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| VIETNAM ELECTRICITY  **POWER ENGINEERING**  **CONSULTING JSC 1** | **SOCIALIST REPUBLIC OF VIETNAM**  **Independence – Freedom – Happiness** |
| No.: 05/TTr-TVD1-HDQT | *Hanoi, 4th June, 2024* |

**SUBMISSION LETTER**

**On the 2023 profit distribution option**

**DRAFT THẢO**

**and profit distribution plan for 2024**

To: The 2024 Annual General Meeting of Shareholders

*Pursuant to:*

*Charter on organization and operation of the Company;*

*Resolution No. 06/NQ-TVD1-HDQT dated 29th February, 2024 of Management Board on organizational plan and content of the 2024 Annual General Meeting of Shareholders (General Meeting) and Resolution No.16/NQ-TVD1-HDQT dated 03rd June, 2024 on the General Meeting organization.*

The Management Board (MB) respectfully submits the 2023 Profit Distribution Option and Profit Distribution Plan for 2024 to the General Meeting for approval as given below:

1. **The 2023 profit distribution option**

* Pursuant to Clause 2, Article 4 of Resolution No. 01/NQ-TVD1-DHDCD dated 27th June, 2023 of the 2023 Annual General Meeting of Shareholders: (1) Regarding appropriation of funds (Development Investment Fund, Bonus and Welfare Fund and Bonus Fund for managers, supervisors): The Management Board shall submit to the 2024 Annual General Meeting of Shareholders for consideration and decision on the basis of matching with current regulations; (2) Regarding dividends: a minimum dividend payment of 5%.
* Pursuant to Point b, Clause 1 and Point a, Clause 2, Article 18 of Circular No. 28/2016/TT-BLDTBXH dated 1st September, 2016 of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of regulations on labor, salaries, remunerations, bonuses for Companies with controlling shares and contributed capital of the State[[1]](#endnote-1), with the Company's consolidated pre-tax realized profit in 2023 of 95.68 billion VND, equal to 114.2% plan, the Management Board submits the profit distribution plan to the General Meeting of Shareholders as follows:

*Unit: million VND*

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| **No.** | **Content** | **Amount** |
| **I** | **Total profit distributed (1)+(2)** | **70,920** |
| 1 | After-CIT profit in 2023 | 2,165 |
| 2 | Profits retained from previous years | 68,755 |
| **II** | **Profit distribution plan** | **70,920** |
| 1 | Development Investment Fund (~20.8% after-tax profit) (\*) | 18,000 |
| 2 | Bonus and Welfare Fund for employees (3 average salary months of employees in 2023) | 30,602 |
| 3 | Bonus fund for business managers and supervisors (equal to 1.5 salary months of business managers and supervisors) | 332 |
| 4 | Dividends payment in cash at 5% of par value | 13,346 |
| **III** | **Retained profits (I-II.1-II.2-II.3-II.4)** | **8,640** |

(\*) The appropriation of the Development Investment Fund for construction investment is to improve the operating efficiency and profit margin of Song Bung 5 HPP, such as: Provision of operations control center (OCC); Investment in equipment for the Power Plant and power grid operation and management; Investment in a SCADA system that satisfied with the IEC 60870-5-104 for Song Bung 5 hydropower plant, etc.

1. **Profit distribution plan for 2024**

* Appropriating the Development Investment Fund: The 2025 Annual General Meeting of Shareholders shall consider and decide based on EVNPECC1’s investment demand in the coming time to ensure compliance with current regulations; not exceeding 30% of the 2024 after-tax profit.
* Appropriating the Bonus and Welfare Fund: According to the stipulation in Clause 1, Article 18 of Circular No. 28/2016/TT-BLDTBXH.
* Appropriating the Bonus Fund of managers and supervisors: As prescribed in Clause 2, Article 18 of Circular No. 28/2016/TT-BLDTBXH.
* Paying dividends: Dividends payment in cash, not less than 6% of par value.

The Management Board respectfully submits this Submission Letter to the General Meeting for consideration and approval./.

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| ***cc:***  - As above-mentioned;  - P7 (for posting on the Website);  - Archive: Filed, MB. | **FOR & ON BEHALF OF THE MANAGEMENT BOARD**  **CHAIRMAN**  **Nguyen Tai Anh** |

1. Clause 18. Bonus and welfare fund.

   Based on the annual profit after fulfilling obligations to the State, members contributing capital according to State regulations and the Company Charter, the company determines the bonus and welfare fund for the Company’s employees and managers according to the completion level of planned profit targets as follows:

   1. Bonus and welfare fund for employees

   b) For realized profit exceeds the plan, in addition to appropriating the bonus and welfare fund as prescribed in point “a” above, the company is allowed to appropriate an additional 20% of the realized profit exceeding the planned profit, but no more than 3 average salary months of employees.

   2. Company’s bonus fund for managers:

   a) If the realized profit is equal to or higher than the plan, the company's bonus fund for managers must not exceed 1.5 average salary month of the full-time company managers, etc. [↑](#endnote-ref-1)