**HND: Board Resolution**

On May 9, 2024, Hai Phong Thermal Power Joint Stock Company announced Resolution No. 3036/NQ-NDHP on the second meeting of the Board of Directors of 2024 as follows:

‎‎Article 1. The contents presented to the Annual General Meeting of Shareholders 2024 were approved as follows:

1. Audited Financial Statements 2023.
2. Results on the production and business activities in 2023 and the production and business plan for 2024;

|  |  |  |
| --- | --- | --- |
| 1. Results on the production and business in 2023 | |  |
| * Electricity production output: | 7,143 | Million kWh |
| * Total revenue: | 11,454.800 | Billion VND |
| * Total expenses: | 10,989.938 | Billion VND |
| * Total profit before tax: | 464.862 | Billion VND |
| * Total profit after tax: | 441.472 | Billion VND |

1. The production and business plan for 2024 is as follows:

|  |  |  |
| --- | --- | --- |
| * Electricity production output: | 7,740 | Million kWh |
| * Total revenue: | 12,278.678 | Billion VND |
| * Total expenses: | 11,884.778 | Billion VND |
| (In which, O&M cost/installed capacity:) | 1,007.97 | Million VND/MW |
| * Total profit before tax: | 393.899 | Billion VND |

(Including striving to save 10% of material expenses, purchase outside service, other expenses in cash and 20% reduction in major repair costs)

* Dividends: 5%

1. Results on the capital construction investment in 2023 and the capital construction investment plan for 2024.

Unit: Billion VND

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Name of project | Plan for 2023 | Results in 2023 | Plan for 2024 |
| 1 | Administrative building project | 0.49 | 0 | 0 |
| 2 | Emissions project | 3.0 | 0 | 2.876 |
| Total | | 3.49 | 0 | 2.876 |

1. Plan on profit distribution in 2023;

The dividend payment rate in cash is 11.02%, specifically:

Unit: VND

|  |  |  |
| --- | --- | --- |
| No. | Content | Profit distribution plan in 2023 |
| I. | Total distributable profits: (1)+(2) | 717,471,552,679 |
| 1 | Profit after tax in 2023 according to the Audited Financial Statements | 441,471,552,679 |
| 2 | Reversal from the Development Investment Fund for dividend payment | 276,000,000,000 |
| II. | Profit distribution (1)+(2)+(3)+(4) | 710,260,769,351 |
| 1 | Appropriation for investment and development funds | 111,985,037,929 |
| 2 | Appropriation for the employee bonus and welfare fund | 46,857,579,255 |
| 3 | Appropriation for Managers, Supervisors | 418,152,167 |
| 4 | Dividend payment in cash: 11.02% | 551,000,000,000 |
|  | In which: |  |
| 4.1 | Dividends prepaid from the profits of 2023 (4%) | 200,000,000,000 |
| 4.2 | Dividends prepaid from the reversal of the Development Investment Fund | 276,000,000,000 |
| 4.3 | The remaining dividend payment rate for the year 2024 is 1.5% | 75,000,000,000 |
| III. | Remaining profit (I-II) | 7,210,783,328 |

1. Remuneration, salary of the Board of Directors, and the Supervisory Board in 2023 and the expected total remuneration, salary for 2024.
2. The total remuneration and salary of members of the Board of Directors and the Supervisory Board in 2023 was: VND 3,253,298,000, specifically as follows:

* The salary of the Chair of the Board of Directors: VND 529,356,000.
* The salary of the General Manager, and members of the Board of Directors: VND 509,748,000.
* The salary of executive members of the Board of Directors: VND 901,872,000.
* The salary of non-executive members of the Board of Directors: VND 270,576,000.
* The salary of the Chief of the Supervisory Board: VND 470,544,000.
* The salary of executive members of the Supervisory Board: VND 263,046,000.
* The salary of non-executive members of the Supervisory Board: VND 308,156,000

1. The expected total remuneration and salary plan for members of the Board of Directors and the Supervisory Board in 2024 is VND 4,311,000,000, broken down as follows:

* The salary of the Chair of the Board of Directors: VND 729,000,000
* The salary of the General Manager, and members of the Board of Directors: VND 702,000,000
* The salary of executive members of the Board of Directors: VND 1,035,000,000
* The salary of non-executive members of the Board of Directors: VND 288,000,000
* The salary of the Chief of the Supervisory Board: VND 648,000,000
* The salary of executive members of the Supervisory Board: VND 621,000,000
* The salary of non-executive members of the Supervisory Board: VND 288,000,000

1. Report from the Board of Directors:

Report on the activities of the Board of Directors of Hai Phong Thermal Power Joint Stock Company in 2023 and the direction of activities in 2024.

1. Report of the Supervisory Board:

Report on the activities of the Supervisory Board in 2023 and the direction of activities in 2024.

1. Select an audit company for the Financial Statements 2024;

Approve and present to the Annual General Meeting of Shareholders according to the proposal of the Company's Supervisory Board.

* Approve the list of audit companies for the Financial Statements 2024 of the Company, which are independent audit companies from the List of audit companies approved to conduct audits for entities of public interest in 2024.
* Assign the Board of Directors of the Company to carry out the procedures for selecting the audit company for the Financial Statements 2024 in accordance with legal regulations.

‎‎Article 2. Members of the Board of Directors, the General Manager of the Company are responsible for implementing this Resolution.