

## To attend the 2026 Annual General Meeting of Shareholders

Hai Duong Water Joint Stock Company hereby wish to invite all the shareholders to the 2026 Annual General Meeting of Shareholders to be held:

1. Time: 8:00 a.m on Tuesday, 28<sup>th</sup> April 2026.
2. Venue: Meeting Hall on 3rd floor, Hai Duong Water Joint Stock Company Head Office at No. 10 Hong Quang Street, Hai Duong Ward, Hai Phong City.
3. Meeting Agenda: Approving the dismissal of Mr. Nguyen Van Phung from the Board of Directors; Electing an additional member to the Board of Directors for the 2022-2027 tenure; Proposal for amending and supplementing the Company's Charter of Organization and Operation; Proposal for amending and supplementing the following regulations: Internal Regulations on Governance, Regulations on the Operation of the Board of Directors, Regulations on the Operation of the Supervisory Board; Submission for approval of business performance results, financial statements and profit distribution for the accounting period from 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025; Report on the business plan for 2026 and the profit distribution plan for 2026; Report on the performance of the Board of Directors and its members in 2025 and the orientation and plan for the Board of Directors' activities in 2026; Report from the Board of Supervisors on the Company's business results, the performance of the Board of Directors and the General Director, and a self-assessment report on the performance of the Board of Supervisors and each of its member; Report on the selection criteria and list of organizations to audit the financial statements of 2026; Report on the final settlement of salaries and remuneration for the Board of Directors and Board of Supervisors in 2025 and the salary and remuneration plan for the Board of Directors and Board of Supervisors in 2026; Report on the disclosure of related interests of insiders; and other issues (if any) within the authority of the General Meeting.

4. Attendees of the General Meeting: All shareholders holding common shares of Hai Duong Water Joint Stock Company whose names are on the list as of 2<sup>nd</sup> April 2026. In case of inability to attend the meeting, shareholders may authorize another person to attend on their behalf using the form attached to the invitation notice.

5. Meeting Documents: Shareholders are kindly requested to refer to the General Meeting documents and the authorization form on the website: <http://www.hdwaco.com.vn>.

6. Registration for Attendance: To ensure thorough organization of the Meeting and avoid wastes, shareholders are requested to register their attendance with the Organizing Committee before the meeting date via telephone number: 02203.859103.

Shareholders attending the General Meeting are kindly requested to bring their National Identity Card (for individual shareholders) or Business Registration Certificate (for corporate shareholders) and a power of attorney (if applicable) to complete the necessary procedures.

Sincerely yours.

**Copies to:**

- Shareholders;
- Filing in Achieves.

For THE BOARD OF DIRECTORS

~~CHAIRMAN~~



**Vu Manh Dung**



**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

**AUTHORIZATION LETTER**  
**TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**  
**OF HAI DUONG WATER JOINT STOCK COMPANY**

To: The Organizing Committee of the 2026 Annual General Meeting of  
Shareholders Hai Duong Water Joint Stock Company

My name is: .....  
(Hereinafter referred to as the Authorized Representative)  
ID Card/Citizen Identification Number: ..... Issued on: .....  
Address: .....  
Phone number: .....  
Currently owns: .....shares of Hai Duong Water Joint Stock Company.  
Due to my inability to attend the 2026 Annual General Meeting of Shareholders of  
Hai Duong Water Joint Stock Company in person, I hereby authorize:

Mr./Ms.: .....  
ID Card/Citizen Identification Number: ..... Issued on: .....  
Address: .....  
Telephone: .....

(Hereinafter referred to as the Authorized Person)

To act on my behalf as a representative for all the shares I own:

- Attending, expressing opinions on issues discussed, and voting on issues presented to the 2026 Annual General Meeting of Shareholders.
- Signing necessary documents (if any).

The authorized representative is obligated to strictly adhere to the regulations governing the organization of the 2026 Annual General Meeting of Shareholders, may not re-delegate authority to a third party, and is responsible for reporting the results of the meeting to the authorizing representative.

This power of attorney is only valid for the 2026 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company.

I assume full legal responsibility for this authorization and commit to not making any further claims./.

....., date ... month ... year 2026

**AUTHORIZED PERSON**  
(Signature, full name)

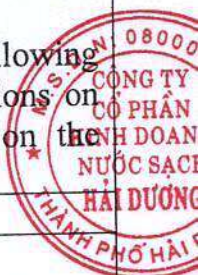
**AUTHORIZED PERSON**  
(Signature, full name)



Hai Phong, 08<sup>th</sup> April 2026

**AGENDA FOR  
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

No	Time	Agenda
1	7h30-8h00	Welcoming delegates and shareholders registering to attend the General Meeting, verifying shareholder eligibility, and delivering documents.
2	8h00-8h20	Flag Ceremony, Statement of purpose, Introduction of delegates and participants in the General Meeting. - Reports on the results of the shareholder eligibility verification. - Brief presentation of the Regulations for organizing the 2026 Annual General Meeting of Shareholders. - Introduction of the Presiding Committee and the Secretariat, and asking them to conduct the Meeting and the Secretariat to begin working on the Meeting.
3	8h20-8h40	Opening speech for the Meeting. - Approving: + The agenda for the General Meeting of Shareholders + Nomination of the Card and Ballots Counting Committee. - Votes to approve the two items above.
4	8h40-8h50	- Approving the Subission for the dismissal of Mr. Nguyen Van Phung from the Board of Directors.
5	8h50-9h00	- Voting to dismiss a member of the Board of Directors
6	9h00-9h15	Presentation of the following documents: - Proposal for amending and supplementing the Company's Charter of Organization and Operation - Proposal for amending and supplementing the following regulations: Internal Regulations on Governance, Regulations on the Operation of the Board of Directors, Regulations on the Operation of the Supervisory Board
7	9h15-9h20	- Announcing the results of the dismissal votes.
8	9h20-9h30	- Approving the Subission for the election of an additional member to the Board of Directors for the 2022-2027 tenure; - Approving the list of candidates and nominees for the Board of Directors; - Approving the C.V of candidates and nominees for the Board of Directors;
9	9h30-9h35	- Voting to elect an additional member to the Board of Directors
10	9h35-10h10	Presenting reports and presentations: - Document approving the business performance results, financial statements, and profit distribution for the accounting period from 1 <sup>st</sup> January 2025 to 31 <sup>st</sup> December 2025. - Document approving the business plan for 2026 and the profit distribution plan for 2026.





		<ul style="list-style-type: none"> <li>- Report on the performance of the Board of Directors and its members in 2025 and the orientation and operational plan of the Board of Directors in 2026;</li> <li>- Report of the Board of Supervisors on the company's business results, the performance of the Board of Directors and the General Director, and a self-assessment report on the performance of the Board of Supervisors and each of its member;</li> <li>- Proposal for approval of selection criteria and list of auditors to audit the 2026 financial statements;</li> <li>- Approving the Subission for approval of the settlement of salaries and remuneration for the Board of Directors and Board of Supervisors in 2025 and the salary and remuneration plan for the Board of Directors and Board of Supervisors in 2026;</li> </ul>
11	10h10-10h20	- Announcement of the results of the vote count for the election of a member to the Board of Directors in the 2022-2027 tenure.
12	10h20-10h30	- Members of the Board of Directors are introduced to the Meeting.
13	10h30-10h45	- Discussions among shareholders discuss for giving feedback.
14	10h45-10h50	- Voting to approve the contents mentioned in items: 6; 10
15	10h50-11h15	- Tea break
16	11h15-11h20	- Presenting the Minutes and draft Resolution of the Meeting.
17	11h20-11h25	- Voting to approve the Minutes and Resolutions of the Meeting.
18	11h25-11h30	- Conclusion remarks and closing speech for the Meeting

#### THE MEEETING ORGANIZING COMMITTEE





No.: 580/QĐ-HĐQT

*Hai Phong, 08<sup>th</sup> April 2026*

**DECISION**

**To call to the 2026 Annual General Meeting of Shareholders**

**THE BOARD OF DIRECTORS OF  
HAI DUONG WATER JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025, amending and supplementing the Enterprise Law No. 59/2020/QH14;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved by the General Meeting of Shareholders on 25<sup>th</sup> June 2021.

Pursuant to Resolution No. 397/NQ-HĐQT dated 11<sup>th</sup> March 2026 of the Board of Directors of Hai Duong Water Joint Stock Company, 2022-2027 tenure on the last registration date and time to hold the Annual General Meeting of Shareholders in 2026.

Pursuant to Notice No. 1122/TB-VSDC dated 12<sup>th</sup> March 2026 of the Vietnam Securities Depository and Clearing Corporation on the last registration date and confirmation of the list of securities owners.

**HEREBY DECIDE**

**Article 1.** To convene the 2026 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company as follows:

- Time: From 08:00 a.m on Tuesday, 28<sup>th</sup> April 2026
- Venue: The hall on the 3rd floor in the head office of Hai Duong Water Joint Stock Company at No. 10 Hong Quang Street, Hai Duong Ward, Hai Phong City.
- Content: According to the Agenda of the General Meeting.
- Participants: All the shareholders named in the shareholder list of Hai Duong Water Joint Stock Company as of 02<sup>nd</sup> April 2026.

**Article 2.** Members of the Board of Directors, Board of Supervisors, Board of General Directors, Heads of departments and branches under the Company and al the shareholders are required to implement this decision.

This decision comes into effect from the signing date./.

**Copies to:**

- As listed in Article 2;
- Filing in Achieves.

**For THE BOARD OF DIRECTORS  
CHAIRMAN**



**Vu Manh Dung**



No.: 581/QĐ-HĐQT

Hai Phong, 08<sup>th</sup> April 2026

**DECISION**

**To promulgate Regulations on holding 2026 Annual General Meeting of Shareholders**

**THE BOARD OF DIRECTORS OF  
HAI DUONG WATER JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025, amending and supplementing the Enterprise Law No. 59/2020/QH14;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved by the General Meeting of Shareholders on 25<sup>th</sup> June 2021.

Pursuant to Resolution No. 397/NQ-HĐQT dated 11<sup>th</sup> March 2026 of the Board of Directors of Hai Duong Water Joint Stock Company, 2022-2027 tenure on the last registration date and time to hold the Annual General Meeting of Shareholders in 2026.

Pursuant to Notice No. 1122/TB-VSDC dated 12<sup>th</sup> March 2026 of the Vietnam Securities Depository and Clearing Corporation (VSDC) on the last registration date and confirmation of the list of securities owners.

Pursuant to Decision No. 580/QĐ-HĐQT dated 08<sup>th</sup> April 2026 of the Chairman of the Board of Directors of Hai Duong Water Joint Stock Company on convening the 2026 Annual General Meeting of Shareholders,

**HEREBY DECIDE**

**Article 1.** To promulgate the Regulations on holding the 2026 Annual General Meeting (Regulations herewith attached).

**Article 2.** The members of the Board of Directors, the Meeting Organizing Board, the Shareholders' Qualification Examination Committee, the shareholders, and authorized proxy to attend the 2026 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company are required to implement this decision.

The Decision comes into effect from the date of signing./.

**Copies to:**

- As listed in Article 2;
- On file in Achieves.

For THE BOARD OF DIRECTORS

**CHAIRMAN**



**Vu Manh Dung**



*Hai Phong, 08<sup>th</sup> April 2026*

**REGULATIONS ON HOLDING THE 2025 ANNUAL  
GENERAL MEETING OF SHAREHOLDERS**

*(Issued in attachment to Decision No.: 581/QD-HDQT 08<sup>th</sup> April 2026)*

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025, amending and supplementing the Enterprise Law No. 59/2020/QH14;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved by the General Meeting of Shareholders on 25<sup>th</sup> June 2021.

Based on the Internal Regulations on Corporate Governance issued together with Decision No. 1065/QD-HDQT dated 29<sup>th</sup> June 2021.

Pursuant to Resolution No. 397/NQ-HDQT dated 11<sup>th</sup> March 2026 of the Board of Directors of Hai Duong Water Joint Stock Company, 2022-2027 tenure on the last registration date and time to hold the Annual General Meeting of Shareholders in 2026.

Pursuant to Notice No. 1122/TB-VSDC dated 12<sup>th</sup> March 2026 of the Vietnam Securities Depository and Clearing Corporation (VSDC) on the last registration date and confirmation of the list of securities owners.

Basing on the contents of the 2026 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company, in order facilitate the 2026 Annual General Meeting of Shareholders of the Company to be conducted quickly, smoothly, and to achieve great success, ensuring the rights of shareholders and complying with the provisions of the Enterprise Law and the Company's Charter, the Board of Directors of Hai Duong Water Joint Stock Company hereby promulgate the Regulations on holding and voting at the 2026 Annual General Meeting of Hai Duong Water Joint Stock Company as follows:



## CHAPTER I: GENERAL PROVISIONS

### Article 1. Scope and subjects of application

- These Regulations are applied to (holding the 2026 Annual General Meeting of Shareholders), voting on the contents of the meeting agenda at the 2026 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company.

- These Regulations specifically stipulate the rights and obligations of shareholders, authorized proxy attending the meeting and parties participating in the General Meeting, conditions and procedures for conducting the General Meeting.

- Shareholders, authorized proxy attending the meeting and parties participating in the meeting are responsible for implementing the provisions of these Regulations.

### Article 2. Interpretation of words

In These Regulations, the following words and phrases are construed as follows:

**1. Voting:** Is the exercise of the rights of Shareholders to give opinions on specific contents and issues to determine whether such contents and issues are eligible for approval by the General Meeting of Shareholders.

**2. Charter:** Is the Charter of Hai Duong Water Joint Stock Company approved by the General Meeting of Shareholders on 25<sup>th</sup> June 2021.

## CHAPTER II: CONDUCTING THE ANNUAL GENERAL MEETING

### Article 3. Conditions for holding the General Meeting of Shareholders

The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents at least [51%] (fifty one percent) of the total number of voting shares.

### Article 4. Duties of the General Meeting

The 2025 Annual General Meeting shall discuss and make decisions, approving the following contents:

- Submission for approving the dismissal Mr. Nguyen Van Phung from the Board of Directors.

- Voting for an additional member to the Board of Directors from 2022- 2027 tenure.



- The Proposal to amend and supplement certain articles of the Charter on Organization and Operation of Hai Duong Clean Water Business Joint Stock Company was approved by the General Meeting of Shareholders on June 25, 2021.

- The Proposal to amend and supplement certain articles of the Internal Governance Regulations, the Regulations on the Operation of the Board of Directors; and the Regulations on the Operation of the Supervisory Board were approved by the General Meeting of Shareholders on June 25, 2021.

- Submission for approving the results of production and business activities, Financial Statement and Profit Distribution for the accounting period from 01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025.

- Submission for approving the production and business plan for 2026 and the profit distribution plan for 2025.

- Report on the performance of the Board of Directors (BoD) and members of the Board of Directors in 2025 and the orientation and operational plan of the Board of Directors in 2026;

- Report of the Board of Supervisors (BoS) on the Company's business results, on the performance of the Board of Directors, the General Director and the Self-assessment Report on the performance of the BoS and performance of each member of the BoS;

- Submission for approving the selection criteria and list of auditing organizations to audit the Financial Statements in 2026;

- Submission for approving the final settlement of salaries and remuneration of the Board of Directors and BoS in 2025 and the salary and remuneration plan of the Board of Directors and BoS in 2026;

- Public report on related interests of the Company Insiders.

#### **Article 5. Shareholders attending the General Meeting**

1. Shareholders attending the 2026 Annual General Meeting of Shareholders are shareholders or proxy authorized in writing (under the Company's form) of one or more shareholders whose names are on the Company's shareholder list at the time of closing the list on 02<sup>nd</sup> April 2026, confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC), are entitled to attend the General Meeting of Shareholders of Hai Duong Water Joint Stock Company.

2. Shareholders or authorized proxy attending the 2026 Annual General Meeting are required to bring their National Identity Card/Citizen ID or Passport,

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Power of Attorney (for authorized proxy) and register with the Shareholder Qualification Examination Committee to receive a Voting Card, Voting Form bearing the name of the shareholders or authorized persons, voting code and the number of shares with voting rights of the shareholder.

3. Shareholders/or authorized proxy attending the 2026 Annual General Meeting are required to show up at the prescribed time, to sit in the assigned position (or area) arranged by the Meeting Organizing Committee.

4. During the 2026 Annual General Meeting of Shareholders, shareholders are required to comply with the instructions of the Presidium of the General Meeting, not to cause disturbances, prevent the progress of the General Meeting and to maintain order throughout the General Meeting;

5. Smoking is not allowed in the General Meeting Hall;

6. Do not talk privately, do not use cell phones during the General Meeting. All mobile phones must be turned off or set to airplane mode.

7. Do not film, take photos, or record anything at the General Meeting without the permission of the Chairman.

#### **Article 6. Presidium**

1. The Presidium consists of 03 people: 01 Chairman and 02 members.

The Chairman of the Board of Directors will be the Chairman of the 2026 Annual General Meeting of Shareholders. The Chairman of the Presidium conducts the work of the General Meeting according to the tentative content and agenda that the Board of Directors (BoD) has planned to approve in the General Meeting.

2. Duties of the Presidium:

a. To conduct the activities of the 2026 Annual General Meeting of Shareholders according to the agenda approved by the General Meeting;

b. To give guidance to the delegates attending the Meeting to discuss the contents of the Agenda;

c. To submit drafts and conclusions on necessary issues for the Meeting to vote on;

d. To reply to issues requested at the Meeting.

e. To resolve issues arising throughout the Meeting.

3. Working principles of the Presidium: The Presidium works under the principles of collective, democratic centralism, and decision by majority.



## **Article 7. The Secretariat**

1. The meeting secretariat consists of 02 people appointed by the Chairman and is responsible before the Presidium and the 2026 Annual General Meeting of Shareholders for their duties and works under the guidance of the Presidium.

### **2. Duties of the Secretariat:**

a. To assist the Presidium in announcing draft documents, conclusions, Resolutions of the General Meeting and notices of the Presidium to shareholders when requested;

b. To receive and review registration forms for shareholders' opinions, and submit them to the Presidium for final decision.

c. To fully and honestly record the entire contents of the General Meeting and the issues approved by shareholders or noted in the Minutes of the General Meeting;

d. To prepare Resolutions on the issues approved at the General Meeting;

## **Article 8. Shareholders' Qualification Examination Committee**

1. The Shareholders' Qualification Examination Committee for the General Meeting shall consist of 01 Head and several members decided by the Board of Directors to perform the following functions and tasks:

- Verifying the qualifications of shareholders or authorized proxy attending the General Meeting: Requesting the shareholders attending the General Meeting to present their national ID, Passport, Power of Attorney (for authorized proxy);

- Issuing to shareholders or authorized persons attending the meeting: Voting cards, Voting forms, documents of the General Meeting and other relevant documents;

- Reporting to the Chairman at the General Meeting of Shareholders the situation of shareholders attending the General Meeting.

If there are enough shareholders entitled to attend the General Meeting, representing at least 51% of the shares with voting rights, the Chairman of the General Meeting can proceed with the General Meeting.

In case the number of shareholders entitled to attend the General Meeting is not enough, based on the provisions of the Company's Charter and the provisions of law, the Chairman shall notify the shareholders that the General Meeting shall not be held.



- Preparing a Minutes of the Shareholders' Qualifications Examination, reporting and assuming responsibilities to the 2026 Annual General Meeting of Shareholders when performing its duties.

- Performing other tasks assigned by the Organizing Committee of the General Meeting or by the Chairman of the General Meeting.

#### **Article 9. Election, Card and Ballot Counting Committee**

1. The Election, Card and Ballot Counting Committee of the General Meeting consists of 01 Head and members introduced by the Chairman and approved by the Shareholders' General Meeting.

##### **2. Duties of the Election, Card and Ballot Counting Committee**

- Guiding the voting process, the use of Voting Cards and Voting Ballot; Conducting card and ballot counting, calculating and excluding relevant shareholders who do not have the right to vote (if any) for each voting issue.

- Accurately determining the election and voting results for each issue to be voted on at the General Meeting. The Head of the Election, Card and Ballot Counting Committee has to report to the Presidium to announce the election and card and ballot counting results to the Meeting;

- Reviewing and reporting to the Meeting any violations of the election and voting rules or complaints about the election and voting results.

- Preparing the Minutes of the Election, Card and Ballot Counting; reporting and taking responsibilities before the Presidium of the 2026 Annual General Meeting when performing its duties.

- Keeping, preserving and handing over all the Election cards, Voting ballots and Minutes of the Ballot Counting to the Board of Directors immediately after the end of the General Meeting.

#### **Article 10. Discussion at the General Meeting**

##### **1. Principles:**

- Discussions can only be conducted within the prescribed time and within the scope of issues presented in the agenda of the 2026 Annual General Meeting of Shareholders. In case the General Meeting needs more time for discussion than expected, the Presidium will have the authority to decide on this issue.



- Shareholders who have comments must register their contents on the Discussion Registration Form that has been distributed and transferred to the General Meeting Secretariat;

- The General Meeting Secretariat will arrange the Discussion Forms of shareholders in the order of registration and transfer them to the Presidium;

- When shareholders need to speak or debate, they must raise their Voting Cards and comply with the following regulations:

+ Getting the approval of the Chairman;

+ Stating their name, ID card number or citizen ID number of shares owned before speaking;

+ The contents of the opinions must be concise and consistent with the General Meeting Agenda;

+ The contents of the opinions must be constructive to the development of the Company;

## **2. Answering the shareholders' questions:**

- Basing on the shareholders' discussion ballots, the Chairman or a member designated by the Chairman will respond to the shareholders' opinions;

- In case of time constraints, questions that have not been answered directly at the General Meeting will be answered directly in writing by the Presidium.

## **CHAPTER III**

### **CANDIDACY, NOMINATION OF MEMBERS TO BOARD OF DIRECTORS**

#### **Article 11. Conditions and Standards for Board of Directors Members**

Board of Directors members must meet the following standards and conditions:

a) Not be subject to prohibitions as stipulated in the Enterprise Law No. 59/2020/QH14; and the Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025, amending and supplementing Enterprise Law No. 59/2020/QH14;

b) Possess professional qualifications and experience in business administration or in the company's business field, industry, or profession, and are not necessarily shareholders of the company;

c) A member of the Company's Board of Directors may also be a member of the Board of Directors of another company;



d) A member must not be related to the General Director or other managers of the Company; or to any manager or person authorized to appoint Company Managers.

### **Article 12. Number and Rights for Candidacy and Nomination**

1. Number of additional Board of Directors members to be elected: 01 member.

2. Right to nominate and consecutive candidates:

Shareholders or groups of shareholders holding 10% to less than 20% of the total shares have the right to nominate one candidate; from 20% to less than 35% have the right to nominate two candidates; from 35% to less than 50% have the right to nominate three candidates; from 50% to less than 65% have the right to nominate four candidates; and from 65% or more have the right to nominate the full number of candidates.

3. If the number of candidates for the Board of Directors nominated via candidacy and application is still insufficient to meet the requirements stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors and Board of Supervisors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on corporate governance, and the operating regulations of the Board of Directors.

### **Article 13. Nomination and Candidacy Procedures for BoD Members**

- Shareholders who meet the eligibility criteria for candidacy to nominate members of the Board of Directors shall submit their candidacy applications to the General Meeting Organizing Committee before 18<sup>th</sup> April 2026.

- The candidacy application documents include:

+ Notice of candidacy and nomination of candidates for Board of Directors members (filling out the form).

+ Curriculum vitae completed by the candidate (filling out the form).

+ Declaration of related persons and information provision as prescribed in Appendix III of Circular No. 96/2020/TT-BTC dated 16<sup>th</sup> November 2020 of the Ministry of Finance (filling out the form).

+ Notarized copies of National ID/Citizen ID, degrees, diplomas, certificates of educational and professional qualifications.



## CHAPTER IV

### ELECTION OF ADDITIONAL MEMBERS FOR THE BOARD OF DIRECTORS

#### Article 14. Election of Additional Members for the Board of Directors

##### 1. Method of Electing Members for the Board of Directors

- The voting for members of the Board of Directors shall be conducted using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors shall be determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the last remaining member of the Board of Directors, a re-election will be held among the candidates with the equal number of votes, or a selection will be made according to the criteria of the election regulations or the Company's Charter.

- In the event that there is only one candidate nominated for the election of an additional member of the Board of Directors, the voting will be conducted by secret ballot. The shareholder representative will tick (X) the box for "agree/disagree/no opinion" on the issue to be voted on as indicated on the Voting Form; and sign and clearly write their full name on the Voting Form.

2. The election of members of the Board of Directors of Hai Duong Water Joint Stock Company shall be conducted according to the following regulations:

- The election organizing work shall be assigned by the Presiding Committee to the Election Committee.

- The election organizing work includes:

+ Checking and announcing the list of nominees for the Board of Directors.

+ Distributing ballots, supervising voting, and conducting vote counting.

+ Preparing the vote counting minutes and announcing the results before the Shareholders' General Meeting.

+ Together with the Chairman of the General Meeting, reviewing and resolving complaints and denunciations (if any) regarding the nominees and the election results, and reporting to the Annual General Meeting of Shareholders for decision.

- Election principles:



+ Ensuring compliance with legal regulations and the Company Charter, guaranteeing democracy and fairness.

+ Direct election using cumulative voting

- The number of Board of Directors members to be elected is in accordance with Article 13 of these Regulations.

The Election Committee will publish a summary of the candidates' biographies and review the list before conducting the election to ensure compliance with the law and the Company Charter.

- The ballot issued by Hai Duong Water Joint Stock Company clearly states the number of voting shares owned or represented by the shareholder. Shareholders and their representatives, upon receiving the ballot, must check the number of voting shares recorded on the ballot. If there are any errors, they must immediately notify the Chairperson or the Election Committee.

- The following ballots are considered invalid and have no voting value:

+ Ballots that do not conform to the prescribed form and lack the Company's seal.

+ Ballots exceeding the maximum number stipulated in these Regulations.

+ Ballots with all candidate names crossed out (blank ballots).

+ Ballots with erasures or corrections (in case of errors, a new ballot must be issued).

+ Ballots that include names of individuals not on the list of nominees approved at the 2026 Annual General Meeting of Shareholders.

+ The total number of votes exceeds the total number of votes printed on the ballot.

- The Election Committee shall conduct the vote counting honestly, accurately, and completely and shall be accountable to the Chairman and the entire General Meeting of Shareholders. Vote counting must be conducted immediately after the voting ends in the vote counting room. Before opening the ballot box, the Election Committee must count, record, and seal the unused ballots. The Election Committee is not allowed to cross out or correct any ballots.

- The Election Committee is responsible for preparing minutes of the vote count and announcing the results before the 2026 Annual General Meeting of Shareholders. The Minutes and all ballots will be returned to the Chairman.



- The candidates elected as members of the Board of Directors are determined by the number of the votes received, from highest to lowest, based on the number of valid votes, starting with the candidate with the highest number of votes until the number of members as stipulated in the Company's Charter is reached.

- If any fraudulent acts or violations of the law, or violations of the Company Charter related to this election are found, all shareholders have the right to question the Chairman of the General Meeting and the Election Committee. The Chairman of the General Meeting and the Election Committee are responsible for explaining and clarifying all issues raised by shareholders and will be held accountable before the 2026 Annual General Meeting of Shareholders.

## **CHAPTER V: VOTING**

### **Article 15. Voting to approve issues at the General Meeting**

#### **1. Principles:**

- All issues in the General Meeting's agenda must be publicly discussed and voted on by the General Meeting by raising voting cards or by secret voting ballots (depending on the voting contents) for all shareholders and/or authorized proxy.

- Voting cards/Voting ballots are printed and stamped by the Organizing Committee of the General Meeting and stamped by Hai Duong Water Joint Stock Company, and distributed by the Shareholders' Qualification Examination Committee to Shareholders/Shareholder's proxy attending the General Meeting.

- Each shareholder/shareholder's proxy is given 01 (one) Voting card and Voting ballot. The Voting card clearly states the full name, ID card number or citizen ID number, and the number of shares with voting rights of that shareholder. The voting contents are pre-printed in the **Voting ballots** according to the General Meeting Agenda.

#### **2. Voting methods:**

##### **2.1. Voting card raising method**

*\* Contents to be voted by raising the Voting card:*

**- The following contents are voted for approval:**

+ Approving the agenda of the General Meeting;

+ Approving the delegation of the Presidium, the Secretariat of the General Meeting.

+ Approving the members of the Election, Card and Ballot Counting Committee;



+ Approving the Minutes of the Meeting, the Resolution of the General Meeting;

\* *How to vote by raising the Voting Card:*

- Shareholders and/or Shareholders' proxy's vote (agree, disagree, no opinion) on an issue by directly raising the Voting Card at the General Meeting. Shareholders shall choose to vote: **agree; disagree; no opinion** and can only raise the voting card once when the Presidium asks for voting opinions.

- When voting at the General Meeting, shareholders who agree to approve will raise their Voting Cards high. Members of the Vote Counting Committee will mark and record the **agree, disagree, no opinion** of the shareholders' Voting Cards and the number of shares with voting rights under the direction of the Presidium.

- Immediately after completing the voting to approve the contents presented at the General Meeting, the Election Committee is responsible for reporting the results to the Presidium for public announcement in the General Meeting.

## **2.2. Secret ballot voting method**

2.2.1. The contents to be voted by secret voting method are pre-printed on the secrete ballots:

\* *The following contents are to be secretely voted for approval:*

- Submission for the approval of the dismissal of Mr. Nguyen Van Phung from the Board of Directors;

- The Proposal to amend and supplement certain articles of the Charter on Organization and Operation of Hai Duong Clean Water Business Joint Stock Company was approved by the General Meeting of Shareholders on June 25, 2021.

- The Proposal to amend and supplement certain articles of the Internal Governance Regulations, the Regulations on the Operation of the Board of Directors; and the Regulations on the Operation of the Supervisory Board were approved by the General Meeting of Shareholders on June 25, 2021.

- Submission for the approval of the business performance results, financial statements, and profit distribution for the accounting period from 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025;

- Submission for the approval of the business performance plan for 2026 and the profit distribution plan for 2026;

- Report on the performance of the Board of Directors and its members in 2025 and the orientation and plan for the Board of Directors' activities in 2026;



- Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors and the General Director, and a self-assessment report on the performance of the Board of Supervisors and each of its member;

- Submission for the approval of the selection criteria and list of organizations to audit the Company's financial statements for 2026;

- Submission for approval of the salary and remuneration settlement for the Board of Directors and Board of Supervisors for 2025 and the salary and remuneration plan for the Board of Directors and Board of Supervisors for 2026;

- Report on the public disclosure of related interests of insiders.

- Submission for approval of the business performance results, Financial Statement and Profit Distribution of the accounting period from 01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025.

- Submission for approval of the business operation plan for 2026 and profit distribution plan for 2026.

- Report on the performance of the Board of Directors, members of the BoD in 2025 and the orientation and action plan of the BoD in 2026;

- Report of the Board of Supervisors (BoS) on the Company's business performance, on the performance results of the BoD, General Director and the self-assessment report on the performance results of the BoS and each member of the BoS;

- Submission for approval of the selection criteria and list of organizations to audit the financial statements for 2025;

- Submission for approval of the finalization of salary and remuneration for the BoD and the BoS in 2025 and the salary and remuneration plan for them in 2026;

- Public report on related interests of the Company insiders.

\* *How to vote by secret ballot:*

- Shareholders and/or Shareholders' proxy shall tick (X) into the box for approval/disapproval/no opinion on the issue to be voted on as stated in the voting ballot; sign and write their full name on the voting ballot.

After completion, shareholders and/or Shareholders' proxy shall put the ballot in one of the ballot boxes available in the meeting hall.

After ensuring that all shareholders and/or their representatives attending the General Meeting have finished voting, the Election Committee will proceed to count



the votes and report the results to the Presidium for announcement before the General Meeting.

### **2.3. Cumulative Voting Method:**

The ballot paper for cumulative voting is pre-printed with voting contents and voting is conducted using the cumulative voting method (*according to the agenda of the General Meeting*).

- Submission for the election of additional members of the Board of Directors for the 2022-2027 tenure;

#### **\* *How to vote using cumulative voting:***

- Accordingly, each delegate has a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;

- Delegates attending the Meeting have the right to allocate all of their votes to one or more candidates;

- In case additional candidates appear on the day of the Meeting, delegates may contact the Vote Counting Committee to request a new ballot and must return the old ballot (before placing it in the ballot box);

- In case of an incorrect selection, delegates must contact the Vote Counting Committee to obtain a new ballot and must return the old one;

- How to fill out the ballot: Each delegate will be given ballots. The instructions for filling out the ballot are as follows:

- \* Delegates can vote for a maximum number of candidates equal to the number of elected candidates;

- \* If all votes are allocated to one or more candidates, delegates should mark the "Cumulative Voting" box for the corresponding candidates;

- \* If the votes are not unequally distributed among multiple candidates, delegates should clearly indicate the number of votes cast in the "Number of Votes" box for each candidate.

If a delegate checks both the "Cumulative Voting" box and enters the number in the "Number of Votes" box, the result will be based on the number of votes in the "Number of Votes" box.

- \* To facilitate shareholder participation in the election, shareholders can vote in one of the following two ways:**



- **Method 1:** Shareholders directly write down the number of votes for each candidate according to their confidence. The number of votes for each candidate may vary, but the total number of votes for all candidates must not exceed the total number of votes a shareholder is entitled to.

- **Method 2:** Shareholders simply mark "X" for each candidate in the "Equal Voting" column next to the name of the chosen candidate. The total number of votes for each shareholder equals (=) the total number of shares owned by that shareholder multiplied by (x) the number of members elected to the Board of Directors, and will be divided equally among the candidates marked "X" in the "Equal Voting" column.

*Example: The Board of Directors has 2 members. Shareholder A owns 1,000 shares.*

*Thus, when electing members of the Supervisory Board, Shareholder A's total number of votes is 1,000 shares x 2 people = 2,000 votes. If Shareholder A chooses the "Equal Voting" method, simply marking an "X" next to their chosen candidate, the results will be as follows:*

*- If choosing 1 person => the number of votes for that person is:  $(1,000 \times 2) / 1 = 2,000$  votes.*

*- If choosing 2 people => the number of votes for each person is:  $(1,000 \times 2) / 2 = 1,000$  votes.*

### **3. Approved contents:**

Pursuant to the Enterprise Law, the Charter of Hai Duong Water Joint Stock Company, all voting contents at the General Meeting are approved when reaching the voting rate of at least 51% of the voting shares attending the General Meeting.

### **Article 12. Minutes and Resolutions of the General Meeting**

Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders must be prepared and approved by the Secretariat before the closing of the General Meeting.

### **Article 13. Implementation provisions**

Shareholders and authorized proxy attending the General Meeting must strictly comply with the Regulations on organization, election and voting at the 2025 Annual General Meeting of Hai Duong Water Joint Stock Company. Shareholders who violate these Regulations will be considered and handled by the Presidium,



depending on the specific level of violation, in accordance with the provisions of the law and the Charter of the Company.

During the course of the General Meeting, any issues arising that are not specified in these regulations will be considered and decided by the Presidium in accordance with current legal regulations. These regulations will be valid from the signing date until the end of the 2026 Annual General Meeting of Shareholders./.

**Copies to:**

- As listed above;
- On file in Achieves, Secretary

For **THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Vu Manh Dung**



No: 582/TTr-HĐQT

Hai Phong, 08<sup>th</sup> April 2026

**LETTER OF SUBMISSION**

**For approval of Business Performance, Financial Statements and Profit Distribution  
of the accounting period from 01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025**

**To: The 2026 Annual General Meeting of Shareholders**

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25<sup>th</sup> June 2021;

Basing on the Minutes and Resolution of the Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company dated 28<sup>th</sup> June 2024;

Based on the audited Financial Statements for the accounting period from 01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025;

The Board of Directors hereby submit to the General Meeting of Shareholders for approval the Main Indicators; Business Performance Results, Financial Statements and Profit Distribution for the accounting period from 01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 of Hai Duong Water Joint Stock Company as follows:

**A, Business performance results in 2025:**

No	MAIN INDICATORS	UNIT	PLANNED	IMPLEMENTED
<b>I</b>	<b>MAIN PRODUCTS</b>			
1	- Treated water production output	Million m <sup>3</sup>	75.17	75.4
2	- Treated water revenue	Million m <sup>3</sup>	64.8	67.3
3	- Non-revenue and loss rate	%	13.8	15
4	- Customer development	Household	4,000	5,679
<b>II</b>	<b>FINANCIAL INDICATORS</b>			
1	Equity (charter capital)	Million Dong	318,824,70	318,824,70
2	Total revenue	Million Dong	619,400	604,458
	- Treated water	Million Dong	595,750	582,987
	- Civil construction	Million Dong	9,000	11,012
	- Drinking water production and other business activities	Million Dong	14,650	10,459
3	Total expenses	Million Dong	558,200	543,122
4	Pre-tax profit	Million Dong	61,200	61,336
5	After tax profit	Million Dong	48,300	48,516
<b>III</b>	<b>OTHER INDICATORS</b>			
1	Payment to Budget	Million Dong	79,800	83,126
	- Tax, fee, charges	Million Dong	63,014	66,340
	- Dividend paid to the State	Million Dong	16,786	16,786
2	Pre-tax profit margin/revenue	%	9.88	10.1%





3	Pre-tax profit margin/Equity	%	19.2	26.1%
4	Total employee salary fund	Million Dong	106,097	108,179
5	Total employees	Person	945	934
6	Average monthly salary/person	Million Dong	9,356	9,652

**B, Financial Statements of the accounting period from 01<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025**

*Main indicators include:*

NO	INDICATOR	UNIT	IMPLEMENTATION
<b>I</b>	<b>Total assets</b>	<b>VN Dong</b>	<b>911,990,849,411</b>
1	Short term assets	VN dong	73,493,071,501
2	Long term assets	VN dong	838,497,777,910
<b>II</b>	<b>Total capital sources</b>	<b>VN Dong</b>	<b>911,990,849,411</b>
1	Debt payable	VN dong	438,134,374,130
2	Owner's equity	VN dong	473,856,475,281

(For details please see the Annual Financial Report for the accounting period from 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 which have been announced on the website: [hdwaco.com.vn](http://hdwaco.com.vn))

**C, Profit distribution for the accounting period:**

No	MAIN INDICATORS	UNIT	PLANNED	IMPLEMENTED
1	After tax profit of 2024	VN Dong	48,300,000,000	48,516,171,731
2	Profit to pay dividend	VN Dong	26,144,000,000 (8,2)	26,143,625,400 (8,2%)
3	For Development investment fund	VN Dong	14,171,000,000	9,703,234,346
4	For Rewards, welfare fund	VN Dong	7,985,000,000	12,669,311,985
4,1	For Executive Board's Rewards, welfare fund	VN Dong		1,900,396,798
4,2	For Employees' Rewards, welfare fund	VN Dong		10,768,915,187

**D, Authorization to the Board of Directors for consideration and decisions:**

The time to pay dividend and the way to perform the procedures of dividend distribution to shareholders will be implemented in accordance with the provisions of the law and the Company's Charter,

The Board of Directors hereby submit this to the General Meeting of Shareholders for consideration and approval, /,

*Copies to:*

- As specified above;
- Filing in: Achieves;
- Meeting Documents;

**FOR THE BOARD OF DIRECTORS**



**Vu Manh Dung**



No.: 587/BC-BKS

*Hai Phong, 08<sup>th</sup> April 2025*

**REPORT OF THE BOARD OF SUPERVISORS ON THE PERFORMANCE  
OF THE BOARD OF DIRECTORS, OF THE GENERAL DIRECTOR;  
AND SELF-ASSESSMENT REPORT ON THE PERFORMANCE OF  
THE BOARD OF SUPERVISORS AND ITS MEMBERS**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 passed on 17<sup>th</sup> June 2020 by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25<sup>th</sup> June 2021;

Pursuant to the Internal Regulations on Corporate Governance issued under Decision No. 1065/QĐ-HĐQT dated 29<sup>th</sup> June 2021;

Pursuant to the work plan of the Board of Supervisors (BoS) and its supervision results in 2025; The Board of Supervisors of Hai Duong Water Joint Stock Company hereby report on the Board's performance in 2025 as follows:

**I. THE OBJECTIVES OF SUPERVISION**

1. Supervision of compliance: To review and evaluate the activities of the Board of Directors and the Company's Management Board throughout the year which are related to the implementation of the financial plans and the annual operation plans approved by the Annual General Meeting of Shareholders.

2. Supervision of operation: To review and evaluate the Company's key processes, conducting direct inspections at the Company's branches to detect potential risks, thereby to propose appropriate solutions to the Board of Directors and the Company's Management Board.

3. Supervision of Financial Statements: To check and monitor quarterly, semi-annual and annual financial statements so as to assess the reasonableness of financial figures; at the same time to closely coordinate with independent auditors in the mid-



term and at the end of the term so as to review the impact of material accounting and auditing errors on financial statements, and to monitor the Board of Directors in implementing recommendations made by the Auditor.

## **II. PERFORMANCE OF THE BOARD OF SUPERVISORS**

### **1. Information on the members of the Board of Supervisors**

<b>No</b>	<b>Member of BoS</b>	<b>Position</b>	<b>Starting date</b>	<b>Number of meetings attended</b>	<b>Meeting attendance rate</b>	<b>Reasons for absence</b>
1	Tran Thi Thanh Ngan	Head	16/3/2017	4	100%	
2	Nguyen Thi Thu Hang	Supervisor	16/3/2017	4	100%	
3	Tran Thi Hue	Supervisor	30/6/2022	4	100%	

### **2. Work deployment of the Company's Board of Supervisors**

In 2025, basing on the assigned tasks, the members of the Supervisory Board have inspected and supervised the financial activities, management and operation of the Company through the following main activities:

- The BoS have hold regular meetings every quarter and regularly exchanged internal information to inspect and supervise the Company's operations according to its prescribed functions.

- The BoS have supervised the implementation of the Resolutions of the Shareholders' General Meeting, of the Board of Directors and the BoD's management and operation of production and business.

- The BoS have approved the business situation reports, monitored activities and given opinions on the Company's quarterly, semi-annual and annual financial statements.

- The BoS have monitored and inspected the implementation of production and business plans, basic construction investment; reviewed quarterly and annual indicators and target proportions through regular meetings of the Board of Supervisors.

- The Board of Supervisors have proposed the selection of an independent auditing company to audit the 2025 financial statements.

- The Board of Supervisors have fully attended the all the meetings of the Board of Directors, the Board of General Directors, the monthly meetings and all the meetings chaired by the Chairman of the Board of Directors and the General Director so as to promptly grasp the Company's production and business situation, and to



contribute ideas in implementing the goals and plans approved by the General Meeting of Shareholders.

- The Board of Supervisors have coordinated with departments in inspection and supervision to improve the quality of governance, to limit and prevent risks.

### **3. Summary of meetings of Board of Supervisors in 2025**

In 2025, the Board of Supervisors have held 4 meetings, specifically as follows:

*The first meeting on 11<sup>th</sup> March 2025:* Approving the audit results of the 2025 Financial Statement; Implementing the Board's operation plan for the first 6 months of the year;

*The second meeting on 17<sup>th</sup> April 2025:* Reviewing the financial statement for the first quarter of 2025; Preparing the annual report to submit to the General Meeting of Shareholders and some other operational tasks;

*The third meeting on 23<sup>th</sup> July 2025:* Covering the following main contents:

- a. Approving the Financial Statement for the first 6 months of 2025
- b. Analyzing and evaluating financial indicators for the first 6 months of the year
- c. Deploying tasks for the last 6 months of the year

*The fourth meeting on 25<sup>rd</sup> December 2025:* Covering the following contents:

a. Meeting to summarize the work of the Board of Supervisors in 2025 and set out the direction and tasks for 2026. Developing a report on the Board's performance in the last 6 months of 2025 and a summary report of the Board to submit to the General Meeting of Shareholders

b. Deploying the plan to review the financial statement for 2025

c. Contributing opinions on the Company's production and business plan for 2026

During the working process, the Board of Supervisors regularly exchanged work via email and phone calls so that activities are carried out promptly, continuously and effectively. Basing on the supervision results, the Board of Supervisors have found that the Company have strictly complied with the law, had no major shortcomings, and possible risk factors are predicted in advance to take preventive measures.

### **4. Evaluation of each member's performance**

**4.1. Ms. Tran Thi Thanh Ngan:** Head of the Board of Supervisors

The Head of the BoS has properly exercised her rights and responsibilities under Section 3, Article 37, Clause 1, Article 38 of the Company Charter; convened



and chaired meetings of the BoS; requested the Board of Directors, the General Director and other managers in the Company to provide relevant information required for the jobs of the BoS; compiled and prepared reports of the BoS after consulting with the Board of Directors and submitted them to the General Meeting of Shareholders; compiled and prepared periodic and contingency supervision minutes of the BoS; directly been responsible for and resolved ad hoc requests in accordance with the provisions of the Company Charter and the current Enterprise Law.

She has regularly updated the legal regulations and regimes to check the compliance and the investment situation as well as the accounting books and documents.

Together with the members of the BoS, she has closely monitored the management and operation of production and business in 2025, closely followed the development orientation approved by the General Meeting of Shareholders.

#### 4.2. *Ms. Nguyen Thi Thu Hang* – A full-time supervisor

She has performed the tasks according to the provisions of the Company's Charter and the following specific tasks:

- Inspecting and supervising the personnel organization of the Company;
- Inspecting and supervising the management and use of fixed assets and the implementation of investment projects;
- Checking and controlling the organization of accounting, document circulation, legality and reasonableness of accounting documents, the implementation of State tax policies;
- Checking and controlling the management of cash, bank accounts, debts, goods, short-term assets;
- Checking and controlling the revenue, expenses, analyzing financial statements and business performance of the Company;
- Coordinating with independent auditing organizations to review the Company's financial statements, clarifying issues raised by the auditors (*if any*);
- Performing other tasks as required by the Head of the Board.

In the process of performing the tasks, she has closely followed the tasks assigned, been proactive at work, and closely coordinated with members of the BoS.



#### 4.3. *Ms. Tran Thi Hue* - a full-time supervisor

She has performed tasks prescribed in the Company Charter and following specific tasks:

- Inspecting and controlling the implementation of production and business in line with the strategic orientation and plan approved by the Shareholders General Meeting establishing Hai Duong Water Joint Stock Company;
- Inspecting and controlling the implementation of labor contracts, of issues related to the rights and obligations of employees;
- Controlling the implementation of production processes, technology, regulations on labor safety, fire prevention and fighting;
- Reviewing the implementation of dividend distribution, checking the contract signing;
- Checking and controlling the Company's compliance with legal obligations, including: tax obligations, fees, social insurance, health insurance, unemployment insurance and other financial obligations;
- Coordinating with independent auditing organizations to review the Company's financial statements, clarifying issues raised by the auditors (if any);
- Performing other tasks as required by the Head of the BoS.

When performing the tasks, she has closely followed the assigned tasks, proactively coordinated closely with the members of the BoS.

Basing on the above performance results, the Board of Supervisors self-assessed as follows: The Board of Supervisors and its members have well completed their tasks in accordance with the provisions of the Enterprise Law, the Company's Charter of incorporation and operation, and the operating regulations for the Board of Supervisors; during the process of supervision, the BoS have well coordinated with the Board of Directors, the General Director in all the aspects of the Company's operations.

### **III. RESULTS OF SUPERVISING PRODUCTION AND BUSINESS ACTIVITIES**

#### **1. Results of monitoring the implementation of the Resolution of the 2025 Shareholders General Meeting**

##### **1.1. Implementing the 2025 production and business indicators**



The Board of Supervisors have performed its responsibilities and power, unanimously assessed the implementation results of the Resolution of the 2025 Shareholders General Meeting of Hai Duong Water Joint Stock Company as follows:

No	Indicator	Unit	Planned	Implemented	Completion rate
1	Commercial tap water output	Mil m <sup>3</sup>	64.8	67.3	103.79%
2	Average loss rate	%	13.8	15	
3	Total revenue	Mil VND	619,400	604,458	98%
4	Total laborers	Person	945	934	Decease by 11 persons
5	Average income/person/month	1,000 đ	9,356	9,652	103.16%
6	Payment to State Budget	Mil VND	79,800	83,009	104%
7	After-tax profit	Mil VND	48,300	48,516	100.447%
8	Expected dividend payout rate	%	8.2%	8.2%	100%

1.2. Implementing the salary plan for the Board of Directors, Board of Supervisors, Executive Board, and employees in 2025

No.	Indicator	Unit	Headcount	Plan	Actual	Completion Rate
1	Chairman of the Board of Directors	Million VND/person/month	1	37	37	100%
2	Vice Chairman of the Board – Remuneration	Million VND/person/month	1	3	3	100%
3	Board Member (Non-executive)	Million VND/person/month	1	6	6	100%
4	Head of the Supervisory Board	Million VND/person/month	1	26	26	100%
5	Full-time Member of the Supervisory Board	Million VND/person/month	2	17	17	100%
7	Board Member (Holding concurrent management positions) – Remuneration	Million VND/person/month	4	2	2	100%

- Actual salary funds paid to the General Director, Deputy General Directors, Chief Accountant is: VND 1,362,000,000

- Actual salary funds paid to all the employees: VND 108,179,616,000

1.3. Provision of funds according to the Resolution of the 2025 General Meeting of Shareholders as below:

- Bonus and welfare fund: VND 7,019,742,400

- Development investment fund: VND 13,199,685,141



1.4. The Company has paid cash dividends in accordance with the Resolution of the 2025 Shareholders' Annual General Meeting No. 983/NQ-DHDCD dated 20<sup>th</sup> June 2025. Dividend rate: 8.1%/share (01 share receives 810 VND). Total payment amount is VND 25,824,800,700.

Dividend payment date: 30<sup>th</sup> September 2025

Shareholders who have not yet deposited to receive dividends in cash or by bank transfer are required to register according to the Company's prescribed form.

During the dividend payment process, the Board of Supervisors have coordinated with the Company to support the shareholders, to answer all questions related to the rights and obligations of shareholders.

## **2. Financial supervision results**

The Board of Supervisors have reviewed the 2025 financial statements including: Balance sheet, business performance statement, cash flow statement and explanatory notes to the 2025 financial statements of the Company audited by Vietnam Auditing and Valuation Company (VAE.LTD), and the BoS have reviewed the accounting records up to 31<sup>st</sup> December 2024. After reviewing and checking, the Board of Supervisors had the following comments:

- The Company has prepared and presented the 2025 financial statements on the basis of compliance with accounting standards and the Vietnamese enterprise accounting regime issued under Circular No. 200/2014/TT-BTC dated 22<sup>nd</sup> December 2014, the Company has followed the accounting regime of Ministry of Finance and Circular No. 53/2016/TT-BTC dated 21<sup>st</sup> March 2016 amending and supplementing a number of articles in Circular No. 200/2014/TT-BTC.

- The Company has well organized the financial accounting, performed cost accounting, selected and applied appropriate and consistent accounting policies, in accordance with the characteristics of the Company's production, business and management model.

- Regarding the 2025 Financial Statement, the Board of Supervisors have the following comments:

+ The Board of Supervisors totally agree with the 2025 Financial Statements audited by Vietnam Auditing and Valuation Company (VAE.Ltd).

### **a. The Company's main financial indicators as of 31<sup>st</sup> December 2025**

(Data extracted from the audited 2024 Financial Statements)



Unit: VN Dong

No	Indicator	31 <sup>st</sup> Dec.2025	01 <sup>st</sup> Jan.2025	Increased- Decreased
<b>A</b>	<b>Current assets</b>	<b>73,493,071,501</b>	<b>68,735,849,351</b>	<b>4,757,222,150</b>
I	Cash and equivalents	12,140,515,042	10,192,762,023	1,947,753,019
III	Short term receivables	17,191,502,321	20,579,056,505	(3,387,554,184)
IV	Inventories	38,960,372,024	35,974,456,785	2,985,915,239
V	Other current assets	5,200,682,114	1,989,574,038	3,211,108,076
<b>B</b>	<b>Long term assets</b>	<b>838,497,777,910</b>	<b>841,691,377,272</b>	<b>(3,193,599,362)</b>
II	Fixed assets	755,895,781,887	794,741,845,684	(38,846,063,797)
IV	Long term unfinished assets	41,273,011,830	11,616,986,977	29,656,024,853
VI	Other long term assets	41,328,984,193	35,332,544,611	5,996,439,582
	<b>Total assets</b>	<b>911,990,849,411</b>	<b>910,427,226,623</b>	<b>1,563,622,788</b>
<b>C</b>	<b>Liabilities payable</b>	<b>438,134,374,130</b>	<b>452,242,379,973</b>	<b>(14,108,005,843)</b>
I	Current liabilities	159,966,737,462	110,904,732,929	49,062,004,533
II	Long term liabilities	278,167,636,668	341,337,647,044	(63,170,010,376)
<b>D</b>	<b>Owner's equity</b>	<b>473,856,475,281</b>	<b>458,184,846,650</b>	<b>15,671,628,631</b>
I	Owner's equity	473,856,475,281	458,184,846,650	15,671,628,631
1	Owner's polled capital	318,824,708,995	318,824,708,995	
2	Other owner's equity	82,922,526,064	82,922,526,064	
3	Investment and development fund	23,593,068,491	10,393,383,350	13,199,685,141
4	Undistributed profit after tax	48,516,171,731	46,044,228,241	2,471,943,490
	<b>Total capital sources</b>	<b>911,990,849,411</b>	<b>910,427,226,623</b>	<b>1,563,622,788</b>

**b. Company's financial health assessment index**

No	Indicator	31 <sup>st</sup> Dec.2025	01 <sup>st</sup> Jan.2025	Balance
<b>I. Asset structure</b>				
1	Long term asset/Total asset	0.92	0.92	0
2	Short term asset/Total asset	0.08	0.08	0
<b>II. Capital structure</b>				
1	Debt payable/Owner's equity	0.92	0.99	(0.07)
2	Debt payable/Total capital source	0.48	0.50	(0.02)
3	Owner's equity/Total capital source	0.52	0.50	0.02
<b>III. Payment capacity</b>				
1	Overall solvency (Total asset/Total debt payable)	2.08	2.01	0.07



2	Current payment capacity (Short term asset/Short term debt)	0.46	0.62	(0.16)
3	Fast payment ability (Short term asset-Payment term/ Short term debt)	0.22	0.30	(0.08)
4	Long term debt payment capacity (Remaining value of fixed assets/Long term debt)	2.72	2.33	0.39
5	Interest payment capacity (Profit before tax and interest/Interest)	5.77	4.88	0.89
<b>IV. Effectiveness</b>				
1	Return on total asset - ROA (Net profit/Total asset)	5.32%	5.06%	0.26
2	Return rate on equity - ROE (Net profit /Owner's equity)	10.24%	10.05%	0.19
3	Net revenue return - ROS (Net profit /Net revenue)	8.04%	8.09%	(0.05)
4	EPS – Earnings per share (Net profit/Total share)	1,521.72	1,444.19	77.53
5	BV – Book value (Total asset – Fixed intangible asset – Total debt)/ Total outstanding shares	14,863	14,368	495

Comments: Based on the 2025 financial statements and the calculation of the financial health assessment indicators of the Company, we have the following observations:

- Regarding asset structure: There is no change in the asset structure, but considering each specific financial indicator, there are many changes that affect the company's production and business activities:

+ Current assets increased by VND 4,757,222,150, mainly due to an increase in other current assets of VND 3,211,108,076 and an increase in inventory of VND 2,985,915,239. The Company has been very active in urging debt collection, and short-term receivables decreased by VND 3,387,554,184. However, with the increase in inventory, the Company needs to actively review and utilize existing inventory to save money more effectively.

+ Long-term assets decreased by -3,193,599,362 VND, due to a decrease in fixed assets of -38,846,063,797 VND and an increase in other long-term assets of -



5,996,439,582 VND. However, work-in-progress assets increased by -29,656,024,853 VND.

- Regarding capital structure: The Liabilities/Equity ratio decreased by -0.07 and the Liabilities/Total Capital ratio decreased by -0.02 due to a decrease in liabilities in 2025 of -14,108,005,843 VND compared to 2024 and an increase in the Equity/Total Capital ratio of +0.02. The company has made significant efforts in balancing cash flow to repay debt and stabilize cash flow to maintain production and business operations.

- Regarding the solvency ratio in 2025 compared to 2024, the Company's solvency remains strong: the overall solvency ratio increased by 0.07; However, the current ratio decreased by -0.16, the quick ratio decreased by 0.08 due to changes in the timing of payroll settlements for employees, the long-term debt ratio increased by 0.39, and the interest coverage ratio increased significantly by 0.88 because in 2025 the Company actively arranged long-term cash flow to pay off debts, and pre-tax profit in 2025 increased compared to 2024.

- Regarding the business performance evaluation ratios:

+ ROA increased by 0.26 due to the higher proportion of profit increase compared to asset increase, ROE increased by 0.19 due to the higher proportion of profit increase compared to equity increase, ROS decreased by -0.04 due to the lower proportion of profit increase compared to revenue increase.

+ EPS increased by 77.53 due to the increase in after-tax profit in 2025 compared to 2024.

+ BV An increase of +495 compared to 2024 shows that the company's production and business efficiency remains assured and continues to develop.

### c. Current situation of public debts

\* Receivables:

Indicator	01 <sup>st</sup> Jan.2024	31 <sup>st</sup> Dec.2025	Balance
Accounts receivable from customers	16,281,850,329	13,921,636,561	-2,360,213,768
Accounts receivable	1,733,869,651	1,252,530,377	-481,339,274
Other receivables	2,563,336,525	2,017,335,383	-546,001,142
<b>Total</b>	<b>20,579,056,505</b>	<b>17,191,502,321</b>	<b>-3,387,554,184</b>

Comments:

- Accounts receivable at the end of the period decreased by VND 3,387,554,184, mainly due to a decrease of VND 2,360,213,768 in customer



receivables. All receivables decreased compared to the previous year. However, accounts receivable remain high, with many customers still delinquent and with outstanding water bills for too long. We request that the Company continue to strengthen debt collection efforts and adjust payment regulations for large customers to minimize accounts receivable and increase cash flow for the Company.

**\* Payables**

	<b>Indicator</b>	<b>31<sup>st</sup> Dec,2025</b>	<b>01<sup>st</sup> Jan,2025</b>	<b>Balance</b>
<b>I</b>	<b>Current liabilities</b>	<b>159,966,737,462</b>	<b>110,904,732,929</b>	<b>49,062,004,533</b>
1	Short term trade payables	62,743,754,475	56,115,265,035	6,628,489,440
2	Short term advance payment from buyer	1,890,446,231	1,348,512,412	541,933,819
3	Tax & State payables	11,744,846,494	10,964,933,592	779,912,902
4	Payables to laborers	19,694,372,672	8,879,440,147	10,814,932,525
5	Short term payable expenses	1,135,001,249	154,241,320	980,759,929
6	Other short term payables	19,183,851,477	16,296,890,827	2,886,960,650
7	Short term loans and financial leases	40,942,464,050	8,863,582,450	32,078,881,600
8	Rewards and welfare fund	2,632,000,814	8,281,867,146	(5,649,866,332)
<b>II</b>	<b>Long term liabilities</b>	<b>278,167,636,668</b>	<b>341,337,647,044</b>	<b>(63,170,010,376)</b>
1	Other long term payables	105,288,020,313	112,490,020,313	(7,202,000,000)
2	Long term loans and financial leases	172,879,616,355	228,847,626,731	(55,968,010,376)
	<b>TOTAL LIABILITIES PAYABLE</b>	<b>438,134,374,130</b>	<b>452,242,379,973</b>	<b>(14,108,005,843)</b>

- Ending liabilities decreased by VND 14,108,005,843, due to an increase in short-term liabilities of VND 49,062,004,533, but a sharp decrease in long-term liabilities of VND 63,170,010,376. The significant increase in short-term liabilities resulted in negative net working capital, impacting cash flow. In 2024, net working capital was -VND 42,168,883,578, and in 2025 it was -VND 86,473,665,961. This was due to changes in the timing of salary payments to employees. However, the large negative net working capital still affects the company's cash flow. Therefore, it is recommended that the company rearrange its capital sources and quickly re-establish financial balance.

**d, Construction investment**

- Projects transferred from 2023: 46 projects
- New construction projects in 2024: 52 projects



In 2025, the value of completed capital investment projects decreased by VND 421,666,132 compared to 2024 (2024: VND 71,287,014,315; 2025: VND 70,865,348,183);

In 2025, the value of unfinished capital investment projects at the end of the period increased by VND 29,656,024,853 compared to 2024 (2024: VND 11,616,986,977; 2025: VND 41,273,011,830). The company is focusing on investing in and upgrading projects to ensure water supply to remote areas still experiencing water shortages. In 2025, the Company will add completed capital construction investment projects to its assets with a total value of VND 68,125,636,013. However, the value of unfinished capital construction investment projects remains high. The Company is requested to accelerate progress and quickly bring these projects into operation to avoid capital stagnation, increased interest expenses, and reduced capital efficiency.

All investment projects in 2025 are important and essential projects serving the Company's production and business activities. Upon completion and commissioning, these projects have demonstrated economic and social value, ensuring the provision of sufficient clean water for domestic use and clean water for production in agencies and businesses.

**e, Tangible fixed assets**

**\* Original Cost:**

- Beginning Balance: VND 2,068,148,426,795

- Increase during the period: VND 71,156,449,104, including:

+ Increase due to new fixed asset purchases: VND 3,030,813,091

+ Increase due to completed capital construction investments: VND 68,125,636,013

- Decrease during the period: VND 1,678,080,584, including:

+ Decrease due to dismantling: VND 1,678,080,584

- Ending Balance: VND 2,137,626,795,315

Of which assets still in use after depreciation: VND 509,967,926,694

**\* Accumulated Depreciation Value**

- Beginning Balance: VND 1,273,492,914,444 - Increase during the year: 108,813,537,577 VND

- Decrease due to dismantling: 571,339,722 VND

- Ending balance: 1,381,735,112,299 VND



\* Remaining value

- Beginning remaining value: 794,655,512,351 VND

- Ending remaining value: 755,891,683,016 VND

**f, Assessment of the transaction between the Company and related parties**

The related parties conducting the transaction with the Company is Ms, Pham Thi Man - Chairwoman of the Board of Directors of Phuc Hung Hai Duong Water Supply Company, an authorized representative of Phuc Hung Water Supply Company, an organization that owns 12% of shares, Ms, Pham Thi Man is currently a member of the Board of Directors of Hai Duong Water Joint Stock Company,

The contract between Hai Duong Water Joint Stock Company and Phuc Hung Water Supply Company for the purchase and sales of water through a master meter was approved by the 2017 General Meeting of Shareholders,

Transactions arising in 2025 are as follows:

Purchases: VND 16,474,822,400, an increase of VND 2,566,047,600 compared to 2024

Payables to suppliers: VND 258,960,600, a decrease of VND 1,018,815,280 compared to 2024,

**3, Supervision of the implementation of the Rules and Regulations and securing the rights and benefits for employees,**

The Company has built a system of internal management regulations: Organization and management regulations, Personnel organization regulations, Salary and other expenses regulations, Emulation and reward regulations, Collective labor agreements, Labor regulations,, Last year, the Company has strictly complied with the regulations in the Internal Management Regulations and other regulations of the law,

The Company's employee benefits are implemented in accordance with the Labor Law; monthly salary payments are made on time as prescribed, emulation and reward policies as well as welfare benefits are fully implemented, employee income is guaranteed to be stable and higher than planned,

**IV, SUPERVISION OF BOARD OF SUPERVISORS TOWARDS THE BOARD OF DIRECTORS, BOARD OF GENERAL DIRECTORS AND THE SHAREHOLDERS**

**1, Regarding the Board of Directors**





The Board of Directors have seriously implemented the contents approved by the General Meeting of Shareholders held on 20<sup>th</sup> June 2025, The Board of Directors have held 07 meetings, issued 07 resolutions and decisions, and approval documents,

The meetings and activities of the Board of Directors were organized and conducted in accordance with the Company's Charter of Incorporation and Operation and the current laws, with high consensus among the members,

## **2, Regarding the Board of General Directors**

The Board of General Directors have implemented the Resolutions of the Board of Directors, complied with the provisions of the law, directed specifically and promptly, evaluated and controlled the implementation in all departments and branches, The Board of General Directors have also proactively planned the management, operation, use of capital, assets and labor; assigned tasks within the Board of General Directors to run production and business; to fully perform the Company's obligations to the State and the benefits for employees,

## **3, Regarding the investors and shareholders**

Between the two annual general meetings of shareholders in 2024-2025, the Board of Supervisors did not receive any requests or complaints from shareholders or major shareholders in accordance with the provisions of law and the Company's charter,

## **4, Coordination of activities between the Board of Supervisors and the Board of Directors, the General Director and other executives of the Company and its affiliated branches**

The Board of Supervisors have always closely coordinated with the Board of Directors, the Board of General Directors and other executives in implementing the Board's business, Ready to receive information for inspection and review when requested by the Board of Directors, the Board of General Directors and shareholders,

- The Board of Directors and the General Director have provided full information on all the resolutions and decisions to the Board of Supervisors, creating favorable conditions for the Board of Supervisors to collect information and documents related to the Company's production and business activities, helping the Board of Supervisors to successfully complete their tasks assigned,

## **V, OPERATIONAL DIRECTIONS OF THE BOARD OF SUPERVISORS IN 2026**

- To participate in developing the Company's production and business plan for 2026;



- To review the quarterly, semi-annual and annual financial reports for 2026;
- To participate in preparing for the 2026 Annual General Meeting of Shareholders;
- To check and supervise the procedures for organizing the Annual General Meeting of Shareholders to ensure compliance with legal regulations and the Company's Charter;
- To prepare semi-annual and annual management reports and annual statements for submission to the General Meeting of Shareholders;
- To re-evaluate the shareholder structure at the time of finalizing the list of attendees to the General Meeting of Shareholders;
- To propose the selection of an independent auditor for the 2026 financial statement;
- To monitor the implementation of the Resolution of the General Meeting of Shareholders on 2025 dividend payment and the implementation of the 2026 production and business plan;
- To carry out other supervision and review programs,

Above is the report of the Board of Supervisors of Hai Duong Water Joint Stock Company on the Company's production and business operation, on the performance of the Board of Directors and of the General Director; and this also serves as the self-assessment report on the performance of the Board of Supervisors and its members in the year of 2025,

The attendees of the 2026 Annual General Meeting of Shareholders are kindly requested to take this Report into consideration and approval,/,

**Copies to:**

- General Meeting Organizing Board;
- Board of Directors, Board of General Directors;
- Board of Supervisors;
- Filing in Archives,

For **THE BOARD OF SUPERVISORS**  
**HEAD OF THE BOARD**



**Tran Thi Thanh Ngan**



## LETTER OF SUBMISSION

### **Approval of criteria and list of independent auditing units to select for the audit of the 2026 financial statements**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17<sup>th</sup> June 2020;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25<sup>th</sup> June 2021;

Pursuant to the Internal Regulations on Corporate Governance issued under Decision No. 1065/QĐ-HĐQT dated 29<sup>th</sup> June 2021;

Pursuant to Decision No. 3830/QĐ-BTC dated 15<sup>th</sup> November 2026 of Ministry of Finance on approving auditing enterprises and practicing auditors to audit public interest enterprises in 2026;

The Board of Supervisors hereby submit to the General Meeting of Shareholders for approval the selection criteria and recommended list of auditing enterprises for the Company's financial statements in 2026 as follows:

#### **1. Criteria to select an auditing unit:**

- Being an independent auditing unit on the list of auditing enterprises for public interest entities in 2026 under Decision No. 3830/QĐ-BTC dated 14<sup>th</sup> November 2025 of Ministry of Finance and approved by the State Securities Commission;
- Possessing a team of highly qualified and experienced auditors, honest, objective, reputable, upholding professional ethics;
- Having no relationship in purchasing and selling shares, assets or pooling capital to joint ventures with Hai Duong Water Joint Stock Company;



- Satisfying the Company's requirements on the auditing scope, progress and quality;
- Offering reasonable auditing costs, consistent with the content, scope and progress of the audit set by the Company.

**2. List of proposed auditing units:**

1. Vietnam Auditing and Valuation Company Limited (VAE)
2. An Viet Auditing Company Limited (ANVIET)
3. UHY Auditing and Consulting Company Limited (UHY)

**3. Authorization the Board of Directors to select an auditing unit and to enter into a contract according to the provisions of the law**

The Board of Supervisors hereby submit to the General Meeting of Shareholders for approval and implementation.

**Copies to:**

- As specified above;
- Filing in Achieves.

For **THE BOARD OF SUPERVISORS**  
**HEAD OF THE BOARD**



**Tran Thi Thanh Ngan**





## REPORT

### Public disclosure of related interests of the Company Insiders

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17<sup>th</sup> June 2020;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25<sup>th</sup> June 2021;

Through the general public report of the company's insiders, the Board of Directors of Hai Duong Clean Water Trading Joint Stock Company synthesizes the report of the General Meeting of Shareholders on the disclosure of related interests of specific insiders as follows:

#### 1. List of Company's Insiders

No	Name in full	Position
1	Vu Manh Dung	Chairman of Board of Directors (BoD)
2	Nguyen Thanh Son	Member of BoD - General Director
3	Nguyen Van Phung	Vice Chairman of BoD
4	Vu Van Nhan	Member of BoD - General Director
5	Nguyen Thai Dung	Member of BoD - General Director
6	Nguyen Thi Huong	Chief Accountant
7	Pham Thi Man	Member of BoD
8	Vu Chi Phuong	Member of BoD- Manager of Human Resource- Administration Department
9	Tran Thi Thanh Ngan	Head of Board of Supervisors
10	Nguyen Thi Thu Hang	Member of Board of Supervisors
11	Tran Thi Hue	Member of Board of Supervisors
12	Tran Huu Dinh	Company Secretary- Internal administer

#### 2. Related interests of the Company Insiders

##### 2.1. Mr. Vu Manh Dung: Chairman of Board of Directors

Stock ownership of his own and of his relatives in the Company:

His personal stock ownership: 39,400 shares, accounting for 0.12% of the actual contributed charter capital.



Stock ownership representing the People's Committee of Hai Phong city: 12,354,458 shares, accounting for 38.75% of the actual contributed charter capital.

Stock ownership of his relatives:

No	Name in full	Relationship	Number of shares	Rate (%)
1	Vu Thi Ha	Junior sister	7,300	0.0229
2	Nguyen Ba Quyet	Brother in law	232,200	0.73

Debts to the Company: None

Remuneration and other benefits received from the Company: Salary as Chairman of the Board of Directors

Related benefits to the Company: None

## 2.2. Mr. Nguyen Thanh Son: Member of BoD - General Director

Stock ownership of his own and of his relatives in the Company:

His personal stock ownership: 30,100 shares, accounting for 0.09% of the actual contributed charter capital.

Stock ownership representing the People's Committee of Hai Phong city: 2,789,716 shares, accounting for 8.75% of the actual contributed charter capital

Stock ownership of his relatives:

No	Name in full	Relationship	Number of shares	Rate (%)
1	Nguyen Thi Tuyet Nhung	Junior sister	7,065	0.022
2	Nguyen Van Doan	Elder brother in law	36,900	0.116
3	Vu Ba Long	Junior brother in law	27,300	0.086

Debts to the Company: None

Remuneration and other benefits received from the Company: Salary as the Company General Director and remuneration as a member of Board of Directors.

Related benefits to the Company: None

## 2.3. Mr. Nguyen Van Phung: Vice Chairman of BoD

Stock ownership of his own and of his relatives in the Company:

His personal stock ownership: 28,700 shares, accounting for 0.09% of the actual contributed charter capital

Stock ownership representing the People's Committee of Hai Phong city: 0 shares.

Stock ownership of his relatives:



No	Name in full	Relationship	Number of shares	Rate (%)
1	Nguyen Thi Tram Anh	Daughter	8,100	0.025
2	Pham Van Thao	Son in law	3,300	0.01

Debts to the Company: None

Remuneration and other benefits received from the Company: Salary of the Deputy General Director (retiring from November 1, 2025) and remuneration of the Vice Chairman of the Board of Directors.

Related benefits to the Company: None

#### 2.4. Mr. Vu Van Nhan: Member of BoD - Deputy General Director

Stock ownership of his own and of his relatives in the Company:

His personal stock ownership: 29,200 shares, accounting for 0.092% of the actual contributed charter capital

Stock ownership representing People's Committee of Hai Phong city: 2,789,716 shares, accounting for 8.75% of the actual contributed charter capital.

Stock ownership of his relatives:

No	Name in full	Relationship	Number of shares	Rate (%)
1	Vu Van Luc	Younger brother	6,300	0.0198
2	Vu Van Tuan	Younger brother	2,000	0.0063
3	Vu Van Tu	Younger brother	6,600	0.0207

Debts to the Company: None

Remuneration and other benefits received from the Company: Salaries of Deputy General Directors and remuneration as a member of Board of Directors.

Related benefits to the Company: None

#### 2.5. Mr. Nguyen Thai Dung: Member of BoD - Deputy General Director

Stock ownership of his own and of his relatives in the Company:

His personal stock ownership: 21,851 shares, accounting for 0.09% of the actual contributed charter capital

Stock ownership representing People's Committee of Hai Phong city: 2,789,716 shares, accounting for 8.75% of the actual contributed charter capital.

Stock ownership of his relatives: 0 shares, accounting for 0% of the actual contributed charter capital.

Debts to the Company: None



Remuneration and other benefits received from the Company: Salaries of Deputy General Directors and remuneration as a member of Board of Directors

Related benefits to the Company: None

## **2.6. Ms. Nguyen Thi Huong: Chief Accountant**

Stock ownership of her own and of her relatives in the Company:

Her personal stock ownership: 24,325 shares, accounting for 0.076% of contributed charter capital

Stock ownership of her relatives:

No	Name in full	Relationship	Number of shares	Rate (%)
1	Do Ngoc Phuong	Husband	6,300	0.020
2	Do Minh Phuong	Daughter	5,100	0.016
3	Nguyen Thi Hang	Elder sister	6,365	0.020

Debts to the Company: None

Remuneration and other benefits received from the Company: Chief Accountant's salary and allowance for the Head of Finance and Accounting Department.

Related benefits to the Company: None

## **2.7. Ms. Pham Thi Man: Member of the Board of Directors**

Current positions held at other organizations: Chairwoman of the Board of Directors - Phuc Hung Hai Duong Water Supply Joint Stock Company

Stock ownership of her own and of her relatives in the Company:

Her personal stock ownership: 0 shares, accounting for 0% of the actual contributed charter capital

Representative ownership of Phuc Hung Hai Duong Water Supply Joint Stock Company: 3,900,000 shares, accounting for 12.232% of the actual contributed charter capital.

Stock ownership of her relatives: 0 shares, accounting for 0% of the contributed charter capital.

Her personal stock ownership in other companies: Her shares in Phuc Hung Hai Duong Water Supply Joint Stock Company account for 40% of the charter capital; Her shares in Ha Duc Trang Company Limited account for 95% of the charter capital.

Debts to the Company: None



Remuneration and other benefits received from the Company: remuneration as a member of Board of Directors.

Other benefits related to the Company: None.

**2.8. Mr. Vu Chi Phuong: Member of BoD - Manager of Human Resource-Administration Department**

Stock ownership of his own and of his relatives in the Company:

His personal stock ownership: 13,251 shares, accounting for 0.041% of the actual contributed charter capital

Representative ownership: 0 shares, accounting for 0% of the actual contributed charter capital

Stock ownership of his relatives: 0 shares, accounting for 0% of the actual contributed charter capital.

Debts to the Company: None

Other remuneration and benefits received from the Company: Salary as the Manager of Human Resource- Administration Department and remuneration as a member of Board of Directors.

Related benefits to the Company: None

**2.9. Ms. Tran Thi Thanh Ngan: Head of the Board of Supervisors (BoS)**

Stock ownership of her own and of her relatives in the Company:

Her personal stock ownership: 11,851 shares, accounting for 0.037% of charter capital.

Representative ownership: 0 shares, accounting for 0% of contributed charter capital

Stock ownership of her relatives: 0 shares, accounting for 0% of contributed charter capital

Debts to the Company: None

Remuneration and other benefits received from the Company: Salary as the Head of the Board of Supervisors

Related benefits to the Company: None

**2.10. Ms. Nguyen Thi Thu Hang: Member of the Supervisory Board**

Stock ownership of her own and of her relatives in the Company:

Her personal stock ownership: 8,400 shares, accounting for 0.026% of the actual contributed charter capital

Representative ownership: 0 shares, accounting for 0% of the actual contributed charter capital

Stock ownership of her relatives:



No	Name in full	Relationship	Number of shares	Rate (%)
1	Nguyen Quoc Nghia	Elder brother	7,865	0.025
2	Pham Thi Yen	Daughter in law	8,200	0.02

Debts to the Company: None

Remuneration and other benefits received from the Company: Salary as a full-time member of the Board of Supervisors.

Related benefits to the Company: None

#### **2.11. Ms. Tran Thi Hue: Member of the Board of Supervisors**

Stock ownership of her own and of her relatives in the Company:

Her personal stock ownership: 1,000 shares, accounting for 0.003% of the actual contributed charter capital

Representative ownership: 0 shares, accounting for 0% of the actual contributed charter capital

Stock ownership of her relatives: 0 shares, accounting for 0% of the actual contributed charter capital

Debts to the Company: None

Remuneration and other benefits received from the Company: Salary as a full-time member of the Board of Supervisors.

Related benefits to the Company: None

#### **2.12. Mr. Tran Huu Dinh: Company Secretary - Internal administer**

Stock ownership of his own and of her relatives in the Company:

His personal stock ownership: 5,365 shares, accounting for 0.00017% of charter capital.

Representative ownership: 0 shares, accounting for 0% of contributed charter capital Stock ownership of his relatives: 0 shares, accounting for 0% of contributed charter capital.

Debts to the Company: None

Remuneration and other benefits received from the Company: Salary as the Company Secretary.

Related benefits to the Company: None

### **3. Contracts or transactions with internal shareholders:**

- Contracts to purchase treated water from a strategic investor: Phuc Hung Hai Duong Water Supply Joint Stock Company;



- Contracts to sell treated water to strategic investor: Xuan Hung Water Supply Joint Stock Company.

In the transitional contracts before the company converted its model into a joint stock company, the wholesale price of treated water under the water consumption tariff was approved by the People's Committee of Hai Duong province (old).

The above is a public report on related interests of the Company's Insiders of Hai Duong Water Joint Stock Company to be announced to the 2026 Annual General Meeting of Shareholders.

The attendees of the Annual General Meeting of Shareholders are kindly requested to take this Report into consideration and approval./.

***Copies to:***

- As mentioned above;
- Filing in: Achieves;
- Meeting Documents.

For **THE BOARD OF DIRECTORS**  
**CHAIRMAN**



**Vũ Mạnh Dung**



**HAI DUONG WATER  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

No.: *591*/TTr-HĐQT

*Hai Phong, 08<sup>th</sup> April 2026*

**LETTER OF SUBMISSION**

**Regarding the dismissal and election of an additional member to the  
Board of Directors for the remaining duration of the 2022-2027 tenure**

**To: The 2026 Annual General Meeting of Shareholders**

Based on the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company, passed by the General Meeting of Shareholders on 25<sup>th</sup> June 2021;

Based on the Resignation Letter of Mr. Nguyen Van Phung – Vice Chairman of the Board of Directors of Hai Duong Water Joint Stock Company;

Based on the number of nomination and candidacy applications as of 24:00 on 18<sup>th</sup> April 2026;

Based on the Resolution of the Board of Directors nominating an additional member to the Board of Directors of Hai Duong Water Joint Stock Company.

The Board of Directors of Hai Duong Water Joint Stock Company unanimously submits to the 2026 Annual General Meeting of Shareholders for consideration and decision:

I. The dismissal of Mr. Nguyen Van Phung from the Board of Directors (find his resignation letter attached).

II. List of candidates for election to the Board of Directors:

Based on the list of nominees from the Board of Directors (as stipulated in Clause 3, Article 24 of the Charter on Incorporation and Operation, and Clause 2.4, Article 3 of the Company's Internal Governance Regulations).

Based on the capacity, qualities, reputation, and ability to fulfill the duties and responsibilities of a Board member if elected, the nominated candidates will be considered in accordance with the standards for membership in the Board of Directors as stipulated in the Charter on Incorporation and Operation and the Enterprise Law.

The Owner's Representative – Hai Phong City People's Committee hereby nominate the following individual for the General Shareholders' Meeting to elect





one additional member to the Board of Directors for the remaining time of the 2022-2027 tenure:

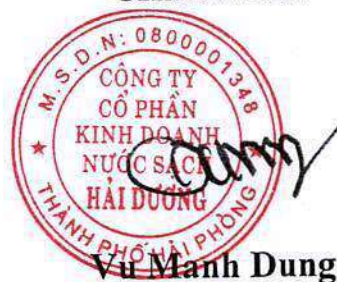
1. Mr. Nguyen Duc Dung, Male, born on 14<sup>th</sup> July 1970;
  - Citizen ID No: 030070005500 issued on 10<sup>th</sup> August 2022 by the Police Department for Administrative Management of Social Order.
  - Registered residence address: 85 Nguyen Dinh Be Street, Le Thanh Nghi Ward, Hai Phong City
  - Current position: Member of the Company's Party Committee Standing Board - Secretary of the Business Planning Department Party Branch
  - Professional qualifications: Mechanical Engineer, Water Supply and Sewerage Engineer.
  - Level of political theory: Advanced political theory (Candidate's C.V attached)
2. Other nominated personnel (if any) will be reported in detail at the 2026 Annual General Meeting of Shareholders.

The Board of Directors hereby submit this to the General Meeting of Shareholders for consideration and decision./.

**Copies to:**

- As mentioned above;
- Filing in Achieves, Meeting Documents

**For THE BOARD OF DIRECTORS  
CHAIRMAN**

  
**Vu Manh Dung**





No.: 592 /TB-HĐQT

*Hai Phong, 08<sup>th</sup> April 2026*

## **ANNOUNCEMENT**

**On the nomination and candidacy of Board of Directors members  
Hai Duong Water Joint Stock Company for the 2022-2027 tenure**

To: Shareholders of Hai Duong Water Joint Stock Company

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025, amending and supplementing the Enterprise Law No. 59/2020/QH14;

Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26<sup>th</sup> November 2019, and its implementation guidelines;

Based on the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company, effective from 25<sup>th</sup> June 2021;

Based on the Internal Regulations on Corporate Governance issued in attachment to Decision No. 1065/QĐ-HĐQT dated 29<sup>th</sup> June 2021.

The 2022 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company elected the Board of Directors for the 2022-2027 tenure. During their tenure, the Board members fully performed their functions and duties as stipulated by law, facilitating Hai Duong Water Joint Stock Company to achieve great successes in its production and business activities.

However, in 2025, Mr. Nguyen Van Phung – a member of the Board of Directors and representative of the state capital – retired upon reaching retirement age. Mr. Nguyen Van Phung also requested to resign from the Board of Directors and will submit his resignation to the 2026 Annual General Meeting of Shareholders for approval.

To ensure objectivity and compliance with the Law, the on Incorporation and Operation, and the Internal Regulations on Corporate Governance regarding the structure of the Board of Directors, and to enhance the governance and control





capacity of Hai Duong Water Joint Stock Company, and to prepare qualified personnels to be nominated as Board Members for election at the General Meeting of Shareholders, the Board of Directors of Hai Duong Water Joint Stock Company requests that eligible shareholders (as per the attached document) participate in nominating and applying for Board Member positions for the remaining duration of the 2022-2027 tenure with:

**- 01 additional member.**

Candidates are requested to submit your nomination/candidacy application documents to Hai Duong Water Joint Stock Company before 18<sup>th</sup> April 2026. Nomination/candidacy application documents that are received by Hai Duong Water Joint Stock Company after 18<sup>th</sup> April 2026 will be considered invalid.

Address for receiving application documents: Board of Directors, Hai Duong Water Joint Stock Company – No. 10, Hong Quang Street, Hai Duong Ward, Hai Phong City (Tel: 02203.859010).

Hai Duong Water Joint Stock Company will compile a list of individuals eligible to be nominated and elected according to the law and publish it on the Company's website. If the number of candidates nominated and elected by the Board of Directors is still insufficient to meet the requirements stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors.

The time and venue of the General Meeting of Shareholders will be announced to shareholders and the media as prescribed.

Relevant documents are posted on the website: [hdwaco.com.vn](http://hdwaco.com.vn).

The Board of Directors of Hai Duong Water Joint Stock Company hereby announce the above information.

**Copies to:**

- Persons mentioned above;
- Members of BoD, BoS;
- On file in Achieves.

For **THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Vu Manh Dung**



*Hai Phong, 08<sup>th</sup> April 2026*

**STANDARDS AND CONDITIONS FOR NOMINATING CANDIDATES  
TO THE BOARD OF DIRECTORS FOR THE 2022-2027 TENURE  
OF HAI DUONG WATER JOINT STOCK COMPANY**

*(Attached to Announcement No.: 592 /TB-KDNS dated 8<sup>th</sup> April 2026  
of the Board of Directors of Hai Duong Water Joint Stock Company)*

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025, amending and supplementing the Enterprise Law No. 59/2020/QH14;

Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26<sup>th</sup> November 2019, and its implementing guidelines;

Based on the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company, effective from 25<sup>th</sup> June 2021;

Based on the Internal Regulations on Corporate Governance issued together with Decision No. 1065/QD-HDQT dated 29<sup>th</sup> June 2021.

The principles for nominating and electing personnel to the Board of Directors of Hai Duong Water Joint Stock Company for the 2022-2027 tenure at the 2026 Annual General Meeting of Shareholders are as follows:

**I. Criteria and conditions for candidacy and nomination of Board of Directors members of Hai Duong Water Joint Stock Company**

1. The following organizations and individuals are not allowed to be members of the Board of Directors of Hai Duong Water Joint Stock Company:

a) State agencies and units of the People's Armed Forces using state assets to establish businesses for the purpose of generating private profits for their respective agencies or units;

b) Cadres, civil servants, and public employees as stipulated in the Law on Cadres and Civil Servants and the Law on Public Employees;

c) Officers, non-commissioned officers, professional soldiers, workers, and defense employees in agencies and units of the Vietnam People's Army; officers,





professional non-commissioned officers, and police workers in agencies and units of the Vietnam People's Public Security, except those appointed as authorized representatives to manage the State's capital contribution in enterprises or to manage state-owned enterprises;

d) Professional leaders and managers in state-owned enterprises as stipulated in point a, clause 1, Article 88 of the Enterprise Law No. 59/2020/QH14, except those appointed as authorized representatives to manage the State's capital contribution in other enterprises;

e) Minors; persons with limited civil capacity; persons who have lost civil capacity; persons with difficulties in understanding and controlling their behavior; organizations without legal personality;

f) Persons who are being prosecuted for criminal offenses, are being held in temporary detention, are serving prison sentences, are undergoing administrative sanctions at compulsory rehabilitation centers or compulsory education centers, or are prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs; other cases as prescribed by the Bankruptcy Law and the Law on Prevention and Combat of Corruption.

If requested by the Business Registration Authority, the person registering the establishment of a business must submit a criminal record certificate to the Business Registration Authority;

g) Organizations that are commercial legal entities prohibited from doing business or operating in certain fields as prescribed by the Penal Code.

**2. The criteria and conditions for candidacy and nomination of Board Members of Hai Duong Water Joint Stock Company are as follows:**

a) Not subject to prohibitions as stipulated in the Enterprise Law No. 59/2020/QH14; and the Enterprise Law No. 76/2025/QH15 effective July 1, 2025, amending and supplementing Enterprise Law No. 59/2020/QH14.

b) Possess professional qualifications and experience in business administration or in the company's business field, industry, or profession, and are not necessarily shareholders of the company;

c) Members of the company's Board of Directors may simultaneously be members of the Board of Directors of another company;

d) Members must not be related to the General Director and other managers of the company; or to managers or persons authorized to appoint company managers.





## **II. Right to Nominate and Candidate for Board Membership of Hai Duong Water Joint Stock Company**

Shareholders or groups of shareholders holding 10% to less than 20% of the total shares have the right to nominate one candidate; from 20% to less than 35% have the right to nominate two candidates; from 35% to less than 50% have the right to nominate three candidates; from 50% to less than 65% have the right to nominate four candidates; and from 65% or more have the right to nominate the full number of candidates.

### **III. Nomination and Candidacy Applications:**

Shareholders or groups of shareholders wishing to nominate or run for Board of Directors membership must submit the following documents to Hai Duong Water Joint Stock Company:

1. Notice of candidacy and nomination of candidates for election to Board of Directors membership for the 2022-2027 tenure (3 copies), including a commitment that the candidate meets the standards and conditions as prescribed by law and the Company's Charter of Organization and Operation (details are provided in the Company's prescribed form and are posted on the website: [hdwaco.com.vn](http://hdwaco.com.vn))
2. Candidate's C.V resume (3 copies): Prepared in the Company's prescribed form and format and posted on the website: [hdwaco.com.vn](http://hdwaco.com.vn).
3. Declaration of related persons and information provision as prescribed in Appendix III of Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance (03 copies): To be completed according to the Company's prescribed form and posted on the website: [hdwaco.com.vn](http://hdwaco.com.vn).
4. Copies of diplomas and certificates proving the candidate's professional qualifications; documents proving that the candidate meets the standards and conditions of "Having professional qualifications and experience in business administration or in the company's business field/industry" for the Board of Directors candidate.
5. Certified copy of the Citizen Identity Card.

### **IV. Principles for preparing nomination and candidacy applications:**

1. The application dossiers must be prepared in both Vietnamese and English; the English information must be consistent with the Vietnamese information; if there are discrepancies, the Vietnamese information will be officially applied.



2. Copies of the dossiers and documents of the nominated and running candidates must be copies from the original register or certified copies of the originals in accordance with the law.

3. Nominated and running candidates are legally responsible for the completeness, accuracy, and truthfulness of their dossiers.

*Note: The forms are posted in the "Shareholder Relations" section under "Shareholder Notices" on the Company's website: [hdwaco.com.vn](http://hdwaco.com.vn).*



## CURRICULUM VITAE

Color photo  
(4 x 6 cm)

- 1) Name in full (in block capital letter): .....
- 2) Other names: .....
- 3) Date of birth:....., Gender (M/F): .....
- 4) Place of birth: .....
- 5) Place of origin: .....
- 6) Ethnic group: ..... 7) Religion: .....
- 8) Place of household registration: .....  
(House No, street, city, village, hamlet, commune, district, province)
- 9) Current place of residence: .....  
(House No, street, city, village, hamlet, commune, district, province)
- 10) Cell phone number: .....
- 11) Occupation: .....
- 12) Qualification:
  - 12.1- General education level (which grade/system completed): .....
  - 12.2- Highest level of expertise: .....  
(Ph.D of Science, Ph.D, Master, Bachelor, Engineer, Associate degree, Intermediate level, primary level, major)
  - 12.3- Foreign language: ..... 12.4-Informatics: .....  
(Name of language + Level A, B, C, D.....) (Level A, B, C,.....)
- 13) Process of Employment (Time, place of work, position held, working experience):

No	Time (Month/Year)	Palce of work (Name of employing organization)	Position	Position
(1)	(2)	(3)	(4)	(5)
1				
2				
3				

14) National ID/Citizen ID: ..... Issued on: .../.../.....

15) Personal characteristics:

- Related persons (*Related parties as defined by Securities Law*)

No	Related person	Relationship	Business Registration Certificate (organization)/ ID (Vietnam citizen)/ Passport (foreigner) date and place of issue	Other places of study and work	Position at work	Name of the securities company or fund management company with contributed capital	Holding rate (%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1							
2							
3							

**Note:** This applies to shareholders, capital contributors owning 10% or more of the charter capital of a securities company, the General Director, and the legal representative.





- Name and address of the legal entity in which you own shares or capital contribution and are represented (*in the case of a representative of a legal entity shareholder's capital contribution*)

No	Organization pooling capital	Address	Number of shares held	Representative ratio (%)	Holding rate (%)
(1)	(2)	(3)	(4)	(5)	(6)
1					
2					
3					

**Note:**

+ Column (5): Representation ratio is the percentage of capital contributed by the contributing organization that the declarant is entitled to represent.

+ Column (6): Holding ratio is the percentage of capital held by the declarant.

- Is there a conflict of interest with the interests of Hai Duong Water Joint Stock Company (yes, no)?:

- Is there a violation of the law (yes, no)?:

- Civil capacity (full/limited/lacking civil capacity)?: .....

- Is there a debt to Hai Duong Water Joint Stock Company (yes, no)?:

16) Number of shares owned or authorized to represent in Hai Duong Water JS Company:

.....

**17) Legal Commitment**

I commit to:

- Meeting the standards and conditions to hold the position of ..... at Hai Duong Water Joint Stock Company.

- Notifying Hai Duong Water Joint Stock Company of any changes related to the content of this declaration that arise after the time Hai Duong Water Joint Stock Company receives the application.

- The personal information I provide to Hai Duong Water J.S Company for consideration and approval of the proposed personnel is true and accurate. I will assume full legal responsibility for the completeness, truthfulness, and accuracy of the information given above.

....., date: ..... 2026

(Declarant's signature authentication)

**Declarant**

I confirm that the statements given above are true and authentic  
(signature, full name)



## FORM

(For individuals/organizations nominating or introducing candidates  
to the Board of Directors for the 2022-2027 tenure)

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

### ANNOUNCEMENT

NOMINATION OF CANDIDATES TO THE BOARD OF DIRECTORS IN  
2022-2027 TENURE OF HAI DUONG WATER JOINT STOCK COMPANY

**To: The Board of Directors of Hai Duong Water Joint Stock Company**

*Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025 amending and supplementing the Enterprise Law No. 59/2020/QH14;*

*Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26<sup>th</sup> November 2019, and its implementation guidelines;*

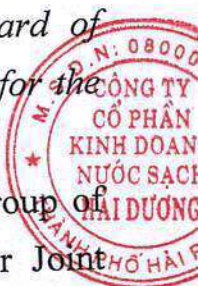
*Based on the Charter of Hai Duong Water Joint Stock Company, effective from 25<sup>th</sup> June 2021;*

*Based on the Internal Regulations on Corporate Governance issued with Decision No. 1065/QD-HDQT dated 29<sup>th</sup> June 2021;*

*Based on Notice No..... /TB-KDNS dated 08<sup>th</sup> April 2026 of the Board of Directors regarding the nomination of individuals to the Board of Directors for the 2022-2027 tenure;*

I/we are shareholders/group of shareholders owning/voluntarily forming a group of shareholders owning ..... common shares of Hai Duong Water Joint Stock Company, including:

No	SHAREHOLDER'S NAME	ID/BUSINESS REGISTRATION CERTIFICATE N <sup>o</sup>	QUANTITY OF HDW SHARES OWNED	RATE/TOTAL SHARES OF HDW	SIGNATURE/SEAL IN CASE THE SHAREHOLDER IS ORGANIZATION/LEGAL ENTITY/ ENTERPRISE)
1	..... Company				
2	Mr./Ms.:....				
3					





4					
....					
	<b>TOTAL</b>				

**Note:** (Some information on HDW)

Charter capital: VND 318,824,700,000

Number of listed shares: 31,882,470 shares

Number of circulating shares: 31,882,470 shares

After reviewing the conditions and criteria related to the nomination of members of the Board of Directors of Hai Duong Water Joint Stock Company, 2022-2027 tenure, we unanimously nominate:

Candidate's name	National/Citizen ID, date and place of issue	Title to be nominated <sup>1</sup>		Conditions/standards as stipulated by law
		BoD member	Independent BoD member	
1				
2				

1. The aforementioned candidates meet the eligibility criteria as stipulated by law.
2. I/we will always ensure that we maintain our shareholding ratio in HDW for the legally required period to ensure the legal validity of the nomination of the above candidates, so that the General Meeting of Shareholders can elect them to the Board of Directors of Hai Duong Water Joint Stock Company.

3. I/We hereby enclose with this notice the list and relevant documents of the candidates, prepared in accordance with the law and the requirements of Hai Duong Water Joint Stock Company.

4. For further information, please contact Mr./Ms.:.....with cell phone number: ....., representing our group of shareholders.

Faithfully yours,

....., date:.....2026  
**Shareholder/shareholder group representative**  
(signature, full name and stamp)

<sup>1</sup> Tick "x" in the desired nomination position box.



# PUBLICLY DISCLOSURE ON INFORMATION AND BENEFITS OF INSIDER'S RELATIVES

## I - PERSONAL INFORMATION

- Name in full:
- Date of birth :
- ID/Passport No.:
- Residence address:
- Current place of work and position held:
- Cell phone No.:
- Email:
- Number of HDW shares represented:                      shares, accounting for    % total HDW shares;
- Number of HDW shares owned by individual:        shares, accounting for    % total HDW shares;;
- Securities account No.....opened at .....Securities Company .....on .....
- Violations of the law (if any):

## II - COMPANY'S INSIDER'S RELATIVES (Article 4 of Enterprise Law and Article 4.46 of Securities Law)

Those who are related to that individual (including biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, daughter-in-law, son-in-law of that individual).

Name in full	Relation	Residence address	Current position, place of work	ID No., date and place of issue	Securities account No, opening date and place	Number of shares held by individual	Ownership percentage (%) / Total charter capital
	Father						
	Mother						
	Wife						
	Husband						
	Children						





	Biological	siblings							
--	------------	----------	--	--	--	--	--	--	--

III - List of businesses in which I own capital contributions, shares, or have authorized/entrusted other individuals or organizations to own 5% or more of the charter capital

Enterprise name	Head office	Business career	Number, date and place of issue of the business registration certificate/license	Number of shares/capital contributions	Ratio/Capital of the Enterprise	Time of capital contribution

IV - List of companies where I am a member of the Board of Directors, Board of Members, Supervisory Board, or General Director (Director)

Enterprise name	Head office	Business career	Number, date of issuance, and place of issue of the business registration	Current position held at Enterprise



**V - Company where relatives jointly or individually owns more than 35% of the charter capital in shares or capital contributions**

<b>Enterprise name</b>	<b>Head office</b>	<b>Business career</b>	<b>Number, date and place of issue of the business registration certificate/license</b>	<b>Name of declarant/related person</b>	<b>Relationship to Declarant</b>	<b>Number of shares/equity owned</b>	<b>Percentage (%) / Total charter capital</b>

I hereby declare that the above information is completely accurate and truthful. If it is found to be false, I will bear all responsibility before the General Shareholders' Meeting and before the law.

....., **Date:**.....

**Declarant**

*(signature, full name)*





Phụ lục III  
Appendix III  
**BẢN CUNG CẤP THÔNG TIN**  
**CIRRICULLUM VITAE**

*(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020  
của Bộ trưởng Bộ Tài chính)*  
*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020  
of the Minister of Finance)*

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

....., ngày... tháng... năm.....  
....., day.... month.... year.....

**BẢN CUNG CẤP THÔNG TIN/CIRRICULLUM VITAE**

Kính gửi:

- Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán.

To:

- The State Securities Commission;
- The Stock Exchange.

1/ Họ và tên/Full name:

2/ Giới tính/Sex:

3/ Ngày tháng năm sinh/Date of birth:

4/ Nơi sinh/Place of birth:

5/ Số CMND (hoặc số hộ chiếu)/ID card No. (or Passport No.):..... Ngày cấp/Date of  
issue..... Nơi cấp/Place of issue.....

6/ Quốc tịch/Nationality:

7/ Dân tộc/Ethnic:

8/ Địa chỉ thường trú/Permanent residence:

9/ Số điện thoại/Telephone number:

10/ Địa chỉ email/Email:

11/ Tên tổ chức là đối tượng công bố thông tin/Organisation's name subject to information  
disclosure rules:

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/Current position in an  
organization subject to information disclosure:





13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies:*

14/ Số CP nắm giữ:....., chiếm.....% vốn điều lệ, trong đó:*Number of owning shares....., accounting for....% of charter capital, of which:*

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu:*Owning on behalf of (the State/strategic investor/other organisation):*

+ Cá nhân sở hữu/*Owning by individual:*

15/ Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any):*

16/ Danh sách người có liên quan của người khai\*/*List of affiliated persons of declarant:*



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\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019  
Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26<sup>th</sup> Nov 2019



Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/người nội bộ Relationship with the company/ internal person	Loại hình Giấy NSH (*) (CMND/Passport/ Giấy ĐKKD) Type of documents (ID/ Passport/ Business Registration Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address/Head office addresses	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/người nội bộ Time the person became an affiliated person / internal person	Thời điểm không còn là người có liên quan của công ty/người nội bộ Time the person ceased to be an affiliated person / internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (về việc không có sổ Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1		Nguyễn Văn A	xxxxx xx	Chủ tịch HĐQT Chairman of the Board of Directors		CMND ID	024123 456	17/12/2 015	HCMC ity's Public Security	16 Võ Văn Kiệt, District 1, HCM C			01/01/2 020	15/5/2 020	Miễn nhiệm Dismissed	





1.0 1		Nguyễn Thị B	yyyyyy yy		Vợ wife	CMND ID Card No.	025123 456	11/05/2 016	HCMC ity's Public Securit y	1 Nam Kỳ Khởi Nghĩa, Distric t 1, HCM C			04/5/2 018			
1.0 2																
.....																
15		Nguyễn Văn C	zzzzzz zz	Kế toán trưởng Chief Account ant		CMND ID Card No.	020123 456	11/02/2 011	Public Securit y				14/3/2 020		Bổ nhiệm Appoi nted	
....																
15. 25		Nguyễn Thị D			Con Child											No ID Card
15. 26		Công ty Cổ phần ABC			Tổ chức có liên quan Related organis ation	GCNĐKD N Business Registratio n Certificate	301234 56	15/10/2 014					15/4/2 020		Bổ nhiệm Appoi nted	Nguyễn Văn C là thành viên HĐQT CTCP ABC Board member





17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any):*

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/*Interest in conflict with public company, public fund (if any):*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI/  
DECLARANT**

*(Ký, ghi rõ họ tên)  
(Signature, full name)*



**VŨ  
MANH  
DŨNG**

**LETTER OF SUBMISSION**

**Regarding the dismissal and election of an additional member to the Board of Directors for the remaining duration of the 2022-2027 tenure**

**To: The 2026 Annual General Meeting of Shareholders**

Based on the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company, passed by the General Meeting of Shareholders on 25<sup>th</sup> June 2021;

Based on the Resignation Letter of Mr. Nguyen Van Phung – Vice Chairman of the Board of Directors of Hai Duong Water Joint Stock Company;

Based on the number of nomination and candidacy applications as of 24:00 on 17<sup>th</sup> April 2026;

Based on the Resolution of the Board of Directors on 18<sup>th</sup> April 2026 nominating an additional member to the Board of Directors of Hai Duong Water Joint Stock Company.

The Board of Directors of Hai Duong Water Joint Stock Company unanimously submits to the 2026 Annual General Meeting of Shareholders for consideration and decision:

I. The dismissal of Mr. Nguyen Van Phung from the Board of Directors (find his resignation letter attached).

II. List of candidates for election to the Board of Directors:

The Owner's Representative – Hai Phong City People's Committee hereby nominate the following individual for the General Shareholders' Meeting to elect one additional member to the Board of Directors for the remaining time of the 2022-2027 tenure:

Mr. Nguyen Duc Dung, Male, born on 14<sup>th</sup> July 1970;



- Current position: Member of the Company's Party Committee Standing Board - Secretary of the Business Planning Department Party Branch

- Professional qualifications: Mechanical Engineer, Water Supply and Sewerage Engineer.

- Level of political theory: Advanced political theory (Candidate's C.V attached)

2. Other nominated personnel (if any) will be reported in detail at the 2026 Annual General Meeting of Shareholders.

The Board of Directors hereby submit this to the General Meeting of Shareholders for consideration and decision./.

**Copies to:**

- As mentioned above;
- Filing in Achieves, Meeting Documents

**For THE BOARD OF DIRECTORS**



**Vũ Mạnh Dũng**



## SƠ YẾU LÝ LỊCH / CURRICULUM VITAE



1) Họ và tên khai sinh (viết chữ in hoa): **NGUYỄN ĐỨC DŨNG**

Name in full (in block capital letter): **NGUYEN DUC DUNG**

2) Tên gọi khác/ Other names: Không có /None

3) Sinh ngày/ Date of birth: 14/7/1970 / (14<sup>th</sup> July 1970)

Giới tính / Gender: Nam / Male

4) Nơi sinh/ Place of birth: Xã Nam Sách, thành phố Hải Phòng /  
Nam Sach Commune, Hai Phong City.

5) Quê quán / Place of origin: Yên Mẫn, Phường Kinh Bắc, tỉnh Bắc Ninh / Yen Man, Kinh Bac Ward, Bac Ninh Province

6) Dân tộc/ Ethnic group: Kinh/Kinh

7) Tôn giáo/ Religion: Không /None

11) Nghề nghiệp / Occupation: Kỹ sư Cơ khí, Kỹ sư Cấp thoát nước / Mechanical Engineer, Water Supply and Sewerage Engineer

12) Trình độ / Qualification:

12.1- Trình độ giáo dục phổ thông (đã tốt nghiệp lớp mấy/thuộc hệ nào)/ General education level (which grade/system completed): Grade 12/12

12.2- Trình độ chuyên môn cao nhất / Highest level of expertise: Kỹ sư Cơ khí, Kỹ sư Cấp thoát nước / Mechanical Engineer, Water Supply and Sewerage Engineer

12.3- Ngoại ngữ / Foreign language: Trình độ C tiếng Anh C/ English, level C

12.4-Tin học/ Informatics: Trình độ C, level C

13) Quá trình công tác (nêu tóm tắt thời gian, nơi công tác, chức vụ, nghề nghiệp đã qua) / Process of Employment (Time, place of work, position held, working experience):



TT / No	Thời gian (Tháng/Năm) / Time (Month/Year)	Nơi làm việc (Tên tổ chức làm việc) / Place of work (Name of employing organization)	Chức vụ/ Position held	Vị trí làm việc/ Position
(1)	(2)	(3)	(4)	(5)
1	10/1987 – 5/1992	Trường Đại học Nông Nghiệp I Hà Nội / Hanoi University of Agriculture I	Sinh viên / Student	Sinh viên / Student
2	7/1995 – 10/2000	Công ty Giày Hải Dương / Hai Duong Shoe Company	Nhân viên/ Staff	Phòng Kỹ thuật/ Technical Department
3	11/2000 – 12/2001	Công ty TNHH Việt Phát / Viet Phat Company Limited	Nhân viên/ Staff	Phòng Kế hoạch – Xuất nhập khẩu / Planning and Import-Export Department
4	01/2002 – 3/2004	Công ty Cấp nước Hải Dương / Hai Duong Water Supply Company	Nhân viên/ Staff	Phòng Kế hoạch Kinh doanh / Business Planning Department
5	4/2004 – 3/2011	Công ty Cấp nước Hải Dương / Hai Duong Water Supply Company	Phó phòng / Deputy Head	Phòng Kế hoạch Kinh doanh / Business Planning Department
6	4/2011 – 4/2013	Công ty TNHH MTV Kinh doanh nước sạch Hải Dương / Hai Duong Water Supply Single Member Company Limited	Trưởng phòng / Head of Department	Phòng Cơ điện và CNTT / Electromechanics and Information Technology Department
7	5/2013 – 4/2015	Công ty TNHH MTV Kinh doanh nước sạch Hải Dương / Hai Duong Water Supply Single Member Company Limited	Giám đốc / Director	Trung tâm QTUD và CNTT / Center for Application Management and Information Technology
8	01/2018 – 04/2026	Công ty cổ phần Kinh doanh nước sạch Hải Dương / Hai Duong Water Jont Stock Company	Trưởng phòng / Head of Department	Phòng Kế hoạch Kinh doanh / Business Planning Department

15) Đặc điểm lịch sử bản thân/ Personal characteristics:

- Người có liên quan (là người có liên quan theo quy định của Luật Chứng khoán) / Related persons (Related parties as defined by Securities Law)



TT	Tên người có liên quan	Mối quan hệ	GCNĐKKD (tổ chức)/ CMND, CCCD (Công dân Việt Nam)/ Hộ chiếu (Người nước ngoài) ngày cấp, nơi cấp	Nơi học tập/ làm việc/ khác	Vị trí công việc	Tên công ty chứng khoán, công ty quản lý quỹ có vốn góp Name of the securities company or fund management company with contributed capital	Tỷ lệ nắm giữ (%)
No	Related person	Relationship	Business Registration Certificate (organization)/ ID (Vietnam citizen)/ Passport (Foreigner), date and place of issue	Other places of study and work	Position at work		Holding rate (%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Nguyễn Văn Đức	Bố đẻ / Birth father	Đã chết / Deceased				
2	Nguyễn Thị Mai	Mẹ đẻ / Birth mother	Đã chết / Deceased				
3	Kiều Xuân Phô	Bố vợ/ Father in law	Đã chết / Deceased				
4	Phạm Thị Hiệp	Mẹ vợ / mother in law	Đã chết / Deceased				
5	Kiều Thị Thanh Huệ	Vợ / Wife		Công ty cổ phần kinh doanh nước sạch Hải Dương / Hai Duong Water Jont Stock Company	Nhân viên – phòng Quản lý Đầu tư và XDCB / Staff of Construction Investment Management Deaprtment		
6	Nguyễn Thị Huệ Dung	Con gái / Daughter		Trường Đại học Hải Dương / University of Hai Duong	Giảng viên / Lecturer		
7	Nguyễn Kiều Trang	Con gái/ Daughter		Trường Đại học Công nghệ Nanyang – Singapore / Nanyang Technological University (NTU) Singapore	Sinh viên / Student		





8	Nguyễn Thị Mai Hương	Em gái / Younger sister			Công nhân / Worker		
9	Nguyễn Thị Mai Liên	Em gái / Younger sister		Trường THCS Nam Hồng / Nam Hong Junior High School	Giáo viên / Teacher		
10	Nguyễn Thị Mai Hiền	Em gái / Younger sister		Trường THCS Lê Quý Đôn / Le Quy Don Junior High School	Giáo viên / Teacher		
11	Nguyễn Hữu Quyền	Em rể / Younger brother-in-law		Về hưu / Retiree	Quân nhân / Soldier		
12	Nguyễn Hồng Quân	Em rể / Younger brother-in-law		UBND xã Thái Tân / Thai Tan Commune People's Committee	Công chức / Official		

**Ghi chú:** Đối tượng áp dụng là cổ đông, thành viên góp vốn sở hữu từ 10% trở lên vốn điều lệ công ty chứng khoán, Tổng giám đốc, người đại diện theo pháp luật. / Note: This applies to shareholders, capital contributors owning 10% or more of the charter capital of a securities company, the General Director, and the legal representative.

- Tên và địa chỉ pháp nhân mà mình sở hữu cổ phần hoặc tỷ lệ vốn góp được đại diện (trường hợp là người đại diện phần vốn góp của cổ đông pháp nhân) / Name and address of the legal entity in which you own shares or capital contribution and are represented (in case of a representative of a legal entity shareholder's capital contribution)

TT No	Tổ chức góp vốn Organization pooling capital	Địa chỉ Address	Số lượng cổ phiếu nắm giữ Number of shares held	Tỷ lệ đại diện (%) Representative ratio (%)	Tỷ lệ nắm giữ (%) Holding rate (%)
(1)	(2)	(3)	(4)	(5)	(6)
1	Công ty cổ phần kinh doanh nước sạch Hải Dương/ Hai Duong Water Joint Stock Company	Số 10, đường Hồng Quang, phường Hải Dương, TP Hải Phòng / No.10 Hong Quang street, Hai Duong ward, Hai Phong city, Vietnam	26.900	0	



- Có quyền lợi mâu thuẫn với lợi ích của Công ty cổ phần kinh doanh nước sạch Hải Dương (có, không)? / Is there a conflict of interest with the interests of Hai Duong Water Joint Stock Company (yes, no)?: Không / No

- Có hành vi vi phạm pháp luật (có, không) / Is there a violation of the law (yes, no)?: Không / No

- Năng lực hành vi dân sự (đầy đủ/hạn chế/mất năng lực hành vi dân sự)/ Civil capacity (full/limited/lacking civil capacity)?: Đầy đủ/ Full

- Có khoản nợ với công ty cổ phần kinh doanh nước sạch Hải Dương (có, không) / Is there a debt to Hai Duong Water Joint Stock Company (yes, no)?: Không / no

16) Số cổ phần sở hữu hoặc được ủy quyền đại diện của Công ty cổ phần kinh doanh nước sạch Hải Dương / Number of shares owned or authorized to represent in Hai Duong Water J.S Company: 26900 Cổ phần / 26, 900 shares

17) Cam kết trước pháp luật / Legal commitment

Tôi cam kết / I commit to:

- Đáp ứng tiêu chuẩn, điều kiện để giữ chức danh thành viên Hội đồng quản trị tại công ty cổ phần kinh doanh nước sạch Hải Dương / Meeting the standards and conditions to hold the position of Member of Board of Directors at Hai Duong Water Joint Stock Company.

- Thông báo cho Công ty cổ phần kinh doanh nước sạch Hải Dương về bất kỳ thay đổi nào liên quan đến nội dung bản khai này phát sinh sau thời gian Công ty cổ phần kinh doanh nước sạch Hải Dương tiếp nhận hồ sơ/ Notify Hai Duong Water Joint Stock Company of any changes related to the contents of this declaration that arise after the time Hai Duong Water Joint Stock Company receives the application.

- Các thông tin cá nhân Tôi cung cấp cho Công ty cổ phần kinh doanh nước sạch Hải Dương xem xét, chấp thuận dự kiến nhân sự là đúng sự thật. Tôi xin chịu trách nhiệm trước pháp luật về tính đầy đủ, trung thực, chính xác của các thông tin kê khai nêu trên/ The personal information I have provided to Hai Duong Water J.S Company for consideration and approval of the tentative personnel is true and accurate. I will assume full legal responsibility for the completeness, truthfulness, and accuracy of the information given above.

Hải Phòng, ngày 15 tháng 4 năm 2026

Hai Phong, 15<sup>th</sup> March 2026

**Người khai / Declarant**

Tôi xin cam đoan những lời khai trên đây là đúng sự thật / I confirm that the statements given above are true and authentic.

(Ký tên, ghi rõ họ tên/signature, full name)

(Chứng thực chữ ký người khai)  
(Declarant's signature authentication)



**TỔNG GIÁM ĐỐC**  
**NGUYỄN THANH SƠN**

Nguyễn Đức Dũng



**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

**RESIGNATION LETTER**

To: - General Meeting of Shareholders;  
- Board of Directors

Based on the Labor Law No. 45/2019/QH14 dated 20<sup>th</sup> November 2019;  
Based on the Enterprise Law No. 59/2020/QH14 dated 17<sup>th</sup> June 2020;  
Based on the Charter of Incorporation and Operation of Hai Duong Water Joint Stock Company dated 25<sup>th</sup> June 2021.

I am Nguyen Van Phung, born on 24<sup>th</sup> July 1964. I hereby would like to request for the followings:

With the trust of the General Meeting of Shareholders and the Board of Directors, on 28<sup>th</sup> April 2022, I was elected by the General Meeting of Shareholders of Hai Duong Water J.S Company to be a Member of the Board of Directors for the 2022-2027 tenure, and elected by the Board of Directors to be a Vice Chairman of the Board of Directors cum Deputy General Director of the Company for the 2022-2027 tenure.

During my tenure from April 2022 to November 2025, on the basis of authority and responsibilities assigned to me, and thanks to the unity, support, and assistance of the Chairman of the Board of Directors, the members of the Board of Directors, and the Board of General Directors, I have successfully completed the all the tasks entrusted to me by the General Shareholders' Meeting and the Board of Directors.

According to the provisions of the Labor Law, from 01<sup>st</sup> November 2025 onwards, I am entitled to retirement benefits under the social insurance scheme. Basing on Document No. 3088/UBND-NVKTGS dated 04<sup>th</sup> December 2025 issued by the People's Committee of Hai Phong City on the appointment of an additional representative for state capital, capital adjustment, dismissal and nomination of a member of the Board of Directors of Hai Duong Water J.S Company for the 2022-2027 tenure, I hereby request the General Meeting of Shareholders and the Board of Directors to approve my resignation from the position of Board member for the 2022-2027 tenure.

The General Meeting of Shareholders and the Board of Directors of Hai Duong Water J.S Company are kindly requested to consider and approve my resignation.

I most appreciate your assistance.

**Copies to:**

- As mentioned above;
- Filing in Dossier.

*Hai Phong, 08<sup>th</sup> April 2026*

**APPLICANT**



**Nguyễn Văn Phụng**



No: 697/TTTr-HĐQT

*Hai Phong, 18<sup>th</sup> April 2026*

**LETTER OF SUBMISSION**

**For approval of Production and Business Performance Plan  
and Profit Distribution Plan for 2026**

**To: The 2025 Annual General Meeting of Shareholders**

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25<sup>th</sup> June 2021;

Based on the production and business performance results in 2025 and the actual production situation in the affiliated branches of the Company;

The Board of Directors of Hai Duong Water Joint Stock Company hereby submit to the General Meeting of Shareholders for approval of the Company's production and business performance plan and profit distribution plan for 2026 as follows:

**A. Production and business performance plan for 2026:**

No	MAIN INDICATORS	UNIT	PLAN
I	Treated water revenue output	Million m <sup>3</sup>	69.2
II	FINANCIAL INDICATORS		
1	Total revenue	Million Dong	622,490
2	Total expenses	Million Dong	558,860
3	Pre-tax profit	Million Dong	63,630
4	After tax profit	Million Dong	49,970
III	OTHER INDICATORS		
1	Payment to Budget	Million Dong	86,300
2	Pre-tax profit margin/revenue	%	10.22
3	Pre-tax profit Profit After Tax/Equity	%	10.41

**B. Profit Distribution Plan for 2026:**

No	MAIN INDICATORS	UNIT	PLAN
	After tax profit in 2026	Million VND	49,970
1	Dividend payment in cash, tentative 8,2%	%	26,144
2	For Development investment fund	Million VND	12,492
3	For Rewards, welfare fund, in which	Million VND	11,334
3.1	Rewards, welfare fund for BoD and BoS	Million VND	2,267
3.2	Rewards, welfare fund for Employees	Million VND	9,067

**C. Authorization to the Board of Directors for consideration and decisions:**

Basing on the production and business performance results, the after-tax profits earned in 2026, basing on the provisions of the law on labor, wages, and bonuses



for companies with state-controlled shares:

- To make decisions on the actual wages of employees;
- To make decisions on the allocation of funds: Development investment fund;

Rewards, welfare and other things according to regulations.

The Board of Directors hereby submit this to the 2026 General Meeting of Shareholders for consideration and approval.

This Letter of submission replaces Submission No. 583/TTr-HĐQT dated April 8<sup>th</sup>, 2026, of the Board of Directors of Hai Duong Clean Water Business Joint Stock Company./.

**Copies to:**

- As specified above;
- Filing in: Achieves;
- Meeting Documents;

For **THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Vu Manh Dung**



No.: 698 /TTr-HĐQT

*Hai Phong, 18<sup>th</sup> April 2026*

**LETTER OF SUBMISSION**

**For approval of the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026**

**To: The 2026 Annual General Meeting of Shareholders**

Pursuant to the Enterprise Law No.59/2020/QH14 dated 17<sup>th</sup> June 2020;  
Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25<sup>th</sup> June 2021;

Pursuant to the Resolution approved by the General Meeting of Shareholders dated 20<sup>th</sup> June 2025;

The Board of Directors hereby submit to the General Meeting of Shareholders for approval of the settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and Board of Supervisors in 2026 as follows:

**I. Settlement of salary and remuneration in 2025**

**1. The salary, remuneration and total salary and remuneration fund planned for the Board of Directors and the Board of Supervisors approved by the General Meeting of Shareholders on 20<sup>th</sup> June 2025:**

No	Management position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37,000,000	
2	Vice Chairman of BoD		3,000,000
3	BoD member (part time)		6,000,000
4	Head of BoS (full time)	26,000,000	
5	BoS member (full time)	17,000,000	
6	BoS member (full time)	17,000,000	
7	General Director (G.D)		2,000,000
8	Deputy G.D – 2 persons		2,000,000
9	Board member (part time)-H.R- Ad Dept. Manager -1 person		2,000,000



## **2. Salary payment principles:**

- The Chairman of the Board of Directors, the Head of the Supervisory Board, and the Supervisory Board members working full-time at the Company receive a full-time salary and no remuneration.

- The Vice Chairman of the Board of Directors and Board members concurrently holding leadership and management positions in the Company (General Director, Deputy General Director, Head of the Human Resources and Administration Department) receive a full-time salary for those management and leadership positions and additional remuneration as a member of the Board of Directors.

- Non-full-time members of the Board of Directors and Supervisory Board who do not concurrently hold leadership and management positions receive remuneration as a member of the Board of Directors and Supervisory Board.

The Board of Directors receiving a full-time salary consists of 1 person: the Chairman of the Board of Directors.

The Board of Directors receiving remuneration consists of 6 people.

The Supervisory Board receiving a full-time salary consists of 3 people: the Head of the Supervisory Board and 2 members.

## **3. Production and business results in 2025**

No	Indicator	Unit	Planned	Implemented	Completion rate %
1	Treated water output revenue	m <sup>3</sup>	64,800	67,261	103.797%
2	Total revenue	Million VND	595,750	582,986	97.857%
3	Average labor (excluding management)	Person	945	929	
4	Labor productivity	m <sup>3</sup> /person/year	68,571	72,014	
5	Payment to Budget	Million VND	79,800	83,126	104.167%
6	After tax profit	Million VND	61,200	61,335	100.220%
7	Capital preservation and development	Million VND	48,300	48,516	100.447%
8	Enterprise Capital		Preserving and developing capital	Preserving and developing capital	

Based on regulations regarding remuneration, salaries, and bonuses for state-owned joint-stock companies, the Board of Directors proposes settling the salary fund corresponding to a 0% increase in profit.

Details are as below:



No	Management position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37,000,000	
2	Vice Chairman of BoD		3,000,000
3	BoD member (part time)		6,000,000
4	Head of BoS (full time)	26,000,000	
5	BoS member (full time)	17,000,000	
6	BoS member (full time)	17,000,000	
7	General Director (G.D)		2,000,000
8	Deputy G.D – 2 persons		2,000,000
9	Board member (part time)-H.R- Ad Dept. Manager -1 person		2,000,000

## II. Plan of salary, remuneration amount, and salary, remuneration fund for BoD and BoS in 2026

### 1. Plan targets for 2026

No	Indicator	Unit	Planned
1	Treated water output	m <sup>3</sup>	69,200
2	Total revenue	Million VND	599,270
3	Average monthly income/person	Million VND	83,600
4	Payment to budget	Million VND	63,630
5	After tax profit	Million VND	49,970
6	Capital preservation and development	Million VND	Preserving and developing capital

### 2. Salary payment principles:

- The Chairman of the Board of Directors, the Head of the Board of Supervisors, and the BoS members working full time at the Company are paid full time salaries, without remuneration.

- Vice Chairman of the Board of Directors, members of the Board of Directors concurrently holding leadership and management positions of the Company (General Director, Deputy General Director, Manager of the Human Resource and Administration Department) receive full time salaries for those leadership and management positions and receive additional remuneration as members of BoD.

- Members of BoD and the BoS who are not full time members, and do not concurrently hold leadership and management positions, receive remuneration as members of BoD and the BoS.

Board of Directors receiving full time salaries includes 01 person: Chairman of BoD.

Members of Board of Directors receiving remuneration includes: 06 people.

Members of Board of Supervisors receiving full time salaries includes: 03 people, the Head of the BoS and 02 BoS members.



**2. Salary and remuneration fund planned for 2026 for Board of Directors and the Board of Supervisors**

Based on regulations governing labor management, remuneration, salaries, and bonuses in state-owned enterprises, the Board of Directors proposes the following planned amounts of money and remuneration for the Board of Directors and Supervisory Board in 2026:

No	Management position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37,000,000	
2	Vice Chairman of BoD		3,000,000
3	BoD member (part time)		6,000,000
4	Head of BoS (full time)	26,000,000	
5	BoS member (full time)	17,000,000	
6	BoS member (full time)	17,000,000	
7	General Director (G.D)		2,000,000
8	Deputy G.D – 2 persons		2,000,000
9	Board member (part time)-H.R- Ad Dept. Manager -1 person		2,000,000

**3. Final settlement of realized salary, remuneration and salary and remuneration fund**

At the end of the year, based on the amount of salary, remuneration and the salary and remuneration fund planned in Clause 2, Section 2; Based on the implementation results of the production and business targets set for 2026 in Clause 1, Section 2 of this Submission Letter; and based on the regulations of the Government on labor, salary and bonus for companies with a controlling State capital contribution, the General Meeting of Shareholders will authorize the Board of Directors to consider and decide on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026 and report it to the Annual General Meeting of Shareholders in 2027.

The Board of Directors hereby submit this to the General Meeting of Shareholders for consideration and approval.

This Letter of submission replaces Submission No. 589/TTr-HĐQT dated April 8<sup>th</sup>, 2026, of the Board of Directors of Hai Duong Clean Water Business Joint Stock Company./.

**Copies to:**

- As specified above;
- Filing: Achieves;
- Meeting Documents;

For **THE BOARD OF DIRECTORS**  
**CHAIRMAN**



**Vu Manh Dung**



**HAI DUONG WATER  
JOINT STOCK COMPANY**

No.: 752 /TTr-KDNS

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

*Hai Phong, 28<sup>th</sup> April 2026*

**LETTER OF SUBMISSION**

**Amendments to several articles in the Charter of Incorporation and Operation of  
Hai Duong Water Joint Stock Company approved by the General Meeting of  
Shareholders on 25<sup>th</sup> June 2021**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 passed on 17<sup>th</sup> June 2020 by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam; and the Enterprise Law No. 76/2025/QH15, effective on 01<sup>st</sup> July 2025, amending the Enterprise Law No. 59/2020/QH14;

Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26<sup>th</sup> November 2019;

Pursuant to Decree No. 155/2020/ND-CP dated 31<sup>st</sup> December 2020, detailing the implementation of a number of articles of the Securities Law; Based on Government Decree No. 245/2025/ND-CP dated 11<sup>th</sup> September 2025, amending several articles of Decree No. 155/2020/ND-CP dated 31<sup>st</sup> December 2020, detailing the implementation of several articles of the Securities Law;

Pursuant to the Charter of Incorporation and Operation of Hai Duong Water Joint Stock Company, effective on 25<sup>th</sup> June 2021.

After reviewing the changes in legal regulations and and the two-level local governments restructures, in order to ensure compliance with relevant legal regulations, the Board of Directors of Hai Duong Water Joint Stock Company hereby submit to the 2026 Annual General Meeting of Shareholders the following amendments and additions to the Charter:

**1. Amendment to Section 1.3, Article 1- Explanation of Terms:** “1.3. “*Enterprise Law*” refers to Enterprise Law No. 59/2020/QH14 passed by the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020, and Enterprise Law No. 76/2025/QH15 effective on 01<sup>st</sup> July 2025, amending the Enterprise Law No. 59/2020/QH14.”

**2. Amendment to Clause 3 of Article 2- Name, form, head office address, branches, representative offices, business locations and operating period of the Company as follows:**

“3. Registered head office address of the Company:

- Head office address: No. 10, Hong Quang Street, Hai Duong Ward, Hai Phong City, Vietnam.

- Telephone: (0220)3540381 - 3859103. - Fax: (0220)3859010

- Hotline: 19009436.



- Email: ctycnhd@vnn.vn - Website: hdwaco.com.vn”

**3. Addition to Clause 8 of Article 6 on Authorized Capital and Shares as follows:**

“8. The maximum foreign ownership ratio of the Company shall be in accordance with relevant laws. The Chairman of the Board of Directors, as the legal representative of the Company, is responsible for completing the relevant procedures and documents regarding the maximum foreign ownership ratio in accordance with regulations and adjusting the ratio when there are changes in relevant state laws.”

**4. Amendment to Clause 1 of Article 27- Salaries, remuneration, bonuses and other benefits of Board Members as follows:**

“1. The Company reserves the right to pay salaries, remuneration, and bonuses to the Board members basing on business results and efficiency.

- The Chairman of the Board of Directors, working full time at the Company, shall be entitled to a full time salary without remuneration.

- Vice Chairmen of the Board of Directors and part time Board members shall be entitled to remuneration for their positions as Vice Chairmen of the Board of Directors and Board members.”

**5. Amendments to Clause 3 of Article 28- Chairman of the Board of Directors**

5.1. *Amendment to Section 3.7, Clause 3, Article 28 as follows:* “3.7. Approving decisions on appointment, reappointment, dismissal, removal from office, commendation, disciplining, and decisions on salary and other benefits for the General Director, Deputy General Director, Chief Accountant, Company Secretary, Head of Corporate Administration, and Director (Head) of the Company's representative office in joint ventures that have been unanimously approved by the Board of Directors.”

5.2. *Amendment to Section 3.8 of Clause 3 in Article 28 as follows:* “3.8. Approving the annual labor recruitment plan based on the General Director's submission after getting approval from the Board of Directors.”

5.3. *Addment to Clause 2 of Article 28, Chairman of the Board of Directors as follows:* “3.10. Making decisions on labor recruitment based on the approved labor recruitment plan.”

5.4. *Addition to Clause 3 of Article 28 as follows:* “3.11. The Chairman of the Board of Directors is in the position to approve decisions on appointment, reappointment, dismissal, removal from office, commendation, disciplining, and salary and other benefits for Heads and Deputy Heads of departments and divisions; Directors, Deputy Directors of branches and equivalent positions basing on the proposal of the General Director.”

5.5. *Amendment to Section 3.10 of Clause 3 in Article 28- Chairman of the Board of Directors as follows:* “3.12. Other rights and obligations as prescribed by the Enterprise Law.”

**6. Amendment to Section 4.10 of Clause 4 in Article 34- Appointment, dismissal, duties and powers of the General Director as follows:** “4.10. Making decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, transfer of work positions, determination of salary levels and other benefits for employees in the Company except for those specified in Clause 4.9 of this Article.”





**7. Addition to Clause 11 of Article 38- Rights and Obligations of the Board of Supervisors as follows:** “11. In cases where the Board of Directors do not establish a subcommittee to be in charge of internal auditing, the Board of Supervisors is responsible for performing the internal auditing.”

Above are some amendments and supplements to a number of articles of the Charter of Incorporation and Operation of Hai Duong Water Joint Stock Company, which were approved by the General Meeting of Shareholders on 25<sup>th</sup> June 2021, to be submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

This Submission supercedes Submission No.584/TTr-HĐQT dated 08<sup>th</sup> April 2026 submitted by the Board of Directors of Hai Duong Water Joint Stock Company./.

***Copies to:***

- As specified above;
- Filing in: Achieves;

**For THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Vu Manh Dung**





No.: 753/TTr-KDNS

Hai Phong, 28<sup>th</sup> April 2026

## LETTER OF SUBMISSION

### **Amendments to several articles in the Corporate Governance Internal Regulations, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 passed on 17<sup>th</sup> June 2020 by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam; and the Enterprise Law No. 76/2025/QH15, effective on 01<sup>st</sup> July 2025, amending the Enterprise Law No. 59/2020/QH14;

Based on the Draft Amendments to several articles of the Charter of Incorporation and Operation of Hai Duong Water Joint Stock Company submitted to the 2026 Annual General Meeting of Shareholders.

After reviewing the regulations based on the Draft Amendments to several articles of the Charter of Incorporation and Operation, the Board of Directors of Hai Duong Water Joint Stock Company hereby submit to the 2026 Annual General Meeting of Shareholders the following amendments and supplements to the regulations:

#### **I. Corporate Governance Internal Regulations**

##### **1. The following basis are to be added:**

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15, effective on 01<sup>st</sup> July 2025, amending the Enterprise Law No. 59/2020/QH14.

Based on Decree No. 245/2025/ND-CP dated 11<sup>th</sup> September 2025, amending and supplementing several articles of Decree No. 155/2020/ND-CP dated 31<sup>st</sup> December 2020, detailing the implementation of a number of articles of the Securities Law.

Based on the Resolution of the 2026 Annual General Meeting of Shareholders held on 28<sup>th</sup> April 2026.

**2. Revocation of the basis:** Based on Resolution No. 1047/NQ/ĐHĐCĐ of the General Meeting of Shareholders dated 25<sup>th</sup> June 2021;

**3. Amendment to the contents in Section 3.1, Clause 3, Article 3- Board of Directors:**

##### **\* Contents of the approved regulations**

- The Chairman and Vice Chairman of the Board of Directors working full time at the Company are entitled to receive full time salaries without remuneration.



- Members of the Board of Directors who concurrently hold leadership and management positions in the Company (General Director, Deputy General Director, Chief Accountant) are entitled to full time salaries for those management and leadership positions and are not paid any additional remuneration as a member of the Board of Directors.

- Members of the Board of Directors who do not work full-time and do not concurrently hold leadership and management positions are entitled to remuneration as a member of the Board of Directors.

**\* These are hereby amended to:**

- The Chairman of the Board of Directors working full time at the Company are paid a full time salary, without any remuneration.

- Vice Chairmen of the Board of Directors and part time members of the Board of Directors are paid remuneration for their positions as Vice Chairmen of the Board of Directors and members of the Board of Directors.

#### **4. Additions to Clause 1, Article 4- Board of Supervisors:**

In cases where the Board of Directors do not establish a sub-committee to be in charge of internal auditing, the Board of Supervisors is responsible for conducting internal auditing.

#### **5. Amendment to Clause 1, Article 5- the General Director:**

**\* Contents of the approved regulations:**

- Making decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, transfer of work positions, determination of salary levels and other benefits for employees in the Company, except for those specified in the Company Charter, after being approved by the Board of Directors.

**\* It is hereby amended to:**

- Making decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, transfer of work positions, determination of salary levels and other benefits for employees in the Company, except for those under the authority of the Chairman of the Board of Directors as stipulated in the Company Charter.

#### **6. Amendments to Article 7- Effective Date:**

**\* Contents of the approved regulations**

- The Corporate Governance Internal Regulations of Hai Duong Water Joint Stock Company consist of 7 articles and were approved by the 2021 Annual General Meeting of Shareholders on 25<sup>th</sup> June 2021.

**\* It is hereby amended to:**

- The Corporate Governance Internal Regulations of Hai Duong Water Joint Stock Company consist of 7 articles and were approved by the 2021 Annual General Meeting of Shareholders on 25<sup>th</sup> June 2021, and the amendments and supplements to the Corporate Governance Internal Regulations approved by the 2026 Annual General Meeting of Shareholders effective on 28<sup>th</sup> April 2026.

## **II. Operating Regulations of the Board of Directors**

### **1. The following basis are to be added:**

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No.





76/2025/QH15, effective 01<sup>st</sup> July 2025, amending the Enterprise Law No. 59/2020/QH14.

Based on Decree No. 245/2025/ND-CP dated 11<sup>th</sup> September 2025, amending several articles of the Decree No. 155/2020/ND-CP dated 31<sup>st</sup> December 2020, detailing the implementation of several articles of the Securities Law.

Based on the Resolution of the 2026 Annual General Meeting of Shareholders dated 28<sup>th</sup> April 2026.

## **2. Amendments to Clauses g and h, Section 3, Article 7- Board of Directors:**

### **\* Contents of the approved regulations**

g) Approving decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, and decisions on salary and other benefits for the General Director, Deputy General Director, Chief Accountant, Company Secretary, Heads and Deputy Heads of departments and divisions; Directors and Vice Directors of branches or equivalents, and representative offices of the Company in joint ventures that have been unanimously approved by the Board of Directors.

h) Approving the recruitment of employees based on the submission of the General Director and approved by the Board of Directors.

### **\* These are amended to:**

g) Approving decisions on appointment, re-appointment, dismissal, removal from office, commendation, disciplining, and salary and other benefits for the General Director, Deputy General Director, Chief Accountant, Company Secretary, Heads and Deputy Heads of departments and divisions; Directors and Vice Directors of branches or equivalents, and representative offices of the Company in joint ventures that have been unanimously approved by the Board of Directors.

h) Approving the annual labor recruitment plan based on the General Director's proposal after getting approval from the Board of Directors.

## **3. Additions of Clauses k and n to Section 3, Article 7-Board of Directors:**

k) Making decides on employee recruitment based on the approved employee recruitment plan.

n) The Chairman of the Board of Directors approves decisions on appointment, reappointment, dismissal, removal from office, commendation, disciplining, and salary and other benefits for Heads and Deputy Heads of departments, divisions; Directors, Deputy Directors of branches and equivalent positions based on the proposal from the General Director.

## **4. Amendment to Article 24- Validity force**

### **\* Contents of the approved regulations**

The operating regulations of the Board of Directors of Hai Duong Water Joint Stock Company consist of 7 chapters and 24 articles and are effective from 25<sup>th</sup> June 2021.

### **\* It is hereby amended to:**

The Operating Regulations of the Board of Directors of Hai Duong Water Joint Stock Company, consist of 7 chapters and 24 articles, were approved by the 2021 Annual General Meeting of Shareholders on 25<sup>th</sup> June 2021, and the amendments and supplements to the Operating Regulations of the Board of Directors, approved by the 2026 Annual General Meeting of Shareholders in 2026, effective from 28<sup>th</sup> April 2026.





### **III. Operating Regulations of the Board of Supervisors**

#### **1. The following basis are to be added:**

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17<sup>th</sup> June 2020; and the Enterprise Law No. 76/2025/QH15, effective 01<sup>st</sup> July 2025, amending the Enterprise Law No. 59/2020/QH14.

Based on Decree No. 245/2025/ND-CP dated 11<sup>th</sup> September 2025, amending several articles of the Decree No. 155/2020/ND-CP dated 31<sup>st</sup> December 2020, detailing the implementation of several articles of the Securities Law.

Based on the Resolution of the 2026 Annual General Meeting of Shareholders dated 28<sup>th</sup> April 2026.

#### **2. Addition of Clause 26 to Article 11-Rights, obligations and responsibilities of the Board of Supervisors**

26. In cases where the Board of Directors do not establish a subcommittee to be in charge of internal audit, the Board of Supervisors is responsible for conducting internal audits.

#### **3. Amendment to Article 22- Validity force**

##### **\* Contents of the approved regulations**

The Operating Regulations of the Board of Supervisors of Hai Duong Water Joint Stock Company consist of 7 chapters and 22 articles and are effective from 25<sup>th</sup> June 2021.

##### **\* It is hereby amended to:**

The Operating Regulations of the Board of Supervisors of Hai Duong Water Joint Stock Company consist of 7 chapters and 22 articles were approved by the 2021 Annual General Meeting of Shareholders on 25<sup>th</sup> June 2021. The amendments and supplements to the Operating Regulations of the Board of Supervisors, approved by the 2026 Annual General Meeting of Shareholders, effective on 28<sup>th</sup> April 2026.

Above are some amendments and supplements to a number of articles of the Corporate Governance Internal Regulations, the Operating Regulations of the Board of Directors, and Operating Regulations of the Board of Supervisors, to be submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

This Submission supercedes Submission No. 584/TTr-HĐQT dated 08<sup>th</sup> April 2026 submitted by the Board of Directors of Hai Duong Water Joint Stock Company./.

#### **Copies to:**

- As specified above;
- Filing in: Achieves;

For **THE BOARD OF DIRECTORS**



**Vu Manh Dung**



## **REPORT**

### **On the performance of the Board of Directors, Board Members in 2025; and the Orientation and Operational Plan for the Board of Directors in 2026**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law of the Socialist Republic of Vietnam;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25<sup>th</sup> June 2021;

Pursuant to the Internal Regulations on Corporate Governance issued under Decision No. 1065/QĐ-HĐQT dated 29<sup>th</sup> June 2021;

Pursuant to Decision No. 1976/QĐ-HĐQT dated 01<sup>st</sup> July 2024 of the Chairman of the Board of Directors on the task assignment to members of the Board of Directors of Hai Duong Water Joint Stock Company;

The Board of Directors of Hai Duong Water Joint Stock Company was elected by its General Meeting of Shareholders as below:

- The number of members of the Board of Directors is 07 (seven) people.
- The term of the Board of Directors is 5 years (2022-2027);
- Board of Directors' structure includes: 01 Chairman, 01 Vice Chairman and 05 members.
- The standing body of the Board of Directors includes: Chairman and Vice Chairman whose duties are to handle the daily business of the Company.

In exercising the powers and obligations as prescribed by law, the Charter of Incorporation and Operation of Hai Duong Water Joint Stock Company, the Board of Directors hereby report to the Shareholders' General Meeting the results of the Board of Directors' performance in 2025 and the operational orientation in 2026 as follows:



## I- GENERAL INFORMATION ON THE MEMBERS OF BOARD OF DIRECTORS

No	Name in full	Position	Quantity of shares owned			Rate	Notes
			Total	Individual	Represented for		
1	Vu Manh Dung	Chairman of BoD	12,393,858	39,400	12,354,458	38.87%	Executive members of Board of Directors
2	Vu Van Nhan	BoD member	2,818,916	29,200	2,789,716	8.84%	
3	Nguyen Thai Dung	BoD member	2,811,567	21,851	2,789,716	8.84%	
4	Nguyen Thanh Son	BoD member	2,819,816	30,100	2,789,716	8.84%	
5	Vu Chi Phuong	BoD member	13,251	13,251	0	0.04%	H.R-Admin Dep.Manager
6	Nguyen Van Phung	Vice Chairman of BoD	28,700	28,700	0	0.09%	Non-executive member of BoD (Since 01/11/2025)
7	Pham Thi Man	BoD member	3,900,000	0	3,900,000	12.23%	Non-executive member of BoD

## II. PERFORMANCE OUTCOMES OF THE BOARD OF DIRECTORS IN 2025

### 1. Corporate governance activities

#### 1.1. Board of Directors' meetings

Since 01<sup>st</sup> January 2025, the Board of Directors has held meetings with 100% attendance of members, decided on issues within its authority. Resolutions and decisions are made basing on the consensus of all the members. In 2024, the Board of Directors have issued the following Resolutions:

No	Resolution No	Date	Agenda
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No	Resolution No	Date	Agenda
1	Resolution of BoD's 24 <sup>th</sup> Meeting of the 2022-2027 tenure	21 <sup>st</sup> January 2025	<ol style="list-style-type: none"> <li>1. To approve the Interim Financial Statements of the 4<sup>th</sup> Quarter of 2024;</li> <li>2. To approve the Report on Business Performance in 2024 and tentative profit distribution in 2025;</li> <li>3. To approve the Plan for allocating capital funds for basic construction investment and transitional procurement in 2024 and basic construction investment and procurement in 2025.</li> <li>4. To approve the Employee Recruitment Plan for 2025;</li> <li>5. To approve the Medium term Loan Plan for Phase 1 of 2025;</li> <li>6. To approve the Submission of Final Settlement of actual salary fund for employees, actual salary and remuneration fund for managers in 2024 and the planned salary fund for employees, planned salary and remuneration fund for managers in 2025.</li> <li>7. To approve the Submission of Plan to dispatch Delegations of Officials for study tours domestically and Internationally in 2025;</li> <li>8. To approve the Plan of assistance for building Houses of Gratitude in 2025;</li> <li>9. To discuss some other tasks.</li> </ol>
2	Resolution of BoD's 25 <sup>th</sup>	03 <sup>rd</sup> April 2025	<ol style="list-style-type: none"> <li>1. To approve the Submission for extending the time to hold the 2025 Annual General</li> </ol>



No	Resolution No	Date	Agenda
	Meeting of the 2022-2027 tenure		<p>Meeting of Shareholders;</p> <p>2. To approve the Submission for adjusting the 2025 employee recruitment plan;</p> <p>3. To approve the Submission for adjusting the planned salary fund for employees, planned salary and remuneration fund for managers in 2025;</p> <p>4. To approve the Submission for supporting vacation allowance for employees;</p> <p>5. To approve the plan for short-term loans from Vietnam Joint Stock Commercial Bank for Industry and Trade - Hai Duong Branch.</p> <p>6. To approve the Submission for supporting employees during the holidays of Liberation Day and Labor Day in 2025.</p> <p>7. To approve the Submission for dispatching delegations on business trips abroad.</p> <p>8. To discuss some other tasks.</p>
3	Resolution of BoD's 26 <sup>th</sup> Meeting of the 2022-2027 tenure	27 <sup>th</sup> June 2025	<p>1. To approve the Submission for selecting an auditor for the 2025 financial statements.</p> <p>2. To approve the Submission for supporting the Company's veterans association to visit martyrs' cemeteries and historical places in Lang Son and Cao Bang area;</p> <p>3. To pass the Submission for approving the Plans for capital construction investment and capital allocation for Phase 2 of 2025;</p> <p>4. To discuss some other tasks.</p>



No	Resolution No	Date	Agenda
4	Resolution of BoD's 27 <sup>th</sup> Meeting of the 2022-2027 tenure	25 <sup>th</sup> July 2025	<ol style="list-style-type: none"> <li>1. To approve the Submission for approving the Financial Statements of the 2<sup>nd</sup> Quarter and of the first 6 months of 2025;</li> <li>2. To approve the Submission for approving the payment of 2024 dividend;</li> <li>3. To approve the Submission for approving the supports to employees on the public holiday occasion of 02<sup>nd</sup> September 2025;</li> <li>4. To approve the the Submission for approving the medium term loan plan for Phase 2 of 2025;</li> <li>5. To approve some other tasks.</li> </ol>
5	Resolution of BoD's 28 <sup>th</sup> Meeting of the 2022-2027 tenure	30 <sup>th</sup> September 2025	<ol style="list-style-type: none"> <li>1. To approve the Submission for approving the Regulations on task system of pay and allocation of other expenses in 2025.</li> <li>2. To approve the salary scale and payroll system of Hai Duong Water J.S Company</li> <li>3. To approve the Submission for giving gifts to employees on the occasion of the 2025 Mid Autumn Festival.</li> <li>4. To approve the Submission for budget supports to organize the Company's 9<sup>th</sup> Sports Festival.</li> <li>5. To discuss some other tasks.</li> </ol>
6	Resolution of BoD's 29 <sup>th</sup> Meeting of the 2022-2027 tenure	27 <sup>th</sup> October 2025	<ol style="list-style-type: none"> <li>1. To approve the Financial Statements of the 2<sup>nd</sup> Quarter in 2025.</li> <li>2. To approve the Reports on Production and Business Performance of the first 9<sup>th</sup> months in</li> </ol>



No	Resolution No	Date	Agenda
			<p>2025; the Anticipation of the Production and Business Performance of the whole year of 2025;</p> <p>3. To approve the Submission for supporting the employees on the occasion of the Calendar New Year Festival.</p> <p>4. To approve the supports and aids to Thai Nguyen Water Supply J.S Company and to Cao Bang Water Supply J.S Company to mitigate the flood consequences.</p> <p>5. To discuss some other tasks.</p>
7	Resolution of BoD's 30 <sup>th</sup> Meeting of the 2022-2027 tenure	31 <sup>st</sup> December 2025	<p>1. To approve the Anticipation of the Production and Business Performance of the whole year of 2025 and the Tentative plan for the 2025 profit distribution;</p> <p>2. To approve the Production and Business Plan and Profit Distribution Plan in 2026;</p> <p>3. To approve the Submission of List of capital construction investment projects; the transitional procurement plan carried over from 2025; and the capital construction plan and procurement plan for 2026.</p> <p>4. To approve the Submission for material and equipment supply plan and short list of suppliers for 2026.</p> <p>5. To approve the Submission for additional allocation to the Employee payroll fund and Manager remuneration fund in 2025;</p>





No	Resolution No	Date	Agenda
			6. To approve the Submission for appointment and re-appointment of personnels in 2025-2028 tenure. 7. To approve the Submission for payment of forest environmental service fee; 8. To approve the Regulations on Human Resource Management; 9. To discuss some other tasks.

In addition to attending Board of Directors meetings in person, the Board members have actively given written opinions on matters under the Board of Directors' authority, and provided directions to improve corporate governance. The Board of Directors requests the General Director and relevant departments to provide information on issues related to production and business activities in order to promptly grasp the situation and provide directions.

#### 1.2. *The compliance with the provisions of the law*

- The Company complies with the provisions of the Securities Law and Government regulations, and with the provisions of law for large-scale public companies.

- Information disclosure and management of shareholders and shares.

+ The Board of Directors assigned people to publish information in accordance with regulations, ensuring the correct time and contents of the publication such as: Company governance situation, Executives on leave, quarterly financial statements, related shareholder transaction reports and other reports sent to the State Securities Commission, Hanoi Stock Exchange, publicly posted on the Company's website, ensuring the principle of transparency, and at the same time allowing shareholders to clearly understand the company's operations.

+ The Company's shareholder data is deposited at the Vietnam Securities Depository and Clearing Corporation (VSDC) and is periodically monitored for changes in shareholders.

Total number of shareholders as of 02<sup>th</sup> April 2026 is: 932 shareholders

Shareholder structure:

No	Shareholder	Number of	Number of	Rate (%)
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		shareholders	shares owned	
<b>I</b>	<b>Domestic shareholder</b>	<b>928</b>	<b>31,870,170</b>	<b>99.96</b>
1	Organization	04	26,137,106	81.98
2	Individual	924	5,733,064	17.98
<b>II</b>	<b>Foreign shareholder</b>	<b>04</b>	<b>12,300</b>	<b>0.039</b>
1	Organization	01	1,900	0.006
2	Individual	03	10,400	0.033
<b>Total</b>		<b>932</b>	<b>31,882,470</b>	<b>100</b>

## **2. The implementation of the contents of the Resolution of the of Shareholders' General Meeting dated 20<sup>th</sup> June 2025**

### **2.1. Implementation outcomes of strategic orientation & business plan for 2025**

Based on the 2025 business and production plan approved by the General Meeting of Shareholders (GMS), the Board of Directors (BOD) assigned the General Director to organize the implementation of various solutions across multiple sectors. These include: Infrastructure & Project Implementation Continuing to complete carry-over projects from 2024 while deploying new projects in 2025, specifically: Constructing a water transmission pipeline from Tran Quoc Chan Street (Chi Minh Ward) to Cong Hoa Industrial Zone. Constructing a D225 HDPE pipeline from Well Pump Station No. 1 to enhance water supply capacity for Cong Hoa Industrial Zone - Water Supply Branch No. 4. Constructing a D710 HDPE transmission pipeline from Cam Giang Station to Ghe Bridge - Water Supply Branch No. 10. Constructing a D560 HDPE water pipeline from Ghe Bridge to Cam Phuc Commune. Installing an additional D400 HDPE water pipeline from the expanded Dai An Area to Lai Cach Intersection. Installing a D800 PE pipeline across Cam Khe culvert (Tu Minh Ward) - Water Supply Branch No. 1. Implementing several other approved projects to upgrade plant capacity and construct transmission pipelines. The company also rehabilitated, replaced, and invested in new machinery and equipment for water treatment plants and booster pump stations. Water quality is strictly ensured according to the Ministry of Health's technical standards, while pressure and flow rates consistently meet consumption and construction demands.



Network Maintenance & Non-Revenue Water (NRW) Reduction In 2025, the Company invested over 54 billion VND to install more than 58 km of new transmission pipelines, and rehabilitated, replaced, or relocated over 129.998 km of transmission networks. Meter Management: Replaced 28,350 inaccurate and expired water meters (an increase of 55.7% compared to 2024). Leakage Control: Repaired 16,264 leakage points (up 18.6% compared to 2024). NRW Reduction Measures: Implemented network zoning, established District Metered Areas (DMAs) for network management, installed smart Pressure Reducing Valves (PRVs), and deployed flow and pressure sensors to regulate water supply operation. These measures aimed to reduce the water loss rate and extend the lifespan of equipment and pipelines.

Customer Service Quality Customer service quality continued to be innovated. The customer management software was rebuilt to ensure faster connectivity and information processing. The service spirit and attitude are constantly improving to provide water supply services that satisfy the increasingly high demands of customers and build community consensus.

Cashless Payment Initiation Regarding cashless water bill payments: In 2025, the Company focused on expanding intermediary payment channels and instructing customers on how to use these utilities. The cashless payment rate increased from 88% (in 2024)\* to 96%. Notably, multiple units, such as Water Supply Branch No. 5, Water Supply Branch No. 1, and the Meter Management Branch, achieved a 100% cashless payment rate.

Challenges & Financial Performance Significant fluctuations in domestic and global economic conditions, the Russia-Ukraine war, and conflicts in the Middle East caused considerable difficulties for the Company, despite efforts to accelerate construction projects and increase new service connections.

Regarding financial indicators: Revenue & Output: Although the production output increased by more than 3%, this growth was primarily driven by the wholesale of clean water to rural areas under the city's policy (formerly Hai Duong province) at a low tariff of 3,600 VND/m<sup>3</sup>. Consequently, the 2025 revenue fell short of the plan. Profit: Thanks to the successful economization of production costs, the Profit After Tax (PAT) still met and exceeded the target by nearly 1%. Water Loss (NRW) Rate: The NRW rate was 2.8% higher than the target. This was largely due to the city's



ongoing rural infrastructure upgrades and urban beautification projects. Furthermore, aging water distribution networks have begun to deteriorate, leading to frequent pipe bursts and leaks, which prevented the Company from maintaining the 2025 NRW rate as planned.

*2.1.1. Main indicators on production and business operation:*

No	Item	Unit	Planned	Implemented	Completion rate
1	Total Water Sales / Commercial Water Volume	Million m3	64.8	67.3	103.79%
2	Average Non-Revenue Water (NRW) Rate	%	13.8	15	
3	Total Revenue	Million VND	619,400	604,458	98%
4	Total Headcount / Total Employees	Persons	945	934	Decrease of 11 employees
5	Average Monthly Income per Capita	1,000 VND	9,356	9,652	103.16%
6	State Budget Contribution	Million VND	79,800	83,009	104%
7	Profit After Tax (PAT)	Million VND	48,300	48,516	100,447%
8	Expected Dividend Payout Ratio	%	8.2%	8.2%	100%

*2.1.2. Investment and capital construction:*

Below are the projects and basic construction investment works approved by the Board of Directors basing on investment policies on transitional construction projects and new investment works:

- Transitional construction projects: 46 projects and works.
- New investment works: 52 projects and works

The number of construction projects is large but the total investment amount of the construction projects is small, mostly upgrading, increasing capacity, replacing and moving pipelines to serve the site clearance for road construction, urban embellishment. New investment projects are urgent ones in order to meet the source and transmission capacity to serve the urgent needs of customers. The scale and total investment amount are under the decision-making authority of the BoD.



Via supervision and guidance, the Board of Directors found that most of the projects were implemented on schedule, however, some projects were still behind schedule due to some objective reasons such as problems with site clearance. Some projects were completed and put into operation to ensure water supply for customers, increasing revenue and contributing to increase profits, but the payment and settlement documents of these projects have not yet been completed.

## ***2.2. Performance results of other items:***

- Selection of auditing agency: Based on the proposal of the Board of Supervisors, the Board of Directors have selected and decided on the auditing agency for the Company's 2025 Financial Statements: Vietnam Auditing and Valuation Company (VAE) who have been promptly performing the audit of the 2025 financial statements in accordance with the provisions of law.

- Payment of salaries and remuneration to the Company's managers:

Based on the salary and remuneration of the Board of Directors and the Board of Supervisors specified in the Resolution of the General Meeting of Shareholders dated 20<sup>th</sup> June 2025; based on the results of production and business operation in 2025, the Board of Directors proposed to settle the salary and remuneration of BoD and the BoS in 2025 to submit to the Annual General Meeting of Shareholders in 2026 for approval, ensuring compliance with the provisions of law and the Company's Charter.

The total salary and remuneration fund implemented in 2025 of BoD and the BoS is: VND 1,362,000,000.

## **3. The supervision of BoD towards the General Director**

The Board of Directors supervises by reviewing monthly, quarterly and annual business performance reports and by attending monthly meetings and reviewing the BoS's supervision reports to promptly manage and direct the Board of General Directors' operations in accordance with the BoD's resolutions, ensuring the compliance with the law and the Company's Charter.

- The performance of the Board of General Directors in 2024 have made great efforts and determination to complete the planned targets assigned by the General Meeting of Shareholders and the Board of Directors, despite the facts that the world socio-economic situation is very complicated, inflation rate is high, the Russia - Ukraine war and the Israel - Palestine conflict are serious... the economic situation in the country in general and in Hai Duong province in particular is complicated.



- The Board of General Directors have implemented production and business activities basically according to the strategic orientation and direction of the Board of Directors; strictly complying with governance regulations and provisions of law and the corporate charter.

- The General Director has assigned tasks to members and periodically held meetings to evaluate the results of weekly work and assign work plans for the next period.

- The Board of General Directors have regularly reported to the Board of Directors on the financial situation, the situation of production and business management, and the situation of project investment. Thanks to the timely information exchange and updates, the Board of Directors have always grasped the business situation of the Company and given timely directions for effective operation according to the strategic directions set forth.

- The Board of General Directors have strictly implemented the resolutions, decisions and notices of the Board of Directors. However, in the direction and management, some construction projects are still behind schedule due to problems in site clearance and lack of determination in directing contractors to complete the payment documents and settlement of construction works.

#### **4. Evaluation of the performance of the Board Members**

Based on the duties, powers and responsibilities of the Board of Directors, the Chairman of BoD has assigned tasks to its members and the members have closely followed the assigned tasks and basically completed the tasks assigned, regularly received notices from the Chairman through emails or phone calls about the Company's operations so as to unify opinions, directions, decisions and supervise the performance of the Board of General Directors; to have internal solidarity and timely coordination with the Board of Supervisors and with the General Director in supervision and direction.

### **III. OPERATIONAL ORIENTATION AND ACTION PLAN OF THE BOARD OF DIRECTORS IN 2025**

- Based on the provisions of the law and the Company's charter, the Board of Directors focus on reviewing and issuing resolutions and decisions on policies,



strategies, and mechanisms to create favorable conditions for the Board of Directors to organize and implement the following basic goals:

- + Revenued treated water: 69,200,000 m<sup>3</sup>
- + Total revenue: 622.490 billion VND
- + After-tax profit: 49.970 billion VND
- + Expected Dividend Payout Ratio: 8.2 %
- + Company's capital preservation and development

- Orientating to develop good relationships with investors and shareholders to ensure information disclosure in accordance with regulations.

- Strengthening the supervision and direction of the Board of Directors in implementing the resolutions of the Shareholders' General Meeting and of the Board of Directors, especially in the field of capital construction investment to ensure adequate water supply and transmission capacity to satisfy customers' water needs.

- Coordinating with the Board of Supervisors to control costs, to improve labor productivity, business efficiency, profits, while ensuring the harmony of interests among the State, the enterprise, shareholders, employees and the community.

Above is the report on the performance of the Board of Directors and its members in 2025 and the orientation and operational plan for 2026.

The attendees of the 2026 Annual General Meeting of Shareholders are kindly requested to take this Report into consideration and approval.

This Report supercedes Report No. 586./BC-HĐQT dated 08<sup>th</sup> April 2026 submitted by the Board of Directors of Hai Duong Water Joint Stock Company./.

**Copies to:**

- As mentioned above;
- Meeting Documents;
- Filing: Achieves.

For THE BOARD OF DIRECTORS



**Vu Manh Dung**