



**VIETNAM POWER DEVELOPMENT
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No.: 35/TTr-HĐQT

Hanoi, dated April 1st, 2026

PROPOSAL

**Regarding the results of salary and remuneration implementation of the Board of Directors and Board of Supervisors of the Company in 2025.
and the Salary and Remuneration Plan of the Board of Directors and Board of Supervisors of the Company in 2026**

To: The Annual General Meeting of Shareholders of Vietnam Power Development Joint Stock Company

Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025 of Government regulating the salary, remuneration, and bonus regime for direct owner representatives, state capital representatives, and auditors in state-owned enterprises;

Pursuant to the Charter of Vietnam Power Development Joint Stock Company issued under Decision No. 1901/QĐ-HĐQT dated December 21, 2023;

Pursuant to the Regulation on Decentralization in Vietnam Power Development Joint Stock Company issued under Decision No. 1673/QĐ-HĐQT dated November 13, 2023;

Pursuant to Resolution No. 08/NQ-DHĐCĐ dated April 25, 2025, of the Annual General Meeting of Shareholders of Vietnam Power Development Joint Stock Company ;

Pursuant to Decision No. 24/QĐ-HĐQT dated May 5, 2025, of the Board of Directors of the Company on approval of the Production, Business and Construction Investment Plan in 2025 of Vietnam Power Development Joint Stock Company;

Pursuant to Decision No. 49/QĐ-VNPD dated November 19, 2025 of the Company's Board of Directors regarding the promulgation of the Regulation on Labor and Salary in Vietnam Power Development Joint Stock Company;

Pursuant to Decision No. 52/QĐ-HĐQT dated December 22, 2025, on the provisional approval of the Production, Business and Construction Investment Cost Plan in 2026 of Vietnam Power Development Joint Stock Company;

Pursuant to the Resolution of the Board of Directors No. 28/NQ-HĐQT dated March 31, 2026, regarding the contents to be submitted to the 2026 Annual General Meeting of Shareholders.

The Board of Directors of Power Development Joint Stock Company (VNPD) respectfully submits to the General Meeting of Shareholders the results of salary and remuneration implementation in 2025 and the plan for salary and remuneration of the Board of Directors and Board of Supervisors of the Company in 2026, details as follows:



Unit: Million VND

No.	Subjects	Implement in 2025	Plan for 2026			
			No. of people	No. of months	Remuneration (monthly /member)	Total (12 months)
I	Board of Directors:	1.540,343	06			1.608,000
1	Chairman of the Board of Directors (full-time)	841,501	01	12	74,000	888,000
2	Non-executive Members of Board of Directors	698,842	05	12	12,000	720,000
II	Board of Supervisors:	1.017,336	04			1.047,600
1	Non-executive Head of Board of Supervisors	108,842	01	12	9,300	111,600
2	Full-time Member of Board of Directors	698,842	01	12	60,000	720,000
3	Non-executive Members of Board of Supervisors	209,652	02	12	9,000	216,000
	Total:	2.557,679	10			2.655,600

- The number of members of the Board of Directors and Board of Supervisors of the Company in accordance with the 2026 plan is : 13 people , specifically:

+ The Board of Directors has 8 members: Of which , 2 non-executive members of the Board of Directors of TEPCO shareholders do not receive remuneration from the Company in accordance with documents regarding the refusal to receive salaries and remuneration dated June 23, 2023 .

+ The Board of Supervisors has 5 members: Of which, 1 non-executive member of the Board of Supervisors of TEPCO shareholder does not receive remuneration from the Company in accordance with documents regarding the refusal to receive salaries and remuneration dated June 23, 2023 .

The Board of Directors of the Company respectfully submits to the Annual General Meeting of Shareholders for approval .

Best regards./.

Recipient:

- As above;
- Members of BOD; BOS;
- SSC; HOSE;
- Board of Management (for implementation);
- Archived: BOD Office, GD.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Hoang Dao