

GENERAL SHAREHOLDERS' MEETING
BAC GIANG CLEAN WATER
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: /NQ-ĐHĐCĐTN-NSBG

Bac Giang, date month year 2025

DRAFT:



RESOLUTION

THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING
BAC GIANG CLEAN WATER JOINT STOCK COMPANY

Pursuant to::

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

The Charter of Organization and Operation of Bac Giang Clean Water Joint Stock Company;

The Minutes of the 2025 Annual General Shareholders' Meeting.

DECIDE

On April 12th, 2025, the General Shareholders' Meeting of Bac Giang Clean Water Joint Stock Company was held with the participation of shareholders and shareholder representatives, owning and representing voting shares, accounting for% of the total voting shares of the Company.

After hearing the reports and proposals, the General Shareholders' Meeting discussed and voted to approve the resolution with the following contents:

Article 1: Approval of the Reports presented at the General Shareholders' Meeting

- Report on the Board of Directors' operations in 2024 and business plan for 2025.
- Report on the Executive Board's operations in 2024 and business plan for 2025.
- Report on the Supervisory Board's operations in 2024 and the operational plan for 2025.

*** Business plan for 2025:**

- Revenue from Water:
 - + Bac Giang: 193.000 billion VND
 - + Luc Nam: 7.500 billion VND

- Commercial water volume:

This is an English version. If there is any discrepancy or different understanding between the Vietnamese version and the English version, the Vietnamese version shall prevail.

- + Bac Giang: 16.500 million m³
- + Luc Nam: 770 thousand m³
- Network loss:
 - + Bac Giang: 10.55 %
 - + Luc Nam: 12 %
- Investment activities: 18.55 billion VND

Article 2: Approval of the Audited Financial Statement; The profit Distribution Plan.

*** In 2024:**

- Total revenue: 182.23 billion VND
- Total post-tax profit for 2024: 11.487 billion VND
- Dividend payout for 2024 (5.70%): 570 VND per share.

*** Profit Distribution Plan for 2025:**

No.	Indicator	Distribution Plan for 2025
1	Charter capital at year-end	181.494 billion VND
2	Total revenue	195 billion VND
3	Total expenses	177.5 billion VND
4	Profit before tax	17.5 billion VND
5	Profit after tax	14 billion VND
6	Total profit after tax for 2025 to be distributed	14 billion VND
7	Allocation to funds from after-tax profit + Welfare and Bonus Fund: (10%)	1.400 billion VND
8	Dividend payment	12.600 billion VND
9	Dividend payout ratio (6.95%)	695 VND per share



Article 3: Approval of the Remuneration Report for the Board of Directors, Supervisory Board, and Corporate Governance Officer for 2024, and the Remuneration Plan for 2025.

*** Paid Remuneration for 2024:**

- Members of the Board of Directors: 3.0 million VND /person/month
- Head of Supervisory Board: 2.0 million VND /person/month
- Members of the Supervisory Board: 1.5 million VND /person/month
- Corporate Governance Officer: 1.5 million VND /person/month

*** Remuneration Plan for 2025.**

- Members of the Board of Directors: 3.0 million VND /person/month
- Head of Supervisory Board: 2.0 million VND /person/month
- Members of the Supervisory Board: 1.5 million VND /person/month
- Corporate Governance Officer: 1.5 million VND /person/month

Article 4: Approval of the selection of the audit firm for 2025.

The General Shareholders' Meeting authorizes the Board of Directors, based on the capabilities, qualifications, and professional auditors of independent auditing firms that meet the standards for auditing listed companies on the stock exchange approved by the State Securities Commission, to proactively select the audit firm for the 2025 fiscal year.

Article 5: Approval of Authorization for the "Company Office Building Investment Project"

The General Shareholders' Meeting authorizes the Board of Directors to approve the project and implement the necessary steps for the "Company Office Building Investment Project."

Article 6: Approval of the Consultancy Hiring Policy.

The General Shareholders' Meeting approves for hiring consultants for research, evaluation, and proposal of solutions for renovating the existing system and investing in new technology, equipment, and construction at production areas, from raw water pumping stations and treatment facilities to booster pumping stations, to ensure efficient and safe production while enhancing the quality of treated water.

Article 7: Implementation

This resolution was approved in full text by the 2025 Annual General Shareholders' Meeting of Bac Giang Clean Water Joint Stock Company and takes effect from April 12th, 2025.

Members of the Board of Directors, Supervisory Board, and shareholders are responsible for executing this resolution in accordance with the Charter of Organization and Operation of Bac Giang Clean Water Joint Stock Company and relevant laws.

Recipients:

- Board of Directors, Supervisory Board;
- Executive Board;
- Shareholders;
- Archives: Administration Office,
General Meeting Records

**ON BEHALF OF GENERAL
SHAREHOLDERS' MEETING
CHAIRMAN**

Huong Xuan Cong

