

No: 368/2026/NQ-ĐHĐCĐ

Khanh Hoa, April 22nd 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

GENERAL MEETING OF SHAREHOLDERS
POWER ENGINEERING CONSULTING JOINT STOCK
COMPANY 4

Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17th 2020;

Pursuant to the Charter of Power Engineering Consulting Joint Stock Company 4;

Pursuant to the voting results at the Annual General Meeting of Shareholders 2026 (AGM) held on April 22nd 2026;

The General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 4,

APPROVED:

Article 1. Approval of the Report of the Board of Directors for 2025 and the plan for 2026.

Article 2. Approval of the Report of the Board of Supervisors for 2025 and the plan for 2026.

Article 3. Approval of the Audited Financial Statements and 2025 business performance results, with key indicators as follows:

- Total revenue	:	314,045 million VND
- Profit before tax	:	45,675 million VND
- Profit after tax	:	42,719 million VND

Article 4. Approval of the profit distribution plan for 2025

No.	Content	Amount
I	Total distributable profit	45,845,793,173
	- Profit after tax for 2025	42,718,602,684
	- Retained profit from previous years	3,127,190,489

II	Profit distribution (1) + (2) + (3)	45,845,793,173
1	Dividends paid in cash (dividend rate: 10%)	19,781,493,000
2	Bonus and welfare fund (including bonus fund for managers, supervisors)	25,872,700,000
3	Accumulated retained profit	191,600,173

Article 5. Approval of the construction investment and asset, machinery, and equipment procurement in 2025: 7.429 billion VND.

Article 6. Approval of the business plan for 2026 with the following key indicators:

No.	Indicator	Unit	Value
1	Total revenue	Billion VND	402.5
2	Profit before tax	Billion VND	45.675
3	Profit after tax	Billion VND	42.719
4	Expected cash dividend (not lower than)	%	10%

Article 7. Approval of the construction investment and asset, machinery, and equipment procurement in 2026: 5,5 billion VND.

Article 8. Approval of the profit distribution plan for 2026

- Cash dividend not lower than 10%.

- Allocation to Investment and Development Fund: Maximum in accordance with Point a, Clause 2, Article 25 of Law No. 68/2025/QH15 dated June 14th 2025, of the National Assembly.

- Allocation to Bonus and welfare fund for employees: Maximum in accordance with Point b, Clause 2, Article 25 of Law No. 68/2025/QH15 dated June 14th 2025, of the National Assembly.

Article 9. Approval of salaries and remuneration for the Board of Directors (BOD) and Board of Supervisors (BOS)

Implementation in 2025:

- Salary of the Board of Directors at the following levels:

+ Chairman of the Board: 100,800,000 VND / month

+ Member of the Board: 81,600,000 VND / month

The actual salary fund of the Board of Directors for 2025 is: **2,107.200 million VND.**

- Remuneration of the BOD and BOS at the following levels:

+ Member of the Board of Directors: 16,320,000 VND / month

+ Chief Supervisor: 16,800,000 VND / month

+ Member of the Board of Supervisors: 16,320,000 VND / month

Total actual remuneration fund for 2025: **1,115.520 million VND.**

Plan for 2026:

- Salary of the Board of Directors planned for 2026 at the following rates:

+ Chairman of the Board : 84 million VND/ month

+ Member of the Board : 68 million VND / month

- Remuneration of the BOD, BOS planned for 2026 at the following rates:

+ Non full-time Member of BOD : 13.6 million VND / month

+ Independent Member of BOD : 13.6 million VND / month

+ Non full-time Chief Supervisor : 14.4 million VND / month

+ Non full-time Member of BOS : 13.6 million VND / month

Article 10. Approval of the authorization for the Board of Directors to decide on the selection of the auditor for the 2026 Financial Statements, based on the proposal of the Board of Supervisors and the list of qualified audit firms approved by the State Securities Commission for public interest entities in the securities sector in 2026.

Article 11. Approval and authorization for the Board of Directors of Power Engineering Consulting Joint Stock Company 4 to decide on the Company's approval to enter into loan agreements, asset sale transactions in 2026 with a value exceeding 10% of the total assets recorded in the 2025 financial statements, or transactions resulting in the total value of transactions incurred in 2026 reaching 35% or more of the total assets recorded in the 2025 financial statements, with Vietnam Electricity (EVN) and its member units (major shareholders holding over 51% of the Company's charter capital), in accordance with regulations. This authorization shall be effective from the date it is approved by the 2026 Annual General Meeting of Shareholders until the date of the 2027 Annual General Meeting of Shareholders.

Article 12. Approval of the dismissal of the position as member of the Board of Directors for Mr. Vu Thanh Danh.

Article 13. Ratification of the election result of the member of the Board of Directors for the 2026–2031 term: Mr. Huynh Minh Quang.

Article 14. Implementation clause

This Resolution shall take effect from the date of signing.

The General Meeting of Shareholders assigns the Board of Directors, the Board of Supervisors and the Executive Board to be responsible for implementing this Resolution./.

Recipients:

- As stated in Article 14;
- State Securities Commission, HNX;
- Archive: AMO, BOD.

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

Singed

Le Cao Quyen