

**DRAFT**

## **PROPOSAL**

### **Regarding the implementation of 2025 salaries and remuneration and the 2026 salary and remuneration plan for the Board of Directors and the Supervisory Board of PetroVietnam Power Corporation - JSC**

To: General Meeting of Shareholders  
PetroVietnam Power Corporation - Joint Stock  
Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Petrovietnam Power Corporation - JSC;

Pursuant to the 2025 business results of the Parent Company - Petrovietnam Power Corporation - JSC (PV Power);

The Board of Directors of the Corporation hereby reports to the General Meeting of Shareholders on the implementation of 2025 salaries and remuneration and the 2026 plan for the Board of Directors (BOD) and the Supervisory Board (SB) of Petrovietnam Power Corporation - JSC as follows:

#### **I. Realized Salaries and Remuneration in 2025 for the Board of Directors and Supervisory Board**

Based on the salary and remuneration plan and the 2025 business results, the Corporation has implemented salary and remuneration payments for the BOD and SB as follows:

- The average number of managers in 2025 was 10.65 persons, specifically:
  - + Full-time BOD members: 6.65 persons, including 01 Independent BOD member appointed as of April 22, 2025;
  - + Full-time Supervisory Board members: 04 persons.
- The 2025 salary fund was distributed as follows:

No	Title	Plan		Realized	
		Average headcount	Amount (VND)	Average headcount	Amount (VND)
<b>I</b>	<b>Full time</b>	<b>10.65</b>	<b>22,851,612,903</b>	<b>10.65</b>	<b>27,421,935,484</b>
1	Chairman of the Board of Directors	1.00	2,808,000,000	1.00	3,386,994,788

2	Member of the Board of Directors	5.65	12,747,612,903	5.65	15,259,761,707
3	Head of the Supervisory Board	1.00	2,256,000,000	1.00	2,727,178,988
4	Supervisors	3.00	5,040,000,000	3.00	6,048,000,000
<b>II</b>	<b>Part-time (*)</b>	<b>1.31</b>	<b>555,730,000</b>	<b>1.31</b>	<b>555,733,333</b>
1	Supervisors	0.31	104,530,000	0.31	104,533,333
2	Member of the Board of Directors cum Chief Executive Officer	1.00	451,200,000	1.00	451,200,000
	<b>Total</b>	<b>11.96</b>	<b>23,407,342,903</b>	<b>11.96</b>	<b>27,977,668,817</b>

(\*)Note: In 2025, PV Power had 01 part-time member of the Supervisory Board (Ms. Doan Thi Thu Ha)

## II. 2026 Salary and Remuneration Plan for the Board of Director and Supervisory Board

The 2026 projected salary and remuneration fund for the BOD and SB is as follows:

No	Title	Plan		Notes
		Average headcount	Amount	
<b>I</b>	<b>Full time</b>	<b>12.00</b>	<b>25,320,000,000</b>	
1	Chairman of the Board of Directors	1.00	2,808,000,000	
2	Member of the Board of Directors	6.00	13,536,000,000	
3	Head of the Supervisory Board	1.00	2,256,000,000	
4	Supervisors	4.00	6,720,000,000	
<b>II</b>	<b>Part-time</b>	<b>1.00</b>	<b>451,200,000</b>	
1	Member of the Board of Directors cum Chief Executive Officer	1.00	451,200,000	
	<b>Total</b>	<b>13.00</b>	<b>25,771,200,000</b>	

The 2026 salary and remuneration fund for the BOD and SB will be adjusted based on the actual number of full-time and part-time members and the 2026 business results of the Corporation to ensure compliance with current regulations, and will be

submitted to the 2027 Annual General Meeting of Shareholders for approval.

Respectfully submitted to the General Meeting of Shareholders for approval.

Respectfully./.

***Recipients:***

- As above;
- Board of Directors;
- Supervisory Board;
- Board of Management;
- Internal Control Division;
- Archives: Admin, HR, Economic Planning.

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

**Hoang Van Quang**