



# CÔNG TY CỔ PHẦN ĐIỆN NƯỚC LẮP MÁY HẢI PHÒNG HAIPHONG ELECTRICITY WATER MACHINE ASSEMBLY JSC

Đ/c: Số 34 đường Thiên Lôi, Phường An Biên, TP. Hải Phòng, Việt Nam

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No. 02/NQ-ĐHĐCĐ.2026

Hai Phong, April 25, 2026.

## RESOLUTION 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;*

*Pursuant to the Charter on organization and operation of HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY;*

*Pursuant to the minutes of the 2026 Annual General Meeting of Shareholders dated April 25, 2026, of HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY;*

*Pursuant to the minutes of the voting and ballot counting at the 2026 Annual General Meeting of Shareholders dated April 25, 2026, of HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY.*

The 2026 Annual General Meeting of Shareholders of HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY was held at 8:30 AM on April 25, 2026, at the Company's headquarters, No. 34 Thien Loi Street, An Bien Ward, Hai Phong City, Vietnam. With the participation of 59 shareholders and authorized representatives, representing 9,642,794 shares, accounting for 96,1% of the total voting shares of the Company, the Meeting discussed and reached unanimous agreement.

## RESOLUTION

**Article 1:** Approve the 2025 Business and Production Results Report, the 2026 Business and Production Plan, the Business and Production Results Report for the 2021–2026 term, and the Business and Production Plan for the 2026–2031 term.

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 2:** Approve the 2025 Financial Statements audited by VACO Auditing Co., Ltd., with key indicators as follows:

- Revenue from Sales and Services:	1,132,865,358,118	VND
- Profit Before Tax:	70,101,506,336	VND
- Current Corporate Income Tax:	13,568,658,597	VND
- Deferred Corporate Income Tax:	954,059,893	VND
- Profit After Tax:	55,578,787,846	VND

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 3:** Approve the Activity Report of the Independent Members of the Board of Directors within the Audit Committee at the 2026 Annual General Meeting of Shareholders.

*(Vote in favor: 100% of the total voting shares represented at the meeting)*





**Article 4: Approve the 2025 Activity Report of the Board of Directors for the 2021–2026 term, and the Orientations and Tasks for 2026 and the 2026–2031 term.**

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 5: Approve the 2025 Profit Distribution and Dividend Payout Plan**

**\* 2025 Profit Distribution Plan:**

- Total Accounting Profit Before Tax:	70,101,506,336	VND
- Current Corporate Income Tax:	13,568,658,597	VND
- Deferred Corporate Income Tax:	954,059,893	VND
- Total Profit After Tax:	55,578,787,846	VND
- Profit Distributed to 5 Joint Ventures:	5,859,933,584	VND
- Remaining Profit:	49,718,854,262	VND
- Allocation to Bonus & Welfare Fund (5%):	2,485,942,713	VND
- Remaining Profit After Allocation:	47,232,911,549	VND

**\* 2025 Dividend Payout Plan:**

- First Advance Payment: 10% of Charter Capital	10,034,681,000	VND
- Second Advance Payment: 15% of Charter Capital	15,052,021,500	VND

**\* Undistributed Profit Remaining for 2025:**

22,146,209,049 VND

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 6: Approve the finalization of the Board of Directors' remuneration for 2025 and the remuneration plan for 2026.**

- The finalized remuneration for the Board of Directors in 2025 is VND 1,086,000,000

*(In words: One billion, eighty-six million dong only).*

- The remuneration plan for the Board of Directors in 2026 is VND 960,000,000

*(In words: Nine hundred and sixty million dong only).*

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 7: Approve the plan for selecting an independent auditing firm to audit the Company's 2026 Financial Statements.**

The selected independent auditing firm for auditing the Company's 2026 Financial Statements is VACO Auditing Co., Ltd.

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 8: Approve the amendments and supplements to the Company's Charter on organization and operation.**

- Amend and supplement the Company's Charter to align with the actual business and production activities of the Company;

- Detailed provisions of the amendments and supplements to the Company's Charter are presented in the attached Appendix to Proposal No. 04/AGM/2026. The amended and supplemented provisions of the Company's Charter shall take effect from the date approved by the General Meeting of Shareholders.

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 9: Approve the amendments and supplements to the Internal Governance Regulations of the Company.**

- Amend and supplement the Internal Governance Regulations of the Company to align with the actual business and production activities of the Company;





- Detailed provisions of the amendments and supplements to the Internal Governance Regulations are presented in the attached Appendix to Proposal No. 05/AGM/2026. The Internal Governance Regulations (updated with the amended and supplemented contents) shall be issued by the Board of Directors and take effect from the date approved by the General Meeting of Shareholders.

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 10: Approve the amendments and supplements to the Regulations on the Operation of the Board of Directors.**

- Amend and supplement the Regulations on the Operation of the Board of Directors to align with the actual business and production activities of the Company;

- Detailed provisions of the amendments and supplements to the Regulations on the Operation of the Board of Directors are presented in the attached Appendix to Proposal No. 06/AGM/2026. The Regulations on the Operation of the Board of Directors (updated with the amended and supplemented contents) shall be issued by the Board of Directors and take effect from the date approved by the General Meeting of Shareholders.

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 11: Approve the election of the Members of the Board of Directors for the 2026–2031 term.**

The list of Members of the Board of Directors for the 2026–2031 term includes:

1. Mr. Le Huu Canh
2. Mr. Do Huy Dat
3. Mr. Nguyen Trung Kien
4. Mr. Ta Van Son

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Article 12:** This Resolution is fully approved by the 2026 Annual General Meeting of Shareholders at the meeting held on April 25, 2026.

The 2026 Annual General Meeting of Shareholders authorizes the Board of Directors of HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY to implement this Resolution based on its contents.

This Resolution takes effect from the date of signing.

*(Vote in favor: 100% of the total voting shares represented at the meeting)*

**Recipients:**

- Shareholders of the Company (posted on the Company's website);
- State Securities Commission of Vietnam (SSC), Hanoi Stock Exchange (HNX), Vietnam Securities Depository (VSD);
- Board of Directors, Audit Committee;
- Filed at the Company's Office.

**ON BEHALF OF THE GENERAL MEETING  
OF SHAREHOLDERS  
THE CHAIRPERSON**

*(Signed)*

**Do Huy Dat**