



POWER GENERATION JOINT STOCK
CORPORATION 3
**BA RIA THERMAL POWER JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 968/TTr-NDBR

Long Huong, May 18th, 2026

PROPOSAL
**Regarding the salary and remuneration of the Board of Directors and the Board
of Supervisors**
Ba Ria Thermal Power Joint Stock Company

To: General Meeting of Shareholders of Ba Ria Thermal Power Joint Stock Company

Pursuant to the Resolution of the Board of Directors at the 2nd meeting, No. 963/NQ-NĐBR dated 18/5/2026 of the Board of Directors of Ba Ria Thermal Power Joint Stock Company.

The Board of Directors of Ba Ria Thermal Power Joint Stock Company (BTP) hereby submits to the General Meeting of Shareholders of BTP for consideration and approval the salary and remuneration for the Board of Directors (BOD) and the Board of Supervisors (BOS) of the Company as follows:

1. Results of salary and remuneration payments for the BOD and BOS in 2025

Based on the 2025 business results according to BTP's financial statements, the total fund for salary, remuneration, and electrical safety allowance for the BOD and BOS is 2,591,984,000 VND.

The above salary and remuneration fund does not include the salaries of the Board of Management; details of the 2025 salary and remuneration for the BOD, BOS, and Board of Management are presented in the financial statements.

2. Plan for salary and remuneration of the BOD and BOS in 2026

Based on the 2026 business plan targets and current legal regulations, the total planned fund for salary, remuneration, and electrical safety allowance for the BOD and BOS in 2026 is 2,592,002,000 VND. In which:

- Salary and remuneration fund for the BOD: 1,641,912,000 VND
- Salary and remuneration fund for the BOS: 831,336,000 VND
- Electrical safety allowance: 118,754,000 VND

Based on the total planned fund for salary, remuneration, and electrical safety allowance for the BOD and BOS in 2026 approved by the General Meeting of Shareholders, the salary and remuneration levels for members of the BOD and BOS shall be determined and paid in accordance with the law and the regulations of Ba Ria Thermal Power Joint Stock Company.

The Board of Directors of Ba Ria Thermal Power Joint Stock Company hereby submits this to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:

- *As above;*
- BOD/BTP;
- BOS/BTP;
- Secretary/BTP;
- Archived: Admin Dept, HR Dept.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tien Dung