

REPORT

Finalization of remuneration expenses for the Board of Directors and Supervisory Board in 2025;

submit for approval the estimate of remuneration for the Board of Directors and the Supervisory Board in 2026

To: Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of the Water Supply and Sewerage Construction and Investment Joint Stock Company.

The Board of Directors reports to the 2026 Annual General Meeting of Shareholders on the settlement of remuneration expenses for members of the Board of Directors and the Supervisory Board in 2025; submit the estimate of remuneration costs for members of the Board of Directors and members of the Supervisory Board in 2026 as follows:

1. Finalization of remuneration expenses for members of the Board of Directors and the Supervisory Board in 2025

TT	Full name	Position	Number of months	The 2025 cost estimate was approved by the General Meeting of Shareholders		Amount spent in 2025 and request for settlement
				Cost/month	Cost/year	
1	Nguyen Duy Hung	Full-time Chairman of the Board of Directors	12	55.000.000	660.000.000	836.834.000
2	Vu Doan Chung	Vice Chairman of the Board of Directors	12	10.000.000	120.000.000	50.000.000
2	Le Minh Duc	Vice Chairman of the Board of Directors				70.000.000

3	Chu Xuan Lang	General Director and Board member	12	8.000.000	96.000.000	96.000.000
4	Nguyen Duc Bon	Board member	12	8.000.000	96.000.000	96.000.000
5	Nguyen Thi Bao Quynh	Independent Board member	12	8.000.000	96.000.000	96.000.000
6	Bui Khanh Linh	Head of the Supervisory Board	12	6.000.000	72.000.000	72.000.000
7	Pham Phuoc Thinh	members of the supervisory board	12	4.000.000	48.000.000	48.000.000
8	Nguyen Van Dan	members of the supervisory board	12	4.000.000	48.000.000	48.000.000
	TOTAL			103.000.000	1.236.000.000	1.412.834.000

Note: The 2025 cost estimate approved by the General Meeting of Shareholders does not include bonuses, pursuant to Article 7 – Resolution No. 01/2025/NQ-DHDD dated 06/6/2025.

2. Estimate of remuneration expenses for members of the Board of Directors and the Supervisory Board in 2026 (applied from 01/01/2026).

- Full-time Chairman of the Board of Directors: 57,500,000 VND/month
- Part-time Chairman of the Board of Directors: 15,000,000 VND/month
- Full-time member of the Board of Directors: 15,000,000 VND/month
- Vice Chairman of the Board of Directors/TV of the Board of Directors: 10,000,000 VND/month
- Head of Supervisory Board: 10,000,000 VND/month
- Member of the Supervisory Board: 5,000,000 VND/month

Note: The above remuneration cost does not include bonuses (if any).

Respectfully submitted to the Annual General Meeting of Shareholders in 2026 for approval./.

**Board of Directors
CHAIRMAN**

Recipients

- HO CHI MINH CITY STOCK EXCHANGE
- BOARD OF DIRECTORS,
- SUPERVISORY BOARD OF THE COMPANY
- Website

Nguyen Thi Quynh Trang