

No.: 03/2025/TTr-HĐQT

Gia Lai, April 01st, 2025**PROPOSAL**

Re: Approval of the Remuneration for the Board of Directors and The Board Of Supervisors for 2024, and the Remuneration Plan for 2025

To: The 2025 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders ("GMS") for approval the payment of remuneration for the Board of Directors ("BOD") and The Board Of Supervisors ("BOS") for 2024, and the total remuneration plan for the BOD and BOS for 2025 as follows:

1. Approval of remuneration for the Board of Directors (BOD) and The Board Of Supervisors (BOS) in 2024:

No.	Item	Planned total remuneration for 2024 (VND)	Actual remuneration for 2024 (VND)	Notes
I.	Board of Directors	204.000.000	204.000.000	
1	Chairman of BOD	60.000.000	60.000.000	5.000.000 VND/month
2	Members Of BOD	36.000.000	36.000.000	3.000.000 VND/month
II.	The Board of Supervisors	84.000.000	84.000.000	
1	Head of BOS	36.000.000	36.000.000	3.000.000 VND/month
2	Members of BOS	24.000.000	24.000.000	2.000.000 VND/month
III.	Total (I) and (II)	288.000.000	288.000.000	

2. Approval of remuneration plan for the BOD and BOS in 2025:

No.	Item	Planned total remuneration for 2025 (VND)	Notes
I.	Board of Directors	204.000.000	
	- Chairman	60.000.000	5.000.000 VND/month
	- Members	36.000.000	3.000.000 VND/month
II.	The Board of Supervisors	84.000.000	
	- Head	36.000.000	3.000.000 VND/month
	- Members	24.000.000	2.000.000 VND/month
III.	Total (I) and (II)	288.000.000	

We respectfully submit this matter to the General Meeting of Shareholders for review and approval.

Recipients:

- As above;
- BOD Secretary.

**On behalf of the Board of Directors
CHAIRMAN**



Pham Ngoc Tien

