

No: 04 /TTr-HĐQT

Ca Mau, January 17, 2025

PROPOSAL

On approving the salary and remuneration for the Board of Directors and the Board of Supervisors in 2024 and the Plan for 2025

Pursuant to Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, War Invalids, and Social Affairs, providing guidance on labor, salaries, remuneration, and bonuses for companies with state-owned shares or capital;

Pursuant to the 2021 Charter of Ca Mau Water Supply Joint Stock Company;

Pursuant to the production and business results of Ca Mau Water Supply Joint Stock Company in 2024 and the Plan for 2025,

The Board of Directors of Ca Mau Water Supply Joint Stock Company (the Company) reports on the payment of remuneration, salaries for members of the Board of Directors (BOD) and the Supervisory Board (SB) in 2024 and propose to the General Meeting of Shareholders for consideration and approval of the remuneration and salary plan for 2025 as follows:

1. Payment of salaries, remuneration, and other expenses for members of Board of Directors and Supervisory Board in 2024:

1.1. Remuneration and salaries:

Unit: Million/person/month.

No	Position	Remuneration	Salary levels		
			Implemented salary as planned	Additional payment (due to increased profit)	Total
I	Board of Directors				
1	Chairman (full-time)	0	36	3,6	39,6
2	Executive members				
	- General Director	0	35	3,5	38,5
	- Deputy General Director	0	33	3,3	36,3

No	Position	Remuneration	Salary levels		
			Implemented salary as planned	Additional payment (due to increased profit)	Total
3	Non-executive members	3,6	0	0	0
II	Supervisory Board				
1	Head of the Board (full-time)	0	30	3	33
2	Members	1,5	0	0	0

1.2. Other expenses:

Besides remuneration and salaries, full-time managers, including Chairman of the BOD, Executive members of the BOD, and the Head of Supervisory Board, receives additional bonuses as stipulated in Resolution No. 06/2024/NQ-DHĐCĐ dated June 25, 2024, of the General Meeting of Shareholders.

2. Plan for payment of remuneration, salaries, and other expenses for members of the BOD and SB in 2025:

2.1. Remuneration and salaries:

Unit: Million/person/month.

No.	Position	Remuneration	Salaries
I	Board of Directors		
1	Chairman (full-time)	0	36
2	Executive members:		
	- General Director	0	35
	- Deputy General Director	0	33
3	Non-executive members	6	0
II	Supervisory Board		
1	Head of the Board (full-time)		
	- Office term 2020 – 2025	0	30
	- Office term 2025 - 2030	0	20,5
2	Members	3	0

2.2. Other expenses:

Based on the Company's business performance and profit distribution in 2025, full-time managers, including Chairman of the BOD, Executive members of the BOD, and the Head of Supervisory Board, can receive additional bonuses as stipulated in the Resolution of the General Meeting of Shareholders.

The Board of Directors respectfully propose to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- General Meeting of Shareholders;
- BOD, SB, EB;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS
CHAIRMAN**



Ho Tan Luat

