

**GIA LAI HYDROPOWER
JOINT STOCK COMPANY**

No. 01/2025/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, April 25th, 2025

RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval for the contents of Report on the 2024 Board of Directors activities and 2025 Orientation)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval for the contents of Report on the 2024 Board of Directors (BOD) activities and 2025 Orientation.

(Contents of the Report attached to this Resolution).

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

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



Nguyen Thai Ha

RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval for the contents of Report of the Independent BOD Members in 2024 and 2025 Plan)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval for the contents of Report of the Independent Board of Directors Members in 2024 and 2025 Plan.

(Contents of the Report attached to this Resolution).

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRWOMAN



Nguyễn Thái Hà

**GIA LAI HYDROPOWER
JOINT STOCK COMPANY**

No. 03/2025/NQ-DHDCD

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

HCMC, April 25th, 2025

RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval for the contents of Report on the activities of the Audit Committee in 2024 and 2025 Plan)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval for the contents of Report on the activities of the Audit Committee in 2024 and 2025 Plan.

(Contents of the Report attached to this Resolution).

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRWOMAN



Nguyen Thai Ha

RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval for the contents of Report on 2024 Business Performance and 2025 Business Plan)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval for the contents of Report on 2024 Business Performance and 2025 Business Plan.

1. Business performance in 2024

Unit: Billion VND

No	Targets	2024 Plan	2024 Actual	Actual/ Plan 2024	2023 Actual	2024/ 2023
1	Electricity production (Million kWh)	200	195	97%	207	94%
2	Total revenue	351	373	106%	360	104%
	Revenue from Electricity	325	315	97%	327	96%
	Financial Income and Other	26	58	223%	32	180%
3	Total cost	183	169	92%	185	91%
	Cost of electricity	131	128	98%	127	101%
	Finance Expenses and other	52	40	78%	58	70%
4	Profit before tax	168	205	122%	175	117%
5	CIT	26	23	89%	19	120%
6	Profit after tax	142	181	128%	156	117%

Source: GHC

- Commercial electricity output achieved 97% of the 2024 plan, reflecting a 6% decrease compared to the same period last year.
- Total revenue exceeded the 2024 plan by 6%, mainly driven by financial activities recorded from investments. Specifically, the dividend value recorded during the year reached VND38 billion (VND22 billion higher than the plan, exceeding the plan by 123%).
- Operating expenses were well-controlled, with total costs reduced by 8% compared to the 2024 plan. Consequently, Profit After Tax (PAT) for 2024 surpassed the assigned plan by 28%, marking a 17% increase compared to 2023.

2. Business Plan in 2025

Unit: Billion VND

No.	Target	2025 Plan	2024 Actual	2025 Plan / 2024 Actual
1	Total revenue	373	373	100%
	<i>Revenue from Electricity</i>	331	315	105%
	<i>Financial Income</i>	42	58	72%
2	Total cost	186	168	110%
	<i>Cost of electricity</i>	142	128	110%
	<i>Finance Expenses and other</i>	44	40	110%
3	Profit Before Tax	187	205	91%

Source: GHC

(Contents of the Report attached to this Resolution).

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRWOMAN



Nguyễn Thai Hà



RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval for the 2024 Audited Financial Statements)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval for the 2024 Audited Financial Statements.

1. The 2024 Financial statements of the Company for the fiscal year ending December 31, 2024, have been audited and certified by PwC Vietnam. They concluded: "In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as at 31 December 2024, its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System and applicable regulations on the preparation and presentation of financial statements".
2. Summary of some important indicators of Audited Financial Statements in 2024:
 - a. **Balance sheet:**

Unit: Billion VND

No.	Item	2023	2024
I	Total Assets	1.497	1.493
1	Current Assets	259	317
2	Long-term Assets	1.238	1.176
II	Resources	1.497	1.493
1	Liabilities	538	460
2	Owner's Equity	959	1.033

b. Income Statement:

Unit: Billion VND

No.	Item	2023	2024
1	Total Revenues (Other Income not included)	359	371
2	Total Expenses (Other Expenses not included)	183	168
3	Net Operating Profit	176	203
4	Other Income	0,6	2,2
5	Other Expenses	1,5	0,4

6	Net Other Profit	-0,9	1,8
7	Net Accounting Profit Before Tax	175	205
8	Corporate Income Tax-current	19	23
9	Net Profit After Tax	156	181

Source: GHC's Audited Financial Statements 2024

3. Approval the remaining contents of the Company's 2024 audited financial statements, including: Cash Flow Statement; Notes to the financial statements; Owner's capital contribution situation; Owner's capital increase and decrease situation; corporate income tax incentives; explanation of related parties...

(Detailed information on the 2024 Audited Financial Statements is published on the Company's Website: <https://ghc.vn>).

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRWOMAN



Nguyen Thai Ha



RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval for the Selection of an Independent Audit Firm for the Fiscal Year 2025)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval for the Selection of an Independent Audit Firm for the Fiscal Year 2025.

Assigning the Board of Directors to select External Audit Firm for Financial Statements for the 2025 Fiscal year based on the suggestion of Audit Committee among the following Auditing Firms approved by State Securities Commission:

1. PwC Vietnam Co., Ltd
2. Deloitte Vietnam Co., Ltd
3. Ernst & Young Vietnam Co., Ltd
4. KPMG Co., Ltd.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRWOMAN



Nguyen Thai Ha

RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval for the Profit distribution plan for 2024)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval for the Profit distribution plan for 2024

1. Approve the content of the Fund Distribution Plan for 2024, as follows:

Unit: Billion VND

No.	Item	2024 Plan	2024 Actual
I	Plan for appropriation of funds		
1	Total Revenue	351	373
2	Total Expense	183	169
3	Profit Before Tax (3=1-2)	168	205
4	Corporate Income Tax (CIT)	26	23
5	Net Profit After Tax (5=3-4)	142	181
6	Appropriation of reserve funds	7	12
6.1	Reward Fund ((5)*2,5%)	4	5
6.2	Welfare Fund ((5)*2,5%)	4	5
7	Appropriation of Reward Funds for Exceeding Target (*)		3
8	Remaining Profit after appropriation of reward funds according to separate Financial Statements (8=5-6-7)	135	169
II	Dividend Distribution Plan: Dividend Rate 20%		95

Source: GHC

(* Item 7 in the Exceeding Target Reward Section = The difference in profit after tax between actual performance and planned target x 8%).

Note: The allocation rate for the Fund is implemented in accordance with Resolution No. 05/2024/NQ-GMS dated April 26th, 2024.

2. Approval of the content of the 2024 Dividend Payment Plan, as follows:

In 2024, the Company paid the first dividend installment at a rate of 20%, successfully meeting the plan assigned by the Annual General Meeting of Shareholders for the fiscal year 2023 (ranging from 15% to 25%). The remaining undistributed profit is agreed to be retained for continued dividend distribution in subsequent years.

Approval of the dividend payout ratio for 2024 set at 20%.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

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



Nguyen Thai Ha



RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval of the Business plan and Profit distribution plan for 2025)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval the Business production plan, Profit distribution, Dividend payment for 2025:

1. Approval of the content of the Business Production Plan, Provision for the Reward Fund, Welfare Fund in 2025

Unit: Billion VND

Item	2025 Plan
Total Revenue	373
+ Revenue from electricity	331
+ Financial Income	42
Total Expense	186
+ Cost of Electricity	131
+ Financial Expenses	40
+ Selling and General Administrative Expenses	12
Profit Before Tax	187
Profit After Tax	158

Source: GHC

- Appropriation to Bonus and Welfare Fund: 5%;
2. Approval of the content of the 2025 Dividend Payment Plan
 - Dividend Payment in Cash: Expected range from 15% to 25%.
 - Approval of the authorize the Board of Directors to to decide the rate, method of payment, and timing for the 2025 interim dividend payment based on undistributed profits, the Company's business operations and financial situation, and to optimize benefits for the Company's shareholders.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS

CHAIRWOMAN



Nguyễn Thái Hà



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RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval of the policy to engage in transactions with related parties, expected to arise in 2025 until the nearest GMS)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval of principles for entering into contracts/transactions between Gia Lai Hydropower Joint Stock Company and Related Parties is anticipated for 2025 until the next Annual General Meeting of Shareholders, this excludes transactions prohibited under current legal regulations:

1. Approval for signing Contracts/Transactions of value equal to or exceeding 35%, or transactions resulting in a total value within 12 months from the first transaction date being equal to or exceeding 35% of the total assets of Gia Lai Hydropower Joint Stock Company as recorded in the most recent published Financial Report:

- Signing Parties: Transactions between Gia Lai Hydropower Joint Stock Company and the Enterprises listed in Appendices 02 and 03 attached to this Resolution.
- Main Content of Transactions: As detailed in Appendix 01 attached to this Resolution.

2. Approval of signing contracts, borrowing transactions, or asset sales with a value exceeding 10% of the total asset value recorded in the most recent Financial Report, conducted between the Company and a shareholder owning 51% or more of the total voting shares, or Related Parties of that shareholder

- Main Content of Transactions: As outlined in Appendix 01 attached to this Resolution.
- Specific transaction values will vary depending on the timing and specific activities, ensuring the interests of both the Shareholders and the Company are prioritized.

3. Implementation Period: From the date of approval by the General Meeting of Shareholders until the next Annual General Meeting of Shareholders.

4. Approval of Delegation and Authorization to the BOD: Make decisions for specific cases and execute actions in alignment with the Company's real-world situation, Charter, internal rules, and legal regulations; Direct relevant departments to negotiate, agree upon, sign, and implement contracts or transactions with Related Parties. These actions must adhere to principles approved by the General Meeting of Shareholders (GMS), follow market practices, avoid conflicts of interest, and comply with current laws and the Company Charter; And Ensure compliance with information disclosure regulations as per the Securities Law and Circular 96/2020/TT-BTC, which



provides guidelines for public company disclosures Respectfully submitted to the GMS.

Article 2. The Resolution takes effect from the date of signing.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

Recipients:

- BOD, BOM;
- Company's archive.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRWOMAN



Nguyen Thai Ha

**APPENDIX 01: SOME BASIC CONTENTS OF TRANSACTIONS WITH
RELATED PERSONS EXPECTED TO ARISE**

(Attached to Resolution No. 09./2025/NQ-DHDCD)

- 1. Service Provision Contracts: Including services such as training, human resource development, IT services, brand management, office rentals, and product trading:**
 - a) Contract Parties: Experimentation services, consultancy (management, operation, projects, etc.), training, human resource development, IT services, brand management, office rentals, and product trading.
 - b) Contract Value: Determined by specific transactions, based on the Company's delegated authority and the Related Party transaction policy at the time of signing.
 - c) Implementation Period: From 2025 until the nearest Annual General Meeting.
 - d) Rights and Obligations of Parties: In accordance with mutual agreements and consistent with each Party's Charter and applicable legal regulations.
- 2. Contracts for Loans, Lending, and Payment Guarantees:**
 - a) Contract Scope: Loans, lending, and payment guarantees.
 - b) Interest Rates: As agreed upon by the Parties, aligned with prevailing market rates.
 - c) Transaction Limits: Specific transactions will depend on the Company's delegated authority and the Related Party transaction policy at the time of signing.
 - d) Loan/Lending Duration: Short-term or medium-term based on the Borrower's requirements.
 - e) Rights and Obligations of Parties: As per mutual agreements and consistent with each Party's Charter and applicable legal regulations.
 - f) Internal Capital Transfers within GHC: To be carried out based on operational needs, adhering to the Company's Delegation Policy and current Related Party transaction policy. All activities will be fully reported in accordance with regulations and submitted periodically to HNX.
- 3. Share Transfer Contract:**
 - a) Contract Scope: Shares.
 - b) Contract value: Based on specific transactions and agreements between the Parties, ensuring the interests of the Company.

- c) Implementation time: From 2025 until the nearest Annual General Meeting.
- d) Rights and Obligations of Parties: As per mutual agreements and consistent with each Party's Charter and applicable legal regulations.

4. Contracts Supporting Daily and Regular Production and Business Activities:

- a) Contract Scope: Service contracts (e.g., healthcare; vehicle rental/lease, office lease, warehouse lease, O&M, management services); Purchase contracts (e.g., renewable energy equipment, batteries, gifts); Collection and payment services.
- b) Contract Value: Determined by specific transactions and agreements between the Parties, ensuring Company interests, and based on the Company's delegated authority and Related Party transaction policy at the time of signing.
- c) Implementation Period: From 2025 until the nearest Annual General Meeting.
- d) Rights and Obligations of Parties: In accordance with mutual agreements and consistent with each Party's Charter and applicable legal regulations.

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**APPENDIX 02: PROPOSED LIST OF RELATED PERSONS WHO ARE
SHAREHOLDERS AND MEMBERS OF SHAREHOLDERS OF GIA LAI
HYDROPOWER JOINT STOCK COMPANY**

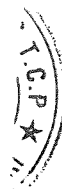
(Attached to Resolution No. 04./2025/NQ-DHDCD)

TT	Company Name	Code Business
I	Shareholders	
1.	Gia Lai Electricity Joint Stock Company	5900181213
II	Shareholder 's Member Company	
1.	Thuong Lo Hydropower One Member Co., Ltd.	3301515921
2.	Cao Nguyen Energy Company Limited	6001653115
3.	Gia Lai Energy Development and Consulting Company Limited	5900944828
4.	TTC Duc Hue - Long An Electricity Joint Stock Company	1101860490
5.	VPL Energy Joint Stock Company	1301026028
6.	Tien Giang Wind Power Energy Joint Stock Company	1201592559
7.	Truc Son Solar Power Plant Joint Stock Company	6400396685
8.	VI-JA Renewable Energy Development Cooperation Joint Stock Company	0316274631
9.	Ia Bang Wind Power Joint Stock Company	5901142873
10.	Tien Giang Renewable Energy Joint Stock Company	1201630317
11.	Tan Thanh Renewable Energy Joint Stock Company	1201645433
12.	Ca Mau Green Energy Joint Stock Company	2001358289
13.	Lavi Wind Power Joint Stock Company	0317542562
14.	Solwind Energy Joint Stock Company	0317704830

**APPENDIX 03: PROJECTED LIST OF RELATED PERSONS
NOT IN THE LIST OF MEMBER COMPANIES OF SHAREHOLDERS OF GIA
LAI HYDROPOWER JOINT STOCK COMPANY**
(Attached to Resolution No. 09./2025/NQ-DHDCD)

TT	Company Name	Business Registration Number
1.	Thanh Thanh Cong Investment Joint Stock Company	0301466073
2.	Bien Hoa Consumer Goods Joint Stock Company	3600495818
3.	Agris Ninh Hoa Import Export Joint Stock Company	4200636590
4.	TTC Attapeu Sugarcane Company Limited	5900764381
5.	Bien Hoa - Thanh Long Joint Stock Company	3900854955
6.	Thanh Thanh Cong Tourism Joint Stock Company	3500753423
7.	Thanh Thanh Cong Lam Dong Tourism CO .LTD	5800396328
8.	Thanh Binh Tourism Joint Stock Company	302294892
9.	TTC Travel Company Limited	4200351556
10.	Dong Thuan Tourism Joint Stock Company	4500232976
11.	Toan Hai Van Joint Stock Company	1701024018
12.	Toan Thinh Phat Binh Thuan Company Limited	3400837253
13.	Thanh Thanh Nam Joint Stock Company	0312907273
14.	Saigon Thuong Tin Real Estate Management Services Company Limited	0313552626
15.	Thanh Ngoc Tea Joint Stock Company	5801408054
16.	Ninh Hoa Thermal Power Company Limited	4201575358
17.	Tan Dinh Import Export Joint Stock Company	0301717873
18.	TTC International Travel Company Limited	0316234004
19.	TTC Hue Tourism Company Limited	3301689861
20.	DHA Medical Services Trading Joint Stock Company	0314796495
21.	Kasekam Youveakchun Svay Rieng Company Limited	B110-901803083
22.	Truong Phu Hydropower Joint Stock Company	3300507847
23.	TTC Attapeu Sugarcane Company Limited	01-00018240
24.	TTC International Training and Research Institute	0315122160
25.	TTC Circular Agrotech Joint Stock Company	5801509503
26.	DEG-DEUTSCHE INVESTITIONS- UND ENTWICKLUNGSGESEL LSCHAFT MBH	HRB1005
27.	JERA ASIA VIETNAM HOLDINGS PTE. LTD	CB0328
28.	Thanh Thanh Cong - Bien Hoa Joint Stock Company	3900244389
29.	TTC Energy Joint Stock Company	0314232731

TT	Company Name	Business Registration Number
30.	Ninh Thuan Clean Energy Joint Stock Company	4500614277
31.	Binh Thuan Energy Joint Stock Company	3401148351
32.	Thanh Thanh Cong Trading Joint Stock Company	3700594361
33.	Thanh Thanh Cong Industrial Park Joint Stock Company	3900471864
34.	Saigon Thuong Tin Real Estate Joint Stock Company	0303315400
35.	Dang Huynh Industrial Park Exploitation and Management Joint Stock Company	1100782200
36.	Thanh Thanh Cong Education Joint Stock Company	3601478519
37.	Son Tin Commodity Trading Joint Stock Company	0309139367
38.	Dai Tin Construction and Steel Structure Joint Stock Company	0313911610
39.	Agris Gia Lai Electricity Joint Stock Company	5900974477
40.	Ben Tre Import Export Joint Stock Company	1300104040
41.	Gia Minh Energy Joint Stock Company	5901130638
42.	Solar Tan Bao Long One Member Co., Ltd.	5901149082
43.	Ninh Hoa Clean Energy Company Limited	4201887283
44.	Bien Hoa - Phan Rang Sugar Joint Stock Company	4500138596
45.	Bentre Tourist Joint Stock Company	1300381220
46.	DHA Cosmetics Company Limited	0317506571



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RESOLUTION
OF THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS
GIA LAI HYDROPOWER JOINT STOCK COMPANY
(Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2025)

- Pursuant to Law on Enterprise, Law on Securities and Guiding Documents;
- Pursuant to the Charter of Gia Lai Hydropower Joint Stock Company (The Company, GHC);
- Pursuant to the Documents of the 2024 Fiscal year Annual General Meeting of Shareholders (AGM) provided to the Shareholders;
- Pursuant to the Minutes of the 2024 Fiscal year AGM No. 01/2025/BBH-DHDCD dated April 25th, 2025 of The Company.

DECISION:

Article 1. Approval of Remuneration and operating expenses of the Board of Directors and the Audit Committee members implemented in 2024

In 2024, the remuneration and operating expenses of Board Members and the Audit Committee (AC) were paid following the 2023 Fiscal Year Annual General Meeting of Shareholders (AGM) Resolution.

The total remuneration of the BOD in 2024 (including the 13th month's salary) was VND 2.070.227.273, in which the monthly remuneration of the Chairwoman of BOD was VND 40 million/month, and the Board Member was VND 30 million/month/person.

Article 2. Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2025

No.	Title	Number	Remuneration for 2025	Total/ month
01	Chairwoman	01	VND 40 million/month	VND 40 million
02	Member	04	VND 30 million/month/person	VND 120 million
Total				VND 160 million

The total remuneration of the BOD in 2025 (including the 13th month's salary) was VND **2.080.000.000**.

Approval the estimated operating budget for the BOD and its subordinate committees to carry out the tasks assigned by the GMS according to their functions and duties: a maximum of 5% of the Profit After Tax based on the audited financial results for 2025. The BOD is responsible for reporting this in the next Annual General Meeting of Sharehold.

The Board of Directors, and Board of Management of the Company are responsible for implementing, monitoring, and reporting the implementation of this Resolution./.

- *BOD, BOM;*
- *Company's archive.*

CHAIRWOMAN



Nguyen Thai Ha



No: 01/2025/BBH-DHDCD

**MINUTES OF
THE 2024 FISCAL YEAR ANNUAL GENERAL MEETING OF SHAREHOLDERS**

I. INFORMATION

1. **Company:** Gia Lai Hydropower Joint Stock Company (GHC)
2. **Registered location:** 114 Truong Chinh Street, Phu Dong Ward, Pleiku City, Gia Lai Province.
3. **Business Registration Certificate:** No. 5900288566 issued for the first time on May 23th, 2002 by the Department of Planning and Investment of Gia Lai Province, changed the 15 dated May 09th, 2024.

II. TIME, VENUE, PARTICIPATION RATE

1. **Time:** 08:40 AM, April 25th, 2025
2. **Venue:** 253 Hoang Van Thu Street, Ward 2, Tan Binh District, HCMC
3. **Participation Rate:**

Mr. Le Thai Binh - Representative of the Shareholder Eligibility Verification Committee, presented the Report on the result of Shareholder eligibility verification, specifically:

- a. According to the list of shareholders as of the closing date March 27, 2025, Total number of Shareholders entitled to attend the Meeting: 4.267 Shareholders, representing 47.662.500 voting shares of the Company, equivalent to 100 % of total voting rights;
- b. As of 08:40 AM hours on April 25th, 2025, Total number of Shareholders attending the Meeting: 20 Shareholders, representing 33.492.158 voting shares of the Company, equivalent to 70,27% of the total number of voting rights.

(Attached is the Appendix of the Shareholder Registration List)

The General Meeting satisfied the provisions and could be proceeded in according with the provisions of the Company's Charter and the Law.

4. Statement of reasons and introduction of delegates and participants

- a. Ms. Nguyen Thanh Nga - Representative of the Organizing Committee statement of reasons for convening the 2024 Fiscal Year Annual General Meeting Of Shareholders.
- b. Ms. Nguyen Thanh Nga - Representative of the Organizing Committee introducing Delegates and Participants of the Congress.

III. THE ANNUAL GENERAL MEETING OF SHAREHOLDERS (AGM) AGENDA

1. Approval of the Regulations on the Organization of the AGM for the Fiscal year 2024

Ms. Nguyen Thanh Nga - Representative of the Organizing Committee, presented the Regulations on the Organization of the AGM, which was approved by 100% of the Shareholders attending the Meeting.

2. Approval of the 2024 Fiscal year AGM's Agenda

Ms. Nguyen Thanh Nga - Representative of the Organizing Committee, presented the Meeting Agenda, which was approved by 100% of the Shareholders attending the Meeting.

3. Thông qua thành phần Ban Chủ tọa, Ban Thư ký, Ban Kiểm phiếu

Ms. Nguyen Thanh Nga - Representative of the Organizing Committee, presented the expected list of Presiding, Secretary, and Vote Counting Committees, specifically:

a. Presiding Committee

i. Ms. Nguyen Thai Ha	Chairwoman of Board of Directors	Chairperson
ii. Mr. Vo Hoang Vinh	Independent member of Board of Directors	Member
	Chairman of the Audit Committee	
iii. Mr. Tran Danh Bao	General Director	Member

b. Secretary Committee

i. Ms. Do Thi Nhung	Legal Executive	Head of the Committee
ii. Ms. Nguyen Thanh Nga	Office Executive	Member

c. Vote Counting Committee

i. Mr. Nguyen Tien Bang	Chief Accountant	Head of the Committee
ii. Ms. Nguyen Thi Dieu	Office Executive	Member
iii. Mr. Do Nguyen Xuan Truong	Accountant	Member

The List of Presiding, Secretary, and Vote Counting Committees was approved by 100 % of the Shareholders attending the Meeting.

4. Presented the Reports

a. Report on the 2024 Board of Directors (BOD) activities and 2025 Orientation

Mr. Pham Thanh Tuan Anh - Board Member presented the Report.

(Detailed Report is shown in the Meeting documents).

b. Report of the Independent BOD Members in 2024 and 2025 plan

Mr. Vo Hoang Vinh - Independent member of Board of Directors, Chairman of the Audit Committee presented the Report.

(Detailed Report is shown in the Meeting documents).

c. Report on the activities of the Audit Committee (AC) in 2024 and 2025 Plan

Mr. Le Thai Binh - Board Member presented the Report.

(Detailed Report is shown in the Meeting documents).

d. Report on 2024 Business Performance and 2025 Business Plan

Mr. Tran Danh Bao - General Director presented the Report.

(Detailed Report is shown in the Meeting documents).

5. Presented the Proposals

Ms. Chau Tieu Phung - Deputy General Director presented the proposals submitted to the AGM as follows:

(Detailed Proposals is shown in the Meeting documents).

- a. Proposal 01:** Approval for the 2024 Audited Financial Statements.
- b. Proposal 02:** Selection of an Independent Audit Firm for the Fiscal Year 2025.
- c. Proposal 03:** Approval for the Profit distribution plan for 2024.
- d. Proposal 04:** Approval of the Business plan and Profit distribution plan for 2025.

Mr. Le Quang Quoc Dung - Deputy General Director presented the proposals submitted to the AGM as follows:

(Detailed Proposals is shown in the Meeting documents).

- e. Proposal 05:** Approval of the policy to engage in transactions with related parties, expected to arise in 2025 until the next Annual General Meeting of Shareholders.
- f. Proposal 06:** Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2025.

6. Congress discussed

a. Shareholders - Registration number: GHC_0002 comments:

- Proposal 03: Proposal to pay additional dividend of 05% in cash.
- Proposal 04: Proposed 2025 dividend plan is 25% in cash.
- Proposal 05: Not in compliance with regulations

Ms. Nguyen Thai Ha - Chairwoman of Board of Directors exchanged as follows:

Over the years, GHC has always paid cash dividends at a rate of 20% or more, which is high compared to other companies in the Renewable Energy industry in the context of many business difficulties. Up to now, hydropower plants are entering the final stage of the electricity purchase and sale contract according to the avoided cost tariff schedule. When the period of applying the avoided cost tariff schedule expires, the price will be renegotiated according to regulations. In addition, TTC Ham Phu 2 Solar Power Plant is still under pressure from interest costs. Therefore, these factors will

affect GHC's profits. The solution is that GHC continues its plan to restructure resources and reinvest in the project to achieve the goal of maintaining a minimum dividend rate of 20% to ensure stability and sustainability.

Regarding transactions with Related Persons: Through statistics of transactions with Related Persons, there has not been any transaction with a value of more than 35% of the total value of the Company's assets recorded in the most recent Financial Report and most of these transactions are with companies within GECGROUP such as lending idle capital, recording dividends for investment in GEGGOU Wind Power projects, etc., thereby bringing profits from financial investment in addition to the main profits from production and business. These transactions are fully disclosed in accordance with the law and requirements of the State Securities Commission.

7. Voting to approve the Reports and Proposals

Shareholders vote in favor.

8. Tea break

The AGM took a break for 10 minutes.

IV. RESULTS OF VOTING TO APPROVE THE REPORTS AND PROPOSALS

Pursuant to the Vote Counting Record, Mr. Nguyen Tien Bang - Head of the Vote Counting Committee, announced the voting results of the Reports and Proposals by secret ballot on each issue as follows:

At the time of vote counting, the total number of Shareholders and Authorized Representatives attending the Meeting is 22 People, owning and representing 33.613.258 Shares equivalent to 33.613.258 Voting cards.

No	Approved Content	Total number of voting shares	Numbers of valid votes	Numbers of invalid votes	Numbers of affirmative votes	Numbers of negative votes	Abstentions	Corresponding ratio of affirmative votes (%)
I. Approval of the Reports								
1	Report on the 2024 Board of Directors (BOD) activities and 2025 Orientation	33.613.258	33.613.258	0	33.613.258	0	0	100%
2	Report of the Independent BOD Members in 2024 and 2025 plan	33.613.258	33.613.258	0	33.613.258	0	0	100%
3	Report on the activities of the	33.613.258	33.613.258	0	33.613.258	0	0	100%

No	Approved Content	Total number of voting shares	Numbers of valid votes	Numbers of invalid votes	Numbers of affirmative votes	Numbers of negative votes	Abstentions	Corresponding ratio of affirmative votes (%)
	Audit Committee (AC) in 2024 and 2025 Plan							
4	Report on 2024 Business Performance and 2025 Business Plan	33.613.258	33.613.258	0	33.613.258	0	0	100%

II. Approvals of the Proposals

1	Proposal 1: Approval for the 2024 Audited Financial Statements	33.613.258	33.613.258	0	33.613.258	0	0	100%
2	Proposal 2: Selection of an Independent Audit Firm for the Fiscal Year 2025.	33.613.258	33.613.258	0	33.613.258	0	0	100%
3	The Proposals 03: Approval of the content of the Fund Distribution Plan for 2024	33.613.258	33.613.258	0	33.613.258	0	0	100%
	The Proposals 03: Approval of the content of the 2024 Dividend Payment Plan	33.613.258	33.613.258	0	32.207.008	1.399.750	6.500	95,82%
4	The Proposals 04: Approval of the content of the Business Production	33.613.258	33.613.258	0	33.613.258	0	0	100%

No	Approved Content	Total number of voting shares	Numbers of valid votes	Numbers of invalid votes	Numbers of affirmative votes	Numbers of negative votes	Abstentions	Corresponding ratio of affirmative votes (%)
	Plan, Provision for the Reward Fund, Welfare Fund in 2025 the plan							
	The Proposals 04: Approval of the content of the 2025 Dividend Payment Plan	33.613.258	33.613.258	0	32.172.508	1.434.250	6.500	95,71%
	The Proposals 04: Approval of bonus payment exceeding plan	33.613.258	33.613.258	0	2.070.535	31.542.723	0	6,16%
5	Proposal 5: Approval of the policy to engage in transactions with related parties, expected to arise in 2025 until the next Annual General Meeting of Shareholders.	3.808.367	3.808.367	0	2.408.617	1.399.750	0	63,25%
6	Proposal 6: Approval of the Remuneration and Estimated Operating Expenses of the BOD and its Subordinate Departments in 2025.	33.613.258	33.613.258	0	32.213.508	1.399.750	0	95,84%

V. THE AGM CLOSING

Ms. Do Thi Nhung - Head of Secretary Committee announced draft of AGM's minutes, Resolution for the 2024 Fiscal year. The Meeting General voted to approve the AGM's minutes, Resolution with a 100% approval rate of the total number of voting shares attending the Meeting.

GHC's 2024 Fiscal year AGM's closed at 11:10 AM on the same day. The General Meeting of Shareholders (GMS) agreed to assign the BOD to deploy and monitor the implementation of the contents approved by the GMS.

This minutes is prepared in one Vietnamese version and one English version, both of which are legally valid. In the event of any discrepancies between the Vietnamese and English versions, the content of the Vietnamese version shall prevail. This minutes takes effect immediately after the conclusion of the GHC's 2024 Fiscal year GMS.

ON BEHALF OF THE GMS
CHAIRWOMAN OF THE BOARD



Nguyen Thai Ha

SECRETARY COMMITTEE

MEMBER

HEAD OF THE COMMITTEE

Nguyen Thanh Nga

Do Thi Nhung

C.P.