

No: 04/TTr-HĐQT

*Ca Mau, May 8, 2026*

**PROPOSAL**

**Regarding the approval of salary, remuneration, bonus in 2025,  
and 2026 plan**

Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government providing regulations on the regime of salaries, remuneration, and bonuses for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises;

Pursuant to the 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 2025 và the plan for 2026.

The Board of Directors of Ca Mau Water Supply Joint Stock Company (the Company) reports to the General Meeting of Shareholders on the payment of remuneration, salaries for members of the Board of Directors (BOD) and the Supervisory Board (SB) in 2025, submitted to the General Meeting of Shareholders for consideration and approval of the remuneration and salary plan for 2026 as follows:

**1. Salary, remuneration, and bonuses for members of the Board of Directors and the Supervisory Board in 2025:**

**1.1. Salary and remuneration:**

*Unit: Million VND*

| No       | Position                  | Remuneration | Salaries       |                   |        |
|----------|---------------------------|--------------|----------------|-------------------|--------|
|          |                           |              | Planned salary | Additional salary | Total  |
| <b>I</b> | <b>Board of Directors</b> |              |                |                   |        |
| 1        | Chairman (full-time)      | 00           | 58.9           | 3.534             | 62.434 |
| 2        | Executive members         |              |                |                   |        |
|          | - General Director        | 08           | 50             | 03                | 53     |
|          | - Deputy General Director | 08           | 45             | 2.7               | 47.7   |
| 3        | Non-executive members     | 08           | 00             | 00                | 00     |

| No        | Position                              | Remuneration | Salaries       |                   |        |
|-----------|---------------------------------------|--------------|----------------|-------------------|--------|
|           |                                       |              | Planned salary | Additional salary | Total  |
| <b>II</b> | <b>Supervisory Board</b>              |              |                |                   |        |
| 1         | Head of Supervisory Board (full-time) | 00           | 36.4           | 2.184             | 38.584 |
| 2         | Supervisory Board members             | 04           | 00             | 00                | 00     |

### 1.2. Bonuses for the Board of Directors and Supervisory Board

- Bonuses for the managers include: Chairman of the Board of Directors, executive members of the Board of Directors, and the Head of Supervisory Board (full-time):

*Unit: Million VND*

| No. | Position                           | Remuneration | Note |
|-----|------------------------------------|--------------|------|
| 1   | Chairman of the Board of Directors | 93.651       |      |
| 2   | Executive members of the BOD:      |              |      |
| -   | General Director                   | 79.5         |      |
| -   | Deputy General Director            | 71.55        |      |
| 3   | Head of Supervisory Board          | 57.876       |      |

- Bonuses for employees: Implemented in accordance with Resolution No. 01/NQ-HĐQT dated March 25, 2026, issued by the Board of Directors.

## 2. Plan for salaries, remuneration, and bonuses of members of the Board of Directors and Supervisory Board in 2026:

### 2.1. Bonuses and remuneration:

*Unit: Million VND.*

| No.      | Position                           | Remuneration | Salaries |
|----------|------------------------------------|--------------|----------|
| <b>I</b> | <b>Board of Directors</b>          |              |          |
| 1        | Chairman of the Board (full-time)  | 00           | 70.3     |
| 2        | Executive members of the Board:    |              |          |
|          | - General Director                 | 08           | 60       |
|          | - Deputy General Director          | 08           | 48       |
| 3        | Non-executive members of the Board | 08           | 00       |

| No.       | Position                              | Remuneration | Salaries |
|-----------|---------------------------------------|--------------|----------|
| <b>II</b> | <b>Supervisory Board</b>              |              |          |
| 1         | Head of Supervisory Board (full-time) | 00           | 36.4     |
| 2         | Members of the Supervisory Board      | 04           | 00       |

## **2.2. Bonuses for the Board of Directors and Supervisory Board:**

Based on the Company's business performance and profit distribution in 2026, full-time managers (including the Chairman of the Board, executive Board members, and the Head of the Supervisory Board) shall be entitled to be paid additional bonuses in accordance with the resolution of the 2026 General Meeting of Shareholders.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

### ***Recipients:***

- The GMS;
- BOD, SB, and EB;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**