| KHANH HOA POWER JOINT STOCK COMPANY | SOCIALIST REPUBLIC OF VIETNAM |
|---|---|
| No.: 108 /TTr-KHPC | Independence - Freedom - Happiness |
| | *Khanh Hoa, May 21, 2026* |

# SUBMISSION

**Re: Amendments to the Company Charter, the Internal Regulation on corporate governance, and the Regulations on the operation of the Board of Directors and the Supervisory Board of the Company**

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors of Khanh Hoa Power Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the amendments to the Company Charter, the Internal Regulation on corporate governance, and the Regulations on the operation of the Board of Directors and the Supervisory Board of the Company as follows:

**1. Amendments to the Company Charter**

- Amend the Introduction.

- Amend Points c, d, f, g, and n, Clause 1 and Clause 2, Article 1 – Interpretation of terms.

- Amend Clauses 3 and 4, Article 2 – Name, form, headquarters, branches, representative offices, business locations, and operating term of the Company.

- Amend Clause 2, Article 3 – Legal representative of the Company.

- Amend Clauses 1 and 2, Article 4 – Objectives of the Company's operations.

- Amend Clause 3, Article 26 – Composition and term of office of the members of the Board of Directors.

- Amend Clause 1 and Point i, Clause 4, Article 35 – Appointment, dismissal, responsibilities and authorities of the General Director.

- Amend Clause 2, Article 48 – Allocation of the Company's funds.

- Amend Clause 2, Article 54 – Company seal.

- Amend Clause 1, Article 60 – Effective date.

- Remove Article 61 – Signature of the legal representative and Company seal.

- Amend the Appendix on the List of Founding Shareholders.

*Details are provided in Appendix 1 attached hereto.*

**2. Amendments to the Internal Regulation on corporate governance**

- Add the Document Issuance Tracking Form.

- Amend Clauses 1, 2, and 3, Article 2 – Legal basis and reference documents.

- Amend Point a, Clause 4, Article 9 – Methods of registering to attend the GMS and verification of delegates on the meeting date.

- Amend Clause 2, Article 12 – Voting procedures at the GMS.

- Amend Point c, Clause 2, Article 21 – Term, structure, standards and conditions for BOD membership.

- Amend Clauses 2 and 3, Article 48 – Appointment of Enterprise Executives.

- Amend Clause 1, Article 63 – Implementation provisions.

*Details are provided in Appendix 2 attached hereto.*

**3. Amendments to the Regulation on the operation of the Board of Directors of the Company**

- Add the Document Issuance Tracking Form.

- Amend Clause 2, Article 1 – Scope of regulation and subjects of application.

- Amend Clause 2, Article 2 – Operating principles of the Board of Directors.

- Amend Point d, Clause 3, Article 6 – Chairperson of the Board of Directors.

- Amend Clause 1, Article 23 – Methods of handling matters by the Chairperson of the Board of Directors.

- Amend Clauses 1 and 2, Article 24 – Methods of handling matters by the Company Secretary in preparing dossiers for submission to the Board of Directors and the Chairperson.

- Remove Articles 26 through 29.

- Amend Clause 1, former Article 39 – Effectiveness (new Article 35).

*Details are provided in Appendix 3 attached hereto.*

**4. Amendments to the Regulation on the operation of the Supervisory Board of the Company**

- Add the Document Issuance Tracking Form.

- Amend Clause 1, Article 4 – Term of office and number of members of the Supervisory Board.

- Amend Clause 3, Article 6 – Head of the Supervisory Board.

- Amend Clause 3, Article 11 – Rights, obligations, and responsibilities of the Supervisory Board.

- Remove Article 14 – Head of the Supervisory Board.

- Remove Article 15 – Rights and obligations of the Supervisory Board.

- Amend Clause 1, former Article 16 – Meetings of the Supervisory Board.

- Amend former Article 24 – Effectiveness.

*Details are provided in Appendix 4 attached hereto.*

The above are the proposed amendments to the Company Charter, the Internal Regulation on corporate governance, and the Regulations on the operation of the Board of Directors and the Supervisory Board of the Company. The Board of Directors respectfully submits these matters to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

***Recipients:***
- As above;
- BOD, SB;
- Executive Board;
- Organizing Committee of the GMS;
- Filed at: Doc. Control, Corporate Governance Office; Gen. Affairs.

**ON BEHALF OF THE BOARD OF DIRECTORS**
**CHAIRMAN**
*(Signed, sealed)*
**Mr. Nguyen Cao Ky**

# Appendix 1. Amendments to the Company Charter

- *Italicized text* indicates provisions to be replaced or removed.
- ***Bold italicized text*** indicates amended or supplemented provisions.

| No. | Article/Clause/Point | Current Charter provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| 1 | Introduction | This Charter was amended, supplemented, and adopted in accordance with Resolution No. 01/NQ-ĐHĐCĐ duly passed by the Annual General Meeting of Shareholders *2025* of Khanh Hoa Power Joint-Stock Company, officially held on *April 24th, 2025*. | This Charter was amended, supplemented, and adopted in accordance with Resolution No. 01/NQ-ĐHĐCĐ duly passed by the Annual General Meeting of Shareholders ***2026*** of Khanh Hoa Power Joint-Stock Company, officially held on ***June 11th, 2026***. | In accordance with the Resolution of the 2026 Annual General Meeting of Shareholders |
| 2 | Points c, d, f, g, and m, Clause 1, Article 1 – Interpretation of terms | 1. In this Charter, the following terms shall have the following meanings:<br>c) *Law on Enterprises* refers to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020; | 1. In this Charter, the following terms shall have the following meanings:<br>c) *Law on Enterprises* refers to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020***, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022 and Law No. 76/2025/QH15 dated June 17th, 2025***; | Updated to comply with the amended laws. |
| | | d) *Law on Securities* refers to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019; | d) *Law on Securities* refers to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019, ***as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024***; | |

| No. | Article/Clause/Point | Current Charter provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | f) *Executive officers* are the General Director, Deputy General Directors, Chief Accountant, and other executive officers; | f) *Executive officers* are the General Director, Deputy General Directors, Chief Accountant, and other executive officers ***in accordance with Article 34 of this Charter***; | To clarify the definition of "other executive officers" |
| | | g) *Company managers* are the persons managing the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, *and other individuals holding managerial positions*; | g) *Company managers* are the persons managing the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director; | |
| | | m) *Vietnam* refers to the Socialist Republic of Vietnam; | Removed | |
| 3 | Clause 2, Article 1 – Interpretation of terms | 2. In this Charter, references to one or more provisions or legal documents shall include any amendments or replacement documents. | 2. In this Charter, references to one or more provisions or legal documents shall include any amendments, ***supplements*** or replacement documents. | |
| 4 | Clause 3, Article 2 – Name, form, headquarters, branches, representative offices, business locations, and operating term of the Company | ○ Headquarters address: No. 11, Ly Thanh Ton Street, Van Thanh Ward, Nha Trang City, Khanh Hoa Province | ○ Headquarters address: No. 11, Ly Thanh Ton Street, ***Nha Trang Ward, Khanh Hoa Province*** | To reflect the merger of administrative units. |
| 5 | Clause 4, Article 2 – Name, form, headquarters, branches, | 4. The Company may establish branches and representative offices in business areas to carry out the Company's activities in accordance with decisions made | The Company may establish branches***, business locations,*** and representative offices in business areas to carry out the Company's activities in | To supplement operational forms in |

| No. | Article/Clause/Point | Current Charter provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | representative offices, business locations, and operating term of the Company | by the Board of Directors and within the scope permitted by law. | accordance with decisions made by the Board of Directors and within the scope permitted by law. | accordance with applicable regulations |
| 6 | Clause 2, Article 3 – Legal representative of the Company | 2. The powers, duties, and responsibilities of the legal representative shall be carried out in accordance with the provisions of Articles *12* and 13 of the Law on Enterprises. | 2. The powers, duties, and responsibilities of the legal representative shall be carried out in accordance with the provisions of Article 13 of the Law on Enterprises ***and Article 35 of this Charter***. | To align with the Company Charter |
| 7 | Clause 1, Article 4 – Objectives of the Company's operations | 1. The Company's lines of business *include*: | 1. The Company's lines of business: | |
| 8 | Clause 2, Article 4 – Objectives of the Company's operations | 2. The Company's operational objectives *are as follows*: | 2. The Company's operational objectives: | |
| 9 | Clause 3, Article 26 – Composition and term of office of the members of the Board of Directors. | 3. The composition of the Board of Directors is as follows:<br>The Board of Directors must ensure that at least one-third (1/3) of its members are non-executive. The Company shall limit the number of Board members who hold executive positions in the Company to ensure the independence of the Board.<br>The Board of Directors shall include at least one (01) independent member. | 3. The composition of the Board of Directors is as follows:<br>The Board of Directors must ensure that at least ***one (01) member*** is non-executive. The Company shall limit the number of Board members who hold executive positions in the Company to ensure the independence of the Board.<br>The Board of Directors shall include at least one (01) independent member. | In accordance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated September 11th, 2025 |

| No. | Article/Clause/Point | Current Charter provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| 10 | Clause 1, Article 35 – Appointment, dismissal, responsibilities and authorities of the General Director | 1. The Board of Directors shall appoint one of its members or another person as the General Director. | 1. The Board of Directors shall appoint one of its members or ***hire*** another person ***to serve*** as the General Director. | To align with the model charter |
| 11 | Point i, Clause 4, Article 35 – Appointment, dismissal, responsibilities and authorities of the General Director | i) To perform other rights and obligations in accordance with the law, *the Company's Charter,* and the resolutions and decisions of the Board of Directors. | i) To perform other rights and obligations in accordance with the law, the resolutions and decisions of the Board of Directors. | |
| 12 | Clause 2, Article 48 – Allocation of the Company's funds | 2. Allocate to the reward and welfare fund *for employees and the management bonus fund in accordance with Article 8 of Decree 53/2016/ND-CP dated June 13th, 2016, by the Prime Minister of Vietnam, regulating labor, wages, compensation, and bonuses for companies with state-owned shares or controlling capital.* | 2. Allocate to the reward and welfare funds ***in accordance with State regulations.*** | To align with changes in State regulations |
| 13 | Clause 2, Article 54 – Company seal | 2. The Board of Directors shall decide on the type, quantity, form, and contents of the seal of the Company, its branches, and representative offices. | 2. The Board of Directors shall decide on the type, quantity, form, and contents of the seal of the Company, its branches***, business locations,*** and representative offices. | To supplement additional operational forms in accordance with applicable regulations. |

| No. | Article/Clause/Point | Current Charter provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| 14 | Clause 1, Article 60 – Effective date | 1. This Charter consists of 21 chapters and 61 articles, which were approved by the *2025* Annual General Meeting of Shareholders of Khanh Hoa Power Joint-Stock Company on April 24th, 2025 in Khanh Hoa Province. The full text of this Charter is approved and takes effect on the same day. | 1. This Charter consists of 21 chapters and 60 articles, which were approved by the ***2026*** Annual General Meeting of Shareholders of Khanh Hoa Power Joint-Stock Company on ***June 11th, 2026*** in Khanh Hoa Province. The full text of this Charter is approved and takes effect on the same day. | In accordance with the Resolution of the 2026 Annual General Meeting of Shareholders |
| 15 | Article 61 – Signature of the legal representative and Company seal | - Signature of the legal representative of the Company<br>Mr. Nguyen Hai Duc<br><br>General Director of the Company<br>.....<br><br>- Company seal<br><br>**CONFIRMATION OF CHAIRMAN OF THE BOARD OF DIRECTORS**<br><br>**Nguyen Cao Ky** | LEGAL REPRESENTATIVE<br>GENERAL DIRECTOR<br><br>Nguyen Hai Duc | To align with the model charter |

<table>
<tr><th>No.</th><th>Article/Clause/Point</th><th>Current Charter provisions</th><th>Proposed amendments/supplements</th><th>Basis/Reason for proposed amendments/ supplements</th></tr>
<tr>
<td>16</td>
<td>Appendix on the List of Founding Shareholders</td>
<td>
<table>
<tr><th>No.</th><th>Full name</th><th>Address</th><th>Number of shares owned</th><th>Shareholding percentage</th></tr>
<tr><td>1</td><td>Central Power Corporation</td><td>78A Duy Tan Street, Hoa Thuan Dong Ward, Hai Chau District, Da Nang City</td><td>32,280,868</td><td>53.44%</td></tr>
<tr><td>2</td><td>Bui Quang Hung</td><td>53A Yersin Street, Nha Trang City, Khanh Hoa Province</td><td>0</td><td>0%</td></tr>
<tr><td>3</td><td>Cao Thanh Duc</td><td>55 Cao Ba Quat Street, Nha Trang City, Khanh Hoa Province</td><td>8</td><td>0.00001%</td></tr>
<tr><td>4</td><td>Cao Thuy</td><td>9A Le Thanh Ton Street, Nha Trang City, Khanh Hoa Province</td><td>996</td><td>0.002%</td></tr>
</table>
</td>
<td>
<table>
<tr><th>No.</th><th>Full name</th><th>Address</th><th>Number of shares owned</th><th>Shareholding percentage</th></tr>
<tr><td>1</td><td>Vietnam Electricity Corporation</td><td>18 Tran Nguyen Han Street, Ha Noi</td><td>8,324,280</td><td>51%</td></tr>
<tr><td>2</td><td>Cao Thuy</td><td>9A Le Thanh Ton Street, Nha Trang City, Khanh Hoa Province</td><td>22,300</td><td>0.14%</td></tr>
<tr><td>3</td><td>Bui Quang Hung</td><td>53A Yersin Street, Nha Trang City, Khanh Hoa Province</td><td>20,000</td><td>0.12%</td></tr>
<tr><td>4</td><td>Cao Thanh Duc</td><td>55 Cao Ba Quat Street, Nha Trang City, Khanh Hoa Province</td><td>21,050</td><td>0.13%</td></tr>
</table>
Note: Information on the founding shareholders is set out in the appendix to the Company's Articles of Association, as first issued on June 15, 2005.
</td>
<td>To revise the information of the founding shareholders in accordance with the appendix to the Company Charter initially issued on June 15th, 2005</td>
</tr>
</table>

# Appendix 2. Amendments to the Internal Regulation on corporate governance

- *Italicized text* indicates provisions to be replaced or removed.
- ***Bold italicized text*** indicates amended or supplemented provisions.

<table>
<tr><th>No.</th><th>Article/Clause/Point</th><th>Current Regulation provisions</th><th>Proposed amendments/supplements</th><th>Basis/Reason for proposed amendments/ supplements</th></tr>
<tr><td>1</td><td>Add the Document Issuance Tracking Form</td><td></td><td>
<table>
<tr><th>Version/ Revision</th><th>Issuance/ Revision Date</th><th>Description of issuance reason/content</th><th>Approval decision for issuance</th></tr>
<tr><td>BH01</td><td>15/12/2008</td><td>First issuance</td><td>262/QĐ-ĐLKH-HĐQT</td></tr>
<tr><td>BH02</td><td>24/4/2013</td><td>Second issuance – Revised and updated in accordance with the Company’s actual operations</td><td>183/QĐ-ĐLKH</td></tr>
<tr><td>BH03</td><td>05/6/2014</td><td>Third issuance – Revised and updated in accordance with the Company’s actual operations</td><td>297/QĐ-ĐLKH</td></tr>
<tr><td>BH04</td><td>09/9/2014</td><td>Fourth issuance – Revised and updated in accordance with the Company’s actual operations</td><td>341/QĐ-ĐLKH-HĐQT</td></tr>
<tr><td>BH05</td><td>02/5/2018</td><td>Fifth issuance – Revised and updated certain articles pursuant to Decree No. 71/2017/NĐ-CP.</td><td>419/QĐ-ĐLKH</td></tr>
<tr><td>BH06</td><td>22/4/2021</td><td>Sixth issuance – Revised and updated certain articles in accordance with the Law on Enterprises 2020, Decree No. 155/NĐ-CP, and relevant guiding circulars</td><td>130/QĐ-ĐLKH</td></tr>
<tr><td>BH07</td><td>07/4/2022</td><td>Seventh issuance – Supplemented regulations on procedures for the General Meeting of Shareholders to adopt Resolutions via online meetings and hybrid (on-site</td><td>92/QĐ-ĐLKH</td></tr>
</table>
</td><td>To comply with document drafting regulations</td></tr>
</table>

<table>
<tr><th>No.</th><th>Article/Clause/Point</th><th>Current Regulation provisions</th><th>Proposed amendments/supplements</th><th>Basis/Reason for proposed amendments/ supplements</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td></td><td></td><td>combined with online) meetings in Article 18 and Article 19</td><td></td></tr>
<tr><td>BH08</td><td>19/4/2023</td><td>Eighth issuance – Amended Clause 1 of Article 44: Term of the Corporate Governance Officer from 4 years to 5 years<br>Amended Clause 1 of Article 48: Term of the General Director from 4 years to 5 years</td><td>90/QĐ-KHPC</td></tr>
<tr><td>BH09</td><td>/6/2026</td><td>Ninth issuance – Revised and updated according to amended laws</td><td>/QĐ-KHPC</td></tr>
</table>
</td><td></td></tr>
<tr><td>2</td><td>Article 2 – Legal basis and reference documents</td><td>1. Enterprises Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on 17/06/2020;<br>2. Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on 26/11/2019;<br>3. Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of Articles of the Law on Securities;<br>5. The 22nd amended Charter of Khanh Hoa Power Joint Stock Company was approved by the 2023 Annual General Meeting of Shareholders on April 19th, 2023.</td><td>1. Enterprises Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022 and Law No.76/2025/QH15 dated 17/6/2025;<br>2. Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Viet Nam on 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024;<br>3. Decree No. 155/2020/NĐ-CP dated 31/12/2020 of the Government detailing the implementation of a number of Articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated 11/9/2025;<br>5. The Charter of Khanh Hoa Power Joint Stock Company was approved by the Annual General Meeting of Shareholders.</td><td>To update the amended Laws, Decrees, and Circulars<br><br>To avoid unnecessary amendments to the Regulation</td></tr>
</table>

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | | | upon future amendments to the Company Charter where the relevant contents are unaffected. |
| 3 | Point a, Clause 4, Article 9 – Methods of registering to attend the GMS and verification of delegates on the meeting date | a. Verify the eligibility of shareholders or their authorized representatives by requesting presentation of their ID card/Citizen ID/Passport and Power of Attorney (for authorized representatives); | a. Verify the eligibility of shareholders or their authorized representatives by requesting presentation of their ***Citizen Identity Card/Identity Card or*** Passport, Power of Attorney (for authorized representatives); | Replaced with Citizen Identity Card/Identity Card |
| 4 | Clause 2, Article 12 – Voting procedures at the GMS | 2. Voting Ballots<br>- Voting ballots shall bear the Company's seal and include the shareholder code, full name, ID/Passport/Business Registration Certificate number of the shareholder/authorized representative, and the total number of voting shares; | 2. Voting Ballots<br>- Voting ballots shall bear the Company's seal and include the shareholder code, full name, ***Citizen Identity Card/Identity Card***/Passport/Business Registration Certificate number of the shareholder/authorized representative, and the total number of voting shares; | To supplement Citizen Identity Card/Identity Card information |
| 5 | Point c, Clause 2, Article 21 – Term, structure, standards and conditions for BOD membership | c) Members of the Company's BOD *may* concurrently serve on the BOD *of another company*; | c) Members of the Company's BOD ***shall only*** concurrently serve as a member of the BOD ***or the Members' Council of up to five (05) other companies***; | In accordance with Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | | | September 11th, 2025 |
| 6 | Clauses 2 and 3, Article 48 – Appointment of Enterprise Executives | 2. The Board of Directors shall decide on the appointment of Deputy General Directors and the Chief Accountant, Heads *of Departments and Divisions*, *Directors of* affiliated units, *Directors* of branches and representative offices, the Company's representatives of capital in other enterprises, the Company Secretary, and the person in charge of corporate governance; and shall *decide on* the salary grading for full-time officials of the Party and mass organizations at an equivalent level*, based on the proposal of the General Director;*<br>3. The General Director shall decide on the appointment, salary levels, allowances, and other benefits for *the remaining executives of the Company. With respect to the positions of Deputy Heads of Departments/Divisions, Deputy Directors of affiliated units, and Deputy Directors of branches and representative offices, the General Director shall issue appointment decisions after obtaining approval from the Board of Directors.* | 2. The Board of Directors shall decide on the appointment of Deputy General Directors and the Chief Accountant, Heads affiliated units, ***Heads*** of branches and representative offices, the Company's representatives of capital, ***controllers at*** other enterprises, the Company Secretary, and the person in charge of corporate governance; and the salary grading for full-time officials of the Party and mass organizations at an equivalent level.<br>3. The General Director shall decide on the appointment, salary levels, allowances, and other benefits ***for Deputy Heads of affiliated units, Deputy Heads of branches, business locations and representative offices, and other employees of the Company who are not appointed by the Board of Directors, and shall report the implementation results to the Board of Directors.*** | To align with the Regulation on the delegation of authority between the Board of Directors and the General Director |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| 7 | Clause 1, Article 63 – Implementation provisions | 1. This regulation consists of 11 chapters and 63 articles takes effect from the date of approval by the *2023* Annual General Meeting of Shareholders, and replaces the Internal Regulation on corporate governance of Khanh Hoa Power Joint Stock Company issued together with Decision No. *92/QĐ-ĐLKH* dated *07/04/2022* of the Board of Directors of Khanh Hoa Power Joint Stock Company. | 1. This Regulation consists of 11 Chapters and 63 Articles and shall take effect from the date of approval by the ***2026*** Annual General Meeting of Shareholders, and replaces the Internal Regulation on Corporate Governance of Khanh Hoa Power Joint Stock Company issued together with Decision No. ***90***/QĐ-KHPC dated ***19/04/2023*** of the Board of Directors of Khanh Hoa Power Joint Stock Company. | To update the Decision number and issuance date |

## Appendix 3. Amendments to the Regulation on the operation of the Board of Directors of the Company

- *Italicized text* indicates provisions to be replaced or removed.
- ***Bold italicized text*** indicates amended or supplemented provisions.

<table>
<tr><th>No.</th><th>Article/Clause/Point</th><th>Current Regulation provisions</th><th>Proposed amendments/supplements</th><th>Basis/Reason for proposed amendments/ supplements</th></tr>
<tr><td>1</td><td>Add the Document Issuance Tracking Form</td><td></td><td>
<table>
<tr><th>Version/Revision</th><th>Issuance/Revision Date</th><th>Description of issuance/revision</th><th>Approval Decision</th></tr>
<tr><td>BH01</td><td>June 24, 2008</td><td>First issuance</td><td>202/QĐ-ĐLKH-HĐQT</td></tr>
<tr><td>BH02</td><td>May 21, 2018</td><td>Second issuance – amended and updated in line with the Company’s actual operations</td><td>427/QĐ-ĐLKH</td></tr>
<tr><td>BH03</td><td>July 21, 2025</td><td>Third issuance – amended and updated in line with the Company’s actual operations</td><td>29/QĐ-ĐLKH</td></tr>
<tr><td>BH04</td><td>April 22, 2021</td><td>Fourth issuance – amended and updated in line with the Company’s actual operations</td><td>121/QĐ-ĐLKH</td></tr>
<tr><td>BH05</td><td>June 11, 2026</td><td>Fifth issuance – amended and updated in line with the Company’s actual operations</td><td>……/QĐ-KHPC</td></tr>
</table>
</td><td>To comply with document drafting regulations</td></tr>
</table>

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| 2 | Clause 2, Article 1 – Scope of regulation and subjects of application | 2. Subjects of application: This Regulation applies to the Board of Directors, members of the Board of Directors, the Executive Board, the Chief Accountant, the Company Secretary, heads/deputy heads of functional departments of the Company, heads/deputy heads of affiliated power units, enterprises and centers, and persons appointed by the Company to represent its capital contribution or to participate in the Supervisory Board of subsidiaries and affiliated companies. | 2. Subjects of application: This Regulation applies to the Board of Directors, members of the Board of Directors, the Executive Board, the Chief Accountant, the Company Secretary, ***the Corporate Governance Officer,*** heads/deputy heads of functional departments of the Company, heads/deputy heads of affiliated power units, enterprises and centers, and persons appointed by the Company to represent its capital contribution or to participate in the Supervisory Board of subsidiaries and affiliated companies. | To supplement the position of the person in charge of corporate governance. |
| 3 | Clause 2, Article 2 – Operating principles of the Board of Directors | 2. The Board of Directors assigns the *Director* General Director to organize and implement the resolutions and decisions of the Board of Directors. | 2. The Board of Directors assigns the General Director to organize and implement the resolutions and decisions of the Board of Directors. | Typographical errors |
| 4 | Point e, Clause 3, Article 6 – Chairperson of the Board of Directors | e) Decide on the assignment of members of the Board of Directors and employees of the Company to go on business trips, training, or study visits abroad; | e) Decide on the assignment of members of the Board of Directors and employees of the Company to go on business trips, training, or study visits abroad ***in accordance with the decentralization regulations between the Board of Directors and the General Director***; | To clarify the provision |
| 5 | Clause 1, Article 23 – Methods of handling matters by the Chairperson of the Board of Directors | 1. The Chairperson shall be responsible for handling duties as prescribed in *Article 7* of this Regulation; | 1. The Chairperson shall be responsible for handling duties as prescribed in ***Article 6*** of this Regulation. | To revise the cross-reference |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| 6 | Clauses 1 and 2, Article 24 – Methods of handling matters by the Company Secretary in preparing dossiers for submission to the Board of Directors and the Chairperson | 1. The Company Secretary shall only submit to the Chairperson matters falling within the authority of the Board of Directors and the Chairperson as prescribed in Articles 3 and *7* of this Regulation, and that comply with required procedures.<br>2. Upon receipt of dossiers from the General Director, the Company's functional departments shall submit it to the Board of Directors or the Chairperson. The Company Secretary shall be responsible for reviewing the dossiers for procedural compliance and preparing a submission form for handling matters to be submitted to the Chairperson. | 1. The Company Secretary shall only submit to the Chairperson matters falling within the authority of the Board of Directors and the Chairperson as prescribed in Articles 3 and ***6*** of this Regulation, and that comply with required procedures.<br>2. Upon receipt of dossiers from the General Director ***prepared by the Company's functional departments for submission*** to the Board of Directors or the Chairperson, the Company Secretary shall be responsible for reviewing the dossiers for procedural compliance and preparing a submission form for handling matters to be submitted to the Chairperson. | To revise the cross-reference<br>To clarify the authority to submit matters to the Board of Directors |
| 7 | Articles 26 through 29 | ***Article 26. Procedures for sending documents and submission for settlement of matters***<br>*1. All official letters and submissions to the Board of Directors or the Chairperson of the Board of Directors must be registered in the incoming document register of the Company Office. The Company Secretary shall be responsible for monitoring the forwarding of official letters and* | - Remove Articles 26 through 29.<br>- Update the numbering of subsequent Chapters and Articles accordingly. | The contents of Articles 26 through 29 shall be incorporated into the Regulation on functions, duties and powers of units and other internal |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | *submissions before they are transferred to the competent authority for handling.*<br>*The Company Secretary shall coordinate with the Office in preparing a list of official letters and submissions by issue and content of agencies and units for monitoring and expediting the handling process.*<br>*2. Submissions and official letters of professional departments submitted to the Board of Directors or the Chairperson of the Board of Directors must be signed by the Head of the department (or an authorized deputy) and affixed with the seal in accordance with the proper authority.*<br>*3. Official letters, submissions and documents for settlement of matters must be original copies and shall only be sent to the authority competent to handle them. Where it is necessary to send copies to relevant departments for reporting or coordination purposes, such departments shall only be indicated in the recipients section of the document.*<br>*4. For organizations outside the management scope of the Board of Directors, the procedures for sending documents to the Board of Directors shall* | | regulations of the Company. |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | *comply with the prevailing regulations of law on clerical and archival work and other relevant legal regulations.*<br>*5. Specific provisions:*<br>*a. The Company Office shall be responsible for receiving and forwarding to the Chairperson of the Board of Directors:*<br>*- Documents and/or opinion notices of EVN, EVNCPC, the People's Committee of Khanh Hoa Province and competent authorities relating to the operational orientation of the Company;*<br>*- Documents addressed to the Board of Directors, the Chairperson of the Board of Directors or members of the Board of Directors of the Company;*<br>*- Documents relating to the functions, duties and powers of the Board of Directors of the Company.*<br>*b. For important documents and materials relating to the executive and operational functions of the General Director of the Company, reports on incidents and occupational safety, materials serving monthly and quarterly briefings, and materials for thematic meetings, the Office and relevant departments shall, when submitting to the* | | |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | *General Director, concurrently send copies to the Chairperson of the Board of Directors (in writing or via the E-office system).*<br>*c. All documents submitted to the Board of Directors shall be processed and reviewed by the Company Secretary in accordance with the prescribed procedures before being submitted to the Chairperson of the Board of Directors.*<br>*d. When drafting documents for submission to the Board of Directors, the Office and relevant departments shall submit one (01) original copy together with relevant accompanying documents (if any), and simultaneously send one (01) electronic copy via the E-office system to the Chairperson of the Board of Directors for handling.*<br>*e. When preparing documents for the General Director to submit to the Board of Directors for approval, acceptance or adoption prior to further submission to higher authorities, the Office and relevant departments shall simultaneously prepare draft approval documents or draft submissions.*<br>*f. Submissions of the General Director to the Board of Directors must bear a seal* | | |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | *across adjoining pages or the initials of the drafter or the Company Secretary.*<br>*g. Resolutions submitted to the Board of Directors for issuance must bear the initials of the Company Secretary.*<br>*h. During the drafting of decisions, documents and official letters for the General Director's execution and direction in implementing the objectives and duties under resolutions and decisions of the Board of Directors, the Office and relevant departments shall send copies to the Board of Directors for reporting purposes (including via the E-office software system).*<br>***Điều 27. Hồ sơ trình giải quyết công việc***<br>***Article 27. Dossiers for submission for settlement of matters***<br>*The dossier submitted to the Board of Directors for settlement of matters shall include:*<br>*1. A submission of the General Director of the Company.*<br>*2. A work settlement form (in the standardized form) prepared by the Company Secretary and submitted to the competent Board of Directors for settlement of the matter.* | | |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | *The submission form must clearly state the submitted matter, the submitting department, a summary of the submitted contents; opinions of relevant departments (including differing opinions) regarding the submitted matter; recommendations of the responsible officer; and the opinion and signature of the Company Secretary.*<br>*3. Other relevant documents and materials.*<br>***Article 28. Issuance and disclosure of documents of the Board of Directors***<br>*1. The Company Secretary and the Company Office shall be responsible for issuing documents of the Board of Directors and the Chairperson of the Board of Directors within no more than two (02) working days from the signing date of such documents, ensuring proper recipients and procedures.*<br>*2. Documents issued by the Board of Directors or the Chairperson of the Board of Directors directly relating to the rights and obligations of shareholders must be notified or publicly posted at the Company's head office and disclosed in accordance with regulations.* | | |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | ***Article 29. Review and handling of regulatory documents***<br>*The Supervisory Board shall act as the focal point assisting the Board of Directors in conducting self-review of regulatory documents issued by the Board of Directors; identifying provisions that are contrary to law, inconsistent, overlapping or no longer appropriate to actual circumstances, and recommending that the Board of Directors or the General Meeting of Shareholders promptly amend, supplement, replace or repeal such documents.* | | |
| 8 | Clause 1, former Article 39 – Effectiveness (new Article 35) | 1. The Regulation on the operation of the Board of Directors of Khanh Hoa Power Joint Stock Company consists of *ten (10)* chapters and *thirty-nine (39)* articles and shall take effect from *April 22, 2021*. | 1. The Regulation on the operation of the Board of Directors of Khanh Hoa Power Joint Stock Company consists of ***nine (09)*** chapters and ***thirty-five (35)*** articles and shall take effect from ***June 11, 2026***. | To update the effective date |

# Appendix 4. Amendments to the Regulation on the operation of the Supervisory Board of the Company

- *Italicized text* indicates provisions to be replaced or removed.
- ***Bold italicized text*** indicates amended or supplemented provisions.

<table>
<tr><th>No.</th><th>Article/Clause/Point</th><th>Current Regulation provisions</th><th>Proposed amendments/supplements</th><th>Basis/Reason for proposed amendments/ supplements</th></tr>
<tr><td>1</td><td>Add the Document Issuance Tracking Form</td><td></td><td>
<table>
<tr><th>Version/Revision</th><th>Issuance/Revision Date</th><th>Description of issuance/revision</th><th>Approval Decision</th></tr>
<tr><td>BH01</td><td>April 25, 2013</td><td>First issuance</td><td>01/QĐ-ĐLKH-BKS</td></tr>
<tr><td>BH02</td><td>October 4, 2016</td><td>Second issuance – amended and updated in line with the Company’s actual operations</td><td>05/QĐ-ĐLKH-BKS</td></tr>
<tr><td>BH03</td><td>September 7, 2018</td><td>Third issuance – amended and updated in line with the Company’s actual operations</td><td>18/QĐ-ĐLKH</td></tr>
<tr><td>BH04</td><td>April 22, 2021</td><td>Fourth issuance – amended and updated in line with the Company’s actual operations</td><td>09/QĐ-ĐLKH</td></tr>
<tr><td>BH05</td><td>June …, 2026</td><td>Fifth issuance – amended and updated in line with the Company’s actual operations</td><td>……/QĐ-KHPC</td></tr>
</table>
</td><td>To comply with document drafting regulations</td></tr>
<tr><td>2</td><td>Clause 1, Article 4 – Term of office and number of members of the Supervisory Board</td><td>1. The Supervisory Board of the Company shall consist of three (03) members. The term of office of a member of the Supervisory Board shall be four (04) years and may be re-elected</td><td>1. The Supervisory Board of the Company shall consist of three (03) members. The term of office of a member of the Supervisory Board shall be five (05) years and may be re-elected for an unlimited number of terms.</td><td>To align with the Company Charter</td></tr>
</table>

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | *for an unlimited number of terms.* | | |
| 3 | Clause 3, Article 6 – Head of the Supervisory Board | 3. The rights and obligations of the Head of the Supervisory Board *shall be governed by the Company Charter.* | 3. The rights and obligations of the Head of the Supervisory Board ***are stipulated in Clause 2, Article 38 of the Company's Charter.*** | To provide a specific reference |
| 4 | Clause 3, Article 11 – Rights, obligations, and responsibilities of the Supervisory Board | The contents and templates of appraisal reports shall comply with the Regulations on internal audit, financial supervision, and control within Vietnam Electricity *issued together with Decision No. 44/QD-EVN dated February 13, 2018 of Vietnam Electricity*. | ***The contents of such reports shall comply with applicable laws and the internal management regulations of EVN and EVNCPC.*** | |
| 5 | Article 14 – Head of the Supervisory Board | *The election of the Head of the Supervisory Board and the functions and duties of the Head of the Supervisory Board are prescribed in Article 38 of the Company Charter.* | Remove due to duplication with the contents already prescribed in Article 6.<br>Update the numbering of subsequent Articles accordingly. | |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| 6 | Article 15 – Rights and obligations of the Supervisory Board | *The rights and obligations of the Supervisory Board and the functions and duties of the Head of the Supervisory Board are prescribed in Article 39 of the Company Charter.* | Remove due to duplication with the contents already prescribed in Article 6.<br>Update the numbering of subsequent Articles accordingly. | |
| 7 | Clause 1, former Article 16 – Meetings of the Supervisory Board | 1. The Supervisory Board shall meet at least twice a year, and at least two-thirds (2/3) of its members must attend the meeting. *Minutes of meetings of the Supervisory Board shall be prepared in a detailed and clear manner. The minute-taker and members of the Supervisory Board attending the meeting must sign the meeting minutes. All minutes of meetings of the Supervisory Board shall be retained to determine the responsibilities of* | ***1. Ban kiểm soát phải họp ít nhất hai (02) lần trong một năm, số lượng thành viên tham dự họp ít nhất là hai phần ba (2/3) số thành viên Ban kiểm soát.***<br>***1. The Supervisory Board shall meet at least twice a year, and at least two-thirds (2/3) of its members must attend the meeting.*** | To remove due to duplication with the contents of former Article 17 |

| No. | Article/Clause/Point | Current Regulation provisions | Proposed amendments/supplements | Basis/Reason for proposed amendments/ supplements |
|---|---|---|---|---|
| | | *each member of the Supervisory Board.* | | |
| 8 | Former Article 24 – Effectiveness | The Regulation on the operation of the Supervisory Board of Khanh Hoa Power Joint Stock Company consists of seven (07) chapters and *twenty-four (24)* articles and shall take effect from *April 22, 2021*. | Quy chế hoạt động của Ban kiểm soát Công ty Cổ phần Điện lực Khánh Hòa bao gồm 07 chương, ***22*** điều và có hiệu lực thi hành kể từ ngày ***11 tháng 6 năm 2026***<br>The Regulation on the operation of the Supervisory Board of Khanh Hoa Power Joint Stock Company consists of seven (07) chapters and ***twenty-two (22)*** articles and shall take effect from ***June 11, 2026***. | To update the effective date |