

PROPOSAL

Regarding the Approval of the Total Remuneration and Bonuses for the Board of Directors and the Supervisory Board for 2024 and the 2025 Plan

Respectfully to: **The General Meeting of Shareholders**

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17, 2020 and its guiding documents;
- Pursuant to Law No. 03/2022/QH15, dated January 11, 2022;
- Pursuant to the Charter of IDICO Srok Phu Mieng Hydropower Joint Stock Company, as initially approved by the General Meeting of Shareholders on January 18, 2008, and amended on April 24, 2024;
- Pursuant to Resolution No. 01/NQ-DHDCD dated April 24, 2024 of the 2024 Annual General Meeting of Shareholders;
- Pursuant to the 2024 business and investment performance results and the 2025 business and investment plan of IDICO Srok Phu Mieng Hydropower Joint Stock Company,

The Board of Directors of IDICO Srok Phu Mieng Hydropower Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the total remuneration and bonuses for the Board of Directors and the Supervisory Board for 2024 and the 2025 plan, as detailed below:

1. Total remuneration and bonuses for 2024

The total remuneration and bonuses for the Board of Directors and the Supervisory Board of the company in 2024 amounts to 1,204,000,000 VND (*The General Meeting of Shareholders approved the 2024 plan at 1,211,000,000 VND*):

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|---------------------------------|------------------|
| In which: - Board of Directors: | 858,000,000 VND. |
| - Supervisory Board: | 346,000,000 VND. |

2. Plan for the total remuneration and bonuses in 2025

The planned total remuneration and bonuses for the Board of Directors and the Supervisory Board of the company in 2025 is 1,175,000,000 VND, specifically as follows:

- Total remuneration and bonuses for the Board of Directors: 850,000,000 VND. The remuneration for each member will be determined by the Board of Directors based on the principle of unanimity.
- Total remuneration and bonuses for the Supervisory Board: 325,000,000 VND.



Members of the Board of Directors and the Supervisory Board shall be reimbursed for meals, accommodation, travel expenses, and other reasonable costs incurred while performing their assigned duties, based on actual expenses incurred.

The Board of Directors respectfully submit this to the General Meeting of Shareholders for approval by voting.

Sincerely

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- As above;
- Supervisory Board;
- Archived: Records, General Affairs,
Finance and Accounting Department.



Mr. Nguyen Van Thinh

