CÔNG TY CỔ PHẦN ĐIỆN NƯỚC LẮP MÁY HẢI PHÒNG
HAIPHONG ELECTRICITY WATER MACHINE ASSEMBLY JSC
Đ/c: Số 34 đường Thiên Lôi, P. An Dương, Q. Lê Chân, TP. Hải Phòng, Việt Nam — Tel: 0225.3856 209
Add: No.34 Thien Loi Street, An Duong Ward, Le Chan District, Hai Phong City, Vietnam — Fax: 0225.3785 759
Website: www.diennuochp.com.vn * Email: dnc@diennuochp.com.vn * Mã chứng khoán/Stock symbol: DNC — Hotline: 1900588802

No.: 10 /TTr-HDQT *Hai Phong, March 17, 2025*

STATEMENT

Regarding the report on the settlement of the Board of Directors' remuneration in 2024 and the Board of Directors' remuneration payment plan in 2025

Respectfully submit to: 2025 Annual General Meeting of Shareholders
Hai Phong Electricity Water Machine Assembly Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of organization and operation of Hai Phong Electricity Water Machine Assembly Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;

Based on the Company's audited Financial Statements for 2024 and the Company's Business Production Plan for 2025.

The Board of Directors of the Company respectfully submits to the 2025 General Meeting of Shareholders for approval of the 2024 Board of Directors' remuneration settlement and the 2025 Board of Directors' remuneration payment plan as follows:

1/ Settlement of Board of Directors' remuneration in 2024:

- Board of Directors' remuneration: 1.014.000.000, dong

(Amount in words: One billion, fourteen million dong only).

2/ Board of Directors' remuneration payment plan in 2025:

- Board of Directors' remuneration: 1.104.000.000, dong

(Amount in words: One billion, one hundred and four million dong only).

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

FOR BOARD OF DIRECTORS
CHAIRMAN

(Signed and sealed)

Do Huy Dat

Recipients:
- Company Shareholders;
- Board of Directors, Audit Committee;
- CBTT;
- Save Company Office.