

DRAFT

SUBMISSION

**Regarding the salary and remuneration of the Board of Directors,
the Board of Supervisors of EVNGENCO3**

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 the Board of Directors (BOD) and the Board of Supervisors (BOS) as follows:

1. Results of the salary and remuneration implementation of the BOD, the BOS FY2025

With the production business results FY2025 in according to the financial statements of EVNGENCO3, the total salary and remuneration fund for the BOD and the BOS is 5,267,772,000 dong.

The above salary and remuneration fund do not include the salaries of the Board of Management; details of the salaries and remuneration FY2025 for the BOD, the BOS, the Board of Management presented in the Financial Statements.

2. Salary and remuneration plan for the BOD and the BOS FY2026

Based on the indicators of Production Business plan FY2026, the total salary and remuneration plan FY2026 for the BOD, the BOS equals 5,112,000,000 dong. In which:

- Salary and remuneration fund for the BOD: 3,408,000,000 dong
- Salary and remuneration fund for the BOS: 1,704,000,000 dong

According to the total planned salary, remuneration fund FY2026 for the BOD, the BOS approved by the AGM, the salaries and remuneration of the BOD, the BOS shall be determined and disbursed in accordance with the legal regulations and the Corporation's regulations.

The 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