

**BEN TRE WATER SUPPLY
AND SEWERAGE JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 460 /TTr-CTN

Vinh Long, May 28, 2026

PROPOSAL

Regarding the approval of the salary fund and remuneration plan for 2026

To: The Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company

Pursuant to Decree No. 248/2025/NĐ-CP dated September 15, 2025 on regulations on salaries, remuneration, and bonuses for the direct representatives of the owner, state capital representatives, and Supervisors in state-owned enterprises, effective from August 1, 2025;

Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

Pursuant to the Report on formulation of the salary fund and remuneration plan dated May 28, 2026 of the Organization and Administration Department.

Under current regulations, the Provincial People's Committee will not provide opinions on the annual salary and remuneration plans and implementation for the Chairman of the Board of Directors, Head of the Board of Supervisors, Board of Management, employees, and other managerial positions.

The content of Decree No. 248/2025/NĐ-CP dated May 19, 2025 of the Government only provides guidance on the formulation of salaries and remuneration for members of the Board of Directors and the Board of Supervisors who are state capital representatives, and does not specifically guide the formulation of the salary fund for employees and the Board of Management. Salaries shall be determined by the Company based on compliance with labor laws, business performance, and in alignment with market conditions, industry characteristics, and the nature of the enterprise's operations.

Based on business performance indicators, the Organization and Administration Department has prepared the Report on the formulation of the salary fund and remuneration plan for 2026 of Ben Tre Water Supply and Sewerage Joint Stock Company with the following details:

No.	Description	Salary (VND/month)	Remuneration (VND/month)	Total Salary and Remuneration Fund (VND/year)
1	Salary Fund of the Chairman of the Board of Directors	74.000.000		888.000.000
2	Board of Management – Head of the Board of Supervisors			3.802.860.000
-	General Director	70.781.000		849.372.000
-	Deputy General Director (in charge of Business)	62.737.200		752.846.400
-	Deputy General Director (in charge of Technical Affairs)	62.737.200		752.846.400
-	Chief Accountant	57.912.400		694.948.800
-	Head of the Board of Supervisors	62.737.200		752.846.400
3	Employees	-	-	35.739.564.963
4	Total Remuneration Fund			654.000.000
-	<i>Members of the Board of Directors</i>		8.000.000	384.000.000
-	<i>Members of the Board of Supervisors</i>		6.750.000	162.000.000
-	<i>Person in charge of corporate governance cum Company Secretary</i>		5.000.000	60.000.000
-	<i>Secretary of the Board of Directors</i>		4.000.000	48.000.000

The General Director submits to the Board of Directors for consideration and approval the salary and remuneration plan for 2026 of the Company as a basis for submission to the 2026 Annual General Meeting of Shareholders.

Respectfully submitted./.

Recipients:

- As above;
- Head of the Board of Supervisors (for reporting);
- Board of Management, Chief Accountant
(for information);
- Filed: Administration.

GENERAL DIRECTOR