

HELIO ENERGY
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 01/2025/HIO/TTr-HĐQT-BKS

Hanoi, March 28th, 2025

PROPOSAL

Re: Report the remuneration payment for the Board of Directors, the Board of Supervisors in 2024 and approve the 2025 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;
- Pursuant to Law on Securities No.54/2019/QH14 on November 26th, 2019;
- 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 report to the General Meeting of Shareholders on the results of remuneration payment for the BOD and the BOS in 2024 and respectfully submit to the General Meeting of Shareholders for approval of the 2025 payment plan, as follows:

1. Results of remuneration payment in 2024

The number of the BOD's members in 2024 is as follows:

- + From January 1st, 2024 to April 15th, 2024: 04 members, including 01 Chairman and 01 Independent member;
- + From April 16th, 2024 to December 31st, 2024: 03 members, including 01 Chairman and 01 Independent member.

The number of BOS members in 2024: 03 members, including 01 Head of the BOS.

The remuneration for the members of BOD and the members of BOS in 2024 was paid according to the levels approved by the Annual General Meeting of Shareholders in 2024, 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 2024 was VND 389,500,000.

2. Plan for 2025

Based on the Company's 2025 business plan, the BOD submits for the approval of the General Meeting of Shareholders the proposed remuneration for the members of the BOD and the BOS for 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.

Respectfully submitting for the consideration and approval of the Annual 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