**HJS: Annual General Mandate 2024**

On April 27, 2024, Nam Mu Hydropower JSC announced General Mandate No. 01/2024/NQ-DHDCD as follows:

Article 1: The Annual General Meeting of Shareholders of Nam Mu Hydropower JSC 2024 approved the following contents:

1. Approve the production and business results 2023:

* Production and business value: VND 174.1 billion;
* Revenue: VND 160.1 billion;
* Profit before tax: VND 66.6 billion
* Profit after tax: VND 53.1 billion
* Payables to the State budget: VND 43.9 billion;

1. Approve the production and business plan 2024.

* Total production and business value: VND 156.8 billion;
* Revenue: VND 144.2 billion;
* Profit before tax: VND 53.2 billion
* Profit after tax: VND 42.5 billion
* Payables to the State budget VND 40.7 billion;
* Dividend payment rate: 18%

1. Approve the Financial Statements 2023 of Nam Mu Hydropower JSC, audited by UHY Auditing and Consulting Company Limited.
2. Approve the plan on profit distribution and dividend payment 2023.

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| --- | --- | --- |
| No. | Content | Amount (VND) |
| 1 | Realized profit before tax 2023 | 66,654,628,619 |
| 2 | Current corporate income tax | 13,502,502,051 |
| 3 | Realized profit after corporate income tax (3=1-2) | 53,152,126,568 |
| 4 | Appropriate for funds | 4,252,170,125 |
|  | Bonus and welfare fund (8%): | 4,252,170,125 |
| 5 | Remaining profit after fund appropriation (5=3-4) | 48,899,956,443 |
| 6 | Profit transferred from the previous years | 4,975,553,300 |
| 7 | Profits are paid dividends at 22% in cash | 46,199,780,000 |
| 8 | Remaining profit after distribution (8=5+6-7) | 7,675,729,743 |

1. Approve the Report on activities of the Board of Directors 2023 and the Plan 2024
2. Approve the Report on activities of the Supervisory Board 2023 and the Plan 2024;
3. Approve the Salary and Remuneration of the Board of Directors and the Supervisory Board 2023; and the Plan 2024
   1. Settle salaries and remunerations for the Board of Directors and the Supervisory Board 2023 is as follows:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Position | Number of people | Number of months | Salary and remuneration plan according to the General Mandate 2023 (VND per month) | Salary and remuneration 2023 will be 100% of the plan (VND per month) | Total salary and remuneration 2023 (VND) |
| 1 | 2 | 3 | 4 | 5 | (6)=(5)x100% | (7)=(6)x(4)x(3) |
| I | Salary of specialized staff | | |  |  |  |
| 1 | Chief of the Supervisory Board | 1 | 12 | 20,000,000 | 20,000,000 | 240,000,000 |
| II | Remuneration |  |  |  |  |  |
| 1 | Chair of the Board of Directors | 1 | 12 | 12,000,000 | 12,000,000 | 144,000,000 |
| 2 | Members of the Board of Directors | 4 | 12 | 8,000,000 | 8,000,000 | 384,000,000 |
| 3 | Members of the Supervisory Board: | 2 | 12 | 6,000,000 | 6,000,000 | 144,000,000 |
|  | Total |  |  |  |  | 912,000,000 |

* 1. Salary and remuneration plan for the Board of Directors and the Supervisory Board 2024:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Position | Planned remuneration (VND per month) | Planned salary (VND per month) |
| 1 | Chair of the Board of Directors | 12,000,000 |  |
| 2 | Chief of the specialzed Supervisory Board |  | 20,000,000 |
| 3 | Members of the Board of Directors | 8,000,000 |  |
| 4 | Supervisors | 6,000,000 |  |

* 1. Expected level of bonus for the Board of Directors, the Supervisory Board, and managers 2024.

To encourage creativity and increase efficiency in the production and business operations, the General Meeting of Shareholders authorized the Board of Directors to reward managers (including the Board of Directors, the Board of Managers, Chief Accountant, and the Supervisory Board of the Company) based on the implementation of the production and business plan 2024 as follows:

* If the profit after tax plan is achieved 2024: Maximum bonus cannot exceed 01 month's average salary.
* If profit after tax plan is exceeded 2024: Maximum bonus cannot exceed 1.5 month's average salary.

1. Approve the content of the General Meeting of Shareholders authorizing the Board of Directors:

* Authorize the Board of Directors to approve contents related to the divestment at Song Da Tay Do Joint Stock Company.
* Authorize the Board of Directors to approve contents related to investment research for the expanded the Nam Mu Hydropower Project.
* Authorize the Board of Directors to approve contents related to the re-signing of the power purchase contract for Nam Mu hydropower plant.

1. Approve the list of Independent Audit Companies and authorize the Board of Directors to select one (01) company from this list to audit and review the Financial Statements 2024. The list of audit companies includes:

* AASC Auditing Firm Company Limited
* UHY Auditing and Consulting Company Limited
* VACO Auditing Company Limited;

In case the Board of Directors cannot choose one of the above-mentioned audit companies for the Company's Financial Statements, the General Meeting of Shareholders will assign the Board of Directors of the Company to proactively seek for other companies on the basis of meeting the set selection criteria and ensuring benefits for the Company.

‎‎Article 2. The General Meeting of Shareholders assigned the Board of Directors, based on its functions and tasks, to direct the Company to implement the contents in Article 1 in accordance with the provisions of Law and the Company's Charter.

‎‎Article 3. The Board of Directors, the Supervisory board, Board of Directors, professional departments, and units under Nam Mu Hydropower JSC shall base on the General Mandate to implement.