

**CÔNG TY CỔ PHẦN
THỦY ĐIỆN - ĐIỆN LỰC 3
HYDRO POWER JOINT STOCK
COMPANY - POWER NO.3**

Số: 250 -VB/PC3HP.Co-NV
No.: 250 -VB/ PC3HP.Co-NV

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Đăk Nông, ngày 03 tháng 04 năm 2025
DakNong, April 03, 2025

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE**

Kính gửi:

- Sở Giao dịch Chứng khoán Việt Nam;
- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh.

To:

- *Vietnam Exchange;*
- *Hochiminh Stock Exchange.*

1. Tên tổ chức/*Name of organization*: Công ty Cổ phần Thủy điện – Điện lực 3/
Hydro Power Joint Stock Company - Power No.3

- Mã chứng khoán / *Stock code*: DRL

- Địa chỉ/*Address*: Thôn Nhà Đền, xã Ea Pô, huyện Cư Jút, tỉnh Đắk Nông / *Nha Den Village, Ea Po Commune, Cu Jut District, Dak Nong Province.*

- Điện thoại liên hệ/*Tel.*: 02613 684 888; Fax: 02613 684 666

- E-mail: *thuydiendl3@gmail.com*

2. Nội dung thông tin công bố/*Contents of disclosure*:

- Nghị quyết số 22 - NQ/PC3HP.Co-ĐHCĐ, ngày 03/04/2025 của Đại hội đồng cổ đông thường niên năm 2025 Công ty Cổ phần Thủy điện - Điện lực 3;

- *Resolution No. 22 - NQ/PC3HP.Co-ĐHCĐ, dated April 3, 2025 of the 2025 Annual General Meeting of Shareholders of Hydro Power Joint Stock Company - Power No. 3;*

- Biên bản số 21 - BB/PC3HP.Co-ĐHCĐ, ngày 03/04/2025 của phiên họp Đại hội đồng cổ đông thường niên năm 2025 Công ty Cổ phần Thủy điện - Điện lực 3;

- *Minutes No. 21 - BB/PC3HP.Co-ĐHCĐ, dated April 3, 2025 of the 2025 Annual General Meeting of Shareholders of Hydro Power Joint Stock Company - Power No. 3;*

- Các Báo cáo đã được Đại hội đồng cổ đông thường niên năm 2025 thông qua.

- *Reports approved by the 2025 Annual General Meeting of Shareholders*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày **03/04/2025** tại đường dẫn <http://pc3hp.com.vn/quan-he-co-dong> /*This information was published on the company's website on 03/04/2025, as in the link: http://pc3hp.com.vn/quan-he-co-dong.*



Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/Attached documents:

- Nghị quyết đính kèm;
- Resolution attached;

Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật/Người UQ CBTT
Legal representative/ Person authorized to disclose information
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(Signature, full name, position, and seal)



GIAM ĐỐC
Lê Văn Ánh



RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The Shareholders of Hydro Power Joint Stock Company - Power No.3

Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter on organization and operation of Hydro Power Joint Stock Company - Power No.3;

Pursuant to Minutes of Meeting No. 21 - BB/PC3HP.Co-DHCD Date 03/04/2025 of the 2025 Annual General Meeting of Shareholders;

On April 03, 2025, at Victoria 3 Hall, Saigon - Ban Me Hotel, No. 01-03 Phan Chu Trinh, Buon Ma Thuot City, Dak Lak Province.

The 2025 Annual General Meeting of Shareholders of Hydro Power Joint Stock Company - Power No.3 was held with the participation and authorization of 139 shareholders and shareholder representatives, owning and representing ownership of: 5,022,047 shares, accounting for: 52.86% of the Company's total voting shares, of which the number of shareholders participating directly was 67 shareholders.

After listening to the contents of the Reports and Proposal of the Board of Directors, the 2025 Annual General Meeting of Shareholders of Hydro Power Joint Stock Company - Power No.3.

RESOLVES:

Article 1: Approval of the 2024 Audited Financial Statements

Pursuant to point a, clause 1, Article 15 of the Charter of Hydro Power Joint Stock Company - Power No.3, stipulating the rights and responsibilities of the General Meeting of Shareholders regarding the approval of the Company's Annual Audited Financial statements.

The General Meeting of Shareholders approves the 2024 Financial statements audited by ECOVIS AFA Vietnam Auditing - Valuation and Consulting Co., Ltd., signed on March 06, 2025.

Article 2: Approving the Report by the Board of Management on Business Operations in 2024 and the Business Plan for 2025

Article 3: Approving the Report on the Activities of the Board of Directors in 2024 and Development Directions for 2025



Article 4: Approving the Report on the Activities of the Board of Supervisors in 2024

Article 5: Approving the Business Performance and Profit Distribution for 2024

5.1. Business Performance Results for 2024

No.	Indicator	Unit	2024 Plan	2024 Actual	% Completion (2024 vs. Plan)
	A	B	(1)	(2)	(2)/(1)
I	Total Commercial Electricity Output	kWh	75.000.000	75.637.224	100,85
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>kWh</i>	<i>75.000.000</i>	<i>75.637.224</i>	<i>100,85</i>
II	Total Revenue	VND	96.727.198.000	94.783.248.114	97,99
1	Operating Revenue	VND	93.347.198.000	91.341.413.148	97,85
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>VND</i>	<i>93.347.198.000</i>	<i>91.341.413.148</i>	<i>97,85</i>
	<i>Average Electricity Selling Price</i>	<i>VND/kWh</i>	<i>1.097</i>	<i>1.058</i>	<i>96,44</i>
2	Financial Income	VND	3.380.000.000	3.441.834.966	101,83
3	Other Revenue and Income	VND	-	-	-
III	Total Expenses	VND	45.005.004.000	38.656.080.657	85,89
1	Cost of Goods Sold	VND	37.867.677.000	31.932.945.087	84,33
2	Financial Expenses	VND	-	-	-
	<i>Including Interest Expenses</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>
3	Administrative Expenses	VND	7.137.327.000	6.723.135.570	94,20
4	Other Expenses	VND	-	-	-
IV	Total Profit Before Tax	VND	51.722.194.000	56.127.167.457	108,52
1	Total Profit Excluding Foreign Exchange Differences (FX Gains/Losses)	VND	51.722.194.000	56.127.167.457	108,52
1.1	<i>Core Business Profit (excluding FX Gains/Losses)</i>	<i>VND</i>	<i>48.342.194.000</i>	<i>52.685.332.491</i>	<i>108,98</i>
1.2	<i>Core Business Profit</i>	<i>VND</i>	<i>3.380.000.000</i>	<i>3.441.834.966</i>	<i>101,83</i>
1.3	<i>Other Profit</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>
2	Foreign Exchange Gains/Losses (if any)	VND	-	-	-
V	Corporate Income Tax	VND	10.344.439.000	11.364.740.423	109,86
VI	Net Profit After Tax	VND	41.377.755.000	44.762.427.034	108,18
VII	ROE (Net Profit/Equity)	%	35,27	38,80	110,01
VIII	Dividend	%	40,00	43,88	109,70

5.2. Approving the Profit Distribution Plan for 2024:

No.	Content	Explanation	Value (VND)	Notes
I	Total Distributable Profit	(I1)+(I2)+(I3)+(I4)	49.984.630.013	
1	Net Profit After Corporate Income Tax		44.762.427.034	
2	Retained Earnings from Previous Years		69.910.780	
3	Reversal of Other Owners' Equity into Profit		1.462.308.448	
4	Reversal of Other Owners' Equity into Profit		3.689.983.751	
II	Profit Distribution Plan	(II)=(I)	49.984.630.013	
1	Development Investment Fund		0	
2	Welfare and Bonus Fund		2.759.806.666	
3	Management Bonus Fund		311.895.830	
4	Dividends		46.550.000.000	
	<i>(Dividends Paid in Advance for 2024)</i>		28.500.000.000	
	<i>First Installment of 2024 (20.00%)</i>		19.000.000.000	
	<i>Second Installment of 2024 (10.00%)</i>		9.500.000.000	
	<i>Remaining in 2024 (19%)</i>		18.050.000.000	Remaining 2024 dividends will be paid in 2025: 19%
5	Retained Earnings for the Following Year	(I-II.1-II.2-II.3-II.4)	362.927.517	

Dividends will be paid in cash.

The Board of Directors of Hydro Power Joint Stock Company - Power No.3 respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to determine an appropriate record date for shareholder entitlement and proceed with the payment of the remaining 2024 dividend, which has not yet been distributed, at a rate of **19.00%**. This corresponds to a total amount of VND **18,050,000,000** (Eighteen billion, fifty million Vietnamese dong).

Article 6: Approving the Financial and Business Plan and Profit Distribution Plan for 2025:

6.1. Business and Production Plan Targets for 2025:

No.	Indicator	Unit	2025 Plan	2024 Actual	% Completion (2024 vs. Plan)	Notes
I	Total Commercial Electricity Output	kWh	75.300.000	75.637.224	99,55	
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>kWh</i>	<i>75.300.000</i>	<i>75.637.224</i>	<i>99,55</i>	
II	Total Revenue	VND	97.844.659.600	94.783.248.114	103,23	
1	Operating Revenue	VND	94.364.659.600	91.341.413.148	103,31	
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>VND</i>	<i>94.364.659.600</i>	<i>91.341.413.148</i>	<i>103,31</i>	
	<i>Average Electricity Selling Price</i>	<i>VND/kWh</i>	<i>1.098</i>	<i>1.058</i>	<i>103,78</i>	
2	Financial Income	VND	3.480.000.000	3.441.834.966	101,11	
3	Other Revenue and Income	VND	-	-	-	
III	Total Expenses	VND	41.653.315.600	38.656.080.657	107,75	Appendix II
1	Cost of Goods Sold	VND	35.097.282.600	31.932.945.087	109,91	
2	Financial Expenses	VND	-	-	-	
	<i>Including Interest Expenses</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>	
3	Administrative Expenses	VND	6.556.033.000	6.723.135.570	97,51	
4	Other Expenses	VND	-	-	-	
IV	Total Profit Before Tax	VND	56.191.344.000	56.127.167.457	100,11	
1	Total Profit Excluding Foreign Exchange Differences (FX Gains/Losses)	VND	56.191.344.000	56.127.167.457	100,11	
1.1	<i>Core Business Profit (excluding FX Gains/Losses)</i>	<i>VND</i>	<i>52.711.344.000</i>	<i>52.685.332.491</i>	<i>100,05</i>	
1.2	<i>Core Business Profit</i>	<i>VND</i>	<i>3.480.000.000</i>	<i>3.441.834.966</i>	<i>101,11</i>	
1.3	<i>Other Profit</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>	
2	Foreign Exchange Gains/Losses (if any)	VND	-	-	-	
V	Corporate Income Tax	VND	10.481.340.000	11.364.740.423	92,23	
VI	Net Profit After Tax	VND	45.710.004.000	44.762.427.034	102,12	
VII	ROE (Net Profit/Equity)	%	38,96	38,37	101,53	
VIII	Dividends	%	44,00	43,88	100,27	

Total detailed costs as per attached Appendix I

6.2. Profit Distribution Plan for 2025:

- Allocation to the Development Investment Fund: Not allocated.
- Allocation to the Employee Welfare and Bonus Fund: Applied in accordance with Clause 1, Article 27 of Decree No. 44/2025/ND-CP dated February 28, 2025.
- Allocation to the Management and Board of Supervisors Bonus Fund: Applied in accordance with Clause 2, Article 27 of Decree No. 44/2025/ND-CP dated February 28, 2025.
- Dividend payout ratio: 44.00%.

The Board of Directors is authorized to determine the specific rate, timing, and method of interim dividend payments and to carry out all necessary procedures related to the 2025 interim dividend payments to the company's shareholders.

Article 7: Approving the Salaries and Remuneration for the Board of Directors, Board of Supervisors, and Board of Management in 2024 and the Salary and Remuneration Plan for 2025.

7.1. Salaries and Remuneration for the Board of Directors, Board of Supervisors, and Board of Management in 2024:

Approve the salaries and remunerations of the Board of Directors, Board of Supervisors, and Board of Management for 2024, as detailed below:

No.	Position	No. of People	Remuneration (TL)/Salary (L) (VND) in 2024	
			Monthly (VND/person)	Annual (VND)
I	Board of Directors	5		1,186,310,640
1	Full-time Chairman of the BOD (L)	1	39,958,340	479,500,080
2	BOD Member cum Director (L)	1	38,478,620	461,743,440
3	BOD Members (TL)	3	6,807,420	245,067,120
II	Board of Supervisors	3		589,608,240
1	Full-time Head of the BOS (L)	1	35,519,180	426,230,160
2	BOS Members (TL)	2	6,807,420	163,378,080
III	Board of Management	2		719,247,760
1	Deputy Director (L)	1	34,038,280	408,459,360
2	Chief Accountant (L)	1	31,078,840	310,788,400
	Total			2,495,166,640

7.2. Salary and Remuneration Plan for the Board of Directors and Board of Supervisors in 2025:

Approve the salary and remuneration plan for members of the Board of Directors and the Board of Supervisors for 2025, as detailed below:

No.	Position	No. of People	Remuneration (TL) / Salary (L) Planned 2025	
			Monthly (VND/person)	Annual (VND)
I	Board of Directors	5		1,202,400,000
1	Full-time Chairman of the BOD (L)	1	40,500,000	486,000,000
2	BOD Member cum Director (L)	1	39,000,000	468,000,000
3	BOD Member (TL)	3	6,900,000	248,400,000
II	Board of Supervisors	3		367,200,000
1	Full-time Head of the BOS (L)	1	36,000,000	144,000,000
2	Head of the Board of Supervisory (TL)	1	7,200,000	57,600,000
3	BOS Member (TL)	2	6,900,000	165,600,000
	Total			1,569,600,000

Based on the results of production and business activities in 2025, the Company will settle the salaries and remuneration of the Board of Directors, the Board of Supervisors and the Company's Management Staff in 2025 in accordance with the provisions of Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government; Regulations on labor and wages in Vietnam Electricity Group.

Article 8: Approving Project implementation and procurement of fixed assets for 2024; Project implementation plan for 2025.

Unit: Dong

No.	Item	Project implementation in 2024	Note
I	Loan principal repayment	0	
II	Construction investment	Not yet settled	- Total amount: 4,10 billion VND - Total value of construction and installation contracts: 3,59 billion VND

1	Project implementation: Canteen and rest house for workers * Expected scale: - Level 4 house construction section: 300m ² ; - Internal roads and concrete yard: 480m ² ; - Fully equipped with equipment and furniture for rest rooms, kitchens, and canteens.	The project commenced on 25/12/2024 and is currently under construction.	Transitioning to the year 2025.
III	Procurement of fixed assets for production-business.	1,189,000,000	
1	Purchase of one 7-seater car.	1,189,000,000	
IV	Other.	45,500,000	
1	Procurement and installation of a domestic water treatment system at the Company.	45,500,000	

Ongoing Project implementation in 2024 will be carried over to 2025 for continued execution.

Article 9: Approving the Selection of the Auditing Firm for the 2025 Financial Statements

To ensure the highest efficiency in auditing the 2025 financial statements, the Board of Supervisors, in agreement with the Board of Directors, proposes that the General Meeting of Shareholders authorize the Board of Directors to select one of the following independent auditing firms. These firms must meet the qualifications for auditing listed companies as approved by the State Securities Commission:

1. Deloitte Vietnam Co., Ltd.
2. A&C Auditing and Consulting Co., Ltd.
3. RSM Vietnam Auditing and Consulting Co., Ltd.
4. AAC Auditing and Accounting Co., Ltd.
5. ECOVIS AFA Vietnam Audit - Valuation - Consulting Co., Ltd.

Article 10: Transactions with Related Parties.

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

Pursuant to The Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to The Charter of Hydro Power Joint Stock Company - Power No.3;

Pursuant to the current situation and production and business conditions of the Company;

The Board of Directors of Hydro Power Joint Stock Company - Power No.3 respectfully submits for shareholder approval the transaction of selling commercial electricity in 2025 to Central Power Corporation (EVNCPC) under Electricity Purchase Agreement No. 05/2011/Dray H'Linh 2/EVN CPC-CF TD DL3, dated May 31, 2011,

with the electricity selling price determined according to the 2025 Avoided Cost Tariff issued by the Ministry of Industry and Trade.

Article 11. Approving the dismissal of Mr. Phan Thanh Son as a member of the Board of Directors for the 2023-2028 term.

Article 12. Approving the dismissal of Ms. Hoang Thi Thu Trang and Mr. Le Duc Ngoc as members of the Board of Supervisors for the 2023-2028 term.

Article 13. Electing 01 member of the Board of Directors for the 2025-2030 term:

Approving the list of candidates for the election of members of the Board of Directors for the 2025-2030 term (In alphabetical order):

No.	Name	Note
1	Le Van Anh	

The results of the election of members of the Board of Directors for the 2025-2030 term are as follows:

(Arranged in descending order of Percentage of votes received)

No.	Name	Election Results			
		Number of Votes	Number of Shares	Percentage	Result
1	Le Van Anh	5,017,047	5,022,047	99.90%	Elected

Article 14. Election of 02 Member of the Board of Supervisors, term 2025 - 2030 as follows:

Approve the list of candidates participating in the election for Member of the Board of Supervisors for the term 2025 - 2030 (Arranged in alphabetical order):

No.	Name	Note
1	Nguyen Viet Pa Sa	
2	Pham Viet Thien	

Results of the election of Member of the Board of Supervisors, term 2025-2030 as follows:

(Arranged in descending order of Percentage of votes received)

No.	Name	Election Results			
		Number of Votes	Number of Shares	Percentage	Result
1	Nguyen Viet Pa Sa	5,017,047	5,022,047	99.90%	Elected
2	Pham Viet Thien	5,017,047	5,022,047	99.90%	Elected

This Resolution takes effect from 04/03/2025.

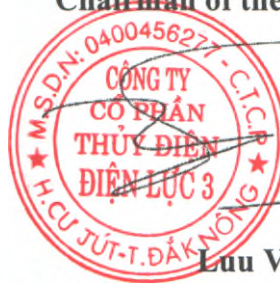
Recipients:

- General Meeting of Shareholders
- State Securities Commission (SSC)
- and Ho Chi Minh City Stock Exchange (HOSE) (for information disclosure)
- Vietnam Securities Depository (VSD)
- Board of Directors
- Board of Supervisors
- Board of Management
- Website: www.pc3hp.com.vn
- Archive: Administrative Office (VT)

On behalf of the General Meeting of Shareholders

Chairman of the Meeting

Chairman of the Board of Directors



Luu Van Thuan



MINUTES OF THE MEETING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
No.: 21 - MM/PC3HP.Co-DHCD

Company Name: Hydro Power Joint Stock Company - Power No.3

Certificate of Business Registration: No. 0400456277 issued by the Dak Nong Department of Planning and Investment, 5th amendment, April 23, 2021.

Address: Nha Den Hamlet, Ea Po Commune, Cu Jut District, Dak Nong Province.

Time of the opening of the meeting: 08:00, April 03, 2025.

Venue: Victoria 3 Hall, Saigon - Ban Me Hotel, No. 01-03 Phan Chu Trinh Street, Buon Ma Thuot City, Dak Lak Province.

PART I: INTRODUCTION AND OPENING

I. Report on the verification of delegates' eligibility:

- Shareholder/Delegate Eligibility Check Committee:
 - Ms. Hoang Thi Thu Trang - Head of the Committee
 - Ms. Vu Thi Kieu Van - Member
- Content of the report:
 - Total number of Shareholders invited to attend: All Shareholders listed in the Shareholders' list finalized on February 26, 2025, owning 9,500,000 voting shares of Hydro Power Joint Stock Company - Power No.3.
 - Shareholders attending and authorizing at the Meeting: 139 Shareholders and Shareholder representatives, owning and representing: 5,022,047 voting shares, accounting for 52.86% of the total voting shares of the Company, of which the number of Shareholders attending directly is 67.
 - According to the Enterprise Law and the Company's Charter, the General Meeting of Shareholders of Hydro Power Joint Stock Company - Power No.3 is eligible to conduct the 2025 annual session.

II. Introduction of the Chairperson Board, Secretary Board and the Ballot Counting Committee

1. The Chairperson Board:

- Mr. Luu Van Thuan - Chairman of the Board of Directors - Chairman of the Chairperson Board
- Mr. Nguyen Thanh - Independent Board of Directors' members - Member

2. Secretary Board:

- **Mr. Nguyen Thanh Vuong - Head of the Secretary Board**
- Mr. Nguyen Le Van Thanh - Member

3. Ballot Counting Committee:

- Mr. Vo Dinh Thanh Tuan - Head of the Committee
- Mr. Le Dinh Thanh - Member
- Mr. Tran Thanh Ha - Member
- Mr. Nguyen Van Tho - Member

The Meeting voted 100% unanimously to approve the list of the Chairperson Board, Secretary Board and the Ballot Counting Committee as above.

III. Approving the Working Regulations and Election Regulations of the General Meeting of Shareholders

Mr. Nguyen Thanh Vuong - Head of Corporate Governance and Company Secretary, on behalf of the Chairman and The Presiding, presented the Working Regulations and Election Regulations of the 2025 Annual General Meeting of Shareholders.

The Meeting unanimously approved, with 100% of the voting shares at the General Meeting of Shareholders, the Working Regulations and Election Regulations of the 2025 Annual General Meeting of Shareholders.

IV. Introducing the Agenda of the 2025 Annual General Meeting of Shareholders

Mr. Nguyen Thanh - Position: Board of Directors' members, member of the Chairman and The Presiding, introduced the agenda of the 2025 Annual General Meeting of Shareholders.

The Meeting unanimously approved, with 100% of the voting shares at the meeting, the Agenda of the 2025 Annual General Meeting of Shareholders of Hydro Power Joint Stock Company - Power No.3.

PART II: REPORT AT THE MEETING

The General Meeting of Shareholders listened to the presentation of the following reports:

I. Report of the Board of Directors on Business Production Results in 2024 and operational direction for 2025

Presenter: Mr. Vo Dinh Thanh Tuan - Position: Deputy Director

II. Report on the activities of the Board of Directors in 2024 and direction for 2025

Presenter: Mr. Luu Van Thuan - Position: Chairman of the Board of Directors

III. Report on the activities of the Board of Supervisors

Presenter: Ms. Hoang Thi Thu Trang - Position: Head of the Board of Supervisors

IV. Audited Financial statements for 2024

Presenter: Ms. Nguyen Thi Sen - Position: Chief Accountant

V. Presentation of Contents submitted for approval by the 2025 Annual General Meeting of Shareholders

Presenter: Mr. Nguyen Thanh - Position: Member of the Board of Directors

PART III: SHAREHOLDERS' OPINIONS:

Shareholders raise questions and the Board of Directors' responses:

- Shareholders commented: During the year, EVN's average electricity price increased twice. Has the purchase price of the Dray H'Linh 2 Hydropower Plant changed?

- Response from the Presidium: The electricity selling price of Dray H'Linh 2 Hydropower Plant is implemented according to the avoided cost price issued annually by the Ministry of Industry and Trade, so it depends on the announced price of the Ministry of Industry and Trade
- The Shareholders attending the General Meeting strongly agreed with the presented reports and the Content submitted by the Board of Directors for approval and had no further comments.

PART IV: SHAREHOLDER VOTING

After listening to the Content of the reports and the Content submitted by the Board of Directors, the General Meeting discussed and agreed to vote on the following details:

- **Content 1: Approve the audited Financial statements of 2024.**

- Pursuant to point a, clause 1, Article 15 of the Charter of Hydro Power Joint Stock Company - Power No.3, which stipulates the rights and responsibilities of the General Meeting of Shareholders regarding the approval of the Company's annual audited Financial statements.

Approve the 2024 Financial statements audited by ECOVIS AFA Vietnam Auditing - Valuation and Consulting Co., Ltd., signed on March 06, 2025

- **Results**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes in favor: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes against: 0	- No. of shares: 0	- Percentage: 0.00%
+ No. of abstentions: 0	- No. of shares: 0	- Percentage: 0.00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0.00%

- **Thus, Content 1 has been approved.**

- **Content 2: Approve the report of the Board of Directors on Business Production Results in 2024 and the operating plan for 2025.**

- **Results**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes in favor: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes against: 0	- No. of shares: 0	- Percentage: 0,00%
+ No. of abstention votes: 0	- No. of shares: 0	- Percentage: 0,00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0,00%

- **Thus, Content 2 has been approved.**

- **Content 3: Approve the report on the activities of the Board of Directors in 2024 and direction for 2025.**

- **Results**

No. of valid votes: 66	- No. of shares: 5.017.047	- Percentage: 99,90%
+ No. of approving votes: 66	- No. of shares: 5.017.047	- Percentage: 99,90%
+ No. of disapproving votes: 0	- No. of shares: 0	- Percentage: 0,00%

+ No. of abstention votes: 0 - No. of shares: 0 - Percentage: 0,00%

No. of invalid votes: 0 - No. of shares: 0 - Percentage: 0,00%

➤ Thus, Content 3 has been approved.

- **Content 4: Approve the report on the activities of the Board of Supervisors in 2024.**

➤ **Results**

No. of valid votes: 66 - No. of shares: 5.017.047 - Percentage: 99,90%

+ No. of approving votes: 66 - No. of shares: 5.017.047 - Percentage: 99,90%

+ No. of disapproving votes: 0 - No. of shares: 0 - Percentage: 0,00%

+ No. of abstention votes: 0 - No. of shares: 0 - Percentage: 0,00%

No. of invalid votes: 0 - No. of shares: 0 - Percentage: 0,00%

➤ Thus, Content 4 has been approved.

- **Content 5: Approve the Business Production Results and profit distribution in 2024 as follows:**

5.1. Business Production Results in 2024:

No.	Indicator	Unit	2024 Plan	2024 Actual	% Completion (2024 vs. Plan)
	A	B	(1)	(2)	(2)/(1)
I	Total Commercial Electricity Output	kWh	75.000.000	75.637.224	100,85
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>kWh</i>	<i>75.000.000</i>	<i>75.637.224</i>	<i>100,85</i>
II	Total Revenue	VND	96.727.198.000	94.783.248.114	97,99
1	Operating Revenue	VND	93.347.198.000	91.341.413.148	97,85
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>VND</i>	<i>93.347.198.000</i>	<i>91.341.413.148</i>	<i>97,85</i>
	<i>Average Electricity Selling Price</i>	<i>VND/kWh</i>	<i>1.097</i>	<i>1.058</i>	<i>96,44</i>
2	Financial Income	VND	3.380.000.000	3.441.834.966	101,83
3	Other Revenue and Income	VND	-	-	-
III	Total Expenses	VND	45.005.004.000	38.656.080.657	85,89
1	Cost of Goods Sold	VND	37.867.677.000	31.932.945.087	84,33
2	Financial Expenses	VND	-	-	-
	<i>Including Interest Expenses</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>
3	Administrative Expenses	VND	7.137.327.000	6.723.135.570	94,20
4	Other Expenses	VND	-	-	-
IV	Total Profit Before Tax	VND	51.722.194.000	56.127.167.457	108,52
1	Total Profit Excluding Foreign Exchange Differences (FX Gains/Losses)	VND	51.722.194.000	56.127.167.457	108,52
1.1	<i>Core Business Profit (excluding FX Gains/Losses)</i>	<i>VND</i>	<i>48.342.194.000</i>	<i>52.685.332.491</i>	<i>108,98</i>
1.2	<i>Core Business Profit</i>	<i>VND</i>	<i>3.380.000.000</i>	<i>3.441.834.966</i>	<i>101,83</i>
1.3	<i>Other Profit</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>
2	Foreign Exchange Gains/Losses (if any)	VND	-	-	-

No.	Indicator	Unit	2024 Plan	2024 Actual	% Completion (2024 vs. Plan)
	A	B	(1)	(2)	(2)/(1)
V	Corporate Income Tax	VND	10.344.439.000	11.364.740.423	109,86
VI	Net Profit After Tax	VND	41.377.755.000	44.762.427.034	108,18
VII	ROE (Net Profit/Equity)	%	35,27	38,80	110,01
VIII	Dividend	%	40,00	43,88	109,70

Profit distribution plan for 2024:

Based on the above Business Production Results of 2024, the Board of Directors submits the profit distribution plan for 2024 as follows:

No.	Content	Explanation	Value (VND)	Notes
I	Total Distributable Profit	(I1)+(I2)+(I3)+(I4)	49.984.630.013	
1	Net Profit After Corporate Income Tax		44.762.427.034	
2	Retained Earnings from Previous Years		69.910.780	
3	Reversal of Other Owners' Equity into Profit		1.462.308.448	
4	Reversal of Other Owners' Equity into Profit		3.689.983.751	
II	Profit Distribution Plan	(II)=(I)	49.984.630.013	
1	Development Investment Fund		0	
2	Welfare and Bonus Fund		2.759.806.666	
3	Management Bonus Fund		311.895.830	
4	Dividends		46.550.000.000	
	(Dividends Paid in Advance for 2024)		28.500.000.000	
	First Installment of 2024 (20.00%)		19.000.000.000	
	Second Installment of 2024 (10.00%)		9.500.000.000	
	Remaining in 2024 (19%)		18.050.000.000	Remaining 2024 dividends will be paid in 2025: 19%
5	Retained Earnings for the Following Year	(I-II.1-II.2-II.3-II.4)	362.927.517	

Dividends are paid in cash. The General Meeting of Shareholders of Hydro Power Joint Stock Company - Power No.3 is requested to authorize the Board of Directors to choose an appropriate time to finalize the list of shareholders and implement the payment of the remaining 2024 dividends to the company's shareholders, corresponding to a ratio of 19.00%, (equivalent to the amount: 18,050,000,000 VND - Eighteen billion, fifty million VND).

➤ **Results**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes in favor: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes against: 0	- No. of shares: 0	- Percentage: 0,00%
+ No. of abstention votes: 0	- No. of shares: 0	- Percentage: 0,00%

No. of invalid votes: 0

- No. of shares: 0

- Percentage: 0,00%

➤ Thus, Content 5 has been approved.

- Content 6: Approve the 2025 Financial - Production and Business Plan and profit distribution plan as follows:

6.1. 2025 Production and Business Plan targets:

No.	Indicator	Unit	2025 Plan	2024 Actual	% Completion (2024 vs. Plan)	Notes
I	Total Commercial Electricity Output	kWh	75.300.000	75.637.224	99,55	
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>kWh</i>	<i>75.300.000</i>	<i>75.637.224</i>	<i>99,55</i>	
II	Total Revenue	VND	97.844.659.600	94.783.248.114	103,23	
1	Operating Revenue	VND	94.364.659.600	91.341.413.148	103,31	
	<i>Dray H'Linh 2 Hydropower Plant</i>	<i>VND</i>	<i>94.364.659.600</i>	<i>91.341.413.148</i>	<i>103,31</i>	
	<i>Average Electricity Selling Price</i>	<i>VND/kWh</i>	<i>1.098</i>	<i>1.058</i>	<i>103,78</i>	
2	Financial Income	VND	3.480.000.000	3.441.834.966	101,11	
3	Other Revenue and Income	VND	-	-	-	
III	Total Expenses	VND	41.653.315.600	38.656.080.657	107,75	Appendix II
1	Cost of Goods Sold	VND	35.097.282.600	31.932.945.087	109,91	
2	Financial Expenses	VND	-	-	-	
	<i>Including Interest Expenses</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>	
3	Administrative Expenses	VND	6.556.033.000	6.723.135.570	97,51	
4	Other Expenses	VND	-	-	-	
IV	Total Profit Before Tax	VND	56.191.344.000	56.127.167.457	100,11	
1	Total Profit Excluding Foreign Exchange Differences (FX Gains/Losses)	VND	56.191.344.000	56.127.167.457	100,11	
1.1	<i>Core Business Profit (excluding FX Gains/Losses)</i>	<i>VND</i>	<i>52.711.344.000</i>	<i>52.685.332.491</i>	<i>100,05</i>	
1.2	<i>Core Business Profit</i>	<i>VND</i>	<i>3.480.000.000</i>	<i>3.441.834.966</i>	<i>101,11</i>	
1.3	<i>Other Profit</i>	<i>VND</i>	<i>-</i>	<i>-</i>	<i>-</i>	
2	Foreign Exchange Gains/Losses (if any)	VND	-	-	-	
V	Corporate Income Tax	VND	10.481.340.000	11.364.740.423	92,23	
VI	Net Profit After Tax	VND	45.710.004.000	44.762.427.034	102,12	
VII	ROE (Net Profit/Equity)	%	38,96	38,37	101,53	
VIII	Dividends	%	44,00	43,88	100,27	

(*): Electricity revenue is calculated according to the 2025 Avoided Cost Tariff as per Decision No. 3734/QD-BCT dated December 31, 2024, issued by the Ministry of Industry and Trade.

6.2. 2025 Profit Distribution Plan:

- Deduction for development investment fund: No deduction
- Deduction for employee welfare and reward fund: Applying the regulations in Clause 1, Article 27 of Decree No. 44/2025/ND-CP dated 2025-02-28
- Deduction for Manager and Supervisor bonus fund: Applying the regulations in Clause 2, Article 27 of Decree No. 44/2025/ND-CP dated 2025-02-28
- Dividend payout Percentage: **44,00 %**

Authorize the Board of Directors to decide on the ratio, timing, and method of interim dividend payments and to carry out the procedures related to the 2025 interim dividend payment to the company's shareholders.

➤ Result

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes in favor: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes against: 0	- No. of shares: 0	- Percentage: 0,00%
+ No. of abstention votes: 0	- No. of shares: 0	- Percentage: 0,00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0,00%

➤ Thus, Content 6 has been approved.

- **Content 7: Approve the salaries and remuneration for the Board of Directors, Board of Supervisors, and Management in 2024 and the planned salaries and remuneration for the Board of Directors, Board of Supervisors, and Management in 2025:**

7.1. Salaries and remuneration of the Board of Directors, Board of Supervisors, and Management in 2024:

Agree to approve the salaries and remuneration of the Board of Directors, Board of Supervisors, and Management of the company in 2024 as detailed below:

No.	Position	No. of People	Remuneration (TL)/Salary (L) (VND) in 2024	
			Monthly (VND/person)	Annual (VND)
I	Board of Directors	5		1,186,310,640
1	Full-time Chairman of the BOD (L)	1	39,958,340	479,500,080
2	BOD Member cum Director (L)	1	38,478,620	461,743,440
3	BOD Members (TL)	3	6,807,420	245,067,120

No.	Position	No. of People	Remuneration (TL)/Salary (L) (VND) in 2024	
			Monthly (VND/person)	Annual (VND)
II	Board of Supervisors	3		589,608,240
1	Full-time Head of the BOS (L)	1	35,519,180	426,230,160
2	BOS Members (TL)	2	6,807,420	163,378,080
III	Board of Management	2		719,247,760
1	Deputy Director (L)	1	34,038,280	408,459,360
2	Chief Accountant (L)	1	31,078,840	310,788,400
	Total			2,495,166,640

7.2. Planned salaries and remuneration for the Board of Directors and Board of Supervisors in 2025:

Agree to approve the planned salaries and remuneration for members of the Board of Directors and Board of Supervisors of the company in 2025 as detailed below:

No.	Position	No. of people	Remuneration (R)/Salary (S) Planned for 2025	
			Month (VND/person)	Whole year (VND)
I	Board of Directors	5		1.202.400.000
1	Full-time Chairman of the Board of Directors (S)	1	40,500,000	486,000,000
2	Board of Directors' members cum Director (S)	1	39,000,000	468,000,000
3	Board of Directors' members (R)	3	6.900.000	248,400,000
II	Board of Supervisors	3		367.200.000
1	Full-time Head of the Board of Supervisors (S)	1	36.000.000	144,000,000
2	Head of the Board of Supervisors (R)	1	7.200.000	57.600.000
3	Member of the Board of Supervisors (R)	2	6.900.000	165,600,000
	Total			1.569.600.000

Based on the results of production and business activities in 2025, the Company will settle the salaries and remuneration of the Board of Directors, the Board of Supervisors and the Company's Management Staff in 2025 in accordance with the provisions of Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government; Regulations on labor and wages in Vietnam Electricity Group.

➤ **Result**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes in favor: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes against: 0	- No. of shares: 0	- Percentage: 0,00%
+ No. of abstention votes: 0	- No. of shares: 0	- Percentage: 0,00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0,00%

➤ **Thus, Content 7 has been approved.**

- **Content 8: Approve the 2024 Investment and Construction activities and purchase of fixed assets; 2025 Investment and Construction Plan.**

Unit: Dong

No.	Item	Project implementation in 2024	Note
I	Loan principal repayment	0	
II	Construction investment	Not yet settled	- Total amount: 4,10 billion VND - Total value of construction and installation contracts: 3,59 billion VND
1	Project implementation: Canteen and rest house for workers * Expected scale: - Level 4 house construction section: 300m2; - Internal roads and concrete yard: 480m2; - Fully equipped with equipment and furniture for rest rooms, kitchens, and canteens.	The project commenced on 25/12/2024 and is currently under construction.	Transitioning to the year 2025.
III	Procurement of fixed assets for production-business.	1,189,000,000	
1	Purchase of one 7-seater car.	1,189,000,000	
IV	Other.	45,500,000	
1	Procurement and installation of a domestic water treatment system at the Company.	45,500,000	

➤ **Result**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes in favor: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of votes against: 0	- No. of shares: 0	- Percentage: 0,00%
+ No. of abstention votes: 0	- No. of shares: 0	- Percentage: 0,00%

No. of invalid votes: 0 - No. of shares: 0 - Percentage: 0,00%

➤ **Thus, Content 8 has been approved.**

- **Content 9: Approve the selection of an Auditing Company for the 2025 Financial Statements:**

To ensure the highest efficiency in auditing the 2025 financial statements, the Board of Supervisors, in agreement with the Board of Directors, proposes that the General Meeting of Shareholders authorize the Board of Directors to select one of the following independent auditing firms. These firms must meet the qualifications for auditing listed companies as approved by the State Securities Commission:

1. Deloitte Vietnam Co., Ltd.
2. A&C Auditing and Consulting Co., Ltd.
3. RSM Vietnam Auditing and Consulting Co., Ltd.
4. AAC Auditing and Accounting Co., Ltd.
5. ECOVIS AFA Vietnam Audit - Valuation - Consulting Co., Ltd.

➤ **Result**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of affirmative votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of negative votes: 0	- No. of shares: 0	- Percentage: 0.00%
+ No. of abstentions: 0	- No. of shares: 0	- Percentage: 0.00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0.00%

➤ **Thus, Content 9 has been approved.**

- **Content 10: Approve the implementation of Transactions with related parties.**

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

Pursuant to The Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to The Charter of Hydro Power Joint Stock Company - Power No.3;

Pursuant to the current situation and production and business conditions of the Company;

The Board of Directors of Hydro Power Joint Stock Company - Power No.3 respectfully submits for shareholder approval the transaction of selling commercial electricity in 2025 to Central Power Corporation (EVNCPC) under Electricity Purchase Agreement No. 05/2011/Dray H'Linh 2/EVN CPC-CF TD DL3, dated May 31, 2011, with the electricity selling price determined according to the 2025 Avoided Cost Tariff issued by the Ministry of Industry and Trade.

➤ **Results**

No. of valid votes: 64	- No. of shares: 2,127,047	- Percentage: 99.77%
+ No. of affirmative votes: 64	- No. of shares: 2,127,047	- Percentage: 99.77%
+ No. of negative votes: 0	- No. of shares: 0	- Percentage: 0.00%
+ No. of abstentions: 0	- No. of shares: 0	- Percentage: 0.00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0.00%

➤ **Thus, Content 10 has been approved.**

- **Content 11: Approval of the dismissal of a member of the Board of Directors for the 2023-2028 term, Mr. Phan Thanh Son - Member of the Board of Directors, Director.**

➤ **Results**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of affirmative votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of negative votes: 0	- No. of shares: 0	- Percentage: 0.00%
+ No. of abstentions: 0	- No. of shares: 0	- Percentage: 0.00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0.00%

➤ **Thus, Content 11 has been approved.**

- **Content 12: Approval of the dismissal of a member of the Board of Supervisors for the 2023-2028 term, Ms. Hoang Thi Thu Trang - Head of the Board of Supervisors.**

➤ **Results**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of affirmative votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of negative votes: 0	- No. of shares: 0	- Percentage: 0.00%
+ No. of abstentions: 0	- No. of shares: 0	- Percentage: 0.00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0.00%

➤ **Thus, Content 12 has been approved.**

- **Content 13: Approval of the dismissal of a member of the Board of Supervisors for the 2023-2028 term, Mr. Le Duc Ngoc - Member of the Board of Supervisors.**

➤ **Results**

No. of valid votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of affirmative votes: 66	- No. of shares: 5,017,047	- Percentage: 99.90%
+ No. of negative votes: 0	- No. of shares: 0	- Percentage: 0.00%
+ No. of abstentions: 0	- No. of shares: 0	- Percentage: 0.00%
No. of invalid votes: 0	- No. of shares: 0	- Percentage: 0.00%

➤ **Thus, Content 11 has been approved.**

- **Content 14: Approval of the list of candidates participating in the election of 01 member of the Board of Directors and 02 members of the Board of Supervisors for the 2025-2030 term.**

14.1. Approving the list of candidates for the election of members of the Board of Directors for the 2025-2030 term (In alphabetical order)

No.	Name	Note
1	Le Van Anh	

➤ **Results**

No. of valid votes: 66 - **No. of shares: 5,017,047** - **Percentage: 99.90%**
 + No. of affirmative votes: 66 - No. of shares: 5,017,047 - Percentage: 99.90%
 + No. of negative votes: 0 - No. of shares: 0 - Percentage: 0.00%
 + No. of abstentions: 0 - No. of shares: 0 - Percentage: 0.00%
No. of invalid votes: 0 - **No. of shares: 0** - **Percentage: 0.00%**

➤ **Thus, Content 14.1 has been approved.**

14.2. Approval of the list of candidates to participate in the supplementary election of 02 Board of Supervisors members for the 2025-2030 term: (In alphabetical order)

No.	Name	Note
1	Nguyen Viet Pa Sa	
2	Pham Viet Thien	

➤ **Results**

No. of valid votes: 66 - **No. of shares: 5,017,047** - **Percentage: 99.90%**
 + No. of affirmative votes: 66 - No. of shares: 5,017,047 - Percentage: 99.90%
 + No. of negative votes: 0 - No. of shares: 0 - Percentage: 0.00%
 + No. of abstentions: 0 - No. of shares: 0 - Percentage: 0.00%
No. of invalid votes: 0 - **No. of shares: 0** - **Percentage: 0.00%**

➤ **Thus, Content 14.2 has been approved.**

• **15. Election Results are as follows:**

15.1. Election Results for members of the Board of Directors, term 2025-2030 are as follows:

(Arranged in descending order of vote Percentage)

No.	Name	Election Results			
		Number of Votes	Number of Shares	Percentage	Result
1	Le Van Anh	5,017,047	5,022,047	99.90%	Elected

15.2. Election Results for members of the Board of Supervisors, term 2025-2030 are as follows:

(Arranged in descending order of Percentage of votes received)

No.	Name	Election Results			
		Number of Votes	Number of Shares	Percentage	Result
1	Nguyen Viet Pa Sa	5,017,047	5,022,047	99.90%	Elected
2	Pham Viet Thien	5,017,047	5,022,047	99.90%	Elected

SECTION V: APPROVAL OF THE MEETING MINUTES

Presenter: Nguyen Thanh Vuong - Head of the Secretary Board

The General Meeting voted and unanimously approved the full text of the Minutes of the 2025 Annual General Meeting of Shareholders with 100% of the votes in favor.

These minutes are made in 04 copies and are kept at Hydro Power Joint Stock Company - Power No.3.

The General Meeting ended at 11:35 on the same day.

**ON BEHALF OF
THE SECRETARY BOARD
HEAD OF THE SECRETARY BOARD**



NGUYEN THANH VUONG

**ON BEHALF OF
THE CHAIRPERSON BOARD
CHAIRMAN OF THE MEETING**



LƯU VĂN THUẬN

