

PROPOSAL

**Approval of the Total Remuneration and Bonuses for the Board of Directors and
the Supervisory Board in 2025 and Plan for 2026**

To: The General Meeting of Shareholders

Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, and the guiding documents;

Pursuant to the current Charter of IDICO Srok Phu Mieng Hydropower Joint Stock Company ("the Charter");

Pursuant to Resolution No.01/NQ-DHDCD dated April 22, 2025, of the 2025 Annual General Meeting of Shareholders;

Pursuant to the business operations and investment results in 2025 and plan for 2026 of IDICO Srok Phu Mieng Hydropower Joint Stock Company.

The Board of Directors of IDICO Srok Phu Mieng Hydropower Joint Stock Company respectfully submits to the General Meeting of Shareholders the total remuneration and bonuses for the Board of Directors and the Supervisory Board in 2025 and plan for 2026, as follows:

1. Total Remuneration and Bonuses in 2025:

The total remuneration and bonuses for the Board of Directors and the Supervisory Board in 2025 is **1,147,000,000 VND** (*The General Meeting of Shareholders approved the 2025 plan at 1,175,000,000 VND*):

Details:

- Board of Directors: 848,000,000 VND.
- Supervisory Board: 299,000,000 VND.

2. Plan for Total Remuneration and Bonuses for 2026:

The plan for total remuneration and bonuses for the Board of Directors and the Supervisory Board for 2026 (applicable from January to the end of December 2026) is **1,242,000,000 VND**, detailed as follows:

- Total remuneration and bonuses for the Board of Directors: **943,000,000 VND**. The allocation for each member is determined by the Board of Directors based on unanimous principles.

- Total remuneration and bonuses for the Supervisory Board: **299,000,000 VND**.

The allocation for each member is determined by the Supervisory Board based on unanimous principles.

Members of the Board of Directors and the Supervisory Board are entitled to reimbursement of accommodation, travel and other reasonable expenses incurred in the performance of their assigned duties, based on actual costs and in accordance with the company's internal expense regulations.

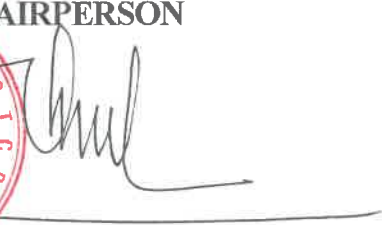
The Board of Directors respectfully submits to the General Meeting of Shareholders for approval.

Recipients: ✓

- As above;
- Board of Directors;
- Supervisory Board;
- Archive: Records, General Affairs, Finance and Accounting.

Respectfully
**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**




Nguyen Van Thinh