

JOINT STOCK COMPANY
BAC HA HYDROPOWER

No: 757/2025/TTr-BHHC-BOD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, March 25, 2025

PROPOSAL

Regarding the approval of 2024 remuneration settlement and 2025 remuneration estimate for members of the Board of Directors and Supervisory Board

To: General Meeting of Shareholders of Bac Ha Hydropower
Joint Stock Company

Pursuant to the Charter of organization and operation of Bac Ha Hydropower Joint Stock Company approved by the Founding General Meeting of Shareholders on January 28, 2008 and the 5th amended charter dated May 30, 2022 approved by the General Meeting of Shareholders.

Bac Ha Hydropower Joint Stock Company respectfully submits to the General Meeting of Shareholders to approve the 2024 remuneration settlement and 2025 remuneration estimate for members of the Board of Directors and Supervisory Board, specifically as follows:

I. Final settlement of 2024 remuneration for members of the Board of Directors and Supervisory Board.

Remuneration for 2024 has been paid: 1.122.000.000 VND;

In there:

- Remuneration of the Board of Directors: 782.000.000 VND

- Remuneration of the Board of Supervisors: 340.000.000 VND

II. Estimated remuneration of the Board of Directors and Supervisory Board in 2025

The remuneration of the Board of Directors and Supervisory Board does not include personal income tax as follows:

TT	Title	Remuneration/month (VND)	Note
1	Chairman of the Board of Directors	20.000.000	Participation
2	Vice Chairman of the Board of Directors	18.000.000	Participation
3	Member of the Board of Directors	16.000.000	Participation
4	Head of the Supervisory Board	16.000.000	<i>Specialized</i>
5	Member of the Supervisory Board	14.000.000	Participation

III. Other content


1. Other costs serving the activities of the Board of Directors, Supervisory Board and salaries of staff in assisting subcommittees (if any), the Company's Board of Directors requests that the General Meeting of Shareholders assign to the Board of Directors for approval. These costs are included in business management costs.

2. In addition, members of the Board of Directors, Supervisory Board and officers in assisting subcommittees (if any) also enjoy other benefits according to the Company's regulations.

We respectfully request the company's General Meeting of Shareholders to consider and approve.

Thank you very much!

Place of receipt:

- As regards;
- Member of the Board of Directors, Supervisory Board (email);
- Save the Board of Directors, A&H dept. 

**ON BEHALF OF THE
BOARD OF DIRECTORS
Chairperson**



Dong Quoc Cuong