

Lai Chau, April 2026

REPORT

(On the Payment of Remuneration to the Board of Directors, Supervisory Board, and Board Secretary for 2025 and the Proposed Payment Plan for 2026)

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 22, 2025, of the 2025 Annual General Meeting of Shareholders of Song Da 7.02 Joint Stock Company.

1. The remuneration to be paid to the Board of Directors, Supervisory Board, and Board Secretary for 2025 is as follows:

No.	Salaries and Remuneration for the Year	Number of employees	Amount (VND)
1	Chairman of the Board of Directors	01	69,000,000
2	Members of the Board of Directors	02	99,000,000
3	Head of the Supervisory Board	01	31,500,000
4	Members of the Supervisory Board	02	57,000,000
5	Secretary	01	30,000,000
	Total:		286,500,000

2. Proposed Remuneration Payment Plan for the Board of Directors, Supervisory Board, and Board Secretary for 2026:

In 2026, the Company will focus on managing and operating the Nam Thi 2 power plant, while simultaneously carrying out work to implement the investment and construction of the Nam Thi 1 hydropower plant project. Currently, the Nam Thi 2 hydropower plant project is operating with stable revenue and annual profits. Therefore, the Company has decided on the remuneration for the Board of Directors and Supervisory Board in 2026 (including part-time members), specifically:

- + Chairman of the Board of Directors: 7,000,000 VND/month
- + Board of Directors Member: 5,000,000 VND/month
- + Supervisory Board Member, Secretary: 3,000,000 VND/month

When the project is completed ahead of schedule and meets the planned targets: The Company will present to the Shareholders' Meeting a plan for supplementary remuneration payments for the year and a plan for rewarding the Company's leadership.

Notes:

- Eligibility for remuneration: Completion of assigned tasks.



- Method of remuneration payment:

+ Remuneration for the Board of Directors, Supervisory Board, and Board Secretary is paid quarterly and accounted for as part of the Company's management expenses.

+ At the end of the year, based on the project's progress completion rate and the Company's annual plan targets, the total annual remuneration will be settled.

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 *[Signature]*



Nguyen Huu Nhuan

