

Số: 759 /TB-KDNS
No.759/TB-KDNS

Hải Phòng, ngày 28 tháng 4 năm 2026
Hai Phong, 28th April 2026

VŨ MẠNH
DŨNG

Digitally signed by VŨ MẠNH DŨNG
DN: C=VN, L=HẢI PHÒNG, O=CÔNG TY
CỔ PHẦN KINH DOANH NƯỚC SẠCH
HẢI DƯƠNG, OU=CHỦ TỊCH HỘI ĐỒNG
QUẢN TRỊ, CN=VŨ MẠNH DŨNG,
OID.0.9.2342.19200300.100.1.1=
CCCD:03007502808
Reason: I am the author of this document
Location:
Date: 2026.04.28 17:47:13+07'00'
Foxit PDF Reader Version: 2024.4.0

**THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL**

Kính gửi: Sở giao dịch chứng khoán Hà Nội.

To: Hanoi Stock Exchange

Căn cứ Nghị quyết số 757 /NQ-ĐHĐCĐ ngày 28/4/2026 của Đại hội đồng cổ đông thường niên năm 2026 của Công ty cổ phần kinh doanh nước sạch Hải Dương / *Based on Resolution No. 757 /NQ-ĐHĐCĐ dated 28th April 2026 of the Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company;*

Căn cứ Quyết định số 758 /QĐ-HĐQT ngày 28/4/2026 của Hội đồng quản trị Công ty cổ phần kinh doanh nước sạch Hải Dương về bổ nhiệm chức danh Phó Tổng giám đốc Công ty/ *Based on Decision No. 758 /QĐ-HĐQT dated 28th April 2026 of the Chairman of the Board of Directors of Hai Duong Water Joint Stock Company on the nomination of a Deputy General Director of the Company.*

Chúng tôi trân trọng thông báo về việc thay đổi nhân sự của Công ty Cổ phần Kinh doanh nước sạch Hải Dương như sau/ *Hai Duong Water Joint Stock Company hereby announce the following change in personnel of Hai Duong Water Joint Stock Company:*

1. Trường hợp miễn nhiệm/từ nhiệm/*In case of dismissal/resignation:*

- Ông/Mr: Nguyễn Văn Phụng

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position:* Phó Chủ tịch Hội đồng quản trị, thành viên Hội đồng quản trị / *Has resigned from the position of Vice Chairman of Board of Directors, Board member*

- Lý do miễn nhiệm (nếu có)/*Reason (if any):* Nghỉ hưu hưởng chế độ, có đơn xin từ nhiệm/ *Retired for retirement benefits with his Resignation Letter.*

- Ngày bắt đầu có hiệu lực/*Effective date:* 28/4/2026 / 28th April 2026.

2. Trường hợp bổ nhiệm/*In case of appointment:*

- Ông/Mr.: Nguyễn Đức Dũng

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Trưởng phòng Kế hoạch kinh doanh / *Manager of Business Planning Department*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên Hội đồng quản trị kiêm Phó Tổng giám đốc / *Member of Board of Directors cum Deputy General Director*

- Thời hạn bổ nhiệm/*Term*: nhiệm kỳ 2022-2027 / *The 2022-2027 tenure*

- Ngày bắt đầu có hiệu lực/*Effective date*: 28/4/2026 /28th April 2026.

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 29/4/2026 tại đường dẫn <https://hdwaco.com.vn/quan-he-co-dong/cong-bo-thong-tin-nhan-su.html> / *This information was published on the company's website on 29th April 2026, at the following link: https://hdwaco.com.vn/quan-he-co-dong/cong-bo-thong-tin-nhan-su.html.*

Tài liệu đính kèm:

- Nghị quyết số 756 /NQ-ĐHĐCĐ ngày 28/4/2026 / Resolution No. 756/NQ-ĐHĐCĐ dated 28th April 2026;
- Quyết định số: 758 /QĐ-HĐQT ngày 28/4/2026 / Decision No.: 758 /QĐ-HĐQT dated 28th April 2026;
- Bản cung cấp thông tin của Ông Nguyễn Đức Dũng / Curriculum vitae of Nguyen Duc Dung;
- Danh sách người có liên quan (Phụ lục III - Danh sách người nội bộ và những người có liên quan)/ *List of related persons (Appendix III - List of insiders and their related persons).*

Nơi nhận:

- Như trên;
- Lưu VT, TK.

Copies to:

- As mentioned above;
- Filing in: Achieves, Accounting Dept.

ĐẠI DIỆN TỔ CHỨC
Người đại diện theo pháp luật/
Organization representative
Legal representative



CHỦ TỊCH HĐQT
VŨ MẠNH DŨNG



VŨ MẠNH
DŨNG

RESOLUTION

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HAI DUONG WATER JOINT STOCK COMPANY

Digitally signed by VŨ MẠNH DŨNG
DN: C=VN, L=HAI PHONG, O=CÔNG
TY CỔ PHẦN KINH DOANH NƯỚC
SẠCH HẢI DUƠNG, OU=CHỦ TỊCH
HỘI ĐỒNG QUẢN TRỊ, CN=VŨ MẠNH
DŨNG, OID.0.9.2342.19200300.100.1.1=
CCCD:030075002806
Reason: I am the author of this document
Location:
Date: 2026.04.28 17:29:34+0700
Foxit PDF Reader Version: 2024.4.0

Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019;
Pursuant to the Enterprise Law No. 59/2020/QH14 17th dated June 2020;
Pursuant to the Charter on Incorporation and Operation of Hai Duong Water
Joint Stock Company approved on 25th June 2021;
Pursuant to the Internal Regulations on Corporate Governance issued under
Decision No. 1065/QĐ-HĐQT dated 29th June 2021;
Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of
Hai Duong Water Joint Stock Company;

THIS IS TO DECIDE

Article 1. To approve the Regulations on holding the 2026 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company.

Article 2. To approve the dismissal of Mr. Nguyen Van Phung's status as a member of BoD of Hai Duong Water Joint Stock Company from 28th April 2026.

Article 3. To approve the Submission for electing an additional member to the BoD of 2022-2027 tenure. Details are as below:

- Mr. Nguyen Duc Dung, presently holding the position of Manager of Planning and Business Department of the Company has been elected to be a member of the Board of Directors for the remaining duration of the 2022-2027 tenure, commencing on 28th April 2026.

Article 4. To approve the Submission Letter for Amendments to several articles in the Charter of Incorporation and Operation of Hai Duong Water Joint Stock Company approved by the General Meeting of Shareholders on 25th June 2021

1. Amendment to Section 1.3, Article 1- Explanation of Terms: "1.3. "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14 passed by the Socialist Republic of Vietnam on 17th June 2020, and Enterprise Law No. 76/2025/QH15 effective on 01st July 2025, amending the Enterprise Law No. 59/2020/QH14."

2. Amendment to Clause 3, Article 2- Name, form, head office address, branches, representative offices, business locations and operating period of the Company as follows:

“3. Registered head office address of the Company:

- Head office address: No. 10, Hong Quang Street, Hai Duong Ward, Hai Phong City, Vietnam.

- Telephone: (0220)3540381 - 3859103. - Fax: (0220)3859010

- Hotline: 19009436.

- Email: ctynhd@vnn.vn - Website: hdwaco.com.vn”

3. Addition to Clause 8 of Article 6 on Authorized Capital and Shares as follows:

“8. The maximum foreign ownership ratio of the Company shall be in accordance with relevant laws. The Chairman of the Board of Directors, as the legal representative of the Company, is responsible for completing the relevant procedures and documents regarding the maximum foreign ownership ratio in accordance with regulations and adjusting the ratio when there are changes in relevant state laws.”

4. Amendment to Clause 1 of Article 27- Salaries, remuneration, bonuses and other benefits of Board Members as follows:

“1. The Company reserves the right to pay salaries, remuneration, and bonuses to the Board members basing on business results and efficiency.

- The Chairman of the Board of Directors, working full time at the Company, shall be entitled to a full time salary without remuneration.

- Vice Chairmen of the Board of Directors and part time Board members shall be entitled to remuneration for their positions as Vice Chairmen of the Board of Directors and Board members.”

5. Amendments to Clause 3 of Article 28- Chairman of the Board of Directors

5.1. Amendment to Section 3.7, Clause 3, Article 28 as follows: “3.7. Approving decisions on appointment, reappointment, dismissal, removal from office, commendation, disciplining, and decisions on salary and other benefits for the General Director, Deputy General Director, Chief Accountant, Company Secretary, Head of Corporate Administration, and Director (Head) of the Company's representative office in joint ventures that have been unanimously approved by the Board of Directors.”

5.2. Amendment to Section 3.8, Clause 3 of Article 28 as follows: “3.8. Approving the annual labor recruitment plan based on the General Director's submission after getting approval from the Board of Directors.”

5.3. Addment to Clause 2 of, Article 28- Chairman of the Board of Directors as follows: “3.10. Making decisions on labor recruitment based on the approved labor recruitment plan.”

5.4. Addition to Clause 3 of Article 28 as follows: “3.11. The Chairman of the Board of Directors is in the position to approve decisions on appointment, reappointment, dismissal, removal from office, commendation, disciplining, and salary and other benefits for Heads and Deputy Heads of departments and divisions; Directors, Deputy Directors of branches and equivalent positions basing on the proposal of the General Director.”

5.5. Amendment to Section 3.10 of Clause 3 in Article 28- Chairman of the Board of Directors as follows: “3.12. Other rights and obligations as prescribed by the Enterprise Law.”

6. Amendment to Section 4.10 of Clause 4 in Article 34- Appointment, dismissal, duties and powers of the General Director as follows: “4.10. Making decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, transfer of work positions, determination of salary levels and other benefits for employees in the Company except for those specified in Clause 4.9 of this Article.”

7. Addition to Clause 11 of Article 38- Rights and Obligations of the Board of Supervisors as follows: “11. In cases where the Board of Directors do not establish a subcommittee to be in charge of internal auditing, the Board of Supervisors is responsible for performing the internal auditing.”

Article 5. To approve the Submission Letter on Amendments to several articles in the Corporate Governance Internal Regulations, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors as below:

I. Corporate Governance Internal Regulations

1. The following basis are to be added:

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17th June 2020; and the Enterprise

Law No. 76/2025/QH15, effective on 01st July 2025, amending the Enterprise Law No. 59/2020/QH14.

Based on Decree No. 245/2025/ND-CP dated 11th September 2025, amending and supplementing several articles of Decree No. 155/2020/ND-CP dated 31st December 2020, detailing the implementation of a number of articles of the Securities Law.

Based on the Resolution of the 2026 Annual General Meeting of Shareholders held on 28th April 2026.

2. Revocation of the basis: Based on Resolution No. 1047/NQ/ĐHĐCĐ of the General Meeting of Shareholders dated 25th June 2021;

3. Amendment to the contents in Section 3.1 of Clause 3 in Article 3- Board of Directors:

* Contents of the approved regulations

- The Chairman and Vice Chairman of the Board of Directors working full time at the Company are entitled to receive full time salaries without remuneration.

- Members of the Board of Directors who concurrently hold leadership and management positions in the Company (General Director, Deputy General Director, Chief Accountant) are entitled to full time salaries for those management and leadership positions and are not paid any additional remuneration as a member of the Board of Directors.

- Members of the Board of Directors who do not work full-time and do not concurrently hold leadership and management positions are entitled to remuneration as a member of the Board of Directors.

* These are hereby amended to:

- The Chairman of the Board of Directors working full time at the Company are paid a full time salary, without any remuneration.

- Vice Chairmen of the Board of Directors and part time members of the Board of Directors are paid remuneration for their positions as Vice Chairmen of the Board of Directors and members of the Board of Directors.

4. Additions to Clause 1 of Article 4- Board of Supervisors:

In cases where the Board of Directors do not establish a sub-committee to be in charge of internal auditing, the Board of Supervisors is responsible for conducting internal auditing.

5. Amendment to Clause 1 of Article 5- The General Director:

* Contents of the approved regulations:

- Making decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, transfer of work positions, determination of salary levels and other benefits for employees in the Company, except for those specified in the Company Charter, after being approved by the Board of Directors.

* It is hereby amended to:

- Making decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, transfer of work positions, determination of salary levels and other benefits for employees in the Company, except for those under the authority of the Chairman of the Board of Directors as stipulated in the Company Charter.

6. Amendment to Article 7- Effective Date:

* Contents of the approved regulations

- The Corporate Governance Internal Regulations of Hai Duong Water Joint Stock Company consist of 7 articles and were approved by the 2021 Annual General Meeting of Shareholders on 25th June 2021.

* It is hereby amended to:

- The Corporate Governance Internal Regulations of Hai Duong Water Joint Stock Company consist of 7 articles and were approved by the 2021 Annual General Meeting of Shareholders on 25th June 2021, and the amendments and supplements to the Corporate Governance Internal Regulations approved by the 2026 Annual General Meeting of Shareholders effective on 28th April 2026.

II. Operating Regulations of the Board of Directors

1. The following basis are to be added:

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17th June 2020; and the Enterprise Law No. 76/2025/QH15, effective 01st July 2025, amending the Enterprise Law No. 59/2020/QH14.

Based on Decree No. 245/2025/ND-CP dated 11th September 2025, amending several articles of the Decree No. 155/2020/ND-CP dated 31st December 2020, detailing the implementation of several articles of the Securities Law.

Based on the Resolution of the 2026 Annual General Meeting of Shareholders dated 28th April 2026.

2. Amendment to Clauses g and h of Section 3 of Article 7- Board of Directors:

* Contents of the approved regulations

g) Approving decisions on appointment, dismissal, removal from office, commendation, disciplining, signing of labor contracts, and decisions on salary and other benefits for the General Director, Deputy General Director, Chief Accountant, Company Secretary, Heads and Deputy Heads of departments and divisions; Directors and Vice Directors of branches or equivalents, and representative offices of the Company in joint ventures that have been unanimously approved by the Board of Directors.

h) Approving the recruitment of employees based on the submission of the General Director and approved by the Board of Directors.

* These are amended to:

g) Approving decisions on appointment, re-appointment, dismissal, removal from office, commendation, disciplining, and salary and other benefits for the General Director, Deputy General Director, Chief Accountant, Company Secretary, Heads and Deputy Heads of departments and divisions; Directors and Vice Directors of branches or equivalents, and representative offices of the Company in joint ventures that have been unanimously approved by the Board of Directors.

h) Approving the annual labor recruitment plan based on the General Director's proposal after getting approval from the Board of Directors.

3. Additions of Clauses k and n of Section 3 in Article 7-Board of Directors:

k) Making decisions on employee recruitment basing on the approved employee recruitment plan.

n) The Chairman of the Board of Directors approve the decisions on appointment, reappointment, dismissal, removal from office, commendation, disciplining, and salary and other benefits for Heads and Deputy Heads of departments, divisions; Directors, Deputy Directors of branches and equivalent positions based on the proposal from the General Director.

4. Amendment to Article 24- Validity force

* Contents of the approved regulations

The operating regulations of the Board of Directors of Hai Duong Water Joint Stock Company consist of 7 chapters and 24 articles and are effective from 25th June 2021.

* It is hereby amended to:

The Operating Regulations of the Board of Directors of Hai Duong Water Joint Stock Company, consist of 7 chapters and 24 articles, were approved by the 2021 Annual General Meeting of Shareholders on 25th June 2021, and the amendments and supplements to the Operating Regulations of the Board of Directors, approved by the 2026 Annual General Meeting of Shareholders in 2026, effective from 28th April 2026.

III. Operating Regulations of the Board of Supervisors

1. The following basis are to be added:

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17th June 2020; and the Enterprise Law No. 76/2025/QH15, effective 01st July 2025, amending the Enterprise Law No. 59/2020/QH14.

Based on Decree No. 245/2025/ND-CP dated 11th September 2025, amending several articles of the Decree No. 155/2020/ND-CP dated 31st December 2020, detailing the implementation of several articles of the Securities Law.

Based on the Resolution of the 2026 Annual General Meeting of Shareholders dated 28th April 2026.

2. Addition of Clause 26 to Article 11-Rights, obligations and responsibilities of the Board of Supervisors

26. In cases where the Board of Directors do not establish a subcommittee to be in charge of internal audit, the Board of Supervisors is responsible for conducting internal audits.

3. Amendment to Article 22- Validity force

* Contents of the approved regulations

The Operating Regulations of the Board of Supervisors of Hai Duong Water Joint Stock Company consist of 7 chapters and 22 articles and are effective from 25th June 2021.

* It is hereby amended to:

The Operating Regulations of the Board of Supervisors of Hai Duong Water Joint Stock Company consist of 7 chapters and 22 articles were approved by the 2021 Annual General Meeting of Shareholders on 25th June 2021. The amendments and supplements to the Operating Regulations of the Board of Supervisors, approved by the 2026 Annual General Meeting of Shareholders, effective on 28th April 2026.

Article 6. To approve the BoD's Submission Letter on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01st January 2025 to 31st December 2025.

1. Business performance results in 2025:

No	MAIN INDICATORS	UNIT	PLANNED	IMPLEMENTED
I	MAIN PRODUCTS			
1	- Treated water production output	Million m ³	75,17	75,4
2	- Treated water revenue	Million m ³	64,8	67,3
3	- Non-revenue and loss rate	%	13,8	15
4	- Customer development	Household	4.000	5.679
II	FINANCIAL INDICATORS			
1	Equity (charter capital)	Million Dong	318.824,70	318.824,70
2	Total revenue	Million Dong	619.400	604.458
	- Treated water	Million Dong	595.750	582.987
	- Civil construction	Million Dong	9.000	11.012
	- Drinking water production and other business activities	Million Dong	14.650	10.459
3	Total expenses	Million Dong	558.200	543.122
4	Pre-tax profit	Million Dong	61.200	61.336
5	After tax profit	Million Dong	48.300	48.516
III	OTHER INDICATORS			
1	Payment to Budget	Million Dong	79.800	83.126
	- Tax, fee, charges	Million Dong	63.014	66.340
	- Dividend paid to the State	Million Dong	16.786	16.786
2	Pre-tax profit margin/revenue	%	9,88	10,1%
3	Pre-tax profit margin/Equity	%	19,2	26,1%
4	Total employee salary fund	Million Dong	106.097	108.179
5	Total employees	Person	945	934
6	Average monthly salary/person	Million Dong	9,356	9,652

2. Financial Statements of the accounting period from 01st January 2025 to 31st December 2025

Main indicators include:

N ^o	INDICATOR	UNIT	IMPLEMENTATION
I	Total assets	VN Dong	911.990.849.411
1	Short term assets	VN dong	73.493.071.501
2	Long term assets	VN dong	838.497.777.910
II	Total capital sources	VN Dong	911.990.849.411
1	Debt payable	VN dong	438.134.374.130

2	Owner's equity	VN dong	473.856.475.281
---	----------------	---------	-----------------

(For details please see the Annual Financial Report for the accounting period from 1st January 2025 to 31st December 2025 which have been announced on the website: hdwaco.com.vn)

3. Profit distribution for the accounting period:

No	MAIN INDICATORS	UNIT	PLANNED	IMPLEMENTED
1	After tax profit of 2024	VN Dong	48,300,000,000	48,516,171,731
2	Profit to pay dividend	VN Dong	26,144.000,000	26,143,625,400
3	Development investment fund	VN Dong	14,171,000,000	9,703,234,346
4	Rewards, welfare fund	VN Dong	7,985,000,000	12,669,311,985
4.1	Executive Board's Rewards, welfare fund	VN Dong		1,900,396,798
4.2	Employees' Rewards, welfare fund	VN Dong		10,768,915,187

4. Authorization to the Board of Directors for consideration and decisions:

The time to pay dividend and the way to perform the procedures of dividend distribution to shareholders will be implemented in accordance with the provisions of the law and the Company's Charter.

Article 7: To approve the BoD's Submission Letter on Production and Business Performance Plan and Profit Distribution Plan for 2026

1. Production and business performance plan for 2026:

No	MAIN INDICATORS	UNIT	PLAN
I	TREATED WATER REVENUE	Million m ³	69,2
II	MAIN INDICATORS		
1	Total revenue	Million VND	622.490
2	Total costs	Million VND	558.860
3	Before tax profits	Million VND	63.630
4	After tax profits	Million VND	49.970
III	OTHER INDICATORS		
1	Payment to State Budget	Million VND	86.300
2	Profit margin before tax/revenue	%	10,22
3	Profit margin before tax/Equity	%	10,41

2. Profit Distribution Plan for 2026

No	MAIN INDICATORS	UNIT	PLAN
	Profit after tax in 2026	Million VND	49.970
1	Dividend payment in cash, tentative 8,2%	%	26.144
2	For Development investment fund	Million VND	12.492

3	For Rewards, welfare fund	Million VND	11.334
3.1	<i>Rewards fund</i>	Million VND	2.267
3.2	<i>Welfare fund</i>	Million VND	9.067

3. Authorization to the Board of Directors for consideration and decisions:

Basing on the production and business performance results, the after-tax profits earned in 2026, basing on the provisions of the law on labor, wages, and bonuses for companies with state-controlled shares:

- To make decisions on the actual wages of employees;
- To make decisions on the allocation of funds: Development investment fund; Rewards, welfare and other matters according to regulations.

Article 8. To approve the BoD's Report on the performance of the Board of Directors, Board Members in 2025; and the Orientation and Operational Plan for the Board of Directors in 2026.

Article 9. To approve the BoD's Submission on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members

Article 10. To approve the BoD's Submission on the criteria and list of recommended list of independent auditing units to audit of the financial statements of 2026.

1. Criteria to select an auditing unit:

- Being an independent auditing unit on the list of auditing enterprises for public interest entities in 2026 under Decision No. 3830/QĐ-BTC dated 14th November 2025 of Ministry of Finance approving auditing firms and practicing auditors to audit entities with public interest in 2026;
- Possessing a team of highly qualified and experienced auditors, honest, objective, reputable, upholding professional ethics;
- Having no relationship in purchasing and selling shares, assets or pooling capital to joint ventures with Hai Duong Water Joint Stock Company;
- Satisfying the Company's requirements on the auditing scope, progress and quality;
- Offering reasonable auditing costs, consistent with the content, scope and progress of the audit set by the Company.

2. List of proposed auditing units:

1. Vietnam Auditing and Valuation Company Limited (VAE)
2. An Viet Auditing Company Limited (ANVIET)
3. UHY Auditing and Consulting Company Limited (UHY)

3. *Authorization the Board of Directors to select an auditing firm and to enter into a contract according to the provisions of the law*

Article 11. To approve the BoD's Submission on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026.

1. Salary and remuneration amounts of the Board of Directors and the Board of Supervisors paid in 2025

Salary, remuneration of the Board of Directors and the Board of Supervisors approved by the General Meeting of Shareholders on 20th June 2025:

No	Managerial position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37.000.000	
2	Vice Chairman of BoD		3.000.000
3	BoD member (part time)		6.000.000
4	Head of BoS (full time)	26.000.000	
5	BoS member (full time)	17.000.000	
6	BoS member (full time)	17.000.000	
7	General Director (G.D)		2.000.000
8	Deputy General Director		2.000.000
9	Board member (part time) cum H.R-Adminstration Dept. Manager		2.000.000

2. *Salary payment principles:*

- Chairman of the Board of Directors, Head of Board of Supervisors (BoS), members of BoS working full time at the Company are paid full time salaries without remuneration.

- BoD Vice Chairman, BoD members who concurrently hold leadership and management positions in the Company (General Director, Deputy General Directors, Head of Personnel-Administration Dept.) are paid full time salaries for those leadership and managerial positions and additional remuneration as members of the BoD.

- Members of the BoD and BoS who are not full time members and do not concurrently hold leadership and management positions are entitled to remuneration as members of the BoD and members of the BoS.

Member of Board of Directors receiving full time salaries includes 01 person: Chairman of the BoD.

Members of Board of Directors receiving remuneration include: 06 persons.

The Board of Supervisors receiving full time remuneration include: 03 people (Head of Board of Supervisors and 02 BoS members).

3. Production and business results in 2025

No	Indicator	Unit	Planned	Implemented	Completion rate %
1	Treated water output revenue	m ³	64.800	67.261	103,797%
2	Total revenue	Million VND	595.750	582.986	97,857%
3	Average labor (excluding management)	Person	945	929	
4	Labor productivity	m3/person/year	68.571	72.014	
5	Payment to Budget	Million VND	79.800	83.126	104,167%
6	After tax profit	Million VND	61.200	61.335	100,220%
7	Capital preservation and development	Million VND	48.300	48.516	100,447%
8	Corporate capital		Capital preservation & development	Capital preservation & development	

Pursuant to the Regulations on remuneration, salary, and bonus for joint stock companies with dominant state capital contribution, the Board of Directors hereby propose to settle the salary fund corresponding to the 0% profit increase.

The total salary and remuneration fund implemented in 2025 for the Board of Directors and the Board of Supervisors are as below:

No	Managerial position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37.000.000	
2	Vice Chairman of BoD		3.000.000
3	BoD member (part time)		6.000.000
4	Head of BoS (full time)	26.000.000	
5	BoS member (full time)	17.000.000	
6	BoS member (full time)	17.000.000	
7	General Director (G.D)		2.000.000
8	Deputy General Director		2.000.000
9	Board member (part time) cum H.R-Adminstration Dept. Manager		2.000.000

II. Plan of salary, remuneration amount, and salary, remuneration fund for BoD and BoS in 2026

1. Plan targets for 2026

No	Indicator	Unit	Plan
1	Treated water output	Million m ³	69.200
2	Total revenue	Million VND	599.270
3	Payment to budget	Million VND	83.600
4	Before tax profit	Million VND	63.630
5	After tax profit	Million VND	49.970
6	Corporate capital		Capital preservation & development

2. Salary payment principles:

- Chairman of the Board of Directors, Head of Board of Supervisors (BoS), members of BoS working full time at the Company are paid full time salaries without remuneration.

- BoD Vice Chairman, BoD members who concurrently hold leadership and management positions in the Company (General Director, Deputy General Directors, Head of Personnel-Admin Dept.) are paid full time salaries for those leadership and managerial positions and additional remuneration as members of the BoD.

- Members of the BoD and BoS who are not full time members and do not concurrently hold leadership and management positions are entitled to remuneration as members of the BoD and members of the BoS.

Member of Board of Directors receiving full time salaries include 01 person: Chairman of the BoD.

Members of Board of Directors receiving remuneration include: 06 persons.

The Board of Supervisors receiving full time remuneration include: 03 people (Head of Board of Supervisors and 02 BoS members).

3. Salary and remuneration fund planned for 2026 for Board of Directors and the Board of Supervisors

Pursuant to the provisions regulating the management of labor, remuneration, wages, remuneration, and bonuses in state-owned enterprises, the Board of Directors proposes to develop the salary and remuneration plan of the Board of Directors and the Board of Supervisors in 2026 specifically as follows:

No	Managerial position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37.000.000	
2	Vice Chairman of BoD		3.000.000
3	BoD member (part time)		6.000.000
4	Head of BoS (full time)	26.000.000	
5	BoS member (full time)	17.000.000	

6	BoS member (full time)	17.000.000	
7	General Director (G.D)		2.000.000
8	Deputy General Director		2.000.000
9	Board member (part time) cum H.R-Adminstration Dept. Manager		2.000.000

3. Salary, remuneration amounts to be implemented in 2026 for BoD and BoS

At the end of the year, basing on the amount of salary, remuneration and the salary and remuneration fund planned in Clause 2, Section 2; Based on the implementation results of the production and business targets set for 2026 in Clause 1, Section 2 of this Submission Letter; and based on the regulations of the Government on labor, salary and bonus for companies with a controlling State capital contribution, the General Meeting of Shareholders will authorize the Board of Directors to consider and decide on the salary and remuneration for the Board of Directors and the Board of Supervisors in 2026 and to report it to the 2027 Annual General Meeting of Shareholders.

Article 12. To approve the Public Disclosure of Related Interests of the Company's Insiders

Article 13. Implementation provisions

This Resolution will be published on the Website: hdwaco.com.vn.

The Board of Directors, the Board of Supervisors, the General Director and all the Shareholders are responsible for directing, supervising and organizing the implementation of all the contents of this Resolution.

This Resolution is approved in full by the 2026 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company and will come into effect from 28th April 2026.

For **GENERAL MEETING OF SHAREHOLDERS**
CHAIRMAN OF THE MEETING

Copies to:

- Meeting Documents;
- As specified in Article 13;
- Filing: Archieves.



Vu Manh Dung

Hai Phong, 28th April 2026

MINUTES
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAI DUONG WATER JOINT STOCK COMPANY

I. NAME, HEAD OFFICE ADDRESS, ENTERPRISE CODE

1. Company name: Hai Duong Water Trading Joint Stock Company.
2. Head office address: No. 10 Hong Quang Street, Hai Duong Ward, Hai Phong City.
3. Enterprise code: 0800001348

II. TIME AND VENUE OF THE GENERAL MEETING

1. Time: From 8:00 to 11:30 on 28th April 2026
2. Venue: The Company Hall on the 3rd floor of the head office of Hai Duong Water Trading Joint Stock Company, situated at No. 10 Hong Quang Street, Hai Duong Ward, Hai Phong City.

III. CONTENTS OF THE GENERAL MEETING AGENDA

- 3.1. Title of the Meeting: The 2026 Annual General Meeting of Shareholders
- 3.2. Purpose and Agenda of the Meeting:
 - To approve the Submission Letter for the dismissal of a member of the Board of Directors in 2022- 2027 tenure;
 - To approve the Submission Letter for the Amendments to the Company Charter of Incorporation and Operation;
 - To approve the Submission Letter for the Amendments to the following regulations: Corporate Governance Internal Regulations; Operating Regulations of Board of Directors; Operating Regulations of Board of Supervisors;
 - To approve the Submission Letter for election of an additional member of the Board of Directors in 2022- 2027 tenure;
 - To approve the Submission Letter of Report on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01st January 2025 to 31st December 2025;
 - To approve the Submission Letter of Report on Production and Business Performance Plan and Profit Distribution Plan for 2026;
 - To approve the Submission Letter of Report on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026;
 - To approve the Submission Letter of the criteria and list of recommended list of independent auditing units for the audit of 2026 Financial Statements;

- To approve the Report on the performance of the Board of Directors, Board Members in 2025; and the Orientation and Operational Plan for the Board of Directors in 2026;

- To approve the Report on Public Disclosure of Related Interests of the Company's Insiders;

- To approve the Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members;

IV. PARTICIPANTS OF THE GENERAL MEETING

4.1. Total number of shareholders of Hai Duong Water Trading Joint Stock Company according to the list finalized on 02nd April 2026 is: **932** shareholders.

- Total number of shares owned: 31,882,470 shares

- Total number of voting rights: 31,882,470 rights

4.2. Total number of shareholders (owners and authorized proxy) registered to attend the General Meeting of Shareholders and qualified according to the regulations: 63 shareholders

- Total number of shares owned, represented: 30,496,732 shares

- Total number of voting rights: 30,496,732 rights

- Number of shares without voting rights: 0 shares

- Number of shares with voting rights: 95.7 % / total number of voting rights.

V. PROCESS OF THE GENERAL MEETING

5.1. Announcement of reasons and introduction of delegates:

At 8:00 a.m., the General Meeting began.

- Mr. Vu Chi Phuong - Head of the Human Resource and Administration Department announced the reasons and introduced the delegates

- Mr. Nguyen Thai Dung - Deputy General Director, Head of the Shareholder Qualification Examination Committee performed the followings:

+ Reporting on the shareholders' qualification examination results;

+ Approving of the regulations for organizing and voting at the General Meeting;

+ Requesting the Presidium to conduct the General Meeting.

5.2. Agenda and Personnel of the General Meeting:

5.2.1. Members of the Presidium and Secretariat of the Meeting

- *The Presidium:*

+ Mr. Vu Manh Dung: Chairman of the BoD - Chairman of the Presidium

+ Mr. Nguyen Thai Dung: Member of the BoD cum Deputy General Director – Member of the Presidium

+ Mr. Nguyen Thanh Son: Member of the BoD cum General Director – Member of the Presidium

- *The Secretariat:*

+ Ms. Le Phuong Dung: Deputy Head of the Finance and Accounting Department - Head of the Secretariat

+ Mr. Le The Doanh: Secretary of the Company Youth Union – Member of the Secretariat

5.2.2. Mr. Vu Manh Dung: Chairman of the Board of Directors, on behalf of the Presidium delivered the opening speech for the General Meeting.

5.2.3. Mr. Nguyen Thai Dung: Deputy General Director presented and got approval for:

- The agenda of the General Meeting;
- List of candidates to be elected for the Card and Ballot Counting Committee:
 - + Number of members: 07 people
 - + List of candidates:

- Mr. Mac Huy Hoang: Director of Water Trading Branch No. 8 - Committee member

- Ms. Vu Thi Hoa: Head of Construction Investment Management Department- Committee member

- Ms. Tran Thi Hue: Member of the Board of Supervisors - Committee member

- Mr. Dang Huu Dung: Head of Technical Department- Committee member

- Mr. Nguyen Van Kien: Director of Water Trading Branch No. 10 – Committee member

- Ms. Nguyen Thi Tu: Deputy Head of Legal Department - Committee member

- Mr. Tran Huu Dinh: Secretary of the Board of Directors - Committee member

The Meeting voted by raising their voting cards, one round:

Voting results:

+ For the contents of the General Meeting Agenda: Approval: 63 cards corresponding to the number of shares, accounting for 95.7 % of the shares with voting rights at the General Meeting; Disapproval: 0 card; No opinion: 0 card.

+ For the number and composition of the Card and Ballot Counting Committee: Approval: 63 cards equivalent to the number of shares, accounting for 95.7 % of the shares with voting rights at the General Meeting; Disapproval: 0 card; No opinion: 0 card.

5.3. Contents discussed and approved by the General Meeting:

5.3.1. From 8:20 to 8:30 a.m:

Mr. Vu Manh Dung – Chairman of the Board of Directors presented at the Meeting: the Submission Letter for the dismissal of a member of BoD in 2022 - 2027 tenure towards Mr. Nguyen Van Phung.

5.3.2. From 8:30 to 8:40 a.m

The General Meeting voted on the dismissal of a BoD member.

Voting method: One round by secret ballot.

At the time of voting, there were 59/59 shareholders and authorized representatives of shareholders with a total of 30,459,467/31,882,470 voting shares, representing 95.54% of the voting shares at the General Meeting.

5.3.3. From 8:40 to 8:50 a.m

Mr. Nguyen Thanh Son- Member of the Board of Directors- General Director presented at the Meeting: the Submission Letter for the Amendments to the Company



Charter of Incorporation and Operation; the Submission Letter for the Amendments to the regulations: Corporate Governance Internal Regulations; Operating Regulations of Board of Directors; Operating Regulations of Board of Supervisors;

5.3.4. From 9:00 to 9:10 a.m

The vote counting committee reported the results of the votes for the dismissal of Mr. Nguyen Van Phung from the Board of Directors to the Presiding Committee:

The specific vote counting results are as follows:

Total number of ballots issued: 63 ballots representing 30,496,732 voting shares.

Total number of ballots received: 59 ballots representing 30,459,467 voting shares, equivalent to 95.54% of the voting rights at the General Meeting.

Number of valid ballots: 59/59 ballots. Number of invalid ballots: 00/59 ballots.

Result:

No	Voting content	AGREE	DISAGREE	NO OPINION
1	Dismissal of a BoD member towards Mr. Nguyen Van Phung	59 votes, corresponding to existing 30,459,467 voting shares, accounting for 95.54%.	0 ballot	0 ballot

* Mr. Vu Manh Dung – Chairman of the BoD and Chairman of the Meeting gave farewell flowers to Mr. Nguyen Van Phung.

5.3.5. From 9:10 to 9:20 a.m

The General Meeting heard the following presentations from Mr. Vu Manh Dung – Chairman of the Board of Directors and Chairman of the General Meeting:

- Approval of the list of nominees and candidates for the election of additional members of the Board of Directors for the term 2022-2027.
- Approval of the resumes and nominations of candidates.

5.3.6. From 9:20 a.m to 9:25 a.m

The General Meeting voted to elect an additional members of the Board of Directors for the 2022 - 2027 tenure.

Voting method: One round by secrete ballots.

At the time of voting, there were 62 shareholders and authorized representatives of shareholders with a total of 30,490,832 shares entitled to vote at the General Meeting.

5.3.7. From 9:25 a.m to 9:40 a.m

Mr. Nguyen Thanh Son - Member of the Board of Directors and General Director presented at the Meeting: the Submission Letter of Report on Production and Business Performance Results, Financial Statement and Profit Distribution for the accounting period from 01st January 2025 to 31st December 2025 and the Submission Letter of Production and Business Plan and Profit Distribution Plan for 2026;

5.3.8. From 8:40 to 9:50 a.m

Mr. Vu Van Nhan - Member of the Board of Directors and Deputy General Director presented at the Meeting: the Report on the performance of the Board of Directors, Board Members in 2025; and the Orientation and Operational Plan for the Board of Directors in 2026.

5.3.9. From 9:50 to 10:00 a.m

Mr. Nguyen Thai Dung- Member of the Board of Directors and Deputy General Director presented at the Meeting: the Submission Letter of Report on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026.

5.3.10. From 10:00 to 10:15 a.m

Mr. Nguyen Thai Dung- Member of the Board of Directors and Deputy General Director presented at the Meeting: the Report on Public Disclosure of Related Interests of the Company's Insiders.

5.3.11. From 10:15 to 10:20 a.m

Ms. Tran Thi Thanh Ngan - Head of the Board of Supervisors presented at the Meeting: the Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members; and the Submission Letter of the criteria and list of recommended list of independent auditing units for the audit of 2026 financial statements.

5.3.12. From 10:20 to 10:30 a.m:

The vote counting committee reported the results to the Presiding Board:

The results of the vote counting for the election of a member to the Board members for the 2022-2027 tenure are as follows:

No	Name in full	Number of votes (voting ballot)	Percentage of total voting shares
1	Mr. Nguyen Duc Dung	30,490,832	95.64%

* Mr. Vu Manh Dung– Chairman of the BoD and Chairman of the Meeting gave congratulation flowers to the new BoD member who has been newly elected by the General Meeting.

5.3.13. From 10:30 to 10:35 a.m: The shareholders discussed and gave opinions.

5.3.14. From 10:35 to 10:45 a.m: The General Meeting voted to approve the following contents:

- Submission Letter for the Amendments to the Company Charter of Incorporation and Operation;

- Submission Letter for the Amendments to the following regulations: Corporate Governance Internal Regulations; Operating Regulations of Board of Directors; Operating Regulations of Board of Supervisors.

- The Submission Letter of Report on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01st January 2025 to 31st December 2025;

- The Submission Letter of Report on Production and Business Performance Plan and Profit Distribution Plan for 2026;

- The Submission Letter of Report on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the

plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026;

- The Submission Letter of the criteria and list of recommended list of independent auditing firms for the audit of 2026 Financial Statements;

- The Report on the performance of the Board of Directors, Board Members in 2025; and the Orientation and Operational Plan for the Board of Directors in 2026;

- The Report on Public Disclosure of Related Interests of the Company's Insiders;

- The Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members.

5.3.15. From 10:30 to 11:00 a.m

The General Meeting took a tea break while the Card and Ballot Counting Committee were performing the counting.

5.3.16. From 11:00 to 11:10 a.m

The Ballot Counting Committee reported the vote counting results to the Presidium:

Detailed voting results are as below:

* Results of the vote counting to approve the contents mentioned in section 5.3.15

Total number of ballots issued: 63 ballots representing 30,496,732 voting shares.

Total number of ballots collected: 63 ballots representing 30,496,732/ 31,882,470 voting shares equivalent to 95.7% of the voting rights at the General Meeting.

Total number of valid ballots: 63 ballots corresponding to 30,496,732 existing voting shares, accounting for 95.7 %.

Total number of invalid ballots: 0 ballots corresponding to 0 existing voting shares, accounting for 0 %.

Results:

No	ITEM TO BE VOTED	FOR	AGAINST	ABSTENTION
1	Submission Letter for the Amendments to the Company Charter of Incorporation and Operation	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot
2	Submission Letter for the Amendments to the Corporate Governance Internal Regulations; Operating Regulations of Board of Directors; Operating Regulations of Board of Supervisors	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot
3	Submission Letter on Business Performance,	62 ballots, equivalent to 30.379.329 existing	0 ballot	0 ballot

	Financial Statements and Profit Distribution of the accounting period from 01 st January 2025 to 31 st December 2025	shares with voting rights, accounting for 95.28 %.		
4	Submission Letter on Production and Business Performance Plan and Profit Distribution Plan for 2026	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot
5	Submission on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot
6	Submission on the criteria and list of recommended list of independent auditing units for the audit of 2026 Financial Statements	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot
7	Report on the performance of the Board of Directors, Board Members in 2025; and the Orientation and Operational Plan for the Board of Directors in 2026	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot
8	Public Disclosure of Related Interests of the Company's Insiders	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot
9	Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members	63 ballots, equivalent to 30,496,732 existing shares with voting rights, accounting for 95.7 %.	0 ballot	0 ballot

Pursuant to the provisions of the Enterprise Law, the Charter on Incorporation and Operation of Hai Duong Water Trading Joint Stock Company, the Regulations on

Holding the Meeting, all the above contents of the agenda have been duly approved by the General Meeting of Shareholders.

5.3.17. From 11:10 to 11:20 a.m

The Meeting attendees listened to the Secretariat's presentation of the Minutes and Resolution of the General Meeting.

5.3.18. From 11:20 to 11:25 a.m

The Meeting voted to approve:

- Voting for: Approval to the Minutes and Resolution of the General Meeting
- Voting form: Voting 01 round by raising cards.
- At the time of voting, there were 63 shareholders and authorized proxy of shareholders with a total of 30,496,732 shares with voting rights present at the General Meeting.

- Voting results: Approval: 63 cards corresponding to 30,496,732 shares and accounting for 95,7% of the shares with voting rights at the General Meeting. Disapproval: 0 cards. No opinion: 0 cards.

Based on the provisions of the Enterprise Law, the on Incorporation and Operation of Hai Duong Water Trading Joint Stock Company, the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Hai Duong Water Trading Joint Stock Company were duly approved.

The Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Hai Duong Water Trading Joint Stock Company shall be published on the system of the State Securities Commission, Hanoi Stock Exchange and website: hdwaco.com.vn.

5.3.19. From 11:25 to 11:30 a.m

Mr. Vu Manh Dung: Chairman of the Board of Directors and Chairman of the Meeting delivered a summary and a closing speech for the 2026 Annual General Meeting of Shareholders./.

**For THE SECRETARIAT
HEAD**



Le Phuong Dung

**For THE PRESIDUM
CHAIRMAN OF BOARD OF DIRECTORS**



Vu Manh Dung

**VŨ MẠNH
DŨNG****DECISION****On the appointment of a Deputy General Director****BOARD OF DIRECTORS OF HAI DUONG WATER JOINT STOCK COMPANY**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed on 17th June 2020 by the 14th National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved by the General Meeting of Shareholders on 25th June 2021;

Based on Resolution No. 34 of the Board of Directors, in 2022-2027 tenure, dated 28th April 2026.

HEREBY DECIDE:

Article 1. To appointment of Mr. Nguyen Duc Dung:, born on 14th July 1970;
Current position: Member of the Board of Directors - Head of Business Planning Department, Hai Duong Water Joint Stock Company.

To hold the position: Deputy General Director of Hai Duong Water Joint Stock Company for the 2022-2027 tenure.

Appointment period: from 5th May 2026 until the end of the 2022-2027 tenure of the Board of Directors.

Article 2. Mr. Nguyen Duc Dung will be responsible before the Chairman of the Board of Directors and the General Director for the exercise of his rights and obligations in accordance with the law and the Company Charter on Incorporation and Operation.

Mr. Nguyen Duc Dung is entitled to the salary of a Deputy General Director: Level 1; Salary amount of VND 22,300,000/month in accordance with the salary scale and wage system, and the piece-work based salary regulations of Hai Duong Water Joint Stock Company.

Article 3. Members of the Board of Directors, General Director, Deputy General Directors, Chief Accountant, Mr. Nguyen Duc Dung, and relevant departments and branches are required to implement this decision.

Copies to:

- As mentioned in Article 3;
- The City People's Committee (for report);
- BoD members;
- BoS;
- Announcing as prescribed by law;
- Filing in: Achieves; Secretary

For BOARD OF DIRECTORS**CHAIRMAN****Vũ Mạnh Dũng**