

**REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025
AND PLANS FOR 2026**

To: The General Meeting of Shareholders

The Board of Directors of IDICO Srok Phu Mieng Hydropower Joint Stock Company ("*Company/IDICO-SHP*") respectfully reports to the General Meeting of Shareholders on the activities of the Board of Directors ("*BOD*") of the company in 2025 and plans for 2026, specifically as follows:

I. Activities of the Board of Directors in 2025

The Company's Board of Directors consists of 5 members, including 1 member concurrently serving as a member of the Executive Board. The company does not have an independent BOD member, specifically as follows:

1. Mr. Nguyen Van Thinh - Chairman of the BOD;
2. Mrs. Tran Thuy Giang - BOD Member (dismissed on April 22, 2025);
3. Mr. Truong Thanh Binh - BOD Member (appointed on April 22, 2025) - Director;
4. Mr. Nguyen Quoc Viet - BOD Member;
5. Mr. Nguyen Phong Danh - BOD Member;
6. Mr. Mai Dinh Nhat - BOD Member.

The company's Board of Directors operates collectively, with each member assigned specific duties and areas of responsibility. Matters within the authority of the Board of Directors are discussed collectively and documented in the Meeting Minutes or Written Opinions.

1. Summary of BOD Meetings and Decisions

In 2025, the company's Board of Directors held 7 direct meetings and 17 meetings via written opinions, ensuring compliance with the agenda, number of attending members, and voting as prescribed by law, detailed as follows:

No.	Content	Result	Note
1	Number of Board of Directors meetings	07	
2	Number of written opinions collected from the Board of Directors	17	
3	Number of Resolutions/Decisions issued	25	

The decisions of the Board of Directors at the meetings comply with the applicable

laws and regulations; they are consistent with the Company Charter and resolutions approved by the General Meeting of Shareholders.

2. Management and Direction of the Implementation of the 2025 Objectives and Targets according to the Resolution of the Annual General Meeting of Shareholders 2025

The Annual General Meeting of Shareholders 2025 issued Resolution No. 01/NQ-DHĐCĐ dated April 22, 2025, with the main contents as follows:

- Dividend payment for 2024: The dividend payout ratio is 20% of charter capital.
- Plan for 2025:
 - + Electricity output: 218 million kWh.
 - + Clean water output: 787,440 cubic meters.
 - + Total revenue and other income: VND 196,040 million.
 - + Profit before tax: VND 91,094 million.
 - + Profit after tax: VND 72,727 million.
 - + Dividend payout ratio: 20% of charter capital.

The Board of Directors closely adhered to the resolution of the General Meeting of Shareholders to implement and direct execution, with the results as follows:

2.1. Business Operations

In 2025, the situation regarding storms and floods was complex and unpredictable. The storms and floods occurred intensively and extremely, breaking many historical records (*with 15 storms, 06 tropical depressions*) and significantly affecting many regions of Vietnam.

In 2025, IDICO-SHP also faced numerous challenges:

- During the early dry months of the year: intense heat was experienced, with an average water flow of 70 cubic meters per second, which was lower compared to 77 cubic meters per second in the same period of 2024.
- The percentage of electricity output settled at contract prices (*alpha rate*) continued to be applied to hydropower plants at 98%. The electricity market price in 2025 was lower compared to the same period in 2024.
- Water consumers continued to reduce costs, using less water than in previous years.

In light of these difficulties, the company's Board of Directors oriented and quickly decided on arising issues, directing the Executive Board to implement focused solutions, operate efficiently, maximize water resources, and strive to best fulfill the business and production tasks for 2025 as set by the General Meeting of Shareholders. The company's business results for 2025 are as follows:

No.	Main Indicators	Unit	Plan for 2025 (Assigned by the General Meeting of Shareholders)	Actual for 2025	Actual for 2024	Percentage of 2025 implementation compared to	
						Plan for 2025	Same period in 2024
1	Commercial electricity output	Million kWh	218	251	222	115%	113%
2	Clean water output	m ³	787,440	728,792	778,432	93%	94%
3	Total revenue and other income	Million VND	196,040	221,373	199,893	113%	111%
4	Profit before tax	Million VND	91,094	105,497	94,378	116%	112%
5	Profit after tax	Million VND	72,727	84,247	76,193	116%	111%
6	Dividend/Charter Capital submitted to the General Meeting of Shareholders	%	20%	25%	20%	125%	125%

2.2. Organizational and Human Resources Work

- With the aim of streamlining the organizational structure, the Board of Directors directed the company to complete the organizational structure, restructure the workforce, determine staffing, build a new salary scale, and establish a new salary fund to be applied from January 1, 2025. In 2025, employee income was paid according to job position and work performance (*KPI*).

- The total workforce as of December 31, 2025, was 56 people (*compared to the beginning of 2025, the total workforce decreased by 2 people*).

2.3. Financial Work

- The Board of Directors directed the company's Executive Board to implement appropriate financial solutions, ensuring effective use of capital and cash flow for business operations and dividend payments to shareholders as planned. Additionally, various measures were taken to control and reduce business costs, contributing to increased profits for the company (*the company's post-tax profit reached 116% of the plan*).

- Regarding debt situation: Currently, IDICO-SHP has no doubtful receivables or overdue debts that are uncollectible

- Dividend payment situation for 2024: Based on the resolution of the Annual General Meeting of Shareholders 2025, the Board of Directors directed the completion of the 2024 dividend payment to shareholders at a payout ratio of 20% of charter capital.

2.4. Internal Governance Work

The Board of Directors directed the company to review, amend, and supplement the company's internal regulations for the Board's consideration and issuance for application

within the company, such as issuing the Information Disclosure Regulations, Financial Regulations, Investment Management Decentralization Regulations, Payment Procedures, and Contractor Selection Regulations.

3. Supervisory Activities of the Board of Directors

3.1. In terms of supervision methods

Pursuant to the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors, the Board of Directors has executed its supervisory duties over the Director and other executives through Board meetings, Resolutions, Decisions, internal management regulations, and directives governing the company's business operations to fulfill the mandates set by the General Meeting of Shareholders.

3.2. Regarding the supervision results of the Director and other executives

- In 2025, the Director and other executives (Executive Management Team) of the company adhered closely to the Resolutions of the General Meeting of Shareholders, as well as the Resolutions and Decisions of the Board of Directors, to implement the assigned tasks. The Executive Management Team has made efforts in organizing and managing the company's business operations to optimize revenue, costs, and profits, enhance business efficiency, ensure compliance with the law, and protect the rights of shareholders and employees, while fulfilling tax obligations to the state.

- The Executive Management Team regularly reports to the Board of Directors on the production situation, business activities, financial status, and other aspects of the company's operations to enable the Board of Directors to provide timely guidance, striving to fulfill the assigned tasks to the best extent possible.

- In the course of managing business operations, the Executive Management Team consistently adheres to internal regulations and the Company Charter. Information and reports are regularly and comprehensively provided to the members of the Board of Directors, facilitating timely direction and supervision by the Board over the Executive Management Team.

The business operation results for 2025, with a post-tax profit of VND 84,247 million, representing 116% of the plan, have led the Board of Directors to evaluate that the Executive Management Team has fulfilled the business operation tasks for 2025.

4. Remuneration, Expenses, and Other Benefits of the Board of Directors

The remuneration, operational expenses, and other benefits of the Board of Directors and each member of the Board are reported and disclosed in accordance with the Law on Enterprise and the Law on Securities.

Specific information and figures are detailed in the audited Financial Statements for 2025 and the 2025 Annual Report. Shareholders are kindly requested to refer to these reports

available on the website of IDICO Srok Phu Mieng Hydropower Joint Stock Company at the following link: <https://idico-shp.vn/chuyen-muc/42.Quan-he-co-dong.html>.

5. Activities of Independent Members of the Board of Directors and Their Evaluation of the Board's Performance: The Company does not have any independent members on the Board of Directors.

6. Evaluation Results of the Board of Directors' Activities

- Based on legal provisions and the Company Charter, the Board of Directors has correctly performed its functions, duties, and powers concerning supervision, direction, and issuance of Resolutions and Decisions to enhance business operation efficiency, preserve and develop the company's capital, while ensuring that the company's activities always comply with the Company Charter and state laws.

- In implementing the General Meeting of Shareholders' resolution 2025, the Board of Directors has diligently conducted regular meetings, assessed the situation quarterly or as needed based on business requirements, and issued specific Resolutions and Decisions within its authority to guide the Executive Management Team in executing all aspects of the company's business operations.

The Board of Directors convened regular and extraordinary Board meetings, conducted opinion polls among Board members, and issued Resolutions and Decisions directing the company's activities. The Board meetings were organized and adhered to the formalities stipulated in the Company Charter. Resolutions and decisions are adopted based on the consensus of the members of the Board members, in compliance with the Charter, internal governance regulations, Board operational regulations, and applicable laws.

Board members were assigned tasks appropriate to their capabilities and expertise, resulting in the successful completion of their duties. In the course of performing their duties, members of the Board of Directors have made efforts to manage the company in line with its development orientation, always acting in the interests of shareholders and the overall growth of the enterprise.

7. Report on Related Transactions

Transactions between the company, its subsidiaries, and entities controlled by the public company with over 50% of charter capital, and Board members and their related persons: none.

Transactions between the company and entities where a Board member is a founding shareholder or has been a business manager within the last three years prior to the transaction: none.

8. Information Disclosure and Investor Relations

The company's information disclosure is consistently ensured to be timely, public, and transparent in accordance with regulations.

Channels for receiving and promptly processing information from shareholders/investors (*telephone, email, in-person, etc.*) are regularly maintained to provide shareholders/investors with the most timely and accurate information.

II. Board of Directors' Operational Plans for 2026

1. Business Operation Plans for 2026

The Board of Directors unanimously submits to the General Meeting of Shareholders for approval the business production and investment plan for 2026 with the following key targets:

No.	Main Indicators	Unit	Actual for 2025	Plan for 2026	Percent. of 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/Charter Capital Submitted to AGM	%	25%	20%	80%
7	Total Investment Value	Million VND	-	5,500	

2. Objectives and Key Tasks of the Board of Directors for 2026

2.1. Objectives

- Achieve the business operation targets set by the General Meeting of Shareholders.
- Stabilize the business operation of electricity and clean water based on existing machinery and equipment, ensuring the company's main business production activities are safe and efficient.

- Continue to renovate and gradually upgrade power plant equipment systems.
- Continue to seek investment in solar power projects and upgrade and expand clean water supply.

2.2. Key Tasks

- Direct the Executive Management Team to manage the safe and efficient operation of the power and water plants; manage and save costs.

- Continue directing the assessment of the technical condition of equipment systems and facilities after many years of operation to develop plans for renovation, repair, equipping, replacement, and reserve.

- Continue directing the implementation of the renovation and repair of the Distributed Control System (DCS) of the power plant according to the proposed plan.

- Continue directing the monitoring of solar power project planning, updating inclusion in the power plan of Dong Nai province.

2.3. Other Tasks

- Continue monitoring the supplementation of water plant planning, seeking and assessing the demand for clean water usage in the area to develop appropriate investment and clean water supply plans.

In 2026, the Board of Directors will continue to proactively direct and supervise to complete the plan approved by the General Meeting of Shareholders.

The above is the report on the activities of the Board of Directors in 2025 and the activity plan for 2026. The Board of Directors sincerely looks forward to the continued attention, support and sharing from esteemed shareholders, as well as the cooperation and support from partners, so that IDICO Srok Phu Mieng Hydropower Joint Stock Company can continue to grow and develop.

The Board of Directors respectfully submits to the General Meeting of Shareholders for voting approval.

Sincerely.

Recipients:

- Shareholders;
- Board of Directors;
- Supervisory Board;
- Archive: Records, General Affairs.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON





Nguyen Van Thinh