



**QUANG NINH CLEAN WATER  
JOINT STOCK COMPANY**

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

*Quang Ninh, June 05 th 2026*

No.: 1341 /CBTT-CTN  
Disclosure of information regarding the  
invitation to the 2026 Annual General  
Meeting of Shareholders and the  
accompanying meeting documents

To:

- Hanoi Stock Exchange;
- Esteemed shareholders.

Name of the organization: QUANG NINH CLEAN WATER JOINT STOCK COMPANY

Stock code: NQN

Address: 449 Nguyen Van Cu Street, Ha Long Ward, Quang Ninh Province.

Telephone: 0203 3835733

Person responsible for the information disclosure: Vu Van Tuan

Address: 449 Nguyen Van Cu Street, Ha Long Ward, Quang Ninh Province.

Telephone: 0203 3820 591

Type of information disclosure: [x] 24 h.

**Disclosure content:**

Notice No. 1336/TB-HĐQT dated June 04, 2026, issued by Quang Ninh Clean Water Joint Stock Company regarding the invitation to the 2026 Annual General Meeting of Shareholders and the accompanying meeting documents.

This information was disclosed on the Company's website: <http://www.quawaco.com.vn> on June 05, 2026.

The Company hereby affirms that the disclosed information is true and accurate, and takes full legal responsibility for the content of the disclosed information./.

**Recipients:**

- As stated above;
- Board of Directors;
- Supervisory Board;
- DOET (for website posting);
- Filing: Office, TK1.

**Person responsible for the information disclosure**  
**LEGAL REPRESENTATIVE**  
**CHAIRMAN OF THE BOARD OF DIRECTOR** *HT*

*(Signed)*

**Vu Van Tuan**



**QUANG NINH CLEAN WATER  
JOINT STOCK COMPANY**

**Ngân hàng: 1336 MH-HĐQT**

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

*Ha Long City, date 04 June 2026*

## **INVITATION LETTER**

### **TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear: The Shareholders of Quang Ninh clean water joint stock company

The Board of Directors of Quang Ninh clean water joint stock company respectfully invite our esteemed shareholders to attend to the 2025 Annual General Meeting of Shareholders with the following details:

- 1. Company:** Quang Ninh clean water joint stock company
- 2. Stock code:** NQN
- 3. Enterprise code:** 5700100104.
- 4. Time:** ½ day, from 7:30 am, June 26<sup>th</sup> , 2026

*(If there is any change in the time of the General Meeting, the Company will notify shareholders in accordance with regulations)*

**5. Venue:** Conference Hall, 6th Floor – Headquarter of Quang Ninh Clean Water Joint Stock Company.

*(Address: 449 Nguyen Van Cu street, Hong Hai ward, Ha Long city, Quang Ninh province)*

**6. Meeting agenda:**

- Report on business performance in 2025 and business plan for 2026;
- Report on Board's of Directors' opporation in 2025 and orientation for 2026;
- Report of Supervisory Board on business performance and Board's of Directors' opporation in 2024;
- Report on the opporation of Supervisory Board, Supervisor, orientation and objectives for 2026 of Supervisory Board;
- Audited Financial statement in 2025;
- Profit distribution plan in 2025;
- Approval of remunerations for Board of Directors, allowances for holding

additional duties of Company Secretary and salary of Supervisory Board in 2026;

- Approval of selection of an audit firm for the 2026 financial statement;
- Approval of the amended Charter on Organization and Operation of Quang Ninh Clean Water Joint Stock Company;
- Approval of the amended Regulation on Operation of the Board of Directors of the Company.
- Approval of the amended Internal Corporate Governance Regulation of the Company.
- Approval of the amended Regulation on Operation of the Supervisory Board of the Company.
- Approval of the report and the policy on supplementing State capital in Quang Ninh Clean Water Joint Stock Company (subject to the approval decision of the Quang Ninh Provincial People's Committee, if any).
- Other proposals and matters arising within the authority of General Meeting of Shareholders.

#### **7. Attendance conditions:**

- All shareholders holding shares of Quang Ninh Clean Water Joint Stock Company whose names are on the record date list of the Vietnam Securities Depository and Clearing Corporation - VSDC on June 5, 2026.
- In case shareholders can not attend, they may authorize a representative to attend the General Meeting (or a member of the Board of Directors). The authorized representative must present the letter of authorization (attached form), their ID card or passport, the meeting invitation notice when attending the General Meeting of Shareholders. The authorized person is not allowed to authorize the third party
- Before entering the venue to attend the General Meeting, shareholders (or their authorized representatives) must register with the Shareholder Eligibility Verification Committee at the registration desk and receive other related documents

#### **8. Registration attendance**

8.1. To ensure the meeting is well organized, we kindly request shareholders to confirm their attendance or authorize a representative to attend (using attached

form) and directly send to the **Headquarter of Quang Ninh Clean Water Joint Stock Company** or send via E-mail: [nuocsachqn@gmail.com](mailto:nuocsachqn@gmail.com) before 4:00 PM on June, 16<sup>th</sup>, 2026.

8.1. Shareholders can access the meeting – related documents at the Headquarter of the Company or on the website: <https://quawaco.com.vn>, select Shareholder information. Any proposals can be written and sent to the Company before June, 16<sup>th</sup>, 2026.

Shareholders are responsible for their own expenses for accommodation, travel, and other personal costs when attending the General Meeting.

This invitation is sent to shareholders and announced on the Company's website.

**The shareholders can send all relevant documents to:**

Mr: Pham Hung Manh – The Company Secretary.

Quang Ninh clean water joint stock company

**Address: 449 Nguyen Van Cu street, Hong Hai ward, Ha Long city, Quang Ninh province**

Mobile phone: 0945.004.999

Email: [nuocsachqn@gmail.com](mailto:nuocsachqn@gmail.com).

Sincerely./.

***Recipients:***

- As above;
- Member of BOD, Supervisory Board;
- Executive Board;
- Departments;
- Mechanical and electrical technology department (Post on Website);
- Archive: Document management, BOD.

**ON BEHALF OF BOD  
CHAIR MAN**

**(Signed)**

**Vu Van Tuan**





# QUANG NINH CLEAN WATER JOINT STOCK COMPANY

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## AGENDA 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

DRAFT

Time: 07:30 am, Friday, June 26<sup>th</sup>, 2026

Venue: Conference Hall, 6th Floor – Headquarter of Quang Ninh Clean Water Joint Stock Company

Time	Activity
07:30-08:00	Reception and registration of shareholders
	Distribution of voting cards
	Report on verification of shareholder eligibility
	Introduction and election of the Presidium, Secretary and Vote Counting Committee
	Approval of Meeting Agenda
08:00-10:10	<b>Reports and proposals</b>
	<i>Flag salute ceremony, introduction of reasons and delegates</i>
	<i>(1) Report on business performance in 2025 and business plan for 2026</i>
	<i>(2) Report on Board's of Directors' opporation in 2025 and orientation for 2026</i>
	<i>(3) Report of Supervisory Board on business performance and Board's of Directors' opporation in 2025;</i>
	<i>(4) Report on the opporation of Supervisory Board, Supervisor, orientation and objectives for 2026 of Supervisory Board</i>
	<i>(5) Proposal of audited Financial statement in 2025</i>
	<i>(6) Proposal of profit distribution plan in 2025</i>
	<i>(7) Approval of remunerations for Board of Directors, allowances for holding additional duties of Company Secretary and salary of Supervisory Board in 2026</i>
	<i>(8) Proposal of selection of an audit firm for the 2026 financial statement;</i>
	<i>(9) Approval of the amended Charter on Organization and Operation of Quang Ninh Clean Water Joint Stock Company</i>
	<i>(10) Approval of the amended Regulation on Operation of the Board of Directors of the Company.</i>
	<i>(11) Approval of the amended Internal Corporate Governance Regulation of the Company.</i>
	<i>(12) Approval of the amended Regulation on Operation of the Supervisory Board of the Company</i>
	<i>(13) Approval of the report and the policy on supplementing State capital in Quang Ninh Clean Water Joint Stock Company (subject to the approval decision of the Quang Ninh Provincial People's Committee, if any).</i>
	<i>(14) Other proposals and matters arising within the authority of General Meeting of Shareholders.</i>
10:10-10:20	Voting on meeting agenda
11:00-11:20	Breaktime, working time of Vote Counting Committee
11:20-11:35	Discussion and shareholder comments
	Report on <b>difficulties, obstacles, and limitations of Company</b>

Time	Activity
11:35-11:50	Approval of vote counting minutes
	Approval of Minutes and Resolution
	Closing of the Meeting



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**CONFIRMATION LETTER**  
**Of attendance to attend the 2026 Annual**  
**General Meeting of Shareholders**

\*\*\*

Shareholder's Name: .....

ID card/ Passport/Business Registration Certificate No: .....

Issued by ..... date: ... / ... / ...

Address: .....

Phone: .....

Currently holding <sup>(1)</sup>: ..... shares (In words: .....)

According to the Invitation letter to the 2026 Annual General Meeting of Shareholders of Quang Ninh clean water joint stock company, I hereby confirm my attendance at the meeting as follows:

- ☐ **Attend in person.**
- ☐ **Not attend.**
- ☐ **Authorize other person to attend** (*attached authorization letter*).

....., day ... month ... 2026

**SHAREHOLDER**

(*Signature, full name and seal*  
*if shareholder is an organization*)

**Note:**

- <sup>(1)</sup>: It is not mandatory to provide information about the number of shares held.
- Shareholders should tick the corresponding box on the left according to their selection..
- To ensure the General meeting is well organized, the shareholders can the confirmation letter before June, 16<sup>th</sup>, 2026 to Mr: Pham Hung Manh – The Company Secretary, address: 449 Nguyen Van Cu street, Hong Hai ward, Ha Long city, Quang Ninh province or Fax: (0203) 3835.796/ Email: nuocsachqn@gmail.com



**LETTER OF AUTHORIZATION**  
**For attending the 2026 Annual**  
**General Meeting of Shareholders**

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Dear: Board of Director of Quang Ninh clean water joint stock company

My name: ..... Phone: .....

ID card/ Passport: .....

Issued date: .../.../..... by: .....

Address: .....

Is the representative of corporate shareholder<sup>(1)</sup>: .....

.....<sup>(2)</sup>: Business Registration Certificate No

..... issued by .....issued date:

... / ... / .....

Currently holding<sup>(3)</sup>: .....shares (In word:..... shares)

I authorize the follwing representative to attend the 2026 Annual General Meeting of Shareholders on my behalf:

Mr/Ms: ..... Phone: .....

ID card/ Passport: .....

Issued date: .../.../..... by: .....

Address: .....

The authorized representative has right to attend the 2026 Annual General Meeting of Shareholders and vote on the matters listed in the agenda of the General Meeting of Shareholders.

This letter of authorization is valid from the date of signing until the meeting ends. The authorized representative is not allowed a third party.

I take full legal responsibility for this authorization and commit not to have any claims about voting results made by the above authorized representative on my behalf./.

.....,day ... month ... 2026

**AUTHORIZED REPRESENTATIVE**

*(Signature, full name)*

**AUTHORIZER**

*(Signature, full name and seal  
if shareholder is an organization)*

**Note:** (1), (2), (3): Please fill in the information if available; it is not mandatory to provide details on the number of shares held.





**QUANG NINH CLEAN WATER JOINT STOCK COMPANY**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**VOTING CARD**

- Shareholder: **Nguyen Van A**

**TOTAL VOTING SHARE:**

**5. 000 Shares.**

Include:

- Number of share owned:

5.000 shares.

- Number of share represented:

share.

*(Representative of capital contribution or authorized to attend the Meeting)*

**Note:** Shareholders use this voting card to vote on the contents of the Meeting



- Name of Shareholder: **Nguyen Van A**

**5,000 shares.**

- Number of share owned:

5,000 shares.

- Number of share represented:

shares.

*(Represent State Capital authorized to attend the General Meeting)*

*\* Shareholders shall mark X or ✓ in one of the boxes: Agree, Disagree, or No Opinion.*

Ha long, date June, 2026  
Shareholder/Authorize representative  
(Sign, fullname)



**QUANG NINH CLEAN WATER  
JOINT STOCK COMPANY**  
No. 5700102  
QC-CTN

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**  
*Ha Long City, date      June 2026*

**REGULATION OF ORGANIZATION**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**QUANG NINH CLEAN WATER JOINT STOCK COMPANY**

**CHAPTER 1**  
**GENERAL PROVISION**

**Article 1.** This Regulation is applied at the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the “Meeting”) of Quang Ninh clean water joint stock company

**Article 2.** This Regulation specifically defines the rights and obligations of shareholders and attendees as well as procedure of holding Meeting.

**Article 3.** Shareholders and attendees of the Meeting are responsible for complying with the provisions of this Regulation.

**CHAPTER II**  
**RIGHTS AND OBLIGATIONS OF SHAREHOLDER AND**  
**ATTENDEES IN THE MEETING**

**Article 4.** Conditions.

1. Shareholders or authorized representative of shareholders are listed in the shareholder register of Vietnam Securities Depository on May 30<sup>th</sup>, 2025.

2. Guests and consulting organizations (if any).

**Article 5.** Rights of Common Shareholders or Their Authorized Representatives when Attending the General Meeting.

1. Shareholders have right to attend the Meeting in person or authorize a representative by letter of authorization (*prescribed form*) to attend and vote at the Meeting. The letter of authorization must be submitted to the Company at least 1 day before the date of the Meeting.

2. Shareholders or their authorized representatives have the right to attend the Meeting, discuss, and vote on all matters within the authority of the General Assembly of Shareholders and included in the Meeting Agenda. Opinions from shareholders attending in person or through their authorized representatives will be discussed at the General Assembly of Shareholders.

3. Shareholders or their authorized representatives are publicly announced about the Meeting agenda by the Presidium.

4. Receiving Voting Cards, Ballot Papers, and Meeting - Related documents

**Using the Voting Card and Ballot Paper:**

- Each shareholder or authorized representative attending the General Meeting shall be issued **one Voting Card** and **one Ballot Paper** which are pre-printed according to the prescribed form and stamped with the Company's official seal. **Voting Card** and **Ballot Paper** correspond to the number of voting shares that the shareholder owns or represents based on their registered participation relative to the total number of voting shares of all attending shareholders and authorized representatives.

- **Characteristics:** The **Voting Card** is **yellow** and the **Ballot Paper** is **white**, including the information about the attending shareholder or authorized representative and the number of voting shares held at the Meeting.

- **Purposes:** Use for voting on the matters requiring approval at the Meeting in the form of showing hands.

- **Usage Instructions:** When the Chairperson or the Presidium of the Meeting proceeds to vote on matters requiring approval, shareholders or authorized representatives must raise their voting cards to indicate "Agree", "Disagree" or "No opinion" and mark the corresponding box on the Voting Ballot. The Vote Counting Committee will collect all Voting Ballots to count the votes and announce the results of the Meeting.

5. Shareholders or their authorized representatives arriving after the Meeting has commenced have right to register, participate in and vote at the Meeting. The Chairperson, however, is not be obligated to suspend the Meeting and the validity of any voting conducted is remain unaffected.

**Article 6. Obligations of Shareholders or Authorized Representatives Attending the Meeting**

1. Shareholders or their authorized representatives attending the Meeting must present the Invitation letter, Letter of authorization (if any) and their



Identification Card/Citizen Identification Card or Passport and must complete all registration procedures for attending the Meeting.

2. Comply with the provisions of these Regulations, strictly comply with the instructions of the Presidium, and respect the results of the Meeting.

#### **Article 7. The Organizing Committee of the Meeting**

1. The Organizing Committee is primarily members of the Board of Directors of Quang Ninh Clean Water Joint Stock Company and assistants.

2. The Organizing Committee is responsible for performing all duties throughout the entire process from the preparatory stage to the end of the Meeting to ensure the Meeting is conducted in a lawful, orderly and successfully.

#### **Article 8. Chairperson of the Meeting**

1. The Chairman of the Board of Directors of the Company acts as the **Chairperson** of the 2025 Annual General Meeting of Shareholders.

2. Responsibilities of the **Chairperson** include:

2.1. Directing and managing all activities of the Meeting of Shareholders in accordance with the agenda approved by the Meeting.

2.2. Assigning members of the Presidium to present drafts and conclude on necessary matters for the Meeting to vote on.

2.3. Assigning members of the Presidium to respond to issues raised by the Meeting.

2.4. Resolving any issues that arise during the course of the Meeting.

#### **Article 9. Presidium of the General Meeting**

1. The Presidium of the Meeting consists of one Chairperson and a number of supporting members approved by the Meeting and shall be responsible for conducting the Meeting.

2. The Presidium have no more than five (05) members.

3. Responsibilities of the Presidium include:

3.1. Conducting the activities of the 2025 Annual General Meeting of Shareholders in accordance with the agenda approved by the General Meeting.

3.2. Guiding shareholders and the Meeting in discussing the contents of the approved agenda.

3.3. Presenting draft resolutions and conclusions on matters to be voted on by the Meeting.

3.4. Responding to issues raised by the General Meeting.

3.5. Resolving any issues that arise during the course of the General Meeting.

#### **Article 10. Secretary of the Meeting**

1. The Secretary of the General Meeting is nominated by the Chairperson and approved by the Meeting of Shareholders. The Secretary shall be

accountable to the Chairperson and the General Meeting for the performance of their duties under the direction of the Chairperson.

**2. Duties of the Secretary include:**

**2.1.** Accurately and truthfully recording the full proceedings of the General Meeting and all matters approved or noted by the shareholders in the Minutes of the Meeting.

**2.2.** Assisting the Presidium in announcing drafts of documents, conclusions, Resolutions of the General Meeting, and communications from the Presidium to shareholders upon request.

**2.3.** Receiving and reviewing shareholders' registration forms for speaking and submitting them to the Chairperson for decision.

**Article 11. The Shareholder Eligibility Verification Committee for the Meeting**

1. The Shareholder Eligibility Verification Committee for the Meeting (hereinafter referred to as the "Shareholder Eligibility Committee") shall consist of 03 member including 01 Head and 02 members. The Committee is appointed by the Company's Board of Directors.

**2. Responsibilities of the Shareholder Eligibility Committee**

**2.1.** To verify the eligibility of shareholders and authorized representatives of shareholders attending the meeting based on the documents they present: ID card, Passport, Meeting Invitation, letter of authorization and any accompanying documents (if any).

**2.2.** The Head of the Shareholder Eligibility Committee reports to the General Meeting of Shareholders on the status of attending shareholders. If the meeting is attended by shareholders representing at least 51% of the total voting shares, the 2025 Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company shall be validly convened.

**2.3.** The Shareholder Eligibility Committee must prepare a Shareholder Eligibility Verification Report and shall report to and take responsibility before the General Meeting of Shareholders for the performance of its duties.

**Article 12. The Vote Counting Committee**

1. The Vote Counting Committee of the General Meeting consists of 07 members including 01 Head and 06 members, nominated by the Chairperson and approved by the Meeting.

**2. Responsibilities of the Vote Counting Committee:**

**2.1.** To accurately determine the voting results for each matter submitted for voting at the Meeting.

**2.2.** To review and report to the Meeting any violations of voting procedures or complaints regarding the voting results.

**2.3.** To announce the voting results to the Secretary of the General Meeting.

**2.4.** The Vote Counting Committee must prepare a Vote Counting Report and report to and be accountable to the General Meeting of Shareholders for their duties.

### **CHAPTER III**

#### **PROCEDURES OF THE MEETING**

##### **Article 13. Conditions for Convening the Meeting**

The General Meeting of Shareholders is conducted when attending shareholders represent at least 51% of the total outstanding voting shares based on the list of shareholders invited to attend as determined at the time of convening the Meeting.

##### **Article 14. Manner of Conducting the Meeting**

1. The meeting is expected to take place over half a day.
2. The General Meeting shall sequentially discuss and approve the matters listed in the Meeting Agenda.

##### **Article 15. Approval of Resolutions of the General Meeting of Shareholders**

A resolution of the General Meeting of Shareholders on matters discussed during the meeting shall be adopted when it is approved by shareholders representing at least 51% of the total outstanding voting shares of the shareholders attending in person or through authorized representatives.

##### **Article 16. Minutes of the Meeting**

All contents of the Meeting must be recorded in the meeting minutes by the Meeting Secretary. The minutes must be read and approved before the closing of the meeting and archived in the Company's Minutes Book.

##### **Article 17. Draft Resolution of the General Meeting of Shareholders**

Based on the Meeting Minutes and the voting results provided by the Vote Counting Committee, the Meeting Secretary compile the data and prepare the draft Resolution of the Meeting. The draft Resolution shall be read and approved before the closing of the meeting and shall be archived in the Company's Minutes Book.

### **CHAPTER IV**

#### **OTHER PROVISIONS**

##### **Article 18. In Case the General Meeting of Shareholders Cannot Be Convened**

1. If, within 30 minutes from the scheduled opening time of the first Meeting, the number of attending delegates does not meet the conditions according to Article 13 of this Regulation, the Chairperson must convene the second General Meeting of Shareholders within 30 days from the originally scheduled meeting date. The second General Meeting of Shareholders shall be conducted if shareholders attending represent at least 33% of the total voting shares.

2. If the second General Meeting cannot be held due to insufficient attendance within 30 minutes from the scheduled opening time, the third General Meeting of Shareholders may be convened within 20 days from the date scheduled for the second meeting. In this case, the meeting shall be valid regardless of the number of shareholders or authorized representatives attending and shall have the authority to decide on all matters that were intended to be approved at the first General Meeting.

#### **Article 19. Mandatory Rules for the Smooth Operation of the Meeting**

1. Shareholders attending the General Meeting must dress formally and appropriately.
2. Smoking is strictly prohibited in the meeting hall.
3. Private conversations and the use of mobile phones, smartphones, or other electronic devices for non-meeting purposes are not allowed.
4. Mobile phones should be set to silent mode or turned off.
5. Shareholders who wish to speak must raise their hand and may only speak when invited by the Chairperson.

### **CHAPTER V**

#### **IMPLEMENTING PROVISIONS**

##### **Article 20. Implementation Clause**

This Regulation, consisting of 05 Chapters and 20 Articles, applies solely to the 2025 Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company and takes effect immediately upon its approval by the General Meeting of Shareholders. All shareholders and attendees are responsible for complying with the provisions in this Regulation.

**ON BEHALF OF BOD  
CHAIRMAN**

**Vu Van Tuan**



DRAFT

## REPORT

### **Business performance results in 2025 and business Plan for 2026**

## **PART I: BUSINESS PERFORMANCE RESULTS IN 2025**

### **I. CHARACTERISTICS OF THE BUSINESS SITUATION**

#### **1. Advantages:**

2025 was the final year of implementing the 2021–2025 socio-economic development plan, while also serving as a pivotal year to prepare the conditions for a new stage of development. Against the backdrop of increasingly complex and unpredictable global and regional developments; intensifying strategic competition among major economies; numerous adjustments in international trade policies; together with pressures arising from the restructuring and streamlining of organizational apparatuses in accordance with the Central Government's directives, the tasks facing Quang Ninh were extremely demanding.

Closely following the leadership and direction of the Central Government, with strong political determination, the Party organization, authorities, and people of all ethnic groups in the province upheld the tradition of "Discipline and Solidarity," while proactively and flexibly directing and administering socio-economic development; focusing on removing difficulties and obstacles; and effectively mobilizing and utilizing resources for development. As a result, the province achieved outstanding and comprehensive accomplishments.

Quang Ninh's GRDP growth rate reached 11.89%, ranking first nationwide and representing the highest level during the 2021–2025 period. The size of the economy was estimated at VND 368.445 trillion, while GRDP per capita reached approximately USD 10,402. The economic structure continued to shift in a positive direction, with the service sector maintaining its role as the key pillar of the economy. In 2025, the province welcomed 21.28 million tourist arrivals, up 12% compared to 2024; tourism revenue exceeded VND 57 trillion, an increase of 22.46%, contributing more than 50% to GRDP growth. Tourism continued to affirm its role as a spearhead economic sector, creating strong spillover effects for trade, transportation, and service industries.

The industry and construction sector grew by 10.58%, contributing 42.17% to GRDP and continuing to play a pillar role in the economy. Processing and manufacturing industries gradually became new growth drivers, associated with

the development of industrial parks and economic zones, and the attraction of environmentally friendly, high-tech investment projects. The agriculture, forestry, and fisheries sector grew by 3.85%, exceeding the planned target and contributing to social security and sustainable rural development.

Alongside economic growth, state budget revenue continued to be a highlight, exceeding VND 82 trillion, equivalent to 149% of the estimate assigned by the Central Government and 143% of the provincial target, up 53% compared to 2024. The investment and business environment continued to improve in a substantive manner. The province recorded 2,300 newly established enterprises, exceeding the annual target by 15%. Total non-budget domestic investment capital reached VND 475.858 trillion, 15.8 times higher than in 2024, while foreign direct investment (FDI) was estimated at approximately USD 1 billion, maintaining a positive growth trend. These results reaffirmed the confidence of the business community and investors in the province's investment environment.

The year 2025 also marked a strong transformation in urban appearance and infrastructure development. With 96 projects and works commenced and inaugurated, Quang Ninh continued creating synchronized and modern infrastructure breakthroughs. In particular, the province completed its 2025 social housing development plan with 2,464 apartments, achieving 112% of the target assigned by the Prime Minister; at the same time, it planned 49 locations for future social housing development with more than 56,000 apartments, clearly demonstrating the province's orientation toward harmonious development between economic growth and social welfare.

Quang Ninh also made a remarkable breakthrough in the Provincial Innovation Index (PII) rankings, continuously improving its position over the years, from 9th place in 2023 to 6th place in 2024, and rising to the top three nationwide in 2025, behind only Hanoi and Ho Chi Minh City. The province implemented various measures to maintain and improve its rankings in the PCI, PAR INDEX, SIPAS, and PAPI indices; reduced and exempted certain fees and charges for administrative procedures processed via online public services; and continued to focus on developing high-quality human resources and skilled labor associated with rapidly increasing both population scale and quality. These favorable conditions created opportunities for Quang Ninh Clean Water Joint Stock Company to expand water supply infrastructure, increase opportunities for customer development, and broaden its service coverage and customer base. In addition, numerous mechanisms and policies issued by the Central and local governments supported and contributed to improving production and business efficiency, increasing output and revenue, and ensuring employment and income for employees.

With the outstanding achievements attained in 2025, Quang Ninh continued to affirm its role as a leading locality in innovation within the Red River Delta

region and as a dynamic growth pole in Northern Vietnam. This serves as an important foundation for the province to enter a new stage of development with higher objectives and more comprehensive requirements, contributing increasingly to the country's overall growth.

## **2. Difficulties**

However, besides the favorable conditions, the Company also faced numerous difficulties that directly affected its production and business performance, specifically as follows:

- Nevertheless, 2025 also witnessed unprecedented challenges. The aftermath of Typhoon No. 3 (Super Typhoon Yagi), which made landfall at the end of 2024 with the most devastating impact recorded in the past 70 years, continued to leave severe consequences for the province's technical infrastructure and ecological environment. More than 117,000 hectares of forest were damaged and destroyed, significantly reducing the water retention capacity of reservoir catchment areas, resulting in irregular fluctuations in both the flow and quality of raw water sources. In addition, extreme weather conditions such as prolonged heatwaves and landslides during the 2025 rainy and storm season continued to place considerable pressure on the pipeline system and operational management. The Company's water supply network covers the entire province, with complex terrain including mountainous and remote island areas, leading to consistently high management and operational costs. \

- The Company has a large workforce, of which female employees account for a high proportion (over 48%). In addition, as the Company's operations extend throughout the province, work allocation remains challenging, resulting in reduced labor productivity.

- In 2025, numerous transportation infrastructure and urban renovation projects involving road widening, sidewalk expansion, and drainage system construction continued across the province, affecting the Company's water pipeline system. Moreover, many sections of the water supply network required frequent renovation and repair; customer water meters needed replacement due to prolonged usage; and additional tools and equipment had to be procured for water production units. Electricity prices also increased, while prolonged power outages forced the Company to operate backup generators to maintain production. Consequently, production costs for water supply operations increased significantly.

- Due to the impacts of climate change, 2025 experienced prolonged droughts and extreme heat, causing water levels in reservoirs and dams to decline substantially compared to the same period of previous years, with a continuing trend of more rapid depletion as reservoir surface areas shrank. In addition, rising



sea levels intensified saltwater intrusion, further deteriorating the quality of river, stream, reservoir, and dam water sources, thereby creating greater challenges in the management and protection of raw water sources. The Company had to allocate considerable resources to respond to declining water sources and stabilize water production and supply services for the public.

- Input costs such as electricity, chemicals, raw materials, and fuel continued to rise sharply. All of these factors directly impacted the Company's production and business operations, as well as the livelihoods of its employees.

Quang Ninh Clean Water Joint Stock Company is an enterprise with a long-standing tradition in the production and trading of clean water. Inheriting and promoting the achievements attained over previous years, the members of the Board of Directors and the Company's Executive Board made every effort in leadership and management, while mobilizing the intellectual resources of departments and fostering coordination, solidarity, and dedication among all employees to successfully implement the assigned production and business plans and objectives.

## I. RESULTS OF BUSINESS PERFORMANCE

Implementing the resolutions of the Annual General Meeting of Shareholders, as well as the resolutions and decisions of the Board of Directors in 2025, the Company's Executive Board performed its functions and duties in managing and operating all aspects of the Company's production and business activities. The Executive Board assigned specific responsibilities to each member according to their respective areas of responsibility in order to direct, supervise, and promptly manage the operations of departments, divisions, and units throughout the Company. The results achieved in the implementation of key performance indicators were as follows:

### 1. Results of Key Indicators:

No	Key indicators	Unit	Actual 2023	2024		Comparison	
				Plan	Actual	Compare to plan (%)	Compare to 2023 (%)
I. PRODUCTION INDICATORS							
1	Extracted tap water	1.000 m3	74.721	78.843	78.007	98,94%	104,40%
2	Water consumption volume	1.000 m3	66.833	69.610	70.277	100,96%	105,15%



3	Water loss rate	%	10,86%	10,28%	10,03%	-0,25%	-0,83%
4	Customer growth	households	9.411	9.000	9.189	102,1%	97,64%

## II. FINANCIAL INDICATORS

5	Total revenue	Million dong	814.471	855.192	880.509	102,96%	108,11%
6	Revenue from tap water	Million dong	780.597	815.096	832.736	102,16%	106,68%
7	Profit before tax	Million dong	71.058	76.697,5	80.561	105,04%	113,37%
8	Profit after tax	Million dong	56.814	61.358	65.020	105,97%	114,44%
9	Basic earnings per share (based on average charter capital)	Dong	1.118	1.207	1.279	72 (dong)	161 (dong)
10	Return on owner's equity (ROE)	%	11,18%	12,07%	12,79%	0,72%	1,61%
11	Dividend payment obligation to state-owned capital	%	2,87%	2,88%	4,5%	1,62%	1,63%
12	Average employee income	1000d/person/month	14.954	15.157	17.691	+2.534 (1000d)	+2.737 (1000d)

## 2. Implementation of key operational programs:

With a tradition of solidarity and a spirit of creativity and innovation in labor, Quang Ninh Clean Water Joint Stock Company was determined to overcome all difficulties, closely follow the directives of the Provincial authorities and relevant

departments, and strive to turn challenges into opportunities, while ensuring safe and stable water supply services for more than 280,000 customers throughout the province and securing the material and spiritual well-being of over 1,293 employees.

In 2025, the Company identified its key operational theme as: “Striving to implement solutions for organizational streamlining, practicing thrift, and preventing waste in production and business activities, creating momentum for a new term.” The Company focused on enhancing the capacity of its workforce, building a strong QUAWACO corporate culture, and optimizing resources in order to improve management capability and the quality of task execution among employees. At the same time, the Company sought to maximize labor efficiency and increase added value through the effective utilization of existing human resources. Through these efforts, the Company aimed to improve customer service quality before, during, and after the installation and use of clean water supply services, foster close and sustainable relationships with customers, strengthen customer trust, and continuously nurture and enhance customer satisfaction with the Company’s products and services.

The Company also effectively carried out tasks related to ensuring safe water supply, expanding the water supply network, applying scientific and technological advancements, and improving labor productivity in order to increase output and revenue, expand water supply coverage, reduce water loss rates, enhance employees’ living standards, and create greater motivation for the workforce.

In addition to the objectives set out under the key operational theme, 2025 was also a year full of challenges regarding water supply operations. However, under the decisive leadership of the Party Committee, the Board of Directors, and the Executive Board, together with the implementation of numerous synchronized and optimal solutions from the beginning of the year, the active participation of all departments and units, and the dedicated efforts of all employees, the Company’s production and business activities in 2025 achieved encouraging results, specifically as follows:

### **2.1. Leadership and management by the Company’s Board of directors**

In 2025, the Party Committee, the Board of Directors, and the Executive Board of the Company provided decisive, proactive, focused, and practical leadership and management, closely following the resolutions and directives of the Provincial Party Committee, the People’s Council, and the People’s Committee of Quang Ninh Province regarding the assurance of water supply safety and security. The Company directed production and business activities in line with actual operational conditions, meeting the socio-economic development

requirements of Quang Ninh Province in the new context, with the following key contents:

- + Developing investment strategies for the expansion of the water supply system and market development, while implementing specific solutions to realize the Company's development strategy, gradually promoting sustainable growth and development;

- + Investing in key projects to supplement water sources and renovate and expand transmission and distribution pipeline systems in order to meet the demand for domestic water, industrial production, and tourism services. Establishing implementation roadmaps for water supply projects in alignment with the progress of socio-economic development projects, tourism urban areas, and industrial zones throughout Quang Ninh Province;

- + Expanding the water supply system and focusing on customer development to increase the rate of urban population supplied with clean water through centralized water supply systems to over 95.5%, while ensuring that more than 85% of the rural population has access to clean water meeting regulatory standards, thereby fulfilling the objectives set out in Resolution No. 05-NQ/TU dated December 9, 2025;

- + Continuously improving working and management processes in line with actual production conditions, social development, and scientific and technological advances in order to enhance work efficiency, shorten customer access time to water services, reduce costs, and minimize management risks;

- + Building a dynamic and professional working environment, with employees demonstrating professional working styles and courteous communication; creating a green, clean, friendly, and modern workplace; effectively utilizing and improving human resource quality through competency evaluations, training, workforce restructuring, and transparent and scientific recruitment, with the goal of reducing the labor-to-connection ratio and increasing revenue per employee. At the same time, strengthening labor discipline throughout the Company and implementing synchronized measures to improve labor productivity;

- + Improving the quality of products and services to enhance customer satisfaction regarding service style and attitude, while providing additional value-added services related to the Company's core product (clean water), and consistently demonstrating care and appreciation for customers;

- + Applying scientific and technological innovations in production and business activities to improve operational efficiency, reduce costs, facilitate management activities, and enhance labor productivity;

+ Maximizing opportunities for digital economic development; recognizing digital transformation as an inevitable trend and a central, long-term, and urgent task. The Company developed plans and roadmaps to accelerate the digital transformation process as an opportunity to address bottlenecks, create breakthroughs in development, and improve growth quality.

## **2.2. Water Supply and Customer Service**

In 2025, the Company generally performed well its leading role in coordinating water supply services for residential use and major political events. During peak periods such as the water supply campaign for the Lunar New Year of the Year of the Snake (At Ty), major holidays, and important political events, the Company proactively implemented water source plans to ensure sufficient and stable water supply without any shortages.

Building upon the technological infrastructure previously invested in, the Company continued to maintain the effective operation of the Supervisory Control Center (SCC) and the SCADA system to regulate water pressure and flow on a 24/7 basis. For highland and end-of-line areas, the Board of Directors and the Executive Board directed the implementation of urgent measures such as installing localized booster pumping stations and regulating sectional control valves. As a result, the rate of customers receiving continuous 24-hour water supply across the Company reached 92.43%. Notably, three water supply enterprises — Dong Trieu, Quang Yen, and Van Don Water Supply Enterprises — achieved a continuous water supply rate of 100%.

Recognizing water quality as a vital factor, the Company continued to strictly implement quality control procedures in accordance with QCVN 01-1:2024/BYT standards. Chemical dosing and water treatment processes at water plants were closely monitored, with special attention given to indicators such as manganese content and turbidity during the rainy and storm seasons. The online water quality monitoring systems at major water plants operated stably, providing real-time data on turbidity, pH, and residual chlorine to the SCC Center. Internal and external quality inspections were fully conducted to ensure objective and transparent testing results. Water sampling and testing were regularly carried out across the distribution network and at customer premises, with 100% of tested water samples meeting the prescribed quality standards during the year. To prevent deterioration in water quality during transmission and distribution, the Company strictly implemented plans for periodic pipeline flushing, pigging, and cleaning of transmission and distribution pipelines.

Despite these achievements, water supply coordination activities continued to face numerous challenges due to increasingly abnormal extreme weather conditions, which caused localized water supply interruptions in certain areas. In addition, the quality of raw water sources in rivers and reservoirs became



increasingly complex and unstable, with deeper saltwater intrusion and sudden increases in turbidity during the rainy season, placing considerable pressure on chemical costs and water treatment processes at the plants.

### **2.3. Improve water quality, exploit water resources and protect the environment**

In response to the increasingly complex impacts of climate change, the Company continued to intensify the implementation of the Water Source Security Assurance Program for the 2021–2025 period. The Company closely coordinated with local authorities and forestry units to monitor and protect watershed forests and reservoir protection corridors. Dredging activities at water intake facilities were carried out regularly to ensure adequate water storage capacity.

Drawing profound lessons from Super Typhoon Yagi in 2024, the Company proactively reviewed and reinforced vulnerable locations and supplemented backup generators during 2025. Thanks to thorough preparation, the Company effectively responded to floods and landslides throughout 2025, ensuring absolute safety for both personnel and equipment while maintaining stable water supply operations. Regular monitoring of groundwater levels at extraction wells and salinity levels in the Man River (Hoanh Bo Water Plant) was continuously maintained, enabling the Company to proactively regulate water extraction in a reasonable manner and prevent depletion or saltwater intrusion.

Environmental management activities were implemented systematically and in strict compliance with the Law on Environmental Protection and relevant regulations. In 2025, the Company focused on reviewing and completing environmental legal documentation for its affiliated units, including applications for environmental permits, preparation of environmental registration dossiers for projects, and renewal and adjustment of surface water exploitation licenses for water plants in accordance with actual operating conditions.

The Company strictly implemented the collection, transportation, and treatment of hazardous waste and ordinary industrial solid waste through service contracts with licensed and qualified contractors. Periodic environmental monitoring activities (including wastewater, emissions, and working environment conditions) were maintained at all plants and enterprises, ensuring that all discharge indicators remained within permitted limits. The Company also paid special attention to investing in and upgrading environmental protection facilities, including the construction of a hazardous waste storage facility at Khe Mai Water Plant and the development of sludge drying yards and sedimentation ponds at Dien Vong, Dong Dang, and Mieu Huong Water Plants to thoroughly treat sludge generated during water production processes.



However, water source security management still faced significant challenges due to the wide distribution of reservoirs and weirs under the Company's management, many of which are located adjacent to residential areas and production forests. In addition, logging and exploitation activities conducted by certain forestry companies in upstream forest areas have negatively impacted reservoirs, causing localized sedimentation and reducing the designed water storage capacity. Furthermore, the completion of legal procedures related to land use and environmental matters for certain projects remained problematic, and implementation progress did not meet expectations.

#### **2.4. Prevent water loss and revenue loss**

Clean water loss reduction continued to be a key task of the Company and was implemented in a more systematic, decisive, and scientific manner. The Company strongly shifted from a "reactive incident-handling" approach to a "proactive management" model. The reconciliation of water production and loss data was conducted on a weekly basis; any abnormal fluctuations were required to be explained, isolated, and promptly inspected through leak detection activities for immediate handling.

The Company continued implementing and refining the District Metered Area (DMA) network management model, comprehensively separating network zones while enhancing the use of modern leak detection equipment combined with experience-sharing among units. Thanks to these decisive measures, the annual water loss ratio was maintained at 10.03%, lower than the planned target of 10.28%. In particular, the managed water loss ratio reached 9.89%, 0.2% lower than the target and down 0.84% compared to the 2024 result.

In addition, efforts to inspect and detect cases of water fraud were further strengthened. Notably, cases involving illegal water connections in Mao Khe Ward (September 2025) and Ha Lam Ward (December 2025) were successfully detected and thoroughly handled, creating a strong deterrent effect.

Although the overall water loss ratio remained below the planned target, certain areas continued to experience relatively high and difficult-to-control leakage rates due to rapid urban development, transportation infrastructure construction, and the continued use of aging pipeline systems installed many years ago that have not yet been synchronously replaced. The detection of underground leaks requires highly skilled personnel and modern technical equipment; meanwhile, the Company's extensive management area has at times affected the timeliness of incident handling. Furthermore, fraudulent acts related to water usage have become increasingly sophisticated, creating significant challenges for inspection and monitoring activities.

## 2.5. Technical Management

In 2025, the ISO Board reviewed and issued 23 notices regarding the implementation of new and revised procedures, with a focus on standardizing procedures for new service groups such as air-conditioner maintenance, water heater maintenance, and non-shutdown pipe tapping services. The Company also rebuilt the entire set of production cost norms for clean water supply, replacing the previous norms issued in 2015. The new norms were updated to closely reflect actual consumption of electricity and chemicals, while incorporating new technologies such as SCADA systems and advanced pipeline flushing technologies. This served as an important basis for effective production cost management.

In addition, maintenance and servicing activities for machinery and equipment continued to be carried out according to periodic plans, ensuring that equipment remained in good operating condition and minimizing unexpected incidents. Technical solutions such as sedimentation tank upgrades and optimization of filter backwashing processes at water plants continued to prove effective, helping stabilize treated water quality even when raw water quality fluctuated.

Leveraging the capabilities of its engineers and technical staff, the Company proactively carried out surveying, design, cost estimation, and construction supervision for numerous renovation, repair, and new investment projects internally. Performing these tasks in-house not only helped reduce external consultancy costs but also ensured that technical solutions closely matched actual operational conditions, thereby accelerating the implementation of network renovation projects, pipeline replacement works, and upgrades to pumping stations and water plants.

Despite many improvements, technical operations continued to face challenges arising from aging infrastructure and human resource quality. Some older pumping stations and water plants still operated with non-synchronous technological systems and low levels of automation, resulting in pressure and flow control processes that sometimes still depended on manual operations. Pipeline systems in certain older urban areas, which were installed many years ago using steel and galvanized materials, have deteriorated over time, obstructing water flow and posing risks of leakage incidents that could affect water quality.

In addition, the ability of some older technical workers to master new technologies remained limited and had not kept pace with the Company's rapid digital transformation and automation efforts. Specialized personnel in automation fields such as SCADA and PLC systems remained limited at certain units. When complex automation control incidents occurred, some units still encountered difficulties and depended on support from the parent Company.

Furthermore, increasingly abnormal fluctuations in raw water quality have posed major challenges to existing treatment technologies, requiring continuous adjustments to operational processes and increasing chemical treatment costs.

## **2.6. Application of science and technology in business operations**

The year 2025 marked significant breakthroughs in QUAWACO's digital transformation strategy. In implementing Resolution No. 57-NQ/TW of the Politburo, the Company intensified the application of science and technology in its production processes and commissioned automatic chemical dosing systems at Mao Khe Treatment Area and Dong Dang Water Plant. The Company also continued expanding the remote-control operating model for numerous small-scale booster pumping stations, thereby optimizing manpower utilization and enhancing operational reliability and safety.

In addition, the Company officially launched its GIS-based water supply system management software on January 1, 2025. Pipeline network data were comprehensively digitized, providing effective support for technical management and repair operations. The My Quawaco application was upgraded and became the Company's primary customer communication channel, achieving an installation rate of 89.44%. The rate of non-cash payments increased significantly to more than 93% of total invoices.

Regarding digital transformation in corporate governance, the Company upgraded its electronic office software system toward the development of a paperless office model and implemented a new Human Resources and Payroll Management software system (EZMAX HRP Professional), thereby improving the efficiency of human resource management.

Despite these positive achievements, some older pumping stations and water plants still operate with non-synchronous technological systems and relatively low levels of automation, resulting in high electricity and chemical consumption norms. In addition, efforts to overcome the consequences of natural disasters required substantial resources and time, affecting periodic maintenance plans. The ability of some older technical workers to master new technologies also remained limited and has not yet fully kept pace with the Company's rapid digital transformation process.

## **2.7. Occupational Safety and Health – Fire and Explosion Prevention Activities:**

In 2025, occupational safety and hygiene (OSH) as well as fire prevention, firefighting, and rescue operations (FPF&R) continued to be identified by the Company as key tasks closely associated with production and business activities, achieving many positive results.



The Company ensured absolute safety, with no fatal occupational accidents or incidents causing serious damage to machinery and equipment. The provision of personal protective equipment (including uniforms, shoes, helmets, gloves, etc.) was carried out comprehensively for 1,296 employees, with a total expenditure of approximately VND 2.3 billion, ensuring the best possible protection for employees during work.

Occupational safety and industrial safety training programs were implemented systematically, including training for 33 employees in Group 1, 23 employees in Group 2, 154 employees in Group 3, and 17 employees in Group 6, while also maintaining the effective operation of the occupational safety network comprising 87 safety officers.

In 2025, no fire or explosion incidents occurred throughout the Company, ensuring absolute safety for both personnel and assets. Fire prevention and firefighting awareness campaigns were actively implemented through official documents combined with communication via social media platforms such as Zalo and Facebook to enhance employee awareness.

In December 2025, the Company assigned 75 employees, who are members of grassroots Fire Prevention, Firefighting, and Rescue Teams across the Company, to participate in professional training courses on fire prevention, firefighting, rescue, and emergency response organized by the Fire Prevention and Rescue Police Department of Quang Ninh Provincial Police.

During the year, the Company invested VND 993 million in fire prevention and firefighting activities, including the procurement of equipment, maintenance of automatic fire alarm and firefighting systems, and the purchase of compulsory fire and explosion insurance. Management of the fire hydrant system across the province was maintained effectively, with a total of 701 hydrants officially handed over for operation and management, 40 hydrants managed by local residents, and 256 hydrants not yet handed over to the Company for management. During the year, the Company repaired and maintained 701 hydrants and replaced 76 damaged hydrants, ensuring readiness to support the Province's firefighting activities.

Besides these achievements, occupational safety and fire prevention activities still faced several limitations requiring further improvement. Although no serious accidents occurred, there were still two severe occupational accidents recorded during the year. Some infrastructure facilities and workshops, which were constructed many years ago, have experienced deterioration in electrical systems and firefighting equipment, with certain systems becoming outdated and no longer fully meeting the stringent requirements of current regulations and standards.



In addition, the management and protection of fire hydrants continued to face difficulties due to limited public awareness among a portion of residents, combined with impacts from transportation infrastructure construction and sidewalk renovation projects, resulting in some hydrants being damaged, losing covers, or becoming buried.

## **2.8. Organization, Labor, Salary, and Administrative Affairs**

In 2025, the Company continued conducting a comprehensive review of the functions and responsibilities of all departments, plants, and enterprises in order to eliminate overlaps and address existing shortcomings, thereby reorganizing the organizational structure toward a model with clear assignment of personnel, duties, and responsibilities. On that basis, the Company carried out the merger of several departments and units and adjusted the management areas of certain water supply units.

The Company also completed the standardization of the entire job description system, officially implemented the new Human Resources and Payroll Management software (EZMAX HRP Professional), and continued effectively applying KPI-based performance evaluations for middle management personnel, with a roadmap toward extending implementation to all job positions. This serves as a key foundation for ensuring fair salary and bonus policies based on actual competence and for creating genuine motivation for employees to strive for higher performance.

Regarding policies and employee welfare, the Company ensured stable employment and income for 1,296 employees. Social insurance, health insurance, and unemployment insurance regimes were fully and promptly implemented for 100% of employees in accordance with regulations. The Company also provided severance support for 40 elderly employees and employees with weak health conditions who wished to retire early, with total support payments exceeding VND 9.6 billion, demonstrating the Company's human-centered personnel policies.

Employee healthcare was given special attention. The Company organized periodic health check-ups for 1,288 employees. Benefits related to sickness (186 cases), maternity leave (55 cases), and recuperation leave (35 cases) were fully and promptly settled, with total support expenditures amounting to VND 1,931,746,000.

In addition, the "Contribute Initiatives – Share Ideas" program continued to be implemented and attracted enthusiastic participation from employees, receiving 56 proposed ideas, many of which were applied in practice and generated significant efficiency improvements.

Training activities in 2025 were implemented systematically and comprehensively, focusing not only on professional expertise but also on soft skills and corporate culture. Pursuant to Plan No. 2739/CTN-KH dated December 23, 2024, the Company organized numerous direct and online training courses covering a wide range of fields from technical expertise to soft skills. Typical training programs included: training skills and professional guidance; supplementary knowledge on water treatment technology and chemical operations; maintenance of inverters and electrical equipment; office IT skills and investment project management software; procurement and warehouse management problem-solving skills; and customer service and abnormal consumption handling skills. These programs not only improved professional capabilities but also equipped employees and managers with modern management thinking.

In addition, the Company successfully organized the 2025 Salary Grade Promotion and Salary Retention Examination. This was the largest and most important professional competency assessment examination of the year, conducted in a systematic and rigorous manner. The examination involved 1,002 employees participating in salary retention assessments and 213 employees taking salary grade promotion examinations.

The examination process, including question preparation, examination organization, and grading, was scientifically divided among four examination boards according to professional fields. The entire process was strictly controlled, from examination question development and confidentiality measures (including sealing and random selection of examination codes) to invigilation and grading procedures. Examination content closely reflected actual production activities and combined theoretical knowledge with practical skills and situational problem-solving, thereby ensuring accurate assessment of employees' actual competencies.

Administrative and internal affairs activities remained stable and effectively supported production and business operations. Documentation and archival activities were carried out in accordance with procedures, ensuring document and seal security. At the end of 2025, the Company upgraded its Electronic Office software system toward the objective of developing a "paperless office." The document archive system was reorganized, with classification and standardization of files, shelves, and storage boxes integrated with a database-linked coding system that allows rapid document retrieval.

Security and public order at the Company headquarters and plants were maintained effectively. Collective kitchens complied with food hygiene and safety requirements, ensuring employees' health. Company vehicles were periodically maintained and managed efficiently. Landscaping and green space

maintenance at the Company Office and affiliated units were carried out regularly, maintaining the model of “Bright – Green – Clean – Beautiful Factories.”

Despite these achievements, organizational and personnel management still faced several limitations that must be frankly acknowledged. The high proportion of female employees in this technically specialized industry created certain difficulties in workforce arrangement and on-site incident response operations. The Company also faced shortages of highly qualified personnel in key areas such as automation and information technology to meet the demands of rapid digital transformation.

In addition, some older technical workers experienced difficulties in adapting to new technologies and have not fully kept pace with the modernization of the Company’s operational processes. Although numerous training courses were organized, the actual effectiveness of some training programs remained limited, and the practical application of acquired knowledge by certain employees was still inadequate. Furthermore, while KPI-based evaluations for middle management personnel have been implemented, the assessment process at times has not fully reflected overall leadership capabilities.

## **2.9. Investment, Construction, and Project Management Activities**

In 2025, the Company’s capital construction and investment activities continued to closely follow Resolution No. 07-NQ/ĐU dated July 15, 2025 of the Party Executive Committee on enhancing the Party’s leadership role in investment capital disbursement activities. The Board of Directors and the Executive Board provided decisive direction, concentrating resources on resolving legal obstacles and accelerating the progress of key projects and works aimed at ensuring water source security and expanding market share.

Through regular specialized investment meetings (with the 7th session held by December 2025), the Company conducted detailed reviews of each project item and assigned specific responsibilities to relevant individuals and units. As a result, investment and construction management activities achieved significant improvements, particularly in the strict control of input material documentation and the requirement for contractors to submit quality management dossiers immediately after acceptance testing in order to shorten project settlement timelines.

Functional departments also conducted strict reviews of advance payments and required contractors to fulfill contractual obligations for capital recovery, thereby ensuring stable cash flow for the Company. The Company mobilized maximum manpower and equipment resources to accelerate the implementation of key projects such as: the expansion of Yen Lap Water Plant – Phase 2 (targeting full completion and operation before January 29, 2026); An Sinh Commune Water



Treatment Station (trial operation scheduled for February 10, 2026); the clean water reservoir and sludge drying yard at Dong Dang Water Plant (to be completed before January 31, 2026); water supply pipelines for Van Don International Airport and the pipeline system along Road No. 334; and the water reservoir at Doan Tinh Water Plant.

Overall, investment activities made an important contribution to enhancing production capacity, ensuring safe water supply, and gradually modernizing the Company's infrastructure system.

Despite the achievements attained, investment, construction, and project management activities still faced several shortcomings that require serious corrective measures. The progress of certain key projects remained behind the original schedule, resulting in accelerated implementation toward the end of the year and placing significant pressure on quality supervision and occupational safety management.

The quality of surveying and preparation of design-estimate documentation was at times still inadequate, with many dossiers submitted for appraisal containing repeated errors such as incorrect unit prices, missing item lists, and inaccurate quantities, leading to repeated revisions and re-appraisals. The capability of some personnel responsible for dossier preparation remained limited, with passive and mechanical working approaches and insufficient flexibility in proposing optimal technical solutions, resulting in additional work volumes and design adjustments during construction, thereby prolonging project implementation timelines.

In addition, the completion of as-built documentation and project settlement procedures for certain contract packages was not carried out in a timely manner. Furthermore, difficulties related to site clearance and land procedures at localities continued to be major obstacles, affecting project commencement schedules and the handover of cleared construction sites to contractors.

## **2.10. Financial Management Activities**

Against the backdrop of continued economic fluctuations, the Company's financial management in 2025 continued to be operated in a flexible and prudent manner, in full compliance with legal regulations and ensuring the preservation of State capital. The Company's financial position remained stable and secure. As of the end of Quarter IV/2025, the capital preservation ratio reached 1.029 times. State capital and shareholders' equity were preserved and developed even after dividend payments and profit distribution in accordance with regulations.

Key production cost norms, particularly electricity and chemical costs, were tightly controlled through assigned plans and periodic supervision. At the end of



July 2025, the Company conducted a comprehensive inspection and inventory of fixed assets, materials, funds, and capital across all affiliated units, thereby promptly rectifying shortcomings and preventing losses and wastefulness.

Debt collection activities were implemented decisively. The Company applied a salary fund reward and penalty mechanism linked to water bill collection rates, resulting in consistently high collection rates across units. Receivables and payables were regularly monitored and reconciled to ensure liquidity and maintain credibility with partners. The Company fully and promptly fulfilled all tax obligations and payments to the State Budget, with no overdue tax liabilities incurred.

Despite these positive results, financial management activities continued to face several longstanding and legally complex issues requiring further resolution. The recognition of the increase in State capital arising from asset revaluation under Inspection Conclusion No. 21/KL-TTr has not yet been fully resolved due to the need for further review of authority and guidance from relevant departments and agencies.

The accounting recognition of additional State capital related to assets formed from State budget sources, as recommended by the Inspectorate of the Ministry of Finance, remains problematic due to inconsistencies with Decree No. 32/2018/NĐ-CP, which does not permit additional State capital investment for maintaining ownership ratios in enterprises. As a result, the Provincial People's Committee has not yet been able to approve the relevant policy.

The Company has also taken over the operation and management of 206 water supply works that have not yet undergone official handover procedures or formal asset capitalization. The reasons include the absence of guiding regulations and approval from the Provincial People's Committee, as well as incomplete legal dossiers, as-built documents, and settlement records from former project owners (local People's Committees). This situation has created significant difficulties in asset management, depreciation accounting, and capital preservation.

In addition, the procedures for adjusting investment policies, planning, and financial treatment related to the Quawaco Apartment and Service Building Project remain complicated, posing potential risks in cost accounting if timely approval is not obtained.

## **2.11. Development of Value-Added Services and Bottled/Barreled Drinking Water**

In 2025, the Company continued promoting its policy of business diversification and developing utility services associated with clean water products in order to increase revenue sources and enhance customer experience.

Total revenue from value-added services reached VND 6,733,749,339, equivalent to 104.86% of the annual plan.

Services such as cleaning water tanks and reservoirs, maintenance of water heaters and washing machines, and repair of post-meter pipelines continued to be maintained and expanded, receiving positive feedback from customers due to the professionalism and reputation of the Quawaco brand. In addition, the Company researched and trained personnel to provide new services, including maintenance of solar water heating systems and wall-mounted air conditioners, meeting practical market demand.

Notably, the Company researched, developed, and launched alkaline ionized bottled and barreled drinking water products under the Qaromi brand. This represented a strategic step in leveraging the Company's water treatment technology advantages. Initially, the products have been positively received by the market, opening up a new development direction for the Company's drinking water brand.

Besides these encouraging results, value-added services and bottled/barreled drinking water products still faced several limitations. Water tank and reservoir cleaning services declined compared to 2024. Although the technical workforce possesses strong expertise in the water supply sector, their skills in refrigeration and household electrical maintenance (washing machines, air conditioners, water heaters) remain limited and insufficiently specialized.

A portion of employees still demonstrated reluctance to perform after-hours service work or concerns regarding risks of damaging customers' equipment. The Qaromi distribution system has not yet achieved professional operational standards, while transportation and delivery costs for small-volume orders remain high, reducing profit margins.

At present, Qaromi consumption still relies heavily on internal distribution channels (employees and affiliated industry units) and has not yet expanded strongly into mass retail and commercial distribution channels. Promotional and marketing activities remain relatively passive, lacking a comprehensive strategy to approach potential customers outside the Company's existing water customer base.

In addition, a number of employees still lacked adequate customer service awareness in relation to bottled and barreled drinking water services, including refusing weekend deliveries, arranging unsuitable delivery times, or failing to deliver products to the locations requested by customers.

### **3. Results of Implementing the Collective Labor Agreement, Grassroots Democracy Regulations, and Internal Rules and Regulations**

Following the 2025 Employees' Conference, and after incorporating feedback from employees, the Company revised and improved the Collective Labor Agreement, Labor Regulations, and Salary and Bonus Regulations to better align with the Company's production and business conditions while creating more favorable conditions for employees.

The Company also established regulations on periodic dialogue and organized extraordinary dialogues whenever employee feedback or concerns arose. Through these activities, many legitimate employee proposals were addressed and resolved. In 2025, the Company organized one periodic dialogue session at the Employees' Representative Conference and responded to numerous employee questions and concerns through information channels such as Zalo and Facebook.

During 2025, both the Company and employees strictly complied with all commitments stipulated in the Collective Labor Agreement. The provisions of the grassroots democracy regulations and the Company's internal rules and regulations were effectively implemented. Throughout the year, there were no employee

### **4. General Assessment**

In 2025, under the decisive leadership and direction of the Party Committee, the Board of Directors, and the Executive Board, together with the active participation of professional departments, affiliated units, and mass organizations, the Company's production and business activities achieved encouraging results and fundamentally fulfilled the targets and plans set forth.

The Company's production and business operations gradually became more disciplined and systematic, while the sense of responsibility among employees significantly improved. Employees' jobs and livelihoods were maintained in a stable manner. The spirit of mutual support among affiliated units in handling urgent production and business tasks was clearly demonstrated, contributing to strengthening the image of QUAWACO with the spirit of "continuous efforts."

The Company achieved several notable results as follows:

+ **Water consumption output:** Reached 70,276,514 m<sup>3</sup>, equivalent to 100.96% of the annual plan and an increase of 5.15% compared to 2024. This growth reflects the strong recovery in actual water demand from the local economy.

+ **Total revenue:** Reached VND 880,509.2 million, equivalent to 102.96% of the annual plan and an increase of 8.11% compared to 2024. The higher revenue growth rate compared to water output growth demonstrates effective management of average selling prices and commercial loss control.

+ **Profit after tax:** Reached VND 65,019.6 million, equivalent to 105.97% of the annual plan and an increase of 14.4% compared to 2024.

+ **Water loss ratio:** Recorded at 10.03%, lower than the plan by 0.25% and reduced by 0.74% compared to 2024 (of which management loss accounted for 9.89%, lower than the plan by 0.2% and down 0.84% compared to 2024). This represents a significant effort in the context of an expanding pipeline network and rapid urbanization impacts.

+ **Customer development:** The Company successfully developed 9,189 new customer connections, achieving 100.98% of the annual plan and contributing to the expansion of water supply coverage.

+ **State budget and insurance obligations:** The Company fully fulfilled 100% of its obligations regarding State budget payments and social insurance contributions, thereby ensuring employees' rights and fulfilling responsibilities toward the community.

+ **Rate of population using clean water within the Company's service area:** Reached 82.18% across the Company, including 87.92% in urban areas and 36.30% in rural areas.

In addition to the main production and business indicators, the Company also implemented several additional initiatives aimed at increasing revenue and employee income, achieving encouraging results in 2025, including:

+ **Water tank and reservoir cleaning services:** Provided services for 2,378 customers, generating revenue of VND 1,267 million.

+ **Water heater maintenance services:** Provided maintenance services for 1,055 customers, generating revenue of VND 192 million.

+ **Repair, installation, and replacement services within and after water meter assemblies:** Generated revenue of VND 4,825 million with 8,724 customers using the services.

+ **Water meter transportation and inspection rental services upon customer request:** Provided transportation services for 255 customer water meters, generating revenue of VND 177 million.



+ **Water supply system management service fees:** Generated revenue of VND 3,461 million.

+ **Water bill collection and cashless payment ratio:** The Company implemented various solutions to ensure completion of monthly water bill collection targets at affiliated units, resulting in an estimated collection rate of over 99.52% by the end of each month. As of December 2025, the cashless payment ratio reached 93.32% of total invoices and 95.75% of total revenue.

+ **Inactive customers (customers with no water consumption):** As of December 31, 2025, there were 14,308 inactive customers, including customers using alternative water sources, vacant houses, and firefighting connection points. The Company implemented various solutions to reduce the number of inactive customers by actively coordinating with local authorities to promote the use of clean water for health protection purposes, decisively suspending or terminating contracts for customers with no water consumption for three consecutive months, or reaching agreements to collect water supply system management fees in order to maintain and monitor the system so that water would be immediately

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## **PART II**

### **ORIENTATION, TASKS, AND IMPLEMENTATION MEASURES FOR THE 2026 PLAN**

#### **I. OBJECTIVES AND TASK**

The year 2026 is identified as a historically strategic milestone for Quang Ninh Clean Water Joint Stock Company, marking the 50th anniversary of its establishment and development (1976–2026), while also serving as the pivotal first year for implementing the objectives set forth in the Resolution of the 17th Party Congress of the Company for the 2025–2030 term.

In the context of Quang Ninh Province concentrating all available resources toward the goal of becoming a centrally governed municipality before 2030, QUAWACO faces an urgent requirement to transform strongly from a traditional management model to a smart governance model, taking data and technology as the core foundation for optimizing production capacity and improving service quality.

Building upon the achievements attained in 2025, the Board of Directors (BOD) and the Executive Board (EB) have identified the orientations and key tasks for 2026 under the overarching theme:

“Establishing a Smart Water Supply Management Platform to Enhance Production Operation Efficiency and Labor Productivity.”

General Objectives: To concentrate resources on establishing and operating the core subsystems of a smart management platform; ensuring sustainable growth of production and business indicators; achieving and exceeding key planned targets; controlling costs; reducing the water loss ratio to below 9.86%; ensuring water supply security and safety; improving employees’ living standards; and successfully organizing activities celebrating the 50th anniversary of the Company’s establishment.

#### **II. KEY PLANNED TARGETS FOR 2025**

##### **2.1 Targets for Business Operations and Finance**

NO	INDICATORS	UNIT	PLAN IN 2025	NOTE
PRODUCTION INDICATORS				

NO	INDICATORS	UNIT	PLAN IN 2025	NOTE
1	Extracted tap water	1.000 m3	82.890	
2	Water consumption volume	1.000 m3	72.385	
3	Water loss rate	%	9,86	
4	Customer growth	Households	9.150	
<b>FINANCIAL INDICATORS</b>				
5	Total revenue	<i>Million dong</i>	996.359	
6	Profit before tax	<i>Million dong</i>	73.187	
7	Profit after tax	<i>Million dong</i>	11,92	
8	Basic earnings per share (based on average charter capital)	%	6,5%	
9	Average employee income	<i>1.000d/person/month</i>	18.952	

In 2026, the Company will continue investment preparation activities and the implementation of ongoing projects and works, including:

- Investment in the construction of Yen Lap Water Plant with a capacity of 26,000 m<sup>3</sup>/day (Phase 2).
- Investment in upgrading the capacity of Dien Vong Water Plant to 90,000 m<sup>3</sup>/day.
- Investment in upgrading the automation system of the filtration facilities at Dien Vong Water Plant.
- Clean water treatment station in An Sinh Commune (Phase 2).
- Sludge drying yard and green corridor at Dien Vong Water Plant.
- Investment in the construction of a clean water reservoir and sludge drying yard at Dong Dang Water Plant.

In addition, the Company will implement several other investment, capital construction, and major repair projects to ensure safe water supply and effectively meet the clean water demand of organizations and individuals across the province (the detailed list of projects under the 2026 plan is attached herewith).

### **III. KEY SOLUTIONS FOR ACHIEVING THE 2025 PLAN OBJECTIVES**

#### **1. Effective Implementation of the 2026 Key Theme**

Building on the achievements attained in 2025, Quang Ninh Clean Water Joint Stock Company continues to set the objective of implementing its 2026 production and business plan under the theme: **“Establishing a Smart Water**

## **Supply Management Platform to Enhance Operational Efficiency and Labor Productivity.”**

In 2026, in addition to performing the Company’s governance functions within the scope of authority and responsibilities of the Board of Directors as stipulated in the Company’s Charter and other governance regulations, the Board of Directors (BOD) will focus on the following orientations and action plans:

+ Concentrating on directing and managing the Company’s operations in close alignment with the resolutions and directives of the Provincial Party Committee, the Provincial People’s Council, and the Provincial People’s Committee regarding the assurance of water supply safety and security, while steering production and business activities in line with actual operating conditions and meeting the socio-economic development requirements of Quang Ninh Province in the new context.

+ Management and administration in 2026 require a comprehensive shift in mindset, moving from a reactive approach of “handling and remedying incidents” toward a proactive model of “strategic and predictive governance.” The BOD and Executive Board will focus on strengthening discipline, optimizing resources, and using practical results as the benchmark for evaluating effectiveness.

### **Innovation in Data-Driven Governance**

The digital transformation process must go beyond merely applying software solutions and become deeply embedded in leadership and management thinking. In 2026, the Company’s management and administration must decisively eliminate decision-making methods based solely on qualitative assessment, intuition, or experience. All management decisions must be grounded in actual data extracted from production and operational management systems.

Management and operational direction will focus on analyzing continuously updated key performance indicators (KPIs). Company leaders and affiliated units must utilize data to forecast potential risks, such as pipeline burst risks based on pressure charts, risks of raw water shortages based on hydrological data, or risks of commercial water losses based on analyses of abnormal customer consumption patterns. Accordingly, directives and actions must emphasize “early and proactive prevention” rather than merely addressing consequences after they occur.

### **Decentralization and Delegation Associated with Control and Accountability**

To ensure a flexible and responsive organizational structure, the BOD and Executive Board will continue promoting comprehensive decentralization and delegation of authority to Deputy General Directors in charge of operational



sectors, heads of functional departments, and directors of affiliated units. However, delegated authority must be accompanied by transparent accountability.

The mechanism of **“Clear Person – Clear Task – Clear Responsibility – Clear Process – Clear Effectiveness”** shall be rigorously implemented. Every task assigned through conclusions, directives, and official documents must clearly identify the responsible individual, particularly the heads of departments and units. Any cases of shirking responsibility, avoiding accountability, or delaying the implementation of directives will be handled strictly.

### **Translating Strategy into Practical Actions**

The directives and resolutions issued by the BOD and Executive Board must be translated by departments and affiliated units into practical action plans. Beginning in January 2026, based on assigned production and business targets, all units must develop action plans containing practical solutions and detailed monthly and quarterly implementation schedules.

Such plans must quantify workloads, clearly determine required resources (finance, personnel, materials, etc.), and specify concrete completion milestones.

Regular coordination meetings (weekly/monthly) must also be reformed with a focus on resolving operational “bottlenecks.” Meetings will reduce time spent on reporting results and instead dedicate the majority of discussion time to identifying solutions for practical difficulties and obstacles, particularly issues related to improving the percentage of the population with access to clean water.

- Direct and administer all assigned tasks effectively, striving to exceed the production and business targets set for 2026.

- Accelerate organizational restructuring and streamlining of the production apparatus; develop a high-quality workforce capable of working flexibly in positions requiring advanced professional knowledge and technical skills.

- Implement cost-saving and anti-waste measures across all areas of production and operations in order to improve the efficiency of capital utilization in production and business activities.

- Continue reforming and simplifying administrative procedures.

- Expand and develop the water supply network, improve water supply coverage, and increase the percentage of residents with access to and use of clean water throughout Quang Ninh Province. Continue reviewing demand and investing in the expansion of water supply systems in line with urbanization and coverage expansion; focus on customer development to raise the percentage of the urban population supplied with clean water through centralized water supply

systems to over 95.5%, and the percentage of the rural population using standard-compliant clean water to over 85%, ensuring the objectives set forth in Resolution No. 05-NQ/TU dated December 9, 2025. Intensify household customer development through coordination with local authorities in communication campaigns and direct outreach activities to encourage residents to register for water connections and promote the socialization of investment in water supply systems. Receive and take over the operation and management of water supply systems in urban areas, systems currently managed by the Provincial Rural Clean Water and Environmental Sanitation Center, and other systems as directed by the Provincial People's Committee. Closely follow local socio-economic development planning and the implementation progress of industrial parks, industrial clusters, urban areas, and residential projects in order to formulate water supply planning, plans for constructing new plants, upgrading water treatment facilities, and developing main transmission pipelines to meet future water demand.

- Focus investment on water plant projects to develop water sources, construct and upgrade existing plants, improve transmission capacity, and rehabilitate or replace long-used, low-quality steel pipelines and pipelines with high water loss rates in order to ensure water quality; proactively expand the water supply network.

- Invest in key projects to supplement water sources and renovate and expand transmission and distribution pipeline systems to meet domestic, industrial, and tourism service water demand. Develop implementation roadmaps for water supply projects aligned with the progress of socio-economic development projects, tourism urban areas, and industrial parks in Quang Ninh Province. Prioritize investment in urgent and necessary projects to promptly meet infrastructure development needs of the province and localities, as well as customer demand.

- Ensure safe operation of production lines at water plants and effective operation and coordination of the water supply network; maintain maintenance, repair, and incident response activities to ensure stable and uninterrupted water supply; promptly receive and handle customer feedback through the Water Supply System Control Center (SCC).

- Continuously improve operational and management processes in line with practical production conditions, social developments, and scientific and technological advancements in order to enhance work efficiency, shorten customer access time to water services, reduce costs, and minimize management risks.

- Develop, supervise, and expedite the implementation of pipeline flushing plans to maintain water quality from treatment plants to customers; review and

replace deteriorated pipelines in order to minimize incidents and maintain stable water supply and water quality.

- Continue improving the quality of human resource management, utilization, and training; further develop and strengthen the corporate culture with distinctive Quawaco identity.

## **2. Innovating the Operational Methods of Mass Organizations**

Coordinate with trade unions and youth organizations to organize practical activities associated with production and business tasks, thereby creating a positive working environment where employees feel motivated, enthusiastic, and engaged in both production activities and the Company's cultural, artistic, and movement programs.

## **3. Continuing the Expansion of Value-Added Services**

Continue expanding value-added services to increase revenue and improve employees' income. Enhance service quality and customer satisfaction in terms of service style and attitude; provide additional services and utilities related to the Company's core product (clean water); consistently demonstrate care and appreciation for customers; and promptly resolve customer concerns, difficulties, and legitimate requests.

## **4. Continuing Investment in Network Rehabilitation and Capacity Expansion**

Continue investing in the rehabilitation of pipeline networks and upgrading the treatment capacity of water plants; strengthen operational control and water supply coordination to meet growing demand and ensure stable water supply for customers in remote and elevated areas. Increase network zoning and separation, install additional inlet meters, and control residual pressure combined with leak detection activities to reduce the Company's overall water loss ratio. Focus on identifying leakage points within the network and mobilizing manpower to promptly address incidents and critical weak points.

## **5. Promoting Research and Application of Automation Technology**

Enhance research and application of automation technologies and intelligent management software to improve labor productivity. Continue researching and applying new water treatment methods to improve treatment efficiency, save energy and chemicals, and enhance water quality delivered to customers. Apply artificial intelligence (AI), science, and technology in production and business operations to improve operational efficiency, reduce costs, facilitate management, and increase labor productivity. Maximize opportunities for digital economic development; digital transformation is an inevitable and central task that is both



urgent and long-term. Developing plans, roadmaps, and accelerating digital transformation is an opportunity to address bottlenecks and create breakthroughs in development while improving growth quality.

## **6. Improving Investment and Cost Management Efficiency**

Improve the quality of design and cost estimate documentation; closely monitor and expedite implementation progress in accordance with approved plans in order to bring projects into operation promptly, maximize investment efficiency, and avoid capital stagnation. Continue updating material consumption norms and expenditure standards to effectively control production and business operating costs.

## **7. Strengthening Organizational and Human Resource Development**

Continue building and consolidating a contingent of managers at all levels with sufficient qualities, capabilities, and prestige to meet the requirements of the new development stage associated with organizational restructuring and streamlined, efficient leadership operations. Focus on training and fostering a professional, courteous, and competent workforce. Build a dynamic and professional working environment with employees demonstrating professional conduct and civilized communication; create green, clean, friendly, and modern workplaces. Efficiently utilize and develop human resources through competency assessments, training, workforce arrangement, and transparent, scientific recruitment with the objective of reducing the labor-to-connection ratio while increasing revenue per employee. Strengthen labor discipline throughout the Company and implement synchronized solutions to improve labor productivity.

In 2026, all officers and employees throughout the Company are determined to successfully accomplish the assigned economic, political, and social tasks; to continue making relentless efforts with unity, discipline, and solidarity; and to build the Company into a sustainably and comprehensively developing enterprise./.

### ***Recipients:***

- As above;
- Member of BOD, Supervisory Board;
- Executive Board;
- Archive: BOD.

**ON BEHALF OF BOD  
CHAIR MAN**

**Vu Van Tuan**





DRAFT

**QUANG NINH CLEAN WATER  
JOINT STOCK COMPANY**

No: 7 BC-CTN

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

*Ha Long, June, 2026*

## **REPORT**

### **Activities of the Board of Directors in 2025 and Directions and Tasks for 2026**

#### **I. REVIEW OF OPERATIONS IN 2025**

##### **1. Overview**

On June 28, 2025, the 2025 Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company was held. At the meeting, the shareholders approved a number of reports and resolutions, including: the Report on Business and Production Results in 2024 and the Business and Production Plan for 2025; the Report on the Activities of the Board of Directors in 2024 and the Direction and Tasks for 2025 of the Board of Directors; the Supervisory Board's Report on supervision of business and production activities and the activities of the Board of Directors and the General Director in 2024; the Report on the Supervisory Board's operational results in 2024 and its operational plan for 2025; the audited Financial Statements for 2024; the profit distribution plan for 2024 and dividend payment for 2024; the remuneration for the Board of Directors, concurrent allowance for the Company Secretary, and salary of the Supervisory Board in 2025; the list of four auditing firms proposed by the Supervisory Board and authorization for the Board of Directors to select one of the four firms to audit the Company's 2025 financial statements; the report and policy on supplementing state capital in Quang Ninh Clean Water Joint Stock Company and implementation of related legal procedures after obtaining instructions from the People's Committee of Quang Ninh Province (the representative agency of the state owner); the policy on supplementing business lines and authorization for the Board of Directors to carry out procedures for amendment of the Enterprise Registration Certificate and update and supplement the business lines in the Company Charter; and the report on the implementation status of the Quawaco Apartment and Service Building Project together with the policy to convert the project into an investment project for construction of the office headquarters of Hong Gai Water Enterprise, with authorization and assignment to the Board of Directors to carry out the subsequent procedures. The 2025 Annual General Meeting of Shareholders authorized and assigned the Board of Directors and the Supervisory Board of Quang Ninh Clean Water Joint Stock Company to take responsibility for directing and organizing the implementation of the resolutions and contents approved at the meeting. Shareholders are responsible for implementing this Resolution and organizing its execution in accordance with their respective functions and duties, in compliance with the applicable laws and

the Charter on organization and operation of Quang Ninh Clean Water Joint Stock Company.

The year 2025 holds particularly significant importance, marking the completion of the objectives set out in the five-year plan (2020–2025) and creating momentum for the new strategic phase (2026–2030) of Quang Ninh Clean Water Joint Stock Company (Quawaco). The Company's production and business activities took place in the context of the socio-economic situation of Quang Ninh Province experiencing many positive developments, while also facing considerable challenges arising from natural conditions and market fluctuations.

On the positive side, Quang Ninh Province continued to maintain impressive economic growth. In 2025, the province's GRDP growth rate reached a record high of 11.89%, ranking first nationwide, while state budget revenue exceeded VND 84.5 trillion for the first time, ranking sixth in the country. The strong recovery of the tourism sector, with 21.28 million visitors and tourism revenue reaching VND 57 trillion, together with stable growth in visitor numbers, generated substantial demand for clean water in key areas such as Ha Long, Van Don, and Mong Cai. Transport and urban infrastructure continued to be developed in a synchronized manner, while numerous real estate projects, social housing developments, and industrial zones came into operation, thereby expanding the Company's customer base and growth potential. In particular, the close attention and direction of the Provincial Party Committee, People's Council, and People's Committee created a favorable legal framework for water supply operations.

However, 2025 also witnessed unprecedented difficulties. The aftermath of Storm No. 3 (Super Typhoon Yagi), which made landfall at the end of 2024 with the most devastating impact seen in the past 70 years, continued to leave severe consequences for the province's technical infrastructure and ecological environment. More than 117,000 hectares of forest were damaged or destroyed, significantly reducing the water retention capacity of reservoir catchment areas and causing irregular fluctuations in both the quantity and quality of raw water sources. In addition, extreme weather conditions such as prolonged heatwaves and landslides during the 2025 rainy and storm seasons placed tremendous pressure on the pipeline network and operational management. The Company's water supply service area extends across the entire province, including complex terrains with mountainous regions and remote islands, resulting in consistently high management and operational costs.

Nevertheless, alongside the determination of Quang Ninh Province to overcome these challenges, the Board of Directors, the Executive Board, and all employees of Quang Ninh Clean Water Joint Stock Company made continuous efforts to achieve the production and business targets assigned by the Provincial People's Committee. At the same time, the Company effectively implemented the

2025 operational theme: “Striving to implement solutions for organizational streamlining, practicing thrift, combating waste in production and business activities, and creating momentum for the new term.” Quang Ninh Clean Water Joint Stock Company continuously improved its learning spirit, seized opportunities for transformation and innovation, and endeavored to fulfill the key production and business targets set out in the annual plan. The Company implemented a series of solutions, reviewed demand, and encouraged residents to use clean water in order to increase water supply coverage, while focusing on effectively carrying out its core mission of water production and supply. As a result, the Company was able to basically meet customer demand throughout the province. Several key projects were completed, ensuring timely water supply for the socio-economic development of Quang Ninh Province, increasing output and revenue, and maintaining financial balance in line with the objectives set by the Provincial People’s Committee (the representative agency of the state owner) and the General Meeting of Shareholders.

Building upon and promoting the achievements attained over recent years, despite the numerous intertwined difficulties and challenges, with the attention and direction of the Quang Ninh Provincial Party Committee, People’s Council, and People’s Committee, as well as the support and favorable conditions provided by provincial departments, agencies, local authorities, and shareholders, the Company successfully overcame difficulties and made every effort to fulfill the production and business tasks assigned to it.

## 2. Achievements

Quang Ninh Clean Water Joint Stock Company is an enterprise with a long-standing tradition in the production and supply of clean water. Building upon and promoting the achievements attained over the years, the members of the Board of Directors and the Executive Board made every effort in leadership and management, mobilizing the collective intelligence of all departments, as well as the coordination, solidarity, and dedication of employees throughout the Company, in order to fulfill the assigned tasks and business plans. As a result, in 2025, the Company achieved many encouraging accomplishments:

### Key performance indicators include:

N o	Key indicators	Unit	Actual 2023	2025		Comparison	
				Plan	Actual	Compar e to plan (%)	Compar e to 2024 (%)
I. PRODUCTION INDICATORS							
1	Extracted tap water	1.000 m3	74.721	78.843	78.007	98,94%	104,40%



2	Water consumption volume	1.000 m3	66.833	69.610	70.277	100,96%	105,15%
3	Water loss rate	%	10,86%	10,28%	10,03%	-0,25%	-0,83%
4	Customer growth	households	9.411	9.000	9.189	102,1%	97,64%
<b>II. FINANCIAL INDICATORS</b>							
5	Total revenue	Million dong	814.471	855.192	880.509	102,96%	108,11%
6	Revenue from tap water	Million dong	780.597	815.096	832.736	102,16%	106,68%
7	Profit before tax	Million dong	71.058	76.697,5	80.561	105,04%	113,37%
8	Profit after tax	Million dong	56.814	61.358	65.020	105,97%	114,44%
9	Basic earnings per share (based on average charter capital)	Dong	1.118	1.207	1.279	72 (đồng)	161 (đồng)
10	Return on owner's equity (ROE)	%	11,18%	12,07%	12,79%	0,72%	1,61%
11	Dividend payment obligation to state-owned capital	%	2,87%	2,88%	4,5%	1,62%	1,63%
12	Average employee income	1000d/person / month	14.954	15.157	17.691	+2.534 (1000d)	+2.737 (1000d)

## II. BOARD OF DIRECTORS' ACTIVITIES IN 2025

### 1. Members of the Board of Directors

The 2025 Annual General Meeting of Shareholders elected the Board of Directors for the 2024–2028 term, consisting of 07 members:

- Mr. Vu Van Tuan– Chairman of the Board of Directors, representative of state capital at the Company



- Mr. Hoang Ngoc Ha – General Director of the Company
- Mr. Trinh Van Binh – Deputy General Director of the Company
- Mr. Tran Manh – Deputy General Director of the Company
- Mr. Nguyen The Duc – Deputy General Director of the Company
- Ms. Nguyen Thi Thanh – Chairwoman of the Company's Trade Union
- Ms. To Thi Hang Nga – Chief Accountant of the Company

## **2. Activities of the Board of Directors and Individual Members in 2024**

According to the Resolution of the 2024 Annual General Meeting of Shareholders, during the year 2024, the Board of Directors (BoD) performed its functions of governance, supervision, strategic orientation, and direction of all Company activities. Each BoD member fulfilled the duties assigned in the 2024 Board of Directors' Activity Report to oversee and direct the Executive Board's operations. In 2024, the BoD directed the Company to basically fulfill the targets and plans assigned by the General Meeting of Shareholders, specifically:

### *(1) Mr. Vu Van Tuan – Chairman of the Board of Directors:*

- Provided overall direction for the exercise of the rights and responsibilities of the BoD in accordance with regulations; presided over the handling of BoD affairs.

- Directed and organized the implementation and achievement of targets and plans as set forth in the Company's development strategy, production and business plans, and investment and development plans; oversaw human resources recruitment, personnel management and planning, employee benefits; monitored financial and economic management, payment control; directed the formulation, amendment and supplementation of internal rules and regulations.

- Acted as the overall supervisor and fully exercised the rights and responsibilities of the state capital representative at the Company.

- Participated in and contributed opinions on plans and resolutions of the Provincial and City People's Councils related to the protection, improvement, and expansion of clean water supply networks, water sources, technical infrastructure development, and clean water services; actively attended all meetings and activities of supervisory delegations.

- Represented the BoD in coordinating with the Party Committee, Trade Union, Youth Union and other mass organizations.

- Participated in and chaired all meetings, fulfilling all other responsibilities to ensure the Company's production and operations.

### *(2) Mr. Hoàng Ngọc Hà – Member of the Board of Directors:*

- Actively participated in and provided timely and comprehensive input on matters related to his assigned governance areas and other issues in accordance

with the law and the Company's Charter.

- Directed and organized the successful implementation of targets and plans as set out in the resolutions, particularly in the following areas: construction and finalization of construction works; expansion of the water supply service area and the Company's water supply system development strategy; water source surveying, reviewing and proposing solutions to ensure water source sustainability; ensuring safe, stable, and continuous water supply; developing annual and medium-term work plans; proposing water price adjustment plans for upcoming periods.

- Provided timely input on the development, amendment, and supplementation of internal rules and regulations for submission to the BoD for approval.

- Attended all meetings and performed other tasks assigned by the Board of Directors.

*(3) Mr. Trịnh Văn Bình – Member of the Board of Directors:*

- Participated in and provided timely and comprehensive opinions on matters related to his assigned governance areas and other fields in accordance with the law and the Company's Charter.

- Directed and organized the completion of targets and plans under the resolutions in the following areas: business operations, customer management and development; development and planning of the information technology system; oversight of assigned capital construction investment projects, network renovation projects, and other investment works; expansion of the water supply network, related projects for network expansion and renovation, commercial loss prevention, pricing implementation, and conversion of customers' usage purposes in accordance with regulations.

- Provided timely input for the development, amendment, and supplementation of internal rules and regulations for submission to the Board of Directors for approval.

- Attended all meetings and carried out other tasks assigned by the Board of Directors.

*(4) Mr. Tran Manh – Member of the Board of Directors:*

- Participated in and provided timely and comprehensive opinions on matters related to his assigned governance areas and other fields in accordance with the law and the Company's Charter.

- Directed and organized the completion of targets and plans under the resolutions in the areas of: preventing water loss and revenue loss; managing assigned capital construction investment projects, network renovation projects, and investment works; overseeing commercial loss prevention, fire prevention and fighting (F&F) tasks, ensuring the province-wide F&F system (handed over

to the Company) operates effectively in emergencies; occupational safety and health; labor safety; fire prevention; flood and natural disaster prevention.

- Provided timely input for the development, amendment, and supplementation of internal rules and regulations for submission to the Board of Directors for approval.

- Attended all meetings and carried out other tasks assigned by the Board of Directors.

*(5) Mr. Nguyen The Duc – Member of the Board of Directors:*

- Participated in and provided timely and comprehensive opinions on matters related to his assigned governance areas and other fields in accordance with the law and the Company's Charter.

- Directed and organized the completion of targets and plans under the resolutions in the areas of: technical aspects, water production, management and operation of the water supply network; managing assigned capital construction investment projects, network renovation projects, and investment works; maintaining and controlling the internal quality management system, reviewing and updating processes and regulations to fit the Company's actual production.

- Provided timely input for the development, amendment, and supplementation of internal rules and regulations for submission to the Board of Directors for approval.

- Attended all meetings and carried out other tasks assigned by the Board of Directors.

*(6) Mrs. Nguyen Thi Thanh – Member of the Board of Directors:*

- Participated in and provided timely and comprehensive opinions on matters related to her assigned governance areas and other fields in accordance with the law and the Company's Charter.

at the Company; continued appropriate use of welfare and reward funds, ensuring proper disbursement to beneficiaries.

- Provided timely input for the development, amendment, and supplementation of internal rules and regulations for submission to the Board of Directors for approval.

- Attended all meetings and carried out other tasks assigned by the Board of Directors.

*(7) Mrs. To Thi Hang Nga – Member of the Board of Directors:*

- Participated in and provided timely and comprehensive opinions on matters related to her assigned governance areas and other fields in accordance with the law and the Company's Charter.

- Directed and organized the completion of targets and plans under the resolutions in the areas of: finance, accounting, and statistics; monitoring, supervising, managing, and effectively using assets (public assets and enterprise

assets) and capital ensuring compliance with principles; financial control according to regulations; controlling legal documents and invoices; supervising, urging, and inspecting revenue and expenditure according to accounting standards; reviewing and performing audit and inspection tasks in compliance with legal regulations and internal Company policies.

- Directed review of data, books, and documents for settlement and preparation of periodic financial statements as required.

- Provided timely input for the development, amendment, and supplementation of internal rules and regulations for submission to the Board of Directors for approval.

- Attended all meetings and carried out other tasks assigned by the Board of Directors.

### **3. Salaries, bonuses, and remuneration of the Board of Directors in 2025**

- Except for the Chairman of the Board of Directors, the other members are non-executive members and receive salaries according to the Company's salary and bonus regulations.

- The remuneration for the Chairman of the Board of Directors is applied in accordance with the Resolution of the Annual General Meeting of Shareholders 2025, with the representative of the State capital receiving 7.560.000 VND per month. Other members of the Board of Directors receive remuneration of 4.420.000 VND per person per month.

- Monthly, the Board members are advanced 80% of their salary and remuneration, which will be settled upon the Company's fulfillment of production and business targets and compliance with management regulations as per the law and the Company's Charter.

### **4. Meetings and Resolutions of the Board of Directors:**

In 2025, the Company organized weekly meetings attended by the Board of Directors, the Executive Board, and leaders of departments and affiliated units to review and evaluate the implementation of assigned tasks, allocate new assignments, and communicate directives issued by the Board of Directors and the Executive Board.

During 2025, the Board of Directors convened 08 meetings, issuing 33 resolutions, and conducted 324 written consultations with members of the Board of Directors, resulting in 324 written resolutions, to decide on the following important matters:

**4.1. Meetings of the Board of Directors:** 08 meetings were held, during which 33 resolutions were issued. The list of resolutions is attached in Appendix 1.



**4.2. List of the Company's Board of Directors' resolutions in 2025 adopted through written consultation with members of the Board of Directors:** Attached in Appendix 2.

### **III. SUPERVISORY RESULTS OVER THE EXECUTIVE BOARD**

General assessment of the Executive Board's performance in the Company's production and business operations in 2025:

Most members of the Company's Executive Board are young, enthusiastic leaders with high qualifications and strong professional capabilities. In 2025, the Executive Board directed and managed the Company's production and business activities in a decisive, proactive, focused, and practical manner, in line with actual production conditions, the resolutions of the General Meeting of Shareholders, and the directives of the Board of Directors, while strictly complying with the Company Charter, applicable laws, and the Company's internal rules, regulations, and procedures.

Production activities basically met the requirements of the Internal Quality Management System, thereby contributing to safe and effective production and business operations.

### **IV. ORIENTATION AND OPERATIONAL DIRECTIONS FOR 2026**

In 2026, in addition to performing the corporate governance functions within the scope, authority, and responsibilities of the Board of Directors as stipulated in the Company Charter and other governance regulations, the Board of Directors will focus on the following plans and orientations:

- Focusing on directing and managing the Company's operations in close alignment with the resolutions and directives of the Provincial Party Committee, the People's Council, and the People's Committee of Quang Ninh Province in order to ensure water supply safety and security, while directing production and business activities in line with practical operating conditions and meeting the socio-economic development requirements of Quang Ninh Province in the new context.

- Prioritizing the stable supply of clean domestic water to meet the needs of approximately 280,000 customer households (equivalent to more than one million residents), as this customer group accounts for nearly 60% of clean water revenue. The Company aims to maintain its position as the largest domestic clean water supplier in Quang Ninh Province; continue reviewing demand and investing in the expansion of the water supply system in line with urbanization and increased coverage; focus on customer development to raise the proportion of the urban population supplied with clean water through centralized systems to over 95.5%, and the proportion of the rural population using clean water meeting quality

standards to over 85%, in accordance with Resolution No. 05-NQ/TU dated December 9, 2025. The Company will further promote household customer development through coordination with local authorities in communication and mobilization campaigns, implementing a “door-to-door” approach to encourage residents to register for water connections and socialize investment in water supply systems. The Company will also receive and operate urban water supply systems, systems currently managed by the Provincial Rural Clean Water and Environmental Sanitation Center, and other systems as directed by the Provincial People’s Committee. At the same time, the Company will closely follow socio-economic development planning and the implementation progress of industrial parks, industrial clusters, urban areas, and residential areas to formulate water supply planning, construction plans, capacity expansion of water plants and treatment facilities, and planning of major transmission pipelines to meet water demand.

- Strengthening coordination with local authorities in providing information to residents regarding risks to water source safety and security, risks of violations within pipeline protection corridors, potential incidents, and incident updates. The Company will continue promoting public participation in protecting water source security and water supply safety, while developing community-based self-management and self-protection models for water supply corridors and systems involving households, residential communities, mass organizations, agencies, and institutions. Guidance will also be provided to organizations and residents in establishing coordination mechanisms and voluntarily signing commitments not to violate water supply corridors and systems, ensuring that all water users share responsibility in cooperating with the water supply provider.

- Ensuring smooth multidirectional communication between the Board of Directors, department and unit leaders, employees, and vice versa, so that directives and information from Company leadership are effectively communicated to employees, while employees’ feedback, concerns, and aspirations are promptly addressed. In addition, the Company will strengthen communication channels between “Customers – Units – Company,” enhance customer interaction and engagement, ensure timely receipt of customer feedback, and communicate to customers the projects and efforts being undertaken to provide the highest quality products and services. The Company aims to eliminate the mindset of monopoly, proactively seek and encourage customers to use clean water, continuously update and standardize customer databases, introduce additional services and utilities to customers, continuously improve service quality and customer experience, and provide after-sales services and customer appreciation activities.

- Implementing solutions to increase revenue from enterprise customers and organizations using water for production, business, service, and tourism purposes. The Company will closely monitor investment implementation by industrial park

developers and secondary investors to propose adjustments to water supply planning and submit plans for approval in order to ensure timely water supply and prevent situations where customers establish their own water treatment systems due to inadequate supply capacity. The Company will also proactively review cases of illegal water resource exploitation and report them to state management authorities to prevent resource losses. Regular reviews of customer water usage purposes and consumption processes will also be conducted to prevent and eliminate commercial water losses.

- Maintaining and developing value-added services to increase labor productivity and employee income, with a focus on existing service groups such as tank and reservoir cleaning, water heater maintenance, and repair services within and beyond meter clusters. The Company will continue professionalizing implementation procedures, promoting the role of mass organizations in service promotion campaigns, and studying diversified and appropriate marketing policies such as digital marketing, remarketing (encouraging repeat use or cross-selling other services), and word-of-mouth marketing. The Company will also pilot specialized service consultant models and provide additional benefits to major customers and customers signing periodic cleaning contracts, such as free inspection of water supply systems, issuance of water quality testing certificates, and free labor costs for minor repairs to water supply equipment.

- Continuing to pilot and expand new services related to clean water products, including installation of indoor water supply and drainage systems for houses and buildings; repair of water tanks and reservoirs; replacement of electric and solar water heaters; flushing of internal pipeline systems; maintenance of cooling equipment; repair, maintenance, and cleaning of water supply and drainage equipment and washing machines; and production of bottled alkaline ionized water.

- Developing practical programs and plans to strengthen leadership, direction, inspection, supervision, and monitoring of compliance with regulations on organizational restructuring and workforce streamlining within the Company. Organizations and individuals achieving effective results will be promptly commended and rewarded, while strict disciplinary measures will be applied to those, especially heads of units, who fail to comply with regulations or fail to achieve streamlining objectives. This will also serve as an important criterion for evaluation, nomination, appointment, and dismissal of personnel.

- Focusing on reviewing, reorganizing, consolidating, and streamlining internal units, departments, and divisions in association with workforce reduction, restructuring, and improving the quality of employees. The Company will resolutely reduce and refrain from establishing new intermediary teams or divisions, and dissolve or reorganize ineffective entities.



- Reviewing, supplementing, and improving the functions, duties, powers, and working relationships among departments and units in order to overcome duplication and overlap. One organization or individual may undertake multiple tasks, but each task must have one primary responsible organization or individual.

- Continuing to develop, improve, and enhance management support software such as work diary software, operation logbooks, departmental and unit performance evaluation systems, individual performance evaluation systems, materials management software, electromechanical equipment management systems, and meter management software.

- Effectively applying Geographic Information System (GIS) database models in water network management, integrated with asset management, customer management, and water loss management systems.

- Continuing to expand and improve automation and remote-control systems for pumping stations, wells, electric valves, and systems monitoring flow, pressure, and water quality across pipeline networks, while building intelligent database systems to support corporate governance and operational management.

- Conducting communication and dissemination activities on internal regulations, rules, and codes of conduct relating to work performance and interactions with colleagues, customers, and partners for all employees.

In 2026, the Board of Directors will continue striving to overcome difficulties and challenges in order to maintain stable operations and sustainable development of the Company, while fulfilling the targets assigned by the General Meeting of Shareholders. At the same time, the Board of Directors hopes to continue receiving the trust, support, and consensus of shareholders in all activities of the Company.

***Recipients:***

- As above;
- Member of BOD, Supervisory Board;
- Executive Board;
- Archive: BOD.

**ON BEHALF OF BOD  
CHAIR MAN**

**Vu Van Tuan**



**\* Appendix 1: List of Board of Directors Meetings and Resolutions of the Company in 2025**

No.	Meeting Date	Attendance	Resolution No.	Resolution Content
1	Jan 21, 2025	7/7	336-NQ/NK3-HĐQT	Approval of the Q4/2024 Financial Statements of Quang Ninh Clean Water JSC
			337-NQ/NK3-HĐQT	Approval of the 2024 Corporate Governance Report
			338-NQ/NK3-HĐQT	Approval of the report on implementation of Inspection Conclusion No. 21/KL-TTr (Aug 9, 2022) and Plan No. 310/KH-UBND (Dec 30, 2022)
			339-NQ/NK3-HĐQT	Approval of salary adjustment policy for employees participating in salary grade examinations in 2024
			340-NQ/NK3-HĐQT	Approval of adjustments to cost norms for clean water production and network operation management
2	Mar 18, 2025	7/7	399-NQ/NK3-HĐQT	Approval of measures to address issues related to equitization and divestment
			401-NQ/NK3-HĐQT	Approval of measures to resolve issues related to the Quawaco Apartment & Service Building Project
			403-NQ/NK3-HĐQT	Approval to report to the owner (Quang Ninh PPC) on conversion of the Quawaco Project into Hong Gai Water Enterprise Headquarters
3	Apr 17, 2025	7/7	482-NQ/NK3-HĐQT	Approval of Q1/2025 Financial Statements
			483-NQ/NK3-HĐQT	Approval of revised plan for internal water consumption volume and revenue

			484-NQ/NK3-HDQT	Approval of adjusted 2025 NRW reduction plan
			485-NQ/NK3-HDQT	Approval of revised investment, procurement, and capital plans for 2025 and rollover projects from 2024
			486-NQ/NK3-HDQT	Approval of report on transfer of irrigation infrastructure assets and Quawaco Services Company operations
			487-NQ/NK3-HDQT	Approval of actions related to land use right certificates (LURCs) updates and solutions
			488-NQ/NK3-HDQT	Approval of investment in stainless steel tapping saddle production line (Inox 304 D50-D90)
			489-NQ/NK3-HDQT	Approval of cost norm development for water production and network operation
			490-NQ/NK3-HDQT	Approval of water pricing plan for 2025
4	Apr 29, 2025	7/7	508-NQ/NK3-HDQT	Approval of adjusted investment, procurement, and capital plan for 2025
			509-NQ/NK3-HDQT	Approval of rollover investment and procurement plan for 2024
			510-NQ/NK3-HDQT	Approval of draft reports to be submitted to the owner and AGM 2025
			511-NQ/NK3-HDQT	Approval of policy to support employees voluntarily terminating labor contracts
5	Jun 18, 2025	7/7	618-NQ/NK3-HDQT	Personnel rotation, transfer, and appointment

			620-NQ/NK3-HĐQT	Approval of policy supporting employees wishing to resign
			621-NQ/NK3-HĐQT	Approval of working time adjustments across the Company
			622-NQ/NK3-HĐQT	Approval of solutions for capital supplementation and issue resolution
			623-NQ/NK3-HĐQT	Approval of solutions related to conversion of Quawaco Project
6	Sep 23, 2025	7/7	844-NQ/NK3-HĐQT	Approval of socialization plan for costs of project conversion
			845-NQ/NK3-HĐQT	Approval of review and solutions for consultancy packages of the project
			846-NQ/NK3-HĐQT	Approval of investment in domestic water plant project (Hiep Hoa Ward)
			847-NQ/NK3-HĐQT	Approval of cost norm report (8th iteration) and comparison with official norms
7	Oct 3, 2025	7/7	868-NQ/NK3-HĐQT	Approval of solutions to resolve issues related to the Quawaco Project
8	Dec 29, 2025	7/7	988-NQ/NK3-HĐQT	Personnel rotation, transfer, and appointment
			990-NQ/NK3-HĐQT	Approval of cost review plan for consultancy packages for project conversion

**\* Appendix 2: List of Board of Directors resolutions for 2025 subject to written consultation**

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
1	318-NQ/NK3-HĐQT	06/01/2025	Re: Approval of the policy on adjusting the service unit price for water meter rental	100
2	319-NQ/NK3-HĐQT	06/01/2025	Re: Approval of the policy proposal to adjust the funding source for the 2024 company trip as a welfare-related expense deductible for corporate income tax calculation purposes.	100
3	320-NQ/NK3-HĐQT	08/01/2025	Re: Approval of the policy on the loan plan and asset mortgage at Shinhan Bank Vietnam Co., Ltd. – Pham Hung Branch for the project: Vân Đồn Production Management Building located in Cai Rong Town, Van Don District, Quang Ninh Province.	100
4	321-NQ/NK3-HĐQT	06/01/2025	Re: Approval of the assignment of duties to members of the Executive Board for directing and implementing the 2025 business operation plans of Quang Ninh Clean Water Joint Stock Company.	100
5	322-NQ/NK3-HĐQT	08/01/2025	Re: Approval of the policy proposal for planning and constructing the office headquarters of Mong Cai Water Enterprise at Hai Xuan Pumping Station, Hai Xuan Commune, Mong Cai City.	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
6	324-NQ/NK3-HĐQT	08/01/2025	Re: Approval of the policy proposal for compensation of assets at the Hong Ha booster pump station and the proposal to carry out procedures for returning the land use rights in accordance with regulations.	100
7	326-NQ/NK3-HĐQT	13/01/2025	Re: Approval of the policy proposal to hire a consulting unit to develop a plan for utilizing surplus soil generated during the implementation of the Project: Construction Investment of Yen Lap Water Plant with a capacity of 26,000 m <sup>3</sup> /day (Phase 2).	100
8	328-NQ/NK3-HĐQT	15/01/2025	Re: Approval of the policy proposal to adjust the management area and allocate personnel for the Ha An Water Supply Management Station.	100
9	330-NQ/NK3-HĐQT	17/01/2025	Re: Approval of the policy proposal on solutions to improve the quality of treated water at Mieu Huong Water Plant.	100
10	332-NQ/NK3-HĐQT	21/01/2025	Re: Approval of the policy proposal not to proceed with the procedures for returning the exploitation license for Well 458 in Vang Danh Ward, Uong Bi City.	100
11	334-NQ/NK3-HĐQT	21/01/2025	Re: Approval of the policy on the loan plan and asset mortgage at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Long Branch for the	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			project: Investment in ferry pumping system with a capacity of 20,000 m <sup>3</sup> /day at Hoanh Bo Water Plant.	
12	342-NQ/NK3-HĐQT	22/01/2025	Re: Approval of the policy to propose investment in the construction of pickleball courts at the Company's units	
13	344-NQ/NK3-HĐQT	24/01/2025	Re: Approval of the policy to propose implementation of regulations on water resource exploitation and environmental protection for Mao Khe Water Treatment Plant	
14	342-NQ/NK3-HĐQT	22/01/2025	Re: Approval of the policy proposal for investing in the construction of Pickleball courts at the Company's units.	100
15	344-NQ/NK3-HĐQT	24/01/2025	Re: Approval of the policy proposal on implementing regulations regarding water resource exploitation and environmental protection for Mao Khe Water Supply Station.	100
16	350-NQ/NK3-HĐQT	14/02/2025	Re: Approval of the policy to propose the installation of industrial wastewater meters to ensure compliance with environmental protection regulations at plants and treatment facilities	
17	352-NQ/NK3-HĐQT	14/02/2025	Re: Approval of the policy to report and propose payment for raw water purchase as requested by Eastern Quang Ninh Irrigation One Member	

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Co., Ltd. in Official Letter No. 47a/TLMD-KHTC dated January 18, 2025	
18	354-NQ/NK3-HĐQT	14/02/2025	Re: Approval of the policy on loan financing and asset collateralization at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Long Branch for the project: Replacement of the D500 BC27 cast iron pipeline with HDPE D560 pipeline	
19	355-NQ/NK3-HĐQT	18/02/2025	Re: Approval of the policy proposal on making a provision for doubtful debts in 2024.	100
20	356-NQ/NK3-HĐQT	21/02/2025	Re: Approval of the policy proposal on supplementing the value of the project for additional installation of a battery-powered D300 electromagnetic meter cluster on pipeline UB04-D400 to facilitate zoning, pipeline separation, and effective management and allocation of water loss ratio for Uong Bi Water Enterprise.	100
21	358-NQ/NK3-HĐQT	24/02/2025	Re: Approval of the policy on the remuneration plan for the State capital representative, members of the Board of Directors, and the allowance for the concurrent position of Company Secretary	
22	360-NQ/NK3-HĐQT	24/02/2025	Re: Approval of the policy on the proposed implementation of accelerated depreciation in 2024 for fixed assets in the categories of transportation and	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			transmission vehicles, and machinery and equipment.	
23	364-NQ/NK3-HĐQT	26/02/2025	Re: Approval of the report on certain financial indicators and the 2024 business performance results of Quang Ninh Clean Water Joint Stock Company.	100
24	366-NQ/NK3-HĐQT	26/02/2025	Re: Approval of the policy on reporting and proposing the design and installation plan for the water supply pipeline across Yen Lap 2 Bridge.	100
25	368-NQ/NK3-HĐQT	26/02/2025	Re: Approval of the 2025 cost plan for water production by cost elements at Quang Ninh Clean Water Joint Stock Company.	100
26	370-NQ/NK3-HĐQT	26/02/2025	Re: Approval of the policy on reporting and proposing the wholesale price of clean water supplied to Cai Lan Industrial Zone Joint Stock Company.	100
27	372-NQ/NK3-HĐQT	27/02/2025	Re: Approval of the policy proposal on updating and adjusting the procurement packages in the 2025 Procurement Plan of the CLN-MT Department of the Company.	100
28	374-NQ/NK3-HĐQT	27/02/2025	Re: Approval of the policy on the land expansion plan for Dong May Water Plant to construct an additional raw	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			water settling reservoir for production purposes.	
29	376-NQ/NK3-HĐQT	05/03/2025	Re: Approval of the policy on supplementing the project value for the investment in HDPE D110 pipeline under route BC14.02, extending from Navy Zone B to Bai Chay Primary School, to enhance water supply capacity for the Vuon Dao and Huong Tram Hill areas in Bai Chay Ward, within the 2025 construction investment plan.	100
30	378-NQ/NK3-HĐQT	08/03/2025	Re: Approval of the policy proposal not to proceed with the registration for issuance of the corporate credit rating certificate for the Company.	100
31	379-NQ/NK3-HĐQT	08/03/2025	Re: Approval of the policy proposal to supplement the project for replacing the frame and floor of the raw water intake tower at Cao Van Lake into the 2025 basic construction investment plan.	100
32	380-NQ/NK3-HĐQT	10/03/2025	Re: Approval of the policy proposal on changing the scale, name, and supplementing the total investment value of the project in the 2025 basic construction investment plan of Van Don Water Enterprise.	100
33	382-NQ/NK3-HĐQT	10/03/2025	Re: Approval of the policy proposal on the renovation and repair plan for the clean	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			water reservoir at Van Long Station and the Dong Xa treatment area – Van Don Water Enterprise.	
34	384-NQ/NK3-HĐQT	12/03/2025	Re: Approval of the 2024 Financial Supervision Report of the Enterprise.	100
35	386-NQ/NK3-HĐQT	13/03/2025	Re: Approval of the policy proposal on the repair and renovation of Raw Water Pump No. 01 at Nghia Lo Raw Water Pumping Station.	100
36	388-NQ/NK3-HĐQT	13/03/2025	Re: Approval of the policy proposal to supplement the project for installing a swab tee on pipeline DV07-D355 in Duong Huy into the 2025 basic construction investment plan.	100
37	390-NQ/NK3-HĐQT	13/03/2025	Re: Approval of the policy on the loan plan and asset mortgage at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Long Branch for the project: Renovation of the reaction tank, settling tank, filtration tank of production line II, and chemical automation at Dong May Water Plant.	100
38	392-NQ/NK3-HĐQT	14/03/2025	Re: Approval of the policy proposal on the investment plan for the construction of Cong Hoa Water Plant in Cong Hoa Ward, Quang Yen Town.	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
39	394-NQ/NK3-HĐQT	14/03/2025	Re: Approval of the policy to continue applying the technical regulations for pipe trench installation as stated in Document No. 666/CTN-KT dated June 8, 2018, issued by the Company.	100
40	396-NQ/NK3-HĐQT	14/03/2025	Re: Approval of the policy on reporting and proposing the upgrade and replacement of computers and monitors for the Technical Department.	100
41	398-NQ/NK3-HĐQT	14/03/2025	Re: Approval of the policy on adjusting the scale and renaming the investment project for the water supply pipeline to Hoang Que Ward, Dong Trieu City.	100
42	400-NQ/NK3-HĐQT	18/03/2025	Re: Approval of the policy on reporting and proposing the replacement of the sound system in the meeting room at the Company's head office and meeting rooms at affiliated units.	100
43	402-NQ/NK3-HĐQT	18/03/2025	Re: Approval of the policy proposal on changing the scale and total investment of the project "Increasing the capacity of Kim Tinh Water Plant from 6,000 m <sup>3</sup> /day to 10,000 m <sup>3</sup> /day."	100
44	404-NQ/NK3-HĐQT	19/03/2025	Re: Approval of the proposal to sign a contract appendix for adjusting the unit price of other irrigation products and services with Yen Lap Irrigation One Member Co.,	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Ltd. and Mien Dong Irrigation One Member Co., Ltd. of Quang Ninh.	
45	406-NQ/NK3-HĐQT	20/03/2025	Re: Approval of the policy proposal on the plan and location for expanding the capacity of Duong Huy Water Plant to 30,000 m <sup>3</sup> /day in Duong Huy Commune, Cam Pha City.	100
46	408-NQ/NK3-HĐQT	20/03/2025	Re: Approval of the policy proposal to supplement the project value for "Investment in D200 electromagnetic meter cluster at the starting point of pipeline MD02-D280 at Dam Ha Station and D150 electromagnetic meter cluster at the starting point of pipeline MD01-D225 at Ba Che Station" in the 2025 Investment Plan of Mien Dong Water Enterprise.	100
47	410-NQ/NK3-HĐQT	24/03/2025	Re: Approval of the policy proposal on returning the land and recovering the assets of the Tho Son Water Tower at Mong Cai Water Enterprise	100
48	412-NQ/NK3-HĐQT	25/03/2025	Re: Approval of the policy on reporting and evaluating the current status and proposed solutions to ensure the safety of raw water sources for Dien Vong Water Plant.	100
49	414-NQ/NK3-HĐQT	25/03/2025	Re: Approval of the policy proposal for the approval of adjustments to certain unit price sets for services and	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			water supply production under the Company's scope and authority.	
50	416-NQ/NK3-HĐQT	26/03/2025	Re: Approval of the policy proposal on replacing grating panels and filter caps at Doan Tinh Water Plant.	100
51	418-NQ/NK3-HĐQT	27/03/2025	Re: Approval of the policy on extending the expected timeline for organizing the 2025 Annual General Meeting of Shareholders.	100
52	420-NQ/NK3-HĐQT	28/03/2025	Re: Approval of the Operational Regulation of the Occupational Safety and Hygiene Network.	100
53	422-NQ/NK3-HĐQT	28/03/2025	Re: Approval of the policy on approving and adjusting unit prices for certain service and water supply production unit price sets under the Company's scope and authority.	100
54	424-NQ/NK2-HĐQT	26/03/2025	Re: Approval of the audited financial statements for the fiscal year ended December 31, 2024, and the draft explanatory statement regarding the qualified opinion in the 2024 audited financial statements.	100
55	426-NQ/NK3-HĐQT	28/03/2025	Re: Approval of the policy proposal on the connection plan for pipelines CP10-D400 (cast iron) and CP23-D300 (cast iron) to optimize the capacity of Khe Mai and Duong Huy Water Plants and	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			reduce the load on Dien Vong Water Plant.	
56	428-NQ/NK3-HĐQT	28/03/2025	Re: Approval of the policy proposal on providing office equipment to support professional activities at Hong Gai Water Enterprise.	100
57	430-NQ/NK3-HĐQT	01/04/2025	Re: Approval of the policy proposal on adjusting the scale and total investment of the project: Production Management Building of Van Don Water Enterprise in Cai Rong Town, Van Don District.	100
58	438-NQ/NK3-HĐQT	04/04/2025	Re: Approval of the policy on offering 500ml alkaline ionized water as a token of appreciation to customers who use the Company's products and services and those who promptly report incidents on the water supply system.	100
59	440-NQ/NK3-HĐQT	03/04/2025	Re: Approval of the policy proposal on investing in an HDPE D560 pipeline to supplement the raw water supply for Mieu Huong Water Plant from Trai Loc Reservoir.	100
60	442-NQ/NK3-HĐQT	03/04/2025	Re: Approval of the report proposing the update of long-standing pending projects in accordance with Directive No. 26/CĐ-TTg dated March	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			31, 2025, issued by the Prime Minister.	
61	444-NQ/NK3-HĐQT	04/04/2025	Re: Approval of the policy proposal for the approval of adjusted service unit prices for cleaning clean water tanks/reservoirs.	100
62	446-NQ/NK3-HĐQT	08/04/2025	Re: Approval of the policy proposal on the plan to install district metering area (DMA) water meters for network separation and loss control at Hong Gai Water Enterprise.	100
63	447-NQ/NK3-HĐQT	09/04/2025	Re: Approval of the policy proposal on adjusting the land use plan at Quang Ninh Clean Water Joint Stock Company.	100
64	448-NQ/NK3-HĐQT	08/04/2025	Re: Approval of the policy proposal for the approval and adjustment of unit prices for certain service and water supply production unit price sets under the Company's scope and authority.	100
65	449-NQ/NK3-HĐQT	09/04/2025	Re: Approval of the policy proposal on preparing licensing applications for water extraction at reservoirs and irrigation works.	100
66	450-NQ/NK3-HĐQT	08/04/2025	Re: Approval of the policy proposal to supplement two projects into the 2025 investment plan of Bai Chay Water Enterprise	100
67	452-NQ/NK3-HĐQT	09/04/2025	Re: Approval of the policy proposal on organizing health	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			check-ups for the Company's senior leadership, middle management, and all employees.	
68	454-NQ/NK3-HĐQT	10/04/2025	Re: Approval of the policy proposal on investing in an HDPE D90 pipeline from Khe Mai Water Plant to supply water to Van Don International Airport.	100
69	456-NQ/NK3-HĐQT	10/04/2025	Re: Approval of the Regulation on Security and Safety Operations at Quang Ninh Clean Water Joint Stock Company.	100
70	458-NQ/NK3-HĐQT	11/04/2025	Re: Approval of the policy proposal on investing in a chemical storage warehouse at Dong May Water Plant.	100
71	460-NQ/NK3-HĐQT	11/04/2025	Re: Approval of the policy proposal on the handling plan for the elevated water tank at elevation +75 in Cai Rong Town, Van Don District.	100
72	462-NQ/NK3-HĐQT	11/04/2025	Re: Approval of the policy proposal on the salary calculation plan for simultaneous water meter reading and billing.	100
73	464-NQ/NK3-HĐQT	11/04/2025	Re: Approval of the policy proposal to transfer the project to the 2025 basic construction investment plan.	100
74	466-NQ/NK3-HĐQT	11/04/2025	Re: Approval of the policy proposal on adjusting the norms for provision of occupational safety and	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			hygiene equipment for employees.	
75	468-NQ/NK3-HĐQT	10/04/2025	Re: Approval of the policy proposal on adjusting the total investment of the construction investment project: Clean water treatment station in An Sinh Commune, Dong Trieu Town.	100
76	470-NQ/NK3-HĐQT	15/04/2025	Re: Approval of the policy proposal on investing in a service water supply pipeline for residents of Dai Xuyen and Binh Dan Communes, Van Don District.	100
77	474-NQ/NK3-HĐQT	15/04/2025	Re: Approval of the policy proposal on the plan to ensure water supply safety for Tien Yen Water Supply Station.	100
78	476-NQ/NK3-HĐQT	15/04/2025	Re: Approval of the policy proposal to supplement the project value in the 2025 basic construction investment plan.	100
79	478-NQ/NK3-HĐQT	15/04/2025	Re: Approval of the policy proposal on the renovation plan for the D500 steel pipeline of route UB01, section crossing Song Sinh 2 Bridge in Quang Trung Ward, Uong Bi City.	100
80	480-NQ/NK3-HĐQT	17/04/2025	Re: Approval of the financial supervision report of the enterprise for 2024 (after audit of the 2024 financial statements)	
81	492-NQ/NK3-HĐQT	21/04/2025	Re: Approval of the Clean Water Pricing Plan in Quang Ninh Province for 2025 to Report to the People's Committee of Quang Ninh	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Province and the Department of Construction of Quang Ninh Province.	
82	494-NQ/NK3-HĐQT	22/04/2025	Re: Approval of the Policy Proposal for Service Price Approval for Water Meter Rental Services for Mechanical Meters with Diameters from 200mm to 300mm, and Adjustment of Service Prices for Water Heater Maintenance and Replacement of Materials Inside the Water Heater.	100
83	496-NQ/NK3-HĐQT	23/04/2025	Re: Approval of the Policy on the Loan Plan and Asset Mortgage at Vietcombank – Ha Long Branch for the Project: Construction Investment in Clean Water Reservoir and Sludge Drying Yard at Dong Dang Water Plant, Viet Hung Ward.	100
84	498-NQ/NK3-HĐQT	23/04/2025	Re: Approval of the Policy Proposal for the Merger of the Water Loss Prevention Team and the Repair – Customer Development – Service Unit.	100
85	500-NQ/NK3-HĐQT	23/04/2025	Re: Approval of the Policy Proposal on Raw Water Selling Price for Quang Ninh Thermal Power Joint Stock Company.	100
86	502-NQ/NK3-HĐQT	23/04/2025	Re: Approval of the Policy Proposal on the Remuneration Plan for the State Capital Representative, Members of the Board of Directors, and Concurrent	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Allowance for the Company Secretary.	
87	504-NQ/NK3-HĐQT	24/04/2025	Re: Approval of the Policy Proposal on Using Personal Smartphones for Recording Readings of Main Pipeline Water Meters.	100
88	506-NQ/NK3-HĐQT	25/04/2025	Re: Approval of the policy to propose approval for revision and supplementation of the set of procedures for consulting enterprise customers on connection, handover of clean water supply infrastructure assets; and survey, agreement, and installation of fire hydrants on the water supply system managed by the Company	
89	512-NQ/NK3-HĐQT	05/05/2025	Re: Approval of the Policy Proposal on the Development and Issuance of Regulations on Practicing Thrift and Combating Wastefulness.	100
90	514-NQ/NK3-HĐQT	05/05/2025	Re: Approval of the Policy Proposal on Supplementing Business Lines Registration to Carry Out Procedures for Implementing Projects and Works Invested by the Company.	100
91	516-NQ/NK3-HĐQT	05/05/2025	Re: Approval of the 2024 Financial Performance Results and the 2024 Profit Distribution Plan.	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
92	518-NQ/NK3-HĐQT	05/05/2025	Re: Approval of the Proposal to Adjust the 2025 Production and Revenue Plan.	100
93	522-NQ/NK3-HĐQT	06/05/2025	Re: Approval of the Report and Policy Proposal on the Relocation Plan of the Production Facility and Commercialization of Q+ Alkaline Ionized Water and QUAWACO Purified Water Products.	100
94	524-NQ/NK3-HĐQT	08/05/2025	Re: Approval of the Policy on the Quality Assessment Report of Old and New Bottle Designs and the Proposal to Change the Bottle and Cap Design of the 500ml Q+ Alkaline Ionized Water.	100
95	525-NQ/NK3-HĐQT	08/05/2025	Re: Approval of the proposal to adjust certain contents of the 2025 Occupational Safety and Health Plan of Quang Ninh Clean Water Joint Stock Company.	
96	526-NQ/NK3-HĐQT	08/05/2025	Re: Approval of the Policy Proposal on the Salary Fund Calculation Plan Linked to Water Loss Management and Clean Water Consumption Output.	100
97	527-NQ/NK3-HĐQT	08/05/2025	Regarding the approval of the investment policy for the project on construction of the HDPE D710 pipeline from Dong Ho WTP to Dong Dang WTP, enhancing water supply capacity for western Ha Long City	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
98	528-NQ/NK3-HĐQT	09/05/2025	Re: Approval of the Regulation on Management and Use of the GIS-Based Water Supply Network Management Software at Quang Ninh Clean Water Joint Stock Company.	100
99	529-NQ/NK3-HĐQT	09/05/2025	Re: Approval of the policy to implement the project: Investment in the HDPE D560 pipeline from Viet Hung Intersection to Thong Nhat Gas Station.	
100	530-NQ/NK3-HĐQT	09/05/2025	Re: Approval of the Policy on Adjusting the 2025 Customer Development and Value-Added Services Plan.	100
101	531-NQ/NK3-HĐQT	09/05/2025	Re: Approval of the policy to implement the project: Investment in replacement of clean water pumps at the Stage II pumping station of Dien Vong Water Treatment Plant.	
102	532-NQ/NK3-HĐQT	09/05/2025	Re: Approval of the Policy on Adjusting the 2025 Key Materials Procurement Plan of Quang Ninh Clean Water Joint Stock Company.	100
103	534-NQ/NK3-HĐQT	12/05/2025	Re: Approval of the Policy Proposal for the Service Price of Temporary Water Supply Suspension and Reconnection for Customers After Suspension, and Adjustment of Labor Costs for the Service of Removing and Reinstalling	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Abnormally Inspected Water Meters.	
104	536-NQ/NK3-HĐQT	13/05/2025	Re: Approval of the Policy on Adjusting the 2025 Clean Water Loss Reduction Plan.	100
105	538-NQ/NK3-HĐQT	13/05/2025	Re: Approval of the Policy Proposal on Selecting a Bank for Term Deposit.	100
106	540-NQ/NK3-HĐQT	13/05/2025	Re: Approval of the Policy on the Cost Management Procedure at the Company.	100
107	542-NQ/NK3-HĐQT	15/05/2025	Re: Approval of the Policy on Amending Regulation No. 1462/QĐ-CTN dated July 16, 2024, of Quang Ninh Clean Water Joint Stock Company on Water Bill Support for Customers with Sudden Consumption Increases Due to Post-Meter Water Supply System Incidents.	100
108	544-NQ/NK3-HĐQT	16/05/2025	Re: Approval of the Policy Proposal on Commendation for Collectives and Individuals Who Detect Violations in Water Use by Customers.	100
109	546-NQ/NK3-HĐQT	16/05/2025	Re: Approval of the Policy Proposal on the Merger of Mao Khe 1 and Mao Khe 2 Industrial Water Management Stations under Dong Trieu Water Enterprise.	100
110	548-NQ/NK3-HĐQT	17/05/2025	Re: Approval of the Policy on the Operation Plan for Hoa	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Lac and Hai Xuan Booster Pumping Stations.	
111	550-NQ/NK3-HĐQT	17/05/2025	Re: Approval of the Policy Proposal on Advance Payment for Projects Assigned to Units for Self-Implementation.	100
112	552-NQ/NK3-HĐQT	20/05/2025	Re: Approval of the Policy on Adjusting the 2025 Internal Production Output and Revenue Plan.	100
113	554-NQ/NK3-HĐQT	20/05/2025	Re: Approval of the Policy Proposal on Developing the Implementation Procedure and Accounting Guidelines for Installation Projects of Distribution Pipelines in Small Residential Areas with Investment Costs Under VND 30 Million.	100
114	556-NQ/NK3-HĐQT	26/05/2025	Re: Approval of the Policy on Adding the Project: Investment in Replacement and Additional Installation of Pumps at Phong Coc Wastewater Treatment Station to the 2025 Capital Construction Plan of Quang Yen Water Enterprise.	100
115	558-NQ/NK3-HĐQT	28/05/2025	Re: Approval of the Proposed Salary Levels for the Chairman of the Board of Directors, the Head of the Supervisory Board (Full-time), and the Company's Executive Board.	100
116	560-NQ/NK3-HĐQT	28/05/2025	Re: Approval of the Water Source Review Report in the	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Province and the Policy Proposal on the Plan to Ensure Water Supply Safety.	
117	562-NQ/NK3-HĐQT	28/05/2025	Re: Approval of the Policy Proposal on Procedures and Regulations for the Process of Excavation and Waste Disposal for Construction Projects within the Company.	100
118	564-NQ/NK3-HĐQT	29/05/2025	Re: Approval of the Implementation Results Report and the Policy Proposal on Task Assignment for Manganese Treatment in Certain Water Sources at the Company.	100
119	565-NQ/NK3-HĐQT	29/05/2025	Re: Approval of the Policy on Adjusting the Scale and Total Investment Estimate of the Project for Replacing Cast Iron, Steel, Zinc, and Deep-Buried Pipes on Pipeline HG07 under the 2025 Capital Construction Plan.	100
120	568-NQ/NK3-HĐQT	02/06/2025	Re: Approval of the 2025 Water Production Cost Plan by Element (First Adjustment) at Quang Ninh Clean Water Joint Stock Company.	100
121	570-NQ/NK3-HĐQT	02/06/2025	Re: Approval of the Policy on Amending the Regulation on Contractor Selection for the Supply of Goods, Consulting Services, and Non-Consulting Services to Ensure Continuity in Production, Business	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Operations, and Procurement for the Regular Operations of Quang Ninh Clean Water Joint Stock Company.	
122	572-NQ/NK3-HĐQT	02/06/2025	Re: Approval of the Policy Proposal on Launching New Services: Maintenance of Solar Water Heaters and Household Air Conditioners.	100
123	574-NQ/NK3-HĐQT	02/06/2025	Re: Approval of the Policy Proposal on Adding the Project: Investment in Replacing the D400 Cast Iron Pipeline Running Under Residential Foundations with a D450 HDPE Pipeline at Group 3, Zone 5A, Cam Thinh Ward.	100
124	576-NQ/NK3-HĐQT	03/06/2025	Re: Approval of the Policy Proposal on Changing the Scale and Total Investment Estimate of the Project: Renovation of Filter Tank Gratings at Doan Tinh Water Plant.	100
125	578-NQ/NK3-HĐQT	04/06/2025	Re: Approval of the Policy Proposal on Changing the Scale and Total Investment Estimate of the Project under the 2025 Capital Construction Plan of Dien Vong Water Plant.	100
126	579-NQ/NK3-HĐQT	04/06/2025	Re: Approval of the Policy Proposal on Adding the Value of the Project for Painting the Filtration House and Replacing the Tension Rods in the Sedimentation Tank to Ensure Safe Operation of	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Water Supply at the Treatment Area of Dien Vong Water Plant.	
127	580-NQ/NK3-HĐQT	04/06/2025	Re: Approval of the Policy Proposal on Changing the Name and Total Investment Estimate of the Project in the 2025 Investment Plan of Bai Chay Water Enterprise.	100
128	582-NQ/NK3-HĐQT	04/06/2025	Re: Approval of the Debt Management Regulation at Quang Ninh Clean Water Joint Stock Company (First Adjustment).	100
129	584-NQ/NK3-HĐQT	05/06/2025	Re: Approval of the Policy Proposal on Adjusting the Total Investment Estimate of the Project for Construction of a Clean Water Reservoir to Ensure Safe and Continuous Water Supply for Residents in the Doi Mam Tom Area.	100
130	586-NQ/NK3-HĐQT	05/06/2025	Re: Approval of the Policy Proposal on Adding the Project: Investment in Additional Installation of a Suction Pipeline for Pump Unit No. 2 at the Raw Water Pumping Station of Dien Vong Water Plant to Ensure Water Supply Safety.	100
131	588-NQ/NK3-HĐQT	07/06/2025	Re: Approval of the Policy Proposal on Adjusting the Scale and Name of the Project "Investment in Renovation of the Hoanh Bo Water Plant	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Laboratory to Meet Laboratory Task Requirements.”	
132	590-NQ/NK3-HĐQT	09/06/2025	Re: Approval of the Policy Proposal on the Plan to Cancel Public Company Status.	100
133	592-NQ/NK3-HĐQT	09/06/2025	Re: Approval of the Policy Proposal for Procurement of Inox 304 Initial Clamp Production Equipment, Sizes D50-D90.	100
134	594-NQ/NK3-HĐQT	09/06/2025	Re: Approval of the Policy Proposal on Project Implementation at Dien Vong Water Plant.	100
135	596-NQ/NK3-HĐQT	10/06/2025	Re: Approval of the Policy Proposal on Changing the Scale and Adding to the Total Investment Estimate of the Project in the 2025 Capital Construction Plan of Bai Chay Water Enterprise	100
136	597-NQ/NK3-HĐQT	10/06/2025	Re: Approval of the Policy Proposal on Changing the Scale and Adding to the Total Investment Estimate of the Project for Low-Voltage Power Cable Renovation from the Transformer Station to the Booster Pump Station and Renovation of the Cable Tray System from the Transformer Station to the Raw Water Pump Station at Dong Ho Water Plant.	100
137	598-NQ/NK3-HĐQT	13/06/2025	Re: Approval of the Policy Proposal on Changing the	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Scale and Total Investment Estimate of the Project for Construction and Renovation of the Secondary Pump Station at Dong Ho Water Plant.	
138	600-NQ/NK3-HĐQT	13/06/2025	Re: Approval of the Policy Proposal for Investment in Installing an Automated Chemical System at Tien Yen Wastewater Treatment Station and Remote Control of the Raw Water Pump Station at Ba Che.	100
139	602-NQ/NK3-HĐQT	16/06/2025	Re: Approval of the Policy Proposal on Changing the Scale and Total Investment Estimate of the Project for Installation of Generators at Wastewater Treatment and Raw Water Stations in Lien Hoa, Khe Mai, and Tien Yen Pump Station – Eastern Water Enterprise.	100
140	604-NQ/NK3-HĐQT	16/06/2025	Re: Approval of the Policy Proposal on Changing the Scale and Total Investment Estimate of the Project for Implementing Automation of the Chemical Dosing System at Dong Dang Water Plant.	100
141	606-NQ/NK3-HĐQT	16/06/2025	Re: Approval of the Policy Proposal on the Installation Plan for the Raw Water Pump at Doan Tinh Water Plant.	100
142	608-NQ/NK3-HĐQT	16/06/2025	Re: Approval of the Policy Proposal on Adjusting the Schedule and Scale of the Project: Sludge Drying Yard	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			and Green Corridor at Dien Vong Water Plant, Quang Hanh Ward, Cam Pha City.	
143	609-NQ/NK3-HĐQT	16/06/2025	Regarding the approval of the policy for implementation of the project: Investment in the HDPE D630 pipeline from Yen Lap Water Treatment Plant to Bac Tien Phong Industrial Park	100
144	610-NQ/NK3-HĐQT	16/06/2025	Re: Approval of the Policy Proposal on Construction of Additional Riprap Protection and Dredging of the Raw Water Reservoir at Lo 3, Dong Xa Commune, Van Don District.	100
145	612-NQ/NK3-HĐQT	17/06/2025	Re: Approval of the Policy Proposal Report on Investment in the Tuynel Tunnel and D1400 HDPE Pipeline Project to Enhance Water Transmission Capacity from Dien Vong Water Plant to Cam Pha City and the Eastern Area of Ha Long City.	100
146	614-NQ/NK3-HĐQT	18/06/2025	Re: Approval of the Policy Proposal on the Construction Plan for the HDPE Pipelines D630 and D315 Passing Through Song Khoai Industrial Park.	100
147	616-NQ/NK3-HĐQT	18/06/2025	Re: Approval of the Policy Proposal on Changing the Scale and Total Investment Estimate of the Sludge Drying Yard Project in the 2025 Capital Construction Plan for	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Dong Ho and Hoanh Bo Water Plants.	
148	626-NQ/NK3-HĐQT	23/06/2025	Re: Approval of the Policy Proposal on Upgrading and Expanding the Filtered Water Production Workshop at Cam Pha Water Enterprise.	100
149	628-NQ/NK3-HĐQT	24/06/2025	Re: Approval of the investment proposal for upgrading the Company's IT infrastructure	100
150	630-NQ/NK3-HĐQT	24/06/2025	Re: Approval of the proposal to pilot the smart water meter solution	100
151	632-NQ/NK3-HĐQT	24/06/2025	Re: Approval of the proposal to merge two projects: the capacity expansion of Kim Tinh Water Plant from 6,000 m <sup>3</sup> /day to 10,000 m <sup>3</sup> /day, and the investment project for the HDPE D630 pipeline along National Highway 18A from Kim Tinh Water Plant to the Hòa Bình Boulevard roundabout.	100
152	634-NQ/NK3-HĐQT	24/06/2025	Re: Approval of the report and proposed policies related to licensing packages for water exploitation at irrigation works within the province.	100
153	636-NQ/NK3-HĐQT	24/06/2025	Re: Approval of the proposal to adjust the total investment for the project "Investment in installation of online monitoring equipment for water quality at the water	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			sources of Trung Luong River, Thac Nhoong, and Man River"	
154	638-NQ/NK3-HĐQT	24/06/2025	Re: Approval of the streamlined administrative procedure set in the field of water supply under the jurisdiction of Quang Ninh Clean Water Joint Stock Company	100
155	640-NQ/NK3-HĐQT	25/06/2025	Re: Approval of the proposal to add the project "Investment in construction of restrooms and renovation of fence and landscape surrounding the Water Meter Verification Office"	100
156	642-NQ/NK3-HĐQT	25/06/2025	Re: Approval of the investment policy for the Project: Investment in installation of the HDPE D560 pipeline from Mong Duong booster pumping station to Cau 1 Van Don booster pumping station.	100
157	644-NQ/NK3-HĐQT	25/06/2025	Re: Approval of the proposal to purchase mandatory fire and explosion insurance and to supplement the 2025 occupational health and safety plan	100
158	646-NQ/NK3-HĐQT	25/06/2025	Re: Approval of the proposal to adjust the total investment for the project of automating the chemical system at Mao Khe Water Treatment Plant	100
159	648-NQ/NK3-HĐQT	25/06/2025	Re: Approval of the proposal to change the scale and total investment of the project for upgrading and automating the	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			filtration tank system at Dien Vong Water Plant	
160	650-NQ/NK3-HĐQT	27/06/2025	Re: Approval of the internal production cost and commercial selling price of Quawaco bottled/jugged drinking water	100
161	652-NQ/NK3-HĐQT	27/06/2025	Re: Approval of the reports and proposals to be submitted at the 2025 Annual General Meeting of Shareholders	100
162	654-NQ/NK3-HĐQT	30/06/2025	Re: Approval of the proposal to adjust the procurement plan and timeline for purchasing a water tank truck	100
163	656-NQ/NK3-HĐQT	28/06/2025	Re: Approval of the proposal to strengthen management, operation personnel, and construction workforce for the renovation and upgrading project of the water supply network at Quang Yen Water Enterprise	100
164	658-NQ/NK3-HĐQT	30/06/2025	Re: Approval of the proposal to renovate the disinfection technology at well LK12 of Dong Trieu Water Enterprise	100
165	660-NQ/NK3-HĐQT	30/06/2025	Re: Approval of the capital loan plan and asset mortgage at VietinBank – Quang Ninh Branch for the investment project: Renovation and capacity expansion of Van Gia Station to 1,000 m <sup>3</sup> /day	100
166	662-NQ/NK3-HĐQT	03/07/2025	Regarding the approval of the policy for selecting the auditing firm for the	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Company's 2025 financial statements	
167	664-NQ/NK3-HĐQT	03/07/2025	Regarding the approval of the proposal to revise the procedures for dossier review and control at Quang Ninh Clean Water Joint Stock Company	100
168	665-NQ/NK3-HĐQT	03/07/2025	Re: Approval of the proposal regarding the provision for doubtful receivables for the year 2025	100
169	666-NQ/NK3-HĐQT	03/07/2025	Regarding the approval of the policy for adjustment of the Company's internal production output and revenue plan for 2025	100
170	667-NQ/NK3-HĐQT	04/07/2025	Re: Approval of the policy to implement the Project: Investment in upgrading the capacity of Kim Tinh Water Treatment Plant to 10,000 m <sup>3</sup> /day and investment in the HDPE D630 transmission pipeline from the plant to the intersection of National Highway 18 – Tran Nhan Tong – Hung Vuong	100
171	668-NQ/NK3-HĐQT	04/07/2025	Regarding the approval of the proposal for the plan to relocate the 700 m <sup>3</sup> Ha Khanh booster storage tank to the hill area of Quang Ninh Provincial General Hospital	100
172	670-NQ/NK3-HĐQT	04/07/2025	Re: Approval of the proposal to adjust the total investment of the construction project	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			'Renovation and refurbishment of the first floor of the Hong Gai Water Supply Enterprise office building' (Removed as it does not exceed the approved total investment)	
173	672-NQ/NK3-HĐQT	05/07/2025	Re: Approval of the proposal for the plan to assign the commercial plan for Qaromi alkaline ionized water for the last six months of 2025	100
174	674-NQ/NK3-HĐQT	07/07/2025	Re: Approval of the policy on monthly performance scoring and ranking of units	100
175	676-NQ/NK3-HĐQT	07/07/2025	Re: Approval of the proposal to apply an attendance allowance coefficient for employees of the Company	100
176	678-NQ/NK3-HĐQT	07/07/2025	"Re: Approval of the policy on the loan arrangement and asset mortgage at Vietnam Joint Stock Commercial Bank for Industry and Trade – Quang Ninh Branch for investment in the project: Construction of a chemical building at Cao Van pumping station	100
177	680-NQ/NK3-HĐQT	07/07/2025	Re: Approval of the proposal to adjust the allocation of investment responsibilities for construction projects under the 2025 capital construction plan	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
178	682-NQ/NK3-HĐQT	08/07/2025	Re: Approval of the proposal to rename departments of the Company's Office Division.	100
179	684-NQ/NK3-HĐQT	07/07/2025	Re: Approval of the proposal on the use of construction materials in self-implemented projects	100
180	686-NQ/NK3-HĐQT	08/07/2025	“Re: Approval of the proposal to promulgate internal regulations on fire prevention and firefighting and rescue and emergency response	100
181	688-NQ/NK3-HĐQT	09/07/2025	Re: Approval of the proposal to implement the dynamic QR code-based water bill payment service	100
182	690-NQ/NK3-HĐQT	10/07/2025	Re: Approval of the proposal to engage a consultant to prepare survey documentation and adjust the 1/500 detailed master plan for the Hong Gai Water Supply Enterprise headquarters in Ha Long Ward, Quang Ninh Province	100
183	692-NQ/NK3-HĐQT	14/07/2025	Re: Approval of the proposal to select a bank for placing term deposits	100
184	694-NQ/NK3-HĐQT	14/07/2025	Re: Approval of the proposal to replace clean water pumps at Khe Mai Water Treatment Plant and to convert the existing sludge collection tank into a clean water storage tank at Cai Rong Water Treatment Facility, aiming to optimize	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			the operation of Khe Mai Water Treatment Plant	
185	696-NQ/NK3-HĐQT	15/07/2025	Re: Approval of the report and proposal to upgrade the electronic office software.	100
186	698-NQ/NK3-HĐQT	17/07/2025	Regarding the approval of the policy proposal to adjust the scale and total investment of the construction project for the chemical building, chlorine neutralization tower, sludge drying yard, retaining wall, and overall upgrading of Mieu Huong Water Treatment Plant	100
187	700-NQ/NK3-HĐQT	17/07/2025	Regarding the approval of the policy proposal for the renovation plan and arrangement of a reception waiting area and a children's play space for employees' children at the Company Office headquarters.	100
188	702-NQ/NK3-HĐQT	19/07/2025	Regarding the suspension of investment in the project: Installation of an additional 41 kW raw water pump at Doan Tinh Water Treatment Plant.	100
189	704-NQ/NK3-HĐQT	22/07/2025	Regarding the approval of the policy proposal for investment in upgrading the vertical sedimentation tank to a lamella clarifier at Tien Yen Water Treatment Plant (implementation discontinued in accordance with Resolution	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			No. 474-NQ/NK3-HĐQT dated April 15, 2025).	
190	706-NQ/NK3-HĐQT	22/07/2025	Regarding the approval of the policy for the loan and asset mortgage plan at Shinhan Bank Vietnam Co., Ltd. – Pham Hung Branch for the project: Clean Water Treatment Plant in An Sinh Commune, Dong Trieu Town (Phase 2).	100
191	708-NQ/NK3-HĐQT	22/07/2025	Re: Approval of the policy on the proposal to adjust the scale and total investment of the project for the construction of the D160 + D110 + D90 + D50 pipeline serving the people of Dong Vai Hamlet	100
192	710-NQ/NK3-HĐQT	22/07/2025	Re: Approval of the policy on the proposal to procure an excavator for production and business operations	100
193	712-NQ/NK3-HĐQT	24/07/2025	Re: Approval of the policy on amending the “Regulation on the distribution of labor costs from revenues generated by the installation, replacement, and repair of materials within and beyond customer meter assemblies” to the “Regulation on the distribution of labor remuneration from revenues generated by repair services”	100
194	714-NQ/NK3-HĐQT	24/07/2025	Re: Approval of the policy on the proposal to pay fees for other irrigation services for	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			2024 as requested by Eastern Quang Ninh Irrigation One Member Limited Liability Company in Official Letter No. 473/TLMD-KHTC dated July 8, 2025	
195	716-NQ/NK3-HĐQT	25/07/2025	Re: Approval of the policy on the plan for the production of warning markers for hazardous locations and traffic diversion	100
196	720-NQ/NK3-HĐQT	26/07/2025	Re: Approval of the Financial Supervision Report of the Enterprise for the First Half of 2025	100
197	722-NQ/NK3-HĐQT	26/07/2025	Re: Approval of the policy on the proposal to engage consultants to implement two bid packages: (1) Topographic survey and mapping at a 1/500 scale; preparation of the adjusted 1/500 master plan; and preparation of the report proposing the investment policy and the adjusted feasibility study report of the project; (2) Survey, inspection, and assessment of the current structural condition of the XNN Hong Gai Headquarters project in Ha Long Ward, Quang Ninh Province (converted from the project "Quawaco Mixed-Use Apartment and Service Building")	
198	724-NQ/NK3-HĐQT	28/07/2025	Re: Approval of the policy on the proposal to add the	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			project for investment in the replacement of pipelines QY09.03.05.D63; QY09.00.03.D63; QY09.01.02.D63; QY09.01.04.D63; QY09.00.10.D75; and QY09.00.11.D63 in Quang Yen Ward and Ha An Ward, Quang Ninh Province	
199	726-NQ/NK3-HĐQT	28/07/2025	Re: Approval of the Breakthrough Action Plan for the Development of Science and Technology, Innovation, and Digital Transformation for the 2025–2026 Period	100
200	728-NQ/NK3-HĐQT	29/07/2025	Re: Approval of the policy on the proposal to adjust the scale and total investment of the project “Construction of the Management and Operation Building for the Substation”	100
201	730-NQ/NK3-HĐQT	29/07/2025	Re: Approval of the policy on the proposal for solutions to control equipment temperature under hot weather conditions	100
202	732-NQ/NK3-HĐQT	30/07/2025	Re: Approval of the dividend payment plan for 2024	100
203	734-NQ/NK3-HĐQT	30/07/2025	Re: Approval of the evaluation report and the policy on the proposal for concurrent meter reading and revenue collection at 08 units	100
204	736-NQ/NK3-HĐQT	30/07/2025	Re: Approval of the policy on the proposal to suspend investment in the construction	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			and installation of pipelines, flow meter chambers, and industrial wastewater sampling chambers at Khe Mai Water Treatment Plant and Cai Rong Water Treatment Plant	
205	738-NQ/NK3-HĐQT	31/07/2025	Re: Approval of the policy on the proposal for the merger and adjustment of management areas of Cam Pha Water Enterprise and Dien Vong Water Treatment Plant	100
206	740-NQ/NK3-HĐQT	31/07/2025	Re: Approval of the policy on the proposal to approve adjustments to unit prices for HDPE pipe clamps and protective boxes for DN15 water meters	100
207	742-NQ/NK3-HĐQT	30/07/2025	Re: Approval of the policy on the proposal to adjust the scale, implementation timeline, and total investment of the project for construction of the water supply system for Ha Nam Island, Quang Yen Town, Quang Ninh Province (4th adjustment)	100
208	744-NQ/NK3-HĐQT	31/07/2025	Re: Approval of the policy on the proposal to add the project for repair and maintenance of the 41 kW raw water pump at Nghia Lo Pumping Station, Bai Chay	100
209	746-NQ/NK3-HĐQT	31/07/2025	Re: Approval of the policy on the proposal to adjust the scale and total investment of	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			the project for upgrading Lán Tháp Water Treatment Plant, QLCN1 Station, and QLCN2 Station	
210	748-NQ/NK3-HĐQT	02/08/2025	Re: Approval of the policy on the proposal to approve the adjusted plan for investment in construction projects; the procurement plan for machinery and equipment; and the capital investment plan for 2025 of Quang Ninh Clean Water Joint Stock Company	100
211	749-NQ/NK3-HĐQT	02/08/2025	Re: Approval of the policy on the proposal to approve the adjusted plan for investment in construction projects; the procurement plan for machinery and equipment; and the carried-over capital investment plan for 2024 of Quang Ninh Clean Water Joint Stock Company	100
212	750-NQ/NK3-HĐQT	02/08/2025	Re: Approval of the policy on the proposal to assign the Project Management Unit to perform project management tasks for the project on additional installation of pumps at Cao Van Raw Water Pumping Station to increase the capacity of Dien Vong Water Treatment Plant to 90,000 m <sup>3</sup> /day	100
213	752-NQ/NK3-HĐQT	04/08/2025	Re: Approval of the policy on the proposal to invest in the installation of booster pumps and variable frequency drives	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			at Ba Che Water Treatment Plant to enhance water supply capacity	
214	754-NQ/NK3-HĐQT	05/08/2025	Re: Approval of the policy on the proposal to organize a sightseeing and vacation program for employees in 2026	100
215	756-NQ/NK3-HĐQT	11/08/2025	Re: Approval of the policy on the proposal to add the project "Concrete paving of areas for recovered materials storage and specialized vehicle movement within the Ha Khanh Station	100
216	758-NQ/NK3-HĐQT	11/08/2025	Re: Approval of the policy on the proposal to select a bank for fixed-term deposits	100
217	760-NQ/NK3-HĐQT	11/08/2025	Re: Approval of the policy on the proposal to invest in replacement of the HDPE D160 + D110 pipeline BC15.03 in Bang Xam Area, Hoanh Bo Ward	100
218	762-NQ/NK3-HĐQT	15/08/2025	Re: Approval of the policy on the proposal to install industrial wastewater flow meters to ensure compliance with environmental protection regulations at plants and treatment facilities	100
219	764-NQ/NK3-HĐQT	11/08/2025	Re: Approval of the policy on the proposal to adjust the scale and rename the project "Investment in the construction of the HDPE D355 transmission pipeline	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			supplying water to residents of Hoang Que Ward, Dong Trieu City”	
220	766-NQ/NK3-HĐQT	16/08/2025	Re: Approval of the policy on the proposal to procure machinery and equipment for the alkaline ionized water production line	100
221	770-NQ/NK3-HĐQT	18/08/2025	Re: Approval of the policy on the proposal to hire vehicles for transportation of materials and Qaromi alkaline ionized water products	100
222	772-NQ/NK3-HĐQT	20/08/2025	Re: Approval of the policy on the proposal for the water supply plan between Hai Ha Water Treatment Plant and Mong Cai Water Enterprise	100
223	774-NQ/NK3-HĐQT	20/08/2025	Re: Approval of the policy on the proposal to adjust the scale and total investment of the project “Installation of covering structures for sedimentation and filtration units of the 16,000 m <sup>3</sup> /day production line; construction of elevated pedestrian walkways connecting two treatment zones; construction of outdoor material storage warehouses; and installation of barbed-wire fencing within the water treatment facility at Dong May Water Treatment Plant”	100
224	776-NQ/NK3-HĐQT	20/08/2025	Re: Approval of the policy on the proposal to supplement the total investment value of	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			the project for the soil retaining embankment on the upper talus slope above the sedimentation and filtration units at Hoanh Bo Water Treatment Plant	
225	780-NQ/NK3-HĐQT	20/08/2025	Re: Approval of the policy on the proposal to merge station teams at units in accordance with the new administrative boundaries following the merger of wards and communes in Quang Ninh Province	100
226	782-NQ/NK3-HĐQT	20/08/2025	Re: Approval of the policy on the proposal to approve service unit prices for maintenance of solar water heaters	100
227	784-NQ/NK3-HĐQT	25/08/2025	Re: Approval of the policy on the proposal to invest in a 0.4 kV low-voltage power line to supply electricity for operation of equipment at the 3,000 m <sup>3</sup> reservoir (Cong Troi) – Dien Vong Water Treatment Plant	100
228	786-NQ/NK3-HĐQT	25/08/2025	Re: Approval of the policy on the proposal for the report on payment of other irrigation service fees for 2024 of Eastern Irrigation One Member Limited Liability Company	100
229	788-NQ/NK3-HĐQT	26/08/2025	Re: Approval of the policy on the proposal for the plan to renovate and replace pipelines QY09.03.07 D63 and QY09.03.04 D63	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
230	790-NQ/NK3-HĐQT	26/08/2025	Re: Approval of the policy on the loan and asset mortgage plan at Shinhan Bank Vietnam Limited Liability Company – Pham Hung Branch for the project: Investment in construction of a clean water reservoir and sludge drying yard at Dong Dang Water Treatment Plant, Viet Hung Ward	100
231	792-NQ/NK3-HĐQT	27/08/2025	Re: Approval of the policy on the loan and asset mortgage plan at Vietnam Bank for Agriculture and Rural Development – Quang Ninh Branch for three projects: Capacity upgrade of the Phase II clean water pumping station at Dong May Water Treatment Plant; Investment in the HDPE D315 pipeline from Minh Thanh to Cong Hoa Reservoir; and Additional installation of pumps at Cao Van raw water pumping station to increase the capacity of Dien Vong Water Treatment Plant to 90,000 m <sup>3</sup> /day	100
232	794-NQ/NK3-HĐQT	27/08/2025	Re: Approval of the policy on the proposal to install a D600 electric linear valve on pipeline CP01.D600 to regulate pressure and ensure safe water supply for Quang Hanh Ward and Cam Pha Ward	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
233	796-NQ/NK3-HĐQT	28/08/2025	Re: Approval of the Water Production Cost Plan by Cost Elements for 2025 (2nd adjustment) at Quang Ninh Clean Water Joint Stock Company	100
234	798-NQ/NK3-HĐQT	28/08/2025	Re: Approval of the policy on the proposal to renovate and upgrade facilities to optimize wastewater discharge volume and reduce internal water loss rates at water treatment plants and treatment facilities	100
235	800-NQ/NK3-HĐQT	28/08/2025	Re: Approval of the policy on the proposal to relocate the HDPE D160 pipeline of Quang Yen Water Enterprise out of the project site of Xuan Truong General Port Joint Stock Company	100
236	802-NQ/NK3-HĐQT	28/08/2025	Re: Approval of the policy on the proposal to sign a contract appendix adjusting contract prices in accordance with Decision No. 2016/QĐ-UBND dated June 16, 2025 of the Provincial People's Committee with Eastern Quang Ninh Irrigation One Member Limited Liability Company	100
237	804-NQ/NK3-HĐQT	28/08/2025	Re: Approval of the policy on the proposal to add the project "Investment in installation of multi-setting pressure reducing valves D250 and D100 on pipeline CP02 D280 and pipeline	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			CP05.03 D110 to ensure safe water supply for customers in Quang Hanh Ward and Cam Pha Ward”	
238	806-NQ/NK3-HĐQT	30/08/2025	Re: Approval of the policy on promulgation of the Attendance Bonus Regulation applicable at Quang Ninh Clean Water Joint Stock Company	100
239	808-NQ/NK3-HĐQT	04/09/2025	Re: Approval of the policy on the proposal for the transfer and appointment of managerial personnel within the Company	100
240	811-NQ/NK3-HĐQT	05/09/2025	Re: Approval of the policy on the proposal to approve service unit prices for inspection and maintenance of fire hydrants for customers	100
241	812-NQ/NK3-HĐQT	08/09/2025	Re: Approval of the policy on the proposal to add the project “Investment in replacement of the HDPE D90 pipeline with HDPE D90 + D63 + D50 pipelines on route BC02.02.16 D90 in Hoanh Bo Ward and replacement of the HDPE D63 pipeline on route BC12.00.01 D90 in Bai Chay Ward”	100
242	814-NQ/NK3-HĐQT	08/09/2025	Re: Approval of the policy on the proposal to procure standby pumps for the entire Company	100
243	816-NQ/NK3-HĐQT	08/09/2025	Re: Approval of the policy on the proposal for renovation	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			and supplementation of interconnection pipelines to optimize operation of Dong May Water Treatment Plant	
244	818-NQ/NK3-HĐQT	15/09/2025	Re: Approval of the policy on the proposal for disposal of damaged, degraded, obsolete, and unusable materials in 2025; materials recovered from replacement and repair works; and disposal of assets and tools in 2024 and 2025	100
245	820-NQ/NK3-HĐQT	15/09/2025	Re: Approval of the proposal to review water quality monitoring points at water treatment plants and treatment facilities across the water supply network	100
246	824-NQ/NK3-HĐQT	15/09/2025	Re: Approval of the report on fund sources and the proposal for bonus payments to employees from the reward fund and welfare expenditure fund	100
247	826-NQ/NK3-HĐQT	17/09/2025	Re: Approval of the policy on the proposal to adjust the total investment of the project: Investment in installation and replacement of pumps at Tien Yen raw water pumping station with a capacity of 150 m <sup>3</sup> /hour and head H = 65 m to ensure safe water supply	100
248	828-NQ/NK3-HĐQT	17/09/2025	Re: Approval of the policy on the proposal to adjust the scale and project value of the project "Investment in construction of the D160 +	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			D110 + D90 + D50 pipeline serving the people of Dong Vai Hamlet"	
249	830-NQ/NK3-HĐQT	18/09/2025	Re: Approval of the Regulation on the Management and Use of the Company Seal of Quang Ninh Clean Water Joint Stock Company	100
250	832-NQ/NK3-HĐQT	18/09/2025	Re: Approval of the policy on the loan and asset mortgage plan at Vietnam Bank for Agriculture and Rural Development – Quang Ninh Branch for three projects: Investment in the HDPE D315 pipeline to enhance water supply capacity for Hoang Tan Commune; Investment in installation of one 2,250 kVA/6 kV generator and one 1,250 kVA/0.4 kV generator for Dien Vong Water Treatment Plant; and Investment in the HDPE D315 pipeline on route UB03–D300 to enhance water supply capacity for Dong Mai Industrial Park and Minh Thanh Area, Quang Yen	100
251	834-NQ/NK3-HĐQT	18/09/2025	Re: Approval of the policy on promulgation of service unit prices for non-stop water drilling services and service unit prices for maintenance of wall-mounted air conditioners and replacement of air conditioner components	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
252	836-NQ/NK3-HĐQT	19/09/2025	Re: Approval of the policy on the proposal to select pipe materials for the Company's projects and works	100
253	838-NQ/NK3-HĐQT	20/09/2025	Re: Approval of the policy on the proposal to adjust beneficiaries of alkaline ionized water gifts for customer appreciation in accordance with Resolution No. 438-NQ/NK3-HĐQT dated April 4, 2025	100
254	840-NQ/NK3-HĐQT	20/09/2025	Re: Approval of the policy on the proposal to invest in replacement of the 35 kV underground cable supplying power to the 630 kVA substation, serving site clearance to implement the project of the clean water reservoir and sludge drying yard – Dong Dang Water Treatment Plant	100
255	841-NQ/NK3-HĐQT	20/09/2025	Re: Approval of the policy on the proposal to add the project: Investment in installation of two D150 mechanical meter assemblies and two D100 mechanical meter assemblies on pipelines HG30-05-D160, HG30-06-D160, HG26-01-D100, and HG26-02-D160	100
256	842-NQ/NK3-HĐQT	22/09/2025	Re: Approval of the policy on the proposal to add the project for investment in replacement of the D200 mechanical meter and D200	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			end-cap tee on pipeline BC11 D200; installation of a D150 electromagnetic meter at Cai Lan 2 booster pumping station; installation of a D100 air release valve on pipeline BC29 D500; and installation of a D200 mechanical meter on pipeline BC12 D200	
257	850-NQ/NK3-HĐQT	24/09/2025	Re: Approval of the policy on the proposal to invest in the concrete road section connecting Khe Che Dam to the access road to An Sinh Water Treatment Plant	100
258	852-NQ/NK3-HĐQT	26/09/2025	Re: Approval of the policy on the report evaluating the effectiveness of value-added services across the Company	100
259	854-NQ/NK3-HĐQT	29/09/2025	Re: Approval of the report on evaluation of operational efficiency of the newly installed 110 kW clean water pump at Khe Mai Water Treatment Plant and the policy on the proposal for solutions to ensure operation of the water supply system at Van Don Water Enterprise	100
260	856-NQ/NK3-HĐQT	29/09/2025	Re: Approval of the policy on the proposal to adjust the scale and total investment of the project for replacement of the D150 steel pipeline with a D280 HDPE pipeline on route BC14 from Cai Lan Booster Pumping Station to Hai Quan Reservoir	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
261	856-NQ/NK3-HĐQT	29/09/2025	Re: Approval of the policy on the proposal for solutions to support control of input invoices	100
262	860-NQ/NK3-HĐQT	29/09/2025	Re: Approval of the policy on the proposal for renovation and supplementation of the HDPE D90 pipeline to establish network zoning and enhance water supply capacity on route UB03-03-D110	100
263	862-NQ/NK3-HĐQT	30/09/2025	Re: Approval of the Regulation on Selection of Contractors for supply of goods, consulting services, non-consulting services, construction, and mixed packages of Quang Ninh Clean Water Joint Stock Company	100
264	863-NQ/NK3-HĐQT	01/10/2025	Re: Approval of the policy on the proposal to extend cybersecurity protection and risk prevention services for the Company's IT system	100
265	864-NQ/NK3-HĐQT	03/10/2025	Re: Approval of the policy on the proposal to resolve and provide support for employees in accordance with Resolution No. 620-NQ/NK3-HĐQT dated June 18, 2025	100
266	865-NQ/NK3-HĐQT	03/10/2025	Re: Approval of the policy on the proposal to sell and liquidate recovered materials, including damaged, degraded, obsolete, and unusable	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			materials in 2025; materials recovered from replacement and repair works; and assets liquidated in 2024 and 2025	
267	866-NQ/NK3-HĐQT	08/10/2025	Re: Approval of the plan for renovation of meter assemblies across the Company in Quater 4/2025	100
268	870-NQ/NK3-HĐQT	09/10/2025	Re: Approval of the proposal to adjust the internal payroll fund allocation plan for 2025 for Dien Vong Water Treatment Plant, Cam Pha Water Enterprise, Bai Chay Water Enterprise, and the Company Office Block	100
269	872-NQ/NK3-HĐQT	10/10/2025	Re: Approval of the report on results of implementation of Resolution No. 843-NQ/NK2-HĐQT dated September 18, 2023 and the policy on the proposal for a periodic exchange program on production and business experience with HueWACO	100
270	874-NQ/NK3-HĐQT	12/10/2025	Re: Approval of the policy on the proposal to invest in two HDPE pipelines D400 and D560 across Song Chanh Bridge No. 1 to ensure regional water supply interconnection	100
271	876-NQ/NK3-HĐQT	13/10/2025	Re: Approval of the policy on the proposal to add the project for investment in the HDPE pipelines D110 + D90 + D75 + D63 and installation of localized booster pumps on	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			route BC14.02 in Group 10, Area 4, Bai Chay Ward	
272	878-NQ/NK3-HĐQT	14/10/2025	Re: Approval of the policy on the proposal to invest in a generator monitoring and control system from the central control room of Dong Ho Water Treatment Plant and Dong May Water Treatment Plant	100
273	884-NQ/NK3-HĐQT	15/10/2025	Re: Approval of the policy on the proposal to adjust the scale and total investment of the project "Investment in construction of the chemical house, chlorine neutralization tower, sludge drying yard, soil retaining embankment, and upgrading of Mieu Huong Water Treatment Plant"	100
274	886-NQ/NK3-HĐQT	15/10/2025	Re: Approval of the policy on the proposal for the 3rd adjustment of the adjusted plan for investment in construction projects; the procurement plan for machinery and equipment; and the carried-over capital investment plan for 2024 of Quang Ninh Clean Water Joint Stock Company	100
275	888-NQ/NK3-HĐQT	15/10/2025	Re: Approval of the policy on the proposal for the 3rd adjustment of the plan for investment in construction projects; the procurement plan for machinery and equipment; and the capital investment plan for 2025 of Quang Ninh	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			Clean Water Joint Stock Company	
276	890-NQ/NK3-HĐQT	17/10/2025	Re: Approval of the policy on the proposal to apply wholesale clean water tariffs to Viglacera Infrastructure Development Investment Company and Eastern Irrigation One Member Limited Liability Company	100
277	892-NQ/NK3-HĐQT	18/10/2025	Re: Approval of the policy on the proposal to purchase digital signatures to serve the upgrade of the electronic office system	100
278	893-NQ/NK3-HĐQT	20/10/2025	Re: Approval of the policy on the proposal for several implementation contents of the periodic health check-up bidding package for employees in 2025	100
279	894-NQ/NK3-HĐQT	21/10/2025	Re: Approval of the policy on the proposal to add repair and renovation projects for the Company Office Building in 2026	100
280	896-NQ/NK3-HĐQT	21/10/2025	Re: Approval of the policy on the proposal to develop the Qaromi alkaline ionized water product in 350 ml plastic bottles	100
281	898-NQ/NK3-HĐQT	21/10/2025	Re: Approval of the policy on the proposal to adjust the investment scale of the project for investment in the installation of a disinfectant Javen dosing system at Well No. 12, Mao Khe Ward	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
282	900-NQ/NK3-HĐQT	21/10/2025	Re: Approval of the policy on the proposal to adjust the scale and supplement the project value of the renovation of the sludge collection tank into a clean water storage tank at Cai Rong Treatment Facility	100
283	902-NQ/NK3-HĐQT	21/10/2025	Re: Approval of the policy on the plan to implement a reward point accumulation policy for customers using the Company's value-added services	100
284	904-NQ/NK3-HĐQT	21/10/2025	Re: Approval of the policy on the proposal to adjust the capital structure and update the total investment of the project for the clean water treatment plant in An Sinh Ward, Dong Trieu Town (now An Sinh Ward, Quang Ninh Province)	100
285	906-NQ/NK3-HĐQT	24/10/2025	Re: Approval of the policy on the proposal to invest in the construction of pickleball courts at Hong Gai Water Enterprise and Bai Chay Water Enterprise	100
286	908-NQ/NK3-HĐQT	24/10/2025	Re: Approval of the policy on the proposal to add the project "Renovation and repair of the 1st floor of Bai Chay Water Enterprise Office Building" and the procurement package "Supply of interior equipment – Bai Chay Water Enterprise"	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
287	910-NQ/NK3-HĐQT	24/10/2025	Re: Approval of the policy on the proposal to determine the capital structure in investment decisions for projects/works	100
288	912-NQ/NK3-HĐQT	30/10/2025	Re: Approval of the policy on the proposal to install display screens and data loggers for monitoring generator parameters	100
289	914-NQ/NK3-HĐQT	30/10/2025	Re: Approval of the policy on the proposal to approve service unit prices for pressure gauge calibration	100
290	920-NQ/NK3-HĐQT	30/10/2025	Re: Approval of the Regulation on the implementation of grassroots democracy at the workplace	100
291	922-NQ/NK3-HĐQT	30/10/2025	Re: Approval of the report on selected financial indicators and production and business performance results for Q3 2025 of the Company	100
292	924-NQ/NK3-HĐQT	03/11/2025	Re: Approval of the policy on the proposal to adjust the name, scale, and total investment of the project “Investment in construction of a reinforced concrete technical trench and installation of pipelines across the East–West arterial road of Song Khoai Industrial Park”	100
293	926-NQ/NK3-HĐQT	03/11/2025	Re: Approval of the policy on the proposal to adjust the investment scale and rename the project “Installation of	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			backwash water circulation pumps at Hoanh Bo Water Treatment Plant”	
294	928-NQ/NK3-HĐQT	03/11/2025	Re: Approval of the policy on the proposal to invest in the installation of a DN600 ductile iron pipeline within the premises of Yen Lap Water Treatment Plant	100
295	930-NQ/NK3-HĐQT	13/11/2025	Re: Approval of the policy on the proposal to invest in the installation of an HDPE D710 pipeline within the premises of Dong Dang Water Treatment Plant	100
296	932-NQ/NK3-HĐQT	15/11/2025	Re: Approval of the policy on the proposal to upgrade the DN65–DN200 calibration test bench	100
297	934-NQ/NK3-HĐQT	14/11/2025	Re: Approval of the policy on the proposal to adjust certain contents of the project for upgrading the capacity of Dien Vong Water Treatment Plant to 90,000 m <sup>3</sup> /day	100
298	936-NQ/NK3-HĐQT	17/11/2025	Re: Approval of the policy on the proposal to adjust the customer development plan for 2025	100
299	938-NQ/NK3-HĐQT	17/11/2025	Re: Approval of the policy on the proposal to invest in a solar power system at the Company Office Building	100
300	940-NQ/NK3-HĐQT	22/11/2025	Re: Approval of the policy on the proposal for solutions to enhance water supply	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			capacity for the Quang Yen area in the current period and the future	
	942-NQ/NK3-HĐQT	24/11/2025	Re: Approval of the policy on the loan and asset mortgage plan at Shinhan Vietnam One Member Limited Liability Bank for four projects: Technology renovation and chemical automation at Dong Ho Water Treatment Plant; Construction of a sludge drying yard at Dong Ho Water Treatment Plant; Construction of a chemical house, chlorine neutralization tower, sludge drying yard, soil retaining embankment, and upgrading of Mieu Huong Water Treatment Plant; and the sludge drying yard and green corridor at Dien Vong Water Treatment Plant, Quang Hanh Ward, Cam Pha City	100
301	944-NQ/NK3-HĐQT	24/11/2025	Re: Approval of the policy on the proposal for solutions to enhance aesthetics in combination with corrosion resistance and protection of concrete structures at the project for upgrading the capacity of Yen Lap Water Treatment Plant to 26,000 m <sup>3</sup> /day (Phase 2)	100
302	945-NQ/NK3-HĐQT	22/11/2025	Re: Approval of the policy on the proposal to adjust the project for upgrading the capacity of Kim Tinh Water Treatment Plant to 10,000	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			m <sup>3</sup> /day and the HDPE D630 transmission pipeline from the plant to the intersection of National Highway 18 – Tran Nhan Tong – Hung Vuong	
303	946-NQ/NK3-HĐQT	26/11/2025	Re: Approval of the policy on the proposal to change the scale and total investment of projects under the 2025 capital construction investment plan of Van Don Water Enterprise	100
304	950-NQ/NK3-HĐQT	29/11/2025	Re: Approval of the policy to propose supplementation of the total investment value for the project on upgrading the sludge collection tank into a clean water storage tank at Cai Rong Water Treatment Facility	100
305	952-NQ/NK3-HĐQT	03/12/2025	Re: Approval of the policy on the proposal to adjust the investment scale of the clean water treatment plant project in An Sinh Ward, Dong Trieu Town	100
306	954-NQ/NK3-HĐQT	05/12/2025	Re: Approval of the policy on the proposal to approve commercial selling prices and internal production costs of bottled/jarred Qaromi drinking water	100
307	956-NQ/NK3-HĐQT	04/12/2025	Re: Approval of the policy to propose inclusion of the project in the 2026 capital construction investment plan	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
308	958-NQ/NK3-HĐQT	05/12/2025	Re: Approval of the policy on the proposal to implement Plan No. 272/KH-UBND dated October 21, 2025 of the Quang Ninh Provincial People's Committee	100
309	960-NQ/NK3-HĐQT	10/12/2025	Re: Approval of the policy on the proposal to relocate the self-washing sedimentation–filtration treatment unit at Yen Lap Water Treatment Plant for installation and capacity upgrade at Lien Hoa Water Treatment Plant	100
310	964-NQ/NK3-HĐQT	10/12/2025	Re: Approval of the policy on the proposal for adjustment of land-use boundaries for construction of the water reservoir and booster pumping station at Cot 5 – Ha Long Ward	100
311	966-NQ/NK3-HĐQT	10/12/2025	Re: Approval of the policy on the proposal to approve service unit prices for spring pressure gauge calibration	100
312	968-NQ/NK3-HĐQT	17/12/2025	Re: Approval of the policy on the proposal to adjust the salary level for the Chairman of the Company Trade Union	100
313	970-NQ/NK3-HĐQT	18/12/2025	Re: Approval of the report on test results and the policy on the proposal for water quality monitoring cabinets at Duong Huy Water Treatment Plant	100
314	972-NQ/NK3-HĐQT	19/12/2025	Re: Approval of the policy on the proposal to relocate the self-washing sedimentation–filtration treatment unit at Yen Lap Water Treatment Plant and the sludge dewatering unit at Dien Vong Water Treatment Plant for	100



No.	Resolution/Decision No.	Date	Content	Approval rate (%)
			installation and capacity upgrade at Duong Huy Water Treatment Plant	
315	974-NQ/NK3-HĐQT	19/12/2025	Re: Approval of the policy on adjustment of the water supply management area of Dong Mai Ward from Quang Yen Water Enterprise to Uong Bi Water Enterprise	100
316	976-NQ/NK3-HĐQT	22/12/2025	Re: Approval of the policy on the proposal to adjust the routing option of the HDPE D710 water transmission pipeline from Dong Ho Water Treatment Plant to Dong Dang Water Treatment Plant passing through Hoanh Bo Ward	100
317	978-NQ/NK3-HĐQT	25/12/2025	Re: Approval of the policy on the Company's key production and business plans for 2026	100
318	980-NQ/NK3-HĐQT	24/12/2025	Re: Approval of the policy on approval of the medium-term investment plan for projects for the 2026–2030 period of Quang Ninh Clean Water Joint Stock Company	100
319	981-NQ/NK3-HĐQT	24/12/2025	Re: Approval of the policy on approval of the key project investment plan for 2026 of Quang Ninh Clean Water Joint Stock Company	100
320	982-NQ/NK3-HĐQT	24/12/2025	Re: Approval of the policy on approval of the construction investment plan for works and the procurement plan for machinery and equipment for 2026 of Quang Ninh Clean Water Joint Stock Company	100

No.	Resolution/Decision No.	Date	Content	Approval rate (%)
321	984-NQ/NK3-HĐQT	26/12/2025	Re: Approval of the Regulation on coordination between professional divisions and the Company Trade Union Executive Committee of Quang Ninh Clean Water Joint Stock Company	100
323	986-NQ/NK3-HĐQT	29/12/2025	Re: Approval of the policy on the proposal to adjust the design and scale of project items under the project "Sludge drying yard and green corridor of Dien Vong Water Treatment Plant, Quang Hanh Ward, Quang Ninh Province"	100
324	992-NQ/NK3-HĐQT	31/12/2025	Re: Approval of the policy on the proposal to approve the set of unit prices for labor and construction machinery for installation and construction works serving customer connection and development	100



SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Quang Ninh, April 8, 2026

**SUPERVISORY REPORT OF THE SUPERVISORY BOARD**  
**Regarding the results of production and business activities**  
**and activities of the Board of Directors, General Director of the Company**  
**in 2025**

To: General Meeting of Shareholders  
Quang Ninh Clean Water Joint Stock Company

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

*Pursuant to the Charter of organization and operation of Quang Ninh Clean Water Joint Stock Company approved on June 28, 2025 at the Annual General Meeting of Shareholders in 2025;*

*Pursuant to Resolution No. 02/2025/NQ-ĐHĐHD dated June 28, 2025 of the 2025 Annual General Meeting of Quang Ninh Clean Water Joint Stock Company;*

*Pursuant to the Regulation on organization and operation of the Supervisory Board of Quang Ninh Clean Water Joint Stock Company;*

*Based on production and business results; the Company's audited financial statements for 2025; Report on the activities of the Board of Directors of Quang Ninh Clean Water Joint Stock Company in 2025.*

The Supervisory Board would like to report to the Annual General Meeting of Shareholders in 2025 the Supervisory Board's supervision report on the results of production and business activities and activities of the Board of Directors and the General Director of the Company in 2025, specifically as follows:

**I. Results of monitoring the Company's operations.**

**1. Economic indicators implemented according to the production and business plan in 2025**

In 2025, Vietnam's economy will maintain a positive growth momentum with high GDP growth, stable macroeconomy, creating a favorable environment for production and business activities in the country. Along with that, Quang Ninh province has the highest GRDP growth in the country, the economic structure shifts in the direction of increasing the proportion of services and industry and strongly attracting non-budget investment, especially industrial, urban and tourism parks. This context has contributed to increasing the demand for clean water for daily life and production, creating favorable conditions for Quang Ninh Clean Water Joint Stock Company to expand the market, increase consumption

and increase revenue. However, the Company also faces a number of challenges such as input costs (electricity, chemicals, supplies) tend to increase, along with risks from climate change and input water sources affecting production activities. Therefore, the Company's leaders and employees have made efforts in implementing water supply operation solutions, reviewing water demand to meet the maximum water demand of customers, increasing water users, etc. Thereby, in 2025, the Company's production and business results have basically completed the business targets. Specifically, as follows:

TT Number	CRITERIA	DVT	Implemented in 2024	Year 2025		Completion Rate (%)	
				Plan	Implementation	Compared to the plan	Compared to 2024
A	Production and business targets						
1	Amount of water produced	m3	74.720.911	78.843.000	78.007.392	98,94%	104,40%
2	Consumption	m3	66.833.201	69.610.000	70.276.514	100,96%	105,15%
3	Loss Rate	%	10,86%	10,28%	10,03%	-0,25%	-0,83%
4	Customer Development	KH	9.411	9.000	9.189	102,10%	97,64%
B	Financial Targets						
1	Total Revenue	tr.dong	814.472	855.192	880.509	102,96%	108,11%
2	Profit before tax	tr.dong	71.058	76.698	80.561	105,04%	113,37%
3	Profit after tax	tr.dong	56.814	61.358	65.020	105,97%	114,44%
4	Basic interest per 01 share (according to the average charter capital)	Copper	1.118	1.207	1.279	105,97%	114,40%
5	Profit margin after tax on state capital	%	11,18%	12,07%	12,79%	+0,72%	+1,61%
6	Assignment of dividend payment targets to state capital owners	%	2,87	2,88			

7	Average salary of employees	1,000 VND/	14.954	15.157	16.133	106,44%	107,88%
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**\* Production indicators:**

- The production of water in 2025 is: 78,007,392 m<sup>3</sup>, reaching 98.94% of the plan; an increase of 4.4% compared to 2024.
- Water consumption in 2025 is: 70,276,514 m<sup>3</sup>, reaching 100.96% of the plan; an increase of 5.15% compared to 2024.
- The loss rate of the whole company in 2025 is 10.03%, down 0.25% compared to the plan, down 0.83% compared to the loss rate in 2024.
- The number of households developing customers in 2025 will reach 9,189 households, reaching 102.10% of the plan; reaching 97.64% compared to 2024.

**\* Financial indicators:**

- Total revenue: 880,509 million VND, reaching 102.96% of the plan; up 8.11% compared to 2024.
- Profit before tax in 2025 is VND 80,561 million, reaching 105.04% of the plan and increasing by 13.37% compared to 2024.
- Profit after tax in 2025 will reach VND 65,020 million, reaching 105.97% of the plan, up 14.44% compared to 2024.
- Basic profit per 01 share (according to the average charter capital): 1,279 VND, reaching 105.97% of the plan, an increase of 161 VND compared to 2024.
- After-tax profit margin on state equity: 12.79%; increased by 0.72% compared to the plan; an increase of 1.61% compared to 2024.
- Average salary of employees: 16,133 thousand VND/person/month, reaching 106.44% of the plan; an increase of 1,179 thousand VND/person/month compared to 2024.

**2. Regarding development investment:**

In 2025, the Company has completed and put into use assets from capital construction investment activities to meet the demand for clean water of the people in the province, effectively promoting the Company's capital. The total value of assets formed from capital construction investment in 2025 is 232,510 million VND; the value of the implementation volume in 2025 is 330,637 million VND; The disbursement value from January 1, 2025 to December 31, 2025 is VND 366,828 million.

In 2025, the Company's construction investment projects will mainly invest in improving the water supply system to improve the water supply capacity to serve the people. The investment in the Company's projects shall comply with regulations on construction investment management. Except for simple-scale water supply system repair and renovation works with low investment costs, investment projects with large investment costs are hired by the Company to re-



audit the investment process and investment costs to ensure that the investment is in accordance with regulations. During the year, the Company has put into use a number of key projects to improve water supply production capacity, meet the needs of people in the province, such as:

- Project: HDPE D400 pipe line from Quang Yen KXL to Ha An with an asset value of 10,770 million VND.

- Project: Executive Manager - Van Don Export Province with an asset value of 10,068 million VND.

- Project: Investing in HDPE pipe line D315 from Minh Thanh to Cong Hoa lake with an asset value of VND 9,261.

- Project: Investing in HDPE pipe line D355 from K67 bridge to Ha Lam TTA for transmission in Cao Xanh Ward, Ha Khanh with an asset value of 6,768 VND.

- Project: Investing in the construction of a chemical house at Cao Van pumping station with an asset value of 6,517 VND.

- Project: Renovation of reaction tank, sedimentation tank, filtration tank line II and automation of Dong May NMN chemical with an asset value of VND 6,019.

- Project: Increasing the capacity of the clean water pumping station line II - Dong May Nuclear Power Plant with an asset value of VND 5,308.

- Project: Investing in the construction of a chemical house and renovating and embellishing Quang Yen KXL with an asset value of 4,476 VND.

- Project: Investment in the construction of a water supply practice center with an asset value of VND 4,456.

- Project: Refurbishing and increasing the capacity of Van Gia station to 1000m<sup>3</sup>/day with an asset value of 4,452 VND.

- Project: Investing in HDPE D315 pipeline to enhance water supply capacity for Hoang Tan commune with an asset value of VND 4,289.

- Project: Investing in the installation of generators at Lien Hoa Raw Water Wastewater KXL+TB, Khe Mai, Tien Yen pumping station, Mien Dong with an asset value of VND 4,089.

- Project: Investment in HDPE D225 transmission pipeline and water supply service pipeline for the people of Trang An ward with an asset value of VND 4,136

***\* Results of implementation of construction projects, SCL, distribution network:***

- For construction works: the total number of works according to the 2025 plan is 164 works. Implementation results: 164 projects have been approved for financial statements, 15 projects are under construction, 02 projects have not yet been constructed, 147 projects have been finalized with a total value of VND 108.5 billion, transitioning to the 2026 plan of 17 projects.

- For SCL works: the total number of works according to the 2025 plan is 23 works. Implementation results: 23 projects have approved financial statements; has finalized 23 projects with a total value of 9.4 billion VND; transitioning to the 2026 plan is 0 projects.

- For level 3 distribution network works: the total number of works planned in 2025 is 23 works. Implementation results: 23 projects have been approved; under construction: 01 project; 23 projects with a value of 3.0 billion VND have been settled; transitioning to the 2026 plan is 0 projects.

**\* Long-term unfinished property: Quawaco Apartment Building.**

- Project name: Quawaco Apartment Building

- Location: Nguyen Van Cu Street, Hong Hai Ward, Ha Long City, Quang Ninh Province

- Total estimate: 213,341,841,000 VND

- Investment capital: The Company's own capital and other capital sources.

- Purpose of investment: Building apartments for sale to officials and employees and other subjects.

- Investment cost of the implemented project: 65,182,391,533 VND (pre-tax value is 61,522,861,960 VND, VAT is 3,659,529,573 VND). The total investment cost of the project, excluding the value of advances for contractors that have not been finalized by the time of reporting, is 528,188,000 VND.

The project has stopped investment since 2013, the project has received opinions from the State Audit of Region VI, the Inspectorate of Quang Ninh Province, the Inspectorate of the Department of Planning and Investment, the Inspectorate of the Department of Natural Resources and Environment.

Implementing the Government's current policy of dismantling (the Prime Minister's Official Telegrams No. 112/CD-TTg dated November 6, 2024, No. 125/CD-TTg dated December 1, 2024, No. 13/CD-TTg dated February 8, 2025 and Official Telegram No. 26/CD-TTg dated March 31, 2025) on reviewing projects with difficulties and long-standing backlogs, urgently have definitive solutions to immediately implement projects, contributing to promoting socio-economic development, not to waste assets and money of the State, enterprises, people and society.

+ On April 22, 2025, the Company sent Document No. 935/CTN-BC to the Department of Finance to report on the proposal to convert the Quawaco Apartment Building project into Hong Gai Water Enterprise Headquarters.

+ On 07/5/2025, the Department of Finance issued Document No. 1938/STC-QLDT to report to the Provincial People's Committee to consider and agree on the policy to allow the conversion of the project according to the proposal of Quang Ninh Clean Water Joint Stock Company.

+ On June 6, 2025, the Company sent Document No. 1361/CTN-QLDT to the Provincial People's Committee and requested the Provincial People's

Committee to consider and give directions on the settlement of the contents proposed by the Department of Finance and the Company.

+ On June 13, 2025, the Office of the Provincial People's Committee issued Document No. 4155/VP. the People's Committee-TC sent to the Departments of Finance, Construction, Agriculture and Environment; send to the Provincial Inspectorate and the Company, in which the Company is assigned to study the documents of the Department of Finance, based on the actual situation and competence, the provisions of the law on planning, investment and land to carry out the next procedures as prescribed; assign departments to coordinate and guide the Company to implement according to regulations.

+ On June 26, 2025, Quang Ninh Provincial People's Committee issued Document No. 2147/UBND-TC on giving opinions on the plan to distribute after-tax profits in 2024 and organizing the 2025 Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company, in which *the content of approving the report on the owner on the implementation of the Apartment Building Project combined with services Quawaco and the plan to convert into an investment project to build the Hong Gai Water Enterprise Headquarters: The Provincial People's Committee has commented in Document No. 4155/VP. The People's Committee-TC on June 13, 2025, the representative of the state ownership in the enterprise shall participate in opinions, vote and decide on the above issues at the Annual General Meeting of Shareholders in 2025 in accordance with regulations.*

+ At the 2025 Annual General Meeting of Shareholders, the Company approved the report on the implementation of the Apartment Building Project combined with Quawaco services and the plan to convert the investment purpose into the construction investment project of Hong Gai Water Enterprise Headquarters.

+ The Company has issued Resolution No. 690-NQ/NK3-HDQT dated 10/7/2025 and Resolution No. 722-NQ/NK3-HDQT dated 26/7/2025 on approving the policy of proposing to hire a consultant to implement 02 bidding packages: (1) Topographic survey and drawing at the scale of 1/500, making adjustments to the master plan of 1/500 and making a report on proposing investment policies, feasibility study report on project adjustment; (2) Survey, inspection and assessment of the current structural status of Hong Gai Export Headquarters project in Ha Long Ward, Quang Ninh Province (converted from the Quawaco Apartment Building project combined with services). In which, the capital source is proposed: Using socialization sources.

+ The Company has carried out the procedures for signing 2 consultancy contracts: (1) Contract No. 66DA-HG/2025/HDKD/CTN-79 dated 11/8/2025 with Construction Investment and Inspection Consulting Joint Stock Company 79 to implement the Bidding Package: Consultancy on survey, inspection and evaluation of work structures. Contract price: 348,437,000 VND; (2) Contract No.



66DA-HG/2025/HDTV/CTN-QH dated 26/8/2025 with Quang Ninh Construction Planning and Design Consulting Joint Stock Company to implement the bidding package: Topographic survey consultancy, preparation of adjustments to the master plan at the scale of 1/500, preparation of adjusted feasibility study reports. Contract price: 420,000,000 VND.

+ Regarding the cost of implementing 02 consulting bidding packages: On 02/10/2025, the Company held a meeting with former leaders and managers of the investment preparation and project implementation stage to discuss solutions to remove project obstacles and propose socialization of the cost of implementing 02 consulting bidding packages. In order to complete the procedures for submitting **the adjustment of the investment policy to change the investment purpose of the project**, as a basis for implementing the next steps, at the meeting, the consensus on cost socialization was not received from the former leaders and managers of the investment preparation and project implementation stage. On January 6, 2026, the Company continued to hold a meeting with former leaders and managers of the investment preparation stage about the cost of implementing 02 contracted consulting bidding packages to convert the project's investment objectives to Hong Gai Export, but continued to not receive the consensus of the former leaders, managers of the investment preparation stage.

+ Regarding the implementation schedule of 02 consultancy bidding packages:

(1). For work: Topographic survey and drawing at the scale of 1/500, making adjustments to the master plan of 1/500 and making reports on investment policy proposals, feasibility study reports on project adjustments: The consultancy unit completes the formulation and adjustment of the project, adjusting the planning to Hong Gai Export Headquarters, the Company has submitted to the People's Committee of Ha Long Ward for appraisal according to regulations from 04/12/2025.

(2). For work: Surveying, inspecting and assessing the quality of the current structure of the apartment building combined with Quawaco services: The inspection consultant has completed the inspection of the entire current state of the work, made an inspection report and submitted it to the Investor on 25/09/2025. According to the conclusion of the inspection unit, the project is eligible to invest in changing the purpose to Hong Gai Water Enterprise Headquarters, but in the immediate future, it is necessary to immediately carry out some repair and renovation work to ensure the quality of the work.

Up to this point, the Company is waiting for the results of the appraisal of the planning to adjust the project to Hong Gai Export Headquarters of the People's Committee of Ha Long Ward, after the adjusted planning is approved, the Company will implement the next steps of the project according to regulations.

### **3. Investment activities in subsidiaries**

The Company does not currently invest in Subsidiaries or Associates.

#### 4. Fulfillment of obligations to the state budget

The company always complies well with the state's policies and regimes, specifically in the fields of taxation and budget payables, labor, salaries, employment, social insurance, health insurance, financial and accounting regimes, financial reporting regimes and other reports... The state regimes and policies applied by the Company shall comply with the Decree, Circular and guiding documents of the State.

In 2025, the Company will pay the state budget: Pay tax of VND 29,095 million. In which: VAT payment: 8,940 million VND; CIT: 12,857 million VND; PIT: 1,934 million VND; Natural resource tax: 4,983 million VND; Land tax, land rent: 380 million VND; Other payables: 112,018 million VND (including: License tax, registration tax: 19 million VND; Environmental protection fee for industrial wastewater: 20 million VND; Environmental protection fee for domestic wastewater: 105,420 million VND; Fee for granting the right to exploit water is 6,557 million VND). Paying dividends and profits distributed from the state capital in 2023 is: 14,028 million VND.

#### 5. Water supply coordination, water quality and environmental control

In 2025, the Company will basically perform a leading role in coordinating water supply for people's livelihood and important political events. During peak periods such as the Lunar New Year water supply campaign, major holidays, and important political events, the Company has proactively planned the source, ensuring adequate and stable water supply, not allowing water shortages to occur. Inheriting the invested technology platform, the Company continues to maintain the effective operation of the Water Supply System Monitoring Center (SCC) and SCADA system to regulate pressure and flow 24/7. For highland and downstream areas, the Board of Directors and the Executive Board have directed the implementation of urgent measures such as installing local booster pump stations, regulating partition valves. As a result, the rate of customers being supplied **with water 24/24 hours** throughout the Company reached **92.43%**. Especially, 03 units of Dong Trieu, Quang Yen and Van Don Water Enterprises have achieved a continuous water supply rate **of 100%**.

The company continues to strictly implement the quality control process according to QCVN Regulation 01-1:2024/BYT. The process of injecting chemicals and treating water at factories is always closely monitored, especially focusing on handling indicators such as manganese and turbidity during the rainy and stormy season. The online water quality monitoring system at large-capacity factories is maintained in stable operation, providing real-time data on turbidity, pH, and residual chlorine to the SCC Center. Internal and external inspections are fully implemented, ensuring objective and transparent test results. Water sampling and testing are carried out regularly on the network and at customers' households, 100% of water samples tested in the year meet the prescribed standards. In order to avoid the deterioration of water quality during the



transmission process, the Company seriously implements the planning and implementation of washing, shooting, and periodic flushing of transmission and distribution pipelines.

#### **6. Prevention of loss and loss of clean water**

In 2025, the Company has drastically implemented the anti-loss work, focusing on leak listening, detecting and repairing incidents, preventing the loss of high-loss routes, and investing resources to renovate the network to achieve the goal of reducing the loss rate.

- The overall loss rate of the Company in 2025 is 10.03%, down 0.25% compared to the plan, down 0.83% compared to the loss rate in 2024. In 2025, the Company has drastically implemented the anti-loss work, focusing on leak listening, detecting and repairing incidents, preventing the loss of high-loss routes, and investing resources to renovate the network to achieve the goal of reducing the loss rate. The number of incidents detected and handled in 2025 is 3747 incidents, down 211 incidents compared to 2024, of which 2,038 incidents detected through listening and leaking are 2,038, accounting for 54.4%, the total number of listening sessions is 3,037, an increase of 361 sessions compared to 2024, the listening efficiency in 2025 is lower than 2024: 12.7%, of which units with high listening efficiency: HG: 123%; BC: 94%; some units have low listening efficiency: V: 23%, DT: 45.1%, MD: 48.9%. In 2025, the Company has carried out 02 rounds of cleaning with a total of 316 routes, including 28 level 1 routes, 38 level 2 routes and 250 level 3 routes.

In 2025, the Company has carried out 2 rounds of cleaning with a total of 292 routes, including 43 level 1 routes, 68 level 2 routes and 181 level 3 routes.

#### **7. The application of science and technology to production, business and customer care**

The year 2025 will record great strides in Quawaco's digital transformation strategy. Implementing Resolution No. 57-NQ/TW of the Politburo, the Company has focused on promoting the application of science and technology and production lines, putting into operation an automatic chemical injection system at Mao Khe Treatment Area, Dong Dang Water Plant. Continue to replicate the remote control model for a series of small-scale booster pumping stations, helping to optimize manpower, increase reliability and operation safety. In addition, the Company will officially put into operation the water supply system management software based on GIS maps from January 1, 2025. Data on the pipeline network is comprehensively digitized, effectively serving technical management and repair. The My Quawaco application has been upgraded and has become the main customer communication channel with an install rate of **89.44%**. The non-cash payment rate increased sharply on **93%** of invoices. Regarding digital transformation in management, the Company has upgraded the e-Office software, towards a paperless office; deploying a new payroll HR management software

(EZMAX HRP Professional), improving the efficiency of human resource management.

#### **8. Organization of labor - wages, administration - internal affairs**

In 2025, the Company will continue to conduct an overall review of the functions and tasks of all departments, factories and enterprises to eliminate overlap and adjust inadequacies, thereby forming a reorganized apparatus in the direction of clear people – clear jobs – clear responsibilities. On that basis, a number of departments and units were merged; adjust the management areas of a number of water supply units. The company has completed the standardization of the job description system, introduced the application of new salary management software (EZMAX HRP Professional) and continues to perform well in evaluating the work performance of the middle management team by KPI, moving forward to apply to all job positions. This is a key basis to ensure fair and proper salary and bonuses and create a substantive emulation motivation for employees.

In terms of policies, the Company ensures regular jobs and stable income for 1,296 employees. Social insurance, health insurance and unemployment insurance regimes are fully and promptly implemented 100% according to regulations. Implementing severance support payments for 40 cases of elderly, weak health, and wishing to take early leave with a total amount of over VND 9.6 billion, demonstrating humanity in human resources policies. Employee health care is given special attention. The company has organized periodic health checks for 1,288 employees. The benefits of sickness (186 cases), maternity (55 cases) and convalescence (35 cases) were fully and promptly resolved with a total support cost of **VND 1,931,746,000 million**. In addition, the program "Contributing Initiatives - Donating Ideas" was continued to be implemented and attracted the enthusiastic participation of employees with 56 contributed ideas, many of which have been applied in practice with high efficiency.

The training in 2025 will be implemented methodically and comprehensively, not only focusing on expertise but also focusing on soft skills and corporate culture. Implementing Plan No. 2739/CTN-KH dated 23/12/2024, the Company has implemented a series of face-to-face and online training courses, covering a variety of fields from engineering to soft skills. Typically, such as: *Training skills training and professional guidance; Supplementing knowledge of water treatment technology, chemical operation; Maintenance instructions for inverters and electrical equipment; Training in office informatics, construction investment management software; Skills in handling procurement situations, warehouse management and Customer care skills, handling output spikes...* These programs not only improve skills but also equip modern management thinking for officials and employees. In addition, the Company has successfully organized the Raise Level - Salary Protection exam in 2025. This is the largest and most important skill test of the year, organized methodically and seriously. The exam includes 1,002 employees taking the salary protection exam and 213 employees

participating in the salary increase exam. The work of formulating questions, organizing exams and marking exams is scientifically divided into 04 exam councils according to professional fields. The exam process is strictly controlled from the stage of construction and security of exam questions (*sealing, random selection of question codes, etc.*) to exam proctoring and marking. The content of the exam closely follows the reality of production, combining theory and practical/situational skills, ensuring an accurate assessment of the actual capacity of employees.

In 2025, the Company has implemented a policy to support employees who wish to quit their jobs at the Company due to difficult circumstances and declining health, specifically: The Board of Directors of the Company has issued Resolution No. 44-NQ/NK3-HDQT dated 03/8/2024 and Resolution No. 620-NQ/NK3-HDQT dated 18/6/2025, immediately after the Resolution of the Board of Directors was issued, it received the attention of many employees with difficult circumstances and declining health in the Company. During the implementation period from 01/7/2025 to 31/12/2025, the Company has settled the regime for 38 officers and employees working in its affiliated departments and units with a total payment amount of 11,402,761,000, of which: Expenditures from the Company's Welfare Fund: 9,333,786,000 VND; Expenditure from production and business expenses: 2,068,975,000 VND; The average support level is about 300 million VND/person. After 06 months of implementation, the employee support policy has received many positive feedbacks from employees throughout the Company. The policy not only contributes to significant economic support for employees in difficult circumstances and weak health, but also shows the humanity and attention of the Company to the regime and interests of employees.

Administrative and internal affairs are maintained stably, contributing to effective support for production and business activities. Clerical work is carried out in accordance with the process, keeping documents and seals safe. By the end of 2025, the Company has upgraded the e-Office software, aiming for the goal of "*paperless office*". Document storage is rearranged, classified, adjusted documents and standardized the system of shelves, shelves, and document boxes with file codes linked to the database to enable quick search. The security and order situation at the headquarters and factories is ensured. The collective kitchen is maintained food hygiene and safety, ensuring the health of employees. The cars are periodically maintained, managed and used effectively. The work of taking care of trees, renovating the landscape at the Company's Office and units is carried out regularly, maintaining the model of "*Bright – Green – Clean – Beautiful Factory*".

**9. Occupational safety and hygiene, fire and explosion prevention and fighting:**



In 2025, OSH and fire protection and fire protection will continue to be identified by the Company as a key task, associated with production and business activities, achieving positive results.

The company has ensured absolute safety, not allowing fatal occupational accidents or incidents to cause serious damage to machinery and equipment. The provision of personal protective equipment (clothes, shoes, hats, gloves, etc.) is seriously implemented for **1,296** employees with a total implementation budget of about **2.3 billion VND**, ensuring that employees are best protected when working. OSH and ATHC training was implemented methodically, completing training for **33** employees in group 1, **23** employees in group 2, **154** employees in group 3 and **17** employees in group 6, and maintaining the effective operation of the safety and hygiene network (**87 people**).

In 2025, the whole Company will not let any fires and explosions occur, ensuring absolute safety of people and property. Propaganda about fire protection is paid attention to be carried out in the form of documents combined with propaganda via social networks (Zalo, Facebook) to raise awareness of employees. In December 2025, the Company will send 75 employees who are members of grassroots Fire Prevention and Rescue Teams throughout the Company to participate in a professional training class on fire prevention and fighting, rescue and rescue taught by the Fire and Rescue Police Department of Quang Ninh Provincial Police. In 2025, the Company has invested **VND 993 million** in fire protection, including equipment procurement, maintenance of fire alarm systems, automatic fire fighting and compulsory fire insurance. The management of the fire tower system in the area is well maintained with a total of 701 pillars that have been handed over for management and operation, 40 pillars under the management of the people, 256 pillars of the Company have not been handed over for management. During the year, the Company repaired and maintained 701 pillars and replaced 76 damaged pillars, ensuring readiness to serve the firefighting work of the province..

#### **10. Inspection of watches and production of auxiliary materials**

The inspection of meters and self-production of materials are focused on ensuring the initiative in production and business activities and the accuracy of measurement. The inspection workshop has successfully completed the periodic and irregular inspection plan for customer meters as well as line source meters, not only ensuring strict compliance with the Law on Metrology but also contributing to the transparency of the index, which is a solid legal basis for timely settlement. thoroughly comprehensively the customer's recommendations on the accuracy of the water meter. The company effectively maintains its own capacity to produce and process essential materials directly for the network such as: watch protection boxes, belts, repair accessories and sponges for pipe cleaning. The autonomy of production helps the Company significantly save input costs compared to commercial procurement, while shortening the time to supply

materials, allowing units to proactively source goods to develop new customers and quickly handle leakage incidents on the network.

### **11. The situation of divestment of state capital in the Company**

According to the Prime Minister's Decision No. 908/QĐ-TTg dated June 29, 2020 According to the Prime Minister's Decision No. 908/QĐ-TTg dated June 29, 2020 on approving the list of state-owned enterprises to divest until the end of 2020, in which Quang Ninh Clean Water Joint Stock Company is on the list according to Appendix III - List of state-owned enterprises to stop divestment by the end of 2020 to review and develop a divestment arrangement plan in the period of 2021-2025.

According to the Prime Minister's Decision No. 22/2021/QĐ-TTg dated July 2, 2021 on criteria for classification of state-owned enterprises, state-owned enterprises undergoing ownership transformation, restructuring and divestment in the period of 2021-2025, accordingly, in Section III of the Appendix attached to Decision 22/2021/QĐ-TTg dated July 2, 2021, enterprises operating in the field of exploitation, production and supply of clean water belonging to the group of state-owned enterprises holding more than 50% to less than 65% of charter capital.

According to the Prime Minister's Decision No. 1479/QĐ-TTg dated November 29, 2022 approving the plan for restructuring state-owned enterprises and state-owned enterprises in the 2022-2025 period. Appendix III *"on the plan to divest and retain the state capital in the period of 2022-2025"*, Quang Ninh Clean Water Joint Stock Company is an enterprise in Section 2 - List of enterprises retaining the state capital in the period of 2022-2025.

Therefore, the divestment of state capital in enterprises stopped under the direction of the Prime Minister in Decision No. 1479/QĐ-TTg dated November 29, 2022.

### **II. Appraisal of financial statements in 2025**

Based on the audited financial statements of Quang Ninh Clean Water Joint Stock Company for the fiscal year ending 31/12/2025 and related reports. After reviewing, the Supervisory Board found that:

- The Company's 2025 financial statements have honestly and reasonably reflected the Company's financial situation, in accordance with accounting standards and accounting regimes for Vietnamese enterprises and complied with regulations related to the preparation and presentation of financial statements.

- The company has prepared financial statements and disclosed information in accordance with regulations on information disclosure on the stock market.

- Financial statements for 2025 audited by: AASC Auditing Firm Co., Ltd.

#### **1. Situation of capital preservation and development**

According to the financial statements for the fiscal year ending 31/12/2025 (for the accounting period from 01/01/2025 to 31/12/2025), specifically:



- Equity as of 31/12/2025 is: 674,248 million VND, an increase of 16,729 million VND, equivalent to 2.54%. In which, the owner's contributed capital remains unchanged and is preserved.

- Total assets: 1,231,469 million VND; an increase of VND 100,809 million (equivalent to 8.92%) compared to December 31, 2024

- Undistributed profit after tax increased by VND 8,206 million, equivalent to 14.44% compared to 2024.

- Capital efficiency: The ROA (Profit After Tax Ratio/Total Assets) is 5.28%, compared to 2024 (5.02%), an increase of 0.26%. The ROE (Profit After Tax/Capital Contribution Ratio of CSH BQ) is 12.79%, compared to the ROE index in 2024 (is 11.18%), an increase of 1.61%.

The data shows that the use of the Company's capital is effective, the equity increases from the Company's production and business activities.

- Capital preservation and development: The Company strictly implements the regime of management and use of capital and assets, other financial management regimes and accounting regimes as prescribed by law. Purchase property insurance in accordance with the law.

$$\begin{array}{rcccl} & & \text{Closing Equity} & & 674.248 \\ & & & & \text{million} \\ \text{- Capital preservation} & = & & = & \text{VND} \\ \text{factor:} & & \text{Equity at the} & & 657.519 \\ & & \text{beginning of the} & & \text{million} \\ & & \text{period} & & \text{VND} \end{array} = 1,025 \text{ (times)}$$

The capital preservation ratio as of December 31, 2025 is 1,025 times compared to December 31, 2024.

The data shows that the Company has done a good job of preserving the investment capital of the state and shareholders, the owner's contributed capital is preserved, the Company's profit after tax in 2025 compared to 2024 increases, the ROE index increases... In order to achieve business results in 2025, the Company's leaders and employees have made unremitting efforts to find all solutions to ensure stable water supply, increase customers using clean water to ensure revenue, profits and preserve and develop equity. In 2026, there will still be many difficulties, especially the risk of lack of water sources for production and business activities due to climate change and large-scale forest fires throughout the province, the water level in reservoirs and dams continues to decrease, along with having a great impact on the quality of raw water, increasing water treatment costs. In addition, the current world war is tense between countries, especially in the Middle East, disrupting the global supply chain, increasing the price of imported materials and equipment... Therefore, the Board of Directors and the Board of Directors of the Company need to continue to have solutions in difficulties to ensure water supply safety, well implement the production and

business targets assigned by the Provincial People's Committee and the General Meeting of Shareholders, develop equity and improve the investment value of shareholders.

- During the year, the Company has effectively managed and used the assigned land area, fully paid land rents into the State Budget.

## **2. Situation of capital mobilization and use of mobilized capital**

### **a. Capital mobilization situation**

The company mobilizes capital from credit institutions to invest in assets and supplement working capital. All loans have specific contracts, loan escrows, and loan interest rates according to the bank's regulations. The loans are closely monitored by the Management Company and have a repayment plan.

In 2025, the Company has borrowed from credit institutions of VND 115,531 million, of which: long-term loans to invest in assets to upgrade the water supply system are VND 115,531 million. The amount of debt repaid by the Company in 2025 is VND 69,321 million. The total amount of loans at credit institutions as of December 31, 2025 is VND 344,502 million, of which: Long-term loans are VND 344,502 million, no short-term loans. Long-term debts due within 12 months have been accounted by the Company for short-term debt transfer of VND 74,148 million. Details of loans at credit institutions are as follows:

STT	Criteria	Outstanding 31/12/2024	Outstanding 31/12/2025	Up(+)/ Decrease(-)	
				Amount	Rate (%)
	<b>Total</b>	<b>298.293</b>	<b>344.502</b>	<b>46.209</b>	<b>15,49%</b>
<b>I</b>	<b>Short-term debt</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0,00%</b>
<b>II</b>	<b>Long-term debt</b>	<b>298.293</b>	<b>344.502</b>	<b>46.209</b>	<b>15,49%</b>
1	Joint Stock Commercial Bank for Industry and Trade of Vietnam	22.861	11.385	-11.476	-50,20%
2	QN Bank for Agriculture and Rural Development	70.737	76.701	5.964	8,43%
3	Joint Stock Commercial Bank for Development of Vietnam	119.340	102.822	-16.518	-13,84%
4	Bank for Investment and Development of Vietnam - Cam Pha Branch	4.209	2.157	-2.052	-48,75%
5	Bank for Investment and Development of Vietnam - Southwest Branch	31.574	29.213	-2.361	-7,48%

STT	Criteria	Outstanding 31/12/2024	Outstanding 31/12/2025	Up(+)/ Decrease(-)	
				Amount	Rate (%)
6	Joint Stock Commercial Bank for Foreign Trade QN-CN HL	3.401	14.455	11.054	325,01%
7	SHIHAN BANK VIETNAM LIMITED	46.172	107.770	61.598	133,41%

**b. The use of mobilized capital:**

In 2025, the total revenue from the sale and supply of goods and services of the Company will be 1,028 million VND; other revenues from production and business activities are 10,956 million VND; revenue from short-term and long-term loans is 115,530 million VND; loan interest, dividends and distributed profits: VND 1,563 million. The company has made payments to employees: 246,195 million VND; payments to suppliers of goods and services: 280,093 million VND; expenses for procurement and construction of fixed assets and other long-term assets: VND 349,514 million; loan principal repayment: 69,321 million VND; loan interest payment: 20,069 million VND; payment of corporate income tax: 12,857 million VND; other expenses for business activities: 221,403 million VND; dividend payment to shareholders: 14,588 million VND.

Capital mobilized from loans from credit institutions: In 2025, the Company will borrow long-term loans from credit institutions in the amount of VND 115,531 million to invest in assets to upgrade the water supply system. Specifically, invest in the following projects:

*Member: Million VND*

STT	Name of project/work	Amount
1	Yen Lap Nuclear Power Plant construction project with a capacity of 26,000 m3/day (phase 2)	39.016
2	Investment in HDPE D225 transmission pipeline and water supply service pipeline for the people of Trang An ward	2.386
3	HDPE D560 pipe line from Bang Bridge to K67 Bridge to strengthen water supply in the East of Ha Long City	1.900
4	Investment in 20,000m3/day ferry pump at Hoanh Bo Nuclear Power Plant	4.764
5	D560 HDPE copper from Hung Thang 1 bridge to 368 nursing home to enhance transmission capacity	530
6	Investment and replacement of D500 BC27 cast iron pipe with D560 HDPE pipe	1.487
7	Renovation of reaction tanks, sedimentation tanks, filtration tanks of line II and automation of Dong May NMN chemicals	3.350

STT	Name of project/work	Amount
8	Connecting the HDPE pipe line D355 from K67 bridge to Ha Lam TTA for transmission in Cao Xanh Ward, Ha Khanh...	1.940
9	HDPE D400 pipe line from Quang Yen KXL to Ha An	4.785
10	Executive Manager - Van Don Export	1.511
11	Khe Mai Water Plant Capacity 6,000m3/day	14.880
12	Investment in building a chemical house at Cao Van pumping station	1.226
13	Refurbishing and increasing the capacity of Van Gia station to 1000m3/day	3.000
14	Investment in HDPE pipe D315 from Minh Thanh to Cong Hoa lake	5.580
15	Construction of clean water tank and sludge drying yard of Dong Dang Nuclear Power Plant	3.367
16	Improving the capacity of clean water pumping station line II - Dong May Nuclear Power Plant	2.276
17	HDPE D315 pipe line on line UB03D300 improve water supply capacity for Dong Mai and Minh Thanh KV	5.198
18	Investment in the installation of pumps at Cao Van Raw Water Plant to 90,000 m3/ng<2025>	2.200
19	Clean water treatment station in An Sinh commune, Dong Trieu town (Phase 2)	11.841
20	Investing in the installation of 01 2,250kVA/6KV generator and 01 1250KVA/0.4KV generator for Dien Vong Nuclear Power Plant	3.000
21	Mud drying yard and green corridor of Dien Vong Nuclear Power Plant, Quang Hanh Ward, Cam Pha City	1.294
	<b>Total</b>	<b>115.531</b>

### 3. The situation of asset management and debt management at enterprises

#### *\* Investment and procurement of assets:*

The company invests, procures assets; depreciates assets; liquidates and sells assets, etc. in accordance with the provisions of law. In 2025, the historical cost of fixed assets will increase by VND 253,977 million due to the Company's investment and procurement of fixed assets; reducing the historical cost of fixed assets by VND 23,709 million due to the Company's liquidation of assets; depreciation of fixed assets in 2025 is VND 190,197 million (*of which: depreciation of fixed assets is: VND 211,548 million, depreciation of fixed assets due to liquidation is VND 21,351 million*).

#### *\* Debt management at enterprises:*

The Company is managing debts and handling the Company's outstanding debts in accordance with the Debt Management Regulation issued in Decision No.



1380/QD-CTN dated 06/06/2025 (replacing Decision No. 29/QD-CTN dated 04/01/2024). The debt management is monitored in detail by the Company for receivables and payables by each object; carry out periodic debt reconciliation as prescribed.

**\* Receivables as of 31/12/2025**

*Member: Million VND*

STT	Criteria	Time31/12/2024	Time31/12/2025	Up(+)/ Decrease(-)	
				Values	Rate
<b>I</b>	<b>Short-term receivables</b>	<b>14.318</b>	<b>66.138</b>	<b>51.819</b>	<b>361,91%</b>
1	Short-term receivables of customers	2.285	4.049	1.764	77,22%
2	Upfront payment for short-term sellers	9.112	55.396	46.284	507,93%
3	Other short-term receivables	4.059	7.750	3.691	90,93%
4	Provision for short-term bad debts	(1.138)	(1.057)	80	-7,06%

As of December 31, 2025, the Company's short-term receivables were VND 66,138 million, an increase of VND 51,819 million, equivalent to an increase of 361.91% compared to December 31, 2024. This increase mainly comes from the upfront payment to short-term sellers.

Specifically, the advance payment to the seller reached 55,396 million VND, an increase of 46,284 million VND (507.93%), mainly advances for the construction of construction investment projects. In addition, short-term receivables of customers reached VND 4,049 million, an increase of VND 1,764 million (77.22%), reflecting that water bill collection activities are still relatively well controlled. Other short-term receivables reached VND 7,750 million, an increase of VND 3,691 million (90.93%).

The provision for short-term bad debts as of December 31, 2025 was VND 1,057 million, down VND 80 million compared to the beginning of the year, showing that the quality of receivables tends to improve.

In general, the sharp increase in receivables was mainly in the nature of advances for investment, not due to the increase in customer debt risk. However, the Company needs to continue to closely monitor the progress of settlement, recover advances and control receivables.

**\* Liabilities as of 31/12/2025:**

*Member: Million VND*



Criteria	Time31/12/2024	Time31/12/2025	Up(+)/Decrease(-)	
			Values	Rate
<b>LIABILITIES</b>	<b>473.142</b>	<b>557.222</b>	<b>84.081</b>	<b>17,77%</b>
<b>I. Short-term debt</b>	<b>232.032</b>	<b>281.311</b>	<b>49.280</b>	<b>21,24%</b>
Payable to short-term sellers	69.617	83.617	14.000	20,11%
Short-term upfront buyers	384	418	34	8,86%
Taxes and amounts payable to the State	12.010	16.136	4.126	34,35%
Payable to employees	61.919	81.509	19.590	31,64%
Short-term expenses	3.580	3.136	-445	-12,42%
Short-term unrealized revenue	-	30	30	
Other short-term payables	2.614	4.748	2.134	81,61%
Short-term financial loans and leases	61.257	74.148	12.891	21,04%
Reward and welfare fund	20.650	17.570	-3.080	-14,92%
<b>II. Long-term debt</b>	<b>241.110</b>	<b>275.911</b>	<b>34.801</b>	<b>14,43%</b>
Other long-term payables	4.074	5.557	1.483	36,40%
Long-term financial loans and leases	237.036	270.354	33.318	14,06%

As of December 31, 2025, the Company's liabilities were VND 557,222 million, an increase of VND 84,081 million, equivalent to an increase of 17.77% compared to December 31, 2024. The reason for the increase is mainly due to:

- Short-term debts increased by VND 49,280 million (21.24%), mainly focusing on the following amounts: payables to employees increased by VND 19,590 million (31.64%); payables to sellers increased by VND 14,000 million (20.11%); loans and short-term financial leases increased by VND 12,891 million (21.04%). In addition, other short-term payables and tax obligations to the State also tend to increase.

- Long-term debt increased by VND 34,801 million (14.43%), mainly due to an increase in borrowing and long-term financial lease debt of VND 33,318 million (14.06%), reflecting the Company's promotion of capital mobilization to serve investment in the development of the water supply system.

In general, the scale of liabilities increased in line with the need to expand investment and production and business activities. However, the simultaneous increase in debts, especially short-term debts, requires the Company to strengthen debt management and control payment obligations to ensure financial safety and liquidity in the coming time.

**\* Solvency ratio of short-term debts:**

Criteria	DVT	Date 31/12/2024	Time31/12/2025	Up(+)/ Decrease(-)	
				Values	Rate
Short-term assets	tr.dong	154.550	157.464	2.914	1,89%
Short-term debt	tr.dong	232.032	281.311	49.280	21,24%
Solvency ratio ( <i>Short-term assets/Short-term liabilities</i> )	times	0,67	0,56	(0,11)	-15,96%

As of December 31, 2025, the Company's short-term debt solvency ratio reached 0.56 times, down 0.11 times (equivalent to a decrease of 15.96%) compared to December 31, 2024. This is mainly due to the fact that the growth rate of short-term debt is significantly higher than that of short-term assets.

Specifically, short-term assets reached VND 157,464 million, an increase of VND 2,914 million (1.89%), of which receivables increased by VND 51,819 million, inventories increased by VND 5,546 million and other short-term assets increased by VND 3,148 million; However, cash and cash equivalents decreased sharply by 57,600 million VND. Meanwhile, short-term debt increased by VND 49,280 million (21.24%), mainly due to an increase in payables payable to employees, sellers, loans and short-term financial leases and other short-term payables.

The increase in short-term assets but not keeping up with the increase in short-term debt has caused the short-term ratio to decline. With 0.56 times ( $<1$ ), the Company's ability to meet short-term debt obligations is still limited. However, due to the characteristics of operating in the field of clean water production and supply, which is an essential product in the daily life of people in the whole province, with a stable monthly cash flow, along with the ability to access credit capital, the Company can still meet the needs of debt payment due in production and business activities of the Company.

In the coming time, in order to improve solvency, the Company needs to rebalance the capital structure in the direction of using long-term capital sources for investment projects, limiting the use of short-term capital; at the same time, strengthen debt management, accelerate investment activities to recover receivables, control costs and improve the efficiency of production and business activities. In addition, to implement the goal of increasing water supply coverage as directed in Resolution No. 05-NQ-TU of the Provincial Party Committee, in order to ensure solvency (raising the solvency ratio of short-term debts), the Company needs to request the Provincial People's Committee to direct localities to invest in water supply works, especially for investment areas for social security and handing over assets to water supply operation management companies to serve the people.

**- Financial leverage ratio:**

Criteria	DVT		Time31/12/2025	Up(+)/ Decrease(-)
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		Date 31/12/2024		Values	Rate
Liabilities	tr.dong	473.142	557.222	84.081	17,77%
Equity	tr.dong	657.519	674.247	16.728	2,54%
Financial Leverage Ratio (Liabilities/Equity)		0,72	0,83	0,11	14,85%

The Financial Leverage Ratio reflects the extent to which the Company's Liabilities are utilized relative to Equity. As of December 31, 2025, this coefficient reached 0.83 times, an increase of 0.11 times (equivalent to an increase of 14.85%) compared to December 31, 2024.

In 2025, liabilities will increase by VND 84,081 million (17.77%), while equity will only increase by VND 16,728 million (2.54%). The main reason is that the Company has increased the mobilization of loans to implement investment projects to expand and upgrade the water supply system; The total loan amount in the year reached VND 115,531 million, and at the same time, the principal due was repaid VND 69,321 million, causing the net loan balance to increase by VND 46,209 million. In addition, short-term payables, including payables to sellers and payables to employees, also tend to increase.

The increase in the financial leverage ratio is in line with the orientation of expanding investment and developing production and business activities. However, the Company needs to continue to strictly control debts, especially short-term debts, in order to ensure financial security and maintain solvency in the short term.

#### **4. The situation of cash flow of the enterprise.**

According to the 2025 cash flow report:

- Cash flow from business activities is: +258,731 million VND, down 9,539 million VND compared to 2024 (2024 is 268,269 million VND). In which: Total revenue is: 1,039,350 million VND (revenue from the sale and supply of goods and services of the Company is 1,028,394 million VND; other revenue from business activities: 10,956 million VND); Total expenditure is: 780,619 million VND (payment to suppliers of goods and services: 280,094 million VND; payment to employees: 246,196 million VND; interest payment: 20,069 million VND; payment of corporate income tax: 12,857 million VND; other expenses for business activities: 221,403 million VND). The Company's production and business activities in 2025 will increase more than revenue in 2024, but some expenses will increase compared to 2024 such as: *payments to suppliers increased by 12,523 million VND, payments to employees increased by 39,474 million VND, other expenses for business activities increased by 37,536 million VND*. To conclude that the company's business activities are effective, the revenue is sufficient to offset the costs incurred by the enterprise and the surplus is reserved for investment activities.



- Cash flow from investment activities: -347,951 million VND, an increase of 101,818 million VND compared to 2024 (in 2024, investment expenditure is 227,125 million VND). In 2025, the Company has invested in expanding the water supply system: procurement, construction of fixed assets and other long-term assets of VND 349,514 million; revenue from interest on deposits is VND 1,563 million. Currently, investment activities are offset by production and business activities (depreciation expenses of fixed assets) and financial activities (bank loans).

- Cash flow from financial activities: +31,620 million VND. In which: Revenue from borrowing is 115,530 million VND, an increase in borrowing compared to 2024 of 37,517 million VND; loan principal repayment is 69,321 million VND; dividend payment: 14,588 million VND.

- Net flow in the year -57,599 million VND. Cash and cash equivalents at the end of the year +53,304 million VND.

The cash flow report shows that in 2025, the Company's net cash flow will be **negative VND 57,599 million**, mainly due to an increase in fixed asset investment expenditures to expand and upgrade the water supply system. Although cash flow from business activities remained positive and relatively stable, it was not enough to offset the demand for investment expenditure in the period. In order to balance cash flow, the Company has increased the mobilization of loans from credit institutions, and at the same time reduced the cash balance and cash equivalents at the end of the period. This shows that the Company is under pressure on short-term cash flow balance and has a dependence on loans for investment activities.

### 5. Distribution of profits, appropriation and use of funds

\* Profit after tax in 2024 is VND 56,813,616,513. The Company has distributed profits according to Resolution 02/2025/NQ-ĐHDCĐ dated June 28, 2025 of the Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company in 2024, specifically as follows:

STT	Criteria	DVT	Implementation	Rate (%)
1	Profit from dividend payment and deduction of funds	Copper	56.813.616.513	100
2	Setting up funds			
2.1	Development Investment Fund	Copper	8.522.042.477	15
2.2	Reward and welfare fund	Copper	33.702.906.547	59,3
	<i>In which:</i>			
	- <i>Employee Reward Fund</i>	<i>Copper</i>	<i>9.959.873.564</i>	
	- <i>Welfare Fund</i>	<i>Copper</i>	<i>23.239.704.983</i>	
	- <i>Business Manager Reward Fund</i>	<i>Copper</i>	<i>503.328.000</i>	
3	Dividends	Copper	14.588.667.489	25,7

STT	Criteria	DVT	Implementation	Rate (%)
	<i>Dividends of State shareholders</i>	<i>Copper</i>	<i>14.028.730.489</i>	
	<i>Dividends of other shareholders</i>	<i>Copper</i>	<i>559.937.000</i>	
4	Dividend Payout Rate	%	2,87	

\* Profit after tax in 2025 is: VND 65,019,856,309, the Company has not yet distributed.

### **III. Results of supervision of activities of the Board of Directors and the Board of Directors**

#### **1. Results of supervision of activities of the Board of Directors**

In 2025, the Board of Directors (BOD) has held 08 meetings with the attendance rate of members reaching 100%, with no cases of absence. At the meetings, the Board of Directors discussed, considered and agreed to issue 33 Resolutions related to the management, administration and production and business activities of the Company.

In addition, between meetings, the Board of Directors has collected opinions from members in writing and issued 324 Resolutions to promptly solve problems arising in production and business activities. The dossier of opinion collection is fully implemented, in accordance with the order and procedures as prescribed and supervised by the Company's Supervisory Board.

The Resolutions and Decisions issued by the Board of Directors are within the scope of competence, ensuring the right order and procedures and in accordance with the provisions of law as well as the Company's Charter. The members of the Board of Directors have fully performed their assigned duties and tasks, complying with the law and the Company's Charter.

On the basis of the supervision results, the Supervisory Board assesses that the activities of the Board of Directors in 2025 are carried out in accordance with the law, in accordance with the Company's Charter and promptly meet the requirements of management, administration as well as production and business activities of the Company.

The Resolutions of the Board of Directors in 2025 are as follows:

#### **\* Board of Directors meetings:**

TT	Session Date	THGIA Members	Number of Resolutions	Contents of the resolution
1	21/01/2025	7/7	336-NQ/NK3-HDQT	Approval of the Financial Statements for the fourth quarter of 2024 of Quang Ninh Clean Water Joint Stock Company
			337-NQ/NK3-HDQT	Regarding the approval of the Corporate Governance Report in 2024
			338-NQ/NK3-HDQT	Also approving the report on a number of contents implemented in the Inspection Conclusions No. 21/KL-TTr dated 09/8/2022 of the Provincial



TT	Session Date	THGIA Members	Number of Resolutions	Contents of the resolution
				Inspectorate and Plan No. 310/KH-UBND dated 30/12/2022 of the Provincial People's Committee to the Department of Planning and Investment
			339-NQ/NK3-HDQT	Regarding the approval of the policy of adjusting the salary for candidates participating in the level protection exam, raising the salary in 2024
			340-NQ/NK3-HDQT	Regarding the approval of the policy of adjusting the development of clean water production estimate norms and management and operation of the water supply network at the Company
2	18/03/2025	7/7	399-NQ/NK3-HDQT	V/v approved the policy of implementing a number of contents to remove difficulties and obstacles related to equitization and divestment at the Company.
			401-NQ/NK3-HDQT	Regarding the approval of the policy of implementing a number of contents to remove difficulties and obstacles related to the Quawaco Apartment Building Project combined with services
			403-NQ/NK3-HDQT	Regarding the approval of the policy of reporting to the owner (Quang Ninh Provincial People's Committee) on the conversion of the purpose of the Quawaco Apartment Building project combined with services into an investment project to build Hong Gai Export Office Headquarters
3	17/04/2025	7/7	482-NQ/NK3-HDD	Regarding the approval of the financial statements for the first quarter of 2025
			483-NQ/NK3-HDQT	Regarding the approval of the report proposing adjustments to the plan for output and revenue of internal water consumption in 2025
			484-NQ/NK3-HDQT	Regarding the approval of the policy of the revised Clean Water Loss Plan in 2025
			485-NQ/NK3-HDQT	V/v through reviewing plans to adjust investment in the construction of projects and works; plan for procurement of machinery and equipment and investment capital in 2025; Plan to adjust transitional projects and works in 2024
			486-NQ/NK3-HDQT	Regarding the approval of the report on the handover of irrigation infrastructure assets of Cao Van reservoir, Dien Vong dam and the operation of Quawaco Service Company
			487-NQ/NK3-HDQT	Through directing the update and adjustment of the name of the owner of the land use right certificate, analyzing the reasons why the land use right certificate has not been renewed, the land use right certificate has not been renewed, and proposing

TT	Session Date	THGIA Members	Number of Resolutions	Contents of the resolution
				solutions, implementation progress, and overcoming existing problems
			488-NQ/NK3-HDQT	Regarding the approval of the policy of investment in the production line of 304 stainless steel starter belt from D50-D90
			489-NQ/NK3-HDQT	Regarding the direction of developing norms and estimates of clean water production and management and operation of the water supply network at the Company
			490-NQ/NK3-HDQT	Approval of the Company's 2025 water price plan
4	29/04/2025	7/7	508-NQ/NK3-HDQT	To approve the policy of approving the plan to adjust investment in the construction of projects and works; Procurement plan of machinery, equipment and investment capital in 2025 of Quang Ninh Clean Water Joint Stock Company
			509-NQ/NK3-HDQT	Regarding the approval of the policy of approving the plan to adjust investment in the construction of projects, works, plans for procurement of machinery and equipment and investment capital in 2024 transition of Quang Ninh Clean Water Joint Stock Company
			510-NQ/NK3-HDQT	Regarding the approval of the draft report contents to be submitted to the Representative Agency and approved at the 2025 Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company
			511-NQ/NK3-HDQT	V/v approved the policy to propose policies to support employees who wish to terminate labor contracts at the Company and have the remaining working time until retirement from full 1 year to less than 5 years
5	18/06/2025	7/7	618-NQ/NK3-HDQT	Transfer, rotation and appointment of managers in the Company
			620-NQ/NK3-HDQT	Regarding the approval of policies to support employees who wish to quit their jobs at the Company
			621-NQ/NK3-HDQT	Regarding the approval of the policy of adjusting working hours in departments, departments and units throughout the Company
			622-NQ/NK3-HDQT	Regarding the removal of difficulties, obstacles and solutions to supplement state capital at the Company
			623-NQ/NK3-HDQT	Regarding the approval of the policy of removing difficulties and obstacles at the present time for the proposal to adjust the objectives of the Quawaco

TT	Session Date	THGIA Members	Number of Resolutions	Contents of the resolution
				Apartment Building project into Hong Gai Water Enterprise Headquarters
6	23/09/2025	7/7	844-NQ/NK3-HDQT	Regarding the approval of the policy of socialization plan to implement the incurred costs to change the purpose of the Quawaco Apartment Building project combined with services to Hong Gai Export Office
			845-NQ/NK3-HDQT	Regarding the approval of the policy of reviewing, analyzing and evaluating the proposal to dismantle the consultancy bidding packages of the Quawaco apartment building project combined with services
			846-NQ/NK3-HDQT	Approving the policy of implementing the investment project of a domestic water plant in Hiep Hoa ward, Quang Ninh province (Adjusting Resolution No. 392-NQ/NK3-HDQT, dated March 14, 2025 of the Board of Directors of the Company to be included in the medium-term plan)
			847-NQ/NK3-HDQT	Also approving the policy of reporting on the results of norm formulation (the 8th time) of the estimate of clean water production and management and operation of the water supply network in July 2025 and comparing the results of norm formulation in July 2025 with the norm issued together with Decision No. 24/QD-UBND
7	03/10/2025	7/7	868-NQ/NK3-HDQT	Regarding the approval of the policy of implementing a number of contents to remove difficulties and obstacles related to the Quawaco Apartment Building Project combined with services
8	29/12/2025	7/7	988-NQ/NK3-HDQT	Transfer, rotation and appointment of managers in the Company
			990-NQ/NK3-HDQT	V/v approved the policy of the plan to review the cost of implementing 02 consulting bidding packages to implement the transformation of the Quawaco Apartment Building Project combined with services into the Headquarters of Hong Gai Water Enterprise

**\* Written opinions:**

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
1	318-NQ/NK3-HDQT	06/01/2025	Regarding the approval of the policy of adjusting the unit price of water meter rental services	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
2	319-NQ/NK3-HDQT	06/01/2025	Approval of the policy of proposing adjustment of the source of visitation money in 2024 is a welfare expense that is accounted into deductible expenses when determining taxable income	100
3	320-NQ/NK3-HDQT	08/01/2025	Regarding the approval of the policy of loan and mortgage of assets at Shinhan Bank Vietnam Co., Ltd. – Pham Hung Branch for the Project: Van Don Import Production Manager in Cai Rong Town, Van Don District, Quang Ninh Province	100
4	321-NQ/NK3-HDQT	06/01/2025	Regarding the assignment of tasks to members of the Company's Board of Directors to direct the implementation and administration of production and business plans in 2025 of Quang Ninh Clean Water Joint Stock Company	100
5	322-NQ/NK3-HDQT	08/01/2025	Regarding the approval of the policy of proposing the planning and construction of the office of Mong Cai Water Enterprise at Hai Xuan pumping station, Hai Xuan commune, Mong Cai city	100
6	324-NQ/NK3-HDQT	08/01/2025	Approval of the policy of requesting compensation for assets of Hong Ha booster pumping station and proposing the implementation of procedures for returning land use rights as prescribed	100
7	326-NQ/NK3-HDQT	13/01/2025	Approval of the policy of proposing to hire a consultant to make a plan to exploit excess land arising during the implementation of the Project: Investment in the construction of Yen Lap Water Plant with a capacity of 26,000m <sup>3</sup> /day (Phase 2)	100
8	328-NQ/NK3-HDQT	15/01/2025	Regarding the approval of the policy of proposing adjustment of the management area and assignment of human resources for Ha An Water Supply Management Station	100
9	330-NQ/NK3-HDQT	17/01/2025	Regarding the approval of the policy of proposing solutions to improve the quality of treated water at Mieu Huong Nuclear Power Plant	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
10	332-NQ/NK3-HDQT	21/01/2025	Approval of the policy of proposing that the procedures for returning the exploitation license for well 458 in Vang Danh ward, Uong Bi city have not been carried out	100
11	334-NQ/NK3-HDQT	21/01/2025	Approval of the policy of loan and mortgage of assets at the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Long Branch of the project: Investment in ferry pumping of 20,000m <sup>3</sup> /day of Hoanh Bo Nuclear Power Plant	100
12	342-NQ/NK3-HDQT	22/01/2025	Regarding the approval of the policy of proposing investment in the construction of Pickleball sports fields at units in the Company	100
13	344-NQ/NK3-HDQT	24/01/2025	Regarding the approval of the policy to propose the implementation of regulations on water resource exploitation and environmental protection for Mao Khe Export Zone	100
14	346-NQ/NK3-HDQT	22/01/2025	Regarding the approval of the policy of reporting and proposing welfare payments for employees on the occasion of the Lunar New Year in 2025	100
15	348-NQ/NK3-HDQT	24/01/2025	Regarding the adoption of the policy of reporting and proposing the evaluation of customer watches with a service life of 10 years or more	100
16	350-NQ/NK3-HDQT	14/02/2025	Approval of the policy of reporting on the proposal to install industrial wastewater meters to ensure regulations on environmental protection at factories and treatment areas	100
17	352-NQ/NK3-HDQT	14/02/2025	Approval of the policy of reporting and proposing payment for the purchase of raw water at the request of 1TV Eastern Quang Ninh Irrigation Co., Ltd. in Official Letter No. 47a/TLMD-KHTC dated 18/01/2025	100
18	354-NQ/NK3-HDQT	14/02/2025	Regarding the approval of the policy of loan and mortgage of assets at the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Long Branch of the project: Investment in replacing the D500 BC27 cast iron pipe section with HDPE D560 pipe	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
19	355-NQ/NK3-HDQT	18/02/2025	Approval of the policy of proposing the provision for bad debts in 2024	100
20	356-NQ/NK3-HDQT	21/02/2025	Re: Approving the policy of proposing to add the value of the installation work, additional D300 electromagnetic meter cluster with battery source on the UB04-D400 route, zoning, separating the route to facilitate the management and assignment of the loss rate of Uong Bi Export	100
21	358-NQ/NK3-HDQT	24/02/2025	Approval of the policy on payment of remuneration of the representative of state capital, members of the Board of Directors and allowances for the part-time position of the Company secretary	100
22	360-NQ/NK3-HDQT	24/02/2025	Also approving the policy of approving the proposal to implement accelerated depreciation of fixed assets in 2024 for assets in the group of means of transport and machinery and equipment	100
23	364-NQ/NK3-HDQT	26/02/2025	Regarding the approval of the report on a number of financial indicators and results of production and business activities in 2024 of Quang Ninh Clean Water Joint Stock Company	100
24	366-NQ/NK3-HDQT	26/02/2025	Regarding the approval of the policy of reporting and proposing the design and installation plan of the water supply pipeline through Yen Lap 2 bridge	100
25	368-NQ/NK3-HDQT	26/02/2025	Approval of the 2025 Factor Water Production Cost Plan at Quang Ninh Clean Water Joint Stock Company	100
26	370-NQ/NK3-HDQT	26/02/2025	Regarding the approval of the policy of reporting and proposing the wholesale price of clean water supplied to Cai Lan Industrial Park Joint Stock Company	100
27	372-NQ/NK3-HDQT	27/02/2025	Re: Approving the policy of requesting the update and adjustment of the bidding package in the 2025 Procurement Plan of the Company's CLN-MT Department	100
28	374-NQ/NK3-HDQT	27/02/2025	Regarding the approval of the policy on the plan to expand the land fund of Dong May	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			Nuclear Power Plant to serve the construction of more raw water sedimentation records for production	
29	376-NQ/NK3-HDQT	05/03/2025	Re: Approving the policy of adding the value of the project, investing in HDPE pipeline D110 of route BC14.02 from Navy Zone B to Bai Chay Grade 1 School, improving the water supply capacity in the area of Dao Garden and Huong Tram Hill, Bai Chay Ward in the construction investment plan in 2025	100
30	378-NQ/NK3-HDQT	08/03/2025	Regarding the approval of the policy of proposing that the registration for the issuance of the Certificate of Corporate Credit Appraisal has not yet been carried out for the Company	100
31	379-NQ/NK3-HDQT	08/03/2025	Re: Approving the policy of proposing the addition of investment works to replace the frame and floor for the Cao Van lake surface water collection tower in the construction investment plan in 2025	100
32	380-NQ/NK3-HDQT	10/03/2025	Approval of the policy of proposing to change the scale, name and supplement the total value of the work investment in the construction investment plan in the construction investment plan in 2025 of Van Don Export Export	100
33	382-NQ/NK3-HDQT	10/03/2025	Regarding the approval of the policy to propose a plan to renovate and repair the clean water storage tank of Van Long station and the treatment area of Dong Xa - Van Don Export Province	100
34	384-NQ/NK3-HDQT	12/03/2025	Regarding the approval of the content of the Enterprise's Financial Supervision Report in 2024	100
35	386-NQ/NK3-HDQT	13/03/2025	Re: Approving the policy of proposing the repair and renovation of raw water pump No. 01 of Nghia Lo raw water pumping station	100
36	388-NQ/NK3-HDQT	13/03/2025	Regarding the approval of the policy of proposing the addition of investment and installation of DV07-D355 Duong Huy pipeline foam to the construction plan in 2025	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
37	390-NQ/NK3-HDQT	13/03/2025	Approval of the policy of loan and mortgage of assets at the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Long Branch of the project: Renovation of reaction tanks, sedimentation tanks, filtration tanks of line II and automation of Dong May NMN chemicals	100
38	392-NQ/NK3-HDQT	14/03/2025	Regarding the approval of the policy to propose an investment plan to build Cong Hoa nuclear power plant in Cong Hoa ward, Quang Yen town	100
39	394-NQ/NK3-HDQT	14/03/2025	Regarding the approval of the policy of continuing to apply the technical regulations on pipe ditches according to the Company's document No. 666/CTN-KT dated 08/6/20218	100
40	396-NQ/NK3-HDQT	14/03/2025	Regarding the approval of the policy of reporting, proposing to upgrade and replace computers and computer monitors of the Technical Department	100
41	398-NQ/NK3-HDQT	14/03/2025	Approval of the policy of adjusting the scale and renaming of the water supply pipeline investment project for Hoang Que ward, Dong Trieu city	100
42	400-NQ/NK3-HDQT	18/03/2025	Regarding the approval of the policy of reporting, proposing to replace the sound system at the meeting room of the Company's office and meeting rooms at affiliated units	100
43	402-NQ/NK3-HDQT	18/03/2025	Approval of the policy of proposing to change the scale and total investment of the project "Increasing the capacity of Kim Tinh Nuclear Power Plant from 6,000m3/day to 10,000m3/day"	100
44	404-NQ/NK3-HDQT	19/03/2025	Re: Approving the proposal to sign an appendix to the contract to adjust the unit price of other irrigation products and services with Yen Lap Quang Ninh Irrigation Company Limited and Quang Ninh Eastern Irrigation Company Limited	100
45	406-NQ/NK3-HDQT	20/03/2025	V/v Approving the policy of proposing plans and expansion locations to increase the capacity of Duong Huy nuclear power plant to	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			30,000m3/day in Duong Huy commune, Cam Pha city	
46	408-NQ/NK3-HDQT	20/03/2025	Regarding the approval of the policy of proposing to add the value of the project "Investment in D200 electromagnetic meter cluster at the beginning of the MD02-D280 line at Dam Ha station and investment in the D150 electromagnetic meter cluster at the beginning of the MD01-D225 line at Ba Che station" in the 2025 investment plan in the Eastern Province	100
47	410-NQ/NK3-HDQT	24/03/2025	Regarding the approval of the policy of proposing the return of land and recovery of assets of Tho Son water station at Mong Cai Water Enterprise	100
48	412-NQ/NK3-HDQT	25/03/2025	Regarding the approval of the policy of the report on the assessment of the current situation and plans to ensure the safety of raw water sources for Dien Vong Nuclear Power Plant	100
49	414-NQ/NK3-HDQT	25/03/2025	Regarding the approval of the policy of approving the adjustment of a number of sets of unit prices for water supply services and production in the fields and jurisdiction of the Company	100
50	416-NQ/NK3-HDQT	26/03/2025	Regarding the approval of the policy of proposing the replacement of knitting plates and filtration at Doan Tinh Nuclear Power Plant	100
51	418-NQ/NK3-HDQT	27/03/2025	Approval of the policy of extending the expected time to hold the Annual General Meeting of Shareholders in 2025	100
52	420-NQ/NK3-HDQT	28/03/2025	Approval of the Regulation on Operation of AT VSV Network	100
53	422-NQ/NK3-HDQT	28/03/2025	Regarding the approval of the policy of approving unit prices and adjusting the unit prices of a number of sets of unit prices for water supply services and production in the fields and jurisdiction of the Company	100
54	424-NQ/NK2-HDQT	26/03/2025	Approval of the Audited Financial Statements for the fiscal year ended	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			December 31, 2024 and the draft written explanation of audit opinions except on the 2024 financial statements	
55	426-NQ/NK3-HDQT	28/03/2025	Regarding the approval of the policy of proposing a plan to bridge the CP10-D400 cast iron line and the CP23-D300 cast iron line to optimize the capacity of Khe Mai and Duong Huy nuclear power plants, reduce the load on Dien Vong nuclear power plants	100
56	428-NQ/NK3-HDQT	28/03/2025	Regarding the approval of the policy of proposing the provision of office equipment to serve the professional work of Hong Gai Export	100
57	430-NQ/NK3-HDQT	01/04/2025	Regarding the approval of the policy of proposing adjustment of the scale and total investment of the project: Production manager of Van Don Water Enterprise in Cai Rong town, Van Don district	100
58	438-NQ/NK3-HDQT	04/04/2025	V/v Approval of the policy of donating 500ml alkaline ionized water to thank customers who use products, services and customers for timely information on problems on the water supply system	100
59	440-NQ/NK3-HDQT	03/04/2025	Re: Approving the policy of proposing investment in HDPE D560 pipeline to supplement raw water for Mieu Huong water plant from Trai Loc lake	100
60	442-NQ/NK3-HDQT	03/04/2025	Approval of the report on the proposal to update the long-standing backlog of projects according to the Prime Minister's Official Telegram No. 26/CD-TTg dated March 31, 2025	100
61	444-NQ/NK3-HDQT	04/04/2025	Regarding the approval of the policy to approve the adjustment of unit prices for cleaning water tanks/tanks	100
62	446-NQ/NK3-HDQT	08/04/2025	Approval of the policy of proposing a plan to install a separation network partition meter to control losses at Hong Gai Export Company.	100
63	447-NQ/NK3-Board of Directors	09/04/2025	Regarding the approval of the policy to propose adjustment of the land use plan at	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			Quang Ninh Clean Water Joint Stock Company	
64	448-NQ/NK3-HDQT	08/04/2025	Regarding the approval of the policy of requesting the approval of unit prices and unit prices for adjustment of a number of sets of unit prices for water supply services and production in the fields and jurisdiction of the Company	100
65	449-NQ/NK3-HDQT	09/04/2025	Approval of the policy of proposing the preparation of water exploitation licensing dossiers at reservoirs and irrigation works	100
66	450-NQ/NK3-HDQT	08/04/2025	Regarding the approval of the policy of proposing the addition of 02 projects to the investment plan in 2025 of Bai Chay Export	100
67	452-NQ/NK3-HDQT	09/04/2025	Regarding the approval of the policy of proposing health checks for the Company's leaders, middle-level leaders and employees in the Company	100
68	454-NQ/NK3-HDQT	10/04/2025	Re: Approving the policy of proposing investment in HDPE D90 pipeline from Khe Mai Nuclear Power Plant to supply water to Van Don International Airport	100
69	456-NQ/NK3-HDQT	10/04/2025	Regarding the approval of the Regulation on security protection at Quang Ninh Clean Water Joint Stock Company	100
70	458-NQ/NK3-HDQT	11/04/2025	Regarding the approval of the policy of proposing investment in a chemical warehouse at Dong May Nuclear Power Plant	100
71	460-NQ/NK3-HDQT	11/04/2025	Regarding the approval of the policy to propose a treatment plan for the +75 elevated water tank in Cai Rong town, Van Don district	100
72	462-NQ/NK3-HDQT	11/04/2025	V/v Approving the policy of proposing a plan to calculate salaries to record the number of meters, record and collect simultaneously	100
73	464-NQ/NK3-HDQT	11/04/2025	Regarding the approval of the policy to propose the transfer of the project to the construction plan in 2025	100
74	466-NQ/NK3-HDQT	11/04/2025	Regarding the approval of the policy of proposing to adjust the norms of occupational safety and hygiene equipment for employees	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
75	468-NQ/NK3-HDQT	10/04/2025	Approval of the policy of proposing adjustment of the total investment of construction investment projects: Clean water treatment station in An Sinh commune, Dong Trieu town	100
76	470-NQ/NK3-HDQT	15/04/2025	Approval of the policy of proposing investment in water supply service pipelines for the people of Dai Xuyen commune and Binh Dan commune, Van Don district	100
77	474-NQ/NK3-HDQT	15/04/2025	Regarding the approval of the policy to propose a plan to ensure water supply safety in Tien Yen KXL	100
78	476-NQ/NK3-HDQT	15/04/2025	Regarding the approval of the policy of proposing the addition of the value of works in the construction investment plan in 2025	100
79	478-NQ/NK3-HDQT	15/04/2025	Regarding the approval of the policy to propose a plan to renovate the D500 steel pipe line of route UB01 across Song Sinh 2 bridge in Quang Trung ward, Uong Bi city	100
80	480-NQ/NK3-HDQT	17/04/2025	Regarding the approval of the content of the company's financial supervision report in 2024 (After the audit of financial statements in 2024)	100
81	492-NQ/NK3-HDQT	21/04/2025	Approval of the clean water price plan in Quang Ninh province in 2025 and report to the People's Committee of Quang Ninh province and the Department of Construction of Quang Ninh province	100
82	494-NQ/NK3-HDQT	22/04/2025	Regarding the approval of the policy of approving the unit price of water meter rental service for mechanical meters with a diameter of 200mm to 300mm and adjustment of the unit price of water heater maintenance service and replacement of materials in the water heater	100
83	496-NQ/NK3-HDQT	23/04/2025	Regarding the approval of the policy of loan and mortgage of assets at the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ha Long Branch of the project: Investment in the construction of clean water	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			storage tanks and sludge drying yards of Dong Dang Nuclear Power Plant, Viet Hung Ward	
84	498-NQ/NK3-HDQT	23/04/2025	Regarding the approval of the policy of proposing the merger of the Loss Prevention Team and the Repair - Customer Service Team	100
85	500-NQ/NK3-HDQT	23/04/2025	Regarding the approval of the policy of proposing the selling price of raw water for Quang Ninh Thermal Power Joint Stock Company	100
86	502-NQ/NK3-HDQT	23/04/2025	Approval of the policy of proposing the plan to pay remuneration of the State Capital Representative, members of the Board of Directors and part-time allowances of the Company secretary	100
87	504-NQ/NK3-HDQT	24/04/2025	V/v Approval of the policy of proposing the use of personal smartphones to lock in the number of frontline meters	100
88	506-NQ/NK3-HDQT	25/04/2025	E.g. Approving the policy of requesting the approval of the adjustment and supplementation of the set of procedures for consultancy for corporate customers when connecting and handing over clean water supply infrastructure assets; survey, negotiate and install fire-fighting water pillars on the water supply system of the management company	100
89	512-NQ/NK3-HDQT	05/05/2025	Approval of the policy of proposing the formulation and promulgation of the Regulation on thrift and anti-waste practices	100
90	514-NQ/NK3-HDQT	05/05/2025	Approval of the policy of proposing registration of additional business lines to carry out procedures for the implementation of projects and works invested by the Company	100
91	516-NQ/NK3-HDQT	05/05/2025	Regarding the approval of the results of the implementation of financial targets in 2024, the profit distribution plan in 2024	100
92	518-NQ/NK3-HDQT	05/05/2025	Regarding the approval of the proposal to adjust the output and revenue plan in 2025	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
93	522-NQ/NK3-HDQT	06/05/2025	Regarding the approval of the report, the policy proposes a plan to relocate the factory to produce and commercialize Q+ Ion alkaline water, QUAWACO pure water	100
94	524-NQ/NK3-HDQT	08/05/2025	V/v Approval of the policy of reporting on the quality assessment of water bottle designs according to old and new samples and proposals to change the sample of 500ml water bottle shells and caps Alkaline Ion Q+	100
95	525-NQ/NK3-HDQT	08/05/2025	Approval of the policy of proposing adjustments to some contents of the 2025 Occupational Safety and Health Plan of Quang Ninh Clean Water Joint Stock Company	100
96	526-NQ/NK3-HDQT	08/05/2025	Regarding the approval of the policy to propose a plan to calculate the salary fund in association with management losses and clean water consumption	100
97	527-NQ/NK3-HDQT	08/05/2025	Approval of the investment policy of the Project: Investment in the construction of HDPE D710 pipeline from Dong Ho Nuclear Power Plant to Dong Dang Nuclear Power Plant to enhance water supply capacity in the western area of Ha Long city	100
98	528-NQ/NK3-HDQT	09/05/2025	Approval of the Regulation on management and use of GIS water supply network management software at Quang Ninh Clean Water Joint Stock Company	100
99	529-NQ/NK3-HDQT	09/05/2025	Regarding the approval of the project implementation policy: Investment in HDPE D560 pipe line from Viet Hung intersection to Thong Nhat gas station	100
100	530-NQ/NK3-HDQT	09/05/2025	Regarding the approval of the policy of adjusting the plan for developing customers and increased services in 2025	100
101	531-NQ/NK3-HDQT	09/05/2025	Regarding the approval of the project implementation policy: Investment in replacing clean water pumps at the level 2 pumping station of Dien Vong Nuclear Power Plant	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
102	532-NQ/NK3-HDQT	09/05/2025	Approval of the policy of adjusting the plan of major materials in 2025 of Quang Ninh Clean Water Joint Stock Company	100
103	534-NQ/NK3-HDQT	12/05/2025	Regarding the approval of the policy of requesting the approval of the unit price of the service of suspending water supply services and reconnecting the water supply to customers after the suspension and adjusting the unit price of labor for the service of removing and installing abnormal inspection meters	100
104	536-NQ/NK3-HDQT	13/05/2025	Regarding the approval of the policy of adjusting the clean water loss plan in 2025	100
105	538-NQ/NK3-HDQT	13/05/2025	Regarding the approval of the policy of proposing the selection of a term deposit bank	100
106	540-NQ/NK3-HDQT	13/05/2025	Regarding the approval of the Cost Management Process at the Company	100
107	542-NQ/NK3-HDQT	15/05/2025	Approval of the policy of adjusting Regulation No. 1462/QD-CTN dated July 16, 2024 of Quang Ninh Clean Water Joint Stock Company on water bill support for customers with a sudden increase in output due to water supply system failure after the meter	100
108	544-NQ/NK3-HDQT	16/05/2025	Regarding the adoption of the policy of proposing collective and individual rewards for detecting violations of water use by customers	100
109	546-NQ/NK3-HDQT	16/05/2025	Re: Approving the policy of proposing the merger of Mao Khe 1 Industrial Management Station and Mao Khe 2 Industrial Management Station under Dong Trieu Export Export	100
110	548-NQ/NK3-HDQT	17/05/2025	Regarding the approval of the policy on the operation plan of Hoa Lac and Hai Xuan booster stations	100
111	550-NQ/NK3-HDQT	17/05/2025	Approval of the policy of proposing advances for works assigned to units to carry out construction by themselves	100
112	552-NQ/NK3-HDQT	20/05/2025	Approval of the policy of adjusting the internal output and revenue plan in 2025	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
113	554-NQ/NK3-HDQT	20/05/2025	Approval of the policy of proposing the development of implementation procedures and accounting guidelines for the installation of distribution networks for small residential areas with an investment cost of less than VND 30 million	100
114	556-NQ/NK3-HDQT	26/05/2025	Approval of the policy of adding works: Investment in replacing and installing additional pumps at Phong Coc Export Zone in the 2025 Construction Plan of Quang Yen Export	100
115	558-NQ/NK3-HDQT	28/05/2025	Approval of the salary proposal of the Chairman of the Board of Directors, the Head of the Supervisory Board and the Executive Board of the Company	100
116	560-NQ/NK3-HDQT	28/05/2025	Regarding the approval of the report on the review of water sources in the province and the policy of proposing a plan to ensure water supply safety	100
117	562-NQ/NK3-HDQT	28/05/2025	Regarding the approval of the policy to propose processes and regulations on the order and procedures for exploitation and disposal of waste for construction works in the Company	100
118	564-NQ/NK3-HDQT	29/05/2025	Regarding the approval of the report on implementation results and the policy of proposing and assigning the task of manganese treatment in some water sources at the Company	100
119	565-NQ/NK3-HDQT	29/05/2025	Re: Approving the policy of adjusting the scale and e-commerce of works to replace cast iron, steel, zinc pipes and pipes located deep at the HG07 route in the construction plan in 2025	100
120	568-NQ/NK3-HDQT	02/06/2025	Approval of the 2025 Factor Water Production Cost Plan (1st Adjustment) at Quang Ninh Clean Water Joint Stock Company	100
121	570-NQ/NK3-HDQT	02/06/2025	Approval of the policy of adjusting the Regulation on selection of contractors Providing goods, consultancy services, non-consulting services to ensure continuity for	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			production, business and procurement activities in order to maintain regular operations of Quang Ninh Clean Water Joint Stock Company	
122	572-NQ/NK3-HDQT	02/06/2025	Regarding the approval of the policy of proposing the implementation of new services: Maintenance of solar water heaters and maintenance of home air conditioners	100
123	574-NQ/NK3-HDQT	02/06/2025	Regarding the approval of the policy of proposing the addition of the project: Investing in and replacing the section of D400 cast iron pipe under the foundation of the house with HDPE D450 pipe at Group 3, Zone 5A, Cam Thinh Ward	100
124	576-NQ/NK3-HDQT	03/06/2025	Regarding the approval of the policy of proposing the change of scale and e-commerce of the project: Renovation of the woven plate of Doan Tinh nuclear power plant filtration tank	100
125	578-NQ/NK3-HDQT	04/06/2025	Approval of the policy of proposing changes in the scale and total investment of the project in the 2025 construction plan of Dien Vong Nuclear Power Plant	100
126	579-NQ/NK3-HDQT	04/06/2025	Approval of the policy of proposing to supplement the value of the Paint Filter and replace the sedimentation tank to ensure the safety of water supply operation at Dien Vong Nuclear Power Plant treatment area	100
127	580-NQ/NK3-HDQT	04/06/2025	Regarding the approval of the policy of proposing to change the name and total investment of the project in the 2025 Investment Plan of Bai Chay Export Province	100
128	582-NQ/NK3-HDQT	04/06/2025	Approval of the Regulation on Debt Management at Quang Ninh Clean Water Joint Stock Company (1st adjustment)	100
129	584-NQ/NK3-HDQT	05/06/2025	Regarding the approval of the policy of proposing the adjustment of the e-commerce of the clean water tank construction project to ensure safe and continuous water supply for the people in the Mam Tom hill area	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
130	586-NQ/NK3-HDQT	05/06/2025	Approval of the policy of proposing the addition of works: Investment in the installation of additional suction pipes for pumping unit No. 2 of Dien Vong Nuclear Power Plant raw water pumping station to ensure water supply safety	100
131	588-NQ/NK3-HDQT	07/06/2025	Re: Approving the policy of proposing to adjust the scale and name of the project "Investment in renovating the Hoanh Bo nuclear power plant laboratory to meet the requirements of laboratory tasks"	100
132	590-NQ/NK3-HDQT	09/06/2025	Regarding the approval of the policy to propose a plan to delist the status of a public company	100
133	592-NQ/NK3-HDQT	09/06/2025	Re: Approving the policy of proposing the procurement of equipment for the production of stainless steel starter belt 304 D50-D90	100
134	594-NQ/NK3-HDQT	09/06/2025	Regarding the approval of the proposal on the implementation of the project at Dien Vong Nuclear Power Plant	100
135	596-NQ/NK3-HDQT	10/06/2025	Approval of the policy of proposing to change the scale and supplement the total investment value of the project in the construction plan in 2025 of Bai Chay Export Export	100
136	597-NQ/NK3-HDQT	10/06/2025	Regarding the approval of the policy of proposing to change the scale and supplement the total investment value of the project Investment in the renovation of the low-voltage power cable from the substation to the booster pumping station and the renovation of the cable support system from the substation to the raw water pumping station of Dong Ho Nuclear Power Plant	100
137	598-NQ/NK3-HDQT	13/06/2025	Regarding the approval of the policy of proposing to change the scale and total investment of the project Investment in the construction and renovation of the grade II pumping station of Dong Ho Nuclear Power Plant	100
138	600-NQ/NK3-HDQT	13/06/2025	Re: Approving the policy of proposing investment in the installation of Tien Yen	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			KXL chemical automation system and remote control of Ba Che raw water pumping station	
139	602-NQ/NK3-HDQT	16/06/2025	Re: Approving the policy of proposing to change the scale and total investment of the project Investment in the installation of generators at Lien Hoa Raw Water Waste + Wastewater Station, Khe Mai Raw Water Wastewater Waste Station, Tien Yen Station – Eastern Agricultural Region	100
140	604-NQ/NK3-HDQT	16/06/2025	Regarding the approval of the policy of proposing to change the scale and total investment of the project Investment in the application of automation of the chemical acupuncture system at Dong Dang Nuclear Power Plant	100
141	606-NQ/NK3-HDQT	16/06/2025	Regarding the approval of the policy to propose a plan for the installation of raw water pumps of Doan Tinh Nuclear Power Plant	100
142	608-NQ/NK3-HDQT	16/06/2025	Approval of the policy of proposing adjustment of project progress and scale: Mud drying yard and green corridor of Dien Vong Nuclear Power Plant, Quang Hanh Ward, Cam Pha City	100
143	609-NQ/NK3-HDQT	16/06/2025	Regarding the approval of the project implementation policy: Investment in HDPE D630 pipe line from Yen Lap water plant to Bac Tien Phong industrial park	100
144	610-NQ/NK3-HDQT	16/06/2025	Regarding the approval of the policy of proposing the construction of additional protective stone embankments around and dredging of the Lo 3 raw water reservoir in Dong Xa commune, Van Don district	100
145	612-NQ/NK3-HDQT	17/06/2025	Re: Approving the policy of reporting on the proposal to invest in the Tuynel tunnel and the D1400 HDPE pipeline to improve the capacity of water supply transmission from Dien Vong Nuclear Power Plant to Cam Pha city and the east of Ha Long city	100
146	614-NQ/NK3-HDQT	18/06/2025	Regarding the approval of the policy to propose the construction plan of HDPE pipe route D630 + D315 passing through Song Khoai industrial park	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
147	616-NQ/NK3-HDQT	18/06/2025	Re: Approving the policy of proposing to change the scale and total investment of the mud drying yard in the 2025 construction plan of Dong Ho Nuclear Power Plant and Hoanh Bo Nuclear Power Plant	100
148	626-NQ/NK3-HDQT	23/06/2025	Regarding the approval of the policy of proposing to upgrade and expand the filtered water production workshop in Cam Pha Export Province	100
149	628-NQ/NK3-HDQT	24/06/2025	Regarding the approval of the policy of proposing investment in upgrading IT infrastructure at the Company	100
150	630-NQ/NK3-HDQT	24/06/2025	V/v Approval of the policy of proposing to test smart water meter solutions	100
151	632-NQ/NK3-HDQT	24/06/2025	Regarding the approval of the policy of proposing to combine 02 projects to increase the capacity of Kim Tinh nuclear power plant from 6,000m <sup>3</sup> /day to 10,000m <sup>3</sup> /day and the investment project of HDPE D630 pipeline along National Highway 18A from Kim Tinh nuclear power plant to Hoa Binh Boulevard roundabout	100
152	634-NQ/NK3-HDQT	24/06/2025	Regarding the approval of the report, the policy proposes a number of contents related to bidding packages for water exploitation licenses at irrigation works in the province	100
153	636-NQ/NK3-HDQT	24/06/2025	Approval of the policy of proposing adjustment of the total investment of the project "Investment in the installation of online water quality monitoring and monitoring equipment for water sources exploited in Trung Luong, Thac Nhoong and Man rivers"	100
154	638-NQ/NK3-HDQT	24/06/2025	Regarding the approval of the policy of approving the set of lean administrative procedures in the field of water supply under the jurisdiction of Quang Ninh Clean Water Joint Stock Company	100
155	640-NQ/NK3-HDQT	25/06/2025	Approval of the policy of proposing the addition of the project "Investment in the construction of toilets and renovation of	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			fences and landscapes around the Meter Inspection office"	
156	642-NQ/NK3-HDQT	25/06/2025	Regarding the approval of the investment policy of the Project: Investment and installation of HDPE D560 pipeline from Mong Duong booster pump station to Van Don 1 bridge booster pump station	100
157	644-NQ/NK3-HDQT	25/06/2025	Re: Approving the policy of proposing the purchase of compulsory fire and explosion insurance and supplementing the OSH plan in 2025	100
158	646-NQ/NK3-HDQT	25/06/2025	Regarding the approval of the policy to propose the adjustment of the total investment in the Automation of Chemical System at Mao Khe Export Zone	100
159	648-NQ/NK3-HDQT	25/06/2025	Approval of the policy of proposing to change the scale and total investment of the project Investment in upgrading the automation of the Dien Vong NMN filtration tank system	100
160	650-NQ/NK3-HDQT	27/06/2025	Regarding the approval of the policy of approving the cost of production of internal Quawaco bottled/bottled drinking water and the selling price of commercial Quawaco bottled/bottled drinking water	100
161	652-NQ/NK3-HDQT	27/06/2025	Regarding the approval of the policy of the report and the proposal for approval at the Annual General Meeting of Shareholders in 2025	100
162	654-NQ/NK3-HDQT	30/06/2025	Regarding the approval of the policy of proposing adjustments to the plan and time of procurement of xitec water tankers	100
163	656-NQ/NK3-HDQT	28/06/2025	Regarding the approval of the policy of proposing to strengthen managers, executives and construction personnel for the renovation and upgrading of the water supply network in Quang Yen Export Province	100
164	658-NQ/NK3-HDQT	30/06/2025	Regarding the approval of the policy of proposing the renovation of disinfection technology at the LK12 well of Dong Trieu Export Province	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
165	660-NQ/NK3-HDQT	30/06/2025	Regarding the approval of the policy of loan and mortgage of assets at the Joint Stock Commercial Bank for Industry and Trade of Vietnam – Quang Ninh Branch to invest in the project: Refurbishment, increase the capacity of Van Gia station to 1,000 m3/day	100
166	662-NQ/NK3-HDQT	03/07/2025	Regarding the approval of the policy of selecting an auditor for financial statements in 2025	100
167	664-NQ/NK3-HDQT	03/07/2025	Approval of the policy to propose adjustment of the order of dossier control at Quang Ninh Clean Water Joint Stock Company	100
168	665-NQ/NK3-HDQT	03/07/2025	Regarding the approval of the policy of proposing the setting up of provisions for bad debts in 2025	100
169	666-NQ/NK3-HDQT	03/07/2025	Approval of the policy of adjusting the internal output and revenue plan in 2025	100
170	667-NQ/NK3-HDQT	04/07/2025	Approval of the project implementation policy: Investment in increasing the capacity of Kim Tinh nuclear power plant to 10,000 m3/day and HDPE D630 pipeline transmission from the factory to the intersection of National Highway 18 – Tran Nhan Tong – Hung Vuong	100
171	668-NQ/NK3-HDQT	04/07/2025	Regarding the approval of the policy to propose a plan to move the 700m3 Ha Khanh booster storage tank to the hill of Quang Ninh Provincial General Hospital	100
172	670-NQ/NK3-HDQT	04/07/2025	Regarding the approval of the policy of proposing to adjust the total investment in the construction of the Renovation and embellishment of the 1st floor of Hong Gai Export Office (ABANDONED because it does not exceed the total investment)	100
173	672-NQ/NK3-HDQT	05/07/2025	Re: Approving the policy of proposing the plan to assign the Qaromium alkaline ionized water trade plan in the last 6 months of 2025	100
174	674-NQ/NK3-HDQT	07/07/2025	Regarding the adoption of the policy of monthly emulation grading of units	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
175	676-NQ/NK3-HDQT	07/07/2025	Regarding the approval of the policy of proposing the application of attendance allowance coefficient for employees in the Company	100
176	678-NQ/NK3-HDQT	07/07/2025	Regarding the approval of the policy of loan and mortgage of assets at the Joint Stock Commercial Bank for Industry and Trade of Vietnam – Quang Ninh Branch to invest in the project: Investment in the construction of a chemical house at Cao Van pumping station	100
177	680-NQ/NK3-HDQT	07/07/2025	Regarding the approval of the policy of proposing adjustment of the assignment of work investment tasks in the construction plan in 2025	100
178	682-NQ/NK3-HDQT	08/07/2025	Approval of the policy of proposing the renaming of the Company's Office Departments	100
179	684-NQ/NK3-HDQT	07/07/2025	Regarding the approval of the policy of proposing the use of construction materials in self-implemented works	100
180	686-NQ/NK3-HDQT	08/07/2025	Regarding the approval of the policy to propose the promulgation of internal regulations on fire prevention and fighting and rescue and rescue	100
181	688-NQ/NK3-HDQT	09/07/2025	Regarding the approval of the policy of proposing the deployment of water bill payment services via dynamic QR codes	100
182	690-NQ/NK3-HDQT	10/07/2025	Approval of the policy of proposing to hire a consultant to prepare survey documents, adjust the master plan at the scale of 1/500 of Hong Gai Export Headquarters in Ha Long Ward, Quang Ninh Province	100
183	692-NQ/NK3-HDQT	14/07/2025	Regarding the approval of the policy of proposing the selection of a term deposit bank	100
184	694-NQ/NK3-HDQT	14/07/2025	Approval of the policy of proposing to replace the clean water pump at Khe Mai Nuclear Power Plant and renovate the existing sludge collection tank into a clean water storage tank at Cai Rong Nuclear Power Plant in order to optimize the operation of Khe Mai Nuclear Power Plant	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
185	696-NQ/NK3-HDQT	15/07/2025	Regarding the approval of the policy of reporting and proposing to upgrade electronic office software	100
186	698-NQ/NK3-HDQT	17/07/2025	Regarding the approval of the policy of proposing to change the scale and total investment in the construction of chemical houses, chlorine neutralization towers, mud drying yards, embankments and refurbishment of Mieu Huong Nuclear Power Plant	100
187	700-NQ/NK3-HDQT	17/07/2025	Regarding the approval of the policy of proposing a plan to renovate and arrange a lounge for reception and play space for employees' children at the Company's office headquarters	100
188	702-NQ/NK3-HDQT	19/07/2025	Stopping investment in the project: Installing additional 41kW raw water pump for Doan Tinh Nuclear Power Plant	100
189	704-NQ/NK3-HDQT	22/07/2025	Re: Approving the policy of proposing investment in the renovation of vertical sedimentation tanks into Lamen sedimentation tanks at Tien Yen EPZL (ABANDONED according to Resolution 474-NQ/NK3-HDQT dated April 15, 2025)	100
190	706-NQ/NK3-HDQT	22/07/2025	Approval of the policy of loan and mortgage of assets at Shinhan Bank Vietnam Limited – Pham Hung Branch for the project: Clean water treatment station in An Sinh commune, Dong Trieu town (Phase 2)	100
191	708-NQ/NK3-HDQT	22/07/2025	Regarding the approval of the policy of proposing to change the scale and total investment of the investment project of the D160 + 110 + 90 + 50 pipeline to serve the people of Dong Vai village	100
192	710-NQ/NK3-HDQT	22/07/2025	Regarding the approval of the policy of proposing the supply of excavators for production and business	100
193	712-NQ/NK3-HDQT	24/07/2025	Approval of the policy of amending "Regulations on distribution of labor from revenues from installation, replacement and repair of materials in and after customer meter clusters" to "Regulations on the distribution of	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			labor money from revenues from repair services"	
194	714-NQ/NK3-HDQT	24/07/2025	Approval of the policy of proposing payment for the use of other irrigation services in 2024 at the request of 1TV Eastern Quang Ninh Irrigation Co., Ltd. in Official Letter No. 473/TLMD-KHTC dated 08/7/2025	100
195	716-NQ/NK3-HDQT	25/07/2025	Re: Approving the policy of the plan for producers to warn of dangerous locations, divert	100
196	720-NQ/NK3-HDQT	26/07/2025	Regarding the approval of the financial supervision report of the enterprise in the first 6 months of 2025	100
197	722-NQ/NK3-HDQT	26/07/2025	Regarding the approval of the policy of proposing to hire a consultant to implement 02 bidding packages: (1) Topographic survey and drawing at the scale of 1/500, making adjustments to the master plan of 1/500 and making a report on investment policy proposal, feasibility study report on project adjustment; (2) Survey, inspection and assessment of the current structural status of Hong Gai Export Headquarters project in Ha Long Ward, Quang Ninh Province (converted from Quawaco Apartment Building project combined with services)	100
198	724-NQ/NK3-HDQT	28/07/2025	Regarding the approval of the policy of proposing the addition of investment works to replace routes QY09.03.05.D63; QY09.00.03.D63; QY09.01.02.D63; QY09.01.04.D63; QY09.00.10.D75; QY09.00.11.D63 in Quang Yen Ward, Ha An Ward, Quang Ninh Province	100
199	726-NQ/NK3-HDQT	28/07/2025	Regarding the approval of the breakthrough action plan for the development of science, technology, innovation and digital transformation in the period of 2025 - 2026	100
200	728-NQ/NK3-HDQT	29/07/2025	Regarding the approval of the policy of proposing changes in the scale and total investment of the project "Investment in the construction of managers and operators of low-voltage stations"	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
201	730-NQ/NK3-HDQT	29/07/2025	Approval of the policy of proposing solutions to control the temperature of equipment in hot weather conditions	100
202	732-NQ/NK3-HDQT	30/07/2025	Regarding the approval of the dividend payment plan in 2024	100
203	734-NQ/NK3-HDQT	30/07/2025	Regarding the approval of the assessment report, the policy of proposing the simultaneous recording of revenue at 08 units	100
204	736-NQ/NK3-HDQT	30/07/2025	V/v approved the policy of stopping investment in the construction and installation of pipelines, flow meter pits, and industrial wastewater sampling pits at Khe Mai and Cai Rong nuclear power plants	100
205	738-NQ/NK3-HDQT	31/07/2025	Regarding the approval of the policy of proposing the merger and adjustment of the management area of Cam Pha Water Enterprise, Dien Vong Water Plant	100
206	740-NQ/NK3-HDQT	31/07/2025	Regarding the approval of the policy of approving the adjustment of the unit price of HDPE pipe clamping belt and the unit price of the water meter protection box DN15	100
207	742-NQ/NK3-HDQT	30/07/2025	Approval of the policy of proposing adjustment of the scale, implementation time and total investment of the investment project to build a water supply system for Ha Nam Island, Quang Yen town, Quang Ninh province (4th time)	100
208	744-NQ/NK3-HDQT	31/07/2025	Regarding the approval of the policy of proposing additional repair and maintenance works of 41kW raw water pump at Nghia Lo pumping station, Bai Chay	100
209	746-NQ/NK3-HDQT	31/07/2025	Regarding the approval of the policy of proposing to change the scale and total investment in the refurbishment of Lan Thap Nuclear Power Plant, QLCN1, QLCN2	100
210	748-NQ/NK3-HDQT	02/08/2025	To approve the policy of requesting approval of the plan to adjust investment in the construction of projects and works; Procurement plan of machinery and equipment and investment capital in 2025 of	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			Quang Ninh Clean Water Joint Stock Company	
211	749-NQ/NK3-HDQT	02/08/2025	To approve the policy of requesting approval of the plan to adjust investment in the construction of projects and works; Transitional 2024 procurement plan of Quang Ninh Clean Water Joint Stock Company	100
212	750-NQ/NK3-HDQT	02/08/2025	V/v approved the policy of proposing to assign the PMU to perform the task of managing the project of Investment and installation of additional pumps at Cao Van raw water pumping station, increasing the capacity of Dien Vong Nuclear Power Plant to 90,000m3/day	100
213	752-NQ/NK3-HDQT	04/08/2025	V/v approved the policy of proposing investment in the installation of booster pumps and inverters at Ba Che KXL to enhance water supply capacity	100
214	754-NQ/NK3-HDQT	05/08/2025	Regarding the approval of the policy of proposing the organization of a vacation program for employees in 2026	100
215	756-NQ/NK3-HDQT	11/08/2025	Regarding the approval of the policy of proposing the addition of the project "Concrete pouring of the foundation of the areas where recovered materials are located, areas for specialized vehicles to move on the campus of Ha Khanh station"	100
216	758-NQ/NK3-HDQT	11/08/2025	Regarding the approval of the policy of proposing the selection of a term deposit bank	100
217	760-NQ/NK3-HDQT	11/08/2025	Regarding the approval of the policy of proposing investment in replacing HDPE pipes D160 + 110 BC15.03 in Bang Xam area, Hoanh Bo ward	100
218	762-NQ/NK3-HDQT	15/08/2025	Regarding the approval of the policy of proposing the installation of industrial wastewater meters to ensure regulations on environmental protection at factories and treatment areas	100
219	764-NQ/NK3-HDQT	11/08/2025	Regarding the approval of the policy of proposing to adjust the scale and change the name of the project "Investment in HDPE	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			D355 transmission pipeline to supply water to the people of Hoang Que ward, Dong Trieu city"	
220	766-NQ/NK3-HDQT	16/08/2025	Regarding the approval of the policy of proposing the supply of machinery and equipment for the alkaline ionized water production line	100
221	770-NQ/NK3-HDQT	18/08/2025	Regarding the approval of the policy of proposing to rent a vehicle to transport Qaromi alkaline ionized water products	100
222	772-NQ/NK3-HDQT	20/08/2025	Regarding the approval of the policy of proposing the water supply plan of Hai Ha Nuclear Power Plant - Mong Cai Export Plant	100
223	774-NQ/NK3-HDQT	20/08/2025	V/v approved the policy of proposing to change the scale and value of the total investment of the project "Erecting a sedimentation cluster covering machine, filtration line of 16,000 m3/day, an aerial walk-in staircase connecting 2 KXL and construction of an outdoor material warehouse and installation of barbed wire fence on the water KXL campus at Dong May Nuclear Power Plant"	100
224	776-NQ/NK3-HDQT	20/08/2025	V/v approved the policy of proposing to add the total investment value of the Taluy roof retaining embankment above the Hoanh Bo NMN sedimentation cluster	100
225	780-NQ/NK3-HDQT	20/08/2025	Approval of the policy of proposing the merger of station groups at units according to new administrative boundaries after the merger of wards and communes in Quang Ninh province	100
226	782-NQ/NK3-HDQT	20/08/2025	Regarding the approval of the policy of approving the unit price of solar water heater maintenance services	100
227	784-NQ/NK3-HDQT	25/08/2025	V/v approved the policy of proposing investment in a 0.4kV low-voltage line to supply power to operate equipment at the 3000m3 storage tank (Heaven's Gate) – Dien Vong Nuclear Power Plant	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
228	786-NQ/NK3-HDQT	25/08/2025	Regarding the approval of the policy of proposing a report on the payment of charges for the use of other irrigation services in 2024 of Eastern Irrigation One Member Limited Company	100
229	788-NQ/NK3-HDQT	26/08/2025	Regarding the approval of the policy of proposing the plan to renovate and replace the QY09.03.07 D63 pipeline and QY0.03.04 D63 pipeline	100
230	790-NQ/NK3-HDQT	26/08/2025	Regarding the approval of the policy of loan and mortgage of assets at Shinhan Bank Vietnam Limited – Pham Hung Branch for the project: Investment in the construction of clean water tanks and sludge drying yards of Dong Dang Nuclear Power Plant, Viet Hung Ward	100
231	792-NQ/NK3-HDQT	27/08/2025	Approval of the policy of loan and mortgage of assets at the Bank for Agriculture and Rural Development of Vietnam – Quang Ninh Branch for 03 projects: Increasing the capacity of the clean water pumping station of line II of Dong May Nuclear Power Plant; Investing in the HDPE D315 route from Minh Thanh to Cong Hoa Lake and investing in installing additional pumps at Cao Van raw water pumping station to increase the capacity of Dien Vong Nuclear Power Plant to 90,000 m3/day	100
232	794-NQ/NK3-HDQT	27/08/2025	V/v Approved the policy of proposing the installation of D600 linear electric valves on the CP01 route. D600 to coordinate pressure and ensure water supply safety in Quang Hanh and Cam Pha wards	100
233	796-NQ/NK3-HDQT	28/08/2025	Approval of the 2025 Factor Water Production Cost Plan (2nd Adjustment) at Quang Ninh Clean Water Joint Stock Company	100
234	798-NQ/NK3-HDQT	28/08/2025	Approval of the policy of proposing renovation and upgrading to optimize the amount of wastewater discharged, reduce the rate of internal loss in the workshop at factories and treatment areas	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
235	800-NQ/NK3-HDQT	28/08/2025	Re: Approving the policy of proposing to move the D160 HDPE pipe route of Quang Yen Export Export from the project site of Xuan Truong General Port Joint Stock Company	100
236	802-NQ/NK3-HDQT	28/08/2025	Approval of the policy of proposing to sign an addendum to the contract price adjustment contract according to Decision No. 2016/QD-UBND dated June 16, 2025 of the Provincial People's Committee with 1TV Eastern Quang Ninh Irrigation Co., Ltd.	100
237	804-NQ/NK3-HDQT	28/08/2025	Regarding the approval of the policy of proposing the addition of the project "Investment in the installation of multi-constant pressure relief valves D250, D100 of CP02 D280 and CP05.03 D110 routes to ensure the safety of water supply for customers in Quang Hanh ward, Cam Pha ward"	100
238	806-NQ/NK3-HDQT	30/08/2025	Approval of the policy of promulgating the Regulation on Attendance Bonus applied at Quang Ninh Clean Water Joint Stock Company	100
239	808-NQ/NK3-HDQT	04/09/2025	Approval of the policy of proposing the transfer and appointment of managers in the Company	100
240	811-NQ/NK3-HDQT	05/09/2025	Regarding the approval of the policy of approving the unit price of fire water pillar inspection and maintenance services for customers	100
241	812-NQ/NK3-HDQT	08/09/2025	Regarding the approval of the policy of proposing the addition of the project "Investment and replacement of HDPE D90 pipe route with HDPE D90 + 63 + 50 pipe BC02.02.16 D90 route BC02.02.16 D90 in Hoanh Bo ward and HDPE pipe D63 route BC12.00.01 D90 Bai Chay ward"	100
242	814-NQ/NK3-HDQT	08/09/2025	Approval of the policy of proposing the supply of backup pumps for the whole Company	100
243	816-NQ/NK3-HDQT	08/09/2025	Regarding the approval of the policy of proposing a plan to renovate and supplement	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			the pipeline to optimize the operation of Dong May Nuclear Power Plant	
244	818-NQ/NK3-HDQT	15/09/2025	Re: Approval of the policy of proposing the liquidation of damaged, poor, lost quality, technically obsolete materials, no longer used in 2025, materials recovered from works to replace and repair and liquidate assets, tools and tools in 2024 and 2025	100
245	820-NQ/NK3-HDQT	15/09/2025	Regarding the approval of proposals to review water quality monitoring points at factories and treatment areas on the water supply network	100
246	824-NQ/NK3-HDQT	15/09/2025	Approval of the report on fund sources and proposals to pay bonuses to employees from the reward fund, expenditure on welfare activities	100
247	826-NQ/NK3-HDQT	17/09/2025	Regarding the approval of the policy of proposing the adjustment of the total investment of the project: Investment in the installation and replacement of the pump of Tien Yen raw water pumping station with a capacity of 150m <sup>3</sup> /hour, H= 65m to ensure water supply safety	100
248	828-NQ/NK3-HDQT	17/09/2025	Regarding the approval of the policy of proposing the adjustment of the scale and value of the project: "Investment in the D160 + 110 + 90 + 50 pipeline to serve the people of Dong Vai village"	100
249	830-NQ/NK3-HDQT	18/09/2025	Approval of the Regulation on management and use of seals of Quang Ninh Clean Water Joint Stock Company	100
250	832-NQ/NK3-HDQT	18/09/2025	Approval of the policy of loan and mortgage of assets at the Bank for Agriculture and Rural Development of Vietnam – Quang Ninh Branch for 03 projects: Investment in HDPE D315 pipeline to enhance water supply capacity in Hoang Tan commune; Investing in the installation of 01 2,250KVA/6KV generator and 01 1250KVA/0.4KV generator for Dien Vong Nuclear Power Plant and investing in HDPE D315 pipeline on UB03-D300 pipeline to improve water supply	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			capacity for Dong Mai Industrial Park and Minh Thanh area, Quang Yen	
251	834-NQ/NK3-HDQT	18/09/2025	Re: Approving the policy of promulgating the unit price of non-stop water start-up drilling service and unit price of wall-mounted air conditioner maintenance service and material replacement service in wall-mounted air conditioner	100
252	836-NQ/NK3-HDQT	19/09/2025	Regarding the approval of the policy of proposing the selection of pipe materials in the Company's projects and works	100
253	838-NQ/NK3-HDQT	20/09/2025	Regarding the approval of the policy of proposing adjustments to the objects of donating alkaline ionized water to thank customers according to Resolution No. 438-NQ/NK3-HDQT dated 04/4/2025	100
254	840-NQ/NK3-HDQT	20/09/2025	Approval of the policy of proposing investment in replacing the 35kV underground cable to supply power to the 630kVA substation, serving the return of clean ground for the construction of the clean water tank and sludge drying yard project – Dong Dang Nuclear Power Plant	100
255	841-NQ/NK3-HDQT	20/09/2025	Regarding the approval of the policy of proposing the addition of the project: Investment and installation of 02 D150 mechanical meter clusters, 02 D100 mechanical meter clusters at HG30-05-D160, HG30-06-D160, HG26-01-D100, HG26-02-D160 pipelines	100
256	842-NQ/NK3-HDQT	22/09/2025	Re: Approving the policy of proposing the addition of investment in replacing D200 mechanical watches, D200 foam numbness on BC11 and D200 routes; D150 electromagnetic meter at Cai Lan 2 booster station; D100 air relief valve BC29 D500 and installation of D200 mechanical meter BC12 D200	100
257	850-NQ/NK3-HDQT	24/09/2025	Regarding the approval of the policy of proposing investment in the concrete road connecting from Khe Che dam to the road to An Sinh water treatment station	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
258	852-NQ/NK3-HDQT	26/09/2025	Regarding the approval of the policy of reporting on the evaluation of the effectiveness of the Company-wide enhanced services	100
259	854-NQ/NK3-HDQT	29/09/2025	Regarding the approval of the report on the evaluation of the efficiency of the newly installed 110kW clean water pumping at Khe Mai Nuclear Power Plant and the policy of proposing solutions to ensure the operation of the water supply system at Van Don Export Plant	100
260	856-NQ/NK3-HDQT	29/09/2025	Approval of the policy of proposing to change the scale and total investment of the investment project to replace the D150 steel pipe with HDPE D280 pipe of the BC14 line from Cai Lan booster station to the Navy tank	100
261	856-NQ/NK3-HDQT	29/09/2025	Regarding the approval of the policy of proposing solutions to support the control of input invoices	100
262	860-NQ/NK3-HDQT	29/09/2025	Approval of the policy of proposing the plan to renovate and supplement the HDPE D90 pipe line with network separation partition, enhance the water supply capacity on the UB03-03-D110 route	100
263	862-NQ/NK3-HDQT	30/09/2025	Regarding the approval of the Regulation on selection of contractors to provide goods, consultancy services, non-consultancy services, construction and installation, mixed of Quang Ninh Clean Water Joint Stock Company	100
264	863-NQ/NK3-HDQT	01/10/2025	Approval of the policy of proposing the extension of services and solutions to protect, prevent and combat cyber security risks for the Company's IT system	100
265	864-NQ/NK3-HDQT	03/10/2025	Approval of the policy of proposing support for employees under Resolution No. 620-NQ/NK3-HDQT dated June 18, 2025	100
266	865-NQ/NK3-HDQT	03/10/2025	Regarding the approval of the policy of proposing the sale and liquidation of recovered materials, including damaged, poor, lost quality, technically obsolete materials, no longer used in 2025, materials	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			recovered from works to replace repair and liquidate assets in 2024 and 2025	
267	866-NQ/NK3-HDQT	08/10/2025	Approval of the Company's Instrument Cluster Renovation Plan in the Fourth Quarter of 2025	100
268	870-NQ/NK3-HDQT	09/10/2025	Regarding the approval of the proposal to adjust the plan to contract the internal salary fund in 2025 for Dien Vong Nuclear Power Plant, Cam Pha Export Plant, Bai Chay Export Oil and the Company's Office Block	100
269	872-NQ/NK3-HDQT	10/10/2025	Approval of the report on the results of the implementation of Resolution No. 843-NQ/NK2-HDQT dated September 18, 2023 and the policy of proposing a periodic exchange program on production and business experience at HueWACO	100
270	874-NQ/NK3-HDQT	12/10/2025	Re: Approving the policy of proposing investment in 02 HDPE pipe routes D400 + D560 through Song Chanh 1 bridge to ensure the connection of the water supply area	100
271	876-NQ/NK3-HDQT	13/10/2025	Regarding the approval of the policy of proposing the addition of investment works in HDPE pipe line D110 + 90 + 75 + 63 and local booster pump on route BC14.02 at Group 10, Zone 4, Bai Chay Ward	100
272	878-NQ/NK3-HDQT	14/10/2025	Regarding the approval of the policy of proposing investment in the monitoring and control system of generators from the central room of Dong Ho Nuclear Power Plant and Dong May Nuclear Power Plant	100
273	884-NQ/NK3-HDQT	15/10/2025	Regarding the approval of the policy of proposing the adjustment of the scale, the total investment of the project "Investment in the construction of chemical houses, chlorine neutralization towers, mud drying yards, embankments and embankments of Mieu Huong Nuclear Power Plant"	100
274	886-NQ/NK3-HDQT	15/10/2025	Regarding the approval of the policy of requesting adjustment (for the 3rd time) the plan to adjust investment in the construction of projects and works; Transitional 2024	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			procurement plan of Quang Ninh Clean Water Joint Stock Company	
275	888-NQ/NK3-HDQT	15/10/2025	Regarding the approval of the policy of proposing the adjustment (for the 3rd time) of the investment plan for the construction of projects and works; Procurement plan of machinery and equipment and investment capital in 2025 of Quang Ninh Clean Water Joint Stock Company	100
276	890-NQ/NK3-HDQT	17/10/2025	Regarding the approval of the policy of proposing the application of wholesale prices of clean water to Viglacera Infrastructure Development Investment Company and 1TV Eastern Irrigation Co., Ltd.	100
277	892-NQ/NK3-HDQT	18/10/2025	Regarding the approval of the policy of proposing the purchase of digital signatures for upgrading electronic offices	100
278	893-NQ/NK3-HDQT	20/10/2025	Regarding the approval of the policy of proposing a number of contents for the implementation of the bidding package for periodic health checks for employees in 2025	100
279	894-NQ/NK3-HDQT	21/10/2025	Approval of the policy of proposing additional repair and renovation works of the Company's Office in 2026	100
280	896-NQ/NK3-HDQT	21/10/2025	V/v Approval of the policy of proposing the development of Qaromi alkaline ionized water product in 350ml plastic bottles	100
281	898-NQ/NK3-HDQT	21/10/2025	Approval of the policy of proposing to adjust the investment scale of the project Investment in the disinfection javen acupuncture system at well 12 of Mao Khe ward	100
282	900-NQ/NK3-HDQT	21/10/2025	Regarding the approval of the policy of proposing to adjust the scale and supplement the value of the project Renovation of the sludge collection tank into a clean water reservoir at Cai Rong Industrial Zone	100
283	902-NQ/NK3-HDQT	21/10/2025	Approval of the policy and plan to implement the policy of accumulating reward points for customers using the Company's service	100
284	904-NQ/NK3-HDQT	21/10/2025	Approval of the policy of proposing to adjust the capital structure and update the total	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			investment of the clean water treatment station project in An Sinh commune, Dong Trieu town (now An Sinh ward, Quang Ninh province)	
285	906-NQ/NK3-HDQT	24/10/2025	Regarding the approval of the policy of proposing investment in the construction of a pickleball sports field in Hong Gai Export Area, Bai Chay Export Province	100
286	908-NQ/NK3-HDQT	24/10/2025	Approval of the policy of proposing the addition of the project "Renovation and repair of the 1st floor of Bai Chay Export Office" and the procurement package "Supply of interior equipment – Bai Chay Export"	100
287	910-NQ/NK3-HDQT	24/10/2025	Regarding the approval of the policy of proposing the determination of the structure of capital sources in the investment decision of the project/work	100
288	912-NQ/NK3-HDQT	30/10/2025	V/v Through the policy of proposing the installation of display screens, the datalogger controls the generator parameters	100
289	914-NQ/NK3-HDQT	30/10/2025	Regarding the approval of the policy of requesting approval of the unit price of barometer testing services	100
290	920-NQ/NK3-HDQT	30/10/2025	Regarding the adoption of the Regulation on the implementation of democracy at the grassroots in the workplace	100
291	922-NQ/NK3-HDQT	30/10/2025	Regarding the approval of the report on a number of financial indicators, production and business results in the 3rd quarter of 2025 of the Company	100
292	924-NQ/NK3-HDQT	03/11/2025	Approval of the policy of proposing adjustment of the name, scale and total investment of the project "Investment in the construction of technical trenches and installation of pipes through the East-West trunk road of Song Khoai Industrial Park"	100
293	926-NQ/NK3-HDQT	03/11/2025	Approval of the policy of proposing to adjust the investment scale and change the name of the project "Installation of circulation pumps for filtration water at Hoanh Bo Nuclear Power Plant"	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
294	928-NQ/NK3-HDQT	03/11/2025	Re: Approving the policy of proposing investment in DN600 cast iron pipe line in Yen Lap Nuclear Power Plant campus	100
295	930-NQ/NK3-HDQT	13/11/2025	Regarding the approval of the policy of proposing investment in the D710 HDPE pipe line in the Dong Dang Nuclear Power Plant campus	100
296	932-NQ/NK3-HDQT	15/11/2025	Regarding the approval of the policy of proposing to upgrade the inspection rig DN65 to DN200	100
297	934-NQ/NK3-HDQT	14/11/2025	V/v Approving the policy of proposing adjustments to a number of contents in the investment project to increase the capacity of Dien Vong water plant to 90,000 m3/day	100
298	936-NQ/NK3-HDQT	17/11/2025	Re: Approving the policy of proposing adjustments to the 2025 plan	100
299	938-NQ/NK3-HDQT	17/11/2025	Regarding the approval of the policy of proposing investment in solar power systems at the Company's office building	100
300	940-NQ/NK3-HDQT	22/11/2025	Regarding the approval of the policy of proposing a plan to improve the water supply capacity for the Quang Yen area in the current and future periods	100
301	942-NQ/NK3-HDQT	24/11/2025	Approval of the policy of loan and mortgage of assets at Shinhan Bank Vietnam Co., Ltd. for 04 projects: Investment in technology renovation, automation of Dong Ho nuclear power plant; Investing in the construction of Dong Ho nuclear power plant sludge drying yard; Investment in the construction of chemical houses, chlorine neutralization towers, mud drying yards, embankments and embankments for Mieu Huong Nuclear Power Plant and Mud Drying Yard and Green Corridor of Dien Vong Nuclear Power Plant, Quang Hanh Ward, Cam Pha City	100
302	944-NQ/NK3-HDQT	24/11/2025	Regarding the approval of the policy of proposing solutions to improve aesthetics combined with anti-corrosion and protection of concrete structures at the project to increase	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			the capacity of Yen Lap Nuclear Power Plant by 26,000 m3/day (phase 2)	
303	945-NQ/NK3-HDQT	22/11/2025	Approval of the policy of proposing adjustment of the Investment Project to increase the capacity of Kim Tinh Nuclear Power Plant to 10,000 m3/day and the HDPE D630 pipeline transmitted from the factory to the intersection of National Highway 18 – Tran Nhan Tong – Hung Vuong	100
304	946-NQ/NK3-HDQT	26/11/2025	Re: Approving the policy of proposing changes in the scale and total investment of works in the construction investment plan in 2025 of Van Don Export Export	100
305	950-NQ/NK3-HDQT	29/11/2025	Approval of the policy of proposing to add the total investment value of the project Investment in renovating the sludge collection tank into a clean water storage tank at Cai Rong treatment area	100
306	952-NQ/NK3-HDQT	03/12/2025	Regarding the approval of the policy of proposing to adjust the investment scale of the clean water treatment station project in An Sinh commune, Dong Trieu town	100
307	954-NQ/NK3-HDQT	05/12/2025	Re: Approving the policy of requesting approval of the selling price of commercial bottled/bottled Qaromi drinking water and the cost of internal production of bottled/bottled Qaromi drinking water	100
308	956-NQ/NK3-HDQT	04/12/2025	Regarding the approval of the policy of proposing the addition of works to the capital construction investment plan in 2026	100
309	958-NQ/NK3-HDQT	05/12/2025	Approval of the policy to propose the implementation of plan No. 272/KH-UBND dated 21/10/2025 of the People's Committee of Quang Ninh province	100
310	960-NQ/NK3-HDQT	10/12/2025	Regarding the approval of the policy of proposing the relocation of the self-washing sedimentation treatment unit at Yen Lap Nuclear Power Plant to install and increase capacity at Lien Hoa Nuclear Power Plant	100
311	964-NQ/NK3-HDQT	10/12/2025	Regarding the approval of the policy to propose a plan to adjust the land use boundary	100

TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
			for the construction of water tanks and booster pumping station Column 5 – Ha Long ward	
312	966-NQ/NK3-HDQT	10/12/2025	Regarding the approval of the policy of approving the unit price of spring manometer testing services	100
313	968-NQ/NK3-HDQT	17/12/2025	Approval of the policy of proposing salary adjustment for the Chairman of the Company's Trade Union	100
314	970-NQ/NK3-HDQT	18/12/2025	Regarding the approval of the report on test results and the policy of proposing water quality monitoring cabinets at Duong Huy Nuclear Power Plant	100
315	972-NQ/NK3-HDQT	19/12/2025	Regarding the approval of the policy of proposing the relocation of the self-washing sedimentation treatment cluster at Yen Lap Nuclear Power Plant, the sludge press cluster at Dien Vong Nuclear Power Plant to install and increase the capacity at Duong Huy Nuclear Power Plant	100
316	974-NQ/NK3-HDQT	19/12/2025	Regarding the approval of the policy of adjusting the water supply area of Dong Mai ward from Quang Yen Export to Uong Bi Export Export for management	100
317	976-NQ/NK3-HDQT	22/12/2025	Regarding the approval of the policy of proposing to adjust the plan for the direction of the HDPE D710 water supply line from Dong Ho Nuclear Power Plant to Dong Dang Nuclear Power Plant passing through the territory of Hoanh Bo ward	100
318	978-NQ/NK3-HDQT	25/12/2025	Approval of the main production and business plans in 2026 of Quang Ninh Clean Water Joint Stock Company	100
319	980-NQ/NK3-HDQT	24/12/2025	Approval of the policy of approving the Medium-term Investment Plan for projects for the period of 2026-2030 of Quang Ninh Clean Water Joint Stock Company	100
320	981-NQ/NK3-HDQT	24/12/2025	Approval of the policy of approving the investment plan for key projects in 2026 of Quang Ninh Clean Water Joint Stock Company	100



TT	Number of Resolutions/Decisions	Date	Contents	Pass Rate (%)
321	982-NQ/NK3-HDQT	24/12/2025	Approval of the policy of approving the investment plan for the construction of works, the plan for the procurement of machinery and equipment in 2026 of Quang Ninh Clean Water Joint Stock Company	100
322	984-NQ/NK3-HDQT	26/12/2025	Approval of the Regulation on Coordination of Work between Expertise and the Executive Committee of the Trade Union of Quang Ninh Clean Water Joint Stock Company	100
323	986-NQ/NK3-HDQT	29/12/2025	Regarding the approval of the policy of proposing adjustment of the design and scale of work items of the project: Mud drying yard and green corridor of Dien Vong water plant, Quang Hanh ward, Quang Ninh province	100
324	992-NQ/NK3-HDQT	31/12/2025	Regarding the approval of the policy of approving the unit price of labor and construction machinery for installation and construction to serve the connection and development of customers	100

## **2. Results of supervision of activities of the Executive Board and the General Director of the Company:**

The Executive Board of the company includes: (1) Mr. Hoang Ngoc Ha, General Director; (2) Mr. Trinh Van Binh, Deputy General Director; (3) Mr. Tran Manh, Deputy General Director; (4) Mr. Nguyen The Duc, Deputy General Director; (5) Ms. To Thi Hang Nga, chief accountant.

Assignment of tasks of the Executive Board:

- In Decision No. 1358/QD-CTN dated July 15, 2021, Mr. Nguyen The Duc was assigned to be the deputy general director in charge of technical

- In Decision No. 188/QD-CTN dated 18/01/2024 of the General Director of the Company assigned, in which: (1) Mr. Trinh Van Binh, Deputy General Director, in charge of the following fields: Business, software segment of the M&E/Technology Department; (2) Mr. Tran Manh, Deputy General Director, in charge of the following fields: Loss prevention, network cleaning, meter inspection, production of water supplies and components.

- In Decision No. 186/QD-CTN dated January 10, 2025 of the Chairman of the Board of Directors of the Company on the assignment of tasks for members of the Board of Directors to direct the implementation and administration of the Company's production and business plans in 2025, in which a number of specific tasks are assigned as follows:



(1) Mr. Hoang Ngoc Ha: Directly directing the implementation of projects in the 2025 investment plan; directly direct the implementation of construction and SCL projects in the 2025 Investment Plan related to medium-voltage power lines and substations throughout the Company; directly direct procurement activities for production and business of the company with an estimated value of VND 5 billion or more; directly approving material quotations for making, appraising and approving construction projects and works, SCL, network 3.5 and procurement packages for production and business of the Company.

(2) Mr. Trinh Van Binh: Directly directing the implementation of production targets in the 2025 Production and Business Plan at the following units: Cam Pha Export, Van Don Export, Eastern Export, Mong Cai Export. solutions for the above units to complete the targets of the production and business plan in 2025; directly direct the implementation of construction works, SCL, level 3 networks, regular repairs in the 2025 Investment Plan at the following units: Cam Pha Export, Van Don Export, Eastern Export, Mong Cai Export, *except for construction and SCL works related to medium-voltage power lines and substations throughout the Company*; directly direct the implementation of bidding packages for products for business with a value of less than VND 5 billion by the departments of *Labor Organization, Business, M&E Technology (bidding packages on labor protection, occupational safety, fire protection, information technology, communication, training, business, etc.)*.

(3) Mr. Tran Manh: Directly direct the implementation of production targets in the 2025 production and business plan at the following units: Dong Trieu Export, Quang Yen Export, Uong Bi Export. Urge, direct, inspect and supervise the implementation of action programs and solutions for the above units to complete the targets of the 2025 production and business plan; directly direct the direct the implementation of construction works, SCL, level 3 networks, regular repairs in the 2025 Investment Plan at the units: Dong Trieu Export, Quang Yen Export, Uong Bi Export, *except for construction and SCL works related to medium-voltage power lines and substations throughout the Company*; directly direct the implementation of bidding packages for valuable production and business less than 05 billion VND due to the following departments: *Company Office, Water Loss Prevention, Meter Inspection*.

(4) Mr. Nguyen The Duc: Directly directing the implementation of production targets in the 2025 production and business plan at the following units: Bai Chay Export Company, Hong Gai Export Company, Dien Vong Nuclear Power Plant. Urging, directing, inspecting and supervising the implementation of action programs and solutions for the above units to complete the targets of the production and business plan in 2025; directly direct the implementation of construction works, SCL, level 3 networks, regular repairs in the 2025 Investment Plan at the following units: Bai Chay Export, Hong Gai Export, Dien Vong Nuclear Power Plant, *except for construction works related to medium-voltage*

*power lines and substations throughout the Company*; directly direct the implementation of bidding packages for valuable production and business worth less than VND 05 billion due to the following departments: Environmental water quality, Materials, M&E technology (*bidding packages for inspection, maintenance, maintenance, repair, experimentation, etc.*).

- Ms. To Thi Hang Nga, chief accountant, is the head of the finance department, in charge of the financial affairs of the Company.

Monthly, the Company organizes online production briefings throughout the system with the participation of the Chairman of the Board of Directors, General Director, members of the Executive Board, key leaders of office and online departments at units including the Board of Directors, heads of departments and production station teams. At the meetings, the Company has promptly implemented the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors; at the same time, evaluate production and business results in the month, analyze difficulties and obstacles and set out plans and tasks for the next month. The executive directions are fully and thoroughly communicated to key leaders of departments, units, production stations and employees to ensure the implementation of tasks in production and business every month, towards the completion of the planned targets assigned by the Provincial People's Committee and the General Meeting of Shareholders.

In addition, the Executive Board has proactively organized the implementation of tasks according to the assigned fields; regularly review the implementation progress at departments and units; promptly handle or propose solutions to arising difficulties and problems. In the process of operation, when problems arise, the Board of Directors and the Executive Board have organized exchanges and consultations to agree on a handling plan, ensuring that production and business activities take place continuously and effectively.

Through supervision, the Supervisory Board assesses that the Board of Directors has managed the Company's production and business activities in a proactive, drastic, focused, and focused manner, in accordance with reality and complying with the Resolutions of the General Meeting of Shareholders, the Board of Directors as well as the Company's Charter.

For the General Director, he has fully performed his functions and tasks as prescribed; closely coordinate with the Board of Directors and the Executive Board in management and administration; proactively grasp and promptly handle arising problems; at the same time, propose and organize the implementation of solutions to improve production and business efficiency. In addition, the General Director has directed the implementation of key investment projects to supplement water sources, renovate and expand the water supply system, meet the demand for water for domestic use, production and services in the area.

In addition to the achieved results, there are some contents to note: The balance of capital between short-term and long-term is not really reasonable,

reflected in the decrease in short-term solvency ratio and at a low level. The progress of implementing some investment projects also depends on many objective factors, leading to the efficiency of capital use not meeting expectations in the short term, especially in the current time the cost of construction investment is increasing, so the slow investment progress may increase investment costs in projects. works.

### **3. Evaluate the coordination of activities between the Supervisory Board and the Board of Directors and the Executive Board**

In 2025, the coordination between the Supervisory Board (Supervisor) and the Board of Directors (BOD), the Executive Board and relevant departments in the Company will be strictly implemented, in accordance with the provisions of the Law on Enterprises 2020, the Company's Charter and the Regulation on organization and operation of the Supervisory Board. Specifically:

- The Supervisory Board has been provided with sufficient documents for the Board of Directors meetings as prescribed; fully attend meetings and participate in opinions within the scope of functions and tasks, do not participate in voting. For cases of collecting written opinions, the Head of the Supervisory Board has participated in opinions in accordance with his responsibilities and competence for the contents under the scope of consideration of the Board of Directors.

- In addition, the Supervisory Board regularly attends monthly production briefings, periodic consultation meetings between the Board of Directors, the Board of Directors and key officials, as well as thematic meetings related to production and business activities. Thereby, promptly grasping the situation of the Company's production activities, serving the supervision.

- During the year, the Supervisory Board has inspected the dossiers of construction investment projects and procurement dossiers of departments in the implementing office block, and at the same time, members of the Supervisory Board have participated in inspection working groups at units, including: inspection of financial work; inventory of supplies and assets; reviewing construction investment plans...

- The activities of the Supervisory Board receive active coordination and support from the Board of Directors, the Executive Board and departments, departments and units. As a result, the inspection and supervision are carried out smoothly, ensuring objectivity, honesty and accurately reflecting the Company's operational situation.

Above is the Supervisory Board's supervision report on the results of production and business activities and activities of the Board of Directors and the General Director of the Company in 2025 to be submitted to the General Meeting of Shareholders for consideration and approval.

***Recipients:***

- General Meeting of Shareholders (b/c);
- Board of Directors, Board of Directors (d/b);
- Save: BKS.

**TM. SUPERVISORY BOARD  
HEAD**

**Le Thi Tam**





QUANG NINH CLEAN WATER  
JOINT STOCK COMPANY  
No. 17 BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Quang Ninh, date 8 April, 2026

**REPORT ON THE PERFORMANCE OF THE SUPERVISORY BOARD IN 2025 AND  
ACTIVITY PLAN FOR 2026**

DRAFT

Dear: The General Meeting of Shareholders  
Quang Ninh Clean Water Joint Stock Company

*According to:*

*The Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*The Charter on Organization and Operation of Quang Ninh Clean Water Joint Stock Company approved on June 26, 2024 at the 2024 Annual General Meeting of Shareholders;*

*Resolution No. 02/2024/NQ-ĐHĐCĐ dated June 26, 2024 of the 2024 Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company;*

*The Regulation on Organization and Operation of the Supervisory Board of Quang Ninh Clean Water Joint Stock Company dated May 18, 2021;*

*Report No. 05/BC-CTN dated April 20, 2025 from the Supervisory Board regarding the results of business production activities and the activities of the Board of Directors and General Director of the Company in 2024.*

The Supervisory Board respectfully submits to the 2025 Annual General Meeting of Shareholders the report on the performance of the Supervisory Board in 2024 and the activity plan for 2025 in the following:

**I. Activities of the Supervisory Board in 2025**

**1. General Activities of the Supervisory Board**

The personnel of the Supervisory Board for the 2024-2028 term as of the reporting date includes 3 members as follows:

- Ms. Le Thi Tam – Head of the Supervisory Board
- Ms. Nguyen To Nhu – Member of the Supervisory Board
- Ms. Nguyen Thi Hong – Member of the Supervisory Board

In 2025, the Supervisory Board held 4 direct meetings, with 100% attendance of Supervisory Board members in all meetings. All agenda items were unanimously approved. The content of these meetings is as follows:

TT	Ref. Number	Date	Content	Participants
1	02/CTN-BKS	08/1/2025	Evaluation of task performance in Quarter IV/2023 and assignment of tasks for Quarter I/2025	03/03



<b>TT</b>	<b>Ref. Number</b>	<b>Date</b>	<b>Content</b>	<b>Participants</b>
2	04/CTN-BKS	08/4/2025	Evaluation of task performance in Quarter I/2025 and plan for Quarter II/2025	03/03
3	23/CTN-BKS	05/07/2024	Evaluation of task performance in Quarter II/2025 and plan for Quarter III/2025	03/03
4	45/CTN-BKS	08/10/2024	Evaluation of task performance in Quarter III/2025 and plan for Quarter IV/2025	03/03

The activities of the Supervisory Board in 2025 complied with the provisions of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; the Company's Charter on organization and operation; and the Regulation on the organization and operation of the Supervisory Board of the Company. Specifically:

- The Supervisory Board developed and independently implemented its work plan in an objective, honest, and careful manner to protect the rights and interests of shareholders. During the year, there were no requests from shareholders to the Supervisory Board regarding issues related to the management and operation of the Company.

- The Supervisory Board supervised compliance with legal regulations in managing and operating the business activities of the Board of Directors and the Company's Executive Board; monitored the Company's production and business activities; supervised the implementation of resolutions of the General Meeting of Shareholders by attending Board of Directors' meetings, participating in monthly production briefings across the Company, attending some specialized meetings involving departments or units of the Company, and through direct inspection of documents (both preliminary and post-checks). The Supervisory Board conducted inspections of project/construction investment documents for outsourced contractors, procurement documents of departments within the Office Block, regularly monitored loan contracts with credit institutions, and participated in audit programs on financial management, asset inventory, review of construction investment plans, public asset inventories, and inventory of water supply systems under the Company's management and operation.

- Reviewed and audited quarterly, semi-annual, and annual financial statements to assess the accuracy and reasonableness of financial figures, ensuring compliance with current accounting standards, regimes, and the State's financial policies.

- In 2025, the Company's Board of Directors (BOD) supplemented its process by obtaining written opinions from the Head of the Supervisory Board on documents circulated among BOD members for resolution issuance, enabling timely decisions on business operations. Within its responsibilities and authority, the Head of the Supervisory Board participated in reviewing and commenting on these documents.

- The Supervisory Board collaborated with the BOD in addressing outstanding issues related to: complications concerning the Quawaco mixed-use apartment building project; the reassessment of the enterprise value at the time of equitization

(June 30, 2012) as concluded by the Quang Ninh provincial inspection; issues related to contracts for purchasing raw water from irrigation companies; and risks of violations due to unauthorized water extraction.

## **2. Activities of Individual Members of the Supervisory Board**

The personnel of the Supervisory Board of the term 2024 - 2028 consists of 3 members. The Supervisory Board evaluates the performance of its members as follows:

### **\* Ms. Le Thi Tam – Head of the Supervisory Board**

- Attended all 4/4 Supervisory Board meetings (100% attendance rate) and provided comprehensive opinions on inspection and supervision activities within the scope of the Supervisory Board. Ms. Lê Thị Tâm represented the Supervisory Board in attending the Company's Board of Directors' meetings as stipulated by the Enterprise Law, supervised the voting results of the Board of Directors and Executive Board members on written ballots; participated in monthly production briefings company-wide, attended Company meetings involving the Supervisory Board; provided comments on Board of Directors' documents when requested by the Head of the Supervisory Board; participated in resolving the Company's issues and difficulties that involved the Supervisory Board.

- Effectively organized the overall activities of the Supervisory Board: developed work plans, urged and evaluated the monthly, quarterly, and annual implementation of inspection and supervision tasks. Supervised the Company's operations including compliance with the Charter; implementation of resolutions of the General Meeting of Shareholders and the Board of Directors; and the Executive Board's management and operational directives. Organized appraisal of the Company's quarterly and annual financial statements and prepared supervisory reports on financial statements as required by law.

- Organized regular inspections of procurement documents for investment projects/construction works, and procurement packages supporting the Company's business activities conducted by departments, assessed any issues (if any) and reported them to the Board of Directors and Executive Board; participated in working groups inspecting quality management documentation of projects; assigned staff to participate in inspections on financial management, asset and material audits, cash management at subsidiaries, reviewed investment plans, water supply systems, and other inspection teams when invited to participate by the Supervisory Board.

### **\* Ms. Nguyen To Nhu – Member of the Supervisory Board**

Attended all 4/4 Supervisory Board meetings (100% attendance rate) and provided comprehensive opinions on inspection and supervision activities within the scope of the Supervisory Board.

- As a member of the Supervisory Board, Ms. Nguyễn Tô Như performed the following duties: reviewed accounting data and prepared supervisory reports on the Company's financial statements for the first half of 2024 and the entire year 2024; supervised the Company's production and business performance indicators in accordance with the resolutions of the General Meeting of Shareholders; monitored

capital mobilization and utilization, as well as the Company's borrowing activities; examined procurement documentation for materials and goods, including consulting and non-consulting contracts; supervised quarterly and annual financial reports; checked accounting data and consolidated water production costs by factors and compared them with the plan; participated in inspection teams auditing financial management, assets, materials, and cash at subsidiaries.

- Effectively fulfilled responsibilities related to: developing the Supervisory Board's work plans; proposing solutions and recommendations to address shortcomings within her assigned fields and duties; coordinating with other supervisors to carry out the common duties of the Supervisory Board.

**\* Ms. Nguyen Thi Hong – Member of the Supervisory Board**

- Attended 4 out of 4 Supervisory Board meetings (100% attendance rate) and provided comprehensive opinions on inspection and supervision tasks related to her assigned areas.

- As a member of the Supervisory Board, Ms. Nguyen Thi Hong was responsible for supervising investment and construction activities, directly inspecting project documentation, including: reviewing documentation before payment for bidding packages and post-audit of the Company's projects and works; reviewing the procedures for the Company's basic construction investment; participating in preparing supervisory reports on the Company's financial statements for the first half of 2024 and the entire year 2024 in the field of investment and construction.

- Effectively fulfilled responsibilities related to: developing the Supervisory Board's work plans; proposing solutions and recommendations to address shortcomings within her assigned areas and duties; coordinating with other supervisors to carry out the common duties of the Supervisory Board.

**3. Some recommendations from the Supervisory Board**

Based on the results of supervising the Company's operations in 2025, the Supervisory Board has the following recommendations:

- Regarding financial management: Review and finalize the financial plan; limit the use of short-term capital sources for long-term investments. Accelerate the final settlement of projects and recovery of advance payments; strengthen management of receivables in order to minimize financial risks and improve liquidity. At the same time, closely monitor borrowings, maintain the financial leverage ratio at a safe level, and proactively develop financial scenarios to respond to market fluctuations.

- Regarding investment and construction activities: Review and adjust the project portfolio in a focused manner, prioritizing necessary and efficient projects; strengthen control over project progress, quality, and investment costs; and conduct post-investment efficiency evaluations to improve the efficiency of capital utilization.

- Regarding improvement of production and business efficiency: Strengthen the implementation of cost-saving measures, especially operating costs (such as



electricity costs, water treatment chemical costs, repair and maintenance expenses, and management expenses); at the same time, control the water loss ratio, optimize system operations, and improve labor productivity in order to reduce production costs per unit of product, thereby contributing to enhanced business efficiency and improved cash flow generation capacity of the Company. In addition, promote the development of water supply services and expand related services in order to effectively utilize existing resources, contributing to the fulfillment of the 2026 targets assigned by the People's Committee of Quang Ninh Province and the General Meeting of Shareholders.

- Regarding coordination with State management authorities: Continue proactively working with, reporting to, and proposing that the People's Committee of Quang Ninh Province and relevant departments and agencies support the resolution of difficulties and outstanding issues relating to the Quawaco Apartment Building and Service Complex Project; resolve issues related to the increase of State capital resulting from asset revaluation after equitization in accordance with recommendations of the Provincial Inspectorate; increase investment capital for the Cong Hoa Water Plant Construction Investment Project and the Duong Huy Water Plant Project; and address issues relating to investment procedures, land procedures, environmental matters, waste disposal, and difficulties in implementing the expansion of water supply coverage in accordance with the direction set out in Resolution No. 05-NQ/TU of the Provincial Party Executive Committee.

## **II. Supervisory Board's Plan for 2026**

In 2026, the Supervisory Board will continue to perform the following tasks:

- Exercise the rights and obligations of the Supervisory Board as stipulated in the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; the Company's Charter on organization and operation; and the Supervisory Board's organization and operation regulations dated May 18, 2021.

- Implement periodic tasks: Review and verify the Company's quarterly, semi-annual, and annual financial statements for 2026; review monthly reports on the Company's production and business results, evaluate the operational efficiency of the entire Company and each unit; prepare semi-annual and annual supervisory reports as required; report on the Company's production, business activities, and the operations of the Board of Directors and Executive Board, and submit appraisal reports at the Annual General Meeting of Shareholders.

- Carry out regular activities of the Supervisory Board: Monitor the implementation of resolutions and decisions by the General Meeting of Shareholders and the Board of Directors, including supervising the achievement of production and business targets for 2025 assigned by the General Meeting of Shareholders and the Quang Ninh Provincial People's Committee; monitor the activities of the Board of Directors, Executive Board, and General Director in managing and operating the Company; ensure compliance with the Company's Charter and the laws of the State; supervise financial indicators, capital preservation and development, and financial

regime implementation; supervise the progress and implementation of investment projects.

- Conduct regular inspections of documents for investment and basic construction projects, as well as procurement packages managed by departments, according to the document inspection procedures before payment and post-inspection as stipulated in Decision No. 589/QĐ-CTN dated March 28, 2024, of the Company. Develop plans to inspect financial work at some subsidiaries. Coordinate participation in the Company's inspection teams during the year; cooperate with inspection teams from competent authorities and state agencies (if any); supervise the implementation of recommendations from state and Company inspection teams (if any) and other arising tasks.

The above is the report on the Supervisory Board's operational results in 2025 and the activity plan for 2026 submitted for consideration and approval by the General Meeting of Shareholders.

Sincerely./.

***Recipients:***

- As above;
- Member of BOD, Supervisory Board;
- Executive Board;
- Archive: SB.

**ON BEHALF OF SUPERVISORY BOARD  
HEAD OF SB**

**Le Thi Tam**





QUANG NINH CLEAN WATER  
JOINT STOCK COMPANY

TTtr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Long City, date June 2026

## PROPOSAL

**RE: Approval of the audited financial statements for the fiscal year 2025**

Dear: The 2026 Annual Annual Meeting of Shareholders.

According to:

The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

The Law on Securities No. 54/2019/QH14 dated November 26, 2019;

The Charter on organization and operation of Quang Ninh Clean Water Joint Stock Company as approved at the Annual General Meeting of Shareholders on June 28, 2025;

Resolution No. 1144-NQ/NK2-HĐQT dated March 26, 2025 of the Board of Directors of the Company approving the audited financial statements for the fiscal year ended December 31, 2025 and the explanation of the post-tax profit in 2025 increasing by more than 10% compared to 2024, together with the auditor's qualified opinion on the 2025 financial statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 audited financial statements of Quang Ninh Clean Water Joint Stock Company (attached), which were audited by AASC., Ltd.

The audited financial statements for the fiscal year 2025 have been published on the Company's website (<https://quawaco.com.vn>) and include the following documents:

1. Report of the Chairman of the Board of Directors and the Executive Board;
2. Independent Auditor's Report;
3. Audited Financial Report;
4. Balance Sheet;
5. Income Statement;
6. Cash Flow Statement;
7. Notes to the Financial Statements.

Key financial indicators include:

- **Total assets:** 1.231.469.450.969 VND
- **Owner's equity:** 674.247.138.070 VND
- **Total revenue and other income:** 880.509.169.602 VND

- **Profit before tax:** 80.560.780.950 VND
- **Profit after corporate income tax:** 65.019.586.309 VND
- **Basic earnings per share (EPS):** 1.279 VND

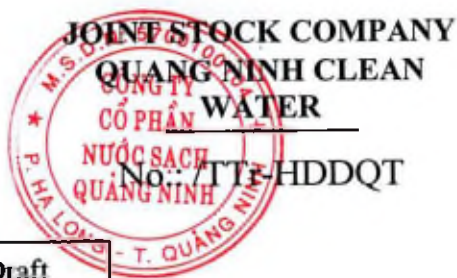
Sincerely./.

***Recipients:***

- As above;
- Member of BOD, Supervisory Board;
- Executive Board;
- Archive: Document management, BOD.

**ON BEHALF OF BOD  
CHAIR MAN**

**Vu Van Tuan**



Draft

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

*Ha Long, June 2026*

## STATEMENT

### Approval of the profit distribution plan in 2025

To: General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company.

Pursuant to the Law on Enterprises 59/2020/QH14, dated 17/6/2020;

Pursuant to Law 68/2025/QH15, dated June 14, 2025, management and investment of state capital in enterprises;

Pursuant to the Charter of organization and operation of Quang Ninh Clean Water Joint Stock Company voted and approved on 28/06/2025 at the 2025 Annual General Meeting of Shareholders;

Pursuant to the audited 2025 Financial Statements;

Pursuant to the Report No. 31/CTN-TC dated April 14, 2026 of the Company's Finance Department on approving the profit distribution plan in 2025;

Pursuant to Resolution No. 1180-NQ/NK3-HDQT dated April 20, 2026 of the Board of Directors of Quang Ninh Clean Water Joint Stock Company on approving the policy to propose a profit distribution plan in 2025 and a salary and remuneration plan in 2026;

Pursuant to Decision No. 877/QD-CTN dated 20/04/2026 approving the adjustment of the investment plan for construction of works; Machinery and equipment procurement plan in 2026 of Quang Ninh Clean Water Joint Stock Company

Pursuant to Document No. 4636/STC-QLDN dated 06/5/2026 of the Department of Finance to the People's Committee of Quang Ninh Province on the participation in opinions on the plan for distribution of profit after CIT in 2025 of the Representative of the State Capital of Quang Ninh Clean Water Joint Stock Company;

Pursuant to Document No. 2244/UBND-TC dated 29/5/2026 of Quang Ninh Provincial People's Committee on giving opinions for the Representative of state capital interests at Quang Ninh Clean Water Joint Stock Company to participate in voting at the Annual General Meeting of Shareholders in 2026;

Pursuant to the Report No. 46/CTN-TC dated 02/6/2026 of the Company's Finance Department on approving the profit distribution plan in 2025;

Pursuant to Resolution No. 1242-NQ/NK3-HDQT dated 04/6/2026 of the Board of Directors of the Company on the approval of the policy of profit distribution plan in 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders the plan for distribution of after-tax profits in 2025, specifically as follows:

**1. Setting up funds:**

Deduction from the development investment fund according to Decision No. 877/QD-CTN dated April 20, 2026 is equivalent to 15% of profit after tax.

Deduction from the reward and welfare fund is equal to 1,529 months of average salary in 2025 (Salary fund implemented in 2025: 254,221,088,970 VND, average salary of 1 month: 21,185,090,748 VND);

Cash dividends are distributed at the rate of 4.5%, specifically:

TT	Criteria	DVT	Implementation	Percentage %
1	Dividend Profit & Setting Up Funds	Copper	65.019.586.309	100
2	Setting up funds			
2.1	Development Investment Fund	Copper	9.752.937.946	15
2.2	Reward and welfare fund	Copper	32.392.431.045	49,8
3	Dividend Distribution	Copper	22.874.217.318	35,2
4	Dividend payout ratio	%	4,5	

**2. Allocation of reward and welfare funds:**

Deduction from the 40% reward fund: 32,392,431,045 VND x 40% = 12,956,972,418 VND,

Deduction from the welfare fund of 60%: 32,392,431,045 VND x 60% = 19,435,458,627 VND.

**3. The reward fund for the Executive Board and controllers** according to Clauses 1 and 2, Article 8 of the Government's Decree No. 248/2025/ND-CP dated September 15, 2025 is enclosed with a list.

**Dividend payment time:** Request the General Meeting of Shareholders to authorize the Board of Directors to decide on the time and plan for dividend payment in accordance with the financial situation of the Company.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- As above;
- Board of Directors, Supervisory Board (to know);
- The Executive Board (for information);
- Save: TK1.

**TM. BOARD  
CHAIRMAN**

**Vu Van Tuan**





QUANG NINH CLEAN WATER  
CÔNG TY  
JOINT STOCK COMPANY  
NƯỚC SẠCH  
QUẢNG NINH  
TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

*Ha Long, date June 2026*

## PROPOSAL

### **RE: Remunerations for Board of Directors, allowances for holding additional duties of Company Secretary and salary of Supervisory Board in 2026**

Dear: The 2026 Annual Annual Meeting of Shareholders.

According to:

Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

The Law on Securities No. 54/2019/QH14 dated November 26, 2019;

The Charter on the organization and operation of Quang Ninh Clean Water Joint Stock Company as approved at the 2023 Annual General Meeting of Shareholders on June 28, 2025;

Resolution No 1180-NQ/NK3-HĐQT dated April 20, 2026, of the Board of Directors regarding the approval of the policy on remuneration payment for the state capital representative, members of the Board of Directors, and concurrent position allowance for the Company Secretary.

In order to ensure appropriate remuneration for the Board of Directors, allowances for holding additional duties of Company Secretary and the salaries of the Supervisory Board—thereby enhancing accountability, encouraging improved governance by the Board of Directors, and strengthening effective oversight by the Supervisory Board in the implementation of resolutions of the Annual General Meeting of Shareholders—the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the proposed remuneration for members of the Board of Directors, the concurrent allowance for the Company Secretary, and the salaries of the Supervisory Board for the year 2026, in the following:

#### **1. Remuneration for Members of the Board of Directors:**

- Number of Board members: 07

- Remuneration levels:

+ Chairman of the Board of Directors: Receives a full-time salary in accordance with the Company's salary scale and compensation regulations, along with a remuneration for representing state capital at the rate of 9.850.000VND/month.

+ Other Board Members: Receive salaries in accordance with the Company's salary scale and compensation regulations, and a remuneration of 5.750.000 VND /person/month.

#### **2. Allowances for holding additional duties of Company Secretary**

- Number of Company Secretaries: 01

- The Company Secretary receives a salary according to the Company's salary scale and compensation regulations, and a concurrent position allowance of 3.850.000 VND /person/month.

**3. Salaries for the Supervisory Board:**

- Number of Supervisory Board members: 03

- The Head and members of the Supervisory Board receive salaries in accordance with the Company's salary scale and compensation regulations.

Remuneration for the Board of Directors, allowances for holding additional duties of Company Secretary and the salaries of the Supervisory Board will be provisionally paid monthly at 80% of the total amount, with the remaining 20% settled at the end of the financial reporting period based on the Company's fulfillment of business targets and compliance with legal and corporate regulations.

Sincerely./.

***Recipients:***

- As above;
- Member of BOD, Supervisory Board;
- Executive Board;
- Archive: Document management, BOD.

**ON BEHALF OF BOD  
CHAIR MAN**

**Vu Van Tuan**



*Ha Long, 15<sup>th</sup>, April 2026*

DRAFT

## PROPOSAL

### **RE: Selecting an audit firm for the 2026 financial statement**

Dear: The 2026 Annual Annual Meeting of Shareholders.

*According to:*

*The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

*The Law on Independent Auditing No. 67/2011/QH12 dated March 29, 2011;*

*The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*

*The Charter on Organization and Operation of Quang Ninh Clean Water Joint Stock Company approved on June 28, 2025, at the Annual General Meeting of Shareholders 2025;*

The Supervisory Board of Quang Ninh Clean Water Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the selection of an independent auditing firm to audit the Company's financial statements for the year 2026 as follows:

#### **1. Criteria for selecting the independent auditing firm**

Must be an auditing unit licensed to operate in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit issuing organizations and listed entities.

Must be one of the reputable auditing firms with extensive experience in the auditing field.

Must have a team of auditors with high professional qualifications and substantial experience in sectors similar to the operations of Quang Ninh Clean Water Joint Stock Company.

Must have no conflicts of interest when conducting the audit of the Company's financial statements.

Must offer an audit fee appropriate to the content, scope, and timeline of the audit, ensuring timely completion and publication of the audited financial statements with the highest quality.

#### **2. List of independent auditing firms:**

Based on the above selection criteria, the Supervisory Board proposes the following reputable auditing firms for consideration to be selected as the auditor for the Company's financial statements in 2026:

**- AASC Auditing Firm Limited Liability Company**

Add: No. 01 Le Phung Hieu, Hoan Kiem District, Hanoi.

Phone: (024) 3824 1990 – Fax: (024) 3825 3973

Email: [aaschn@hn.vnn.vn](mailto:aaschn@hn.vnn.vn) – Website: [www.aasc.com.vn](http://www.aasc.com.vn)

**- RSM Vietnam Auditing & Consulting Limited Liability Company**

Add: 25th Floor, Tower A, Discovery Complex, 302 Cau Giay, Cau Giay District, Hanoi.

Phone: (024) 3795 5353 – Fax: (024) 3795 5252

Email: [contact\\_hn@rsm.com.vn](mailto:contact_hn@rsm.com.vn) – Website: [rsmhanoi.com.vn](http://rsmhanoi.com.vn)

**- VACO Auditing Limited Liability Company**

Add: 12A Floor, 319 Corporation Building, No. 63 Le Van Luong, Trung Hoa Ward, Cau Giay District, Hanoi.

Phone: (024) 3577 0781 – Fax: (024) 3577 0787

Email: [vacohn@vaco.com.vn](mailto:vacohn@vaco.com.vn) – Website: [www.vaco.com.vn](http://www.vaco.com.vn)

**- Vietnam Auditing and Valuation Firm Limited Liability Company**

Headquarters: 11th Floor, Song Da Building, Alley 165 Cau Giay Street, Hanoi.

Phone: (024) 6267 0491/92/93 – Fax: (024) 6267 0494

Email: [vae@gmail.com](mailto:vae@gmail.com) – Website: [www.vae.com.vn](http://www.vae.com.vn)

**3. Proposal for the General Meeting of Shareholders to Approve the Selection of an Independent Audit Firm**

The Supervisory Board of Quang Ninh Clean Water Joint Stock Company respectfully submits to the General Meeting of Shareholders in the following:

- To approve the criteria for selecting an independent audit firm as outlined in Section 1 and the list of independent audit firms presented in Section 2 of this proposal which will serve as the basis for selecting the independent audit firm to provide audit services for the Company's financial statements for the year 2026.

- To authorize the Board of Directors to decide on the selection of one independent audit firm from the three firms proposed by the Supervisory Board to conduct the audit of the Company's financial statements for the year 2026, in accordance with the prevailing laws and regulations.

We respectfully request the General Meeting of Shareholders to review and approve this proposal.

***Recipients:***

- As above;
- BOD.
- Archive: Supervisory Board

**ON BEHALF OF SUPERVISORY BOARD  
HEAD OF THE BOARD**

**Le Thi Tam**



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## FOREWORD



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

*Pursuant to the Law on Securities No. 54/2019/QH14 dated 226/11/2019;*

*Pursuant to Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities;*

*Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025;*

*Pursuant to Law No. 76/2025/QH15 dated July 16, 2025 amending and supplementing a number of articles of the Law on Enterprises;*

*Pursuant to the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to the Government's Decree No. 148/2021/ND-CP dated December 31, 2021 on the management and use of revenues from the ownership transformation of enterprises and public non-business units, revenues from the transfer of state capital and the difference in equity greater than the charter capital at enterprises;*

*Pursuant to the Government's Decree No. 168/2025/ND-CP dated June 30, 2025 on enterprise registration. Symbol number, 168/2025/ND-CP;*

*Pursuant to the Government's Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*

*Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance guiding the disclosure of information on the securities market and amending and supplementing Circulars (Circular 68/2024/TT-BTC, Circular 18/2025/TT-BTC and Circular 08/2026/TT-BTC);*

*Pursuant to the Government's Decree No. 365/2025/ND-CP dated 31/12/2025 on supervision, inspection, evaluation, classification, reporting and disclosure of information in the management and investment of state capital in enterprises;*

*Pursuant to the Government's Decree No. 366/2025/ND-CP dated December 31, 2025 on management and investment of state capital in enterprises;*

*Pursuant to the Government's Decree No. 57/2026/ND-CP dated February 12, 2026 on the restructuring of state capital in enterprises;*

*Pursuant to the Ministry of Finance's Circular No. 116/2020/TT-BTC dated 31/12/2020 guiding a number of articles on corporate governance applicable to public companies in the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on*

*Securities;*

*Pursuant to the Charter of organization and operation of Quang Ninh Clean Water Joint Stock Company approved by the Annual General Meeting of Shareholders in 2026 according to the Resolution dated .../6/2026;*

*Pursuant to Resolution No. .../2026/NQ-ĐHDHD dated .../6/2026 of the 2026 Annual General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company.*

The Charter of organization and operation of Quang Ninh Clean Water Joint Stock Company was approved by the Annual General Meeting of Shareholders in accordance with regulations.

The appendices to this Charter and the amendments to the Charter (if any) are an integral part of the Charter. This Charter and the Resolutions of the General Meeting of Shareholders and the Board of Directors, if validly adopted in accordance with relevant laws, will be the rules and regulations governing the conduct of the Company's business activities.

This Charter together with the provisions of the State legal system shall govern the entire operation of the Company.

## **CHAPTER I**

### **DEFINITIONS OF TERMS IN THE CHARTER**

#### **Article 1. Explanation of the terms in the Charter**

1. In this Charter, the following terms shall be construed as follows:

1.1. "Charter capital" means the total par value of shares sold or registered for purchase upon the establishment of a joint-stock company and as prescribed in Article 6 of this Charter;

1.2. "Voting capital" means share capital, whereby the owner has the right to vote on matters under the decision-making competence of the General Meeting of Shareholders;

1.3. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam at its 14th session, 9th session on June 17, 2020 and Law No. 76/2025/QH15 dated July 16, 2025 amending and supplementing a number of articles of the Law on Enterprises;

1.4. "Law on Securities" means the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam at its 14th session, 8th session on November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities;

1.5. Vietnam is the Socialist Republic of Vietnam;

1.6. "Date of establishment" means the date on which the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent papers) for the first time;

1.7. "Enterprise executive" means the General Director, Deputy General Director and Chief Accountant;

1.8. "Enterprise manager" means a company manager, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and individuals holding other managerial titles as prescribed in the company's charter;

1.9. "Related persons are individuals and organizations specified in Clause 46, Article 4 of the Law on Securities;

1.10. "Shareholder" means an individual or organization that owns at least one share of a joint-stock company;

1.11. "Ordinary shareholder" means an organization or individual that owns ordinary shares;

1.12. "Major shareholder" means a shareholder who owns 05% (Five percent) or more of the Company's voting shares;

1.13. "Legal documents of individuals" means one of the following papers: identity cards, citizen identity cards, passports, other lawful personal identification papers;

1.14. "Legal documents of an organization are one of the following papers: Establishment decision, Enterprise Registration Certificate, other equivalent documents;

1.15. "Indirect ownership" means the ownership of the Company's charter capital by an organization or individual through a related person or through an investment trust or through other forms as prescribed by law;

1.16. "Related person" means an individual or organization specified in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

1.17. "Authorized representative" means an individual who is authorized in writing by shareholders to exercise his/her rights at the Company in accordance with the provisions of the Law on Enterprises;

1.18. "Non-executive member of the Board of Directors" means a member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant and other managers appointed by the Board of Directors;

1.19. "Representative agency" means an agency or organization assigned by the Government to exercise the rights and responsibilities of the representative of the state owner with respect to the state capital portion in the company;

1.20. "Representative of state ownership interests" means an individual authorized in writing by the representative agency to exercise the rights and



responsibilities of the representative of the state owner with respect to the state capital invested in the company in accordance with the law on management and investment of state capital in enterprises;

1.21. "Representative of the capital portion of the enterprise" means an individual authorized in writing by the company to exercise the rights and responsibilities of the company with respect to the capital portion of the company invested in another enterprise

1.22. "Beneficial owner of the enterprise" means an individual who directly or indirectly owns 25% of the charter capital or 25% or more of the total voting shares of the Company or has the right to govern the approval of at least one of the following matters: Appointing, dismissing or dismissing the majority or all of the members of the Board of Directors, the Chairman of the Board of Directors, the Chairman of the Board of Members; the legal representative, director or general director of the enterprise; amending and supplementing the charter of the enterprise; changes in the organizational structure of the company's management; reorganize and dissolve the company. This concept does not include the representative of the state capital in the Company;

1.23. "Operation duration" means the Company's operation period specified in Article 2 of this Charter and the extension period (if any) approved by the Company's General Meeting of Shareholders by Resolution;

1.24. "Stock Exchange" means the Vietnam Stock Exchange and its subsidiaries;

2. In these Regulations, references to one or more other regulations or documents shall include amendments or documents that replace them.

3. The headings (chapters and articles of this Charter) are used to facilitate the understanding of the content and do not affect the content of this Charter.

4. Words or terms that have been defined in the Enterprise Law (if not in conflict with the subject or context) shall have the same meanings in this Charter.

## **CHAPTER II**

### **NAME, FORM, HEAD OFFICE, BRANCH, REPRESENTATIVE OFFICE, BUSINESS LOCATION, DURATION OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY**

**Article 2. Name, form, head office, branch, representative office, business location and duration of operation of the Company**

1. Company Name.

1.1. Vietnamese name: QUANG NINH CLEAN WATER JOINT STOCK COMPANY

Abbreviated Vietnamese name: QUANG NINH CLEAN WATER

## COMPANY

### 1.2. English Name:

QUANG NINH CLEAN WATER JOINT STOCK COMPANY

### 1.3. Abbreviated English name: QUAWACO

2. Form: The company is a joint stock company with legal status in accordance with the current laws of Vietnam.

### 3. The registered office of the Company is:

- Head office address: No. 449 Nguyen Van Cu Street, Ha Long Ward, Quang Ninh Province.

- Phone: (0203) 3835.733

- Email: nuocsachqn@gmail.com      - Website: www.quawaco.com.vn

The relocation of the head office to another place (if any) will be decided by the General Meeting of Shareholders.

4. The Company may establish branches and representative offices in the business area to carry out the Company's operational objectives in accordance with the decision of the Board of Directors and to the extent permitted by law.

5. Unless the operation is terminated before the time limit specified in Clause 2, Article 61 or the operation period is extended as prescribed in Article 62 of this Charter, the operation term of the Company is indefinite.

## **Article 3. Legal representative of the Company**

1. The legal representative of the Company is the Chairman of the Board of Directors of the Company.

2. The legal representative must reside in Vietnam and must authorize in writing another person to exercise the rights and perform the obligations of the legal representative upon exiting Vietnam. In this case, the legal representative shall still be responsible for the exercise of the authorized rights and obligations.

3. The legal representative of the Company has the following rights and obligations:

3.1. Representing the enterprise in exercising the rights and obligations arising from the Company's transactions, representing the Company as a plaintiff, defendant, person with related interests and obligations before the Arbitration, the Court and other rights and obligations as prescribed by law.

3.2. Perform the assigned rights and obligations in an honest, prudent and best manner to ensure the legitimate interests of the Company.

3.3. Be loyal to the interests of the Company; not to use the Company's information, know-how and business opportunities, not to abuse the Company's position and position and use the Company's assets for self-interest or to serve the interests of other organizations and individuals.

3.4. Take personal responsibility for damages to the Company caused by the



breach of obligations.

3.5. Authorization to exercise the rights of the legal representative: When necessary, the legal representative (Chairman of the Board of Directors) may make written authorization (regular authorization or case-by-case authorization) to the General Director, Deputy General Directors, Chief accountants, directors of affiliated factories and enterprises or other managers and executives to perform tasks falling under the competence and obligations of the legal representative (Chairman of the Board of Directors).

4. The change in the number and title of the Company's legal representative shall be decided by the General Meeting of Shareholders.

## **CHAPTER III**

### **OBJECTIVES, SCOPE OF BUSINESS AND ACTIVITIES OF THE COMPANY**

#### **Article 4. Objectives of the Company**

1. The Company's business areas include:

1.1. Water Exploitation, Treatment and Supply (Main Business Areas)

- Exploiting, producing and trading clean water for daily life, tourism, services, production and other needs in Quang Ninh province.

1.2. Architectural activities and related technical consultancy

- Management of water supply and drainage investment projects in the province.

- Supervise the construction of civil, industrial, water supply and drainage works.

- Formulation and appraisal of water supply and drainage technical infrastructure projects.

- To formulate plannings on the construction of technical infrastructure for water supply and drainage.

1.3. Wholesale of other machinery, equipment and machine parts

- Trading, importing and exporting machinery, supplies and technological equipment specialized in water supply and environmental sanitation.

1.4. Dedicated Design Activities

- Design and construction of civil, industrial, water supply and drainage works.

1.5. Production of non-alcoholic beverages, mineral water

- Producing mineral water, bottled pure water.

1.6. Information technology services and other computer-related services.

- To study and build information technology software, application and

technology transfer in the field of water supply and drainage and software technology.

1.7. Real estate business, land use rights belonging to owners, users or tenants.

1.8. Technical Testing and Analysis

- Inspection, calibration and testing of measuring devices and measurement standards.

- Inspection of electrical equipment, electrical experiments.

- Study and make environmental impact assessment reports, make report schemes in the dossier of application for water resource licensing.

- Inspection and measurement of water and electrical equipment environmental indicators.

1.9. Short-term accommodation services: Hotels.

1.10. Construction of electrical works.

1.11. Construction of water supply and drainage works.

1.12. Construction of telecommunications and communication works.

1.13. Transport goods by road.

1.14. Construction of public-utility works

a) Investment in the construction of water supply, drainage and environmental sanitation works. General contractors implement water supply projects in the form of turnkey.

b) Construction of technical infrastructure, installation of technological equipment for water supply and drainage, wastewater and solid water treatment works.

1.15. General cleaning of the house.

1.16. Repair of appliances and household appliances.

1.17. Manufacturing other products with metals has not been classified anywhere. Detail: Production of water industry materials from metals.

1.18. Rental of machinery, equipment and other tangible utensils without an operator.

1.19. Mechanical Processing: Metal processing and coating.

1.20. Wholesale of metals and metal ores. Details: wholesale iron, steel.

1.21. Producing products from plastic. Detail: Production of water supplies from plastic.

1.22. Demolition.

1.23. Site preparation.

1.24. Mining of stone, sand, gravel, clay.

1.25. Other mining has not been classified anywhere.

2. The Company's operational objectives are:

2.1. The company was established to do business and provide public services.

2.2. Mobilizing and using capital effectively in production and business in order to increase the value of the Company, maximize profits, increase income for shareholders, create jobs and income for employees and contribute to the State budget, and develop the Company more and more.

#### **Article 5. Business Scope and Activities of the Company**

Companies permitted to conduct business activities in the business lines specified in this Charter have registered, notified changes in registration contents with the business registration authority and announced on the National Enterprise Registration Portal. In case the company is engaged in conditional business lines, the company must fully meet the business conditions in accordance with the provisions of the Law on Investment and relevant specialized laws.

### **CHAPTER IV CHARTER CAPITAL - SHARES - SHARES - FOUNDING SHAREHOLDERS**

#### **Article 6. Charter capital, shares, founding shareholders**

1. Charter capital shall be contributed in Vietnamese dong (VND), foreign currency or in kind and shall be accounted in a uniform unit of Vietnam Dong (VND).

2. On the date of adoption of this Charter, the charter capital of the Company is **508,315,930,000 VND** (Five hundred and eight billion, three hundred and fifteen million, nine hundred and thirty thousand even VND).

3. The total charter capital of the Company is divided into 50,831,593 shares with a par value of 10,000 VND/share.

4. Adjustment of charter capital:

4.1. In addition to the initial charter capital, the Company is entitled to mobilize capital for production and business development and is responsible for raising capital in accordance with the law. Depending on the specific situation of each operating period, the Company's charter capital is adjusted to meet the needs of business capital and ensure the interests of shareholders.

4.2. The investment, management, use and transfer of state capital shall comply with Law 68/2025/QH15 dated June 14, 2025 and Decree No. 366/2025/ND-CP dated December 31, 2025 on management and investment of state capital in enterprises, ensuring the principle of preservation and development of state capital.

4.3. The General Meeting of Shareholders shall decide on the increase or decrease of charter capital in accordance with the provisions of law and the

Company shall re-register the charter capital with the Authority competent to grant Business Registration.

5. The charter capital must not be used to distribute dividends, distribute or disperse assets to shareholders in any form except in case the General Meeting of Shareholders decides to amend the Company's Charter, reduce the scale of production and business or the case of dividing the Company's assets upon dissolution. bankruptcy in accordance with law.

6. The Company's shares on the date of adoption of this Charter include ordinary shares and preferred shares (if any). The rights and obligations of shareholders holding each type of shares are specified in Articles 12 and 13 of this Charter.

7. The company may issue other types of preferred shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the provisions of law.

8. Ordinary shares must be prioritized for sale to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders, the number of shares of shareholders who do not register to buy all will be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and other persons under conditions that are less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

9. The Company may repurchase shares issued by the Company in accordance with the provisions of the Law on Enterprises, the Law on Securities and current laws. Shares repurchased by a public company are required to carry out procedures for reducing charter capital corresponding to the total value calculated according to the par value of the repurchased shares, except for the case of repurchase of shares of employees according to the regulation on issuance of shares to employees of the Company under the Securities Law.

10. The company may issue other types of securities when approved by the General Meeting of Shareholders and in accordance with the provisions of law.

#### **Article 7. Stock Certification**

1. The Company's shareholders are granted share ownership certificates (referred to as shares) corresponding to the number of shares and the type of shares they own.

2. Quang Ninh Clean Water Joint Stock Company issues 1 type of stock certificate, which is a registered stock certificate.

3. Shares are securities that confirm the legal rights and interests of the owner to a part of the Company's share capital. Stocks must bear the seal and signature of the Company's legal representative, clearly state the number and type



of shares held by shareholders, the full name of the holder (if it is a registered share certificate) and other contents as prescribed in Article 121 of the Law on Enterprises.

4. Within 15 days from the date of submission of a complete dossier of request for transfer of share ownership in accordance with the Company's regulations or within two months from the date of full payment of the share purchase money as prescribed in the Company's stock issuance plan, The owner of the number of shares will be issued a share certificate. Shareholders do not have to pay the Company the cost of printing share certificates or any other fees.

5. In case of transferring only a number of shares in a share certificate, the old shares will be canceled, and at the same time, the shareholders who are granted new shares will record the remaining shares.

6. The holder of the stock certificate is solely responsible for the preservation of the certificate and the Company will not be liable in the event that the certificate is stolen or used for fraudulent purposes.

7. In case the stock certificate is lost, torn, burned or destroyed in other forms, the shareholder shall be re-granted shares by the Company at the request of such shareholder. The shareholder's proposal must contain the following assurances:

7.1. The stock has actually been lost, burned or otherwise destroyed; in case of loss, it is further assured that the search has been carried out to the fullest extent and if it is found again, it will be returned to the Company for destruction.

7.2. Responsible for disputes arising from the re-issuance of new shares.

7.3. Pay all related expenses to the Company.

#### **Article 8. Other securities certificates**

In case the issuance of securities is approved by the General Meeting of Shareholders, bond certificates or other securities certificates of the Company shall be issued with the signature of the legal representative and the seal of the Company. The securities issuance process complies with the provisions of law.

#### **Article 9. Transfer of shares**

1. All shares are freely transferable, except for the cases specified in Clause 3, Article 120 of the Law on Enterprises, stocks listed or registered for trading on the Stock Exchange may be transferred in accordance with the provisions of the law on securities and securities market.

2. Shares that have not been fully paid shall not be transferred and enjoy related benefits such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares and other benefits as prescribed by law.

3. Shareholders have the right to donate part or all of their shares in the Company to others; using shares to repay debts. In this case, the person who is

donated or receives debt repayment in shares will be a shareholder of the Company.

4. The company has the right to redeem not more than 30% (thirty percent) of the total ordinary shares sold under the following provisions:

4.1. The Board of Directors has the right to decide to redeem not more than 10% of the total shares offered for sale within 12 months. In other cases, the redemption of shares shall be decided by the General Meeting of Shareholders.

4.2. The Board of Directors shall decide on the share repurchase price, the repurchase price must not be higher than the market price at the time of repurchase, except for the case specified at Point 5.2, Clause 5 of this Article.

4.3. The Company may repurchase the shares of each shareholder in proportion to their share in the Company. In this case, the decision to repurchase the Company's shares must be notified by means of a guarantee to all shareholders within thirty days from the date on which such decision is adopted. The notice must contain the name, address of the Company's head office, the total number of shares and types of shares to be redeemed, the repurchase price or the principle of valuation of the repurchase, the procedure and deadline for payment, the procedure and time limit for shareholders to offer their shares to the Company. Shareholders who agree to resell their shares must send a written offer for sale of their shares by way of security to the Company within thirty days from the date of notification. The written agreement to sell must contain the full name, contact address, and number of legal papers of the individual for individual shareholders; name, enterprise code or number of legal papers of the organization, address of the head office for shareholders being organizations; the number of shares owned and the number of shares agreed to be sold; payment method; signature of the shareholder or the shareholder's legal representative. The Company only redeems the shares offered for sale within the aforementioned period.

5. Redemption of shares at the request of shareholders:

5.1. Shareholders who vote against the decision on the reorganization of the Company or change the rights and obligations of shareholders specified in the Company's Charter have the right to request the Company to repurchase their shares and the Company must repurchase those shares according to the provisions of Article 132 of the Law on Enterprises. The request must be in writing, clearly stating the name and address of the shareholders, the number of shares of each type, the intended price of sale, and the reason for requesting the Company to repurchase. The request must be sent to the Company within ten working days from the date on which the General Meeting of Shareholders adopts the decision to change the matters referred to in this paragraph.

5.2. The company must repurchase shares at the request of the shareholders specified at Point 5.1, Clause 5 of this Article at the market price or at the price agreed between the two parties within ninety days from the date of receipt of the

request. In case of failure to reach an agreement on the price, the parties may request a professional price appraisal organization to determine the price. The company recommends at least three professional valuation organizations for shareholders to choose from, and that choice is final. All costs of this valuation shall be paid by shareholders.

5.3. Except for the case where the Company repurchases shares of employees according to the regulations on issuance of shares to employees specified in Clause 6 of this Article, the shares repurchased by the Company must carry out procedures for reducing the charter capital corresponding to the total value calculated according to the par value of the repurchased shares within 10 days from the date of completion of the payment for stock repurchase in accordance with the law on securities. These shares are canceled immediately after full payment of the redemption amount.

#### 6. Acquisition of shares of employees:

In case the Company repurchases shares of employees under the regulations on issuance of shares to the Company's employees, the following provisions shall apply:

a) The total number of shares of employees that have been repurchased by the Company must be reported at the nearest Annual General Meeting of Shareholders;

b) The company is not required to carry out procedures for reducing the charter capital for the number of shares repurchased by the company in this case;

c) A public company is not allowed to offer shares to increase its charter capital within 06 months from the date of completion of the share repurchase, unless the public company repurchases shares of employees who quit their jobs under the program of issuing shares to employees or securities companies repurchase their own shares in case of implementation Correct transaction errors.

7. For private placement shares, trading and transfer are restricted to a minimum of 03 years for strategic investors and a minimum of 01 year for professional securities investors from the date of completion of the offering. Except for the case of transactions and transfers between professional securities investors or in accordance with legally effective judgments or decisions of courts, arbitral awards or inheritances in accordance with law.

### **Article 10. Revocation of shares (for cases when registering the establishment of an enterprise)**

1. In case a shareholder fails to fully and punctually pay the amount payable for the purchase of shares, the Board of Directors shall notify and request such shareholder to pay the remaining amount and take responsibility corresponding to the total par value of the registered shares for the Company's financial obligations arising from the non-payment in full.



2. The above-mentioned notice of payment must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the place of payment and the notice must clearly state that in case of failure to pay as required, the number of shares that have not been fully paid will be withdrawn.

3. The Board of Directors reserves the right to revoke unpaid shares in full and on time in the event that the requirements in the above notice are not fulfilled.

4. The recovered shares are considered as shares entitled to be offered for sale specified in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale and redistribution under such conditions and manner as the Board of Directors deems appropriate.

5. Shareholders holding the withdrawn shares must relinquish their shareholder status for those shares, but must still be responsible for the total par value of the shares registered for purchase for the Company's financial obligations arising at the time of recovery under the decision of the Board of Directors from the date of recovery to the date of implementation payment. The Board of Directors has the sole right to decide on the coercive payment of the entire value of shares at the time of recovery.

6. The notice of revocation shall be sent to the holder of the revoked shares before the time of revocation. The revocation remains in effect even in the event of an error or negligence in the delivery of the notification.

## **CHAPTER V**

### **ORGANIZATIONAL STRUCTURE, GOVERNANCE, CONTROL**

#### **Article 11. Organizational structure, governance, and control**

The organizational structure of the Company's governance and control includes:

1. General Meeting of Shareholders.
2. Board of Directors.
3. Supervisory Board.
4. General Manager.

## **CHAPTER VI**

### **SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS**

#### **Article 12. Shareholders' rights**

Shareholders are the owners of the Company, who have the corresponding rights and obligations according to the number of shares they own. Shareholders are only responsible for the Company's debts and other property obligations to the



extent of the capital contributed to the Company.

1. Holders of ordinary shares have the following rights:

1.1. To be treated equally. Each share of the same type gives the shareholder equal rights, obligations and benefits. In case the Company has preference shares, the rights and obligations associated with the preference shares must be approved by the General Meeting of Shareholders and fully announced to shareholders;

1.2. To have the right to attend and speak at meetings of the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative; or attend and vote through online conferences, electronic voting or other electronic forms; or send voting ballots to the meeting by mail, fax, email. Each ordinary share has one vote;

1.3. To receive dividends at the rate decided by the General Meeting of Shareholders.

1.4. To be given priority to purchase newly offered shares corresponding to the percentage of ordinary shares owned, unless otherwise decided by the General Meeting of Shareholders;

1.5. To freely transfer their shares to other persons, except for the cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant laws;

1.6. To consider, look up and extract information related to that shareholder in the list of shareholders eligible to participate in the General Meeting of Shareholders and request the correction of inaccurate information;

1.7. To consider, look up and extract information about names and contacts in the list of shareholders with voting rights; request correction of inaccurate information;

1.8. To consider, lookup, extract or copy the Company's Charter, the minutes of the General Meeting of Shareholders and the Resolutions of the General Meeting of Shareholders.

1.9. When the Company is dissolved or goes bankrupt, it is entitled to receive a part of the remaining assets corresponding to the number of shares contributed as capital to the Company, but only after the Company has paid all debts and obligations (including debt obligations to the state, taxes and fees);

1.10. Request the Company to repurchase its shares in the cases specified in Clause 5, Article 9 of this Charter;

1.11. Have full access to periodic and unusual information published by the Company in accordance with the provisions of law;

1.12. To have their legitimate rights and interests protected; to propose the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the Law on Enterprises;

2. Shareholders or groups of shareholders owning 05% or more of the total number of ordinary shares have the following rights:

2.1. Examine, look up and extract the number of minutes, resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Control Board, contracts and transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets, the Company's business secrets;

2.2. Request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises; in the following cases:

a) The Board of Directors seriously violates the rights of shareholders and obligations of managers or issues decisions beyond its assigned competence.

b) The term of office of the Board of Directors has exceeded six months and the new Board of Directors has not yet been elected to replace it.

The request for convening a meeting of the Shareholders' Council must be made in writing and must include the following contents: full name, contact address, nationality, number of legal papers of the individual for individual shareholders; name, enterprise code or number of legal papers of the organization, address of the head office for shareholders being organizations; the number of shares and the time of registration of shares of each shareholder, the total number of shares of the whole group of shareholders and the percentage of ownership in the total number of shares of the company, the grounds and reasons for requesting the convening of the General Meeting of Shareholders. The request for convening a meeting must be accompanied by documents and evidences on the violations of the Board of Directors, the seriousness of the violation or the decision beyond its competence. Shareholders or groups of shareholders shall take full responsibility before law for the accuracy and truthfulness of documents and evidences provided to competent agencies when requesting the convening of the General Meeting of Shareholders.

c) Other cases as prescribed by law.

2.3. Proposing the issue to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 03 working days before the opening date. The petition must clearly state the name of the shareholder, the number of each type of shares of the shareholder, the issue proposed to be included in the meeting agenda;

2.4. Request the Supervisory Board to examine each specific issue related to the management and administration of the Company's activities when deeming it necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, number of legal papers of the individual for individual shareholders; name, enterprise code or number of legal papers of the organization, address of the head office for shareholders being

organizations; the number of shares and the time of registration of shares of each shareholder, the total number of shares of the whole group of shareholders and the percentage of ownership in the total number of shares of the Company; issues to be examined, the purpose of inspection.

3. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate persons to the Board of Directors or the Control Board. The nomination of persons to the Board of Directors and the Control Board shall be carried out as follows:

3.1. Ordinary shareholders form groups to nominate persons to the Board of Directors and the Supervisory Board must notify the group meeting to the shareholders attending the meeting before the opening of the General Meeting of Shareholders;

3.2. Based on the number of members of the Board of Directors and the Control Board, shareholders or groups of shareholders specified in this Clause may nominate one or several persons under the decision of the General Meeting of Shareholders as candidates for the Board of Directors and the Control Board. In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate under the decision of the General Meeting of Shareholders, the remaining number of candidates shall be nominated by the Board of Directors, the Supervisory Board and other shareholders.

4. Shareholders being the State shall exercise their rights and perform their obligations through the representative agency of the owner and the representative of the state capital interests in accordance with the law on management and investment of state capital in enterprises

5. Other rights under the provisions of current law and this Charter.

### **Article 13. Obligations of shareholders**

Ordinary shareholders have the following obligations:

1. To fully pay the number of shares committed to purchase within thirty days from the date of auction; be responsible for the Company's debts and other property obligations within the amount of capital contributed to the Company.

2. The capital contributed by ordinary shares must not be withdrawn from the Company in any form, except for the case of repurchase of shares by the Company or another person. In case a shareholder withdraws part or all of the contributed fixed capital contrary to the provisions of this Clause, the members of the Board of Directors and the legal representative of the Company shall be jointly responsible for the debts and other property obligations of the Company within the value of the withdrawn shares.

3. Comply with the Company's Charter and Internal Management Regulations.



4. Comply with Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

5. Attending the General Meeting of Shareholders and exercising the right to vote through the forms specified in this Charter and the Law on Enterprises.

6. Confidentiality of information provided by the Company in accordance with the provisions of the Company's Charter and law; use the information provided only to exercise and protect their legitimate rights and interests; it is strictly forbidden to disseminate or copy or send information provided by the Company to other organizations and individuals.

7. Ordinary shareholders shall bear personal responsibility when performing one of the following acts on behalf of the Company in any form:

7.1. Violating the law.

7.2. Conducting business and other transactions for self-interest or serving the interests of other organizations and individuals.

7.3. Pay off debts that are not due against possible financial risks to the Company.

8. Provide the correct address when registering to buy shares

9. Other obligations of shareholders as prescribed by current law.

10. Major shareholders have shareholders' obligations under the provisions of the Enterprise Law, in addition, they must ensure compliance with the following obligations:

10.1. Major shareholders must not take advantage of their advantages to affect the rights and interests of the Company and other shareholders in accordance with the provisions of law and the Company's Charter.

10.2. To comply with information disclosure in accordance with law.

#### **Article 14. General Meeting of Shareholders**

1. The General Meeting of Shareholders consists of all shareholders with voting rights, which is the highest decision-making body of the Company. The General Meeting of Shareholders meets annually once a year and within four (04) months from the end of the fiscal year. The Board of Directors shall decide to extend the Annual General Meeting of Shareholders in case of necessity, but not more than 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold an extraordinary meeting.

2. The meeting place of the General Meeting of Shareholders is determined to be the place where the chairman attends the meeting and must be in the territory of Vietnam.

3. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable location. The Annual General Meeting of Shareholders decides on matters in accordance with the provisions of law and the



Company's Charter, especially through the audited annual financial statements. In case the audit report of the Company's annual financial statements contains material exceptions, contrary audit opinions or rejections, the Company must invite the representative of the auditing organization approved to audit the Company's financial statements to attend the Annual General Meeting of Shareholders and the representative of the approved auditing organization mentioned above is responsible for attending the Company's Annual General Meeting of Shareholders.

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

4.1. The Board of Directors deems it necessary for the benefit of the Company;

4.2. The annual balance sheet, quarterly or semi-annual reports or audit reports of the fiscal year reflecting the loss of 20% of the charter capital or the audited annual financial statements reflecting the loss of half (1/2) of the owner's equity compared to the initial number of the period.

4.3. The remaining number of members of the Board of Directors or the Control Board is less than the minimum number of members as prescribed by law;

4.4. At the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises; the request for convening the General Meeting of Shareholders must be expressed in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of relevant shareholders or a written request made in many copies and sufficiently collected signatures of relevant shareholders;

4.5. At the request of the Control Board;

4.6. Other cases as prescribed by law and this Charter.

5. Convening an extraordinary General Meeting of Shareholders

5.1. The Board of Directors must convene a meeting of the General Meeting of Shareholders within 30 days from the date on which the number of members of the Board of Directors, independent members of the Board of Directors or the remaining members of the Control Board is less than the minimum number of members as prescribed in the Charter or receives the request specified at Points 4.4 and 4.5, Clause 4 of Article this;

5.2. In case the Board of Directors fails to convene a meeting of the General Meeting of Shareholders as prescribed at Point 5.1, Clause 5 of this Article, within the next 30 days, the Supervisory Board shall replace the Board of Directors to convene a meeting of the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;

5.3. In case the Supervisory Board fails to convene a meeting of the General Meeting of Shareholders as prescribed at Point 5.2, Clause 5 of this Article, the

shareholders or groups of shareholders specified at Point 4.4, Clause 4 of this Article may request the representative of the Company to convene a meeting of the General Meeting of Shareholders as prescribed in the Law on Enterprises (in this case, shareholders or groups of shareholders convening a meeting of the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting meetings and making decisions of the General Meeting of Shareholders. All expenses for convening and conducting the General Meeting of Shareholders are refunded by the Company. This expense does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.)

5.4. Procedures for organizing a meeting of the General Meeting of Shareholders are specified in Clause 5, Article 140 of the Law on Enterprises.

### **Article 15. Rights and obligations of the General Meeting of Shareholders**

1. The General Meeting of Shareholders has the following rights and obligations:

- 1.1. Through the development orientation of the Company;
- 1.2. To decide on the types of shares and the total number of shares of each type entitled to be offered for sale; decide on the annual dividend level of each type of shares;
- 1.3. Election, dismissal and dismissal of members of the Board of Directors and members of the Control Board;
- 1.4. Decision to invest or sell assets valued at 35% or more of the total value of assets recorded in the Company's latest financial statements;
- 1.5. Decision on amendments and supplements to the Company's Charter;
- 1.6. Approval of annual financial statements;
- 1.7. Decide to repurchase more than 10% of the total sold shares of each type;
- 1.8. Consider and handle violations committed by members of the Board of Directors and members of the Control Board that cause damage to the Company and its shareholders;
- 1.9. Decision on reorganization or dissolution of the Company;
- 1.10. To decide on the budget or the total level of remuneration, bonuses and other benefits for the Board of Directors and the Control Board;
- 1.11. Approving the Internal Governance Regulation; Regulations on the operation of the Board of Directors and the Control Board;
- 1.12. Approving the list of approved auditing firms; decide on the auditing firm to be approved to inspect the Company's operations, the exemption of the auditor is approved when considering the necessary;

- 1.13. Other rights and obligations as prescribed by law.
2. The General Meeting of Shareholders discussed and approved the following issues:
  - 2.1. The Company's annual business plan;
  - 2.2. Audited annual financial statements;
  - 2.3. The report of the Board of Directors on the governance and operation results of the Board of Directors and each member of the Board of Directors;
  - 2.4. Reports of the Supervisory Board on the Company's business results, operational results of the Board of Directors and the General Director;
  - 2.5. Report on self-assessment of performance of the Control Board and members of the Control Board;
  - 2.6. Dividend level for each share of each type;
  - 2.7. Number of members of the Board of Directors and the Control Board;
  - 2.8. Election, dismissal and dismissal of members of the Board of Directors and members of the Control Board;
  - 2.9. To decide on the budget or the total level of remuneration, bonuses and other benefits for the Board of Directors and the Control Board;
  - 2.10. Approving the list of approved auditing firms; decide on the approved auditing firm to inspect the Company's activities when deeming it necessary;
  - 2.11. Supplementing and amending the Company's Charter;
  - 2.12. The type of shares and the number of newly issued shares for each type of shares and the transfer of shares of the founding members within the first 03 years from the date of establishment;
  - 2.13. Division, separation, consolidation, merger or transformation of the Company;
  - 2.14. Reorganization and dissolution (liquidation) of the Company and appointment of liquidators;
  - 2.15. Decision to invest or sell assets valued at 35% or more of the total value of assets recorded in the Company's latest financial statements;
  - 2.16. Decide to repurchase more than 10% of the total sold shares of each type;
  - 2.17. The Company signs contracts and transactions with the entities specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 20% of the total value of the Company's assets recorded in the latest financial statements;
  - 2.18. Approving contracts and transactions under the jurisdiction of the General Meeting of Shareholders in accordance with the provisions of Article 167 of the Law on Enterprises, Article 293 of Decree No. 155/2020/ND-CP (amended and supplemented by Clause 84, Article 1 of Decree No. 245/2025/ND-CP) and

other legal provisions on securities;

2.19. Approving the Internal Regulations on corporate governance, the Regulations on the operation of the Board of Directors, the Regulations on the operation of the Supervisory Board;

2.20. Other matters as prescribed by law and this Charter.

3. All resolutions and issues that have been included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

4. Shareholders are not allowed to participate in voting in the following cases:

4.1. Contracts specified in section 2.17 where the shareholder or a person related to the shareholder is a party to the contract;

4.2. The purchase of shares of that shareholder or of a person related to that shareholder.

#### **Article 16. Authorization to attend the General Meeting of Shareholders**

1. Shareholders and authorized representatives of shareholders being organizations may directly attend meetings or authorize one or several other individuals or organizations to attend meetings or attend meetings through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises. Specifically, as follows:

1.1. Attending and voting directly at meetings;

1.2. To authorize other individuals and organizations to attend and vote at meetings;

1.3. Attending and voting through online conferences, electronic voting or other electronic forms;

1.4. Sending voting papers to meetings by mail, fax or e-mail;

1.5. Sending voting papers by other means as prescribed in the company's charter.

2. The authorization of representative individuals and organizations to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The authorization document is made in accordance with the civil law and must clearly state the name of the authorized shareholder, the name of the authorized individual, the authorized organization, the number of authorized shares, the authorization contents, the scope of authorization, the duration of the authorization, and the signatures of the authorizing party and the authorized party.

The person authorized to attend the General Meeting of Shareholders must submit a written authorization when registering to attend the meeting at least 05 days before the opening date of the General Meeting of Shareholders. In case of re-authorization, the attendees of the meeting must additionally present the initial authorization document of the shareholder, the authorized representative of the



shareholder being an organization (if not previously registered with the Company).

3. The voting vote of the authorized person attending the meeting within the scope of authorization shall still be valid in one of the following cases:

3.1. The authorizer has died, has limited civil act capacity or has lost his/her civil act capacity;

3.2. The authorizing person has canceled the authorization appointment;

3.3. The authorizer has cancelled the authority of the person performing the authorization.

This clause does not apply in the event that the Company receives notice of one of the above events at least twenty-four (24) hours before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

#### **Article 17. Change permissions**

1. The change or cancellation of special rights attached to a type of preference shares takes effect when it is approved by shareholders representing 65% or more of the total votes of all shareholders attending the meeting. The Resolution of the General Meeting of Shareholders on the contents of adversely changing the rights and obligations of shareholders owning preference shares shall only be approved if they are approved by the number of preference shareholders of the same type who own 75% or more of the total preference shares of that type or are approved by the preference shareholders of the same type owning 75% or more of the total number of shares the preferential portion of that type or higher shall be approved in case of passing the resolution in the form of collecting written opinions.

2. The organization of a meeting of shareholders holding a type of preference shares to approve the change of the above-mentioned rights is only valid when there are at least 02 shareholders (or their authorized representatives) and hold at least 1/3 of the par value of the issued shares of that type. In case there is not enough number of delegates as mentioned above, the meeting shall be reorganized within the next 30 days and the holders of shares of that type (regardless of the number of persons and shares) who are present in person or through authorized representatives are considered to have sufficient number of delegates requested. At the above-mentioned meetings of shareholders holding preference shares, holders of shares of that type who are present in person or through their representatives may request a secret ballot. Each share of the same type has equal voting rights at the above-mentioned meetings.

3. Procedures for conducting such separate meetings shall be similar to the provisions of Articles 19, 20 and 21 of this Charter.

4. Unless otherwise provided by the terms of the share issuance, the special rights attached to the types of shares with preferential rights in respect of some or

all matters relating to the distribution of profits or assets of the Company shall not be changed when the Company issues additional shares of the same type.

**Article 18. Convening meetings, meeting agendas and notice of invitation to the General Meeting of Shareholders**

1. The Board of Directors convenes an annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 4, Article 14 of this Charter.

2. The convener of the General Meeting of Shareholders must perform the following tasks:

2.1. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be made no later than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The company must disclose information on the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the last registration date;

2.2. Determining the time and place of holding the General Meeting of Shareholders;

2.3. Prepare the program and content of the Congress;

2.4. Preparing documents for the Congress;

2.5. Draft resolutions of the General Meeting of Shareholders according to the expected contents of the meeting;

2.6. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

2.7. Other tasks for the congress.

3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by means to ensure that the contact address of the shareholders is reached, and at the same time announced on the website of the Company and the State Securities Commission, the Stock Exchange where the Company's shares are listed or registered for trading. The convener of the General Meeting of Shareholders must send a notice of invitation to the meeting to all shareholders in the List of shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting (counting from the date on which the notice is duly sent or sent). The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the General Meeting shall be sent to shareholders or/and posted on the Company's website. In case the documents are not enclosed with the notice of the General Meeting of Shareholders, the notice of invitation to the meeting must clearly state the link to all meeting documents for shareholders to access, including:

- 3.1. Meeting agendas, documents used in the meeting;
- 3.2. List and details of candidates in case of election of members of the Board of Directors and members of the Supervisory Board;
- 3.3. Voting slips;
- 3.4. Draft resolutions for each issue on the meeting agenda.

4. Shareholders or groups of shareholders specified in Clause 2, Article 12 of this Charter may propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company at least 03 working days before the opening date of the meeting. The petition must clearly state the name of the shareholder, the number of each type of shares of the shareholder, and the issue proposed to be included in the meeting agenda.

5. The convener of the General Meeting of Shareholders may reject the proposal specified in Clause 4 of this Article in one of the following cases:

- 5.1. The petition is sent in contravention of the provisions of Clause 4 of this Article;
- 5.2. At the time of petition, the shareholder or group of shareholders does not hold 05% or more of ordinary shares as prescribed in Clause 2, Article 12 of this Charter;
- 5.3. Proposals are not within the scope of the decision-making authority of the General Meeting of Shareholders;
- 5.4. Other cases as prescribed by law and this Charter.

6. The convener of the General Meeting of Shareholders must accept and include the proposals specified in Clause 4 of this Article in the proposed agenda and contents of the meeting, except for the case specified in Clause 5 of this Article; the proposal shall be officially added to the program and content of the meeting if approved by the General Meeting of Shareholders.

#### **Article 19. Conditions for conducting the General Meeting of Shareholders**

1. The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents at least 51% of the voting shares.

2. In case within 30 minutes from the time of fixation of the opening of the congress, the number of delegates required to attend the first meeting does not meet the conditions specified in Clause 1 of this Article, a notice of invitation to the second meeting shall be sent within 30 days from the date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents 33% or more of the total votes.

3. In case the Second General Meeting is not held due to the insufficient number of delegates required within thirty (30) minutes from the time of setting the opening of the General Meeting, the Third General Meeting of Shareholders



may be convened within twenty (20) days from the date of the intended Second General Meeting and in this case the General Meeting shall be held does not depend on the number of shareholders or authorized representatives attending and is considered valid and has the right to decide on all matters that may be approved by the First General Meeting of Shareholders.

4. At the request of the shareholders specified in Clause 2, Article 12 of this Charter, the Chairman of the General Meeting of Shareholders has the right to change the meeting agenda which has been sent together with the notice of invitation to the meeting in accordance with the provisions of law.

5. Shareholders are considered to attend and vote at the General Meeting of Shareholders in the following cases:

5.1. Directly attend the General Meeting of Shareholders.

5.2. Send voting ballots by mail, fax, email.

5.3. Attend and vote through online conferences, electronic voting, or other electronic forms.

5.4. Authorize others to attend the General Meeting of Shareholders.

#### **Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders**

1. On the date of holding the General Meeting of Shareholders, the Company must carry out the procedures for registering shareholders and must carry out the registration until the shareholders who have the right to attend the meeting are present to register in the following order:

1.1. When registering shareholders, the Company grants each shareholder or authorized representative the right to vote a voting card, on which the registration number, full name of the shareholder, the full name of the authorized representative and the number of votes of such shareholder are inscribed. The General Meeting of Shareholders discusses and votes on each issue in the content of the program. The voting is conducted by voting in favor, disapproval and no opinion. At the Congress, the number of cards approving the resolution is collected first, the number of cards disapproving the resolution is collected later, and finally counting the total number of votes in favor or disapproval to decide. The results of the vote counting were announced by the Chairman just before the end of the meeting. The congress shall elect persons responsible for counting votes or supervising the counting of votes at the request of the chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders at the request of the Chairman of the meeting.

1.2. Shareholders, authorized representatives of shareholders who are organizations or authorized persons who come after the meeting has opened have the right to register immediately and then have the right to participate and vote at the general meeting immediately after registration. The Chairman is not



responsible for stopping the meeting to allow shareholders to be late for registration and the validity of the previously voted contents remains unchanged.

2. The election of the Chairman, Secretary and Vote Counting Committee of the General Meeting of Shareholders is prescribed as follows:

2.1. The Chairman of the Board of Directors shall preside over or authorize another member of the Board of Directors to preside over the meeting of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to chair the meeting on the principle of majority. In case of failure to elect the chairperson, the Head of the Executive Control Board shall allow the General Meeting of Shareholders to elect the chairperson of the meeting from among the participants and the person with the highest vote to chair the meeting;

2.2. Except for the case specified at Point 2.1 of this Clause, the signatories shall convene a meeting of the Executive General Meeting of Shareholders for the General Meeting of Shareholders to elect the chairperson of the meeting and the person with the highest number of votes to chair the meeting;

2.3. The chairman shall appoint one or several persons to act as the secretary of the meeting;

2.4. The General Meeting of Shareholders shall elect one or several persons to the vote counting committee at the request of the chairman of the meeting.

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders in the opening session. The program must clearly and in detail determine the time for each issue in the content of the meeting agenda.

4. The Chairman of the General Meeting has the right to take necessary and reasonable measures to administer the General Meeting of Shareholders in an orderly manner, in accordance with the approved program and reflecting the wishes of the majority of the participants.

4.1. Arrange seats at the venue of the General Meeting of Shareholders.

4.2. Ensure the safety of everyone present at the meeting places.

4.3. Creating conditions for shareholders to attend (or continue to attend) the general meeting. The convener of the General Meeting of Shareholders has the full right to change the above-mentioned measures and apply all necessary measures. Applicable measures may be to issue an entry permit or use other forms of electives.

5. The General Meeting of Shareholders discusses and votes on each issue in the content of the program. The voting is conducted by voting in favor, disapproval and no opinion. The results of the vote counting were announced by the chairman just before the end of the meeting.

6. Shareholders or authorized persons attending the meeting after the

meeting has opened are still registered and have the right to participate in voting immediately after registration; In this case, the validity of the previously voted contents does not change.

7. The convener or chairman of the General Meeting of Shareholders has the following rights:

7.1. Require all attendees to submit to inspections or other lawful and reasonable security measures;

7.2. Request the competent authority to maintain the order of the meeting; expel persons who do not comply with the executive authority of the chairman, deliberately disrupt order, prevent the normal progress of the meeting, or fail to comply with the requirements for security checks from the General Meeting of Shareholders.

8. The Chairman has the right to postpone the meeting of the General Meeting of Shareholders that has a sufficient number of people registered to attend the meeting not more than 03 working days from the date the meeting is scheduled to open and may only postpone the meeting or change the meeting venue in the following cases:

8.1. The meeting venue does not have enough convenient seating for all attendees;

8.2. The means of communication at the meeting venue do not ensure the participation, discussion and voting of shareholders attending the meeting;

8.3. There are people attending the meeting to obstruct or disrupt the order, risking making the meeting not conducted fairly and legally.

9. In case the chairperson postpones or suspends the meeting of the General Meeting of Shareholders in contravention of the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson to administer the meeting until the end; All resolutions passed at that meeting are enforceable.

10. In case the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company is responsible for ensuring that shareholders attend and vote in the form of electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

## **Article 21. Approving the resolution of the General Meeting of Shareholders**

The General Meeting of Shareholders approves resolutions under its jurisdiction by voting at the meeting or collecting written opinions.

1. A resolution on the following contents shall be adopted if it is approved by the number of shareholders representing more than 65% of the total number of votes of all shareholders attending the meeting, except for the cases specified in Clauses 3, 4 and 6 of this Article:

- 1.1. Types of shares and total number of shares of each type;
- 1.2. Changes in business lines and fields;
- 1.3. Changes in the organizational structure of the Company's management;
- 1.4. Projects on investment or sale of assets valued at 35% or more of the total value of assets recorded in the Company's latest financial statements; transactions of sale of assets of the Company or its branches or purchase transactions performed by the Company or its branches with a value of 35% or more of the total value of the Company's assets calculated according to the financial statements the Company's most recently audited principal;

1.5. Reorganization and dissolution of the Company;

2. Resolutions shall be adopted when they are approved by the number of shareholders owning more than 50% of the total votes of all shareholders attending the meeting, except for the cases specified in Clauses 1, 3, 4 and 6 of this Article; the specific rate is prescribed by the Company's Charter.

3. The voting for the election of members of the Board of Directors and the Control Board must be carried out by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors or the Control Board and the shareholders have the right to accumulate all or part of the total number of votes of the to one or several candidates. The winner of the election of a member of the Board of Directors or Controller is determined according to the number of votes calculated from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached. In case there are 02 or more candidates with the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria specified in the election regulations or the Company's Charter.

4. In case of adoption of a resolution in the form of collecting written opinions, the resolution of the General Meeting of Shareholders shall be adopted if it is approved by the number of shareholders owning more than 50% of the total number of votes of all shareholders with the right to vote.

5. The resolution of the General Meeting of Shareholders must be notified to shareholders entitled to attend the General Meeting of Shareholders within 15 days from the date of adoption in the form of posting on the Company's website and disclosing information on the securities market.



6. In case the company issues preference shares, the Resolution of the General Meeting of Shareholders on the contents adversely changing the rights and obligations of shareholders owning preference shares shall be adopted only if it is approved by the number of preference shareholders of the same type attending the meeting owning 75% or more of the total preference shares of that type or is approved by the shareholders the majority of preference shares of the same type owning 75% or more of the total preference shares of that type in case of passing the resolution in the form of written opinions.

7. A valid decision of the General Meeting of Shareholders shall be enforceable for all shareholders, including shareholders who are absent or disagree.

8. Resolutions of the General Meeting of Shareholders passed equal to 100% of the total number of voting shares are lawful and effective even if the order and procedures for convening meetings and adoption of such resolutions violate the provisions of the Law on Enterprises and the Company's Charter.

**Article 22. Competence and mode of collecting shareholders' opinions in writing to approve the Resolution of the General Meeting of Shareholders**

1. The Board of Directors has the right to collect shareholders' opinions in writing to approve the decision of the General Meeting of Shareholders at any time if it deems it necessary for the interests of the Company, except for the case specified in Clause 2, Article 147 of the Law on Enterprises.

2. The competence and mode of collecting shareholders' opinions in writing to approve the Resolution of the General Meeting of Shareholders shall comply with the following provisions:

2.1. The Board of Directors must prepare a poll for opinions, a draft resolution of the General Meeting of Shareholders and documents explaining the draft resolution. The opinion poll enclosed with the draft decision and explanatory documents must be sent by the method of ensuring that it reaches the registered address of each shareholder. The Board of Directors must ensure the sending and disclosure of documents to shareholders within a reasonable time for consideration and voting and must send them at least 10 (ten) days before the deadline for resending the opinion poll.

2.2. The opinion poll must contain the following principal contents:

a) Name, address of the head office, number and date of issuance of the Certificate of Enterprise Registration, place of business registration of the Company;

b) Purpose of collecting opinions;

c) Full name, contact address, nationality and number of legal papers of the individual, for individual shareholders; name, enterprise code or number of legal papers of the organization, address of the head office for shareholders being



organizations or full name, contact address, nationality, number of legal papers of the individual, for representatives of shareholders being organizations; the number of shares of each type and the number of votes of shareholders;

- d) Issues that need to be consulted for approval of the decision;
- e) The voting plan includes approval, disapproval and no opinion;
- f) The time limit for sending to the company the answered opinion poll form;
- g) Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company;

2.3. Shareholders may send the answered opinion poll to the Company in one of the following forms:

a) Sending a letter: The replied opinion poll must be signed by the shareholder being an individual, the authorized representative or the legal representative of the deceased being an organization. The opinion poll sent to the Company must be contained in a sealed envelope and no one is allowed to open it before counting the votes;

b) Sending by fax or email: The opinion poll sent to the Company by fax or email must be kept confidential until the time of counting votes;

c) The opinion poll sent to the Company after the time limit specified in the opinion poll or which has been opened in case of sending a letter and disclosed in case of sending a fax or email is invalid. Opinion poll papers that are not sent back are considered as voting votes;

2.4. The Board of Directors counts votes and makes a record of vote counting under the witness of the Control Board or of shareholders who do not hold management positions of the Company. The vote counting record must contain the following principal contents:

a) Name, address of the head office, number and date of issuance of the enterprise registration certificate and place of business registration;

b) Purposes and matters to be consulted for approval of the decision;

c) The number of voters with the total number of votes that have participated in voting, distinguishing the number of valid votes and the number of invalid votes, enclosed with an appendix to the list of shareholders participating in voting;

d) The total number of votes in favor, disapproval and no opinion on each issue;

e) The approved issue and the corresponding voting rate;

f) Full name and signature of the Chairman of the Board of Directors, the company's legal representative, the vote counter and the vote counting supervisor;

g) Members of the Board of Directors, vote counters and vote counting supervisors shall be jointly responsible for the truthfulness and accuracy of the vote counting records; jointly responsible for damages arising from decisions passed due to dishonest and inaccurate vote counting.

2.5. The record of vote counting results must be sent to shareholders within fifteen (15) days from the date of completion of vote counting; In case the Company has a website, the submission of the vote counting record may be replaced by posting it on the Company's website within twenty-four (24) hours from the time of completion of the vote counting;

2.6. The answered opinion poll, the vote counting record, the full text of the approved resolution and relevant documents enclosed with the opinion poll must be kept at the Company's head office.

2.7. A resolution shall be adopted in the form of collecting shareholders' opinions in writing if it is approved by the number of shareholders owning more than 50% of the total number of votes of all shareholders entitled to vote or has the same validity as the resolution adopted at the meeting of the General Meeting of Shareholders.

### **Article 23. Resolutions and minutes of the General Meeting of Shareholders**

1. The General Meeting of Shareholders must be recorded in minutes and may be recorded or recorded and kept in other electronic forms. The record must be made in Vietnamese, may be made in a foreign language and contain the following principal contents.

1.1. Name, address of the head office, number and date of issuance of the Enterprise Registration Certificate, place of business registration.

1.2. Time and place of the General Meeting of Shareholders.

1.3. Agenda and content of the meeting.

1.4. Full name, presiding officer and secretary.

1.5. Summary of the meeting's developments and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda.

1.6. The number of shareholders and the total number of votes of shareholders attending the meeting, the appendix to the list of shareholders and representatives of shareholders attending the meeting with the corresponding number of shares and votes.

1.7. The total number of votes for each voting issue, clearly stating the voting method, the total number of valid and invalid, approving, disapproving and no opinions; corresponding proportion to the total number of votes of shareholders attending the meeting.

1.8. The issues were passed and the voting rate passed accordingly.

1.9. Full names and signatures of the presiding judge and secretary. In case the chairperson or secretary refuses to sign the minutes of the meeting, this record shall take effect if it is signed by all other members of the Board of Directors attending the meeting and contains all the contents specified in this Clause. The minutes of the meeting clearly state the refusal of the chairman or secretary to

sign the minutes of the meeting.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairperson and the secretary of the meeting or other persons who sign the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

3. Minutes made in Vietnamese and foreign languages have the same legal effect. In case there is a difference in the content between the minutes in Vietnamese and in foreign languages, the contents of the minutes in Vietnamese shall apply.

4. The Resolution and Minutes of the General Meeting of Shareholders must be sent to all shareholders within 15 days from the end of the meeting, the sending of the minutes and resolutions of the General Meeting of Shareholders may be replaced by posting on the Company's website within 24 hours from the end of the meeting; an appendix to the list of shareholders registering to attend the meeting, signed by the shareholders, a written authorization to attend the meeting, all documents attached to the minutes (if any) and relevant documents attached to the notice of invitation to the meeting must be disclosed in accordance with the law on information disclosure on the securities market and must be kept at the head office of the Company.

5. The minutes of the General Meeting of Shareholders shall be considered as authentic evidence of the work carried out at the General Meeting of Shareholders unless there is an objection to the contents of the minutes made in accordance with the prescribed procedures within 10 days from the sending of the minutes.

#### **Article 24. Request for cancellation of the Resolution of the General Meeting of Shareholders**

Within 90 days from the date of receipt of the resolution or the minutes of the General Meeting of Shareholders or the minutes of vote counting results for consultation of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 2, Article 12 of this Charter may request the Court or Arbitrator to consider, cancellation of the resolution or part of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening meetings and issuing decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 8, Article 21 of this Charter.

2. The contents of the resolution violate law or this Charter.

In case the Resolution of the General Meeting of Shareholders is annulled under a decision of the Court or Arbitration, the convener of the canceled General Meeting of Shareholders may consider reorganizing the General Meeting of

Shareholders within 30 days according to the order and procedures specified in the Law on Enterprises and this Charter.

## **CHAPTER VII**

### **BOARD**

#### **Article 25. Candidacy and nomination of members of the Board of Directors**

1. In case the candidates have been identified in advance, the Company must disclose information related to the candidates at least ten (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 to the truthfulness, accuracy and reasonableness of personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the candidate of the Board of Directors to be disclosed must include at least the following contents:

1.1. Full name, date of birth;

1.2. Educational level;

1.3. Professional qualifications;

1.4. Work process;

1.5. Companies in which the candidate is holding the position of member of the Board of Directors and other managerial positions;

1.6. An evaluation report on the candidate's contribution to the Company, in case the candidate is currently a member of the Company's Board of Directors;

1.7. Interests related to the Company and its related parties (if any);

1.8. Full name of the shareholder or group of shareholders nominating the candidate (if any);

1.9. Other information (if any).

1.10. The Company shall be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other managerial positions and interests related to the Company of the candidate of the Board of Directors (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total number of ordinary shares with voting rights may nominate candidates for the Board of Directors in accordance with the provisions of the Law on Enterprises and the Company's Charter.

3. In case the number of candidates for the Board of Directors approved for



nomination and candidacy is still insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organizations to nominate as prescribed in the Company's Charter. Internal Regulations on Corporate Governance and Operation Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

4. Members of the Board of Directors must meet the following criteria and conditions:

4.1. Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

4.2. Graduated from a university, having professional qualifications and experience in business administration or in the fields, branches and business lines of the Company;

4.3. Members of the Company's Board of Directors must be shareholders of the Company;

4.4. A member of the Board of Directors of the Company cannot be a member of the Board of Directors of more than 05 other companies at the same time.

4.5. Members of the Board of Directors must not be family relations of other members of the Board of Directors, the General Director and other managers of the Company;

#### **Article 26. Composition and term of office of members of the Board of Directors**

1. The Board of Directors has a number of 07 members, the term of office of the Board of Directors shall not exceed 05 years, the term of office of members of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In case all members of the Board of Directors end their term of office, such members shall continue to be members of the Board of Directors until a new member is elected to replace and take over the work.

2. In case a member is elected to supplement or replace a member who is dismissed or dismissed from office within the term of office, the term of office of such member shall be the remaining term of office of the Board of Directors.

3. The structure of members of the Board of Directors is as follows: The structure of the Board of Directors of the Company must ensure that at least 02 members of the Board of Directors are non-executive members.

4. A member of the Board of Directors shall no longer be a member of the

Board of Directors in case of dismissal, dismissal or replacement by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises.

5. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market.

6. Members of the Board of Directors must be shareholders of the Company.

### **Article 27. Powers and obligations of the Board of Directors**

1. The Board of Directors is the managing agency of the Company and has full authority to decide and exercise the rights and obligations of the Company on behalf of the Company, except for the rights and obligations under the competence of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

2.1. To decide on the Company's medium-term development strategies, plans and annual business plans; annual production and business development plans; Determine operational objectives on the basis of strategic objectives approved by the General Meeting of Shareholders.

2.2. To propose the types of shares and the total number of shares entitled to be offered for sale of each type; Proposing the types of shares that can be issued and the total number of shares issued by each type; proposing the issuance of bonds, bonds converted into shares and certificates of rights that allow holders to buy shares at a predetermined price.

2.3. To decide on the sale of unsold shares within the number of shares entitled to be offered for sale of each type; decide to mobilize additional capital in other forms;

2.4. Deciding on the offering price of shares and bonds of the Company;

2.5. To decide on the repurchase of not more than 10% of the total number of shares of each type sold within 12 months.

2.6. Decide on investment plans and investment projects with a value of less than 35% of the total value of assets recorded in the Company's latest audited financial statements.

2.7. To decide on solutions for market development, marketing and technology;

2.8. Through contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of less than 35% of the total value of assets recorded in the Company's latest financial statements.

2.9. To elect, dismiss and dismiss the Chairman of the Board of Directors; appointing, dismissing, dismissing, commending, disciplining, signing labor contracts in exchange with the CEO and Deputy General Director; Decision on

appointment, dismissal, dismissal, commendation, discipline, signing of labor contracts and decision on salaries and other benefits for the Company's Chief Accountant, Heads and Deputy Heads of Departments; Directors, Deputy Directors, Principal Accountants of branches, representative offices, and units under the Company.

2.10. To supervise and direct the General Director and other managers in the daily operation of the Company's business;

2.11. To decide on the organizational structure and internal management regulations of the Company, to decide on the establishment of subsidiaries, branches and representative offices and the capital contribution and purchase of shares of other enterprises;

2.12. To appoint authorized representatives to exercise the ownership of shares or contributed capital portions in other companies, to decide on the level of remuneration and other benefits of such persons;

2.13. Approving programs and contents of documents for meetings of the General Meeting of Shareholders, convening meetings of the General Meeting of Shareholders or collecting opinions for the General Meeting of Shareholders to approve resolutions;

2.14. To submit the audited annual financial statements to the General Meeting of Shareholders;

2.15. To propose the level of dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising in the course of business;

2.16. To propose the reorganization and dissolution of the Company; request for bankruptcy of the Company;

2.17. Decision on promulgation of the Regulation on operation of the Board of Directors and internal regulations on corporate governance after being approved by the General Meeting of Shareholders; decide to promulgate the Company's Regulation on information disclosure;

2.18. To formulate, promulgate and organize the implementation of regulations and processes in service of internal supervision and evaluation of operational efficiency in accordance with law. Be responsible to the state owner's representative agency and the General Meeting of Shareholders for ensuring the safety, capital development and operational efficiency of the Company.

2.19. To organize training and training on corporate governance and necessary skills for members of the Board of Directors, General Directors, Persons in charge of corporate governance and other managers of the Company.

2.20. Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities and other provisions of law.

2.21. To pay dividends to shareholders in accordance with law after being



approved by the Annual General Meeting of Shareholders.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of operation of the Board of Directors as prescribed in Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities.

**Article 28. Remuneration, bonuses and other benefits of members of the Board of Directors**

1. The company has the right to pay remuneration and rewards to members of the Board of Directors according to business results and efficiency.

2. Members of the Board of Directors are entitled to work remuneration and bonuses. The work remuneration is calculated according to the number of working days required to complete the tasks of the members of the Board of Directors and the remuneration level per day. The Board of Directors estimates the remuneration for each member on the principle of unanimity. The total remuneration and bonus 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 law on corporate income tax, expressed as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors (excluding representatives authorized to replace them) shall receive remuneration for their work as members of the Board of Directors. This total remuneration will be divided among the members of the Board of Directors as agreed in the Board of Directors or divided equally in case of failure to reach an agreement. The total amount of remuneration paid to members of the Board of Directors must be detailed in the Company's annual report.

5. A member of the Board of Directors holding an executive position or a member of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the scope of ordinary duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum of remuneration each time. salaries, commissions, profit percentages or in other forms as decided by the Board of Directors.

6. Members of the Board of Directors are entitled to be paid all expenses for travel, meals, accommodation and other reasonable expenses that they have to pay when performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders. Board of Directors or subcommittees of the Board of Directors.



7. Members of the Board of Directors may purchase liability insurance by the Company after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

8. Other rights and duties as prescribed by the Law on Enterprises and this Charter.

When performing its functions and tasks, the Board of Directors shall strictly comply with the provisions of current law, this Charter and the decision of the General Meeting of Shareholders. In case a decision adopted by the Board of Directors is contrary to the provisions of current law or this Charter causes damage to the Company, the members who approve such decision must be jointly and severally responsible for such decision and must compensate the Company for damage; Members who object through the above decision are exempt from liability.

**Article 29. Rights, responsibilities and obligations to seek opinions of representatives of state ownership interests**

1. The representative of state capital interests shall participate in the management, monitoring and supervision of state capital at the company; exercise rights and responsibilities honestly and prudently to ensure the maximum legitimate interests of the State and the Company; prevention and control of waste and loss of state capital at the Company.

a/ To exercise their rights and responsibilities in an honest, prudent and best manner in order to ensure the maximum legitimate interests of the State and enterprises; not abusing their positions and using information, know-how, business opportunities and assets of enterprises for self-interest or serving the interests of other organizations and individuals.

b) Promptly report to the representative agency for opinions before participating in opinions, votes and decisions at the General Meeting of Shareholders, meetings of the Board of Members and the Board of Directors as prescribed in Section 2, Chapter III of the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15.

c) Take responsibility before the representative of the state owner for the exercise of rights and responsibilities of the representative of state ownership interests in accordance with the provisions of Law No. 68/2025/QH15 and the operation regulation of the representative of state ownership interests in enterprises, including the contents of formulation of development strategies, annual business plan, profit distribution plan of the enterprise. To promptly report to the representative agency on the loss-making operation of the state-owned enterprise, the insolvency of the enterprise, the problems seriously affecting the operation of the enterprise, other cases of violations and when the enterprise is proposed for dissolution, at risk of bankruptcy.

d/ To warn and promptly report to the representative agency and propose appropriate intervention measures when state-owned enterprises are at risk or risk leading to losses, loss-making operations, insolvency or problems seriously affecting their operations. other cases of violations and when the enterprise is proposed to be dissolved, there is a risk of bankruptcy.

e) Make periodic and irregular reports at the request of the representative agency on the situation of investment and management of state capital in enterprises.

f/ To take responsibility before law for acts of violating the law in the management and investment of state capital in enterprises.

g) Exercise other rights and responsibilities specified in the company's charter, the law on enterprises, the operation regulations of the representative of state ownership interests promulgated by the representative agency and other relevant laws.

h/ Not to continue acting as a representative of state ownership interests when they no longer meet the criteria of the representative of state ownership interests or improperly perform their assigned rights and responsibilities or when they are assessed by the representative agency to fail to fulfill their tasks.

2. Representatives of state ownership interests must not abuse their positions and use information, business opportunities and assets of the Company for self-interest or to serve the interests of other organizations and individuals.

3. Before giving opinions, voting or making decisions at the General Meeting of Shareholders or a meeting of the Board of Directors, the representative of state ownership interests is required to report and obtain written approval from the representative agency for the following material contents:

a) The Company's development orientation (including business lines, objectives and tasks) and the Company's annual business plan.

b) Promulgate, amend and supplement the company's charter; increase or decrease in charter capital.

c) Electing, dismissing and dismissing members of the Board of Directors, the General Director and members of the Control Board of the Company.

d) Reorganization, dissolution or request for bankruptcy of the company.

dd) Decide on investment activities, transfer of investment projects, transfer of investment capital of the company in case the value is more than 50% of the owner's equity of the enterprise or more than 50% of the owner's investment capital in case the owner's investment capital is lower than the owner's investment capital. The owner's equity and investment capital are determined according to the quarterly or annual financial statements at the latest time; The transfer value of investment projects and transfer of investment capital of enterprises at the company is determined according to the value greater than the value of the

investment in the accounting books and the expected transfer value to be obtained.

e) Decision on distribution of after-tax profits for setting up funds as prescribed in Article 25 of the Management and Investment of State Capital in Enterprises No. 68/2025/QH15. The profits and dividends shall be divided in cash corresponding to the percentage of ownership of shares and contributed capital held by the State in the enterprise and remitted into the state budget. The distribution of dividends in shares and the use of after-tax profits shall be distributed corresponding to the percentage of ownership of shares and contributed capital held by the State in enterprises to supplement state capital in enterprises shall comply with the Government's regulations.

f) Decide on the distribution of after-tax profits according to the principles specified in Article 29 of Decree No. 366/2025/ND-CP dated December 31, 2025.

4. All resolutions of the General Meeting of Shareholders or the Board of Directors related to the issues specified in Clause 3 of this Article shall take effect only when the representative of state ownership interests has voted in accordance with the written direction of the representative agency.

**Article 30. Salary, remuneration, bonuses and evaluation of the representative of state capital interests**

1. The salary, remuneration and bonus regime for representatives of state ownership interests shall be determined based on the nature of their work:

a) Full-time representatives of state ownership interests are entitled to salaries, bonuses and other benefits paid by the Company from the Company's general salary fund, commensurate with the managerial titles held by such individuals at the Company.

b) The part-time representative of state ownership interests shall be paid remuneration (if any) by the Company corresponding to the title participating in management; the regimes of salaries, bonuses and other benefits of this individual shall be paid by the representative agency in accordance with law.

2. Annually, the representative agency shall evaluate and rank the representative of state ownership interests based on the results of the assessment of the company's operation (the level of completion of the business plan and financial targets) and the observance of policies and laws on management of state capital of such individuals.

**Article 31. Chairman of the Board of Directors**

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

2. The Chairman of the Board of Directors may not concurrently hold the title of General Director of the Company unless otherwise provided for by law.

3. The Chairman of the Board of Directors shall have the following rights



and obligations:

- 3.1. To formulate programs and plans for operation of the Board of Directors;
- 3.2. To prepare or direct the preparation of programs, contents and documents for the meeting; convening, presiding over and presiding over meetings of the Board of Directors;
- 3.3. To organize the adoption of resolutions and decisions of the Managing Board;
- 3.4. To supervise the process of organizing the implementation of resolutions and decisions of the Managing Board;
- 3.5. To prepare or direct the preparation of programs, contents and documents for the meeting; convening, presiding over and presiding over the General Meeting of Shareholders;
- 3.6. To sign documents, decisions, regulations and agreements on behalf of the Board of Directors falling under the competence of the Board of Directors and approved by the Board of Directors in accordance with regulations.
- 3.7. To approve the labor plan and approve the decision on labor recruitment on the basis of the recruitment plan or the proposal of the Administration Department.
- 3.8. To propose the Board of Directors to decide on the appointment, dismissal, commendation, disciplining, dismissal and other benefits of the Deputy General Director of the Company and the Chief Accountant of the Company; Deputy Heads of Departments and Departments of the Company; Director, Deputy Director, in charge of accounting for branches, representative offices, and units under the Company.
- 3.9. To decide on the appointment, dismissal, dismissal, commendation, discipline, signing of labor contracts and decide on salaries and other benefits for employees and managers in the Company under their competence upon approval of the Board of Directors and the Chairman of the Board of Directors.
- 3.10. To represent the Company in initiating lawsuits related to its interests and to ensure its interests in the Company's production and business activities (after reporting through the Board of Directors).
- 3.11. Labor recruitment.
- 3.12. Other rights and obligations as prescribed by the Law on Enterprises.
4. In case the Chairman of the Board of Directors submits a letter of resignation or is dismissed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the letter of resignation or dismissal or dismissal.
5. In case the Chairperson of the Board of Directors is absent or unable to perform his/her duties, he or she must authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the Board of



Directors. In case no authorized person or the Chairman of the Board of Directors dies, goes missing, is temporarily detained, is serving a prison sentence, is serving an administrative-handling measure at a compulsory detoxification establishment, compulsory education institution, escapes from his/her place of residence, is restricted or loses his/her civil act capacity, have difficulties in cognition, control of behavior, are banned by the Court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors on the principle that the majority of the remaining members approve until a new decision of the Board of Directors is issued.

### **Article 32. Board Meetings**

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 end of the election of such Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest number of votes or the same percentage of votes, the members shall vote on the principle of majority to elect 01 of them to convene a meeting of the Board of Directors.

2. The Board of Directors must meet at least once a 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:

3.1. At the request of the Supervisory Board or an independent member of the Board of Directors (in case the Company has an independent member of the Board of Directors);

3.2. At the request of the General Director or at least 05 other managers;

3.3. At the request of at least 02 members of the Board of Directors;

3.4. Issues related to the Company's operation, finance, apparatus and organizational structure.

4. The proposal specified in Clause 3 of this Article must be made in writing, clearly stating the purposes and issues to be discussed and decided under the competence of the Managing Board.

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 receipt of the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors at the request of the Chairman of the Board of Directors, the Chairman of the Board of Directors shall be responsible for the damage caused to the Company; the proposer has the right to replace the Chairman of the Board of Directors to convene a meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the convener of the meeting of

the Board of Directors must send a notice of invitation to the meeting at least 01 working day before the date of the meeting. The notice of invitation to the meeting must be drafted in Vietnamese, specifying the time and place of the meeting, the agenda, the issues discussed and decided. The notice of invitation to the meeting must be accompanied by documents used at the meeting.

The notice of invitation to the meeting of the Board of Directors may be sent by invitation, telephone, fax or electronic means but must ensure that 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 convener shall send notices of invitation to meetings and enclosed documents to members of the Control Board as for members of the Board of Directors.

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

8. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total number of members attend the meeting. In case the meeting convened under the provisions of this Clause does not have enough members to attend the meeting as prescribed, it may be convened for the second time within 07 days from the date of the intended first meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.

9. Members of the Board of Directors are considered to attend and vote at the meeting in the following cases:

9.1. Attending and voting directly at meetings;

9.2. To authorize other persons to attend meetings and vote under the provisions of Clause 11 of this Article;

9.3. Attend and vote through online conferences, electronic voting or other electronic forms;

9.4. To send voting papers to the meeting by mail, fax or e-mail;

10. In case of sending votes to the meeting by mail, the votes must be contained in sealed envelopes and delivered to the Chairman of the Board of Directors at least 01 hour before the opening. Voting ballots are only open in the presence of all attendees.

11. Members must attend all meetings of the Board of Directors. Members may authorize others to attend meetings and vote if approved by a majority of members of the Board of Directors.

12. A resolution or decision of the Board of Directors shall be adopted if it is approved by the majority of members attending the meeting; in case the number of votes is equal, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

13. Voting.

13.1. The Board of Directors shall approve the decision by voting at the meeting or collecting written voting opinions. Except for the provisions at Point 13.2 of this Clause, each member of the Board of Directors shall have one (01) vote.

13.2. A member of the Board of Directors may not vote on contracts, transactions or proposals in which such member or a person related to that member has an interest and such interests conflict or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted towards the minimum number of delegates required to be present in order to hold a meeting of the Board of Directors on decisions that the member does not have the right to vote on.

14. Disclosure of benefits: A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that he or she has an interest in it, shall be required to disclose the nature and content of such interest at the meeting in which the Board of Directors considers the issue for the first time concluding this contract or transaction. Or this member may make it public at the first meeting of the Board of Directors held after the member knows that he or she has an interest or will have an interest in the relevant transaction or contract.

15. Telephone meetings or other forms. A meeting of the Board of Directors may be held in the form of an agenda between the members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting can:

15.1. Listen to other members of the Board of Directors who participate in the meeting.

15.2. If he wishes, he or she may speak to all other participants simultaneously.

Communication between members may be conducted directly by telephone or by other means of communication (including the use of such means at the time of the adoption of the Charter or later) or a combination of all these methods. According to this Charter, a member of the Board of Directors participating in such a meeting shall be deemed to be "present" at such meeting. The meeting venue held under this regulation is the place where the largest group of members of the Board of Directors gather, or if there is no such group, the meeting place is the place where the Chairman of the meeting is present.

Decisions adopted in a duly held and conducted telephone meeting will take effect immediately upon the conclusion of the meeting but must be affirmed by the signatures on the minutes of all Board members present at this meeting.

16. Written resolutions.

Resolutions and Decisions of the Board of Directors (adopted at the meeting



or in the form of collecting written voting opinions) shall be signed and issued by the Chairman of the Board of Directors on behalf of the Board of Directors.

In case the Chairman of the Board of Directors is absent, unable to perform his/her duties, or as required by work, another member of the Board of Directors shall sign the promulgation on behalf of the Board of Directors if one of the following conditions is met:

16.1. To be authorized in writing by the Chairman of the Board of Directors;

16.2. To be unanimously assigned by the members of the Board of Directors to sign and promulgate (this agreement must be clearly recorded in the minutes of the Board of Directors meeting or the minutes of vote counting results).

These Resolutions and Decisions take effect from the date of signing or the date specified in the document.

17. Minutes of meetings of the Board of Directors.

Board meetings must be recorded and may be recorded or recorded and kept in other electronic form. The record must be made in Vietnamese, may be made in a foreign language and contain the main contents in accordance with the provisions of the Law on Enterprises. In case there is a difference in the contents of the Vietnamese and foreign language minutes, the contents of the Vietnamese minutes shall apply.

The minutes of the meeting of the Board of Directors must include the following principal contents:

- a) Name, address of the head office, enterprise code;
- b) Time and place of the meeting;
- c) Purpose, agenda and contents of the meeting;
- d) Full name of each member attending the meeting or the person authorized to attend the meeting and the method of attending the meeting; full names of members who did not attend the meeting and the reasons;
- dd) Issues to be discussed and voted on at the meeting;
- e) Summarizing the opinions of each member attending the meeting in the order of developments of the meeting;
- g) Voting results, clearly stating the members who approve, disagree and have no opinions;
- h) The approved issue and the corresponding voting rate;
- i) Full name, signature of the presiding judge and the person recording the record, except for the following cases:

Members of the Board of Directors attending the meeting and the person taking the minutes must sign and take responsibility for the truthfulness and accuracy of the contents of the minutes of the Board of Directors meeting. In case the chairperson or person taking the minutes refuses to sign the minutes of the meeting but is signed by all other members of the Board of Directors attending



the meeting and has all the contents as prescribed at Points a, b, c, d, dd, e, g and h, Clause 17 of this Article, this record shall take effect.

18. The Chairman of the Board of Directors shall send the minutes of the Board of Directors meeting to the members and such minutes shall be authentic evidence of the work carried out during the meeting, unless there is an objection to the contents of the minutes within ten (10) days from the date of sending. The minutes of the meeting of the Board of Directors shall be made in Vietnamese and may be made in English. In case there is a difference in the content between the minutes in Vietnamese and in foreign languages, the contents of the minutes in Vietnamese shall apply.

19. The minutes of the meeting of the Board of Directors and documents used in the meeting must be archived at the head office of the Company.

### **Article 33. Subcommittees of the Board of Directors**

1. The Board of Directors may set up sub-committees to be in charge of development policies, human resources, remuneration, internal audit, and risk management. The number of members of the subcommittee decided by the Board of Directors shall be at least 03 persons, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive Board members should make up a majority in the subcommittee, and one of these members is appointed as the Subcommittee Leader at the discretion of the Board. The activities of the subcommittee must comply with the regulations of the Board of Directors. The resolution of the subcommittee is only effective when the majority of members attend and vote to approve it at the meeting of the subcommittee.

2. The implementation of decisions of the Board of Directors or subcommittees under the Board of Directors must comply with current provisions of law and the provisions of the Company's Charter and internal regulations on corporate governance.

### **Article 34. Person in charge of corporate governance**

1. The Board of Directors of the Company must appoint at least 01 person in charge of the Company's governance to support the Company's governance at the enterprise. The person in charge of corporate governance may concurrently act as the company secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.

2. The person in charge of corporate governance must not concurrently work for an approved auditing organization that is auditing the company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

3.1. Advising the Board of Directors on organizing the General Meeting of

Shareholders as prescribed and related affairs between the Company and shareholders;

3.2. To prepare meetings of the Board of Directors, the Control Board and the General Meeting of Shareholders at the request of the Board of Directors or the Control Board;

3.3. Advising on the procedures of meetings;

3.4. Attending meetings;

3.5. Advising on procedures for making resolutions of the Board of Directors in accordance with the provisions of law;

3.6. To provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Control Board;

3.7. To supervise and report to the Board of Directors on the Company's information disclosure activities;

3.8. To act as a point of contact with relevant interested parties;

3.9. Confidentiality of information in accordance with the provisions of law and the Company's Charter;

3.10. Other rights and obligations as prescribed by law.

#### **Article 35. Company Secretary**

1. The Board of Directors shall appoint one (01) or more persons to act as the Company Secretary with the term of office and terms as decided by the Board of Directors.

The Board of Directors may dismiss the Company Secretary when necessary but not contrary to the current labor laws.

2. Duties of the Company Secretary include:

2.1. To assist in organizing the convening of meetings of the General Meeting of Shareholders, the Board of Directors, the Control Board and at the request of the Chairman of the Board of Directors or the Control Board; Take notes of meetings.

2.2. To assist members of the Board of Directors in the exercise of their assigned rights and obligations.

2.3. To assist the Board of Directors in applying and implementing the principles of corporate governance;

2.4. Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders.

2.5. To provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and the Control Board with the consent of the Chairman of the Board of Directors.

2.6. The Company Secretary is responsible for keeping information

confidential in accordance with the provisions of law and the Company's Charter.

## **CHAPTER VIII**

### **GENERAL DIRECTORS AND OTHER EXECUTIVES**

#### **Article 36. Organization of the management apparatus**

The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business of the Company. The Company's Board of Directors consists of the General Director, Deputy General Directors, and Chief Accountant.

The General Director, Deputy General Directors and Chief Accountants may concurrently be members of the Board of Directors, and the appointment, dismissal or dismissal of the above-mentioned positions must be approved by resolutions or decisions of the Board of Directors.

#### **Article 37. Company Executive**

1. The company's executives include the General Director, Deputy General Director, and Chief Accountant.

2. At the request of the Chairman of the Board of Directors and with the approval of the Board of Directors, the Company may recruit executives other than those with the number and standards in accordance with the Company's management structure and regulations prescribed by the Board of Directors. Business executives must be responsible for assisting the Company in achieving its objectives in its operations and organization.

3. Operators are paid salaries and bonuses. The salary and bonus of the executive are decided by the Board of Directors.

4. The executive's salary shall be included in the Company's business expenses in accordance with the law on corporate income tax, which shall be expressed as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

#### **Article 38. Appointment, dismissal, duties and powers of the General Director**

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to act as the General Director.

2. The General Director is the person who runs the daily business of the Company; subject to the supervision of the Board of Directors; take responsibility before the Board of Directors and law for the performance of their assigned rights and obligations.

3. The term of office of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must

meet the following criteria and conditions:

3.1. Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises.

3.2. Having professional qualifications and experience in business administration of the Company.

3.3. Must not be a person with family relations of the company's manager or controller.

3.4. Having good health and moral qualities, honesty and integrity.

3.5. The General Director may not concurrently act as the General Director/Executive Director of another enterprise.

4. The General Director has the following rights and obligations:

4.1. To decide on matters related to the daily business of the Company which do not fall under the competence of the Board of Directors;

4.2. To organize the implementation of resolutions and decisions of the Managing Board;

4.3. To organize the implementation of the Company's business plans and investment plans;

4.4. To propose plans on organizational structure and internal management regulations of the Company;

4.5. To propose the number and positions of managers that the Company needs for the Board of Directors to appoint or dismiss when necessary in order to apply the activities as well as the good management structures proposed by the Board of Directors and advise the Board of Directors to decide on the salary, remuneration, benefits and other terms in the labor contract of the manager;

4.6. To propose plans to pay dividends or handle losses in business;

4.7. To propose measures to improve the operation and management of the Company;

4.8. Prepare long-term, annual and monthly estimates of the Company (hereinafter referred to as estimates) in service of the Company's long-term, annual and monthly management activities according to the business plan. The annual estimate (including the balance sheet, the report on production and business activities and the report on expected cash flows) for each financial year shall be submitted to the Board of Directors for approval and shall include the information specified in the Company's regulations.

Direct the formulation of economic and technical norms, product quality standards, salary and bonus unit prices and other regulations and submit them to the Managing Board for approval. Inspect the implementation of the norms, standards, unit prices, and internal regulations of the Company;

4.9. Before December 31 of each year, the General Director must submit to the Board of Directors for approval the detailed business plan for the next fiscal



year on the basis of meeting the requirements of the appropriate budget as well as the annual (05) year financial plan.

4.10. Perform all other activities in accordance with the provisions of this Charter and the Company's regulations, resolutions of the Board of Directors, labor contracts of the CEO and law.

4.11. Other rights and obligations as prescribed by law and resolutions and decisions of the Managing Board.

5. The Board of Directors may dismiss the General Director when the majority of members of the Board of Directors who have the right to vote at the meeting approve and appoint a new General Director to replace him.

6. The General Director shall be dismissed from office in the following cases:

6.1. Dishonestly reporting the Company's financial situation twice or more or once but seriously falsifying the Company's financial situation.

6.2. To allow the Company to suffer losses or fail to meet the minimum dividend target at the level decided by the General Meeting of Shareholders; Except for the case of investing in large projects or the State decides on low clean water selling prices, leading to failure to meet the dividend target.

6.3. Failing to organize the formulation of annual production and business plans to be submitted to the Board of Directors for promulgation, as a basis for the management and administration of the Company.

6.4. Failing to perform the tasks in the labor contract signed with the Board of Directors, violating the law and being examined for responsibility, corruption of the Company's assets or lack of responsibility, causing serious consequences to the Company.

6.5. The dismissed General Director has the right to object to this dismissal at the nearest General Meeting of Shareholders.

## **CHAPTER IX SUPERVISORY BOARD**

### **Article 39. Candidacy and nomination of members of the Control Board**

1. The candidacy and nomination of members of the Control Board shall be similar to the candidacy and nomination of members of the Board of Directors specified in Clauses 1 and 2, Article 25 of this Charter.

2. In case the number of candidates of the Supervisory Board approved for nomination and candidacy is not sufficient, the incumbent Supervisory Board may nominate additional candidates or organize nomination in accordance with the provisions of the Company's Charter, the Internal Regulations on Corporate Governance and the Operation Regulations of the Supervisory Board. The

introduction of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with law.

#### **Article 40. Composition of the Supervisory Board**

1. The number of members of the Supervisory Board of the Company is from 3 to 5 members elected by the General Meeting of Shareholders. The term of office of a member of the Supervisory Board shall not exceed 05 years and may be re-elected for an unlimited number of terms.

2. The Control Board must have more than half of the members permanently residing in Vietnam and the members of the Control Board must meet the following criteria and conditions:

2.1. Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

2.2. Not to work in the accounting and finance departments of the Company;

2.3. Not being a member or employee of an independent auditing firm auditing the Company's financial statements in the preceding 03 consecutive years.

2.4. To be trained in one of the majors in economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;

2.5. Not being a person who has a family relationship of the representative of the state ownership interests at the company, a member of the Board of Directors, the General Director and other managers;

2.6. Not being a manager of the Company; not necessarily a shareholder.

2.7. Having worked at the Company for at least 03 years.

2.8. Other criteria and conditions as prescribed by other relevant laws.

3. A member of the Control Board shall be dismissed from office in the following cases:

3.1. Failing to meet the criteria and conditions for being a member of the Control Board as prescribed in Clause 2 of this Article;

3.2. Having a letter of resignation and being approved by the members of the Control Board;

4. A member of the Control Board shall be dismissed in the following cases:

4.1. Failing to complete assigned tasks and jobs;

4.2. Failing to exercise his/her rights and obligations for 06 consecutive months, except for force majeure cases;

4.3. Repeatedly violating or seriously violating the obligations of members of the Control Board in accordance with the provisions of the Law on Enterprises and the Company's Charter.

The Board of Directors convenes the General Meeting of Shareholders to consider and dismiss the incumbent Supervisory Board and elect a new Supervisory Board to replace it.

#### **Article 41. Head of the Supervisory Board**

1. The Head of the Control Board shall be elected by the Control Board from among the members of the Control Board; the election, dismissal and dismissal shall be carried out on the principle of majority.

2. The Head of the Control Board must have a university diploma or higher in one of the majors of economics, finance, accounting, auditing, law, business administration or majors related to the business activities of the enterprise.

3. Rights and obligations of the Head of the Control Board:

3.1. Convening meetings of the Control Board;

3.2. To request the Board of Directors, the General Director and other executives to supply relevant information at the request of the Control Board;

3.3. To make and sign reports of the Control Board after consulting the Board of Directors for submission to the General Meeting of Shareholders.

#### **Article 42. Rights and obligations of the Control Board**

The Supervisory Board is an organization on behalf of shareholders to control all business activities, governance and administration of the Company, under the direct leadership of the General Meeting of Shareholders. The Control Board has the following rights and obligations:

1. The Supervisory Board shall supervise the Board of Directors, the General Director and other managers in the management and administration of the Company.

2. To examine the reasonableness, legality, truthfulness and prudence in the management and administration of business activities; systematic, consistent and appropriate accounting, statistics and financial reporting.

3. To supervise the financial situation of the Company, the compliance with law in the operation of members of the Board of Directors, General Directors and other managers.

4. To be responsible to shareholders for their supervisory activities.

5. To appraise the completeness, legality and truthfulness of the Company's business situation reports, annual and 06-month financial statements, management evaluation reports of the Board of Directors and submit the appraisal report at the Annual General Meeting of Shareholders. Review contracts and transactions with relevant persons under the approving competence of the Board of Directors or the General Meeting of Shareholders and make recommendations on contracts and transactions that require the approval of the Board of Directors or the General Meeting of Shareholders.

6. Review, examine and evaluate the effectiveness and effectiveness of the Company's internal control, internal audit, risk management and early warning systems.

7. Ensure coordination with the Board of Directors, the General Director and shareholders.

8. To examine the accounting books, accounting records and other documents of the Company, the management and administration of the Company's operations when deeming it necessary or at the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises.

9. In case of detecting acts of violation of law or violation of the company's charter by members of the Board of Directors, the General Director and other managers of the enterprise, the Control Board must notify in writing to the Board of Directors within 48 hours, request the violator to stop the violation and take remedial measures.

10. Report to the General Meeting of Shareholders as prescribed in Article 290 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities.

11. At the request of a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises, the Control Board shall conduct an inspection within 07 working days from the date of receipt of the request. Within 15 days from the date of completion of the inspection, the Control Board must report on the matters requested for inspection to the Board of Directors and the shareholders or groups of shareholders who request it. The inspection of the Supervisory Board specified in this Clause must not obstruct the normal operation of the Board of Directors or interrupt the operation of the Company's business activities.

12. Have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide complete, accurate and timely information and documents on the management, administration and business activities of the Company.

13. To propose the Board of Directors or the General Meeting of Shareholders to take measures to amend, supplement and improve the organizational structure of management, supervision and administration of the Company's business activities.

14. Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors and other meetings of the Company.

15. Using independent consultants of auditing firms to perform assigned tasks, consultancy expenses shall be paid by the Company.



16. The Control Board may consult the Board of Directors before submitting reports, conclusions and proposals to the General Meeting of Shareholders.

17. To propose and propose the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the Company's financial statements; decide on the audit organization approved to inspect the Company's operations, and exempt the approved auditor when deeming it necessary.

18. Formulate the Operation Regulation of the Control Board and submit it to the General Meeting of Shareholders for approval.

19. Report to the General Meeting of Shareholders as prescribed in Article 290 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities.

20. Have the right to access the Company's dossiers and documents kept at the head office, branches and other locations; have the right to go to the place of work of the Company's managers and employees during working hours.

21. To proactively coordinate with the Board of Directors in carrying out internal supervision; promptly detect and propose measures to prevent the risk of insecurity in capital and asset management at the Company; fully and promptly implement recommendations and warnings of supervisory, examination, inspection and audit agencies as prescribed in Articles 24 and 25 of Decree 365/2025/ND-CP.

22. Other rights and obligations as prescribed by law and this Charter.

#### **Article 43. Supervisory Board Meeting**

1. The Control Board must meet at least 02 times in a year, and the number of members attending the meeting must be at least 2/3 of the members of the Control Board. The minutes of the Supervisory Board meeting are made in detail and clearly. The recordkeeper and members of the Supervisory Board attending the meeting must sign the minutes of the meeting. The minutes of meetings of the Control Board must be kept in order to determine the responsibilities of each member of the Control Board.

2. The Control Board has the right to request members of the Board of Directors, the General Director and representatives of the approved audit organization to attend and answer matters that need to be clarified.

#### **Article 44. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board**

Salaries, remunerations, bonuses and other benefits of members of the Control Board shall comply with the following provisions:

1. Members of the Control Board shall be paid salaries, remuneration, bonuses and other benefits under decisions of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide on the total salary, remuneration, bonuses, other benefits and annual operating budget of the

Control Board.

2. Members of the Control Board shall be paid expenses for meals, accommodation, travel and the use of independent consultancy services at a reasonable rate. This total remuneration and expenses must not exceed the total annual operating budget of the Control Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Supervisory Board shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws and must be made into separate items in the Company's annual financial statements.

## **CHAPTER X**

### **RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBER OF THE CONTROL BOARD, GENERAL DIRECTOR AND OTHER MANAGERS**

#### **Article 45. Responsibility for honesty and avoidance of conflicts of interest**

1. Members of the Board of Directors, members of the Control Board, the General Director and other managers must publicize relevant interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, members of the Control Board, General Directors, other managers and related persons of these members may only use the information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Control Board, General Director and other managers are obliged to notify in writing to the Board of Directors and the Control Board of transactions between the Company, its subsidiaries and other companies in which the Company controls more than 50% or more of the charter capital and such entities or related persons of such subjects in accordance with law. For the above-mentioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure.

4. Members of the Board of Directors may not vote on transactions that benefit such members or related persons of such members in accordance with the Law on Enterprises.

5. Members of the Board of Directors, members of the Control Board, General Director, other managers and related persons of this individual shall not

use or disclose to others internal information to carry out related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Control Board, General Director, other managers and individuals and organizations related to these individuals shall not be invalidated in the following cases:

6.1. For transactions with a value of less than or equal to 20% of the total value of assets inscribed in the latest financial statements, important contents of the contract or transaction as well as the relationships and interests of members of the Board of Directors and members of the Control Board, The General Director and other managers have been reported to the Board of Directors and approved by the Board of Directors by a majority of votes of members of the Board of Directors who have no related interests;

6.2. For a transaction with a value of more than 20% of the total value of assets recorded in the latest financial statement or a transaction resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 20% or more of the total value of assets recorded in the latest financial statement, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Supervisory Board, General Director, and other managers have been announced to shareholders and approved by the General Meeting of Shareholders by votes of shareholders who have no related interests.

7. Members of the Board of Directors, the Chief Executive Officer and the trustee manager are responsible for carrying out their duties honestly and in a manner that they believe is in the best interests of the Company and with the degree of caution that a prudent person would normally exercise when holding a position of equivalence and under similar circumstances self.

8. Members of the Board of Directors, the CEO and other managers are obliged to inform the Board of Directors of all interests that may conflict with the interests of the Company to which they may be entitled through economic legal entities, other transactions or individuals. The above-mentioned subjects may only use such opportunities when members of the Board of Directors who do not have related interests have decided not to pursue this matter.

9. The grant of loans and guarantees to the Company's managers and related persons:

9.1. The Company may only grant loans or guarantees to members of the Board of Directors, members of the Control Board, General Director, other managers who are not shareholders and related individuals and organizations of these entities after being approved by the General Meeting of Shareholders.

9.2. Transactions specified in this Clause must be carried out transparently, protect the maximum interests of the Company and comply with the provisions of the law on information disclosure.



10. The Company's managers are not allowed to buy or sell or trade in any other way the Company's shares at the time they obtain information that will inevitably affect the price of such shares but other shareholders are not aware of this information.

#### **Article 46. Liability for Damage and Compensation**

1. Members of the Board of Directors, members of the Control Board, the General Director and other managers who violate their obligations and responsibilities honestly and prudently or fail to fulfill their obligations shall be responsible for the damage caused by their acts of violation.

2. The Company shall compensate persons who have been, are or may become a related party in complaints, lawsuits and prosecutions (including civil and administrative cases and non-lawsuits initiated by the Company) if such persons have been or are members of the Board of Directors, a member of the Supervisory Board, General Director, other manager, employee or representative authorized by the Company who has or is performing duties authorized by the Company provided that such person acts honestly and prudently in the interests of the Company on the basis of compliance with the law and there is no evidence confirming that such person has breached the responsibilities of the Company myself.

3. Compensation expenses include costs for judgments, fines and payables incurred in reality (including fees for hiring lawyers) when settling these cases within the framework permitted by law. The company may purchase insurance for these people to avoid the above liabilities.

#### **Article 47. Disclosure of related benefits**

1. Company managers must declare their related interests to the Company, including:

1.1. Principal information of the enterprise in which they own their contributed capital or shares; percentage and time of ownership of such contributed capital or shares.

1.2. Principal information of the enterprise in which its related persons own shares or contributed capital of more than 25% of the charter capital.

2. A manager of the Company who benefits from a contract or transaction that has been or is expected to be entered into with the Company and knows that he has an interest in it, shall have to disclose the nature and content of the interest at the first meeting of the Board of Directors held after knowing that he or she will have an interest.

3. The declaration specified in Clause 1 of this Article must be made within seven (07) working days from the date on which related interests arise; the amendment and supplementation must be declared to the Company within seven working days from the date of the corresponding amendment or supplement.



4. The declaration and publicity specified in Clauses 1, 2 and 3 of this Article must be notified to the General Meeting of Shareholders at the annual meeting and posted and kept at the head office of the enterprise. Shareholders, authorized representatives of shareholders, members of the Board of Directors, the Control Board and the General Director have the right to consider the contents of the declaration and publicity at any time if deeming it necessary.

5. Members of the Board of Directors and the General Director of the Board of Directors in order to perform any form of work within the scope of the Company's business must explain the nature and contents of such work to the Board of Directors. the Supervisory Board and shall be implemented only when approved by the majority of the remaining members of the Board of Directors; if it is carried out without declaration or approval of the Board of Directors, all income obtained from such activity belongs to the Company.

## **CHAPTER XI**

### **RIGHT TO LOOK UP COMPANY BOOKS AND RECORDS**

#### **Article 48. Right to look up books and records**

1. Ordinary shareholders have the right to look up books and dossiers, specifically as follows:

1.1. Ordinary shareholders have the right to consider, look up and extract information about names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information; considering, looking, extracting or copying the Company's Charter, the minutes of the General Meeting of Shareholders and the resolution of the General Meeting of Shareholders;

1.2. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares are entitled to consider, look up and extract minutes and resolutions and decisions of the Board of Directors, mid-year and annual financial statements, reports of the Control Board, contracts, etc. transactions must go through the Board of Directors and other documents, except for documents related to trade secrets and business secrets of the Company.

2. In case the authorized representative of the shareholder and the group of shareholders requests to look up the books and dossiers, the power of attorney of the shareholder and the group of shareholders that such person represents or a notarized copy of this power of attorney must be enclosed.

3. Members of the Board of Directors, members of the Control Board, General Director and other managers have the right to look up the Company's shareholder register, shareholders' list, books and other records of the Company for purposes related to their positions provided that such information must be kept confidential.

4. The company must keep this Charter and the amendments and supplements to the Charter, the Enterprise Registration Certificate, regulations, documents proving the ownership of assets, the resolution of the General Meeting of Shareholders and the Board of Directors, the minutes of the meeting of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as prescribed by law at the head office or another place provided that the shareholders and the Business Registration Authority are notified of the place where these documents are stored.

5. The Company's Charter must be published on the Company's website.

6. Management of information on beneficial owners: The Company is responsible for identifying, declaring, providing and storing information about the Company's beneficial owners; provide information to the competent state agency to identify the beneficial owner of the Company when requested. The records of the beneficial owners are kept together with the Register of Shareholders at the Company's head office.

## **CHAPTER XII**

### **EMPLOYEES AND TRADE UNIONS**

#### **Article 49. Workers and trade unions**

1. The Chairman of the Board of Directors must make a plan for the Board of Directors to approve issues related to the recruitment, dismissal of employees, salaries, social insurance, welfare, commendation and discipline of employees and executives of enterprises.

2. The Chairman of the Board of Directors shall make a plan for the Board of Directors to approve matters related to the Company's relations with trade union organizations in accordance with the standards, best management practices and policies, practices and policies specified in this Charter. the Company's regulations and applicable laws.

#### **Article 50. Rights of employees in the Company**

1. To enjoy the benefits prescribed by the Labor Code and other current laws.

2. Employees have the right to supervise the Company through the following forms and organizations:

2.1. The Company's employee conference.

2.2. Organization of the Trade Union of the Company.

2.3. To adopt the reports, petitions, complaints and denunciations in accordance with law.

3. Employees through their representatives (trade union organizations) have the right to participate in discussions and give opinions before the Chairman of

the Board of Directors or the General Director of the Company issues decisions on the following issues:

3.1. Orientations, tasks, plans and solutions for rearrangement and reorganization for production and business development; arranging and rearranging labor in the Company.

3.2. Plans on distribution of profits after the performance of obligations to the state budget, plans on distribution of salaries, bonuses, other lawful rights and interests.

3.3. Internal rules and regulations of the enterprise directly related to the rights and obligations of employees.

3.4. Labor protection measures, improvement of working conditions, material and spiritual life, environmental sanitation, training and retraining of employees of the Company.

3.5. Raising salaries, salary quotas, commending and disciplining cadres, public employees and employees in the Company.

3.6. Settlement of complaints and letters of employees in the Company.

4. In addition, employees in the Company also have the right to:

4.1. To sign labor contracts and terminate labor contracts in accordance with the labor law.

4.2. To approve the contents of the collective labor agreement; the contents of amendments and supplements to the Collective Labor Agreement for the Representative of the Trade Union Executive Committee to sign with the Chairman of the Board of Directors of the Company.

4.3. To approve the Resolution of the Employee Conference.

4.4. Other rights as prescribed by law.

5. The company ensures the legitimate rights and obligations of employees in accordance with the provisions of law. The company builds a salary mechanism suitable to the nature and complexity of the work and associated with the results of job completion.

#### **Article 51. Obligations of employees**

1. The employee is obliged to strictly comply with the labor contract signed with the Company; Collective labor agreements, compliance with the Party's guidelines and policies, the State's laws; Internal rules and regulations of the Company.

2. Laborers must study to improve their professional qualifications and skills in order to complete their assigned jobs;

3. To perform other obligations in accordance with current laws.

## **CHAPTER XIII**

### **PROFIT DISTRIBUTION**

#### **Article 52. Profit distribution**

1. The distribution of the Company's after-tax profit shall comply with the provisions of Point b, Clause 3, Article 31 of Decree No. 366/2025/ND-CP dated December 31, 2025, specifically as follows:

2. To decide on the distribution of after-tax profits according to the principles specified in Article 29 of Decree No. 366/2025/ND-CP, in which:

a1) Regarding the deduction of the reward and welfare fund: Deduct no more than 03 months' salary for the two reward and welfare funds if the realized after-tax profit is not lower than the plan; deduct no more than 03 months' salary multiplied by the ratio between the realized after-tax profit and the planned profit, if the realized after-tax profit is lower than the planned.

The monthly salary shall serve as a basis for setting up reward and welfare funds according to the actual salary of the enterprise's assessment year.

a2) The specific level of appropriation for the annual development investment fund shall be determined on the basis of the enterprise's development investment capital demand according to the approved annual business plan of the enterprise.

3. The company does not pay interest on dividend payments or payments related to a type of stock.

4. The Board of Directors may propose the General Meeting of Shareholders to approve the payment of all or part of dividends in shares and the Board of Directors is the agency that implements this decision.

5. In case dividends or other amounts related to a stock are paid in cash, the Company must pay in Vietnamese dong. Payments can be made directly or through banks on the basis of bank account details provided by shareholders. In case the Company has transferred the money according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company is not responsible for the amount of money the Company has transferred to this shareholder. The payment of dividends for stocks listed/registered for trading at the Stock Exchange can be conducted through the securities company or the Vietnam Securities Depository and Clearing Corporation.

6. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to determine a specific date for finalizing the list of shareholders. Pursuant to that date, those who register as shareholders or owners of other securities are entitled to receive cash or stock dividends, receive notices or other documents.

7. Other matters related to profit distribution shall comply with the



provisions of law.

## **CHAPTER XIV**

### **BANK ACCOUNT, FISCAL YEAR AND ACCOUNTING REGIME**

#### **Article 53. Bank Account**

1. The company opens accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.
2. Subject to the prior approval of the competent authority, in case of necessity, the Company may open an overseas bank account in accordance with the provisions of the law.
3. The Company conducts all payments and accounting transactions through Vietnamese or foreign currency accounts at the banks in which the Company opens accounts.

#### **Article 54. Fiscal Year**

The Company's fiscal year starts on January 1 of each year and ends on December 31 of each year. The first fiscal year commences from the date of issuance of the Enterprise Registration Certificate and ends on December 31 immediately following the date of issuance of such Business Registration Certificate (business license).

#### **Article 55. Accounting regime**

1. The accounting regime used by the company is the enterprise accounting regime or a specific accounting regime promulgated and approved by a competent agency.
2. The company shall make accounting books in Vietnamese and keep accounting records in accordance with the law on accounting and relevant laws. These records must be accurate, up-to-date, systematic and must be sufficient to substantiate and explain the Company's transactions.
3. The company shall use the accounting currency unit of Vietnam dong. In case the company has economic operations arising mainly in a foreign currency, it may choose that foreign currency as the currency unit in accounting, take responsibility for such choice before law and notify it to the direct tax administration agency.

## **CHAPTER XV**

### **FINANCIAL STATEMENTS, ANNUAL REPORTS AND RESPONSIBILITY FOR INFORMATION DISCLOSURE**

### **Article 56. Annual, semi-annual and quarterly financial statements**

1. The company must make annual financial statements and annual financial statements must be audited in accordance with law. The company shall publish the audited annual financial statements in accordance with the law on information disclosure on the securities market, and submit them to the representative agency and competent state agencies.

2. Annual financial statements must include all reports, appendices and explanations in accordance with the law on enterprise accounting. The annual financial statements must reflect honestly and objectively the Company's operations.

3. The company must prepare and publish reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure on the securities market, and submit them to the representative agency and competent state agencies.

### **Article 57. Annual Report**

The company must prepare and publish an annual report in accordance with the provisions of the law on securities and securities market.

### **Article 58. Provision of information and reporting responsibilities in service of state capital management**

1. In order to ensure that the representative of state ownership interests fully fulfills the obligation to report and explain to the representative agency, the Executive Board and specialized departments of the Company shall be responsible for providing complete, accurate and timely all information, dossiers, documents, financial statements, and management reports at the request of the representative of state ownership interests.

2. Quarterly and annually, at the request of the representative of state capital interests, the Board of Directors and the Executive Board of the Company shall prepare and submit a "Report on the management and investment of state capital in the enterprise" together with reports in service of supervision and inspection activities. inspect in accordance with the form and time limit in accordance with the provisions of law on supervision and assessment of the efficiency of state capital investment in enterprises. These reports are synchronously updated to the National State Capital Management and Investment Information System.

## **CHAPTER XVI CORPORATE AUDIT**

### **Article 59. Audit**

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve the list of independent auditing firms and authorize the Board of Directors to decide to select one of these units to audit the Company's

financial statements for the next fiscal year based on the terms and conditions agreed with the Association co-governance.

2. The audit report is attached to the Company's annual financial statements.

3. Independent auditors who audit the Company's financial statements may attend meetings of the General Meeting of Shareholders and are entitled to receive notices and other information related to the General Meeting of Shareholders and express opinions at the General Meeting on matters related to the audit of financial statements of the Company.

4. In case the Company signs an audit contract with an independent auditing firm for more than 05 consecutive years, the Company must request this enterprise to change its practicing auditor to sign the audit report, if that auditor has signed the report for the previous 05 consecutive years.

## **CHAPTER XVII**

### **SEAL OF THE ENTERPRISE**

#### **Article 60. Seal of the business**

1. A seal includes a seal made at a seal engraving establishment or a seal in the form of a digital signature in accordance with the law on electronic transactions.

2. The Board of Directors shall decide on the type, quantity, form and content of seals of the Company, its branches and representative offices (if any). The seal must show the following information:

2.1. Name of the enterprise;

2.2. Enterprise code.

3. The Board of Directors, the Chairman of the Board of Directors and the Executive Board shall use and manage the seal in accordance with current law.

## **CHAPTER XVIII**

### **COMPANY DISSOLUTION**

#### **Article 61. Dissolution of the Company**

1. The company may be dissolved in the following cases:

1.1. Termination of the operation term stated in the Company's Charter without a decision on extension;

1.2. According to resolutions and decisions of the General Meeting of Shareholders;

1.3. The enterprise registration certificate is revoked, unless otherwise

provided for by the Law on Tax Administration;

1.4. Other cases as prescribed by law.

2. The dissolution of the Company ahead of time (including the extended time limit) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.

#### **Article 62. Extension of Operation**

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least 07 months before the end of the operation term so that shareholders can vote on the extension of the Company's operation at the request of the Board of Directors.

2. The operation duration shall be extended when the number of shareholders representing 65% or more of the total number of votes of all shareholders attending the General Meeting of Shareholders approves.

#### **Article 63. Liquidation**

1. At least 06 months before the end of the Company's operation term or after the decision on dissolution of the Company is issued, the Board of Directors must establish a Liquidation Board consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from 01 independent auditing firm. The liquidation board prepares its operating regulations. Members of the Liquidation Board may be selected from among the Company's employees or independent experts. All liquidation-related expenses are preferentially paid by the Company before the Company's other liabilities.

2. The liquidation board shall report to the business registration authority on the date of establishment and commencement of operation. Since that time, the Liquidation Board represents the Company in all matters related to the liquidation of the Company before the Courts and administrative authorities.

3. Proceeds from liquidation shall be paid in the following order:

3.1. Liquidation expenses;

3.2. Salary arrears, severance allowances, social insurance and other benefits of employees under the signed collective labor agreements and labor contracts;

3.3. Tax debts;

3.4. Other debts of the Company;

3.5. The remaining amount after paying all debts from Sections 3.1 to 3.4 above shall be divided among shareholders. Preference shares shall be prioritized for prepayment (if any).



## **CHAPTER XIX**

### **INTERNAL DISPUTE RESOLUTION**

#### **Article 64. Internal Dispute Resolution**

1. In case of disputes or complaints related to the operation of the Company, the rights and obligations of shareholders as prescribed in this Charter or any rights or obligations prescribed by the Law on Enterprises and other laws or agreed between:

1.1. Shareholders with the Company;

1.2. Shareholders with the Board of Directors, the Control Board, the General Director or other managers;

The parties involved try to resolve that dispute through negotiation and mediation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall assume the prime responsibility for settling the dispute and request each party to present information related to the dispute within 60 working days from the date the dispute arises. In the event of a dispute involving the Board of Directors or the Chairman of the Board of Directors, any party may request the Company to appoint an independent expert to mediate the dispute resolution process.

2. In case the mediation decision is not reached within 60 days from the start of the mediation process or if the decision of the mediator is not accepted by the parties, a party may refer the dispute to arbitration or the Court.

3. The parties shall bear their own costs related to the negotiation and conciliation procedures. The payment of the costs of the Arbitrator or the Court shall be made in accordance with the Arbitrator's award or the Court that issued such award.

## **CHAPTER XX**

### **SUPPLEMENTS AND AMENDMENTS TO THE CHARTER**

#### **Article 65. Company Charter**

1. The amendment and supplementation of this Charter must be considered and decided by the General Meeting of Shareholders. The amendment and supplementation of this Charter must come from the interests of the Company and the conformity with current laws.

2. Every shareholder has the right to propose amendments to the Charter and the Board of Directors must synthesize the proposals for amendments that bring efficiency, progressive management methods or other benefits to the Company's sustainable development and submit them to the General Meeting of Shareholders for consideration and decision.

3. In case there are provisions related to the Company's operation that are not mentioned in this Charter or in case there are new legal provisions different from the provisions in this Charter, such provisions shall be applied to regulate the Company's operation.

## **CHAPTER XXI**

### **EFFECTIVE DATE**

#### **Article 66. Effective Date**

1. This Charter consists of [21 chapters, 66 articles] unanimously approved by the General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company on ... in June 2026 at the Company's Office and jointly approve the full validity of this Charter.

2. The Charter shall be made in 05 copies of the same validity, in which:

- Approved at the Resolution of the 2026 Annual General Meeting dated .../6/2026, published electronically on the same day.

- Submit 01 copy to the Provincial People's Committee, Department of Finance.

- Save at the Company.

3. This Charter is unique and official to the Company.

4. Copies or extracts of the Company's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors.

**LEGAL REPRESENTATIVE OF THE COMPANY**  
**CHAIRMAN OF THE BOARD OF DIRECTORS**

**Vu Van Tuan**



**QUANG NINH CLEAN  
WATER JOINT STOCK**

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

*Quang Ninh, June 2026*

**INTERNAL REGULATIONS ON CORPORATE  
GOVERNANCE (AMENDED AND SUPPLEMENTED IN 2026)**

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019 and Law No. 76/2025/QH15 dated 17/6/2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities;

Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025;

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

Pursuant to the Ministry of Finance's Circular No. 116/2020/TT-BTC dated 31/12/2020 guiding a number of articles on corporate governance applicable to public companies in the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Government's Decree No. 365/2025/ND-CP dated 31/12/2025 on supervision, inspection, evaluation, classification, reporting and disclosure of information in the management and investment of state capital in enterprises;

Pursuant to the Government's Decree No. 366/2025/ND-CP dated December 31, 2025 on management and investment of state capital in enterprises;

Pursuant to the Charter of Quang Ninh Clean Water Joint Stock Company approved at the 2025 Annual General Meeting of Shareholders on June 28, 2025;

Pursuant to the Resolution of the General Meeting of Shareholders No..... date//2026.

The Board of Directors promulgates the Internal Regulation on governance

of Quang Ninh Clean Water Joint Stock Company (amended and supplemented in 2026).

The internal regulations on the governance of Quang Ninh Clean Water Joint Stock Company include the following contents:

**Article 1. Scope of regulation and subjects of application**

1. Scope of regulation: The Company's internal regulations on governance stipulate the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors, the General Director; the order and procedures for meetings of the General Meeting of Shareholders; nomination, candidacy, election, dismissal and dismissal of members of the Board of Directors, the Control Board, the General Director and other activities as prescribed in the Company's Charter and other current provisions of law.

2. Subjects of application: This Regulation applies to members of the Board of Directors, the Control Board, the General Director and related persons.

**Article 2. General Meeting of Shareholders**

1. Roles, rights and obligations of the General Meeting of Shareholders

The General Meeting of Shareholders is the highest competent body of the Company, which has the right to decide on matters under the tasks and powers prescribed by the Law and the Company's Charter.

The General Meeting of Shareholders has the following rights and obligations:

1.1. To adopt the Company's development orientation;

1.2. To decide on the types of shares and the total number of shares of each type entitled to be offered for sale; decide on the annual dividend level of each type of shares;

1.3. To elect, dismiss or dismiss members of the Board of Directors and members of the Control Board;

1.4. Decision on investment or sale of assets valued at 35% or more of the total value of assets stated in the Company's latest financial statements;

1.5. Decision on amendments and supplements to the Company's Charter;

1.6. To approve annual financial statements;

1.7. To decide on the repurchase of more than 10% of the total sold shares of each type;

1.8. To consider and handle violations committed by members of the Board of Directors and members of the Control Board that cause damage to the Company



and its shareholders;

1.9. To decide on the reorganization or dissolution of the Company;

1.10. To decide on the budget or the total level of remuneration, bonuses and other benefits for the Board of Directors and the Control Board;

1.11. To approve the Internal Governance Regulation; Regulations on the operation of the Board of Directors and the Control Board;

1.12. To approve the list of approved auditing firms; to decide on the approved auditing firm to inspect the company's operations, to exempt the approved auditor when it is necessary to consider the teacher;

1.13. Other rights and obligations as prescribed by law.

2. The order and procedures for the General Meeting of Shareholders to approve resolutions in the form of voting at the General Meeting of Shareholders are specified in Articles 18, 19, 20 and 21 of the Company's Charter, including the following main contents:

2.1. Competence to convene the General Meeting of Shareholders;

2.2. To make a list of shareholders entitled to attend the meeting;

2.3. Notification of the finalization of the list of shareholders entitled to attend the General Meeting of Shareholders;

2.4. Notice of convening the General Meeting of Shareholders;

2.5. Agenda and contents of the General Meeting of Shareholders (persons tasked with preparing the agenda and contents of the General Meeting of Shareholders; regulations on proposals of shareholders included in the meeting agenda);

2.6. The authorization of the representative to attend the General Meeting of Shareholders;

2.7. How to register to attend the General Meeting of Shareholders;

2.8. Conditions for conduct;

2.9. Forms of approval of resolutions of the General Meeting of Shareholders;

2.10. Voting methods;

2.11. Method of counting votes;

2.12. Conditions for the adoption of the resolution;

2.13. Notification of vote counting results;

2.14. Methods of objecting to resolutions of the General Meeting of

Shareholders (as prescribed in Article 132 of the Law on Enterprises);

2.15. Making minutes of the General Meeting of Shareholders;

2.16. Announcement of the Resolution of the General Meeting of Shareholders.

3. The order and procedures for the General Meeting of Shareholders to approve a resolution in the form of collecting written opinions include the following main contents:

3.1. The Company may pass resolutions in the form of collecting written opinions on matters falling under the jurisdiction of the General Meeting of Shareholders, except for the compulsory matters to be approved at the General Meeting of Shareholders as follows:

- a) Amendments and supplements to the contents of the company's charter;
- b) Orientation for the development of the Company;
- c) Type of shares and total number of shares of each type;
- d) Electing, dismissing or dismissing members of the Board of Directors and the Control Board;
- e) The investment decision for each investment project with an investment capital of 50% or more than the owner's equity. Decisions on purchase and sale of fixed assets with an asset value of 50% or more than equity;
- f) Approval of annual financial statements;
- g) Reorganization or dissolution of the company.

3.2. Order and procedures for meeting the General Meeting of Shareholders to approve the Resolution in the form of collecting written opinions.

a) The Board of Directors must prepare the opinion poll, the draft decision of the General Meeting of Shareholders and documents explaining the draft decision. The opinion poll enclosed with the draft decision and explanatory documents must be sent by the method of ensuring that it reaches the registered address of each shareholder. The Board of Directors must ensure the sending and disclosure of documents to shareholders within a reasonable time for consideration and voting and must send them at least 10 (ten) days before the deadline for resending the opinion poll.

b) The opinion poll must contain the following principal contents:

- Name, address of the head office, number and date of issuance of the Enterprise Registration Certificate, place of business registration of the Company;

- Purpose of collecting opinions;

- Full name, permanent residence address, nationality, ID card number (or citizen identity card number, passport, other lawful personal identification papers) of the individual shareholder; the name and enterprise code (or the number of the Establishment Decision, the Enterprise Registration Certificate, other equivalent documents) of the organization, the address of the head office for shareholders being organizations or the full name, contact address, nationality, number of the identity card number (or the number of the citizen's identity card, passport and other lawful personal identification papers) of the individual, for representatives of shareholders being organizations; the number of shares of each type and the number of votes of shareholders;

- Issues that need to be consulted for approval of decisions;

- The voting plan includes approval, disapproval and no opinion;

- The deadline for sending to the Company the answered opinion poll form;

- Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company;

c) Shareholders may send the answered opinion poll to the Company in one of the following forms:

- Sending a letter: The answered opinion poll must be signed by the individual shareholder, the authorized representative or the legal representative of the shareholder who is an organization. The opinion poll sent to the Company must be contained in a sealed envelope and no one is allowed to open it before counting the votes;

- Fax or email: The opinion poll sent to the Company by fax or email must be kept confidential until the time of counting. Opinion polls sent to the Company after the time limit specified in the opinion poll or which have been opened in the case of sending letters and disclosed in case of sending faxes or emails are invalid. Opinion poll papers that are not sent back are considered as voting votes;

d) The Board of Directors counts votes and makes a record of vote counting under the witness of the Control Board or shareholders who do not hold management positions of the Company. The vote counting record must contain the following principal contents:

- Name, address of the head office, number and date of issuance of the enterprise registration certificate and place of business registration.

- The purpose and issues that need to be consulted to approve the decision.

- The number of shareholders with the total number of votes that participated in voting, distinguishing the number of valid votes and the number of invalid votes, enclosed with an appendix to the list of shareholders participating in voting.

- The total number of votes in favor, disapproval and no opinion on each issue.

- Decisions have been adopted.

- Full name and signature of the Chairman of the Board of Directors, the legal representative of the Company and the supervisor of vote counting.

- Members of the Board of Directors and the vote counting supervisor must be jointly responsible for the truthfulness and accuracy of the vote counting record; jointly responsible for damages arising from decisions passed due to dishonest and inaccurate vote counting.

- The record of vote counting results must be sent to shareholders within fifteen (15) days from the end of vote counting; In case the Company has a website, the submission of the vote counting record may be replaced by posting it on the Company's website within twenty-four (24) hours from the time of completion of the vote counting;

e) The opinion poll that has been answered, the vote counting record, the full text of the approved resolution and relevant documents enclosed with the opinion poll must be kept at the head office of the Company;

### **Article 3. Board of Directors**

1. Roles, rights and obligations of the Board of Directors, responsibilities of members of the Board of Directors

1.1. The Board of Directors is the managing agency of the Company and has the full right to decide and exercise the rights and obligations of the Company on behalf of the Company, except for the rights and obligations under the competence of the General Meeting of Shareholders.

1.2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

- a) Decide on the Company's medium-term development strategy and plan and annual business plan; annual production and business development plans; Determine operational objectives on the basis of strategic objectives approved by the General Meeting of Shareholders.

- b) Proposing the types of shares and the total number of shares entitled to be



offered for sale of each type; Proposing the types of shares that can be issued and the total number of shares issued by each type; proposing the issuance of bonds, bonds converted into shares and certificates of rights that allow holders to buy shares at a predetermined price. In case of raising capital not for the implementation of a specific project, the Board of Directors must direct the preparation of reports and disclosure of detailed information on the use of capital and the proceeds from the offering/issuance.

Members of the Board of Directors participating in the preparation, certification and signing of dossiers and reports related to activities of offering, issuance, listing, registration of trading, registration, depository, clearing and payment of securities transactions and other dossiers and documents related to securities and securities market activities shall be responsible for the dossiers and documents reporting documents in accordance with the law.

c) Decide on the sale of unsold shares within the number of shares entitled to be offered for sale of each type; decide to mobilize additional capital in other forms;

d) Decide on the offering price of shares and bonds of the Company. In case of bond issuance, the Board of Directors must ensure that the issuer or bonds are rated by an independent credit rating agency (Moody's, Standard & Poor's, Fitch Ratings or an organization licensed by the Ministry of Finance) in accordance with the provisions of Clause 8, Article 1 of Decree 245/2025/ND-CP and legal provisions on management, use of state capital;

e) Decide on investment plans and investment projects with a value of less than 35% of the total value of assets stated in the Company's latest audited financial statements;

f) The decision to repurchase not more than 10% of the total shares of each type sold within 12 months;

g) Decide on solutions for market development, marketing and technology;

h) Approval of contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of less than 35% of the total value of assets stated in the Company's latest financial statements;

i) Approve contracts and transactions between the Company and members of the Board of Directors, members of the Control Board, General Director, other managers and related persons of these entities if such contracts and transactions are less than or equal to 20% of the total value of assets recorded in the Company's

latest financial statements.

j) Electing, dismissing or dismissing the Chairman of the Board of Directors; appointing, dismissing, dismissing, commending, disciplining and signing labor contracts for the CEO and Deputy General Director; Decision on appointment, dismissal, dismissal, commendation, discipline, signing of labor contracts and decision on salaries and other benefits for the Company's Chief Accountant, Heads and Deputy Heads of Departments; Directors, Deputy Directors, Principal Accountants of branches, representative offices, and units under the Company.

k) Supervise and direct the General Director and other managers in the daily operation of the Company's business;

l) Decide on the organizational structure, internal management regulations of the company, decide on the establishment of subsidiaries, branches, representative offices and capital contribution and purchase of shares of other enterprises;

m) Appoint an authorized representative to exercise the ownership of shares or contributed capital in other companies, decide on the level of remuneration and other benefits of such persons;

n) Approve programs and contents of documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to approve the resolution;

o) Submit the audited annual financial statements to the General Meeting of Shareholders;

p) Proposing the level of dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising in the course of business;

q) To propose the reorganization or dissolution of the Company; request for bankruptcy of the Company;

r) Decide to promulgate the Regulation on operation of the Board of Directors and the Internal Regulation on corporate governance after being approved by the General Meeting of Shareholders; decide to promulgate the Regulation on operation of the Audit Committee under the Board of Directors (if any), the Regulation on information disclosure of the Company;

s) Establish a process for disclosure of information that is complete, accurate, timely and in accordance with law, ensuring investors' right to access information on decisions related to securities offering and issuance and other

transparent information as prescribed.

t) Formulate, promulgate and organize the implementation of regulations and processes in service of internal supervision and evaluation of operational efficiency in accordance with law. Be responsible to the state owner's representative agency and the General Meeting of Shareholders for ensuring the safety, capital development and operational efficiency of the Company.

u) Organize training and training on corporate governance and necessary skills for members of the Board of Directors, General Director, Person in charge of corporate governance and other managers of the Company.

v) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities and other provisions of law.

### 1.3. Responsibilities of members of the Board of Directors:

a) Members of the Board of Directors shall have responsibilities as prescribed in the Law on Enterprises and the Company's Charter.

b) Members of the Board of Directors are responsible for performing their duties honestly and prudently for the best interests of shareholders and the Company.

c) Members of the Board of Directors shall attend all meetings of the Board of Directors and have clear opinions on the issues to be discussed.

d) Members of the Board of Directors shall be responsible for promptly and fully reporting to the Board of Directors the remuneration they receive from subsidiaries, associate companies and other organizations of which they are representatives of the Company's contributed capital.

e) Members of the Board of Directors and related persons shall report to the State Securities Commission and the Stock Exchange and disclose information when trading the Company's shares in accordance with law.

### 1.4. Responsibilities of members of the Board of Directors who are representatives of state ownership interests:

Before giving opinions, voting or making decisions at meetings of the Board of Directors, representatives of state ownership interests are required to report and obtain written approval from the representative agency for the following material contents:

a) Elect, dismiss or dismiss the General Director of the Company.

b) Decide on investment activities, transfer of investment projects, transfer of investment capital of the company in case the value is more than 50% of the

owner's equity of the enterprise or more than 50% of the owner's investment capital in case the owner's investment capital is lower than the owner's investment capital. The owner's equity and investment capital are determined according to the quarterly or annual financial statements at the latest time; The transfer value of investment projects and transfer of investment capital of enterprises at the company is determined according to the value greater than the value of the investment in the accounting books and the expected transfer value to be obtained.

1.5. All resolutions of the Board of Directors related to the issues specified at Point 1.4, Clause 1 of this Article shall take effect only when the representative of state ownership interests has voted in accordance with the written direction of the representative agency.

2. Nomination, candidacy, election, dismissal and dismissal of members of the Board of Directors shall include the following principal contents:

2.1. The Board of Directors shall have the number of 07 persons, the term of office of the Board of Directors shall not exceed 05 years, the term of office of members of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. In case a member of the Board of Directors is an independent member, such member of the Board of Directors may be elected for no more than 02 consecutive terms. In case all members of the Board of Directors end their term of office, such members shall continue to be members of the Board of Directors until a new member is elected to replace and take over the work.

2.2. Structure, criteria and conditions of members of the Board of Directors:

The structure of the Board of Directors of the Company must ensure that at least 02 members of the Board of Directors are non-executive members. Criteria and conditions for members of the Board of Directors:

a) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

b) Graduated from a university, having professional qualifications and experience in business administration or in the field, business line of the Company;

c) A member of the Board of Directors of the Company cannot concurrently be a member of the Board of Directors of more than 05 other companies;

d) Members of the Board of Directors of the Company must be shareholders of the Company;



e) Members of the Board of Directors must not be family members of other members of the Board of Directors, the General Director and other managers of the Company;

### 2.3. Nomination and candidacy of members of the Board of Directors:

Shareholders or groups of shareholders owning 10% or more of the total voting ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the provisions of the Law on Enterprises and the Company's Charter. Shareholders or organizations nominate as prescribed in the Company's Charter, this Regulation and the Regulation on Election of Candidates for the Board of Directors.

2.4. Method of electing members of the Board of Directors: The voting for the election of members of the Board of Directors must be carried out by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned by the number of elected members of the Board of Directors and shareholders have the right to accumulate all or part of the total number of votes for one or several candidates. The winner of the election of members of the Board of Directors is determined according to the number of votes counted from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached. In case there are 02 or more candidates with the same number of votes for the last member of the Board of Directors, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria specified in the election regulations or the Company's Charter.

2.5. Cases of dismissal, dismissal and addition of members of the Board of Directors:

a) Failing to meet the criteria and conditions specified at Point b, Clause 2, Article 3 of this Regulation;

b) Having a letter of resignation and being approved;

c) Other cases specified in the company's charter.

2.6. Notification of election, dismissal and dismissal of members of the Board of Directors: The company must be responsible for disclosing information on the election, dismissal and dismissal of members of the Board of Directors.

2.7. How to introduce candidates for members of the Board of Directors: In case the candidates have been identified in advance, the Company must disclose

information related to the candidates at least ten (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 leaving coupons. Candidates for the Board of Directors must have a written commitment to the truthfulness, accuracy and reasonableness of personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the candidate of the Board of Directors to be disclosed must include at least the following contents:

- Full name, date of birth;
- Educational level;
- Professional qualifications;
- Work history;
- Companies in which the candidate is holding the position of member of the Board of Directors and other managerial positions;
- An evaluation report on the candidate's contribution to the Company, in case the candidate is currently a member of the Company's Board of Directors;
- Benefits related to the Company (if any);
- Full name of the shareholder or group of shareholders nominating the candidate (if any);
- Other information (if any).

The company shall be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other management positions and interests related to the Company of the Board of Directors candidate (if any).

2.8. Election, dismissal or dismissal of the Chairman of the Board of Directors: The Chairman of the Board of Directors shall be elected, dismissed or dismissed from office by the Board of Directors from among the members of the Board of Directors.

3. Remuneration and other benefits of members of the Board of Directors:

3.1. The Company has the right to pay remuneration and rewards to members of the Board of Directors according to business results and efficiency.

3.2. Members of the Board of Directors are entitled to work remuneration and bonuses. The work remuneration is calculated according to the number of working days required to complete the tasks of the members of the Board of

Directors and the remuneration level per day. The Board of Directors estimates the remuneration for each member on the principle of unanimity. The total remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3.3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on enterprise income tax, which shall be reflected in a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

3.4. Members of the Board of Directors (excluding representatives authorized to replace them) shall receive remuneration for their work as members of the Board of Directors. This total remuneration will be divided among the members of the Board of Directors as agreed in the Board of Directors or divided equally in case of failure to reach an agreement. The total amount of remuneration paid to members of the Board of Directors must be detailed in the Company's annual report.

3.5. A member of the Board of Directors holding an executive position or a member of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the scope of ordinary duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum of remuneration on a case-by-case basis. salaries, commissions, profit percentages or in other forms as decided by the Board of Directors.

3.6. Members of the Board of Directors are entitled to be paid all expenses for travel, meals, accommodation and other reasonable expenses that they have to pay when performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders. Board of Directors or subcommittees of the Board of Directors.

3.7. Members of the Board of Directors may purchase liability insurance by the Company after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

3.8. Other rights and duties as prescribed by the Law on Enterprises and this Charter.

4. The order and procedures for organizing a meeting of the Board of

Directors include the following principal contents:

4.1. 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 end of the election of such Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest number of votes or the same percentage of votes, the members shall vote on the principle of majority to elect 01 of them to convene a meeting of the Board of Directors. The Board of Directors must meet at least once a quarter and may hold extraordinary meetings.

4.2. Cases in which an extraordinary meeting of the Board of Directors must be convened;

a) At the request of the Control Board or an independent member of the Board of Directors (in case the Company has 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;

d) Issues related to the operation, finance, structure of the apparatus and organization of the Company.

4.3. The proposal specified at Points 4.2-a, b, c, Clause 4 of this Article must be made in writing, clearly stating the purposes and issues to be discussed and the decision falling under the competence of the Managing Board.

a) The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receipt of the request specified at Point 4.2, Clause 4 of this Article. In case of failure to convene a meeting of the Board of Directors at the request of the Chairman of the Board of Directors, the Chairman of the Board of Directors shall be responsible for the damage caused to the Company; the proposer has the right to replace the Chairman of the Board of Directors to convene a meeting of the Board of Directors.

b) The Chairman of the Board of Directors or the convener of the meeting of the Board of Directors must send a notice of invitation to the meeting at least 01 working day before the date of the meeting. The notice of invitation to the meeting must be drafted in Vietnamese, specifying the time and place of the meeting, the agenda, the issues discussed and decided. The notice of invitation to the meeting must be accompanied by documents used at the meeting. The notice



of invitation to the meeting of the Board of Directors may be sent by invitation, telephone, fax or electronic means but must ensure that it reaches the contact address of each member of the Board of Directors registered at the Company.

4.4. The Chairman of the Board of Directors or the convener shall send notices of invitation to meetings and enclosed documents to members of the Control Board as for members of the Board of Directors. Members of the Supervisory Board have the right to attend meetings of the Board of Directors, have the right to discuss but are not allowed to vote.

4.5. A meeting of the Board of Directors shall be held when 3/4 or more of the total number of members attend the meeting. In case the meeting convened under the provisions of this Clause does not have enough members to attend the meeting as prescribed, it may be convened for the second time within 07 days from the date of the intended first meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.

4.6. The Board of Directors shall approve the decision by voting at the meeting or collecting written voting opinions. Except for the provisions at Point 4.6-b, Clause 4 of this Article, each member of the Board of Directors shall have one (01) vote.

a) A member of the Board of Directors may not vote on contracts, transactions or proposals in which such member or a person related to that member has an interest and such interests are in conflict with or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted towards the minimum number of delegates required to be present in order to hold a meeting of the Board of Directors on decisions that the member does not have the right to vote on.

b) Members of the Board of Directors are considered to attend and vote at the meeting in the following cases:

- Attend and vote directly at the meeting;
- Authorize other persons to attend the meeting and vote according to the provisions of Point 4.8, Clause 4 of this Article;
- Attend and vote through online conferences, electronic voting or other electronic forms;
- Send voting ballots to the meeting via mail, fax, email.

4.7. Method of approving resolutions of the Board of Directors: Resolutions and decisions of the Board of Directors shall be adopted if they are approved by

the majority of members attending the meeting; in case the number of votes is equal, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

4.8. Members may authorize others to attend meetings and vote if approved by a majority of members of the Board of Directors.

4.9. Meetings of the Board of Directors must be recorded in minutes and may be recorded or recorded and kept in other electronic forms (if necessary). The record must be made in Vietnamese, may be made in a foreign language (if necessary) and contain the principal contents in accordance with the provisions of the Law on Enterprises. In case there is a difference in the contents of the Vietnamese and foreign language minutes, the contents of the Vietnamese minutes shall apply. The contents of the minutes of the meeting include:

- (1) Name, address of the head office, enterprise code;
- (2) Time and place of the meeting;
- (3) Purpose, agenda and contents of the meeting;
- (4) Full name of each member attending the meeting or the person authorized to attend the meeting and the method of attending the meeting; full names of members who did not attend the meeting and the reasons;
- (5) Issues to be discussed and voted on at the meeting;
- (6) Summary of opinions of each member attending the meeting in the order of development of the meeting;
- (7) Voting results, which clearly state the members who approve, disagree and have no opinions;
- (8) The issue passed and the corresponding voting rate;
- (9) Full name, signature of the chairman and the person taking the record, except for the case specified at Point 4.10, Clause 4 of this Article. Members of the Board of Directors attending the meeting and the person taking the minutes must sign and take responsibility for the truthfulness and accuracy of the contents of the minutes of the Board of Directors meeting. The Chairman of the Board of Directors shall send the minutes of the Board of Directors meeting to the members and such minutes shall be authentic evidence of the work carried out during the meeting unless there is an objection to the contents of the minutes within ten (10) days from the date of submission. The minutes of the Board of Directors meeting shall be made in Vietnamese and may be made in English (if necessary). The minutes of the Board of Directors meeting and the documents used in the meeting

must be kept at the Company's head office.

4.10. In case the chairperson or the person taking the minutes refuses to sign the minutes of the meeting but is signed by all other members of the Board of Directors attending the meeting and contains all the contents specified at Point 4.9, Clause 4 of this Article, this record shall take effect.

4.11. Notices of resolutions and decisions of the Board of Directors: Notices, resolutions and decisions of the Board of Directors (adopted at meetings or collected for written opinions) signed and issued by the Chairman of the Board of Directors on behalf of the Board of Directors. In case the Chairman of the Board of Directors is absent, unable to perform his/her duties, or as required by work, another member of the Board of Directors shall sign the promulgation on behalf of the Board of Directors if one of the following conditions is met:

- a) To be authorized in writing by the Chairman of the Board of Directors;
- b) Signed for promulgation by the members of the Board of Directors (this agreement must be clearly recorded in the minutes of the Board of Directors meeting or the minutes of vote counting results).

These Resolutions and Decisions take effect from the date of signing or the date specified in the document.

5. Selection, appointment and dismissal of the person in charge of corporate governance

5.1. The Board of Directors of the Company must appoint at least 01 person in charge of the Company's governance to support the Company's governance at the enterprise.

5.2. The person in charge of corporate governance must not simultaneously work for an approved auditing organization that is auditing the company's financial statements.

5.3. The person in charge of corporate administration may concurrently act as the company secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.

5.4. The Company is responsible for disclosing information about the appointment of the person in charge of the Company's administration.

5.5. Rights and obligations of the person in charge of corporate governance:

- a) Advising the Board of Directors on the organization of the General Meeting of Shareholders in accordance with regulations and related affairs between the Company and shareholders;
- b) Prepare meetings of the Board of Directors, the Control Board and the

General Meeting of Shareholders at the request of the Board of Directors or the Control Board;

- c) Advising on procedures of meetings;
- d) Attending meetings;
- e) Advising on procedures for making resolutions of the Board of Directors in accordance with the provisions of law;
- f) Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Control Board;
- g) Supervise and report to the Board of Directors on the Company's information disclosure activities;
- h) Acting as the focal point of contact with relevant interested parties;
- i) Confidentiality of information in accordance with the provisions of law and the Company's Charter;
- j) Other rights and obligations as prescribed by law.

#### **Article 4. Supervisory Board**

1. The Supervisory Board is an organization on behalf of shareholders to control all business activities, administration and administration of the Company, under the direct leadership of the General Meeting of Shareholders. The Control Board has the following rights and obligations:

1.1. The Supervisory Board shall supervise the Board of Directors and the General Director in the management and administration of the Company.

1.2. To examine the reasonableness, legality, truthfulness and prudence in the management and administration of business activities; systematic, consistent and appropriate accounting, statistics and financial reporting.

1.3. To supervise the financial situation of the Company, the compliance with law in the operation of members of the Board of Directors, General Directors and other managers.

1.4. To be responsible to shareholders for their supervisory activities.

1.5. Appraisal of the completeness, legality and truthfulness of the Company's business situation report, annual and 06-month financial statements, management evaluation report of the Board of Directors and submission of the appraisal report at the Annual General Meeting of Shareholders. Review contracts and transactions with relevant persons under the approving competence of the Board of Directors or the General Meeting of Shareholders and make



recommendations on contracts and transactions that require the approval of the Board of Directors or the General Meeting of Shareholders.

1.6. Review, examine and evaluate the effectiveness and effectiveness of the Company's internal control, internal audit, risk management and early warning systems.

1.7. Ensure coordination with the Board of Directors, the General Director and shareholders.

1.8. To examine the accounting books, accounting records and other documents of the Company, the management and administration of the Company's operations when deeming it necessary or at the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises.

1.9. In case of detecting acts of violation of law or violation of the company's charter by members of the Board of Directors, the General Director and other executives of the enterprise, the Control Board must notify in writing to the Board of Directors within 48 hours, requesting the violator to stop the violation and take remedial measures.

1.10. Report to the General Meeting of Shareholders as prescribed in Article 290 of the Government's Decree No. 155/2020/ND-CP dated December 31, 12, 2020 detailing the implementation of a number of articles of the Law on Securities.

1.11. At the request of a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises, the Control Board shall conduct an inspection within 07 working days from the date of receipt of the request. Within 15 days from the date of completion of the inspection, the Control Board must report on the matters requested for inspection to the Board of Directors and the shareholders or groups of shareholders who request it. The inspection of the Supervisory Board specified in this Clause must not obstruct the normal operation of the Board of Directors or interrupt the operation of the Company's business activities.

1.12. Have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide complete, accurate and timely information and documents on the management, administration and business activities of the Company.

1.13. To propose the Board of Directors or the General Meeting of

Shareholders to take measures to amend, supplement and improve the organizational structure of management, supervision and administration of the Company's business activities.

1.14. Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors and other meetings of the Company.

1.15. To use independent consultants of auditing firms to perform assigned tasks. Consulting costs are covered by the Company.

1.16. The Control Board may consult the Board of Directors before submitting reports, conclusions and recommendations to the General Meeting of Shareholders.

1.17. To propose and propose the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the Company's financial statements; decide on the audit organization approved to inspect the Company's operations, and exempt the approved auditor when deeming it necessary.

1.18. To formulate the operation regulations of the Control Board and submit them to the General Meeting of Shareholders for approval.

1.19. Report to the General Meeting of Shareholders as prescribed in Article 290 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities.

1.20. Have the right to access the Company's records and documents kept at the head office, branches and other locations; have the right to go to the place of work of the Company's managers and employees during working hours.

1.21. To proactively coordinate with the Board of Directors in carrying out internal supervision; promptly detect and propose measures to prevent the risk of insecurity in capital and asset management at the Company; fully and promptly implement recommendations and warnings of supervisory, examination, inspection and audit agencies as prescribed in Articles 24 and 25 of Decree 365/2025/ND-CP.

1.22. Other rights and obligations as prescribed by law and this Charter.

2. The term of office, number, composition and structure of members of the Control Board shall include the following principal contents:

2.1. The number of members of the Control Board of the Company is from 3 to 5 members elected by the General Meeting of Shareholders. The term of

office of a member of the Supervisory Board shall not exceed 05 years and may be re-elected with an unlimited number of terms. The Supervisory Board must have more than half of the members permanently residing in Vietnam.

2.2. Members of the Control Board must meet the following criteria and conditions:

a) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

b) Not to work in the accounting and finance departments of the Company;

c) Not being a member or employee of an independent auditing firm auditing the Company's financial statements in the preceding 03 consecutive years.

d) Being trained in one of the majors in economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;

e) Not being a person with a family relationship of the representative of state ownership interests at the company, a member of the Board of Directors, the General Director and other managers;

f) Not being a manager of the Company; not necessarily a shareholder.

g) Having worked at the Company for at least 03 years.

h) Other criteria and conditions as prescribed by other relevant laws.

2.3. Nomination and candidacy of members of the Control Board

a) The candidacy and nomination of members of the Control Board shall be carried out in the same manner as the regulations on candidacy and nomination of members of the Board of Directors at Points 2.3 and 2.7, Article 3 of this Regulation.

b) In case the number of candidates of the Supervisory Board approved for nomination and candidacy is not sufficient, the incumbent Supervisory Board may nominate additional candidates or organize nomination in accordance with the provisions of the Company's Charter, the Internal Regulations on Corporate Governance and the Operation Regulations of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with law.

2.4. Method of electing members of the Supervisory Board

The method of electing members of the Control Board shall be similar to the method of electing members of the Board of Directors specified at Point 2.4,

Article 3 of this Regulation.

2.5. Cases of dismissal or dismissal of members of the Control Board:

a) Failing to meet the criteria and conditions for being a member of the Control Board as prescribed at Point 2.2, Clause 2 of this Article;

b) Having a letter of resignation and being approved;

2.6. The Company shall be responsible for disclosing information on the election, dismissal and dismissal of members of the Control Board.

2.7. Salaries, remunerations, bonuses and other benefits of members of the Control Board shall comply with the following provisions:

a) Members of the Control Board shall be paid salaries, remuneration, bonuses and other benefits under the decision of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide on the total salary, remuneration, bonuses, other benefits and annual operating budget of the Control Board.

b) Members of the Control Board shall be paid expenses for meals, accommodation, travel and the use of independent consultancy services at a reasonable rate. This total remuneration and expenses must not exceed the total annual operating budget of the Control Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

c) Salaries and operating expenses of the Control Board shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws and must be made into separate items in the Company's annual financial statements.

## **Article 5. General Director**

1. The General Director is the person who runs the daily business of the Company; subject to the supervision of the Board of Directors; take responsibility before the Board of Directors and law for the performance of their assigned rights and obligations.

1.1. The General Director shall have the following rights and obligations:

a) To decide on matters related to the Company's daily business which do not fall under the competence of the Board of Directors;

b) Organize the implementation of resolutions and decisions of the Board of Directors;

c) Organize the implementation of the Company's business plan and



investment plan;

d) Propose the organizational structure plan and internal management regulations of the Company;

dd) Propose the number and types of managers that the Company needs for the Board of Directors to appoint or dismiss when necessary in order to apply the activities as well as good management structures proposed by the Board of Directors and advise the Board of Directors to decide on the salary level, remuneration, benefits and other terms of labor contracts of managers.

e) Propose plans to pay dividends or handle losses in business;

f) Propose measures to improve the operation and management of the Company;

g) Prepare long-term, annual and monthly estimates of the Company (hereinafter referred to as estimates) in service of the Company's long-term, annual and monthly management activities according to the business plan. The annual estimate (including the balance sheet, the report on production and business activities and the report on expected cash flows) for each fiscal year shall be submitted to the Board of Directors for approval and shall include the information specified in the Company's regulations.

h) Direct the formulation of economic and technical norms, product quality standards, salary and bonus unit prices and other regulations and submit them to the Managing Board for approval. Inspect the implementation of the norms, standards, unit prices, and internal regulations of the Company;

i) Before December 31 of each year, the General Director must submit to the Board of Directors for approval the detailed business plan for the next fiscal year on the basis of meeting the requirements of the appropriate budget as well as the (05) year financial plan.

j) Perform all other activities in accordance with the provisions of this Charter and the Company's regulations, resolutions of the Board of Directors, labor contracts of the CEO and laws.

k) Other rights and obligations as prescribed by law and resolutions and decisions of the Board of Directors.

2. Appointment, dismissal, signing and termination of contracts of the General Director

2.1. The term of office of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must

meet the following criteria and conditions:

a) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises.

b) Having professional qualifications and experience in business administration of the Company.

c) Must not be a person with family relations of the company's manager or comptroller.

d) Having good health and moral qualities, honesty and integrity.

e) The General Director must not concurrently act as the General Director/CEO of another enterprise.

2.2. Based on the actual work at the Company, the Board of Directors may choose to appoint 01 member of the Board of Directors or decide to hire another person to be the General Director.

2.3. In case of hiring a person to work as a general director, there must be a contract clearly stating the responsibilities and powers of the general director, criteria and conditions of the person hired to be the general director, contract duration, monthly salary, remuneration and other benefits regimes.

2.4. The General Director may be relieved of duty or terminate the labor contract in the following cases:

a) Reporting untruthfully on the Company's financial situation twice or more or once but seriously distorting the Company's financial situation.

b) Allowing the Company to lose money or fail to meet the minimum dividend target at the level decided by the General Meeting of Shareholders; Except for the case of investing in large projects or the State decides on low clean water selling prices, leading to failure to meet the dividend target.

c) Failing to organize the formulation of annual production and business plans to be submitted to the Board of Directors for promulgation, serving as a basis for the management and administration of the Company.

d) Failing to perform the tasks in the labor contract signed with the Board of Directors. Violations of the law are prosecuted for responsibility, corruption of the Company's assets or lack of responsibility, causing serious consequences to the Company.

The dismissed General Director has the right to object to this dismissal at the nearest General Meeting of Shareholders.

2.5. The Company shall be responsible for disclosing information on the

appointment, dismissal, signing and termination of contracts for the General Director;

2.6. The General Director shall be paid salaries and bonuses. The salary and bonus of the General Director shall be decided by the Board of Directors. The executive's salary shall be included in the Company's business expenses in accordance with the law on corporate income tax, which shall be expressed as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

#### **Article 6. Other activities**

1. Coordination between the Board of Directors, the Control Board and the General Director, including the following principal contents:

1.1. Procedures and order of convening, notice of invitation to meetings, recording minutes and notification of meeting results between the Board of Directors, the Control Board and the General Director

a) When issues related to the Board of Directors arise, the Control Board, the General Director, the Chairman of the Board of Directors or the Control Board may convene a meeting to resolve related issues, conflicts or problems.

b) The Chairman of the Board of Directors or the convener of a meeting between the Board of Directors, the Control Board and the General Director must send a notice of invitation to the meeting at least 01 working day before the date of the meeting. The notice of invitation to the meeting must be drafted in Vietnamese, specifying the time and place of the meeting, the agenda, the issues discussed and decided. The notice of invitation to the meeting must be accompanied by documents used at the meeting.

c) The notice of invitation to the meeting between the Board of Directors, the Control Board and the General Director may be sent by invitation, telephone, fax or electronic means but must ensure that it reaches the contact address of each member of the Board of Directors registered at the Company.

d) The Chairman of the Board of Directors or the convener shall send a notice of invitation to the meeting and enclosed documents (if any) to the members of the Control Board and the General Director as for members of the Board of Directors.

e) The meeting shall be held when at least 3/4 of the total number of members of the Board of Directors are present, and representatives of the Control Board and the General Director are present. In case the meeting convened under the provisions of this Clause does not have enough members to attend the meeting

as prescribed, it may be convened for the second time within 07 days from the date of the intended first meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting and the representative of the Control Board and the General Director are present.

1.2. Minutes of meetings Meetings of the Board of Directors must be recorded in writing and may be recorded, recorded and kept in other electronic forms (if necessary). The minutes must be made in Vietnamese and may be additionally made in foreign languages (if necessary), including the following principal contents:

- (1) Name, address of the head office, enterprise code;
- (2) Time and place of the meeting;
- (3) Purpose, agenda and contents of the meeting;
- (4) Full name of each member attending the meeting or the person authorized to attend the meeting and the method of attending the meeting; full names of members who did not attend the meeting and the reasons;
- (5) Issues to be discussed and voted on at the meeting;
- (6) Summary of opinions of each member attending the meeting in the order of development of the meeting;
- (7) Voting results, which clearly state the members who approve, disagree and have no opinions;
- (8) The issue passed and the corresponding voting rate;
- (9) Full name, signature of the chairperson and the person taking the minutes, except for the following cases: If the chairperson or the person taking the minutes refuses to sign the minutes of the meeting but is signed by all other members attending the meeting and has all the remaining contents from (1) to (8) as prescribed at Point b, Clause 1 of this Article, this record is effective.

- The minutes of the meeting of the Board of Directors, the Control Board and the General Director must be notified to all members of the Board of Directors, the Control Board and the General Director within 07 days from the date of the meeting.

1.3. Resolutions and decisions of the Board of Directors must be sent in full in writing to members of the Control Board and the General Director within 10 days from the end of the meeting of the Board of Directors.

1.4. When noticing the mistakes of members of the Board of Directors, the General Director, the management and administration work do not ensure the



reasonableness, legality, honesty, prudence of the Board of Directors and the Executive Board or any potential risks that may affect the financial situation, the Company's operational capacity, the Supervisory Board has the right to propose the organization of a meeting of the Board of Directors and the General Director to clarify and solve existing problems. In case the General Director realizes that there is a potential risk of not fulfilling the assigned tasks or the performance of the General Director's rights and responsibilities is hindered by a number of objective and subjective reasons beyond the settlement power, the General Director may request a meeting of the Board of Directors, The Supervisory Board to settle.

1.5. At the end of each month, quarter and year, the General Director shall send a written report on the Company's business activities and operation orientations in the next period to the Board of Directors. For the Company's research programs, surveys, negotiations and contract signing related to the functions and tasks of the Board of Directors, the General Director shall be responsible for reporting to the Chairman of the Board of Directors for appointment of members of the Board of Directors to attend.

1.6. In case of deeming that the General Director fails to fully comply with the requirements of the contents of the resolution, decision and authorization of the Board of Directors, the Board of Directors may request the General Director to report on the causes, explain and clarify personal responsibilities when the incident occurs. The Board of Directors shall, based on the content of the incident, review the responsibilities of the General Director according to the Internal Labor Regulations, labor contracts and other regulations.

1.7. The General Director shall be responsible for notifying the Managing Board and the Control Board:

a) Name, enterprise code, address of the head office, business lines of the enterprise in which the General Director owns or owns the contributed capital or shares; the percentage and time of ownership or ownership of such contributed capital or shares;

b) Name, enterprise code, address of the head office, business lines of the enterprise in which the related persons of the General Director own, jointly own or separately own the contributed capital or shares of more than 25% of the charter capital;

1.8. Coordination in control, administration and supervision activities:

a) The General Director is the person who acts on behalf of the Company's

operations, ensuring the Company's continuous and efficient operation;

b) The General Director shall be responsible to the General Meeting of Shareholders and the Board of Directors for the performance of tasks and powers and must report to these agencies when requested;

c) When proposing measures to improve the operation and management of the Company, the General Director shall send it to the Board of Directors as soon as possible but not less than 7 days before the date on which such content needs to be decided;

d) Other contents that need to be consulted by the Board of Directors must be sent at least 7 working days in advance and the Board of Directors will respond within 7 days.

1.9. Responsibilities for providing information and reports in service of state capital management:

a) The General Director and specialized departments shall be responsible for providing complete, accurate and timely all information, dossiers, financial statements and management reports at the request of the representative of state ownership interests. Quarterly and annually, the General Director shall coordinate in making and submitting a 'Report on the management and investment of state capital in enterprises' at the request of the representative of state capital interests to report to the representative agency.

b) Quarterly and annually, at the request of the representative of state ownership interests, the Board of Directors and the Executive Board of the Company shall prepare and submit a "Report on the management and investment of state capital in the enterprise" together with reports in service of supervision, inspection, inspect in accordance with the form and time limit in accordance with the provisions of law on supervision and assessment of the efficiency of state capital investment in enterprises. These reports are synchronously updated to the National State Capital Management and Investment Information System.

2. Annual evaluation of commendation and disciplinary activities for members of the Board of Directors, members of the Control Board, General Director and other executives of enterprises:

- The Chairman of the Board of Directors shall be responsible for the annual evaluation of members of the Board of Directors and the Executive Board; The Head of the Supervisory Board is responsible for annual evaluation of the members of the Supervisory Board and coordinates with the Company's Emulation and Commendation Council to have an appropriate form of

commendation.

- Principles of evaluation and commendation:
  - + Accuracy, fairness, publicity and timeliness;
  - + The form of commendation and reward must be suitable to the assigned subjects, functions and tasks, and must be based on the achievements achieved.
  - + Failing to consider commendation and reward or request for commendation and reward of collectives and individuals who are in the period of consideration by competent agencies for disciplinary enforcement or are investigating, inspecting or examining when there are signs of violations or there are written complaints or denunciations that are being verified and clarified.
- Procedures, conditions and principles for evaluation of commendation and reward shall comply with the Regulations on emulation and commendation at Quang Ninh Clean Water Joint Stock Company.
- Members of the Board of Directors and the Executive Board shall meet unanimously to vote on the plan to discipline members of the Board of Directors and the Executive Board; The members of the Supervisory Board met unanimously to vote on the plan to discipline members of the Supervisory Board before sending it to the Company's Disciplinary Council for consideration and final decision.

#### **Article 7. Enforcement effect**

The internal regulations on corporate governance of Quang Ninh Clean Water Joint Stock Company include 7 articles and take effect from the date of... month... in 2026./.

**TM. BOARD  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**

**Vu Van Tuan**



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

*Quang Ninh, ... March 06, 2026*

## **OPERATION REGULATIONS OF THE BOARD OF DIRECTORS**

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

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

*Pursuant to Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities;*

*Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025*

*Pursuant to Law No. 76/2025/QH15 dated July 16, 2025 amending and supplementing a number of articles of the Law on Enterprises;*

*Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to the Government's Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*

*Pursuant to the Government's Decree No. 365/2025/ND-CP dated 31/12/2025 on supervision, inspection, evaluation, classification, reporting and disclosure of information in the management and investment of state capital in enterprises;*

*Pursuant to the Government's Decree No. 366/2025/ND-CP dated December 31, 2025 on management and investment of state capital in enterprises;*

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



*Pursuant to the amended Charter of organization and operation of Quang Ninh Clean Water Joint Stock Company, approved on .../6/2026 at the Annual General Meeting of Shareholders in 2026;*

*Pursuant to the Resolution of the General Meeting of Shareholders No. .../2026/NQ-ĐHD dated .../6/2026 of the General Meeting of Shareholders of Quang Ninh Clean Water Joint Stock Company*

*The Board of Directors of Quang Ninh Clean Water Joint Stock Company promulgates the Regulation on operation of the Board of Directors of the Company, including the following contents:*

## **Chapter I**

### **GENERAL REGULATIONS**

#### **Article 1. Scope of regulation and subjects of application**

1. Scope of regulation: The operation regulation of the Board of Directors stipulates the organizational structure of personnel, operating principles, powers and obligations of the Board of Directors and members of the Board of Directors in order to operate in accordance with the provisions of the Law on Enterprises, the company's charter and other relevant provisions of law.

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 shall work on the principle of collectivity. Members of the Board of Directors are personally responsible for their work and jointly responsible to the General Meeting of Shareholders and the law for the resolutions and decisions of the Board of Directors for the development of the Company.

2. The Board of Directors shall assign responsibilities to the General Director to organize the implementation of resolutions and decisions of the Board of Directors.

## **Chapter II**

### **BOARD MEMBERS**

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

1. Members of the Board of Directors have full rights under the provisions of the Law on Enterprises, the Law on Securities, relevant laws and the company's charter, including the right to be provided with information and documents on the financial situation and business activities of the Company and its affiliated units.

2. Members of the Board of Directors have the following obligations as prescribed in the company's charter and the following obligations:

a) Perform their duties honestly and prudently for the best interests of shareholders and the Company;

b) Fully attend meetings of the Board of Directors and give opinions on issues to be discussed;

c) Promptly and fully report to the Board of Directors the remuneration received from subsidiaries, associate companies and other organizations (if any);

d) Report to the Board of Directors at the nearest meeting of transactions between the Company, its subsidiaries and other companies in which the Company controls more than 50% or more of the charter capital with members of the Board of Directors and related persons of such members (if any); transactions between companies and companies in which members of the Board of Directors are founding members or managers of enterprises in the last 03 years before the time of transaction;

dd) Disclose information when trading the Company's shares in accordance with the provisions of law.

#### **Article 4. Right to information of members of the Board of Directors**

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 on the financial situation and business activities of the Company and units in the Company.

2. Managers are required to promptly, fully and accurately provide information and documents at the request of members of the Board of Directors. The order and procedures for requesting and providing information are prescribed by the company's charter.

#### **Article 5. Term of office and number of members of the Board of Directors**

1. The Board of Directors has 07 members.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and may be re-elected with an unlimited number of terms. An individual may

only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms.

3. In case all members of the Board of Directors end their term of office, such members shall continue to be members of the Board of Directors until a new member is elected to replace and take over the work.

4. In case a member is elected to supplement or replace a member who is dismissed or dismissed from office within the term of office, the term of office of such member shall be the remaining term of office of the Board of Directors.

5. The structure of members of the Board of Directors is as follows: The structure of the Board of Directors of the Company must ensure that at least 02 members of the Board of Directors are non-executive members.

6. A member of the Board of Directors shall no longer be a member of the Board of Directors in case of dismissal, dismissal or replacement by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises.

7. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market.

8. Members of the Board of Directors must be shareholders of the Company.

#### **Article 6. Criteria and conditions for members of the Board of Directors**

1. Members of the Board of Directors must meet the following criteria and conditions:

a) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

b) Graduated from a university, have professional qualifications and experience in business administration or suitable to the fields, branches, professions and production and business activities of the Company;

c) Members of the Board of Directors of the Company (excluding independent members) must be shareholders of the Company;

d) A member of the Board of Directors of the company cannot be a member of the Board of Directors of more than 05 other companies at the same time.

e) Members of the Board of Directors must not be family members of other members of the Board of Directors, the General Director and other managers of the Company;

2. Independent members of the Board of Directors as prescribed at Point b, Clause 1, Article 137 of the Law on Enterprises must meet the following criteria and conditions:

a) Not being a person working for the Company or its subsidiaries; not being a person who has worked for the Company or its subsidiaries for at least 03 consecutive years;

b) Not being a person who is receiving salaries or remunerations from the company, except for allowances that members of the Board of Directors are entitled to as prescribed;

c) Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling is a major shareholder of the Company; being a manager of the Company or its subsidiaries;

d) Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company;

e) Not being a person who has been a member of the Board of Directors or the Control Board of the Company for at least 05 consecutive years, except for the case of being appointed for 02 consecutive terms;

3. An independent member of the Board of Directors must notify the Board of Directors of his/her failure to fully satisfy the criteria and conditions specified in Clause 2 of this Article and of course ceases to be an independent member of the Board of Directors from the date on which he or she fails to fully meet the criteria and conditions. The Board of Directors must notify the case in which the independent member of the Board of Directors no longer meets all the criteria and conditions at the nearest General Meeting of Shareholders or convene a meeting of the General Meeting of Shareholders to elect additional or replacement independent members of the Board of Directors within 06 months from the date of receipt of the notice of the independent members of the relevant Board of Directors.

#### **Article 7. Chairman of the Board of Directors**

1. The Chairman of the Board of Directors shall be elected, dismissed or dismissed from office 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 may not concurrently be the General Director of the Company.

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

a) Formulate programs and plans for operation of the Board of Directors;



b) Prepare or direct the preparation of programs, contents and documents for the meeting; convening, presiding over and presiding over meetings of the Board of Directors;

c) Organize the adoption of resolutions and decisions of the Board of Directors;

d) Supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;

dd) Presiding over the General Meeting of Shareholders.

e) Prepare or direct the preparation of programs, contents and documents for the meeting; convening, presiding over and presiding over the General Meeting of Shareholders;

f) Signing documents, decisions, regulations and agreements on behalf of the Board of Directors under the competence of the Board of Directors and approved by the Board of Directors in accordance with regulations.

g) Approve the labor plan and approve the decision on labor recruitment on the basis of the recruitment plan or the proposal of the Administration Department.

h) Request the Board of Directors to decide on the appointment, dismissal, commendation, disciplining, dismissal and other benefits of the General Director, Deputy General Director of the Company and the Chief Accountant of the Company; Deputy Heads of Departments and Departments of the Company; Directors, Deputy Directors of branches, representative offices, and units under the Company.

i) Decide on the appointment, dismissal, dismissal, commendation, dismissal, signing of labor contracts and decide on salaries and other benefits for employees and managers in the Company under their competence upon approval of the Board of Directors and the Chairman of the Board of Directors.

j) Representing the Company in initiating lawsuits related to its interests and to ensure its interests in its production and business activities (after reporting through the Board of Directors).

k) Labor recruitment.

l) Other rights and obligations as prescribed by the Law on Enterprises.

4. In case the Chairman of the Board of Directors is also the representative of state ownership interests, before giving opinions, voting or making decisions at a meeting of the Board of Directors, the Chairman of the Board of Directors is required to report and obtain the written approval of the representative agency for the following material contents:

a) Elect, dismiss or dismiss the General Director of the Company.

b) Decide on investment activities, transfer of investment projects, transfer of investment capital of the company in case the value is more than 50% of the owner's equity of the enterprise or more than 50% of the owner's investment capital in case the owner's investment capital is lower than the owner's investment capital. The owner's equity and investment capital are determined according to the quarterly or annual financial statements at the latest time; The transfer value of investment projects and transfer of investment capital of enterprises at the company is determined according to the value greater than the value of the investment in the accounting books and the expected transfer value to be obtained.

c) All resolutions of the Board of Directors related to the issues specified at Points a and b, Clause 4 of this Article shall take effect only when the Chairman of the Board of Directors who is also the representative of state ownership interests has voted in accordance with the written direction of the representative agency.

5. In case the Chairman of the Board of Directors submits a letter of resignation or is dismissed, the Board of Directors must elect a replacement within 10 days from the date of receipt of the letter of resignation or dismissal. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he or she must authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the Board of Directors. In case no authorized person or the Chairman of the Board of Directors dies, goes missing, is temporarily detained, is serving a prison sentence, is serving an administrative-handling measure at a compulsory detoxification establishment, compulsory education institution, escapes from his/her place of residence, is restricted or loses his/her civil act capacity, have difficulties in cognition, control of behavior, are banned by the Court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors on the principle that the majority of the remaining members approve until a new decision of the Board of Directors is issued.

6. When deeming it necessary, the Board of Directors shall decide to appoint the company secretary. The company secretary has the following rights and obligations:

a) Assist in organizing the convening of meetings of the General Meeting of Shareholders, the Board of Directors, the Control Board and at the request of the Chairman of the Board of Directors or the Control Board; Take notes of meetings.

b) Assist members of the Board of Directors in exercising their assigned rights and obligations.

c) Assist the Board of Directors in applying and implementing the principles of corporate governance;

d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders.

e) Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and the Control Board with the consent of the Chairman of the Board of Directors.

f) The Company Secretary is responsible for keeping information confidential in accordance with the provisions of law and the Company's Charter.

#### **Article 8. Dismissal, dismissal, replacement and addition 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) Failing to meet the criteria and conditions specified in Clause 1 and 2, Article 6 of this Regulation;

b) Having a letter of resignation and being approved;

c) Other cases specified in the company's charter.

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

a) Failing to participate in activities of the Board of Directors for 06 consecutive months, except for force majeure cases;

b) Other cases specified in the company's charter.

3. When deeming it necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; dismissal or dismissal of members of the Board of Directors other than those specified in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a meeting of the General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:

a) The number of members of the Board of Directors is reduced by more than one-third compared to the number specified in the company's charter. In this case, the Board of Directors must convene a meeting of the General Meeting of Shareholders within 60 days from the date on which the number of members is reduced by more than one-third;

b) The number of independent members of the Board of Directors is reduced, failing to ensure the ratio as prescribed at Point b, Clause 1, Article 137 of the Law on Enterprises;

c) Except for the cases specified at Points a and b of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or dismissed at the nearest meeting.

**Article 9. Methods of electing, dismissing and dismissing members of the Board of Directors**

1. A shareholder or a group of shareholders owning 10% or more of the total ordinary shares may nominate a person to the Board of Directors. The nomination of persons to the Board of Directors shall be carried out as follows:

a) Ordinary shareholders who form a group to nominate persons to the Board of Directors must notify the group meeting to the shareholders attending the meeting before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors, shareholders or groups of shareholders specified in this Clause may nominate one or several persons under the decision of the General Meeting of Shareholders as candidates for the Board of Directors. In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate under the decision of the General Meeting of Shareholders, the remaining number of candidates shall be nominated by the Board of Directors and other shareholders.

2. In case the number of candidates for the Board of Directors approved for nomination and candidacy is still insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce more candidates or organize the nomination as prescribed in the company's charter. Internal Regulations on corporate governance and Regulations on the operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

3. Method of electing members of the Board of Directors: The voting for the election of members of the Board of Directors must be carried out by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned by the number of elected members of the Board of Directors and shareholders have the right to accumulate all



or part of the total number of votes for one or several candidates. The winner of the election of members of the Board of Directors is determined according to the number of votes counted from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached. In case there are 02 or more candidates with the same number of votes for the last member of the Board of Directors, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria specified in the election regulations or the Company's Charter.

4. The election, dismissal and dismissal of members of the Board of Directors shall be decided by the General Meeting of Shareholders on the principle of voting.

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

1. In case the candidates have been identified in advance, the Company must disclose information related to the candidates at least ten (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 to the truthfulness, accuracy and reasonableness of personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the candidate of the Board of Directors to be disclosed must include at least the following contents:

- + Full name, date of birth;
- + Educational level;
- + Professional qualifications;
- + Work process;
- + Companies in which the candidate is holding the position of member of the Board of Directors and other managerial positions;
- + An evaluation report on the candidate's contribution to the Company, in case the candidate is currently a member of the Company's Board of Directors;
- + Interests related to the Company and its related parties (if any);
- + Full name of the shareholder or group of shareholders nominating the candidate (if any);
- + Other information (if any).
- The company shall be responsible for disclosing information about the

companies in which the candidate is holding the position of member of the Board of Directors, other management positions and interests related to the Company of the Board of Directors candidate (if any).

2. The notification of the results of election, dismissal or dismissal of members of the Board of Directors shall comply with the regulations guiding the disclosure of information.

### **Chapter III**

### **BOARD**

#### **Article 11. Rights and obligations of the Board of Directors**

1. The Board of Directors is the managing agency of the Company and has full authority on behalf of the Company to decide and exercise the rights and obligations of the Company, except for the rights and obligations falling under the competence of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors shall be prescribed by law, the company's charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

a) Decide on the Company's medium-term development strategy and plan and annual business plan; annual production and business development plans; Determine operational objectives on the basis of strategic objectives approved by the General Meeting of Shareholders.

b) Proposing the types of shares and the total number of shares entitled to be offered for sale of each type; Proposing the types of shares that can be issued and the total number of shares issued by each type; proposing the issuance of bonds, bonds converted into shares and certificates of rights that allow holders to buy shares at a predetermined price.

c) Decide on the sale of unsold shares within the number of shares entitled to be offered for sale of each type; decide to mobilize additional capital in other forms;

d) Deciding on the offering price of shares and bonds of the Company;

e) The decision to repurchase not more than 10% of the total shares of each type sold within 12 months.

f) Decide on investment plans and investment projects with a value of less than 35% of the total value of assets stated in the Company's latest audited financial statements.

- g) Decide on solutions for market development, marketing and technology;
- h) Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of less than 35% of the total value of assets recorded in the Company's latest financial statements.
- i) Elect, dismiss or dismiss the Chairman of the Board of Directors; appointing, dismissing, dismissing, commending, disciplining, signing labor contracts in exchange with the CEO and Deputy General Director; Decision on appointment, dismissal, dismissal, commendation, discipline, signing of labor contracts and decision on salaries and other benefits for the Company's Chief Accountant, Heads and Deputy Heads of Departments; Directors, Deputy Directors of branches, representative offices, and units under the Company.
- j) Supervise and direct the General Director and other managers in the daily operation of the Company's business;
- k) Decide on the organizational structure and internal management regulations of the company, decide on the establishment of subsidiaries, branches and representative offices and the capital contribution and purchase of shares of other enterprises;
- l) Appoint authorized representatives to exercise the ownership of shares or contributed capital portions in other companies, decide on the level of remuneration and other benefits of such persons;
- m) Approve programs and contents of documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to approve the resolution;
- n) Submit the audited annual financial statements to the General Meeting of Shareholders;
- o) Proposing the level of dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising in the course of business;
- p) Propose the reorganization or dissolution of the company; request for bankruptcy of the Company;
- q) Decide to promulgate the Regulation on operation of the Board of Directors and the Internal Regulation on corporate governance after being approved by the General Meeting of Shareholders; decide to promulgate the Regulation on operation of the Audit Committee under the Board of Directors, the Regulation on information disclosure of the Company;

r) Formulate, promulgate and organize the implementation of regulations and processes in service of internal supervision and evaluation of operational efficiency in accordance with law. Be responsible to the state owner's representative agency and the General Meeting of Shareholders for ensuring the safety, capital development and operational efficiency of the Company.

s) Organize training and training in corporate governance and necessary skills for members of the Board of Directors, General Directors, persons in charge of corporate governance and other managers of the Company.

t) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities and other provisions of law.

u) Pay dividends to shareholders in accordance with law after being approved by the Annual General Meeting of Shareholders.

3. The Board of Directors shall adopt resolutions or decisions by voting at meetings, collecting opinions in writing or in other forms prescribed by the company's charter. In case of collecting written opinions, each member of the Board of Directors shall have a separate vote.

4. In case a resolution or decision adopted by the Board of Directors is contrary to the provisions of law, the resolution of the General Meeting of Shareholders or the company's charter, causing damage to the company, the members who endorse the adoption of such resolution or decision must jointly take personal responsibility for the resolution or decision. decision and must compensate the Company for damages; Members who object to the passage of the above-mentioned resolutions or decisions are exempt from liability. In this case, the shareholders of the Company have the right to request the Court to suspend the implementation or cancel the above-mentioned resolution or decision.

#### **Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts**

1. The Board of Directors shall approve contracts and transactions with a value of less than 35% or transactions resulting in the total value of transactions arising within 12 months from the date of making the first transaction with a value of less than or equal to 35% of the total value of assets recorded in the latest financial statements between the Company and one of the following entities:

- Members of the Board of Directors, members of the Control Board, General Director, other managers and related persons of these subjects;



- Shareholders and authorized representatives of shareholders who own more than 10% of the total ordinary share capital of the Company and their related persons;
- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.

2. The representative of the Company signing a contract or transaction must notify members of the Board of Directors and members of the Control Board of the subjects related to such contract or transaction and enclose the draft contract or principal contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notice; members of the Board of Directors who have interests related to the parties to the contract or transaction do not have voting rights.

**Article 13. Responsibilities 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 benefit of the Company;
- b) Annual balance sheets, quarterly or semi-annual reports or audit reports of the fiscal year reflecting the loss of 20% of the charter capital or the audited annual financial statements reflecting the loss of half (1/2) of the owner's equity compared to the beginning of the period.
- c) The number of remaining members of the Board of Directors and the Control Board is less than the minimum number of members as prescribed by law;
- d) At the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises; the request for convening the General Meeting of Shareholders must be expressed in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of relevant shareholders or a written request made in many copies and sufficiently collected signatures of relevant shareholders;
- e) At the request of the Control Board;
- f) Other cases as prescribed by law and the Company's Charter.

**2. Convening an extraordinary General Meeting of Shareholders**

The Board of Directors must convene a meeting of the General Meeting of Shareholders within 30 days from the date on which the number of members of the Board of Directors, independent members of the Board of Directors or the remaining members of the Control Board is less than the minimum number of members as

prescribed in the company's charter or receives the request specified at Point d. Points e and f, Clause 1 of this Article;

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

- a) Make a list of shareholders entitled to attend the meeting;
- b) Providing information and settling complaints related to the list of shareholders;
- c) Formulate the agenda and contents of the meeting;
- d) Prepare documents for the meeting;
- e) The draft resolution of the General Meeting of Shareholders according to the expected contents of the meeting; list and details of candidates in case of election of members of the Board of Directors and members of the Control Board;
- f) Determine the time and place of the meeting;
- g) Send a notice of invitation to the meeting to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises;
- h) Other tasks in service of the meeting.

#### **Article 14. Subcommittees assisting the Board of Directors**

1. The Board of Directors may set up sub-committees to be in charge of development policies, human resources, remuneration, internal audit, and risk management. The number of members of the subcommittee decided by the Board of Directors shall be at least 03 persons, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive Board members should make up a majority in the subcommittee, and one of these members is appointed as the Subcommittee Leader at the discretion of the Board. The activities of the subcommittee must comply with the regulations of the Board of Directors. The resolution of the subcommittee is only effective when the majority of members attend and vote to approve it at the meeting of the subcommittee.

2. The implementation of decisions of the Board of Directors or subcommittees under the Board of Directors must comply with current provisions of law and the provisions of the Company's Charter and internal regulations on corporate governance.

## **Chapter IV BOARD MEETING**

### **Article 15. Board Meetings**

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 end of the election of such Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest number of votes or the same percentage of votes, the members shall vote on the principle of majority to elect 01 of them to convene a meeting of the Board of Directors.

2. The Board of Directors must meet at least once a 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 Control Board or an independent member of the Board of Directors (in case the Company has 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;

d) Issues related to the operation, finance, structure of the apparatus and organization of the Company.

4. The proposal specified in Clause 3 of this Article must be made in writing, clearly stating the purposes and issues to be discussed and decided under the competence of the Managing Board.

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 receipt of the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors at the request of the Chairman of the Board of Directors, the Chairman of the Board of Directors shall be responsible for the damage caused to the Company; the proposer has the right to replace the Chairman of the Board of Directors to convene a meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the convener of the meeting of the Board of Directors must send a notice of invitation to the meeting at least 01 working day before the date of the meeting. The notice of invitation to the meeting must be drafted in Vietnamese, specifying the time and place of the meeting, the

agenda, the issues discussed and decided. The notice of invitation to the meeting must be accompanied by documents used at the meeting.

The notice of invitation to the meeting of the Board of Directors may be sent by invitation, telephone, fax or electronic means but must ensure that 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 convener shall send notices of invitation to meetings and enclosed documents to members of the Control Board as for members of the Board of Directors.

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

8. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total number of members attend the meeting. In case the meeting convened under the provisions of this Clause does not have enough members to attend the meeting as prescribed, it may be convened for the second time within 07 days from the date of the intended first meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.

9. Members of the Board of Directors are considered to attend and vote at the meeting in the following cases:

- a) Attending and voting directly at the meeting;
- b) Authorize other persons to attend the meeting and vote as prescribed in Clause 11 of this Article;
- c) Attending and voting through online conferences, electronic voting or other electronic forms;
- d) Send voting slips to the meeting by mail, fax or e-mail;

10. In case of sending votes to the meeting by mail, the votes must be contained in sealed envelopes and delivered to the Chairman of the Board of Directors at least 01 hour before the opening. Voting ballots are only open in the presence of all attendees.

11. Members must attend all meetings of the Board of Directors. Members may authorize others to attend meetings and vote if approved by a majority of members of the Board of Directors.

12. A resolution or decision of the Board of Directors shall be adopted if it is approved by the majority of members attending the meeting; in case the number of votes is equal, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.



### 13. Voting.

a) The Board of Directors shall approve the decision by voting at the meeting or collect written voting opinions. Except for the provisions at Point b of this Clause, each member of the Board of Directors shall have one (01) vote.

b) A member of the Board of Directors may not vote on contracts, transactions or proposals in which such member or persons related to such member have interests and such interests conflict or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted towards the minimum number of delegates required to be present in order to hold a meeting of the Board of Directors on decisions that the member does not have the right to vote on.

14. Disclosure of benefits: A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that he or she has an interest in it, shall be required to disclose the nature and content of such interest at the meeting in which the Board of Directors considers the issue for the first time concluding this contract or transaction. Or this member may make it public at the first meeting of the Board of Directors held after the member knows that he or she has an interest or will have an interest in the relevant transaction or contract.

15. Telephone meetings or other forms. A meeting of the Board of Directors may be held in the form of an agenda between the members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting can:

a) Listen to other members of the Board of Directors who participate in the meeting.

b) If he or she wishes, he or she may speak to all other participants simultaneously.

Communication between members may be carried out directly by telephone or by other means of communication or a combination of all these methods. A member of the Board of Directors who participates in such a meeting is deemed to be "present" at that meeting. The meeting venue held under this regulation is the place where the largest group of members of the Board of Directors gather, or if there is no such group, the meeting place is the place where the Chairman of the meeting is present.

Decisions adopted in a duly held and conducted telephone meeting will take effect immediately upon the conclusion of the meeting but must be affirmed by the signatures on the minutes of all Board members present at this meeting.

#### 16. Written resolutions.

Resolutions and Decisions of the Board of Directors (adopted at the meeting or in the form of collecting written voting opinions) shall be signed and issued by the Chairman of the Board of Directors on behalf of the Board of Directors.

In case the Chairman of the Board of Directors is absent, unable to perform his/her duties, or as required by work, another member of the Board of Directors shall sign the promulgation on behalf of the Board of Directors if one of the following conditions is met:

16.1. To be authorized in writing by the Chairman of the Board of Directors;

16.2. To be unanimously assigned by the members of the Board of Directors to sign and promulgate (this agreement must be clearly recorded in the minutes of the Board of Directors meeting or the minutes of vote counting results).

These Resolutions and Decisions take effect from the date of signing or the date specified in the document.

#### **Article 16. Board Meeting Minutes**

1. Meetings of the Board of Directors must be recorded in minutes and may be recorded or recorded and kept in other electronic forms. The record must be made in Vietnamese, may be made in a foreign language and contain the main contents in accordance with the provisions of the Law on Enterprises. In case there is a difference in the contents of the Vietnamese and foreign language minutes, the contents of the Vietnamese minutes shall apply. The minutes of the meeting of the Board of Directors must include the following principal contents:

- a) Name, address of the head office, enterprise code;
- b) Time and place of the meeting;
- c) Purpose, agenda and contents of the meeting;
- d) Full name of each member attending the meeting or the person authorized to attend the meeting and the method of attending the meeting; full names of members who did not attend the meeting and the reasons;
- e) Issues to be discussed and voted on at the meeting;
- f) Summarize the opinions of each member attending the meeting in the order of developments of the meeting;

g) Voting results, clearly stating the members who approve, disagree and have no opinions;

h) The approved issue and the corresponding voting rate;

i) Full name, signature of the chairman and the person making the record, except for the case specified in Clause 2 of this Article.

2. In case the chairperson or the person taking the minutes refuses to sign the minutes of the meeting but is signed by all other members of the Board of Directors attending the meeting and has all the contents specified at Points a, b, c, d, e, f, g and h, Clause 1 of this Article, this record shall take effect.

3. The chairperson, the person taking the minutes and the signatories of the minutes shall be responsible for the truthfulness and accuracy of the minutes of the meeting of the Board of Directors.

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

5. Minutes made in Vietnamese and foreign languages shall have the same legal effect. In case there is a difference in the content between the minutes in Vietnamese and in foreign languages, the contents of the minutes in Vietnamese shall apply.

## **Chapter V**

### **REPORTING AND PUBLICIZING BENEFITS**

#### **Article 17. Annual Report Submission**

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

a) Report on the Company's business results;

b) Financial statements;

c) Report on the evaluation of the management and administration of the Company;

d) The appraisal report of the Control Board.

2. The report specified at Points a, b and c, Clause 1 of this Article must be sent to the Control Board for appraisal at least 30 days before the opening date of the Annual General Meeting of Shareholders if the company's charter does not provide otherwise.

3. The reports specified in Clauses 1 and 2 of this Article, the appraisal report of the Control Board and the audit report must be kept at the head office of the

Company at least 10 days before the opening day of the Annual General Meeting of Shareholders. Shareholders who own shares of the Company for at least 01 consecutive year have the right to directly review the report specified in this Article by themselves or together with lawyers, accountants and auditors with practicing certificates.

**Article 18. Remuneration, bonuses and other benefits of members of the Board of Directors**

1. The company has the right to pay remuneration and rewards to members of the Board of Directors according to business results and efficiency.

2. Members of the Board of Directors are entitled to work remuneration and bonuses. The work remuneration is calculated according to the number of working days required to complete the tasks of the members of the Board of Directors and the remuneration level per day. The Board of Directors estimates the remuneration for each member on the principle of unanimity. The total remuneration and bonus 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 law on corporate income tax, expressed as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors (excluding representatives authorized to replace them) shall receive remuneration for their work as members of the Board of Directors. This total remuneration will be divided among the members of the Board of Directors as agreed in the Board of Directors or divided equally in case of no agreement or failure to reach an agreement. The total amount of remuneration paid to members of the Board of Directors must be detailed in the Company's annual report.

5. A member of the Board of Directors holding an executive position or a member of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the scope of ordinary duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum of remuneration each time. salaries, commissions, profit percentages or in other forms as decided by the Board of Directors.

6. Members of the Board of Directors are entitled to be paid all expenses for travel, meals, accommodation and other reasonable expenses that they have to pay when performing their responsibilities as members of the Board of Directors,



including expenses incurred in attending meetings of the General Meeting of Shareholders. Board of Directors or subcommittees of the Board of Directors.

7. Members of the Board of Directors may purchase liability insurance by the Company after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

8. Other rights and duties as prescribed by the Law on Enterprises and the Company's Charter.

When performing its functions and tasks, the Board of Directors strictly complies with the provisions of current law, the Company's Charter and the decision of the General Meeting of Shareholders. In case a decision adopted by the Board of Directors is contrary to the provisions of current law or the Company's Charter, causing damage to the Company, the members who approve such decision must be jointly and severally responsible for such decision and must compensate the Company for damage; Members who object through the above decision are exempt from liability.

#### **Article 19. Disclosure of related benefits**

The disclosure of the Company's interests and related persons shall comply with the following provisions:

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

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

b) Name, enterprise code, address of the head office, business lines of the enterprise in which their related persons jointly own or separately own the contributed capital or shares of more than 25% of the charter capital.

2. A manager of the Company who benefits from a contract or transaction that has been or is expected to be entered into with the Company and knows that he has an interest in it, shall have to disclose the nature and content of the interest at the first meeting of the Board of Directors held after knowing that he or she will have an interest.

3. The declaration specified in Clause 1 of this Article must be made within 07 working days from the date on which related interests arise; the amendment and

supplementation must be notified to the Company within 07 working days from the date of the corresponding amendment and supplement.

4. Members of the Board of Directors who perform work in any form within the scope of the Company's business must explain the nature and contents of such work to the Board of Directors or the Control Board and may perform it only when approved by a majority of the remaining members of the Board of Directors; if it is carried out without declaration or approval of the Board of Directors, all income obtained from such activity belongs to the Company.

## **Chapter VI**

### **RELATIONSHIP OF THE BOARD OF DIRECTORS**

#### **Article 20. Relationship between Board Members**

1. The relationship between members of the Board of Directors is a coordination relationship, the members of the Board of Directors are responsible for informing each other about relevant issues in the course of handling their assigned work.

2. In the course of handling affairs, members of the Board of Directors assigned to take the main responsibility must take the initiative in coordinating in handling problems related to the domains under the charge of other members of the Board of Directors. In case there are still different opinions among the members of the Board of Directors, the members shall have the main responsibility to report to the Chairman of the Board of Directors for consideration and decision according to their competence or organize meetings or collect opinions of members of the Board of Directors in accordance with law. The Company's Charter and this Regulation.

3. In case of reassignment among members of the Board of Directors, members of the Board of Directors shall have to hand over relevant work, dossiers and documents. This handover must be made in writing and reported to the Chairman of the Board of Directors on such handover.

#### **Article 21. Relationship with the Executive Board**

As a governor, the Board of Directors issues resolutions for the Executive Board to implement. At the same time, the Board of Directors inspects and supervises the implementation of the resolutions.

#### **Article 22. Relationship with the Supervisory Board**

1. The relationship between the Board of Directors and the Control Board is a coordination relationship. The working relationship between the Board of Directors

and the Supervisory Board is on the principle of equality and independence, and at the same time closely coordinates and supports each other in the process of performing tasks.

2. Upon receipt of inspection records or general reports of the Control Board, the Board of Directors shall study and direct relevant departments to formulate plans and make timely corrections.

## **Chapter VII**

### **IMPLEMENTATION PROVISIONS**

#### **Article 23. Enforcement effect**

The Regulation on Operation of the Board of Directors of Quang Ninh Clean Water Joint Stock Company consists of 22 pages, 7 chapters, 23 articles and takes effect from the date of... months... in 2026.

**TM. BOARD OF DIRECTORS CHAIRMAN**

**Vu Van Tuan**



**QUANG NINH CLEAN WATER JSC  
SUPERVISORY BOARD**

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

*Ha Long, date June 2025*

## **REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS**

According to:

The Law on Securities No. 54/2019/QH14 dated November 26, 2019;

The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

The Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15;

The Decree No. 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities;

The Decree No. 366/2025/NĐ-CP on management and investment of state capital in enterprises;

The Decree No. 365/2025/NĐ-CP on supervision, inspection, evaluation, classification, reporting and disclosure of information in the management and investment of state capital in enterprises;

Resolution No. 02/2021/NQ-ĐHĐCĐ dated April 24, 2021 of the 2021 Annual General Meeting of Shareholders of ;

The Charter on organization and operation of Quang Ninh clean water joint stock company;

The Supervisory Board hereby promulgates the Regulation on the Operation of the Supervisory Board of . The Regulation on the Operation of the Supervisory Board of includes the following contents:



## **CHAPTER I GENERAL PROVISIONS**

### **Article 1. Scope of Regulation and Applicable Subjects**

1. Scope of regulation: The Regulation on the Operation of the Supervisory Board stipulates the organizational and personnel structure, standards, conditions, rights and obligations of the Supervisory Board and its members in accordance with the Law on Enterprises, the Company Charter and other relevant regulations.

2. Applicable subjects: The Regulation on the Operation of the Supervisory Board shall apply to the Supervisory Board and members of the Supervisory Board.

### **Article 2. Operating Principles of the Supervisory Board**

The Supervisory Board shall operate on the principle of collective responsibility. Members of the Supervisory Board shall bear personal responsibility for their assigned duties and jointly bear responsibility before the General Meeting of Shareholders and before the law for the activities and decisions of the Supervisory Board.

## **CHAPTER II MEMBERS OF THE SUPERVISORY BOARD**

### **Article 3. Rights, Obligations and Responsibilities of Members of the Supervisory Board**

1. To comply with laws, the Company Charter, resolutions of the General Meeting of Shareholders and professional ethics in performing assigned rights and obligations.

2. To perform assigned rights and obligations honestly, prudently and to the best of their ability in order to ensure the maximum lawful interests of the Company.

3. To remain loyal to the interests of the Company and shareholders; not to abuse position, authority or use information, know-how, business opportunities or other assets of the Company for personal gain or for the benefit of other organizations or individuals.

4. To perform rights and obligations of the Supervisory Board in accordance with the Law on Enterprises and the Company Charter.

5. In the event of violation of Clauses 1, 2, 3 and 4 of this Article causing damage to the Company or other persons, members of the Supervisory Board shall bear personal or joint liability for compensation of such damages. Income and other benefits obtained by members of the Supervisory Board due to such violations must be returned to the Company.

6. Upon detecting violations by a member of the Supervisory Board in the performance of assigned rights and obligations, written notice must be sent to the Supervisory Board requesting the violating person to cease the violation and remedy the consequences.

#### **Article 4. Term and Number of Members of the Supervisory Board**

1. The Supervisory Board shall consist of from three (03) to five (05) members elected by the General Meeting of Shareholders. The term of office of members of the Supervisory Board shall not exceed five (05) years and members may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board are not necessarily required to be shareholders of the Company.

3. More than one-half of the members of the Supervisory Board must permanently reside in Vietnam.

3. Where the term of office of members of the Supervisory Board expires simultaneously and new members have not yet been elected, the expired members shall continue to perform their rights and obligations until new members are elected and assume their duties.

#### **Article 5. Standards and Conditions for Members of the Supervisory Board**

1. Members of the Supervisory Board must satisfy the following standards and conditions:

a) Not falling under the subjects prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;

b) Having been trained in one of the following fields: economics, finance, accounting, auditing, law, business administration or another discipline suitable for the Company's business activities;

c) Not being persons having family relationships with the state capital representative at the Company, members of the Board of Directors, the General Director or other managers;

d) Not being managers of the Company; not necessarily being shareholders; and having worked at the Company for at least three (03) years;

đ) Not working in the accounting or finance department of the Company;

e) Not being members or employees of the audit organization approved to audit the Company's financial statements during the preceding three (03) years;

g) Satisfying other standards and conditions as prescribed by relevant laws.

2. In addition to the standards and conditions specified in Clause 1 of this Article, members of the Supervisory Board of a public company as prescribed at Point b, Clause 1, Article 88 of the Law on Enterprises must not be persons having family relationships with enterprise managers of the Company, representatives of enterprise capital or representatives of state capital at the Company.

#### **Article 6. Head of the Supervisory Board**

1. The Head of the Supervisory Board must hold at least a university degree in one of the following fields: economics, finance or accounting.

2. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; election, dismissal and removal shall be decided based on the majority principle.

3. Rights and obligations of the Head of the Supervisory Board:

3.1. To convene meetings of the Supervisory Board;

3.2. To request the Board of Directors, the General Director and other executives to provide relevant information at the request of the Supervisory Board;

3.3. To prepare and sign reports of the Supervisory Board after consulting the Board of Directors for submission to the General Meeting of Shareholders.

**Article 7. Nomination and Self-nomination of Members of the Supervisory Board**

1. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares shall have the right to nominate candidates to the Supervisory Board. The nomination process shall be conducted as follows:

a) Shareholders forming a group to nominate candidates to the Supervisory Board must notify attending shareholders of such grouping before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Supervisory Board, shareholders or groups of shareholders specified in this Clause may nominate one or more persons as candidates to the Supervisory Board in accordance with the decision of the General Meeting of Shareholders. Where the number of candidates nominated by shareholders or groups of shareholders is fewer than the number they are entitled to nominate under the decision of the General Meeting of Shareholders, the remaining candidates may be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

2. Where the number of candidates for the Supervisory Board through nomination and self-nomination remains insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Supervisory Board may introduce additional candidates or organize nominations in accordance with the Company Charter, the Internal Corporate Governance Regulations, and the Regulation on Operation of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

#### **Article 8. Election, Dismissal, and Removal of Members of the Supervisory Board**

1. The election, dismissal, and removal of members of the Supervisory Board shall fall under the authority of the General Meeting of Shareholders.

2. Voting for the election of members of the Supervisory Board shall be conducted by cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of Supervisory Board members to be elected, and shareholders may allocate all or part of their total votes to one or more candidates. Elected members of the Supervisory Board shall be determined based on votes from highest to lowest until the required number of members as prescribed in the Company Charter is reached. In the event that two or more candidates receive an equal number of votes for the



final position, a re-election shall be conducted among those candidates or selection shall be made according to criteria stipulated in the election regulations.

#### **Article 9. Cases of Dismissal and Removal of Members of the Supervisory Board**

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

- a) No longer satisfying the standards and conditions for being a member of the Supervisory Board as prescribed in Article 169 of the Law on Enterprises;
- b) Submission of a resignation letter which is accepted;
- c) Other cases as stipulated in the Company Charter.

2. The General Meeting of Shareholders shall remove a member of the Supervisory Board in the following cases:

- a) Failure to fulfill assigned duties and responsibilities;
- b) Failure to exercise rights and obligations continuously for six (06) months, except in cases of force majeure;
- c) Repeated or serious violations of obligations of Supervisory Board members under the Law on Enterprises and the Company Charter, whereby the Board of Directors shall convene a General Meeting of Shareholders to consider dismissing the incumbent Supervisory Board and electing a replacement Supervisory Board;
- d) Other cases under resolutions of the General Meeting of Shareholders.

#### **Article 10. Announcement of Election, Dismissal, and Removal of Members of the Supervisory Board**

1. Where candidates for the Supervisory Board have been identified, the Company must disclose information relating to such candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders may review the candidates before voting. Candidates for the Supervisory Board must provide written commitments regarding the truthfulness and accuracy of disclosed personal information and commit to

performing duties honestly, prudently, and in the best interests of the Company if elected as members of the Supervisory Board.

Information relating to candidates for the Supervisory Board must include:

- a) Full name, date of birth;
- b) Educational qualifications;
- c) Professional qualifications;
- d) Working history;
- dd) Companies in which the candidate currently holds positions as member of the Board of Directors or other managerial positions;
- e) Interests related to the Company and related parties of the Company;
- g) Name(s) of shareholder(s) or shareholder group(s) nominating the candidate (if any);
- h) The Company shall be responsible for disclosing information about companies in which the candidate holds managerial positions and interests related to the Company of the Supervisory Board candidate (if any).

2. Notification of the results of election, dismissal, and removal of members of the Supervisory Board shall comply with regulations on information disclosure.

### **Chapter III**

#### **RIGHTS, OBLIGATIONS AND RESPONSIBILITIES OF THE SUPERVISORY BOARD**

#### **Article 11. Rights, Obligations, and Responsibilities of the Supervisory Board**

1. The Supervisory Board shall supervise the Board of Directors, the General Director, and other managers in the management and operation of the Company.
2. To inspect the reasonableness, legality, honesty, and prudence in the management and operation of business activities; the consistency, systematic

nature, and appropriateness of accounting, statistical work, and preparation of financial statements.

3. To supervise the financial status of the Company and compliance with law in the activities of members of the Board of Directors, the General Director, and other managers.

4. To be responsible to shareholders for its supervisory activities.

5. To appraise the completeness, legality, and truthfulness of annual and semi-annual business performance reports and financial statements of the Company, reports evaluating the management activities of the Board of Directors, and to submit appraisal reports at the Annual General Meeting of Shareholders. To review contracts and transactions with related persons subject to approval by the Board of Directors or the General Meeting of Shareholders and make recommendations on contracts and transactions requiring such approval.

6. To review, inspect, and evaluate the effectiveness and efficiency of the Company's internal control system, internal audit, risk management, and early warning systems.

7. To ensure coordination with the Board of Directors, the General Director, and shareholders.

8. To examine accounting books, accounting records, and other documents of the Company, as well as management and operational activities of the Company whenever deemed necessary or pursuant to resolutions of the General Meeting of Shareholders or requests of shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises.

9. In the event of detecting any act in violation of the law or the Company Charter committed by a member of the Board of Directors, the General Director or other managers of the enterprise, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours, requesting the violator to cease the violation and implement remedial measures.

10. To report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

11. Upon request by a shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises, the Supervisory Board shall conduct an

inspection within seven (07) working days from the date of receipt of the request. Within fifteen (15) days from the completion of the inspection, the Supervisory Board must report on the matters requested for inspection to the Board of Directors and the requesting shareholder or group of shareholders. Such inspection by the Supervisory Board must not interfere with the normal operation of the Board of Directors or disrupt the management and business operations of the Company.

12. To have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide complete, accurate and timely information and documents relating to the management, administration and business operations of the Company.

13. To recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement and improve the organizational structure for management, supervision and operation of the Company's business activities.

14. To attend and participate in discussions at meetings of the General Meeting of Shareholders, meetings of the Board of Directors and other meetings of the Company.

15. To engage independent consultants from auditing firms to perform assigned duties, with consultancy expenses borne by the Company.

16. To prepare supervisory reports on the financial situation, operational efficiency, management, use and preservation of state capital; to recommend measures for risk management and improvement of enterprise operational efficiency; and to provide information serving supervision, evaluation and classification of enterprises in accordance with the laws on management of state capital.

17. The Supervisory Board may consult the Board of Directors before submitting reports, conclusions and recommendations to the General Meeting of Shareholders.

18. To propose and recommend to the General Meeting of Shareholders the approval of the list of approved auditing firms to audit the Company's financial statements; to decide on approved auditing firms to inspect the Company's



operations; and to dismiss approved auditors when deemed necessary.

19. To formulate and propose amendments and supplements to the Regulation on Operation of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

20. To report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

21. Upon detecting that a member of the Board of Directors or the General Director has violated Article 165 of the Law on Enterprises, the Supervisory Board must immediately notify the Board of Directors in writing, requesting the violator to cease the violation and take remedial measures.

22. To inspect specific matters relating to the management and operation of the Company at the request of shareholders.

23. To request the Board of Directors to convene an extraordinary General Meeting of Shareholders in accordance with Point d, Clause 1, Article 140 of the Law on Enterprises.

24. To replace the Board of Directors in convening a General Meeting of Shareholders within thirty (30) days in the event that the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.

25. To request the Chairman of the Board of Directors to convene a meeting of the Board of Directors in accordance with Point a, Clause 3, Article 157 of the Law on Enterprises.

26. To examine, extract and copy part or all of the declared contents of the List of Related Persons and Related Interests disclosed pursuant to Clauses 1 and 2, Article 164 of the Law on Enterprises.

27. To witness the Board of Directors in counting votes and preparing vote-counting minutes if requested by the Board of Directors in cases where shareholders' written opinions are collected to adopt resolutions of the General Meeting of

Shareholders in accordance with Clause 5, Article 149 of the Law on Enterprises.

28. The Head of the Supervisory Board shall preside over the election of the chairperson of the meeting by the General Meeting of Shareholders in cases where the Chairman is absent or temporarily unable to work and the remaining members of the Board of Directors fail to elect a chairperson. In such case, the person receiving the highest number of votes shall act as chairperson of the meeting (in accordance with Point a, Clause 2, Article 146 of the Law on Enterprises).

29. To perform other rights and obligations in accordance with the Law on Enterprises, the Company Charter and resolutions of the General Meeting of Shareholders.

#### **Article 12. Right to be Provided with Information of the Supervisory Board**

1. Documents and information must be sent to members of the Supervisory Board at the same time and in the same manner as those sent to members of the Board of Directors, including:

a) Notices of meetings, voting forms for members of the Board of Directors and accompanying documents;

b) Resolutions, decisions and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;

c) Reports of the General Director submitted to the Board of Directors or other documents issued by the Company.

2. Members of the Supervisory Board shall have the right to access dossiers and documents of the Company stored at the head office, branches and other locations; and shall have the right to visit the workplaces of managers and employees of the Company during working hours.

3. The Board of Directors, members of the Board of Directors, the Director or General Director and other managers must provide complete, accurate and timely information and documents relating to the management, administration and business operations of the Company at the request of members of the Supervisory Board or the Supervisory Board.

### **Article 13. Responsibilities of the Supervisory Board in Convening Extraordinary General Meetings of Shareholders**

1. The Supervisory Board shall be responsible for replacing the Board of Directors in convening a General Meeting of Shareholders within thirty (30) days in the event that the Board of Directors fails to convene the General Meeting of Shareholders in the following cases:

a) The remaining number of members of the Board of Directors or the Supervisory Board is fewer than the number prescribed by law;

b) At the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises;

c) Upon request by the Supervisory Board for convening an extraordinary General Meeting of Shareholders where the Board of Directors fails to do so.

2. In the event that the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed, the Supervisory Board must compensate the Company for any damages incurred.

3. Expenses for convening and conducting the General Meeting of Shareholders as prescribed in Clause 1 of this Article shall be borne by the Company.

## **Chapter IV**

### **MEETINGS OF THE SUPERVISORY BOARD**

#### **Article 14. Meetings of the Supervisory Board**

1. The Supervisory Board must hold at least two (02) meetings per year, and the number of members attending the meeting must be at least two-thirds (2/3) of the total members of the Supervisory Board.

2. The Supervisory Board shall have the right to request members of the Board of Directors, the General Director and representatives of approved auditing organizations to attend meetings and clarify issues requiring explanation.

#### **Article 15. Minutes of Meetings of the Supervisory Board**

Minutes of meetings of the Supervisory Board must be prepared in a detailed and clear manner. The minute-taker and members of the Supervisory Board attending the meeting must sign the meeting minutes. Minutes of meetings of the

Supervisory Board must be archived in order to determine the responsibilities of each member of the Supervisory Board.

## **CHAPTER V**

### **REPORTING AND DISCLOSURE OF INTERESTS**

#### **Article 16. Submission of Annual Reports**

1. Reports of the Supervisory Board at the Annual General Meeting of Shareholders shall include the following contents:

2. Reports on the Company's business performance and the operational results of the Board of Directors and the General Director for submission to the General Meeting of Shareholders for approval at the Annual General Meeting of Shareholders.

3. Self-assessment report on the performance results of the Supervisory Board and each member of the Supervisory Board.

4. Remuneration, operating expenses and other benefits of the Supervisory Board and each member of the Supervisory Board.

5. Summary of meetings of the Supervisory Board and conclusions and recommendations of the Supervisory Board; results of supervision over the Company's operational and financial situation.

6. Assessment report on transactions between the Company, subsidiaries, or other companies in which the Company holds more than fifty percent (50%) of the charter capital and members of the Board of Directors, the General Director and related persons of such members; transactions between the Company and companies in which members of the Board of Directors are founding members or enterprise managers within the most recent three (03) years prior to the transaction.

7. Results of supervision over the Board of Directors, the General Director and other executives of the enterprise.

8. Results of evaluation of coordination activities between the Supervisory Board, the Board of Directors, the General Director and shareholders.

9. Proposals and recommendations to the General Meeting of Shareholders for approval of the list of approved auditing firms to audit the Company's financial



statements; approved auditing organizations to inspect the Company's activities when deemed necessary.

#### **Article 17. Salary and Other Benefits**

1. Members of the Supervisory Board shall be entitled to salaries, remuneration, bonuses and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the total annual salaries, remuneration, bonuses, other benefits and operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for reasonable accommodation, travel and independent consulting service expenses. The total remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Supervisory Board shall be accounted for as business expenses of the Company in accordance with the laws on corporate income tax and other relevant regulations, and shall be separately stated in the Company's annual financial statements.

#### **Article 18. Disclosure of Related Interests**

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

a) Name, enterprise code number, head office address, business lines of enterprises in which they own or hold contributed capital or shares; the ratio and time of such ownership;

b) Name, enterprise code number, head office address, business lines of enterprises in which their related persons own, jointly own or separately own contributed capital or shares accounting for more than ten percent (10%) of the charter capital.

2. Declarations as prescribed in Clause 1 of this Article must be made within seven (07) working days from the date the related interest arises; any amendments or supplements must be notified to the Company within seven (07) working days from the date of such amendment or supplementation.

3. Members of the Supervisory Board and their related persons may only use information obtained through their positions for the benefit of the Company.

4. Members of the Supervisory Board are obliged to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, subsidiaries or other companies in which the Company holds more than fifty percent (50%) of the charter capital and members of the Supervisory Board or their related persons in accordance with law. For such transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on such resolutions in accordance with securities laws on information disclosure.

5. Members of the Supervisory Board and their related persons shall not use or disclose internal information to others for carrying out related transactions.

## **CHAPTER VI**

### **RELATIONSHIPS OF THE SUPERVISORY BOARD**

#### **Article 19. Relationship among Members of the Supervisory Board**

Members of the Supervisory Board shall maintain independent relationships, without dependence on one another, while coordinating and cooperating in common tasks to ensure effective performance of the responsibilities, rights and duties of the Supervisory Board in accordance with law and the Company Charter. The Head of the Supervisory Board shall coordinate the common activities of the Supervisory Board but shall not have the authority to dominate other members of the Supervisory Board.

#### **Article 20. Relationship with the Executive Board**

The Supervisory Board shall maintain an independent relationship with the Company's Executive Board and shall perform the function of supervising the activities of the Executive Board.

#### **Article 21. Relationship with the Board of Directors**

The Supervisory Board shall maintain an independent relationship with the

Company's Board of Directors and shall perform the function of supervising the activities of the Board of Directors.

## **CHAPTER VII**

### **IMPLEMENTATION PROVISIONS**

#### **Article 22. Effectiveness**

The Regulation on Operation of the Supervisory Board of Quang Ninh Clean Water Joint Stock Company consists of seven (07) Chapters and twenty-two (22) Articles and shall take effect from the date of issuance.

**ON BEHALF OF THE SB  
HEAD OF THE SB**

**Le Thi Tam**



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

*Ha Long City, date June 2026*

## PROPOSAL

**RE: Increasing the charter capital representing State Capital at the Company**

Dear: The 2026 Annual Annual Meeting of Shareholders

According to:

The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

The Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

The Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025;

Decree No. 366/2025/ND-CP dated December 31, 2025 on the management and investment of state capital in enterprises;

The Charter of Organization and Operation of Quang Ninh Clean Water Joint Stock Company approved on June 28, 2025 at the 2025 Annual General Meeting of Shareholders;

Resolution No. 1098-NQ/NK3-HDQT dated March 3, 2026 on the approval of the policy for supplementing state capital in Quang Ninh Clean Water Joint Stock Company;

Decision No. .../QD-UBND dated .../.../2026 of the Quang Ninh Provincial People's Committee on supplementing state capital in Quang Ninh Clean Water Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval in the following:

### **1. Enterprise Information and Current Capital Status**

**1. Enterprise name:** Quang Ninh Clean Water Joint Stock Company

**2. Enterprise Registration Certificate No.:** 5700100104 (initial registration on August 25, 2010; 15th amendment on July 14, 2025)

**3. Current charter capital:** VND 508,315,940,393, of which:

+ State capital: VND 488,805,940,393

+ Other shareholders: VND 19,510,000,000

**4. Current state capital ownership ratio:** 96.16%

**5. Representative agency of the state owner:** Quang Ninh Provincial People's Committee

### **2. Necessity of Additional State Capital**



The supplementation of state capital in the Company is necessary in order to:

- Fully and accurately recognize the value of assets formed from state capital sources;
- Comply with requirements on preservation and development of state capital;
- Complete legal documentation in accordance with inspection conclusions;
- Enhance financial transparency and the management capacity of state capital in the enterprise.

This supplementation does not constitute new investment from the state budget but represents an adjustment and completion of the state capital value corresponding to assets already formed and currently assigned to the Company for management.

- **Total additional state capital:** VND 200,138,756,310, including:
  - + Revaluation of assets upon equitization as recommended by the Provincial Inspectorate in Inspection Conclusion No. 21/KL-TTr dated August 9, 2022: VND 118,715,406,743;
  - + Investment projects forming fixed assets funded by the state budget as concluded in Inspection Conclusion No. 267/KL-TTr dated March 6, 2023 of the Ministry of Finance Inspectorate: VND 20,669,600,000;
  - + Urban clean water supply infrastructure projects funded by the state budget (25 projects with completed A-B finalization dossiers and capital settlement), invested by district/town/city People's Committees and handed over to the Company for management and operation: VND 60,753,749,567.

### **3. Charter Capital After Supplementation**

After the capital supplementation, the Company's charter capital will be adjusted as follows:

- + Current charter capital: VND 508,315,940,393
  - + Increase: VND 200,138,756,310
  - + Charter capital after increase: VND 708,454,696,703
- Of which:
- + State capital: VND 688,944,696,703
  - + Other shareholders: VND 19,510,000,000
  - + State capital ownership ratio after increase: 97.25%

### **4. Implementation Status of State Capital Supplementation**

- On March 4, 2026, the Company issued Document No. 495/PA-CTN to the Department of Finance regarding the plan for supplementation of state capital in Quang Ninh Clean Water Joint Stock Company.

- Up to now, the Department of Finance is advising and proposing to the Provincial People's Committee for consideration and decision.

- Upon receiving instructions from the Quang Ninh Provincial People's Committee (the representative agency of the state owner), the Company will implement subsequent steps in accordance with such directions and relevant regulations.

#### **5. Proposal to the General Meeting of Shareholders**

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval:

- Authorization for the Board of Directors to carry out necessary procedures to receive the additional capital, register amendments to the Enterprise Registration Certificate, update the charter capital, and complete other related legal procedures.

Sincerely./.

***Recipients:***

- As above;
- Member of BOD, Supervisory Board;
- Executive Board;
- Archive: Document management, BOD.

**ON BEHALF OF BOD  
CHAIR MAN**

**Vu Van Tuan**



QUANG NINH CLEAN WATER  
JOINT STOCK COMPANY  
No. 02/2026/NQ-ĐHĐCD

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ha Long, date June 2026

Draft

**RESOLUTION**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**QUANG NINH CLEAN WATER JOINT STOCK COMPANY**

According to:

The Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

The Charter on organization and operation of Quang Ninh Clean Water Joint Stock Company, adopted by vote at the 2026 Annual General Meeting of Shareholders on June 26, 2026;

The Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2025/BB-AGM; and the Vote Counting Minutes on the resolutions of the 2025 Annual General Meeting of Shareholders.

**THE GENERAL MEETING OF SHAREHOLDERS OF QUANG NINH  
CLEAN WATER JOINT STOCK COMPANY  
HEREBY RESOLVES:**

**Article 1.** Approval of the 2024 Business Performance Report and the 2025 Business Plan, with the following key indicators:

**1. Business performance in 2024**

No	Key indicators	Unit	Actual 2023	2025		Comparation	
				Plan	Actual	Compare to plan (%)	Compare to 2024 (%)
I. PRODUCTION INDICATORS							
1	Extracted tap water	1.000 m3	74.721	78.843	78.007	98,94%	104,40%
2	Water consumption volume	1.000 m3	66.833	69.610	70.277	100,96%	105,15%
3	Water loss rate	%	10,86%	10,28%	10,03%	-0,25%	-0,83%
4	Customer growth	households	9.411	9.000	9.189	102,1%	97,64%

II. FINANCIAL INDICATORS							
5	Total revenue	Million dong	814.471	855.192	880.509	102,96%	108,11%
6	Revenue from tap water	Million dong	780.597	815.096	832.736	102,16%	106,68%
7	Profit before tax	Million dong	71.058	76.697,5	80.561	105,04%	113.37%
8	Profit after tax	Million dong	56.814	61.358	65.020	105,97%	114,44%
9	Basic earnings per share (based on average charter capital)	Dong	1.118	1.207	1.279	72 (đồng)	161 (đồng)
10	Return on owner's equity (ROE)	%	11,18%	12,07%	12,79%	0,72%	1,61%
11	Dividend payment obligation to state-owned capital	%	2,87%	2,88%	4,5%	1,62%	1,63%
12	Average employee income	1000d/person/month	14.954	15.157	17.691	+2.534 (1000đ)	+2.737 (1000đ)

## 2. Business plan in 2025

NO	INDICATORS	UNIT	PLAN IN 2026	NOTE
<b>PRODUCTION INDICATORS</b>				
1	Extracted tap water	1.000 m3	82.890	
2	Water consumption volume	1.000 m3	72.385	
3	Water loss rate	%	9,86	
4	Customer growth	Households	9.150	
<b>FINANCIAL INDICATORS</b>				
5	Total revenue	Million dong	996.359	



NO	INDICATORS	UNIT	PLAN IN 2026	NOTE
6	Profit before tax	Million dong	73.187	
7	Profit after tax	Million dong	11,92	
8	Basic earnings per share (based on average charter capital)	%	6,5%	
9	Average employee income	1.000d/person/month	18.952	

**Article 2.** Approval of the 2025 Board of Directors (BOD) Report and 2026 Activity Orientation.

**Article 3.** Approval of the Supervisory Board (SB) Report on the 2025 Business Performance and management activities.

**Article 4.** Approval of the Supervisory Board's self-assessment report for 2025 and activity direction for 2026.

**Article 5.** Approval of the 2025 audited Financial Statement by VACO Auditing Co., Ltd. Key figures:

- Total assets:	1.231.469.450.969 dong.
- Owner's equity:	674.247.138.070 dong.
- Total revenue and other income:	880.509.169.602 dong.
- Profit before tax:	80.560.780.950 dong.
- Net profit after tax:	65.019.586.309 dong.
- Basic EPS:	1.279 dong.

**Article 6.** Approval of 2025 profit distribution plan and dividend payment:

NO	Indicators	Unit	Actual amount	Tỷ %
1	Profit for dividend distribution & fund allocations	dong	65.019.586.309	100
2	Fund allocations			
2.1	Development Investment Fund	dong	9.752.937.946	15
2.2	Bonus and Welfare Fund	dong	32.392.431.045	49,8
3	Dividend payment	dong	22.874.217.318	35,2
4	Dividend payout ratio	%	4,5	

- Allocation to the Bonus Fund at 40%: VND 32,392,431,045 × 40% = VND 12,956,972,418,

- Allocation to the Welfare Fund at 60%: VND 32,392,431,045 × 60% = VND 19,435,458,627.

**Dividend payment schedule:** Authorized to the BOD to decide based on the company's financial situation.

**Article 7.** Approval of remuneration for the BOD, Secretary and Supervisory Board for 2026:

**1. Board of Directors:**

- Total members: 07

- Remuneration:

+ Chairman: Full-time salary per company regulations + state capital rep. allowance: 9.850.000 VND/month

+ Members: Salary + allowance: 5.750.000 VND/person/month

**2. Supervisory Board:**

- Total members: 03

- Members receive salary per internal regulations

**3. Secretary:**

- Member: 01

- Salary per regulations + concurrent duty allowance: 3.850.000 VND/month

**Payment policy:** 80% paid monthly, 20% settled after annual financial close if business targets and legal obligations are met.

**Article 8.** Approval of list of 04 audit firms for 2025. Approval of the list of four audit firms:(1) AASC Auditing Firm Company Limited, headquartered at No. 01 Le Phung Hieu Street, Hoan Kiem District, Hanoi;(2) Vietnam Auditing and Valuation Company Limited, headquartered at the 11th Floor, Song Da Building, Lane 165 Cau Giay Street, Hanoi;(3) VACO Auditing Company Limited, headquartered at 12A Floor, 319 Corporation Building, No. 63 Le Van Luong Street, Trung Hoa Ward, Cau Giay District, Hanoi;(4) RSM Vietnam Auditing & Consulting Company Limited, headquartered at the 25th Floor, Tower A, Discovery Complex Building, 302 Cau Giay Street, Cau Giay District, Hanoi;and authorization for the Board of Directors to select one of the above four firms to audit the Company's Financial Statements for 2026.

**Article 9.** Approval of the Charter on Organization and Operation of Quang Ninh Clean Water Joint Stock Company.

**Article 10.** Approval of the Operating Regulations of the Board of Directors of the Company.

**Article 11.** Approval of the Internal Regulations on Corporate Governance of the Company.

**Article 12.** Approval of the Operating Regulations of the Supervisory Board of the Company.

**Article 13.** Approval of the report and policy on supplementing state capital in Quang Ninh Clean Water Joint Stock Company.

**Article 14. Implementation:**

The Annual General Meeting authorizes and assigns the BOD and Supervisory of the Company to organize and execute all contents of this Resolution in accordance with applicable laws and the Company Charter.

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

**Vu Van Tuan**