

**DRAFT PROPOSAL**

**Regarding the Approval of Salaries and Remuneration for 2025 and the  
Planned Salaries and Remuneration for 2026 of the Board of Directors and  
the Supervisory Board**

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Charter of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company as approved by the Annual General Meeting of Shareholders on April 26, 2024;

Pursuant to the Enterprise Law dated June 17, 2020;

The Board of Directors of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration the approval of the salaries and remuneration for 2025 and the planned salaries and remuneration for 2026 of the Board of Directors and the Supervisory Board of the Company as follows:

**1. Salaries and Remuneration for 2025**

No.	Content	Number of People	Implementation (VND)
<b>I</b>	<b>SALARIES AND REMUNERATION FOR THE BOARD OF DIRECTORS</b>		<b>1,371,596,000</b>
1	Salary for the Full-time Chairperson of the Board of Directors	1	1,031,560,000
2	Remuneration for Non-executive Members of the Board of Directors	2	340,036,000
<b>II</b>	<b>SALARIES AND REMUNERATION FOR THE SUPERVISORY BOARD</b>		<b>1,194,472,000</b>
1	Remuneration for the Non-executive Head of the Supervisory Board	1	174,315,000

2	Salary for Full-time Members of the Supervisory Board	1	850,139,000
3	Remuneration for Non-executive Members of the Supervisory Board	1	170,018,000
	<b>Total (I+II)</b>		<b>2,566,068,000</b>

In words: Two billion five hundred sixty-six million sixty-eight thousand dong.

## 2. Planned Salaries and Remuneration for 2026

Serial No.	Content	Number of People	Plan (VND)
<b>I</b>	<b>SALARIES AND REMUNERATION FOR THE BOARD OF DIRECTORS</b>		<b>1,536,000,000</b>
1	Salary for the Full-time Chairperson of the Board of Directors	1	1,152,000,000
2	Remuneration for Non-executive Members of the Board of Directors	2	384,000,000
<b>II</b>	<b>SALARIES AND REMUNERATION FOR THE SUPERVISORY BOARD</b>		<b>1,348,800,000</b>
1	Remuneration for the Non-executive Head of the Supervisory Board	1	196,800,000
2	Salary for Full-time Members of the Supervisory Board	1	960,000,000
3	Remuneration for Non-executive Members of the Supervisory Board	1	192,000,000
	<b>Total (I+II)</b>		<b>2,884,800,000</b>

In words: Two billion eight hundred eighty-four thousand eight hundred dong only.

To promptly finalize the financial statements for 2026 in accordance with regulations, we respectfully submit to the General Meeting of Shareholders for consideration the authorization for the Board of Directors to review and adjust the planned salary and remuneration fund for 2026 in compliance with current

regulations and guidelines when finalizing the salaries for 2026 and approving the finalization of salaries and remuneration of the Board of Directors and the Supervisory Board for 2026 before March 31, 2027.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

**Recipients:-** 2026 Annual  
General Meeting of  
Shareholders;  
-Board of Directors;  
- Supervisory Board;  
- Archive: Office, Human  
Resources Department.

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

**Le Van Quang**