

Code BWE
Company name Binh Duong Water Environment Joint Stock Company
Date 03/12/2021
Subject Resolution on the AGM 2021

Content:

Binh Duong Water Environment Joint Stock Company announces the Resolution of Annual General Meeting 2021 dated March 12, 2021 with the following contents:

1. Approving the business result in 2020:
 - Total revenue: 3,156 billion dong, reached 100% compared to plan in 2020 is VND 3,150 billion, increased 20% compared to 2019 (2,631 billion dong);
 - Profit after tax: 527 billion dong, increased 13% compared to 2019 (465 billion dong);
 - Dividend: 12%/charter capital.
2. Approving the business plan in 2021:
 - Total revenue: $\geq 3,560$ billion dong
 - Profit after tax: ≥ 550 billion dong
 - Expected dividend: 12%/charter capital.
3. Approving the plan for 2020 profit distribution:
 - Profit after tax: 526,806,347,805 dong
 - To pay dividend for 2020 (12%/charter capital): 225,000,000,000 dong
 - To distribute funds: 289,743,491,293
 - Investment and Development fund (35% profit after tax): 184,382,221,732 dong
 - Reward and Welfare fund (15% profit after tax): 79,020,952,171 dong
 - Bonus fund to the Manager (5% profit after tax): 26,340,317,390 dong
 - Undistributed remaining profit after tax of 2020: 12,062,856,512 dong.
4. Approving the profit distribution plan in 2021:
 - Profit after tax in 2021: ≥ 550 billion dong
 - Expected dividend payment: 12%/charter capital
 - To distributed funds:
 - a. Reward and Welfare fund: 14% profit after tax; Of which:
 - Reward fund: 13% profit after tax
 - Welfare fund: 1% profit after tax.
 - b. Bonus fund to the Manager: 3% profit after tax

- c. Investment and Development fund: $\geq 35\%$ profit after tax.
5. Approving the salary fund of the employees and the managers in 2021:
 - Salary fund of the employees: 11% revenue
 - Salary fund of the managers: 0.3% revenue.
 6. Approving the remuneration payment plan to the BOD, Supervisory Board and Secretariat in 2021.
 7. Approving the election of Mr. Pham Thanh Vu as Independent member of BOD for the term 2016 – 2021.
 8. Approving the extension of the activities time of the BOD, Supervisory Board for the period 2016-2021 to the Annual General Meeting 2022 (expected to be held in March 2022).
 9. Approving the plan for stock issuance under ESOP in 2021 to raise its charter capital.
 10. Approving the selection of one of two audit firms for the financial statements in 2021:
 - AASC Auditing Company Limited;
 - A&C Auditing and Consulting Company Limited.
 11. Approving the amendment of the Company's charter, Corporate Governance Regulation.