BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

MEETING DOCUMENTS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY



April 2026

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

AGENDA

Time: From 14:00 to 17:00 on April 20, 2026

NO.	AGENDA CONTENT
A	**RECEPTION (from 13:30 to 14:00)**
B	**PROCEDURAL SESSION (from 14:00 to 14:30)**
1	National flag salute ceremony, declaration of reasons, and introduction of delegates
2	Report on verification of shareholders' eligibility to attend the meeting
3	Approval of the Meeting Agenda and Working Regulations
4	Approval of the Presidium, Secretariat list, Vote Counting Committee
C	**REPORTING AND PRESENTATION SESSION (from 14:30 to 17:00)**
1	Report No.: 47/BC-CTN: Business performance in 2025, Plan and tasks for 2026
2	Report No.: 48/BC-CTN: Performance of the Board of Directors in 2025, Operational orientations for 2026
3	Report No.: 49/BC-BKS: Performance of the Board of Supervisors in 2025, Operational orientations for 2026
4	Proposal No.: 07/TTr-CTN on the approval of the audited financial statements for 2025; dividend distribution ratio and allocation of after-tax profit for 2025; key business targets for 2026; dividend distribution plan and allocation of after-tax profit for 2026; investment portfolio for water supply system development in 2026
5	Proposal No.: 08/TTr-CTN on the approval of matters related to labor, salaries, remuneration for 2025 and the 2026 plan for the Company's managers and employees
6	Proposal No.: 09/TTr-CTN on the selection of an independent auditing firm to audit the financial statements for 2026.
7	Proposal No.: 10/TTr-CTN on the amendment and supplement to the Internal Regulations on Corporate Governance
8	Shareholder discussion
9	Break
10	Voting on the following Reports and Proposal:
	- Business performance in 2025, Plan and tasks for 2026;
	- Performance of the Board of Directors in 2025, Operational orientations for

NO.	AGENDA CONTENT
	2026;
	- Performance of the Board of Supervisors in 2025, Operational orientations for 2026;
	- Audited financial statements for 2025; Dividend distribution ratio and allocation of after-tax profit for 2025; Key business targets for 2026; Dividend distribution plan and allocation of after-tax profit for 2026; Investment portfolio for water supply system development in 2026;
	- Matters related to labor, salaries, remuneration for 2025 and the 2026 plan for the Company's employees and managers;
	- Approval of the list of independent auditing firms and the proposed option for selecting an independent auditing firm to audit the financial statements for 2026.
	- Internal Regulations on Corporate Governance (Amended and Supplemented)
11	Speeches by delegates and guests (if any)
12	Acknowledgement of comments
13	Approval of the Meeting Minutes
14	Approval of the Meeting Resolution
15	Closing of the Meeting

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April , 2026

DRAFT

WORKING REGULATIONS
2026 Annual General Meeting of Shareholders
Binh Dinh Water Supply and Sewerage Joint Stock Company

Chapter I
GENERAL PROVISIONS

Article 1. Scope of application

These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting") of Binh Dinh Water Supply and Sewerage Joint Stock Company. The Regulations specifically define the conditions and procedures for conducting the General Meeting, as well as the rights and obligations of all parties participating in the General Meeting.

Shareholders and participants are responsible for complying with the provisions of these Regulations.

Chapter II
CONDITIONS, RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

Article 2. Conditions for participating in the General Meeting

All shareholders holding shares of Binh Dinh Water Supply and Sewerage Joint Stock Company, as listed in the securities holder register prepared by the Vietnam Securities Depository Center with the record date being March 25, 2026, or their duly authorized representatives, are eligible to attend the General Meeting.

Article 3. Rights and obligations of shareholders attending the General Meeting

1. To vote on all matters within the authority of the General Meeting in accordance with the Company's Charter, the Law on Enterprises, and applicable guiding regulations.

2. To authorize another person in writing to attend and vote at the General Meeting on their behalf. The authorized person is not permitted to re-authorize another party.

3. Shareholders or their authorized representatives attending the General Meeting must present the following documents to the Organizing Committee for verification before entering the meeting room:

a) Invitation letter to the General Meeting;

b) Citizen identification card, passport, or valid photo ID;

c) Power of attorney (in case of authorized attendance).

4. After hearing reports on the matters requiring approval, shareholders and their representatives will participate in discussions and vote by raising the VOTING BALLOT issued and stamped with the Company's official seal by the Organizing Committee.

5. Shareholders and their representatives have the right to express their opinions on the General Meeting's agenda items during the discussion, under the direction of the Presidium.

6. Any shareholder or representative who wishes to speak must obtain approval from the Presidium. Speeches should be concise and relevant to the topics under discussion as outlined in the approved meeting agenda. Issues already raised by others should not be repeated to avoid redundancy. Shareholders may also write down their opinions on the Feedback Slip and submit it to the Meeting Secretaries.

7. During the General Meeting, shareholders and their representatives must follow the instructions of the Presidium, behave in a civilized and respectful manner, avoid causing disorder, refrain from smoking, and silence their phones.

8. Shareholders or authorized representatives who arrive after the meeting has been called to order may, after completing the registration procedures, participate and vote on the remaining agenda items. In such cases, the validity of any previously conducted votes shall remain unaffected.

Article 4. Duties of the Presidium and the Chairman of the General Meeting

1. The Presidium consists of 03 members approved by the General Meeting; the Head of the Presidium serves as the Chairman of the General Meeting.

2. Rights and obligations of the Presidium:

a) To conduct the General Meeting in accordance with the approved agenda; to carry out necessary tasks to ensure order and reflect the wishes of the majority of shareholders and their representatives;

b) To guide delegates and the General Meeting in discussions;

c) To present draft resolutions on matters that require voting;

d) To answer questions raised by the General Meeting or assign persons to respond;

e) To decide on the sequence, procedures, and any issues arising outside the approved agenda.

Article 5. Duties of the Organizing Committee of the General Meeting.

The Organizing Committee is appointed by consensus of the Company's Board of Directors to ensure the meeting is carefully organized and orderly. The Committee is responsible for verifying the legitimacy and validity of shareholders listed by the Vietnam Securities Depository Center as of March 25, 2026, for participation in the meeting; issuing Voting Ballots; and reporting the results of shareholder verification before the official commencement of the General Meeting.

Article 6. Duties of the Meeting Secretaries.

1. The Meeting Secretaries consist of 02 persons, nominated by the Organizing Committee and approved by the General Meeting.

2. The Secretaries assist with the following tasks as assigned by the Presidium:

a) Accurately and fully record the proceedings of the General Meeting;

b) Assist the Presidium in announcing the draft Meeting Minutes and Meeting Resolutions and deliver any feedback slip from shareholders (if any) to the Presidium;

c) Collect feedback slip from shareholders (if any).

Article 7. Duties of the Vote Counting Committee.

The Vote Counting Committee consists of 03 members nominated by the Organizing Committee and approved by the General Meeting, with responsibilities to:

1. Supervise the voting process conducted by shareholders or their representatives.

2. Compile the number of votes on each issue to enable the Presidium to announce the results to the General Meeting.

Chapter III
CONDUCTING THE GENERAL MEETING

Article 8. Conditions for holding the General Meeting.

The General Meeting shall proceed when attending shareholders represent at least 65% of the total shares with voting rights, in accordance with Article 2 of these Regulations.

Article 9. Voting Method and Approval of Matters at the General Meeting.

1. Shareholders shall listen to the full presentation of all agenda items.

2. Shareholders may discuss each item on the agenda. Each matter requiring a vote will be decided through 03 (three) separate rounds of voting in the following order:

a) First round : Vote in favor;

b) Second round : Vote against;

c) Third round : Vote with other opinions.

3. Each shareholder or representative may cast only 01 (one) vote (either in favor, against, or other opinion) on any matter requiring a vote.

4. The voting result for each matter is determined by the percentage of votes in favor over the total number of valid votes cast by shareholders attending the meeting.

Article 10. Conditions for the approval of Resolutions.

Resolutions of the General Meeting are adopted if they receive at least 65% of the total votes in favor from shareholders attending the meeting.

Article 11. Meeting Minutes and Resolutions.

1. The Minutes and Resolutions must be prepared and approved before the closing of the meeting.

2. The Minutes and Resolutions must be kept on file at the Company's headquarters.

Chapter IV
IMPLEMENTING PROVISIONS

Article 12. These Regulations consist of 04 Chapters and 12 Articles and shall be adopted and come into effect at the 2026 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company./.

BOARD OF DIRECTORS

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 47 /BC-CTN

Gia Lai, March 30 , 2026

REPORT
On Business Performance in 2025 and the 2026 Plan and Tasks

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to the Company's Charter dated April 22, 2022;

Pursuant to Resolution No, 06/NQ-DHDCD dated June 27, 2025 of the 2025 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company;

Pursuant to the 2025 financial statements (audited) and the 2025 business performance report of the Company,

Binh Dinh Water Supply and Sewerage Joint Stock Company hereby submits to the General Meeting of Shareholders the report on business performance in 2025 and the 2026 business plan and targets as follows:

I. OPERATING PERFORMANCE IN 2025

1. Key Performance Indicators:

In 2025, the Company achieved the following key performance indicators:

- Volume of water produced: 28,622,364 m³, reaching 99.36% of the plan, an increase of 1.84% compared to the same period in 2024;

- Volume of water consumed: 24,651,811 m³, reaching 98.76% of the plan, an increase of 1.23% compared to the same period in 2024;

- Non-revenue water ratio: 13.87%, an increase of 0.52% compared to the plan and the same period in 2024[1].

- Financial Indicators:

No,	Indicator	Unit	2025 Plan	2025 Actual	Actual/Plan (%)
1	Total revenue	dong	315,600,000,000	316,935,009,031	100.42
2	Profit before tax	dong	48,786,000,000	47,691,835,874	97.76

[1] Clean water loss rate: 13.87%, representing an increase of 0.52% compared to the 2024 performance and the 2025 target. This was due to objective factors, specifically the impact of Typhoon No. 13 (Kalmaegi) and widespread flooding from November 16 to November 20, 2025, which caused pipe bursts, water damage to the SCADA system, and the collapse of water pipe supports over bridges and rivers.

No,	Indicator	Unit	2025 Plan	2025 Actual	Actual/Plan (%)
3	Profit after tax	dong	39,028,800,000	38,032,120,856	97.45
4	Dividend payout ratio	%	12.50	12.50	100.00

Note:

- The Board of Directors plans to submit to the 2026 Annual General Meeting of Shareholders for approval the dividend payout ratio for 2025 at 12.50% of charter capital.

- 2025 Profit Before Tax reached VND 47,691,835,874, an increase of 6.07% compared to 2024, yet representing only 97.76% of the 2025 target, This result was attributed to objective force majeure events during the year, specifically the recovery costs from Typhoon No, 13 (Kalmaegi) and historic flooding in Gia Lai province, totaling VND 1,591,103,338, Excluding these objective factors, the adjusted Profit Before Tax would be VND 49,282,939,212, equivalent to 101.02% of the annual plan.

2. Tasks of Producing and Supplying Clean Water:

In 2025, the Company supplied clean water to customers and achieved the following key performance indicators:

- Water quality: Ensured to meet the standards prescribed in Circular No, 52/2024/TT-BYT dated December 31, 2024, issued by the Ministry of Health.

- The average daily water supply volume was 78,417 m^3/day,night, with stable pressure maintained in the distribution pipeline network at 1.5 kg/cm^2 - 2.0 kg/cm^2.

- Expanded by 4,234 new customers, including:

+ Quy Nhon wards and part of Tuy Phuoc district (formerly Dieu Tri town): An additional 1,643 customers;

+ Water Supply Enterprise No, 1 area: An additional 1,659 customers;

+ Water Supply Enterprise No, 2 area: An additional 932 customers.

Thus, the proportion of the urban population using clean water within the Company's service area reached 92.44% (compared to the target range of 88% - 90% assigned by the Provincial People's Committee), specifically:

+ Quy Nhon wards: reached 95.24%;

+ Water Supply Enterprise No, 1 area: reached 99.63%;

+ Water Supply Enterprise No, 2 area: reached 82.45%.

- Clean water loss rate: 13.87%, representing an increase of 0.52% against the established plan, This was due to objective factors, specifically the impact of Typhoon No, 13 (Kalmaegi) and widespread flooding from November 16 to November 20, 2025, which caused pipe bursts, water damage to the SCADA system, and the collapse of water pipe supports over bridges and rivers.

To ensure continuous and safe water supply, meeting the clean water demand for households, agencies, and businesses, the Company regularly, periodically, and effectively carried out the following tasks:

- Safe water supply operations were maintained and summer water supply contingency plans were implemented in the service areas; Carried out flood and storm prevention activities, inspected and reinforced protection of key water supply pipelines; periodic technical inspections were conducted on the water supply system, including tank cleaning, pipeline flushing, and routine maintenance of wells, treatment plants, and booster pumping stations to ensure operational capacity.

- The flood and storm prevention plan was developed from the beginning of the year, with proactive and strict implementation of early response measures following the "four-on-the-spot" principle, These efforts aimed to minimize property damage to the Company (specifically during Typhoon No, 13 (Kalmaegi) and the widespread flooding from November 16 to November 20, 2025, with total estimated losses of VND 1,591 billion), Simultaneously, all human resources were mobilized to repair and flush the pipelines, ensuring the rapid restoration of stable water supply to the public at the earliest possible time.

- Customer Service Activities:

+ Implementation of online water bill payments via QR code scanning on Water Bills, ensuring speed, convenience, and security.

+ Adjustment of clean water tariffs within the province for 2025, as approved by the Provincial People's Committee in Decision No, 1487/QD-UBND dated April 29, 2025.

+ Proactive reception and timely resolution of voters' feedback and recommendations within the Company's service areas regarding water supply and water quality.

- Monitoring the quality of clean water:

+ Periodic sampling and testing were conducted at 11 water treatment plants directly operated by the Company, as well as at 02 plants managed by Senco Binh Dinh Water Supply One Member Company Limited and Senco Quy Nhon Water Supply One Member Company Limited, and across the water distribution pipeline network.

+ Periodic flushing of the water distribution network was carried out, along with ad-hoc flushing in areas affected by localized turbidity.

- Water Source Security, Environmental Sanitation, Fire Prevention and Fighting:

+ Conducted periodic sampling and testing of raw water sources at 50 extraction wells in compliance with regulations.

+ Developed the 2025 Labor Protection Plan; formulated plans and consolidated reports for Company Leadership regarding monthly periodic

inspections of all departments concerning Fire Prevention and Fighting (FPF), the use of personal protective equipment (PPE), and occupational health and safety (OHS) across the entire Company, Labor protection gear was provided to direct production workers, uniforms were issued to employees, and basic fire prevention and fighting tools and equipment were fully supplied, Additionally, safety inspections were conducted for 83 items of equipment with strict safety requirements.

+ Organized cleaning, waste collection, and vegetation clearing at well pump stations and water treatment plants.

+ Maintained strong coordination between the Company and all levels of local authorities to prevent violations of water source sanitation and safety regulations.

+ Regularly inspect and complete the infrastructure and safety systems, including fencing, lighting, security camera systems, fire extinguishers, and various supporting tools.

+ Provided full sets of basic tools and equipment for fire prevention and fighting at Company offices, enterprises, warehouses, garages, pumping stations, and water treatment plants, etc.

+ Occupational safety and industrial hygiene were strictly implemented in accordance with State regulations; as a result, no occupational accidents occurred within the Company in 2025.

3. Investment and Development Activities, and Takeover of Water Supply Systems:

In 2025, the Company completed investment and put into operation several key projects, including:

- HDPE D110 water supply pipeline for Long My Industrial Zone;
- HDPE D110 water supply pipeline for Phu Tai Industrial Zone (Phase 1);
- Construction of Treated Water Pumping Station No, 2 at Binh Dinh Ward Water Treatment Plant;
- D250 Cast Iron pipeline connecting Binh Dinh ward and Nhon Hoa ward;
- New installation of HDPE D110-D63 pipelines for water supply to An Phong residential area, Ngo May ward;
- HDPE D280 water supply pipeline for residential areas in Quarter 5, Bong Son ward, Hoai Nhon town;
- New installation of HDPE D63 pipelines for branch lines in Tan Thanh 1 & 2 quarters and Phung Du 1 & 2 quarters, Hoai Nhon Tay ward;
- New installation of HDPE D63 pipelines for Tang Long 1 & Cuu Loi Nam quarters (Hoai Nhon ward) and Quarters 1, 3, & 5 (Tam Quan ward);
- Investment in expanding the clean water distribution network within the service areas of Water Supply Enterprises No, 1 and No, 2, with a total length of 44,118 km of various pipeline types.

During the year, the Company closely coordinated with project owners to carry out connection works, supervision, acceptance testing coordination, and handover for operation of water supply system components affected by urban renovation, site clearance, and the development of new residential and urban areas in accordance with decisions issued by competent authorities.

4. Organization and Personnel:

As of December 31, 2025, the Company has 05 functional departments: Human Resources and Administration Department, Accounting and Business Department, Technical Department, Project Management Department, Water Quality Management Department; 02 production teams: Water Supply System Inspection - Management - Construction Team, Operation Team; 02 water supply enterprises: Water Supply Enterprise No, 1 and Water Supply Enterprise No, 2.

As of December 31, 2025, the total number of company staff and employees is 348, with the staffing structure by position detailed as follows:

No,	Description	Quantity (Persons)	Proportion (%)
1	Chairman of the Board of Directors	1	0.29
2	Head of Board of Supervisors	1	0.29
3	Executive Board	3	0.86
4	Heads of departments, units, teams, and affiliated enterprises	30	8.62
5	Staff of departments and enterprises	83	23.85
6	Production workers	213	61.21
7	Security and janitorial staff	17	4.88
	Total:	**348**	**100**

5, Financial Situation:

a) Asset Situation:

Total assets at the beginning of the year (as of January 01, 2025): 458,562 million dong, Total assets at the end of the year (as of December 31, 2025): 458,200 million dong.

Regarding receivables: Outstanding receivables as of December 31, 2025 amounted to 16,057 million dong, an increase of 5.55% compared to January 01, 2025, accounting for 12.94% of the charter capital and 3.5% of total assets.

b) Liabilities:

By the end of the year, the Company's total liabilities amounted to 167,863 million dong, including 80,399 million dong in short-term liabilities and 87,464 million dong in long-term liabilities, As of December 31, 2025, total loans (both short-term and long-term) amounted to 28,400 million dong, These include loans from the Vietnam Development Bank - Gia Lai Branch for the following: The Quy

Nhon City Water Supply and Sanitation Project (funded by ADB); The Project to upgrade the water pipeline crossing Thi Nai Bridge (interest rate: 7%/year); The Water Supply Project for Bui Thi Xuan Industrial Cluster and households in Areas 7 and 8 of Bui Thi Xuan Ward (interest rate: 7%/year); The Water Supply System Project for Becamex Binh Dinh Industrial Park with a capacity of 2,900 m^3/day (interest rate: 7%/year). The Company has fully complied with debt repayment obligations in accordance with the loan agreements.

- Some Key Financial Indicators are as follows:

Unit: dong

INDICATOR	END OF YEAR (December 31, 2025)	BEGINNING OF YEAR (January 01, 2025)
A, TOTAL ASSETS	**458,199,639,874**	**458,561,608,019**
I, SHORT-TERM ASSETS	**84,594,775,840**	**67,780,324,344**
1, Cash and cash equivalents	52,570,407,071	35,790,143,562
2, Short-term financial investments	2,000,000,000	-
3, Short-term receivables	15,635,458,600	14,790,591,236
Of which: provision for doubtful debts	(383,541,493)	(370,527,211)
4, Inventories	13,051,833,737	14,869,080,986
5, Other current assets	1,337,076,432	2,330,508,560
II, LONG-TERM ASSETS	**373,604,864,034**	**390,781,283,675**
1, Long-term receivables	421,164,361	421,164,361
2, Fixed assets	345,267,262,717	363,384,211,917
3, Long-term construction in progress	5,023,840,014	970,513,537
4, Other non-current assets	22,892,596,942	26,005,393,860
B, CAPITAL SOURCES	**458,199,639,874**	**458,561,608,019**
I, LIABILITIES	**167,863,369,499**	**200,880,191,289**
1, Short-term liabilities	80,399,565,352	104,275,677,399
2, Long-term liabilities	87,463,804,147	96,604,513,890
II, OWNERS' EQUITY	**290,336,270,375**	**257,681,416,730**
1, Owners' equity	218,899,999,053	206,001,078,408
a, Contributed capital	124,108,000,000	124,108,000,000
b, Other owners' capital	-	-
c, Development investment fund	56,759,878,197	45,988,506,197
d, Undistributed post-tax profit	38,032,120,856	35,904,572,211

INDICATOR	END OF YEAR (December 31, 2025)	BEGINNING OF YEAR (January 01, 2025)
2, Funds and other sources	71,436,271,322	51,680,338,322

II. 2026 BUSINESS PLAN

1. Key Indicator for 2026:

No,	Indicator	Unit	2025 Actual	2026 Plan	± % 2026 Plan vs 2025 Actual	Notes
1	Production Volume					
1,1	*Treated water produced*	*m^3*	*28,622,364*	*29,579,000*	*3.34*	
1,2	*Treated water consumed*	*m^3*	*24,651,811*	*25,710,000*	*4.29*	
1,3	*Non-revenue water rate*	*%*	*13.87*	*13.08*	*-0.79*	
2	Total revenue	Million dong	316,935	348,629	10.00	
3	Profit before tax	million dong	47,692	43,600	-8.58	
4	Profit after tax	million dong	38,032	34,880	-8.29	
5	Dividend payout ratio	%	12.50	12.00	-4.00	

Note: The 2026 planned profit shows a decrease compared to the 2025 actual figures. This is due to a sharp surge in wholesale clean water purchasing costs from the Ha Thanh Water Treatment Plant and the Quy Nhon Clean Water Plant, following the Wholesale Water Purchase Agreements (an increase of VND 23.05 billion or 28.4% compared to 2025).

2. Key Tasks:

- Strengthen coordination with local authorities to expand the pipeline network, aiming to increase connection rates and clean water consumption volume.

- Continue reviewing and streamlining the organizational structure, aligned with workforce restructuring in the spirit of Resolution No. 18-NQ/TW dated October 25, 2017, of the Party Central Committee (12th Tenure).

- Apply science and technology to management and production to provide safe water supply services, ensure compliance with Clean Water Quality Standards, protect the environment, and strive toward sustainable development in the spirit of Resolution No. 57-NQ/TW dated December 22, 2024, of the Politburo.

- Strive to reduce water loss rates as planned, ensure clean water quality, and enhance customer service; maximize existing water source capacity to provide stable, continuous, and high-quality water supply to customers.

- Develop and implement the Safe Water Supply Plan in accordance with the Ministry of Construction's Regulations on Water Supply Safety.

- Develop and submit the 2026 clean water tariff adjustment roadmap to the Provincial People's Committee for approval, ensuring that water prices are calculated accurately and fully, reflecting input costs and investment efficiency.

- Ensure stable employment and income for employees while improving working conditions; enhance training to improve professional expertise and technical skills, contributing to the successful fulfillment of set tasks.

- Provide timely rewards to advanced collective and individual role models, while strictly handling cases of violation against Company internal labor rules and regulations.

- Manage, inspect, operate, and supply clean water to the residents of Nhon Chau island commune according to the signed contract.

- Organize the 2026 Annual General Meeting of Shareholders (AGM).

- Establish labor norms and 2026 unit salary rates for submission and approval.

- Develop and implement the 2025 Labor Protection Plan.

- Continue the construction of ongoing projects from 2025 transitioning into 2026, and initiate new 2026 projects upon approval by the Board of Directors.

- Continue developing the water supply network management system using ArcGIS and SCADA; implement the installation of new online monitoring and surveillance equipment for the entire Company's water network.

- Review service areas to deploy additional water supply pipelines and expand the distribution network based on voters' recommendations and unified plans with local authorities.

3. Investment Plan for Project Implementation:

a) List of ongoing projects to be continued in 2026

- Investment and renovation of the water supply system for Water Supply Enterprise No. 1.

- Consultancy, survey, and project formulation for the D600 pipeline along the Dien Bien Phu extension, Quy Nhon City (from the new National Highway 19 to the Ly Thai To booster pumping station).

- Investment and renovation of the Quy Nhon water supply system.

- Upgrading operational technology and investing in backup power generators.

- Investment and renovation of the water supply systems for Water Supply Enterprise No. 1 and Water Supply Enterprise No. 2.

- Procurement of vehicles for production and business operations.

b) Investment List for 2026

- D600 pipeline along the Dien Bien Phu extension (from the new National Highway 19 to the Ly Thai To booster pumping station).

- Expansion and renovation of the water supply network (within Quy Nhon wards).

- Installation of monitoring equipment for groundwater extraction facilities, SCADA systems, automation, solar energy systems, etc.

This concludes the Report on Business Performance in 2025 and the 2026 business plan and tasks, respectfully submitted to the 2026 Annual General Meeting of Shareholders,/.

Recipients:
- Submitted to the General Meeting of Shareholders;
- Board of Directors, Board of Supervisors;
- Executive Board;
- Archive: Office, Secretary.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 4100258[illegible] C.T.C.P. CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BÌNH ĐỊNH P. QUY NHƠN NAM T. GIA LAI

Le Thanh Cuong

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 48 /BC-CTN

Gia Lai, March 30 , 2026

REPORT
Board of Directors' performance in 2025 and direction of performance for 2026

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to the Company Charter dated April 22, 2022;

Pursuant to Resolution No. 06/NQ-DHDCD dated June 27, 2025 of the Annual General Meeting of Shareholders 2025 of Binh Dinh Water Supply and Sewerage Joint Stock Company.

The Board of Directors reports to the Annual General Meeting of Shareholders 2026 on the Board of Directors' performance in 2025 and direction of performance for 2026 as follows:

I. PERFORMANCE IN 2025:

1. Board of Directors' performance:

a) On the personnel organization of the Board of Directors:

From January 1, 2025, to June 27, 2025, the Board of Directors maintained its operations with 05 (five) members. These members were elected by the 2020 Annual General Meeting of Shareholders on June 29, 2020, to serve on the Board of Directors for the 2020 - 2025 term, specifically as follows:

- Mr. Nguyen Van Chau, Chairman of the Board of Directors;
- Mr. Le Tien Dung, Member of the Board cum Director;
- Mr. Le Thanh Cuong, Member of the Board cum Deputy Director;
- Mr. Phan Dinh Tan, Member of the Board;
- Ms. Ngo Thi Hong Van, Member of the Board.

From June 27, 2025, to the present, the Board of Directors has been operating with 05 (five) members. These members were elected by the 2025 Annual General Meeting of Shareholders on June 27, 2025, to serve on the Board of Directors for the 2025 - 2030 term, specifically as follows:

- Mr. Le Thanh Cuong, Chairman of the Board of Directors;
- Mr. Le Tien Dung, Member of the Board cum Director;
- Mr. Nguyen Nguyen Hoai Vien, Member of the Board cum Deputy Director;
- Mr. Phan Dinh Tan, Member of the Board;
- Ms. Ngo Thi Hong Van, Member of the Board.

b) Activities of the Board of Directors:

In 2025, the Board of Directors held 17 meetings, ensuring full attendance in accordance with the Company's Charter. During these meetings, the Board approved quarterly business performance reports and issued 14 Resolutions and 13 Decisions related to the Company's governance and business operations within its scope of responsibility and authority, focusing on the main contents such as:

- Approved the amendment to Article 1 of Board Resolution No. 06/NQ-HDQT dated November 7, 2023, regarding the approval of the planning list for leadership and management personnel for the 2025 - 2030 term.

- Approved the extension of the timeline for organizing the 2025 Annual General Meeting of Shareholders.

- Approved the plan for organizing the 2025 Annual General Meeting of Shareholders.

- Approved the schedule, agenda, and documents for the 2025 Annual General Meeting of Shareholders.

- Approved the regulations on labor, wages, remuneration, and bonuses attached to Submission No. 20/TTr-CTN dated May 28, 2025, by the Company Director.

- Approved the election results for the Board of Directors members of Binh Dinh Water Supply and Sewerage Joint Stock Company for the 2025-2030 term.

- Approved the election results for the Board of Supervisors members of Binh Dinh Water Supply and Sewerage Joint Stock Company for the 2025 - 2030 term.

- Approved the re-appointment of the Executive Board members of Binh Dinh Water Supply and Sewerage Joint Stock Company for the 2025 - 2030 term.

- Approved the re-appointment of the Company Secretary and the Person in charge of Corporate Governance for the 2025-2030 term.

- Approved the selection of an independent auditing firm to audit the 2025 Financial Statements.

- Approved the 2024 dividend payment.

- Approved the plan for organizing the 2025 Extraordinary General Meeting of Shareholders.

- Approved the amendments and supplements to the Financial Regulations, Information Disclosure Regulations, Internal Spending Regulations, and Debt Management Regulations of Binh Dinh Water Supply and Sewerage Joint Stock Company.

With a spirit of solidarity and unified direction and management from the Board of Directors, the Board of Supervisors, and the Executive Board, the 2025 business performance fundamentally achieved the key targets assigned by the 2025 Annual General Meeting of Shareholders. The business operations remained stable, developed effectively, ensured employment and income for employees, and preserved as well as grew corporate capital, specifically as follows:

- Water production output: 28,622,364 m^3, reaching 99.36% of the plan, up 1.84% compared to 2024; water consumption output: 24,651,811 m^3, reaching 98.76% of the plan, increasing 1.23% compared to 2024; water loss ratio of 13.87%, increasing 0.52% compared to 2024. The consumption volume failed to meet the target because, during the early months of 2025, prolonged heavy rain and low temperatures in the province led to a decrease in the actual water demand from both residents and enterprises.

- Total revenue and income reached 316,935 million dong, reaching 100.42% of the plan. The 2025 pre-tax profit was 47,692 million dong, a 6.07% increase compared to 2024, yet only reaching 97.76% of the 2025 plan. This shortfall was due to objective force majeure factors, specifically: the recovery costs from natural disaster damages caused by Typhoon No. 13 (Kalmaegi) and historic flooding in Gia Lai province, totaling 1,591 million dong. Excluding these objective factors, the pre-tax profit would be 49,283 million dong, reaching 101.02% of the plan.

- Created stable employment for the workforce with an average monthly salary of 11.045 million dong per person; implemented fund appropriation and dividend distribution in accordance with the Resolution of the General Meeting of Shareholders.

2. Business performance results in 2025:

Unit: million dong

No.	Main norm	Plan 2025	Implementation 2025	Completion ratio
1	Total revenue	315,600	316,935	100.42%
2	Profit before tax	48,786	47,692	97.76%
3	Profit after tax	39,029	38,032	97.45%
4	Profit after tax/charter capital rate	31.45%	30.64%	97.45%
5	Dividend ratio/charter capital ratio	12.50%	12.50%	100.00%

Note: The Board of Directors plans to submit to the Annual General Meeting of Shareholders 2026 for approval of the dividend ratio in 2025 of 12.50%/charter capital.

3. Income of the Board of Directors and Executive Board in 2025:

Unit: million dong

No.	Full name	Position	Salary, bonus	Remuneration, bonus	Total
1	Nguyen Van Chau	Chairman of the BOD (Term ended on June 27, 2025)	453.621		453.621

No.	Full name	Position	Salary, bonus	Remuneration, bonus	Total
2	Le Thanh Cuong	Member of the BOD, Deputy Director (Term ended on June 27, 2025); Chairman of the BOD (Appointed on June 27, 2025)	590.654		590.654
3	Le Tien Dung	Member of the BOD; Company Director (Term ended on June 27, 2025; Re-appointed on June 27, 2025)	609.236	11.232	620.468
4	Phan Dinh Tan	Non-executive Member of the BOD (Term ended on June 27, 2025; Re-appointed on June 27, 2025)		143.864	143.864
5	Ngo Thi Hong Van	Non-executive Member of the BOD (Term ended on June 27, 2025; Re-appointed on June 27, 2025)		143.864	143.864
6	Nguyen Nguyen Hoai Vien	Deputy Director (Term ended on June 27, 2025); Member of the BOD, Deputy Director (Appointed on June 27, 2025)	547.85	11.232	559.082
7	Dang Hoang Trung	Chief Accountant (Term ended on June 27, 2025; Re-appointed on June 27, 2025)	511.605		511.605

II. OPERATIONAL ORIENTATION FOR 2026:

Regularly supervise the implementation of the Resolutions of the General Meeting of Shareholders and the Executive Board's performance in executing the Company's business objectives and plans.

Review and clearly define the duties and responsibilities of each member of the Board of Directors to ensure proactivity in fulfilling the tasks assigned by the General Meeting of Shareholders and to facilitate the assessment of each member's performance at the end of the fiscal year and term.

Instruct the General Director of the Company to carry out the following tasks:

- Effectively implement the targets and plans approved by the Resolutions of the General Meeting of Shareholders and the Board of Directors.

- Review and revise the Company's internal regulations to ensure alignment with current legal regulations and to facilitate the Company's operations; implement a salary mechanism that links employee compensation to labor productivity in order to enhance work efficiency and quality.

- Improve production technology to reduce costs while ensuring environmental hygiene and safety; promote the application of information technology in the management of the pipeline network and customer service.

- Focus on accelerating the recovery of funds for projects where the investors still owe payment, to ensure capital availability for production and business activities.

The above is the report on the activities of the Board of Directors in 2025 and the operational orientations for 2026, submitted to the Annual General Meeting of Shareholders 2026. The Board of Directors would like to express its sincere appreciation to the Board of Supervisors and the Executive Board for their solidarity and consensus in working closely with the Board of Directors to effectively fulfill the responsibilities entrusted by the General Meeting of Shareholders./.

Recipients:
- Submitted to the General Meeting of Shareholders;
- Board of Directors, Board of Supervisors;
- Executive Board;
- Archive: Office, Secretary.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 4100258955 - C.T.C.P - CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BÌNH ĐỊNH - P. QUY NHƠN NAM - T. GIA LAI

Le Thanh Cuong

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 49 /BC-BKS

Gia Lai, March 30, 2026

REPORT
On performance of Board of Supervisors in 2025 and operational orientation for 2026

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to the Company's Charter dated April 22, 2022;

Pursuant to the Regulations on Organization and Operation of Board of Supervisors;

Pursuant to the Report of Board of Directors of the Company on production and business performance in 2025;

Pursuant to the 2025 Financial Statements of Binh Dinh Water Supply and Sewerage Joint Stock Company prepared on February 24, 2026 audited by CPA Vietnam Auditing Company Limited in Offical Dispatch No.: 94/2026/BCKT-CPA VIETNAM-NV2 dated February 24, 2026.

The Board of Supervisors hereby submits to the 2026 Annual General Meeting of Shareholders the report on the performance of the Board of Supervisors in 2025 and the operational orientation for 2026 as follows:

Part 1
PERFORMANCE OF BOARD OF SUPERVISORS IN 2025

I. OPERATIONS IN 2025

1. Operations of Board of Supervisors:

a) Regarding personnel organization of Board of Supervisors:

From January 1, 2025, to June 27, 2025: The Board of Supervisors operated with 03 (three) members elected by the 2020 Annual General Meeting of Shareholders on June 29, 2020, as follows:

- Ms. Tran Nguyen Hanh Lan - Head of the Board of Supervisors;
- Mr. Ha Phu Cuong - Member of the Board of Supervisors;
- Ms. Huynh Thi Giao - Member of the Board of Supervisors.

From June 27, 2025, to November 18, 2025: The Board of Supervisors operated with 03 (three) members elected by the 2025 Annual General Meeting of Shareholders on June 27, 2025, as follows:

- Ms. Tran Nguyen Hanh Lan - Head of the Board of Supervisors;

- Mr. Ha Phu Cuong - Member of the Board of Supervisors;

- Ms. Huynh Thi Giao - Member of the Board of Supervisors.

Since November 18, 2025: Mr. Ha Phu Cuong was dismissed from his position as a Member of the Board of Supervisors (due to reassignment to another position). Mr. Tran Anh Tuan was appointed as his replacement at the 2025 Extraordinary General Meeting of Shareholders on November 18, 2025. The Board of Supervisors currently consists of 03 (three) members:

- Ms. Tran Nguyen Hanh Lan - Head of the Board of Supervisors;

- Mr. Tran Anh Tuan - Member of the Board of Supervisors;

- Ms. Huynh Thi Giao - Member of the Board of Supervisors.

b) Operations of Board of Supervisors:

In 2025, the members of the Board of Supervisors attended 17 meetings of the Board of Directors, and the Board of Supervisors held its meetings periodically in accordance with the regulations on operation of the Board of Supervisors and supervised the Board of Directors and the Executive Board of the Company in managing and operating the Company in accordance with the Law on Enterprises, the Company's Charter, and the Resolutions of the General Meeting of Shareholders and the Board of Directors, specifically as follows:

- The Head of the Board of Supervisors and the members of the Board of Supervisors fully attended the meetings of the Board of Directors and gave many comments to the Board of Directors.

- Analyzing and evaluating to select an independent Auditing Firm and submit it to the Board of Directors of the Company to decide on the unit to audit the financial statements of the Company.

- Reviewed, inspected, analyzed, and appraised the 2024 Financial Statements and the 2025 First-Half Financial Statements prepared by the Company and audited by an independent auditing firm.

- Inspecting and supervising compliance with the provisions of the Law on Enterprises; and implemenetation of the Company's Charter, the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors of the Company.

- Inspecting reasonableness, legality and level of prudence in the management and operation of production and business activities, as well as the accounting organization and financial statement preparation by the Executive Board of the Company.

- The Board of Supervisors also regularly exchanged with each other, and evaluated the operations of the Company based on the analysis of the Financial Statements to provide control directors for the purpose of improving and perfecting the management and operation of the Company.

c) Income of Board of Supervisors:

Unit: million dong

No.	Full name	Position	Salary and bonus	Remuneration and bonus	Total
1	Tran Nguyen Hanh Lan	Head of the Board of Supervisors (Term ended on June 27, 2025; Re-appointed on June 27, 2025)	550.343		550.343
2	Ha Phu Cuong	Member of the Board of Supervisors (Term ended on June 27, 2025; Re-appointed on June 27, 2025; Dismissed on Nov 18, 2025)		113.444	113.444
3	Tran Anh Tuan	Member of the Board of Supervisors (Appointed on Nov 18, 2025)		5.808	5.808
4	Huynh Thi Giao	Member of the Board of Supervisors (Term ended on June 27, 2025; Re-appointed on June 27, 2025)		119.544	119.544

2. Monitoring of production, business and financial performance:

a) Production and business performance:

The Board of Supervisors agrees with the assessment by the Board of Directors and the Executive Board of the Company on the production and business performance in 2025. Specifically:

The results of implementing the Resolution of the 2025 Annual General Meeting of Shareholders on June 27, 2025 are as follows:

Unit: million dong

No.	Indicators	Unit	Plan for 2025	Implemented in 2025	Percentage of plan (%)
I	**Total revenue**	**VND million**	**315,600**	**316,935**	**100.42**
II	**Realized profit**	**VND million**	**48,786**	**47,692**	**97.76**

No.	Indicators	Unit	Plan for 2025	Implemented in 2025	Percentage of plan (%)
III	**Profit after tax**	**VND million**	**39,029**	**38,032**	**97.45**
IV	**Dividend payout ratio**	**%**	**12.50**	**12.50**	**100.00**
V	**Salary and Remuneration Fund**				
1	Salary fund for employees and Executive Board	VND million	48,945.60	47,491.92	97.03
2	Salary for full-time Board Members and Supervisors				
2.1	Salary of the Chairman of the Board of Directors	VND mn/month	46.80	46.80	100.00
2.2	Salary of the Head of the Board of Supervisors	VND mn/month	39.00	39.00	100.00
3	Remuneration for part-time Board Members and Supervisors				
3.1	Remuneration for Board Members concurrently in the Executive Board	VND mn/person /month	2.808	2.808	100.00
3.2	Remuneration for non-executive Board Members	VND mn/person /month	9.360	9.360	100.00
3.3	Remuneration for Supervisors	VND mn/person /month	7.800	7.800	100.00
4	Salary fund for self-implemented water supply system construction	VND million		5,923.55	

b) Regarding the financial situation:

- The financial statements have fully reflected the production, business and financial situation of the Company, presented in the statement forms prescribed by the Ministry of Finance.

- The Board of Supervisors confirmed that the 2025 Financial Statements of the Company audited by CPA Vietnam Auditing Company Limited have truthfully and reasonably reflected, in accordance with the Vietnamese Accounting Standards and the Vietnamese Accounting System.

SUMMARY OF ASSETS AND EQUITY IN 2025

Unit: dong

INDICATORS	CLOSING BALANCE (December 31, 2025)	OPENING BALANCE (January 1, 2025)
A. TOTAL ASSETS	**458,199,639,874**	**458,561,608,019**

INDICATORS	CLOSING BALANCE (December 31, 2025)	OPENING BALANCE (January 1, 2025)
I. CURRENT ASSETS	**84,594,775,840**	**67,780,324,344**
1. Cash and cash equivalents	52,570,407,071	35,790,143,562
2. Short-term financial investments	2,000,000,000	-
3. Short-term receivables	15,635,458,600	14,790,591,236
Including: Provision for doubtful debts	(383,541,493)	(370,527,211)
4. Inventories	13,051,833,737	14,869,080,986
5. Other short-term assets	1,337,076,432	2,330,508,560
II. NON-CURRENT ASSETS	**373,604,864,034**	**390,781,283,675**
1. Long-term receivables	421,164,361	421,164,361
2. Fixed assets	345,267,262,717	363,384,211,917
3. Long-term assets in progress	5,023,840,014	970,513,537
4. Other non-current assets	22,892,596,942	26,005,393,860
B. EQUITY	**458,199,639,874**	**458,561,608,019**
I. LIABILITIES	**167,863,369,499**	**200,880,191,289**
1. Short-term liabilities	80,399,565,352	104,275,677,399
2. Long-term liabilities	87,463,804,147	96,604,513,890
II. OWNER'S EQUITY	**290,336,270,375**	**257,681,416,730**
1. Owner's equity	218,899,999,053	206,001,078,408
a. Paid-in capital	124,108,000,000	124,108,000,000
b. Other capital	-	-
c. Development investment fund	56,759,878,197	45,988,506,197
d. Undistributed profite after tax	38,032,120,856	35,904,572,211
2. Other funds	71,436,271,322	51,680,338,322

c) General assessment:

In 2025, amidst the general economic challenges facing enterprises, the clean water sector encountered specific operational difficulties. These included increased costs for bulk water purchases from Senco Binh Dinh Water Supply Co., Ltd. and Senco Quy Nhon Water Supply Co., Ltd., as well as recovery expenses for natural disaster damages caused by Typhoon No. 13 (Kalmaegi) and historic flooding in Gia Lai province in November 2025. Additionally, the Company faced rising costs in labor, social insurance contributions, and electricity.

In response to these challenges, the Board of Directors provided timely

and decisive guidance. Simultaneously, the management team and employees exerted their best efforts to organize business activities and implement proactive solutions, such as optimizing existing water resources, applying rational measures to save energy costs, and strengthening cost management. Consequently, the Company's business operations in 2025 remained stable, ensuring employment and income for workers while preserving and growing corporate capital. The details are as follows:

- Water production output: 28,622,364 m^3, reaching 99.36% of the plan, up 1.84% compared to 2024; water consumption output: 24,651,811 m^3, reaching 98.76% of the plan, increasing 1.23% compared to 2024; water loss ratio of 13.87%, increasing 0.52% compared to 2024.

- Total revenue and income reached 316,935 million dong, achieving 100.42% of the plan. The actual profit before tax was 47,692 million dong, reaching 97.76% of the plan. The Company provided stable employment for 403 employees with an average monthly salary of 11.045 million dong per person. Fund appropriation and dividend distribution were implemented in accordance with the Resolution of the General Meeting of Shareholders.

3. Results of supervising the operation of Board of Directors and Executive Board of Company:

a) Operation of Board of Directors:

- From January 01, 2025, to June 27, 2025: 05 (five) members, elected by the 2020 Annual General Meeting of Shareholders.

- From June 27, 2025, onwards: The 2025 Annual General Meeting of Shareholders elected 05 (five) members to serve on the Board of Directors for the 2025 - 2030 term.

In 2025, the Board of Directors held 17 meetings ensuring full attendance as prescribed in the Company's Charter, focusing on the following main contents:

- Approved the amendment to Article 1 of Board Resolution No. 06/NQ-HDQT dated November 7, 2023, regarding the approval of the planning list for leadership and management personnel for the 2025 - 2030 term.

- Approved the extension of the timeline for organizing the 2025 Annual General Meeting of Shareholders.

- Approved the plan for organizing the 2025 Annual General Meeting of Shareholders.

- Approved the schedule, agenda, and documents for the 2025 Annual General Meeting of Shareholders.

- Approved the regulations on labor, wages, remuneration, and bonuses attached to Submission No. 20/TTr-CTN dated May 28, 2025, by the Company Director.

- Approved the election results for the Board of Directors members of Binh Dinh Water Supply and Sewerage Joint Stock Company for the 2025-2030 term.

- Approved the election results for the Board of Supervisors members of Binh Dinh Water Supply and Sewerage Joint Stock Company for the 2025 - 2030 term.

- Approved the re-appointment of the Executive Board members of Binh Dinh Water Supply and Sewerage Joint Stock Company for the 2025 - 2030 term.

- Approved the re-appointment of the Company Secretary and the Person in charge of Corporate Governance for the 2025-2030 term.

- Approved the selection of an independent auditing firm to audit the 2025 Financial Statements.

- Approved the 2024 dividend payment.

- Approved the plan for organizing the 2025 Extraordinary General Meeting of Shareholders.

- Approved the amendments and supplements to the Financial Regulations, Information Disclosure Regulations, Internal Spending Regulations, and Debt Management Regulations of Binh Dinh Water Supply and Sewerage Joint Stock Company.

In 2025, the Board of Directors issued 14 Resolutions and 13 Decisions related to the production and business management and operation of the Company within the scope of responsibility and authority of the Board of Directors. The Resolutions and Decisions of the Board of Directors were issued in accordance with the correct procedures, within the correct authority and in accordance with the legal basis as prescribed by the law and the Company's Charter.

The Board of Directors has operated in accordance with its functions and duties, as well as in accordance with the regulations, the Law on Enterprises and the Company's Charter. The members of the Board of Directors have performed their duties with a high sense of responsibility to issue timely resolutions and decisions for the purpose of orienting and directing production and business in accordance with the Resolution of the General Meeting of Shareholders and the provisions of the law.

b) Operation of Executive Board:

The Company's Executive Board consisted of the following members:

- From January 1, 2025, to June 27, 2025: The Executive Board comprised 04 (four) members, including: 01 Director, 02 Deputy Directors, and 01 Chief Accountant.

- From June 27, 2025, onwards: The Executive Board comprised 03 (three) members, including: 01 Director, 01 Deputy Director, and 01 Chief Accountant.

Within its authority and responsibility, the Executive Board of the Company has been active and proactive in directing and operating production and business; promptly implemented the Resolutions of the General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors in

accordance with the provisions of the law and the Company's Charter; directed the issuance of the Decisions within its authority under the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors; and regularly reviewed and evaluated the implementation of production and business targets and plans under the Resolutions of the General Meeting of Shareholders and adjusted the production and business targets and plans to be in line with the actual situation of the Company.

The Executive Board has regularly held monthly and ad hoc meetings. The attendees in the meetings included: Executive Board, Heads of specialized departments, Team leaders of production teams, Managers of affiliated enterprises; Chairperson of Trade Union, and Secretary of Youth Union. The meeting content is to evaluate and review the implementation of monthly tasks, implement the tasks for the following month; focus on resolving difficulties in management and operation, and proposing solutions in each meeting; assign the tasks and organize the coordination to effectively implement the management.

4. Recommendations:

a) To the Board of Directors:

- Direct the Company Director to review and promptly supplement or amend internal rules and regulations to ensure they remain consistent with the Company's business operations and current legal requirements.

- Direct the Company Director to develop a management regulation for self-implemented capital construction investment for review and approval, aiming to facilitate inspection and supervision while enhancing the efficiency of capital investment.

b) To the Executive Board:

- Regularly review cost norms and internal spending regulations to make timely adjustments in accordance with legal provisions and the Company's actual conditions.

- Research, maintain, and further strengthen cost-saving measures implemented in recent years to enhance business efficiency in the coming years, focusing on: reducing water loss rates, saving electricity costs, and optimizing other operational expenses.

- Research organizational restructuring, labor allocation, and rationalized salary and bonus schemes to improve labor productivity and efficiency.

- Regarding self-implemented capital construction, develop a management regulation to submit to the Board of Directors for consideration and issuance. The Executive Board should strengthen the management of self-implemented investment projects as per the General Meeting of Shareholders' Resolutions, prioritizing project selection, construction progress, and cost optimization.

Part 2

OPERATIONAL ORIENTATION FOR 2026

Based on the powers and duties of the Board of Supervisors as stipulated

in Article 170 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, the Charter of Binh Dinh Water Supply and Sewerage Joint Stock Company, and the production and business operation of the Company, the Board of Supervisors sets out the operation plan and directions for the 2025 - 2030 term, specifically as follows:

- Supervising the compliance with the laws of the State and the Company's Charter; Supervising the implementation of the Regulations, the Resolutions and the Decisions issued by the General Meeting of Shareholders, the Board of Directors and the Director of the Company.

- Inspecting and supervising the implementation of the annual production, business and investment plans of the Company.

- Appraising the business performance report, the semi-annual and annual financial statements, and the annual management assessment report of the Board of Directors.

- Having the plan for organizing inspections by topic in the activities of the Company such as: capital construction investment management, implementation of internal spending regulations and implementation of economic and technical standards …

- Fully attending the meetings of the Board of Directors.

- Reviewing the specific assignment of tasks and responsibilities of each member of the Board of Supervisors to proactively perform well the task of supervising each assigned field. The members of the Board of Supervisors should continue to maintain regular exchange of tasks with each other to better perform them.

- Collecting information, communicating with the shareholders and handling issues as requested by the shareholders (if any).

The report on the performance of the Board of Supervisors in 2025 and the operational orientation for 2026 submitted to the 2026 Annual General Meeting of Shareholders are shown above. The Board of Supervisors would like to sincerely thank the Board of Directors, the Executive Board, the functional departments, the production teams, and the water supply enterprises under Binh Dinh Water Supply and Sewerage Joint Stock Company for creating favorable conditions for the Board of Supervisors to successfully complete its duties and tasks in the past time./.

Recipients:
- Submitted to General Meeting of Shareholders;
- Board of Directors, Board of Supervisors;
- Executive Board;
- Archive: Office, Board of Supervisors, Secretary.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF BOARD

M.S.D.N: 4100238955 C.T.C.P. CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BÌNH ĐỊNH P.QUY NHƠN NAM-T.GIA LAI

Tran Nguyen Hanh Lan

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 07 /TTr-CTN

Gia Lai, March 30 , 2026

PROPOSAL

Regarding the approval of the audited financial statements 2025, dividend distribution rate and profit-after-tax allocation in 2025; key business targets for 2026, dividend distribution plan and profit-after-tax allocation plan for 2026; and investment portfolio for the water supply system development 2026

To: Annual General Meeting of Shareholders 2026.

Pursuant to the Company Charter dated April 22, 2022.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the following contents:

1. The 2025 financial statements prepared by the Company, audited by CPA VIETNAM Auditing Company Limited, and reviewed by the Board of Supervisors, with the key performance norms in 2025 as follows:

- Total revenue : 316,935,009,031 VND;
- Total expenses : 269,243,173,157 VND;
- Total accounting profit before tax : 47,691,835,874 VND;
- Accounting profit after tax : 38,032,120,856 VND;
- Profit after tax/ charter capital ratio : 30.64%

2. Profit-after-tax allocation in 2025 is as follows:

No.	Content	Amount *(VND)*
1	Profit after tax	**38,032,120,856**
2	Profit-after-tax allocation	**38,032,120,856**
2.1	Development investment fund	**11,410,000,000**
2.2	Bonus and welfare fund	**11,108,620,856**
2.2.1	*Welfare fund*	8,886,620,856
2.2.2	*Bonus fund*	2,222,000,000
	- Bonus fund for employees	*1,732,745,000*
	- Bonus fund for the Board of Directors and Management	*489,255,000*
2.3	Dividend distribution fund *(at a rate of 12.50% of charter capital)*	15,513,500,000
3	Undistributed profit in 2025	-
4	Cumulative undistributed profit carried forward to the following year	-

3. Key business targets for 2026 are as follows:

- Total revenue : 348,629 Million dong;
- Total accounting profit before tax : 43,600 Million dong;
- Profit-after-tax / charter capital ratio : 28.10%
- Projected dividend distribution/ charter capital ratio : 12.00%

* *Note: Depending on the actual business and production performance during the year, the General Meeting of Shareholders authorizes the Board of Directors to consider adjusting the above targets in accordance with regulations. Based on the Resolution of the Board of Directors, the Executive Board shall implement the plan in compliance with applicable regulations.*

4. The plan for distributing profit after tax in 2026 is as follows:

No.	Content	Amount (VND)
1	Profit after tax	34,880,000,000
2	Profit-after-tax allocation	34,880,000,000
2.1	Development investment fund	10,464,000,000
2.2	Bonus and welfare fund	9,523,040,000
2.3	Dividend distribution fund *(rate 12.00% on charter capital)*	14,892,960,000

5. The investment portfolio for the water supply system development in 2026 is as follows:

Unit: million dong

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
I	**List of unfinished investment projects, to be continued in 2026**	**73,000**	9,770	**63,230**	
1	Investment and renovation of the Water Supply Enterprise No. 1's water supply system	6,500	1,406	5,094	Capacity expansion of Dap Da WTP; to be completed in Q1/2026
2	Consulting on survey and project establishment of D600 pipeline along Dien Bien Phu extended road, Quy Nhon city (from new National Highway 19 to Ly Thai To booster pump station)	1,000	-	1,000	Carried forward

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
3	Investment and renovation of Quy Nhon 's water supply system	16,500	2,268	14,232	Carried forward from 2025; currently in progress
4	Upgrading operating technology, investing in backup generators	6,000	521	5,479	
5	Investment and renovation of the Water Supply Enterprise No. 1's water supply system	15,000	74	14,926	
6	Investment and renovation of the Water Supply Enterprise No. 2's water supply system	24,000	5,501	18,499	Carried forward from 2025; additional 4 billion VND for network expansion
7	Purchasing vehicles for production and business	4,000	-	4,000	Carried forward from 2025; currently in progress
II	**Investment portfolio in 2025**	**109,500**	**-**	**58,500**	
1	D600 pipeline along Dien Bien Phu extended road, Quy Nhon city (from new National Highway 19 to Ly Thai To booster pump station)	96,000	-	45,000	Phase 1: From New Highway 19 to Hung Vuong St.
2	Expansion and renovation of water supply network (Quy Nhon wards)	6,000	-	6,000	Improve service quality; address voters' petitions
3	Installation of groundwater monitoring equipment, SCADA	7,500	-	7,500	

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
	system, automation, solar energy, etc.				
III	**Total (I+II):**	**182,500**	**9,770**	**121,730**	

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

Recipients:
- As above;
- Board of Directors, Board of Supervisors;
- Executive Board;
- Archive: Office, Secretary.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BÌNH ĐỊNH

Le Thanh Cuong

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 08 /TTr-CTN

Gia Lai, March 30 , 2026

PROPOSAL
Regarding the approval of the labor, salary, remuneration contents for 2025, and the plan for 2026 for the managers and employees of the Company

To: Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to Decree No. 248/2025/ND-CP regulating the policies on salaries, remuneration, and bonuses for direct owner's representatives, state capital representatives, and Supervisors in state-owned enterprises;

Pursuant to the Company Charter dated April 22, 2022.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the following matters regarding labor, salaries, remuneration for 2025 and the plan for 2026:

1. Implementation in 2025:

a) Actual Salary Fund for 2025 for Employees and the Executive Board: VND 47,491,920,000.

b) Actual salary level in 2025 for Council members and full-time Supervisors:

- Actual Salary of the Chairman of the Board of Directors: VND 46,800,000 /month.

- Actual Salary of the Head of the Board of Supervisors: VND 39,000,000 /month.

c) Actual Remuneration for 2025 for council members, Non - full - time Supervisors:

- Remuneration for Council members participating in the Executive Board: VND 2,808,000/person/month.

- Remuneration for Council members not participating in the Executive Board: VND 9,360,000/person/month.

- Remuneration for Supervisors: VND 7,800,000/person/month.

d) Actual 2025 Salary Fund for in-house water supply system construction (based on labor cost final accounts for each project): VND 5,923,551,655.

2. Plan for 2026:

2.1. Salary Fund, Remuneration for 2026:

a) Salary Fund Plan for 2026 for Employees and the Executive Board (salary unit price on actual revenue shall not exceed 14.25%): VND 49,392,000,000.

b) Planned salary level in 2026 for Council members and full-time Supervisors:

- Salary of the Chairman of the Board of Directors: VND 55,500,000/month.
- Salary of the Head of the Board of Supervisors: VND 46,500,000/month.

c) Planned Remuneration for 2026 for council members, Non - full - time Supervisors:

- Remuneration for Council members participating in the Executive Board: VND 3,330,000/person/month.
- Remuneration for Council members not participating in the Executive Board: VND 11,100,000/person/month.
- Remuneration for Supervisors: VND 9,300,000/person/month.

d) The planned salary fund for 2026 for the construction of self-performed water supply system projects will be implemented in accordance with the settlement of labor costs for each project.

2.2. In 2026 depending on the actual performance and business results, the company will make adjustments according to regulations.

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

Recipients:
- As above;
- Board of Directors, Board of Supervisors;
- Executive Board;
- Archive: Office, Secretary.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 4100258955 - C.T.C.P - P.QUY NHƠN NAM - T.GIA LAI
CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BÌNH ĐỊNH

Le Thanh Cuong

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 09 /TTr-CTN

Gia Lai, March 30 , 2026

PROPOSAL
Regarding the selection of an independent auditing firm to audit the financial statements 2026

To: Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to Circular No. 183/2013/TT-BTC dated December 4, 2013 of the Ministry of Finance on independent audits for public interest entities;

Pursuant to the Company Charter dated April 22, 2022.

The Board of Supervisors of Binh Dinh Water Supply and Sewerage Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the list of independent auditing firms and the plan for selecting an independent auditing firm to audit the Company's financial statements 2026, as follows:

I. Criteria for selecting an independent auditing firm:

The selected auditing firm must be a reputable independent auditing firm, fully qualified to operate in accordance with current regulations, and offer a reasonable audit fee in line with the quality and scope of the audit.

II. Proposed list of auditing firms:

1. CPA VIETNAM Auditing Company Limited (CPA VIETNAM);
2. Viet Nam Auditing & Evaluation Company Limited (VAE);
3. International Auditing Company Limited (iCPA).

III. Plan for selecting an independent auditing firm:

The General Meeting of Shareholders is requested to approve the list of independent auditing firms and authorize the Board of Directors to decide on the selection of an independent auditing firm to conduct the audit of the Company's financial statements 2026 in accordance with applicable laws.

In the event that none of the above firms can be selected, the General Meeting of Shareholders is respectfully requested to authorize the Board of Directors to select another firm based on the proposal of the Board of Supervisors, with meeting the stated criteria and ensuring the maximum benefit for the Company.

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

Recipients:
- As above;
- Board of Directors, Board of Supervisors;
- Executive Board;
- Archive: Office, Board of Supervisors, Secretary.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF BOARD

M.S.D.N: 4100258... CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BÌNH ĐỊNH ... P.QUY NHƠN NAM-T.GIA LAI

Tran Nguyen Hanh Lan

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**
No.: 10 /TTr-CTN	*Gia Lai, March 30 , 2026*

PROPOSAL
On the amendment and supplementation of the Internal Regulations on Corporate Governance of Binh Dinh Water Supply and Sewerage Joint Stock Company

To: Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding several articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities;

Pursuant to the Company Charter dated April 22, 2022;

Pursuant to the Internal Regulations on Corporate Governance of the Company dated April 22, 2022.

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval of the amendments and supplementations to the Internal Regulations on Corporate Governance of Binh Dinh Water Supply and Sewerage Joint Stock Company *(The Draft Amendments to the Internal Regulations on Corporate Governance is attached hereto).*

Reason for amendments and supplementations: To supplement the order and procedures for holding General Meetings of Shareholders to adopt resolutions via online meetings or a combination of in-person and online meeting formats.

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

Recipients:
- As above;
- Board of Directors, Board of Supervisors;
- Executive Board;
- Company Website;
- Archive: Office, Secretary.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 4100258955 - C.T.C.P - CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC BÌNH ĐỊNH - P. QUY NHƠN NAM - T. GIA LAI

Le Thanh Cuong

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

DRAFT

Gia Lai, April , 2026

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Binh Dinh Water Supply and Sewerage Joint Stock Company dated April 22, 2022;

Pursuant to Resolution No. .../NQ-DHDCD dated .../4/2026 of the 2026 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company;

The Board of Directors promulgates the Internal Regulations on Corporate Governance of Binh Dinh Water Supply and Sewerage Joint Stock Company;

The Internal Regulations on Corporate Governance of Binh Dinh Water Supply and Sewerage Joint Stock Company include the following contents:

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Internal Regulations on Corporate Governance stipulate the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors and the Director; the order and procedures for convening meetings of the General Meeting of Shareholders; the nomination, candidacy, election, dismissal and removal of members of the Board of Directors, the Supervisory Board and the Director, and other activities in accordance with the Company Charter and other applicable laws.

2. Subjects of application: These Regulations apply to members of the Board of Directors, the Supervisory Board, the Director and other relevant persons.

Article 2. General Meeting of Shareholders

1. Roles, rights and obligations of the General Meeting of Shareholders:

The General Meeting of Shareholders consists of all shareholders having voting rights and is the highest decision-making body of the Company.

The General Meeting of Shareholders has the following rights and obligations:

- Approve the development orientation of the Company;
- Decide the types of shares and the total number of shares of each type authorized to be offered for sale; decide the annual dividend rate of each type of share;
- Elect, dismiss and remove members of the Board of Directors and members of the Supervisory Board;
- Decide on investments or the sale of assets valued at 35% or more of the total value of assets recorded in the most recent financial statements of the Company;
- Decide on amendments and supplements to the Company Charter;
- Approve the annual financial statements;
- Decide on the repurchase of more than 10% of the total number of issued shares of each type;
- Consider and handle violations committed by members of the Board of Directors or members of the Supervisory Board causing damage to the Company and its shareholders;
- Decide on the reorganization or dissolution of the Company;
- Decide the budget or the total remuneration, bonuses and other benefits for the Board of Directors and the Supervisory Board;
- Approve the Internal Corporate Governance Regulations and the Operating Regulations of the Board of Directors and the Supervisory Board;
- Approve the list of approved auditing firms; decide the auditing firm authorized to audit the Company's operations and dismiss the approved auditor when deemed necessary;
- Other rights and obligations in accordance with the provisions of law.

2. Order and procedures for convening the General Meeting of Shareholders to adopt resolutions by voting at the meeting of the General Meeting of Shareholders include the following main contents:

a) Authority to convene the General Meeting of Shareholders:

The Board of Directors shall convene the Annual General Meeting of Shareholders and extraordinary General Meetings of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3 Article 13 of the Company Charter.

b) Preparation of the list of shareholders entitled to attend the meeting:

The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no later than 10 days before the date of sending the notice of invitation to the General Meeting of Shareholders. The preparation of the list of shareholders shall be based on the data provided by the Viet Nam Securities Depository and Clearing Corporation (VSDC).

c) Announcement of the closing date for the list of shareholders entitled to attend the General Meeting of Shareholders:

The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date.

d) Notice of convening the General Meeting of Shareholders:

The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the contact address of each shareholder, and shall also be published on the Company's website and the websites of the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all shareholders in the list of shareholders entitled to attend the meeting no later than 21 days before the opening date of the meeting (calculated from the date on which the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and the documents related to matters to be voted on at the meeting shall be sent to shareholders and/or published on the Company's website. In case such documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to the entire meeting documents so that shareholders can access them, including:

- The meeting agenda and documents used in the meeting;
- The list and detailed information of candidates in case of election of members of the Board of Directors and members of the Supervisory Board;
- Voting ballots;
- Draft resolutions for each matter in the meeting agenda.

dd) Agenda and contents of the General Meeting of Shareholders:

The person convening the General Meeting of Shareholders must perform the following tasks:

- Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders;
- Prepare the agenda and contents of the meeting;
- Prepare documents for the meeting;
- Prepare draft resolutions of the General Meeting of Shareholders according to the proposed contents of the meeting;
- Determine the time and venue for holding the meeting;

- Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

- Perform other tasks serving the meeting.

A shareholder or group of shareholders as prescribed in Clause 2 Article 11 of the Company Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and must be sent to the Company no later than 03 working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of shares of each type held by the shareholder and the matter proposed to be included in the meeting agenda.

e) Authorization of representatives to attend the General Meeting of Shareholders:

If a shareholder cannot attend the General Meeting of Shareholders, he/she may authorize another person to attend on his/her behalf. The authorization of a representative to attend the General Meeting of Shareholders must be made in writing according to the form of the Company (attached to the notice of invitation to the meeting or available on the Company's website). The authorized representative must submit the letter of authorization (the original) to the Company before attending the General Meeting of Shareholders.

g) Method of registration for attending the General Meeting of Shareholders:

Shareholders may confirm their attendance at the General Meeting of Shareholders by the following methods: sending a confirmation of attendance at the General Meeting of Shareholders (according to the form attached to the notice of invitation to the meeting or available on the Company's website) via electronic mail (email) or by postal mail within the time limit stated in the notice of invitation to the meeting.

If a shareholder cannot attend the General Meeting of Shareholders, he/she may authorize another person to attend on his/her behalf. The authorization of a representative to attend the General Meeting of Shareholders must be made in writing according to the form of the Company (attached to the notice of invitation to the meeting or available on the Company's website). The authorized representative must submit the letter of authorization (the original) to the Company before attending the General Meeting of Shareholders.

h) Conditions for holding the meeting:

The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents at least 65% of the total voting shares.

In case the first meeting does not satisfy the conditions for holding the meeting as prescribed in Clause 1 Article 18 of the Company Charter, the notice of invitation to the second meeting must be sent within 30 days from the scheduled date of the first meeting. The second General Meeting of Shareholders

shall be conducted when the number of shareholders attending the meeting represents at least 33% of the total voting shares.

In case the second meeting does not satisfy the conditions for holding the meeting as prescribed in Clause 2 Article 18 of the Company Charter, the notice of invitation to the third meeting must be sent within 20 days from the scheduled date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the shareholders attending the meeting.

i) Forms of adoption of resolutions of the General Meeting of Shareholders:

The General Meeting of Shareholders shall adopt resolutions within its authority by voting at the meeting or by collecting written opinions.

k) Voting method:

Upon registration of shareholders, the Company shall provide each shareholder or authorized representative having voting rights with a voting card stating the registration number, the full name of the shareholder, the full name of the authorized representative and the number of votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each matter in the agenda. Voting shall be conducted by voting for approval, disapproval or abstention.

l) Vote counting method and announcement of vote counting results:

Voting cards approving the resolution shall be collected first, followed by voting cards disapproving the resolution, and finally the total number of approval and disapproval votes shall be counted to determine the result. The results of vote counting shall be announced by the Chairperson immediately before the closing of the meeting. The meeting shall elect persons responsible for vote counting or supervising the vote counting at the proposal of the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting.

m) Conditions for adoption of resolutions:

The conditions for the adoption of resolutions of the General Meeting of Shareholders shall comply with the provisions of Article 20 of the Company Charter.

n) Method of objection to resolutions of the General Meeting of Shareholders (in accordance with Article 132 of the Law on Enterprises):

Shareholders who voted against the resolution on reorganization of the company or changes to the rights and obligations of shareholders as prescribed in the Company Charter have the right to request the Company to repurchase their shares. Such request must be made in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the proposed selling price and the reason for requesting the Company to repurchase the shares. The request must be sent to the Company within 10 days from the date on which

the General Meeting of Shareholders passes the resolution on the matters specified in this clause.

The Company must repurchase the shares at the request of the shareholder as mentioned above at the market price or at the price determined according to the principles prescribed in the Company Charter within 90 days from the date of receipt of the request. In case the parties cannot reach an agreement on the price, they may request a valuation organization to determine the price. The Company shall introduce at least 03 valuation organizations for the shareholder to choose from, and such choice shall be the final decision.

o) Preparation of minutes of the General Meeting of Shareholders:

The meeting of the General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and include the following principal contents:

- Name, address of the head office and enterprise code;
- Time and venue of the General Meeting of Shareholders;
- Meeting agenda and contents of the meeting;
- Full name of the Chairperson and the Secretary;
- Summary of the developments of the meeting and opinions expressed at the General Meeting of Shareholders on each matter in the meeting agenda;
- Number of shareholders and the total number of voting shares of shareholders attending the meeting, the appendix of the list of registered shareholders and representatives of shareholders attending the meeting together with the corresponding number of shares and voting rights;
- Total number of votes for each matter voted on, clearly stating the voting method, the total number of valid and invalid votes, votes for approval, votes against and abstentions; the corresponding percentage of the total votes of shareholders attending the meeting;
- Matters approved and the corresponding voting approval rate;
- Full names and signatures of the Chairperson and the Secretary. In case the Chairperson or the Secretary refuses to sign the minutes, such minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and containing all contents as prescribed in this clause. The minutes must clearly state the refusal of the Chairperson and the Secretary to sign the minutes.

The minutes of the General Meeting of Shareholders must be completed and approved before the closing of the meeting. The Chairperson and the Secretary of the meeting or other persons signing the minutes shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

p) Disclosure of resolutions of the General Meeting of Shareholders:

The disclosure of resolutions of the General Meeting of Shareholders shall comply with the information disclosure regulations of the Law on Enterprises, the Law on Securities and other relevant legal documents.

3. Order and procedures for the General Meeting of Shareholders to adopt resolutions by collecting written opinions include the following main contents:

a) Cases where written opinions may not be collected:

- Amendment and supplementation of the contents of the Company Charter;
- Development orientation of the Company;
- Types of shares and the total number of shares of each type;
- Election, dismissal and removal of members of the Board of Directors and the Supervisory Board;
- Decision on investment or sale of assets valued at 35% or more of the total value of assets recorded in the most recent financial statements of the Company, except where the Company Charter provides for another ratio or value;
- Approval of annual financial statements;
- Reorganization or dissolution of the Company.

b) Order and procedures for the General Meeting of Shareholders to adopt resolutions by collecting written opinions.

- The Board of Directors has the right to collect written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the interests of the Company.
- The Board of Directors must prepare opinion forms, draft resolutions of the General Meeting of Shareholders and explanatory documents for the draft resolutions and send them to all shareholders having voting rights no later than 10 days before the deadline for returning the opinion forms. The requirements and methods for sending the opinion forms and accompanying documents shall comply with Clause 3 Article 17 of the Company Charter.
- The opinion forms must contain the principal contents as prescribed in Clause 3 Article 21 of the Company Charter.
- Shareholders may send the completed opinion forms to the Company by mail or email in accordance with Clause 4 Article 21 of the Company Charter.
- The Board of Directors shall count the votes and prepare a vote-counting record under the supervision of the Supervisory Board or of shareholders not holding managerial positions in the Company. The vote-counting record must contain the principal contents as prescribed in Clause 5 Article 21 of the Company Charter.
- The vote-counting minutes and the resolution must be sent to shareholders within 15 days from the date of completion of vote counting. The sending of the vote-counting record and the resolution may be replaced by posting them on the Company's website within 24 hours from the time the vote counting is completed.
- The completed opinion forms, vote-counting record, adopted resolutions and related documents attached to the opinion forms must all be kept at the head office of the Company.

- A resolution adopted by collecting written opinions of shareholders shall be valid if approved by shareholders representing more than 50% of the total voting rights of all shareholders having voting rights and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

4. Order and procedures for the General Meeting of Shareholders to adopt resolutions by online meeting or by a meeting held in person combined with an online meeting

a) In necessary cases, the Board of Directors may decide to hold the General Meeting of Shareholders in the form of an online meeting or a meeting held in person combined with an online meeting. An online General Meeting of Shareholders shall apply modern technological measures enabling shareholders to attend and express opinions at the online meeting and vote by electronic voting or other forms appropriate to the online General Meeting of Shareholders.

Shareholders may attend the General Meeting of Shareholders directly at the meeting venue or participate through an online meeting. Shareholders may only choose one of the two forms: attending in person or attending online.

b) Shareholders may authorize representatives to attend the General Meeting of Shareholders either in person or online in accordance with Article 15 of the Company Charter.

c) Shareholders attending the General Meeting of Shareholders via online meeting must register accurate phone numbers, contact addresses and/or email addresses to ensure receipt of the notification containing the account information for attending the online General Meeting of Shareholders and conducting electronic voting, and shall take full responsibility for the information registered with the Company.

d) Shareholders attending the General Meeting of Shareholders via online meeting shall use the access account provided by the Company or by the service provider engaged by the Company to conduct online participation and electronic voting for all voting sessions of the Company in which the shareholder has the right to vote.

dd) Shareholders attending the General Meeting of Shareholders via online meeting must keep confidential the login names, passwords and other identification factors provided by the Company or the service provider engaged by the Company to ensure that only the shareholder participates in the meeting and/or conducts electronic voting on the system provided by the Company or the service provider engaged by the Company. Voting results shall be recorded by the Company or the service provider engaged by the Company based on the login names, passwords and identification factors of the shareholders and shall be deemed the voting intention of the shareholders. Shareholders shall be responsible before the law and before the Company for the electronic voting results conducted through their access accounts on the online General Meeting of Shareholders/electronic voting system provided by the service provider.

e) The Board of Directors shall promulgate and publish on the Company's website the Regulations on participation in the General Meeting of Shareholders held online or in the form of a meeting held in person combined with an online meeting together with the invitation documents for the General Meeting of Shareholders at least 21 days prior to the opening of the meeting, including the following main contents:

- Specific guidelines on the order and procedures for organizing and conducting the General Meeting of Shareholders in the form of an online meeting or a meeting held in person combined with an online meeting;

- Provisions on the methods of electronic voting, submission of voting ballots via mail/fax/email and other equivalent voting methods enabling shareholders to exercise their voting rights at the General Meeting of Shareholders organized in the form of an online meeting or a meeting held in person combined with an online meeting;

- Other contents related to the organization of the General Meeting of Shareholders held online or in the form of a meeting held in person combined with an online meeting.

Article 3. Board of Directors

1. Role, rights and obligations of the Board of Directors; responsibilities of members of the Board of Directors:

a) The Board of Directors is the management body of the Company and has full authority, on behalf of the Company, to decide and exercise the rights and obligations of the Company, except for the rights and obligations falling within the authority of the General Meeting of Shareholders.

b) The rights and obligations of the Board of Directors are prescribed by law, the Company Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

- Decide the strategy, medium-term development plan and annual business plan of the Company;

- Propose the types of shares and the total number of shares of each type authorized to be offered for sale;

- Decide the sale of unsold shares within the number of shares authorized to be offered for sale of each type; decide on additional capital mobilization in other forms;

- Decide the selling price of shares and bonds of the Company;

- Decide the repurchase of shares in accordance with Clause 1 and Clause 2 Article 133 of the Law on Enterprises;

- Decide investment plans and investment projects within the authority and limits prescribed by law;

- Decide solutions for market development, marketing and technology;

- Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions valued at 35% or more of the total value of assets

recorded in the most recent financial statements of the Company and contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders in accordance with Point d Clause 2 Article 138, Clause 1 and Clause 3 Article 167 of the Law on Enterprises;

- Elect, dismiss and remove the Chairperson of the Board of Directors; appoint, dismiss, sign contracts with and terminate contracts with the Director and other key managers as prescribed in the Company Charter; decide the salaries, remuneration, bonuses and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies and decide the remuneration and other benefits of such persons;

- Supervise and direct the Director and other managers in the management and operation of the daily business activities of the Company;

- Decide the organizational structure and internal management regulations of the Company; decide the establishment of subsidiaries, branches and representative offices, and the capital contribution to or purchase of shares in other enterprises;

- Approve the agenda and contents of documents serving the meetings of the General Meeting of Shareholders; convene meetings of the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to adopt resolutions;

- Submit the audited annual financial statements to the General Meeting of Shareholders;

- Propose the dividend rate to be paid; decide the time limit and procedures for dividend payment or the handling of losses arising in the course of business operations;

- Propose the reorganization or dissolution of the Company; request the bankruptcy of the Company;

- Decide the promulgation of the Operating Regulations of the Board of Directors and the Internal Regulations on Corporate Governance after approval by the General Meeting of Shareholders; promulgate the Company's Information Disclosure Regulations;

- Other rights and obligations in accordance with the Law on Enterprises, the Law on Securities, other relevant laws and the Company Charter.

c) The Board of Directors must report to the General Meeting of Shareholders on the performance results of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

2. Nomination, candidacy, election, dismissal and removal of members of the Board of Directors:

a) Term and number of members of the Board of Directors:

The term of office of a member of the Board of Directors shall not exceed 05 years and members may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors for no more than 02 consecutive terms. In the event that all members of the Board of Directors simultaneously complete their terms of office, such members shall continue to serve as members of the Board of Directors until new members are elected to replace them and assume their duties.

The Board of Directors shall consist of 05 members.

b) Structure, standards and conditions of members of the Board of Directors:

The structure of the Board of Directors must ensure that at least one-third (1/3) of the total number of members of the Board of Directors are non-executive members. The Company shall minimize the number of members of the Board of Directors concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors. After the Company becomes listed, it must ensure compliance with the requirement of having at least 01 independent member of the Board of Directors.

Members of the Board of Directors must satisfy the following standards and conditions:

- Not falling under the cases specified in Clause 2 Article 17 of the Law on Enterprises;

- Possessing professional qualifications and experience in business administration or in the business lines and sectors of the Company, and not necessarily being a shareholder of the Company;

- A member of the Board of Directors of the Company may simultaneously serve as a member of the Board of Directors of no more than 05 other companies;

- A member of the Board of Directors must not be a family member of the Director or other managers of the Company.

c) Nomination and candidacy for members of the Board of Directors:

Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate 01 candidate; from 10% to less than 30% may nominate up to 02 candidates; from 30% to less than 40% may nominate up to 03 candidates; from 40% to less than 50% may nominate up to 04 candidates; from 50% to less than 60% may nominate up to 05 candidates; from 60% to less than 70% may nominate up to 06 candidates; from 70% to 80% may nominate up to 07 candidates; and from 80% to less than 90% may nominate up to 08 candidates.

In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as prescribed in Clause 5 Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance and the Operating

Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

d) Method for electing members of the Board of Directors:

Voting to elect members of the Board of Directors shall be conducted using the cumulative voting method, whereby each shareholder shall have a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors. A shareholder has the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors shall be determined based on the number of votes from highest to lowest, starting with the candidate receiving the highest number of votes until the number of members prescribed in the Company Charter is reached. In the event that 02 or more candidates receive the same number of votes for the final position on the Board of Directors, a re-election shall be conducted among those candidates with equal votes or selection shall be made in accordance with the criteria specified in the election regulations or the Company Charter.

dd) Cases of dismissal, removal and supplementation of members of the Board of Directors:

The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

- No longer satisfying the standards and conditions as prescribed in Article 155 of the Law on Enterprises;

- Submitting a resignation letter and such resignation is accepted.

The General Meeting of Shareholders shall remove a member of the Board of Directors in the following case: failure to participate in activities of the Board of Directors for 06 consecutive months, except in cases of force majeure.

The Board of Directors must convene a meeting of the General Meeting of Shareholders to elect additional members of the Board of Directors in the event that the number of members of the Board of Directors is reduced by more than one-third compared with the number prescribed in the Company Charter. In such case, the Board of Directors must convene the General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third.

e) Announcement of election, dismissal and removal of members of the Board of Directors:

The Company shall disclose information within twenty-four (24) hours from the time the Company changes, newly appoints, reappoints or removes a member of the Board of Directors. At the same time, the Company shall submit to the State Securities Commission and the Stock Exchange the information disclosure

form of the new internal person (if any) in accordance with the template provided in Appendix III issued together with Circular No. 96/2020/TT-BTC.

g) Method of introducing candidates for members of the Board of Directors:

In cases where candidates for the Board of Directors have been identified, the Company must disclose information relating to such candidates at least 10 days prior to the opening date of the General Meeting of Shareholders on the Company's website so that shareholders may learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, prudently and in the best interests of the Company if elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes:

- Full name, date of birth;
- Professional qualifications;
- Working history;
- Other managerial positions held (including positions on the Board of Directors of other companies);
- Interests related to the Company and related parties of the Company;
- The Company must disclose information about companies in which the candidate currently holds the position of member of the Board of Directors, other managerial positions and interests related to such companies of the candidate for the Board of Directors (if any).

h) Election, removal and dismissal of the Chairperson of the Board of Directors:

The Chairperson of the Board of Directors shall be elected, dismissed or removed by the Board of Directors from among its members.

3. Remuneration and other benefits of members of the Board of Directors

The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on the business performance and efficiency.

Members of the Board of Directors are entitled to remuneration for their work and bonuses. The remuneration for work shall be calculated based on the number of working days necessary to complete the duties of a member of the Board of Directors and the remuneration rate per day. The Board of Directors shall determine the remuneration for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

The remuneration of each member of the Board of Directors shall be included in the business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

Members of the Board of Directors who hold executive positions or who work in committees of the Board of Directors or perform tasks beyond the normal scope of duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum payment per task, salary, commission, percentage of profit or other forms as decided by the Board of Directors.

Members of the Board of Directors are entitled to reimbursement of all travel, accommodation, meal and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or committees of the Board of Directors.

Members of the Board of Directors may be covered by liability insurance purchased by the Company upon approval of the General Meeting of Shareholders. Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law or the Company Charter.

4. Procedures for organizing meetings of the Board of Directors:

a) Number of meetings: The Board of Directors must hold at least one meeting per quarter and may hold extraordinary meetings.

b) Cases requiring the convening of extraordinary meetings of the Board of Directors:

The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving a request from one of the following:

- The Supervisory Board or an independent member of the Board of Directors;
- The Director or at least 03 other managers;
- At least 02 members of the Board of Directors.

c) Notice of meeting of the Board of Directors:

The Chairperson of the Board of Directors or the person convening the meeting of the Board of Directors must send the notice of meeting at least 03 working days prior to the meeting date. The notice of meeting must clearly specify the time and venue of the meeting, the agenda, and the matters to be discussed and decided. The notice of meeting must be accompanied by documents to be used at the meeting and voting ballots of members.

The notice of meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, and must ensure delivery to the contact address of each member of the Board of Directors registered with the Company.

d) Right of members of the Supervisory Board to attend meetings of the Board of Directors:

The Chairperson of the Board of Directors or the convener shall send the notice of meeting and accompanying documents to the members of the Supervisory Board in the same manner as to the members of the Board of Directors.

Members of the Supervisory Board have the right to attend meetings of the Board of Directors and to participate in discussions but shall not have voting rights.

dd) Conditions for holding a meeting of the Board of Directors:

A meeting of the Board of Directors shall be conducted when at least three-fourths (3/4) of the total number of members attend the meeting. In case the meeting convened in accordance with this clause does not have the required number of attending members, it shall be convened for the second time within 07 days from the scheduled date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.

e) Voting methods:

A member of the Board of Directors shall be deemed to attend and vote at the meeting in the following cases:

- Attending and voting directly at the meeting;

- Authorizing another person to attend and vote in accordance with Clause 11 Article 29 of the Company Charter;

- Attending and voting via online conference, electronic voting or other electronic forms;

- Sending voting ballots to the meeting by post or email.

g) Method of adopting resolutions of the Board of Directors:

Resolutions and decisions of the Board of Directors shall be adopted if approved by a majority of the attending members. In case of a tie vote, the final decision shall be made according to the opinion of the Chairperson of the Board of Directors.

h) Authorization for another person to attend the meeting on behalf of a member of the Board of Directors:

A member of the Board of Directors may authorize another person to attend and vote at the meeting if approved by the majority of members of the Board of Directors.

i) Preparation of minutes of the Board of Directors' meeting:

Meetings of the Board of Directors must be recorded in minutes and may also be audio recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and include the following principal contents:

- Name, address of the head office and enterprise registration number;

- Time and venue of the meeting;

- Purpose, agenda and contents of the meeting;

- Full names of each attending member or authorized representative attending the meeting and the method of attendance; full names of members absent and the reasons for absence;

- Matters discussed and voted on at the meeting;

- Summary of opinions expressed by each attending member according to the course of the meeting;

- Voting results clearly stating members voting in favor, against or abstaining;

- Matters approved and the corresponding voting approval ratios;

- Full name and signatures of the chairperson and the person recording the minutes.

k) Cases where the chairperson and/or the secretary refuses to sign the minutes of the Board of Directors' meeting:

In case the chairperson or the person recording the minutes refuses to sign the minutes of the meeting, the minutes shall still be valid if they are signed by all other members of the Board of Directors attending the meeting and contain all contents as prescribed in Point i Clause 4 of this Article (except for the content "Full name and signatures of the chairperson and the person recording the minutes").

l) Notification of resolutions and decisions of the Board of Directors:

The Company is responsible for disclosing information on resolutions and decisions of the Board of Directors in accordance with the provisions of law.

5. Committees under the Board of Directors:

a) The Board of Directors may establish committees under its authority to be responsible for development policy, personnel, remuneration, internal audit and risk management. The number of members of each committee shall be decided by the Board of Directors but must be at least 03 persons, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority of the committee, and one of these members shall be appointed as the Chairperson of the committee by decision of the Board of Directors. The operation of the committee must comply with the regulations of the Board of Directors. A resolution of the committee shall only be effective when approved by a majority of members attending and voting at the committee meeting.

b) The implementation of decisions of the Board of Directors or of committees under the Board of Directors must comply with the current legal regulations and the provisions of the Company Charter and the Internal Regulations on Corporate Governance.

6. Selection, appointment and dismissal of the person in charge of corporate governance include the following main contents:

a) The Board of Directors of the Company must appoint at least one person in charge of corporate governance to support corporate governance activities within the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary in accordance with Clause 5 Article 156 of the Law on Enterprises.

b) The person in charge of corporate governance must not simultaneously work for an approved auditing organization that is currently auditing the Company's financial statements.

c) The person in charge of corporate governance has the following rights and obligations:

- Advise the Board of Directors on organizing meetings of the General Meeting of Shareholders in accordance with regulations and on matters related to the relationship between the Company and its shareholders;

- Prepare meetings of the Board of Directors, the Supervisory Board and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;

- Advise on meeting procedures;

- Attend meetings;

- Advise on procedures for preparing resolutions of the Board of Directors in compliance with legal regulations;

- Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Supervisory Board;

- Monitor and report to the Board of Directors on the Company's information disclosure activities;

- Act as the contact point with stakeholders;

- Maintain confidentiality of information in accordance with the provisions of law and the Company Charter;

- Other rights and obligations as prescribed by law and the Company Charter.

d) Notification of the appointment and dismissal of the person in charge of corporate governance:

The disclosure of information regarding the appointment or dismissal of the person in charge of corporate governance shall be carried out in the same manner as the notification of election, dismissal or removal of members of the Board of Directors as prescribed in Point e Clause 2 Article 3 of this Regulation.

Article 4. Supervisory Board

1. Roles, rights and obligations of the Supervisory Board; responsibilities of members of the Supervisory Board:

The Supervisory Board shall have the rights and obligations prescribed in Article 170 of the Law on Enterprises, the Company Charter, and the following rights and obligations:

- Propose and recommend that the General Meeting of Shareholders approve the list of approved auditing firms eligible to audit the Company's financial statements; decide on the approved auditing firm to conduct inspections of the Company's operations and dismiss the approved auditor when deemed necessary.

- Be accountable to the shareholders for its supervisory activities.

- Supervise the financial situation of the Company and the compliance with laws in the operations of members of the Board of Directors, the Director, and other managers.

- Ensure coordination with the Board of Directors, the Director, and shareholders.

- Where any violation of law or the Company Charter by a member of the Board of Directors, the Director, or other executives of the enterprise is detected, the Supervisory Board must notify the Board of Directors in writing within 48 hours, request the violating person to cease the violation, and implement measures to remedy the consequences.

- Formulate the Operational Regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

- Report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP.

2. Term of office, number, composition and structure of the Supervisory Board:

a) Term of office, number, composition and structure of the Supervisory Board:

The term of office of members of the Supervisory Board shall not exceed 05 years and members may be re-elected for an unlimited number of terms.

The Supervisory Board of the Company shall consist of 03 members.

The structure of the Supervisory Board shall include 01 Head of the Supervisory Board and 02 members.

b) Standards and conditions for members of the Supervisory Board:

Members of the Supervisory Board must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:

- Work in the accounting or finance department of the Company;

- Be a member or employee of an independent auditing firm that has conducted audits of the Company's financial statements during the preceding 03 consecutive years.

c) Nomination and self-nomination of candidates for the Supervisory Board:

The nomination and self-nomination of candidates for the position of member of the Supervisory Board shall be conducted in the same manner as the nomination and self-nomination of candidates for the position of member of the Board of Directors, as prescribed in Point c, Clause 2, Article 3 of these Regulations.

d) Method of electing members of the Supervisory Board:

The method of electing members of the Supervisory Board shall be conducted in the same manner as the election of members of the Board of Directors, as prescribed in Point d, Clause 2, Article 3 of these Regulations.

dd) Cases of dismissal and removal of members of the Supervisory Board:

A member of the Supervisory Board shall be dismissed from office in the following cases:

- No longer meeting the standards and conditions for being a member of the Supervisory Board as prescribed in Point b, Clause 2 of this Article;
- Submit a resignation letter which is accepted;
- Other cases as prescribed in the Company Charter.

A member of the Supervisory Board shall be removed from office in the following cases:

- Failure to fulfill assigned duties and responsibilities;
- Failure to exercise his/her rights and obligations for 06 consecutive months, except in cases of force majeure;;
- Repeated violations or serious violations of the obligations of a member of the Supervisory Board in accordance with the Law on Enterprises and the Company Charter;
- Other cases as decided by resolution of the General Meeting of Shareholders.

e) Notification of the election, dismissal and removal of members of the Supervisory Board:

The disclosure of information regarding the election, dismissal and removal of members of the Supervisory Board shall be carried out in the same manner as the notification of the election, dismissal and removal of members of the Board of Directors, as prescribed in Point e, Clause 2, Article 3 of these Regulations.

g) Salaries and other benefits of members of the Supervisory Board:

Members of the Supervisory Board shall be entitled to salaries, remuneration, bonuses and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

Members of the Supervisory Board shall be reimbursed for reasonable expenses for accommodation, travel, and the use of independent consulting services. The total remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

The salaries and operating expenses of the Supervisory Board shall be recorded as business expenses of the Company in accordance with the laws on corporate income tax and other relevant laws, and shall be presented as a separate item in the Company's annual financial statements.

Article 5. Director

1. Roles, responsibilities, rights and obligations of the Director:

The Director shall be the person responsible for managing the daily business operations of the Company; shall be subject to the supervision of the Board of Directors; and shall be accountable to the Board of Directors and before the law for the performance of the assigned rights and obligations.

The Director shall have the following rights and obligations:

- Decide on matters related to the daily business operations of the Company that do not fall within the authority of the Board of Directors;

- Organize the implementation of the resolutions and decisions of the Board of Directors;

- Organize the implementation of the Company's business plans and investment plans;

- Propose plans for the organizational structure and internal management regulations of the Company;

- Appoint, dismiss, and remove managerial positions within the Company, except for positions falling under the authority of the Board of Directors;

- Decide on salaries and other benefits for employees of the Company, including managers appointed by the Director;

- Recruit employees;

- Propose plans for dividend distribution or the handling of business losses;

- Exercise other rights and obligations in accordance with the law, the Company Charter, and the resolutions and decisions of the Board of Directors.

2. Appointment, dismissal, conclusion and termination of the employment contract with the Director:

a) Term of office, standards and conditions of the Director:

The term of office of the Director shall not exceed 05 years and the Director may be reappointed for an unlimited number of terms. The Director must satisfy the standards and conditions prescribed by law and the Company Charter.

b) Appointment and conclusion of the employment contract with the Director:

The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to serve as the Director.

c) Dismissal and termination of the employment contract with the Director:

The Board of Directors may dismiss the Director when approved by a majority of the attending members of the Board of Directors having voting rights, and shall appoint a new Director to replace him/her.

d) Notification of appointment, dismissal, conclusion and termination of the employment contract with the Director:

The disclosure of information regarding the appointment, dismissal, conclusion and termination of the employment contract with the Director shall be carried out in the same manner as the notification of the election, dismissal and removal of members of the Board of Directors, as prescribed in Point e, Clause 2, Article 3 of these Regulations.

dd) Salary and other benefits of the Director:

The Director shall be entitled to salary and bonuses. The salary and bonuses of the Director shall be determined by the Board of Directors.

Article 6. Other Activities

1. Coordination of activities among the Board of Directors, the Supervisory Board and the Director:

a) Procedures and order for convening meetings, issuing meeting notices, recording minutes and notifying meeting results among the Board of Directors, the Supervisory Board and the Director:

The procedures and order for convening meetings, issuing meeting notices, recording minutes, and notifying meeting results among the Board of Directors, the Supervisory Board and the Director shall be carried out in accordance with the procedures and order for organizing meetings of the Board of Directors as prescribed in Clause 4, Article 3 of these Regulations.

b) Notification of resolutions and decisions of the Board of Directors to the Supervisory Board and the Director:

Copies of resolutions, decisions and other documents of the Board of Directors shall be sent to the Supervisory Board and the Director within 03 working days after the meeting of the Board of Directors concludes.

c) Cases where the Director and the Supervisory Board request the convening of a meeting of the Board of Directors and matters requiring consultation with the Board of Directors:

c.1) Cases requesting the convening of a meeting of the Board of Directors:

The Supervisory Board may request the convening of a meeting of the Board of Directors in the following cases:

- Upon the request of a shareholder or a group of shareholders in accordance with Clause 2, Article 115 of the Law on Enterprises;

- When it is considered that the right of access to information and documents relating to the Company's operations of the Controllers is not fully ensured in accordance with applicable laws and the Company Charter;

- When violations of law or the Company Charter by members of the Board of Directors, the Director or other executives of the Company are detected after the Supervisory Board has given written notice to the Board of Directors in accordance with Clause 5, Article 38 of the Company Charter, but the violating person has not ceased the violation or taken remedial measures.

The Director may request the convening of a meeting of the Board of Directors in the following cases:

- When it is considered that the rights of the Director as prescribed in Article 34 of the Company Charter are not properly exercised;

- When violations of law or the Company Charter by other executives of the Company are detected after written notice has been given to the Board of Directors, but the violating person has not ceased the violation or taken remedial measures.

c.2) Matters requiring consultation with the Board of Directors:

- Propose to the Board of Directors plans on the organizational structure and internal management regulations of the Company;

- Propose measures to improve the Company's operations and management;

- The Director shall prepare plans for submission to the Board of Directors for approval regarding matters related to the Company's relations with trade union organizations, in accordance with best management standards, practices and policies, as well as the provisions stipulated in the Company Charter, the Company's internal regulations and applicable laws;

- Propose plans for dividend distribution or the handling of business losses;

- Seek approval from the Board of Directors for the detailed business plan for the next financial year;

- Other matters when deemed necessary for the interests of the Company.

d) Reports of the Director to the Board of Directors on the performance of assigned duties and powers:

Report on the implementation of the resolutions of the Board of Directors and the General Meeting of Shareholders, as well as the Company's business plans and investment plans approved by the Board of Directors and the General Meeting of Shareholders.

Quarterly and annual reports evaluating the financial status and production and business operations of the Company.

Reports on improvements in organizational structure, policies and management.

Annual reports on the implementation of obligations relating to the environment, the community and employees.

Reports on the implementation of other matters authorized by the Board of Directors and the General Meeting of Shareholders.

Reports on other matters as required by the Board of Directors.

dd) Review of the implementation of resolutions and other authorizations of the Board of Directors for the Director:

Based on the reports of the Director on the performance of assigned duties and powers as prescribed in Article 5 of these Regulations, the Board of Directors shall review the results of the implementation of its resolutions and other matters authorized to the Director.

e) Matters that the Director must report, provide information on, and the

method of notification to the Board of Directors and the Supervisory Board:

- Results of the implementation of the resolutions of the Board of Directors and the General Meeting of Shareholders, and the Company's business plans and investment plans approved by the Board of Directors and the General Meeting of Shareholders (reported quarterly, semi-annually, nine-monthly and annually).

- Reports on the organizational and operational status of the Company on a quarterly, semi-annual, nine-month and annual basis.

- Submission to the Board of Directors for approval of the detailed business plan for the next financial year, based on compliance with budget requirements as well as the five-year financial plan.

- Preparation of long-term, annual and quarterly budgets of the Company to support the long-term, annual and quarterly management and operations of the Company in accordance with the business plan.

g) Coordination in control, management and supervision activities among members of the Board of Directors, members of the Supervisory Board and the Director:

Members of the Board of Directors, the Supervisory Board and the Director shall regularly exchange information and coordinate in their work, and provide mutual information in a spirit of cooperation and support, thereby facilitating the performance of duties in accordance with the Company Charter and working regulations.

Where necessary, members of the Board of Directors, the Supervisory Board and the Director may communicate immediately (directly or via telephone or email) to ensure the effective and efficient handling of work.

Members of the Board of Directors, the Director and other executives shall bear personal responsibility for the performance of their assigned duties, and shall seriously coordinate their activities in order to protect the legitimate rights and interests of shareholders and promote the development of the Company.

2. Regulations on the annual evaluation of activities, commendation and discipline applicable to members of the Board of Directors, members of the Supervisory Board, the Director and other executives of the Company:

The evaluation of the performance of members of the Board of Directors, the Director, the Supervisory Board and other executives shall be conducted in accordance with the Company's regulations and by one or several of the following methods:

- Self-assessment and evaluation;

- Conducting surveys or votes of confidence;

- Other methods as determined by the Board of Directors from time to time.

Evaluation criteria:

- The Board of Directors shall annually evaluate the performance of each of its members based on the functions and duties of the Board of Directors as

stipulated in the Company Charter, and the results of the performance of assigned duties;

- The Supervisory Board shall annually evaluate the performance of each of its members, based on the functions and duties prescribed in the Company Charter and the results of the performance of assigned duties;

- The Board of Directors shall annually evaluate the qualities, capacity, results and effectiveness of the management and administration of the Director, Deputy Directors, Chief Accountant and other executives, based on the Company's production and business performance.

The person having the authority to appoint shall have the right to consider commendation or disciplinary measures for the appointed person, in accordance with the procedures prescribed by labor laws, the Company Charter, the Internal Labor Regulations and the agreements stipulated in the employment contract with such executive.

Article 7. Effectiveness

1. In the event that any provision of these Regulations conflicts with the provisions of the Company Charter or applicable laws, the provisions of the Company Charter and applicable laws shall prevail.

2. The Internal Regulations on Corporate Governance of Binh Dinh Water Supply and Sewerage Joint Stock Company consist of seven (07) Articles and shall take effect from ..... 2026, and shall replace the Internal Regulations on Corporate Governance of Binh Dinh Water Supply and Sewerage Joint Stock Company dated April 22, 2022./.

ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRPERSON

Le Thanh Cuong

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

No.: /NQ-DHDCD

DRAFT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April , 2026

RESOLUTION
of 2026 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

Pursuant to Company's Charter dated April 22, 2022;

Pursuant to the minutes of the Annual General Meeting of Shareholders held on April 20, 2026, of Binh Dinh Water Supply and Sewerage Joint Stock Company.

THIS IS TO RESOLVE:

Article 1. To approve the Report on Performance in 2025 and the Operational Orientation for 2026 of the Board of Directors.

Article 2. To approve the Report on Performance in 2025 and the Operational Orientation for 2026 of the Board of Supervisors.

Article 3. To approve the Production and Business Performance in 2025 and the Financial Assessment 2025 having been appraised by the independent auditing firm and the Board of Supervisors of the Company as follows:

- Total revenue : 316,935,009,031 VND;
- Total expenses : 269,243,173,157 VND;
- Total accounting profit before tax : 47,691,835,874 VND;
- Accounting profit after tax : 38,032,120,856 VND;
- Ratio of profit after tax to charter capital : 30.64%

Article 4. To approve the distribution of profit after tax for 2025 as follows:

No.	Details	Amount (VND)
1	Profit after tax	**38,032,120,856**
2	Distribution of profit after tax	**38,032,120,856**
2.1	Development investment fund	**11,410,000,000**
2.2	Bonus and welfare fund	**11,108,620,856**
2.2.1	*Welfare fund*	8,886,620,856
2.2.2	*Bonus fund*	*2,222,000,000*
	- Bonus fund for employees	*1,732,745,000*
	- Bonus fund for for the Board of Directors and Management	*489,255,000*

No.	Details	Amount (VND)
2.3	Dividend fund *(ratio of 12.50% of charter capital)*	15,513,500,000

Article 5. To approve the production and business plan for 2026 as follows:

- Total revenue : 348,629 million dong;
- Total accounting profit before tax : 43,600 million dong;
- Ratio of profit after tax to charter capital : 28.10%
- Expected ratio of dividend to charter capital : 12.00%

* *Note: Depending on the production and business situation in the planning year, the General Meeting of Shareholders approves the Board of Directors to consider adjusting the above indicators as prescribed. Based on the Resolution of the Board of Directors, the Executive Board will implement in accordance with the regulations.*

Article 6. To approve the plan for distribution of profit after tax for 2026 as follows:

No.	Details	Amount (VND)
1	Profit after tax	34,880,000,000
2	Distribution of profit after tax	34,880,000,000
2.1	Development investment fund	10,464,000,000
2.2	Bonus and welfare fund	9,523,040,000
2.3	Dividend fund *(ratio of 12.00% of charter capital)*	14,892,960,000

Article 7. To approve the list of investment projects in 2026 as follows

Unit: million dong

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
I	**List of unfinished investment projects, to be continued in 2026**	**73,000**	**9,770**	**63,230**	
1	Investment and renovation of the Water Supply Enterprise No. 1's water supply system	6,500	1,406	5,094	Capacity expansion of Dap Da WTP; to be completed in Q1/2026
2	Consulting on survey and project establishment of D600 pipeline along Dien Bien Phu extended	1,000	-	1,000	Carried forward

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
	road, Quy Nhon city (from new National Highway 19 to Ly Thai To booster pump station)				
3	Investment and renovation of Quy Nhon 's water supply system	16,500	2,268	14,232	Carried forward from 2025; currently in progress
4	Upgrading operating technology, investing in backup generators	6,000	521	5,479	
5	Investment and renovation of the Water Supply Enterprise No. 1's water supply system	15,000	74	14,926	
6	Investment and renovation of the Water Supply Enterprise No. 2's water supply system	24,000	5,501	18,499	Carried forward from 2025; additional 4 billion VND for network expansion
7	Purchasing vehicles for production and business	4,000	-	4,000	Carried forward from 2025; currently in progress
II	**Investment portfolio in 2025**	**109,500**	**-**	**58,500**	
1	D600 pipeline along Dien Bien Phu extended road, Quy Nhon city (from new National Highway 19 to Ly Thai To booster pump station)	96,000	-	45,000	Phase 1: From New Highway 19 to Hung Vuong St.
2	Expansion and renovation of water supply network (Quy Nhon wards)	6,000	-	6,000	Improve service quality; address voters'

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
					petitions
3	Installation of groundwater monitoring equipment, SCADA system, automation, solar energy, etc.	7,500	-	7,500	
III	**Total (I+II):**	**182,500**	**9,770**	**121,730**	

Article 8. To approve the contents on labor, salary, remuneration implemented in 2025 as follows:

1. Actual Salary Fund for 2025 for Employees and the Executive Board: VND 47,491,920,000.

2. Actual salary level in 2025 for Council members and full-time Supervisors:

- Actual Salary of the Chairman of the Board of Directors: VND 46,800,000 /month.

- Actual Salary of the Head of the Board of Supervisors: VND 39,000,000 /month.

3. Actual Remuneration for 2025 for council members, Non - full - time Supervisors:

- Remuneration for Council members participating in the Executive Board: VND 2,808,000/person/month.

- Remuneration for Council members not participating in the Executive Board: VND 9,360,000/person/month.

- Remuneration for Supervisors: VND 7,800,000/person/month.

4. Actual 2025 Salary Fund for in-house water supply system construction (based on labor cost final accounts for each project): VND 5,923,551,655.

Article 9. To approve the plan for labor use and development of salary, remuneration and bonuses for the plan in 2026 as follows:

1. Salary Fund Plan for 2026 for Employees and the Executive Board (salary unit price on actual revenue shall not exceed 14.25%): VND 49,392,000,000.

2. Planned salary level in 2026 for Council members and full-time Supervisors:

- Salary of the Chairman of the Board of Directors: VND 55,500,000/month.

- Salary of the Head of the Board of Supervisors: VND 46,500,000/month.

3. Planned Remuneration for 2025 for council members, Non - full - time Supervisors:

- Remuneration for Council members participating in the Executive Board: VND 3,330,000/person/month.

- Remuneration for Council members not participating in the Executive Board: VND 11,100,000/person/month.

- Remuneration for Supervisors: VND 9,300,000/person/month.

4. The planned salary fund for 2026 for the construction of self-performed water supply system projects will be implemented in accordance with the settlement of labor costs for each project.

5. In 2026, depending on the actual performance and business results, the company will make adjustments according to regulations.

Article 10. To approve the list of independent auditing firms and the plan for independent auditing firm selection to audit the financial statements 2026.

Article 11. To approve the amendments and supplements to the Internal Regulations on Corporate Governance *(supplemented content: the order and procedures for General Meetings of Shareholders to pass resolutions via online meetings or a combination of in-person and online meetings).*

Article 12. This Resolution takes effect from April 20, 2026.

Article 13. The General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company entrusts the Board of Directors, the Board of Supervisors, and the Executive Board with the implementation of this Resolution./.

This Resolution was read before the 2026 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company on April 20, 2026 and approved by the General Meeting in full with a ratio of 100%.

Recipients:
- As Article 13;
- State Securities Commission;
- Hanoi Stock Exchange;
- Website Company;
- Archive: Office, Secretary.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

Le Thanh Cuong

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

BINH DINH WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

VOTING BALLOT

Full name of shareholder:

Total number of voting shares: **share(s)**

Voting ID: