

**HELIO ENERGY
JOINT STOCK COMPANY**

No. 01/2025/HIO/NQ-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM

Independence-Freedom-Happiness

Ha Noi, April 19th, 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS HELIO ENERGY JOINT STOCK COMPANY

- Pursuant to the 2020 Law on Enterprises and its guiding documents;
- Pursuant to the Helio Energy Joint Stock Company's Charter;
- Pursuant to the Minutes of the Annual General Meeting Of Shareholders No./2025/HIO/BB-ĐHĐCĐ of Helio Energy Joint Stock Company on April 19th, 2025,

RESOLVE:

Article 1. Approval of the Report on the business performance results in 2024 and the business plan for 2025 (as Report No. 01/2025/BC-BTGD).

Article 2. Approval of the Report on the activities of the Board of Directors in 2024 and the plan for 2025 (as Report No. 01/2025/BC-HĐQT).

Article 3. Approval of the Report on the activities of the Board of Supervisors in 2024 and the plan for 2025 (as Report No. 01/2025/BC-BKS).

Article 4. Approval of the report on the remuneration payment for the Board of Directors, the Board of Supervisors in 2024 and approval of the 2025 payment plan (as Proposal No. 01/2025/TTr-HĐQT-BKS).

Article 5. Approval of the list of independent audit firms for 2025 (as Proposal No. 01/2025/TTr-BKS).

Article 6. Approval of the audited separate and consolidated financial statements for the fiscal year ending December 31, 2024 (as Proposal No. 01/2025/TTr-HĐQT).

Article 7. Approval of the plan for utilizing retained earnings as of December 31, 2024 (as Proposal No. 02/2025/TTr-HĐQT).

Article 8. Approval of the change of the Company's head office address (as Proposal No.03/2025/TTr-HĐQT).

Article 9. Approval of the investment policy and execution of significant contracts and transactions (as Proposal No.04/2025/TTr-HĐQT).

Article 10. Approval of the acquisition of shares in SD Truong Thanh Joint Stock Company (as Proposal No.05/2025/TTr-HĐQT).

Article 11. Approval of the continuation of the implementation of the public offering plan for additional shares (as Proposal No.06/2025/TTr-HDQT).

Article 12. Approval of the continuation of the implementation of the Stock Issuance Plan under the Employee Stock Ownership Program (ESOP) (as Proposal No.07/2025/TTr-HDQT).

Article 13. Approval of the listing of the Company's shares (as Proposal No.08/2025/TTr-HDQT).

Article 14. Effectiveness

This Resolution has been approved by the Annual General Meeting of Shareholders 2025 and shall take effect from the date of issuance.

The members of the Board of Directors, the Board of Supervisors, and the Board of Management are responsible for implementing this Resolution and organizing its execution in accordance with their functions, in compliance with legal regulations and the Company's Charter.

Recipients:

- *General Meeting of Shareholders;*
- *BOD, BOS, BOM;*
- *Archived: the BOD's Office, Legal Dept.*

**ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
THE BOD'S CHAIRMAN**

Phan Thanh Dat