

**SONG BA JOINT STOCK
COMPANY**

No.: /25/TTr-SBA-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Da Nang, March, 2025

Draft

STATEMENT

Approval of the salary and remuneration of the Board of Management and the Board of Supervisors of the Company in 2024 & the salary and remuneration plan of the Board of Management and the Board of Supervisors of the Company in 2025

To: The General Meeting of Shareholders of Song Ba Joint Stock Company

- Pursuant to Enterprise Law no. 59/2020/QH14 dated 17th June 2020;*
- Pursuant to the Charter of Organization and Operation of Song Ba Joint Stock Company;*
- Pursuant to Resolution no. 01/2024/NQ-DHDCD dated 26th April 2024 of the 2024 General Meeting of Shareholders of the Company;*

The Board of Management respectfully submits to the Company's Annual General Meeting of Shareholders for approval of the salary and remuneration for 2024 and the salary and remuneration plan of the Company's Board of Management and the Board of Supervisors in 2025 as follows:

1. Salary and remuneration implemented in 2024

Currency: VND

No.	Position	Number of persons	Plan of the 2024 General Meeting of Shareholders		Implementation in 2024		
			Monthly salary and remuneration	Annual salary and remuneration	Monthly salary and remuneration	Number of months	Annual salary and remuneration
A	B	(1)	(2)	(3)=(1)*(2)*12	(4) = (2)*1,06	(5)	(6) = (1)*(4)*(5)
I	Board of Management			881,280,000			934,156,800
1	Full-time Chairman of the Board of Management	1	48,600,000	583,200,000	51,516,000	12	618,192,000
2	Member of the Board of Management (excluding General Director)	3	8,280,000	298,080,000	8,776,800	12	315,964,800
II	Board of Supervisors			630,720,000			668,563,200

3	Full-time Chief of the Board of Supervisors	1	36,000,000	432,000,000	38,160,000	12	457,920,000
4	Member of the Board of Supervisors	2	8,280,000	198,720,000	8,776,800	12	210,643,200
	Total			1,512,000,000			1,602,720,000

(In words: One billion six hundred two million seven hundred twenty thousand Vietnamese dong)

Note: Profit after tax in 2024 exceeds the plan by 3%. Therefore, the salary and remuneration in 2024 of the Board of Management and the Board of Supervisors will be increased by 6% (according to Point b, Clause 2, Article 15, Circular no. 28/TT-BLDTBXH dated 01 September 2016, "If the Company completes the production and business plan and the realized profit exceeds the plan, for every 1% of realized profit exceeding the planned profit, the average salary will be calculated by a maximum of 2%, but not more than 20% compared to the planned average salary").

2. Salary and remuneration plan for 2025:

Currency: VND

No.	Position	Number of persons	Amount	
			(VND/person/month)	Whole year
I	Board of Management			881,280,000
1	Full-time Chairman of the Board of Management	01	48,600,000	583,200,000
2	Member (excluding General Director)	03	8,280,000	298,080,000
II	Board of Supervisors			630,720,000
1	Full-time Chief of the Board of Supervisors	01	36,000,000	432,000,000
2	Supervisor	02	8,280,000	198,720,000
	Total			1,512,000,000

(In words: One billion five hundred twelve million Vietnamese dong)

(The salary of the full-time Manager does not include social insurance, health insurance, and unemployment insurance contributions that are the Company's responsibility to the State according to regulations; The salary and remuneration implemented in 2024 and the 2025 plan of the Manager are applied according to Decision no. 135/QD-HDTV dated 31 October 2021 of Vietnam Electricity "Regarding the promulgation of the Regulations on labor and salary work in Vietnam Electricity")

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

Best regards.

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

Recipients:

- As mentioned above;
- Member of the Board of Management;
- Board of Supervisors;
- Archiving: Company.

THAI HONG QUAN