



2026/ TTr -HĐQT

Can Tho, June 26, 2026

PROPOSAL

Regarding the payment of salaries, bonuses, and remuneration to the Board of Directors and the Supervisory Board. Secretariat Plan 2025 and Plan 2026

Dear: General Shareholders' Meeting of Can Tho Water Supply and Sewerage Joint Stock Company

Based on Government Decree 44/2025/ND-CP dated February 28, 2025, on the management of labor, wages, remuneration, and bonuses in state-owned enterprises;

Based on Government Decree 248/2025/ND-CP dated September 15, 2025, stipulating the salary, remuneration, and bonus regime for direct owner representatives, state capital representatives, and auditors in state-owned enterprises;

Based on the Charter of Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company, adopted on April 27, 2022;

Based on the Regulations on Salary Payment for Board Members - Supervisors and the Regulations on Salary Payment for the Executive Board and Employees of Can Tho Water Supply and Sewerage Joint Stock Company;

Based on the Company's business performance results for 2025 and the business plan for 2026;

To ensure accountability and protect the interests of the Board of Directors, Supervisory Board, and Secretariat in managing and supervising the Company's production and business operations, we respectfully submit to the General Meeting of Shareholders for consideration and discussion the payment of salaries, bonuses, and remuneration to the Board of Directors, Supervisory Board, and Secretariat for 2025 and the plan for 2026:

I. Payment of salaries, bonuses, and remuneration for the Board of Directors, Supervisory Board, and Secretariat in 2025:

1. Income of the Board of Directors and the Head of the Supervisory Board in 2025:

Salary and remuneration fund at the parent company in 2025:



- Salary fund for members of the specialized board (Chairman of the Board): 612,033,280 VND.

- Salary fund for full-time Supervisors (Head of the Supervisory Board): 511,450,664 VND.

- Remuneration fund for non-executive council members: 345,600,000 VND.

- Remuneration fund for part-time auditors: 144,000,000 VND.

No.	Job title	Number	Remuneration rate per person/month	Total annual remuneration	Note
I	Board Member	4	7,200,000 VND	345,600,000 VND	Non-specialized
1	CEO - Board Member	1	7,200,000 VND	86,400,000 VND	
2	Deputy General Director - Member of the Board of Directors	1	7,200,000 VND	86,400,000 VND	
3	Board of Directors	2	7,200,000 VND	172,800,000 VND	
II	Supervisory Board Member	2	6,000,000 VND	144,000,000 VND	
	Total I + II	6		489,600,000 VND	

Income of the Board of Directors and the Head of the Supervisory Board in 2025 at the parent company and 2 subsidiaries:

No.	Name and position	2025	Note
1	Mr. Nguyen Huu Loc - Chairman of the Board of Directors	1,101,281,630	Chairman of the Board of Directors at the parent company and 2 subsidiaries.
2	Mr. Nguyen Tung Nguyen – Member of the Board of Directors, General Director	870,290,000	



3	Mr. Trinh Huu Phuc – Member of the Board of Directors, Deputy General Director	786,640,000	
4	Ms. Lam Nguyet Thanh - Head of the Supervisory Board	796,001,941	

(Data based on audited consolidated financial statements for 2025)

- The remuneration for the Company Administrator/Secretary and Assistant Secretary is: VND 108,000,000 / year.

No.	Object	Number	Remuneration 1 person/month	Number of months	Total annual remuneration	Note
1	Company Administrator and Secretary	1	6,000,000 VND	12	72,000,000	
2	Assistant Secretary of the Board	1	3,000,000 VND	12	36,000,000	
	Total	2			108,000,000	

3. Bonuses for 2025:

The bonus is based on Resolution No. 01/NQ-ĐHĐCĐ, which was approved by the General Meeting of Shareholders on June 17, 2025, and according to the Proposal "Approval of the profit distribution plan for 2025" presented at the 2026 Annual General Meeting of Shareholders.

II. Salary, bonus, and remuneration plan for the Board of Directors, Supervisory Board, and Secretary General in 2026:

1. Projected salaries for the Board of Directors and the Head of the Supervisory Board in 2026:

Based on Decree 248/2025/ND-CP dated September 15, 2025, according to the classification of subjects and conditions for applying the basic salary level Group II, Level 3, in the field of Corporate Finance, the basic salary level for the Chairman of the Board of Directors and the Head of the Supervisory Board is stipulated as follows:

- Total amount wage Owner death Board of Directors: 74,000,000 VND x 12 month = 888,000,000 VND

- Total amount wage Head of the Supervisory Board : 62,000,000 VND x 12 month = 744,000,000 VND

The salaries of the remaining members of the Executive Board are determined by the Company and shall not exceed 10 times the employee's salary (currently 14.59 million VND/month in 2025) and shall not exceed the salary of the Chairman of the Board of Directors.



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- Total salary for Board of Directors and General Director: 61,470,504 VND x 12 months = 737,646,048 VND.

- Total salaries for Board members and Deputy General Directors: 56,347,962 VND x 12 months = 676,175,544 VND

Note: The above is the projected salary level; adjustments may be made depending on the year-end business performance.

2. Expected remuneration for the Board of Directors, Supervisory Board, and Secretariat in 2026:

- The Chairman of the Board of Directors receives a full-time salary at Can Tho Water Supply and Sewerage Joint Stock Company. The total remuneration for the remaining 4 members of the Board of Directors at the Company is: VND 355,200,000/year (see appendix for details).

- The Head of the Supervisory Board receives a full-time salary. The remuneration for the remaining two members of the Supervisory Board is: VND 148,800,000/year (see appendix for details).

- The remuneration for the Company Administrator/Secretary and Assistant Secretary of the Board is: VND 110,400,000/year (see appendix for details).

3. Expected bonus amount for 2026:

The bonus will be based on the "Business Production Plan and Profit Distribution Plan for 2026" presented at the 2026 Annual General Meeting of Shareholders.

Recipients :

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Nguyen Huu Loc

APPENDIX



CANTHO WATER SUPPLY - SEWERAGE JOINT STOCK COMPANY

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HOW TO CALCULATE REMUNERATION IN 2026

1. Members of the Board of Directors:

No.	Object	Number	Remuneration 1 person/month	Total monthly remuneration	Total annual remuneration
1	Board Member	4	7,400,000 VND	29,600,000 VND	355,200,000 VND
	Total	4		29,600,000 VND	355,200,000 VND

2. Members of the Supervisory Board:

No.	Object	Number	Remuneration 1 person/month	Total monthly remuneration	Total annual remuneration
1	Supervisory Board Member	2	6,200,000 VND	12,400,000 VND	148,800,000 VND
	Total	2		12,400,000 VND	148,800,000 VND

3. Person in charge of company administration also serving as Company Secretary or Assistant Secretary:

No.	Object	Number	Remuneration 1 person/month	Total monthly remuneration	Total annual remuneration
1	Company Administrator and Secretary	1	6,200,000 VND	6,200,000 VND	74,400,000 VND
2	Assistant Secretary of the Board	1	3,000,000 VND	3,000,000 VND	36,000,000 VND
	Total	2		9,200,000 VND	110,400,000 VND

