

REPORT

Re: Board of Directors and Board of Supervisors in 2024 and Remuneration Plan in 2025

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Son Ha Energy Development Joint Stock Company;
- Resolution No. 01/2024/NQ - ĐĐCĐ/SHE dated April 26, 2024 of the General Meeting of Shareholders of Son Ha Energy Development Joint Stock Company.

The Board of Directors (BOD) of Son Ha Development of Renewable Energy Joint Stock Company respectfully submits to the General Meeting of Shareholders (AGM) for Approved the final remuneration of the Board of Directors ("BOD"), the Board of Supervisors ("BOS") in 2024 and the remuneration plan for the Board of Directors and BOS in 2025 as follows:

1. Remuneration of the Board of Directors and Board of Supervisors in 2024:

a. Plan approved by the General Meeting of Shareholders.

Board of Directors	Board of Supervisors
Chairman of the BOD: 3.000.000 VNĐ/month	Head of the SB: 2.000.000 VNĐ/month
Member of the BOD: 1.500.000 VNĐ/month	Member of the SB: 1.000.000 VNĐ/month

- b. Implementation: Total remuneration and allowances of the Board of Directors and the Board of Supervisors in 2024 are: VND 168,263,736. Specifically as per the attached remuneration and allowances table.

2. Remuneration and allowance plan of the Board of Directors and the Board of Supervisors in 2025:

The remuneration and allowances of the Board of Directors and the Board of Supervisors in 2025 will be kept the same as in 2024, specifically:

Board of Directors	Board of Supervisors
Chairman of the BOD: 3.000.000 VNĐ/month	Head of the SB: 2.000.000 VNĐ/month
Member of the BOD: 1.500.000 VNĐ/month	Member of the SB: 1.000.000 VNĐ/month

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

Best regards!

Recipients:

- *As above;*
- *Archive: BOD, Office*

**On behalf of the BOARD OF DIRECTORS
CHAIRMAN**

Lê Vĩnh Sơn

Member		Amount (VND)	Note
BOARD OF DIRECTORS		120.263.736	
1	Le Vinh Son	36.000.000	
2	Hoang Manh Tan	18.000.000	
3	Tran Ngoc Hung	12,263,736	
4	Nguyen Dinh Quy	18.000.000	
5	Nong Thi Thanh Van	18.000.000	
6	Luong Dieu Cam	18.000.000	
Board of Supervisors		48.000.000	
7	Nguyen Thi Gam	24.000.000	
8	Le Thi Thao	12.000.000	
9	Tran Van Thi	12.000.000	