**NTH: Board Resolution**

On March 23, 2024, Nuoc trong Hydro-Power Joint Stock Company announced Resolution No. 07/2024/NQ-HDQT as follows:

Article 1: Approve the following contents:

1. The Audited Financial Statements 2023 presented at the Annual General Meeting of Shareholders 2024.
2. The Production and business result in 2023, the profit distribution plan for 2024, and submitted at the Annual General Meeting of Shareholders 2024 include:

* Production and business results in 2023.

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| --- | --- | --- | --- | --- |
| No. | Targets | Unit | 2023 Plan | 2023 Results |
| 1 | Revenue | Million VND | 90,316.78 | 116,312.35 |
| 2 | Expenses | Million VND | 54,524.56 | 58,184.30 |
| 3 | Profit before tax | Million VND | 35,792.22 | 58,128.05 |
| 4 | Corporate income tax | Million VND | 1,813.61 | 2,943.61 |
| 5 | Profit after tax | Million VND | 33,978.61 | 55,184.44 |

* Plan on profit distribution in 2023:

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| --- | --- | --- | --- |
| No. | Targets | Unit | Profit distribution |
| 1 | Accumulated profit after tax transferred from previous year | Million VND | 26,669.03 |
| 2 | Profit after tax in 2023 | Million VND | 55,184.44 |
| 3 | Appropriation for funds from 10% of profit after tax in 2023 {(3)=(2)\*10%)} | Million VND | 5,518.44 |
|  | In which: |  |  |
|  | * Bonus and welfare fund (5% of profit after tax) | Million VND | 2,759.22 |
|  | * Development and investment fund (5% of profit after tax) | Million VND | 2,759.22 |
| 4 | Remaining profit after tax {(4)=(1)+(2)-(3)} | Million VND | 76,335.03 |
| 5 | Bonus for exceeding the profit after tax 2023 target for the Board of Directors, the Supervisory Board, and the Company's Executive Board (10% \* Excess of profit after tax over the plan) as per the Annual General Mandate 2023. | Million VND | 2,120.58 |
| 6 | Dividend rate (% of par value) |  | 45% |
| 7 | The dividend payment for 2023 in cash. | Million VND | 48,609.24 |
| 8 | Remaining profit after tax {(8)=(4)-(5)-(7)} | Million VND | 25,605.21 |

Assign the Company's Board of Directors to determine an appropriate time to make dividend payments to shareholders.

1. The Production and business plan, the profit distribution plan for 2024, and the presentation at the Annual General Meeting of Shareholders 2024 include:

* The production and business plan for 2024

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Targets | Unit | 2024 Plan |
| 1 | Revenue | Million VND | 90,900.99 |
| 2 | Expenses | Million VND | 51,407.14 |
| 3 | Profit before tax | Million VND | 39,493.85 |
| 4 | Corporate income tax | Million VND | 2,004.69 |
| 5 | Profit after tax | Million VND | 37,489.16 |

* The profit distribution plan for 2024.

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| --- | --- | --- | --- |
| No. | Targets | Unit | Profit distribution |
| 1 | Accumulated profit after tax transferred from previous year | Million VND | 25,605.21 |
| 2 | Profit after tax in 2024 | Million VND | 37,489.16 |
| 3 | Appropriation of funds from 10% of profit after tax in 2024 {(3)=(2)\*10%} | Million VND | 3,748.92 |
|  | In which: |  |  |
|  | Bonus and welfare fund (5% of profit after tax) | Million VND | 1,874.46 |
|  | Development and investment fund (5% of profit after tax) | Million VND | 1,874.46 |
| 4 | Remaining profit after tax {(4)=(1)+(2)-(3)} | Million VND | 59,345.45 |
| 5 | Dividend rate (% of par value) |  | 30% |
| 6 | The dividend payment for 2024 in cash. | Million VND | 32,406.16 |
| 7 | Remaining profit after tax {(7)=(4)-(6)} | Million VND | 26,939.29 |

In case of the 2024 profit after tax exceeds the plan, agree to allocate bonuses to the Board of Directors, the Supervisory Board, and the Company's Executive Board, with a maximum bonus of 10% of the excess profit after tax over the plan.

Assign the Company's Board of Directors to determine an appropriate time to make dividend prepayments to shareholders.

1. The executive salary/remuneration level for the Board of Directors and the Supervisory Board in 2024, and submitted at the Annual General Meeting of Shareholders 2024 include:

|  |  |  |  |
| --- | --- | --- | --- |
| Position | Unit | The executive salary/remuneration level (VND per person per month) | Note |
| I - The Board of Directors |  |  |  |
| Chair of the Board of Directors | VND | 35,000,000 | The executive salary (Legal representative of the Company) |
| Member of the Board of Directors | VND | 10,000,000 |  |
| Member of the Board of Directors - Chief of Internal Audit Committee | VND | 14,000,000 |  |
| Member of the Board of Directors - Members of the Internal Audit Committee | VND | 12,000,000 |  |
| II - The Supervisory Board |  |  |  |
| Chief of the Supervisory Board | VND | 15,000,000 | (executive salary) |
| Member of the Supervisory Board | VND | 5,000,000 |  |

Article 2: The Chair of the Board of Directors directs and the Company’s Board of Managers organizes the implementation of the above contents in compliance with legal regulations.

This Resolution takes effect from the date of its signing./.