

PROPOSAL

**On approving salary and remuneration plan in 2025 of the Board of
Directors and the Supervisory Board**

To: General Meeting of Shareholders of Hua Na Hydropower Joint Stock
Company

Pursuant to the Law on Enterprises dated June 17, 2020;

*Pursuant to the Charter of organization and operation of Hua Na
Hydropower Joint Stock Company;*

*Pursuant to the Prime Minister's Decree No. 53/2016/ND-CP dated June
13, 2016 regulating labor, salaries, remuneration, bonuses of joint-stock
companies with dominant State contributed capital;*

*Pursuant to the Circular No. 28/2016/TT-BLDTBXH dated September 1,
2016 of the Ministry of Labour, Invalids and Social Affairs promulgating the
Circular guiding the implementation of regulations on labor, salary,
remuneration and bonus for companies with dominant State contributed capital;*

*Pursuant to Resolution No. 24/NQ-HHC-ĐHDCĐ dated April 24, 2024 of
the 2024 Annual General Meeting of Shareholders of Hua Na Hydropower Joint
Stock Company;*

*Pursuant to the Audited Financial Statements for the fiscal year ending
December 31, 2024 of Hua Na Hydropower Joint Stock Company.*

The Board of Directors of Hua Na Hydropower Joint Stock Company
respectfully submits to the General Meeting of Shareholders (GMS) the 2025
salary and remuneration plan of the Board of Director and the Supervisory Board
of the Company as follows:

**1. Salary, Remuneration, and Income Status of the Board of Directors
and the Supervisory Board in 2024**

**1.1. Salary, Remuneration, and Income Status of the full-time
members of the Board of Directors and the Supervisory Board in 2024**

No	Contents	Implementation 2024 (VND)	Notes
1.1	Chairman of the Board of Directors	1,229,564,839	

No	Contents	Implementation 2024 (VND)	Notes
1.2	Member of the Board of Directors, Director	1,177,344,984	
1.3	Member of the Board of Directors, Deputy Director	1,125,287,203	
1.4	Head of the Supervisory Board	1,074,756,695	
	Total	4,606,953,721	

1.2. Salary, Remuneration, and Income Status of the part-time members of the Board of Directors and the Supervisory Board in 2024

No	Contents	Remuneration	Other income	Total	Notes
(1)	(2)	(3)	(4)	(5)=(3)+(4)	
1	Member of BOD (02 members)	196,000,000	55,222,222	247,222,222	
2	Member of SB (02 members)	144,000,000	30,111,112	174,111,112	
	Total			421,333,334	

2. Plan for Salary and Remuneration Payment for the Board of Directors and Supervisory Board in 2025

2.1. Plan for Remuneration of the Board of Directors, part-time Supervisory Board, and Operating Expenses of the Board of Directors and Supervisory Board in 2025

No.	Items	Unit price (VND)	Number of months	Number of people	Amount (VND)
1	Remuneration				552,000,000
1.1	Members of the Board of Directors	10,000,000	12	3	360,000,000
1.2	Supervisors	8,000,000	12	2	192,000,000
2	Operating expenses				635,000,000
2.1	Travel expenses				240,000,000

No.	Items	Unit price (VND)	Number of months	Number of people	Amount (VND)
2.2	Conference expenses				115,000,000
2.3	Other expenses				130,000,000
2.4	Working expenses of the Board of Directors with agencies and departments				150,000,000
Total					1,187,000,000

The remuneration of the members of the Board of Directors and the Supervisory Board mentioned above does not include bonuses or benefits,... according to the regulations of the State/Company.

2.2. Salary and income plan in 2025 of the full time Board of Directors and the Supervisory Board member

No.	Title (Full-time)	Number of people	Planned salary (VND)
1	Chairman of the Board of Directors	1	856,828,946
2	Member of the Board of Directors, Director	1	819,575,514
3	Head of the Supervisory Board	1	745,068,649
Total		3	2,421,473,108

- The calculation of salaries, bonuses, and benefits for the Board of Directors and Supervisory Board in 2024 is in line with the State's regulations (Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, guiding the implementation of regulations on labor, salary, remuneration and bonuses for companies with dominant State contributed capital) and with the Regulation on salary payment and production and business efficiency of the Company.

The total planned salary of the members of the Board of Directors and the Supervisory Board mentioned above does not include the following amounts: safety bonuses, bonuses, benefits, etc., according to the regulations of the State/Company.

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

Sincerely!

Recipient:

- As above;
- BOD, SB member
- The Company's BOD;
- Filed at Admin, Accounting Dep.



**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Hoang Xuan Thanh

