



THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
**IDICO SROK PHU MIENG HYDROPOWER
JOINT STOCK COMPANY**

No: /NQ-DHDCD

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Binh Phuoc, day 22 month 4 year 2025

DRAFT

RESOLUTION

**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
IDICO SROK PHU MIENG HYDROPOWER JOINT STOCK COMPANY**

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- The Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;
- The Law No. 03/2022/QH15 dated January 11, 2022;
- The Charter of IDICO Srok Phu Mieng Hydropower Joint Stock Company, as approved by the General Meeting of Shareholders upon establishment on January 18, 2008, and as amended on April 24, 2024;
- Minutes of the 2025 Annual General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company - dated 22/4/2025, approved by the General Meeting through a resolution voted in favor by shareholders representing% of the total voting rights of all shareholders attending and voting at the Meeting,

RESOLVED:

Article 1. Approval of the Reports and Proposals presented at the General Meeting, including:

1. The report on business performance and investment results for 2024 and the plan for 2025 is as follows:

No.	Key Indicators	UNIT	Plan for 2024	Actual in 2024	Plan for 2025	% Actual 2024 /Plan2024	% Plan 2025 /Actual 2024
1	Commercial electricity output	kWh m	240	222	218	93%	98%
2	Clean water output	m ³	787,440	778,432	787,440	99%	101%
3	Total revenue and other revenue	VND m	208,956	199,893	196,040	96%	98%

No.	Key Indicators	UNIT	Plan for 2024	Actual in 2024	Plan for 2025	% Actual 2024 /Plan2024	% Plan 2025 /Actual 2024
4	Profit before tax	VND m	95,854	94,378	91,094	98%	97%
5	Profit after tax	VND m	77,454	76,193	72,727	98%	95%
6	Dividend payout ratio	%	20%	20%	20%	100%	100%
7	Development investment value	VND m	0	0	8.500		

2. Report on the activity of the Board of Directors (BOD) in 2024 and the plan for 2025.

3. Report on the activity of the Supervisory Board (SB) in 2024 and the plan for 2025.

Article 2. Approval of the proposals submitted to the General Meeting by the Board of Directors and the Supervisory Board, including:

1. Proposal on the approval of the audited 2024 financial statements;
2. Proposal on the approval of the 2024 profit distribution plan and the plan for 2025:

** The 2024 profit distribution plan:*

No.	Indicators	2024
I	Undistributed after-tax profit:	145,497,225,679 VND
	- Carried forward from 2023:	69,303,727,790 VND
	- After-tax profit for 2024 (ATP):	76,193,497,889 VND
II	Profit distribution for 2024	
1	Allocation to funds	
	- Allocation to the Bonus and Welfare Fund (2%/ATP):	1,520,000,000 VND
	- Allocation to the Management Bonus Fund:	600,000,000 VND
	+ Bonus for the Board of Directors and the Supervisory Board:	600,000,000 VND
2	Dividend payment for 2024	
	- Cash Dividend Distribution (20% of Charter Capital):	90,000,000,000 VND
	+ Interim dividends paid:	0 VND
	+ Remaining Dividend Distribution (20% of Charter Capital):	90,000,000,000 VND
III	Retained earnings carried forward to the following year:	53,377,225,679 VND

** The plan of distribution profit for 2025:*

No.	Indicators	2025
I	Undistributed profit carried forward from the previous year	53,377,225,679 VND
II	After-tax profit for 2025	72,727,000,000 VND
III	Profit distribution for 2025	
1	Allocation to funds	

No.	Indicators	2025
	- Allocation to the Bonus and Welfare Fund: 3%/ATP in 2025	2,180,000,000 VND
	- Allocation to the Management Bonus Fund:	600,000,000 VND
	+ Bonus for the Board of Directors and the Supervisory Board:	600,000,000 VND
2	Dividend payment for 2025	
	- Cash Dividend Distribution (20% of Charter Capital):	90,000,000,000 VND
IV	Retained earnings carried forward to the following year:	33,324,225,679 VND

3. Proposal on the approval of the 2025 business and investment plan:

No.	Key Indicators	UNIT	Actual 2024	Plan 2025	% Plan 2025 /Actual 2024
1	Commercial electricity output	kWh m	222	218	98%
2	Clean water output	m ³	778,432	787,440	101%
3	Total revenue and other revenue	VND m	199,893	196,040	98%
4	Profit before tax	VND m	94,378	91,094	97%
5	Profit after tax	VND m	76,193	72,727	95%
6	Dividend payout ratio	%	20%	20%	100%
7	Development investment value	VND m	0	8.500	

0744
GTY
HÂN
DIỆN
JMI
CO
T.BINH

4. Proposal on the selection of the auditing firm for the 2025 financial statements;

5. Proposal on the approval of total remuneration and bonuses for the Board of Directors and the Supervisory Board in 2024 and the plan for 2025:

5.1. The total remuneration and bonuses paid to the Board of Directors and the Supervisory Board in 2024 amount to VND 1,204,000,000:

In which: - Board of Directors: VND 858,000,000.

- Supervisory Board: VND 346,000,000.

5.2. The planned total remuneration and bonuses for the Board of Directors and the Supervisory Board in 2025 amount to VND 1,175,000,000, with details as follows:

- The total remuneration and bonuses for the Board of Directors amount to VND 850,000,000. The remuneration for each member shall be determined by the Board of Directors based on the principle of unanimity.

- The total remuneration and bonuses for the Supervisory Board amount to VND 325,000,000.

Members of the Board of Directors and the Supervisory Board shall be reimbursed for meals, accommodation, travel, and other reasonable expenses incurred while performing their assigned duties, based on actual costs incurred.

Article 3. Approval of the dismissal and additional election of members of the Board of Directors for the 2023-2028 term, specifically as follows:

1. Approval of the dismissal of the position of members of the Board of Directors for the 2023-2028 term for:

- Mrs Tran Thuy Giang - Position: Member of the Board of Directors.

The dismissal of Mrs Tran Thuy Giang shall take effect from the effective date of the General Meeting of Shareholders' resolution approving this dismissal.

2. Approval of the election results for the additional member of the Board of Directors for the 2023-2028 term, specifically as follows:

- Member of the Board of Directors:

Mr/Mrs:

- The election results for the additional members of the Board of Directors for the 2023-2028 term shall take effect from the effective date of the General Meeting of Shareholders' resolution approving this election.

Article 4. Implementation provisions:

The 2025 Annual General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company assigns the Board of Directors to implement and supervise the Board of Management in executing the contents of this Resolution to ensure the interests of shareholders, the company, and compliance with legal regulations. The Board of Directors shall be responsible for supervising and reporting on the implementation of these tasks to the General Meeting of Shareholders at the nearest session.

This resolution consists of ... pages, prepared and fully adopted at the 2025 Annual General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower Joint Stock Company on April 22, 2025, with% of the total voting rights of all shareholders attending and voting at the Meeting in favor and shall take effect from the date of approval.

The resolution is published on the website: www.idico-shp.vn for shareholders and investors to access the information.

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

Recipients:

- Shareholders (Company's Website);
- SSC;
- HNX;
- BOD, SB;
- Archived: Records, General Affairs.

Mr. Nguyen Van Thinh