

**CA MAU WATER SUPPLY  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

## **LABOR PLAN IN 2026**

*(Attached to Plan No. 15/KH-CNCM dated December 26, 2025  
of Ca Mau Water Supply Joint Stock Company)*

### **1. Basis for plan formulation:**

- Decree No. 248/2025/NĐ-CP dated September 15, 2025, of the Government regulating the salary, remuneration, and bonus policies for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises.
- Charter and internal management regulations of Ca Mau Water Supply Joint Stock Company.
- The production and business operations of Ca Mau Water Supply Joint Stock Company.

### **2. Objectives:**

- To meet the requirements of labor utilization, production, and business strategies of the Company.
- To arrange and assign labor appropriately according to the qualifications, skills, and strengths of employees and the job needs of units to optimize labor utilization.

### **3. Assessment of labor utilization in 2025:**

#### **3.1. Number of employees:**

- Total workforce: **254** persons. In which:
  - + Chairman of the Board of Directors (full-time) : 01 person;
  - + Head of the Supervisory Board (full-time) : 01 person;
  - + Employees (including the Executive Board) : 252 persons.

Details:

No	Total employees	Staff quantity in 2024	New recruits	Staff turnover	Expected labor force at 31/12	Average staff in 2025
I	Chairman of the Board of Directors (BOD)	1	0	0	1	1
II	Head of Supervisory Board (SB)	1	0	1	1	1
III	Employees (including the Executive Board)	255	4	6	252	255
1	The Executive Board (EB)	3			3	3
1	Human Resource Department (Dept.)	16		2	15	15
2	Accounting and Finance Dept	9			9	9
3	Business Planning Department	43	2	1	38	42
4	Water Quality Management Dept	19			23	21
5	Technical Department	13			14	13
6	Ca Mau Water Supply Enterprise Mau 1	34			33	34
7	Ca Mau Water Supply Enterprise Mau 2	36	1	1	36	36
8	Construction & Electromechanical Enterprise	17	1	1	18	17
9	Song Doc Water Supply Branch	15			14	15
10	Tran Van Thoi Water Supply Branch	5			5	5
11	Khanh An Water Supply Branch	11			11	11
12	Thoi Binh Water Supply Branch	7			7	7
13	Cai Doi Vam Water Supply Branch	8			8	8
14	Dam Doi Water Supply Branch	7		1	6	7
15	Cai Nuoc Water Supply Branch	6			6	6
16	Phan Ngoc Hien Water Supply Branch	6			6	6
	<b>TOTAL (I + II + III)</b>	<b>257</b>	<b>4</b>	<b>7</b>	<b>254</b>	

- Average number of workers actually employed in 2025
  - + Chairman of the BOD (full-time) : 01 person;
  - + Head of the SB (full-time) : 01 person;
  - + Employees (including the EB) : 255 persons.

### **3.2. Qualifications and training:**

#### **3.2.1. Qualifications:**

- Employees (including the Executive Board):
  - + Postgraduate : 04 persons (1.59% of total employees);
  - + Undergraduate : 109 persons (43.25% of total employees);
  - + Vocational education : 45 persons (17.86% of total employees);
  - + Skill labor : 17 persons (6.75% of total employees);
  - + Unskilled labor : 77 persons (30.55% of total employees).

#### **3.2.2. Training:**

Professional and skill training: 18 courses, with a total of 321 participants.

### **3.3. Labor structure:**

#### **3.3.1. Gender:**

- Female workers : 43 persons (17.06% of total employees);
- Male workers : 209 persons (82.94% of total employees).

#### **3.3.2. Direct and indirect employees:**

- Indirect employees : 73 persons (28.97% of total employees);
- Direct employees : 179 persons (71.03% of total employees).

#### **3.3.3. Employee turnover:**

- Number of staff departures: 06 persons (2.38% of total employees).

### **3.4. Labor utilization efficiency:**

#### **3.4.1. Strengths:**

- Increased labor productivity: The Company arranges and assigns personnel based on job positions; completes and exceeds annual business targets.

- Effective labor utilization: Employees are selected and deployed in alignment with their expertise, skills, capabilities, strengths, and job requirements.

- Low turnover rate: Employee departures primarily consist of older workers with failing health who voluntarily resign, or those reaching retirement age.

- Labor law compliance: The Executive Board collaborates with the Trade Union to promote and educate on occupational health and safety, organize

training courses, and provide protective equipment tailored to job roles. There have been no occupational safety accidents during the year.

#### **3.4.2. Weakness:**

- Management and supervision capabilities of some unit-level leaders remain limited; a lack of leadership skills results in suboptimal performance of employees.

- The quality of human resources has not yet met the demands of the current situation, particularly the adaptation abilities to new technologies.

- Labor training and development have not achieved high efficiency; there is a lack of periodic professional training programs, with efforts often restricted to addressing urgent, short-term needs.

### **4. Labor plan in 2026:**

#### **4.1. Total workforce:**

The Labor Plan in 2026 is formulated based on the labor utilization in 2025 and operational scale, organizational structure, job positions, and requirements of volume, quality, and missions of Production and Business Plan in 2026, specifically:

The planned average number of employees for 2026: **262** persons.

In which:

- Chairman of the BOD (full-time) : 01 person;
- Head of the SB (full-time) : 01 person;
- Employees (including the EB) : 260 persons.

Of which:

- + The Executive Board : 05 persons
- + Employees : 255 persons

*(Note: An increase of 2% compared to the average number of actual employees in 2025, equivalent to 05 persons).*

#### **4.2. Labor development and training:**

In 2026, according to the production and business requirements, the Company shall provide long-term and short-term training programs, as well as courses of professional or technical skill development for employees. This aims to upgrade their expertise, increase labor productivity, meet the requirements of job positions, and contribute to the sustainable development of the Company.

**5. Implementation:**

Upon the approval of the competent authority, the Executive Board shall collaborate with the Trade Union to implement this plan in compliance with regulations of the Company and law./.

**HR DEPARTMENT**

**TRADE UNION**

**GENERAL DIRECTOR**



**Le Nhan Quyen**



**Tran Quoc Tuan**



**Pham Phuoc Tai**

**CA MAU WATER SUPPLY  
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## **SALARY PLAN IN 2026**

*(Attached to Plan No. 15/KH-CNCM dated December 26, 2025  
of Ca Mau Water Supply Joint Stock Company)*

### **1. Basis for plan formulation:**

- Decree No. 248/2025/NĐ-CP dated September 15, 2025, of the Government regulating the salary, remuneration, and bonus policies for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises.

- Charter and internal management regulations of Ca Mau Water Supply Joint Stock Company.

- The job-position-based salary scale and payroll system, alongside the Regulations on Salaries and Bonuses for Employees of Ca Mau Water Supply Joint Stock Company (first amendment and supplement) in 2024.

- The production and business operations of Ca Mau Water Supply Joint Stock Company.

### **2. Objectives:**

- To establish a planned salary level that aligns with the financial capacity and operational efficiency of the Company.

- To ensure salary levels accurately reflect the value of the job and the contributions of both managers and employees to the Company.

- To maintain full compliance with regulations regarding minimum wage, statutory social insurance, and other benefits as prescribed by law and Company regulations.

### **3. Actual salary and remuneration budget in 2025 (estimated)**

#### **3.1. Salary budget and salary levels in 2025:**

##### **3.1.1. Salary budget of managers and employees:**

No	Content	Estimated implement in 2025		Note
		Quantity (person)	Amount (Million VND)	
1	Salary budget for the Chairman of the Board of Directors (BOD)	01	777.48	
2	Salary budget for the Head of the Supervisory Board (SB)	01	480.48	
3	Salary budget for employees (including the Executive Board)	255	43,724	
	- <i>The Executive Board (General Director, Deputy General Director, and Chief Accountant)</i>	03	1,765	
	- <i>Employees</i>	252	41,959	
	<b>Total</b>	<b>257</b>	<b>44,982</b>	

Salary budgets of the Chairman of the BOD and Head of the SB (full-time) include: Actual salary as planned and additional salary provision derived from the excess of actual profit over the planned profit (estimated actual profit reaching 106.55%).

### 3.1.2. Salary levels for managers and employees:

No	Position	Planned salary levels in 2025 (Million VND/month)	Estimated actual salary levels in 2025 (Million VND/month)	Note
<b>I</b>	<b>Board of Directors</b>			
1	Chairman	58.9	64.7	State representatives
<b>II</b>	<b>Supervisory Board</b>			
1	Head of the Board	36.4	40	
<b>II</b>	<b>Employees (including the Executive Board)</b>	13	14.2	Average salary level
1	General Director	50	55.5	State representatives
2	Deputy General Director	45	49.9	State representatives

No	Position	Planned salary levels in 2025 (Million VND/month)	Estimated actual salary levels in 2025 (Million VND/month)	Note
3	Chief Accountant	37,5	41,6	
4	Employees	12,5	13,8	

### 3.2. Remuneration budget and remuneration level in 2025:

#### 3.2.1. Remuneration budget:

No	Position	Estimated implemented in 2025		Note
		Quantity (person)	Amount (million VND)	
1	Board of Director members	4	384	
2	Supervisory Board members	2	96	
3	Person in charge of corporate governance and Secretary of the BOD	1	48	
	<b>Total</b>	<b>07</b>	<b>528</b>	

#### 3.2.2. Remuneration level:

No	Position	Remuneration level (Million VND/month)	Note
1	Board of Director members	8	
2	Supervisory Board members	4	
3	Person in charge of corporate governance and Secretary of the BOD	4	

### 4. Salary and remuneration plan in 2026:

Based on the business results in 2025 and expected business targets in 2026, labor utilization in 2025 and labor plan in 2026, and the requirements of job quantity and quality for managers and employees, the Company formulates plan for salary and remuneration budget in 2026, as follow:

#### 4.1. Salary budget and salary levels in 2026:

##### 4.1.1. Salary budget of managers and employees:

No	Content	Plan in 2026		Note
		Quantity (person)	Amount (million VND)	
1	Salary budget for the Chairman of the BOD	01	843.6	
2	Salary budget for the Head of the SB	01	436.8	
3	Salary budget for employees (including the Executive Board)	260	47,214	
	- <i>The Executive Board (General Director, Deputy General Director, and Chief Accountant)</i>	05	2,844	
	- <i>Employees</i>	255	44,370	
	<b>Total</b>	<b>262</b>	<b>48,494</b>	

#### 4.1.2. Salary levels for managers and employees:

No	Position	Salary level (million VND/month)	Note
<b>I</b>	<b>Board of Directors</b>		
1	Chairman	70.3	State representatives
<b>II</b>	<b>Supervisory Board</b>		
1	Head of the Board	36.4	
<b>III</b>	<b>Employees (including the Executive Board)</b>	15.13	Average salary level
1	General Director	60	State representatives
2	Deputy General Director	48	State representatives
3	Deputy General Director	45	Not state representatives
4	Chief Accountant	39	
5	Employees	14.5	

#### 4.2. Remuneration budget and remuneration level in 2026:

##### 4.2.1. Remuneration budget of managers and employees:

No	Position	Plan in 2026		Note
		Quantity (person)	Amount (million VND)	
1	Board of Director members	4	384	

No	Position	Plan in 2026		Note
		Quantity (person)	Amount (million VND)	
2	Supervisory Board members	2	96	
3	Person in charge of corporate governance and Secretary of the BOD	1	48	
	<b>Total</b>	<b>07</b>	<b>528</b>	

**4.2.2. Remuneration levels for managers and employees:**

No	Position	Remuneration levels (million VND/month)	Note
1	Board of Director members	8	
2	Supervisory Board members	4	
3	Person in charge of corporate governance and Secretary of the BOD	4	

**5. Implementation:**

- The Company pays salaries and remuneration to managers and employees in accordance with the job-position-based salary scale and payroll system, as well as the regulations on salary and bonus payments. Payment deadlines shall strictly follow the Collective Labor Agreement.

- Based on the planned salary budget approved by the competent authority, the Company shall advance 93% on a monthly basis to pay salaries to managers and employees. At the end of the year, based on production and business results, the Company shall perform a final settlement of the actual salary budget in accordance with regulations and distribute the remaining balance (if any) to managers and employees within the prescribed timeline.

- Upon the approval of the competent authority, the Executive Board collaborate with the Trade Union to implement this Plan in compliance with Company regulations and the law./.

**HR DEPARTMENT**



**Le Nhan Quyen**

**TRADE UNION**



**Tran Quoc Tuan**

**GENERAL DIRECTOR**



**Pham Phuoc Tai**

No: 04/TTr-HĐQT

*Ca Mau, May 8, 2026*

**PROPOSAL**

**Regarding the approval of salary, remuneration, bonus in 2025,  
and 2026 plan**

Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government providing regulations on the regime of salaries, remuneration, and bonuses for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises;

Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company;

Pursuant to the production and business results of Ca Mau Water Supply Joint Stock Company in 2025 và the plan for 2026.

The Board of Directors of Ca Mau Water Supply Joint Stock Company (the Company) reports to the General Meeting of Shareholders on the payment of remuneration, salaries for members of the Board of Directors (BOD) and the Supervisory Board (SB) in 2025, submitted to the General Meeting of Shareholders for consideration and approval of the remuneration and salary plan for 2026 as follows:

**1. Salary, remuneration, and bonuses for members of the Board of Directors and the Supervisory Board in 2025:**

**1.1. Salary and remuneration:**

*Unit: Million VND*

No	Position	Remuneration	Salaries		
			Planned salary	Additional salary	Total
<b>I</b>	<b>Board of Directors</b>				
1	Chairman (full-time)	00	58.9	3.534	62.434
2	Executive members				
	- General Director	08	50	03	53
	- Deputy General Director	08	45	2.7	47.7
3	Non-executive members	08	00	00	00

No	Position	Remuneration	Salaries		
			Planned salary	Additional salary	Total
<b>II</b>	<b>Supervisory Board</b>				
1	Head of Supervisory Board (full-time)	00	36.4	2.184	38.584
2	Supervisory Board members	04	00	00	00

### 1.2. Bonuses for the Board of Directors and Supervisory Board

- Bonuses for the managers include: Chairman of the Board of Directors, executive members of the Board of Directors, and the Head of Supervisory Board (full-time):

*Unit: Million VND*

No.	Position	Remuneration	Note
1	Chairman of the Board of Directors	93.651	
2	Executive members of the BOD:		
-	General Director	79.5	
-	Deputy General Director	71.55	
3	Head of Supervisory Board	57.876	

- Bonuses for employees: Implemented in accordance with Resolution No. 01/NQ-HĐQT dated March 25, 2026, issued by the Board of Directors.

## 2. Plan for salaries, remuneration, and bonuses of members of the Board of Directors and Supervisory Board in 2026:

### 2.1. Bonuses and remuneration:

*Unit: Million VND.*

No.	Position	Remuneration	Salaries
<b>I</b>	<b>Board of Directors</b>		
1	Chairman of the Board (full-time)	00	70.3
2	Executive members of the Board:		
	- General Director	08	60
	- Deputy General Director	08	48
3	Non-executive members of the Board	08	00

No.	Position	Remuneration	Salaries
<b>II</b>	<b>Supervisory Board</b>		
1	Head of Supervisory Board (full-time)	00	36.4
2	Members of the Supervisory Board	04	00

### **2.2. Bonuses for the Board of Directors and Supervisory Board:**

Based on the Company's business performance and profit distribution in 2026, full-time managers (including the Chairman of the Board, executive Board members, and the Head of the Supervisory Board) shall be entitled to be paid additional bonuses in accordance with the resolution of the 2026 General Meeting of Shareholders.

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

**Recipients:**

- The GMS;
- BOD, SB, and EB;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**



**CÀ MAU WATER SUPPLY  
JOINT STOCK COMPANY**

No: 01/TTr-BKS

**THE SOCIALIST REPUBLIC OF VIETNAM**  
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*Ca Mau, May 8, 2026*

## **PROPOSAL**

### **Regarding the selection of an audit firm for the 2026 Financial Statements**

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

Pursuant to 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 Decision No. 3830/QĐ-BTC dated November 14, 2025, of the Minister of Finance on the approval of auditing firms and practicing auditors permitted to audit public interest entities for the year 2026;

Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company.

The Supervisory Board of Ca Mau Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the list of independent auditing firms to audit the 2026 Financial Statements of the Company, specifically:

#### **I. Criteria for selecting the audit firm**

1. Be a reputable independent auditing firm legally authorized to operate in Vietnam; approved by the Ministry of Finance and the State Securities Commission to conduct audits for public companies;

2. Have a team of highly qualified auditors with extensive experience in auditing the Company's business sectors and public interest entities in Vietnam; perform audits of Financial Statements in accordance with Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting Regime;

3. Ensures independence and objectivity; free from conflicts of interest when performing the audit of the Company's Financial Statements;

4. Be responsible for coordinating with the Company in addressing inquiries or providing explanations as required by shareholders and competent authorities;

5. Offer reasonable audit service fees, appropriate to the content, scope, and progress of the audit as requested by the Company.

## **II. List of proposed auditing firms**

Pursuant to the above criteria, the Supervisory Board respectfully requests the General Meeting of Shareholders to approve the list of independent auditing firms and authorize the Board of Directors to decide on the selection, negotiation, and signing of a contract with one of the following three firms to audit the Company's Financial Statements in 2026:

Specifically:

### **1. A&C Auditing and Consulting Co., Ltd**

Address: No. 02, Truong Son St., Tan Son Hoa Ward, Ho Chi Minh City.

### **2. Chuan Viet Auditing and Consulting Co., Ltd**

Address: No. 33, Phan Van Khoe St., Cho Lon Ward, Ho Chi Minh City.

### **3. FAC Auditing Co., Ltd**

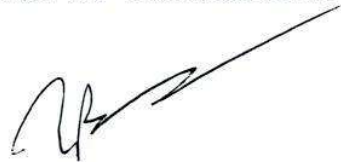
Address: No. 64/4 ĐHT 21 St., Dong Hung Thuan Ward, Ho Chi Minh City.

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

***Recipients:***

- The GMS;
- BOD, SB, and EB;
- Archived: VT, TK.

**On behalf of SUPERVISORY BOARD  
HEAD OF THE BOARD**



**Nguyen Thi My Huyen**

No: 05/TTr-HĐQT

*Ca Mau, May 08 2026*

## **PROPOSAL**

### **Regarding the investment in the construction project of a surface water treatment plant at the freshwater reservoir and the water pipeline in Khanh An Commune**

Ca Mau Water Supply Joint Stock Company (the Company) previously collaborated with Duc Hung Technical Service Trading Co., Ltd (Duc Hung Company) to propose the investment in the construction project of a surface water treatment plant at the freshwater reservoir and the water pipeline in Khanh An Commune. This proposal was approved by the 2024 Annual General Meeting of Shareholders under Resolution No 06/2024/NQ-ĐHĐCĐ dated June 25, 2024.

Department of Agriculture and Environment of Ca Mau Province issued bidding notice No. IB2600064003, selecting investors for the construction project of a surface water treatment plant at the freshwater reservoir and the water pipeline in Khanh An Commune. Accordingly, on April 8, 2026, the state capital representatives reported and sought the capital owner's approval to allow the Company to form a joint venture with Duc Hung Company. The expected ratio of investment, which accounts for 50% of the Company and 50% of Duc Hung Company (may be adjusted after winning the bid), was approved.

Currently, the procuring entity is evaluating the investors' bids. Following the approval decision of the investor selection results, should the joint venture be awarded the contract, the Company will continue to collaborate with Duc Hung Company to construct the surface water treatment plant at the freshwater reservoir and the water pipeline in Khanh An Commune. This system will be connected to the Company's existing supply network through a master meter to supplement the water source, ensuring a safe and continuous supply for the citizens.

**Implementation timeline:** In accordance with the progress of the investment project of the surface water treatment plant at the freshwater reservoir and the water pipeline in Khanh An Commune

**Funding capital:** From the capital sources of the Company's production and business, capital of Duc Hung Company, bank loans, and other legally mobilized sources.

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

**Recipients:**

- The GMS;
- BOD, SB, and EB;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**

No: 06/TTr-HĐQT

*Ca Mau, May 08 2026*

## **PROPOSAL**

### **Regarding the investment in the construction of the water supply plant and the upgrading and expansion of the Nam Can water supply system**

The investment project for the construction of the water supply plant and the upgrading and expansion of the Nam Can water supply system was granted by the Ca Mau Provincial People's Committee under Official Dispatch No. 6200/UBND-KT dated September 19, 2022. Subsequently, the Ca Mau Management Board of Economic Zone approved the investment policy and the investor under Decision No. 12/QĐ-BQL dated December 9, 2025 (first amendment). The Company fulfilled its investment security obligation under Guarantee No. IGT2439306 dated December 29, 2025, issued by the Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank) - Ca Mau Branch, with a guarantee value of VND 1,210,200,080. Accordingly, the project is structured into three (03) investment stages as follows:

(1). Phase I: Upgrade and renovate the Hang Vinh water supply plant with a capacity of 2,950 m<sup>3</sup>/day; implementation period from the fourth quarter of 2025 to the third quarter of 2026.

(2). Phase II: Implement the initial stage of the construction project of the new Nam Can water supply plant at the site of Primary School No. 2 (area of 5,388.0 m<sup>2</sup>), with a capacity of 2,950 m<sup>3</sup>/day; implementation period starting from the third quarter of 2026.

(3). Phase II: Implement the final stage of the construction project of the new Nam Can water supply plant on land recovered from local households (area of 1,137.5 m<sup>2</sup>), with a capacity of 3,050m<sup>3</sup>/day; implementation period starting from the first quarter of 2030.

Ca Mau Water Supply Joint Stock Company (the Company) has finalized the Report of feasibility study and submitted it to the Ca Mau Management Board of Economic Zone for approval under Proposal No. 05/TTr-CNCM dated December 30, 2025. However, during the implementation process, several issues have arisen, including the preparation of the master plan, clarifying the approval

authority for the Report of the feasibility study, land acquisition, and site handover, etc.

Upon completion of the aforementioned tasks and the handover of the Primary School No. 2 site (land area of 5,388.0 m<sup>2</sup>) by the competent authorities, the Company will commence Phase I, scheduled for the third quarter of 2026, and proceed with Stage II in 2027.

Funding sources: Revenue from the Nam Can water supply system, advances from the Company's business and production, loans, and other legally mobilized sources.

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

**Recipients:**

- The GMS;
- BOD, SB, and EB;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**

Draft

## VOTING BALLOT

### Approval of documents for the 2026 Annual General Meeting of Shareholders Ca Mau Water Supply Joint Stock Company

- Shareholder/Representative: .....
- Total number of voting shares: .....
- Delegate code: .....

Shareholders voted on the documents of the 2025 Annual General Meeting of Shareholders as follows:

No	Documents	Voting options		
		In favor	Against	Abstain
1	Report No. 33/BC-CNCM dated May 8, 2026 on production and business results in 2025, and orientation and missions in 2026			
2	Report No. 02/BC-HĐQT dated May 8, 2026 on financial summary in 2025 (audited)			
3	Report No. 03/BC-HĐQT dated May 8, 2026 on the performance of the Board of Directors in 2025, and plan and orientation for 2026			
4	Report No. 04/BC-HĐQT dated May 8, 2026 on the appointment of the Deputy General Director of Ca Mau Water Supply Joint Stock Company, 2025 - 2030 term			
5	Report No. 02/BC-BKS dated May 8, 2026 on the performance of the Supervisory Board in 2025, and operational orientations in 2026			
6	Proposal No. 01/TTr-HĐQT dated May 8, 2026 regarding the approval of Financial Statements in 2025 (audited)			
7	Proposal No. 02/TTr-HĐQT dated May 8, 2026 regarding the approval of Plan for profit distribution and dividends in 2025			
8	Proposal No. 03/TTr-HĐQT dated May 8, 2026 regarding the approval of Production and Business Plan, and profit distribution in 2026			
9	Proposal No. 04/TTr-HĐQT dated May 8, 2026 regarding the approval of salary, remuneration, and bonus in 2025, and plan for 2026			

No	Documents	Voting options		
		In favor	Against	Abstain
10	Proposal No. 01/TTr-BKS dated May 8, 2026 regarding the selection of auditing firms for the Financial Statements in 2026			
11	Proposal No. 05/TTr-HĐQT dated May 8, 2026 regarding the investment in the construction project of surface water treatment plan at the fresh reservoir and pipeline system in Khanh An Commune			
12	Proposal No. 06/TTr-HĐQT dated May 8, 2026, regarding the investment in the construction project of the water supply plan and the expansion of the Nam Can water supply system			
13	The Charter of Ca Mau Water Supply Joint Stock Company ( <i>amended in 2026</i> )			
14	Regulation on Operations of the Board of Directors of Ca Mau Water Supply Joint Stock Company ( <i>amended in 2026</i> )			
15	Regulation on Operations of the Board of Directors of Ca Mau Water Supply Joint Stock Company ( <i>amended in 2026</i> )			
16	Regulation on Operations of the Supervisory Board of Ca Mau Water Supply Joint Stock Company ( <i>amended in 2026</i> )			
17	Regulation on Financial Management of Ca Mau Water Supply Joint Stock Company			

**Note:**

- Shareholders check (✓) in the appropriate box.
- A ballot is considered invalid if it is blank or contains more than two voting options.

*Ca Mau, June 29, 2026*

**Shareholder/Representative**

*(sign, full name)*

.....

No:...../NQ-ĐHĐCĐ

*Ca Mau, June 29, 2026*

DRAFT

**RESOLUTION**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**Regarding the approval of meeting documents**

*Pursuant to Law on Enterprises No.59/2020/QH14 dated June 17, 2020;*  
*Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company;*  
*Pursuant to the Minutes No. ..../BB-ĐHĐCĐ dated June 29, 2026,*  
*regarding the Annual General Meeting of Shareholders in 2026;*  
*The General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company.*

**RESOLVED:**

**Article 1.** Approve Report No. 33/BC-CNCM dated May 8, 2026, of the Executive Board on production and business results in 2025, and orientation and missions in 2026 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 2.** Approve Report No. 02/BC-HĐQT dated May 8, 2026, of the Board of Directors on the summary of audited financial targets in 2025 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 3.** Approve Report No. 03/BC-HĐQT dated May 8, 2026, of the Board of Directors on the performance of the Board of Directors in 2025, and plan and orientation for 2026 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 4.** Approve Report No. 04/BC-HĐQT dated May 8, 2026, of the Board of Directors on the appointment of the Deputy General Director of Ca Mau Water Supply Joint Stock Company, 2025 - 2030 term (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 5.** Approve Report No. 02/BC-BKS dated May 8, 2026, of the Supervisory Board on the performance of the Supervisory Board in 2025, and operational orientations in 2026 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 6.** Approve Proposal No. 01/TTr-HĐQT dated May 8, 2026, of the Board of Directors regarding the approval of audited Financial Statements in 2025 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 7.** Approve Proposal No. 02/TTr-HĐQT dated May 8, 2026, of the Board of Directors regarding the approval of the Plan for profit distribution and dividends in 2025 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 8.** Approve Proposal No. 03/TTr-HĐQT dated May 8, 2026, of the Board of Directors regarding the approval of Production and Business Plan, and profit distribution in 2026 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 9.** Approve Proposal No. 04/TTr-HĐQT dated May 8, 2026, of the Board of Directors regarding the approval of salary, remuneration, and bonus in 2025, and plan for 2026 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 10.** Approve Proposal No. 05/TTr-HĐQT dated May 8, 2026, of the Board of Directors regarding the investment in the construction project of the surface water treatment plan at the fresh reservoir and pipeline system in Khanh An Commune (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 11.** Approve Proposal No. 06/TTr-HĐQT dated May 8, 2026, of the Board of Directors regarding the investment in the construction project of the water supply plan and the expansion of the Nam Can water supply system (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 12.** Approve Proposal No. 01/TTr-BKS dated May 8, 2026, of the Supervisory Board regarding the selection of auditing firms for the Financial Statements in 2026 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 13.** Approve the Charter of Ca Mau Water Supply Joint Stock Company in 2026 (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 14.** Approve the Regulation on Operations of the Board of Directors of Ca Mau Water Supply Joint Stock Company (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 15.** Approve the Regulation on Operations of the Board of Directors of Ca Mau Water Supply Joint Stock Company (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 16.** Approve the Regulation on Operations of the Supervisory Board of Ca Mau Water Supply Joint Stock Company (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 17.** Approve the Regulation on Financial Management of Ca Mau Water Supply Joint Stock Company (*attached*).

Approval rate: .....%/ total number of voting shares present.

**Article 18.** The General Meeting of Shareholders authorizes the Board of Directors and the Supervisory Board of Ca Mau Water Supply Joint Stock Company to execute and supervise the implementation of Resolutions of the General Meeting of Shareholders.

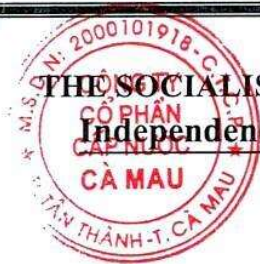
This Resolution has been approved by the 2026 Annual General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company at the meeting held on June 29, 2026, with the approval rate of ....%./.

***Recipients:***

- Company’s shareholders (website);
- State Securities Commission;
- Hanoi Stock Exchange;
- State-owned enterprise information portal;
- Affiliated units;
- The internal;
- Archived: VT, TK.

**On behalf of GENERAL MEETING  
OF SHAREHOLDERS  
THE CHAIR**

.....



THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness



**REGULATION**  
**ON OPERATIONS OF THE BOARD OF DIRECTORS**  
**CA MAU WATER SUPPLY JOINT STOCK COMPANY**

*Ca Mau, June ....., 2026*

Draft

*Ca Mau, ..... 2026*

**REGULATION**  
**ON OPERATIONS OF THE BOARD OF DIRECTORS**

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Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020;  
Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;  
Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company,  
approved by the General Meeting of Shareholders under the Resolution No.  
...../NQ-ĐHĐCĐ dated June 29, 2026;

Pursuant to Resolution No. ..../NQ-ĐHĐCĐ dated June 29, 2026, of the  
General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company;

The Board of Directors promulgates the Regulations on operations of the  
Board of Directors of Ca Mau Water Supply Joint Stock Company;

Regulations on operations of the Board of Directors include:

**Chapter I**  
**GENERAL PROVISIONS**

**Article 1. Scope of regulation and subject of application**

1. Scope of regulation: Operating Regulation of the Board of Directors prescribes the personnel structure, operational principles, rights, and obligations of the Board of Directors and its members, in accordance with the Law on Enterprises, Charter of the Company, and other relevant regulations.

2. Subject of application: This regulation applies to the Board of Directors, members of the Board of Directors, relevant organizations, and individuals.

**Article 2. Operational principles of the Board of Directors**

1. The Board of Directors works on the collective principle. Members of the Board of Directors are personally responsible for their own work and jointly responsible to the General Meeting of Shareholders and the law for the resolutions

and decisions of the Board of Directors regarding the development of the Company.

2. The Board of Directors shall delegate responsibility to the General Director to execute the Board's resolutions and decisions.

## **Chapter II**

### **MEMBERS OF THE BOARD OF DIRECTORS**

#### **Article 3. Rights and obligations of members of the Board of Directors**

1. Members of the Board of Directors shall be entitled to all rights prescribed by the Law on Enterprises, the Law on Securities, relevant provisions, and the Company's Charter, including the right to be provided with information and documents regarding the financial status, and production and business activities of the Company and its affiliated units.

2. Members of the Board of Directors shall perform obligations in accordance with the Company's Charter and the following duties:

a) Perform their duties honestly, prudently, and in the best interests of the shareholders and the Company;

b) Attend all meetings of the Board of Directors and provide opinions on matters discussed;

c) Promptly and fully report to the Board of Directors any remuneration received from subsidiaries, affiliated companies, and other organizations;

d) Report to the Board of Directors at the latest meeting any transactions between the Company, its subsidiaries, or other companies in which the Company holds more than 50% of the charter capital with members of the Board of Directors and their related persons; and transactions between the Company and any organizations in which members of the Board of Directors act as a founding member or a manager within the last three (03) years before the transaction;

đ) Disclose information upon conducting transactions of the Company's shares in accordance with the law.

#### **Article 4. Right to access information of members of the Board of Directors**

1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, Chief Accountant, the Person in charge of corporate governance, and other managers of the Company to provide information

and documents regarding the financial condition and business operations of the Company and its affiliated units.

2. Such managers must provide information and documents fully, accurately, and promptly as requested by members of the Board of Directors. Procedures for requesting and providing information shall comply with the Company's Charter.

**Article 5. Term of office and the number of members of the Board of Directors**

1. The Board of Directors shall consist of 05 members. The number of non-executive Board members shall be at least 01.

2. The term of office of Board members shall not exceed five (05) years, and they may be re-elected for an unlimited number of terms.

3. If all members of the Board of Directors simultaneously expire their terms, these members shall continue to act until new members are elected to take over their duties, unless otherwise provided by the Company's Charter.

**Article 6. Qualifications and conditions for members of the Board of Directors**

Members of the Board of Directors must meet the following qualifications and conditions:

1. Not fall under the categories prescribed in Clause 2, Article 17 of the Law on Enterprises.

2. Have professional competence and experience in business administration or in the business sectors of the Company; not necessarily being a shareholder of the Company, unless otherwise provided in the Company's Charter.

3. Board of Directors members of the Company may concurrently serve as members of the Board of Directors or Members' Council of up to five (05) other companies.

4. For enterprises with over 50% of state-owned capital or total voting shares, Board members must not be a relative of the Head of the Supervisory Board, General Director, Deputy General Directors, Chief Accountant, or the Person in charge of corporate governance.

**Article 7. Chairman of the Board of Directors**

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

2. The Chairman may not concurrently hold the position of General Director of the Company.

3. The Chairman of the Board of Directors has the following rights and obligations:

- a) Establish programs and action plans of the Board of Directors;
- b) Prepare agenda, contents, and documents for meetings; convene, preside over, and chair the meetings of the Board of Directors;
- c) Organize the approval of resolutions and decisions of the Board of Directors;
- d) Supervise the implementation of resolutions and decisions issued by the Board of Directors;
- d) Chair of the General Meeting of Shareholders;
- e) Other rights and obligations as prescribed by the Law on Enterprises, the Company's Charter, and relevant laws.

4. If the Chairman resigns or is dismissed, the Board of Directors must elect a new Chairman within 15 days from the date of receipt of the resignation letter or dismissal. In case the Chairman is absent or unable to perform their duties, they must authorize another member in writing to perform the rights and obligations of the Chairman. If no one is authorized or the Chairman is dead, missing, held in temporary detention, serving a prison sentence, undergoing administrative handling at a compulsory drug rehabilitation center or a mandatory educational institution, has absconded from their residence, has restricted or lost civil capacity, has difficulties in perceiving or controlling their behaviors, or is prohibited by the Court from holding certain titles or involving in certain professions, the remaining members shall elect one of them to hold the position of the Chairman under the majority principles till a new decision is made by the Board of Directors.

5. In cases where the Company has more than one representative of the state capital, if the Chairman of the Board is absent, they shall authorize in writing another Board member who is also a state capital representative to perform the rights and obligations of the Chairman.

6. When it deems necessary, the Board of Directors shall appoint the Corporate Secretary, or else, the Person in charge of corporate governance may concurrently hold this role. The Corporate Secretary has the rights and obligations as follows:

- a) Support the convening of the General Meeting of Shareholders and meetings of the Board of Directors; record the minutes of these meetings;
- b) Assist Board members in exercising their assigned rights and obligations;

c) Support the Board in applying and implementing corporate governance principles;

d) Supporting the Company in building shareholder relations and protecting the lawful rights and interests of shareholders and ensuring compliance with information provision and disclosure and administrative procedures;

đ) Other rights and obligations as prescribed in the Company's Charter.

**Article 8. Dismissal, removal, replacement, and addition of members of the Board of Directors**

1. The General Meeting of Shareholders shall dismiss any member of the Board of Directors in the following cases:

a) No longer meet the standards and conditions prescribed in Article 155 of the Law on Enterprises and Article 6 of this regulation;

b) Resignation letter is submitted and then approved;

c) Other cases stipulated in the Company's Charter.

2. The General Meeting of Shareholders shall remove members of the Board of Directors in the following cases:

a) Not participate in the Board's activities for six consecutive months, except in force majeure events;

b) Other cases stipulated in the Company's Charter.

3. When it is considered necessary, beyond the cases specified in Clause 1 and Clause 2 of this Article, the General Meeting of Shareholders has the right to dismiss, remove, or replace any member of the Board of Directors;

4. The Board of Directors shall convene the General Meeting of Shareholders to elect additional Board members in the following case:

a) The number of Board members is reduced by more than one-third (1/3) of the number specified in the Company's Charter. In this case, the Board of Directors shall convene a General Meeting of Shareholders within 30 days from such event.

b) Except for the cases specified in Point a of this article, the General Meeting of Shareholders shall elect new members to replace the Board members who have been dismissed or removed in the latest meeting.

**Article 9. Methods for election, dismissal, and removal of members of the Board of Directors**

1. A shareholder or group of shareholders that holds at least 10% of the total number of common shares is entitled to nominate candidates to the Board of

Directors. Unless otherwise provided in the Company's Charter, the nomination of candidates for the Board of Directors shall be conducted as follows:

a) Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;

b) Based on the number of the Board members, shareholders or groups of shareholders prescribed in this clause have the right to nominate one or more candidates as decided by the General Meeting of Shareholders. If the number of nominated candidates is lower than the number of candidates they are entitled to nominate, the remaining candidates may be nominated by the Board of Directors and other shareholders.

2. If the number of candidates for the Board of Directors through nomination and candidacy is insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may introduce additional candidates or organize the nomination in accordance with the Company's Charter, Internal Regulation on Corporate Governance, and the Operating Regulation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be publicly announced before the General Meeting of Shareholders votes to elect Board members in accordance with the law.

3. The election of members of the Board of Directors shall be conducted via cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of owned shares multiplied by the number of members to be elected to the Board of Directors. Shareholders may use all or part of the votes for one or some candidates. Elected candidates shall be chosen by vote count in descending order, starting with the candidate with the highest votes until reaching the number of Board members specified in the Company's Charter. In case two or more candidates receive the same number of votes for the last seat of the Board of Directors, such candidates may undergo an additional election or be chosen based on standards specified in the Election Regulation or the Company's Charter.

4. The election, dismissal, and removal of Board members shall be decided by the General Meeting of Shareholders through voting.

**Article 10. Notice of election, dismissal, and removal of members of the Board of Directors**

1. After candidates for the Board of Directors have been identified, the Company shall disclose the information about these candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's

website so that shareholders can research their profiles before voting. Each candidate for the Board shall prepare a written declaration for the truthfulness and accuracy of their personal information disclosed and commit to perform their duties honestly and prudently for the best interest of the Company if elected as Board members. Disclosed information of candidates includes:

- a) Full name and date of birth,
- b) Qualifications;
- c) Work experience;
- d) Other managerial positions (including members of the Board of Directors and Members' Council in other companies);
- đ) Interests relevant to the Company and its related parties;
- e) Other information as required by the Company at any given time;
- g) A public company shall publish information about the companies of which candidates are members of the Board of Directors and the Members' Council, other managerial titles, and interests related to the organizations of the candidates (if any).

2. The results of the election, dismissal, and removal of Board members shall be announced in accordance with regulations on information disclosure.

### **Chapter III**

## **THE BOARD OF DIRECTORS**

#### **Article 11. Rights and obligations of the Board of Directors**

1. The Board of Directors is a management body of the Company with full authority on behalf of the Company to make decisions and exercise rights and obligations of the Company, except for the rights and obligations under the authority of the General Meeting of Shareholders.

2. Rights and obligations of the Board of Directors are prescribed by law, the Company's Charter, and the General Meeting of Shareholders. In detail, the Board of Directors has the following rights and obligations:

- a) Decide the strategy, medium-term development plan, and annual business plan of the Company;
- b) Propose the types of shares and the total number of shares of each type to be offered
- c) Decide the sale of unsold shares within the limit of shares authorized for sale; decide to raise additional capital in other forms;

- d) Decide the offering price for shares and bonds of the Company;
- d) Decide the repurchase of shares in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
- e) Decide investment plans and projects beyond the authority of the General Meeting of Shareholders;
- g) Decide solutions for market development, marketing, and technology;
- h) Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions valued at less than 35% of the total assets stated in the Company's latest financial statement; and approve other contracts or transactions beyond the authority of the General Meeting of Shareholders;
- i) Elect, dismiss, and remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts, and terminate contracts with the General Director, Deputy General Director, Chief Accountant, and Person in charge of corporate governance; decide on salaries, remuneration, bonuses, and other benefits of such managers; appoint authorized representatives to participate in the Board of Directors or the General Meeting of Shareholders in other companies, and determine the remuneration and other benefits of such persons;
- k) Supervise the General Director and other managers on the management of the daily business activity of the Company;
- l) Decide the organizational structure (division, separation, merger, renaming, establishment, dissolution, etc., of specialized departments and units under the Company); internal management regulations and policies of the Company; the establishment of representative offices, subsidiaries, affiliated units, and the contribution of capital or purchase of shares in other enterprises;
- m) Approve the agenda and contents of the General Meeting of Shareholders, convene the General Meeting of Shareholders, or collect written opinions to pass resolutions;
- n) Submit the annual audited financial statements to the General Meeting of Shareholders;
- o) Propose the rate of dividend; decide the time and procedures for dividend payment or the handling of losses incurred during the business process;
- p) Propose the reorganization, dissolution, or petition for bankruptcy of the Company;
- q) Decide the issuance of the Operating Regulations of the Board of Directors and the Internal Regulations on Corporate Governance after they are approved by

the General Meeting of Shareholders; decide the issuance of the Regulations on Information Disclosure

r) Other rights and obligations prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, and the Company's Charter.

3. The Board of Directors shall approve resolutions and decisions by voting at meetings, collecting opinions in writing or other methods prescribed by the Company's Charter and Internal Regulations on corporate governance. Each Board member has one voting ballot.

4. In case a resolution or decision approved by the Board of Directors violates the provisions of law, resolution of the General Meeting of Shareholder, or the Company's Charter, thereby causing damage to the Company, the members who vote in favor for such resolutions or decisions shall be jointly responsible and must compensate the Company for the damage; the members who vote against such resolution or decision shall be exempted from liability. In this case, shareholders of the Company are entitled to request the Court to suspend or cancel such resolution or decision.

#### **Article 12. Duties and powers of the Board of Directors in approving and signing contracts**

1. The Board of Directors shall approve contracts of purchase, sale, borrowing, lending and other transactions valued less than 35% of the total assets recorded in the latest financial statements of the Company, and approve other contracts and transactions beyond the authority of the General Meeting of Shareholders between the Company and the following entities:

a) Members of the Board of Directors, members of the Supervisory Board, the General Director, Deputy of General Director, Chief Accountant, Person in charge of corporate governance and their related person;

b) Shareholders, authorized representatives of shareholders that hold over 10% of the Company's common shares and their related person;

c) Enterprises related to the entities specified in Clause 2, Article 164 of the Law on Enterprises.

2. The Company's representative who signs contracts or transactions shall notify members of the Board of Directors and the Supervisory Board of entities related to such contracts or transactions, and enclose the draft contracts or the main contents of the transaction. The Board of Directors shall decide on the approval of the contracts or transactions within 15 days from the receipt of the notice, unless the

Company's Charter stipulates another time limit. Board members who have related interests to parties involved in contracts or transactions are not allowed to vote.

**Article 13. Responsibilities of the Board of Directors to convene extraordinary General Meeting of Shareholders**

1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases:

a) The Board of Directors considers it necessary for the interests of the Company;

b) The number of members of the Board of Directors and the Supervisory Board is less than the minimum number as stipulated in law;

c) Upon request of shareholders or a group of shareholders holding 5% or more of common shares; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, with sufficient signatures of the relevant shareholders. Alternatively, the written request may be made in multiple documents, which collectively bear the signatures of all relevant shareholders;

d) At the request of the Supervisory Board;

đ) Other cases as prescribed by law and the Company's Charter.

2. The Board of Directors must convene the extraordinary General Meeting of Shareholders within 30 days from the date on which the remaining number of members of the Board of Directors or the Supervisory Board becomes less than the minimum number specified in the Company's Charter, or upon receiving a request as specified in Point c and Point d, Clause 1 of this article.

3. The convener of the extraordinary General Meeting of Shareholders must carry out the following duties:

a) Prepare a list of shareholders eligible to participate in the meeting;

b) Provide information and resolve complaints related to the list of shareholders;

c) Prepare the meeting agenda and contents;

d) Prepare meeting documents;

đ) Draft the resolution of the General Meeting of Shareholders in accordance with the tentative agenda; the list of candidates and their vitae curriculum in case of election for the Board of Directors and the Supervisory Board;

e) Determine the meeting time and venue;

- g) Send invitations to all shareholders eligible to participate in the meeting in accordance with the Law on Enterprises;
- h) Other related tasks.

## **Chapter IV**

### **MEETING OF THE BOARD OF DIRECTORS**

#### **Article 14. Meetings of the Board of Directors**

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the election of the Board. This meeting shall be convened and chaired by the member who received the highest number or percentage of votes. In case more than one member receives the same highest number of votes, the members shall vote on a majority principle to select one person among them to convene the meeting.

2. The Board of Directors shall meet at least once every quarter and may have extraordinary meetings.

3. The Chairperson of the Board of Directors shall convene a meeting in the following cases:

- a) Upon requests of the Supervisory Board;
- b) Upon requests of the General Director or at least five other managers;
- c) Upon requests of at least two members of the Board of Directors;
- d) Other cases specified in the Company's Charter.

4. The requests mentioned in Clause 3 of this Article shall be made in writing, clearly stating the purpose, matters to be discussed, and decisions within the authority of the Board of Directors.

5. The Chairperson of the Board of Directors shall convene the meeting within 07 working days from the day on which the request mentioned in Clause 3 of this article is received. Otherwise, the Chairperson shall be responsible for any damages caused to the Company, and the requesting party is entitled to convene the Board's meeting in place of the Chairperson.

6. The Chairperson of the Board of Directors or the convenor of the meeting shall send the invitations at least 03 working days before the date of the meeting. The invitation shall specify the meeting time, location, agenda, and issues to be discussed. The invitation shall be enclosed with meeting documents and voting ballots for members.

The invitations can be sent by physical document, telephone, electronic means (Zalo, email, ioffice,...), or other methods prescribed by the Company's Charter, Internal Regulation on Corporate Governance, and must be delivered to the registered contact address of each Board member.

7. The Chairperson of the Board of Directors or the convenor of the meeting shall send the invitations and documents to the Supervisory Board in the same manner as the Board of Directors.

Members of the Supervisory Board are entitled to participate and discuss in the Board's meetings and have no right to vote.

8. A meeting of the Board of Directors shall be conducted when at least three-quarters ( $\frac{3}{4}$ ) of the total members are present. In case the meeting convened in accordance with this Clause fails to have the required number of participants, the second meeting shall be convened within 07 days from the first meeting date. The second meeting shall be conducted if more than half of the Board members are present.

9. A member of the Board of Directors is considered as attending and voting at a meeting in the following cases:

- a) Participate and vote in person at the meeting;
- b) Authorize another person to participate in the meeting and vote in accordance with Clause 11 of this Article;
- c) Participate and vote online or through other electronic methods;
- d) Send voting ballots to the meeting by post or electronic means (Zalo, email, ioffice,...);
- đ) Send voting ballots by other means specified in the Company's Charter.

10. A vote sent by post shall be put in a closed envelope and delivered to the President of the Board of Directors at least. Votes shall only be open in the presence of all participants.

In case the voting ballot is sent by mail, it must be placed in a sealed envelope. If it is sent by electronic means, it shall be delivered directly to the Corporate Secretary and then submitted to the Chairperson of the Board no later than 01 hour before the opening time. Voting ballots shall only be opened in the presence of all participants.

11. The members shall participate in all meetings of the Board of Directors. They may authorize another person to participate in and vote at the meeting if accepted by the majority of the Board members.

12. Resolutions and decisions of the Board of Directors shall be adopted if the majority of the attending members approve. In case of equality of votes, the final decision shall rest with the side with the opinion of the Chairperson.

#### **Article 15. Minutes of meetings of the Board of Directors**

1. All meetings of the Board of Directors must be recorded in minutes, audios or other electronic forms. The minutes shall be written in Vietnamese, and contain the following information:

- a) The corporate name, headquarter address, enterprise code;
- b) Time and location of the meeting;
- c) Purposes, agenda and contents of the meeting;
- d) Full names of each attending member or the authorized representative, and the method of attendance; full names of non-participating members and the reasons therefor;
- đ) The issues to be discussed and voted on at the meeting;
- e) Summary of opinions of each participating member in chronological order;
- g) Voting results, which clearly specify the members who voted in favor/against/abstentions;
- h) Ratified decisions and corresponding ratio of affirmative votes;
- i) Full names, signatures of the chair and the minute-taker, except the cases in Clause 2 of this Article.

2. In case the chair and the minute-taker refuse to sign the minutes, such minutes shall be effective if they are signed by all of the other attending members of the Board of Directors and contain all the required information prescribed in Points a, b, c, d, đ, e, g, and h, Clause 1 of this Article.

3. The chair, the minute-take and the persons who sign the minutes shall be responsible for its accuracy and truthfulness.

4. The minutes and documents used for the meeting of the Board of Directors shall be archived at the Company's headquarters.

### **Chapter V**

#### **REPORTING AND DISCLOSURE OF INTERESTS**

##### **Article 16. Submission of annual reports**

1. At the end of the fiscal year, the Board of Directors shall submit the following documents to the General Meeting of Shareholders:

- a) The report on business results of the Company (approved by the Executive Board);
- b) The audited financial statements;
- c) The report on corporate governance and performance of the Board of Directors;
- d) The assessment report of the Supervisory Board.

2. The reports specified in Points a, b, and c, Clause 1 of this Article shall be submitted to the Supervisory Board for assessment at least 30 days before the opening date of the General Meeting of Shareholders unless otherwise prescribed by the Company's Charter.

3. The reports specified in Clauses 1, 2 of this Article, the assessment report of the Supervisory Board and the auditing report shall be archived at the Company's headquarters at least 10 days before the opening date of the General Meeting of Shareholders unless otherwise prescribed by the Company's Charter. Shareholders who have continuously held the Company's shares for at least 01 have the right to directly examine the reports specified in this Article, either by themselves or together with their lawyers, accountants or auditors.

#### **Article 17. Remuneration, bonus and other benefits of members of the Board of Directors**

1. The Company shall pay remunerations, bonuses for the members of the Board of Directors according to the business performance and efficiency.

2. Members of the Board of Directors are entitled to receive remuneration and bonus. Remuneration is calculated based on the number of working days for fulfilling their assigned duties and daily remuneration level. The Board of Directors shall determine the remuneration of each member under consensus rule. The total amount of remuneration and bonus for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting;

3. Remuneration of each Board member shall be recorded as the Company's operating costs in accordance with regulations of law on corporate income tax, and presented in a separate section of the Company's annual financial statement and reported at the annual General Meeting of Shareholders.

4. Board members holding managerial positions or performing tasks beyond the responsibilities of members of the Board of Directors shall be paid additional remuneration in the form of a lump sum, salary, commission, profit percentage or another form decided by the Board of Directors.

5. Board members shall be reimbursed for meals, accommodation, travel, and other reasonable expenses incurred during the performance of their tasks, including

the costs arising from attending the General Meeting of Shareholders and meetings of the Board of Directors.

6. Members of the Board of Directors may have liability insurance purchased by the Company upon the approval of the General Meeting of Shareholders. This insurance does not cover liabilities of Board members related to violations against the law and the Company's Charter.

#### **Article 18. Disclosure of related interests**

Unless otherwise strictly provided for in the Company's Charter, the disclosure of interests and related persons of the Company shall be implemented in accordance with the following regulations

1. Members of the Board of Directors shall declare their related interest, including the following information:

a) Names, enterprise code, addresses of headquarters and business lines of the enterprises in which they capital contributions or share; the percentage and timing of such ownership

b) Names, enterprise code, addresses of headquarters, business lines of the enterprises in which their related persons jointly own or have separate capital contributions or shares with a value of over 10% of charter capital.

2. The declaration specified in Clause 1 of this Article shall be performed within 07 working days from the date the related interests arise; any amendment or supplement must be notified to the Company within 07 working days from the date of its occurrence.

3. Any member of the Board of Directors, who perform work in any form within in the scope of the Company's business lines in their own name or in the name of another person, must explain the nature and content of such work to the Board of Directors, and may only perform it upon approval by a majority of the remaining Board members. If such business is not disclosed or approved by the Board, all income from that activity shall belong to the Company.

### **Chapter VI**

#### **RELATIONSHIPS OF THE BOARD OF DIRECTORS**

##### **Article 19. Relationships between members of the Board of Directors**

1. Members of the Board of Directors have a cooperative relationship, Board members are responsible for informing each other of relevant matters during the performance of their assigned tasks;

2. In the process of performing duties, the assigned Board members with primary responsibility must proactively coordinate the handling thereof if there are matters related to a field under the charge of another member. In case of disagreements among Board members, the person with primary responsibility shall report to the Chairperson of the Board of Directors for consideration and decision within their authority, or for holding a meeting or collecting opinions from the Board members in accordance with provisions of law, the Company's Charter and this Regulation;

3. In case of reassignment among members of the Board of Directors, the Board members must hand over the relevant work, files, and documents. Such handover must be made in writing and reported to the Chairperson of the Board of Directors.

#### **Article 20. Relationships with the Executive Board**

In its governance roles, the Board of Directors shall promulgate resolutions, which will be implemented by the General Director and other members of the Executive Board. At the same time, the Board of Directors will supervise and inspect the implementation of such resolutions.

#### **Article 21. Relationships with the Supervisory Board**

1. There is a cooperative relationship between the Board of Directors and the Supervisory Board. The Board of Directors shall work with the Supervisory Board based on a principle of equality and independence, while concurrently maintaining close coordination and mutual support in the performance of their duties.

2. When receiving inspection minutes or summary reports from the Supervisory Board, the Board of Directors shall examine them and direct relevant units to formulate plans and promptly make rectifications.

### **Chapter VII**

### **IMPLEMENTATION**

#### **Article 22. Implementation**

1. The Operating Regulations of the Board of Directors of Ca Mau Water Supply Joint Stock Company, consisting of 07 Chapters and 22 Articles, shall take effect from ....., 2026.

2. In the event that relevant legal provisions relevant to the Board of Directors are not mentioned in this Regulation, or new provisions of law and the

Company's Charter differ from the terms herein, such provisions shall automatically apply and govern the operations of the Board of Directors.

3. The Operating Regulations of the Board of Directors of Ca Mau Water Supply Joint Stock Company issued on June 25, 2021 shall expire from the effective date of this Regulation./.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**

**Ho Tan Luat**



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**INTERNAL REGULATION  
ON CORPORATE GOVERNANCE OF  
CA MAU WATER SUPPLY JOINT STOCK COMPANY**

*Ca Mau, June ....., 2026*

Draft

Ca Mau, June ....., 2026

**INTERNAL REGULATION  
ON CORPORATE GOVERNANCE OF  
CA MAU WATER SUPPLY JOINT STOCK COMPANY**

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

*Pursuant to the Law on Securities No.54/2019/QH14 dated November 26, 2019;*

*Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company;*

*Pursuant to the Resolution No. ..../NQ-ĐHĐCĐ dated June 29, 2026, of  
the General Meeting of Shareholders of Ca Mau Water Supply Joint Stock  
Company;*

*The Board of Directors issues the Internal Regulation on Corporate  
Governance of Ca Mau Water Supply Joint Stock Company;*

*The Internal Regulation on Corporate Governance of Ca Mau Water Supply  
Joint Stock Company includes the following contents:*

**Chapter I**

**GENERAL PROVISIONS**

**Article 1. Scope of regulation**

Internal Regulation on Corporate Governance stipulates the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors (BOD) and the General Director; orders and procedures for General Meetings of Shareholders; the nomination, candidacy, election, dismissal and removal of members of the Board of Directors, the Supervisory Board, and the General Director; and other activities, whether or not prescribed in the Charter of Ca Mau Water Supply Joint Stock Company and current legal regulations.

**Article 2. Subject of application**

This regulation applies to members of the Board of Directors, Supervisory Board, General Director, related persons, and units.

**Article 3. Term definition**

1. *The Company* means Ca Mau Water Supply Joint Stock Company.

2. *The Charter* means the Charter of Ca Mau Water Supply Joint Stock Company.

## **Chapter II**

### **GENERAL MEETING OF SHAREHOLDERS**

#### **Article 4. Roles, rights, and obligations of the General Meeting of Shareholders**

1. The General Meeting of Shareholders, which includes all shareholders with legal voting rights, is the highest decision-making body of the Company.

2. The General Meeting of Shareholders has rights and obligations as stipulated in Article 14 of the Charter.

#### **Article 5. Sequences and procedures for the convening of General Meetings of Shareholders to adopt Resolutions via physical voting at the meeting**

1. Power to convene the General Meeting of Shareholders in accordance with Article 13 of the Charter.

2. Notices of the record date and the list of shareholders entitled to attend the meeting in accordance with point a, Clause 2, Article 16 of the Charter.

3. Notice of invitation in accordance with Clause 3, Article 16 of the Charter.

4. Shareholder proposals for the meeting agenda in accordance with Clauses 4, 5, and 6, Article 16 of the Charter. In case the convenor of the General Meeting of Shareholders rejects proposals as specified in this point, they must provide a written response stating the reasons at least 02 working days prior to the opening of the meeting.

5. Authorization to attend General Meeting of Shareholders in accordance with Clause 2, Article 15 of the Charter.

6. Attendance registration for General Meeting of Shareholders

The procedures for attendance registration are described in the meeting notices, including direct contact or submission of the registration form/power of attorney (using templates attached to the notice) to the Company.

Shareholders may register their attendance manners specified in the notice, including:

- Attending and voting/electing directly at the meeting.
- Authorizing a representative to attend and vote/elect at the meeting.
- Submitting voting/election ballots to the meeting via mail, fax, or other electronic means.

7. Means of convention in accordance with Article 17 of the Charter.

8. Methods of voting, vote counting, and announcement of counting results in accordance with point a, Clause 1, Article 18 of the Charter.

9. Conditions for approval of meeting resolutions in accordance with Article 19 of the Charter.

10. Methods for opposing meeting resolutions

Shareholders who voted against resolutions regarding the reorganization of the Company (division, separation, merger, or conversion of corporate type) or changes to the rights and obligations of shareholders as prescribed in the Charter shall have the right to demand share redemption. Such requests must be made in writing, stating the shareholder's name, address, number of shares of each type, intended selling price, and reasons for the request. The request must be sent to the Company within 10 days from the date of the resolutions on matters adopted at this point.

The Company must repurchase the shares at the request of the shareholder as specified herein within 90 days from the date of receipt of such request. If an agreement on price cannot be reached, the parties may request an appraisal firm to determine the price. The Company shall propose at least three professional firms for shareholders' selection. And such choices will be final and binding.

11. Minutes and resolutions of the General Meeting of Shareholders shall be prepared and disclosed in accordance with Article 21 of the Charter.

**Article 6. Sequences and procedures for obtaining shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders**

Sequences and procedures for obtaining shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders in accordance with Article 20 of the Charter.

**Article 7. Sequences and procedures for holding the General Meeting of Shareholders to approve resolutions via virtual conference**

1. Convention notice of virtual General Meeting of Shareholders:

a) Power to convene the General Meeting of Shareholders in accordance with Article 13 of the Charter.

b) Notices of the record date and the list of shareholders entitled to attend the meeting in accordance with point a, Clause 2, Article 16 of the Charter.

c) Notice of invitation in accordance with Clause 3, Article 16 of the Charter. Voting/election ballots are not required to be attached to the notice.

2. Attendance registration for virtual General Meeting of Shareholders:

The procedures for attendance registration prior to the opening date of the virtual meeting are specified in the notice of invitation, including:

a) Eligibility for participation:

- Involved in the list of shareholders entitled to attend the General Meeting of Shareholders, as established in accordance with the notice of record date.

- Authorized representatives must meet the eligibility requirements as prescribed by law and the Charter.

b) Technical requirements: Shareholders or authorized representatives must have electronic devices with Internet connectivity (personal computers, tablets, mobile phones, or other internet-enabled devices, etc.).

c) Methods for attendance record: The electronic voting system registers a shareholder or authorized representative as an eligible participant once they have accessed the system using the credentials provided in accordance with Clause 3 of this Article and have cast a vote on the electronic system to confirm their attendance.

3. Provision of login credentials and electronic voting:

a) Link to the electronic voting system, username, password, and other identification factors (if any) for attending the virtual General Meeting of Shareholders shall be provided in the notice of invitation (or other notification methods approved by the Board of Directors). Shareholders or authorized representatives are responsible for the confidentiality of their username, password, and other identification factors so that only they have the right to utilize the electronic voting system. They shall be held fully responsible for these credentials.

b) Once shareholders or authorized representatives request the re-issuance of login credentials, the Organizing Committee may provide the information via direct contact, email, Zalo, or telephone. The provision of login credentials via email, Zalo, or telephone shall only be conducted based on the information from the list of entitled shareholders as established by the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with the notice of record date of the Company.

c) Shareholders or authorized representatives shall use their username, password, or other identification factor (if any) to access the electronic voting system and perform voting in accordance with the meeting agenda.

4. Authorization to attend virtual General Meeting of Shareholders:

a) Shareholders perform authorization in accordance with Article 15 of the Charter.

b) Key regulations on authorization for virtual meetings:

- Shareholders must provide complete information to execute authorization for a virtual meeting, particularly the details of the authorized representative: phone number, address, email, Zalo, etc. This information is utilized to issue the username, password, and other identification factors (if any) for the authorized representative.

- Authorization for virtual meeting shall only take effect upon satisfaction of the following conditions:

+ The shareholder has fully completed all required information in the authorization form and finalized the authorization procedures for the virtual meeting.

+ The Power of Attorney, following the provided template, bears the full signature, full names, and seals (for institutional shareholders) of both the authorizer and the authorized representative.

+ The Company receives the hard-copy Power of Attorney prior to the opening of the virtual meeting.

- Revocation of authorization for virtual meetings: Shareholders must send an official written request to revoke the authorization for virtual meetings to the Company prior to the opening. The effective time of the revocation shall be based on the time the Company officially receives the written document.

- Revocation of authorization shall be void if the authorized representative has already cast a vote or election on any matter within the agenda of the virtual General Meeting of Shareholders.

5. Conditions for conducting the virtual General Meeting of Shareholders in accordance with Article 17 of the Charter.

6. Methods for approving Resolutions of the virtual General Meeting of Shareholders are decided by the Board of Directors between the following two options, as specified in the Working Regulations of the virtual General Meeting of Shareholders:

a) Through electronic voting in accordance with Clause 8 of this Article.

b) Or by other means as specified in the Working Regulations of the virtual General Meeting of Shareholders.

7. Discussions at the virtual General Meeting of Shareholders:

a) Principles:

- Discussions shall only be conducted within the allotted time and must fall within the scope of the meeting agenda.

- Only shareholders or authorized representatives are permitted to participate in discussions.

- Shareholders or their representatives who wish to participate in discussions must register their topics in the manner prescribed in the Working Regulations of the meeting.

- The Secretariat shall arrange the discussion topics in the order of registration and submit them to the Chairperson of the meeting.

b) Addressing shareholder opinions:

- Based on the opinions of shareholders or their representatives, the Chairperson or a member designated by the Chairperson shall respond.

- Due to meeting time constraints, any questions that have not been answered at the meeting will be addressed by the Company in writing at a later time.

8. Procedures for electronic voting:

a) Methods for voting on resolutions:

- Shareholders or their representatives shall select one of three voting options: **in favor (approve), against (disapprove), or abstain (no opinion)** for each agenda item at the meeting on the electronic voting system.

- Subsequently, shareholders or their representatives must confirm their vote so that the electronic voting system records the result.

b) Method for election voting:

Based on the Charter, the election of members of the Board of Directors and the Supervisory Board must be conducted via cumulative voting. Accordingly, shareholders or their representatives shall perform the election by entering the number of votes for the respective candidates on the election ballots configured on the electronic voting system. Subsequently, they must confirm the election so that the electronic voting system records the result.

c) Other regulations on electronic voting:

- If a shareholder or their representative does not complete all voting or election items in the meeting agenda, the unvoted items shall be treated as not cast.

- For any matters arising outside of the pre-distributed meeting agenda, shareholders or their representatives may participate in the additional voting/election. If they fail to vote or elect on these matters, it will be deemed that they have not cast a vote.

- Shareholders or their representatives may amend their voting or election results (but cannot cancel them), including additional voting/election for arising matters. The online system only records the final results at the end of each counting session of electronic voting, as prescribed in the Working Regulations of the meeting.

- In case involving numerical entry, a ballot is considered invalid if the total number of votes for candidates exceeds the total number of votes the shareholder or their representative is entitled to cast.

- The electronic voting period is prescribed in the Working Regulations of the meeting. Shareholders or their representatives can access the system and vote 24/7, except during system maintenance or for reasons beyond the Company's control. Once the voting period expires, the system will not record any further electronic voting results.

9. Method for electronic vote counting: Once shareholders or their representatives cast a vote or election, the voting results are recorded by the system based on the principle of affirmative votes (in favor), negative votes (against), and abstentions (no opinion).

10. Announcement of voting results: Based on the minutes of vote counting as prescribed in Clause 9 of this Article, the Vote Counting Committee shall verify, consolidate, and report the voting results of each agenda item to the Chairperson. The counting results shall be announced by the Chairperson or the Vote Counting Committee before the closing of the meeting.

11. Minutes of the virtual General Meeting of Shareholders: In accordance with Article 21 of the Charter.

The venue recorded in the Minutes of the virtual General Meeting of Shareholders shall be the location where the Chairperson is present. This location must be within the territory of Vietnam.

12. Disclosure of virtual General Meeting of Shareholders Resolutions: In accordance with Article 21 of the Charter.

13. Force majeure events:

a) During the virtual meeting and electronic voting period, force majeure events may occur at the location where the Chairperson presides over the meeting (excluding force majeure events affecting individual shareholders or their representatives), such as natural disasters, fires, power outages, internet connection failures, technical glitches, or requirements/directives from competent authorities, etc.

b) In the event of a force majeure incident that cannot be resolved to continue the meeting within 60 minutes, the Chairperson shall declare a suspension of the meeting. All contents adopted via voting prior to the suspension (if any) shall be voided. These items will be re-voted upon at the next convened General Meeting of Shareholders.

**Article 8. Sequences and procedures for holding the General Meeting of Shareholders to approve resolutions via a hybrid format (in-person combined with virtual meeting)**

1. Convention notice of hybrid General Meeting of Shareholders:

a) Power to convene the General Meeting of Shareholders in accordance with Article 13 of the Charter.

b) Notices of the record date and the list of shareholders entitled to attend the meeting in accordance with point a, Clause 2, Article 16 of the Charter.

c) Notice of invitation in accordance with Clause 3, Article 16 of the Charter. Voting/election ballots are not required to be attached to the invitation notice of the virtual meeting.

2. Attendance registration for the hybrid General Meeting of Shareholders:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 6, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 2, Article 7 of this Regulation.

3. Provision of login credentials and electronic voting at the hybrid General Meeting of Shareholders (applicable to shareholders or representatives registering for virtual attendance) in accordance with Clause 3, Article 7 of this Regulation.

4. Authorization to attend hybrid General Meeting of Shareholders:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 5, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 4, Article 7 of this Regulation.

5. Conditions for conducting the hybrid meeting in accordance with Article 17 of the Charter.

6. Methods for approving Resolutions at the hybrid meeting:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 8, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 6, Article 7 of this Regulation.

7. Discussions at the hybrid General Meeting of Shareholders in accordance with Clause 7, Article 7 of this Regulation.

8. Methods of voting:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 8, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 8, Article 7 of this Regulation.

9. Methods of vote counting:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 8, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 9, Article 7 of this Regulation.

10. Announcement of voting results: Based on the minutes of vote counting as prescribed in Clause 9 of this Article, the Vote Counting Committee shall verify, consolidate, and report the voting results of each agenda item to the Chairperson. The counting results shall be announced by the Chairperson or the Vote Counting Committee before the closing of the meeting.

11. Minutes of the hybrid General Meeting of Shareholders: In accordance with Article 21 of the Charter. The venue recorded in the minutes shall be the location where the Chairperson is present. This location must be within the territory of Vietnam.

12. Disclosure of the hybrid General Meeting of Shareholders Resolutions: In accordance with Article 21 of the Charter.

### **Chapter III**

#### **BOARD OF DIRECTORS**

##### **Article 9. Standards and qualifications for Board of Directors members:**

Board of Directors members must satisfy the standards and qualifications prescribed in Clause 4, Article 23 of the Charter.

##### **Article 10. Nomination and candidacy for the Board of Directors**

The procedures for nomination and candidacy for Board of Directors members in accordance with Clause 2 and Clause 3, Article 23 of the Charter.

##### **Article 11. Methods for electing Board of Directors members**

1. The list of candidates for the Board of Directors must be approved by the General Meeting of Shareholders before the election proceeds.

2. Prior to the election, shareholders or their representatives shall be provided with ballots, which state their registration number, full name, and total number of votes. and the list of candidates.

3. The election of Board of Directors members must be conducted via cumulative voting, whereby each shareholder has a total number of voting rights corresponding to the total number of votes multiplied by the number of members

expected to be elected to the Board. Shareholders have the right to cast all or part of their total votes for one or several candidates. Elected members are determined by the number of votes received in descending order, from the candidate with the highest votes until reaching the required number of members. In case there are two or more candidates with the same number of votes for the final seat on the Board, a re-election shall be held among those candidates with equal votes.

**Article 12. Dismissal and removal of Board of Directors members**

a) Members of the Board of Directors shall be dismissed or removed in the cases prescribed in Clause 4, Article 24 of the Charter.

b) Members of the Board of Directors are automatically dismissed upon the expiration of their term,

**Article 13. Information disclosure regarding the election, dismissal, and removal of the Board of Directors**

The Company shall disclose information regarding the election, dismissal, and removal of Board members on the official website and in accordance with the laws on the securities market.

**Article 14. Person in charge of corporate governance**

1. People in charge of corporate governance must meet the following standards:

a) Have comprehensive knowledge of the Law on Enterprises, Law on Securities, and legal regulations related to the Company's operations.

b) Must not simultaneously work for the independent auditing firm currently auditing the financial statements of the Company.

c) Other standards as determined by the Board of Directors (if any).

2. The Board of Directors shall decide on the appointment, dismissal, removal, and the salary, remuneration, and bonuses of the Person in charge of corporate governance.

3. Cases for dismissal or removal of the Person in charge of corporate governance:

a) No longer meet the standards prescribed in Clause 1 of this Article.

b) Submission of a resignation letter.

c) Breach of obligations as prescribed in Clause 3, Article 29 of the Charter.

d) Failure to fulfill assigned duties.

đ) Pursuant to a Board resolution, the Board of Directors may remove the Person in charge of corporate governance when necessary, provided that it is not contrary to current labor laws.

4. The Company shall disclose information regarding the appointment and dismissal of the Person in charge of corporate governance on the official website and in accordance with laws on the securities market.

## **Chương IV**

### **SUPERVISORY BOARD**

#### **Article 15. Standards and qualifications for Supervisory Board members:**

Supervisory Board members must satisfy the standards and qualifications prescribed in Clause 2, Article 34 of the Charter.

#### **Article 16. Nomination and candidacy for the Supervisory Board**

The procedures for nomination and candidacy for Supervisory Board members are in accordance with Article 33 of the Charter.

#### **Article 17. Methods for electing Supervisory Board members**

1. The list of candidates for the Supervisory Board must be approved by the General Meeting of Shareholders before the election proceeds.

2. Prior to the election, shareholders or their representatives shall be provided with ballots, which state their registration number, full name, and total number of votes. and the list of candidates.

3. The election of Supervisory Board members must be conducted via cumulative voting, whereby each shareholder has a total number of voting rights corresponding to the total number of votes multiplied by the number of members expected to be elected to the Supervisory Board. Shareholders have the right to cast all or part of their total votes for one or several candidates. Elected members are determined by the number of votes received in descending order, from the candidate with the highest votes until reaching the required number of members. In case there are two or more candidates with the same number of votes for the final seat on the Supervisory Board, a re-election shall be held among those candidates with equal votes.

#### **Article 18. Dismissal and removal of Supervisory Board members**

a) Members of the Supervisory Board shall be dismissed or removed in the cases prescribed in Clause 3 and Clause 4, Article 34 of the Charter.

b) Members of the Supervisory Board are automatically dismissed upon the expiration of their term,

**Article 19. Information disclosure regarding the election, dismissal, and removal of the Supervisory Board**

The Company shall disclose information regarding the election, dismissal, and removal of Supervisory Board members on the official website and in accordance with the laws on the securities market.

**Chương V  
GENERAL DIRECTOR**

**Article 20. Standards and qualifications for General Director**

The General Director must satisfy the standards and qualifications prescribed in Clause 3, Article 32 of the Charter.

**Article 21. Appointment, dismissal, rights, and obligations of the General Director**

1. The Board of Directors shall appoint one of its members or hire another individual to serve as the General Director of the Company.

2. The General Director shall have the rights and obligations as prescribed in Clause 4, Article 32 of the Charter. If the rights and obligations of the General Director fall within the authority scope of the legal representative, the General Director must consult the legal representative before execution and obtain authorization as regulated (if necessary).

3. The Board of Directors may dismiss the General Director upon the approval of a majority of the Board members entitled to vote and present at the meeting, and shall appoint a new General Director.

**Chapter VI  
OTHER ACTIVITIES**

**Article 22. Coordination between the Board of Directors, the Supervisory Board, and the General Director**

1. General principles

a) Coordination between the Board of Directors, the Supervisory Board, and the General Director must ensure compliance with laws, the Charter, and internal regulations.

b) Clearly define the functions, duties, and authorities of each body in governance, management, and supervision; avoid overlapping or unauthorized interference.

c) Maintain transparency, timeliness, and accuracy in the exchange, provision, and processing of information.

d) Ensure effective governance, management, and risk control across all Company activities.

đ) The Board of Directors, the Supervisory Board, and the General Director are responsible for cooperating to respond to incidents or propose solutions to enhance operational efficiency.

## 2. Specific principles for each body

a) Coordination between the Board of Directors and the Supervisory Board:

- The Supervisory Board operates independently of the Board of Directors.
- The Board of Directors is responsible for creating favorable conditions that enable the Supervisory Board to fully perform its functions and duties.

- The Supervisory Board is responsible for risk control across all operational fields: organizational, financial, commercial, technical, and especially, the continuous, safe, and quality water supply as regulated, providing warnings or recommendations to the Board of Directors and the General Director for remedial solutions.

b) Coordination between the Board of Directors and the General Director:

- The Board of Directors performs governance functions, provides orientation, and decides on strategic matters.

- The General Director manages daily production and business operations under the supervision and direction of the Board of Directors and remains accountable to the Board of Directors and the law for the performance of assigned duties and authorities.

c) Coordination between the Supervisory Board and the General Director:

- The Supervisory Board performs independent inspection and supervision and is not involved directly in management activities.

- The General Director is responsible for providing full and truthful information as requested by the Supervisory Board.

3. Procedures or convening meetings, notice of invitation, minutes, and announcement of meeting results between the Board of Directors, the Supervisory Board, and the General Director shall follow Article 28 of the Charter and the following regulations:

a) The Supervisory Board shall receive notice of invitation and attached documents at the same time and in the same manner as the Board of Directors.

b) In case the General Director is invited to attend Board of Directors meetings, receive notice of invitation and attached documents (if any).

c) Minutes and resolutions of Board of Directors' meetings shall be sent to the Supervisory Board and the General Director at the same time and in the same manner as the Board of Directors.

#### 4. Meetings of the Supervisory Board

a) The Supervisory Board has the right to request the Board of Directors and the General Director to attend its meetings and address matters of concern. Requests must be sent in writing, specifying the purpose, discussion topics, and attached documents (if any).

b) Minutes of Supervisory Board meetings involving the participation of the Board of Directors and the General Director must be sent to all attendees.

5. If the Supervisory Board or General Director requests the Board of Directors to convene a meeting, requests must be sent in writing, specifying the purpose and matters for discussion under the Board of Directors' authority. The Chairperson must convene the meeting within the timeline prescribed in Clause 5, Article 28 of the Charter.

6. No later than 30 days from the end of each quarter, the General Director must submit a report to the Board of Directors and the Supervisory Board regarding:

a) Production and business results;

b) Performance of assigned duties and authorities;

c) Implementation of Board of Directors resolutions and matters authorized or assigned by the Board of Directors.

7. Coordination between the Board of Directors, the Supervisory Board, and the General Director in control, management, and supervision:

a) The Board of Directors supervises the General Director in the daily management of production and business activities; the Supervisory Board supervises the Board of Directors and the General Director in the management and operation of the Company. Upon detecting violations of the law, Charter, or Board of Directors resolutions, the supervising units must immediately issue a written notice to the violator, requesting the cessation of the violation and remedial measures.

b) If the Board of Directors detects violations of the Supervisory Board in the exercise of their assigned rights and obligations, the Board of Directors must

notify the Supervisory Board in writing, requesting the cessation of the violation and remedial measures.

c) If the Board of Directors organizes inspection teams at the Company or its subsidiaries, it shall send a decision to the Supervisory Board. The Supervisory Board has the right to appoint representatives to join, and they must inform the Board of Directors in writing.

d) The Supervisory Board must notify the Board of Directors and General Director in writing 05 working days before conducting inspection activities at the Company.

### **Article 23. Regulations on annual assessment, commendation, and discipline for the leadership and management titles**

#### 1. Annual assessment

a) Based on assigned functions and duties, the Board of Directors shall organize the performance assessment for its Chairperson and members, the Executive Board, the Person in charge of corporate governance, and provide opinions on the performance of the Head of the Supervisory Board.

b) Based on assigned functions and duties, the Supervisory Board shall organize the performance assessment for its Head and members.

c) Assessment levels: Failed to fulfil duties, Fulfilled duties, Well-fulfilled duties, and Excellently fulfilled duties.

#### 2. Commendation

a) Based on production and business results, the Board of Directors shall submit to the Annual General Meeting of Shareholders for approval the appropriation of the commendation fund for the Board of Directors, the Supervisory Board, the Executive Board, and the Person in charge of corporate governance as regulated.

b) Based on the annual assessment results, the Board of Directors shall decide on the payment of commendation rewards to the Board of Directors, the Supervisory Board, the Executive Board, and the Person in charge of corporate governance (if any).

#### 3. Discipline

##### a) Disciplinary authority:

- The Board of Directors shall review and submit to the General Meeting of Shareholders for consideration the disciplinary actions against its Chairperson and members in case of violations.

- The Supervisory Board shall review and submit to the General Meeting of Shareholders for consideration the disciplinary actions against its Head and members in case of violations.

- The Board of Directors shall review and decide on disciplinary actions against the Executive Board and the Person in charge of corporate governance in case of violations.

b) Disciplinary measures:

Depending on the severity of the violation, disciplinary measures range from reminders, reprimands, and warnings to dismissal or removal.

## **Chapter VII**

### **SUPPLEMENTS, AMENDMENTS, AND EFFECTIVENESS**

#### **Article 24. Supplements and amendments**

1. Any amendments or supplements to this Regulation must be reviewed by the Board of Directors and submitted to the General Meeting of Shareholders for approval.

2. In the event that legal regulations relating to the corporate governance of the Company are not mentioned in this Regulation, or if new legal regulations or provisions in the Charter differ from the terms of this Regulation, such regulations shall automatically apply to the corporate governance activities of the Company.

#### **Article 25. Effectiveness**

1. The Internal Regulation on Corporate Governance of Ca Mau Water Supply Joint Stock Company consists of seven (07) chapters and 25 articles, and shall take effect from June ...., 2026.

2. The Internal Regulation on Corporate Governance of Ca Mau Water Supply Joint Stock Company, approved by the General Meeting of Shareholders on June 25, 2021, expires from the date this Regulation comes into effect./.

**On the behalf of BOARD OF DIRECTORS  
CHAIRMAN**

**Ho Tan Luat**



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**REGULATION**  
**ON OPERATIONS OF THE SUPERVISORY BOARD**  
**CA MAU WATER SUPPLY JOINT STOCK COMPANY**

*Ca Mau, June ....., 2026*

Draft

*Ca Mau, June ....., 2026*

**REGULATION**  
**ON OPERATIONS OF THE SUPERVISORY BOARD**

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;  
Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company;  
Pursuant to the Resolutions No...../NQ-ĐHĐCĐ dated June 29, 2026, of the  
General Meeting of Shareholders;

The Supervisory Board promulgates the Regulation on Operations of the  
Supervisory Board of Ca Mau Water Supply Joint Stock Company, which  
comprises the following contents:

**Chapter I**  
**GENERAL PROVISIONS**

**Article 1. Scope of regulation and subject of application**

1. Scope of regulation: Operating Regulation of the Supervisory Board prescribes the organizational structure, personnel, standards, conditions, rights, and obligations of the Supervisory Board and its members in accordance with the Law on Enterprises, Charter of the Company, and other relevant regulations.

2. Subject of application: This regulation applies to the Supervisory Board, members of the Supervisory Board, and relevant organizations and individuals.

**Article 2. Operational principles of the Supervisory Board**

The Supervisory Board works on the collective principle. Members of the Supervisory Board are personally responsible for their performance of assigned tasks and jointly responsible to the General Meeting of Shareholders for the work and decisions of the Supervisory Board.

**Article 3. Interpretation of terms**

1. “ The General Meeting of Shareholders” means the highest competent authority of Ca Mau Water Supply Joint Stock Company, consisting of all shareholders with voting rights.

2. "Company" means Ca Mau Water Supply Joint Stock Company;
3. "Charter" means the Charter in force of Ca Mau Water Supply Joint Stock Company.
4. "Board of Directors" means the Board of Directors of Ca Mau Water Supply Joint Stock Company.
5. "Supervisory Board" means the Supervisory Board of Ca Mau Water Supply Joint Stock Company.
6. "Executive Board", "executives" means the General Director, Deputy General Director, and Chief Accountant.
7. "Company's managers" means the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and the Person in charge of corporate governance.
8. "Related person" means any individual or organization as prescribed in Clause 46, Article 4 of the Law on Securities.
9. Shareholders means any individual or organization owning at least one share of the Company.
10. Internal information of the Company means all data, documents, figures, plans, reports, files, or other information created, owned, or managed by the Company that has not been publicly disclosed.

## **Chapter II**

### **MEMBERS OF THE SUPERVISORY BOARD**

#### **Article 4. Rights, obligations, and responsibilities of members of the Supervisory Board**

1. Comply with the law, the Company's Charter, resolutions of the General Meeting of Shareholders, and professional ethics in exercising assigned rights and obligations.
2. Perform the assigned rights and obligations honestly, prudently, and to the best of one's ability in order to ensure the maximum lawful interests of the Company.
3. Be loyal to the interests of the Company and shareholders; refrain from abusing position or authority and using the information, know-how, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals.
4. Other rights and obligations as prescribed by the Law on Enterprises and the Company's Charter.

5. In case of violations against regulations in Clauses 1, 2, 3, and 4 of this article causing damage to the Company, members of the Supervisory Board must be personally or jointly liable for compensation. Income and other benefits obtained by members of the Supervisory Board from the violation must be returned to the Company.

6. If the Supervisory Board has committed a violation in exercising assigned rights and obligations, a written notice must be sent to the Supervisory Board requesting the violator to stop violations and take remedial measures.

**Article 5. Term of office and number of members of the Supervisory Board**

1. The Supervisory Board consists of 03 members. The office term of each member of the Supervisory Board shall not exceed 05 years, and they may be re-elected for an unlimited number of terms.

2. More than half of the members of the Supervisory Board must reside in Viet Nam.

3. If the members of the Supervisory Board end their office term at the same time and the members for the new term have not yet been elected, the members whose terms have expired shall continue to exercise their rights and duties until the new members are elected and assume their positions.

**Article 6. Criteria and conditions for members of the Supervisory Board**

1. Members of the Supervisory Board must meet the following criteria and conditions:

a) Not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;

b) Have professional training in economics, finance, accounting, auditing, law, business administration, or a major suitable to the Company's operations;

c) Not being a relative of any member of the Board of Directors, Executive Board, or Person in charge of corporate governance;

d) Not being a member of the Board of Directors, Executive Board, or Person in charge of corporate governance; not necessarily being a shareholder or an employee of the Company;

e) Not hold any position within the Company's accounting or finance department;

f) Not being a partner or an employee of the approved auditing organization that has audited the Company's financial statements within the 03 consecutive preceding years.

2. In addition to the criteria and conditions stipulated in Clause 1 of this article, members of the Supervisory Board shall not be relatives of the representative of state capital or organization capital at the Company.

#### **Article 7. Head of the Supervisory Board**

1. The Head of the Supervisory Board shall possess a university degree or higher in economics, finance, accounting, auditing, law, business administration, or other majors relevant to the business operations of the Company.

2. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the Head of the Supervisory Board may work on a full-time or part-time basis; the election, dismissal, and removal shall follow the majority principle.

3. Rights and obligations of the Head of the Supervisory Board are specified in the Company's Charter.

#### **Article 8. Nomination and candidacy for members of the Supervisory Board**

1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates to the Supervisory Board. The nomination shall be carried out as follows:

a) Ordinary shareholders forming a group to nominate candidates to the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Supervisory Board, the shareholders or group of shareholders specified in this clause shall be entitled to nominate one or several candidates as decided by the General Meeting of Shareholders. If the number of candidates nominated by the shareholder or group of shareholders is lower than the number they are entitled to nominate, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

2. In case the number of candidates for the Supervisory Board through nomination and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize the nomination in accordance with the Internal Regulations on Corporate Governance and the Operating Regulations of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

### **Article 9. Election, dismissal, and removal of members of the Supervisory Board**

1. The election, dismissal, and removal of members of the Supervisory Board fall under the authority of the General Meeting of shareholders.

2. The voting to elect members of the Supervisory Board must be conducted by the method of cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of owned shares multiplied by the number of members to be elected to the Supervisory Board. Shareholders have the right to pool all or part of their total votes for one or several candidates. Elected candidates shall be determined by vote count, from highest to lowest, starting with the candidate with the highest votes until reaching the number of members specified in the Company's Charter. In case 02 or more candidates receive the same number of votes for the last seat of the Supervisory Board, a re-election shall be conducted among the candidates with equal votes, or selected according to the criteria specified in the election regulations or the Company's Charter.

### **Article 10. Cases of dismissal or removal of members of the Supervisory Board**

1. The General Meeting of Shareholders shall dismiss any member of the Supervisory Board in the following cases:

- a) No longer satisfy the criteria and conditions to be a member of the Supervisory Board as specified in Article 169 of the Law on Enterprises;
- b) A resignation letter is submitted and then approved;
- c) Other cases as prescribed by law.

2. The General Meeting of Shareholders shall remove members of the Supervisory Board in the following cases:

- a) Fail to fulfill assigned tasks and duties;
- b) Fail to exercise their rights and obligations for 06 consecutive months, except in force majeure events;
- c) Commit multiple or serious violations against the obligations of a Supervisory Board member as prescribed by the Law on Enterprises;
- d) Other cases as prescribed in the resolutions by the General Meeting of Shareholders.

3. A member of the Supervisory Board shall be automatically dismissed upon the expiration of their office term.

### **Article 11. Notice of election, dismissal, and removal of members of the Supervisory Board**

1. In case candidates for the Supervisory Board have been identified, the Company must disclose information about such candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can find out these candidates before voting. Candidates for the Supervisory Board must have a written commitment to the truthfulness and accuracy of their personal information disclosed and commit to performing their duties honestly, prudently, and in the best interests of the Company if elected as a member of the Supervisory Board. Disclosed information related to candidates for the Supervisory Board includes:

- a) Full name, date of birth;
- b) Qualifications;
- c) Working experience;
- d) Other managerial positions;
- đ) Interests related to the Company and its related parties;
- e) Other information at the request of the Company from time to time;
- g) The Company shall be responsible for information disclosure about the organizations in which the candidates hold managerial positions and the interests related to the organizations of the candidates (if any)

2. The announcement of results on the election, dismissal, and removal of Supervisory Board members shall be implemented in accordance with regulations on information disclosure.

## **Chapter III THE SUPERVISORY BOARD**

### **Article 12. Rights, obligations, and responsibilities of the Supervisory Board**

1. The Supervisory Board shall supervise the Board of Directors, the General Director, and other executives in managing and operating the Company.

2. Inspect the rationality, legality, truthfulness, and level of prudence in the management and operation of business activities; the systematicity, consistency, and appropriateness of accounting, statistics, and preparation of financial statements.

3. Control risks in functional areas of the Company, such as administration, finance, accounting, sales, and technology; provide warnings or request the Board

of Directors and General Director to take remedial solutions to optimize corporate performance.

4. Appraise the completeness, legality, and truthfulness of the reports on business performance, semi-annual and annual financial statements, and the reports on governance assessment of the Board of Directors, and present appraisal reports at the annual General Meeting of Shareholders. Review contracts and transactions with related persons within the approval authority of the Board of Directors or the General Meeting of Shareholders, and provide recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

5. Review, inspect, and evaluate the effectiveness and efficiency of the internal systems of supervision, audit, risk management, and early warning.

6. Examine accounting books, accounting records, and other documents of the Company, as well as the management and governance of the Company's operations when deemed necessary, or under resolutions of the General Meeting of Shareholders, or at the request of shareholders or a group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises.

7. At the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises, the Supervisory Board shall inspect within 07 working days from the date of receiving the request. Within 15 days from the completion of the inspection, the Supervisory Board must report on the inspected issues to the Board of Directors and the shareholders or group of shareholders as requested. The inspection by the Supervisory Board under this Clause shall neither obstruct the normal operations of the Board of Directors nor interrupt the management of the Company's business activities.

8. Recommend to the Board of Directors or the General Meeting of Shareholders the measures of amendment, supplement, and improvement of the organizational structure of management, supervision, and governance of business activities.

9. In case of detecting any member of the Board of Directors, the General Director, or other managers of the Company violating the provisions of Article 165 of the Law on Enterprises, the Supervisory Board shall immediately notify the Board of Directors in writing, requesting the violator to cease the violation and take remedial solutions.

10. Attend and participate in discussions at the General Meetings of Shareholders, meetings of the Board of Directors, and other meetings of the Company.

11. Employ independent consultants or internal audit departments of the Company to perform assigned tasks.

12. The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

13. Inspect specific matters related to the management and operation of the Company at the request of shareholders.

14. Propose and recommend to the General Meeting of Shareholders for approval the list of accredited auditing organizations to audit the Company's financial statements; decide the approved auditing organization to inspect the Company's activities, and dismiss the approved auditor when deemed necessary.

15. Take responsibility to shareholders for its supervisory activities.

16. Supervise the financial situation of the Company and the compliance with the law in the activities of the Board members, the General Director, and other managers.

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

18. In case of detecting any violation of the law or the Company's Charter by any member of the Board of Directors, the General Director, or other executives, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and provide remedial solutions.

19. Develop, amend, and supplement the Regulation on Operation of the Supervisory Board and submit it to the General Meeting of Shareholders for approval.

20. Report to the General Meeting of Shareholders in accordance with the Law on Enterprises, the Law on Securities, and related regulations.

21. Request the Board of Directors to convene an extraordinary General Meeting of Shareholders as prescribed by law.

22. Replace the Board of Directors in convening the General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.

23. Request the Chairperson of the Board of Directors to convene the meetings of the Board of Directors as prescribed by law.

24. Review, extract, and copy part or all of the declarations of the List of affiliated persons and related interests as specified in Clause 1 and Clause 2, Article 164 of the Law on Enterprises.

25. Witness the Board of Directors counting votes and preparing the vote-counting minutes, if requested by the Board of Directors, in case of collecting written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders.

26. The Head of the Supervisory Board shall direct the election of the Chair of the General Meeting of Shareholders in case the Chairman is absent or temporarily incapacitated, and the remaining Board of Directors members fail to elect a Chair. In this case, the person with the highest votes shall act as the Chair of the meeting.

27. Be entitled to attend seminars and professional training courses.

28. Other rights and obligations as prescribed by the Law on Enterprises, the Company's Charter, and resolutions of the General Meeting of Shareholders.

### **Article 13. Right to be provided with information of the Supervisory Board**

1. Documents and information must be sent to the members of the Supervisory Board at the same time and in the same manner as provided to the members of the Board of Directors, including:

a) Meeting notices, opinion collection forms for the members of the Board of Directors, and accompanying documents;

b) Resolutions, decisions, and meeting minutes of the General Meeting of Shareholders and the Board of Directors;

c) Reports of the General Director submitted to the Board of Directors or other documents issued by the Company.

2. Members of the Supervisory Board are entitled to access the files and documents of the Company archived at the head office and affiliated units; they have the right to visit the workplaces of managers and employees of the Company during working hours.

3. The Supervisory Board shall have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company.

### **Article 14. Responsibilities of the Supervisory Board in convening an extraordinary meeting of the General Meeting of Shareholders**

1. The Supervisory Board is responsible for convening the General Meeting of Shareholders instead of the Board of Directors within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders under the following circumstances:

a) The number of remaining members of the Board of Directors or the Supervisory Board is lower than the minimum number prescribed by law;

b) At the request of a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises;

c) Upon the request of the Supervisory Board to convene an extraordinary General Meeting of Shareholders, but the Board of Directors fails to do so.

2. In case the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed, the Supervisory Board shall be liable for compensation for any damages incurred by the Company.

3. All expenses for convening and conducting the General Meeting of Shareholders as specified in Clause 1 of this article shall be paid by the Company.

## **Chapter IV**

### **MEETINGS OF THE SUPERVISORY BOARD**

#### **Article 15. Meeting of the Supervisory Board**

1. The Supervisory Board must meet at least two (02) times a year; the number of attending members shall be at least two-thirds (2/3) of the total members of the Supervisory Board.

2. The Supervisory Board shall have the right to request members of the Board of Directors, the General Director, and the representative of the approved independent auditing unit to attend and answer matters that need to be clarified.

#### **Article 16. Meeting minutes of the Supervisory Board**

Meeting minutes of the Supervisory Board must be detailed and clear. The minute-taker and members of the Supervisory Board attending the meeting must sign the minutes. The meeting minutes of the Supervisory Board must be archived to determine the responsibilities of each member of the Supervisory Board.

## **Chapter V**

### **REPORTING AND DISCLOSURE OF BENEFITS**

#### **Article 17. Submission of annual reports**

Reports of the Supervisory Board at the General Meeting of Shareholders include the following:

1. Reports on the business results of the Company, the performance of the Board of Directors, and the General Director are submitted to the General Meeting of Shareholders for approval at the annual meetings.

2. Self-assessment report on the performance of the Supervisory Board and its members.

3. Salaries, remunerations, operating expenses, and other benefits of the Supervisory Board and each member as prescribed in Article 172 of the Law on Enterprises and the Company's Charter.

4. Summary of meetings and the conclusions and recommendations of the Supervisory Board; results of supervision of the Company's operations and financial situation.

5. Results of supervision over the Board of Directors, the General Director, and other executives.

6. Results of assessment on the coordination between the Supervisory Board and the Board of Directors, the General Director, and shareholders.

7. Proposals and recommendations to the General Meeting of Shareholders for approval of the list of accredited auditing organizations to audit the Company's financial statements; the approved auditing organization to inspect the Company's activities, and the dismissal of the approved auditors when deemed necessary.

#### **Article 18. Salary, remuneration, bonus, and other benefits**

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

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

3. Salaries and operating expenses of the Supervisory Board shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant legal provisions, and must be recorded as a separate item in the Company's annual financial statements.

#### **Article 19. Disclosure of related interests**

1. Members of the Supervisory Board must declare to the Company about their related interests, including:

a) Names, enterprise code, head office address, and business lines of the enterprises in which they are the owners or hold contributed capital or shares; percentage and date of such ownership.

b) Names, enterprise code, head office address, and business lines of the enterprise in which their related persons act as the owner, or jointly or separately possess contributed capital or shares more than 10% of the charter capital.

2. The declaration specified in Clause 1 of this article must be performed within 07 working days from the date the related interest arises; any amendment or supplementation must be notified to the Company within 07 working days from the occurrence date of the corresponding amendment or supplementation.

3. Members of the Supervisory Board and their related persons may only use information obtained from their positions to serve the interests of the Company.

4. Members of the Supervisory Board and their related persons shall not use or disclose internal information to others to perform related transactions.

5. Members of the Supervisory Board shall notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, or other companies in which the Company holds over 50% of the charter capital and such members or their related persons as prescribed by law.

6. Transactions between the Company and members of the Supervisory Board and their related individuals or organizations shall not be void in the following cases:

a) For transactions with a value less than or equal to 20% of the total asset value recorded in the most recent financial statements, important contents of such contracts or transactions, as well as the relationships and interests of the members of the Supervisory Board, have been reported to and approved by the Board of Directors by a majority vote of the Board members without related interests;

b) For transactions with a value or arising value within 12 months from the date of the first transaction exceeding 20% of the total asset value recorded in the most recent financial statements, important contents of such transactions, as well as the relationships and interests of the members of the Supervisory Board, have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.

## **Chapter VI**

### **RELATIONSHIPS OF THE SUPERVISORY BOARDS**

#### **Article 20. Relationship between members of the Supervisory Board**

The relationship between the members of the Supervisory Board is independent from one another, not interdependent, but they shall work in coordination and collaboration on common tasks to ensure the proper fulfillment of their responsibilities, rights, and mandates as prescribed by law and the Company's Charter. The Head of the Supervisory Board acts as the coordinator

for the collective duties of the Supervisory Board, but does not have the authority to dominate or control other members.

**Article 21. Relationships with the Board of Directors, the General Director, and the Executive Board**

1. The Supervisory Board is independent from the Board of Directors, the General Director, and the Executive Board. It acts as the entity to supervise the functions of the Board of Directors, the General Director, and the Executive Board.

2. The operational coordination among the Board of Directors, the Supervisory Board, the General Director, and the Executive Board is stipulated in Article 22 of the Internal Regulations on Corporate Governance of the Company.

**Article 22. Relationship with shareholders**

1. The Supervisory Board reports at the General Meeting of Shareholders in accordance with the Law on Enterprises, the Law on Securities, and other related regulations.

2. The inspection results requested by shareholders or groups of shareholders in accordance with Clause 5, Article 12 of this Regulation (if any).

**Article 23. Relationship with the internal audit unit**

Exercise rights and obligations regarding internal audit in accordance with the Law on Enterprises, relevant legal provisions, and internal management regulations of the Company.

## **Chapter VII**

### **IMPLEMENTATION PROVISIONS**

**Article 24. Amendments and supplements**

1. In the event of changes in legal regulations concerning the Company's operations, the Supervisory Board shall consult with the Board of Directors before amending or supplementing the Regulations to ensure consistency with the law.

2. Any amendments or supplements to the Regulations on the Operation of the Supervisory Board shall be drafted by the Supervisory Board and submitted to the General Meeting of Shareholders for approval.

**Article 25. Implementation**

1. The Supervisory Board is responsible for organizing, deploying, and implementing this Regulation.

2. Members of the Board of Directors, the Executive Board, and related units and individuals shall comply with this Regulation for coordinated implementation.

**Article 26. Effectiveness**

1. The Operating Regulation of the Supervisory Board of Ca Mau Water Supply Joint Stock Company comprises 07 chapters and 26 articles, which shall take effect from the date of approval by the General Meeting of Shareholders and promulgated by the Supervisory Board.

This Regulation replaces the Operating Regulation of the Supervisory Board approved under Resolution No. 01/NQ-DHĐCĐ dated June 25, 2021, by the 2021 Annual General Meeting of Shareholders.

2. In the event that certain legal provisions concerning the activities of the Supervisory Board are not covered by this Regulation, or if new legal regulations or the Company's Charter differ from the provisions of this Regulation, such regulations and Charter shall automatically apply and govern the operations of the Supervisory Board./.

**On behalf of SUPERVISORY BOARD  
HEAD OF THE BOARD**

**Nguyen Thi My Huyen**