

Dak Lak, April 23, 2026

REPORT

**Regarding the settlement of the Board of Directors' remuneration fund,
Board of Supervisors and the Head of Administration and Secretary of the
Company 2025 and 2026 plan (amended and supplemented)**

To: The General Meeting of Shareholders of Phu Yen Water Supply and
Sewerage Joint Stock Company

Based on point i, clause 2, Article 15 of the Charter on Organization and
Operation of Phu Yen Water Supply and Sewerage Joint Stock Company (the
Company);

Based on the Minutes of the Board of Directors meeting dated April 23,
2026,

The Board of Directors of Phu Yen Water Supply and Sewerage Joint Stock
Company respectfully submits the following to the General Meeting of
Shareholders for approval:

**1. Settlement of the remuneration fund for the Board of Directors,
Supervisory Board, and the Chief Executive Officer/Secretary of the Company for
the year 2025:**

Content	Plan 2025	Settlement (VND)	Compared to the plan (%)
Remuneration for the Board of Directors, Supervisory Board, and the Chief Executive Officer/Secretary of the Company.	426,000,000	426,000,000	100.00

**2. Plan for the remuneration fund of Board of Directors members,
Supervisory Board members, and the Head of Administration/Secretary of the
Company in 2026:**

No.	Content	2026 planned remuneration fund (VND)
1	Remuneration fund for members of the Board of Directors, Supervisory Board, and the person in charge of governance and company secretary.	540,000,000



This submission replaces Submission No. 02/TTr-HĐQT dated April 2, 2026, of the Company's Board of Directors.

Respectfully submitted to the General Meeting of Shareholders for consideration and voting. *[Signature]*

Recipient:

- As above;
- Board of Directors;
- License plate;
- Saved: Board of Directors

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



[Signature]

Nguyen Tan Thuan

