KHANH HOA POWER
JOINT STOCK COMPANY

No.: 107 /TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Khanh Hoa, May 21, 2026

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 2025 and the plan for 2026 of Khanh Hoa Power Joint Stock Company

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors of Khanh Hoa Power Joint Stock Company (BOD) respectfully submits to the 2026 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 2025 and the plan for 2026 as follows:

1. Implementation in 2025

Based on the results of production and business activities in 2025, the Company finalized the salaries and remuneration of the Board of Directors (BOD), the Supervisory Board (BOS), the Board of General Directors, and the Chief Accountant in accordance with the Government's Decree No. 44/2025/ND-CP dated February 28, 2025, Decree No. 248/2025/ND-CP dated September 15, 2025, and Circular No. 03/2025/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs. Details are as follows:

- Total remuneration of the BOD : 339,908,400 VND.
- Salary of the Chairman of the BOD : 700,077,360 VND.
- Total remuneration of the BOS : 226,605,600 VND.
- Salary of the Head of BOS : 586,774,560 VND.
- Salary of the Board of General Directors and Chief Accountant: 3,071,145,360 VND

(Details in attached appendix)

2. Plan for 2026

Based on the 2026 business plan, we respectfully submit to the 2026 Annual General Meeting of Shareholders for approval of the salary and remuneration plan of the BOD and the BOS in 2026 as follows:

No.	Position	Monthly salary (VND)	Monthly remuneration (VND)	Number of people
I	**Board of Directors**			
1	Chairman of the BOD	74,000,000		1
2	Member of the BOD cum General Director		2,000,000	1
3	Member of the BOD		12,000,000	3

No.	Position	Monthly salary (VND)	Monthly remuneration (VND)	Number of people
II	**Supervisory Board**			
1	Head of the BOS	62,000,000		1
2	Member of the BOS		12,000,000	2

Based on the Company's production and business performance in 2026, the Company will finalize the salaries and remuneration of the BOD, the Supervisory Board, the Board of Management, and the Chief Accountant in accordance with applicable regulations.

Above is the content of the report on salary and remuneration of the BOD, BOS, Board of Management, Chief Accountant in 2025 and the plan for 2026. The BOD respectfully submits it to the 2026 Annual General Meeting of Shareholders for approval.

Best regards./.

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

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

(Signed, sealed)

Nguyen Cao Ky

APPENDIX
Remuneration and salary of members of the BOD, BOS, Board of General Directors and Chief Accountant in 2025

Unit: VND

No.	Full name	Position	Number of months of participation	Remuneration	Salary	Total
I	**Board of Directors**			**339,908,400**	**700,077,360**	**1,039,985,760**
1	Nguyen Cao Ky	Specialized chairman of the BOD	12		700,077,360	700,077,360
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*		*256,077,360*	*256,077,360*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*		*444,000,000*	*444,000,000*
2	Nguyen Hai Duc	Member of the BOD and General Director of the Company	12		-	-
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*			
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*			
3	Tran Van Gia	Member of the BOD	8	89,701,200	-	89,701,200
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*3*	*17,701,200*		*17,701,200*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*	*72,000,000*		*72,000,000*
4	Nguyen Chi Tan	Member of the BOD	8	89,701,200	-	89,701,200
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*3*	*17,701,200*		*17,701,200*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*	*72,000,000*		*72,000,000*
5	Dao Truyen	Member of the BOD	4	23,601,600	-	23,601,600
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*4*	*23,601,600*		*23,601,600*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		-	-	-	-
6	Nguyen Tan Luc	Member of the BOD and Deputy General Director of the Company	4	23,601,600	-	23,601,600
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*4*	*23,601,600*		*23,601,600*

No.	Full name	Position	Number of months of participation	Remuneration	Salary	Total
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		-	-		-
7	Nguyen Hoai Nam	Independent member of the BOD	12	113,302,800	-	113,302,800
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*	*41,302,800*		*41,302,800*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*	*72,000,000*		*72,000,000*
II	**Supervisory Board**			**226,605,600**	**586,774,560**	**813,380,160**
1	Nguyen Thi Van	Specialized head of the BOS	12		586,774,560	586,774,560
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*		*214,774,560*	*214,774,560*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*		*372,000,000*	*372,000,000*
2	Nguyen Huu Minh	Member of the BOS	12	113,302,800	-	113,302,800
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*	*41,302,800*		*41,302,800*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*	*72,000,000*		*72,000,000*
3	Huynh Thi Kim Hoang	Member of the BOS	12	113,302,800	-	113,302,800
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*	*41,302,800*		*41,302,800*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*	*72,000,000*		*72,000,000*
III	**Board of Management, Chief Accountant**			**-**	**3,071,145,360**	**3,071,145,360**
1	Nguyen Hai Duc	General Directors	12		700,077,360	700,077,360
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*		*256,077,360*	*256,077,360*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*		*444,000,000*	*444,000,000*
2	Do Thanh Son	Deputy General Manager	6		177,012,000	177,012,000
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*6*		*177,012,000*	*177,012,000*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		-		-	-
3	Tran Dang Hien	Deputy General Manager	11		494,514,000	494,514,000

No.	Full name	Position	Number of months of participation	Remuneration	Salary	Total
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*		*206,514,000*	*206,514,000*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*4*		*288,000,000*	*288,000,000*
4	Nguyen Tan Luc	Deputy General Manager	12		566,514,000	566,514,000
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*		*206,514,000*	*206,514,000*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*		*360,000,000*	*360,000,000*
5	Nguyen Dang Thanh Loi	Deputy General Manager	12		566,514,000	566,514,000
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*		*206,514,000*	*206,514,000*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*		*360,000,000*	*360,000,000*
6	Phan Thi Thanh Ly	Chief Accountant	12		566,514,000	566,514,000
	From January 1, 2025 to July 31, 2025 (under Decree No. 44/2025/ND-CP)		*7*		*206,514,000*	*206,514,000*
	From August 1, 2025 to December 31, 2025 (under Decree No. 248/2025/ND-CP		*5*		*360,000,000*	*360,000,000*