

No: 34 /2025/TB-CBTT

Hanoi, date 24 April 2025

NOTICE OF PERSONNEL CHANGES

(Form used for cases of appointment and/or dismissal/resignation)

**To: State Securities Commission
Hanoi Stock Exchange**

Based on Resolution of the 2025 Annual General Meeting of Shareholders No 01/2025/NQ-DHĐCĐ dated April 23, 2025 of VCP Construction and Energy Joint Stock Company, we respectfully announce the personnel changes of VCP Power & Construction Joint Stock Company as follows:

1. Case of appointment of Head of the Board of Supervisors

- Mr./Ms.: Nguyen Minh Hieu
- Position before appointment: *Director of Board of Supervisors, VSD Holdings Investment Joint Stock Company*
- Appointed position: *Head of Supervisory Board of VCP Construction and Energy Joint Stock Company*
- Term of appointment: Term 2024-2029
- Effective date: April 23, 2025

2. Case of appointment of Board of Supervisors member

- Mr./Ms.: Dinh Thuy Lam
- Position before appointment: *Chief Accountant of Xuan Minh Hydropower Joint Stock Company*
- Appointed position: *Member of the Board of Supervisors of VCP Construction and Energy Joint Stock Company*
- Term of appointment: Term 2024-2029
- Effective date: April 23, 2025

Cases of dismissal of the Head of the Board of Supervisors

- Mr./Ms.: Dinh Thi Hanh
- No longer holding the position: *Head of the Board of Supervisors of VCP Construction and Energy Joint Stock Company*
- Effective date: April 23, 2025

Cases of dismissal of members of the Board of Supervisors

- Mr /Ms: Nguyen Ho Ngoc

- No longer holding the position : *Member of the Board of Supervisors of VCP Construction and Energy Joint Stock Company*

- Effective date : April 23, 2025

**Attached documents:*

- Minutes, Resolution of the 2025 Annual General Meeting of Shareholders
- List of related persons .

Representative of the organization,
Person authorized to receive the notification
(Signed *full name*, position stamped)



Vu Ngoc Tu

No: 01/2025/NQ-ĐHĐCĐ

Thanh Hoa, dated 2025-04-23

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

----- GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020-06-17 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 2019-11-26 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on organization and operation of VCP Power & Contrstruction joint stock company;
- Pursuant to the Minutes of Meeting No. 01/2025/BB-ĐHĐCĐ dated 2025-04-23 of the 2025 Annual General Meeting of Shareholders.

RESOLVES:

Article 1: Approving the Report on operations No. 01/2025/BC-HĐQT dated 2025-04-02 of the Board of Directors in 2024 and the tasks, work plan for 2025.

Article 2: Approving the Report No. 02/2025/BC-HĐQT dated 2025-04-02 of the Board of Directors on the results of production and business activities in 2024 and the orientations and tasks for 2025.

Article 3: Approving the Report No. 03/2025/BC-BKS dated 2025-04-02 of the Supervisory Board on the operation and inspection results in 2024, and the work plan for 2025.

Article 4: Approving the Report on operations No. 04/2025/BC-HĐQT dated 2025-04-02 of the independent BOD member and the evaluation results of the independent member on the operation of the Board of Directors in 2024.

Article 5: Approving the Submission No. 01/2025/TTr-HĐQT dated 2025-04-02 on approving the Company's financial statements for 2024 that have been audited.

Article 6: Approving the authorization for the Board of Directors to select an independent auditing company to audit the 2025 financial statements of VCP Construction and Energy Joint Stock Company according to the Submission No. 02/2025/TTr-BKS dated 2025-04-02 of the Company's Supervisory Board.

Article 7: Approving the plan for distributing after-tax profit for the 2024 fiscal year according to the Submission No. 03/2025/TTr-HĐQT dated 2025-04-02 of the Board of Directors.



Article 8: Approving the proposed remuneration plan for the Board of Directors and the Supervisory Board in 2025 according to the Submission No. 04/2025/TTr-HDQT dated 2025-04-02.

Article 9: Approving the dismissal and plan for additional election of members of the Supervisory Board for the term 2024-2029 according to the Submission No. 05/2025/TTr-HDQT dated 2025-04-02:

9.1 Dismissal of the title of member of the Supervisory Board for Mrs. Dinh Thi Hanh and Mr. Nguyen Ho Ngoc

9.2. Results of additional election of members of the Supervisory Board for the remaining term of 2024-2029 are as follows:

No.	FULL NAME
1	Mrs. Nguyen Minh Hieu
2	Mrs. Dinh Thuy Lam

Article 10: Terms of implementation

This Resolution takes effect from 2025-04-23.

The General Meeting of Shareholders assigns the Board of Directors, General Director, and Supervisory Board of the Company to organize the implementation of the contents approved in this Resolution in accordance with the Company's Charter on organization and operation and current legal regulations.

Recipients:

- SSC, UPCOM;
- Shareholders (via website);
- BOD, BOS, General Director Board;
- Archiving.

**GENERAL MEETING OF SHAREHOLDERS
CHAIRPESON OF THE MEETING**



Vu Ngoc Tu



Number : 01/2025/BB-ĐHĐCĐ

Thanh Hoa, April 23, 2025

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

Name and Position: VCP POWER & CONSTRUCTION JOINT STOCK COMPANY

Pillar office Main: 19th Floor Building home Vinaconex, No. 34 Lang Ha, Lang Ha Ward, District Hea Da, Hanoi City, Vietnam.

Paper proof Received Business Registration No: 2800799804 by the Department Post sign terrible business Department Plan plan and Head private wall Hanoi street grant May 18, 2004, posted sign replace change time Thursday, June 15, 2022.

Today, on at 10:00 April 23, 2025, at Hall 3rd Floor, Hydropower Project Management Building, Address: Trung Chinh Village, Thuong Xuan Town, Thuong Xuan District, Thanh Hoa Province, Vietnam, VCP Power & Contrstruction joint stock company has progress onion Grand festival copper neck winter often year 2025 with the following content:

A. PART ONE – OPENING OF THE GENERAL MEETING OF SHAREHOLDERS

1. Opening grand festival :

Mr. Nguyen Thanh Phuong replaces Organizing Committee Grand festival progress onion the goalkeeper custom declare Mac Grand festival.

2. Report judge check private way neck winter:

Total number neck winter and grand area neck winter Okay right attend meeting Grand festival copper neck winter To be **826** neck winter To be nest function and fish core office have and grand area give total number **83,789,658** neck part.

(List neck winter Okay invite Reference attend Grand festival according to name book pin in March 24, 2025)

Grand festival Satisfied listen grandfather **Nguyen Thanh Phuong** instead Organizing Committee Grand festival labour dad conclude fruit check check body receive private way neck winter and grand area neck winter attend meeting like after:

- Total number neck winter and grand electricity neck winter real economy attend meeting Grand festival copper neck winter often year April 23, 2025 of the Company is **05 neck east** , department have or grand area give **74,957,102 neck part** , similar present with **89.46 %** total number neck part universal information Have right expression decide Reference attend Grand festival copper neck winter of the Joint Stock Company part Build build and Power VCP quantity . Large festival copper neck winter Satisfied expression decide through border content copy check check body receive private way neck winter and grand area neck winter attend meeting equal image awake raise Card expression decide with billion rate expression decide spread wall To be **100%** total number neck part Reference attend expression decide in grand festival.

- According to the rules determine belong to Business Law 2020, University festival copper neck winter often year 2025 of the Joint Stock Company part Build build and Power amount of VCP has enough thing case to progress onions. The necks winter and grand area neck winter attend meeting Have right expression decide according to number neck part but Surname office have or grand area
- 3. **Big festival through the List of Delegates Chairman, Secretariat, Election Committee send and Check vote expression decide Grand festival:**
 - **Mr. Nguyen Thanh Phuong** replaces Organizing Committee Grand festival gender Introduction:
 - * **List of Group Owners president consists of 02 components pill:**
 1. Mr. Vu Ngoc Tu - Owner president Festival copper - Owner coordinates management Corporate Governance Grand festival
 2. Mr. Trinh Nguyen Khanh - Board Member - Deputy Total - Member Supervisor Governor
 - * **Secretary Grand festival includes 01 component pill:**
 1. Mrs Sam Thi Thanh Hung
 - * **Election Committee send and Check vote expression decide consists of 02 components pill:**
 1. Mr. Nguyen Thanh Phuong - Head of Board
 2. Mr. Nguyen Viet Hoang - Member

Grand festival best mind through the name Presidium, Secretary, Election Committee send and Check vote expression decide Grand festival copper neck winter often year Company 's 2025 by image awake raise Card expression decide with billion rate expression decide spread wall To be **100%** soy sauce present **74,957,102 shares part** Reference attend expression decide in grand festival .

Group Leader Chairman, Secretary, Board of Supervisors vote expression decide Grand festival go up do job.
- 4. **Chapter program Grand Association , Rules do job belong to Grand festival**

Grand festival Satisfied listen **Mr. Trinh Nguyen Khanh** - Member of the Executive Committee chair , present display Chapter program Grand Association, Rules do job belong to Grand festival copper neck winter often year 2025.

Grand festival best mind through the Chapter content program Grand Association, Rules do job belong to Grand festival equal image awake raise Card expression decide with billion rate expression decide spread wall To be **100%** soy sauce present **74,957,102 neck part** Reference attend expression decide in grand festival.
- B. **PART TWO – CONTENTS PRESENTED AT THE CONFERENCE**
 1. **Mr. Trinh Nguyen Khanh** - Member of the Executive Committee president Satisfied program display before Grand festival:
 - Report No. 01/2025/BC-HĐQT dated April 2, 2025 of Festival copper management treat about active dynamic 2024 and duty case, plan plan labour work year 2025;

- Report No. 02/2025/BC-HĐQT dated April 2, 2025 of Festival copper management treat about conclude fruit active dynamic product export terrible business 2024 and direction direction duty service year 2025;
- Sheet program No. 03/2025/ TTr -HĐQT dated April 2, 2025 of Festival copper management treat about job stool coordinate profit profit after tax give year talent 2024;
- Sheet program No. 04/2025/ TTr -HĐQT dated April 2, 2025 of Festival copper management treat on remuneration đề xuấtfor the Board of Directors and Board of Supervisors in 2025;
- 2. **Mr. Trinh Nguyen Khanh** replaced face wall Independent Board Member set up Satisfied program display before Grand festival :
 - Report No. 04/2025/BC-HĐQT dated April 2, 2025 of wall Independent Board Member set up and conclude fruit fight price belong to wall pill toxic set up about active dynamic belong to Festival copper management treat year 2024
- 3. **Ms. Bui Hai Yen** - Member of the Supervisory Board Company Control display before Grand festival:
 - Report No. 03/2025/BC-BKS dated April 2, 2025 of the Board of Supervisors control about Activities and inspection results in 2024, work plan in 2025;
 - Sheet program No. 01/2025/ TTr -HĐQT dated April 2, 2025 on job through Report talent main 2024 has been Okay check maths;
 - Sheet program No. 02/2025/ TTr -BKS dated April 2, 2025 of the Board of Supervisors control on authorizing the Board of Directors to select an independent auditor to audit the 2025 financial statements.

C. PART THREE - ELECTION OF MEMBERS OF THE COMPANY SUPERVISORY BOARD FOR TERM 2024-2029

1. **Mr. Nguyen Thanh Phuong** presented display before Grand festival:
 Sheet program No. 05/2025/ TTr -HĐQT dated April 2, 2025 of Festival copper management treat through free infected and vote add to Supervisory Board member Company Control term 2024-2029.
 Grand festival Satisfied best mind through the content of the leaflet program No. 05/2025/ TTr -HĐQT dated April 2, 2025 by image awake raise Card expression decide, with billion rate expression decide spread wall To be **100%** (equivalent) present **74,957,102 neck part**), ratio rate Are not spread wall is 0% (equivalent) equivalent to 0 shares part), ratio rate Are not have an opinion is 0% (equivalent) equivalent to 0 shares part).
2. **Mr. Trinh Nguyen Khanh** program display before Grand festival name book application nominate send application Supervisory Board member control duty term 2024-2029, specifically body like after:

List application nominate elect members of the Board of Supervisors control:

1. Mrs. Nguyen Minh Hieu
2. Mrs. Dinh Thuy Lam

(Paper subject send and First weak reason calendar application pill Okay attach with Record copy This)

Grand festival Satisfied through the name book application pill vote supplement the Board of Supervisors Company Control 2024-2029 term image awake raise Card expression decide , with billion rate expression decide spread wall To be **100%** (equivalent) present **74,957,102 neck part**), ratio rate Are not spread wall is 0% (equivalent) equivalent to 0 shares part), ratio rate Are not have an opinion is 0% (equivalent) equivalent to 0 shares part).

3. **Mr. Nguyen Thanh Phuong** - Head of the Election Committee send program display before Grand Association Rules vote send wall Board of Supervisors 2024-2029 Company term.

Grand festival best mind through the content of the Regulations vote send wall Supervisory Board member control equal image awake raise Card expression decide with billion rate expression decide spread wall To be **100%** (equivalent) present **74,957,102 shares part**), ratio rate Are not spread wall is 0% (equivalent) equivalent to 0 shares part), ratio rate Are not have an opinion is 0% (equivalent) equivalent to 0 shares part).

4. **Mr. Nguyen Viet Hoang** direction guide neck winter real presently right vote send and release vote , receipt vote vote send wall Supervisory Board member control give neck winter.

D. PART FOUR - SHAREHOLDERS' DISCUSSION AT THE GENERAL MEETING

Conclude end part program display Reports, Sheets Presenter, **Mr. Vu Ngoc Tu** - Owner coordinates Grand association, replacement the face of the group president thing onion chapter program grass discussion belong to the neck winter.

Mr. Vu Ngoc Tu - On behalf of the Presidium of the Congress answered all questions and discussions of shareholders at the congress.

E. PART FIVE - RESULTS OF ELECTION OF MEMBERS OF THE SUPERVISORY BOARD FOR THE TERM 2024-2029

Mr. Nguyen Viet Hoang - On behalf of the Election Committee send and check vote expression decide labour dad before Grand festival record copy check vote vote bổ sung wall Supervisory Board member control duty term 2024-2029, specifically body like after:

Conclude fruit vote wall Supervisory Board member control (rank) according to ABC ...)

STT	Surname and name	Number right vote receive Okay
1	Mrs. Nguyen Minh Hieu	74,957,102
2	Mrs. Dinh Thuy Lam	74,957,102

Base keep enter conclude fruit check vote and Regulations vote send Satisfied Okay Grand festival copper neck winter through:

The fish core Have name below This Satisfied hit send wall Supervisory Board member Control of Joint Stock Company part Build build and Power VCP amount of duty Term 2024-2029:

1. Mrs. Nguyen Minh Hieu
2. Mrs. Dinh Thuy Lam

The General Meeting of Shareholders approved the minutes of the vote counting for the additional election of members of the Supervisory Board for the 2024-2029 term by raising voting cards with a 100% approval rate (equivalent to 74,957,102 shares), a 0% disapproval rate (equivalent to 0 shares), and a 0% abstention rate (equivalent to 0 shares).

F. PART SIX: VOTING ON ISSUES AT THE CONGRESS

Mr. Trinh Nguyen Khanh replace the face of the group president time turn state each problem subject ask for opinion expression decide belong to neck winter.

1. Through the Report active dynamic No. 01/2025/BC-HĐQT dated April 2, 2025 of Festival copper management treat 2024 and duty case, plan plan labour work year 2025

Grand festival Satisfied expression decide with conclude fruit like after:

- Total number neck part expression decide **spread wall** To be **74,957,102 shares part**, occupy **100 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **Are not spread wall** To be **0 stock part**, occupy **0 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **no comment** To be **0 stock part**, occupy **0%** total number neck part Reference attend expression decide in Grand festival.

2. Through the Report No. 02/2025/BC-HĐQT dated April 2, 2025 of Festival copper management treat about conclude fruit active production and business activities in 2024 and direction direction duty service year 2025

Grand festival Satisfied expression decide with conclude fruit like after:

Grand festival Satisfied expression decide with conclude fruit like after:

- Total number neck part expression decide **spread wall** To be **74,957,102 shares part**, occupy **100 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **Are not spread wall** To be **0 stock part**, occupy **0 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **no comment** To be **0 stock part**, occupy **0%** total number neck part Reference attend expression decide in Grand festival.

3. Through the Report No. 03/2025/BC-BKS dated April 2, 2025 of the Board of Supervisors control about active dynamic and conclude fruit check check 2024, Plan plan labour work year 2025

Grand festival Satisfied expression decide with conclude fruit like after:

- Total number neck part expression decide **spread wall** To be **74,957,102 shares part**, occupy **100 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **Are not spread wall** To be **0 stock part**, occupy **0 %** total number neck part Reference attend expression decide in Grand festival .
- Total number neck part expression decide **no comment** To be **0 stock part**, occupy **0%** total number neck part Reference attend expression decide in Grand festival.

4. Through the Report No. 04/2025/BC-HĐQT dated April 2, 2025 on active dynamic wall pill Festival copper management treat toxic set up year 2024

Grand festival Satisfied expression decide with conclude fruit like after:

- Total number neck part expression decide **spread wall** To be **69,028,633 shares part**, occupy **92.09 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **Are not spread wall** To be **0 stock part**, occupy **0 %** total number neck part Reference attend expression decide in Grand festival.

- Total number neck part expression decide **no comment** To be **5,928,469 shares part**, occupy **7.91%** total number neck part Reference attend expression decide in Grand festival.
- 5. **Through the Sheet program No. 01/2025/ TTr -HĐQT dated April 2, 2025 on job through Report talent main The Company 's 2024 Okay check maths.**

Grand festival Satisfied expression decide with conclude fruit like afte :

- Total number neck part expression decide **spread wall** To be **74,957,102 shares part**, occupy **100 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **Are not spread wall** To be **0 stock part**, occupy **0 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **no comment** To be **0 stock part**, occupy **0%** total number neck part Reference attend expression decide in Grand festival.
- 6. **Through the commission right give Festival copper management treat choose Select Audit Company maths toxic set up real presently check Math Report talent main 2025 of the Joint Stock Company part Build build and Power VCP amount according to Sheet program No. 02/2025/ TTr -BKS dated April 2, 2025 of the Board of Supervisors Company Control.**

Grand festival Satisfied expression decide with conclude fruit like after:

- Total number neck part expression decide **spread wall** To be **74,957,102 shares part**, occupy **100 %** total number neck part Reference attend expression decide in Grand festival .
- Total number neck part expression decide **Are not spread wall** To be **0 stock part**, occupy **0 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **no comment** To be **0 stock part**, occupy **0%** total number neck part Reference attend expression decide in Grand festival.
- 7. **Through the method sentence stool coordinate profit profit after tax year talent 2024 according to Sheet program No. 03/2025/ TTr -HĐQT dated April 2, 2025 of Festival copper management treat**

Grand festival Satisfied expression decide with conclude fruit like after :

- Total number neck part expression decide **spread wall** To be **69,028,633 neck part** , occupy **92.09 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **Are not spread wall** To be **5,928,469 neck part**, occupy **7.91 %** total number neck part Reference attend expression decide in Grand festival .
- Total number neck part expression decide **no comment** To be **0 stock part**, occupy **0%** total number neck part Reference attend expression decide in Grand festival.
- 8. **Through phương án đề xuất thù lao Hội đồng quản trị và Ban kiểm soát năm 2025 theo Tờ trình số 04/2025/TTr-HĐQT ngày 02/4/2025.**

Grand festival Satisfied expression decide with conclude fruit like after:

- Total number neck part expression decide **spread wall** To be **74,957,102 shares part**, occupy **100 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **Are not spread wall** To be **0 stock part**, occupy **0 %** total number neck part Reference attend expression decide in Grand festival.
- Total number neck part expression decide **no comment** To be **0 stock part**, occupy **0%** total number neck part Reference attend expression decide in Grand festival.

G. PART SEVEN: APPROVAL OF MINUTES AND RESOLUTIONS OF THE CONGRESS, END OF THE CONGRESS

1. **Mrs. Sam Thi Thanh Hung** - Secretary Grand festival program display attend grass Record version decide Grand congress festival Satisfied expression decide through project grass Record copy and Resolution decide Grand festival with billion rate expression decide spread wall To be **100%** (equivalent) present **74,957,102 neck part**), ratio rate Are not spread wall To be **0%** (equivalent) present **0 stock part**), ratio rate Are not have an opinion To be **0%** (equivalent) present **0 stock part**).
2. **Mr. Vu Ngoc Tu** - Owner coordinates Grand festival release expression close Mac Grand festival.

Those content is Grand festival copper neck winter system first, expression decide through at life meeting Okay tool body chemical wall Resolution decide Grand festival copper neck winter often year 2025

Record copy This Okay set up at 12:00 p.m. day.

SECRETARY OF THE CONGRESS

GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE CONGRESS



Sam Thi Thanh Hung



Vu Ngoc Tu

Place receive :

- The neck winter Company (on Company website);
- Members of the Board of Directors, Board of Management, Board of Supervisors;
- TCHC Board (to labour dad information);
- Save VT.