

STATEMENT

**On: Salary and remuneration of the Board of Management, Board of Supervisors and
Manager of the Power Generation Corporation 3**

Attention to: General Meeting of Shareholders of Power Generation Joint Stock Corporation 3

The Board of Management of the Power Generation Corporation 3 hereinafter presents the Statement on salary and remuneration of the Board of Management (BOM), Board of Supervisors (BOS) and Manager of the Power Generation Corporation 3 to the General Meeting of Shareholders of the Power Generation Joint Stock Corporation 3 for review and approval as follows:

1. Number of members of the BOM and BOS

- The BOM includes 05 people: 01 Chairman, 01 General Director as a member of the BOM, 01 full-time member of the BOM, 01 independent part-time member of the BOM and part-time member of the BOM (since January 15, 2020).
- The BOS includes 03 people: 01 Head of the BOS and 02 part-time supervisors.

2. Implementation results of salary and remuneration of BOM, BOS and Managers in 2019

Based on production and business results in 2019 in Financial Statements of the Company, the total salary, remuneration and power safety fund of the BOM, BOS and Managers are 5,158,656 million VND, of which the salary and remuneration for the BOM and BOS are 2,402,154 million VND.

3. Salary and remuneration plan for the BOM and BOS in 2020

Based on targets of production and business plans in 2020 and opinions of major shareholders (on the basis of Regulations No. 96/QD-EVN dated March 26, 2018 on labor and salary of EVN), the total the salary and remuneration as planned of the BOM and BOS in 2020 is 2,620.5 million VND. Based on implementation results of business and production plans at the end of 2020, the Corporation's BOM shall submit salary and remuneration funds of the BOM and BOS of the Corporation in accordance with provisions of Circular No. 28/2016/TT-BLDTBXH to the General Meeting of Shareholders for approval and final settlement.

The General Meeting of Shareholders is respectfully proposed for consideration and approval.

Best regards!

Recipients:

- As above
- Board of Management, Board of Supervisors of EVNGENCO 3
- Board of Directors of EVNGENCO3
- Office and departments of EVNGENCO3
- Archived

**FOR AND ON BEHALF OF BOARD OF
MANAGEMENT
CHAIRMAN
POWER GENERATION JOINT STOCK
CORPORATION 3
(Signed and sealed)
Dinh Quoc Lam**