

Số/No: ..288...../TB-VSH

Gia Lai, ngày ..26.. tháng 03 năm 2026  
Gia Lai, March ..26.., 2026

**THÔNG BÁO THAY ĐỔI NHÂN SỰ**  
**CHANGE IN PERSONNEL**

**Kính gửi: Sở Giao dịch Chứng khoán Việt Nam/ Sở Giao dịch Chứng khoán Hà Nội/ Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh**  
**To: Vietnam Exchange/ Hanoi Stock Exchange/ Hochiminh Stock Exchange**

Căn cứ theo Nghị quyết số ..286...../NQ-ĐHĐCĐ ngày ..26../03/2026, của ĐHĐCĐ Công ty CP Thủy điện Vĩnh Sơn - Sông Hình (VSH), chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty CP Thủy điện Vĩnh Sơn - Sông Hình, như sau:

*Based on the Resolution no. ..286.../NQ-ĐHĐCĐ dated March ..26.., 2026 of the Annual General Meeting of Shareholder, Vinh Son - Song Hinh Hydropower JSC (VSH), we would like to announce the change in personnel of Vinh Son - Song Hinh Hydropower JSC as follows:*

**1. Trường hợp bổ nhiệm/In case of appointment:**

Bổ nhiệm thành viên Ban kiểm soát (BKS)/ *Appointment of member of Supervisory Board (SB)*

STT/ No	Họ và tên <i>Full name</i>	Chức vụ trước khi bổ nhiệm/ <i>Former position in the organization</i>	Chức vụ được bổ nhiệm/ <i>Newly appointed position</i>	Thời hạn bổ nhiệm/ <i>Term</i>	Ngày bắt đầu có hiệu lực/ <i>Effective date:</i>
1.	Ông/Mr Trần Văn Hoàng	Không/no	Thành viên BKS/ <i>member of SB</i>	Thời gian còn lại của nhiệm kỳ 2025 -2030/ <i>Remaining time of the 2025-2030 term</i>	26/3/2026 <i>March 26, 2026</i>

**2. Trường hợp miễn nhiệm/từ nhiệm/In case of dismissal/resignation:**

Miễn nhiệm thành viên Ban kiểm soát (BKS)/ *dismissal of member of Supervisory Board (SB)*



STT /No	Họ và tên Full name	Không còn đảm nhận chức vụ/ <i>Dismissed/ Resigned position:</i>	Lý do miễn nhiệm (nếu có)/ <i>Reason (if any):</i>	Ngày bắt đầu có hiệu lực/ <i>Effective date:</i>	Ghi chú/Note
1	Bà/Ms. Vũ Thị Thanh Hải	Thành viên BKS/ <i>member of SB</i>	Từ nhiệm/ <i>resignation</i>	26/3/2026 <i>March 26, 2026</i>	Nghị quyết số <del>286</del> /NQ- ĐHĐCĐ  <i>Resolution no. <del>286</del>/NQ- ĐHĐCĐ</i>

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày ~~26~~./3/2026 tại đường dẫn: <https://vshpc.evn.com.vn>

*This information was published on the company's website on March ~~26~~., 2026, as in the link: <https://vshpc.evn.com.vn>*

**Tài liệu đính kèm/Attached documents:**

- Nghị quyết số ~~286~~/NQ-ĐHĐCĐ ngày ~~26~~./3/2026  
*Resolution no. ~~286~~/NQ-ĐHĐCĐ dated March ~~26~~., 2026*

**Đại diện tổ chức/ Organization representative**

**TỔNG GIÁM ĐỐC**

**GENERAL DIRECTOR**



**Nguyễn Văn Thanh**



No: 286 /NQ-ĐHĐCĐ

Gia Lai, March 26, 2026

**RESOLUTION  
2026 ANNUAL SHAREHOLDERS' MEETING  
VINH SON - SONG HINH HYDROPOWER JOINT STOCK COMPANY**

*Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*

*Pursuant to the Charter of Vinh Son - Song Hinh Hydropower Joint Stock Company (VSH);*

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders (AGM), dated March 26, 2026.*

**RESOLVED THAT:**

**A. THE AGM APPROVED THE FOLLOWING REPORTS:**

1. Approval of the General Director's Report on production and business results in 2025.

2. Approval of the Board of Directors' Report on governance and performance of the Board of Directors in 2025.

3. Approval of the Board of Supervisors' Report on the performance of the Board of Supervisors (BS), the Company's business results, and the performance of the Board of Directors (BOD) and General Director (GD) in 2025.

**B. THE AGM APPROVED THE FOLLOWING ISSUES:**

**Clause 1. Approval of the audited 2025 Financial Statements.**

- Approval rate: 100 %.

**Clause 2. Approving the 2025 production, business and financial results; 2026 production, business and financial plan, as follows:**

**2.1 Production, business and financial results in 2025:**

No	Contents	Unit of measure	2025		Result/Plan (%)
			Plan	Result	
1	Electricity output	mil.kWh	1,944.67	2,405.61	123.70%
2	Commercial electricity output	mil.kWh	1,916.00	2,378.80	124.15%
3	Revenue	Mil. VNĐ	1,865,242.81	2,349,308.78	125.95%
4	Costs	Mil. VNĐ	1,256,249.03	1,391,875.71	110.80%
5	Profit before tax	Mil. VNĐ	608,993.78	957,433.07	157.22%
6	Profit after tax	Mil. VNĐ	541,162.38	862,609.95	159.40%
7	Return on charter capital	%	22.88	36.51	159.59%

(Figures according to the audited 2025 Consolidated Financial Statements)

- Approval rate: 100 %.

## 2.2 Production, business and finance plan for 2026:

No	Contents	Unit of measure	Plan
1	Electricity output	mil.kWh	1,948.74
2	Commercial electricity output	mil. kWh	1,920.00
3	Revenue	Mil. VNĐ	1,886,517.68
4	Costs	Mil. VNĐ	1,230,406.73
5	Profit before tax	Mil. VNĐ	656,110.95
6	Profit after tax	Mil. VNĐ	583,829.01
7	Return on charter capital	%	24.71

- Approval rate: 100 %.

## Clause 3. Approval of 2025 profit distribution, 2025 dividend payment; 2026 Dividend Plan

### 3.1 Approval of 2025 profit distribution

No	Contents	Amount (VNĐ)	Note
1	Net profit after corporate income tax in 2025	862,609,955,656	
2	Undistributed net profit after corporate income tax from previous years	1,806,928,611,451	
3	Distributable net profit after corporate income tax (1+2)	2,669,538,567,107	
4	Distribution of profit in 2025 (a+b+c)	832,376,361,000	
a	Cash dividend to shareholders (35%)	826,844,361,000	
b	Amount allocated to the Bonus and Welfare Fund	5,032,000,000	
c	Amount allocated to the Bonus Fund for the Board of Directors and Supervisory Board	500,000,000	
5	Remaining profit after distribution (3-4)	1,837,162,206,107	

- Approval rate: 100 %

### 3.2 Approval of 2025 dividend payment: 35% on charter capital in cash.

- Approval rate: 100 %

### 3.3 Approval of 2026 dividend plan: minimum 20% on charter capital in cash.

- Approval rate: 100 %

## Clause 4. On remuneration of Board of Directors, Supervisory Board in 2025 and Remuneration Plan of Board of Directors, Supervisory Board for 2026:



4.1 Authorizing the BOD to review, examine and decide on the final settlement of the Salary and Remuneration Fund for the BOD, SB and GD in 2025

- Approval rate: 100 %

4.2 Approval of remuneration plan for the Board of Directors and Board of Supervisors for 2026 with amount of VND 2,558,549,702.

- Approval rate: 100 %

**Clause 5. Authorizing the BOD to consider and decide to select one of the following four auditing companies to audit VSH's 2026 Financial Statements:**

- + Ernst & Young Vietnam Co., Ltd
- + Deloitte Vietnam Co., Ltd
- + PwC Vietnam Co., Ltd
- + KPMG Co., Ltd

- Approval rate: 100 %

**Clause 6. Dismissal of Supervisory Board Member and Election of Additional Supervisory Board Member for the remaining time of the 2025-2030 term:**

6.1 The General Meeting unanimously agrees that Ms. Vu Thi Thanh Hai shall cease to hold the position of Supervisory Board Member of VSH (according to the resignation letter dated March 06, 2026), the percentage of approval is: 100 %

6.2 The General Meeting approves the list of candidates for Supervisory Board members for the remaining time of the 2025-2030 term.

**1. Mr. Tran Van Hoang**

- Year of birth: 1993

- Professional qualification: Corporate Finance

The General Meeting approves above, with the percentage of approval: 100 %.

6.3 Results of the election for the addition member of the Supervisory Board for remaining time of the 2025-2030 term: The General Assembly conducted a vote by secret ballot using the cumulative voting method and unanimously agreed Mr Tran Van Hoang was elected as a member of the Supervisory Board for the remaining term of the 2025-2030 term, with a percentage of approval: 100 %.

The Resolution of the 2026 Annual General Meeting of Shareholders of Vinh Son - Song Hinh Hydropower Joint Stock Company will be posted on the Company's website: [vshpc.evn.com.vn](http://vshpc.evn.com.vn) after the end of the General Meeting for information to shareholders and investors.

**ON BEHALF OF AGM**

**Chairman**



**Vo Thanh Trung**

