

PROPOSAL

Regarding the approval of the salary and remuneration report of the Board of Directors, Board of Supervisors, Board of General Directors, Chief Accountant in 2024 and the plan for 2025 of Khanh Hoa Power Joint Stock Company

To: The 2025 Annual General Meeting of Shareholders

The Board of Directors of Khanh Hoa Power Joint Stock Company (BOD) respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the salary and remuneration report of the BOD, Board of Supervisors (BOS), Board of General Directors, Chief Accountant in 2024 and the plan for 2025 as follows:

1. Implementation in 2024

Based on the results of production and business activities in 2024, Khanh Hoa Power Joint Stock Company (the Company) has settled salaries and remuneration of the BOD, BOS, Board of General Directors and Chief Accountant in accordance with Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government, Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labour, War invalids and Social Affairs, Decision No. 135/QD-EVN dated October 31, 2021 of Vietnam Electricity.

The salaries and remunerations of the BOD, BOS, Board of General Directors and Chief Accountant implemented in 2024 are applied with an adjustment coefficient increases by 0.35 times compared to the basic salary according to Decision No. 135/QD-EVN dated October 31, 2021 of Vietnam Electricity. Specifically:

- Total remuneration of the BOD : 186.300 million VND.
- Salary of the Chairman of the BOD : 437.400 million VND.
- Total remuneration of the BOS : 149.040 million VND.
- Salary of the Head of BOS : 388.800 million VND.
- Salary of the Board of General Directors and Chief Accountant: 1,879.200 million VND.

❖ Supplementing salaries, remunerations, bonuses of the BOD, BOS, Board of General Directors and Chief Accountant in 2024

Based on realized profit in 2024 of 71.32 million VND (up 42.36% compared to plan);

Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government, Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 guiding the implementation of regulations on labor, wages, remuneration, bonuses for companies with shares and capital contributions controlled by the State and business performance results in 2024.

The Company deducts an additional 20% of salary and remuneration for the BOD, BOS, Board of General Directors and Chief Accountant as follows:

- Salary of the Chairman of BOD, the Head of BOS, Board of General Directors and Chief Accountant: 541.080 million VND.
- Remuneration of members of the BOD and the BOS: 67.068 million VND.

(Details in attached appendix)

2. Plan for 2025

Based on the 2025 business plan, we respectfully submit to the 2025 Annual General Meeting of Shareholders for approval of the salary and remuneration plan of the BOD and the BOS in 2025 as follows:

No.	Position	Monthly salary (VND)	Monthly remuneration (VND)	Number of people
I	BOD			
1	Chairman of the BOD	30,485,400		1
2	Member of the BOD		4,917,000	4
II	BOS			
1	Head of the BOS	25,560,400		1
2	Member of the BOS		4,917,000	2

The above salary level is determined based on Point b, Clause 1, Article 21 of Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government on Labor management, wages, remuneration and bonuses in State-owned Enterprises.

Based on the results of production and business activities in 2025, the Company will settle salaries and remuneration of the BOD, BOS, Board of General Directors and Chief Accountant in accordance with Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government on Labor management, salary, remuneration, bonus in State-owned Enterprises and guiding documents.

Above is the content of the report on salary and remuneration of the BOD, BOS, Board of Management, Chief Accountant in 2024 and the plan for 2025. The BOD respectfully submits it to the 2025 Annual General Meeting of Shareholders for approval.

Best regards./.

Recipients:

- As above;
- BOD, BOS;
- Executive Board;
- File: Doc. Control, Gen. Affairs.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Cao Ky

APPENDIX I
Remuneration and salary of members of the BOD, BOS, Board of General Directors and Chief Accountant in 2024
(including additional 20% salary and remuneration)

Unit: VND

No.	Full name	Position	Number of months of participation	The 2024 General Meeting of Shareholders		20% increase		Total		
				Remuneration	Salary	Remuneration	Salary	Remuneration	Salary	Total
I	BOD			186,300,000	437,400,000	37,260,000	87,480,000	223,560,000	524,880,000	748,440,000
1	Nguyen Cao Ky	Specialized chairman of the BOD	12		437,400,000	-	87,480,000	-	524,880,000	524,880,000
2	Nguyen Hai Duc	Member of the BOD and General Director of the Company	12			-	-	-	-	0
3	Dao Truyen	Member of the BOD	12	74,520,000		14,904,000	-	89,424,000	-	89,424,000
4	Tran Van Khoa	Independent member of the BOD	6	37,260,000		7,452,000	-	44,712,000	-	44,712,000
5	Nguyen Huu Tam	Independent member of the BOD	6	37,260,000		7,452,000	-	44,712,000	-	44,712,000
6	Nguyen Tan Luc	Member of the BOD and Deputy General Director of the Company	6							0
7	Nguyen Hoai Nam	Independent member of the BOD	6	37,260,000		7,452,000		44,712,000		44,712,000

No.	Full name	Position	Number of months of participation	The 2024 General Meeting of Shareholders		20% increase		Total		
				Remuneration	Salary	Remuneration	Salary	Remuneration	Salary	Total
II	BOS			149,040,000	388,800,000	29,808,000	77,760,000	178,848,000	466,560,000	645,408,000
1	Nguyen Thi Van	Specialized head of the BOS	12		388,800,000	-	77,760,000	-	466,560,000	466,560,000
2	Nguyen Huu Minh	Member of the BOS	12	74,520,000		14,904,000		89,424,000		89,424,000
3	Huynh Thi Kim Hoang	Member of the BOS	12	74,520,000		14,904,000		89,424,000		89,424,000
III	Board of Management, Chief Accountant			0	1,879,200,000	0	375,840,000	0	2,255,040,000	2,255,040,000
1	Nguyen Hai Duc	General Directors	12		421,200,000	-	84,240,000	-	505,440,000	505,440,000
2	Do Thanh Son	Deputy General Manager	12		372,600,000	-	74,520,000	-	447,120,000	447,120,000
3	Tran Dang Hien	Deputy General Manager	12		372,600,000	-	74,520,000	-	447,120,000	447,120,000
4	Nguyen Tan Luc	Deputy General Manager	12		372,600,000	-	74,520,000	-	447,120,000	447,120,000
5	Phan Thi Thanh Ly	Chief Accountant	12		340,200,000	-	68,040,000	-	408,240,000	408,240,000
	Total			335,340,000	2,705,400,000	67,068,000	541,080,000	402,408,000	3,246,480,000	3,648,888,000