

No. 248/TTr-HHC-HDQT

Nghe An, March 24, 2025

**PROPOSAL**

**On approving the profit distribution plan in 2024**

To: General Meeting of Shareholders of Hua Na Hydropower Joint Stock Company.

*Pursuant to the Law on Enterprises dated June 17, 2020;*

*Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government Regulations on labor, salary, remuneration, and bonuses of companies with dominant State contributed capital;*

*Pursuant to Circular No. 28/2016/TT-BLDTBXH dated September 01, 2016 of the Ministry of Labour, Invalids and Social Affairs promulgating the Circular guiding the implementation of regulations on labor, salary, remuneration and bonus for companies with dominant State contributed capital;*

*Pursuant to the Charter of organization and operation of Hua Na Hydropower Joint Stock Company;*

*Pursuant to Decree No. 61/QĐ-HHC-HĐQT dated September 25, 2023 on approving and promulgating the financial management regulation of Hua Na Hydropower Joint Stock Company;*

*Pursuant to Resolution No. 24/NQ-HHC-ĐHĐCĐ dated April 24, 2024 of Annual General Meeting of Shareholders in 2024 of Hua Na Hydropower Joint Stock Company;*

*Pursuant to the audited 2024 financial statements of Hua Na Hydropower Joint Stock Company.*

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the 2024 Profit Distribution Plan as follows:

**1. Profit Distribution Plan for 2024**

Unit: VND

No	Content	2024 profit distribution		Notes
		Disbursement rate/value	Amount	
1	Undistributed profit after tax as of December 31, 2024		731,489,626,480	

No	Content	2024 profit distribution		Notes
		Disbursement rate/value	Amount	
1.1	Accumulated undistributed profit carried forward to December 31, 2024		461,736,894,282	
1.2	Profit after tax in 2024		269,752,732,198	
<b>2</b>	<b>Expected profit distribution in 2024</b>		<b>280,803,085,220</b>	
2.1	Disbursement from the Investment and Development Fund	10%	26,975,273,220	
2.2	Disbursement from the Reward and Welfare fund	06 average months' salary	17,843,760,000	<i>Average employee salary: 2,973,960,000</i>
2.3	Disbursement from Management Bonus Fund	1.5 average months salary of managers	751,842,000	<i>Average manager salary 501,228,000</i>
2,4	Cash dividends payout rate	10%	235,232,210,000	<i>= 10%* Charter capital</i>
<b>3</b>	<b>Residual profit after distribution (1-2)</b>		<b>450,686,541,260</b>	

## 2. Assignment to the Board of Directors of the Company to decide:

The time to pay dividends in accordance with the Company's cash flow, ensuring the payment time in accordance with regulations.

It is respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely!

### Recipient:

- As above;
- BOD, BOS member;
- Board of Directors of the Company;
- Saved at Admin, Accounting Dept.

ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN



*Thanh*  
Hoang Xuan Thanh