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

In 2026

Ca Mau, June 29, 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. 09/NQ-DHĐCĐ 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 29, 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./.

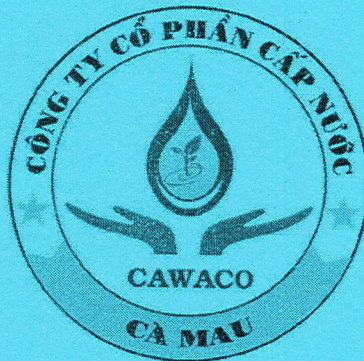
On the behalf of BOARD OF DIRECTORS

CHAIRMAN



[Signature]
Ho Tân Luat

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



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

In 2026

Ca Mau, June 29, 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. 09 /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 June 29, 2026.

This Regulation replaces the Operating Regulation of the Supervisory Board approved under Resolution No. 01/NQ-ĐHĐCĐ 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

