

No. 09./2025/HIO/CBTT

Hanoi, March 28th, 2025

EXTRAORDINARY INFORMATION DISCLOSURE

**To: - The State Securities Commission
- Hanoi Stock Exchange**

1. Name of organization: Helio Energy Joint Stock Company

- Stock code: HIO
- Address: 4th Floor, No. 37, Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi City, Vietnam
- Telephone: 0243.226.3333 Fax:
- E-mail: info@helioenergy.vn

2. Contents of disclosure:

Helio Energy Joint Stock Company disclosures of the time, venue, agenda, and meeting documents of the 2025 Annual General Meeting of Shareholders, as follows:


- Time: **08:30 – 12:00, Saturday, April 19th, 2025;**
- Venue: Conference Hall, 3rd Floor, No. 37, Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi City, Vietnam;
- Conditions for attending the general meeting: All shareholders holding HIO shares (or their duly authorized representatives) as per the shareholder list finalized on March 25th, 2025;
- Contents and the general meeting documents: updated on the website of the Company via: <https://helioenergy.vn/en/documents/dai-hoi-dong-co-dong> on March 28th, 2025.

3. This information was published on the Company's website on March 28th, 2025, as in the link: <https://helioenergy.vn>

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

THE REPRESENTATIVE OF THE COMPANY

Authorized person to disclose information


Bùi Tuấn Dương
TỔNG GIÁM ĐỐC

INVITATION LETTER

ATTENDANCE AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: Shareholders of Helio Energy Joint Stock Company

The Board of Directors of Helio Energy Joint Stock Company is honored to announce and respectfully invite Shareholders to attend the Company's Annual General Meeting (AGM) of Shareholders 2025, as detailed below:

1. **Time: 8:30 AM – 12:00 PM, Saturday, April 19, 2025.**
2. **Venue:** Conference Hall, 3rd Floor, No. 37, Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi.
3. **Contents of the General Meeting:** Matters under the authority of the AGM of Shareholders are mentioned in the AGM of Shareholders 2025's documents.
4. **The AGM of Shareholders 2025's documents:**
 - Enclosed with this Invitation Letter is the Confirmation of Attendance/Proxy Form.
 - All AGM of Shareholders 2025 documents will be updated on the Company's website, via the following link: <https://helioenergy.vn/documents/dai-hoi-dong-co-dong> from March 28, 2025. The Shareholders may access the above link to review the full documents related to the AGM of Shareholders 2025, including reports, proposals, and regulations, which will be updated until the closing ceremony of the AGM of Shareholders 2025.
5. **Conditions for attending the AGM of Shareholders 2025:** All Shareholders holding HIO shares (*or Shareholders' duly authorized representatives*) as per the shareholder list closed on March 25, 2025.
6. **Confirmation of attendance at the AGM of Shareholders 2025:** To organize the AGM of Shareholders 2025 thoughtfully, Shareholders are respectfully requested to confirm your registration for attendance or your authorization for another person to attend on their behalf (*using the attached form*) **before 10:00 AM on April 18, 2025**. Confirmation may be sent via express delivery, in person to the Organizing Committee of Helio Energy Joint Stock Company:
 - Head office: 4th Floor, No. 37, Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi City, Vietnam.
 - Tel: 024 32 263 333.

Notice: When attending the meeting, please bring this Invitation Letter, a valid Passport/Citizen ID of the attendee, a notarized copy of the Business Registration Certificate (*for organizations*), and the Proxy for Attendance Form (*for authorized representatives*).

Respectfully announce and invite!

Hanoi, March 28, 2024

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAN THANH DAT

....., 2025

CONFIRMATION OF ATTENDANCE/PROXY FORM
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

1. SHAREHOLDERS INFORMATION

Shareholder's full name:
Legal Representative (for organizations):
Passport/Citizen ID/Business Registration Certificate No: issued on / /
Place of Issue:
Contact address/Head office/Headquarters:
Telephone:
Shares class: Common share Number of owned shares: shares
(In words: shares)

Based on the Invitation Letter to attend the Annual General Meeting (AGM) of Shareholders 2025 of Helio Energy Joint Stock Company, I (the shareholder of the Company) hereby confirm as follows:

2. REGISTRATION FOR ATTENDANCE AT THE AGM OF SHAREHOLDERS 2025 ☐

3. PROXY FOR ATTENDANCE AT THE AGM OF SHAREHOLDERS 2025 ☐

Proxy for (tick "X" or "V" in the selected box to authorize):

- ☐ Mr. Phan Thanh Dat Chairman of the Board of Directors
Number of authorized shares: shares (In words: shares)
- ☐ Mr. Bui Tuan Duong The member of the Board of Directors cum the Deputy General Director
Number of authorized shares: shares (In words: shares)
- ☐ Mr. Nguyen Thanh Long The independent member of the Board of Directors
Number of authorized shares: shares (In words: shares)
- ☐ Mrs. Nguyen Thi Ngoc Quynh General Director
Number of authorized shares: shares (In words: shares)
- ☐ Full name:
Passport/Citizen ID No: issued on / /
Place of Issue:
Address:
Telephone:
Number of authorized shares: shares (In words: shares)

Proxy Content:

The authorized representative is empowered to represent the Shareholder (authorizing party) in attending the AGM of Shareholders 2025 of Helio Energy Joint Stock Company and to exercise all rights and obligations at the AGM of Shareholders 2025 related to the number of authorized shares.

We commit to complying with the regulations of Helio Energy Joint Stock Company and take full legal responsibility for the execution of this proxy.

This proxy is valid from the date of signing until the conclusion of the AGM of Shareholders 2025./.

SHAREHOLDER/AUTHORIZING PARTY

(Sign, full name, seal if organization)

AUTHORIZED REPRESENTATIVE

(Sign, full name, seal if organization)

Note:

- This form is for foreign individuals/organizations/enterprises/entities.
- Each shareholder may grant a proxy only once. The authorized representative is not allowed to further delegate the proxy to another person and must bring their Citizen ID/Passport when attending the AGM of Shareholders. This proxy is only valid if it is the original document with the direct signatures of both parties. If the authorizing party or the authorized representative is an organization, the signature of the legal representative and the organization's seal must be included.

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HELIO ENERGY JOINT STOCK COMPANY



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VOTING CARD



Shareholder code:

00001

Shareholder/Representative name: **Nguyen Van A**

Number of owned shares: **1.000**

Number of authorized shares: **0**

Total number of voting shares: **1.000**

Total number of votes: **1.000**



2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HELIO ENERGY JOINT STOCK COMPANY

VOTING BALLOT

Shareholder code: 00001

Shareholder/Representative Name: Nguyen Van A

Number of Shares Owned: 1.000 Number of Shares Authorized: 0

Total Number of Voting Shares: 1.000 shares

Total Number of Voting Ballots: 1.000 shares

Voting Items:

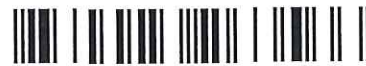
(Shareholders vote by marking an "X" or "✓" in the corresponding column for each item to be approved)

1. Report on the business performance results in 2024 and the business plan for 2025

☐ Agree

☐ Disagree

☐ No Opinion



2. Report on the activities of the Board of Directors in 2024 and the plan for 2025

☐ Agree

☐ Disagree

☐ No Opinion



3. Report on the activities of the Board of Supervisors in 2024 and the plan for 2025

☐ Agree

☐ Disagree

☐ No Opinion



4. Proposal on reporting the remuneration payment for the Board of Directors, the Board of Supervisors in 2024 and approving the 2025 payment plan

☐ Agree

☐ Disagree

☐ No Opinion



5. Proposal for approval of the list of independent audit firms for 2025

☐ Agree

☐ Disagree

☐ No Opinion



6. Proposal for approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2024

☐ Agree

☐ Disagree

☐ No Opinion

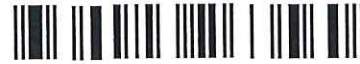


7. Proposal for approval of the plan for utilizing retained earnings as of December 31, 2024

☐ Agree

☐ Disagree

☐ No Opinion

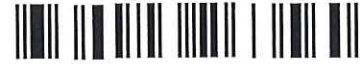
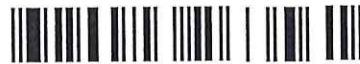


8. Proposal for the change of the Company's head office address

☐ Agree

☐ Disagree

☐ No Opinion

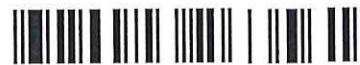


9. Proposal for approval of the investment policy and execution of significant contracts and transactions

☐ Agree

☐ Disagree

☐ No Opinion



10. Proposal for the acquisition of shares in SD Truong Thanh Joint Stock Company

☐ Agree

☐ Disagree

☐ No Opinion

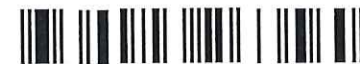


11. Proposal for the continuation of the implementation of the public offering plan for additional shares

☐ Agree

☐ Disagree

☐ No Opinion



12. Proposal for the continuation of the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program (ESOP)

☐ Agree

☐ Disagree

☐ No Opinion



13. Proposal for the listing of the Company's shares

☐ Agree

☐ Disagree

☐ No Opinion



Hanoi, April 19th, 2025

SHAREHOLDER/REPRESENTATIVE

(Signature, Full Name)



**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HELIO ENERGY JOINT STOCK COMPANY**



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QUESTION FORM

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Shareholder full name:

Or Authorized Representative (if applicable):

Address:

Email:

Telephone:

Shareholder code: HIO

Number of Shares Owned/Authorized:

Question:

1).....

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2).....

.....

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3).....

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PERSON WHO FILED THE FORM

(Signature, Full Name)

Please note: In case the content of the question is outside the agenda of the meeting or there is not enough time for the Chairman to answer all shareholder questions, the Board of Directors will respond to shareholders through one of the following methods: Sending a letter, email, or phone call.

HELIO ENERGY JOINT STOCK COMPANY

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS DOCUMENTS



HELIO ENERGY JOINT STOCK COMPANY

*(Business Registration Certificate No. 0109204756 issued by the Business Registration Office
– Hanoi Authority for Planning and Investment, first registered on June 2nd, 2020, registered
for the 6th change on April 17th, 2024)*

Address : 4th Floor, No.37, Ba Trieu Street, Hang Bai Ward, Hoan
Kiem District, Hanoi, Vietnam

Telephone : 0243 226 3333 Website: <https://helioenergy.vn>

Hanoi, April 2025

TENTATIVE AGENDA

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

HELIO ENERGY JOINT STOCK COMPANY

Time: 8:30 AM – 12:00 PM, Saturday, April 19, 2025.

Venue: Conference Hall, 3rd Floor, No. 37, Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi.

Time	Contents
8:30 – 09:00	Welcoming delegates
	Verifying the eligibility of Shareholders to attend the Annual General Meeting
09:00 – 09:30	Declaration of the Meeting's purpose and presentation of delegates
	Report on the Verification of Shareholders' eligibility to attend the Annual General Meeting
	Commencement of the Annual General Meeting of Shareholders
	Election of the Presidium, the Vote Counting Committee and appointment of the Secretary
	Approval of the Rules of Procedure for the Annual General Meeting
	Introduction and approval of the Annual General Meeting agenda
09:30 – 10:45	Contents of the Annual General Meeting:
	- Report on the business performance results in 2024 and the business plan for 2025.
	- Report on the activities of the Board of Directors in 2024 and the plan for 2025.
	- Report on the activities of the Board of Supervisors in 2024 and the plan for 2025.
	- Proposal on reporting the remuneration payment for the Board of Directors, the Board of Supervisors in 2024 and approving the 2025 payment plan.
	- Proposal for approval of the list of independent audit firms for 2025.
	- Proposal for approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2024.
	- Proposal for approval of the plan for utilizing retained earnings as of December 31, 2024.
	- Proposal for the change of the Company's head office address.
	- Proposal for approval of the investment policy and execution of significant contracts and transactions.
	- Proposal for the acquisition of shares in SD Truong Thanh Joint Stock Company.
	- Proposal for the continuation of the implementation of the public offering plan for additional shares.
	- Proposal for the continuation of the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program (ESOP).
	- Proposal for the listing of the Company's shares.
	- Other matters under the authority of the General Meeting of Shareholders.
10:45 – 11:15	Discussion and response to shareholders' inquiries
11:15 – 11:30	Voting to approve matters presented to the General Meeting
11:30 – 11:40	Recess period
11:40 – 11:50	Voting to approve and announce the Minutes and Resolutions of the General Meeting of Shareholders
11:50 – 11:55	Approval of the Minutes and Resolutions of the General Meeting of Shareholders
11:55 – 12:00	Closing ceremony of the Annual General Meeting

JOINT STOCK COMPANY

HELIO ENERGY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Hanoi, March 28th, 2025

RULES OF PROCEDURE

ON ORGANIZATION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

HELIO ENERGY JOINT STOCK COMPANY

CHAPTER I:

GENERAL PROVISIONS

Article 1. Rules of Procedure's scope and subjects of application

- This Rules of Procedure specifies the conditions and procedures for conducting the Annual General Meeting of Shareholders 2025 (*hereinafter referred to as "AGMS 2025" or "Meeting"*) of Helio Energy Joint Stock Company, the rights and obligations of the parties involved in the AGMS 2025.
- This regulation applies to the shareholders of Helio Energy Joint Stock Company (*hereinafter referred to as "Company"*) and other related departments.

Article 2. Shareholders and participating parties are responsible for complying with the provisions of this Regulation.

CHAPTER II:

RIGHTS AND OBLIGATIONS OF THE PARTICIPANTS IN THE AGMS 2025

Article 3. Rights and obligations of Shareholders attending the AGMS 2025

3.1 Conditions for attending the AGMS 2025:

All shareholders holding Company shares according to the shareholder list finalized by Helio Energy on March 25, 2025, or those properly authorized to attend, are eligible to participate.

3.2 Rights and Obligations of Eligible Shareholders Attending the AGMS 2025:

- a) Shareholders or authorized representatives attending the Meeting must bring the following documents:
 - Invitation letter;
 - Citizen identification card, identity card, passport, or other legally recognized personal identification documents, the copy of the Business Registration Certificate;
 - The original Confirmation of Attendance/Proxy Authorization (mandatory in case of attending the Meeting as an authorized representative)

(In the case of an individual shareholder, the Proxy for attendance form must be signed by that shareholder. In the case of a corporate/entity shareholder, the Proxy for attendance form must be sealed and signed by the legal representative or the capital management representative of that corporate/entity).

After presenting the above documents to the Shareholder Eligibility Verification Committee, the shareholder or authorized representative attending the Meeting will receive a Voting Card/Voting Ballot to vote on matters discussed at the Meeting. The Voting Card/Voting Ballot will indicate the shareholder's name and the number of voting shares they hold. The value of the Voting Card/Voting Ballot granted to the shareholder or authorized representative corresponds to the proportion of voting shares owned or represented by that shareholder, as registered for attendance, in relation to the total number of voting shares of all shareholders attending the Meeting.

- b) Shareholders have the right to authorize another person in writing to attend and vote on their behalf at the Meeting. The authorized representative attending the Meeting is not allowed to delegate their authority to another person.
- c) Shareholders attending the Meeting must obtain the Chairperson's permission to speak during discussions, and make concise statements focused on key issues for discussion, in alignment with the approved agenda of the Meeting. Topics that have already been addressed by previous speakers should not be repeated to avoid redundancy. Shareholders may also write their questions on the Question Form and submit them to the Meeting Secretary.
- d) Have the right to vote on all matters within the authority of the General Meeting of Shareholders as stipulated in the Company's Charter on organization and operation.
- e) Shareholders and shareholder representatives attending the General Meeting of Shareholders, after listening to the reports on the matters to be approved, shall discuss and pass resolutions through voting.
- f) During the Meeting, shareholders must follow the guidance of the Presidium, conduct themselves in a civilized and respectful manner, and refrain from causing disruptions.
- g) Shareholders or authorized representatives arriving after the Meeting has commenced, upon completing the registration procedures, are allowed to attend and participate in voting on the remaining matters as per the approved agenda. In this case, the validity of the votes already conducted shall remain unaffected.

Article 4. Rights and Obligations of the Chairperson and the Presidium

- 4.1 The Chairman of the Board of Directors shall serve as the Chairperson of the Meeting or may authorize another member of the Board of Directors to chair the Meeting, subject to approval by the Meeting.
- 4.2 The Chairperson shall appoint company personnel to join the Presidium to oversee the Meeting. The specific responsibilities of the Presidium are as follows:
 - a) Overseeing the activities of the Meeting in accordance with the approved agenda. Conducting the necessary tasks to ensure the Meeting proceeds in an orderly manner and reflects the interests of the majority of shareholders and shareholder representatives in attendance.
 - b) Guide the delegates and the Meeting in discussions.
 - c) Submit the draft and necessary matters for the Meeting to vote on.
 - d) Respond to issues raised by shareholders upon request.

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

The Shareholder Eligibility Verification Committee for the Meeting is decided by Company's the Board of Directors. The Shareholder Eligibility Verification Committee is responsible for receiving documents from shareholders or their authorized representatives attending the Meeting to verify their validity and cross-check them against the finalized list of eligible shareholders as of March 25, 2025. Distributing meeting materials, Voting Cards/Voting Ballots, and reporting to the Meeting on the results of shareholder eligibility verification before the official commencement of the Meeting.

Article 6. Rights and Obligations of the Meeting Secretary

- 6.1 The Chairperson appoints the Meeting Secretary.
- 6.2 The Meeting Secretary performs assisting tasks as assigned by the Chairperson, including:
 - a) Accurately and truthfully record the proceedings of the Meeting.
 - b) Assist the Presidium in announcing the draft Minutes and Resolutions of the Meeting, as well as conveying announcements from the Presidium to shareholders upon request.

Article 7. Rights and Obligations of the Vote Counting Committee

- 7.1 The Chairperson introduces the Vote Counting Committee and organizes the voting for its approval at the Meeting.
- 7.2 The Vote Counting Committee is responsible for:
 - a) Guiding shareholders or their representatives on how to use the Voting Cards/Voting Ballots;
 - b) Supervising the voting process of shareholders or their representatives attending the Meeting;
 - c) Collecting the Voting Cards/Voting Ballots after the voting on the Meeting's matters is completed;
 - d) Summarizing the voting shares for each agenda item and reporting the results to the Chairperson and the Meeting Secretary;
 - e) Receiving shareholders' Question Forms and forwarding them to the Presidium for handling.

CHAPTER III:

CONDUCTING THE MEETING

Article 8. Conditions for Convening the Meeting

The Meeting shall proceed when the attending shareholders represent more than 50% of the total voting shares, based on the finalized shareholder list as of March 25, 2025.

Article 9. Discipline of the Meeting

- 9.1 All shareholders attending the Meeting must dress appropriately.

- 9.2 Upon entering the Meeting room, shareholders must sit in the designated seats or areas assigned by the Meeting Organizing Committee. They must strictly comply with the seating arrangements set by the committee.
- 9.3 Smoking is strictly prohibited inside the Meeting room.
- 9.4 Private conversations and mobile phone usage are not allowed during the Meeting. Mobile phones must be turned off or set to silent mode.

Article 10. Voting Procedures for Resolutions at the Meeting

All the contents of the Meeting agenda must approved by the public voting process of all the attending shareholders using Voting Cards/Voting Ballots, based on the number of shares owned/ represented, or authorized. Each shareholder shall be issued one (1) Voting Card and one (1) Voting Ballot, which shall include: the shareholder's name, the number of voting shares (owned/represented, and/or authorized), and the Company's official seal as a watermark.

10.1 VOTING CARD: Printed on **white** paper, it is used for voting on the following matters:

- a) Approval of the composition of the Presidium of the Meeting;
- b) Approval of the Rules of Procedure for organizing the Annual General Meeting of Shareholders 2025;
- c) Approval of the Meeting agenda;
- d) Approval of the composition of the Vote Counting Committee;
- e) Approval of the Minutes and Resolutions of the Meeting.

10.2 VOTING BALLOT: Printed on **yellow** paper, it is used for voting on matters presented in reports and proposals.

- a) Valid Voting Ballot:
 - A Voting Ballot issued by the Meeting Organizing Committee, bearing the Company's official seal;
 - The Voting Ballot must not be torn, erased, or altered;
 - Containing the signature of the shareholder or the authorized representative participating in the vote
 - Each voting item must be marked (X) or (V) only once
- b) Invalid Voting Ballot:
 - Not issued by the Meeting Organizing Committee.
 - Contains erasures or alterations.
 - Lacks the signature of the shareholder or the authorized representative attending the Meeting.
 - No marking or more than one (X) mark for a single voting item.
- c) Invalid Voting Ballots shall not be counted in the vote counting.

Article 11. Approval of the Resolutions of the AGMS 2025

The Resolutions of the Meeting on matters in the Meeting agenda shall be approved in accordance with the following specific provisions:

- 11.1 Except as stipulated in Clause 11.2 of this Article, a Resolution of the Meeting shall be approved if it receives affirmative votes from shareholders representing more than 50% of the total voting shares of all shareholders attending and voting at the Meeting.
- 11.2 The resolution on the following matters shall be approved if it receives affirmative votes from shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the Meeting:
- Proposal for approval of the investment policy and execution of significant contracts and transactions.
 - Proposal for the acquisition of shares in SD Truong Thanh Joint Stock Company.
 - Proposal for the continuation of the implementation of the public offering plan for additional shares.
 - Proposal for the continuation of the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program (ESOP).

CHAPTER IV:**CLOSING THE MEETING****Article 12. Minutes and Resolutions of the Meeting**

- 12.1 The Minutes and Resolutions of the Annual General Meeting of Shareholders 2025 must be completed and approved before the closing ceremony of the Annual General Meeting of Shareholders 2025.
- 12.2 The Minutes and Resolutions of the Annual General Meeting of Shareholders 2025 must be retained at Helio Energy Joint Stock Company.

Article 13. Effectiveness

This Rules of Procedure includes 13 (*thirteen*) Articles, which have been publicly read before the Meeting and shall take effect immediately upon approval by the Annual General Meeting of Shareholders 2025 through voting.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Phan Thanh Dat

**JOINT STOCK COMPANY
HELIO ENERGY***No. 01/2025/HIO/BC-BTGD***THE SOCIALIST REPUBLIC OF VIETNAM
Independence-Freedom-Happiness***Hanoi, March 28th, 2025***REPORT
BUSINESS PERFORMANCE RESULTS IN 2024
AND PLAN FOR 2025****PART I
BUSINESS PERFORMANCE RESULTS IN 2024****I. THE BOARD OF MANAGEMENT REPORTS ON THE BUSINESS
PRODUCTION SITUATION IN 2024**

In 2024, the Board of Management of Helio Energy Joint Stock Company (*hereinafter referred to as "Company"*) made concerted efforts to implement and carry out business production activities, closely following the Company's objectives under the direct guidance of the Board of Directors, in line with the direction set by the 2024 Annual General Meeting of Shareholders.

1. Personnel, remuneration, and operating expenses of the Board of Management

The Board of Management consists of 01 (*one*) General Director and 01 (*one*) Deputy General Director. In 2024, there was a change in the position of General Director as follows:

No	List of Members	Position	Date of Change
1	Mr. Phan Thanh Dat	General Director	Resigned on April 15 th , 2024
2	Mrs. Nguyen Thi Ngoc Quynh	General Director	Appointment on June 11 th , 2024

The remuneration of the Board of Management in 2024 as follows:

Currency: VND Million

No	List of Members	Position	Income
1	Mr. Phan Thanh Dat	General Director	223,789,739
2	Mrs. Nguyen Thi Ngoc Quynh	General Director	629,605,667
3	Mr. Bui Tuan Duong	Deputy General Director	615,129,900

The total income of the Board of Management in 2024 was VND 1,468,525,306. Board of Management's operating expenses, transaction costs, business trip allowances, etc were carried out in accordance with the Company's regulations and policies.

2. Business Production Performance Results in 2024

In carrying out the business production activities of the Company in 2024, the Board of Management reports to the Annual General Meeting of Shareholders the following business results:

The Company's net revenue decreased by 3.83% compared to 2023 and reached 88.46% of the target approved by the 2024 General Meeting of Shareholders. The main reason for the net revenue not meeting the plan was that, in 2024, the Company had not yet completed the share acquisition of SD Truong Thanh Joint Stock Company.

Although the net revenue target was not met compared to the plan, the Company's after-tax profit still increased by 109.25% compared to 2023 and exceeded the target by 6.39% as approved by the 2024 General Meeting of Shareholders. This result was due to the strong direction of the Board of Directors, the efforts of the Board of Management, and the entire staff of the Company in implementing measures to optimize costs, enhance savings, and avoid waste. The above result also demonstrates that the Company's direction has begun to yield high effectiveness.

Overall, 2024 was a year with favorable weather conditions, with plenty of sunshine in the areas of the Company's rooftop solar power projects. Combined with the sound decisions and strategies of the Board of Management, the business production results of the Company showed significant growth, successfully achieving most of the set targets.

Currency: VND Million

No	Consolidated indicator	2023	Năm 2024		Achievement Rate	Growth Rate Compared to 2023
		Execution	Plan	Execution		
1	Charter capital	210,000	430,500	210,000	48.78%	100.00%
2	Net revenue	124,049	134,868	119,299	88.46%	96.17%
3	Profit after tax	10,074	19,812	21,079	106.39%	209.25%
4	Owner's Equity	233,618	462,428	253,891	54.90%	108.68%
5	Payout ratio	0%	0%	0%	0%	0%

(Source: Consolidated financial statements audited for the years 2023 and 2024)

II. EVALUATION OF BUSINESS AREAS

In 2024, the Company continued its core business of electricity production through its system of rooftop solar power projects, while maintaining stable operation of existing projects. Additionally, with a long-term vision to become one of the leading renewable energy companies in Vietnam, the Company has been actively researching and seeking investment opportunities in various energy sectors, including solar power, wind power, hydropower, and new energy forms like Hydrogen, Biomass, etc., to expand the Company's scale and business areas. Furthermore, the Company continued to implement other services related to the electricity industry, such as the operation and management of electricity projects. The details of the Company's business activities in 2024 are as follows:

1. Electricity Production Activities

As of the end of 2024, the Company is operating a portfolio of projects with a total capacity of approximately 37.16 MWp. In the past year, the Company focused on improving business operations and implementing cost optimization strategies, improving efficiency, and reducing waste. The rooftop solar power project clusters have all been operating stably,

generating consistent revenue and substantial, stable cash flows, providing critical resources to support the Company's operations. The portfolio of currently operating projects includes:

- *Southern and Central Southern regions: 9.25 MWp;*
- *Central Highlands region: 27.91 MWp.*

2. Investment activities

The Annual General Meeting of Shareholders in 2024 approved the plan to issue additional shares to the public to acquire shares from SD Truong Thanh Joint Stock Company. The number of shares expected to be acquired: 17,795,102 shares.

In 2024, the Company submitted the registration documents for the public offering. Currently, the Company is still in the process of providing explanations to the State Securities Commission. Once the approval is received from the State Securities Commission, the Company will proceed with the necessary procedures to finalize the share acquisition from SD Truong Thanh Joint Stock Company.

3. Operation and management services for electricity projects

The rooftop solar power project operation and management services have been implemented by the Company since 2022 and continued to be expanded in 2024. With the advantage of having a skilled engineering team and experience in operations management, this service has become a vital activity, generating revenue that supports the Company's ongoing operations.

PART II

BUSINESS PRODUCTION PLAN FOR 2025

In 2025, the Company aims to optimize operational processes, ensure operational efficiency, as well as improve management effectiveness, and optimize operating costs, and production costs. Accordingly, the Company's Board of Directors has developed the annual plan objectives to be presented to the General Meeting's Shareholders for approval as follows:

I. KEY TASKS FOR 2025

1. Key Economic Targets:

Currency: VND Million

No	Consolidated indicator	Business production plan for 2025	
		Option 1: No capital increase this year	Option 2: Capital increase this year
1	Charter capital	210,000	430,500
2	Net revenue	118,000	141,600
3	Profit after tax	17,000	23,100
4	Owner's Equity	270,891	497,491
5	Payout ratio	0%	0%

2. Key Objectives:**2.1. Continue with the plan for the capital increase approved by the General Meeting of Shareholders in 2024**

- In 2025, the Company continues to increase its charter capital according to the plan approved by the 2024 General Meeting of Shareholders. The purpose of these capital increases is to implement the growth strategy and expand business operations by acquiring shares of SD Truong Thanh Joint Stock Company, as well as to supplement working capital for production and business activities.

2.2. Electricity Production Activities

- Ensuring the stable operation of ongoing projects;
- Maximizing profits by optimizing business-related costs;
- Finding low-cost funding sources to support the Company's business operations as well as invest in the construction of new projects.

2.3. Investment activities

- Enhance research efforts and seek new investment opportunities in the renewable energy sector, particularly in solar and wind power projects. This is the Company's top priority with the goal of scaling up, diversifying business activities, and maximizing corporate resources to expand market share, enhance competitiveness, generate profits for the Company, and maximize benefit for shareholders and other related parties.
- Improve extensive relationships, seek potential and suitable partners to conduct transactions to restructure the current portfolio assets or cooperate in investing in projects related to renewable energy such as purchasing or selling assets, acquisition or sale of capital contribution/shares of enterprises owning power projects/systems.

2.4. Operations management services and consulting services for implementing power projects

- Enhancing marketing activities and searching for potential customers who require the services;
- Enhancing customer care activities before, during, and after the execution of contracts.

2.5. Human resources development

- Enhancing internal training activities to improve skills and professional expertise for staff and employees;
- Finding and recruiting personnel with the qualifications, experience, and capabilities in the development and investment of power projects;
- Developing and implementing the Succession Planning Project, ensuring that the successor personnel possess the necessary capabilities, experience, skills, and professional qualifications to meet the growing needs of the Company's expanding business operations.

II. SOLUTIONS FOR IMPLEMENTING THE BUSINESS PLAN FOR 2025

- Continuing to streamline the Company's organizational management structure towards efficiency, enhancing competitiveness, and optimizing operating costs;
- Actively finding potential partners, while considering new investment opportunities and portfolio restructuring, based on ensuring and delivering the highest benefits for the Company, in line with market principles and conditions;
- Strengthening coordination between the Board of Directors, the Supervisory Board, and the CEO to ensure that resolutions and policies from the General Shareholders' Meeting are implemented promptly and effectively;
- Developing, adjusting, and optimizing mechanisms, policies, functions, and responsibilities that are suitable for each department/division/unit in the Company to ensure maximum utilization of employee capabilities;
- Enhancing training activities to improve the skills, expertise, and leadership abilities of senior and middle management teams. Focus on internal training for staff and employees to increase work efficiency. Expanding the workforce with high-quality personnel to support the Company's operations, especially skilled, experienced managers who are knowledgeable about the power industry and have high-level expertise in their roles.

Above is the report on the business performance results for the year 2024 and the business plan for the year 2025.

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

Sincerely./.

Recipients:

- Shareholders' General Meeting;
- BOD, BOS, BOM;
- Archives: the BOD's Office,
Legal Dept.

**ON BEHALF OF THE BOARD OF MANAGEMENT
GENERAL DIRECTOR**

Nguyen Thi Ngoc Quynh

**HELIO ENERGY
JOINT STOCK COMPANY**

No: 01/2025/HIO/BC-HDQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

Hanoi, March 28th, 2025

**REPORT
THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024
AND THE PLAN FOR 2025**

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

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

The Board of Directors (*hereinafter referred to as "BOD"*) respectfully reports to the Annual General Meeting of Shareholders 2025 (*hereinafter referred to as "AGM"*) the implementation of the BOD's duties in 2024 and the operational orientation plan for 2025 are detailed as follows:

I. THE BOD'S REPORT ON THE IN 2024

In 2024, the BOD has conducted following the essence of the Charter, the Law on Enterprises, the Law on Securities, and relevant legal documents. Meetings of the BOD are regularly maintained in compliance with the Charter. The BOD has closely followed the direction set out in the 2024 Annual General Meeting of Shareholders' Resolution and the company's actual situation to manage and oversee the company's activities; approved matters according to the management hierarchy for the Board of Management and specialized departments to implement.

1. Structure, organization of the Board of Directors

In 2024, the BOD of Helio Energy Joint Stock Company operated with 04 (four) members until April 15th, 2024, and 03 (three) members from April 16th, 2024, as follows:

No.	Full Name	Position
1	Ms. Nguyen Thi Lan	Chairman (Resigned from April 15th, 2024)
2	Mr. Phan Thanh Dat	Member Chairman (Appointment from April 15th, 2024)
3	Mr. Bui Tuan Duong	Member
4	Mr. Nguyen Thanh Long	Independent member

2. Report on the remuneration, operating fees and other benefits of the BOD

The remuneration of the BOD's members in 2024 was paid following the approved level by the 2024 AGM, as follows:

- Chairman : VND 10,000,000/person/month;
- Member/Independent member: VND 5,000,000/person/month.

The details of remuneration for each member of the BOD are as follows:

No.	The Board of Directors	Remuneration
1.	Ms. Nguyen Thi Lan	VND 35,000,000
2.	Mr. Phan Thanh Dat	VND 102,500,000
3.	Mr. Bui Tuan Duong	VND 60,000,000
4.	Mr. Nguyen Thanh Long	VND 60,000,000

Total of remuneration fund of the BOD performed in 2024 is: VND 257,500,000.

Operating fees and other benefits of the BOD in the year were rightly performed following the Company's bylaws, regulations.

3. Summary of the meetings and decisions of the BOD

In 2024, The Board of Directors conducted 20 (*twenty*) minutes and issued 23 (*twenty-three*) resolutions as a basis for the Board of Management to implement business and production activities, as follows:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2024/NQ/HIO-HĐQT	February 5 th , 2024	Closing Shareholder's List for 2024 Annual General Meeting	100%
2	02/2024/ HIO/NQ-HĐQT	March 6 th , 2024	Convening Annual General Meeting 2024; Approved on timeline, and content of documents for Annual General Meeting 2024 and established The Shareholders' Eligibility Verification Committee.	100%
3	03/2024/ HIO/NQ-HĐQT	March 25 th , 2024	Changing the Annual General Meeting time; Approved timeline, content of documents for Annual General Meeting 2024 and established The Shareholders' Eligibility Verification Committee.	100%
4	04A/2024/ HIO/NQ-HĐQT	April 15 th , 2024	Approval of the resignation of Chairwoman and appointed the new Chairman.	100%
5	04B/2024/ HIO/NQ-HĐQT	April 15 th , 2024	Approval of the resignation of General Director.	100%
6	05/2024/HIO/NQ-HĐQT	April 16 th , 2024	Decided on issues related to the position of General Director.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
7	06/2024/HIO/NQ-HĐQT	April 24 th , 2024	Approved borrowing capital at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Nam Thang Long Branch (VCB – Nam Thang Long) of subsidiaries with projects in Village 10, Ea Sar Commune, Ea Kar District, Dak Lak Province.	100%
8	07/2024/HIO/NQ-HĐQT	May 2 nd , 2024	Approved borrowing capital at VCB – Nam Thang Long of subsidiaries as: Mat troi do Viet Company Limited; Hoang Phu Energy Company Limited; Mat troi Tuan Anh Company Limited.	100%
9	08/2024/HIO/NQ-HĐQT	May 8 th , 2024	Approved borrowing capital at VCB – Nam Thang Long of subsidiaries: Two Brothers Energy Company Limited; Nhat My Solar Power Company Limited; Nhat Anh Solar Power Company Limited.	100%
10	09/2024/HIO/NQ-HĐQT	May 16 th , 2024	Approved borrowing capital at VCB – Nam Thang Long of subsidiaries: Sol Power Vietnam Company Limited; New Times Energy Limited Company; New Century Energy Company Limited; New Power Vietnam Company Limited.	100%
11	10/2024/HIO/NQ-HĐQT	May 24 th , 2024	Approved borrowing capital at VCB – Nam Thang Long of subsidiaries: Le Manh Green Power Company Limited; KCP Energy Company Limited; Solar Viet Company Limited; Orchid Vietnam Company Limited.	100%
12	11/2024/HIO/NQ-HĐQT	June 7 th , 2024	Approved on performing tasks at subsidiaries and affiliates.	100%
13	12A/2024/HIO/NQ-HĐQT	June 11 th , 2024	Appointment of General Director.	100%
14	12B/2024/HIO/NQ-HĐQT	June 11 th , 2024	Approval on the resignation of the Chief Accountant.	100%
15	12C/2024/HIO/NQ-HĐQT	June 11 th , 2024	Appointment of Chief Accountant.	100%
16	13/2024/HIO/NQ-HĐQT	June 12 th , 2024	Elected Audit Firm for the Financial Statements of Helio Energy Joint Stock Company in 2024.	100%
17	14/2024/HIO/NQ-HĐQT	July 29 th , 2024	Approved plan for issuing additional public offering	100 %
18	15/2024/HIO/NQ-HĐQT	August 1 st , 2024	Approved of the public shares registration document	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
19	16/2024/HIO/NQ-HĐQT	September 17 th , 2024	The establishment of a business location in Binh Thuan and Binh Duong provinces	100%
20	17/2024/HIO/NQ-HĐQT	October 7 th , 2024	Approve the policy of pledging shares after receiving share transfers from SD Truong Thanh shareholders	100%
21	18/2024/HIO/NQ-HĐQT	November 1 st , 2024	Establish the Office of the Board of Directors of Helio Energy Joint Stock Company	100%
22	19/2024/HIO/NQ-HĐQT	December 26 th , 2024	Approve the policy of signing contracts/appendixes/related documents to provide management and operation consulting services with related parties	100%
23	20/2024/HIO/NQ-HĐQT	December 27 th , 2024	Approval of matters related to the use of the company's social welfare fund	100%

- 4. Reporting transactions between the Company, subsidiaries, and company that Helio Energy Joint Stock holds more than 50% of charter capital with members of the BOD and their related persons; Transactions between the Company and the company that its members of the BOD have been founding members or corporate manager in three (03) latest years (calculated at the time of reporting):**

In 2024, the Company has 02 (*two*) transactions as follows:

No	Name of organization /individual	Relationship with the Company	No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	Amber Capital Joint Stock Company	Company with same key management members (Organization related to internal persons)	0104237691, date of issue: November 4 th , 2009, place of issue: The Business Registration Office – Hanoi Authority for Planning and Investment	6 th floor, No.37 Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi	2024	The contract on May 21 st , 2022; Mrs. Nguyen Thi Lan became a member of the Board of Directors from November 1 st , 2022 to April 15 th , 2024.	Office leasing and electricity costs for 2024

No	Name of organization /individual	Relationship with the Company	No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
2	Helio Power Joint Stock Company	Parent company with Mr. Phan Thanh Dat, Mr. Bui Tuan Duong is member of the Board of Directors	0107581205, date of issue: September 29 th , 2016, place of issue: The Business Registration Office – Hanoi Authority for Planning and Investment	4 th floor, No.37 Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi	2024	Resolution No.2706/2022/N Q-HĐQT date June 27 th , 2022	Consulting and supporting implementation services for wind power plant project (Contract from July 1 st , 2022; Contract liquidation on September 17 th , 2024)

5. Supervision of the activities of the Board of Management and corporate manager

With the BOD's roles, responsibilities, and authority, the BOD of the Company has carried out the supervision, direction, and management of Company following the legal provisions, the Company's Charter, and the resolutions of the General Shareholders' Meeting, specifically as follows:

- The BOD consistently monitors the activities of the Board of Management, management personnel in the Company, and promptly resolves any issues arising within the BOD's authority. Creating favorable conditions for the operational activities of the Board of Management and management personnel in the Company.
- Offering the Board of Management and management personnel, strengthen the leadership and regularly report to the BOD about the monthly and quarterly business production results to enhance the effectiveness of business operations.
- Monitoring the leadership, operating the production and business activities following the resolutions of the General Meeting of Shareholders.
- All business operations are monitored and inspected under the coordination of the BOD, the Board of Supervisors, and specialized departments to minimize risks in the best possible way.
- Direct the strict implementation of reporting and information disclosure following regulations.

In general, in 2024, the Board of Management of the Company has recognized the advantages and challenges of the Company, flexibility in managing business operations, meanwhile, having implemented decisive measures to improve management practices and business performance. Based on the provisions of the Company's Charter and the operational regulations of the BOD, the coordination between the BOD and the Board of Management has been strong and effective in terms of providing direction, development strategies, as well as addressing specific challenges and obstacles during the Company's business operations.

6. Summary of the Board of Directors' activities in 2024

a. General assessment of the activities of the BOD

- The BOD of the Company has fulfilled all meetings following the regulation of the Company's Charter and current laws; Issuing minutes and resolutions as a basis for the Board of Management to implement effective business operations, protect and develop capital, and create added value for shareholders.
- All matters requiring decisions from the BOD are discussed, fully and promptly communicated, and in compliance with regulations with the Board of Supervisors and the Board of Management.
- The proposals from the Board of Management to the BOD are thoroughly researched, discussed, and promptly provided with direction.

b. Results of implementing the resolutions of the 2024 Annual General Meeting of Shareholders

The BOD promptly directed and supervised the implementation process of the resolutions of the 2024 General Shareholders' Meeting, with some key contents as follows:

❖ About the implementation of the production and business plan targets for 2024:

Based on the business and production plan for 2024 approved by the General Meeting of Shareholders, the BOD has assigned the plan to the Board of Management and specialized departments, while also directing the implementation. The business and production results are as follows:

Unit: VND Million

No	Consolidated indicator	2023	2024		Achievement Rate	Growth Rate Compared to 2023
		Execution	Plan	Execution		
1	Chater capital	210,000	430,500	210,000	48.78%	100,00%
2	Net revenue	124,049	134,868	119,299	88.46%	96.17%
3	Profit after tax	10,074	19,812	21,079	106.39%	209.25%
4	Owner's Equity	233,618	462,428	253,891	54.90%	108.68%
5	Payout ratio	0%	0%	0%	-	-

(Source: Consolidated financial statements audited for the years 2023 and 2024)

❖ *About the allocation of funds and the addition of business activities for the Company:*

It has been implemented in accordance with the approval of the resolutions of the 2024 AGM.

❖ *About the implementation of the plan to issue additional shares to the public:*

- July 29th, 2024: After the 2024 AGM, the BOD approved Resolution No. 14/2024/HIO/NQ-HDQT regarding the approval to implement the plan to issue additional shares to the public.
- August 1st, 2024: The BOD approved Resolution No. 15/2024/HIO/NQ-HDQT regarding the approval of the registration documents for the public offering of shares.
- January 21st, 2025: The BOD approved Resolution No. 01/2025/HIO/NQ-HDQT regarding the extension of the planned public offering and the anticipated time for utilizing the funds raised from the public share offering. Accordingly, the planned offering and expected time for utilizing the funds are set for 2025, after receiving the Public Offering Registration Certificate from the State Securities Commission.
- January 22nd, 2025: The Company has completed the submission of additional documents in accordance with Official Letter No. 398/UBCK-QLCB issued by the State Securities Commission on January 20th, 2025. Currently, the documents are still being reviewed and approved by the State Securities Commission.

❖ *About the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program:*

In 2024, the Company has not yet conducted this matter. It is expected that the implementation will take place after completing the procedures related to the public share offering.

II. THE OPERATIONAL ORIENTATION PLAN OF THE BOARD OF DIRECTORS IN 2025

Succeeding on and promoting the achievements gained, overcoming the remained challenges of 2024, the BOD of the Company is determined to make efforts to build a stable and sustainable development for the Company, overcoming the general difficulties of the Vietnamese economy in 2025 through the following main measures:

- Regularly check and supervise the Board of Management's implementation of signed contracts and the effective use of capital to ensure the completion of the duties and plans for 2025.
- Maintain weekly communication between the Chairman of the BOD and the non-executive members of the BOD to ensure unity and promote the initiatives, ideas of the members for the activities of the BOD and the Company.
- Maintain monthly the BOD's meetings to establish prompt and flexible policies, and address issues arising in the course of business operations.
- Direct the Board of Management to continue improving the financial management skills and human resource management of the Company's leadership team; refine the management and executive personnel at all levels; develop human resources based on

regular restructuring and labor arrangements to ensure efficiency, professionalism, and effectiveness.

- Build a corporate culture, professional ethics standards, and foster a culture of creativity and learning within the Company.
- The BOD will continue to direct and supervise the Board of Management to complete and exceed the business production plans for 2025, which were built by the Board of Management and submitted to the General Meeting of Shareholders for approval, as follows:

Currency: VND Million

No	Consolidated indicator	The business production plan for 2025	
		Option 1: No capital increase this year	Option 2: Capital increase this year
1	Charter capital	210,000	430,500
2	Net revenue	118,000	141,600
3	Profit after tax	17,000	23,100
4	Owner's Equity	270,891	497,491
5	Payout ratio	0%	0%

Above is the report on the business production performance results of the BOD in 2024 and the plan for the year 2025.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- The General Meeting of Shareholders;
- BOD, The Board of Supervisors, the Board of Management;
- Archive: the BOD's Office, Legal Dept.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Phan Thanh Dat

**HELIO ENERGY
JOINT STOCK COMPANY**

No. 01/2025/HIO/BC-BKS

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence-Freedom-Happiness**

Hanoi, March 28th, 2025

**REPORT
ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2024
AND THE PLAN FOR 2025**

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

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

The Board of Supervisors (*hereinafter referred to as "**BOS**"*) of Helio Energy Joint Stock Company hereby respectfully reports to the Annual General Meeting (*hereinafter referred to as "**AGM**"*) of Shareholders 2025 regarding the BOS's performance of inspection and supervision of the Company's production and business activities in 2024 and the BOS's activities plan in 2025 as detailed below:

SECTION A: RESULTS OF INSPECTION AND SUPERVISION IN 2024

I. THE BOARD OF SUPERVISORS' ACTIVITIES IN 2024

1. The organization

In 2024, The BOS of Helio Energy Joint Stock Company hasn't changed the structure and personnel. The BOS has 03 (*three*) members, as follows:

No	Full name	Position
1	Mr. Tran Minh Duc	Head of Supervisors
2	Ms. Nguyen Thi Phuong	Member
3	Ms. Nguyen Thi Thanh Huong	Member

2. The operational status of the BOS in 2024

In 2024, the BOS organized meetings to assess the Company's operational activities, specifically:

- Monitoring the implementation of the General Meeting of Shareholders' Resolutions, the Board of Directors' Resolutions by the Board of Management and the Board of Directors;

- Supervising the management and operational activities of the Board of Directors and the Board of Management;
- Assessing the propriety, legality, veracity, and due diligence in financial management, business administration, and accounting practices to ensure the activities of the Board of Directors and the Board of Management fully comply with applicable legal regulations and the Company's Charter;
- Overseeing the financial situation, capital balance, and cash flow management; operational efficiency and debt-servicing capacity; the status of capital utilization, management, and preservation; and the implementation of quarterly and annual business plans;
- Oversight of the business execution and production plan per the Resolution of the AGM of Shareholder; Inspecting/supervising the business and production operations of subsidiary entities via financial statements;
- Verifying the completeness, legality, veracity, and reasonableness of the Company's Separate Financial Statements and Consolidated Financial Statements for the fiscal year ended on December 31, 2023, which were audited by Deloitte Vietnam Company Limited; the reviewed semi-annual financial statements for 2024, reviewed by Ernst & Young Vietnam Limited; the Report on the business performance results in 2024 and the business plan for 2025 submitted by the Board of Management, the Report on the activities of the Board of Directors in 2024 and the plan for 2025 submitted by the Board of Directors to the General Meeting of Shareholders;
- Performing other duties as prescribed by the Law on Enterprises, the Charter, the Resolutions of the General Meeting of Shareholders, and the Board of Supervisors Operating Regulations;
- To submit and propose to the General Meeting of Shareholders for decision on the plan to select an independent auditing firm to audit the Company's 2024 Financial Statements;
- Verifying the Quarterly Financial Statement to assess the veracity and reasonableness of the financial figures, comply with Vietnamese Accounting Standards and Enterprise Accounting System, current legal provisions;
- Supervising the compliance with disclosed information regulations of the Company following the legal provisions;
- Monitoring the transactions between the Company and related persons of the Company following the legal provisions and the Charter;
- Performing other tasks following the functions and responsibilities;
- In 2024, the BOS organized 02 (two) regular meetings (twice a year) with the participation of all members of the BOS. All the BOS's are documented in writing and distributed to the members.

3. The Supervising Result on the Management and Administration Of Company

The Board of Directors and Board of Management's administration in 2024 complied with the Law on Enterprises, Charter, Resolutions of the General Meeting of Shareholders and the Board of Directors, and related legal provisions.

***/ The supervising result on the Board of Directors activities**

The Company's Board of Directors has diligently implemented the resolutions approved by the AGM of Shareholders in 2024, in full compliance with the law and the Company's Charter and Company's activities.

In 2024, the Board of Directors held 20 (*twenty*) meetings to manage the Company's activities, the Board of Directors regularly monitored the activities and implementation of the issued decisions and supervised the Company's operations through regular reports from the General Director. The Board of Directors guided, supported, and facilitated the Board of Management and the BOS of the Company in performing the functions and duties as prescribed.

All the meetings and activities of the Board of Directors were organized and conducted in accordance with the Company's Charter and current laws, with a high degree of consensus among its members. The Resolutions and Decisions of the Board of Directors were issued within their authority and scope of responsibility, consistent with the functions and powers as prescribed by law and the Company's Charter.

The Board of Directors monitors all of the Company's activities yield, promptly directs the Boards of Management in the implementation of the Resolutions of the General Meeting of Shareholders and the Company's business and production activities to ensure the achievement of objectives, the maintenance of stable business operations, and the safeguarding of employment and income for employees.

The BOS assessed that the activities of the Board of Directors conformed to the Company's Charter, thereby meeting the requirements for the management and operation of the Company throughout 2024.

***/ The supervising result on the Board of Management activities**

The Board of Management closely adhered to the objectives and orientations and fully executed the tasks assigned by the General Meeting of Shareholders and the Board of Directors, specifically: formulating the 2024 business and production plan and comprehensive solutions for its implementation, enhancing cost management measures to ensure safe and effective growth and compliance with legal regulations.

During operational briefings, the Board of Management periodically conducts assessments of implementation in alignment with the Board of Directors' directives, evaluating operational results on a monthly and quarterly basis. Throughout managing business and production activities, the Company's Board of Management has put forth solutions and submitted recommendations to the Board of Directors on matters within the scope of the Board's decision-making authority, to maximize operational efficiency and optimize risk control.

Throughout the reporting period, the BOS did not receive any complaints about the operational management by the Board of Management. The Board of Management maintained full compliance with all applicable legal and regulatory requirements in administrative and transactional activities and diligently fulfilled designated functions and responsibilities as

stipulated by the Law on Enterprises, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

4. Reporting transactions between the Company, subsidiaries, and company that Helio Energy Joint Stock holds more than 50% of charter capital with members of the Board of Directors and their related persons; Transactions between the Company and the company that Company's members of the Board of Directors have been founding members or corporate manager in 03 latest years prior to the transaction

The Company performed transactions with related parties following the policies approved by the Board of Directors and has ensured full compliance with applicable legal regulations.

In 2024, Company has 02 (*two*) transactions as follows:

No	Name of organization /individual	Relationship with the Company	No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	Amber Capital Joint Stock Company	Company with same key management members (Organization related to internal persons)	0104237691, date of issue: November 4 th , 2009, place of issue: The Business Registration Office – Hanoi Authority for Planning and Investment	6 th floor, No.37 Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi	2024	The contract on May 21 st , 2022; Mrs. Nguyen Thi Lan became a member of the Board of Directors from November 1 st , 2022 to April 15 th , 2024.	Office leasing and electricity costs for 2024
2	Helio Power Joint Stock Company	Parent company with Mr. Phan Thanh Dat, Mr. Bui Tuan Duong is member of the Board of Directors	0107581205, date of issue: September 29 th , 2016, place of issue: The Business Registration Office – Hanoi Authority for Planning and Investment	4 th floor, No.37 Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi	2024	Resolution No.2706/2022/N Q-HĐQT date June 27 th , 2022	Consulting and supporting implementation services for wind power plant project (Contract from July 1 st , 2022; Contract liquidation on September 17 th , 2024)

5. The coordinated between the BOS, the Board of Directors and the Board of Management

In 2024, the BOS closely collaborated with the Board of Directors, and the Board of Management in the execution of the assigned functions and responsibilities. The Board of Directors and the Board of Management have created favorable conditions for the BOS to conduct all the duties, provided information and data related to the Company's activities. The BOS participated fully in all meetings of the Board of Directors and certain operational briefings of the Board of Management. Furthermore, the BOS received most communications pertaining to the direction and management activities of the Board of Directors and the Board of Management.

The BOS closely coordinated with the Board of Directors, and the Board of Management in the inspection and monitoring activities at subsidiary entities as well as within the Company's operational structure, to promptly implement remedial measures for identified issues, thereby enhancing management efficiency and ensuring full and thorough compliance with current regulations set by state management authorities.

The coordination between the BOS, the Board of Directors, and the Board of Management is based on the principle of the Company's stability and sustainable development and ensures the rights of shareholders in accordance with legal regulations and the Company's Charter.

6. Report on the Remuneration of the BOS in 2024

The remuneration of the BOS's members in 2024 was paid following the approved level issued by the AGM of Shareholders 2024, specifically:

- Head of the BOS (01 person) : VND 5,000,000/person/month;
- Members of the BOS (02 persons) : VND 3,000,000/person/month.

The total remuneration fund executed in 2024 is VND 132,000,000.

II. RESULTS OF MONITORING THE IMPLEMENTATION OF THE 2024 BUSINESS AND PRODUCTION PLAN

1. Business and Production Plan Performance Indicators

Currency: VND Million

No	Consolidated indicator	2023	Năm 2024		Achievement Rate	Growth Rate Compared to 2023
		Execution	Plan	Execution		
1	Charter capital	210,000	430,500	210,000	48.78%	100.00%
2	Net revenue	124,049	134,868	119,299	88.46%	96.17%
3	Profit after tax	10,074	19,812	21,079	106.39%	209.25%
4	Owner's Equity	233,618	462,428	253,891	54.90%	108.68%
5	Payout ratio	0%	0%	0%	0%	0%

(Source: Audited Consolidated Financial Statement in 2024)

- Charter capital reached 48.78% of the plan approved by the AGM of Shareholders 2024;
- Owner's equity reached 54.9% of the plan approved by the AGM of Shareholders 2024;
- The Company's net revenue decreased by 3.83% compared to 2023 and achieved 88.46% of the plan approved by the AGM of Shareholders 2024;

The primary reason for not meeting the plan is that in 2024, the Company has not yet completed the share acquisition of SD Truong Thanh Joint Stock Company.

Although the net revenue target was not achieved compared to the plan, the Company's after-tax profit still increased by 109.25% compared to 2023 and exceeded the plan approved by the AGM of Shareholders 2024 by 6.39%.

2. Financial and accounting work

In 2024, the BOS conducted inspections, oversight, and evaluations of the Company's financial and accounting work as follows:

- Fully comply with the State's regulations and procedures in accounting practices. Complete financial statements and fulfill information disclosure obligations in accordance with regulations.
- Periodically reviewing and controlling the reconciliation of customer receivables and overseeing routine expenditures... ensuring that financial and accounting work serves as a tool for rigorous management of revenues and expenses to ensure accurate and sufficient income and expenditure following Company regulations.
- Consistently conducting acceptance and reconciliation of accounts receivable with customers to establish a basis for analyzing the aging of debts, and promptly making provisions for doubtful accounts receivable following current regulations.
- Examining, reconciling, and following-up with units and departments regarding the fulfillment of the 2024 plan targets for revenue, expenses, and profit as set forth.

The Board of Supervisors assesses that the financial work met the requirements for business operations in 2024, ensured enough capital and its effective utilization, and that the accounting work adhered to all applicable accounting standards and regulations.

3. Labor and salary management

The company complies with labor, salary regulations and makes deductions and payments of health insurance, social insurance, etc., in accordance with current legal provisions.

III. THE AUDIT RESULTS OF THE 2024 FINANCIAL STATEMENTS

- The financial statements have fully reflected the Company's operational, business, and financial situation, presented following the prescribed reporting formats.
- The financial statements of the Company give a true and fair view in all material respects as at 31 December 2024.
- The recording and maintenance of accounting books, classification, and presentation of economic content follow the Vietnamese Accounting Standards and current regulations.

- The Company has fully complied with the requirements for periodic reporting and disclosure of information.
- The separate and consolidated financial statements for the fiscal year ended as at December 31st, 2024, of Helio Energy Joint Stock Company audited by Ernst & Young Vietnam Limited is conducted following the provisions of the Charter.

IV. CONCLUSIONS AND RECOMMENDATIONS

The BOS concurs with the audited separate and consolidated financial statements for 2024; the Report on the business performance results in 2024 and the business plan for 2025 submitted by the Board of Management; the Report on the activities of the Board of Directors in 2024 and the plan for 2025, Proposal for approving of the plan for utilizing retained earnings as of December 31st, 2024 submitted by the Board of Directors to the 2025 AGM.

To effectively accomplish the planned tasks for 2025, the BOS respectfully proposes to the Board of Directors and the Board of Management of the Company:

- Continue to maintain management and operation practices, create conditions for the Company to continue developing stably, achieving and exceeding the targets set by the General Meeting of Shareholders, ensuring maximum benefits for shareholders as well as ensuring the benefits for employees;
- Along with developing the Company's core business in renewable energy, continue to research investment opportunities in potential renewable energy projects;
- Strengthen the work of inspection and supervision, enhance responsibility for the Company's departments and divisions;
- Maintain a regular maintenance and repair plan for equipment, ensuring that the equipment is in good condition to serve production;
- Strictly implement labor discipline regulations, strengthen management of occupational health and safety, fire prevention and fighting, environmental protection, and improve working conditions for employees.

PART B: THE BOARD OF SUPERVISORS' ACTIVITIES PLAN FOR 2025

1. General tasks

- The Board of Supervisors carries out the duties on behalf of the General Meeting of Shareholders to oversee all business operations, management, and administration of the Company.
- In 2025, the Board of Supervisors will continue to carry out its control activities in strict accordance with the legal regulations, the Company's Charter, and the Operating Regulations of the Board of Supervisors.

2. Specific tasks

- Coordinated with the Board of Directors and the General Director to manage and operate business activities following the law; periodically organize inspections and controls in compliance with the Company's Charter and the Operating Regulations of The Board of Supervisors.

- Supervise the activities and management of the Board of Directors and the General Director in implementing the resolutions of the AGM of Shareholders 2025.
- Supervise compliance with legal regulations, the Company's Charter, and the internal rules in the business operations.
- Evaluate the completeness, legality, accuracy, and reasonableness of the Company's reviewed semi-annual financial statements and the Company's audited annual financial statements. Review the publicly disclosed quarterly financial reports. Monitor the implementation of the plan for utilizing retained earnings as of December 31, 2024, according to the proposal submitted by the Board of Directors.
- Supervise the development and implementation of specific plans related to the achievement of the 2025 production and business targets approved by the General Meeting of Shareholders. Inspecting/supervising the business and production operations of subsidiary entities via its financial statements.
- Check the reasonableness, legality, accuracy, and level of caution in the management and operation of business production activities; ensure the systematization, consistency, and appropriateness of accounting, statistics, and financial reporting processes.
- Review the company's accounting books, records, documents, and other materials, as well as the management and operational activities of the units when deemed necessary.
- Regularly monitor the company's information disclosure according to regulations, and assess the transparency of the information disclosure process to ensure the best protection of shareholders' rights.
- Perform other tasks of the Board of Supervisors as stipulated by the Law on Enterprises.

Above is the summary report on the activities of the Board of Supervisors in 2024 and the operational direction of the Board of Supervisors in 2025.

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

Sincerely./.

Recipients:

- General Meeting of Shareholders;
- BOD, BOS, BOM;
- Archive: the BOD's Office, Legal Dept,

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF SUPERVISORS**

Tran Minh Duc

HELIO ENERGY
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 01/2025/HIO/TTr-HĐQT-BKS

Hanoi, March 28th, 2025

PROPOSAL

Re: Report the remuneration payment for the Board of Directors, the Board of Supervisors in 2024 and approve the 2025 payment plan.

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

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

The Board of Directors (*hereinafter referred to as "**BOD**"*) and the Board of Supervisors (*hereinafter referred to as "**BOS**"*) of Helio Energy Joint Stock Company report to the General Meeting of Shareholders on the results of remuneration payment for the BOD and the BOS in 2024 and respectfully submit to the General Meeting of Shareholders for approval of the 2025 payment plan, as follows:

1. Results of remuneration payment in 2024

The number of the BOD's members in 2024 is as follows:

- + From January 1st, 2024 to April 15th, 2024: 04 members, including 01 Chairman and 01 Independent member;
- + From April 16th, 2024 to December 31st, 2024: 03 members, including 01 Chairman and 01 Independent member.

The number of BOS members in 2024: 03 members, including 01 Head of the BOS.

The remuneration for the members of BOD and the members of BOS in 2024 was paid according to the levels approved by the Annual General Meeting of Shareholders in 2024, as follows:

- | | |
|-----------------------------------|--------------------------------|
| - Chairman of the BOD | : VND 10,000,000/person/month; |
| - BOD Members/Independent members | : VND 5,000,000/person/month; |
| - Head of the BOS | : VND 5,000,000/person/month; |
| - BOS members | : VND 3,000,000/person/month. |

The total remuneration fund executed in 2024 was VND 389,500,000.

2. Plan for 2025

Based on the Company's 2025 business plan, the BOD submits for the approval of the General Meeting of Shareholders the proposed remuneration for the members of the BOD and the BOS for 2025 as follows:

- | | |
|-----------------------------------|--------------------------------|
| - Chairman of the BOD | : VND 10,000,000/person/month; |
| - BOD Members/Independent members | : VND 5,000,000/person/month; |
| - Head of the BOS | : VND 5,000,000/person/month; |
| - BOS members | : VND 3,000,000/person/month. |

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

Sincerely./.

Recipients:

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

**ON BEHALF OF THE BOD
CHAIRMAN**

**ON BEHALF OF THE BOS
HEAD OF THE BOS**

Phan Thanh Dat

Tran Minh Duc

**HELIO ENERGY
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

No: 01/2025/HIO/TTr-BKS

Hanoi, March 28th, 2025

PROPOSAL

Re: Approval of the list of independent audit firms for 2025

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

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

The Board of Supervisors respectfully submits to the General Meeting of Shareholders (*hereinafter referred to as "GMS"*) for approval of the list of independent audit firms to conduct audits of the separate financial statements and consolidated financial statements for 2025; review the semi-annual separate financial statements and semi-annual consolidated financial statements for 2025; audit the Statement of Owners' Equity (*if applicable*); audit the Capital Utilization Report (*if applicable*); provide assurance services for the Agreed-Upon Procedures Report on financial information (*if applicable*); and other reports as required (*if applicable*) for Helio Energy Joint Stock Company, as follows:

- Ernst & Young Viet Nam Limited;
- A&C Auditing and Consulting Company Limited;
- An Viet Auditing Company Limited;
- Southern Auditing and Accounting Financial Consulting Services Company Limited.

We respectfully propose that the GMS authorize the Board of Directors (*hereinafter referred to as "BOD"*) to select one specific audit firm from the above list for contract signing.

In the event that negotiations with the audit firms on the above list are unsuccessful, the GMS authorizes the BOD to select another reputable audit firm with sufficient audit quality, reasonable audit fees, and eligibility to provide audit services approved by the State Securities Commission for public entities in 2025.

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

Sincerely./.

Recipients:

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

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**

Tran Minh Duc

**HELIO ENERGY
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

No. 01/2025/HIO/TTr-HDQT

Hanoi, March 28th, 2025

PROPOSAL

*Re: Approval of the audited separate and consolidated financial statements
for the fiscal year ending December 31, 2024*

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

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

In accordance with the resolution of the Annual General Meeting of Shareholders 2024, the Board of Directors (*hereinafter referred to as "**BOD**"*) has selected Ernst & Young Vietnam Limited to audit the Separate Financial Statements (*hereinafter referred to as "**Separate FS**"*) and the Consolidated Financial Statements (*hereinafter referred to as "**Consolidated FS**"*) for the fiscal year ending December 31st, 2024.

The BOD respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the audited Separate FS and Consolidated FS for the fiscal year ending December 31st, 2024, of Helio Energy Joint Stock Company as follows:

The 2024 Separate FS and Consolidated FS of the Company have been audited by Ernst & Young Vietnam Limited in compliance with the applicable standards, with an unqualified opinion. These statements have been reviewed by the Board of Supervisors and published on the Company's website (<https://helioenergy.vn/documents/bao-cai-tai-chinh>), including:

- Report of the Legal Representative;
- Independent auditor's report;
- Balance sheet;
- Income statement;
- Cash flow statement;
- Notes to the financial statements.

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

Sincerely./.

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Phan Thanh Dat

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

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

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

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

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

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

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

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

Sincerely./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Phan Thanh Dat

**HELIO ENERGY
JOINT STOCK COMPANY***No. 03/2025/HIO/TTr-HĐQT***THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***Hanoi, March 28th, 2025.***PROPOSAL***Re: Change of Company's head office address*

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

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

The Board of Directors respectfully proposes that the General Meeting of Shareholders consider and approve the change of the Company's head office address as follows:

1. Change of Company's head office address:

- Current address: 4th Floor, No. 37, Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi City, Vietnam.
- Address after the change: 5th Floor, No. 201, Truong Chinh Street, Khuong Mai Ward, Thanh Xuan District, Hanoi City, Vietnam.

2. Amend Clause 3, Article 2 of the Company's Charter regarding the Company's registered head office as follows:

Current content	Amended content
<i>Article 2. Name, form, head office, branches, representative offices, business locations, and operational duration of the Company</i> <i>3. The Company's registered head office:</i> <ul style="list-style-type: none">- Head office address: 4th Floor, No. 37, Ba Trieu Street, Hang Bai Ward, Hoan Kiem District, Hanoi City, Vietnam.- Phone: 024 32 263 333- Fax:- Email: info@helioenergy.vn- Website: http://helioenergy.vn	<i>Article 2. Name, form, head office, branches, representative offices, business locations, and operational duration of the Company</i> <i>3. The Company's registered head office:</i> <ul style="list-style-type: none">- Head office address: 5th Floor, No. 201, Truong Chinh Street, Khuong Mai Ward, Thanh Xuan District, Hanoi City, Vietnam.- Phone: 024 32 263 333- Fax:- Email: info@helioenergy.vn- Website: https://helioenergy.vn

3. Implementation

- Approve the issuance of the amended Company's Charter with the content as stated in Section 2 of this Proposal.
- Assign the Legal Representative of the Company to complete and sign the amended Charter in accordance with regulations and also implement the necessary procedures to change the registered head office address on the Business Registration Certificate, other related legal documents at the Hanoi Department of Finance, and other relevant authorities.

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

Sincerely./.

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Phan Thanh Dat

**HELIO ENERGY
JOINT STOCK COMPANY**

No. 04/2025/HIO/TTr-HĐQT

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Hanoi, March 28th, 2025

PROPOSAL

Re: Approval of the investment policy and the execution of significant contracts and transactions

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

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

To proactively manage business operations and ensure the achievement of the proposed plans, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2025 (*hereinafter referred to as “GMS”*) for approval of the investment policy and the execution of significant contracts and transactions in the period 2025 to 2026 as follows:

1. Approval of the Company's investment policy for 2025 as follows:

- Continue researching and exploring investment opportunities in new renewable energy projects to expand the scale and diversify the Company's operations. Seek potential partners to restructure the portfolio or collaborate on investment in projects.
- The content of the transactions/contracts includes: Purchase or sale of assets agreements, acquisition or sale of capital contribution/shares of enterprises owning power projects/systems.
- Subjects of contract and transaction signing: Partners sought and selected by the Board of Directors or General Director.
- The value of each contract/transaction shall be determined and decided by the Board of Directors depending on the specific time and each separate contract/transaction, based on ensuring the Company's benefit, with the following principles:
 - The total transaction value for the purchase and/or sale of assets shall not exceed: VND 400,000,000,000 (*In words: Four hundred billion Vietnam dong*);
 - The total transaction value of the acquisition and/or sale of capital contribution/shares shall not exceed: VND 150,000,000,000 (*In words: One hundred and fifty billion Vietnam dong*).

The total investment value mentioned above does not include investments that have been approved by the GMS in detail.

2. Approval of the Company's transactions/contracts with specific partners as follows:

- The content of the transactions/contracts includes: medium and long-term credit agreements, mortgage/guarantee contracts, and other related agreements and arrangements.

- Subjects of contract and transaction signing: The credit institutions following the attached Appendix. In the event that an agreement cannot be reached with the credit institutions specified in the Appendix, the GMS authorizes the Board of Directors to select other reputable and suitable credit institutions, ensuring the benefit of the Company.
 - The value of each transaction shall be determined and decided by the Board of Directors depending on the specific time and contract, based on the assurance of the Company's benefit, as follows:
 - The total value of new loan transactions with credit institutions shall not exceed: VND 250,000,000,000 (*In words: Two hundred and fifty billion Vietnam dong*);
 - The total value of asset mortgage transactions with credit institutions shall not exceed: VND 400,000,000,000 (*In words: Four hundred billion Vietnam dong*).
- 3. The Board of Directors respectfully submits to the GMS the authorization for the Board of Directors and/or the Company's legal representative to implement the following tasks:**
- Proactively select assets to invest in or restructure the portfolio assets to ensure the achievement of the business plan objectives.
 - Determine and decide on the value of specific contracts and transactions at each particular moment, based on ensuring the Company's benefit and compliance with the provisions of the Company's Charter.
 - Decide on the specific terms and conditions of the above-mentioned agreements/contracts, transactions, and related documents, including any amendments, supplements, termination, or replacement of these contracts and transactions (*if applicable*).
 - Sign and execute agreements/contracts, transactions, and related documents, including agreements to amend, supplement, terminate and replace such agreements/contracts and transactions (*if applicable*).
- 4. Duration of implementation:** From the date the Resolution of the 2025 Annual GMS comes into effect until the issuance of the Resolution of the 2026 Annual GMS.

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

Sincerely./.

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

PHAN THANH DAT

APPENDIX:**CREDIT INSTITUTIONS ENGAGED IN TRANSACTIONS**

No	TRANSACTION PARTNERS
1	Joint Stock Commercial Bank For Foreign Trade Of Vietnam (Vietcombank)
2	Joint Stock Commercial Bank for Investment and Development of Viet Nam (BIDV)
3	Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank)
4	Military Commercial Joint Stock Bank (MB)
5	Vietnam Technological and Commercial Joint Stock Bank (Techcombank)
6	Saigon Hanoi Commercial Joint Stock Bank (SHB)
7	Vietnam Prosperity Joint-Stock Commercial Bank (VP Bank)
8	EVNFinance Joint Stock Company (EVN Finance)

No: 05/2025/HIO/TTr-HDQT

Hanoi, March 28th, 2025

PROPOSAL

Re: Acquisition of shares in Truong Thanh SD Joint Stock Company

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

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

The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval of the plan to acquire shares in Truong Thanh SD Joint Stock Company, with specific details as follows:

1. Implementation of the share acquisition of Truong Thanh SD Joint Stock Company:

- Approving the policy on share acquisition of SD Truong Thanh Joint Stock Company and approving the transactions of share acquisition of SD Truong Thanh Joint Stock Company by the Company with shareholders/each shareholder of SD Truong Thanh Joint Stock Company.
- Information about the target company:
 - + *Company name: SD Truong Thanh Joint Stock Company.*
 - + *Business Registration Certificate No: 0107998006 initially issued by the Hanoi Department of Planning and Investment on September 20th, 2017, and registered for the seventh time on September 7th, 2023, by the Binh Thuan Department of Planning and Investment.*
 - + *Registered head office: Ku Ke Hamlet, Thuan Minh Commune, Ham Thuan Bac District, Binh Thuan Province, Vietnam.*
 - + *Charter capital: VND 300,000,000,000 (Three hundred billion Vietnam dong).*
 - + *Primary business activity: Electricity production from solar energy.*
 - + *Relationship with HIO and related persons of HIO: None.*
- Type of shares to be acquired: common shares.
- Acquisition method: Acquisition of shares from existing shareholders of SD Truong Thanh Joint Stock Company.
- Funding sources for the share acquisition: Proceeds from the public offering and/or other available financial sources.
- Post-transaction shareholding ratio: Up to 90% of the total shares of SD Truong Thanh Joint Stock Company.

- Total estimated transaction value for share acquisition with shareholders/each shareholder of SD Truong Thanh Joint Stock Company: Not exceed VND 400,000,000,000 (*Four hundred billion Vietnam dong*).
- Share acquisition price: Determine on a transaction-by-transaction basis, based on the actual circumstances at each specific time.
- Approval of the policy regarding the Company's mortgaging of shares after receiving transfer. The number of shares expected to be mortgaged shall not exceed the number of shares owned by the Company.

2. Delegating and authorizing the Board of Directors to implement, including but not limited to the following:

- Implement and decide on all arising matters related to the investment in acquiring shares of the target company;
- Proactively utilize capital sources, determine and decide the appropriate timeline for executing the share acquisition from the partner;
- Determine the acquisition price for each transaction based on the actual market conditions at the time, ensuring the best interests of the Company;
- Decision on the mortgaging of shares after receiving share transfer from shareholders of SD Truong Thanh Joint Stock Company;
- Direct the implementation of procedures and documentation related to the aforementioned share acquisition in accordance with current regulations.

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

Sincerely./.

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Phan Thanh Dat

**HELIO ENERGY
JOINT STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***No. 06/2025/HIO/TTr-HĐQT**Hanoi, March 28th, 2025***PROPOSAL***Re: Continuation of the implementation of the public offering plan for additional shares*

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

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

The Board of Directors (*hereinafter referred to as “BOD”*) respectfully submits to the General Meeting of Shareholders for consideration and approval the continued implementation of the public offering plan for additional shares, as outlined in Proposal No. 09/2024/HIO/TTr-HĐQT dated April 15th, 2024 (*hereinafter referred to as “Offering Plan”*), which was previously approved by the General Meeting of Shareholders under Resolution No. 01/2024/HIO/NQ-ĐHĐCĐ dated April 15th, 2024 (*The Offering Plan is attached hereto*).

The General Meeting of Shareholders authorizes the BOD to proactively determine the appropriate timing for implementing the Offering Plan, obtaining the necessary regulatory approvals, executing the share distribution, and utilizing the proceeds from the offering in accordance with market conditions and the Company's actual circumstances.

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

Sincerely./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS**CHAIRMAN****Phan Thanh Dat**

PLAN FOR ADDITIONAL PUBLIC OFFERING OF SHARES

(Enclosed with Proposal No. 06/2025/HIO/TTr-HĐQT dated March 28th, 2025 regarding the continued implementation of the public offering plan for additional shares)

I. LEGAL BASIS FOR THE SHARE ISSUANCE

- Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26th, 2019;
- Decree No. 155/2020/NĐ-CP dated December 31st, 2020, of the Government, detailing the implementation of certain provisions of the Law on Securities;
- Circular No. 118/2020/TT-BTC dated December 31st, 2020, of the Ministry of Finance, guiding certain matters related to public offerings, securities issuance, tender offers, share repurchases, public company registration, and public company delisting;
- The Charter of Helio Energy Joint Stock Company;
- Resolution No. 01/2024/HIO/NQ-ĐHĐCĐ of the General Meeting of Shareholders of Helio Energy Joint Stock Company, dated April 15th, 2024.

II. SHARE ISSUANCE PLAN

1. Issuance Plan

- Share name: Shares of Helio Energy Joint Stock Company.
- Type of shares: Common shares.
- Par value: VND 10,000 (*Ten thousand Vietnam dong*) per share.
- Current charter capital: VND 210,000,000,000.
- Outstanding shares: 21,000,000 shares.
- Proposed offering ratio: 1:1 (As of the record date for shareholders to exercise their rights to purchase additional shares, each shareholder holding one (1) share will receive one (1) subscription right, and each one (1) subscription right entitles the holder to purchase one (1) new share.
- Estimated number of shares to be offered: 21,000,000 shares.
- Total estimated offering value (at par value): VND 210,000,000,000.
- Estimated total shares after issuance: 42,000,000 shares.
- Estimated charter capital after issuance: VND 420,000,000,000.

- Issuance method: Additional public offering through the exercise of preemptive rights by existing shareholders.
- Eligible participants: All existing shareholders of HIO whose names appear on the shareholder registry as of the record date for exercising subscription rights.
- Principle for determining offering price: Based on the book value per share as reported in the 2024 audited Consolidated Financial Statements, which is VND 12,090 per share.

To enhance the success rate of the offering and ensure full subscription of the newly issued shares, the Board of Directors (*hereinafter referred to as “BOD”*) proposes an issuance price of VND 10,000 per share.
- Proposed offering price: VND 10,000 (*Ten thousand Vietnam dong*) per share.
- Handling of odd-lot shares and unsubscribed shares (*if applicable*): Given that the subscription ratio is 1:1, there will be no odd-lot shares arising.

The General Meeting of Shareholders authorizes the BOD to distribute any unsubscribed shares to other shareholders/investors (excluding those specified in Clause 3, Article 17 and Clause 2, Article 195 of the 2020 Law on Enterprises) at the offering price of VND 10,000 per share within the legally stipulated timeframe (including any extension period), in compliance with Article 42 of Decree No. 155/2020/ND-CP. In the event that there are remaining unsubscribed shares after the statutory distribution period (including any extension, if applicable), such shares shall be canceled, and the BOD shall issue a resolution to close the offering. The charter capital shall be adjusted based on the actual number of successfully subscribed shares.
- Restrictions on share transfers: Additional shares issued through the rights offering and subscribed by existing shareholders shall not be subject to any transfer restrictions.

Shareholders currently holding restricted shares shall still be entitled to exercise their rights. The additional shares acquired through the exercise of rights shall not be subject to any transfer restrictions.

For any shares not subscribed by existing shareholders and subsequently allocated to other shareholders/investors, such shares shall be subject to a one-year transfer restriction from

the completion date of the offering.

- Transferability of subscription rights: Shareholders holding subscription rights may transfer their rights once only. The recipient of the transferred rights shall not be permitted to transfer them further to a third party.
- Expected offering timeline: The offering shall be conducted after obtaining the Certificate of Public Offering Registration from the State Securities Commission of Vietnam.
- Plan to ensure compliance with foreign ownership limit regulations: The General Meeting of Shareholders authorizes the BOD to develop and implement measures to ensure the offering complies with applicable foreign ownership limit regulations.
- Additional securities registration and trading registration: All newly issued shares shall be registered as additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and subsequently registered for trading on the Stock Exchange upon completion of the offering.

III. PURPOSE OF THE SHARE ISSUANCE

The Company is conducting a public offering of additional shares to increase its equity capital for the purpose of acquiring shares in SD Truong Thanh Joint Stock Company.

SD Truong Thanh Joint Stock Company owns the Thuan Minh 2 Solar Power Plant Project in Binh Thuan Province. This project has a capacity of 50MWp and has been in commercial operation since June 2019. The investment in the Thuan Minh 2 Solar Power Plant Project through the acquisition of shares in SD Truong Thanh Joint Stock Company is expected to generate significant benefits for HIO, including:

- Expanding and growing HIO's business operations;
- Diversifying HIO's investment portfolio with solar power plants;
- Increasing revenue and profitability, thereby enhancing HIO's financial capacity.

IV. ASSESSMENT OF STOCK DILUTION

The public offering of additional shares may result in stock dilution risks, including price dilution, earnings per share (EPS) dilution, book value per share dilution, and dilution of ownership and voting rights, as detailed below:

❖ Stock price dilution

Helio Energy Joint Stock Company's shares are currently traded on the Hanoi Stock Exchange under the stock code HIO. On the ex-rights date for purchasing additional shares, the reference stock price will be adjusted in accordance with the Hanoi Stock Exchange regulations.

❖ Earnings per share (EPS) dilution

Following the additional share issuance, the total number of outstanding shares will increase. If profit growth does not keep pace with the increase in shares, the earnings per share (EPS) ratio may decline.

❖ Book value per share dilution

Upon completion of the offering, the book value per share of HIO may decrease if the offering price is lower than the book value per share at the time of issuance.

However, any short-term decline in stock price, book value per share, or EPS is expected to be temporary. With the capital raised from this offering, HIO anticipates achieving operational efficiencies and substantial business growth in the coming years.

❖ Dilution of ownership and voting rights

The issuance of a significant number of shares to existing shareholders (21,000,000 shares) will create an additional supply in the market, which may exceed the absorption capacity of some shareholders. For those who choose not to exercise their purchase rights, their ownership percentage and voting rights will be proportionally diluted in accordance with the portion of unexercised rights, relative to their holdings before the record date of the additional share issuance.

V. PLAN FOR UTILIZATION OF CAPITAL RAISED FROM THE SHARE ISSUANCE

The Company intends to allocate the entire proceeds from the public offering, estimated at VND 210,000,000,000, to acquire shares in SD Truong Thanh Joint Stock Company, with details as follows:

- Information on the target company for share acquisition:
 - + *Company name: SD Truong Thanh Joint Stock Company.*
 - + *Business Registration Certificate No.: 0107998006, initially issued by the Hanoi Department of Planning and Investment on September 20, 2017, and amended for the 7th time on September 7, 2023, by the Binh Thuan Department of Planning and Investment.*
 - + *Registered headquarters: Ku Ke Hamlet, Thuan Minh Commune, Ham Thuan Bac District, Binh Thuan Province, Vietnam.*
 - + *Charter capital: VND 300,000,000,000 (Three hundred billion Vietnam dong).*
 - + *Primary business activity: Electricity generation from solar energy.*
 - + *Relationship with HIO and related persons of HIO: None.*
- Type of shares to be acquired: Ordinary shares.
- Acquisition price per share: VND 11,801 per share.
- Basis for determining the purchase price:
 - + The book value as of December 31st, 2023, of SD Truong Thanh Joint Stock Company, as stated in the audited financial statements for 2023, is VND 11,801 per share. (The

book value as of December 31st, 2024, of SD Truong Thanh Joint Stock Company, as stated in the audited financial statements for 2024, is VND 13,274 per share).

- + Pursuant to the principal agreement on share transfer with the shareholders of SD Truong Thanh Joint Stock Company.
- Total acquisition value: The entire proceeds from the offering, estimated at VND 210,000,000,000, equivalent to approximately 17,795,102 shares.
- Acquisition method: Acquiring shares from existing shareholders of SD Truong Thanh JSC.
- Expected ownership ratio after acquisition: At least 51% of the total outstanding shares of SD Truong Thanh JSC, thereby making it a subsidiary of Helio Energy Joint Stock Company.
- Expected disbursement timeline: After receiving an official notification from the State Securities Commission of Vietnam (SSC) confirming the completion of the share offering report.

In the event that the actual proceeds from the offering fall short of the expected amount, the General Meeting of Shareholders authorizes the BOD to consider seeking and mobilizing additional funding sources to complete the share acquisition. Should the BOD proceed with such efforts but still fail to raise the full anticipated amount, the General Meeting of Shareholders authorizes the BOD to determine the number of shares to be acquired in proportion to the actual capital raised.

VI. AUTHORIZATION

Following the approval of the public offering plan by the General Meeting of Shareholders, the BOD is authorized to decide on all matters (including but not limited to) related to the additional public offering, specifically:

1. Details of the capital utilization plan in line with the direction approved by the General Meeting of Shareholders and in compliance with applicable regulations.
2. Implementation of the public offering plan:
 - Proactively determine the appropriate timing for executing the offering, obtaining approval for the offering, distributing shares, and utilizing the proceeds from the offering in accordance with market conditions and actual circumstances to maximize benefits for shareholders and the Company.
 - Approve measures to ensure compliance with foreign ownership regulations in the share issuance process.
 - Decide on the distribution of all unsubscribed shares or those not fully subscribed by existing shareholders (if any) to other shareholders/investors (excluding entities specified in Clause 3, Article 17, and Clause 2, Article 195 of the Law on Enterprises 2020) in accordance with Article 42 of Decree 155/2020/ND-CP, at an offering price of VND 10,000 per share.
 - Implement the plan for utilizing the actual proceeds from the offering in accordance with the General Meeting of Shareholders resolution, ensuring efficient capital utilization and shareholder benefits.

- Adjust or modify the capital utilization plan for changes amounting to less than 50% of the total proceeds from the offering, if deemed necessary for optimizing capital efficiency, in compliance with legal requirements, and report to the General Meeting of Shareholders at the nearest meeting.
 - Undertake the necessary procedures for obtaining approval for the share offering in accordance with the approved plan, including supplementing, amending, and finalizing application documents to ensure the offering is legally compliant.
3. Registration of additional securities and listing of newly issued shares: Carry out the necessary procedures to register the additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and register the additional listing on the Stock Exchange following the completion of the offering, in compliance with regulations.
 4. Amendment and supplementation of the Company's Charter regarding changes in the number of shares and charter capital following the completion of the offering, reflecting the actual results of the issuance, and reporting to the General Meeting of Shareholders at the nearest meeting.
 5. The BOD is entrusted with completing the procedures for registering the increased charter capital with the Hanoi Department of Finance after the completion of the offering.
 6. In addition to the above-mentioned authorizations, the General Meeting of Shareholders further authorizes the BOD to amend, supplement, and refine the offering plan as required by regulatory authorities and/or in response to actual circumstances, ensuring that the public offering is lawfully executed in compliance with regulations while safeguarding the interests of shareholders and the Company.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Phan Thanh Dat

**HELIO ENERGY
JOINT STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***No. 07/2025/HIO/TTr-HĐQT**Hanoi, March 28th, 2025***PROPOSAL**

*Re: Continuation of the implementation of the Stock Issuance Plan
under the Employee Stock Ownership Program (ESOP)*

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

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

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval of the continuation of the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program (*hereinafter referred to as “**Issuance Plan**”*) as per Proposal No. 10/2024/HIO/TTr- HĐQT dated April 15th, 2024, which has been approved by the General Meeting of Shareholders under Resolution No. 01/2024/HIO/NQ- ĐHĐCĐ dated April 15th, 2024 (*the Issuance Plan is attached to this Proposal*).

The General Meeting of Shareholders authorizes the Board of Directors to proactively determine the appropriate timing for obtaining approval for the issuance and executing the distribution of the Company's shares in accordance with market conditions and actual circumstances.

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

Sincerely./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS**CHAIRMAN****Phan Thanh Dat**

Employee Stock Ownership Plan (ESOP) Issuance Proposal

(Enclosed with Proposal No.07/2025/HIO/TTr-HĐQT dated March 28th, 2025 regarding the Continuation of the Employee Stock Ownership Plan (ESOP) Issuance Proposal)

I. LEGAL BASIS FOR STOCK ISSUANCE

- Law on Enterprises No. 59/2020/QH14 on June 17th, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26th, 2019;
- Decree No. 155/2020/ND-CP dated December 31st, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities;
- Circular No. 118/2020/TT-BTC dated December 31st, 2020, of the Ministry of Finance, guiding several aspects of securities offering, issuance, public tender offers, share repurchases, public company registration, and delisting;
- The Charter of Helio Energy Joint Stock Company.

II. STOCK ISSUANCE PLAN

1. Issuance Method

- Stock Name: Shares of Helio Energy Joint Stock Company.
- Type of Shares: Common shares.
- Par Value: VND 10,000 (*Ten thousand Vietnam dong*) per share.
- Current Charter Capital: VND 210,000,000,000.
- Outstanding Shares: 21,000,000 shares.
- Issuance Method: Direct issuance to employees.
- Eligibility and List of Employees Participating in the Program: Employees of Helio Energy Joint Stock Company. The General Meeting of Shareholders authorizes the Board of Directors (*hereinafter referred to as “BOD”*) to approve the Regulations on Employee Stock Ownership Plan (ESOP), criteria, the list of eligible employees, principles for determining the number of shares allocated to each employee, and the implementation timeline.
- Expected Number of Shares to be Issued: 1,050,000 shares.
- Total Issuance Value at Par Value: VND 10,500,000,000.
- Issuance Price: VND 10,000 (*Ten thousand Vietnam dong*) per share.
- Handling of Unsold Shares (if any): In the event that employees do not exercise their full rights to purchase allocated shares, the General Meeting of Shareholders authorizes the BOD to redistribute the remaining shares to other eligible employees on the list at the offering price of VND 10,000 per share. If there are still unsold shares after the legal

distribution period, these shares shall be canceled, and the BOD shall decide to conclude the issuance, with the Company's charter capital adjusted based on the actual number of shares issued.

- Share Transfer Restrictions: Shares issued to employees shall be subject to a one (01) year transfer restriction from the issuance completion date.
- Transfer of Purchase Rights by Employees: Employees are not allowed to transfer their purchase rights if they choose not to buy.
- Plan to Ensure Compliance with Foreign Ownership Limits: The General Meeting of Shareholders authorizes the BOD to approve a plan ensuring that the share issuance complies with foreign ownership regulations.
- Expected Implementation Timeline: The issuance will be conducted after receiving a written confirmation from the State Securities Commission of Vietnam (SSC) acknowledging the receipt of all required issuance documents. The General Meeting of Shareholders authorizes the BOD to determine the appropriate implementation timeline.
- Additional Trading Registration and Securities Depository Registration for Newly Issued Shares: All additional shares issued will be registered for supplementary trading on the Stock Exchange and for additional depository registration at the Vietnam Securities Depository and Clearing Corporation (VSDC) upon completion of the issuance.

2. Purpose of the Share Issuance

To align the interests of employees with those of the Company, as well as to attract, retain, and motivate employees with capabilities to contribute and remain committed to the Company in the long term.

III. PLAN FOR UTILIZATION OF PROCEEDS FROM THE ISSUANCE

The Company will use the entire proceeds from the issuance, estimated at VND 10,500,000,000 (*In words: Ten billion and five hundred million Vietnam dong*) to supplement its working capital for business operations.

IV. AUTHORIZATION

Upon approval of the Employee Stock Ownership Plan (ESOP) by the General Meeting of Shareholders, the Board of Directors is authorized to decide on all matters (including but not limited to) related to the share issuance, including:

1. Issue regulations on the issuance of shares under the employee stock ownership plan (ESOP) to implement the plan.
2. Approve the criteria, list of employees eligible to participate in the program, and the principles for determining the number of shares allocated to each individual.
3. Implement the ESOP share issuance plan:

- Proactively determine the appropriate timing for obtaining approval and carrying out the share distribution, ensuring alignment with market conditions and the company's actual situation to maximize benefit for shareholders, employees, and the company.
 - Approve a plan to ensure compliance with regulations on foreign ownership limits.
 - Decide on the handling of unsubscribed shares by reallocating them to other eligible employees on the list at a price of VND 10,000 per share.
 - Manage and allocate capital efficiently in accordance with the company's actual business activities, ensuring optimal capital utilization and shareholder benefit.
 - Carry out the necessary procedures for share issuance as per the approved plan, including supplementing, amending, and finalizing documents to ensure compliance with legal regulations and proper approval for issuance.
4. Register for additional trading and supplementary securities registration of newly issued shares: Complete the necessary procedures to register for additional trading of newly issued shares on the Stock Exchange and supplementary securities registration with the Vietnam Securities Depository and Clearing Corporation (VSDC) after the issuance is completed.
 5. Amend and supplement the Company's Charter concerning changes in the number of shares and the Company's charter capital after completing the share issuance, and report to the General Meeting of Shareholders at the next meeting.
 6. Authorize the Board of Directors (BOD) to carry out procedures for registering an increase in charter capital with the Hanoi Department of Finance after completing the share issuance.
 7. In addition to the aforementioned authorizations, during the implementation of the share issuance plan, the General Meeting of Shareholders authorizes the BOD to supplement, amend, and refine the issuance plan as required by regulatory authorities and/or in accordance with actual circumstances to ensure compliance with laws and the protection of shareholders, employees, and the company's interests.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Phan Thanh Dat

**HELIO ENERGY
JOINT STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness***No: 08/2025/HIO/TTr-HĐQT**Hanoi, March 28th, 2025***PROPOSAL***Re: Listing of the Company's shares*

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

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

The Board of Directors of Helio Energy Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the Plan for Listing the Shares of Helio Energy Joint Stock Company, as detailed below:

1. Approval of the listing of all Company shares on the Stock Exchange:

- Information on the shares to be listed:
 - + Stock name : Shares of Helio Energy Joint Stock Company
 - + Securities code : HIO
 - + Type of securities : Common shares
 - + Number of shares to be listed : The total number of outstanding shares of the Company at the time of listing registration
 - + Par value : VND 10,000 per share
- The Company shall proceed with the trading registration cancellation of all Helio Energy Joint Stock Company shares from the UPCoM trading system after obtaining approval for listing registration from the Stock Exchange, in order to officially list its shares on the Stock Exchange.

2. Authorization to the Board of Directors:

- Proactively consider and determine the selection of the Stock Exchange (Hanoi Stock Exchange, Ho Chi Minh City Stock Exchange, or Vietnam Stock Exchange, depending on the applicable regulations at the time of implementation) for the Company's shares listing;
- Develop the plan, prepare the necessary documents, and implement legal procedures. The Board of Directors is fully authorized to decide and handle any arising matters related to the procedures, documentation, and process for registering the Company's share listing;

- Proactively determine the appropriate timing for the Company's share listing in alignment with market conditions and actual circumstances;
- Carry out the necessary procedures in compliance with the requirements of the Stock Exchange, the Vietnam Securities Depository and Clearing Corporation, and applicable legal regulations regarding the transfer of the trading platform and the listing registration.

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

Sincerely./.

Recipients:

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Phan Thanh Dat

**HELIO ENERGY
JOINT STOCK COMPANY**

No. 01/2025/HIO/NQ-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM

Independence-Freedom-Happiness

Ha Noi, April 19th, 2025

RESOLUTION

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HELIO ENERGY JOINT STOCK COMPANY**

- Pursuant to the 2020 Law on Enterprises and its guiding documents;
- Pursuant to the Helio Energy Joint Stock Company's Charter;
- Pursuant to the Minutes of the Annual General Meeting Of Shareholders No./2025/HIO/BB-ĐHĐCĐ of Helio Energy Joint Stock Company on April 19th, 2025,

RESOLVE:

- Article 1. Approval of the Report on the business performance results in 2024 and the business plan for 2025 (as Report No. 01/2025/BC-BTGD).**
- Article 2. Approval of the Report on the activities of the Board of Directors in 2024 and the plan for 2025 (as Report No. 01/2025/BC-HĐQT).**
- Article 3. Approval of the Report on the activities of the Board of Supervisors in 2024 and the plan for 2025 (as Report No. 01/2025/BC-BKS).**
- Article 4. Approval of the report on the remuneration payment for the Board of Directors, the Board of Supervisors in 2024 and approval of the 2025 payment plan (as Proposal No. 01/2025/TTr-HĐQT-BKS).**
- Article 5. Approval of the list of independent audit firms for 2025 (as Proposal No. 01/2025/TTr-BKS).**
- Article 6. Approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2024 (as Proposal No. 01/2025/TTr-HĐQT).**
- Article 7. Approval of the plan for utilizing retained earnings as of December 31, 2024 (as Proposal No. 02/2025/TTr-HĐQT).**
- Article 8. Approval of the change of the Company's head office address (as Proposal No.03/2025/TTr-HĐQT).**
- Article 9. Approval of the investment policy and execution of significant contracts and transactions (as Proposal No.04/2025/TTr-HĐQT).**
- Article 10. Approval of the acquisition of shares in SD Truong Thanh Joint Stock Company (as Proposal No.05/2025/TTr-HĐQT).**

Article 11. Approval of the continuation of the implementation of the public offering plan for additional shares (*as Proposal No.06/2025/TTr-HDQT*).

Article 12. Approval of the continuation of the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program (ESOP) (*as Proposal No.07/2025/TTr-HDQT*).

Article 13. Approval of the listing of the Company's shares (*as Proposal No.08/2025/TTr-HDQT*).

Article 14. Effectiveness

This Resolution has been approved by the Annual General Meeting of Shareholders 2025 and shall take effect from the date of issuance.

The members of the Board of Directors, the Board of Supervisors, and the Board of Management are responsible for implementing this Resolution and organizing its execution in accordance with their functions, in compliance with legal regulations and the Company's Charter.

Recipients:

- *General Meeting of Shareholders;*
- *BOD, BOS, BOM;*
- *Archived: the BOD's Office,*
Legal Dept.

**ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
THE BOD'S CHAIRMAN**

Phan Thanh Dat