

DRAFT

RESOLUTION
Annual General Meeting of Shareholders 2026
IDICO Srok Phu Mieng Hydropower Joint Stock Company

Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025, and the guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and the guiding documents;

Pursuant to the current Charter ("the Charter") of IDICO Srok Phu Mieng Hydropower Joint Stock Company ("the Company");

Pursuant to the Meeting Minutes of the Annual General Meeting of Shareholders 2026 of IDICO Srok Phu Mieng Hydropower Joint Stock Company dated April 22, 2026, unanimously approved by the General Meeting with a ...% vote of the total voting shares of shareholders and authorized representatives present at the Meeting.

Annual General Meeting of Shareholders 2026
IDICO Srok Phu Mieng Hydropower Joint Stock Company

RESOLVES

Article 1. The General Meeting of Shareholders votes to approve the reports presented at the Meeting, including:

1. Report on Business Operations and Investment in 2025 and Plans for 2026:

No.	Main Indicators	Unit	Plan for 2025	Actual for 2025	Plan for 2026	Percent. for Actual 2025/ Plan 2025	Percent. for Plan 2026/ Actual 2025
1	Commercial Electricity Output	Million kWh	218	251	234	115%	93%
2	Clean Water Output	m ³	787,440	728,792	733,120	93%	101%
3	Total Revenue and Other Income	Million VND	196,040	221,373	209,600	113%	95%

No.	Main Indicators	Unit	Plan for 2025	Actual for 2025	Plan for 2026	Percent. for Actual 2025/ Plan 2025	Percent. for Plan 2026/ Actual 2025
4	Profit Before Tax	Million VND	91,094	105,497	101,208	116%	96%
5	Profit After Tax	Million VND	72,727	84,247	80,876	116%	96%
6	Dividend Payout Ratio (<i>estimated</i>)	%	20%	25%	20%	125%	80%
7	Total Investment Value	Million VND	8,500	0	5,500		

2. Report on the Activities of the Board of Directors in 2025 and the Plans for 2026.

3. Report on the Activities of the Supervisory Board in 2025 and the Plans for 2026.

Article 2. The Meeting approves the proposals submitted by the Board of Directors and the Supervisory Board, including:

1. Proposal for Approval of the Audited Financial Statements for 2025;

2. Proposal for Selection of the Audit Company for the Financial Statements for 2026

3. Proposal for Approval of the Business Operations and Investment Plans for 2026:

No.	Indicators	Unit	Actual for 2025	Plan for 2026	Plan 2026 /Actual 2025
1	Commercial Electricity Output	Million kWh	251	234	93%
2	Clean Water Output	m ³	728,792	733,120	101%
3	Total Revenue and Other Income	Million VND	221,373	209,600	95%
4	Profit Before Tax	Million VND	105,497	101,208	96%
5	Profit After Tax	Million VND	84,247	80,876	96%
6	Dividend Payout Ratio	%	25%	20%	80%
7	Total Investment Value	Million VND	0	5,500	

4. Proposal for Approval of the Profit Distribution Plans in 2025 and Plans for 2026:

- Profit Distribution in 2025:

Unit: VND

No.	Indicators	Year 2025
I	Undistributed Profit After Tax	137,624,629,407
	As of the end of the previous year (2024)	53,377,225,679
	This year	84,247,403,728
II	Profit Distribution in 2025	
1	Appropriation to Funds	
	Bonus and Welfare Fund (3% of PAT):	2,520,000,000
2	Dividend Payment in 2025	
	In cash (25% of Charter Capital):	112,500,000,000
	+ <i>Already advanced (10% of Charter Capital):</i>	45,000,000,000
	+ <i>Remaining amount to be distributed (15% of Charter Capital):</i>	67,500,000,000
	In shares	0
III	Undistributed Profits Carried Forward to Next Year	22,604,629,407

- Profit Distribution Plans for 2026:

Unit: VND

No.	Indicators	Year 2026
I	Undistributed Profits from Previous Year Carried Forward	22,604,629,407
II	Profit After Tax for This Year	80,876,000,000
III	Profit Distribution for 2026	
1	Appropriation to Funds	
	Reward and Welfare Fund (3% of Profit After Tax for 2026)	2,420,000,000
2	Dividend Payment for 2026	
	Dividend Payment in Cash (20% of Charter Capital):	90,000,000,000
IV	Undistributed Profits Carried Forward to Next Year	11,060,629,407

5. Proposal for Approval of the Total Remuneration and Bonuses for the Board of Directors and Supervisory Board in 2025 and Plans for 2026:

5.1. Total Remuneration and Bonuses for the Board of Directors and Supervisory Board of the Company in 2025 is **1,147,000,000 VND** (The General Meeting of Shareholders approved the 2025 plan at 1,175,000,000 VND):

Including: - Board of Directors: 848,000,000 VND.
- Supervisory Board: 299,000,000 VND.

5.2. The Total Remuneration and Bonus Plan for the Board of Directors and the Supervisory Board of the company for the year 2026 (applicable from January to the

end of December 2026) is as follows: **1,242,000,000 VND**, specifically detailed as follows:

- The total remuneration and bonuses for the company's Board of Directors is: **943,000,000 VND**. The allocation 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 of the company is: **299,000,000 VND**. The allocation for each member shall be determined by the Supervisory Board based on the principle of unanimity.

- Members of the Board of Directors and the Supervisory Board shall be reimbursed for meals, accommodation, travel, and other reasonable expenses incurred in the performance of their assigned duties according to actual costs incurred and the company's internal expenditure regulations.

6. Approval of submission on the adjustment and supplementation of Business Line amendments and supplements to the charter and amendments and supplements to the business lines of IDICO Srok Phu Mieng Hydropower Joint Stock Company:

6.1. Approval of adjustments and supplements to the business lines of IDICO Srok Phu Mieng Hydropower Joint Stock Company as follows:

Change in content	Current business lines		Business lines after amendment and supplementation	
	Industry	Code	Industry	Code
1. Change the industry code to 3512: Amend the content of business sectors to comply with the provisions of Decision No. 36/2025/QD-TTg dated September 29, 2025, issued by the Prime Minister on the promulgation of the Vietnamese economic sector system.	Electricity production (main) <i>Details: Hydroelectricity, Coal-fired power, Gas-fired power, Wind power, Solar power, Other electricity</i>	3511	Electricity production from renewable energy sources (main) <i>Details: Hydroelectricity, Wind power, Solar power, Electricity production from other renewable energy sources</i>	<u>3512</u>
2. Change the industry code to 3513: Amend the content of business sectors to comply with the provisions of Decision No. 36/2025/QD-TTg dated September 29, 2025, issued by the Prime Minister.	Transmission and distribution of electricity <i>Details: Electricity transmission, Electricity distribution</i>	3512	Transmission and distribution of electricity <i>Details: Electricity transmission, Electricity distribution</i>	<u>3513</u>

3. Add industry code 7740: Add business sector content to comply with the provisions of Decision No. 36/2025/QD-TTg dated September 29, 2025, issued by the Prime Minister.			<u>Leasing of non-financial intangible assets</u> <u>Details: Trading Renewable Energy Certificates (REC);</u>	<u>7740</u>
4. Add industry code 4679: Add business sector content to comply with the provisions of Decision No. 36/2025/QD-TTg dated September 29, 2025, issued by the Prime Minister.			<u>Wholesale of other specialized goods not elsewhere classified</u> <u>Details: Purchase and sale of greenhouse gas emission reduction credits</u>	<u>4679</u>

6.2. Approval of the amended and supplemented Charter of IDICO Srok Phu Mieng Hydropower Joint Stock Company as attached.

- This amended and supplemented charter shall take effect from the date of approval by the General Meeting of Shareholders and shall replace the current charter.

7. Approval of the amended and supplemented Internal Governance Regulations of IDICO Srok Phu Mieng Hydropower Joint Stock Company ("Governance Regulations") as attached.

- These amended and supplemented Governance Regulations shall take effect from the date of approval by the General Meeting of Shareholders and shall replace the current Governance Regulations.

8. Approval of the amended and supplemented Operational Regulations of the Board of Directors ("BOD Regulations") of IDICO Srok Phu Mieng Hydropower Joint Stock Company as attached.

- These amended and supplemented BOD Regulations shall take effect from the date of approval by the General Meeting of Shareholders and shall replace the current BOD Regulations.

9. Approval of the amended and supplemented Operational Regulations of the Supervisory Board ("SB Regulations") of IDICO Srok Phu Mieng Hydropower Joint Stock Company as attached.

- These amended and supplemented SB Regulations shall take effect from the date of approval by the General Meeting of Shareholders and shall replace the current SB Regulations.

Article 3. Implementation Provisions:

The Annual General Meeting of Shareholders 2026 of IDICO Srok Phu Mieng Hydropower Joint Stock Company assigns the Board of Directors to implement and

supervise the Executive Board in executing the contents approved by the General Meeting at this session to ensure the interests of shareholders, the enterprise, and compliance with legal regulations. The Board of Directors shall report to the General Meeting of Shareholders at the nearest meeting.

This resolution consists of ... pages, prepared and approved at the Annual General Meeting of Shareholders 2026 of IDICO Srok Phu Mieng Hydropower Joint Stock Company on April 22, 2026, with voting shares in favor, accounting for% of the total number of voting shares and is published on the website: www.idico-shp.vn for shareholders and investors to access and review of information.

Recipients:

- Shareholders (Company Website);
- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Directors;
- Supervisory Board;
- Archive: Records, General Affairs.

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

Nguyen Van Thinh