

**BEN TRE WATER SUPPLY
AND SEWERAGE JOINT
STOCK COMPANY**

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

Vinh Long, June 26, 2026

No.: 01/NQ-ĐHĐCĐ



**RESOLUTION
2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company**

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company (6th amended and supplemented version) approved by the General Meeting of Shareholders on June 26, 2021;
- Pursuant to the Minutes of the General Meeting of Shareholders No. 01/BB-ĐHĐCĐ dated June 26, 2026.

The 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company was held with the participation of 58 shareholders/authorized representatives, owning 28.700.716 shares, accounting for 97,62% of the Company's total voting shares.

After hearing the contents of the Proposals and the election results at the Meeting, the General Meeting discussed and voted to approve

RESOLVED:

Article 1: Unanimously approve the Reports and Proposals

- **Content 1:** Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026.

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 2:** Report 2025 Production and Business Results and Directions and tasks for production and business in 2026.

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 3:** Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026.

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 4:** Proposal Regarding the approval of the audited financial statements for 2025.

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 5:** Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan.

a. Regarding profit distribution and dividend rate for 2025:

No.	Content	Amount (VND)
1	Net profit after tax:	53.630.237.988
1.1	Net profit after tax in 2025	54.020.363.371
1.2	Reduction in net profit after tax in 2024 according to the State Audit	(390.125.383)
2	Distribution of net profit after tax:	53.630.237.988
2.1	Profit for dividend distribution (11% rate)	32.340.000.000
2.2	Allocation to Reward and Welfare Fund (3 months of actual salary in 2025), including:	8.973.367.920
	- Welfare Fund (40%)	3.589.347.168
	- Reward Fund (60%)	5.384.020.752
	+ <i>Reward Fund for Management Officers</i>	510.443.712
	+ <i>Reward Fund for employees</i>	4.873.577.040
2.3	Development Investment Fund	12.316.870.068

*** Implementation of dividend payment to shareholders:**

- The dividend rate for 2025 is 11%. 5% has been advanced in January 2026, and the remaining 6% will be paid with specific details as follows:

+ Record date: July 13, 2026.

+ Dividend payment start date: July 29, 2026.

+ For deposited securities: Shareholders shall complete the procedures for receiving dividends at the Depository Members (DMs) where their securities depository accounts are opened.

+ For undeposited securities: Shareholders shall complete the procedures for receiving dividends at the Accounting – Finance Department of Ben Tre Water Supply and Sewerage Joint Stock Company.

- Authorize the General Director to fully carry out all procedures for the payment of dividends to shareholders in accordance with regulations.

b. Regarding the profit distribution plan and dividend rate for 2026:

No.	Content	Amount (VND)
1	Net profit after tax:	46.100.000.000
2	Distribution of net profit after tax:	46.100.000.000
2.1	Profit for dividend distribution (10% rate)	29.400.000.000
2.2	Allocation to Reward and Welfare Fund (3 months of planned salary in 2026 x planned net profit 2026/actual net profit 2025), including:	8.400.000.000
	- Welfare Fund (40%)	3.360.000.000
	- Reward Fund (60%)	5.040.000.000
	+ <i>Reward Fund for Management Officers</i>	478.000.000
	+ <i>Reward Fund for employees</i>	4.562.000.000
2.3	Development Investment Fund	8.300.000.000

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 6:** Approve the Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025.

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 7:** Approve the Proposal Regarding the approval of the production and business plan for 2026.

No.	Indicator	Unit	2026 Plan
I	Business and production indicators		
1	Water production volume	m ³	27.561.330
2	Billed water volume	m ³	23.427.000
3	Total revenue	VND million	249.200
4	Total expenses	VND million	193.500

No.	Indicator	Unit	2026 Plan
5	Profit before tax	VND million	55.700
6	Net profit after tax	VND million	46.100
7	Budget contribution	VND million	50.543
7.1	<i>Payment of dividends on state-owned capital</i>	<i>VND million</i>	<i>20.698</i>
7.2	<i>Payment of taxes and fees</i>	<i>VND million</i>	<i>29.845</i>
8	Dividend rate on charter capital for the year	%	10%
9	Charter capital	VND million	294.000
II	Plans serving business and production activities in 2026		
1	Asset and material procurement plan	VND million	41.678
2	Capital construction investment plan	VND million	66.070

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 8:** Approve the Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025.

Voting approval rate: 28.687.591 shares, accounting for 99,95% of the total voting shares present at the meeting.

- **Content 9:** Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026.

Voting approval rate: 28.687.591 shares, accounting for 99,95% of the total voting shares present at the meeting.

- **Content 10:** Proposal Regarding the selection of the audit firm for the 2026 financial statements.

Propose selecting Viet Values Audit and Consulting Company Limited; Tax ID: 0315762788; Address: 2nd Floor, 33 Phan Van Khoe, Cho Lon Ward, Ho Chi Minh City to audit the 2026 financial statements.

Voting approval rate: 28.688.536 shares, accounting for 99,96% of the total voting shares present at the meeting.

- **Content 11:** Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the

election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term.

Voting approval rate: 28.700.716 shares, accounting for 100% of the total voting shares present at the meeting.

- **Content 12:** Proposal on the amendment and supplementation of the Company Charter, the Internal Regulations on Corporate Governance, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors.

Voting approval rate: 28.688.536 shares, accounting for 99,96% of the total voting shares present at the meeting.

Article 2. Approve the election results for the members of the Board of Directors for the 2025 – 2030 term, consisting of 05 members:

1. Mr. Tran Hung - elected as a member of the Board of Directors for the 2025 – 2030 term with 30.070.970 votes ; achieving a rate of 104,77%; holding the position of Chairperson of the Board of Directors for the 2025-2030 term.

2. Mr. Tran Thanh Binh - elected as a member of the Board of Directors for the 2025 – 2030 term with 29.826.160 votes; achieving a rate of 103,92%; holding the position of General Director of the Company for the 2025-2030 term.

3. Mr. Phan Thanh Binh - elected as a member of the Board of Directors for the 2025 – 2030 term with 29.726.550 votes ; achieving a rate of 103,57%.

4. Mr. Phan Dinh Tan - elected as a member of the Board of Directors for the 2025 – 2030 term with 27.268.245 votes ; achieving a rate of 95,01%.

5. Ms. Nguyen Thy Phuong - elected as a member of the Board of Directors for the 2025 – 2030 term with 26.603.255 votes ; achieving a rate of 92,69%.

Article 3. Approve the election results for the Board of Supervisors for the 2025 – 2030 term, consisting of 03 members:

1. Mr. Le Van Phong - elected to the Company's Board of Supervisors for the 2025 – 2030 term with 34.191.193 votes ; achieving a rate of 119,13%; holding the position of Head of the Board of Supervisors for the 2025-2030 term.

2. Ms. Pham Phi Hong - elected to the Company's Board of Supervisors for the 2025 – 2030 term with 32.700.225 votes; achieving a rate of 113,94%.

3. Ms. Tran Thi Bao Tram - elected to the Company's Board of Supervisors for the 2025 – 2030 term with 19.210.730 votes; achieving a rate of 66,93%.

Article 4. Organization of implementation of the Resolution.

This Resolution was approved in its entirety by the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company at the meeting.

The Board of Directors, the Board of Supervisors, and the Board of Management are responsible for directing and leading the implementation of this resolution according



to their functions, duties, and powers in accordance with the provisions of the law and the Company's Charter. The Board of Directors is responsible for reporting the results of the implementation of this Resolution to the General Meeting of Shareholders at the 2027 annual meeting. This Resolution takes effect from the date of signing./.

Recipients:

- Dear Shareholders (via the Company's website);
- BOD, BOS; Board of Management;
- SSC, HNX, Website;
- Filed at Secretary, Office.

**OBO GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**

Signed

Tran Hung



BEN TRE WATER SUPPLY AND
SEWERAGE JOINT STOCK
COMPANY
GENERAL MEETING OF
SHAREHOLDERS
ANNUAL 2026

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 01/BB-DHĐCĐ

Vinh Long, June 26, 2026



MINUTES
2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company

- Business name: Ben Tre Water Supply and Sewerage Joint Stock Company
- Head office address: No. 103, Nguyen Hue Street, An Hoi Ward, Vinh Long Province
- Time and location: The 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company opened at 13:30 on 26 June 2026 at the Hall (4th Floor), Diamond Stars Ben Tre Hotel; No. 140, Hung Vuong, An Hoi Ward, Vinh Long Province.

A- OPENING CEREMONY:

I. Introduction of guests, shareholders, and the Meeting Chair.

* Invited guests in attendance:

1. Mr. Nguyen Thanh Quang; Position: Deputy Head of Enterprise Development Division – Vinh Long Provincial People's Committee;
2. Mr. Nguyen Huu Toan; Position: Acting Head of the Civil Servants and Public Employees Division - Vinh Long Provincial People's Committee;
3. Mr. Pham Thai Ba Cong; Position: Deputy Head of the Infrastructure Management Division - Vinh Long Provincial Department of Finance

* Shareholder representatives/proxies attending the meeting: 58 representatives, representing 28.700.716 shares, accounting for 97,62% of the total voting shares of the Company.

B- MEETING PROCEEDINGS:

I. Post-opening procedures

1. Report on shareholder eligibility verification

Following the opening ceremony, Mr. Le Van Phong - Head of the Board of Supervisors, on behalf of the Shareholder Eligibility Verification Committee, reported the results of the verification of shareholder/representative eligibility to attend the meeting as follows:

As of 13:45 on 26 June 2026, there were 58 shareholders/authorized representatives present at the meeting, representing ownership of 28.700.716 shares, accounting for 97,62% of the total voting shares of the Company.

Pursuant to the Law on Enterprises and the Company's Charter, the Extraordinary General Meeting of Shareholders of the Company is eligible to proceed (with the Report on shareholder eligibility verification attached).

2. Introduction of the Presidium, Meeting Chair, Secretariat, and Vote Counting Committee at the meeting

*** Presidium:**

- Mr. Tran Hung - Chairman of the Board of Directors of the Company, Meeting Chair;

- Mr. Tran Thanh Binh - Member of the BOD, General Director of the Company;

- Mr. Phan Dinh Tan - Member of the BOD of the Company;

*** Meeting Secretariat:**

- Mr. Nguyen Trung Hieu – Person in charge of corporate governance and Secretary of the BOD;

- Ms. Le Tran Bao Tran – Staff of the Planning and General Affairs Department.

*** Vote Counting and Election Committee:**

- Mr.: Phan Thanh Nhan - Head of Committee;

- Mr.: Nguyen Duy Hien - member;

- Mr.: Pham Hong Huu - member;

- Mr.: Luong Minh Nghia - member;

- Mr.: Ho Lam Truong - member.

The meeting voted for approval with an agreement rate of 100%.

3. Approval of the Meeting Working Regulations (attached to the General Meeting Materials)

- The meeting voted for approval of 100%.



4. Approval of the 2026 Annual General Meeting of Shareholders agenda (attached to the General Meeting Materials).

- The meeting voted for approval of 100%.

II. Proposals presented at the meeting

1. Mr. Tran Hung – Chairman of the Board of Directors, presented the Report on the activities of the Board of Directors in 2025 and the operating orientations of the Board of Directors for 2026.
2. Mr. Tran Thanh Binh – General Director, presented the Report on the business performance in 2025 and the business plans and objectives for 2026.
3. Mr. Le Van Phong – Head of the Board of Supervisors, presented the Report on the activities of the Board of Supervisors in 2025 and the operational plan for 2026.
4. Ms. Vo Thi Thien Trang – Chief Accountant, presented the Proposal on the approval of the audited financial statements for 2025.
5. Ms. Vo Thi Thien Trang – Chief Accountant, presented the Proposal on the profit distribution for 2025 and the profit distribution plan for 2026.
6. Mr. Tran Thanh Binh – General Director, presented the Proposal on the approval of the supplementation and adjustment of the 2025 plan for procurement of assets and materials and capital construction investment.
7. Mr. Tran Thanh Binh – General Director, presented the Proposal on the approval of the 2026 business plan.
8. Mr. Phan Dinh Tan – Member of the Board of Directors, presented the Proposal on the approval of the remuneration and salary plan for the Company's managers in 2025 and the actual remuneration and salary paid to the Company's managers in 2025.
9. Mr. Phan Dinh Tan – Member of the Board of Directors, presented the Proposal on the approval of the remuneration and salary plan for the Company's managers in 2026.
10. Mr. Le Van Phong – Head of the Board of Supervisors, presented the Proposal on the selection of the auditing firm for the 2026 financial statements.
11. Mr. Tran Hung – Chairman of the Board of Directors, presented the Proposal on the dismissal of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of the Board of Directors and the Board of Supervisors for the 2025–2030 term.
12. Mr. Tran Thanh Binh – Member of the Board of Directors and General Director, presented the Proposal on the amendment and supplementation of the

Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors.

III. Discussion and voting on the presented Contents

The meeting had no further comments or additions and proceeded to vote to approve the following Contents:

1. Content 1: Report on the Activities of the Board of Directors in 2025 and the Operational Orientation of the Board of Directors for 2026

** Vote counting results:*

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 1 has been approved with a consensus result of 100% in favor.

2. Content 2: Report 2025 Production and Business Results and Directions and tasks for production and business in 2026

**Vote counting results:*

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.



+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 2 has been approved with a consensus result of 100% in favor.

3. Content 3: Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026

**** Vote counting results:***

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 3 has been approved with a consensus result of 100% in favor.

4. Content 4: Proposal Regarding the approval of the audited financial statements for 2025

**** Vote counting results:***

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstain: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.



- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 4 has been approved with a consensus result of 100 % in favor.

5. Content 5: Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan

a. Regarding profit distribution and dividend payout ratio for 2025:

No.	Content	Amount (VND)
1	Profit after tax:	53.630.237.988
1.1	Profit after tax in 2025	54.020.363.371
1.2	Reduction of profit after tax in 2024 according to the State Audit	(390.125.383)
2	Distribution of profit after tax:	53.630.237.988
2.1	Dividend payout (11%)	32.340.000.000
2.2	Allocation to Bonus and Welfare Fund (3 months of actual salary in 2025), in which:	8.973.367.920
	- Welfare Fund (40%)	3.589.347.168
	- Bonus Fund (60%)	5.384.020.752
	+ <i>Bonus Fund for Managers</i>	510.443.712
	+ <i>Bonus Fund for employees</i>	4.873.577.040
2.3	Development Investment Fund	12.316.870.068

*** Implementation of dividend payment to shareholders:**

- The dividend payout ratio for 2025 is 11%. An advance of 5% was made in January 2026, and the remaining 6% will be paid with the following specific details:

+ Record date: 13/7/2026

+ Dividend payment commencement date: 29/7/2026.

- For deposited securities: Shareholders shall complete the procedures for receiving dividends at the Depository Members (DMs) where their securities depository accounts are opened.

- For undeposited securities: Shareholders shall complete the procedures for receiving dividends at the Accounting – Finance Department of Ben Tre Water Supply and Sewerage Joint Stock Company.

- Authorize the General Director to fully carry out all procedures for the payment of dividends to shareholders in accordance with regulations.

b. Regarding the profit distribution plan and dividend payout ratio for 2026:

No.	Content	Amount (VND)
1	Profit after tax:	46.100.000.000
2	Distribution of profit after tax:	46.100.000.000
2.1	Dividend payout (10%)	29.400.000.000
2.2	Allocation to Bonus and Welfare Fund (3 months of planned salary in 2026 x planned profit after tax 2026/actual profit after tax 2025), in which:	8.400.000.000
	- Welfare Fund (40%)	3.360.000.000
	- Bonus Fund (60%)	5.040.000.000
	+ <i>Bonus Fund for Managers</i>	478.000.000
	+ <i>Bonus Fund for employees</i>	4.562.000.000
2.3	Development Investment Fund	8.300.000.000

*** Vote counting results:**

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 5 has been approved with a consensus result of 100 % in favor.

6. Content 6: Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025.

*** Vote counting results:**

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 6 has been approved with a consensus result of 100 % in favor.

7. Content 7: Proposal Regarding the approval of the production and business plan for 2026

No.	Indicator	Unit	2026 Plan
I	Business and production indicators		
1	Water production volume	m ³	27.561.330
2	Water billing volume	m ³	23.427.000
3	Total revenue	Million VND	249.200
4	Total expenses	Million VND	193.500
5	Profit before tax	Million VND	55.700
6	Profit after tax	Million VND	46.100
7	Budget contribution	Million VND	50.543

725
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AN
TNUC
TRE
VINH

No.	Indicator	Unit	2026 Plan
7.1	<i>Dividend payment for state capital</i>	<i>Million VND</i>	20.698
7.2	<i>Payment of taxes and fees</i>	<i>Million VND</i>	29.845
8	Dividend payout ratio on charter capital during the year	%	10%
9	Charter capital	Million VND	294.000
II	Plans for 2026 business and production activities		
1	Plan for procurement of assets and materials	Million VND	41.678
2	Capital construction investment plan	Million VND	66.070

*** Vote counting results:**

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

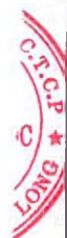
- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 7 has been approved with a consensus result of 100 % in favor.

8. Content 8: Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025.

*** Vote counting results:**

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:



+ Total ballots for: 56 ballots representing 28.687.591 voting shares, accounting for 99,95% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 02 ballots representing 13.125 voting shares, accounting for 0,05% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 8 has been approved with a consensus result of 99,95% in favor.

9. Content 9: Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026

**** Vote counting results:***

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 56 ballots representing 28.687.591 voting shares, accounting for 99,95% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 02 ballots representing 13.125 voting shares, accounting for 0,05% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 9 has been approved with a consensus result of 99,95 % in favor.

10. Content 10: Proposal on the Selection of the Auditing Firm for the 2026 Financial Statements.

Propose selecting Viet Values Audit and Consulting Company Limited; Tax ID: 0315762788; Address: 2nd Floor, 33 Phan Van Khoe, Cho Lon Ward, Ho Chi Minh City to continue auditing the 2025 financial statements.

*** *Vote counting results:***

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 57 ballots representing 28.688.536 voting shares, accounting for 99,96% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 01 ballots representing 12.180 voting shares, accounting for 0,04% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 10 has been approved with a consensus result of 99,96% in favor.

11. Content 11: Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term.

*** *Vote counting results:***

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total ballots abstaining: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 11 has been approved with a consensus result of 100 % in favor.



12. Content 12: Approve the Proposal on the Amendment and Supplementation of the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors.

*** *Vote counting results:***

- Total valid ballots: 58 ballots representing 28.700.716 voting shares, accounting for 100% of the total voting shares of shareholders attending the meeting, in which:

+ Total ballots for: 57 ballots representing 28.688.536 voting shares, accounting for 99,96% of the total voting shares of shareholders attending the meeting.

+ Total ballots against: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

+ Total abstentions: 01 ballots representing 12.180 voting shares, accounting for 0,04% of the total voting shares of shareholders attending the meeting.

- Total invalid ballots: 0 ballots representing 0 voting shares, accounting for 0% of the total voting shares of shareholders attending the meeting.

Thus, Content 12 has been approved with a consensus result of 99,96% in favor.

IV. The Meeting proceeds to elect members of the BOD and the Board of Supervisors

The Meeting heard and voted to approve the Regulations on nomination, candidacy, and election of members of the BOD and members of the Board of Supervisors for the 2025 – 2030 term at this Meeting and proceeded to cast ballots.

1. Results of the election of BOD members for the 2025 – 2030 term.

- Mr. Tran Hung was elected as a member of the Board of Directors for the 2025–2030 term with 30,070,970 votes, representing 104.77%.
- Mr. Tran Thanh Binh was elected as a member of the Board of Directors for the 2025–2030 term with 29,826,160 votes, representing 103.92%.
- Mr. Phan Thanh Binh was elected as a member of the Board of Directors for the 2025–2030 term with 29,726,550 votes, representing 103.57%.
- Mr. Phan Dinh Tan was elected as a member of the Board of Directors for the 2025–2030 term with 27,268,245 votes, representing 95.01%.

- Ms. Nguyen Thy Phuong was elected as a member of the Board of Directors for the 2025–2030 term with 26,603,255 votes, representing 92.69%.

(ballot counting minutes attached)

2. Results of the election of the Board of Supervisors for the 2025 – 2030 term

- Mr. Le Van Phong was elected to the Board of Supervisors of the Company for the 2025–2030 term with 34,191,193 votes, representing 119.13%.
 - Ms. Pham Phi Hong was elected to the Board of Supervisors of the Company for the 2025–2030 term with 32,700,225 votes, representing 113.94%.
 - Ms. Tran Thi Bao Tram was elected to the Board of Supervisors of the Company for the 2025–2030 term with 19,210,730 votes, representing 66.93%.
- (ballot counting minutes attached)

V. The Board of Directors meets to elect the Chairman of the BOD and the General Director of the Company; the Board of Supervisors meets to elect the Head of the Board of Supervisors for the 2025 – 2030 term

Results:

- Mr. Tran Hung – holds the position of Chairman of the BOD of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025 – 2030 term.
- Mr. Tran Thanh Binh – holds the position of General Director of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025 – 2030 term.
- Mr. Le Van Phong – holds the position of Head of the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025 – 2030 term.

(minutes of the meetings attached)

C- CONCLUSION OF THE MEETING

- The Meeting approved the Minutes of the 2026 Annual General Meeting of Shareholders with 100 % in favor; 0 against.
- The Meeting voted to approve the Resolution of the 2026 Annual General Meeting of Shareholders with an approval rate of 100%; 0 against.

The 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company concluded at 17:30 on June 26, 2026, after voting to approve the Meeting Resolution presented by the Chairman of the BOD.



These minutes consist of 12 pages, prepared in multiple copies to be sent to shareholders, the State Securities Commission, the Hanoi Stock Exchange, posted on the Company's website, and filed in the meeting records./.

SECRETARY
GENERAL MEETING OF
SHAREHOLDERS

Signed

Signed

Nguyen Trung Hieu - Le Tran Bao
Tran

CHAIRMAN
GENERAL MEETING OF
SHAREHOLDERS

Signed

Tran Hung



**BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY**

Head Office: 103 Nguyen Hue Street, An Hoi Ward, Vinh Long Province

Enterprise Registration Certificate No.: 1300107725



Vinh Long, June 05, 2026

**INVITATION LETTER
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company

The Board of Directors of the Company respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders (AGM) with the following details:

1. **Time:** 1:30 PM, June 26, 2026
2. **Venue:** Conference Hall (4th Floor), Diamond Stars Ben Tre Hotel; No. 140 Hung Vuong Street, An Hoi Ward, Vinh Long Province.
3. **Meeting Agenda:**

Documents for the 2026 Annual General Meeting of Shareholders will be published and updated (if any) on the Company's website at: www.capnuocbentre.vn from **June 5, 2026**.

4. Registration for Attendance:

To facilitate proper preparation, shareholders are kindly requested to register their attendance at Ben Tre Water Supply and Sewerage Joint Stock Company or send the Confirmation Letter to the address below (as stated in Section 6) before **June 20, 2026**.

5. Authorization to Attend the Meeting:

If shareholders authorize another person to attend the Meeting on their behalf, shareholders are requested to complete the Proxy Form for attendance at the Meeting or another form in accordance with civil law regulations and send the signed authorization letter to the address below before **June 20, 2026**, or present it upon the authorized representative's attendance at the Meeting.

(Note: The authorization letter must clearly state the name of the authorized individual or organization and the number of authorized shares. The authorization letter must be the original copy with original signatures. In case of authorization from an institutional shareholder, the authorization letter must bear the seal of the authorizing organization.)

6. Address for Correspondence and Support Contact:**Ben Tre Water Supply and Sewerage Joint Stock Company**

- Address: 103 Nguyen Hue Street, An Hoi Ward, Vinh Long Province.
- Telephone: 02753.825727 – Fax: 02753.827781.

(Contact person: Mr. Nguyen Trung Hieu – Position: Company Secretary – Mobile: 0919.240.240.)

7. Shareholders or authorized representatives attending the General Meeting are kindly requested to bring the following documents:

- Invitation Letter and Authorization Letter;
- Citizen Identification Card/Passport for individual shareholders or a valid copy of the Enterprise Registration Certificate for institutional shareholders.

Respectfully invited!

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

Signed

Tran Hung

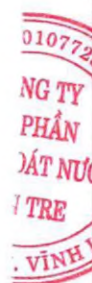


**AGENDA OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY
June 26, 2026**

Expected Time	Content	In charge of
13:30 to 13:45	<p>* Reception of shareholders and guests:</p> <ul style="list-style-type: none"> - Attending shareholders register with the Organizing Committee and receive documents. 	<ul style="list-style-type: none"> - Shareholders Credentials Committee - Organizing Committee
13:45 to 14:00	<p>* Opening of the Meeting:</p> <ul style="list-style-type: none"> - Report on the results of eligibility verification of shareholders attending the Meeting. - Approve the "Presidium, Secretariat, and Vote Counting Committee". - Approve the "Working Regulations and Agenda of the Meeting". 	<ul style="list-style-type: none"> - Organizing Committee - Credentials Committee - Organizing Committee - Presidium
14:00 to 15:30	<p>* Presentation on the contents of proposals for the General Meeting's opinions:</p> <ul style="list-style-type: none"> - Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026. - Report 2025 Production and Business Results and Directions and tasks for production and business in 2026. - Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026. - Proposal Regarding the approval of the audited financial statements for 2025. - Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan. - Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025. - Proposal Regarding the approval of the production and business plan for 2026. - Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025. - Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026. - Proposal Regarding the selection of the audit firm for the 2026 financial statements. - Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term. - Proposal Regarding the amendment and supplementation of the Company's Charter, the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the 	<ul style="list-style-type: none"> - Representative of the Presidium



Expected Time	Content	In charge of
	Board of Supervisors.	
15:30 to 15:40	<p>* The General Meeting gives opinions and votes:</p> <p>- The General Meeting discusses and contributes opinions on the contents of the above Proposals and proceeds with voting.</p>	General Meeting
15:40 to 15:50	<p>* Vote counting for voting:</p> <p>- Announce the results of the vote counting for voting.</p>	Vote Counting Committee
15:50 to 16:00	<p>* Election of the Board of Directors for the 2025 – 2030 term and election of the Board of Supervisors for the 2025 – 2030 term:</p> <p>- Approve the Regulations on nomination, candidacy, and election of the Board of Directors and election of the Board of Supervisors.</p> <p>- Announce the results of nomination and candidacy for members of the Board of Directors and the Board of Supervisors.</p> <p>- Approve the list of candidates running for election to the Board of Directors, Board of Supervisors.</p> <p>- The General Meeting proceeds to cast votes to elect the Board of Directors, Board of Supervisors.</p>	<p>- Representative of the Presidium</p> <p>- Vote Counting Committee</p>
16:00 to 16:10	<p>* The Vote Counting Committee counts the election votes:</p> <p>The General Meeting takes a break</p>	Vote Counting Committee
16:10 to 16:20	<p>* Announce election results:</p> <p>- Announce election results for the Board of Directors, Board of Supervisors.</p> <p>- The Board of Directors, the Board of Supervisors introduce themselves to the General Meeting.</p>	Vote Counting Committee Board of Directors, Board of Supervisors
16:20 to 16:40	<p>* Election of the Chairman of the Board of Directors, election of the Head of the Board of Supervisors:</p> <p>- The Board of Directors holds its first meeting to elect the Chairman of the Board of Directors for the 2025 - 2030 term.</p> <p>- The Board of Supervisors holds its first meeting to elect the Head of the Supervisory Board for the 2025 - 2030 term.</p>	Board of Directors, Board of Supervisors
16:40 to 16:50	<p>* Announce results of the election of the Chairman of the Board of Directors, election of the Head of the Board of Supervisors:</p> <p>- The Chairman of the Board of Directors delivers a speech before the General Meeting.</p>	<p>- Vote Counting Committee</p> <p>- Chairman of the Board of Directors</p>



Expected Time	Content	In charge of
16:50 to 17:00	<p><i>* Approve the Minutes and Resolutions, conclude the General Meeting:</i></p> <ul style="list-style-type: none"> - The Secretary presents the Minutes of the General Meeting. - The Chairperson presents the Resolution of the General Meeting. - The General Meeting votes to approve the Minutes and Resolution of the General Meeting. - The Chairperson declares the closing of the General Meeting. 	<ul style="list-style-type: none"> - Secretary of the General Meeting - Chairperson of the General Meeting
	Closing of the General Meeting	





Vĩnh Long, June 26, 2026

WORKING REGULATIONS
2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Law No. 76/2025/QH15 passed by the XV National Assembly of the Socialist Republic of Vietnam on June 17, 2025 (Law amending and supplementing a number of articles of the Law on Enterprises);
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, and accompanying sub-law documents;
- Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;
- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;
- Current Internal Regulations on Corporate Governance of Ben Tre Water Supply and Sewerage Joint Stock Company;
- To ensure the success of the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company, the Board of Directors hereby establishes the regulations, principles of conduct, and voting procedures at the General Meeting for the General Meeting of Shareholders to approve as follows:

I. PURPOSE

- To ensure that the sequence, principles of conduct, and voting at the Extraordinary General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company are conducted in accordance with regulations.
- The contents of the Resolutions of the General Meeting of Shareholders shall reflect the unified opinion of the General Meeting of Shareholders, meet the aspirations and interests of shareholders, and comply with the law.

II. SUBJECTS AND SCOPE

- Subjects: All shareholders, representatives (authorized persons) of shareholders currently owning shares of Ben Tre Water Supply and Sewerage

Joint Stock Company, and guests attending the Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company must abide by and comply with the provisions of these Regulations, the Company Charter, and current legal regulations.

- Scope of application: These Regulations are used for the organization of the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company.

III. DEFINITION OF TERMS/ABBREVIATIONS

- Company : Ben Tre Water Supply and Sewerage Joint Stock Company
- BOD : Board of Directors
- BKS : Board of Supervisors
- OC : General Meeting Organizing Committee
- GMS : Annual General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)
- General Meeting : General Meeting of Shareholders meeting

IV. CONTENT OF THE REGULATIONS

1. Conditions for conducting the General Meeting of Shareholders

- The GMS shall be conducted when the number of delegates attending represents over 50% of the total voting rights.

- In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1, Article 19 of the Company Charter, the notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second GMS meeting shall be conducted when the number of shareholders attending represents 33% or more of the total voting rights.

- In case the second meeting is not conducted as prescribed in Clause 2, Article 19 of the Company Charter, the notice for the third meeting shall be sent within 20 days from the intended date of the second meeting. The third GMS meeting shall be conducted regardless of the total voting rights of the shareholders attending.

2. Conditions for shareholders to attend the General Meeting

Shareholders with voting rights of the Company according to the list finalized as of the end of **June 01, 2026**, have the right to attend the GMS; they may attend in person or authorize their representatives to attend. In case there is



more than one authorized representative as prescribed by law, the specific number of shares for each representative must be determined.

3. Guests at the General Meeting

- These are management positions of the Company, guests, and members of the Organizing Committee of the General Meeting who are not shareholders of the Company but are invited to attend the General Meeting.

- Guests shall not participate in discussions at the General Meeting (except in cases where they are invited by the Chairperson of the General Meeting, or have registered in advance with the Organizing Committee and received the consent of the Chairperson of the General Meeting).

4. Delegates attending the General Meeting must comply with

- Punctuality, polite and formal attire, compliance with security checks (if any), identification documents, etc., as requested by the Organizing Committee of the General Meeting.

- Receive documents and papers serving the General Meeting at the reception desk in front of the General Meeting hall.

- Shareholders arriving late have the right to register immediately, and subsequently have the right to participate and vote at the General Meeting. The Chairperson is not responsible for stopping the General Meeting to allow late-arriving shareholders to register; the voting results for issues already voted upon before the delegate arrived shall not be affected.

- Keep mobile phones in vibration or silent mode; when necessary, delegates may conduct conversations outside the meeting hall.

- Comply with the regulations of the Organizing Committee and the Chairperson presiding over the General Meeting.

- In case a delegate does not comply with the regulations on inspection or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or invite the aforementioned delegate to leave the venue of the General Meeting to ensure that the General Meeting takes place normally according to the planned program.

5. Chairperson of the General Meeting and the Presidium

- The Presidium consists of the Chairperson and members.

- The Chairman of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the GMS meeting convened by the Board of Directors;

- In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the

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Chairperson of the meeting by majority rule. In case a Chairperson cannot be elected, the Head of the Board of Supervisors shall preside so that the GMS can elect a Chairperson of the meeting from among those present, and the person with the highest number of votes shall act as the Chairperson of the meeting;

- The Chairperson has the right to implement necessary measures to conduct the meeting in a reasonable and orderly manner, in accordance with the approved program, and reflecting the wishes of the majority of those present.

- The Chairperson has the right to postpone the GMS meeting that has sufficient registered attendees for a maximum of 03 working days from the intended opening date and may only postpone the meeting or change the meeting location in accordance with the provisions of Clause 8, Article 146 of the Law on Enterprises.

- Duties of the Presidium:

- + Direct the activities of the Company's GMS according to the program approved by the GMS;

- + Guide the delegates and the General Meeting to discuss the contents included in the program;

- + Present drafts and conclude on necessary issues for the General Meeting to vote on;

- + Respond to issues requested by the General Meeting;

- + Resolve issues arising during the General Meeting.

- Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and majority decision-making.

6. Secretary of the General Meeting

- The Chairperson shall appoint one or more persons to act as meeting secretary.

- Duties and powers:

- + Record the content of the General Meeting fully and honestly;

- + Receive registration ballots for speeches from delegates;

- + Prepare the meeting minutes and draft the Resolution of the General Meeting of Shareholders;

- + Assist the Chairperson in disclosing information related to the GMS meeting and notifying shareholders in accordance with the law and the Company Charter.

- + Other tasks as requested by the Chairperson.



7. Vote Counting Committee

- The General Meeting of Shareholders shall elect one or more persons to the Vote Counting Committee upon the proposal of the Chairperson. Candidates participating in the election or nomination (during the voting process) shall not be members of the Vote Counting Committee.

- Duties of the Vote Counting Committee:

+ Disseminate principles, regulations, and instructions on how to vote and elect.

+ Review and report to the General Meeting on cases of violation of voting or election regulations, or complaints regarding voting or election results;

+ Check and record voting ballots and election ballots, prepare the vote counting minutes, and announce the results; transfer the minutes to the Chairperson.

8. Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee of the General Meeting consists of 03 people, including 01 Head and 02 members, introduced to the General Meeting by the Chairperson.

- Duties of the Delegate Eligibility Verification Committee:

+ Verify the eligibility and status of shareholders and shareholder representatives attending the meeting.

+ The Head of the Delegate Eligibility Verification Committee shall report to the GMS on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend representing over 50% of the total voting rights, the Company's GMS meeting shall be conducted.

9. Speeches at the General Meeting

- Delegates attending the General Meeting who wish to speak must obtain the consent of the Chairperson of the General Meeting. Delegates shall speak concisely and focus on the key issues to be discussed, in accordance with the program content approved by the General Meeting, or submit their opinions in writing to the Secretary of the General Meeting for consolidation and reporting to the Chairperson.

- The Chairperson of the General Meeting shall arrange for delegates to speak in the order of registration, and simultaneously answer shareholders' questions at the General Meeting or record them for written response later.



10. Voting to approve issues at the General Meeting

10.1. Principles

- All issues in the program and meeting content of the General Meeting shall be discussed and voted on publicly by the General Meeting of Shareholders.

- The **Voting Card**, **Voting Ballot**, and **Election Ballot** shall be printed by the Company, stamped with the company seal, and distributed directly to delegates at the General Meeting (enclosed with the GMS meeting document set). The **Voting Card**, **Voting Ballot**, and **Election Ballot** shall clearly state the delegate's code, full name, number of shares owned, and authorized voting rights of that delegate.

- The Chairperson shall propose voting methods for each issue in the agenda for the General Meeting to approve.

- The voting methods are as follows:

+ Voting by raising the **Voting Card**: this method is used to approve issues such as: General Meeting Agenda; Working Regulations at the General Meeting; Election Regulations; Presidium personnel; Vote Counting Committee personnel; approval of the General Meeting Minutes, General Meeting Resolution, and other contents at the General Meeting (if any);

+ Voting by filling out the **Voting Ballot**: this method is used to approve issues: approval of the contents of reports and Proposals at the General Meeting.

10.2. Voting methods

- Delegates shall cast their votes to Approve, Disapprove, or Abstain on an issue brought to a vote at the General Meeting by raising their Voting Card or filling out the selection options on the Voting Ballot corresponding to the contents requiring a vote as stipulated in Section 10.1.

- When voting by raising the Voting Card, the front of the Voting Card must be held high, facing the Presidium. In case a delegate does not raise the Voting Card during all three rounds of voting (Approve, Disapprove, or Abstain) for an issue, it shall be considered an approval of that issue. In case a delegate raises the Voting Card more than one (01) time when voting Approve, Disapprove, or Abstain for an issue, it shall be considered an invalid vote. Under the method of voting by raising the Voting Card, a member of the Delegate Eligibility Verification Committee/Vote Counting Committee shall mark the delegate code and the corresponding number of voting shares of each shareholder for Approve, Disapprove, Abstain, and Invalid.

- When voting by filling out the Voting Ballot, for each content, the delegate shall select one of the three options "Approve", "Disapprove", "Abstain" printed on the Voting Ballot by marking an "X" or "✓" in the chosen box. After

completing all contents requiring a vote at the General Meeting, the delegate shall submit the Voting Ballot into the sealed ballot box at the General Meeting according to the instructions of the Vote Counting Committee. The Voting Ballot must be signed and clearly state the full name of the delegate.

10.3. Validity of the Voting Ballot

- **A valid Voting Ballot** is a ballot according to the pre-printed template issued by the General Meeting Organizing Committee, bearing the red seal of the Company, without erasures, scraping, tearing, damage, etc., with no content written other than what is prescribed for this ballot, and must be signed, with the delegate's full handwritten name below the signature.

On the voting ballot, the voting content (Report, Proposal) is valid when the delegate marks one (01) of the three (03) voting squares.

- **An invalid Voting Ballot** is a ballot with additional content written on it; a Voting Ballot not according to the pre-printed template issued by the General Meeting Organizing Committee, a ballot without the Company's red seal, or one that has been erased, scraped, or has content written other than what is prescribed for the voting ballot, or a ballot without a signature or the delegate's full name; in such cases, all voting contents on the voting ballot are invalid.

10.4. Voting rules

- Every 01 (one) ordinary share is equivalent to one voting right. Each attending delegate representing one or more voting rights shall be issued a **Voting Card** and a **Voting Ballot**.

- As of the shareholder list closing date (**June 01, 2026**), the total number of voting shares of the Company is: 29.400.000 shares, equivalent to 29.400.000 voting rights.

- Issues requiring a vote at the General Meeting shall only be approved when approved by shareholders owning over 50% of the total voting shares of all shareholders attending the meeting.

10.5. Recording voting/election results

- At the General Meeting, the General Meeting of Shareholders shall approve the Vote Counting Committee.

- The Vote Counting Committee is responsible for collecting voting ballots and election ballots.

- The Vote Counting Committee shall verify the number of Approve, Disapprove, and Abstain votes for each content and is responsible for recording, tallying, and reporting the results of the vote counting at the GMS.

11. Election of the Board of Directors and Board of Supervisors

The election of members of the BOD and members of the Board of Supervisors must be conducted in accordance with the Election Regulations for members of the BOD and members of the Board of Supervisors and must be approved by the General Meeting of Shareholders at the meeting.

12. Minutes and Resolution of the Extraordinary General Meeting of Shareholders

All contents at the GMS must be recorded by the Meeting Secretary in the GMS meeting minutes. The GMS meeting minutes must be read and approved before the closing of the General Meeting.

V. IMPLEMENTATION

- All delegates, representatives, and guests attending the General Meeting are responsible for fully complying with the contents stipulated in these Regulations, the current regulations, internal rules, and management regulations of the Company, and relevant legal provisions.

- The convener of the GMS has the right to:

+ Require all attendees to undergo security checks or other security measures;

+ Request competent authorities to maintain order at the meeting; invite those who do not comply with the Chairperson's authority, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security check requirements to leave the GMS meeting.

- Matters not detailed in these regulations shall be uniformly applied in accordance with the Company Charter, the 2020 Law on Enterprises, and current legal documents of the State.

These Regulations shall take effect immediately after being approved by the Company's GMS./.

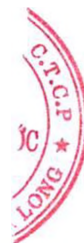
**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Recipients:

- GMS;
- Members of the BOD, Board of Management, Board of Supervisors;
- Archived: Admin Office, Secretary.

Signed

Trần Hùng





Vinh Long, June 26, 2026

REGULATION

Nomination, candidacy, and election

**Board of Directors and Board of Supervisors for the 2025 – 2030 term
Ben Tre Water Supply and Sewerage Joint Stock Company**

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Law No. 76/2025/QH15 passed by the XV National Assembly of the Socialist Republic of Vietnam on June 17, 2025 (Law amending and supplementing a number of articles of the Law on Enterprises);
- Law on Securities No. 54/2019/QH14 dated November 26, 2019 and accompanying sub-law documents;
- Pursuant to Decree 155/2020/NĐ-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;
- The current Internal Regulations on Corporate Governance of Ben Tre Water Supply and Sewerage Joint Stock Company;

The Vote Counting Committee of the Meeting hereby announces the Regulations on nomination, candidacy, and election of the Board of Directors and Board of Supervisors for the 2025 - 2030 term at the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company as follows:

I. DEFINITIONS/ABBREVIATIONS

- Company : Ben Tre Water Supply and Sewerage Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee of the Meeting
- GMS : Extraordinary General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)
- Meeting : General Meeting of Shareholders

II. CHAIR OF THE MEETING

The Chair of the meeting shall be responsible for presiding over the election, specifically including:

- Introducing the list of nominations and candidacies for the Board of Directors and the Board of Supervisors;
- Supervising the voting and vote counting;
- Resolving complaints regarding the election (if any).

III. REGULATIONS ON NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS

- Number of members of the Board of Directors: 05 persons
- Term: 2025 – 2030
- Maximum number of candidates for the Board of Directors: unlimited

1. Right to nominate and stand for election to the Board of Directors (pursuant to Article 25 of the Company Charter)

- Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares is entitled to nominate one (01) candidate; from 10% to less than 30% is entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% is entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% is entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% is entitled to nominate a maximum of five (05) candidates; from 60% or more is entitled to nominate the full number of candidates.

Nominated candidates must fully meet the standards set forth in Section 2 below.

- In the event that the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism stipulated by the Company in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors.

2. Standards for candidates for the Board of Directors (pursuant to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/NĐ-CP)

Candidates for the Board of Directors must fully meet the following standards and conditions:

- Possess full civil act capacity, and are not subject to the prohibition on managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;

- Possess professional qualifications and experience in business administration or in the Company's business fields, sectors, or trades, and are not necessarily shareholders of the Company;

- Must not be a related person (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological younger sibling, brother-in-law, younger brother-in-law, sister-in-law, younger sister-in-law, wife's biological brother, husband's biological brother, wife's biological sister, husband's biological sister, wife's biological younger sibling, husband's biological younger sibling) of the General Director and other managers of the Company.

- A member of the Board of Directors of the Company may only simultaneously serve as a member of the Board of Directors of a maximum of 05 other companies.

IV. REGULATIONS ON NOMINATION AND CANDIDACY FOR THE BOARD OF SUPERVISORS

- Number of members of the Board of Supervisors: 03 persons
- Term: 2025 – 2030
- Maximum number of candidates for the Board of Supervisors: unlimited.

1. Right to nominate and stand for election *(pursuant to Article 37 of the Company Charter)*

- Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding from 5% to less than 30% of the total voting shares is entitled to nominate one (01) candidate; from 30% to less than 50% is entitled to nominate a maximum of two (02) candidates; from 50% or more is entitled to nominate the full number of candidates.

- Nominated candidates must fully meet the standards set forth in Section 2 below.

- In the event that the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations according to a mechanism stipulated by the Company in the Internal Regulations

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on Corporate Governance and the Operating Regulations of the Board of Supervisors.

2. Standards for candidates for the Board of Supervisors (*pursuant to Clause 1, Article 169 of the Law on Enterprises 59/2020/QH14; Article 286 of Decree No. 155/2020/NĐ-CP*).

Candidates for the Board of Supervisors must fully meet the following standards and conditions:

- Possess full civil act capacity and are not subject to the prohibition on establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;

- Have been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the enterprise's business activities;

- Must not be a related person (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological younger sibling, brother-in-law, younger brother-in-law, sister-in-law, younger sister-in-law, wife's biological brother, husband's biological brother, wife's biological sister, husband's biological sister, wife's biological younger sibling, husband's biological younger sibling) of a member of the Board of Directors, the Director or General Director, and other managers;

- Must not be a manager of the Company; is not necessarily a shareholder or employee of the Company;

- Must not work in the accounting or finance department of the Company;

- Must not be a member or employee of an audit organization approved to audit the company's financial statements in the 03 consecutive years prior.

- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

V. ELECTION PRINCIPLES

- Implement in accordance with the provisions of the law and the Company Charter.

- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the voting shares of shareholders attending the meeting.



- For each election, a shareholder delegate may only use one ballot corresponding to the number of shares owned or represented.

- The Vote Counting Committee is nominated by the Presidium and approved by the meeting. Members of the Vote Counting Committee must not be named in the list of nominations and candidacies for the Board of Directors or the Board of Supervisors.

VI. ELECTION METHOD

- The list of candidates for the Board of Directors and the Board of Supervisors is arranged in alphabetical order by name, with the full name written on the ballot.

- Election method: *(Pursuant to Clause 3, Article 148 of the Law on Enterprises 2020)*

+ Implement the cumulative voting method: whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors.

+ Attending delegates have the right to allocate their total votes to one or several candidates.

+ Each shareholder attending the meeting is issued one ballot for the Board of Directors and one ballot for the Board of Supervisors. Upon receiving the ballot, the delegate must check the information recorded on the ballot; if there are any errors, they must immediately notify the Vote Counting Committee.

+ In the event that additional candidates arise on the day of the meeting, the delegate may contact the Vote Counting Committee to request a new ballot and must return the old one (before casting it into the ballot box).

+ How to fill out the Ballot:

* Delegates vote for a number of candidates equal to the maximum number of members to be elected;

* If voting by allocating all votes to one candidate or dividing all votes equally among candidates, the delegate marks the "Cumulative voting" box for the corresponding candidates.

* If voting with an unequal number of votes for each candidate, the delegate clearly writes the number of votes in the "Number of votes" box for the corresponding candidates.



Note: In the event that a delegate marks the “Cumulative voting” box and also enters a quantity in the “Number of votes” box, the result shall be based on the quantity in the “Number of votes” box.

- Election Ballots shall be cast into the ballot box that has been sealed before the vote counting process begins.

- Valid election ballot: is a ballot according to the pre-printed template issued by the organizing committee, bearing the red seal of the Company, without erasures, scraping, corrections, or any content written other than what is prescribed for the ballot.

- The following election ballots shall be considered invalid:

+ Writing other content on the election ballot;

+ Election Ballots not according to the pre-printed template issued by the organizing committee, election ballots without the Company's red seal, or election ballots that have been erased, scraped, corrected, or have content written other than what is prescribed for the election ballot;

+ The number of candidates that the delegate votes for is greater than the number of members to be elected;

+ Election Ballots where the total number of votes for candidates by the delegates is greater than the total number of votes allowed to be cast;

+ Lacking the signature and full name of the attending delegate.

- After the voting concludes, the vote counting shall be conducted under the supervision of the Vote Counting Committee and shareholder representatives (if necessary).

- The Vote Counting Committee shall be responsible for preparing the vote counting minutes, announcing the results, and, together with the Presidium, resolving any inquiries or complaints from shareholders (if any).

- After counting, the election ballots shall be stored in accordance with regulations and opened upon the request of the Company's General Meeting of Shareholders.

VII. PRINCIPLES FOR ELECTION AND SELECTION OF CANDIDATES

- The elected candidates shall be determined based on the number of votes received, in descending order, starting from the candidate with the highest number of votes until the required number of members is reached.

- In the event that two (02) or more candidates receive the same number of votes for the final position, a re-election shall be conducted among the candidates with the tied number of votes.

- If the first round of voting does not yield the required number of members, voting shall continue until the required number of members is elected.

VIII. DOCUMENTATION FOR NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

(Forms have been posted on the website of Ben Tre Water Supply and Sewerage Joint Stock Company at: www.capnuocbentre.vn)

Documentation for candidacy and nomination for the Board of Directors and Board of Supervisors includes:

- Application for candidacy/nomination for the Board of Directors and Board of Supervisors *(as per the form)*.

- Curriculum Vitae *(as per the form)*.

- Certified copies of the following documents: ID Card/Citizen Identity Card/Passport.

- Certificates of educational and professional qualifications *(if any)*.

- Documents confirming the ownership ratio of the shareholder/group of shareholders satisfying the conditions for candidacy and nomination as prescribed by this Regulation.

Persons nominating candidates for the Board of Directors and Board of Supervisors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content in their dossiers.

Dossiers shall be sent to Ben Tre Water Supply and Sewerage Joint Stock Company **before 3:00 PM on June 20, 2026**, to the following address:

Ben Tre Water Supply and Sewerage Joint Stock Company

Address: 103 Nguyen Hue, An Hoi Ward, Vinh Long Province

Telephone: (0275) 3825727 Fax: (0275) 3827781

(Contact: Mr. Nguyen Trung Hieu – Phone: 0919.240.240)

The above is the entire regulation on nomination and candidacy for the Board of Directors and Board of Supervisors at the 2026 Annual General Meeting of Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.



This Regulation shall take effect immediately after being approved by the General Meeting of Shareholders./.

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

Recipients:

- GMS;
- Members of the BOD, Board of General Directors, Board of Supervisors;
- Archived: Admin Office, Secretary.

Signed

Tran Hung





REPORT

**Performance of the Board of Directors in 2025 and
Operational orientation of the Board of Directors for 2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company (6th amended and supplemented version) approved by the General Meeting of Shareholders on June 26, 2021;
- Pursuant to Resolution No. 01/NQ-GMS dated June 27, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the 2025 business operations results and the audited 2025 financial statements;

The Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company hereby reports to the 2026 Annual General Meeting of Shareholders on the performance of the Board of Directors in 2025 as follows:

I. General Information

1. Overview

- Company name: Ben Tre Water Supply and Sewerage Joint Stock Company
- Abbreviation: BEWACO
- Stock code: NBT
- Upcom exchange.
- Address: No. 103, Nguyen Hue, An Hoi Ward, Vinh Long Province
- Phone number: (0275) 3825727
- Fax number: (0275) 3827781
- Website: www.capnuocbentre.vn
- Business Registration Certificate: 1300107725
- Charter capital: 294.000.000.000 VND; number of shares: 29.400.000 shares; par value per share is 10.000 VND/share
- Charter capital structure as of December 31, 2025:
 - + State capital: 188.160.000.000 VND, accounting for 64%
 - + Shareholder capital: 105.840.000.000 VND, accounting for 36%.

2. Business lines

Production and distribution of clean water; Production and trading of bottled drinking water; Civil engineering construction; industrial construction, installation, water supply and drainage for works, technical infrastructure for residential areas and industrial zones; Mechanical processing and products for the water and construction industries; Production and trading of specialized water supply and drainage materials; Repair and calibration of cold water meters; Specialized water supply and drainage construction and installation; Wastewater drainage, dredging, and sewer cleaning; Drainage and wastewater treatment services; Consulting services for design, supervision, and specialized water supply and drainage works; Investment consulting for construction, project management, preparation of techno-economic reports, construction investment project formulation, surveying, design-cost estimation, and supervision of water supply and drainage works.

3. Governance structure

- General Meeting of Shareholders.
- Board of Directors.
- Board of Supervisors.
- General Director.
- The legal representative is the Chairman of the Board of Directors.

II. Activities of the Board of Directors (BoD) in 2025

1. Members and structure of the Board of Directors

The Board of Directors in 2025 consisted of the following members:

No.	Full Name	Position	Voting share ownership ratio
01	Tran Hung	Chairman of the Board of Directors (appointed Chairman of the Board of Directors from January 01, 2023)	Personal ownership: 7.770 (0,026%)
			State capital representative: 14.994.000 (51%) from January 01, 2023.
02	Tran Thanh Binh	Member of the Board of Directors - General Director	Personal ownership: 6.300 (0,021%)
			State capital representative: 3.822.000 (13%) from January 01, 2023
03	Phan Dinh Tan	Member of the	Representative of major shareholder Hoan

No.	Full Name	Position	Voting share ownership ratio
		Board of Directors	Cau Co., Ltd.: 4.410.000 (15%)
04	Phan Thanh Binh	Member of the Board of Directors - Deputy General Director	Personal ownership: 1.365 (0,005%)
05	Nguyen Thy Phuong	Member of the Board of Directors (appointed June 24, 2023)	Representative of major shareholder Thuy Anh Water Supply Sewerage Joint Stock Company: 5.109.510 (17,38%)

2. Management and activities of the Board of Directors

2.1. Board of Directors meetings

- The Board of Directors holds regular quarterly meetings, with extraordinary meetings convened as required. Meeting agendas are prepared thoroughly, are relevant to the Company's business operations, and are conducted in accordance with the procedures stipulated by the Law on Enterprises, the Regulations on the organization and operation of the Board of Directors, and under the supervision of the Company's Board of Supervisors (all matters requiring the Board of Directors' opinion are sent to members of the Board of Supervisors in the same format, content, and timeframe as for members of the Board of Directors).

- From January 01, 2025, to December 31, 2025, the BoD held 11 meetings (including in-person meetings and meetings via email for feedback, discussion, and consensus). The number of members attending the meetings is as follows:

No.	Member of the Board of Directors	Number of meetings attended	Attendance rate	Reason for absence
01	Mr. Tran Hung	11	100%	
02	Mr. Tran Thanh Binh	11	100%	
03	Mr. Phan Dinh Tan	11	100%	
04	Mr. Phan Thanh Binh	11	100%	
05	Ms. Nguyen Thy Phuong	10/11	90,91%	1 absence due to business trip

2.2. Resolutions/Decisions of the BoD

During the year, 16 Resolutions and 334 Decisions were issued by the BoD regarding matters under its authority; the meetings were attended by the Board of Supervisors:

No.	Resolution/Decision Number	Date	Content	Approval rate
01	60/NQ-HĐQT	26/02/2025	Resolution approving the contents of the Board of Directors' meeting dated 26/02/2025	100%
02	61/NQ-HĐQT	24/03/2025	Resolution of the Board of Directors approving the policy on borrowing loans from BIDV Bank	100%
03	62/NQ-HĐQT	09/04/2025	Resolution on adjusting certain production and business plan targets for 2025; liquidation of damaged and unusable assets in 2025	100%
04	63/NQ-HĐQT	29/04/2025	Resolution of the Board of Directors on the final registration date for shareholders eligible to attend the 2025 Annual General Meeting of Shareholders	100%
05	64/NQ-HĐQT	05/06/2025	Resolution on approving the contents of the Board of Directors' meeting for Q1/2025	100%
06	65/NQ-HĐQT	25/06/2025	Resolution on adjusting certain contents in the documents of the 2025 Annual General Meeting of Shareholders	100%
07	66/NQ-HĐQT	22/09/2025	Resolution of the Board of Directors on approving the contents of the Board of Directors' meeting for Q2/2025	100%
08	67/NQ-HĐQT	22/10/2025	Resolution of the Board of Directors approving the policy on borrowing loans to implement the project of the pipeline from Huynh Tan Phat Street to Phong Nam Industrial Park cluster	100%
09	68/NQ-HĐQT	22/10/2025	Resolution of the Board of Directors approving the policy on borrowing loans to implement the project of the water supply pipeline along the road from Rach Mieu Bridge 2	100%
10	69/NQ-HĐQT	22/10/2025	Resolution of the Board of Directors approving the contents of Submission No. 955/TTr-CTN dated 07/10/2025 and Submission No. 959/TTr-CT-CNN dated 08/10/2025	100%
11	70/NQ-HĐQT	03/11/2025	Resolution on finalizing the list of shareholders eligible to attend the 2025 Extraordinary General Meeting of Shareholders	100%
12	71/NQ-HĐQT	12/11/2025	Resolution of the Board of Directors on approving the contents of the Board of Directors' meeting for Q3/2025	100%
13	72/NQ-HĐQT	08/12/2025	Resolution on borrowing loans for investment in the Ham Luong River crossing pipeline project	100%
14	73/NQ-HĐQT	08/12/2025	Resolution of the Board of Directors approving the remuneration plan for the person in charge of corporate governance and the Board Secretary; approving the plan for salaries and remuneration of the Company's management in	100%

No.	Resolution/Decision Number	Date	Content	Approval rate
			2025; approving the documents of the 2025 Extraordinary General Meeting of Shareholders	
15	74/NQ-HĐQT	08/12/2025	Resolution on changing the time of holding the Extraordinary General Meeting of Shareholders	100%
16	75/NQ-HĐQT	31/12/2025	Resolution of the Board of Directors approving the contents of the meeting dated 30/12/2025	
334 Decisions on investment approval, budget approval, approval of contractor selection plans, and contractor selection results in basic construction investment and procurement of materials and goods for business operations, etc., under the authority of the Board of Directors and the Chairman of the Board of Directors (table attached)				

2.3. Regarding salaries, remuneration, and bonuses for the BoD, Board of Supervisors, full-time Company managers, and part-time Company managers in 2025

During the year, the remuneration of each member of the BoD and Board of Supervisors, and the salaries of the Chairman of the BoD, General Director, and other managers were paid in full in accordance with the law and the content of Proposal No. 08 /TTr-DHĐCĐ. Based on the 2025 business operations results, the Company determined the salaries and remuneration for the Chairman of the BoD, General Director, and other managers to be 3.976.958.080 VND. In which:

- + Actual salary paid: 3.402.958.080 VND.
- + Actual remuneration paid: 574.000.000 VND.

(Details of salaries and remuneration for 2025 are specified in the Proposal submitted to the Meeting for approval)

2.4. Evaluation of the management and activities of the BoD

- The BoD has fully performed its functions and duties according to the Company's Charter and the Regulations on the organization and operation of the BoD in accordance with the law, ensuring the required number of meetings and attendance of BoD and Board of Supervisors members; and supervised the implementation of the Company's business operations.

- Presided over the successful organization of the 2025 Annual General Meeting of Shareholders, and supervised and directed information disclosure with the goal of ensuring transparency and accuracy in accordance with regulations. Closely supervised the implementation of Resolutions of the General Meeting of Shareholders and the key tasks of the Company assigned by the General Meeting of Shareholders.

- Always paid close attention to the Company's business operations, thereby providing timely guidance to support the Board of Management in the Company's activities. In financial matters, always complied with legal regulations, controlled costs

well, enhanced thrift practices, prevented waste, and improved the efficiency of capital usage; ensured the goal of capital preservation and dividend payments for shareholders as set out in the Resolution of the General Meeting of Shareholders. Business operations results are evaluated through quarterly financial statements and financial statements audited by independent auditors on a semi-annual and annual basis.

- Information disclosure on the stock market was conducted in accordance with regulations, ensuring transparency, objectivity, and an accurate reflection of the Company's operational status.

- Supervision of the activities of the General Director and managers at all levels was implemented effectively, ensuring compliance with legal regulations and Resolutions of the Board of Directors.

- Directed the decisive implementation of the Government and Provincial People's Committee's policy on cashless water bill payments.

- Focused on and implemented many solutions to reduce the water loss rate, such as: controlling areas that have been zoned and separated; focusing on implementing projects to repair and upgrade the water supply network; and detecting and repairing pipe bursts... Complied with regulations on ensuring the security and safety of exploited surface water sources; provided clean and hygienic water, contributing to improving the lives of people in the Province.

2.5. Monitoring results regarding the General Director and other executives

The Board of Directors evaluates the implementation of policies, plans, and BoD Resolutions by the General Director and other executives in 2025 as follows:

a. Regarding internal governance:

- The Board of Directors regularly monitors the management of business operations by the General Director and other executives, and collaborates with the Company's Board of Supervisors to oversee the following issues:

- + Compliance with and implementation of the Law on Enterprises, the Company's Charter, and other current legal regulations.

- + Implementation of the Resolution of the Annual General Meeting of Shareholders regarding the 2025 business operations plan targets.

- Strictly implemented legal regulations on information disclosure for large-scale public companies, fulfilled tax obligations as prescribed, and paid full insurance for employees; successfully organized the 2025 Employee Conference and the 2025 Annual General Meeting of Shareholders.

- Through quarterly BoD meetings and upon extraordinary requests, the BoD held direct discussions and required the General Director to report on the management of business operations and the business targets approved by the General Meeting of Shareholders. The General Director also presented difficulties and obstacles arising during the implementation of the business plan and discussed directly with the BoD to

provide timely and effective solutions to successfully complete the assigned business targets.

- The Chairman of the BoD regularly attended briefing meetings organized by the Board of Management on a monthly basis and provided evaluations on business operations results, the implementation of BoD Resolutions and Decisions during the period, and provided directive opinions to supplement the Board of Management's subsequent work program. Through this, the BoD always grasped the business and financial situation of the Company in a timely manner, and was proactive in directing and managing to ensure the requirements for the Company's activities were met.

- As a result in 2025, the Board of Management led the functional departments to achieve and exceed the business operations targets according to the 2025 Annual General Meeting of Shareholders Resolution; ensuring the legitimate rights and interests of shareholders and employees.

b. Regarding organization and policies related to employees:

- Conduct reviews and streamline the organizational structure; implement plans for personnel rotation and reorganization towards specialization to improve the efficiency and capacity of branches and departments; enhance the sense of responsibility and strengthen coordination to effectively carry out assigned tasks.

- The salary and bonus scheme, along with other benefits for employees in the Company, have been researched and advised by the Board of Management and specialized departments in accordance with State regulations; ensuring transparency and fairness in the Company's compensation mechanism, serving as a tool to encourage employees in their work, contributing to improving morale and motivation for employees, and fostering commitment to building the Company's ongoing development.

c. Regarding the results of Business Operations in 2025:

- Ensure safe and continuous water supply, with water quality meeting the standards of the Ministry of Health QCVN 01-1:2024/BYT dated December 31, 2024, and local technical regulations in Ben Tre Province (QCĐP 01:2022/BTr dated October 12, 2022).

- Effectively implement regulations on exploitation and discharge, as well as environmental protection measures in accordance with the Law on Water Resources.

- Accelerate non-cash payments by encouraging customers to pay through collection partners and e-wallets. Maintain collection links with banks and e-wallets. The results of the non-cash payment project for water bills and the cessation of home collection by the end of 2025 reached 89.872/93.340 customers (accounting for 96,32%).

- Based on Resolution No. 01/NQ-ĐHĐCĐ dated June 26, 2025, of the 2025 Annual General Meeting of Shareholders, the Board of Directors directed the Company's Board of Management to strive to complete all business plan targets approved by the General Meeting of Shareholders. According to the audited financial

statements, basic Business Operations targets all reached over 100% compared to the 2025 General Meeting of Shareholders Resolution. The Company fulfilled its budget payment obligations, with key indicators of total revenue increasing by 3,3% and profit after tax increasing by 12,4% compared to the targets set in the Resolution.

d. Regarding water loss prevention:

The Board of Management has focused on directing the implementation of technical solutions for water loss prevention, strengthening the detection of pipe leaks and handling pipe bursts quickly, conducting inspections and monitoring the water loss rate in the inner-city areas of Ben Tre City (old), and maintaining periodic briefing meetings on the prevention of clean water loss and revenue leakage, thereby proposing solutions and sharing experiences to reduce the loss rate for the Ben Tre City area and the entire Company. However, by the end of the year, the Company's overall water loss rate remained 2,74% higher than the planned target.

e. Regarding capital construction investment:

In 2025, capital construction investment was prioritized and effectively implemented by the Board of Management. By the end of 2025, the total value of capital construction investment reached 45,13/90,56 billion VND (reaching 49,8%), contributing to improving pressure, enhancing water quality, developing and expanding more than 86 km of various pipelines in the areas of Ben Tre City (old), Giong Trom District (old), Mo Cay Nam and Mo Cay Bac Districts (old), and Cho Lach District (old), and developing 2.800 new customers.

g. Regarding the Company's financial situation:

- The Board of Directors, in coordination with the Board of Supervisors and independent auditors, inspects and supervises the management of revenue, expenses, assets, and the implementation of accounting practices at the Company strictly and in accordance with legal regulations.

- Some financial indicators are summarized as follows:

No.	Indicator	2024 (million VND)	2025 (million VND)	Comparison 2025/2024	
				Value (million VND)	Ratio (%)
1	Total assets	548.154	528.918	-19.236	96,49
2	Net revenue	242.337	241.934	-403	99,83
3	Net profit from business operations	68.976	62.391	-6.585	90,45
4	Other profit	293	2.918	2.625	995,90
5	Profit before tax	69.269	65.309	-3.960	94,28

No.	Indicator	2024 (million VND)	2025 (million VND)	Comparison 2025/2024	
				Value (million VND)	Ratio (%)
6	Profit after tax	57.387	54.020	-3.367	94,13
7	Dividend payout ratio (during the year)	16%	11% (*)		

(* The 2025 dividend payout ratio will be submitted to the Annual General Meeting of Shareholders for approval)

- As of the end of 2025, the Company's total assets were recorded at 528,918 billion VND, a decrease of 3,51% compared to 2024. In general, the Company's asset structure on December 31, 2025, did not change significantly compared to the same period last year. Profit after tax decreased by 5,87% compared to 2024.

- Financial statements for 2025 were prepared fully and in a timely manner according to regulations, audited, and submitted for information disclosure on the Hanoi Stock Exchange website - CIMS System, the State Securities Commission's information disclosure system, and the Company's website.

h. 2025 Dividend payment:

The 2025 General Meeting of Shareholders Resolution was correctly implemented, ensuring the payment of dividends and 2024 dividends to shareholders on schedule; there were no complaints or lawsuits from the Company's shareholders regarding dividend payments.

i. Conclusion:

The General Director and the Board of Management successfully completed their assigned tasks in 2025, managing and operating the Company in compliance with the Resolutions and Decisions of the Board of Directors, ensuring the Company's operations remain stable, safe, and compliant with legal regulations.

3. Transactions between the company, subsidiaries, and companies controlled by the public company with 50% or more of charter capital with members of the Board of Directors and related persons of those members; transactions between the company and companies in which a member of the Board of Directors is a founding member or a business manager.

No transactions, as the Company has no subsidiaries.

4. General assessment of the Company's performance in 2025

In 2025, Ben Tre Water Supply and Sewerage Joint Stock Company continued to face difficulties due to saltwater intrusion, although not as severe or prolonged as in 2024, it still significantly impacted the Company's Business Operations. The Company's Board of Management directed the concentration of all resources on overcoming saltwater intrusion, successfully fulfilling political tasks, implementing effective

response solutions, and proactively securing freshwater sources to ensure production and supply of treated water that meets quality standards, with salinity within permitted limits for production and daily use by citizens and customers in the Company's service area. Thanks to the efforts of management at all levels and all staff and employees, the Company overcame difficulties and completed its assigned political tasks, thereby achieving a 12,4% increase in profit after tax compared to the planned target.

The Company has taken good care of policies for employees, helping them feel secure in their work and contributing to the successful completion of the plan set for 2025.

In addition, the Company has controlled fixed costs such as depreciation, sales, and administrative expenses quite well. During the Company's operations, ensuring the clarity, completeness, and accuracy of revenue and expenses has also been prioritized. This not only helps increase the efficiency of business operations but also ensures professionalism and transparency in the Company's activities.

III. Key focus for the Board of Directors in 2026

Based on the 2026 Business Operations plan, the Company aims for stable and sustainable development and to expand the scale of production and water supply network, determined to meet and exceed the targets and tasks that the General Meeting of Shareholders will vote to approve, while creating a foundation for development in subsequent years. Some key tasks for 2026 are specifically as follows:

1. Focus on directing the implementation of the 2026 Annual General Meeting of Shareholders Resolution. Strengthen governance and regular supervision of the implementation of targets regarding production, costs, revenue, etc., to ensure the completion of targets approved by the 2026 Annual General Meeting of Shareholders, satisfying shareholder interests.

2. Perform the Company's management functions in accordance with the scope, authority, and responsibilities of the Board of Directors as stipulated in the Charter, the Company's Regulations, and current legal provisions.

3. Strengthen coordination with the Board of Supervisors to detect issues early for preventive measures and timely handling, limiting risks in the management of Business Operations, and specifically implementing solutions in the financial sector to maximize the efficiency of capital use and improve financial management capacity to ensure the Company's financial situation is always safe, effective, and growing.

4. Supervise the operational efficiency of the Board of Management; based on the 2026 Business Operations Plan approved at this Meeting, the Company's Board of Management shall lead and direct the development of solutions to implement key tasks in 2026, ensuring the achievement of revenue, profit, and other targets as planned.

-The above is the Report on the performance of the Board of Directors in 2025 and the operational direction of the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company in 2026.

Respectfully reported to the General Meeting./.

**ON BEHALF OF THE BOARD
OF DIRECTORS**

CHAIRMAN

Signed

Recipient:

- General Meeting of Shareholders;
- Board of Directors, Board of Supervisors;
- Archives.

Tran Hung





No: 02 /BC-BKS

Vinh Long, June 26 , 2026

**REPORT
ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025 AND
OPERATIONAL PLAN FOR 2026.**

I. Activities of the Board of Supervisors in 2025.

1. Members and organizational structure:

The Board of Supervisors consists of 03 members, including 01 full-time member and 02 part-time members:

- | | |
|--------------------------|--------------------------------|
| - Mr. Le Van Phong : | Head of Board of Supervisors |
| - Mr. Nguyen Dinh Huan : | Member of Board of Supervisors |
| - Ms. Ngo Thi Hong Van : | Member of Board of Supervisors |

2. Meetings of the Board of Supervisors:

The Board of Supervisors organizes periodic meetings in accordance with legal regulations. In 2025, the Board of Supervisors held 2 internal meetings. The meetings were held in person with 100% participation of all Board of Supervisors members.

3. Activities of the Board of Supervisors:

- Supervise the implementation and execution of the General Meeting of Shareholders' Resolutions; monitor compliance with State laws, the Charter, and internal regulations by the Board of Directors and the Board of Management in the management and operation of the Company;
- The Board of Supervisors participates in meetings of the Board of Directors and executive briefings on the Company's production and business activities. Inspect and monitor the implementation of the General Meeting of Shareholders' resolutions by the Board of Directors and the General Director of the Company.
- Financial Statement Control: Supervise the Board of Management in financial operations; inspect and monitor annual financial statements to ensure integrity and accuracy in recording and updating vouchers and accounting books; review the company's economic and labor contracts, etc.; control costs, revenue, and capital utilization in project investment items; appraise financial statements based on the financial statements audited by an independent auditing firm.
- Submit for verification and approval the salary and remuneration fund realized in 2024 and develop the salary and remuneration fund plan for 2025 for management personnel and employees.
- Supervise the company's information disclosure in accordance with the provisions of the Law on Securities, reviewing the transparency of the information disclosure process to ensure the rights of shareholders.

4. Salary and remuneration of the Company's Board of Supervisors.

The salary and remuneration realized in 2025 for the Board of Supervisors were paid according to Resolution No. 81/NQ-HĐQT dated March 26, 2026, of the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company regarding the “Unification of the salary and remuneration fund realized in 2025 for Employees, the Board of Management, members of the Board of Directors, and the Board of Supervisors”. Specifically, the salary and remuneration of the Board of Supervisors are as follows:

Salary of the Head of the Board of Supervisors: 502 million VND/year.

Remuneration of Board of Supervisors members (02 people): 162 million VND/year.

II. Inspection and supervision activities of the Board of Supervisors in 2025:

1. Results of the supervision of the Company's financial situation:

- The 2025 financial statements were audited by Viet Values Audit and Consulting Company Limited, which provided the following assessment: “In our opinion, the financial statements present fairly and reasonably, in all material respects, the financial position of Ben Tre Water Supply and Sewerage Joint Stock Company as of December 31, 2025, as well as the results of its business operations and cash flow situation for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the current Vietnamese Enterprise Accounting System, and legal regulations related to the preparation and presentation of financial statements.”

- The Board of Supervisors confirms that the financial figures presented in the 2025 financial statements accurately reflect the current financial accounting situation of the Company. The figures regarding the Company's financial situation in 2025 have been verified and agreed upon by the Board of Supervisors as follows:

BALANCE SHEET As of December 31, 2025

Unit: VND

Indicator	Code	Year-end balance	Beginning balance
* Short-term assets	100-BCĐKT	74.061.631.668	93.598.950.656
- Cash and cash equivalents	110-BCĐKT	56.035.028.109	78.282.679.032
- Long-term financial investments	120-BCĐKT	-	-
- Short-term receivables	130-BCĐKT	6.081.149.881	2.150.091.459
- Inventories	140-BCĐKT	10.652.297.460	11.866.755.877
- Other short-term assets	150-BCĐKT	1.293.156.218	1.299.424.288
* Long-term assets	200-BCĐKT	454.856.866.528	454.555.187.750
- Fixed assets	220-BCĐKT	423.921.836.496	425.495.997.002

Indicator	Code	Year-end balance	Beginning balance
- Long-term construction in progress	240-BCĐKT	1.703.273.696	5.987.654.595
- Other long-term assets	260-BCĐKT	29.231.756.336	23.071.536.153
TOTAL ASSETS	270-BCĐKT	528.918.498.196	548.154.138.406
* Liabilities	300-BCĐKT	73.223.599.382	90.532.198.658
- Current liabilities	310-BCĐKT	36.759.181.100	45.056.680.376
- Long-term liabilities	330-BCĐKT	36.464.418.282	45.475.518.282
* Owner's equity	400-BCĐKT	455.694.898.814	457.621.939.748
- Contributed capital	411-BCĐKT	294.000.000.000	294.000.000.000
- Development investment fund	418-BCĐKT	126.664.660.826	111.014.528.469
- Undistributed profit	421-BCĐKT	35.030.237.988	52.607.411.279
TOTAL RESOURCES	440-BCĐKT	528.918.498.196	548.154.138.406

2. Report on production and business results:

INCOME STATEMENT

For the fiscal year ended December 31, 2025

Unit: VND

Indicator	Production and business results for 2025		Comparison
	This year	Last year	%
Total revenue	245.870.143.627	243.060.296.349	101,2
Net revenue from sales and services	241.933.683.240	242.336.803.098	99,8
Cost of goods sold	82.513.763.430	89.509.534.381	92,2
Gross profit from sales and services	159.419.919.810	152.827.268.717	104,3
Financial income	764.022.759	202.454.954	377,4
Financial expenses	5.412.331.994	6.481.983.465	83,5
<i>In which: Interest expense</i>	<i>5.412.331.994</i>	<i>6.481.983.465</i>	<i>83,5</i>
Selling expenses	63.699.288.125	56.039.465.279	113,7
General and administrative expenses	28.680.924.729	21.532.161.686	113,2
Net operating profit	62.391.397.721	68.976.113.241	90,4

Indicator	Production and business results for 2025		Comparison
	This year	Last year	%
Other income	3.172.437.628	521.038.297	-
Other expenses	254.688.654	227.659.809	-
Other profit	2.917.748.974	293.378.488	-
Total profit before tax	65.309.146.695	69.269.491.729	94,3
Corporate income tax expense	11.288.783.324	11.882.080.450	95,0
Profit after corporate income tax	54.020.363.371	57.387.411.279	94,1

The Company's business activities comply with the Law on Enterprises, the Company's Charter, and other legal regulations. Production and business results and accounting data are strictly monitored according to the Law on Accounting, with data recorded fully and in a timely manner. Some indicators regarding production and business results such as revenue and profit in 2025 compared to 2024 are as follows:

- Total revenue target achieved in 2025 was 245.870 million VND, compared to 243.060 million VND in 2024, an increase of 1,2%.
- Profit before tax target achieved in 2025 was 65.309 million VND, compared to 69.269 million VND in 2024, reaching 94,3%.
- Profit after tax target achieved in 2025 was 54.020 million VND, compared to 57.387 million VND in 2024, reaching 94,1%.

3. Some indicators implemented according to the Resolution of the GMS:

Unit: VND

Indicator	2025 Resolution	2025 Actual	% Achievement
Billed water production (m3)	22.450.000	22.968.056	102,3
Loss rate (%)	15	17,74	+2,7
Total revenue	238.000.000.000	245.870.143.627	103,3
Profit before tax	58.000.000.000	65.309.146.695	112,6
Profit after tax	48.000.000.000	54.020.363.371	112,5
Payable to the state budget	-	22.869.038.691	100
New water meter installations (units)	2.500	2.840	113,6
Water meter replacements (units)	18.000	18.662	103,7

The results of implementing some indicators according to the Resolution of the GMS are as follows:

- Billed water production target achieved in 2025 was 22.968.056m³, compared to the 2025 Resolution target of 22.450.000m³, an increase of 2,3%.
- Water loss rate target by the end of 2025 was 17,74%, while the Resolution target was =< 15.0%, resulting in a performance 2,7% higher than the Resolution target.
- Total revenue target achieved in 2025 was 245.870 million VND, compared to the 238.000 million VND Resolution target, an increase of 3,3%.
- Profit before tax target achieved in 2025 was 65.309 million VND, compared to the 58.000 million VND Resolution target, an increase of 12,6%.
- Profit after tax target achieved in 2025 was 54.020 million VND, compared to the 48.000 million VND Resolution target, an increase of 12,5%.
- Amount payable to the state budget in 2025 was 22.869 million VND, reaching 100%.
- New water meter installations performed during the year were 2.840 units, compared to the 2.500 unit Resolution target, exceeding it by 13,6%.
- Water meter replacements performed during the year were 18.662 units, compared to the 18.000 unit Resolution target, exceeding it by 3,7%.

4. Supervision of basic construction investment and equipment procurement:

- Construction of water supply network projects and works as follows:

* Prepare construction permit documentation: water supply pipeline from Huynh Tan Phat Street to Phong Nam Industrial Cluster; water supply pipeline crossing the Ham Luong River.

* Acceptance and commissioning of water supply works: Water supply pipeline along Doan Hoang Minh Street; Upgrading the power capacity of the Ba Lai booster station from 250kVA to 630kVA; Installing DN400 cast iron pipes across the frontage road and the entrance to Rach Mieu bridge; Mo Cay District water supply network in 2024; Cho Lach District water supply network in 2024. 5000 m³/day treatment cluster at Phu Tan Water Supply Branch; Installing P250kW pump at Ba Lai raw water pumping station; Renovating, replacing, and upgrading water supply networks in communes and wards in 2025; Renovating the water supply network in Giong Trom District in 2025.

* Finalization of completed water supply works: Cho Lach District water supply network system in 2025; Renovating, replacing, and upgrading the Ben Tre city water supply network in 2024 and the water supply pipeline along D1 road of Phong Nam Industrial Cluster in 2025.

- Develop plans for the procurement of assets, materials, and tools for management and production in 2025; carry out procedures to propose the liquidation of unnecessary materials, assets, and tools.

5. Supervision of the company's internal management:

Some management and operational tasks of the Company performed in 2025 are as follows:



- Supervise the inventory of fixed assets, materials, and tools in stock by the end of the year.
- Prepare annual financial statements, disclose information, and provide explanations for realized profits.
- Appraise the salary and remuneration fund realized in 2024 and develop the salary and remuneration fund plan for 2025 for the company's managers and employees.
- Submit to the Owner for approval the profit distribution for 2024 and develop the profit plan for 2025.
- Financial statement audit work: The Company coordinated with the Viet Values Audit unit to conduct the annual financial statement audit; provided records, vouchers, and data as requested and worked with the State Audit Office of Region IX.
- Develop production and business plan targets for 2025 for submission to the Owner and relevant authorities for approval.
- Regarding salinity prevention: Regularly test water samples, manage water quality, and coordinate in the process of receiving clean water from supply partners; coordinate the operation of sluice gates to prevent salinity and store fresh water; periodically report salinity developments to the Steering Committee for Natural Disaster Prevention.
- Water loss reduction work: regularly detect leaks on the water supply network; check data transmitted from loggers to identify and isolate areas with abnormal fluctuations; periodically organize meetings with units and branches to analyze causes in order to reduce the water loss rate.
- Regularly perform maintenance, repair, and servicing of machinery and equipment at plants and water supply branches.
- Regarding customer management: Implement the project on non-cash water bill collection at customers' homes applied from January 01, 2025; actively encourage customers to switch to non-cash payment methods for water bills.

III. Supervision results regarding the Board of Directors, General Director, and other enterprise managers.

1. Activities of the BOD.

- Members of the Board of Directors, the General Director, and management personnel always comply with the rights and duties assigned in accordance with the provisions of the Law, the Company Charter, and the Resolutions of the GMS, ensuring the legitimate interests of the Company and its shareholders.
- The Board of Directors meets quarterly, and extraordinarily when necessary. The content of the meetings mainly focuses on discussing the implementation of GMS Resolutions, executing key production and business performance targets for 2025, proposing the Company's development strategy, short-term and medium-term operational plans, and providing guidance for the General Director to manage the company's activities. Meeting documents are prepared thoroughly, and the time and location are strictly in accordance with the meeting invitation.

- Organize the 2025 Annual General Meeting of Shareholders and complete post-meeting procedures, issuing Resolutions to approve the 2025 plans passed by the GMS.
- Execute the payment of the second dividend installment for 2024 to shareholders according to the GMS resolution; Advance the first dividend installment for 2025.
- Carry out procedures to nominate personnel for the Board of Directors and the Board of Supervisors for the 2025-2030 term and prepare for the Extraordinary General Meeting of Shareholders.
- Report on the evaluation of performance results, enterprise classification, and representative classification for 2024; the enterprise achieved a Class A rating and the state capital representative was evaluated as having excellently fulfilled their duties.

2. Activities of the General Director and other executives.

- The General Director, with a spirit of responsibility, integrity, and caution, has closely followed, complied with, and promptly implemented the Resolutions of the General Meeting of Shareholders, as well as the Resolutions and Decisions of the Board of Directors, successfully managing the Company's operations in a stable manner. Briefing meetings are maintained regularly with full attendance; meeting content focuses on resolving difficulties in management and operations, providing solutions, and reaching conclusions immediately during the meetings.
- Organize and implement the application of information technology in management and operations effectively.
- Employee benefits and rights are ensured, such as: arranging the workforce within the Company in accordance with the health and qualifications of the employees. Implementing regimes and policies fully and in accordance with regulations, such as: paying social insurance, paying salaries and bonuses promptly and fully; welfare regimes are always maintained, and employees have stable employment.

3. Results of the evaluation of coordination between the Board of Supervisors and the Board of Directors, the General Director, and shareholders.

- The Board of Supervisors monitors the production and business activities and the financial situation of the Company, and supervises the organization and implementation of the content of the Board of Directors' Resolutions. Tasks required to be implemented according to the Board of Directors' Resolutions have been fully executed by the General Director in compliance with current regulations.
- The Board of Supervisors attends meetings of the Board of Directors and briefing meetings of the General Director, and is provided with full information regarding the Resolutions and Decisions of the Board of Directors and the General Director. The Board of Directors and the General Director support and create favorable conditions for the Board of Supervisors to complete its tasks.

Opinions from the Board of Supervisors are always responded to fully and promptly by the Board of Directors and the General Director.

- Coordinate with the Board of Directors and the General Director in developing the Company's regulations to serve as a legal basis for the management and operation of production and business.

4. Evaluation report on transactions between the Company and members of the Board of Directors, the General Director, and related persons:

The Board of Supervisors regularly monitors and updates the list of major shareholders, members of the Board of Directors, members of the Board of Supervisors, the General Director, the Chief Accountant, and related persons in accordance with regulations. In 2025, no transactions subject to reporting requirements occurred.

IV. Conclusions and recommendations of the Board of Supervisors.

- The Company's production and business activities comply with the Law on Enterprises, the Company Charter, and relevant regulations. Financial statements are prepared in accordance with Vietnamese Accounting Standards and audited in accordance with current regulations.

- Regarding financial management: it is transparent, clear, and records and reflects the Company's production and business activities truthfully. The production and business results of Ben Tre Water Supply and Sewerage Joint Stock Company in 2025 were effective, and the management and organization of production and business by the Board of Management have earned the trust of shareholders.

V. Operational plan of the Board of Supervisors for 2026:

Based on the Company's production and business plan, the Board of Supervisors proposes the operational plan for 2026 as follows:

- Perform tasks according to the duties and powers of the Board of Supervisors;
- Participate in the Company's briefing meetings and Board of Directors meetings when notified;

- Supervise activities at the Company regarding the implementation of the 2026 Annual GMS Resolution. Supervise compliance with the provisions of the law, the Company Charter, and the status of implementation of Resolutions and Decisions of the Chairman of the Board of Directors and the General Director related to production and business activities;

- Inspect and monitor the business, financial, and investment aspects of the Company in 2026. Inspect the legality, integrity, and level of caution in the management and operation of production and business, in accounting organization and financial statement preparation; coordinate with inspection and audit teams when requested; supervise year-end inventory;

- Monitor, inspect, and supervise the implementation and handling of recommendations from inspection teams and state management agencies; Review feedback from the General Director, shareholders, and employees of the Company;



- Inspect and supervise quarterly and annual financial statements; the status of capital utilization and capital preservation of the Company.

The above is the report on the activities of the Board of Supervisors in 2025 and the operational plan for 2026, respectfully submitted to the GMS.

Thank you very much to the shareholders for attending the Meeting.

Recipient:

- Board of Directors;
- Company shareholders;
- Archived: Admin, Accounting.

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

Signed



No.: 03 /BC-ĐHĐCĐ

Vĩnh Long, June 26 , 2026



REPORT
2025 Production and Business Results and
Directions and tasks for production and business in 2026

I. 2025 Production and Business Results

In implementation of the General Meeting of Shareholders (GMS) Resolution regarding the directions and tasks for 2025, the Board of Management has, from the beginning of the year, led the organization and implementation of all tasks based on the review and assessment of 2024 production and business results, while setting out policies and solutions to successfully achieve the 2025 production and business targets. Despite the opportunities, difficulties, and challenges faced in 2025, the Company's production and business performance remained stable, with all key indicators meeting or exceeding the set plan, specifically as follows:

1. Key production and business indicators achieved (based on the 2025 audited financial statements):

No	Indicator	Unit	2024 Actual	2025			Comparison 2025/2024 (%)
				Plan	Actual	% Actual/Plan	
I	Production indicators						
1	Produced water volume	m ³	27.821.430	26.411.765	27.921.191	105,71%	100,36%
2	Consumed water volume	m ³	22.939.605	22.450.000	22.968.056	102,31%	100,12%
3	Non-revenue water rate	%	17,55	15,00	17,74	118,26%	101,10%
4	New water meter installation	units	2.722	2.500	2.840	113,60%	104,34%
5	Water meter	units	17.675	18.000	18.662	103,68%	105,58%

No	Indicator	Unit	2024	2025			Compariso
	replacemen t						
II	Financial indicators						
1	Total revenue	millio n VND	243.060	238.000	245.870	103,31%	101,16%
2	Profit before tax	millio n VND	69.269	58.000	65.309	112,60%	94,28%
3	Profit after tax	millio n VND	57.387	48.000	54.020	112,54%	94,13%
4	Budget contributio n	millio n VND	47.027	42.814	53.673	125,36%	114,13%
	- State capital dividend payment		22.579	20.698	30.106	145,45%	133,34%
	- Tax and fee payments		24.448	22.116	23.567	106,56%	96,40%
5	Dividend payout ratio/Chart er capital	%	16	10	11 (*)	110,00%	68,75%

(* The 2025 dividend payout ratio will be submitted to the Annual General Meeting of Shareholders for approval)

2. Status and results of investment project implementation:

- In 2025, capital construction investment was effectively directed and managed by the management board. Projects carried over from 2024 were completed, along with capital construction projects planned for 2025 as approved by the GMS. During implementation, to meet actual needs and achieve production and business goals, the Board of Management submitted additional projects to the Board of Directors for approval, which were urgently required to respond to saline intrusion and expand the water supply service area.

- By the end of 2025, 27 out of 34 projects were completed with a total capital construction investment value of 45,13 billion VND out of 90,56 billion VND (reaching 49,8%), contributing to alleviating pressure, improving water quality, and expanding

over 86 km of various pipelines in the areas of Ben Tre City (former), Giong Trom District (former), Mo Cay Nam District, Mo Cay Bac District (former), and Cho Lach District (former). An additional 2,800 new customers were added, helping the Company meet and exceed the targets set for 2025.

3. Professional and management activities:

- Tracked, monitored, and reported on the saline intrusion situation in early 2025 as requested by authorities; coordinated with provincial departments and professional agencies to carry out saline intrusion prevention in accordance with provincial directives. The Company regulated freshwater sources through a system of salinity-prevention dams and coordinated the installation and operation of pump boats to source water with the lowest salinity for clean water production for Ben Tre City and the districts of Chau Thanh, Giong Trom, Mo Cay Nam, and Mo Cay Bac. By the end of the 2024-2025 dry season, the Company had fulfilled its political tasks, implemented effective saline intrusion response solutions, secured freshwater sources for production, and provided treated water that met quality standards with salinity levels within permitted limits, ensuring water needs for production and daily life for residents in the service area.

- Managed the production and supply of water to ensure safety and continuity; maintained periodic briefings on non-revenue water (NRW) prevention; directed the implementation of technical solutions for NRW prevention, such as increasing pipe leak detection and monitoring NRW rates, striving to reduce the overall NRW rate for the Company according to the set plan. Despite implementing numerous solutions and increasing efforts to detect and quickly repair pipe leaks across the network, the Company's total NRW rate by the end of 2025 was 17,74%, an undesirable increase of 2,74% compared to the plan and 0,19% compared to the end of 2024.

- Completed the year-end inventory for 2024, approved by the Inventory Council; developed the production and business plan, asset and material procurement plan, and capital construction investment plan for 2025; executed procedures to submit these to the Board of Directors and the 2025 Annual General Meeting of Shareholders for approval as a basis for implementation; developed financial indicator plans based on the 2025 production, business, and capital construction investment plans; and allocated production and business targets to subordinate entities as a basis for implementation in 2025.

- Reviewed and disbursed 2024 bonuses for employees; determined and submitted for approval the salary and remuneration fund for 2024; contacted consultants to coordinate the development of the 2025 labor, salary, and remuneration plan; and submitted the 2024 profit distribution and the 2025 profit distribution plan.

- Prepared quarterly and annual financial statements for 2025, ensuring timely disclosure and explanation as required; successfully organized the 2025 Employee

Conference; prepared the 2024 Annual Report, successfully organized the 2024 Annual General Meeting of Shareholders, and completed post-meeting information disclosure requirements. Paid the 2024 dividend (16%) to shareholders in two installments (the first installment was a 5% advance, and the second was an 11% payment according to the 2025 Annual GMS Resolution).

- Led the implementation of a cashless payment scheme for water bills and discontinued home collection. At the beginning of 2025, the Company stopped collecting water payments at customers' homes across all service areas. By the end of 2025, the rate of customers using cashless payments reached 89,872 out of 93,340 customers (accounting for 96,32%).

4. Leadership in social and union activities:

- Political security and social order within the Company were ensured; fire prevention and fighting, as well as security and confidentiality, were regularly prioritized, with no incidents of safety breaches, labor accidents, or traffic accidents affecting the Company's production and business operations. A healthy and safe working environment was maintained, ensuring security and order, and upholding the status of a Cultural Unit.

- Launched and implemented labor and production emulation movements for the Company's development goals; strengthened financial and asset management; practiced thrift and anti-corruption/wastefulness; and encouraged technical innovations that bring practical efficiency to the Company. Effectively implemented gratitude policies, cared for policy-beneficiary families and contributors during holidays and the Lunar New Year; and prioritized the improvement of the material and spiritual lives of employees, creating favorable conditions and arranging labor reasonably to maximize productivity.

- Coordinated the organization of the 2025 Employee Conference on schedule; effectively implemented administrative reform in business operations; improved the work style, attitude, and sense of responsibility of staff and employees.

- Provided leadership and created favorable conditions for union organizations to operate stably and in accordance with working regulations. By the end of 2025, the Trade Union and the Youth Union were rated as having successfully completed their tasks.

II. General Assessment

1. Strengths:

- The Board of Management was proactive and flexible in developing and implementing production and business plans, cared for the material and spiritual lives of employees, and actively contributed to social welfare and other activities; proactively coordinated the implementation of political tasks from the beginning of the year according to the plan and the proposed production and business development orientation; and directed the concentration of all resources on saline intrusion mitigation,



proactively developing plans and excellently completing saline intrusion response tasks, ensuring freshwater sources during the 2025 dry season.

- The Company fulfilled its tax obligations and paid insurance in full for employees; produced and supplied safe, high-quality clean water; implemented construction projects for water supply network renovation and expansion according to the capital construction investment plan; and met or exceeded the key production and business targets set for 2025.

- The activities of union organizations were prioritized, with practical emulation movements launched within the unit; the Company cared for and supported union members, youth, and workers, improved the material and spiritual lives of employees, and effectively implemented social welfare policies; all union organizations performed well or better. Coordinated the organization of safe, joyful, and economical spring and Tet celebrations; and effectively implemented social welfare policies.

2. Limitations:

- The Company's NRW rate has not been well managed and has not been reduced according to the set plan. The cause is that the Company's water supply network has been formed over many years, with many old pipelines and cast iron/steel fittings affected by annual saline intrusion, along with urban expansion and road/alley widening in recent years, which has increased the number of pipe leaks. During the annual dry season, low water pressure occurs at the end of the network, requiring increased pressure, which is also a cause of increased system loss that requires long-term remediation. Some departments, staff, and employees remain limited and passive in the field of NRW prevention.

III. Directions and tasks for production and business in 2026

- In 2026, the Company's leadership will focus on leading and organizing the implementation of several key tasks as follows:

1. Key production and business indicators:

No.	Indicator Name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
1	Produced tap water volume	m ³	27.921.191	27.561.330	98,71
2	Billed tap water volume	m ³	22.968.056	23.427.000	102
3	Total revenue	million VND	245.870	249.200	101,36
	- Tap water revenue	million VND	240.316	245.100	102
	- Revenue from other activities	million VND	5.554	4.100	73,82
4	Budget contribution	million VND	53.673	50.543	94,17
	- State capital dividend	million	30.106	20.698	

No.	Indicator Name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
	<i>payment</i>	<i>VND</i>			
	- Tax and fee payments	million VND	23.567	29.845	
5	Profit before tax	million VND	65.309	55.700	85,29
6	Profit after tax	million VND	54.020	46.100	85,34
7	Charter capital	million VND	294.000	294.000	
8	Total capital construction investment	million VND	45.133	66.070	146,23
9	Other indicators				
9.1	Average total employees	People	272	272	
9.2	Water meter replacement	units	18.662	21.400	114,67
9.3	New water meter installation	units	2.840	2.000	70,42
9.4	Non-revenue water rate	%	17,74	15	-2,74%
9.5	Outstanding collection rate	%	0,1	0,1	
9.6	Average salary/person/month	million VND	10,5	11,7	111,42
9.7	Annual dividend payout ratio on charter capital	%	11	10	

(These indicators will be voted on and approved by the General Meeting of Shareholders in the Proposal on the 2026 Production and Business Plan).

2. Capital construction investment activities:

- Continue implementing the safe water supply plan, focusing on urgently completing key projects carried over from late 2025 for acceptance and finalization in the first and second quarters of 2026. Manage capital effectively to ensure the timely completion of projects specified in the 2026 capital construction investment plan, aiming to renovate and expand the water supply network, upgrade water plants, and enhance network pressure in service areas to meet the increasing water demand of customers.

- Invest in and expand the water supply network; strive to increase the rate of rural residents using clean water to 87,2% and urban residents to 91%.

3. Professional and management tasks:

- Lead stable production and business activities, fulfilling the targets and plans assigned by the Owner and those approved by the General Meeting of Shareholders.

- Continue to proactively develop climate change response plans, especially regarding saline intrusion during the dry season. Lead the effective implementation of

saline intrusion response solutions for the 2025-2026 dry season, ensuring that water with salinity exceeding standards is not supplied to customers; maintain a plan to ensure security and safety for water sources at all Company plants.

- Continue to complete environmental licensing procedures at plants and branches as required; coordinate with local authorities to relocate water supply pipes in a timely manner to ensure the progress of road and alley expansion according to the local rural transport development plans and projects.

- Focus all resources on implementing solutions to reduce the non-revenue water (NRW) rate, striving for a company-wide NRW rate of $\leq 15\%$ by the end of 2026.

- Comply with current State regulations regarding capital construction investment, procurement, and management of the Company's assets and materials; effectively organize the procurement of assets and materials to promptly meet the production and business needs of the entity.

- Execute procedures to cease the operations of the Construction and Installation Enterprise; develop a plan to adjust the Company's clean water prices in accordance with Circular 45/2024/TT-BTC dated July 01, 2024, of the Ministry of Finance on general pricing methods for State-priced goods and services, and Circular 145/2025/TT-BTC dated December 31, 2025, of the Ministry of Finance providing guidance on specific contents when applying general pricing methods for State-priced goods and services in clean water pricing; submit to relevant Departments, agencies, and the Provincial People's Committee for review and approval.

- Continue to implement the cashless payment plan for water bills, stop collecting water payments at customers' homes, and actively encourage customers to pay via banks and payment collection applications to increase the rate of cashless transactions.

- Strengthen the application of digital transformation in production and business activities; deploy and effectively use new customer management software; monitor and supervise enterprise management implementation according to ISO 9001:2015 standards.

- Develop salary scales for employees based on work performance; fully implement policies and benefits for employees, ensuring all conditions for employees to stabilize their lives, feel secure in their work, and maintain a long-term commitment to the enterprise.

4. Other tasks:

- Launch patriotic emulation movements; promote competition to increase labor productivity, and encourage initiatives and technical improvements for selection and application in production and business to save the entity's resources. Respond to and effectively organize the practice of thrift and anti-waste movements launched by all levels.

- Lead the dissemination and education of staff, party members, and employees to strictly comply with Labor Laws, internal rules, and regulations of the entity, and adhere

to legal regulations on traffic order and safety; focus on building an enterprise that meets standards for security, order, and culture.

- Create all favorable conditions for the Trade Union and Youth Union to operate optimally and in accordance with their respective Charters to leverage collective strength and contribute to the excellent completion of the Company's tasks. Strive for all union organizations to achieve a rating of 'successfully completed tasks' or higher each year.

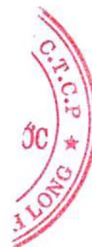
The above is the report on the 2025 production and business results and the directions and tasks for 2026. Respectfully submitted to the General Meeting./.

Recipients:

- General Meeting of Shareholders;
- Board of Supervisors;
- Company shareholders;
- Archives.

GENERAL DIRECTOR

Signed



**BEN TRE WATER SUPPLY
AND SEWERAGE JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



No.: 04 /TTr-ĐHCD

Vinh Long, June 26, 2026

PROPOSAL

Regarding the approval of the audited financial statements for 2025

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;
- Pursuant to the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025;
- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited Financial Statements for 2025, audited by Viet Values Audit and Consulting Company Limited on March 27, 2026, with the following details:

- The audited Financial Statements for 2025 (summary version) are attached to the Meeting materials.
- The full audited Financial Statements for 2025 are published on the Company's (Website at: www.capnuocbentre.vn).

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Archived at
Administration
Department, Company
Secretary.

Signed

Tran Hung



SUMMARY FINANCIAL STATEMENTS
YEAR 2025

A. BALANCE SHEET:

Unit: VND

No.	ITEMS	YEAR-END BALANCE	BEGINNING-YEAR BALANCE
1	2	3	4
I	Current assets	74.061.631.668	93.598.950.656
1	Cash and cash equivalents	56.035.028.109	78.282.679.032
2	Short-term receivables	6.081.149.881	2.150.091.459
3	Inventories	10.652.297.460	11.866.755.877
4	Other current assets	1.293.156.218	1.299.424.288
II	Non-current assets	454.856.866.528	454.555.187.750
1	Fixed assets	423.921.836.496	425.495.997.002
	+ Tangible fixed assets	423.814.818.231	425.330.645.404
	+ Intangible fixed assets	107.018.265	165.351.598
2	Long-term work in progress assets	1.703.273.696	5.987.654.595
3	Other non-current assets	29.231.756.336	23.071.536.153
	TOTAL ASSETS	528.918.498.196	548.154.138.406
III	Liabilities	73.223.599.382	90.532.198.658
1	Current liabilities	36.759.181.100	45.056.680.376
2	Non-current liabilities	36.464.418.282	45.475.518.282
IV	Owners' equity	455.694.898.814	457.621.939.748
1	Owners' equity	455.694.898.814	457.621.939.748
	+ Contributed capital of owners	294.000.000.000	294.000.000.000
	+ Investment and development fund	126.664.660.826	111.014.528.469
	+ Undistributed earnings after tax	35.030.237.988	52.607.411.279
2	Funds and other sources		
	TOTAL EQUITY AND LIABILITIES	528.918.498.196	548.154.138.406

B. STATEMENT OF INCOME

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No.	ITEMS	CURRENT YEAR	PREVIOUS YEAR
1	2	3	4
1	Sales revenue and service revenue	241.933.683.240	242.337.437.045
2	Revenue deductions	-	633.947
3	Net revenue from sales and service rendering	241.933.683.240	242.336.803.098
4	Cost of goods sold	82.513.763.430	89.509.534.381
5	Gross profit from sales and service rendering	159.419.919.810	152.827.268.717
6	Financial income	764.022.759	202.454.954
7	Financial expenses	5.412.331.994	6.481.983.465
8	Selling expenses	63.699.288.125	56.039.465.279
9	General and administrative expenses	28.680.924.729	21.532.161.686
10	Net profit from operating activities	62.391.397.721	68.976.113.241
11	Other income	3.172.437.628	521.038.297
12	Other expenses	254.688.654	227.659.809
13	Other profit	2.917.748.974	293.378.488
14	Total accounting profit before tax	65.309.146.695	69.269.491.729
15	Current corporate income tax expense	11.288.783.324	11.882.080.450
16	Profit after corporate income tax	54.020.363.371	57.387.411.279
17	Basic earnings per share	1.607	1.678
18	Diluted earnings per share	1.607	1.678

Vinh Long, , 2026
**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Signed

Tran Hung



No.: 05 /TTr-ĐHCĐ

Vinh Long, June 26, 2026



PROPOSAL

**Regarding the approval of the 2025 profit distribution plan and
the 2026 profit distribution plan**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

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

- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to the audited Financial Statements for 2025 of Ben Tre Water Supply and Sewerage Joint Stock Company and the Company's business production plan targets for 2026;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

1. Profit Distribution for 2025:

No.	Description	Amount (VND)
1	Profit after tax:	53.630.237.988
1.1	Profit after tax for 2025	54.020.363.371
1.2	Reduction in 2024 profit after tax according to the State Audit	(390.125.383)

No.	Description	Amount (VND)
2	Distribution of profit after tax:	53.630.237.988
2.1	Dividend payment (11%)	32.340.000.000
2.2	Appropriation to Bonus and Welfare Fund (equivalent to 3 months of actual salary in 2025), including:	8.973.367.920
	- Welfare Fund (40%)	3.589.347.168
	- Bonus Fund (60%)	5.384.020.752
	+ <i>Reward Fund for Managers</i>	510.443.712
	+ <i>Reward Fund for Employees</i>	4.873.577.040
2.3	Development Investment Fund	12.316.870.068

*** Implementation of Dividend Payment for 2025:**

- The dividend payment ratio for 2025 is 11%. An interim dividend of 5% was advanced in January 2026, and the remaining 6% will be paid with the following details:

+ Record date: 13/7/2026.

+ Dividend payment date: 29/7/2026.

+ For deposited securities: shareholders shall receive dividends through the Depository Members where their securities accounts are maintained.

+ For undeposited securities: shareholders shall receive dividends at the Accounting and Finance Department of Ben Tre Water Supply and Sewerage Joint Stock Company.

- Authorizing the General Director to carry out all necessary procedures for dividend payment to shareholders in accordance with regulations.

2. Profit Distribution Plan for 2026:

No.	Description	Amount (VND)
1	Profit after tax:	46.100.000.000
2	Distribution of profit after tax:	46.100.000.000
2.1	Dividend distribution (10%)	29.400.000.000



No.	Description	Amount (VND)
2.2	Appropriation to Reward and Welfare Fund (equivalent to 3 months of planned salary in 2026 × planned profit after tax for 2026 / actual profit after tax for 2025), including:	8.400.000.000
	- Welfare Fund (40%)	3.360.000.000
	- Reward Fund (60%)	5.040.000.000
	+ <i>Reward Fund for Managers</i>	478.000.000
	+ <i>Reward Fund for Employees</i>	4.562.000.000
2.3	Development Investment Fund	8.300.000.000

Respectfully submitted to the General Meeting of Shareholders for approval.
Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Archive Document
Department, Accounting.

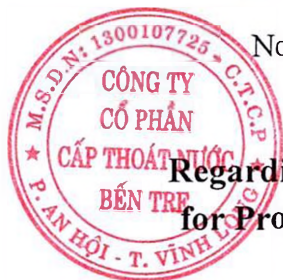
Signed

Tran Hung



No.: 06 /TTr-ĐHCĐ

Vinh Long, June 26, 2026



PROPOSAL

**Regarding the Approval of the Supplementation and Adjustment to the Plan
for Procurement of Assets, Materials and Capital Construction Investment
in 2025**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Resolution No. 66/NQ-HĐQT dated September 22, 2025 of the Board of Directors regarding the approval of the contents of the meeting held on September 22, 2025;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the supplementation and adjustment to the plan for procurement of materials, assets, and capital construction investment in 2025 as follows:

1. Capital Construction Investment:

- The capital construction investment plan for 2025: VND 94.867.000.000.
- Additional and adjusted funding for projects: VND 4.410.000.000.
- Total capital construction investment plan for 2025 after supplementation and adjustment: VND **99.277.000.000 đồng** (In words: Ninety-nine billion, two hundred seventy-seven million Dong).

(Attached with the detailed list of supplemented projects in Appendix 1)

2. Procurement of Assets and Materials:

- The procurement plan for assets and materials in 2025: VND 41.259.058.300.
- Additional procurement expenses for assets and materials arising outside the 2025 procurement plan of affiliated units: VND 2.186.456.074.

(Attached with the detailed list of supplemented assets and materials in Appendix 2).

- Total procurement plan for assets and materials in 2025 after supplementation and adjustment: VND **43.445.514.374** *(In words: Forty-three billion, four hundred forty-five million, five hundred fourteen thousand, three hundred seventy-four Dong).*

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

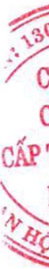
**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Recipients:

- As above;
- Company's Website;
- Archived at Administration
Department, Company Secretary.

Signed

Tran Hung



Appendix 1: Capital Construction Investment Plan for 2025 (Supplemented)

No.	Project	Total Investment Value (VND billion)
1	Project: Renovation of the Water Supply Network in Giong Trom District in 2025	0,6
2	Project: Renovation of the Water Supply Network in Wards and Communes of Vinh Long in 2025	1,5
3	Project: Domestic Wastewater Treatment System of Son Dong Water Plant	0,11
4	Project: Installation of Sluice Gate at Tam Duong Dam	0,1
5	Project: Installation of Pumps at Chet Say Booster Pumping Station in 2025	2,1
Total:		4,41

(In words: Four billion four hundred forty-one million Vietnamese dong).

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**Appendix 2: Procurement Plan for Materials and Assets in 2025
(Supplemented)**

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
1	Welding and cleaning of generator radiator at Son Dong Water Plant	Time	1	40.000.000	40.000.000	Son Dong Water Plant
2	Repair of 132kW inverter at An Hiep Water Plant	Package	1	32.000.000	32.000.000	An Hiep Water Plant
3	Purchase of electrical cables for generator connection at Luong Quoi Water Plant	Meter (m)	100	634.500	63.450.000	Luong Quoi Water Plant
4	Rental of generator for 3 months for Luong Quoi Water Plant	Quarter	1	100.000.000	100.000.000	Luong Quoi Water Plant
5	Purchase of 18.5kW horizontal centrifugal pump for Luong Quoi Water Plant	Set	1	74.000.000	74.000.000	Luong Quoi Water Plant
6	Transportation of raw water by barge in 2025 for Cho Lach	m3	4800	20.000	96.000.000	Cho Lach Industrial Water Supply Branch
7	Purchase of 2 units of 3HP pumps for Luong Quoi Water Plant	Piece	2	7.000.000	14.000.000	Luong Quoi Water Plant
8	Replacement of Logger circuit board (2GT - 1PT)p	Set	3	12.000.000	36.000.000	Giong Trom and Phu Tan Branches
9	5,000-liter plastic water tanks for saline intrusion prevention in Giong Trom	Piece	8	8.500.000	68.000.000	Giong Trom Branch
10	5,000-liter plastic water tanks for saline intrusion prevention in Giong Trom	Piece	6	8.500.000	51.000.000	Giong Trom Branch
11	Repair of generator turbocharger at Son Dong	Time	1	47.400.000	47.400.000	Son Dong Water Plant



No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
12	Repair of 22kW pump at Luong Quoi	Piece	1	21.000.000	21.000.000	Luong Quoi Water Plant
13	Water transportation for Mo Cay	Month	1	48.250.000	48.250.000	Mo Cay Branch
14	Soft starter for 45kW air blower pump at Son Dong	Piece	1	70.000.000	70.000.000	Son Dong Water Plant
15	DN100mm electromagnetic flow meter (battery-powered) - Siemens	Set	1	71.720.000	71.720.000	Standby
16	DN150 electromagnetic flow meter (battery-powered) - Siemens	Set	1	79.067.000	79.067.000	Phu Tan Branch
17	DN100 electromagnetic flow meter (battery-powered) - Aigner	Set	1	71.000.000	71.000.000	Phu Tan Branch
18	DN50mm electromagnetic flow meter (battery-powered, Modbus) - Siemens	Set	1	70.070.000	70.070.000	Network Management & Repair Team (Long Thanh and Hung Phong Islets)
19	PP elbow D25x27 RN	Piece	50	52.000	2.600.000	Serving water supply network repairs
20	D20 water meter - Class 2, calibrated	Piece	5	1.164.000	5.820.000	“
21	uPVC pipe D27 x 1.9 x 4	Meter (m)	4.401	12.152	53.480.952	“
22	Brass ball valve D27	Piece	6	102.000	612.000	“
23	uPVC pipe D42 x 2.2 x 4	Meter (m)	80	23.863	1.909.040	“
24	uPVC pipe D60 x 2.5 x 4	Meter (m)	1.603	37.046	59.384.738	“
25	uPVC coupling D27	Piece	3.000	3.136	9.408.000	“
26	uPVC threaded coupling D27 RT	Piece	640	3.400	2.176.000	“
27	uPVC tee D60	Piece	161	34.398	5.538.078	“
28	uPVC coupling D60	Piece	1.000	16.954	16.954.000	“
29	uPVC male threaded	Piece	302	13.300	4.016.600	“



No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
	coupling D60 RN					
30	uPVC female threaded coupling D60 RT	Piece	200	16.400	3.280.000	“
31	PP coupling D25	Piece	1.400	62.000	86.800.000	“
32	PP coupling D32	Piece	60	86.000	5.160.000	“
33	PP male threaded coupling D32x34 RN	Piece	70	50.000	3.500.000	“
34	PP female threaded coupling D25x27 RT	Piece	250	45.000	11.250.000	“
35	PP tee D25	Piece	420	113.000	47.460.000	“
36	Stainless steel reducer D60x27	Piece	50	120.000	6.000.000	“
37	Stainless steel threaded connector D27	Piece	51	30.000	1.530.000	“
38	Stainless steel threaded connector D60	Piece	31	120.000	3.720.000	“
39	uPVC pipe D114 x 5 x 6 (J)	Meter (m)	148	143.772	21.278.256	“
40	uPVC pipe D21 x 1.7 x 4	Meter (m)	200	8.624	1.724.800	“
41	uPVC pipe D34 x 2.1 x 4	Meter (m)	210	17.052	3.580.920	“
42	uPVC pipe D90 x 3 x 4	Meter (m)	100	68.208	6.820.800	“
43	uPVC valve D60	Piece	155	98.000	15.190.000	“
44	uPVC union connector D60	Piece	50	59.000	2.950.000	“
45	HDPE pipe D180 x 10.7 x 6	Meter (m)	120	379.358	45.522.960	“
46	HDPE pipe D160 x 9.5 x 6	Meter (m)	220	300.880	66.193.600	“
47	Brass check valve D60	Piece	15	700.000	10.500.000	“
48	Brass valve D49	Piece	10	485.000	4.850.000	“
49	PP reducing tee D32x25		50	176.000	8.800.000	“
50	Cast iron coupling DN150 (OD160 HDPE connection)	Piece	10	2.200.000	22.000.000	“
51	Filter sand for Cho Lach	tons	7	1.850.000	12.950.000	“
52	Filter sand for Son	tons	15	1.850.000	27.750.000	“

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
	Dong Water Plant					
53	Cast iron valve D63 EE	Piece	30	1.050.000	31.500.000	“
54	Cast iron reducer DN150x100 BB	Piece	2	1.268.000	2.536.000	“
55	Cast iron tee D150x150x150 - FFB (OD160 connection)	Piece	2	3.023.000	6.046.000	“
56	Cast iron tee DN150x150x150 - BBB	Piece	4	3.023.000	12.092.000	“
57	Cast iron elbow DN150 x 45 degrees	Piece	1	1.857.000	1.857.000	“
58	Cast iron butterfly valve DN150	Piece	1	3.083.000	3.083.000	“
59	Cast iron gate valve DN100-BB	Piece	7	2.787.000	19.509.000	“
60	Cast iron gate valve DN150-BB	Piece	4	4.935.000	19.740.000	“
61	Cast iron butterfly valve DN250	Piece	1	6.993.000	6.993.000	“
62	Pressure reducing valve DN100 (My Thanh Bridge)	Piece	1	66.795.000	66.795.000	“
63	Cast iron coupling DN80 (OD90 connection)	Piece	4	889.000	3.556.000	“
64	Cast iron saddle clamp DN400x60 (OD429 connection)	Piece	1	2.821.000	2.821.000	“
65	Cast iron tee DN150x150x100 - FFB (OD168 connection)	Piece	2	2.908.000	5.816.000	“
66	Cast iron tee DN100x100x100 - BBB	Piece	1	1.542.000	1.542.000	“
67	Cast iron flange adaptor DN150 - BF (OD168 connection)	Piece	2	1.454.000	2.908.000	“
68	Sensor device (business division)	Piece	19	1.844.600	35.047.400	“
69	Cast iron coupling DN300 (OD326 x	Piece	3	6.637.800	19.913.400	“

No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
	335 connection)					
70	Chlorine dosing machine	Piece	1	23.500.000	23.500.000	An Hiep Water Plant
71	F1 estimation software (Giong Trom Branch)	Set	1	4.200.000	4.200.000	Procurement of office equipment as requested by affiliated units
72	Installation of 300W solar floodlights for Son Dong - An Hiep Water Plant	Set	2	2.700.000	5.400.000	“
73	Installation of 300W electric floodlights for Son Dong - An Hiep Water Plant	Set	4	4.300.000	17.200.000	“
74	Installation of 300W electric floodlights for Phu Tan Branch	Set	3	4.300.000	12.900.000	“
75	Installation of 30W floodlights for Phu Tan Branch	Set	3	800.000	2.400.000	“
76	Purchase of Asus webcam (Network Management & Repair Team, Mo Cay Branch)	Piece	2	880.000	1.760.000	“
77	Installation of camera at Thanh Trieu temporary dam	Set	1	5.032.500	5.032.500	“
78	Replacement of air conditioners at warehouse (1st floor), Accounting Department and Company Hall	Set	2	23.790.000	47.580.000	“
79	Replacement of air conditioner in Deputy General Director Phan Thanh Binh's office	Set	1	15.740.000	15.740.000	“
80	Replacement of laptop battery (Chief Accountant)	Set	1	950.000	950.000	“



No.	Name of Materials / Work Items	Unit	Quantity	Unit Price (VND)	Amount (VND)	Using Unit
81	Filing cabinet for the Board of Directors	Piece	1	6.786.000	6.786.000	“
82	Removal and replacement of toilet bowls in the Company Office restroom	Piece	7	3.167.441	22.172.087	“
83	Installation of bidet spray	Piece	7	166.849	1.167.943	“
84	Installation of document shelves for the Technical Department		1	15.495.000	15.495.000	“
85	Repair of signboards at the Head Office and branches	Time	1	23.430.000	23.430.000	“
86	Replacement of air conditioner in the General Director's office	Piece	1	23.790.000	23.790.000	“
87	Replacement of air conditioner for the 5,000m ³ treatment cluster control cabinet	Piece	2	29.590.000	59.180.000	“
88	Exhaust fan with airflow control for Phu Tan Branch	Set	1	14.850.000	14.850.000	“
89	Toshiba Inverter refrigerator 336 liters for Giong Trom Branch	Piece	1	7.500.000	7.500.000	“
Total:					2.186.456.074	

(In words: Two billion one hundred eighty-six million four hundred fifty-six thousand seventy-four Vietnamese dong).



No.: 07 /TTr-ĐHCĐ

Vinh Long, June 26, 2026

PROPOSAL

Regarding the approval of the production and business plan for 2026

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019;

- Pursuant to 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, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;

- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 business and production plan as follows:

No.	Indicator	Unit	Plan for 2026
I	Production and business indicators		
1	Water production volume	m ³	27.561.330
2	Billed water volume	m ³	23.427.000
3	Total revenue	Million VND	249.200
4	Total expenses	Million VND	193.500
5	Profit before tax	Million VND	55.700
6	Profit after tax	Million	46.100



No.	Indicator	Unit	Plan for 2026
		VND	
7	State budget contribution	Million VND	50.543
7.1	<i>Dividend payment for state capital portion</i>	<i>Million VND</i>	20.698
7.2	<i>Taxes and fees payable</i>	<i>Million VND</i>	29.845
8	Dividend payout ratio on charter capital during the year	%	10%
9	Charter capital	Million VND	294.000
II	Plans supporting production and business activities in 2026		
1	Procurement plan for assets and materials	Million VND	41.678
2	Basic construction investment plan	Million VND	66.070

(Attached to the 2026 business and production plan)

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Archived at Administration Department, Company Secretary.

Signed

Tran Hung





No: 399 /CTN-KHTH

Vinh Long, May 12 , 2026

**PLAN
2026 PRODUCTION AND BUSINESS PLAN**

I. STATUS AND RESULTS OF 2025 PRODUCTION AND BUSINESS

The saltwater intrusion in early 2025 occurred early; although not as severe as in 2024, it still affected the raw water source received at the water plants. The Company proactively developed a response plan and organized the implementation of tasks according to the set schedule to ensure a supply of fresh water for customers in the service area. The Company regulated the fresh water source through a system of saltwater prevention sluice gates and coordinated the installation and operation of pump boats to obtain water with the lowest salinity for clean water production to supply the Ben Tre city area and the districts of Chau Thanh, Giong Trom, Mo Cay Nam, and Mo Cay Bac.

During the dry and saline months, the water demand of the population increased, causing system overloads and localized water shortages at the end of the water supply network in areas of Giong Trom district, Ben Tre city, and several communes in Mo Cay Nam and Mo Cay Bac districts. The Company continued to purchase clean water from Mỏ Cày Water Supply Co., Ltd. via a 50mm master meter to supplement pressure for the areas of Định Thủy and Phước Hiệp communes in Mo Cay Nam district; rented water trucks to fill storage tanks to improve pressure for areas in Giong Trom district, Son Phú and Phước Long communes (adjacent to the old Ben Tre city), Định Thủy commune (old Mo Cay Nam district), and Tân Thành Bình and Phước Mỹ Trung communes (old Mo Cay Bac district). By the end of the 2024-2025 dry season, the Company had completed its political mission, implemented effective drought and salinity response solutions, proactively secured fresh water sources to ensure production, and provided treated water that met quality standards with salinity not exceeding permitted limits, thereby meeting the water usage needs for production and daily life of the people in the service area.

Along with drought and salinity response efforts, the work of preventing clean water loss and revenue leakage is always a top priority. With the determination to reduce the overall water loss rate for the Company, the Management Board maintains periodic briefing meetings on preventing clean water loss and revenue leakage to propose solutions, share experiences, and direct subordinate units to pay attention to implementing technical solutions for water loss prevention, strengthening the detection of pipe bursts, and monitoring the water loss rate, striving to reduce the loss rate for the entire Company according to the set plan. Although many solutions have been implemented and the detection and rapid handling of pipe bursts across the network have been strengthened, the result by the end of 2025 was an overall Company water

loss rate of 17.74%, an unwanted increase of 2.74% compared to the set plan and an increase of 0.19% compared to the end of 2024.

In 2025, basic construction investment was prioritized and effectively directed by the Management Board. By the end of 2025, the total value of basic construction investment reached 45.13/90.56 Billion VND (reaching 49.8%), contributing to improving pressure, enhancing water quality, developing and expanding over 86 km of various types of pipelines in the areas of Ben Tre city (old), Giong Trom district (old), Mo Cay Nam and Mo Cay Bac districts (old), and Cho Lach district (old), and developing 2,800 additional new customers, helping the Company meet and exceed the targets set in the 2025 plan.

The results of the 2025 production and business plan implementation are as follows:

NO.	Target Name	UOM	2024 Actual	2025 Year			Rate compared to the same period in 2024 (%)
				Plan	Actual	Rate compared to 2025 Plan (%)	
1	Produced machine water volume	m3	27,821,430	26,411,765	27,921,191	105.71	100.36
2	Recorded machine water volume	m3	22,939,605	22,450,000	22,968,056	102.31	100.12
3	Total Revenue	Million VND	243,060	238,000	245,870	103.31	101.16
	- Machine water revenue	Million VND	240,360	235,200	240,316	102.18	99.98
	- Revenue from other activities	Million VND	2,700	2,800	5,554	198.36	205.70
4	Budget payment	Million VND	47,027	42,814	53,673	125.36	114.13
	- Payment of dividends on state capital	Million VND	22,579	20,698	30,106	145.45	133.34
	- Payment of various taxes and fees	Million VND	24,448	22,116	23,567	106.56	96.40
5	Total cost	Million VND	173,791	180,000	180,561	100.31	103.90
6	Profit before tax	Million VND	69,269	58,000	65,309	112.60	94.28
7	Profit after tax	Million VND	57,387	48,000	54,020	112.54	94.13
8	Charter capital	Million VND	294,000	294,000	294,000		
9	Other indicators						
9.1	Average total number of employees	People	281	281	272	96.80	
9.2	Replacing water meters	Unit	17,675	18,000	18,662	103.68	105.58
9.3	Installing new water meters	unit	2,722	2,500	2,840	113.60	104.34

NO.	Target Name	UOM	2024 Actual	2025 Year			Rate compared to the same period in 2024 (%)
				Plan	Actual	Rate compared to 2025 Plan (%)	
9.4	Water loss rate	%	17.55	≤15	17.74	+2.74	+0.19
9.5	Collection rate	%	0.05	≤0.1	0.1		
9.6	Average salary/person/month	Million VND	8.7	11	10.5	95.45	120.69
9.7	Annual dividend payout ratio on charter capital	%	12	10	11		

II. TASKS AND TARGETS FOR 2026

1. 2026 Situation Forecast:

2026 is the first year of implementing the stable new provincial model, with the socio-economic situation basically remaining stable; production and business activities are gradually recovering and developing; and people's lives continue to be improved. This is also an important year for Vinh Long province in promoting socio-economic development in a sustainable direction, responding to climate change and environmental challenges. Saltwater intrusion continues to be a major risk, directly affecting agricultural production, domestic water sources, and the lives of the people, especially in the riverine areas and areas belonging to the old Ben Tre after the merger. Risk management, investment in irrigation infrastructure, and the application of climate change adaptation solutions are the determining factors for the province's socio-economic stability in the 2025 - 2030 period.

The 2025-2026 dry season is forecasted to continue to have a trend of saltwater intrusion at a level equivalent to the 2024-2025 dry season, with impacts felt from the beginning of 2026 and peaking in March and April 2026. Although not as severe as in record years like 2015-2016 or 2019-2020, the developments could be complex, leading to water shortages and deep saltwater intrusion into the fields, affecting the water sources for the production of water plants and the domestic needs of the people in the Company's service area as well as the local socio-economic development.

The Provincial Party Committee and the People's Committee of Vinh Long province have paid attention to directing branches, levels, agencies, units, and localities to define the task of preventing drought and saltwater intrusion as a key mission, focusing on mobilizing resources and implementing it with the highest political determination, proactively implementing water supply solutions, and not allowing water shortages for daily life and production that would affect the health and lives of the people.

Ben Tre Water Supply and Sewerage Joint Stock Company is determined to complete its political mission in drought and salinity response, ensure the supply of clean water that meets quality standards to meet the production and domestic needs of customers in the service area; complete and exceed the set plan targets; and focus on

developing a high-quality water supply system, affirming its social responsibility and contributing to the sustainable development of the province.

2. Task Orientation for 2026:

In 2026, Ben Tre Water Supply and Sewerage Joint Stock Company will continue to stabilize production and business activities, improve corporate governance efficiency, and gradually implement sustainable development goals. Based on the results of the 2025 tasks and the development orientation for the 2025-2030 term, the Company will focus on the following key tasks:

- Continue to proactively develop plans to respond to climate change, especially the developments of saltwater intrusion during the dry season. Lead the effective implementation of drought and salinity response solutions for the 2025-2026 dry season, ensuring that water with salinity exceeding the standards is not supplied to customers; have plans to ensure security and safety for water sources at all of the Company's plants.

- Lead stable production and business activities, completing the targets and plans assigned by the Owner and the targets approved by the General Meeting of Shareholders.

- Continue to implement the safe water supply plan, focusing on urgently completing key projects left over from the end of 2025 for final settlement in the first and second quarters of 2026. Manage capital effectively to complete on schedule the projects specifically mentioned in the 2026 basic construction investment plan in order to renovate and expand the water supply network, renovate and upgrade water plants, and strengthen pressure on the water supply network in areas within the service region to meet the increasingly high water usage needs of customers.

- Implement investment and expansion of the water supply network; strive to increase the rate of people using clean water in rural areas to 87.2% and in urban areas to 91%.

- Continue to complete the procedures for applying for environmental permits at plants and branches as prescribed; coordinate with localities to have plans to relocate water supply pipes in a timely manner to ensure the progress of road and alley expansion according to the plans and rural traffic construction schemes of each locality.

- Focus all resources on implementing solutions to reduce the water loss rate, striving for an overall Company water loss rate of $\leq 15\%$ by the end of 2026.

- Comply with current State regulations on basic construction investment, procurement, and management of the Company's assets and materials; implement the effective organization of asset and material procurement to meet the timely usage needs of the unit's production and business.

- Submit to the Departments and Sectors for consideration the clean water pricing plan, including retail and wholesale prices, and advise on submitting to the Provincial People's Committee to adjust the unit price for clean water consumption of the Company according to Circular 145/2025/TT-BTC dated December 31, 2025, on guiding specific contents when applying the general pricing method for goods and services priced by the State in clean water pricing.



- Continue to implement the plan for cashless payment for water bills, stop collecting water bills at customers' homes, and actively encourage customers to pay water bills via banks and collection support applications to increase the cashless payment rate to 100%.

- Strengthen the application of digital transformation to production and business activities; deploy and use the new customer management software effectively; monitor and supervise the implementation of corporate management according to ISO 9001:2015 standards.

- Build a salary scale for employees based on work performance; fully implement policies and regimes for employees, ensuring all conditions for employees to stabilize their lives, be secure in their work, and have long-term commitment to the enterprise.

- Lead the propaganda and education of staff, party members, and employees to strictly comply with the Labor Law, the unit's internal rules and regulations, and the provisions of the law on order and traffic safety; focus on building an enterprise that meets the standards of security, order, and culture.

3. 2026 Plan Targets:

Based on the results achieved in 2025, Ben Tre Water Supply and Sewerage Joint Stock Company builds the production and business plan targets as a basis for implementation in 2026 as follows:

No.	Indicator name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
1	Produced tap water volume	m3	27,921,191	27,561,330	98.71
2	Billed tap water volume	m3	22,968,056	23,427,000	102.00
3	Total revenue	Million VND	245,870	249,200	101.35
	- Tap water revenue	Million VND	240,316	245,100	
	- Revenue from other activities	Million VND	5,554	4,100	
4	Budget contribution	Million VND	53,673	50,543	94.17
	- State capital dividend payment	Million VND	30,106	20,698	
	- Taxes and fees	Million VND	23,567	29,845	
5	Total expenses	Million VND	180,561	193,500	107.17
6	Profit before tax	Million VND	65,309	55,700	85.29
7	Profit after tax	Million VND	54,020	46,100	85.34
8	Charter capital	Million	294,000	294,000	

No.	Indicator name	Unit	2025 Actual	2026 Plan	Compared to 2025 Actual (%)
		VND			
9	Other indicators				
9.1	Average total headcount	People	272	272	
9.2	Water meter replacement	unit	18,662	21,400	114.67
9.3	New water meter installation	unit	2,840	2,000	70.42
9.4	Water loss rate	%	17.74	15	Decrease 2.74
9.5	Collection rate	%	0.1	0.1	
9.6	Average salary/person/month	Million VND	10.5	11.7	
9.7	Annual dividend payout ratio on charter capital	%	11	10	

4. Capital sources used for production and business activities in 2026:

The capital source for the procurement of assets, materials, and basic construction investment in 2026 is 107.77 Billion VND, including the implementation of:

- Basic construction investment plan: 66.07 Billion VND.
- Asset and material procurement plan: 41.7 Billion VND.

III. IMPLEMENTATION SOLUTIONS

1. Focus on ensuring safe and stable water supply and improving customer service quality:

The Company continues to implement synchronous solutions to ensure the safe and continuous supply of clean water to people and organizations in the managed area; strengthen water quality control from production to distribution, fully complying with current technical regulations and standards. At the same time, focus on improving customer service quality, improving the process of receiving and resolving feedback and recommendations, and gradually increasing the satisfaction level of water-using customers.

Improve the company's website, perform customer care services well, and manage the hotline well to receive and handle customer feedback information. Strengthen contact and dialogue with customers, and resolve cases of weak water pressure on the network immediately. Apply and use effectively the software developed by the Company related to incident management on the water supply network and data management for data loggers.

Deploy new customer management software; continue to promote the implementation of the cashless payment scheme for water bills and stop collecting water bills at customers' homes.

2. Accelerate investment in renovation, upgrading, and development of the water supply system:

Focus investment resources on key projects to renovate and upgrade the water supply network, increase the capacity of water plants, and ensure stable pressure and water quality, especially in areas with high water demand. Investment is carried out with focus and key points, consistent with the ability to balance capital, ensuring economic-technical efficiency and long-term sustainability.

Proactively build a detailed financial plan, strictly balancing capital usage needs to ensure production and business activities; advise on the implementation of commercial loan procedures to invest in basic construction projects; use capital for the right purposes, proactively and flexibly balance loans from credit institutions; and manage receivables and payables well to avoid the situation of capital loss for the enterprise.

3. Strengthen solutions to reduce the water loss rate; ensure sustainability:

Determining that water loss reduction is a continuous task with significant importance for production and business efficiency, the Company continues to implement technical, management, and investment solutions simultaneously, such as: replacing and renovating old and degraded pipelines; installing and repairing new water meters; applying technology in monitoring and leak detection; and raising the responsibility of subordinate units in managing the water supply network. Strive to maintain and gradually reduce the water loss rate according to the set plan.

Regularly inspect to detect cases of water usage fraud; propose strict handling of cases of violations of water supply contracts; and implement zoning and network separation in areas with high loss rates to inspect, monitor, and propose remediation solutions.

Develop a specific quarterly water loss prevention plan and report implementation results; build a water supply network renovation plan for each stage and implement it effectively; regularly update the management diagram of the water supply network across all service areas managed by the Company; build a coordination plan with the people in protecting the Company's pipeline network assets; strengthen responsibility in duty and incident handling, ensuring rapid and timely detection and repair when notified by the people; and maintain the organization of briefing meetings on clean water loss and revenue leakage prevention and summarize and reward the work of clean water loss and revenue leakage prevention.

4. Improve corporate governance efficiency and resource usage:

Focus on improving the efficiency of financial management, asset management, and material management; implement procurement and investment in accordance with the law and internal regulations, ensuring savings and preventing loss and waste.

Strengthen the application of information technology and management software in production and business management, technical management, and customer management to improve labor productivity and the unit's operational efficiency.

5. Strengthen quality management in clean water production, proactively respond to climate change, drought, and saltwater intrusion:

Faced with increasingly complex climate change developments, the Company continues to proactively develop and implement plans to respond to drought and

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saltwater intrusion; invest in and prepare necessary materials, equipment, and chemicals to ensure the maintenance of safe and stable water production operations in all situations, contributing to ensuring social security and serving the local socio-economic development.

Manage and operate production plants well, ensuring the regulation of water pressure pumped into the network according to the coordination plan for plant operations; implement the periodic maintenance and upkeep of machinery and equipment effectively; regularly inspect occupational safety and hygiene work at plants; provide full safety equipment for operation and chemical leakage; and provide surveillance cameras and data transmission equipment.

Implement waste collection and treatment to reach environmental standards before discharge; strictly comply with the provisions of the law on exploitation and discharge, and environmental protection measures according to the Law on Water Resources.

Strengthen inspection and strict protection of water sources at extraction locations; proactively propose measures to address causes of water source pollution; regularly monitor and supervise raw water quality through data collected from raw water quality monitoring equipment at the Cai Co raw water pumping station, the new Ba Lai Bridge, and Son Dong Water Plant; and test and control the quality of raw and treated water to ensure compliance with standards prescribed by the Ministry of Health.

Strengthen inspection and supervision of clean water production quotas to suit reality; implement solutions to reduce electricity consumption quotas as well as raw materials and chemicals used for water treatment to save costs for the Company, and apply information technology to production process management.

6. Human resource development and corporate culture building:

Build a training plan in 2026 according to the requirements of subordinate units and the general tasks of the Company.

Pay attention to training and fostering to improve professional qualifications, skills, and the sense of responsibility of the team of staff and employees; build a team with enough capacity to meet the management and operation requirements in the new stage. At the same time, continue to build a disciplined and professional working environment, promoting the spirit of solidarity and responsibility, contributing to the good completion of the 2026 production and business goals.

Continue to review, arrange, and effectively use the Company's existing number of employees; organize strict monitoring of the implementation of the issued internal rules and regulations; and have a plan to fully and effectively implement the enterprise's legal work.

Ensure the full implementation of all legitimate rights, while creating better conditions and working environments for employees, and building and implementing a corporate culture.

Research legal provisions on labor management, wages, remuneration, and bonuses in state-owned enterprises to advise on rebuilding the salary scale and salary fund for the Management Board and employees.

Inspect the implementation of quality management according to ISO 9001:2015 standards for subordinate units.

IV. IMPLEMENTATION ORGANIZATION

Regarding the 2026 drought and salinity response work, subordinate units must actively coordinate with each other to complete the tasks assigned by the General Director and perform necessary work according to the Company's Plan and the 2025-2026 dry season saltwater intrusion prevention and response plan.

Assign the Planning – General Department to base on the targets of the 2026 production and business plan to propose the allocation of production and business targets as a basis for subordinate units to implement; prepare a monthly implementation plan and report the implementation results at the regular monthly briefing meeting.

Assign tasks to the Heads of units to timely identify the development situation of the area or other influences affecting the Company's production and business plan in order to have advice and proposals to the Company's General Director to adjust plans to suit the actual situation, or seize new opportunities that bring profit to the Company; proactively fix pipe burst incidents on the water supply network in the assigned management area to limit water loss, and strive to reduce the water loss rate according to the assigned targets, contributing to reducing the overall water loss for the entire Company.

Assign the Water Loss Prevention Department to propose practical solutions, coordinate with branches to control the water loss rate in areas, and reduce the overall Company water loss rate to meet the plan ($\leq 15\%$) by the end of 2026.

Assign Branches to proactively inspect and re-evaluate the quality of the water supply system in each area and have directions to propose effective operation management and pressure regulation to reduce the water loss rate in the assigned management area.

Assign the Accounting - Finance Department to base on the targets set in this plan to build a financial plan and a 2026 profit distribution plan as a basis for implementation. At the same time, proactively advise the General Director to decide on the reasonable allocation of capital for production and business activities. Besides that, it is necessary to strengthen the inspection and control of the financial situation and regularly update changes in accounting regimes to handle them according to regulations.

Assign the Technical Department and Construction Consulting Enterprise to focus on completing the design work for basic construction projects according to the set plan and implement related procedures to complete the 2026 basic construction investment plan; proactively contact leaders in localities and areas within the plan to invest in expanding the branch pipeline network to sign water supply service area agreements, avoiding overlapping investments with other units that do not bring efficiency to the Company. Proactively contact and apply for construction permits for renovation, repair, and expansion of the water supply network before selecting contractors or implementing them themselves;



Based on the assigned specific targets and the above tasks, it is requested that the Heads of the Company's subordinate units have the responsibility to build detailed monthly and quarterly plans for their units and deploy them to all employees in the unit to grasp and implement. At the same time, they must regularly inspect, supervise, direct employees to implement, remove obstacles, evaluate, and report the results of the implementation of assigned tasks to the Company's General Director.

The 2026 production and business plan is built based on the development needs and the actual situation of the Company. Relevant departments coordinate to advise on the implementation of procedures to submit for approval to the Board of Directors and the 2026 Annual General Meeting of Shareholders as a basis for implementation. During the implementation process, if there are difficulties or obstacles, units must report promptly to the Company's General Director for unified direction and resolution./.

Receipt:

- Chairman of the Board of Directors (report);
- Board of General Directors (direction);
- Head of the Board of Supervisors (monitoring);
- Subordinate units (implementation);
- HC Filing.

GENERAL DIRECTOR

Signed



No.: 08 /TTr-ĐHCD

Vinh Long, June 26, 2026

PROPOSAL

**Regarding the approval of the salary and remuneration plan of the
company's managers and the actual salary and remuneration of the
company's managers in 2025**

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Official Letter No. 6329/UBND-NC dated 13 November 2025 of the People's Committee of Vinh Long Province regarding comments on the planned salary and remuneration for 2025 of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Resolution No. 73/NQ-HĐQT dated 08 December 2025 of the Board of Directors approving the contents of the meeting held on 08 December 2025;

- Pursuant to Resolution No. 81/NQ-HĐQT dated 26 March 2026 of the Board of Directors;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the salary and remuneration plan of the Company's managers and the actual salary and remuneration of the Company's managers in 2025 as follows:

No.	Position	Number of persons	Plan for 2025		Actual for 2025	
			Salary/Remuneration (VND/person/month)	Amount (VND/year)	Salary/Remuneration (VND/person/month)	Amount (VND/year)
I. Salary				3.026.322.391		3.402.958.080
1	Chairman	1	41.915.643	502.987.716	50.298.771	603.585.252



No.	Position	Number of persons	Plan for 2025		Actual for 2025	
			Salary/Remuneration (VND/person/month)	Amount (VND/year)	Salary/Remuneration (VND/person/month)	Amount (VND/year)
	of the Board of Directors					
2	Head of the Board of Supervisors	1	34.929.703	419.156.436	41.915.643	502.987.716
3	General Director	1	48.734.137	584.809.644	53.185.773	638.229.276
4	Deputy General Director	2	43.464.524	1.043.148.576	47.434.806	1.138.435.344
5	Chief Accountant	1	39.685.001	476.220.019	43.310.041	519.720.492
II. Remuneration				594.000.000		574.000.000
1	Member of the Board of Directors representing state capital	1	6.750.000	81.000.000	6.750.000	81.000.000
2	Member of the Board of Directors not representing state capital	3	6.750.000	243.000.000	6.750.000	243.000.000
3	Non-executive member of the Board of Supervisors	2	6.750.000	162.000.000	6.750.000	162.000.000

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No.	Position	Number of persons	Plan for 2025		Actual for 2025	
			Salary/Remuneration (VND/person/month)	Amount (VND/year)	Salary/Remuneration (VND/person/month)	Amount (VND/year)
4	Person in charge of corporate governance	1	5.000.000	60.000.000	5.000.000	60.000.000
5	Company Secretary	1	4.000.000	48.000.000	4.000.000	28.000.000

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Filed: Admin Office, BoD Office.

Signed

Tran Hung



No.: 09 /TTr-ĐHCĐ

Vinh Long, June 26, 2026

PROPOSAL

**Regarding the approval of the salary and remuneration plan for the
Company's managers in 2026**

To.: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam, Term XIV;

- Pursuant to the Law on Amendments and Supplements to several articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, passed by the National Assembly of the Socialist Republic of Vietnam, Term XV;

- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Resolution No. 86/NQ-HĐQT dated June 04, 2026 of the Company's Board of Directors;

The Board of Directors respectfully submits to the General Meeting of Shareholders to approve the salary and remuneration plan for the Company's managers in 2026 as follows:

No.	Position	Number of Persons	2026 Plan	
			Salary/Remuneration Rate (VND/person/month)	Amount (VND/year)
I. Salary				4.690.860.000
1	Chairman of the Board of Directors	1	74.000.000	888.000.000
2	Head of the Board of Supervisors	1	62.737.200	752.846.400
3	General Director	1	70.781.000	849.372.000
4	Deputy General Director	2	62.737.200	1.505.692.800
5	Chief Accountant	1	57.912.400	694.948.800
II. Remuneration				654.000.000



No.	Position	Number of Persons	2026 Plan	
			Salary/Remuneration Rate (VND/person/month)	Amount (VND/year)
1	Member of the Board of Directors representing state capital	1	8.000.000	96.000.000
2	Member of the Board of Directors not representing state capital	3	8.000.000	288.000.000
3	Non-executive Member of the Board of Supervisors	2	6.750.000	162.000.000
4	Person in charge of Corporate Governance	1	5.000.000	60.000.000
5	Company Secretary	1	4.000.000	48.000.000

Respectfully submitted to the General Meeting of Shareholders for approval.

Thank you very much./.

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

Signed

Tran Hung

Recipients:

- As above;
- Archived: Clerical Dept, Meeting Docs.



No.: 10 /TTr-ĐHCĐ

Vinh Long, June 26, 2026

PROPOSAL

Regarding the selection of the audit firm for the 2026 financial statements

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company (amended and supplemented for the 6th time) approved by the General Meeting of Shareholders on 26 June 2021;

- Pursuant to Circular No. 183/2013/TT-BTC dated 04 December 2013 of the Ministry of Finance on independent audit for public interest entities;

To ensure that the operations of Ben Tre Water Supply and Sewerage Joint Stock Company comply with current legal regulations, the Board of Supervisors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the selection of the audit firm for the Company's 2026 financial statements with the following contents:

1. Criteria for selecting an independent audit firm

- The audit firm must be reputable, independent, and fully qualified in accordance with legal regulations, and approved by the Ministry of Finance and the State Securities Commission to audit issuers, listed companies, and securities business organizations;

- The firm must have a team of highly qualified experts and auditors with many years of experience in auditing financial statements in accordance with Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting Regime;

- The firm must be capable of meeting requirements on audit quality and timeline in accordance with regulations of the State Securities Commission and relevant laws;

- The audit fee must be reasonable and appropriate to the scope, content, and schedule of the audit as required by Ben Tre Water Supply and Sewerage Joint Stock Company.

2. Current status of financial statement audit at Ben Tre Water Supply and Sewerage Joint Stock Company in recent years

- In recent years, Chuan Viet Auditing and Consulting Company Limited has performed the audit of financial statements at Ben Tre Water Supply and Sewerage



Joint Stock Company (BEWACO), always coordinating effectively and mobilizing sufficient personnel to complete the work on schedule as required, thereby helping BEWACO disclose information and organize the Annual General Meeting of Shareholders in accordance with the prescribed timeline.

- Regarding service quality, the financial statement audit services have consistently received high evaluations. Despite the relatively large workload, the audit service fees of Viet Values Audit and Consulting Company Limited.

3. Proposal of the Board of Supervisors

Based on the selection criteria as well as the current status of financial statement audits at BEWACO in recent years, and upon the proposal of the Management Board, the Board of Supervisors considers that the independent audit firm qualified to provide financial statement audit services for BEWACO in 2026 is:

- Viet Values Audit and Consulting Company Limited.

- Tax code: 0315762788.

- Address: 2nd Floor, No. 33 Phan Van Khoe Street, Cho Lon Ward, Ho Chi Minh City

This audit firm is included in the list of audit firms approved by the State Securities Commission to audit public interest entities in 2026. The above audit firm is fully independent of BEWACO and independent of BEWACO's management and executive personnel.

The Board of Supervisors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the above-mentioned list of independent audit firms and authorizes the Board of Directors to organize and implement the selection in accordance with legal regulations.

Respectfully submitted./.

Recipients:

- As above;
- Company's website;
- Filed: Admin Office, Board of Supervisors.

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

Signed

Le Van Phong



No.: 11 /TTr-ĐHCĐ

Vinh Long, June 26, 2026

PROPOSAL

Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;
- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the current Charter of Ben Tre Water Supply and Sewerage Joint Stock Company;
- Pursuant to Decision No. 3431/QĐ-UBND dated 31 December 2025 and Decision No. 3432/QĐ-UBND dated 31 December 2025 regarding the re-appointment of State capital representatives at Ben Tre Water Supply and Sewerage Joint Stock Company;
- Pursuant to Official Letter No. 5648/UBND-NC dated 05 May 2026 of the People's Committee of Vinh Long Province regarding comments on personnel of Ben Tre Water Supply and Sewerage Joint Stock Company;
- Pursuant to the minutes of the shareholders' group meeting of Hoan Cau Company Limited and Thuy Anh Water Supply Joint Stock Company regarding the nomination of candidates for election to the Board of Supervisors of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025–2030 term;
- Pursuant to the applications for self-nomination and nomination of candidates;

The Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following matters:

I. Approval of the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term (due to expiration of the term), including:

1. Dismissal of members of the Board of Directors for the 2020–2025 term:

- Mr. Tran Hung – Chairman of the Board of Directors.
- Mr. Tran Thanh Binh – Member of the Board of Directors, General Director of the Company.
- Mr. Phan Thanh Binh – Member of the Board of Directors, Deputy General Director of the Company.
- Mr. Phan Dinh Tan – Member of the Board of Directors.
- Ms. Nguyen Thy Phuong – Member of the Board of Directors.

2. Dismissal of members of the Board of Supervisors for the 2020–2025 term:

- Mr. Le Van Phong – Head of the Board of Supervisors.
- Mr. Nguyen Dinh Huan – Member of the Board of Supervisors.
- Ms. Ngo Thi Hong Van – Member of the Board of Supervisors.

II. Approval of the election of members of the Board of Directors and the Board of Supervisors of the Company for the 2025–2030 term, as follows:

1. Board of Directors:

- Number of members: 05 persons.
- Term: 2025–2030 (05 years).
- Maximum number of candidates: Not limited.
- Criteria for candidates for the Board of Directors (in accordance with Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14 and Article 275 of Decree No. 155/2020/ND-CP)

2. Board of Supervisors:

- Number of Supervisors: 03 persons
- Term: 2025–2030 (05 years)
- Maximum number of candidates: Not limited.
- Criteria for candidates for the Board of Supervisors (in accordance with Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/ND-CP).



Other matters related to the election of members of the Board of Directors and the Board of Supervisors shall be implemented in accordance with the regulations on nomination, self-nomination, and election of members of the Board of Directors and the Board of Supervisors at the 2026 Annual General Meeting of Shareholders.

3. Approval of the list of candidates:

a. Candidates for the Board of Directors:

No.	Full name
1	Tran Hung
2	Tran Thanh Binh
3	Phan Thanh Binh
4	Phan Dinh Tan
5	Nguyen Thy Phuong

b. Candidates for the Board of Supervisors:

No.	Full name
1	Le Van Phong
2	Pham Phi Hong
3	Tran Thi Bao Tram

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Filed: AGM documents

Signed

Tran Hung



**BEN TRE WATER SUPPLY
AND SEWERAGE JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 12 /TTr-ĐHCĐ

Vinh Long, June 26, 2026

PROPOSAL

**Regarding the amendment and supplementation of the Company's Charter,
the Internal Corporate Governance Regulations, the Regulations on the
Operation of the Board of Directors, and the Regulations on the Operation
of the Board of Supervisors**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, 14th Legislature;

- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17 June 2025 of the National Assembly of the Socialist Republic of Vietnam, 15th Legislature;

- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019;

- Pursuant to 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, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11 September 2025;

- Pursuant to the current Charter and Regulations of Ben Tre Water Supply and Sewerage Joint Stock Company;

- Pursuant to Resolution No. 71/NQ-HĐQT dated 12 November 2025 of the Board of Directors approving the contents of the meeting held on 12 November 2025;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

- To amend, supplement, and promulgate the Charter of Ben Tre Water Supply and Sewerage Joint Stock Company, the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors in accordance with the Law on Enterprises No. 59/2020/QH14, the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15, and the actual



situation of the Company; replacing the Charter and internal regulations (6th amended version) issued on 26 June 2021.

- Shareholders may refer to the full details of the proposed amendments to the Company's Charter and internal regulations compared to the versions approved and issued on 26 June 2021 in the documents of the **2026 Annual General Meeting of Shareholders**, published on the Company's website (www.capnuocbentre.vn).

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

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

Recipients:

- As above;
- Company's Website;
- Filed: AGM documents

Signed

Tran Hung



**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY**

VOTING CODE:

• • • •

**VOTING BALLOT
Content of Proposals**

Full name of Shareholder/Authorized representative: ...

Total number of represented voting ballots: ... voting ballots

Content	Voting		
	Agree	Disagree	Abstain
1. Report Performance of the Board of Directors in 2025 and Operational orientation of the Board of Directors for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Report 2025 Production and Business Results and Directions and tasks for production and business in 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Report on the activities of the Board of Supervisors in 2025 and Operational Plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Proposal Regarding the approval of the audited financial statements for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Proposal Regarding the approval of the 2025 profit distribution plan and the 2026 profit distribution plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Proposal Regarding the Approval of the Supplementation and Adjustment to the Plan for Procurement of Assets, Materials and Capital Construction Investment in 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Proposal Regarding the approval of the production and business plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Proposal Regarding the approval of the salary and remuneration plan of the company's managers and the actual salary and remuneration of the company's managers in 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Proposal Regarding the approval of the salary and remuneration plan of the Company's managers in 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Proposal Regarding the selection of the audit firm for the 2026 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11- Proposal Regarding the dismissal of members of the Board of Directors and the Board of Supervisors for the 2020–2025 term and the election of members of the Board of Directors and the Board of Supervisors for the 2025–2030 term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12- Proposal Regarding the amendment and supplementation of the Company's Charter, the Internal Corporate Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Notes:

- Shareholders vote by marking an X in the chosen box ()
- In case a shareholder changes their opinion, circle the previously chosen box (⊗) and mark an X in the new chosen box ()
- In case a shareholder re-selects the circled box, shade that circled box (⊙).
- Shareholders are only allowed to choose 1 voting option for each content.

Vinh Long, June 2026

**SHAREHOLDER/AUTHORIZED
PERSON**

(Signature and full name)



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Independence - Freedom - Happiness

REGISTRATION FORM
For Attending / Authorizing Attendance
at the 2026 Annual General Meeting of Shareholders
Ben Tre Water Supply and Sewerage Joint Stock Company

To: The Organizing Committee of the 2026 Annual General Meeting
of Ben Tre Water Supply and Sewerage Joint Stock Company.

Shareholder Name:
BRC/CID No.: Date of Issue: Place of Issue:
Address:
Phone: Email:
Currently owns: shares of Ben Tre Water Supply and
Sewerage Joint Stock Company.

Pursuant to the Company's Notice of Meeting, I / our company hereby confirm as
follows (agree to attend or authorize):

Agree to attend the Meeting

Authorize the following Mr./Ms. to attend:

Mr./Ms.

BRC/CID No.: Date of Issue: Place of Issue:

Address:

Phone: Email:

To represent me/us at the 2026 Annual General Meeting of Shareholders of Ben Tre
Water Supply and Sewerage Joint Stock Company to vote on matters within the authority
of the General Meeting of Shareholders with voting shares corresponding to the number
of shares represented.

I/We take full legal responsibility for this authorization and commit not to make any
future complaints.

This authorization form is only valid during the 2026 Annual General Meeting of
Shareholders of Ben Tre Water Supply and Sewerage Joint Stock Company on June 26,
2026.

Sincerely./.

**AUTHORIZED
REPRESENTATIVE**
(Signature, full name and seal, if any)

Vinh Long, date month year 2026
AUTHORIZING PARTY / PRINCIPAL
(Signature, full name and seal, if any)



SOCIALIST REPUBLIC OF VIETNAM

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RESUME

1/ Full name:	Tran Hung
2/ Gender:	Male
3/ Date of birth:	
4/ Place of birth:	Campuchia
5/ ID card/Citizen Identity Card/Passport:	
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	
9/ Company phone number: 02753.823276	
10/ Email address:	
11/ Professional qualifications:	University: Urban Engineer _ majoring in Water Supply and Drainage, Bachelor of Laws.
12/ Work process:	
From 6/1991 to 10/1992	Operator at Son Dong Water Treatment Plant _ Ben Tre Water Supply and Sewerage Enterprise
From 11/1992 to 6/1994	- Cashier at Sales Department _ Ben Tre Water Supply and Sewerage Company - Studied in-service university program at Hanoi University of Architecture and graduated in 1999.
From 7/1994 to 12/1998	- Operator at Son Dong Water Treatment Plant _ Ben Tre Water Supply and Sewerage Company. - November 1997: Joined the Communist Party of Vietnam on 24/11/1997 at the Party Cell of Ben Tre Water Supply and Sewerage Company, under the Party Committee of Ben Tre Town.
From 01/1999 to 01/2002	- Staff at Technical Department _ Ben Tre Water Supply and Sewerage Company. - Graduated from University: Urban Engineer.
From 02/2002 to 8/2010	Deputy Head of Technical Department of Ben Tre Water Supply and Sewerage One Member Co., Ltd.



From 09/2010 to 11/2015	Director of Construction Consultancy Enterprise _ Ben Tre Water Supply and Sewerage One Member Co., Ltd.
From 12/2015 to 12/2018	Deputy General Director _ Ben Tre Water Supply and Sewerage Joint Stock Company
From 01/2019 to 12/2022.	General Director _ Ben Tre Water Supply and Sewerage Joint Stock Company
From 01/2023 to 6/2026	Chairman of the Board of Directors _ Ben Tre Water Supply and Sewerage Joint Stock Company
13/ Current job positions:	Secretary of the Party Committee of Ben Tre Water Supply and Sewerage Joint Stock Company.
	Chairman of the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock Company.
14/ Total number of shares held (as of June 1, 2026) 15.001.770 shares, accounting for 51,026% of charter capital, in which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	<i>14.994.000 shares, accounting for 51% of charter capital</i>
+ Individual owns:	<i>7.770 shares, accounting for 0,026% of charter capital</i>
15/ Commitments (if any)	
16/ Related people holding shares of the company:	..... - Relationship:; Holding: CP, accounting for charter capital
	..... - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	Holding the role of Chairman of the Board of Directors, ensuring the harmony of interests between the Company and shareholders in accordance with the law. No other interests arise with the Company.
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026

Writer



(Sign, full name)

Signed

Tran Hung



SOCIALIST REPUBLIC OF VIETNAM

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RESUME

1/ Full name:	Tran Thanh Binh
2/ Gender:	Male
3/ Date of birth:	
4/ Place of birth:	Mo Cay Commune, Vinh Long Province
5/ ID card/Citizen Identity Card/Passport:	
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	
9/ Company phone number::	
10/ Email address:	
11/ Professional qualifications:	Civil Engineer
12/ Work process: + From ... to ... : + From ... to ... :	<p>_ 4/2005 - 12/2010: Technical officer of the Construction Team, Ben Tre Water Supply and Sewerage Joint Stock Company</p> <p>_ 01/2011 - 02/2013: Technical officer of the Construction and Installation Enterprise, Ben Tre Water Supply and Sewerage Joint Stock Company.</p> <p>_ 03/2013 - 12/2016: Team Leader of the Network Management and Repair Team, Ben Tre Water Supply and Sewerage Joint Stock Company.</p> <p>_ 01/2017 - 12/2018: Head of the Non-Revenue Water (Water Loss Control) Department, Ben Tre Water Supply and Sewerage Joint Stock Company.</p> <p>_ 01/2019 - 01/2023: Deputy General Director of Ben Tre Water Supply and Sewerage Joint Stock Company.</p> <p>_ 01/2023 - 11/2025: General Director of Ben Tre Water Supply and Sewerage Joint Stock Company.</p>
13/ Current job positions:	Member of the Board of Directors
	General Director



14/ Total number of shares held (as of June 1, 2026) 3.832.450 shares, accounting for 13,035% of charter capital, in which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	3.822.000 shares, accounting for 13% of charter capital
+ Individual owns:	10.450 shares, accounting for 0,035% of charter capital
15/ Commitments (if any)	
16/ Related people holding shares of the company:	..... - Relationship:; Holding: CP, accounting for charter capital
	..... - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026.

Writer

(Sign, full name)

Signed

Tran Thanh Binh



SOCIALIST REPUBLIC OF VIETNAM

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RESUME

1/ Full name:	PHAN DINH TAN	
2/ Gender:	Male	
3/ Date of birth:		
4/ Place of birth:	Binh Dinh Province	
5/ ID card/Citizen Identity Card/Passport: 052054005853		
6/ Nationality:	Vietnamese	
7/ Ethnic group:	Kinh	
8/ Permanent address:		
9/ Company phone number: (+84 28) 3832 9897		
10/Email address: tanphan@hoancaigroup.vn		
11/ Professional qualifications:	Intermediate Diploma in Business Administration	
12/ Work process:		
	Period	Position
		Organization
	1972–1975	Officer Bong Son Town Task Force, Hoai Nhon District, Binh Dinh Province
	1975–1976	Secretary and Office Officer of the People's Committee People's Committee of Bong Son Town, Hoai Nhon District, Binh Dinh Province
	1976–1979	Trainee and Specialized Student Nghia Binh School of Economic Management
	1980–1989	Officer Nghia Binh Fisheries Union Company
	1989–2000	Deputy General Director Hoan Cau Co., Ltd.
	2000–2016	General Director Hoan Cau Co., Ltd.
	2017 – Present	Chairman of the Board of Members cum General Director



2003 – 2013	Director	Lam Hai Co., Ltd.
2006–2010	General Director	Hoan Cau Nha Trang Co., Ltd.
2016–2017	Vice Chairman of the Board of Directors	Hoan Cau Nha Trang Co., Ltd.
2017–2019	Chairman of the Board of Directors	Hoan Cau Nha Trang Joint Stock Company
2017–2018	Member of the Board of Members	Hiep Thanh Cong Co., Ltd.
2018–Present	Chairman of the Board of Directors	Hiep Thanh Cong Joint Stock Company
2003–2004	Chairman of the Board of Directors	Nam A Commercial Joint Stock Bank
2005–2013	Member of the Board of Directors	
2014–2015	Vice Chairman of the Board of Directors	
2015–2016	Chairman of the Board of Directors	
2016–2022	Vice Chairman of the Board of Directors	
2022–Present	Advisor to the Board of Directors	
2015–Present	Member of the Board of Directors	Ben Tre Water Supply and Sewerage Joint Stock Company
2018–Present	Chairman of the Board of Directors	Lam Dong Water Supply and Sewerage Joint Stock Company
2018 – Present	Chairman of the University Council	Quang Trung University
2018 – Present	Director	Sao Sang Joint Stock Company
June 2020 – Present	Member of the Board of Directors	Binh Dinh Water Supply and Sewerage Joint Stock Company

13/ Current job positions:

Period	Position	Organization
2017 – Present	Chairman of the Members'	Hoan Cau Co., Ltd.



	Council cum General Director	
2015 – Present	Member of the Board of Directors	Ben Tre Water Supply and Sewerage Joint Stock Company
2018 – Present	Chairman of the Board of Directors	Lam Dong Water Supply Joint Stock Company
2018 – Present	Chairman of the University Council	Quang Trung University
2018 – Present	Director	Sao Sang Joint Stock Company
14/ Total shares represented: 9,519,510 shares, accounting for 32.379% of the charter capital, including:		
+ Representative of the capital of Hoan Cau Co., Ltd.	<i>4,410,000 shares, accounting for 15% of the charter capital.</i>	
+ Representing Thuy Anh Water Supply and Sewerage Joint Stock Company:	<i>5,109,510 shares, accounting for 17.379% of the charter capital.</i>	
15/ Commitments (if any): None		
16/ Related people holding shares of the company:	None	
17/ Related benefits for the Company:	None	
18/ Conflicting interests with the Company:	None	

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026

Writer

Signed

PHAN DINH TAN



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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RESUME

1/ Full name:	PHAN THANH BINH
2/ Gender:	Male
3/ Date of birth:	
4/ Place of birth:	Ba Tri Ward, Vinh Long Province
5/ ID card/Citizen Identity Card/Passport: 083085002614	
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	
9/ Company phone number: 02753825727 10/ Email address:	
11/ Professional qualifications:	Master of Economics; Civil Engineering Engineer; Bachelor of Business Administration.
12/ Work process: + From 2007 to 2010: + From 2010 to 03/2015: + From 4/2015 to 01/2018: + From 02/2018 to 12/2018: + From 01/2019 to 12/2022: + From 01/2023 to Present:	+ Technical Department Staff, MTV Water Supply Company Limited of Ben Tre Province. + Staff, Consulting and Construction Enterprise under MTV Water Supply Company Limited of Ben Tre Province. + Director of Cho Lach Water Supply Branch under Ben Tre Water Supply Joint Stock Company. + Head of Business Department, Ben Tre Water Supply Joint Stock Company. + Deputy General Director, Ben Tre Water Supply Joint Stock Company. + Member of the Board of Directors and Deputy General Director, Ben Tre Water Supply Joint Stock Company.
13/ Current job positions:	Member of the Board of Directors Deputy General Director



14/ Total number of shares held (closed date 13/03/2026) 1,365 shares, accounting for 0.00046% of charter capital, of which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	<i>0 shares, accounting for 0% of charter capital</i>
+ Individual owns:	<i>1,365 shares, accounting for 0.00046% of charter capital</i>
15/ Commitments (if any)	
16/ Related people holding shares of the company:	<i>..... - Relationship:; Holding: CP, accounting for charter capital</i>
	<i>..... - Relationship:; Holding: CP, accounting for charter capital</i>
17/ Related benefits for the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026

Writer

Signed

Phan Thanh Binh



SOCIALIST REPUBLIC OF VIETNAM

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RESUME

1/ Full name:	NGUYEN THY PHUONG
2/ Gender:	Female
3/ Date of birth:	
4/ Place of birth:	Lam Dong
5/ ID card/Citizen Identity Card/Passport:	
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	
9/ Company phone number:	
10/ Email address:	
11/ Professional qualifications:	Master of Finance
12/ Work process:	<ul style="list-style-type: none">+ From 2012 to 2014: Officer, Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank).+ From 2014 to 2018: Officer, Military Commercial Joint Stock Bank (MB Bank).+ From 2018 to present: Deputy Director of Finance, Hoang Gia Investment Group Joint Stock Company.+ From 2025 to present: General Director, Vietnam Golf Development Academy Company Limited.
13/ Current job positions:	<p>General Director, Vietnam Golf Development Academy Company Limited</p> <p>Deputy Director of Finance, Hoang Gia Investment Group Joint Stock Company</p> <p>Member of the Board of Directors, Bao Minh Securities Joint Stock Company</p> <p>Member of the Board of Directors, Ben Tre Water Supply and Sewerage Joint Stock Company</p>



	Member of the Board of Directors, Vietnam – Hanoi Tourism Joint Stock Company
	Member of the Board of Supervisors, Lam Dong Water Supply Joint Stock Company
14/ Total number of shares held (closed date/.../....) shares, accounting for% of charter capital, of which:	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	0 shares, accounting for 0% of charter capital
+ Individual owns:	..... shares, accounting for% of charter capital
15/ Commitments (if any)	
16/ Related people holding shares of the company:	..... - Relationship:; Holding: CP, accounting for charter capital
	..... - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026

Writer

Signed

Nguyen Thy Phuong



SOCIALIST REPUBLIC OF VIETNAM
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RESUME

1/ Full name:	Le Van Phong
2/ Gender:	Male
3/ Date of birth:	
4/ Place of birth:	Tan Phu Commune, Vinh Long Province
5/ ID card/Citizen Identity Card/Passport:	
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	
9/ Company phone number::	
10/ Email address:	Bachelor of Economics
12/ Work process: + <i>From 1989 to 1997:</i> + <i>From 1997 to 2000:</i> + <i>From 2000 to 2015:</i> + <i>From 2015 to Present:</i>	+ Accountant, Irrigation Construction Joint Enterprise – Department of Water Resources + Deputy Head of Accounting Department, Ben Tre Construction Company + Chief Accountant, Ben Tre Water Supply and Sewerage One Member Limited Liability Company + Head of the Board of Supervisors, Ben Tre Water Supply and Sewerage Joint Stock Company
13/ Current job positions:	Head of the Board of Supervisors, Ben Tre Water Supply and Sewerage Joint Stock Company (Term 2020–2025)
14/ Total number of shares held (closed date 01/6/2026) <i>13,230 shares, accounting for 0.045% of charter capital, of which:</i>	
+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	<i>.... shares, accounting for% of charter capital</i>
+ Individual owns:	<i>13,230 shares, accounting for 0.045% of charter capital</i>
15/ Commitments (if any)	



16/ Related people holding shares of the company:	..... - Relationship:; Holding: CP, accounting for charter capital
	..... - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026

Writer

Signed

Le Van Phong



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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RESUME

1/ Full name:	Pham Phi Hong
2/ Gender:	Female
3/ Date of birth:	
4/ Place of birth:	An Binh Commune, Long Ho District, Vinh Long Province (now An Binh Commune, Vinh Long Province)
5/ ID card/Citizen Identity Card/Passport: 086188004074	
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	
9/ Company phone number: 02703822211 10/ Email address: phihongtpvl@gmail.com	
11/ Professional qualifications:	Bachelor of Accounting; Master of Economics in Finance and Banking
12/ Work process: + From ... to ... : + From ... to ... :	+ November 2009 – February 2024: Specialist, Budget Management Division, Department of Finance of Vinh Long Province. + March 2024 – February 2025: Specialist, Public Asset Price Management Division, Department of Finance of Vinh Long Province. + March 2025 – June 2025: Specialist, Business Registration Division, Department of Finance of Vinh Long Province. + July 2025 – Present: Specialist, Enterprise Development and Collective Economy Division, Department of Finance of Vinh Long Province.
13/ Current job positions:	Specialist
14/ Total number of shares held (closed date.../.../...) shares, accounting for 0% of charter capital, of which:	
+ Representative of the capital of	



(Organization is State shareholder/strategic shareholder/other):	.... shares, accounting for% of charter capital
+ Individual owns:	.... shares, accounting for% of charter capital
15/ Commitments (if any)	
16/ Related people holding shares of the company:	..... - Relationship:; Holding: CP, accounting for charter capital
	..... - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026

Writer

Signed

Pham Phi Hong



SOCIALIST REPUBLIC OF VIETNAM

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RESUME

1/ Full name:	Tran Thi Bao Tram
2/ Gender:	Female
3/ Date of birth:	
4/ Place of birth:	Binh Dinh Province
5/ ID card/Citizen Identity Card/Passport:	
6/ Nationality:	Vietnamese
7/ Ethnic group:	Kinh
8/ Permanent address:	
9/ Company phone number:	
10/Email address: baotram3980@gmail.com	
11/ Professional qualifications:	Master's Degree in Financial Management
12/ Work process: + From ... to ... : + From ... to ... :	<ul style="list-style-type: none">+ January 2021 – June 2021: Financial Advisor, Hoa Lam Investment and Development Joint Stock Company.+ July 2021 – November 2022: Deputy Director of Finance Division, Vietnam Thuong Tin Commercial Joint Stock Bank.+ November 2022 – March 2024: Director of Operations Division, Vietnam Thuong Tin Commercial Joint Stock Bank.+ March 2024 – September 2024: Homemaker.+ September 2024 – January 2025: Deputy Head in Charge of Internal Audit Department, Vietnam Export Import Commercial Joint Stock Bank.+ March 2025 – Present: Deputy Chief Executive Officer, Hoan Cau Group.
13/ Current job positions:	Deputy Chief Executive Officer, Hoan Cau Group specialist
14/ Total number of shares held (closed date.../.../...) 9,519,510 shares, accounting for 32.379 % of charter capital, of which:	



+ Representative of the capital of (Organization is State shareholder/strategic shareholder/other):	9,519,510 shares, accounting for 32.379 % of charter capital
+ Individual owns:	0 shares, accounting for 0% of charter capital
15/ Commitments (if any)	
16/ Related people holding shares of the company:	..... - Relationship:; Holding: CP, accounting for charter capital
	..... - Relationship:; Holding: CP, accounting for charter capital
17/ Related benefits for the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above statements are completely true. If they are false, I will take full responsibility before the law.

Vinh Long, June 15, 2026

Writer

Signed

Tran Thi Bao Tram

