

SONG DA 7.02
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Lai Chau, 22 April 2025

REPORT

(On the Payment of Remuneration to the Board of Directors, Supervisory Board, and Board Secretary for 2024 and the Proposed Payment Plan for 2025)

To: The General Meeting of Shareholders of Song Da 7.02 Joint Stock Company

Basis:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam.
- Charter of Organization and Operations and Financial Management Regulations of Song Da 7.02 Hydroelectric Joint Stock Company.
- Resolution No. 09 CT/NQ-ĐHĐCĐ dated April 17, 2024, of the 2024 Annual General Meeting of Shareholders of Song Da 7.02 Hydroelectric Joint Stock Company.

1. The remuneration to be paid to the Board of Directors, Supervisory Board, and Board Secretary for 2024 is as follows:

No.	Salaries and Remuneration for the Year	Number of employees	Amount (VND)
1	Chairman of the Board of Directors	01	24,000,000
2	Members of the Board of Directors	02	36,000,000
3	Head of the Supervisory Board	01	18,000,000
4	Members of the Supervisory Board	02	24,000,000
5	Secretary	01	12,000,000
	Total:		114,000,000

2. Proposed Remuneration Payment Plan for the Board of Directors, Supervisory Board, and Board Secretary for 2025:

In 2025, the Company will continue preparing for the investment and construction of the Nam Thi 1 Hydropower Project and managing the operation of the Nam Thi 2 Hydropower Plant. Based on the completion of project milestones and business production targets, the Company proposes the following remuneration plan for the Board of Directors and Supervisory Board:

a) If project progress and business production targets are fully met:

- Chairman of the Board of Directors (concurrently): 3,000,000 VND/person/month
- Board Members and Head of the Supervisory Board: 2,000,000 VND/person/month
- Supervisory Board Members and Board Secretary: 1,500,000 VND/person/month

b) If 80% of project progress and business production targets are met:

- Chairman of the Board of Directors (concurrently): 2,000,000 VND/person/month
- Board Members and Head of the Supervisory Board: 1,500,000 VND/person/month
- Supervisory Board Members and Board Secretary: 1,000,000 VND/person/month

c) If less than 80% of project progress and business production targets are met:

- Chairman of the Board of Directors (concurrently): 1,500,000 VND/person/month
- Board Members and Head of the Supervisory Board: 1,000,000 VND/person/month
- Supervisory Board Members and Board Secretary: 500,000 VND/person/month

d) If project progress and business production targets are exceeded: The Company will propose to the General Meeting of Shareholders an additional remuneration plan for the year and a reward plan for the Company's leadership.

Notes:

- Eligibility for remuneration: Completion of assigned tasks.
 - Payment method:
 - + Remuneration for the Board of Directors, Supervisory Board, and Board Secretary will be paid quarterly and recorded as Company management expenses.
 - + At the end of the year, the final remuneration will be calculated based on the completion rate of project milestones and business production targets.
- Respectfully submitted to the General Meeting of Shareholders for consideration and approval of the above plan.

CC:

- As above
- Archived

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN



Nguyen Huu Nhuan

