

No. **1152**/DLTKV-VP

Hanoi, April 23rd 2025

PERIODIC INFORMATION DISCLOSURE
Correction of documents - Annual General Meeting of Shareholders

Attn to:

- The State Securities Commission;
- Hanoi Stock Exchange.

1. Organization name: Vinacomin - Power Holding Corporation

- Stock code/ Member code: DTK
- Address: Floor 16th, Vinacomin Tower - No. 3 Duong Dinh Nghe, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam.
- Telephone: 024 3516 1605
- Email: vp@vinacominpowers.vn

2. Content of disclosed information:

Vinacomin - Power Holding Corporation would like to announce the corrections to the documents for the Annual General Meeting of Shareholders, which were previously published attached to Documents No. 1085/DLTKV-VP dated April 18th 2025, as follows:

2.1. Document No.1046/TTr-DLTKV dated April 16th 2025: Vietnamese version of the previously published document regarding approval of contracts and transactions between the Corporation and related parties in 2025 shall be replaced due to misattachment.

2.2. The performed value of 2024 investment plan (at 4th row), the achievement rate of investment plan in the 2024 business results table, and main indexes of 2025 business plan in Article 1 of the draft Resolution of the Meeting shall be corrected as follows:

Previously published content:

4	Investment plan (VND billion)	502	575,3	114,69%	1.404
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Corrected content:

4	Investment plan (VND billion) *	571	575,3	100,7%	1.404
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** Plan value for 2024 according to the adjusted 2024 investment plan.*



3. This information was disclosed on the Corporation's website on the same day at the address: www.dienluctkv.vn

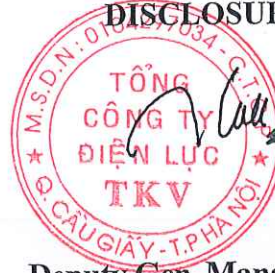
We hereby declare that the above information is true and we take full legal responsibility for the contents of the disclosed information.

Best regards./.

Recipient:

- As above;
- BOD, Party Committee, BOS (e-copy, report);
- CEO Ngo Tri Thinh (e-copy, report),
- Deputy CEOs, Chief Accountant (e-copy, report);
- DLT KV's departments (e-copy);
- Admin. Office (Website DTK);
- Archive: Admin. Office, Personnel Dept., NgH(02)

**BY ORDER OF CEO
AUTHORIZED INFORMATION
DISCLOSURE OFFICER**



**Deputy Gen. Manager of Gen. Affairs
Nguyen The Hong**



Ha Noi, April 16, 2025

No: 1046 /TTr-DLTKV

PROPOSAL

On the payment of salaries and remuneration in 2024 and the proposed salary and remuneration levels for 2025 for members of the Board of Directors, the Supervisory Board, and executive officers of the Corporation

To: The General Meeting of Shareholders of the Corporation

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016, of the Government on labor, salary, and remuneration for joint-stock Companies, with controlling state capital, and Circular No. 28/2016/TT-BLDTBXH guiding the implementation of Decree No. 53/2016/ND-CP of the Government;

Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024, of the Vietnam National Coal and Mineral Industries Holding Corporation Limited on issuing guidelines for the salary payment mechanism applicable within TKV;

Pursuant to the Charter on Organization and Operation of Vinacomin Power Holding Corporation ("DLTKV" or "the Corporation") dated December 26, 2024;

The Board of Directors (BOD) of Vinacomin Power Holding Corporation respectfully submits to the General Meeting of Shareholders the results on the implementation of salary and remuneration payments in 2024 and the proposed salary and remuneration levels in 2025 for members of the Board of Directors, the Supervisory Board, and executive officers of the Corporation, as follows:

1. Report on the implementation of salary and remuneration payments in 2024:

Pursuant to Resolution No. 13/NQ-DHDCD-2024 dated April 24, 2024, of the 2024 Annual General Meeting of Shareholders of Vinacomin Power Holding Corporation.

Pursuant to Official Letter No. 6959/TKV-KH dated December 11, 2024, from the General Director of Vietnam National Coal and Mineral Industries Holding Corporation Limited regarding the adjustment of some key business direction and plan indicators for 2024.

The Corporation has implemented the salary and remuneration payments in 2024 for members of the Board of Directors, the Supervisory Board, and executive officers of the Corporation as follows:

No	Management title	Avg. No. of people	Salary (million dong)			Remuneration (million dong)	
			GMS Resolution	VB 6959/TKV	Implementation	GMS Resolution	Implementation
1	Chairman of BOD	1				74.4	74.4
2	Member of BOD, BOM	1	612	666	798.4	64.8	64.8
3	Member of BOD, (Full-time)	1	550.8	599.4	718.6		
4	Member of BOD , Deputy General Director	1	550.8	599.4	718.6	64.8	64.8
5	Member of BOD (Independent)	1				324	324
6	Deputy General Director	4	2,203.20	2,397.60	2,188.8		
7	Chief Accountant	1	510	555.00	665.4		
8	Head of Supervisory Board (Full-time)	1	571.2	621.60	745.2		
9	Member of Supervisory Board	2				120	120
	Total		4,998	5,439	5,835	648	648

2. Plan for Salaries and Remuneration in 2025:

Based on targets of the business and production plan for 2025 of the Corporation and relevant documents from Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV) regarding the remuneration and salaries of the Board of Directors, Supervisory Board, and management officers of the Corporation:

a) Salaries for members of BOD, BOS, and management officers

No	Title	Number of people	Amount (million dong)	
			Plan for 2025	Avg/people/month
1	Member of BOD, BOM	1	720	60
2	Member of BOD , Deputy General Director	1	648	54
3	Member of BOD, (Full-time)	1	648	54
4	Head of Supervisory Board (Full-time)	1	672	56
5	Deputy General Director	4	2.592	54
6	Chief Accountant	1	600	50
	Total:		5,880	

b) Remuneration for members of BOD, BOS:

No	Title	Number of people	Basic salary per month (million dong /person-month)	Remuneration (million dong/person/month)	Amount
1	Chairman of BOD	1	31	$31 \times 1 \times 20\% = 6.2$	74.4
2	Member of BOS	2	25	$25 \times 1 \times 20\% = 5$	120
3	Member of BOD, BOM	1	27	$27 \times 1 \times 20\% = 5.4$	64.8
4	Member of BOD , Deputy General Director	1	27	$27 \times 1 \times 20\% = 5.4$	64.8
	Total:				324

c) Allowance for independent members of BOD:

No	Title	Basic salary per month (million dong /person-month)	Amount
1	Independent members of BOD	27,000,000	324,000,000

3.Payment Method:

- The salary of the Corporation's management has been announced by the Vietnam National Coal and Mineral Industries Holding Corporation Limited (TKV) in Official Letter No. 6636/TKV-KH dated November 26, 2024.

- The allowance for independent member of BOD is paid monthly and is calculated based on the basic salary according to Decision No. 1471/QĐ-TKV dated August 14, 2024.

- Monthly salaries and remuneration are temporarily paid at 80% of the planned salary and remuneration. The final salary settlement is based on the average planned salary, linked to the level of achievement of production, business, and profit targets (if production, business, and profit targets are exceeded the plan, for every 1% of profit exceeding the plan, the actual average salary can be increased by a maximum of 2%, but not exceeding 20% of the planned average salary).

- The remuneration is finalized based on the assessment of the performance of the Board of Directors (BOD), the Supervisory Board (SB), and the Corporation's management officers during the year.

- The remuneration of the BOD, SB, and Corporation's management officers is recorded as an operating expense of the Corporation.

Respectfully submitted to the General Meeting of Shareholders for review and approval./.

Recipients

- GMS of the Corporation;
- BOD. PC. BOS (e-copy);
- EM (e-copy);
- Trade union. Youth union (e-copy);
- Departments of DLTKV (e-copy);
- Archives: Archivist. PO. Secretary of BOD.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Ngo The Phiet

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
**VINACOMIN - POWER HOLDING
CORPORATION**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 15/NQ-DHDCD-2025

Ha Noi, April 24, 2025

RESOLUTION

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - POWER HOLDING CORPORATION**

**GENERAL MEETING OF SHAREHOLDERS
VINACOMIN - POWER HOLDING CORPORATION**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Vinacomin - Power Holding Corporation (the Corporation/DLTKV) dated December 26, 2024;

Pursuant to the Minutes of Meeting No. 15/BB-DHDCD-2025 dated April 24, 2025 of the 2025 Annual General Meeting of Shareholders (AGM) of Vinacomin - Power Holding Corporation (the Meeting).

RESOLUTION:

Article 1. Approval of the 2024 Production and Business Performance Report and the key targets of the 2025 Production and Business Plan and Development Investment Plan of the Corporation

1.1. The General Meeting of Shareholders approves the following: the 2024 Production and Business Performance Report, the 2025 Production and Business Plan and Development Investment Plan; The reports of the Board of Directors (BOD) and the Supervisory Board (SB); the 2024 audited financial statements of the Corporation; and the report on contracts and transactions between the Corporation and related parties (In which, in 2024 including: Vietnam National Coal – Mineral Industries Holding Corporation Limited (TKV), Cam Pha Port and Logistics Company – Vinacomin, Vinacomin Industry Investment Consultancy Joint Stock Company, Vinacomin - Nong Son Coal & Power Joint Stock Company); and the 2025 activity plan of the Corporation’s Supervisory Board, with the main contents as follows:

2024 Production and Business Performance Results and key targets of the 2025 Production and Business Plan (Parent Company):

No	Content	2024 Plan	2024 Actual	Achievement rate against plan (%)	2025 Plan
1	Commercial electricity output (million kWh)	9,196	8,387	89.63%	8,793
2	Revenue (billion VND)	13,578	12,964.1	92.28%	12,821.6

No	Content	2024 Plan	2024 Actual	Achievement rate against plan (%)	2025 Plan
3	Profit before tax (billion VND)	658	762.6	112.14%	677.4
4	Construction investment (billion VND) *	571	575.3	100.7%	1,404
5	Dividend payout ratio (%)	≥ 3.5%	5.0%	142.86%	≥ 3.5%

** Planned value for 2024 according to adjusted 2024 investment plan.*

1.2. The General Meeting of Shareholders authorizes the Board of Directors of the Corporation to direct the implementation of the 2025 Production and Business Plan and the 2025 Investment and Construction Plan approved by the General Meeting of Shareholders, and to make adjustments to these plans when necessary, with subsequent reporting to the shareholders at the next General Meeting.

Article 2. Approval of the profit distribution plan for 2024 and the profit distribution plan for 2025:

The General Meeting of Shareholders approves the profit distribution plan for 2024 and the profit distribution plan for 2025 as reported by the Corporation's Board of Directors at the Meeting, and authorize the Corporation's Board of Directors to implement the plans in compliance with current regulations, with the main contents as follows:

*** Implementation in 2024:**

NO	Content	Amount (VND)
1	Accumulated retained earnings to 2024 – Parent Company	1,215,981,068,554
	<i>In which:</i>	
-	Previous year's after-tax profit carried forward	513,053,011,873
-	Actual after-tax profit in 2023	702,928,056,681
2	Accumulated retained earnings to 2024 – Consolidated	1,197,703,602,619
3	Expected profit distribution in 2024	620,773,470,122
3.1	Dividend payout ratio	5.0%
3.2	Dividend payment	341,383,737,500
3.3	Appropriation to funds	279,389,732,622
-	<i>Development Investment Fund (30%)</i>	<i>210,878,417,004</i>
-	<i>Management Bonus Fund for Management Personnel (1 month's salary)</i>	<i>486,251,708</i>
-	<i>Bonus and Welfare Fund (2 months' salary)</i>	<i>68,025.063,910</i>
4	Retained earnings after distribution - Parent	595,207,598,432

	Company	
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*** Plan for 2025**

No	Description	Amount (VND)
1	Profit after tax – Parent company (estimated)	541,941,600,000
2	Profit distribution plan for 2025	
2.1	Dividend payout ratio (excluding retained earnings from previous years)	$\geq 3.5 \%$
2.2	Profit appropriated to funds	
-	<i>Development Investment Fund</i>	$\leq 30\%$
-	<i>Bonus Fund for Management Personnel</i>	$\leq 1.5 \text{ month's salary}$
-	<i>Bonus and Welfare Fund</i>	$\leq 3 \text{ month's salary}$

Article 3. Approval of the report on the payment of salaries, remuneration for the Board of Directors, Supervisory Board, and management personnel of the Corporation in 2024 and the payment plan for 2025:

The General Meeting of Shareholders approves the payment of salaries, remuneration for the Board of Directors, Supervisory Board, and management personnel of the Corporation in 2024 and the payment plan for 2025, as presented in the report by the Board of Directors of the Corporation at the Meeting, and authorizes the Board of Directors of the Corporation to implement the plan in compliance with current regulations

Article 4. Approval of the selection of an independent auditing firm to audit the 2025 financial statements (FS):

- The General Meeting of Shareholders approves the selection of an independent auditing firm to audit the Corporation's 2025 financial statements, as presented in the report by the Supervisory Board of the Corporation at the Meeting

- The General Meeting of Shareholders approves delegating the task to General Director to organize the selection of the contractor, sign the decision approving the contractor selection results, and sign the auditing contract for the Corporation's 2025 financial statements. After the audit contract is signed, one copy will be sent to the Supervisory Board for review and to ensure timely implementation.

Article 5. Implementation provisions:

This resolution was approved by the 2025 Annual General Meeting of Shareholders of Vinacomin - Power Holding Corporation on April 24, 2025, and is effective from the date of approval./.

Recipients:

- Shareholders of the Corporation (e-copy);
- BOD, Party Committee, BOS (e-copy);
- GD Ngo Tri Thinh (e-copy);
- DGDs, CA (e-copy);
- Trade Union, Ho Chi Minh Communist Youth Union (e-copy);
- DLTKV Departments (e-copy);
- Archive: BOD, GMS records.

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**

**CHAIRMAN OF THE BOD
Ngo The Phiet**