

Khanh Hoa, April 24, 2026

OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

Pursuant to the Law on Securities consolidated under Document No. 24/VBHN-VPQH, passed by the National Assembly of the Socialist Republic of Vietnam dated February 26, 2025;

Pursuant to the Law on Enterprises dated June 17, 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Excise Tax, and the Law on Enforcement of Civil Judgments;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Khanh Hoa Water Supply and Sewerage Joint Stock Company;

Pursuant to the Resolution of the General Meeting of Shareholders dated April 24, 2026

The Board of Directors issues the Operating Regulations of the Board of Directors of Khanh Hoa Water Supply and Sewerage Joint Stock Company.

The Operating Regulations of the Board of Directors of Khanh Hoa Water Supply and Sewerage Joint Stock Company include the following contents:

Chapter I

GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Operating Regulations of the Board of Directors stipulate the organizational structure, personnel, operating principles, powers, and obligations of the Board of Directors and members of the Board of Directors to operate in accordance with the Law on Enterprises, the Company Charter, and other relevant legal provisions.

2. Subjects of application: This Regulation applies to the Board of Directors and members of the Board of Directors.

Article 2. Operating principles of the Board of Directors

1. The Board of Directors works on the principle of collective decision-making. Members of the Board of Directors are personally responsible for their assigned tasks and collectively responsible to the General Meeting of Shareholders and before the law for the resolutions and decisions of the Board of Directors regarding the development of the Company.

2. The Board of Directors assigns the General Director to organize and execute the resolutions and decisions of the Board of Directors.

Chapter II

MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, and the Company Charter, including the right to be provided with information and documents regarding the financial situation and business operations of the Company and its units.

2. Members of the Board of Directors have obligations as prescribed by the Company Charter and the following obligations:

- a) Perform their duties honestly and carefully for the best interests of the shareholders and the Company;
- b) Attend all meetings of the Board of Directors and express opinions on issues discussed;
- c) Report promptly and fully to the Board of Directors on remuneration received from subsidiaries, associate companies, and other organizations;
- d) Report to the Board of Directors at the nearest meeting on transactions between the Company, subsidiaries, other companies controlled by the Company with 50% or more of the charter capital, and members of the Board of Directors and their affiliated persons; transactions between the company and companies in which a member of the Board of Directors is a founding member or a manager within the 03 years prior to the time of transaction;
- e) Disclose information when conducting transactions involving the Company's shares in accordance with the law.

Article 4. Right of members of the Board of Directors to be provided with information

1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units.

2. The requested manager must provide information and documents promptly, fully, and accurately as requested by the member of the Board of Directors. The order and procedures for requesting and providing information are stipulated by the Company Charter.

Article 5. Term and number of members of the Board of Directors

1. The Board of Directors has 05 members.

2. The term of a member of the Board of Directors is no more than 05 years and may be re-elected for an unlimited number of terms.

3. In case all members of the Board of Directors finish their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace and take over the work.

Article 6. Standards and conditions for members of the Board of Directors

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

1. Have full civil act capacity, and are not among the subjects prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises; Clause 6, Article 1 of Law No. 76/2025/QH15 amending and supplementing the Law on Enterprises;

2. Shareholders who are individuals owning at least 05% of the total common shares. In case a shareholder owns less than 05% of the total shares or is a non-shareholder, they must have professional qualifications or practical experience in business management or in the main business lines of the Company.

3. A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors or the Members' Council of no more than 05 other company.

4. A member of the Board of Directors must not be a family member of the General Director or other managers of the Company; or of the manager or the person authorized to appoint the manager of the Parent Company;

Article 7. Chairman of the Board of Directors

1. The Chairman of the Board of Directors shall be elected, dismissed, or removed by the Board of Directors from among the members of the Board of Directors.

2. The Chairman of the Board of Directors of the Company shall not concurrently hold the position of General Director.

3. The Chairman of the Board of Directors has the following rights and obligations:

- a) Develop the program and activity plan of the Board of Directors;
- b) Prepare the program, content, and documents for meetings; convene, preside over, and chair meetings of the Board of Directors;
- c) Organize the approval of resolutions and decisions of the Board of Directors;
- d) Supervise the implementation of resolutions and decisions of the Board of Directors;
- e) Chairing the General Meeting of Shareholders;
- f) Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.

4. In case the Chairman of the Board of Directors submits a resignation letter or is removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation or the date of dismissal or removal. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Company Charter. In case there is no authorized person, or the Chairman of the Board of Directors is deceased, missing, temporarily detained, serving a prison sentence, serving an administrative handling measure at a compulsory detoxification center or compulsory education facility, fleeing from their residence, restricted or lost civil act capacity, has difficulty in perception or behavior control, or is prohibited by the Court from holding certain positions, practicing a profession, or performing certain work, the remaining members shall elect one among themselves to hold the position of Chairman of the Board of Directors by the principle of majority vote of the remaining members, until a new decision is made by the Board of Directors.

Article 8. Dismissal, removal, replacement, and supplementation of members of the Board of Directors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

- a) Does not meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises;
- b) Submits a resignation and it is approved.

2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following case: Failure to participate in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace a member of the Board of Directors; or dismiss or remove a member of the Board of Directors in cases other than those specified in Clause 1 and Clause 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in case the number of

remaining members of the Board of Directors is less than the minimum number required by law or less than half of the number of members specified in the Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced;

Except for the above case, the General Meeting of Shareholders shall elect a new member to replace the dismissed or removed member of the Board of Directors at the nearest meeting.

Article 9. Method of electing, dismissing, and removing members of the Board of Directors

1. A shareholder or group of shareholders owning 05% or more of the total common shares has the right to nominate candidates to the Board of Directors. The nomination of candidates to the Board of Directors shall be carried out as follows:

- a) Shareholders or groups of shareholders owning from 5% to less than 20% of the total voting shares have the right to nominate a maximum of one candidate;
- b) Shareholders or groups of shareholders owning from 20% to less than 30% of the total voting shares have the right to nominate a maximum of two candidates;
- c) Shareholders or groups of shareholders holding from 30% to less than 40% of the total voting shares may nominate a maximum of three candidates;
- d) Shareholders or groups of shareholders holding from 40% to less than 50% of the total voting shares may nominate a maximum of four candidates;
- e) Shareholders or groups of shareholders holding from 50% to less than 60% of the total voting shares may nominate a maximum of five candidates;
- f) Shareholders or groups of shareholders holding from 60% to less than 70% of the total voting shares may nominate a maximum of six candidates;
- g) Shareholders or groups of shareholders holding from 70% to less than 80% of the total voting shares may nominate a maximum of seven candidates;
- h) Shareholders or groups of shareholders holding from 80% to less than 90% of the total voting shares may nominate a maximum of eight candidates.

2. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce more candidates or organize nominations in accordance with the Company Charter, the Internal Corporate Governance Regulations, and the Operating Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors as prescribed by law.

3. The voting for members of the Board of Directors must be conducted by cumulative voting, 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 the shareholder has the right

to concentrate all or part of their total votes for one or more candidates. The elected members of the Board of Directors shall be determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members prescribed in the Company Charter is reached. In case there are two or more candidates receiving the same number of votes for the last member of the Board of Directors, a re-vote shall be conducted among the candidates with the same number of votes or selection shall be made based on the criteria of the election regulations or the Company Charter.

4. The election, dismissal, and removal of members of the Board of Directors shall be decided by the General Meeting of Shareholders by ballot.

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors

1. In case the candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

- a) Full name, date of birth;
- b) Qualification;
- c) Work history;
- d) Other management positions (including positions on the Board of Directors of other companies);
- e) Interests related to the Company and affiliated persons of the Company;
- f) Other information (if any) as prescribed in the Company Charter;
- g) Public companies shall be responsible for disclosing information about companies where the candidate is currently holding the position of member of the Board of Directors, other management positions, and interests related to the company of the candidate for the Board of Directors (if any).

2. The notification of the results of the election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations guiding information disclosure.

Chapter III

BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority in the name of the Company to decide and exercise the rights and

obligations of the Company, except for rights and obligations falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

- a) Deciding on the strategy, medium-term development plan, and annual business plan of the Company;
- b) Proposing the types of shares and the total number of shares authorized to be offered for each type;
- c) Deciding on the sale of unsold shares within the scope of the number of shares authorized to be offered for each type; deciding on raising additional capital in other forms;
- d) Deciding on the selling price of shares and bonds of the Company;
- e) Deciding on the share repurchase as prescribed in Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
- f) Deciding on investment plans and investment projects within its authority and limits as prescribed by law;
- g) Deciding on solutions for market development, marketing, and technology;
- h) Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value from 15% to 35% of the total asset value recorded in the most recent financial statement of the Company;
- i) Approving contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises with a value of less than 20% of the total asset value recorded in the most recent financial statement;
- k) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts, and terminating contracts with the General Director and other important managers as prescribed by the Company Charter; deciding on the salary, remuneration, bonus, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, deciding on the remuneration and other benefits of those persons;
- l) Supervising and directing the General Director and other managers in the daily business operations of the Company;
- m) Deciding on the organizational structure, internal management regulations of the Company, deciding on the establishment of the Company's subsidiaries, branches, representative offices, and the contribution of capital and purchase of shares of other enterprises;
- n) Approving the program and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or collecting opinions for the General Meeting of Shareholders to pass a Resolution;

- o) Submitting the audited annual financial statements to the General Meeting of Shareholders;
- p) Proposing the dividend payout ratio; deciding on the time limit and procedures for dividend payment or handling losses incurred during business operations;
- q) Proposing the reorganization or dissolution of the Company; requesting the bankruptcy of the Company;
- r) Deciding on the issuance of the Operating Regulations of the Board of Directors, the Internal Corporate Governance Regulations after being approved by the General Meeting of Shareholders; and the Information Disclosure Regulations;
- s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, and the Company Charter.

3. The Board of Directors passes Resolutions and Decisions by voting at meetings, collecting written opinions, or other forms prescribed by the Company Charter. Each member of the Board of Directors has one vote.

4. In case a Resolution or Decision passed by the Board of Directors is contrary to the provisions of law, the Resolution of the General Meeting of Shareholders, or the Company Charter, causing damage to the Company, the members who voted in favor of passing that Resolution or Decision shall be jointly and personally liable for that Resolution or Decision and must compensate the Company for the damage; members who opposed the passing of the aforementioned Resolution or Decision shall be exempted from liability. In this case, shareholders of the Company have the right to request the Court to suspend the implementation or cancel the aforementioned Resolution or Decision.

Article 12. Duties and powers of the Board of Directors in approving and signing contracts and transactions

1. The Board of Directors approves contracts and transactions with a value of less than 20% or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction with a value of less than 20% of the total asset value recorded in the most recent financial statement between the Company and one of the following subjects:

- Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and affiliated persons of these subjects;
- Shareholders or authorized representatives of shareholders owning over 10% of the total common shares of the Company and their affiliated persons;
- Enterprises related to the subjects prescribed in Clause 2, Article 164 of the Law on Enterprises.

2. The representative of the Company signing the contract or transaction must notify the members of the Board of Directors and members of the Board of Supervisors about the related subjects regarding that contract or transaction and send the draft contract or the main content of the transaction along with it. The Board of Directors shall decide on the approval of the contract or transaction within

15 days from the date of receiving the notification; members of the Board of Directors who have related interests in the parties to the contract or transaction do not have the right to vote.

Article 13. Responsibility of the Board of Directors in convening an extraordinary General Meeting of Shareholders

1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

- a) The Board of Directors deems it necessary for the interests of the Company;
- b) the number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number of members as prescribed by law or less than one-half of the number of members prescribed in the Charter;
- c) At the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and must bear the full signatures of the relevant shareholders, or the written request may be made in multiple copies and collected with sufficient signatures of the relevant shareholders;
- d) At the request of the Board of Supervisors;
- e) Other cases as prescribed by law and the Company Charter.

2. Convening an extraordinary General Meeting of Shareholders

The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number of members as prescribed by law or less than one-half of the number of members prescribed in the Charter; or upon receiving the request as prescribed in Point c and Point d, Clause 1 of this Article;

3. The person convening the General Meeting of Shareholders must perform the following tasks:

- a) Prepare a list of shareholders entitled to attend the meeting;
- b) Provide information and resolve complaints related to the list of shareholders;
- c) Prepare the agenda and content of the meeting;
- d) Prepare documents for the meeting;
- e) Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting; provide the list and detailed information of candidates in case of electing members of the Board of Directors or members of the Board of Supervisors;
- f) Determine the time and venue of the meeting;
- g) Send the meeting invitation to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises;
- h) Other tasks serving the meeting.

Chapter IV

MEETINGS OF THE BOARD OF DIRECTORS

Article 14. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest voting percentage. In case there is more than one member with the same highest number of votes or voting percentage, the members shall elect by majority principle to choose 01 person among them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once per quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

- a) At the request of the Board of Supervisors or an independent member of the Board of Directors;
- b) At the request of the General Director or at least 05 other managers;
- c) At the request of at least 02 members of the Board of Directors.

4. The request prescribed in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request prescribed in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damages occurring to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send the meeting invitation at least 03 working days before the meeting date. The meeting invitation must specify the time and venue of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation must be accompanied by documents used at the meeting and the voting ballot of the member.

The meeting invitation for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, and must ensure it reaches the contact address of each member of the Board of Directors registered at the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the meeting invitation and accompanying documents to the

members of the Board of Supervisors in the same manner as for members of the Board of Directors.

Members of the Board of Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members attend. In case the meeting is convened as prescribed in this Clause but does not have enough members to attend, it shall be reconvened within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than one-half of the members of the Board of Directors attend.

9. A member of the Board of Directors is considered to have attended and voted at the meeting in the following cases:

- a) Attending and voting directly at the meeting;
- b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
- c) Attending and voting via online conference, electronic voting, or other electronic forms;
- d) Sending a voting ballot to the meeting via mail, fax, or email.

10. In case of sending a voting ballot to the meeting via mail, the voting ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. The voting ballot shall only be opened in the presence of all attendees.

11. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by the majority of the members of the Board of Directors.

12. A resolution or decision of the Board of Directors is passed if approved by the majority of the members attending the meeting; in case of a tie in votes, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

Article 15. Meeting minutes of the Board of Directors

1. Meetings of the Board of Directors must be recorded in minutes and may be recorded by audio, or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:

- a) Name, address of head office, and enterprise identification number;
- b) Time and venue of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) Full name of each member attending or the person authorized to attend and the method of attendance; full names of members not attending and the reasons;
- e) Issues discussed and voted on at the meeting;

- f) Summary of opinions of each member attending in the order of the meeting's proceedings;
- g) Voting results, clearly stating the members who approved, disapproved, and abstained;
- h) Issues passed and the corresponding voting percentage;
- i) Full name and signature of the chairperson and the minute-taker, except in the case prescribed in Clause 2 of this Article.

2. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending and agreeing to pass the meeting minutes sign them and the minutes contain full content as prescribed in Points a, b, c, d, e, f, g, and h, Clause 1 of this Article, then these minutes shall be effective.

3. The chairperson, the minute-taker, and the signatories of the minutes shall be responsible for the truthfulness and accuracy of the content of the meeting minutes of the Board of Directors.

4. The meeting minutes of the Board of Directors and documents used in the meeting must be kept at the Company's head office.

5. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case there is a difference in content between the Vietnamese minutes and the foreign language minutes, the content in the Vietnamese minutes shall apply.

Chapter V

REPORTING AND DISCLOSURE OF INTERESTS

Article 16. Annual reporting

1. At the end of the fiscal year, the Board of Directors must submit the following reports to the General Meeting of Shareholders:

- a) Report on the Company's business results;
- b) Financial statements;
- c) Report on the assessment of the Company's management and administration;
- d) Appraisal report of the Board of Supervisors.

2. The reports prescribed in Points a, b, and c, Clause 1 of this Article must be sent to the Board of Supervisors for appraisal at least 30 days before the opening date of the annual General Meeting of Shareholders.

3. The reports prescribed in Clauses 1 and 2 of this Article, the appraisal report of the Board of Supervisors, and the audit report must be kept at the Company's head office at least 10 days before the opening date of the annual General Meeting of Shareholders. Shareholders who have continuously owned shares of the Company for at least 01 year have the right to personally or together

with a lawyer, accountant, or auditor with a practicing certificate directly examine the reports prescribed in this Article.

Article 17. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and performance.

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days necessary to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration level for each member according to the principle of consensus. The total remuneration and bonus level of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the laws on corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position or performing other tasks outside the scope of the normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses incurred while performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or committees of the Board of Directors.

6. The Company may purchase liability insurance for members of the Board of Directors after obtaining approval from the General Meeting of Shareholders. This insurance does not cover liabilities of members of the Board of Directors related to violations of the law and the Company Charter.

Article 18. Disclosure of related interests

The disclosure of interests and affiliated persons of the Company shall be carried out in accordance with the following regulations:

1. Members of the Board of Directors of the Company must declare their related interests to the Company, including:

a) Name, enterprise identification number, address of head office, and business lines of the enterprise in which they own capital contributions or shares; the percentage and time of ownership of such capital contributions or shares;

b) Name, enterprise identification number, address of head office, and business lines of the enterprise in which their affiliated persons jointly or separately own capital contributions or shares exceeding 10% of the Charter capital.

2. The declaration specified in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. Any member of the Board of Directors who, in their own name or on behalf of others, performs work in any form within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and may only perform it when approved by a majority of the remaining members of the Board of Directors; if such work is performed without declaration or without the approval of the Board of Directors, all income derived from such activities shall belong to the Company.

Chapter VI

RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 19. Relationship between members of the Board of Directors

1. The relationship between members of the Board of Directors is a cooperative one; members of the Board of Directors are responsible for informing each other about relevant issues during the process of handling assigned tasks.

2. In the process of handling tasks, the member of the Board of Directors assigned primary responsibility must proactively coordinate the handling if there are issues related to the field under the charge of another member of the Board of Directors. In case there are differing opinions among members of the Board of Directors, the member with primary responsibility shall report to the Chairman of the Board of Directors for consideration and decision according to their authority, or organize a meeting or solicit opinions from members of the Board of Directors in accordance with the law, the Company Charter, and this Regulation.

3. In case of reassignment among members of the Board of Directors, the members of the Board of Directors must hand over work, files, and relevant documents. This handover must be documented in writing and reported to the Chairman of the Board of Directors regarding such handover.

Article 20. Relationship with the Board of Management

In the governance role, the Board of Directors issues resolutions for the General Director and the management apparatus to implement. At the same time, the Board of Directors inspects and supervises the implementation of these resolutions.

Article 21. Relationship with the Board of Supervisors

1. The relationship between the Board of Directors and the Board of Supervisors is a cooperative one. The working relationship between the Board of Directors and the Board of Supervisors follows the principle of equality and independence, while closely coordinating and supporting each other in the process of performing their duties.

2. Upon receiving inspection minutes or general reports from the Board of Supervisors, the Board of Directors is responsible for studying and directing relevant departments to develop plans and implement timely corrective actions.

Chapter VII

IMPLEMENTATION PROVISIONS

Article 22. Effectiveness

The Operating Regulations of the Board of Directors of Khanh Hoa Water Supply and Sewerage Joint Stock Company consists of 07 chapters, 22 articles, and takes effect from April 24, 2026.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Vu Van Binh



