

No.: 04/2025/TTr-HĐQT

Can Tho, May 26, 2025

SUBMISSION

**Subject: Payment of salaries, bonuses, and remuneration for the Board of Directors,
Member of the Board of Supervisors, Secretary in 2024
and plan for 2025**



To: General Meeting of Shareholders of Can Tho Water Supply - Sewerage JSC.

Pursuant to Circular 28/2016/TT-BLĐTBXH dated September 01, 2016 of the Ministry of Labor, Invalids and Social Affairs, guiding the implementation of regulations on labor, salaries, remuneration, bonuses for joint stock companies with controlling state capital contribution;

Pursuant to the Charter of Organization and Operation of Can Tho Water Supply - Sewerage JSC approved on April 27, 2022;

Based on the Company's business performance in 2024 and the business plan for 2025,

To ensure the alignment of responsibilities with the benefits of the Board of Directors, Member of the Board of Supervisors, and Secretary in managing and supervising the business operations of Can Tho Water Supply - Sewerage JSC, we hereby submit to the General Meeting of Shareholders for consideration and discussion on the payment of salaries, bonuses, and remuneration for the Board of Directors, Member of the Board of Supervisors, Secretary in 2024 and the plan for 2025:

**I. Payment of salaries, bonuses, and remuneration for the Board of Directors,
Member of the Board of Supervisors, Secretary in 2024:**

1. Income of the Board of Directors, Head of the Board of Supervisors in 2024:

No.	Full name and Position	Year 2024	Note
1	Mr. Nguyen Huu Loc - Chairman of the Board of Directors	913,593,600	Chairman of the Board of Directors at the Parent Company and 02 Company's subsidiaries
2	Mr. Nguyen Tung Nguyen - Member of the Board of Directors, General Director	736,266,000	

3	Mr. Trinh Huu Phuc - Member of the Board of Directors, Deputy General Director	607,448,709	
4	Mrs. Lam Nguyet Thanh – Head of the Board of Supervisors	680,745,600	

(data according to the Audited Consolidated Financial Statements 2024)

2. Remuneration for the Board of Directors, Member of the Board of Supervisors, Secretary in 2024:

- The Chairman of the Board of Directors receives full-time salary at Can Tho Water Supply - Sewerage JSC. The total remuneration for the remaining 04 Board of Directors' members at Can Tho Water Supply - Sewerage JSC is: 345,600,000 VND/year.

- The Chairman of the Board of Directors receives remuneration at 2 Company's subsidiaries: 206,586,000 VND.

- The Head of the Board of Supervisors receives full-time salary. The remuneration for the remaining 02 Member of the Board of Supervisors is: 148,800,000 VND.

- The remuneration for Company Administrators, Secretary, Assistant Secretary is: 73,200,000 VND.

No.	Category	No. of people	Remuneration level per 01 person/month	No. of months	Total remuneration level for 01 year	Note
1	Person in charge of Company Administration concurrently Secretary	1	6,200,000 VND	06	37,200,000 VND	Maternity leave for 06 months
2	Assistant Secretary	1	3,000,000 VND	12	36,000,000 VND	
	Total	2			73,200,000 VND	

3. Bonuses for 2024:

Bonuses are based on Resolution No. 01/NQ-ĐHĐCĐ approved by the General Meeting of Shareholders on April 26, 2024 and according to the Submission "Approval of Profit Distribution Plan for 2024" presented at the 2025 Annual General Meeting of Shareholders.

II. Plan for salaries, bonuses, and remuneration for the Board of Directors, Member of the Board of Supervisors, Secretary in 2025:

1. Expected salaries for the Board of Directors, Head of the Board of Supervisors in 2025:

Pursuant to Decree 44/2025/ND-CP based on object classification, conditions for applying basic salary level Group II, Level 3, Water Supply and Sewerage sector, which stipulates the basic salary level for the Chairman of the Board of Directors and the Head of the Board of Supervisors:

- Total salary for the Chairman of the Board of Directors: 432,000,000 VND (36,000,000 VND x 12 months).

- Total salary for the Head of the Board of Supervisors: 360,000,000 VND (30,000,000 VND x 12 months).

- Total salary for Board of Directors' members, General Director: 420,000,000 VND.

- Total salary for Board of Directors' members, Deputy General Director: 372,000,000 VND.

Note: the above are basic salary levels, subject to adjustment based on year-end business performance.

2. Expected Remuneration for Board of Directors, Board of Supervisors, Secretary in 2025:

- The Chairman of the Board of Directors receives a full-time salary at Can Tho Water Supply - Sewerage JSC. The total remuneration level for the remaining 04 Board of Directors' members at Can Tho Water Supply - Sewerage JSC is: 345,600,000 VND per year (see appendix for details).

- The Head of the Board of Supervisors receives a full-time salary. The remuneration level for the 02 Members of the Board of Supervisors is: 144,000,000 VND per year (see appendix for details).

- The remuneration level for the Company Administrator, Company Secretary, Assistant Secretary is: 108,000,000 VND per year (see appendix for details)

3. Expected Bonus in 2025:

The bonus is based on the Proposal "Business Production Plan and Profit Distribution Plan for 2025" submitted at the 2025 Annual General Meeting of Shareholders.

Recipients:

- As above;
- Archived: Company Secretary, Administration.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Nguyen Huu Loc



APPENDIX
REMUNERATION CALCULATION METHOD FOR 2025

1. Member of the Board of Directors :

No.	Category	Number of people	Remuneration level per 01 person/month	Total remuneration level for 01 month	Total remuneration level for 01 year
1	Board of Directors' members	4	7,200,000 VND	28,800,000 VND	345,600,000 VND
	Total	4		28,800,000 VND	345,600,000 VND

2. Member of the Board of Supervisors:

No.	Category	Number of people	Remuneration level per 01 person/month	Total remuneration level for 01 month	Total remuneration level for 01 year
1	Member of the Board of Supervisors	2	6,000,000 VND	12,000,000 VND	144,000,000 VND
	Total	2		12,000,000 VND	144,000,000 VND

3. Person in charge of Company Administration, Company Secretary, Assistant Secretary:

No.	Category	Number of people	Remuneration level per 01 person/month	Total remuneration level for 01 month	Total remuneration level for 01 year
1	Person in charge of Company Administration concurrently Secretary	1	6,000,000 Million VND	6,000,000 Million VND	72,000,000 Million VND
2	Assistant Secretary	1	3,000,000 Million VND	3,000,000 Million VND	36,000,000 Million VND
	Total	2		9,000,000 Million VND	108,000,000 VND