

**SUBMISSION LETTER**  
**On the 2024 profit distribution option**  
**and profit distribution plan for 2025**

To: The 2025 Annual General Meeting of Shareholders (General Meeting)

*Pursuant to:*

*Enterprise Law No. 59/2020/QH14;*

*Charter on organization and operation of the Power Engineering Consulting Joint Stock Company 1 ("Company");*

*Resolution No. 01/NQ-TVD1-DHDCD dated June 25, 2024 of the 2024 Annual General Meeting of Shareholders.*

The Management Board (MB) respectfully submits to the General Meeting for approval of the 2024 Profit Distribution Option and Profit Distribution Plan for 2025 as given below:

**1. The 2024 profit distribution option**

According to Article 6 of Resolution No. 01/NQ-TVD1-DHDCD dated June 25, 2024:

- Provision for the Bonus and Welfare Fund: According to Clause 1, Article 18 of Circular No. 28/2016/-TT-BLDTBXH (Circular No. 28); Provision for the Bonus Fund for business managers and supervisors: According to Clause 2, Article 18 of Circular No. 28.

- Provision for the Development Investment Fund: The 2025 Annual General Meeting of Shareholders decides, not exceeding 30% of the 2024 after-tax profit.

- Dividend: Not less than 6%/par value, in cash.

The Company's implemented profit in 2024 is equal to 103.2% of the plan. Pursuant to Clause 1 and Clause 2, Article 18, Circular No.28, the Bonus and Welfare Fund will be set aside equally to 3 average salary months of employees in 2024 and the Bonus Fund for business managers and supervisors was equal to 1.5 average salary months of business managers and supervisors in 2024. However, in 2024, the Company was subject to tax arrears and fines with the value of nearly 17.17 billion VND (violation occurred in the 2018-2023 period) and was classified as B typed Enterprise. Therefore, the Management Board proposes to set aside the Bonus and Welfare Fund equal to 1.5 average salary months of





employees in 2024 and the Bonus Fund for business managers and supervisors equal to 1 average salary month of business managers and supervisors in 2024. Currently, the Company is in the stage of studying the potential and preparing the Investment Proposal for a floating solar power project on the Song Bung 5 Hydropower Plant reservoir in Quang Nam province with the goal of taking advantage of available layout, increasing the efficiency of resource use, supplementing a stable and long-term source of revenue for the Company, in line with the State's strategy of developing clean energy and renewable energy. The expected scale of the project is 46 MWp of solar power + 5 MW of BESS storage system, with a total investment of about 800 billion VND.

To ensure finance and schedule in implementing investment preparation tasks, the Company needs to arrange initial capital by setting aside additional capital for the Investment Development Fund from after-tax profit in 2024, expected to distribute 25.0 billion VND (equivalent to 28.57% of after-tax profit in 2024). After distribution, the balance of the Investment Development Fund at the parent company will reach nearly 60.7 billion VND.

The 2024 profit distribution plan is as follows:

*Unit: billion VND*

No.	Content	Amount
<b>I</b>	<b>Total profit distributed (1)+(2)</b>	<b>113,38</b>
1	After-CIT profit in 2024	99,59
2	Profits retained from previous years	13,78
<b>II</b>	<b>Profit distribution plan</b>	<b>56,28</b>
1	Development Investment Fund (28.57%, the 2024 after-tax profit)	25,00
2	Bonus and Welfare Fund for employees (1.5 average salary months of employees in 2024)	16,91
3	Bonus fund for business managers and supervisors (equal to 1 salary month of business managers and supervisors)	0,33
4	Dividends (6%)	14,04
<b>III</b>	<b>Retained profits (I-II)</b>	<b>57,10</b>

(\*) Retained earnings from previous years decreased by VND 10.15 billion due to retrospective adjustment in accordance with the Tax Inspection Minutes issued by the Hanoi Tax Department.

## 2. Profit distribution plan for 2025

- Provision for the Development Investment Fund: Maximum not exceeding 30% of the 2025 after-tax profit.

- Provision for the Bonus and Welfare Fund: According to Clause 1, Article 27, Decree No.44/2025/ND-CP.

- Provision for the Bonus Fund for business managers and supervisors: According to Clause 2, Article 27, Decree No. 44/2025/ND-CP.

- Dividend: Not less than 6%/par value, in cash.



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

cc:

- As above-mentioned;
- P7 (for posting on Website);
- Archive: Filed, MB.

**FOR & ON BEHALF OF THE  
MANAGEMENT BOARD  
CHAIRMAN**



**Nguyễn Tai Anh**

