

No.: 09 /TTr- BKS

Ben Tre, June 26, 2025

PROPOSAL
**Regarding the Selection of the Auditing Firm for the 2025 Financial
Statements**

To: The 2025 Annual General Meeting of Shareholders

1. Criteria for Selecting an Independent Auditing Firm

- The auditing firm must be reputable, fully qualified in accordance with legal regulations, and approved by the Ministry of Finance and the State Securities Commission to conduct audits for issuers, listed companies, and securities trading organizations;
- The firm must have a team of professionals and auditors with high qualifications and many years of experience in auditing financial statements in compliance with Vietnamese Accounting Standards and the Vietnamese Corporate Accounting Regime;
- The firm must meet the quality and timing requirements for auditing financial statements as stipulated by the State Securities Commission and relevant laws;
- The auditing fee must be reasonable and aligned with the scope, content, and timeline of the audit as required by Ben Tre Water Supply and Sewerage Joint Stock Company.

2. Current Audit Practice at Ben Tre Water Supply and Sewerage Joint Stock Company

- In recent years, Vietvalues Audit and Consulting Company Limited has performed the financial statement audits for Ben Tre Water Supply and Sewerage Joint Stock Company (BEWACO) with strong cooperation, mobilizing sufficient personnel to complete the work on schedule, contributing to BEWACO's ability to disclose information and organize the Annual General Meeting of Shareholders in compliance with regulations.
- The audit service quality over the years has consistently been highly regarded. Despite a relatively large workload, Vietvalues Audit and Consulting Company Limited has maintained a stable and reasonable service fee.

3. Supervisory Board's Recommendation

Based on the selection criteria and the company's auditing track record in recent years, the Board of Supervisors proposes the following independent auditing firm as qualified to audit BEWACO's 2025 financial statements:

- Vietvalues Audit and Consulting Company Limited.
- Tax Code: 0315762788.

- Address: Floor 2, No. 33 Phan Van Khoe Street, Ward 13, District 5, Ho Chi Minh City

This is an independent auditing firm included in the list of firms approved by the State Securities Commission to audit public interest entities in 2025. The auditing company is fully independent from BEWACO and from any individual managing or operating BEWACO.

The Board of Supervisors respectfully submits this proposal to the 2025 Annual General Meeting of Shareholders for approval and recommends authorizing the Board of Directors to organize the selection process in accordance with legal regulations.

Respectfully submitted./.

Recipient:

- As above;
- Company's website;
- Archive: Secretariat, Secretary.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**



Le Van Phong

No.: 08 /TTr- HÐQT

Ben Tre, June 26, 2025

PROPOSAL

**Regarding the approval of salaries, bonuses, remuneration for 2024
and the 2025 plan for the Company's managers**

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Decree No. 44/2025/NĐ-CP dated February 28, 2025 of the Government regulating labor, salaries, remuneration, bonuses for State – owned enterprises;
- Pursuant to Circular 003/2025/TT-BLĐTBXH dated April 28, 2025 of Department of Home Affairs, guiding the implementation of regulations on labor, salaries, remuneration, bonuses for State – owned enterprises;
- Pursuant to the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company (6th amendment and supplement) approved by the General Meeting of Shareholders on June 26, 2021;
- Pursuant to the Resolution of the General Meeting of Shareholders approved on June 27, 2025;

The Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company submits to the Annual General Meeting of Shareholders 2025 for approval the salaries and bonuses of Executive members of the Board of Directors, Executive members of the Board of Supervisors, other managers , and the remuneration of Non-Executive members of the Board of Directors, Non-Executive members of the Board of Supervisors, the person in charge of corporate governance cum Secretary of the Board of Directors, and the Secretary of the Board of Directors for 2024; and the plan for salaries and bonuses of Executive members of the Board of Directors, Executive members of the Board of Supervisors, other managers, and the remuneration of Non-Executive members of the Board of Directors, Non-Executive members of the Board of Supervisors, the person in charge of corporate governance cum Secretary of the Board of Directors, and the Secretary of the Board of Directors as follows:

No.	Position	Actual 2024	
		Amount	Value
A. SALARY, BONUS			3,639,612,176
I	Board of Directors		1,934,943,012
1	- Chairman	1	693,625,680
2	- Member (General Director)	1	656,132,400
3	- Member (Deputy General Director)	1	585,184,932
II	Board of Supervisors (Head)	1	585,184,932
III	Managers (Deputy General Director, Chief Accountant)	2	1,119,484,232
B. REMUNERATION			312,000,000
IV	Non-Executive Member of the Board of Directors	2	120,000,000
V	Non-Executive Member of the Supervisory Board	2	108,000,000
VI	Person in charge of Corporate Governance cum Secretary	2	84,000,000

The Company's 2025 planned salary, remuneration, and bonus for managers are currently being developed in accordance with new regulations and are awaiting approval from relevant departments and agencies. Therefore, we respectfully request the General Meeting of Shareholders to authorize the Board of Directors to implement these plans and report back at the next General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for approval.

Recipient(s):

- As above;
- Company Website;
- Archive Document Department, Secretary.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



Trần Hưng