

DRAFT RESOLUTION

Annual General Meeting of Shareholders 2025

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
DA NHIM - HAM THUAN - DA MI HYDRO POWER JOINT STOCK COMPANY**

Pursuant to the Charter of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company as approved by the General Meeting of Shareholders on April 26, 2024;

Pursuant to the Enterprise Law dated June 17, 2020;

Pursuant to the Minutes No./BB-ĐHĐCĐ dated April 25, 2025, of Da Nhim - Ham Thuan - Da Mi Hydro Power Joint Stock Company regarding the 2025 Annual General Meeting of Shareholders .

RESOLVES:

Article 1. Approval of the business performance results for 2024 and the business plan for 2025 as presented in Report No./BC-TĐĐHĐ by the General Director dated April, 2025, with key indicators as follows:

1. Business performance results for 2024

a) Business production results for 2024

No.	Item	Plan 2023	Actual 2023	Actual/Plan (%)
I	ELECTRICITY OUTPUT (Million kWh)			
1	Electricity production	3,045	2,745.5	91.2
2	Commercial electricity output	3,020	2,728.0	90.3
II	TOTAL REVENUE (Million VND)	1,898,540	2,131,242	112.2
1	Revenue from electricity business (including interest income)	1,855,387	2,059,171	110.9
2	Income from financing activities	39,778	66,680	167.6
3	Other income	3,375	5,391	159.7
III	TOTAL EXPENSES (Million VND)	1,220,832	1,027,417	84.2

No.	Item	Plan 2023	Actual 2023	Actual/Plan (%)
1	Electricity production expenses (including price adjustment items)	1,217,794	1,023,530	84.0
	<i>Foreign exchange gains/losses</i>	<i>(71,209)</i>	<i>30,780</i>	
2	Financial expenses	-	-	
3	Other expenses	3,038	3,887	127.9
IV	TOTAL PROFIT BEFORE TAX (Million VND)	677,708	1,103,825	162.9
1	Profit from electricity business	637,593	1,035,641	162.4
2	Financial profit	39,778	66,680	167.6
3	Other profit	337	1,504	446.3
V	NET PROFIT AFTER TAX (Million VND)	542,166	905,915	167.1

b) Investment and development results for 2024

No.	Item	Unit	Target 2023	Actual 2023	Actual/Target (%)
1	Construction investment	Million VND	123,180	97,618	79.3
2	Fixed asset investment and procurement from development capital	Million VND	36,695	13,852	37.7
Total		Million VND	159,875	111,470	69.7

2. Business, Investment, and Financial Plan for 2024

a) Business plan for 2025

- Business and financial targets for 2025

No.	Item	Unit	Value
I	ELECTRICITY OUTPUT		
1	Electricity production	Million kWh	2,795
2	Commercial electricity output	Million kWh	2,776
II	TOTAL REVENUE		2,044,943
1	Revenue from electricity business (including interest income)	Million VND	2,011,635
2	Income from financing activities	Million VND	27,216

No.	Item	Unit	Value
3	Other income	Million VND	6,092
III	TOTAL EXPENSES	Million VND	1,167,775
1	Expenses for electricity production (including price adjustment items)	Million VND	1,162,292
	<i>Foreign exchange gain/loss</i>	Million VND	(60,511)
2	Financial expenses	Million VND	
3	Other expenses	Million VND	5,483
IV	TOTAL PROFIT BEFORE TAX	Million VND	877,168
1	Profit from electricity business	Million VND	849,343
2	Financial profit	Million VND	27,216
3	Other profit	Million VND	609
V	PROFIT AFTER TAX	Million VND	701,734
VI	DIVIDEND	%	12

- Technical and economic indicators:

No.	Indicator	Unit	Plan
1	Internal electricity consumption rate	%	0.69
2	Availability factor	%	93.84
3	Forced outage rate	%	0.50 (Rainy season 0%)
4	Scheduled maintenance outage rate	%	5.66

b) Investment and development plan for 2025

No.	Item	Unit	Value
1	Construction investment plan	Million VND	100,193
a	Da Nhim Hydro Power Plant expansion project	Million VND	49,698

No.	Item	Unit	Value
	<i>Principal repayment</i>	<i>Million VND</i>	49,698
b	Da Mi Solar Power Plant project	Million VND	50,495
	<i>Principal repayment</i>	<i>Million VND</i>	50,495
2	Investment and procurement of fixed assets using development and capital sources	Million VND	39,133
Total		Million VND	139,326

Article 2. Approval of the 2024 Corporate Governance Report and the 2025 Board of Directors' (BOD) Activity Plan. The BOD is assigned to implement and decide on issues arising outside the business plan approved by the 2025 General Meeting of Shareholders (GMS) or urgent matters requiring execution before the GMS approves the 2026 business plan. Any such decisions must be reported at the nearest GMS meeting, except for cases that require mandatory approval by the GMS.

Article 3. Approval of the 2024 Supervisory Board's Activity Report

Article 4. Approval of the list of audit firms for the 2025 financial statements, selecting Ernst & Young Vietnam Limited. The BOD is authorized to carry out procedures and sign the audit contract for the 2025 financial statements with Ernst & Young Vietnam Limited.

Article 5. Approval of the 2024 audited financial statements, audited by Ernst & Young Vietnam Limited.

Article 6. Approval of the 2024 profit distribution plan as follows:

Unit: VND

No.	Content	Amount (VND)
I	Total Undistributed Profit After Tax	930,031,191,602
1	Profit after tax for 2023	905,914,768,216
-	<i>Including: Unrealized foreign exchange gains</i>	26,162,525,461
2	Retained earnings from previous years	24,116,423,386
-	<i>Including: Unrealized foreign exchange gains</i>	24,116,423,386
II	Profit Distribution	921,869,724,000
1	Allocation to funds	34,829,724,000
a	Executive Management Bonus Fund	674,724,000
b	Reward and Welfare Fund	22,770,000,000
c	Additional allocation to the Reward and Welfare	11,385,000,000

No.	Content	Amount (VND)
	Fund as per Points a, b, Clause 1, Article 18 of Circular 28/2016/TT-BLĐTBXH dated September 1, 2016	
2	Dividend payment in cash	887,040,000,000
a	Dividend payout ratio (%)	21
b	Cash dividend	887,040,000,000
III	Remaining profit after distribution (II-1-2)	8.161.467.602

Article 7. Approval of the remuneration and salary payments for 2024 and the salary and remuneration plan for 2025 of the Board of Directors (BOD) and the Supervisory Board, as detailed below:

1. Salary and remuneration payments for 2024

Unit: VND

No.	Description	Number of members	Actual 2024	Plan 2025
I	BOARD OF DIRECTORS (BOD)		1,051,377,000	997,308,000
1	Salary of the Chairman of the BOD	01	1,051,377,000	997,308,000
II	SUPERVISORY BOARD		1,147,560,000	1,076,016,000
1	Salary of the full-time Supervisory Board Member	01	814,632,000	763,836,000
2	Remuneration for the part-time Head of the Supervisory Board	01	170,004,000	159,408,000
3	Remuneration for the part-time Supervisory Board Member	01	162,924,000	152,772,000
III	TOTAL (I+II)		2,198,937,000	2,073,324,000

2. Authorization for the Board of Directors to approve the final settlement of salaries and remuneration for the Board of Directors and the Supervisory Board for 2025 before March 31, 2026, and report to the General Meeting of Shareholders at the nearest session.

Article 8. Approve the charter capital increase plan as presented in Proposal No./TTr-TĐĐHĐ by the Board of Directors dated April, 2025.

Article 9. This resolution takes effect from the date of signing. The Board of Directors, the Supervisory Board, and the Executive Board of the Company are responsible for organizing and implementing it according to their functions and duties, in compliance with the law and the Company's Charter./.

Recipients:

- As addressed in Article 9;
- Shareholders;
- Archived: Files, Administrative and Labor Department.

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

**CHAIRMAN OF THE BOD
Le Van Quang**