

No. **1167**/DLTKV-VP

Hanoi, April 25th 2025

PERIODIC INFORMATION DISCLOSURE

Attn to:

- The State Securities Commission;
- Hanoi Stock Exchange.

1. Organization name: Vinacomin - Power Holding Corporation

- Stock code/ Member code: DTK
- Address: Floor 16th, Vinacomin Tower - No. 3 Duong Dinh Nghe, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam.
- Telephone: 024 3516 1605
- Email: vp@vinacominpower.vn

2. Content of disclosed information:

Resolution and Minutes of 2025 Annual General Meeting of Shareholders (AGM) of Vinacomin - Power Holding Corporation on April 24th 2025.

3. This information was disclosed on the Corporation's website on the same day at the address: www.dienluctkv.vn

We hereby declare that the above information is true and we take full legal responsibility for the contents of the disclosed information.

Best regards./.

Recipient:

- As above;
- BOD, Party Committee, BOS (e-copy, report);
- CEO Ngo Tri Thinh (e-copy, report),
- Deputy CEOs, Chief Accountant (e-copy, report);
- DLT KV's departments (e-copy);
- Admin. Office (Website DTK);
- Archive: Admin. Office, Personnel Dept., NgH(02)

BY ORDER OF CEO
AUTHORIZED INFORMATION
DISCLOSURE OFFICER



Deputy Gen. Manager of Gen. Affairs
Nguyen The Hong

Attachments:

- Resolution and Minutes of 2025 AGM of Vinacomin - Power Holding Corporation.

Ha Noi, April 24, 2025

No: 15/NQ-DHD CD-2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - POWER HOLDING CORPORATION

GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - POWER HOLDING CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Vinacomin - Power Holding Corporation (the Corporation/DLTKV) dated December 26, 2024;

Pursuant to the Minutes of Meeting No. 15/BB-DHD CD-2025 dated April 24, 2025 of the 2025 Annual General Meeting of Shareholders (AGM) of Vinacomin - Power Holding Corporation (the Meeting).

RESOLUTION:

Article 1. Approval of the 2024 Production and Business Performance Report and the key targets of the 2025 Production and Business Plan and Development Investment Plan of the Corporation

1.1. The General Meeting of Shareholders approves the following: the 2024 Production and Business Performance Report, the 2025 Production and Business Plan and Development Investment Plan; The reports of the Board of Directors (BOD) and the Supervisory Board (SB); the 2024 audited financial statements of the Corporation; and the report on contracts and transactions between the Corporation and related parties (In which, in 2024 including: Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV), Cam Pha Port and Logistics Company – Vinacomin, Vinacomin Industry Investment Consultancy Joint Stock Company, Vinacomin - Nong Son Coal & Power Joint Stock Company); and the 2025 activity plan of the Corporation's Supervisory Board, with the main contents as follows:

2024 Production and Business Performance Results and key targets of the 2025 Production and Business Plan (Parent Company):

No	Content	2024 Plan	2024 Actual	Achievement rate against plan (%)	2025 Plan
1	Commercial electricity output (million kWh)	9,196	8,387	89.63%	8,793

No	Content	2024 Plan	2024 Actual	Achievement rate against plan (%)	2025 Plan
2	Revenue (billion VND)	13,578	12,964.1	92.28%	12,821.6
3	Profit before tax (billion VND)	658	762.6	112.14%	677.4
4	Construction investment (billion VND) *	571	575.3	100.7%	1,404
5	Dividend payout ratio (%)	≥ 3.5%	5.0%	142.86%	≥ 3.5%

* Planned value for 2024 according to adjusted 2024 investment plan.

1.2. The General Meeting of Shareholders authorizes the Board of Directors of the Corporation to direct the implementation of the 2025 Production and Business Plan and the 2025 Investment and Construction Plan approved by the General Meeting of Shareholders, and to make adjustments to these plans when necessary, with subsequent reporting to the shareholders at the next General Meeting.

Article 2. Approval of the profit distribution plan for 2024 and the profit distribution plan for 2025:

The General Meeting of Shareholders approves the profit distribution plan for 2024 and the profit distribution plan for 2025 as reported by the Corporation's Board of Directors at the Meeting, and authorize the Corporation's Board of Directors to implement the plans in compliance with current regulations, with the main contents as follows:

*** Implementation in 2024:**

NO	Content	Amount (VND)
1	Accumulated retained earnings to 2024 – Parent Company	1,215,981,068,554
	<i>In which:</i>	
-	Previous year's after-tax profit carried forward	513,053,011,873
-	Actual after-tax profit in 2023	702,928,056,681
2	Accumulated retained earnings to 2024 – Consolidated	1,197,703,602,619
3	Expected profit distribution in 2024	620,773,470,122
3.1	Dividend payout ratio	5.0%
3.2	Dividend payment	341,383,737,500
3.3	Appropriation to funds	279,389,732,622
-	<i>Development Investment Fund (30%)</i>	<i>210,878,417,004</i>
-	<i>Management Bonus Fund for Management Personnel (1 month's salary)</i>	<i>486,251,708</i>
-	<i>Bonus and Welfare Fund (2 months' salary)</i>	<i>68,025,063,910</i>
4	Retained earnings after distribution - Parent Company	595,207,598,432

*** Plan for 2025**

No	Description	Amount (VND)
1	Profit after tax – Parent company (estimated)	541,941,600,000
2	Profit distribution plan for 2025	
2.1	Dividend payout ratio (excluding retained earnings from previous years)	$\geq 3.5 \%$
2.2	Profit appropriated to funds	
-	<i>Development Investment Fund</i>	$\leq 30\%$
-	<i>Bonus Fund for Management Personnel</i>	$\leq 1.5 \text{ month's salary}$
-	<i>Bonus and Welfare Fund</i>	$\leq 3 \text{ month's salary}$

Article 3. Approval of the report on the payment of salaries, remuneration for the Board of Directors, Supervisory Board, and management personnel of the Corporation in 2024 and the payment plan for 2025:

The General Meeting of Shareholders approves the payment of salaries, remuneration for the Board of Directors, Supervisory Board, and management personnel of the Corporation in 2024 and the payment plan for 2025, as presented in the report by the Board of Directors of the Corporation at the Meeting, and authorizes the Board of Directors of the Corporation to implement the plan in compliance with current regulations

Article 4. Approval of the selection of an independent auditing firm to audit the 2025 financial statements (FS):

- The General Meeting of Shareholders approves the selection of an independent auditing firm to audit the Corporation's 2025 financial statements, as presented in the report by the Supervisory Board of the Corporation at the Meeting

- The General Meeting of Shareholders approves delegating the task to General Director to organize the selection of the contractor, sign the decision approving the contractor selection results, and sign the auditing contract for the Corporation's 2025 financial statements. After the audit contract is signed, one copy will be sent to the Supervisory Board for review and to ensure timely implementation.

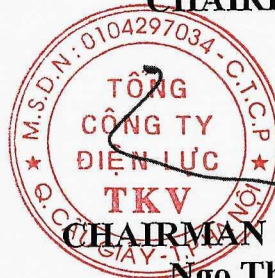
Article 5. Implementation provisions:

This resolution was approved by the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation on April 24, 2025, and is effective from the date of approval./.

Recipients:

- Shareholders of the Corporation (e-copy);
- BOD, Party Committee, BOS (e-copy);
- GD Ngo Tri Thinh (e-copy);
- DGDs, CA (e-copy);
- Trade Union, Ho Chi Minh Communist Youth Union (e-copy);
- DLTKV Departments (e-copy);
- Archive: BOD, GMS records.

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**



CHAIRMAN OF THE BOD
Ngo The Phiet



Ha Noi, April 24, 2025

No.: 15/BB-DHD CD-2025

MEETING MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN POWER HOLDING CORPORATION

Today, at 8:00 a.m on April 24, 2025 at the Hall of Vinacomin Power Holding Corporation, Assembly Hall of the Head Office of Vinacomin Power Holding Corporation, 5th Floor, Vinacomin Building, No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam. Vinacomin Power Holding Corporation (the "Corporation") convened the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") as follows:

I/ PARTICIPANTS:

- Shareholders of the Corporation.
- Board of Directors (BOD), Board of Supervisors (BOS), and Executive Board of the Corporation.
- Invited delegates representing the Party Committee, Trade Union, Youth Union, affiliated/subsidiary units, functional departments of the Corporation.

II/ CONTENT AND PROCEEDINGS OF THE MEETING:

1. Verification of shareholders' eligibility and conditions for convening the Meeting:

- Based on the results of the verification of shareholders' eligibility at the time of the opening of the Meeting, the Annual General Meeting of Shareholders (AGM) was attended by 10 shareholders/authorized representatives (hereinafter referred to as "authorized representatives"), who owned and represented 678,757,393 shares, accounting for 99.41% of the Corporation's total voting shares (682,767,475 shares). Pursuant to the provisions of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 (the 2020 Law on Enterprises) and the Charter of the Corporation, the 2025 AGM of Vinacomin - Power Holding Corporation convened on April 24, 2025 is lawful, valid, and duly qualified to proceed.

2. Chairperson of the Meeting, Secretary, and Vote Counting Committee:

Chairperson of the Meeting: Pursuant to the provisions of the 2020 Law on Enterprises and the Charter of the Corporation, Mr. Ngo The Phiet, Chairman of the Board of Directors, acted as the Chairperson of the Meeting.

Secretary and Vote Counting Committee:

To assist the Chairperson and to perform the vote-counting tasks, the Chairperson appointed the Secretary of the Meeting and proposed the list of personnel for the Vote Counting Committee, which was approved by 100% of the shareholders/authorized representatives with voting rights present at the Meeting, specifically as follows:

**** Secretary of the Meeting:***

- Mr. Dang Dinh Toan – Head of Corporate Governance, Secretary to the Board of Directors: Head of the Secretary;
- Ms. Truong Thi Hong Lien – Deputy Head of the Organization and Human Resources Department: Member.

**** Vote Counting Committee:***

- Mr. Ngo Van Dien, Deputy Head of Legal - Inspection Department: Head of the Committee.
- Ms. Pham Thi Tho, Deputy Head of the Organization - Human Resources Department: Member;
- Ms. Pham Thi Thuy Linh, Legal - Inspection Department: Member.
- Ms. Nguyen Bao Quyen, Office Division: Member.

3. Approval of the Agenda and Working regulations of the Meeting:

The Organizing Committee presented the Agenda, meeting contents, and the expected timeline; presented the Working regulations of the Meeting, and 100% of the shareholders/authorized representatives with voting rights present at the Meeting voted to approve (by raising voting cards).

4. Presentation of the Annual Reports and Proposals at the Meeting:

The Meeting listened to the presentation of the following Annual Reports and Proposal:

(1) Report on business results in 2024 and key targets of the Business Plan and Investment Development Plan for 2025.

(2) Report on the activities of the Board of Directors in 2024 and orientations for 2025.

(3) Report of the Board of Supervisors on its activities in 2024 and the plan for 2025, including: activities of the Board of Supervisors; business performance; Financial Statements; assessment of the management and administration of the Board of Directors and the General Director.

(4) Proposal from the Board of Supervisors regarding the selection of an independent auditing firm for auditing the 2025 Financial Statements.

(5) Proposal regarding the 2024 audited Financial Statements.

(6) Proposal on the distribution of profits for 2024 and the plan for profit distribution in 2025.

(7) Proposal for the approval of contracts and transactions between the Corporation and related enterprises and individuals in 2025.

(8) Proposal on the payment of salaries and remuneration to the Board of Directors, Board of Supervisors, and management personnel for 2024 and the payment plan for 2025.

5. Discussion and Approval of the Reports and Proposals:

After discussion, feedback, and voting (by voting ballots), the AGM approved the reports and proposals as follows:

5.1. Approval of the Reports of the Board of Directors, Board of Supervisors, Executive Board; the Business Performance Report for 2024 and key targets of the Business Plan and Investment Development Plan for 2025 of the Corporation; the 2024 audited Financial Statements of the Corporation; and the Report on the Corporation's Transactions:

The General Meeting of Shareholders approved the following: the Reports of the Board of Directors (BOD), Board of Supervisors (BOS), Executive Board; the Business Performance Report for 2024 and key targets of the Business Plan and Investment Development Plan for 2025; the 2024 audited Financial Statements of the Corporation; and the Report on contracts and transactions between the Corporation and related enterprises and individuals (specifically for 2024, transactions included Vietnam National Coal And Mineral Industries Holding Corporation Limited (TKV), Cam Pha Port and Logistics Company - Vinacomin, Vinacomin Industry Investment Consulting Joint Stock Company, and Vinacomin - Nong Son Coal & Power Joint Stock Company); and the Supervisory Board's inspection and supervision plan for 2025, with the following key details:

Business Performance Results in 2024 and Key Targets of the 2025 Business Plan (Parent company):

No.	Item	2024 Plan	2024 Actual	Performance vs. Plan (%)	2025 Plan
1	Commercial electricity output (million kWh)	9,196	8,387	89.63%	8,793
2	Revenue (VND billion)	13,578	12,964.1	92.28%	12,821.6
3	Profit before tax (VND billion)	658	762.6	112.14%	677.4
4	Construction investment (VND billion) *	571	575.3	100.7%	1,404
5	Dividend payout ratio (%)	≥ 3.5%	5.0%	142.86%	≥ 3.5%

** Planned value for 2024 according to adjusted 2024 investment plan.*

The General Meeting of Shareholders authorized the BOD of the Corporation to direct the implementation of the approved 2025 Business Plan and Construction Investment Plan, and to adjust the plans if necessary, with subsequent reporting to the shareholders at the next AGM.

The Meeting voted to approve (by voting ballots) as follows:

Total number of voting shares at the Meeting (Total Voting Shares - TVS): 678,757,393 shares.

Votes in favor: 678,757,393 shares = 100% of TVS.

Votes against: 0 shares = 0% of TVS.

Abstentions: 0 shares = 0% of TVS.

5.2. Approval of the 2024 Profit Distribution Plan and the 2025 Profit Distribution Plan:

The General Meeting of Shareholders approved the 2024 profit distribution plan and the 2025 profit distribution plan as presented by the Corporation's Board of Directors at the Meeting, and authorized the Board of Directors to organize the implementation in compliance with applicable regulations, with the following key details:

* Implementation in 2024:

1	Accumulated retained earnings to 2024 - Parent company	1,215,981,068,554
	<i>In which:</i>	
-	Previous year's after-tax profit carried forward	513,053,011,873
-	After-tax profit for 2023	702,928,056,681
2	Accumulated retained earnings to 2024 – Consolidated	1,197,703,602,619
3	Estimated profit distribution for 2024	620,773,470,122
3.1	Dividend payout ratio	5.0%
3.2	Dividend payment	341,383,737,500
3.3	Appropriation to funds	279,389,732,622
-	<i>Development Investment Fund (30%)</i>	<i>210,878,417,004</i>
-	<i>Management bonus fund (equivalent to 1 month's salary)</i>	<i>486,251,708</i>
-	<i>Bonus and Welfare funds (equivalent to 2 months' salary)</i>	<i>68,025,063,910</i>
4	Retained earnings after distribution - Parent Company	595,207,598,432

* Plan for 2025:

No.	Description	Amount (VND)
1	Profit after tax - Parent company (estimated)	541,941,600,000
2	2025 Profit Distribution Plan	
2.1	Dividend payout ratio (excluding profit carried forward from previous years)	≥ 3.5 %
2.2	Profit allocation to funds	
-	<i>Development Investment Fund</i>	≤ 30%
-	<i>Bonus Fund for Management Personnel</i>	≤ 1.5 month's salary
-	<i>Bonus and Welfare funds</i>	≤ 3 month's salary

The Meeting voted to approve (by voting ballots) as follows:

Total number of voting shares at the Meeting (Total Voting Shares - TVS):
678,757,393 shares.

Votes in favor: 678,757,393 shares = 100% of TVS.

Votes against: 0 shares = 0% of TVS.

Abstentions: 0 shares = 0% of TVS.

5.3. Approval of the report on the payment of salaries and remuneration for the BOD, BOS, and the management of the Corporation in 2024 and the payment plan for 2025:

The General Meeting of Shareholders approved the payment of salaries and remuneration for the BOD, BOS, and the management of the Corporation for 2024 and the payment plan for 2025 as presented by the Corporation's BOD at the Meeting, and authorized the BOD to organize the implementation in compliance with applicable regulations, with the following key contents:

a/ Implementation of salary and remuneration payment in 2024:

No.	Position	Average number of people	Salary (million VND)			Remuneration (million VND)	
			GMS Resolution	Official Letter 6959/TKV	Implementation	GMS Resolution	Implementation
1	Chairman of BOD	1				74.4	74.4
2	BOD Member, General Director	1	612	666	798.4	64.8	64.8
3	BOD Member (full-time)	1	550.8	599.4	718.6		
4	BOD Member, Deputy General Director	1	550.8	599.4	718.6	64.8	64.8
5	Independent BOD Member	1				324	324
6	Deputy General Director	4	2,203.20	2,397.6	2,188.8		
7	Chief Accountant	1	510	555	665.4		
8	Head of Board of Supervisors (full-time)	1	571.2	621.6	745.2		
9	Board of Supervisors Member	2				120	120
	Total		4,998	5,439	5,835	648	648

b/ Salary and remuneration payment plan for 2025:

Based on the Corporation's 2025 production and business plan targets and the documents of the Vietnam National Coal and Mineral Industries Holding

Corporation Limited (TKV) regarding the salary and remuneration levels for the BOD, BOS, and the management:

*** Salaries for BOD members, BOS members, and managers:**

No.	Position	Number of people	Total amount (million VND)	
			2025 Plan	Average per person per month
1	BOD Member, General Director	1	720	60
2	BOD Member, Deputy General Director	1	648	54
3	BOD Member (full-time)	1	648	54
4	Head of BOS (full-time)	1	672	56
5	Deputy General Director	4	2,592	54
6	Chief Accountant	1	600	50
	Total:		5,880	

*** Remuneration for BOD and BOS members:**

No.	Position	Number of people	Basic salary per month (million VND/person)	Remuneration (million VND/person/month)	Total amount
1	Chairman of BOD	1	31	$31 \times 1 \times 20\% = 6.2$	74.4
2	BOS member	2	25	$25 \times 1 \times 20\% = 5$	120
3	BOD Member, General Director	1	27	$27 \times 1 \times 20\% = 5.4$	64.8
4	BOD Member, Deputy General Director	1	27	$27 \times 1 \times 20\% = 5.4$	64.8
	Total:				324

*** Allowance for Independent BOD Member:**

No.	Position	Allowance per month (VND/person/month)	Total amount
1	Independent BOD Member	27,000,000	324,000,000

The Meeting voted to approve (by voting ballots) as follows:

Total number of voting shares at the Meeting (Total Voting Shares - TVS):
678,757,393 shares.

Votes in favor: 678,757,393 shares = 100% of TVS.

Votes against: 0 shares = 0% of TVS.

Abstentions: 0 shares = 0% of TVS.

5.4. Approval of the selection of an independent auditing firm to audit the 2025 Financial Statements (FS):

The AGM approved the selection of an independent auditing firm to audit the Corporation's 2025 Financial Statements as presented in the report of the Corporation's Supervisory Board at the Meeting, and authorized the General

Director to organize the contractor selection, sign the decision approving the selection result, and sign the audit contract for the 2025 Financial Statements of the Corporation. A copy of the signed audit contract shall be forwarded to the Board of Supervisors for monitoring and supervision.

The Meeting voted to approve (by voting ballots) as follows:

Total number of voting shares at the Meeting (Total Voting Shares - TVS): 678,757,393 shares.

Votes in favor: 678,757,393 shares = 100% of TVS.

Votes against: 0 shares = 0% of TVS.

Abstentions: 0 shares = 0% of TVS.

6. Approval of the Minutes and Resolution of the Meeting:

The Secretary of the Meeting read aloud the full draft of the Meeting Minutes and the draft Resolutions to the entire Meeting.

The Meeting voted to approve (by voting ballots) as follows:

Total number of voting shares at the Meeting (Total Voting Shares - TVS): 678,757,393 shares.

Votes in favor: 678,757,393 shares = 100% of TVS.

Votes against: 0 shares = 0% of TVS.

Abstentions: 0 shares = 0% of TVS.

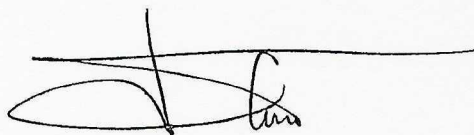
7. Closing of the Meeting:

The Meeting was closed at 11:15 a.m. on the same day.

Mr. Ngo The Phiet, Chairman of the Corporation's BOD - Chairperson of the Meeting, delivered the closing remarks.

This Minutes was approved by the Meeting immediately after the conclusion of the working agenda./.

**O/B. THE SECRETARY
HEAD**



Dang Dinh Toan

**O/B. THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON OF THE
MEETING**



**CHAIRMAN OF THE BOD
Ngo The Phiet**

**AGENDA OF
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VINACOMIN - POWER HOLDING CORPORATION**

1. Time: 8:00 am - 11:45 am April 24, 2025 (Thursday).

2. Location: Conference Hall of Vinacomin – Power Holding Corporation, 5th Floor, Vinacomin Building, No. 3 Duong Dinh Nghe, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam.

3. Agenda:

Time	Content	Perform
8:00 am - 8:30 am	Welcome delegates and shareholders to register to attend.	Meeting Organizer
	<ul style="list-style-type: none"> - Shareholders register to attend (sign the list) and receive documents and voting cards. - The Shareholder Qualification Examination Committee conducts shareholder qualification examination and compiles the attendance list. 	Shareholder Qualification Examination Committee
	Opening:	
8:30 am - 8:45 am	<ul style="list-style-type: none"> - Flag salute; Statement of purpose, introduction of participants. - Welcome Meeting Chairperson: Chairman of Board of Directors Mr Ngo The Phiet. 	Meeting Organizer
	<ul style="list-style-type: none"> - Meeting Chairperson appoints the Meeting Secretariat. 	Meeting Chairperson
	<ul style="list-style-type: none"> - Meeting Chairperson introduce the Vote-Counting Committee of the General Meeting. The General Meeting votes for approval. 	
	<ul style="list-style-type: none"> - Chairperson requested Shareholder Qualification Examination Committee report the results of the shareholder qualification examination. 	
	<ul style="list-style-type: none"> - Report on the results of checking the qualifications of shareholders attending the General Meeting. 	Head of Shareholder Qualification Examination Committee

Time	Content	Perform
	- Declare the meeting of the General Meeting of Shareholders qualified to proceed according to regulations and declare it open.	Meeting Chairperson
	- Present the Agenda and Working Regulations of the Meeting for the Meeting to vote and approve.	Meeting Organizer
	- Meeting Chairperson requested the Meeting to vote to approve the Agenda and Working Regulations of the Meeting.	Meeting Chairperson
8:45 am - 10:45 am	Meeting Content (Approval of reports, documents):	
	1. Report to the General Meeting of Shareholders on the 2024 business results and key indicators of the 2025 Business Plan and Investment and Development Plan.	General Director
	2. Report on the activities of the Board of Directors of the Corporation in 2024 and orientation plan for 2025.	Standing Committee of the Board of Directors
	3. Report of the Board of Supervisors on the contents: Performance results of the Board of Supervisors in 2024; Work plan of the Board of Supervisors for 2025; Business results of the Corporation and Management performance results of the Board of Directors and General Director in 2024.	Head of Board of Supervisors
	4. Report of the Board of Supervisors of the Corporation on selecting an independent auditing company to audit the 2025 financial statements.	
	5. Report on Audited Financial Statements for 2024.	
	6. Report on 2024 profit distribution and 2025 profit distribution plan.	
	7. Report on the approval of contracts and transactions between the Corporation and related parties and persons in 2025.	Executive Management Board
	8. Report on payment of salaries and remuneration to members of the Board of Directors, Board of Supervisors, General Director and other managers of the Corporation in 2024 and Payment plan for 2025.	
10:45 am - 11:00 am	Break-time.	
11:00 am - 11:15 am	Approval of reports and presentations.	
	- Shareholders contribute opinions, discuss and approve reports and proposals.	Meeting Chairperson
	- Answer shareholders' questions (if any) as assigned by the Chairperson of the Meeting.	
	- Vote to approve reports and proposals.	

Time	Content	Perform
11:15 am - 11:20 am	Report the results of the vote counting of the contents of the Meeting for the Meeting to vote and approve.	Head of Vote- Counting Committee
11:20 am - 11:30 am	Approval of the Minutes and Resolutions of the Meeting.	
	- The Meeting Secretariat presents the draft.	Head of Secretariat
	- The General Meeting votes for approval.	Meeting Chairperson
11:30 am - 11:45 am	Closing of the General Meeting.	Meeting Chairperson

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

WORKING REGULATIONS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - POWER HOLDING CORPORATION

Hanoi, April 24, 2025



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 24, 2025

WORKING REGULATIONS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - POWER HOLDING CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 ("Law on Enterprises 2020");

Pursuant to the Charter on the organization and operation of Vinacomin - Power Holding Corporation ("Corporation") dated December 26, 2024.

The 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation ("General Meeting") shall be conducted in accordance with the following regulations:

Article 1. Rights and obligations of shareholders/authorized representatives attending the General Meeting:

1. Shareholders shall have the rights as stipulated by law under Articles 141, 144 of the Law on Enterprises 2020, along with specific rights prescribed in these Regulations.

2. Shareholders may authorize another person to attend and vote at the General Meeting on their behalf (hereinafter referred to as the "authorized representative of the shareholder"). The authorized representative of the shareholder attending the General Meeting must present a Power of Attorney as required.

3. Shareholders/Authorized representatives of shareholders shall have the right to attend, discuss, and vote on all matters within the authority of the General Meeting of Shareholders.

4. Upon completing the registration procedures for attendance at the General Meeting, shareholders/authorized representatives of shareholders shall receive meeting documents (if any) and a voting card, which shall indicate the shareholder's full name, shareholder code, and total number of voting shares held.

5. Shareholders/Authorized representatives of shareholders arriving after the commencement of the General Meeting must complete the registration procedures with the Organizing Committee and upon completing the registration, they shall have the right to participate and vote at the General Meeting. However, the Chairperson of the General Meeting shall not be responsible for pausing the meeting to allow such shareholders/authorized representatives to complete their registration, and the validity of previous voting results shall remain unaffected.

6. Shareholders/Authorized representatives of shareholders must strictly comply with the Working Regulations of the General Meeting, respect the outcomes of the meeting, and adhere to the directions of the Chairperson of the General Meeting.

Article 2. Rights and obligations of the Organizing Committee of the General Meeting:

1. The Organizing Committee of the General Meeting shall be decided by the Board of Directors of Vinacomin - Power Holding Corporation. The Organizing Committee is responsible for convening the meeting, welcoming attendees, arranging seating, and distributing documents (if any) and voting cards to shareholders/authorized representatives of shareholders who are eligible to attend the General Meeting.

2. The Organizing Committee shall receive documents presented by attendees for verification and report to the General Meeting on the results of the eligibility check of shareholders/authorized representatives of shareholders. In cases where an attendee is deemed ineligible to participate, the Organizing Committee has the right to propose the refusal of providing documents (if any) and voting cards for the General Meeting.

Article 3. Rights and obligations of the Vote-Counting Committee of the General Meeting:

1. The Vote-Counting Committee of the General Meeting shall be nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders through voting. Members of the Vote-Counting Committee shall not be individuals nominated or running for positions in the Board of Directors or the Board of Supervisors of Vinacomin - Power Holding Corporation.

2. The Vote-Counting Committee is responsible for determining the percentage of voting shares in favor, against, or abstaining for each matter discussed at the General Meeting to assist the Secretariat in finalizing the Meeting Minutes and Resolutions of the General Meeting.

3. The Vote-Counting Committee must conduct its duties honestly and accurately as assigned by the General Meeting and shall be held accountable for the results.

Article 4. Rights and obligations of the Chairperson and the Secretariat of the General Meeting:

1. The Chairperson of the General Meeting shall be the Chairman of the Board of Directors of Vinacomin Power Holding Corporation - JSC. The Secretariat of the General Meeting shall be appointed by the Chairperson to prepare the Meeting Minutes and Resolutions of the General Meeting. The Secretariat shall perform tasks as directed by the Chairperson and must accurately and truthfully reflect the content of the General Meeting in the Meeting Minutes and Resolutions.

2. The election of the Chairperson shall be conducted as follows:

a) The Chairman of the Board of Directors shall act as the Chairperson or may authorize another member of the Board of Directors to chair the General Meeting convened by the Board of Directors. If the Chairperson is absent or temporarily unable to perform their duties, the remaining members of the Board of Directors shall elect one among them to chair the meeting based on the majority principle. If no Chairperson can be elected, the Head of the Board of Supervisors shall preside over the process for the General Meeting of Shareholders to elect a Chairperson, and the candidate receiving the highest number of votes shall assume the role;

b) Except in the case specified in point a) of this clause, the person signing the convening notice of the General Meeting of Shareholders shall preside over the process for electing a Chairperson, and the candidate receiving the highest number of votes shall become the Chairperson of the meeting.

3. The Chairperson of the General Meeting has the right to refrain from responding to or only acknowledge comments from shareholders/authorized representatives of shareholders if such comments or proposals fall outside the scope of matters for which the General Meeting seeks opinions.

4. The Chairperson of the General Meeting has the right to take necessary and reasonable measures to conduct the meeting in an orderly manner, in accordance with the approved agenda, and to reflect the will of the majority of attendees.

Article 5. Conditions and procedures for conducting the General Meeting:

1. The General Meeting shall be conducted when shareholders/authorized representatives of shareholders attending the meeting represent at least 51% of the total voting shares.

2. The General Meeting shall be conducted according to its approved agenda.

3. Discussions shall take place after all reports and proposals have been presented at the General Meeting.

4. Voting on each item in the General Meeting shall be conducted in accordance with the principles and procedures specified in this Regulation and the Charter of Vinacomin - Power Holding Corporation.

Article 6. Principles and procedures for voting:

1. The General Meeting shall discuss and vote on each issue included in its agenda.

2. For matters subject to direct voting at the General Meeting, the Chairperson shall propose voting in the following order: Shareholders in favor shall raise their voting cards first, followed by those against, and finally, those who abstain.

3. Resolutions on the following matters shall be approved if they receive affirmative votes from shareholders and authorized representatives of shareholders holding at least 65% of the total voting shares of all shareholders and authorized representatives of shareholders attending the meeting:

- c) Types and total number of shares of each type;
- d) Changes in business lines and sectors;
- e) Changes in the corporate governance structure of the Corporation regarding the operational model and the Legal Representative as stipulated in Article 137 of the Law on Enterprises 2020;
- f) Decisions on investments, asset sale transactions, or purchase transactions by the Corporation valued at 35% or more of the total asset value of the Corporation, as recorded in the most recent audited financial statement;
- g) Decisions on capital contributions or share purchases in other enterprises where the total contributed capital or share purchase value is 35% or more of the total asset value of the Corporation, as recorded in the most recent audited financial statement;
- h) Forms of reorganization, dissolution, or bankruptcy of the Corporation;
- i) Amendments and supplements to the Charter of the Corporation.

4. Resolutions on other matters within the authority of the General Meeting of Shareholders (except for those specified in Clauses 1, 3, 4, and 6 of Article 148 of the Law on Enterprises 2020) shall be approved if they receive affirmative votes from shareholders and authorized representatives of shareholders holding more than 50% of the total voting shares of all shareholders and Authorized Representatives of Shareholders attending the meeting.

5. The Vote-Counting Committee shall compile the votes in favor, against, and abstentions. The vote-counting results shall be recorded in the Meeting Minutes and announced before the conclusion of the General Meeting.

Article 7. Principles for speaking at the General Meeting:

1. Shareholders/Authorized representatives of shareholders who wish to propose an issue at the General Meeting must comply with the following principles:

- Contributions shall only be made during the discussion session of the General Meeting.
- Shareholders must raise their hands to request permission from the Chairperson and may only speak after being allowed to do so. At any given time, only one shareholder/authorized representative of shareholders shall have the floor.
- If multiple shareholders/authorized representatives of shareholders wish to speak simultaneously, the Chairperson shall invite them to speak in turn.

- The Chairperson has the right to interrupt the speech of a shareholder/authorized representative of shareholders if deemed necessary.

2. All comments and questions shall be collected and addressed sequentially. If there are differing opinions, voting may be conducted based on the majority rule.

3. Proposals from shareholders/authorized representatives of shareholders must meet the following conditions:

- Must be concise and clear. If a proposal is complex and requires a long presentation, the shareholder may submit it in writing to the Meeting Organizing Committee at least three (03) days before the General Meeting.

- Must not repeat matters that have already been discussed.

- Must not address issues beyond the authority of the General Meeting for discussion and approval.

- The content of the proposal must not violate the law, involve personal matters, or exceed the authority of the Corporation.

Article 8. Meeting Minutes and Resolutions of the General Meeting:

All contents of the General Meeting shall be recorded in the Meeting Minutes by the Secretariat, the matters approved by the General Meeting through voting shall be included in the Resolution of the General Meeting. The Resolution shall be read and approved before the closing of the General Meeting and shall be kept by the Secretary of the Board of Directors of Vinacomin - Power Holding Corporation.

Article 9. Implementation provisions:

The Working Regulations of the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation shall take effect immediately after approval by the General Meeting./.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



CHAIRMAN OF THE BOD
Ngo The Phiet

Ha Noi, April 24, 2025

SHAREHOLDER ELIGIBILITY VERIFICATION MINUTES
Attending the 2025 Annual General Meeting of Shareholders
Vinacomin - Power Holding Corporation

Today, at 8:00 AM on April 24, 2025, at the Hall of the Head Office of Vinacomin - Power Holding Corporation, 5th Floor, Vinacomin Building, No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Cau Giay District, Hanoi City, the Shareholder Eligibility Verification Committee for the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation consists of:

1. Mr. Ngo Van Dien - Deputy Head of the Legal and Inspection Department: Head of the Committee
2. Ms. Pham Thi Tho - Deputy Head of the Human Resources Department: Member
3. Ms. Nguyen Bao Quyen - Officer Specialist: Member
4. Ms. Pham Thi Thuy Linh - Legal and Inspection Department Specialist: Member

The shareholder eligibility verification for attending the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation was conducted from 8:00 AM to 8:30 AM. The specific results of the shareholder eligibility verification are as follows

- The total number of shareholders of Vinacomin - Power Holding Corporation is **1,247 shareholders**, including: **6 institutional shareholders** and **1,241 individual shareholders**.
- The total number of voting shares currently in circulation of Vinacomin - Power Holding Corporation is **682,767,475 shares**
- The total number of shareholders invited to attend the General Meeting of Shareholders is **1,247 shareholders**, representing **682,767,475 shares** (equivalent to 100% of the voting shares).
- The total number of valid shareholders present and attending the meeting is: **10 shareholders**, owning and representing: **678,757,393 shares**, accounting for: **99.41%** of the voting shares of Vinacomin - Power Holding Corporation

Based on Clause 1, Article 145 of the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the Charter on the Organization and Operation of Vinacomin



- Power Holding Corporation, the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation is eligible to be conducted.

The list of shareholders attending the 2025 Annual General Meeting of Shareholders is attached to this Minutes.

This minutes was prepared at 8:30 AM on the same day./.

SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE

MEMBERS

1. Pham Thi Tho



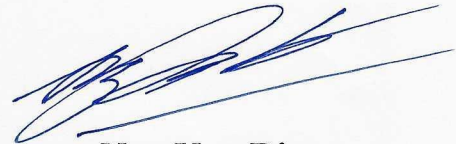
2. Pham Thi Thuy Linh



3. Nguyen Bao Quyen



HEAD OF COMMITTEE



Ngo Van Dien



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, 24 April 2025

VOTE COUNTING MINUTES
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - POWER HOLDING CORPORATION

Today, on 24 April 2025, we were elected by the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation to serve as the Vote Counting Committee, consisting of the following members:

1. Mr. Ngo Van Dien - Deputy Head of the Legal and Inspection Department: Head of Committee
2. Ms. Pham Thi Tho - Deputy Head of the Human Resources Department: Member
3. Ms. Nguyen Bao Quyen - Officer Specialist: Member
4. Ms. Pham Thi Thuy Linh - Legal and Inspection Department Specialist: Member

The Committee has conducted the vote counting for the agenda items of the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation, with the details as follows:

The number of shareholders present was **10 shareholders**, authorized representatives of shareholders holding **678,757,393 shares**, accounting for **99.41%** of the total voting shares. The shareholders have voted on the items in the meeting agenda, with the voting results as follows:

1. Proposal to the General Meeting of Shareholders on 2024 production and business results, and the main targets of the 2025 production and business plan and investment development plan.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

2. Report on the activities of the Board of Directors of the Corporation in 2024 and the strategic orientation for the 2025 plan.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

3. Report of the Board of Supervisors on the following matters: Results of the Board of Supervisors' activities and of each Supervisor in 2024; the 2025 activity plan of the Board of Supervisors; the Corporation's 2024 business performance results; and the performance results of management activities by the Board of Directors and the General Director in 2024.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

4. Proposal by the Board of Supervisors on the selection of an independent auditing firm to audit the 2025 financial statements.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

5. Proposal on the audited 2024 financial statements.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

6. Proposal on the 2024 profit distribution and the 2025 profit distribution plan.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

7. Proposal on the approval of contracts and transactions between the Corporation and related companies and individuals in 2025.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

8. Proposal on the payment of salaries and remuneration to members of the Board of Directors, the Board of Supervisors, the General Director, and other management personnel of the Corporation in 2024, and the payment plan for 2025.

Content	Number of Shares	Percentage / Number of shares present (%)	Notes
Number of shares in favor	678,757,393	100%	
Number of shares against	0	0%	
Number of shares with no opinion	0	0%	

Thus, based on the voting results stated above, pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the Charter on Organization and Operation of Vinacomin - Power Holding Corporation, the above-mentioned contents were approved by the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation.

These minutes were prepared and read aloud at the meeting at 11 hours 10 minutes on the same day./.

VOTE COUNTING COMMITTEE

MEMBERS

1. Pham Thi Tho



2. Nguyen Bao Quyen



3. Pham Thi Thuy Linh



HEAD OF COMMITTEE



Ngo Van Dien