

No. 01/2026/HIO/TTr-HĐQT-BKS

Hanoi, March 27, 2026

PROPOSAL

Re: Report the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and approve the 2026 payment plan.

To: The Annual General Meeting of Shareholders 2025
Helio Energy Joint Stock Company

- Pursuant to Law on Enterprises No.59/2020/QH14 on June 17th, 2020 and amendments, supplements, and implementation guidelines;
- Pursuant to Law on Securities No.54/2019/QH14 on November 26th, 2019 and amendments, supplements, and implementation guidelines;
- Pursuant to the Charter of Helio Energy Joint Stock Company.

The Board of Directors (*hereinafter referred to as "BOD"*) and the Board of Supervisors (*hereinafter referred to as "BOS"*) of Helio Energy Joint Stock Company hereby report to the General Meeting of Shareholders (*hereinafter referred to as "GMS"*) the remuneration payment for the Board of Directors, the Board of Supervisors in 2025 and respectfully submit the 2026 payment plan to the GMS for approval as follows:

1. Results of remuneration payment in 2025

- The number of the BOD members in 2025: 03 members, including 01 Chairman and 01 Independent member.
- The number of BOS members in 2025: 03 members, including 01 Head of the BOS.
- The remuneration for the members of BOD and the members of BOS in 2025 was paid according to the levels approved by the Annual General Meeting of Shareholders in 2025, as follows:
 - Chairman of the BOD : VND 10,000,000/person/month;
 - BOD Members/Independent members : VND 5,000,000/person/month;
 - Head of the BOS : VND 5,000,000/person/month;
 - BOS members : VND 3,000,000/person/month.

The total remuneration fund executed in 2025 was VND 372,000,000.

2. Plan for 2026

Based on the Company's 2026 business plan, the BOD and BOS submit for the approval of the General Meeting of Shareholders the proposed remuneration for the members of the BOD and the BOS for 2026 as follows:

- + Chairman of the BOD : VND 10,000,000/person/month;
- + BOD Members/Independent members : VND 5,000,000/person/month;
- + Head of the BOS^(*) : VND 5,000,000/person/month;
- + BOS members^(*) : VND 3,000,000/person/month.

() The remuneration of the BOS shall be paid for the BOS from January 01, 2026, to April 18, 2026. The BOS is expected to be dismissed at the 2026 Annual General Meeting of Shareholders following the transition of the Company's organizational structure.*

Respectfully submitting for the consideration and approval of the General Meeting of Shareholders.

Sincerely./.

Recipients:

- As above;
- BOD, BOS, BOM;
- Archives: the BOD's Office, Legal Dept.

**ON BEHALF OF THE BOD
CHAIRMAN**

**ON BEHALF OF THE BOS
HEAD OF THE BOS**

Phan Thanh Dat

Tran Minh Duc