

No.: 1754/TTr-GENCO3

Ho Chi Minh City, 06 June 2025

PROPOSAL
Regarding the salary and remuneration
of Board of Directors and Board of Supervisors

To: General Meeting of Shareholders

Board of Directors of Power Generation Joint Stock Corporation 3 respectfully proposes the General Meeting of Shareholders for considering, approving the salaries and remuneration of Board of Directors (BOD) and Board of Supervisors (BOS) as follows:

1. Results of the salary and remuneration implementation of BOD, BOS FY2024

With the production business results FY2024 in according to EVNGENCO3's financial statements of EVNGENCO3, the total salary and remuneration fund for the Board of Directors and the Supervisory Board is VND 1,499,964,000. (*as detailed in the financial statements*).

The above salary and remuneration fund do not include the salaries of Board of Management; details of the salaries and remuneration FY2024 for Board of Directors, Board of Supervisors, Board of Management presented in the financial statements.

2. Salary and remuneration plan for the BOD and BOS FY2025

Based on the indicators of Production Business plan FY2025, the total salary and remuneration plan FY2025 for BOD, BOS equals 4,392,000,000 VND. In which:

- Salary and remuneration fund for BOD: 2,923,200,000 VND
- Salary and remuneration fund for BOS: 1,468,800,000 VND

According to the total planned salary, remuneration fund FY2025 for BOD, BOS approved by the AGM, the salaries and remuneration of BOD, BOS in 2025 will be determined and disbursed in accordance with the legal regulations and the Corporation's regulations.

Board of Directors hereby respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- As above;
- BOD/EVNGENCO3;
- BOS/EVNGENCO3;
- BOM/EVNGENCO3;
- Departments/EVNGENCO3;
- Archived: Organization & Human Resources.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Dinh Quoc Lam