

**CÔNG TY CP THỦY ĐIỆN
NƯỚC TRONG
NUOC TRONG HYDROPOWER
JOINT STOCK COMPANY**

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

Số: **61**/2025/CBTT-NTH
No: **61**/2025/CBTT-NTH

Quảng Ngãi, ngày 27 tháng 04 năm 2025
Quang Ngai, April 27, 2025

“V/v/Ref: Công bố Biên bản và
Nghị quyết ĐHĐCĐ thường niên
năm 2025 / Disclosing of Minutes
and Resolutions of the 2025
Annual General Meeting of
Shareholders”

Kính gửi/To: - Ủy ban Chứng khoán Nhà nước/*The State Securities Commission*
- Sở Giao dịch Chứng khoán Hà Nội/ *Hanoi Stock Exchange*

Tên công ty/Name of company : Công ty Cổ phần Thủy điện Nước Trong/Nuoc Trong
Hydropower Joint Stock Company

Mã chứng khoán/Stock symbol : NTH

Địa chỉ trụ sở chính/Address of
headoffice : Thôn Nước Tang, xã Sơn Bao, huyện Sơn Hà, tỉnh Quảng Ngãi,
Việt Nam/Nuoc Tang Village, Son Bao Commune, Son Ha
District, Quang Ngai Province, Vietnam.

Điện thoại/Telephone : (0255) 381 9662 Fax: (0255) 381 9598

Người thực hiện CBTT/
Spokesman : Ông Ngô Trung Dũng Chức vụ: Giám đốc
Mr. Ngo Trung Dung Position: Director

Loại thông tin công bố/
Information disclosure type : ☐ 24 h ☐ Yêu cầu ☐ Bất thường ☒ Định kỳ
24 hours Request Abnormal Periodic

Nội dung thông tin công bố/
Content of information disclosure : Biên bản và Nghị quyết ĐHĐCĐ thường niên năm 2025/
Minutes and Resolutions of the 2025 Annual General Meeting
of Shareholders.

Địa chỉ Website công bố thông tin/Website address for information disclosure:
www.thuydiennuoctrong.com.vn

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 published above is true and take full legal responsibility for the content of the
published information.

Nơi nhận/Recipients:

- Như trên/As above;
- HĐQT, BKS (b/c)/Board of Directors,
Supervisory Board (report);
- Lưu/Kept at: VT/Archived

**NGƯỜI THỰC HIỆN CÔNG BỐ THÔNG TIN
INFORMATION DISCLOSURE PERSON**



Ngô Trung Dũng

No: ~~11~~/2025/NQ-ĐHĐCĐ

Quang Ngai, April 26, 2025

**RESOLUTION
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF NUOC
TRONG HYDROELECTRICITY JOINT STOCK COMPANY**

Pursuant to Enterprise Law No. 59/2020/QH14;
Pursuant to the Charter of Nuoc Trong Hydropower Joint Stock Company;
Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders
of Nuoc Trong Hydropower Joint Stock Company No. 10/2025/BB-ĐHĐCĐ dated
April 26, 2025;

RESOLUTION

Article 1: The annual general meeting of shareholders of Nuoc Trong Hydropower Joint Stock Company approved the following contents:

1. Board of Directors Report 2024.
2. Board of Supervisors Report 2024.
3. Audited financial statements for 2024.
4. Production and Business Results and Profit Distribution Plan for 2024.
- Production and business results in 2024.

TT	Target	Unit	Result 2024
1	Revenue	Million VND	107,815.35
2	Expense	Million VND	53,786.74
3	Profit before corporate income tax	Million VND	54,028.61
4	Corporate Income Tax	Million VND	2,744.61
5	Profit after corporate income tax	Million VND	51,284.00

- Profit distribution plan for 2024.

TT	Target	Unit	Profit Distribution
1	Profit after tax accumulated from the previous year is carried forward	Million VND	25,605.21
2	Profit after tax in 2024	Million VND	51,284.00
3	Reserve funds 10% on Profit after tax in 2024 {(3)=(2)*10%}	Million VND	5,128.40
	<i>In there:</i>		
	- Bonus and welfare fund (5%*Profit after tax)	Million VND	2,564.20
	- Development investment fund (5%*Profit after tax)	Million VND	2,564.20
4	Profit after tax remaining after fund allocation {(4)=(1)+(2)-(3)}	Million VND	71,760.80
5	Bonus exceeding the 2024 Profit after tax Plan for the Board of Directors, Supervisory Board and Executive Board of the Company (10% * Profit after tax exceeding the Plan) according to the Resolution of the 2024 Annual General Meeting of Shareholders	Million VND	1,379.48

TT	Target	Unit	Profit Distribution
6	Dividend Ratio / Par Value of Shares		45%
7	Dividend amount for 2024 paid in cash	Million VND	48,609.24
8	Remaining profit after tax {(8)=(4)-(5)-(7)}	Million VND	21,772.08

Assign the Company's Board of Directors to choose the appropriate time to pay dividends to shareholders.

5. Production and Business Plan and Profit Distribution Plan for 2025.

- Production and business plan for 2025 .

TT	Target	Unit	Plan year 2025
1	Revenue	Million VND	91,488.18
2	Expense	Million VND	50,190.30
3	Profit before corporate income tax	Million VND	41,297.89
4	Corporate Income Tax	Million VND	2,106.89
5	Profit after corporate income tax	Million VND	39,190.99

- Profit distribution plan for 2025 .

TT	Target	Unit	Profit Distribution
1	Profit after tax accumulated from the previous year is carried forward	Million VND	21,772.08
2	Profit after tax in 2025	Million VND	39,190.99
3	Reserve funds 10% on Profit after tax in 2025 {(3)=(2)*10%}	Million VND	3,919.10
	<i>In there:</i>		
	- Bonus and welfare fund (5%*Profit after tax)	Million VND	1,959.55
	- Development investment fund (5%*Profit after tax)	Million VND	1,959.55
4	Profit after tax remaining after fund allocation {(4)=(1)+(2)-(3)}	Million VND	57,043.97
5	Dividend Ratio / Par Value of Shares		35%
6	Dividend amount for 2025 paid in cash	Million VND	37,807.19
7	Remaining profit after tax {(7)=(4)-(6)}	Million VND	19,236.79

In case the 2025 after-tax profit exceeds the plan, agree to reward the Board of Directors, Board of Supervisors and the Company's Executive Board with a maximum bonus deduction of 10% of the after-tax profit exceeding the plan.

Assign the Company's Board of Directors to choose the appropriate time to pay interim dividends to shareholders.

6. Select the auditing unit to review the 2025 Semi-Annual Financial Statements and 2025 Financial Statements is one of the following independent auditing units:

- AAC Auditing and Accounting Company Limited
- A&C Auditing and Consulting Company Limited

- Vietvalues Assurance & Consulting Company Limited

7. Salary/remuneration of the Board of Directors and Board of Supervisors in 2025:

Position	Unit	Salary/remuneration (VND/person/month)	Note
I- Board of Directors			
Chairman of the Board of Directors	VND	35,000,000	<i>Specialized salary (Legal representative of the Company)</i>
Member of Board of Directors	VND	10,000,000	
Member of Board of Directors – Head of Internal Audit Team	VND	14,000,000	
Member of Board of Directors – Member of Internal Audit Team	VND	12,000,000	
II- Board of Supervisors			
Head of Supervisory Board	VND	15,000,000	<i>Specialized salary</i>
Member of Supervisory Board	VND	5,000,000	

Article 3 : The Board of Directors, Board of Supervisors, and Executive Board of Nuoc Trong Hydropower Joint Stock Company are responsible for implementing this Resolution and organizing its implementation according to their authority and operational functions in accordance with the provisions of law and the Company's Charter.

The Resolution takes effect from the date of signing./.

Recipient:

- Board of Directors, Supervisory Board, Management Board;
- HNX, Company Website;
- Save: Archives.

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



Nguyen Van Cao

No: 10/2025/BB-ĐHĐCĐ

Quang Ngai, April 26, 2025

MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NUOC TRONG HYDROPOWER JOINT STOCK COMPANY

Today, at 08:00 on April 26, 2025 at Thien An Hotel (01 An Duong Vuong, Le Hong Phong Ward, Quang Ngai City) the 2025 Annual General Meeting of Shareholders (“AGM”) of Nuoc Trong Hydropower Joint Stock Company took place (Business registration certificate No. 4300322171 first issued by the Department of Planning and Investment of Quang Ngai province on February 11, 2004, changed for the 11th time on August 19, 2022; head office at: Nuoc Tang village, Son Bao commune, Son Ha district, Quang Ngai province).

I- PARTICIPANTS OF THE MEETING:

Shareholders whose names are on the Shareholder List of Nuoc Trong Hydropower Joint Stock Company as of March 28, 2025.

II- PROGRES AND MAIN CONTENT OF THE MEETING:

1. Shareholder qualification check report:

At 08:15 on April 26, 2025, Ms. Huynh Thi Kim Cuc - Head of the Board of Supervisors announced the results of the shareholder qualification check as follows: Total number of shareholders attending: 24 people, owning and representing 9,690,533 shares, accounting for 89.71 % of the total number of voting shares of the Company.

According to the provisions of Enterprise Law No. 59/2020/QH14 and the Company Charter, the 2025 Annual General Meeting of Shareholders of Nuoc Trong Hydropower Joint Stock Company is eligible to proceed.

2. Members of the Board of Directors and Supervisory Board attend the Meeting:

- | | |
|-------------------------|--|
| - Mr. Nguyen Van Cao | Chairman of the Board of Directors |
| - Mr. Nguyen Dinh Tho | Member of the Board of Directors |
| - Mr. Tran Minh Huy | Member of the Board of Directors |
| - Mr. Pham Phong Thanh | Independent Member of Board of Directors |
| - Ms. Huynh Thi Kim Cuc | Head of Supervisory Board |
| - Ms. Hoang Thi Thuy | Member of the Supervisory Board |
| - Mr. Nguyen Huu Quang | Member of the Supervisory Board |

(Ms. Vo Thuy Van Khanh - Member of the Board of Directors authorizes the Chairman of the Board of Directors on related issues at the meeting)

3. Presidium and Secretary Committee:

- **Presiding Board:**
 - + Chaيمان Mr. Nguyen Van Cao - Chairman of the Board of Directors

Label

- + Member: Ms. Huynh Thi Kim Cuc - Head of Supervisory Board
Mr. Ngo Trung Dung - Company Director

The Meeting voted to approve it with 100% of shareholders present agreeing by raising Voting Cards.

- The chairman of the delegation introduced Secretary Committee:

- + Mr. Tran Duc Nhat Head of the Committee
+ Ms. Hoang Thi Thuy Member

4. Approval of the Meeting Program:

The Meeting voted to approve it with 100% of shareholders present agreeing by raising Voting Cards.

5. Approve the Vote Counting Committee and the Regulations on organizing the Meeting:

- Approve the Vote Counting Committee:

- + Mr. Pham Minh Tam Head of the Committee
+ Mr. Truong Van Nam Member
+ Mr. Hoang Duc Tung Anh Member

The Meeting voted to approve it with 100% of shareholders present agreeing by raising Voting Cards.

- Approval of the Meeting Organization Regulations:

The Meeting voted to approve it with 100% of shareholders present agreeing by raising Voting Cards.

6. Report of the Board of Directors and Board of Supervisors:

- Mr. Nguyen Van Cao - Chairman of the Board of Directors of the Company reported on the Board of Directors' activities in 2024
- Mr. Pham Phong Thanh - Independent member of the Board of Directors read the report of the independent member of the Board of Directors in 2024.
- Ms. Huynh Thi Kim Cuc - Head of the Board of Supervisors reported on the activities of the Board of Supervisors in 2024.

7. Introducing the Board of Directors' Proposal No. 08/2025/TTr-HĐQT to the AGM:

Mr. Tran Minh Huy - Member of the Board of Directors presented the Proposal No. 08/2025/TTr-HĐQT of the Board of Directors to the AGM with the following proposed approval contents:

1. Board of Directors Report 2024.
 2. Board of Supervisors Report 2024.
 3. Audited financial statements for 2024.
 4. Production and Business Results and Profit Distribution Plan for 2024.
- *Production and business results in 2024.*

TT	Target	Unit	Result 2024
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4	Profit after tax remaining after fund allocation $\{(4)=(1)+(2)-(3)\}$	Million VND	71,760.80
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6	Dividend Ratio / Par Value of Shares		45%
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8	Remaining profit after tax $\{(8)=(4)-(5)-(7)\}$	Million VND	21,772.08

Assign the Company's Board of Directors to choose the appropriate time to pay dividends to shareholders.

5. Production and Business Plan and Profit Distribution Plan for 2025.

- Production and business plan for 2025 .

TT	Target	Unit	Plan year 2025
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7	Remaining profit after tax $\{(7)=(4)-(6)\}$	Million VND	19,236.79

In case the 2025 after-tax profit exceeds the plan, agree to reward the Board of Directors, Board of Supervisors and the Company's Executive Board with a maximum bonus deduction of 10% of the after-tax profit exceeding the plan.

Assign the Company's Board of Directors to choose the appropriate time to pay interim dividends to shareholders.

6. Salary/remuneration of the Board of Directors and Board of Supervisors in 2025:

Position	Unit	Salary/remuneration (VND/person/month)	Note
I- Board of Directors			
Chairman of the Board of Directors	VND	35,000,000	<i>Specialized salary (Legal representative of the Company)</i>
Member of Board of Directors	VND	10,000,000	
Member of Board of Directors – Head of Internal Audit Team	VND	14,000,000	
Member of Board of Directors – Member of Internal Audit Team	VND	12,000,000	
II- Board of Supervisors			
Head of Supervisory Board	VND	15,000,000	<i>Specialized salary</i>
Member of Supervisory Board	VND	5,000,000	

8. Introduction of the Supervisory Board's proposal to the AGM:

Ms. Huynh Thi Kim Cuc - Head of the Board of Supervisors presented the Board of Supervisors' Proposal to the AGM with the following proposed approval contents:

Select the auditing unit to review the 2025 Semi-Annual Financial Statements and 2025 Financial Statements is one of the following independent auditing units:

- AAC Auditing and Accounting Company Limited
- A&C Auditing and Consulting Company Limited
- Vietvalues Assurance & Consulting Company Limited

9. Discuss and vote on the issues stated in Proposal No. 08/2025/TTr-HĐQT of the Board of Directors and Proposal of the Board of Supervisors:

9.1. Shareholder opinion:

After the discussion period ended, the delegates attending the congress voted.

9.2. Voting results to approve issues:

a) Data related to shareholders attending the Meeting:

At 09:55 on the same day, the total number of shareholders/authorized representatives of shareholders attending the General Meeting was 24 people, owns and represents 9,690,533 shares, accounting for 89.71% of the total number of voting shares of the Company.

- Total number of votes given out: 24 votes, owning and representing 9,690,533 shares, accounting for 100% of the total number of voting shares attending the Meeting.

- Total number of votes received: 24 votes, owning and representing 9,690,533 shares, accounting for 100% of the total number of voting shares attending the Meeting.

- Total number of valid votes: 24 votes, owning and representing 9,690,533 shares, accounting for 100% of the total number of voting shares attending the Meeting.

- Total number of invalid votes: 0 votes, owning and representing 0 shares, accounting for 0% of the total number of voting shares attending the Meeting.

b) Voting results to approve the issues of the Proposal No. 08/2025/TTr-HĐQT of the Board of Directors and the Proposal of the Supervisory Board to the AGM:

No.	Content	Approve (%)	Disapprove (%)	No opinion (%)	Invalid (%)
1	Approval of the 2024 Board of Directors Report	100			
2	Approval of the 2024 Supervisory Board Report	100			
3	Approval of Audited Financial Statements for 2024	100			
4	Approval of Business Production Results and Profit Distribution Plan for 2024	100			
5	Approved the Production and Business Plan and Profit Distribution Plan for 2025	100			
6	Approving the Selection of Auditing Unit for the 2025 Financial Statements	100			
7	Approval of the 2025 Salary/Remuneration of the Board of Directors and the Supervisory Board	100			

III- END OF THE MEETING:

The General Meeting Secretariat read the Minutes and Resolutions in turn for approval by the General Meeting of Shareholders.

The General Meeting of Shareholders approved the full text of the Minutes and Resolution of the Meeting by raising Voting Cards, with 100% of shareholders present.

The 2025 Annual General Meeting of Shareholders of Nuoc Trong Hydropower Joint Stock Company ended at 10:50 on the same day./.

**ON BEHALF SECRETARY COMMITTEE
HEAD OF THE COMMITTEE**



Tran Duc Nhat

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



Nguyen Van Cao

No: 07/2025/BC-HĐQT

Quang Ngai, April 01, 2025

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024
(At the 2025 Annual General Meeting of Shareholders)

The Board of Directors respectfully reports to the Annual General Meeting of Shareholders on the management and operation of the Board of Directors in 2024, the direction and tasks of the Board of Directors in 2025 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024:

1. Personnel structure of the Board of Directors:

In 2024, the personnel structure of the Board of Directors of Nuoc Trong Hydropower Joint Stock Company includes 05 members:

- Mr. Nguyen Van Cao Chairman
- Mr. Nguyen Dinh Tho Member
- Mr. Pham Phong Thanh Independent Member
- Ms. Vo Thi Van Khanh Member
- Mr. Tran Minh Huy Member

2. Evaluate the operating situation in 2024

a. Implement production and business targets in 2024:

No.	Indicators	Unit of measure	Plan 2024	Implementation 2024	Implementation 2023	Compare Implementation 2024/ Plan 2024	Compare Implementation 2024/ Implementation 2023
A	B	C	1	2	3	4=2/1	5=2/3
1	Commercial electricity	Million kWh	68.31	85.77	96.27	125.56%	89.09%
2	Total Revenue	Billion VND	90.90	107.82	116.31	118.61%	92.69%
3	Total Cost	Billion VND	51.41	53.79	58.18	104.63%	92.44%
4	Profit before corporate income tax	Billion VND	39.49	54.03	58.13	136.80%	92.95%
5	Corporate Income Tax	Billion VND	2.00	2.74	2.94	136.91%	93.24%
6	Profit after corporate income tax	Billion VND	37.49	51.28	55.18	136.80%	92.93%

The weather in 2024 is not as favorable as in 2023, so the Nuoc Trong Hydropower Plant generate electricity with targets achieved decreasing compared to 2023. The total revenue in 2024 will reach 118.61% of the plan and 92.69% of the actual revenue in 2023.

b. Results of implementing the Resolution of the 2024 Annual General Meeting of Shareholders:

No.	Task	Implementation progress
1	Payment of dividends in 2023	Completed, payment of 35%/share (10%/share on January 11, 2024 and 15%/share on June 20, 2024)
2	Production and Business Plan 2024	Total revenue reached 118.61% Profit after tax reached 136.8%
3	Advance dividend in 2024	10%/share advance has been made (September 12, 2024)
4	Select the auditing unit to review the 2024 Semi-Annual Financial Statements and 2024 Financial Statements	Selected AAC Auditing & Accounting Company Limited
4	Salary/remuneration of the Board of Directors and Board of Supervisors in 2024	Implement salary/remuneration payments according to the level approved by the General Meeting of Shareholders

c. Operational situation of the Board of Directors in 2024:

- The Board of Directors has managed the Company in accordance with the Charter of the Company, Operating regulations of the Board of Directors and provisions of law.
- The Board of Directors has issued 11 Resolutions approving the forms of organizing meetings and collecting written opinions to implement the goals set by the General Meeting of Shareholders, planning strategies, making timely decisions and directions to bring economic efficiency to the Company; at the same time, regularly exchanging through means of communication to unify the resolution of issues related to production and business operations.
- All meetings of the Board of Directors are convened and organized in accordance with regulations and the Head of the Supervisory Board is invited to attend. Issues requiring written opinions are carried out in accordance with procedures.
- The Board of Directors directly discussed and decided on the contents to submit to the General Meeting of Shareholders for voting at the Congresses.
- Decide on issues within authority; Approve the Director's Proposals and listen to the Director's reports and explanations about the Company's production and business plans.
- Implement in accordance with the Resolution of the Annual General Meeting of Shareholders; at the same time direct the Company's Executive Board to implement the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.
- Provide strategic directions for the Company's production and business activities to achieve the targets set by the General Meeting of Shareholders.
- Has paid dividends to shareholders in cash with a total of 45%/share, of which:
 - + Dividend payment for 2023: 35%/share
 - + First advance dividend of 2024: 10%/share

(Remaining dividend according to 2024 plan: 2nd advance payment is 10%/share on January 23, 2025, 3rd advance payment is 10%/share on March 27, 2025)

- Select AAC Auditing & Accounting Company Limited as the audit unit for the 6-month reviewed financial statements and the 2024 financial statements.
- Complete the organizational chart, adjust the system of operating documents to create a legal corridor for the Company's activities.
- Calculate options to improve automation at Nuoc Trong Hydropower Plant to optimize the Company's production activities.

d. Salary, bonus, remuneration of the Board of Directors in 2024:

Unit: Million VND

Full name	Position	Item	Amount
Mr. Nguyen Van Cao	Chairman of the Board of Directors	Bonus	425.25
		Salary	420.00
Mr. Nguyen Dinh Tho	Member of the Board of Directors	Bonus	221.30
		Remuneration	120.00
Mr. Pham Phong Thanh	Independent member of the Board of Directors and Head of the Internal Audit Team	Bonus	251.30
		Remuneration	168.00
Ms. Vo Thi Van Khanh	Member of the Board of Directors	Bonus	221.30
		Remuneration	120.00
Mr. Tran Minh Huy	Member of the Board of Directors and Member of the Internal Audit Team	Bonus	236.30
		Remuneration	144.00

e. Fulfilling responsibilities to shareholders:

- Fully and transparently disclose information to shareholders.
- Support shareholders in adjusting their personal information, receiving dividends,...
- Submit to the General Meeting of Shareholders to decide according to authority during the congresses, ensuring the legal rights and interests of shareholders.
- Directing and supervising the operations of the Director to ensure compliance with the law, resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors.
- Convene the annual General Meeting of Shareholders in accordance with the law and the company's charter.

f. Supervising the Board of Management by the Board of Directors:

- In addition to regular meetings and written opinions, the Board of Directors regularly exchanges information through the media (email, telephone) to promptly support the Board of Management and issue policies and guidelines to meet the management and operation of the unit. Supervising the activities of the Board of Management during the year, specifically:
- Supervise the implementation of the Production and Business Plan according to the Resolution of the Annual General Meeting of Shareholders.

- Always closely monitor the activities of the Board of Management, promptly resolve arising issues under the authority of the Board of Directors to facilitate the operations of the Board of Management.

II. ORIENTATION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025:

1. Solutions in the field of production and business, management and operation of hydroelectric plant:

- Focus on directing the production of electricity to improve production and business efficiency.
- Focus on investing in technology development, upgrading the Company's infrastructure and technology system to gradually meet modern management needs and match the Company's growth level.
- Perform maintenance and periodic experiments of equipment in full compliance with current regulations at appropriate times to be ready for power generation and minimize the occurrence of incidents.
- Comply with procedures and regulations in the management and operation of hydroelectric plants and regulations in electrical safety.
- Calculation optimizing power generation, focusing on analyzing and forecasting water levels for optimal power generation, combined with calculating the economic efficiency of power generation during peak hours, using the analysis results to adjust power generation plans in specific cases.
- Regularly monitor and update information on weather and hydrology in the locality and upstream areas to be proactive in power generation activities.

2. Financial work:

Ensure liquidity and perform well in debt collection for electricity sales; pay dividends promptly to shareholders.

3. Human resources administration work:

- Create conditions for a professional working environment, opportunities for personal development and competitive income to attract talents, people with expertise, qualifications, and experience to meet the Company's development requirements.
- Regularly evaluate the capacity and ability of employees to arrange suitable jobs; boldly promote young, qualified, enthusiastic staff to management positions.
- Implement a fair and flexible reward policy. View rewards as sharing the success of the business with its employees.

4. Other work:

- Direct the Executive Board to closely follow and implement resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors.
- Continue to build and perfect the system of operating documents, creating a strong legal corridor for the Company.

- Organize regular meetings and hold briefings with Executive Board when necessary to monitor activities and ensure compliance with the decisions of the Board of Directors.
- Implement full, accurate and timely information disclosure of periodic and extraordinary information to shareholders and the public according to regulations.

With the above orientations, in 2025: The Board of Directors will continue to strengthen direction and more closely supervise the Company's production and business activities to bring the highest efficiency to shareholders, and gradually take more care of the lives of the Company's employees.

To achieve the common goals, the Board of Directors of Nuoc Trong Hydropower Joint Stock Company wishes to receive the long-term support and cohesion of shareholders, partners and all employees of the Company.

III. BUSINESS PRODUCTION PLAN 2025.

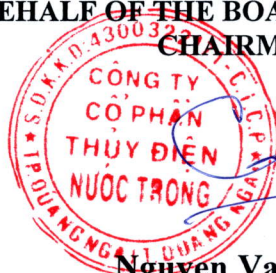
Based on the design parameters of the project and the actual weather situation, the Company's Board of Directors has built and oriented a number of basic targets for the 2025 Production and Business Plan as follows:

No	Indicators	Unit of measure	Implementation 2024	Plan 2025
1	Commercial electricity	Million kWh	85.77	68.38
2	Total Revenue	Billion VND	107.82	91.49
3	Total Cost	Billion VND	53.79	50.19
4	Profit before corporate income tax	Billion VND	54.03	41.30
5	Corporate Income Tax	Billion VND	2.74	2.11
6	Profit after corporate income tax	Billion VND	51.28	39.19

Above is the Board of Directors' report on the activities in 2024 and the direction of activities in 2025. We hope that shareholders will contribute many practical ideas to help the Board of Directors operate better and better and have the best strategy for stable and sustainable development.

Best Regards!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nguyễn Văn Cao

Quang Ngai, April 01, 2025

**REPORT OF THE SUPERVISORY BOARD
YEAR 2024**

To: Shareholders of Nuoc Trong Hydropower Joint Stock Company

Based on the functions, tasks and powers of the Board of Supervisors. The Board of Supervisors would like to report to the 2025 Annual General Meeting of Shareholders on the results of supervision activities at Nuoc Trong Hydropower Joint Stock Company in 2024 as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

1. Activities of the Board of Supervisors:

- The Company's Board of Supervisors consists of 03 members:

- | | |
|----------------------|--------------------------------|
| 1. Huynh Thi Kim Cuc | Head of Supervisory Board |
| 2. Hoang Thi Thuy | Member of Board of Supervisors |
| 3. Nguyen Huu Quang | Member of Board of Supervisors |

The Board of Supervisors has performed its duties of controlling the Company's operations in accordance with the Resolution of the General Meeting of Shareholders, the Company's Charter and legal regulations;

The Board of Control performs control tasks according to the following contents:

- + Supervise the activities of the Board of Directors, Executive Board, and company employees in implementing the Resolution of the General Meeting of Shareholders;
- + Supervise the implementation of the Company's business plan tasks;
- + Control financial accounting work, appraise financial reports, production and business reports, and corporate governance situation.
- + Supervise the operation of machinery and equipment to ensure safety and efficiency.
- + Coordinate with the Board of Directors to select an auditing unit to audit the company's financial statements.
- + Attend Board of Directors meetings, internal company meetings.
- + Review and appraise documents submitted to the General Meeting of Shareholders for approval at the Annual General Meeting of Shareholders.

The members of the Board of Supervisors attended meetings with the Board of Directors to give comments on the management and evaluation of the implementation of the Resolutions of the General Meeting of Shareholders, the Board of Directors, the company's production and business activities and other related contents;

In 2024, the Board of Supervisors held 4 meetings to deploy plans and summarize control activities.

- Evaluate the coordination between the Board of Supervisors and the Board of Directors, Board of Management:

In 2024, the Board of Supervisors are provided with full information on the Company's production, business and financial activities by the Board of Directors and the Board of Management. The Head of the Board of Supervisors will be invited to attend meetings of the Board of Directors and give opinions according to the functions and duties of the Board of Supervisors.

The salaries, bonuses and remunerations of the Supervisory Board in 2024 are paid in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

II. RESULTS OF MONITORING COMPANY ACTIVITIES

1. Monitor financial situation

The Board of Supervisors assessed that the company's financial and accounting work was carried out in accordance with legal regulations. The Board of Supervisors agreed on the contents of the 2024 Financial Report audited by AAC Auditing and Accounting Company, with the following basic data:

a./ Some financial data indicators as of December 31, 2024 :

Unit: Million VND

Target	Year 2023	Year 2024
A. ASSETS	234,601.65	203,890.98
I. Short-term assets	48,738.40	37,867.70
II. Long-term assets	185,863.25	166,023.28
B./ CAPITAL SOURCES	234,601.65	203,890.98
I. Liabilities	56,808.83	17,306.14
II. Owner's equity	177,792.82	186,584.84
1. Owner's contribution equity	108,020.53	108,020.53
2. Development investment fund	15,041.37	17,605.57
3. Undistributed profit after tax	54,730.91	60,958.74

b./ Production and business results in 2024

Unit: Billion VND

TT	Content	Plan 2024	Result 2024	Result/ Plan ratio
1	Revenue	90.90	107.82	118.6%
2	Expense	51.41	53.79	104.6%
3	Profit before tax	39.49	54.03	136.8%
4	Profit after tax	37.49	51.28	136.8%

b./ Assessment of financial situation:

In 2024, the factory operates stably, the company's business results exceed the plan.

In 2024, the Board of Supervisors did not detect any unusual signs in the company's production, business and financial activities. The company fully complied with the information disclosure regulations of listed companies.

2./ Other activities:

Machinery and equipment at the factory are repaired and overhauled to meet technical requirements and operate well. Training to improve the qualifications of company employees meets the company's operational requirements and legal regulations.

III. RESULTS OF SUPERVISION OF COMPANY MANAGEMENT AND EXECUTIVENESS

1./ Activities of the Board of Directors and the Board Management

The Board of Directors of the company has 05 members including 01 Chairman and 04 members. In 2024, the Board of Directors of the company issued 11 Resolutions to direct the company's operations and matters under the authority of the Board of Directors.

Board of Directors has directed and oriented the company's operations to exceed the 2024 production and business plan, make a plan for 2025, pay dividends to shareholders, human resources work, overhaul and maintenance of machines, investment, ...

The Board of Management has implemented the resolutions of the Shareholders' Meeting and the Board of Directors according to its functions and authority.

IV. RECOMMENDATIONS

The company needs to focus on training and developing human resources according to the company's operational orientation.

Continue to amend and complete documents and regulations to comply with legal regulations and company operations.

The Board of Supervisors highly appreciates the compliance with the law and the Resolution of the Shareholders' Meeting by the Board of Directors, the Executive Board and the company's employees.

The Board of Supervisors would like to thank the company's shareholders, the Board of Directors, the Board of Management and all employees of the company for creating conditions for the Board of Supervisors to complete its tasks.

Sincerely thank you./.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE COMMITTEE**



Huynh Thi Kim Cuc

