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| VIETNAM ELECTRICITY **Power Engineering** **consulting jsc 1** | **SOCIALIST REPUBLIC OF VIETNAM****Independence - Freedom - Happiness** |
| No.: 07/TTr-TVD1-HDQT |  *Hanoi, 4th June, 2024* |

**SUBMISSION LETTER**

**DRAFT**

**Ref.: Payment of salaries and remunerations**

**for the Management Board and Supervisory Board in 2023**

**and Payment plan of salaries and remunerations**

**for the Management Board and Supervisory Board in 2024**

To: General Meeting of Shareholders of Power Engineering Consulting JSC 1

*Pursuant to:*

* *Law on Enterprise No.59/2019/QH14;*
* *Circular No. 28/2016/TT-BLDTBXH dated 1st September 2016 guiding implementation of regulations on labor, salaries, remuneration, and bonuses for companies with shares and dominant capital of the State (Circular No.28);*
* *Charter on Organization and Operation of EVNPECC1;*
* *Resolution No. 01/NQ-TVD1-DHDCD dated 27th June 2023 of the 2023 Annual General Meeting of Shareholders (Resolution No. 01);*
* *Resolution No. 06/NQ-TVD1-HDQT dated 29th February 2024 of the Management Board on organizational plan and content of the 2024 Annual General Meeting of Shareholders (General Meeting) and Resolution No.16/NQ-TVD1-HDQT dated 3rd June, 2024 of the General Meeting organization.*

The Management Board (MB) reports the payment of salaries and remunerations to the Management Board and Supervisory Board in 2023 and the salaries and remunerations plan for the Management Board and Supervisory Board in 2024 to the General Meeting as follows:

1. **Salary and remuneration payments to the MB and SB of the year 2023**

Pursuant to: (i) salary and remuneration plan for the MB and SB in 2023 in Resolution No.01, (ii) Circular No.28, (iii) total profit of the Company and (iv) average realized income of employees in 2023, the Company prepares a settlement table of salaries and remunerations of the MB, SB in 2023 with a total value of 1,672.452 million VND. Specifically, as below:

*Unit: Million VND*

| **No.** | **Full name, Title** | **Amount** |
| --- | --- | --- |
| **I** | **Management Board (MB)** | **1,103.400**  |
| 1 | Mr. Nguyen Tai Anh, Concurrent Chairman |  93.684  |
| 2 | Mr. Nguyen Huu Chinh, Member of MB cum General Director |  451.080  |
| 3 | Mr. Tran Thai Hai, Member of MB cum Deputy General Director |  399.036  |
| 4 | Mr. Le Thanh Chung, non-full-time Member of MB |  39.900  |
| 5 | Mr. Le Van Luc, independent Member of MB |  39.900  |
| 6 | Mr. Nguyen Duc Tuan, Member of MB until 28th June 2023 |  39.900  |
| 7 | Mr. Nguyen Duc Thanh, Member of MB until 28th June 2023 |  39.900  |
| **II** | **Supervisory Board (SB)** |  **569.052**  |
| 1 | Mr. Nguyen Hong Quang, non-full-time Head of SB |  41.640  |
| 2 | Mrs. Cao Thuy Nga, Head of SB until 28th June 2023 |  208.194  |
| 3 | Mrs. Cao Thuy Nga, full-time Supervisor, from 28th June 2023 up to date |  199.518  |
| 4 | Mrs. Nguyen Hoang Diep, non-full-time Supervisor |  79.800  |
| 5 | Mr. Mai Huu Thung, non-full-time Supervisor, until 28th June 2023 |  39.900  |
|  | **Grand Total (I) + (II)** | **1,672.452** |

1. **Salary and remuneration plan for the MB and SB in 2024**

Pursuant to Circular No. 28/2016/TT-BLDTBXH and Regulations on Salaries applied in Vietnam Electricity, the Management Board submits to the General Meeting of Shareholders for approval of the planned Salaries, Remunerations funds in 2024 for the Management Board and Supervisory Board is 2,304.0 million VND. Details are given below:

*Unit: million VND*

| **No.** | **Title** | **Number of people** | **Salary****per capita** | **Remuneration****per capita** | **Total** |
| --- | --- | --- | --- | --- | --- |
| 1 | Concurrent Chairman of MB  | 01 |   | 10.8 | 129.6 |
| 2 | Member of MB cum General Director | 01 | 52.00  |  | 624.0 |
| 3 | Member of MB cum Deputy General Director | 01 | 46.00  |  | 552.0 |
| 4 | Non-full-time Member of MB/Independent Member of MB | 01 |   | 9.2 | 220.8 |
| 5 | Head of SB, non-full-time | 01 |   | 7.2 | 115.2 |
| 6 | Full-time Supervisor | 01 | 34.5 |  | 552.0 |
| 7 | Non-full-time Supervisor | 01 |   | 6.9 | 110.4 |
|  | **Total** |  |  |  | **2,304.0** |

EVNPECC1's Management Board respectfully submits to the General Meeting of Shareholders for approval.

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| ***cc:***- As above-mentioned;- P7 (post on EVNPECC1’s Website);- Achieved: filing, MB*.* | **FOR & on behalf of the Management Board****CHAIRMAN****Nguyen Tai Anh** |