shareholders' Documents.

Respectfully submitted to GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

GIA LAI HYDROPOWER JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

HCMC, May 28, 2026

REGULATION OF ELECTING THE BOARD MEMBERS BY THE CUMULATIVE VOTING METHOD

- *Pursuant to the Law on Enterprises 2020,*
- *Pursuant to the Law on Securities 2019,*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (the Company, GHC),*

Article 1, Scope of application

This Regulation applies to electing the Board Members of Gia Lai Hydropower Joint Stock Company (GHC).

Article 2, Entities of application

1. Shareholders who own shares and Authorized Representatives presenting at the Annual General Meeting of Shareholders (AGM) shall have the right to vote.
2. A list of Shareholders who own shares with voting rights shall be determined when closing the list to conduct AGM per the Charter and Law provisions.

Article 3, Criteria for the selection of candidates and nominees for the Board Member

Candidates and nominees for the Board Member must fulfill the criteria prescribed in the Company's Charter and Article 155 of the Law on Enterprises, the Law on Securities, and the guiding documents thereof.

Article 4, Conditions for nomination and candidacy of the Board Member

1. Shareholders have the right to stand for election and nominate candidates as prescribed by Law and the Company's Charter.
2. The minimum number of candidates equals the number of Board Members to be elected, In case the number of candidates is not sufficient:
   a) The present BOD shall nominate additional candidate(s) until meeting the ratified number
   b) In case BOD additionally nominates according to Point a, but still does not meet the ratified number, the other Shareholders have the right to recommend as prescribed
   c) The introduction of additional candidates at Points a and b shall be clearly announced before AGM votes to elect the Board Member as prescribed.

Article 5, General Regulation for Election

1. Election principles: Vote directly and by a secret ballot.
2. Each Shareholder attending the Meeting is allowed to use only one Ballot with the Shareholder code, number of representative shares, and the contents mentioned in Clause 2 Article 8 of the Election Regulation.
3. If the participant is an Authorized Representative (with an Authorization letter), the Authorized Representative has the whole number of votes corresponding to the number of shares the Mandator owns.
4. The Vote Counting Committee shall be nominated by the Presiding Committee and approved by the AGM, A member of the Vote Counting Committee is not included in the list of candidates for the Board Member.
5. The election of the Board Member shall be conducted one or more times in the following cases:

a) In case there are candidates with an equal voting ratio and need to be eliminated to reach the required number of Members, re-election will be held among these candidates for selection

b) If the number of Members of BOD is not enough as required, AGM will conduct the next election among the remaining candidates until the required quantity according to the regulation.

Article 6, Number of Board Members to be elected

The number of elected Board Members: 02 persons.

Article 7, Electing method

The election for the Board Members shall be made using the cumulative voting method.

1. Each Shareholder has a total number of votes equivalent to the total number of shares having the right to vote (including shares owned by themselves and authorized shares) multiplied (x) by the total number of elected Members, The specific formula is as follows:

Total votes	=	Total shares having the right to vote	x	Total number of Board Members to be elected

For example, the number of candidates for the Board Member is 3, and the number of elected Board Members is 2, The total number of votes for this content is the total number of shares with the right to vote of the Shareholder multiplied by (x) 2.

2. Shareholders have the right to place all their votes in one candidate or split the number of votes for some candidates they trust.

Article 8, Ballots and how to write Ballots

1. Form of Ballots
   a) Ballots shall be printed uniformly;
   b) There is a Company's stamp on each ballot;
   c) Having certified signatures of Shareholders.
2. Contents of Ballots

   Each ballot shows the following contents:
   a) Shareholder code;
   b) Full name of Shareholders/Authorized Representatives;
   c) Total number of shares; Total number of votes eligible to vote, A vote represents the voting rights corresponding to the number of shares held by that Shareholder;
   d) List of candidates for BOD Member: Sorted by first name, showing full name on each ballot.
3. Receiving ballots and how to write ballots:
   a) Receiving ballot: When registering with the Organizing Committee to attend the AGM, Shareholders receive ballots right at the registration desk or are distributed during elections;
   b) Shareholders must themselves perform the following steps: (i) Determine the total number of their votes for the Board Member; (ii) Fill in the number of votes that Shareholders decide to vote for each candidate in the box for that candidate on the ballot;
   c) If there is more than one Authorized Representative, the number of shares and the number of authorized votes of each Authorized Representative must be specified;
   d) In case of incorrect writing, the Shareholder may request the Organizing Committee to change to another ballot.

4. The cases of an ineligible ballot:
    a) It is not the ballot form issued by the Organizing Committee and without the Company's stamp;
    b) The ballot is not signed by the Shareholder or Authorized Representative and is not filled out with the name as prescribed above;
    c) The ballot is not intact, has been erased, edited, or has had other contents outside the Regulations;
    d) The ballot in which, when added together, the number of voting rights filled by the Shareholder is greater than the number of voting rights that such Shareholder has;
    e) The ballot has several trusted candidates greater than the required number of votes;
    f) The ballot is sent to the Vote Counting Committee after the voting ends and the ballot box has been sealed.

Article 9, Principles of voting and vote counting

1. The Vote Counting Committee checks the ballot box at the AGM;
2. The voting starts when the distribution of ballots is completed and ends when the last Shareholder votes in the ballot box;
3. The vote counting must be conducted immediately after the vote ends;
4. The result of the vote counting shall be made in writing and announced by the Representative of the Vote Counting Committee at the Meeting.

Article 10, Principles of the Board Members' election according to the cumulative voting method

The elected Board Members are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of elected Members is sufficient.

Article 11, Making and announcing the Minutes of the Vote Counting

1. After the vote counting, the Vote Counting Committee must make the Minutes of the vote counting.
2. The contents of the Vote Counting Minutes include Company information, Content of the election, The principles and methods of election, List of candidates approved by the AGM, The vote counting results which clearly state the number of votes issued, the number of votes collected, the number of valid votes, the number of invalid votes; The election results which clearly state the full name of the candidates, the number of elected votes, the ratio of the total number of valid shares with voting rights; Election result.
3. Announcing the Vote Counting Minutes at AGM.

This Regulation takes effect right after it is approved by the AGM of GHC, held on May 28, 2026.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN

(Signed)

NGUYEN THAI HA

CUMULATIVE VOTING GUIDELINE

Assume that the AGM elects 2 Members out of a total of 3 candidates for the Board Members.

1. Method of voting: Determining the total number of votes of a Shareholder (and/or an Authorized Representative):

Total number of votes = Total number of shares with voting rights and/or represented x 2

2. Method of writing ballots:

For example, electing the Board Members

Shareholder A, who holds (including shares owned and/or authorized) 1,000,000 shares with voting rights, shall elect 2 Members of the Board of Directors; the total number of votes of Shareholder A is as follows:

1,000,000 x 2 = 2,000,000 votes

Shareholder A conducts cumulative voting in the following ways:

a. Using 2,000,000 votes to elect 1 candidate for the Board Member:

No,	Full name of Candidates	Number of Votes
1	Nguyen A	0
2	Tran B	0
3	Le C	2,000,000
Total		**2,000,000**

b. Distributing 2,000,000 votes equally to 02 candidates for the Board Member:

No,	Full name of Candidates	Number of Votes
1	Nguyen A	1,000,000
2	Tran B	0
3	Le C	1,000,000
Total		**2,000,000**

c. Distributing 2,000,000 votes for 2 candidates for BOD Member according to unequal ratios,

No,	Full name of Candidates	Number of Votes
1	Nguyen A	1,500,000
2	Tran B	500,000
3	Le C	0
Total		**2,000,000**

d. Do not vote for any candidates for the Board Member

No,	Full name of Candidates	Number of Votes
1	Nguyen A	**0**
2	Tran B	**0**
3	Le C	**0**
Total		**0**

BALLOT PAPER
THE BOARD MEMBER

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE 2025 FISCAL YEAR

GIA LAI HYDROPOWER JOINT STOCK COMPANY

28/5/2026

CODE OF BALLOT		**GHC ……**
Full name of Shareholder/Authorized representative		……
(a)	Total number of **SHARES** (attend and authorize)	……
(b)	Total number of **THE BOARD MEMBER** to be elected	02
(c)	Total number of **VOTES** (c) = (a) x (b)	……
NO.	**FULL NAME OF CANDIDATES**	**NUMBER OF VOTES**
1	Nguyen A	……
2	Tran B	……
3	Le C	……
Total		……

Shareholder

(Sign and write full name)

Draft

GIA LAI HYDROPOWER	**SOCIALIST REPUBLIC OF VIETNAM**
JOINT STOCK COMPANY	**Independence - Freedom - Happiness**
No: 01/2026/BBH-DHDCD	*HCMC, May 28, 2026*

MINUTES OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS

I. INFORMATION

1. **Company**: Gia Lai Hydropower Joint Stock Company (GHC)
2. **Registered location**: 114 Truong Chinh Street, Pleiku Ward, Gia Lai Province, Vietnam.
3. **Business Registration Certificate**: 5900288566 was first issued on May 23, 2002 by the Department of Planning and Investment of Gia Lai province, and the 16th amendment was registered on August 19, 2025 by the Department of Finance of Gia Lai province.

II. TIME, VENUE, PARTICIPATION RATE

1. **Time:** 08:30 AM, May 28, 2026.
2. **Venue:** Conference Room, 3rd Floor, TTC Building, 253 Hoang Van Thu Street, Tan Son Hoa Ward, Ho Chi Minh City, Vietnam.
3. **Participation Rate:**

   Mr, Le Thai Binh - Representative of the Shareholder Eligibility Verification Committee, presented the Report on the result of Shareholder eligibility verification, specifically:

   a. Total number of Shareholders entitled to attend the Meeting: … Shareholders, representing 47,662,500 voting shares of the Company, equivalent to 100 % of total voting rights.

   b. Total number of Shareholders attending the Meeting: … Shareholders, representing …, voting shares of the Company, equivalent to …% of the total number of voting rights.

   (*Attached is the Appendix of the Shareholder Registration List*)

   The General Meeting satisfied the provisions and could proceed in accordance with the provisions of the Company's Charter and the Law,

4. **Statement of reasons and introduction of delegates and participants**

   a. The Organizing Committee announced the reason for convening the Annual General Meeting of Shareholders for the 2025 Fiscal Year, which is to report to the General Meeting of Shareholders on the activities of the Board of Directors, the Audit Committee, the results of business operations in 2025, the business plan for 2026, and proposals for approval of matters within the authority of the General Meeting of Shareholders.

   b. The Organizing Committee introducing Delegates and Participants of the Congress.

III. THE ANNUAL GENERAL MEETING OF SHAREHOLDERS (AGM) AGENDA

1. **Approval of the Regulations on the Organization of the AGM**

The Organizing Committee, presented the Regulations on the Organization of the AGM, which was approved by 100% of the Shareholders attending the Meeting.

2. Approval of the 2025 Fiscal Year AGM's Agenda

The Organizing Committee, presented the Meeting Agenda, which was approved by 100% of the Shareholders attending the Meeting.

3. Approval of the composition of the Presiding Committee, the Secretary Committee, the Vote Counting Committee

The Organizing Committee, presented the expected list of Presiding, Secretary, and Vote Counting Committees, specifically:

a. Presiding Committee

i. Ms. Nguyen Thai Ha	Chairwoman of the Board of Directors	Chairperson
ii. Mr. Vo Hoang Vinh	Independent member of Board of Directors Chairman of the Audit Committee	Member
iii. Mr. Tran Danh Bao	General Director	Member

b. Secretary Committee

i. Mr. Nguyen Huu Dat	Senior Legal Executive	Head of the Committee
ii. Ms. Do Thi Nhung	Legal Executive	Member

c. Vote Counting Committee

i. Mr. Nguyen Tien Bang	Chief Accountant	Head of the Committee
ii. Ms. Nguyen Thi Dieu	Office Executive	Member
iii. Ms. Le Diem My	Internal Auditor	Member

The List of Presiding, Secretary, and Vote Counting Committees was approved by 100 % of the Shareholders attending the Meeting.

4. Presented the Reports

a. Report on the 2025 Board of Directors (BOD) activities and 2026 Orientation

Mr. Nguyen Phong Phu - Board Member presented the Report.

(Detailed Report is shown in the Meeting documents).

b. Report of the Independent BOD Members in 2025 and 2026 plan

Mr. Vo Hoang Vinh - Independent member of Board of Directors, Chairman of the Audit Committee presented the Report.

(Detailed Report is shown in the Meeting documents).

c. Report on the activities of the Audit Committee (AC) in 2025 and 2026 Plan

Mr. Le Thai Binh - Board Member presented the Report.

(Detailed Report is shown in the Meeting documents).

d. Report on 2025 Business Performance and 2026 Business Plan

Mr. Tran Danh Bao - General Director presented the Report.

(Detailed Report is shown in the Meeting documents).

5. Presented the Proposals

The Organizing Committee will present the proposals for the General Meeting of Shareholders' approval in the following order:

a. Proposal 01: Approval of 2025 Audited Financial Statements

b. Proposal 02: Approval of Selecting the Independent Audit Firm for the Fiscal Year 2026

c. Proposal 03: Approval of the 2025 Fund Distribution Plan

d. Proposal 04: Approval of the Business plan for 2026

e. Proposal 05: Approval of the Profit distribution plan for 2026

f. Proposal 06: Approval of the amendment and update of the Company's Charter

g. Proposal 07: Approval of the Transaction Framework with Related Parties and the List of Related Parties expected to engage in Transactions with the Company in 2026

h. Proposal 08: Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2026

i. Proposal 09: Additional Election and Reappointment of the Board Members

(Detailed Proposals is shown in the Meeting documents).

6. Congress discussed

a. Shareholders - Registration number: GHC_... comments:

….

b. Ms. Nguyen Thai Ha - Chairwoman of the Board of Directors exchanged as follows:

…

7. Voting to approve the Reports and Proposals

Shareholders vote in favor.

8. The General Meeting approved the Regulations for the Election and the election of Board of Directors members

Mr. Nguyen Tien Bang - Head of the Vote Counting Committee - read the Regulations for the Election of Board Members using the cumulative voting method, The General Meeting voted to approve the Regulations for the Election of Board Members with a 100% approval rate.

The Congress proceeded with the voting process.

9. Tea break

The AGM took a break for 10 minutes.

IV. RESULTS OF VOTING TO APPROVE THE REPORTS, PROPOSALS AND THE ELECTION RESULTS

1. Results of the voting on the Reports and Proposals

At … hours … minutes, based on the Vote Counting Minutes, Mr. Nguyen Tien Bang - Head of the Vote Counting Committee, announced the voting results of the Reports and Proposals by secret ballot on each issue as follows:

At the time of vote counting, the total number of Shareholders and Authorized Representatives attending the Meeting is … People, owning and representing …, Shares equivalent to …, Voting cards.

No	Approved Content	Total number of voting shares	Numbers of valid votes	Numbers of invalid votes	Numbers of affirmative votes	Numbers of negative votes	Abstentions	Corresponding ratio of affirmative votes (%)
I, Approval of the Reports								
1	Report on the 2025 Board of Directors (BOD) activities and 2026 orientation							
2	Report of the Independent BOD Members in the 2025 and 2026 plan							
3	Report on the activities of the Audit Committee (AC) in 2025 and the 2026 plan							
4	Report on 2025 business performance and 2026 business plan							
II, Approvals of the Proposals								

No	Approved Content	Total number of voting shares	Numbers of valid votes	Numbers of invalid votes	Numbers of affirmative votes	Numbers of negative votes	Abstentions	Corresponding ratio of affirmative votes (%)
1.	Proposal 01: Approval of 2025 Audited Financial Statements							
2.	Proposal 02: Approval of Selecting the Independent Audit Firm for the Fiscal Year 2026							
3.	Proposal 03: Approval of the 2025 Fund Distribution Plan							
4.	Proposal 04: Approval of the Business plan for 2026							
5.	Proposal 05: Approval of the Profit distribution plan for 2026							
6.	Proposal 06: Approval of the amendment and update of the Company's Charter							
7.	Proposal 07: Approval of the Transaction Framework with Related Parties and the List of Related Parties expected to engage in							

No	Approved Content	Total number of voting shares	Numbers of valid votes	Numbers of invalid votes	Numbers of affirmative votes	Numbers of negative votes	Abstentions	Corresponding ratio of affirmative votes (%)
	Transactions with the Company in 2026							
8.	Proposal 08: Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2026							
9.	Proposal 09: Additional Election and Reappointment of the Board Members							

2. Results of the cumulative voting for Board of Directors members

At … hours … minutes, based on the Minutes of the Election of Board Members using the cumulative voting method, Mr. Nguyen Tien Bang - Head of the Vote Counting Committee, announces the election results as follows:

RESULTS OF THE ELECTION OF THE BOARD OF DIRECTORS MEMBERS		
(a)	Total number of **SHARES** (attending and authorizing)	…
(b)	Total number of **Board of Directors members** to be elected	02
(c)	Total number of BALLOTS (c) = (a) x (b)	…
STT	**CANDIDATE'S FULL NAME**	**NUMBER OF VOTES**
1.	**Mr. …**	… the number of votes cast accounts for … % of the total number of shares (attending and authorizing)
2.	**Mr. …**	… the number of votes cast accounts for … % of the total number of shares (attending and authorizing)
3.	**Mr. …**	… the number of votes cast accounts for … % of the total number of shares (attending and authorizing)

Based on the Election Regulations and the vote count results, the Vote Counting Committee announces that 02 candidates have been elected to the position of Member of the Board of Directors of the Company for the term 2026 - 2031, effective from May 28, 2026, specifically:

a. Mr. … was elected as an Independent Member of the Board of Directors.
b. Mr. … was elected as a Member of the Board of Directors.

V. THE AGM CLOSING

Mr. Nguyen Huu Dat - Head of the Secretary Committee announced the draft of AGM's minutes, Resolution for the 2025 Fiscal year. The Meeting General voted to approve the AGM's minutes, Resolution with a 100% approval rate of the total number of voting shares attending the Meeting.

GHC's 2025 Fiscal year AGM's closed at … AM on the same day, The AGM agreed to assign the BOD to deploy and monitor the implementation of the contents approved by the AGM.

This minutes is prepared in one Vietnamese version and one English version, both of which are legally valid. In the event of any discrepancies between the Vietnamese and English versions, the content of the Vietnamese version shall prevail, This minutes takes effect immediately after the conclusion of the GHC's 2025 Fiscal year AGM.

ON BEHALF OF THE AGM
CHAIRWOMAN OF THE BOARD

Nguyen Thai Ha

ON BEHALF OF THE SECRETARIAT

HEAD OF THE COMMITTEE

Nguyen Huu Dat

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No. 01/2026/NQ-DHDCD	*HCMC, May 28, 2026*

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprise and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company ("Company" or "GHC");*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026,*

DECISION:

Article 1. Approval for the contents of the following reports:

1. Report on the 2025 Board of Directors (BOD) activities and 2026 Orientation

(Detailed Report according to the AGM's Documents).

2. Report of the Independent BOD Members in the 2025 and 2026 plan

(Detailed Report according to the AGM's Documents).

3. Report on the activities of the Audit Committee in 2025 and 2026 plan

(Detailed Report according to the AGM's Documents).

4. Report on 2025 Business Performance and 2026 Business plan

(Detailed Report according to the AGM's Documents).

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 02/2026/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprise and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company ("Company" or "GHC");*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026,*

DECISION:

Article 1. Approval of 2025 Audited Financial Statements:

a. Summarize some key indicators of the audited financial statements for 2025:

1. Balance sheet

Unit: Billion VND

No,	Item	2024	2025
I	**Total Assets**	**1,493**	**1,486**
1	Short-term Assets	317	276
2	Long-term Assets	1,176	1,210
II	**Total Liabilities and Equity**	**1,493**	**1,486**
1	Liabilities	461	388
2	Owners' Equity	1,032	1,098

2. Income Statement

Unit: Billion VND

No,	Item	2024	2025
1	**Total Revenues *(Other income not included)***	**371**	**369**
2	Total Expenses *(Other expenses not included)*	168	177
3	**Net Operating Profit (3=1-2)**	**203**	**192**
4	Net Other Profit	2	-0
5	**Net Accounting Profit Before Tax (5=3+4)**	**205**	**192**
6	Corporate Income Tax - current	23	23
7	**Net Profit After Tax (7=5-6)**	**181**	**169**

Source: Audited Separate Financial Statements

b. The General Meeting of Shareholders approved the remaining contents of the Company's audited financial statements for 2025, including: Cash Flow Statement; Notes to the Financial Statements: Owner's equity contribution, increase/decrease in owner's equity, Corporate Income Tax, notes to related parties, ….

(Report content as per Congress documents).

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No, 03/2026/NQ-DHDCD	*HCMC, May 28, 2026*

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprise and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company ("Company" or "GHC");*
- *Pursuant to Circular 116/2020/TT-BTC guiding on public company governance as prescribed in the Government's Decree No, 155/2020/ND-CP, effective from February 15, 2021;*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026.*

DECISION:

Article 1. Approval of Selecting the Independent Audit Firm for the Fiscal Year 2026:

Assigning the Board of Directors to select an External Audit Company for the 2025 Financial Statements based on the recommendation of the Audit Committee from among the following auditing companies approved by the State Securities Commission:

1. PwC Vietnam Co., Ltd
2. Deloitte Vietnam Co., Ltd
3. Ernst & Young Vietnam Co., Ltd
4. KPMG Co., Ltd.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
No. 04/2026/NQ-DHDCD	**Independence - Freedom - Happiness**
	HCMC, May 28, 2026

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprise and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company ("Company" or "GHC");*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026,*

DECISION:

Article 1. Approval of the 2025 Funds Distribution Plan as follows:

1. The following plan for allocating funds in 2025 has been approved:

Unit: Billion VND

No	Item	2025 Plan	2025 Actual
I	**Plan for appropriation of funds**		
1.	**Total revenue**	**373**	**369**
2.	Total expense	186	177
3.	**Profit before tax (3=1-2)**	**187**	**192**
4.	Corporate income tax (CIT)	29	23
5.	**Net profit after tax (5=3-4)**	**158**	**169**
6.	**Appropriation of reserve funds**	**7.9**	**8.4**
	*- Bonus and Welfare Fund ((5)*5%)*	7.9	8.4
7.	**Remaining Profit after appropriation of reserve funds (7=5-6)**	**150**	**161**
II	**Dividend payment plan**		
1.	Dividend payout ratio		**20%**

Source: GHC

2. The dividend payment plan for 2025 is approved as follows:

In 2025, the Company paid the first dividend at a rate of 20% (Payment in Cash), fulfilling the plan set by the Annual General Meeting of Shareholders for the 2024 fiscal year (dividend rate from 15% to 25%).

The General Meeting of Shareholders approval of the dividend payout ratio for 2025 set at 20%.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 05/2026/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprise and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company ("Company" or "GHC");*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026.*

DECISION:

Article 1. Approval of the Business Plan for 2026, as follows:

Unit: Billion VND

Item	2026 Plan
Total Revenue	**348**
+ Revenue from electricity	314
+ Financial Income	34
Total Expense	**183**
+ Cost of Electricity	148
+ Financial Expenses	24
+ Selling and General Administrative Expenses	11
Profit Before Tax	**165**
Profit After Tax	**147**

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY

No. 06/2026/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, May 28, 2026

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to the Law on Enterprise and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company ("Company" or "GHC");*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026,*

DECISION:

Article 1. Approval of the Profit Distribution Plan for 2026, as follows:

Unit: Billion VND

STT	Item	2026 Plan
1.	**Total revenue**	**348**
2.	Total expense	183
3.	**Profit before tax (3=1-2)**	**165**
4.	**Net profit after tax**	**147**

Source: GHC

Profit after tax distribution plan for 2026:

+ Appropriation to Bonus and Welfare Fund: 5%;
+ Dividend Payment in Cash: Expected range from 15% to 25%
+ The General Meeting of Shareholders authorizes the Board of Directors to decide the rate, payment method, and dividend advance time in 2026 based on undistributed profits, the Company's business and financial performance, and to optimize benefits for the Company's shareholders.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
No. 07/2026/NQ-DHDCD	**Independence - Freedom - Happiness**
	HCMC, May 28, 2026

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS

GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company/GHC);*
- *Pursuant to the Documents of the 2025 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026 of the Company.*

DECISION:

Article 1. Approval of the amendment and update of the Company's Charter, as detailed below:

1. Regarding updating the company's head office address

No,	Current Charter	Proposed Amendment / Update	Reason
1	**Article 2. Name, Head Office, and Duration of Operation** 3. Registered head office of the Company - Address: 114 Truong Chinh Street, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam.	**Article 2. Name, Head Office, and Duration of Operation** 3. Registered head office of the Company - Address: 114 Truong Chinh Street, Pleiku Ward, Gia Lai Province, Vietnam.	Update of the Company's head office address in accordance with the new administrative unit's name

2. Regarding adjustments to regulations on foreign ownership ratios

No,	Current Charter	Proposed Amendment / Update	Reason
1	**Article 1. Explanation of words and terms** 1. In this Charter, the following words and terms are understood as follows: **o. Foreign ownership ratio**: This is the maximum ownership ratio applicable to foreign investors in the Company at any given time, The foreign ownership ratio in the Company is 49% of the charter capital.	**Article 1. Explanation of words and terms** 1. In this Charter, the following words and terms are understood as follows: **o. Foreign ownership ratio**: This is the maximum foreign ownership ratio in the Company at any given time, as stipulated by law.	Adjustments have been made to comply with current legal regulations.

Article 2. To assign the Chairwoman of the BOD to organize the implementation of the update and amendment of the Company's Charter after it has been approved by the GMS, and to carry out all necessary procedures with the competent state authorities in accordance with applicable laws.

Article 3. The Resolution takes effect from the date of signing.

The Board of Directors, Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No. 08/2026/NQ-DHDCD	*HCMC, May 28, 2026*

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company/GHC);*
- *Pursuant to the Documents of the 2025 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026 of the Company.*

DECISION:

Article 1. Approval the Basic Framework for Related Party Transactions expected to arise in 2026, along with the List of Related Parties expected to engage in Transactions with the Company in 2026 up to the next General Meeting of Shareholders (GMS), subject to the approval authority of the GMS, excluding transactions prohibited by law. Specifically, this is in accordance with Clause 4 (a) Article 164, Article 167 of the Law on Enterprises No, 59/2020/QH14, Article 293 of Decree 155/2020/NĐ-CP as amended by Decree 245/2025/NĐ-CP with details as follows:

1. Approval for signing Contracts/Transactionsof value equal to or exceeding 35%, or transactions resulting in a total value within 12 months from the first transaction date being equal to or exceeding 35% of the total assets of Gia Lai Hydropower Joint Stock Company as recorded in the most recent published Financial Report:
   - Signing Parties: Transactions between Gia Lai Hydropower Joint Stock Company and the Enterprises listed in Appendices 02 attached to this Resolution.
   - Main Content of Transactions: As detailed in Appendix 01 attached to this Resolution.
2. Approval of signing contracts, borrowing transactions, or asset sales with a value exceeding 10% of the total asset value recorded in the most recent Financial Report, conducted between the Company and a shareholder owning 51% or more of the total voting shares, or Related Parties of that shareholder.
   - Main Content of Transactions: As outlined in Appendix 01 attached to this Resolution.
   - Specific transaction values will vary depending on the timing and specific activities, ensuring the interests of both the Shareholders and the Company are prioritized.
3. Implementation Period: From the date of approval by GMS until the next Annual GMS.
4. Approval of Delegation and Authorization to the Board of Directors: Make decisions for specific cases and execute actions in alignment with the Company's real-world situation, Charter, internal rules, and legal regulations; Direct relevant departments to negotiate, agree upon, sign, and implement contracts or transactions with Related Parties, These actions must adhere to principles approved by GMS, follow market practices, avoid conflicts of interest, and comply with current laws and the Company Charter; And Ensure compliance with information disclosure regulations as per the Securities Law and Circular 96/2020/TT-BTC, which provides guidance on information disclosure by listed companies.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA

APPENDIX 01
MAIN CONTENTS OF TRANSACTIONS WITH RELATED PARTIES
(Attached to Resolution No, 08/2026/NQ-DHDCD, May 28, 2026
of Gia Lai Hydropower Joint Stock Company)

1. Services Contracts such as Training and human resource development; Providing information technology services, brand management, etc,, and office rental, purchasing products

a) Contract objects: Testing services, consulting (management, operations, projects,,,), training, human resource development, information technology, brand management, office rental, and purchasing products.

b) Contract value: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

c) Implementation time: In 2026 until the nearest GMS.

d) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

2. Borrowing, Lending, and Payment Guarantee Contract

a) Contract object: Borrowing, Lending, Payment guarantee.

b) Interest rate: As agreed by the Parties, following the market interest rate.

c) Limit: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

d) Borrowing/lending term: Short-term or medium-term according to the Borrower's needs.

e) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

f) For Internal Capital Transfers within GHC: Implementation will be based on operational needs, in compliance with the Company's regulations and the law, The execution will be fully reported as required and submitted to HOSE periodically.

3. Share Transfer Contract

a) Contract object: Shares.

b) Contract value: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

c) Implementation time: In 2026 until the nearest GMS.

d) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

4. Contract for daily and regular production and business activities

a) Contract object: Service contract (healthcare; rent/rent out a car, office, warehouse, O&M, management,…); Sales contract (Renewable Energy Equipment, Solar Panel, gifts,…); Receipt and payment on behalf…

b) Contract value: Depending on each specific transaction and agreement between the parties, based on ensuring the Company's interests and complying with the Company's regulations and the law.

c) Implementation time: In 2026 until the nearest GMS.

d) Rights and obligations of the Parties: As agreed, follow the Charter of each Party and relevant laws.

APPENDIX 02
LIST OF RELATED PARTIES INCLUDING
(Attached to Resolution No, 08/2026/NQ-DHDCD, May 28, 2026 of Gia Lai Hydropower Joint Stock Company)

No.	Related Party	Enterprise Code
1.	Gia Lai Electricity Joint Stock Company (JSC)	5900181213
2.	Thuong Lo Hydropower One - Member Limited Liability Company	3301515921
3.	Cao Nguyen Energy JSC	6001653115
4.	Gia Lai Consultancy and Energy Development One - Member Co,, Ltd	5900944828
5.	TTC Duc Hue - Long An Electricity JSC	1101860490
6.	VPL Energy JSC	1301026028
7.	Tien Giang Wind Power JSC	1201592559
8.	Truc Son Solar Power Plant JSC	6400396685
9.	VI-JA Renewable Energy Development Cooperation JSC	0316274631
10.	Ia Bang Wind Electricity JSC	5901142873
11.	Tien Giang Renewable Energy JSC	1201630317
12.	Tan Thanh Renewable Power JSC	1201645433
13.	Ca Mau Green Energy JSC	2001358289
14.	GHC Energy Company Limited	0319390890
15.	Tan Phu Dong Solar Power Company Limited	1201724011
16.	Tan Phuoc Solar Power Company Limited	1201724117
17.	Tan Phuoc Renewable Energy Limited Company	1201728802
18.	Thanh Thanh Cong Investment JSC	0301466073
19.	Thanh Thanh Cong - Bien Hoa JSC	3900244389
20.	Bentre Import Export Joint-Stock Corporation	1300104040
21.	Bien Hoa Consumer JSC	3600495818
22.	Thanh Thanh Cong Industrial Zone Joint-Stock Company	3900471864
23.	Thanh Ngoc Tea JSC	5801408054
24.	Tan Dinh Import-Export JSC	0301717873

25.	TTC Tourist Limited Company	4200351556
26.	TTC International Travel Limited Company	0316234004
27.	Thanh Thanh Nam JSC	0312907273
28.	Thanh Binh Tourist JSC	0302294892
29.	DHA Medical Service Trading JSC	0314796495
30.	JERA ASIA VIETNAM HOLDINGS PTE, LTD	CB0328

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No. 09/2026/NQ-DHDCD	*HCMC, May 28, 2026*

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company/GHC);*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026 of the Company.*

DECISION:

Article 1. Approval of the Remuneration and Estimated Operating Expenses of the Board of Directors and its Subordinate Departments in 2026 as follows:

1. The remuneration of the BOD (Including the 13th month's salary)

No,	Title	Remuneration
1	Chairman	VND 40,000,000/month
2	Board Member	VND 30,000,000/month

The total remuneration of the BOD in 2026 (including the 13th month's salary) was VND 2,080,000,000.

2. The General Meeting of Shareholders approval the budget for the operation of the Board of Directors and its subordinate committees to carry out the tasks assigned by the General Meeting of Shareholders according to their functions and duties: a maximum of 5% of after-tax profit based on business results in the audited financial statements for 2026. The Board of Directors is responsible for reporting this at the next annual General Meeting of Shareholders.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:
- *BOD, BOM;*
- *Company's archive.*

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE BOD

NGUYEN THAI HA

Draft

GIA LAI HYDROPOWER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No, 10/2026/NQ-DHDCD	*HCMC, May 28, 2026*

RESOLUTION

OF THE 2025 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI HYDROPOWER JOINT STOCK COMPANY

- *Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;*
- *Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company/GHC);*
- *Pursuant to the Announcement on Standards and conditions for nominating the Board Members dated May …, 2026;*
- *Pursuant to the nomination letter for candidates to the BOD for the 2026-2031 term submitted by the shareholder … currently holding … shares, accounting for …% of the total voting shares of the Company,*
- *Pursuant to the Minutes of the 2025 Fiscal year AGM No, 01/2026/BBH-DHDCD dated May 28, 2026 of the Company.*

DECISION:

Article 1. Approval of the Reappointment and Additional Election of Members of the BOD for the 2026 - 2031 Term:

[…]

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF THE BOD

Recipients:
- *BOD, BOM;*
- *Company's archive.*

NGUYEN THAI HA