**HPD: Annual General Mandate 2024**

On March 29, 2024, Dak Doa Hydropower Joint Stock Company announced General Mandate No. 01/NQ-DHDCD as follows:

‎‎Article 1. Approve the production, business and investment results in 2023.

Unit: Thousand VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | 2023 Plan (General Meetings) | 2023 Results | Completion rate |
| A | Production and business targets |  |  |  |
| 1 | Commercial electricity output (kWh) | 37,945,000 | 45,132,647 | 119 |
| 2 | Total value of production and business | 54,366,595 | 56,630,647 | 104 |
| 3 | Revenue | 49,038,629 | 52,646,901 | 107 |
| - | Revenue from selling electricity | 47,971,027 | 50,877,880 | 107 |
| - | Other revenue, financial contract revenue, other income | 1,067,602 | 1,769,021 | 166 |
| 4 | Profit before tax | 22,897,476 | 25,047,638 | 109 |
| 5 | Profit after tax | 21,752,602 | 23,771,971 | 109 |
| B | Investment | 2,191,537 | 2,280,311 | 104 |
|  |  |  |  |  |

b. Production, business and investment plan in 2024:

Unit: Thousand VND

|  |  |  |
| --- | --- | --- |
| No. | Target | 2024 Plan |
| A | Production and business plan |  |
| 1 | Commercial electricity output (kWh) | 37,930,000 |
| 2 | Total value of production and business | 52,847,779 |
| 3 | Revenue (excluding financial revenue) | 47,125,010 |
| 4 | Profit before tax | 19,960,455 |
| 5 | Expected dividend payment rate | 20% |
| B | Investment plan | 29,000,000 |
| - | Financial investment (Capital investment in energy projects...) | 29,000,000 |

Article 2: Approve the Report on activities of the Supervisory Board in 2023; the operating plan of the Supervisory for 2024.

‎‎Article 3. Approve the Financial Statements 2023, the General Meetings agrees on authorizing the Board of Directors and the Supervisory Board of the Company to select an independent audit company to audit the Financial Statements 2024.

‎‎Article 4. Approve the plan for profit distribution and dividend payment in 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Target | Unit | Amount |
| 1 | Total profit before tax in 2023 | VND | 25,047,637,870 |
| 2 | Corporate income tax expenses in 2023 | VND | 1,275,666,934 |
| 3 | Profit after tax in 2023 | VND | 23,771,970,936 |
| 4 | Remaining undistributed profit after tax in 2022 | VND | 1,773,621,748 |
| 5 | Undistributed accumulated profit after tax | VND | 25,545,592,684 |
| 6 | Distribution of profit after tax | VND | 17,063,180,000 |
| 6.1 | Additional appropriation for bonus and welfare fund (at the rate of 1%/profit after tax) | VND | 250,000,000 |
| 6.2 | Appropriation for bonus fund of the Executive Board | VND | 200,000,000 |
| 6.3 | Dividend payment in 2023 at the rate of 20% (VND 2,000/1 share) | VND | 16,613,180,000 |
| 7 | Undistributed profit retained for the following year | VND | 8,482,412,684 |

‎‎Article 5. Approve the plan on salary and remuneration for members of the Board of Directors, the Supervisory Board in 2023, and the plan on salary and remuneration for 2024.

1. Settlement of salary and remuneration in 2023:

The remuneration of members of the Board of Directors and the Supervisory Board is paid in accordance with Annual General Mandate 2023 No. 01/NQ-DHDCD dated April 1, 2023.

* Estimated total remuneration for the Board of Directors and the Supervisory Board in 2023: VND 234,000,000.
* Settlement of remuneration in 2023: During the year, remuneration was settled according to the average planned completion rate of targets of output, revenue, profit before tax and completed investment project dossiers with a completion rate of 106.9 % of the plan. Therefore, the remuneration of members of the Board of Directors and the Supervisors in 2023 is settled at a rate of 100% of the plan, corresponding to an amount of VND 224,000,000 (Remuneration decreased compared to the plan due to 01 member of the Supervisory Board resigning from July 2023).
* Bonus payment in 2023: In 2023, Dak Doa Hydropower Joint Stock Company has exceeded its production and business plan. Therefore, the bonus for the Board of Directors (members of the Board of Directors, Supervisors, the Board of Managers and other managers) of Dak Doa Hydropower Joint Stock Company is VND 200,000,000.

1. 2024 Plan:
2. The remuneration of the Board of Directors and the Supervisory Board is settled at the end of the year according to the results of implementing the production and business plan (including output, revenue, profit before tax).

If >100% of the plan is completed, the estimated total remuneration for 2024 is as follows:

Unit: VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Position | Monthly remuneration | Number (person) | Total remuneration in 2024 |
| 1 | Chair of the Board of Directors | 5,000,000 | 1 | 60,000,000 |
| 2 | Member of the Board of Directors | 3,000,000 | 2 | 72,000,000 |
| 3 | Chief of the Supervisory Board | 3,000,000 | 1 | 36,000,000 |
| 4 | Member of the Supervisory Board | 2,000,000 | 2 | 48,000,000 |
|  | Total |  |  | 216,000,000 |

1. When the completion rate of main targets (Average of output targets, revenue, profit before tax) reaches <100% of the yearly plan, the remuneration of the Board of Directors and the Supervisory Board will be paid corresponding to the rate of plan completion but not lower than 70% of the benefit level.
2. In case the Company exceeds its production, business and investment plans, the Board of Directors is authorized to decide to reward members of the Board of Directors, the Board of Managers and other managers with an amount not exceeding 10% of the profit after tax exceeding the plan, but up to a maximum of VND 200,000,000.

‎‎Article 6. Approve dismissing and electing additional members of the Supervisory Board for the remaining period of term IV (2022-2027).

1. Approve dismissing Mr. Ung Vu Thanh and Mr. Nguyen Hung Hanh as members of the Supervisory Board for term IV (2022-2027).
2. Approve the list of candidates to elect additional members of the Company's Supervisory Board for the remaining period of term IV (2022-2027).
3. Approve the Regulations for additional election of members of the Supervisory Board for the remaining period of term IV (202-2027).

4. Additional election results of members of the Supervisory Board for the remaining period of term IV (2022-2027): List of candidates elected to the Supervisory Board for the remaining period of term IV (2023 - 2027):

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Full name | Number of votes | Rate (%) |
| 1 | Truong Tuan Tu | 5,603,290 | 100% |
| 2 | Nguyen Tho Hoang | 5,603,290 | 100% |

Article 7: The Company's General Meeting assigns the Company's Board of Directors to deploy and implement the above contents under applicable laws, the Company's Charter and report on implementation results at the next Annual General Meeting.

Article 8: This General Mandate was approved by the General Meetings of Dak Doa Hydropower Joint Stock Company and takes effect from the date of its signing.

This General Mandate was approved in full by the Annual General Meetings 2024 of Dak Doa Hydropower Joint Stock Company at the meeting.