



No: /2025/TTr-BHHC-BOD

Hanoi, March ,2025

DRAFT

## RESOLUTION

Annual General Meeting of Shareholders 2025

### GENERAL MEETING OF SHAREHOLDERS

**Base::**

*Enterprise Law 2020 dated June 17, 2020;*  
*Charter of Bac Ha Hydropower Joint Stock Company;*  
*Minutes of the 2025 Annual General Meeting of Shareholders dated April 18, 2025,*

## RESOLUTION

**Article 1.** The General Meeting of Shareholders voted to approve the contents of the General Meeting announced by the Presidium before the General Meeting, specifically as follows:

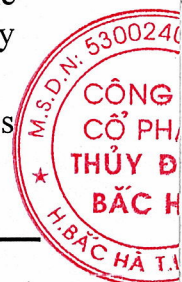
**Content 1.** Approval of the full text of the General Director's Report on 2024 business results and 2025 business plan, with some key indicators as follows:

*Business results in 2024*

Indicators	Implementation in 2024
1.Commercial electricity output (Million Kwh)	379.54
2.Sales and service revenue (billion VND)	364.12
3.Financial revenue (billion VND)	1.095
4.Other income (billion VND)	0.744
5.Other profit (billion VND)	-6.79
6.Profit before tax (billion VND)	169.58
7.Profit after tax (billion VND)	163.60

*Production and business plan 2025*

No	Indicators	unit	Plan 2025
1.	Commercial electricity output	Million Kwh	309,79
2.	Sales and service revenue	VND Billion	280,47
3.	Operating management costs	VND Billion	22,01
4.	Financial costs	VND Billion	59,84
5.	Recurrent costs	VND Billion	28,33
6.	Profit after tax	VND Billion	60,86



7.	Dividend rate (expected)	VND Billion	10
8.	Investment	%	19,7

**Content 2.** Approval of the full text of the 2024 Operational Report and 2025 Orientation of the Board of Directors. The full text of the report was presented by the Chairman of the Board of Directors to the congress.

**Content 3.** Approval of the full report of the Supervisory Board

The full report was presented by the Head of the Supervisory Board to the General Meeting.

**Content 4.** Approval of the 2024 financial report audited by International CPA Company Limited (iCPA) with the following key indicators:

*unit: VND*

No	Key Indicators	unit	Value
1	Total Assets	VND	1.540.248.072.258
2	Net Revenue	VND	364.125.331.903
3	Profit Before Tax	VND	169.584.534.959
4	Profit After Tax	VND	163.603.114.068

**Content 5.** Approval of the proposal to select an auditing company for the 2025 financial statements, with the following main contents:

5.1. The list of auditing companies that will be selected to audit the 2025 financial statements is as follows:

- UHY Auditing and Consulting Company Limited (UHY);
- International Auditing Company Limited (iCPA);
- VACO Auditing Company Limited (VACO);
- ASCO Auditing and Valuation Company Limited.

5.2. The General Meeting of Shareholders unanimously authorizes the Board of Directors to select one of the above auditing companies.

**Content 6.** Approval of the 2024 remuneration settlement report and 2025 remuneration estimate for members of the Board of Directors and the Supervisory Board with the following main contents:

**I. Finalization of 2024 remuneration for members of the Board of Directors and Board of Supervisors.**

2024 remuneration paid: 1.122.000.000 VNĐ;

In there:

- Board of Directors' remuneration: 782.000.000 VNĐ
- Board of Supervisors' remuneration: 340.000.000 VNĐ

**II. Estimated remuneration for the Board of Directors and Board of Supervisors in 2025**

The remuneration of the Board of Directors and the Board of Supervisors excluding personal income tax is as follows:

No	Title	Salary/month (VND)	Note
1	Chairman of the Board	20.000.000	Part-time
2	Vice Chairman of the Board	18.000.000	Part-time
3	Member of the Board	16.000.000	Part-time
4	Head of the Supervisory Board	16.000.000	Specialized
5	Member of the Supervisory Board	14.000.000	Part-time

**III. Other contents:**

1. Other expenses serving the activities of the Board of Directors, the Board of Supervisors and salaries of staff in the supporting subcommittees (if any), the Board of Directors of the Company proposes that the General Meeting of Shareholders assign them to the Board of Directors for approval. These expenses are included in the business management expenses.

2. In addition, members of the Board of Directors, Board of Supervisors and officers in the supporting subcommittees (if any) are also entitled to other benefits according to the Company's regulations.

**Content 7.** Approval of the 2024 profit distribution plan with the following main contents:

1. Profit distribution plan:

Unit: VND

1	Profit after tax 2024	163.603.114.068
2	Remaining undistributed profit transferred to 2024	150.561.644.357
3	Profit in 2024 used for distribution [(1)+(2)]	314.164.758.425
4	Provision for development investment fund (1.5%)	2.454.046.711
5	Provision for welfare and reward fund (5%)	8.180.155.703
6	Bonus for the Board of Directors, Board of Supervisors and Board of Management according to Resolution of the General Meeting of Shareholders No. 234/2024/NQ-BHHC-ĐHĐCĐ dated April 16, 2024	3.020.399.747
7	Remaining profit after tax for dividend distribution [(3)-(4)-(5)-(6)]	300.510.156.263
8	Minimum expected dividend payment to shareholders (10%)	66.000.000.000
9	Remaining undistributed profit transferred to next year	234.510.156.263

2. The General Meeting of Shareholders authorizes the Board of Directors to decide on the appropriate time for dividend payment in 2024 according to the above plan.

**Article 2.** The General Meeting of Shareholders of Bac Ha Hydropower Joint Stock Company assigns the Board of Directors to direct and organize the



implementation of the contents agreed upon by the shareholders at this General Meeting in accordance with the Law and the Company's Charter.

**Article 3.** This Resolution was approved in full by the 2023 Annual General Meeting of Shareholders of Bac Ha Hydropower Joint Stock Company at the meeting and takes effect from the date of signing.

***Recipient::***

- Shareholders (posted on the Company's website);
- Information disclosure according to regulations;
- Save the Board of Directors, A&H dept.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
Chairman of the Board**

**Dong Quoc Cuong**