

No: 2767/TTr-PPC

Hai Duong, June 4, 2025

PROPOSAL

**Approval of Remuneration for the Board of Directors and Supervisory Board
Pha Lai Thermal Power Joint Stock Company for 2024 - Projected for 2025**

To: The Annual General Meeting of Shareholders of Pha Lai Thermal Power
Joint Stock Company (PPC)

*Based on the Charter of Pha Lai Thermal Power Joint Stock Company;
Based on Resolution No. 128/NQ-HĐQT dated June 3, 2025 of the Company's
Board of Directors, concerning the approval of voting agenda items at the 2025
Annual General Meeting of Shareholders.*

The Board of Directors of Pha Lai Thermal Power Joint Stock Company respectfully submits to the Company's Annual General Meeting of Shareholders the proposed remuneration levels for the Board of Directors (BOD) and Supervisory Board (SB) for the performance year 2024 and projected for 2025, as follows:

1. Total remuneration fund for the Board of Directors and Supervisory Board in the performance year 2024 is VND 2,882.237 million, specifically as follows:

Unit: Million VND

No.	Position	No. of people	Average remuneration and salary	Salary	Remuneration	Total remuneration and salary
1	Full-time Chairman of the Board of Directors	1	57,145	685,740	-	685,740
2	Full-time Member of the Board of Directors	2	48,679	764,260		764,260
3	Independent/Non-executive Member of the Board of Directors	3	9,736		328,103	328,103
4	Full-time Head of the Supervisory Board	1	50,796	609,552	-	609,552
5	Full-time Member of the Supervisory Board	1	48,679	326,149	-	326,149
6	Non-executive Member of the Supervisory Board	1	9,736		168,433	168,433
I	Total salary and remuneration for Board of Directors members and the Supervisory Board in 2024		224,771	2,385.701	496,536	2,882.237

2. Projected total remuneration fund for the Board of Directors and Supervisory Board in 2025 is VND 2,871.350 million, specifically as follows:

Unit: Million VND

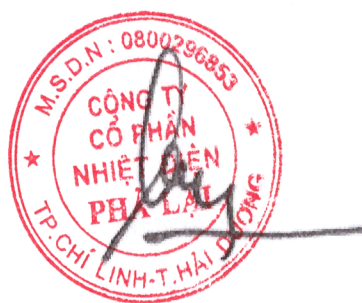
No.	Position	No. of people	Average remuneration and salary	Salary	Remuneration	Total remuneration and salary
1	Full-time Chairman of the Board of Directors	1	60,622	727,464	-	727,464
2	Full-time Member of the Board of Directors	1	49,256	208,353	-	208,353
3	Independent/Non-executive Member of the Board of Directors	5	9,851		667,602	667,602
4	Full-time Head of the Supervisory Board	1	50,519	547,121		547,121
5	Full-time Member of the Supervisory Board	1	49,256	591,072		591,072
6	Non-executive Member of the Supervisory Board	1	9,851		129,738	129,738
II	Projected total salary and remuneration for Board of Directors members and the Supervisory Board in 2025			2.074,010	797,340	2.871,350

The Board of Directors of Pha Lai Thermal Power Joint Stock Company respectfully submits for the consideration and approval of the General Meeting of Shareholders./.

To:

- As above;
- File: Office, Administrative and Labor Department.

**ON BEHALF OF THE BOD
CHAIRMAN**



Mai Quốc Long