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| **HAI PHONG THERMAL POWER JOINT STOCK COMPANY** | SOCIALIST REPUBLIC OF VIETNAM **Independence - Freedom - Happiness** |
| No.: /NQ-DHDCD | *Hai Phong, April 28, 2025* |

**DRAFT**

# RESOLUTION

# OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

# THE GENERAL MEETING OF SHAREHOLDERS OF HAI PHONG THERMAL POWER JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises;*

*Pursuant to the Charter of Organization and Operation of Hai Phong Thermal Power Joint Stock Company.*

*Pursuant to the minutes of the 2025 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company on April 28, 2025.*

**RESOLVES:**

**Article 1.** Approval of the Annual General Meeting of Shareholders 2025 on the following contents:

* 1. Approval of the audited financial statements and business results for the year 2024, with key indicators as follows:

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| * Electricity production: | 6,754 | million kWh |
| * Total revenue: | 11,041.64 | billion VND |
| * Total expenses: | 10,756.96 | billion VND |
| * Total profit before tax: | 284.68 | billion VND |
| * Total profit after tax: | 270.23 | billion VND |

* 1. Approval of the profit distribution plan for 2024 as follows:

| **NO.** | **INDICATOR** | **PROFIT DISTRIBUTION PLAN FOR 2024 (VND)** |
| --- | --- | --- |
| **I** | **Total profit for distribution** | **266,149,197,495** |
| 1 | Profit after tax from the previous year | 7,210,783,328 |
| 2 | Undistributed profit for this year | 258,938,414,167 |
| **II** | **Profit distribution** | **266,149,197,495** |
| 1 | Allocation to the Development Investment Fund (*attached with the capital usage requirement*) | 30,929,972,237 |
| 2 | Allocation to Welfare Fund | 17,442,725,754 |
| 3 | Allocation to Reward Fund | 17,442,725,754 |
| 4 | Allocation to VCQL Bonus Fund | 333,773,750 |
| 5 | Dividend Payment (amount and percentage): 4.0% | 200,000,000,000 |
|  | *Dividend percentage already advanced in 2024 (3.0%)* | *150,000,000,000* |
|  | *Remaining dividend percentage to be paid in 2025 (1.0%)* | *50,000,000,000* |
| **III** | **Retained profit (III = I - II)** | **-** |

* 1. Approval of the construction investment results for 2024 as follows:
* Disbursement for the Administrative Building Project: 0 VND.
* Disbursement for the Emission Project: 2,323 billion VND.
  1. Approval of the construction investment plan for 2025 with a total value of 1,178,669,848 VND, as follows:

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| * Construction investment value for the Administrative Building Project: | 0 | VND |
| * Construction investment value for the Emission Project: | 563,951,900 | VND. |
| * Construction investment value for the Restoration of Capacity and Efficiency for the Units: | 614,717,948 | VND. |

* 1. Approval of the business plan for 2025 with some key indicators as follows:

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| * Electricity production: | 7,002.20 | million kWh. |
| * Total revenue: | 10,990.396 | billion VND. |
| * Total expenses: | 10,745.684 | billion VND. |
| * Total profit before tax: | 245.31 | billion VND. |
| * Dividend: | 3% |  |

At the same time, the Board of Directors of the Company is tasked with organizing the implementation and deciding on issues or matters arising outside the business plan approved by the 2025 General Meeting of Shareholders, or urgent issues that need to be implemented before the Annual General Meeting of Shareholders approves the 2026 business plan, and must report to the General Meeting of Shareholders at the next meeting.

* 1. Approval of the Board of Directors' activity report in 2024 and operational direction in 2025.
  2. Approval of the Supervisory Board's activity report in 2024 and operational direction in 2025.
  3. Approval of the salary and remuneration plan for the members of the Board of Directors and Supervisory Board in 2025, amounting to 3,061,608,000 VND.
  4. Selection of the auditing firm for the 2025 financial statements:
* Approval of the list of auditing firms for the 2025 financial statements of the Company, which includes independent auditing firms on the list of approved audit organizations for public interest entities in 2025.
* The Board of Directors is authorized to carry out the procedures to select the auditing firm for the 2025 financial statements of the Company in accordance with legal regulations.
  1. Approval of the amendments and supplements to the Company's Charter of Organization and Operation.

**Article 2.** This resolution was prepared and approved in full at the 2025 Annual General Meeting of Shareholders of Hai Phong Thermal Power Joint Stock Company and has been unanimously approved by the General Meeting.

**Article 3.** The members of the Board of Directors, the Supervisory Board, and the General Director of the Company are responsible for implementing this resolution and organizing its execution according to their respective functions and tasks in compliance with the law and the Company’s Charter of Organization and Operation./.

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| ***Recipients:***   * As per Article 3; * State Securities Commission of Vietnam (paper version); * Hanoi Stock Exchange (paper version); * Company Website; * Storage: Archive, Board of Directors. | **ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS**  **CHAIRPERSON OF THE GENERAL MEETING**  **Ta Cong Hoan** |