

SUBMISSION LETTER**Re.: Salaries and remunerations
for the Management Board and Supervisory Board in 2025 and
Payment plan of salaries and remunerations
for the Management Board and Supervisory Board in 2026**

To: The 2026 Annual General Meeting of Shareholders

*Pursuant to:**the Law on Enterprises No. 59/2020/QH14;**the Law on Securities No. 54/2019/QH14;**The Charter on organization and operation of Power Engineering Consulting Joint Stock Company 1 that had been approved by the General Meeting of Shareholders on 26th June 2025.**the resolution No. 01/NQ-TVĐ1-DHĐCD dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders;*

The Management Board (MB) respectfully submits to the General Meeting for consideration and approval the implemented salary and remuneration fund for 2025 and the planned salary and remuneration levels for 2026 of the MB and the Supervisory Board (SB), as follows:

1. The implemented salary and remuneration fund of the MB and SB for 2025

Total salaries and remunerations of the members of the Management Board (MB) and the Supervisory Board (SB) actually implemented in 2025 amounted to VND 3,306,240,000. Details are as follows:

Unit: million VND

No.	Full name	Title	Amount	Remark
I	Management Board			
1	Mr. Nguyen Tai Anh	Concurrent Chairman of MB	138.24	Ceased to hold the position as of 26 th June 2025
2	Mr. Nguyen Huu Chinh	Chairman of MB	691.20	Commencement from 26 th June 2025
		Member of MB cum General Director	112.32	
3	Mr. Nguyen Kim Cuong	Member of MB cum General Director	112.32	Commencement from 26/6/2025

No.	Full name	Title	Amount	Remark
4	Mr. Tran Thai Hai	Member of MB cum Deputy General Director	224.64	
5	Mr. Do Viet Khoa	Member of MB cum Deputy General Director	112.32	Commencement from 26/6/2025
6	Mr. Le Thanh Chung	Non full time Member of MB	112.32	Ceased to hold the position as of 26/6/2025
7	Mr. Le Van Luc	Independent Member of MB	224.64	
II	Supervisory Board (SB)			
1	Mr. Nguyen Hong Quang	Non full time Head of SB	230.40	
2	Ms. Cao Thuy Nga	<i>Full time supervisory Board member</i>	1,123.20	
3	Ms. Nguyen Hoang Diep	<i>Non full time supervisory Board member</i>	224.64	

2. Salary and remuneration plan for the MB and SB in 2026

Pursuant to Clause 1, Article 4 of Decree No. 248/2025/NĐ-CP dated September 15, 2025 on regulations regarding the salary, remuneration, and bonus regime of the direct representative of the owner, the representative of State capital, and Supervisors in the State-owned enterprises, the Management Board submits to the General Meeting for approval the planned salaries and remunerations of the members of the MB and the SB for 2026 as follows:

Unit: million VND

No.	Title	Monthly salary for full time position	Monthly remuneration for non-full time position
1	Chairman of MB	96.0	
2	Member of MB		
	<i>Full time position</i>	80.0	
	<i>Non- full time position</i>		8.0
	<i>Independent</i>		16.0
3	Head of SB		16.4
4	Supervisor		
	<i>Full time position</i>	80.0	
	<i>Non -full time position</i>		16.0

In the case where a member of the MB concurrently holds an executive position (General Director/Deputy General Director), he/she shall receive the salary corresponding to the executive position in accordance with the Company's Salary

Regulations, and at the same time be entitled to remuneration as a member of the Management Board.

The Management Board respectfully submits to the General Meeting for approval./.

Received by:

**FOR AND ON BEHALF OF THE
MANAGEMENT BOARD
CHAIRMAN**

- As above-mentioned;
- MB, Supervisory Board;
- P7 (posting on the website);
- Archive: Filed, MB.

Nguyen Huu Chinh