

No: /BC-HĐQT-NSBG

Bac Giang, date ... month 3 year 2025

DRAFT

REPORT

**Re: Remuneration for the Board of Directors, Supervisory Board, and
Corporate Governance Officer in 2024, and Remuneration Plan for 2025**

To: Shareholders of Bac Giang Clean Water Joint Stock Company

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

Pursuant to The Charter on Organization and Operation of Bac Giang Clean Water Joint Stock Company;

The Board of Directors of Bac Giang Clean Water Joint Stock Company reports to the General Meeting of Shareholders on the remuneration payments for members of the Board of Directors, the Supervisory Board, and the Corporate Governance Officer in 2024, and proposes the remuneration plan for these positions in 2025 as follows:

1. Remuneration for the Board of Directors, Supervisory Board, and Corporate Governance Officer in 2024

The remuneration for members of the Board of Directors, the Supervisory Board, and the Corporate Governance Officer was paid according to the level approved by the General Meeting of Shareholders in Resolution No. 22/NQ-ĐHĐCĐTN-NSBG dated April 14th, 2024, regarding the approval of the remuneration plan for non-executive members of the Board of Directors, the Supervisory Board, and the Corporate Governance Officer.

Specific Remuneration Payments as Follows:

Members of the Board of Directors:	3.0	million VND/person/month
Head of Supervisory Board:	2.0	million VND/person/month
Members of the Supervisory Board:	1.5	million VND/person/month
Corporate Governance Officer:	1.5	million VND/person/month

2. Remuneration Plan for the Board of Directors, Supervisory Board, and Corporate Governance Officer in 2025

Based on the Company's 2025 business plan, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration levels for members of the Board of Directors, the Supervisory Board, and the Corporate Governance Officer in 2025, as follows:

Members of the Board of Directors:	3.0	million VND/person/month
Head of Supervisory Board:	2.0	million VND/person/month
Members of the Supervisory Board:	1.5	million VND/person/month
Corporate Governance Officer:	1.5	million VND/person/month

The Board of Directors respectfully submits this report for the General Meeting's review and approval.

Recipients:

- Board of Directors (BOD),
Supervisory Board (SB);
- Executive Board;
- Shareholders;
- Archives: Administration Office,
General Meeting Records.

**ON BEHALF OF THE BOD
CHAIRMAN**

Huong Xuan Cong

