**NBT: Board Resolution**

On March 26, 2024, Ben Tre Water Supply and Sewerage Joint Stock Company announced Resolution No. 52/NQ-HDQT as follows:

‎‎Article 1. The Board of Directors approves the following contents:

1. Report on production and business performance results for Q4/2023 and for 2023; production and business plan orientation for Q1/2024;
2. Proposal of the General Manager on plans: Production and Business Plan for 2024, Procurement Plan for materials and assets and Capital Construction Investment Plan for 2024;
3. Financial Statements Q4/2023; Independent auditor's report on the Financial Statements 2023;
4. Determine the realized salary fund and approve the realized salary and remuneration fund for employees and managers in 2023;

* Agree on the total realized salary and remuneration fund in 2023 for the executive and non-executive managers of Ben Tre Water Supply and Sewerage Joint Stock Company: VND 3,388,806,270.

In which:

* The realized salary fund in 2023 of the executive managers is VND 3,076,806,270
* The realized salary fund in 2023 of the non-executive managers is VND 312,000,000.
* Agree on the total realized salary fund in 2023 for employees in Ben Tre Water Supply and Sewerage Joint Stock Company: VND 28,864,009,518.

1. Planned salary fund for 2024 for executive managers, employees; and non-executive managers' remuneration;

* The total planned salary fund of the executive managers in 2024 is VND 2,696,009,019.
* The total planned salary fund of employees in 2024 is VND 29,024,371,661.

Article 2: This Resolution takes effect from the date of its signing.

‎‎Article 3. Members of the Board of Directors, the Executive Board of Ben Tre Water Supply and Sewerage Joint Stock Company are responsible for implementing this Board Resolution