

No: 27 /TTr-HĐQT

Thanh Hoa, day 23 month 05 year 2025

PROPOSAL

Re: Approval of the Audited Financial Statements for 2024

To: General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter and organization of operations of Thanh Hoa Water Supply Joint Stock Company issued under Decision No. 33/QĐ-HĐQT dated July 21, 2021, of the Chairman of the Board of Directors of the Company;
- Pursuant to Resolution No. 19/NQ-HĐQT dated April 15, 2025, of the Board of Directors on finalizing the list of shareholders exercising the right to attend the 2025 Annual General Meeting of Shareholders.

The Board of Directors of the Company submits to the General Meeting of Shareholders the financial statements of Thanh Hoa Water Supply Joint Stock Company audited by "International Auditing Company Limited (iCPA)" in 2024, including:

1. Balance Sheet as of December 31, 2024 (Form No. B01-DN);
2. Report on Business Results for 2024 (Form No. B02-DN);
3. Cash Flow Statement for 2024 (Form No. B03-DN).

We respectfully request the General Meeting of Shareholders to consider and approve the Financial Statements./.

(Including forms No. B01-DN; B02-DN; B03-DN)

Recipient:

- As sent;
- Archive BOD.

ON BEHALF OF THE BOARD OF
DIRECTORS



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BALANCE SHEET
As at 31 December 2024

Unit: VND

ASSETS	Codes	Notes	Closing balance	Opening balance
A. CURRENT ASSETS	100		96,516,546,779	117,637,048,882
I. Cash and cash equivalents	110	V.1	45,366,481,134	67,904,368,603
1. Cash	111		2,653,134,818	3,022,841,873
2. Cash equivalents	112		42,713,346,316	64,881,526,730
II. Short-term financial investments	120		-	1,772,344,587
1. Held-to-maturity investments	123		-	1,772,344,587
III. Short-term receivables	130		27,537,099,565	24,804,277,946
1. Short-term trade receivables	131	V.2	27,680,797,147	29,016,514,459
2. Short-term advances to suppliers	132		582,952,000	795,368,690
3. Other short-term receivables	136	V.3	22,161,382,353	22,184,141,271
4. Provision for short-term doubtful debts	137	V.4	(22,888,031,935)	(27,191,746,474)
IV. Inventories	140		19,634,617,582	22,600,339,324
1. Inventories	141	V.5	22,051,345,401	22,600,339,324
2. Provision for devaluation of inventories	149		(2,416,727,819)	-
V. Other short-term assets	150		3,978,348,498	555,718,422
1. Value added tax deductibles	152		221,653,344	464,905,715
2. Taxes and other receivables from the State budget	153	V.11a	3,756,695,154	90,812,707
B. NON-CURRENT ASSETS	200		596,097,837,043	574,646,360,522
I. Fixed assets	220		559,065,563,047	554,738,661,943
1. Tangible fixed assets	221	V.6	558,682,296,365	554,701,795,261
- Cost	222		1,494,561,551,741	1,435,053,586,925
- Accumulated depreciation	223		(935,879,255,376)	(880,351,791,664)
2. Intangible assets	227	V.7	383,266,682	36,866,682
- Cost	228		952,621,550	572,621,550
- Accumulated depreciation	229		(569,354,868)	(535,754,868)
II. Long-term assets in progress	240		19,634,749,851	6,967,476,024
1. Long-term construction in progress	242	V.8	19,634,749,851	6,967,476,024
III. Other long-term assets	260		17,397,524,145	12,940,222,555
1. Long-term prepayments	261	V.9	17,397,524,145	12,940,222,555
TOTAL ASSETS	270		692,614,383,822	692,283,409,404

BALANCE SHEET (CONTINUED)
As at 31 December 2024

Unit: VND

RESOURCES	Codes	Notes	Closing balance	Opening balance
C. LIABILITIES	300		265,396,043,581	286,778,498,314
I. Current liabilities	310		140,096,143,059	139,641,939,792
1. Short-term trade payables	311	V.10	36,329,619,951	28,940,547,470
2. Short-term advances from customers	312		347,830,071	8,040,677,766
3. Taxes and amounts payable to the State	313	V.11b	2,455,519,713	5,112,143,854
4. Payables to employees	314		19,535,863,013	19,146,567,657
5. Short-term accrued expenses	315	V.12a	11,686,629,950	6,025,096,751
6. Other current payables	319	V.13	41,935,705,297	39,686,406,137
7. Short-term loans and obligations under finance leases	320	V.14a	21,836,658,000	23,974,703,952
8. Bonus and welfare funds	322		5,968,317,064	8,715,796,205
II. Long-term liabilities	330		125,299,900,522	147,136,558,522
1. Long-term accrued expenses	333	V.12b	2,418,000,000	2,418,000,000
2. Long-term loans and obligations under finance leases	338	V.14b	122,881,900,522	144,718,558,522
D. EQUITY	400		427,218,340,241	405,504,911,090
I. Owner's equity	410	V.15	427,218,340,241	405,504,911,090
1. Owner's contributed capital	411		329,954,110,000	329,954,110,000
- Ordinary shares carrying voting rights	411a		329,954,110,000	329,954,110,000
2. Investment and development fund	418		35,117,230,089	27,981,894,030
3. Retained earnings	421		62,147,000,152	47,568,907,060
- Retained earnings accumulated to the prior year end	421a		-	-
- Retained earnings of the current year	421b		62,147,000,152	47,568,907,060
TOTAL RESOURCES	440		692,614,383,822	692,283,409,404



Dang Thi Tien
Preparer



Nguyen Thi Nga
Chief Accountant




Nguyen Ngoc Can
General Director
14 March 2025

INCOME STATEMENT
For the year ended 31 December 2024


Unit: VND

ITEMS	Codes	Notes	Current year	Prior year
1. Gross revenue from goods sold and services	01	VI.1	456,084,144,257	428,501,285,107
2. Deductions	02		-	-
3. Net revenue from goods sold and services rendered	10		456,084,144,257	428,501,285,107
4. Cost of sales	11	VI.2	313,566,204,501	285,851,980,573
5. Gross profit from goods sold and services rendered	20		142,517,939,756	142,649,304,534
6. Financial income	21	VI.3	1,304,215,763	2,976,678,926
7. Financial expenses	22	VI.4	9,822,802,508	13,456,984,200
- In which: Interest expense	23		9,822,802,508	13,456,984,200
8. Selling expenses	25	VI.5a	39,072,858,488	40,669,417,978
9. General and administration expenses	26	VI.5b	27,132,841,938	31,098,550,698
10. Operating profit	30		67,793,652,585	60,401,030,584
11. Other income	31	VI.6	11,297,318,283	330,640,000
12. Other expenses	32		9,590,789,377	122,303,113
13. Profit from other activities	40		1,706,528,906	208,336,887
14. Accounting profit before tax	50		69,500,181,491	60,609,367,471
15. Current corporate income tax expense	51	VI.7	7,353,181,339	13,040,460,411
16. Net profit after corporate income tax	60		62,147,000,152	47,568,907,060
17. Basic earnings per share	70	VI.8	1,601	1,225
18. Diluted earnings per share	71	VI.8	1,601	1,225


Dang Thi Tien
Preparer


Nguyen Thi Nga
Chief Accountant




Nguyen Ngoc Can
General Director
14 March 2025


CASH FLOW STATEMENT
(Under direct method)
For the year ended 31 December 2024

Unit: VND

ITEMS	Codes	Current year	Prior year
I. Cash flows from operating activities			
1. Revenues from sales and service provisions and other revenues	01	513,763,287,527	485,746,894,277
2. Cash paid to suppliers of goods and services	02	(213,975,362,591)	(194,452,206,050)
3. Amounts paid to employees	03	(107,013,769,700)	(102,922,969,200)
4. Interest paid	04	(10,039,019,738)	(13,502,408,951)
5. Enterprise income tax paid	05	(13,406,629,987)	(12,114,742,889)
6. Other receipts from trading	06	8,342,147,857	11,366,729,934
7. Other expenditures on trading	07	(73,594,893,724)	(69,659,484,630)
Net cash flow from operating activities	20	104,075,759,644	104,461,812,491
II. Cash flows from investing activities			
1. Acquisition and construction of fixed assets and other long-term assets	21	(72,555,238,643)	(37,116,316,540)
2. Cash outflow for lending, buying debt instruments of other entities	23	-	(1,101,274,771)
3. Cash recovered from lending, selling debt instruments of other entities	24	1,772,344,587	19,808,397,652
4. Interest earned, dividends and profits received	27	1,442,185,837	3,128,896,071
Net cash flow from investing activities	30	(69,340,708,219)	(15,280,297,588)
III. Cash flows from financing activities			
1. Repayment of borrowings	34	(23,974,703,952)	(26,112,749,896)
2. Dividends and profits paid	36	(33,298,234,942)	(29,913,946,593)
Net cash flow from financing activities	40	(57,272,938,894)	(56,026,696,489)
Net increase/(decrease) in cash	50	(22,537,887,469)	33,154,818,414
Cash and cash equivalents at the beginning of	60	67,904,368,603	34,749,550,189
Effects of changes in foreign currency exchange	61	-	-
Cash and cash equivalents at the end of the year	70	45,366,481,134	67,904,368,603


Dang Thi Tien
Preparer


Nguyen Thi Nga
Chief Accountant


Nguyen Ngoc Can
General Director
14 March 2025



No: 28 /TTr-HĐQT

Thanh Hoa, day 23 month 05 year 2025

PROPOSAL

Profit distribution and dividend payment in 2024;

Expected dividend rate in 2025

To: General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter and organization of activities of Thanh Hoa Water Supply Joint Stock Company issued together with Decision No. 33/QĐ-HĐQT dated July 21, 2021 of the Chairman of the Board of Directors of the Company;
- Pursuant to the 2024 financial statements, which have been audited;
- Pursuant to the production and business plan of Thanh Hoa Water Supply Joint Stock Company in 2025.

The Board of Directors of Thanh Hoa Water Supply Joint Stock Company submits to the General Meeting of Shareholders the Plan for Profit Distribution in 2024 and the expected dividend rate in 2025, including the following general contents:

1. Charter capital of Thanh Hoa Water Supply Joint Stock Company:

Charter capital as of December 31, 2024: VND 329.954.110.000

- Capital of other shareholders is VND 120.030.400.000, equal to 36,38% of the charter capital.

- State capital is VND 209.923.710.000, equal to 63,62% of the charter capital.

2. Regarding profit distribution and dividend distribution in 2024

2.1. Profit distribution in 2024:

a) Profit and profit after income tax:

- Profit before tax: VND 69.500.181.491
- Corporate income tax payable: VND 7.353.181.339
- Profit after income tax: VND 62.147.000.152

b) Appropriation of funds according to regulations of the charter:

Appropriation for investment and development fund and bonus welfare fund = VND 18.644.100.046:

- Investment and development fund: VND 62.147.000.152 x 15% = VND 9.322.050.023;
- Bonus welfare fund: VND 62.147.000.152 x 15% = VND 9.322.050.023;

2.2. Dividend distribution to shareholders (remaining profit):

(Remaining profit: VND 62.147.000.152 - VND 18.644.100.046 = VND 43.502.900.106)

- State shareholders are entitled to dividends (63,62%): VND 27.676.545.047;



- Other shareholders are entitled to dividends (36,38%): VND 15.826.355.059;
(Dividend rate in 2024: 13,18%).

3. Expected dividend rate in 2025:

Charter capital: VND 329.954.110.000

- Other shareholders' equity: VND 120.030.400.000, equivalent to 36,38% of charter capital.

- State capital: VND 209.923.710.000, equivalent to 63,62% of charter capital.

3.1. Expected Business Results for 2025

a) Revenue and income (Business Plan): VND 462.069.226.737

b) Operating results (Business Plan): Profit of VND 61.000.000.000

3.2. Expected Profit Distribution for 2025

a) Profit and profit after income tax:

- Profit before tax: VND 61.000.000.000

- Corporate income tax payable: VND 6.500.000.000

- Profit after corporate income tax: VND 54.500.000.000

b) Allocations to funds according to the company's charter:

Allocation to investment and development fund and bonus and welfare fund:
VND 16.350.000.000

Including:

- Investment and development fund: VND 54.500.000.000 x 15% = VND 8.175.000.000

- Bonus and welfare fund: VND 54.500.000.000 x 15% = VND 8.175.000.000)
Remaining profit for dividend distribution:

Remaining profit: VND 54.500.000.000 - VND 16.350.000.000 = VND 38.150.000.000

3.3. Expected Dividend Distribution to Shareholders (VND 38,150,000,000)

Dividend rate for 2025: VND 38.150.000.000 : VND 329.954.110.000 = 11,56%.

We respectfully request the General Meeting of Shareholders to consider and approve the plan./.

Recipient:

- As sent;
- Archive BOD.

**ON BEHALF OF THE BOARD OF
DIRECTORS**



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Thanh Hoa, day 23 month 05-2025

No: 29 /TTr-HĐQT

PROPOSAL

On the Selection of an Auditing Firm for the 2025 Financial Statements

To: General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
 - Pursuant to Decree No. 84/2016/ND-CP dated July 01, 2016, of the Government on standards and conditions for practicing auditors and audit organizations approved to audit entities of public interest;
 - Pursuant to Decree No. 134/2020/ND-CP dated November 15, 2020, of the Government amending and supplementing several articles of Decree No. 84/2016/ND-CP dated July 01, 2016, of the Government on standards and conditions for practicing auditors and audit organizations approved to audit entities of public interest;
 - Pursuant to the List of Auditing Firms and Auditors approved to audit entities of public interest in the securities sector in 2025;
 - Pursuant to the Charter on organization and operation of Thanh Hoa Water Supply Joint Stock Company issued together with Decision No. 33/QĐ-HĐQT dated July 21, 2021, of the Chairman of the Board of Directors of the Company;

Exercising the powers and obligations stipulated in the Company's Charter and the provisions of law, the Board of Directors submits to the General Meeting of Shareholders for approval the selection of an independent auditing firm to conduct the audit and review of the Company's 2025 Financial Statements as follows:

1. Criteria for selecting an independent auditing firm

The Board of Directors proposes to the General Meeting of Shareholders the following criteria for selecting an independent auditing firm:

- Is a reputable and well-known independent audit unit trusted by many public companies, with a team of highly qualified and experienced auditors.
- Is a legally operating unit in Vietnam and is approved by the State Securities Commission to audit public interest entities in 2025;
- The audit must comply with the regulations of Accounting Standards, Vietnamese Accounting System (VAS) and International Financial Reporting Standards (IFRS);
- Has reasonable audit fees, suitable for the content, quality, and progress of the Company's audit.

2. Proposed selection of audit unit



Based on the above criteria, the Board of Directors has examined and evaluated the capacity of the following 03 audit units:

- UHY Auditing and Consulting Co., Ltd;
- An Viet Auditing Co., Ltd;
- International Auditing Co., Ltd.

After evaluating these audit units, the Board of Directors unanimously proposes the following audit unit to perform the audit and review of the Company's financial statements in 2025:

International Auditing Co., Ltd

Head office address: 15th floor, Center Building, Hapulico Complex, No. 01 Nguyen Huy Tuong, Thanh Xuan Trung ward, Thanh Xuan district, Hanoi city, Vietnam.

International Auditing Co., Ltd. has been approved by the Ministry of Finance and the State Securities Commission for Auditing Organizations and practicing auditors to audit public interest entities in the field of securities in 2025 according to Decision No. 1261/QD-UBCK dated November 19, 2024 of the Chairman of the State Securities Commission and Official Dispatch No. 1029/UBCK-QLCB dated February 28, 2025 on increasing 01 auditor of ICPA. (Attached is the List of 27 Auditing Companies and auditors approved to audit public interest entities in the field of securities in 2025).

Respectfully request the General Meeting of Shareholders to consider and approve./.

Recipient:

- As sent;
- Archives

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



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Thanh Hoa, day 30 month 05 2025

No: 30/TTr-HĐQT

PROPOSAL

On approving salaries, bonuses, and remuneration for Board of Directors, Supervisory Board

To: General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company

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

Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government regulating the management of labor, salaries, remuneration, and bonuses for companies with controlling shares and contributed capital of the State;

Pursuant to the Charter of Thanh Hoa Water Supply Joint Stock Company issued together with Decision No. 33/QĐ-HĐQT dated July 21, 2021, of the Company's Board of Directors;

To ensure the responsibility is aligned with the benefits of the Board of Directors and the Supervisory Board in the management and supervision of the production and business operations of Thanh Hoa Water Supply Joint Stock Company, we respectfully submit to the General Meeting of Shareholders for consideration and discussion the salary and remuneration levels for 2025 for the Board of Directors (BOD), the Supervisory Board (SB), and the company secretary, specifically as follows:

1. Regarding Salary

a) Salary of full-time Company Managers, including: (Chairman of the Board of Directors, full-time BOD members, Head of the Supervisory Board, full-time Supervisors; General Director, Deputy General Directors, and Chief Accountant of the company). Implemented according to Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government stipulating the management of labor, salary, remuneration, and bonuses for companies with controlling shares or contributed capital from the State and the production and business results of the Company in 2025.

b) Members of the Supervisory Board (concurrent); The company secretary receives salary according to the salary distribution plan for employees in 2025 as stipulated by the company.

2. Remuneration Level:

a) Members of the Board of Directors:

- Remuneration for non-executive BOD members: VND 3.000.000/person/month
- The annual remuneration for non-executive BOD members is:



4 people x VND 3.000.000/person/month x 12 months = VND 144.000.000

(In words: One hundred and forty-four million VND)

b) Members of the Supervisory Board

- Non-executive Supervisory Board members: VND 2.000.000/person/month

- The annual remuneration for non-executive SB members is:

2 people x VND 2.000.000/person/month x 12 months = VND 48.000.000

(In words: Forty-eight million VND)

c) The total remuneration for members of the BOD and SB of the company in 2025 is:

VND 144.000.000 + VND 48.000.000 = VND 192.000.000

(In words: One hundred and ninety-two million VND)

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

Recipient:

- As sent;
- Archive BOD; BODM
- BOS;
- Archives

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRMAN



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Thanh Hoa, day 23 month 05-2025

No: 31 /TTr-HĐQT

PROPOSAL
On Approving the Amendment of the Charter of
Thanh Hoa Water Supply Joint Stock Company

To: General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company

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

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and guiding documents in the field of Securities.

Pursuant to the Charter on organization and operation of Thanh Hoa Water Supply Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting for approval the Draft Amendment to the Charter of Thanh Hoa Water Supply Joint Stock Company (Draft attached).

The full text of the Draft Amendment to the Charter has been posted on the website of Thanh Hoa Water Supply Joint Stock Company (www.capnuocthanhhua.vn)

The new Charter approved by the General Meeting of Shareholders will take effect from June 16, 2025, and replace the current Charter.

Respectfully submit to the General Meeting of Shareholders for approval.

Recipient:

- As sent;
- Archive BOD; BODM
- BOS;
- Archives

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN



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Thanh Hoa, day month year 2025

No: /NQ-ĐHĐCĐ

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RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
THANH HOA WATER SUPPLY JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Thanh Hoa Water Supply Joint Stock Company;
Pursuant to Decision No: /QĐ-HĐQT dated /5/2025 of the Board of Directors
regarding the convocation of the Annual General Meeting of Shareholders in 2025.

The General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company will hold its annual meeting in 2025 to summarize the activities of 2024 and submit, discuss, and approve several issues under its authority, including:

1. Report on the production and business results of 2024, and the direction and tasks for 2025 of the Executive Board;
2. Report on the performance of the Board of Directors and the Supervisory Board in 2024, and the direction and tasks for 2025;
3. Audited financial statements for 2024;
4. Plan for profit distribution and dividend payment for 2024, and the expected dividend payout ratio for 2025;
5. Remuneration for the Board of Directors and the Supervisory Board in 2025;
6. Selection of an auditing firm for the 2025 financial statements;
7. Personnel plan for the Board of Directors and Supervisory Board for the term 2025-2030;
8. Amendments to the Charter of Thanh Hoa Water Supply Joint Stock Company;

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
UNIFIED RESOLUTION

1. Approve the Report on the production and business results of 2024, and the direction and tasks for 2025 of the Executive Board;
2. Approve the Report on the performance of the Board of Directors in 2024 and the work program for 2025.
3. Approve the Supervisory Board's assessment report on the results of inspection and supervision in 2024 and the direction and tasks for 2025.
4. Approve the audited financial statements for 2024, including:
 - Balance sheet as of December 31, 2024.
 - Report on business results for 2024.
 - Cash flow statement for 2024.
5. Approve the plan for profit distribution and dividend payment for 2024; Expected dividend rate for 2025 as proposed by the Board of Directors as follows:



- Profit after tax for distribution in 2024 is: VND 62.147.000.152, allocated as follows:

- + Development investment fund 15%: VND 9.322.050.023
- + Bonus and welfare fund 15%: VND 9.322.050.023
- + Cash dividend distribution 70%: VND 43.502.990.106
- + Dividend rate for 2024: 13,18% / par value
- Expected dividend rate for 2025: 11,56% / par value.

6. Approve the salary and remuneration for the Board of Directors and Supervisory Board of the Company in 2025 (According to Official Letter No. 174/TTr-HDQT dated April 17, 2025, regarding the approval of salaries, bonuses, and remuneration for the Board of Directors and Supervisory Board).

- Salaries of full-time management personnel include: (Chairman of the Board of Directors; members of the Board of Directors; General Director; Deputy General Directors; Head of the Supervisory Board and Chief Accountant of the company) implemented according to Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government and the production and business results of the Company in 2024.

- Remuneration for non-executive members of the Board of Directors: VND 3.000.000/person/month.

- Remuneration for non-executive members of the Supervisory Board: VND 2.000.000/person/month.

7. Unanimously select the auditing firm for the 2025 financial statements: International Auditing Company Limited.

8. Unanimously approve the amendments to the Charter of Thanh Hoa Water Supply Joint Stock Company;

9. Approve the election results of the Board of Directors and Supervisory Board for the term 2025-2030 with the following results:

9.1. Members of the Board of Directors include the following individuals:

- 1) Mr. Le The Son
- 2) Mr. Pham Van Tu
- 3) Mr. Le Sy Len
- 4) Mr. Le Trung Hieu
- 5) Mr. Le Van Qui

9.2. Members of the Supervisory Board include the following individuals:

- 1) Mr. Vu Van Ha
- 2) Ms. Trinh Thi Huyen
- 3) Ms. Mai Thanh Thuong

10. Implementation:

- This resolution takes effect from June 04, 2024.

- Members of the Board of Directors, Supervisory Board, Board of Management, and Shareholders are responsible for implementing this Resolution and organizing its implementation according to their operational functions in accordance with the provisions

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of law, the Charter of Organization and Operation of Thanh Hoa Water Supply Joint Stock Company.

Recipient:

- Shareholders;
- HNX;
- Thanh Hoa Provincial People's Committee;
- BOD, SB;
- Archives, AGM documents.

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

Le The Son



Thanh Hoa, day month year 2025

**ELECTION REGULATIONS
MEMBERS OF THE BOARD OF DIRECTORS/SUPERVISORY BOARD
TERM 2025 – 2030 AT THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS YEAR 2025,
THANH HOA WATER SUPPLY JOINT STOCK COMPANY**

Article 1. Objectives

1. Ensure compliance with the laws and practices in Vietnam;
2. Ensure the principles of transparency, openness, democracy, equality, and the legitimate rights of all shareholders;
3. Ensure focus, stability, and efficiency in the operation of the General Meeting of Shareholders.

Article 2. Scope of Adjustment and Subjects of Application

1. The election of members of the Board of Directors (*abbreviated as BOD*) and the Supervisory Board (*abbreviated as SB*) of Thanh Hoa Water Supply Joint Stock Company for the term 2025-2030 at the Annual General Meeting of Shareholders in 2025 shall be carried out in accordance with this regulation.
2. This regulation applies to all shareholders owning shares of Thanh Hoa Water Supply Joint Stock Company or their validly authorized representatives.

Article 3. Number and Standards of Members of the Board of Directors

1. According to the company's charter, the number of members of the Board of Directors for the term 2025-2030 is 05 (five) members.
2. The term of the Board of Directors is 05 (five) years, the term of a member of the Board of Directors is the same as the term of the Board of Directors and may be re-elected without limitation.
3. Standards of members of the Board of Directors.
A member nominated or self-nominated to the Board of Directors must meet the following conditions:

- a. Have full civil act capacity, not be subject to the prohibited subjects from managing and operating businesses according to the provisions of law;
- b. A person who is not a shareholder must have a university degree or higher, have professional qualifications, experience in business administration or in the field, industry, or profession of the company;

c. Must not concurrently be a member of the Board of Directors of more than five (05) other companies, except in the case of being a member of the Board of Directors of subsidiaries/affiliates of Thanh Hoa Water Supply Joint Stock Company;

d. Members of the Board of Directors must not be family members of the General Director and other Managers of the company; of the manager, the person with the authority to appoint the manager of the parent company.

Article 4. Number and Standards of Members of the Supervisory Board

1. The number of members of the Supervisory Board for the term 2025-2030 according to the company's charter is three (03) members.

2. The term of the Supervisory Board is 05 (five) years; members of the Supervisory Board may be re-elected without limitation.

3. Standards of members of the Supervisory Board:

a. Have full civil act capacity and not be subject to the prohibited subjects from establishing and managing businesses according to the provisions of the Enterprise Law;

b. Have professional ethics;

c. Have a degree from University or higher;

d. Members of the Supervisory Board must not be related to the Managers of Thanh Hoa Water Supply Joint Stock Company;

e. Members of the Supervisory Board must not concurrently be members of the Board of Directors, executives, employees of subsidiaries of Thanh Hoa Water Supply Joint Stock Company; or be employees of an enterprise where a Member of the Board of Directors, General Director of Thanh Hoa Water Supply Joint Stock Company is a Member of the Board of Directors, Executive or Major Shareholder of that enterprise;

f. The Supervisory Board must have more than half of its members residing in Vietnam;

g. Members of the Supervisory Board must not be persons in the accounting or finance department of Thanh Hoa Water Supply Joint Stock Company; must not be members or employees of the independent auditing company that is auditing the financial statements of Thanh Hoa Water Supply Joint Stock Company in the 3 (three) consecutive years prior to that. The Head of the Supervisory Board must have a university degree or higher in one of the majors of economics, finance, accounting, auditing, law, business administration or a major related to the business activities of the enterprise;

h. Have good health, good moral qualities, honesty, integrity, and knowledge of the law;

Article 5. Rights to nominate and run for membership of the Board of Directors

1. Before and during the General Meeting of Shareholders, shareholders holding voting shares have the right to combine their voting rights to nominate candidates for election to the Board of Directors. The number of candidates that each group has the right to nominate depends on the number of candidates decided by the General Meeting and the shareholding ratio of each group:

a. Shareholders/groups of shareholders owning from 10% to less than 20% of the total number of voting shares are entitled to nominate one (01) candidate for election to the Board of Directors;

b. Shareholders/groups of shareholders owning from 20% to less than 50% of the total number of voting shares are entitled to nominate a maximum of two (02) candidates for election to the Board of Directors;

c. Shareholders/groups of shareholders owning 50% or more of the total number of voting shares are entitled to nominate a sufficient number of candidates for election to the Board of Directors.

2. In the event that the number of candidates nominated by shareholders/groups of shareholders is less than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the Chairman or other shareholders/groups of shareholders.

Article 6. Rights to nominate and stand for election as members of the Supervisory Board

1. Before and during the General Meeting of Shareholders, shareholders holding voting shares have the right to combine their voting rights to nominate candidates for the Supervisory Board. The number of candidates that each shareholder/group of shareholders is entitled to nominate depends on the number of candidates decided by the General Meeting and the shareholding ratio of each group:

a. Shareholders/groups of shareholders owning from 10% to less than 20% of the total number of voting shares are entitled to nominate one (01) candidate for the Supervisory Board;

b. Shareholders/groups of shareholders owning from 20% to less than 50% of the total number of voting shares are entitled to nominate a maximum of two (02) candidates for the Supervisory Board;

c. Shareholders/groups of shareholders owning 50% or more of the total number of voting shares are entitled to nominate a sufficient number of candidates for the Supervisory Board.

2. In the event that the number of candidates nominated by shareholders/groups of shareholders is less than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the Chairman or other shareholders.

Article 7. Documents for participation in candidacy and nomination of candidates for election to the Board of Directors and Supervisory Board.

1. Documents for participation in candidacy and nomination of candidates for election to the Board of Directors and Supervisory Board include:

a. Application for candidacy or Nomination form for candidates participating in the Board of Directors or Supervisory Board (according to the form);

b. Curriculum vitae self-declared by the candidate with a photo attached (according to the form);

c. Copy of ID card/Citizen ID/CC, permanent residence book (or long-term temporary residence registration certificate), Passport if the candidate is an overseas Vietnamese or foreigner, and degrees, diplomas, certificates certifying cultural level, professional qualifications.

d. Letter of authorization or minutes of the group meeting (if the candidate is authorized by the group to run for election)

Article 8. Selection of candidates:

Based on the Nomination Forms and applications of shareholders/groups of shareholders and the accompanying documents of the candidates, the Organizing Committee of the General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company

will compile a list of candidates who meet the conditions as prescribed for election to the Board of Directors and Supervisory Board.

Article 9. Form and method of voting

1. The voting for members of the Board of Directors and Supervisory Board of Thanh Hoa Water Supply Joint Stock Company will be conducted directly, by secret ballot at the General Meeting according to the cumulative voting method;

2. Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or Supervisory Board as approved by the General Meeting of Shareholders;

***Example:** Shareholder A owns 1,000 shares, the total number of members of the Board of Directors for the term 2025-2030 is 05 members and the Supervisory Board is 03 members.*

Shareholder A has a total number of votes corresponding to members of the Board of Directors as: 5,000 votes for 05 candidates for the Board of Directors;

Shareholder A has a total number of votes corresponding to members of the Supervisory Board as: 3,000 votes for 03 candidates for the Supervisory Board.

3. Shareholders have the right to allocate all of their total voting shares to one candidate or divide their total number of votes among several candidates.

4. The total number of votes for the candidates of a shareholder does not exceed the total number of votes allowed to be cast by that shareholder (Equal to the number of shares multiplied by the number of members to be elected).

Article 10. Organization and supervision of elections

1. The Vote Counting Board:

a. The organization and supervision of elections are carried out by the Vote Counting Board on behalf of the General Meeting of Shareholders in accordance with the provisions of this Regulation;

b. The Vote Counting Board has 03 members, including 01 head and 02 members nominated by the Chairman and approved by the General Meeting of Shareholders; Members of the Vote Counting Board must not be persons whose names are on the list of nominations and candidates for the Board of Directors and Supervisory Board.

2. The Vote Counting Committee must ensure integrity, objectivity, and confidentiality of information regarding the vote counting and election.

3. The Vote Counting Committee has the following duties:

a. Inspect and announce the list of candidates for the Board of Directors and the Supervisory Board;

b. Disseminate the election regulations and guide shareholders on how to vote;

c. Issue and collect ballots;

d. Inspect and supervise the voting of shareholders and shareholder representatives;

e. Conduct vote counting, prepare vote counting minutes, and announce the election results to the General Meeting of Shareholders;

f. Hand over the vote counting minutes and all ballots to the Meeting Secretary;

g. Together with the Chairman of the Meeting, consider and resolve complaints and denunciations regarding candidates as well as election results (if any) and report to the General Meeting of Shareholders for decision;

h. The Vote Counting Committee shall be fully responsible before the law and the General Meeting of Shareholders for compliance with these Regulations and for the accuracy of the vote counting results.

Article 11. Ballots and ballot marking

1. Ballots:

a. Ballots issued by Thanh Hoa Water Supply Joint Stock Company for the Board of Directors and Supervisory Board of Thanh Hoa Water Supply Joint Stock Company for the term 2025-2030 are uniformly printed, have the company's seal, and include the shareholder code; total number of shares owned/represented, total number of shares with voting rights;

b. Shareholders or authorized representatives are issued 01 ballot for the Board of Directors and 01 ballot for the Supervisory Board according to the attendance code (owned and authorized);

c. When issued ballots, shareholders or shareholder representatives must check the information on the ballot. If there are any errors, the shareholder must immediately notify the Vote Counting Committee to exchange for another ballot;

2. How to mark ballots:

a. Shareholders or authorized representatives of shareholders who agree to vote for a candidate should write the number of votes they want to cast in the "Number of Votes" column in the row corresponding to that candidate's name;

b. Shareholders or authorized representatives of shareholders who do not agree to vote for a candidate should write "0" or draw a cross in the "Number of Votes" column in the row corresponding to that candidate's name;

c. Shareholders or authorized representatives attending the meeting may concentrate votes for one or several candidates, vote for all candidates, or not vote for any candidate;

d. The total number of votes for a candidate by a shareholder or authorized representative of a shareholder must not exceed the total number of votes allowed for that shareholder or authorized representative (Equal to the number of shares multiplied by the number of members to be elected).

3. A ballot is valid when it meets the following conditions:

a. The ballot is for a candidate whose name is on the list and within the number of members to be elected approved by the General Meeting of Shareholders;

b. The total number of votes is less than or equal to the total number of votes allowed for that shareholder (Equal to the number of shares multiplied by the number of members to be elected);

c. Does not fall under the cases specified in Clause 4 of this Article.

4. A ballot is invalid in one of the following cases:

a. The ballot is not issued by Thanh Hoa Water Supply Joint Stock Company or does not have the company's seal;

b. The ballot has erasures, corrections; supplements contents not in accordance with regulations (If written incorrectly, exchange for another ballot);

- c. The ballot has additional or incorrect names, not on the list of candidates approved by the General Meeting of Shareholders before voting;
- d. The ballot has a total number of voting rights for candidates exceeding the total number of voting rights of that shareholder (including ownership and authorization);
- e. The ballot is not signed and does not clearly state the full name of the shareholder or authorized representative of the shareholder;
- f. The ballot does not indicate the number of votes for any candidate.

Article 12. Voting and vote counting

1. Voting begins when the issuance of ballots is completed and ends when the last shareholder casts their ballot into the ballot box;
2. The Vote Counting Committee inspects the ballot box in the presence of the shareholders;
3. Shareholders may only cast ballots into the sealed ballot box supervised by the Vote Counting Committee;
4. The vote counting must be conducted by the Vote Counting Committee in the polling room immediately after the voting ends; Before opening the ballot box, the Vote Counting Committee must count, record, and seal the unused ballots. The Vote Counting Committee may not erase or correct the ballots.

Article 13. Principles for Determining Election Results

1. For members of the Board of Directors: Candidates who win membership to the Board of Directors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members approved by the General Meeting of Shareholders is reached.
2. For members of the Supervisory Board: Candidates who win membership to the Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members approved by the General Meeting of Shareholders is reached.
3. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or Supervisory Board, the person who owns or represents more shares will be selected. If the number of shares owned or represented is also equal, or if all of those candidates are not shareholders of Thanh Hoa Water Supply Joint Stock Company, a re-election will be held among the candidates with the same number of votes to choose.
4. If the election does not result in a sufficient number of members for the Board of Directors or Supervisory Board, the General Meeting will conduct a second election among the remaining candidates.
5. If, after the second election, there are still not enough members, the General Meeting will vote for a third election or leave the position vacant and elect additional members in the next General Meeting session as decided by the Chairman of the General Meeting.

Article 14. Preparation and Publication of Vote Counting Record

1. After counting the votes, the Vote Counting Committee must prepare a Vote Counting Record.
2. The Vote Counting Record must include the following information:
 - a. Time and place of preparing the Vote Counting Record;
 - b. Composition of the Vote Counting Committee;

- c. Purpose and content of the voting;
 - d. Total number of shareholders present and authorized representatives voting at the General Meeting; total number of votes cast, distinguishing between valid and invalid votes, along with a list of shareholders participating in the election;
 - e. Election results;
 - f. Signatures of members of the Vote Counting Committee;
3. The full text of the Vote Counting Record must be announced by the Vote Counting Committee before the General Meeting and recorded in the Resolution of the General Meeting.

Article 15. Right to Question

Shareholders or shareholder representatives have the right to question and complain about the election and vote counting. The Chairman of the General Meeting and the Vote Counting Committee are responsible for explaining and clarifying the shareholders' questions, which must be recorded in the minutes of the General Meeting of Shareholders.

Article 16. Effectiveness of the Regulation

1. This Regulation applies to the nomination, candidacy, and election of members of the Board of Directors and Supervisory Board for the 2025-2030 term of Thanh Hoa Water Supply Joint Stock Company;
2. Shareholders, groups of shareholders, candidates for the Board of Directors, and Supervisory Board are responsible for complying with this Regulation;
3. This Regulation takes effect after being approved by the General Meeting of Shareholders and only applies to the election of members of the Board of Directors and Supervisory Board for the term (2025-2030)

(Attached: Appendix guiding the election of members of the BOARD OF DIRECTORS, SUPERVISORY BOARD)

CONVENTION ORGANIZING COMMITTEE

HEAD OF COMMITTEE



Le Sy Len

APPENDIX 1

GUIDELINES FOR ELECTING THE BOARD OF DIRECTORS AND SUPERVISORY BOARD TERM 2025-2030 USING CUMULATIVE VOTING

(Issued together with the Regulations on Election of the Board of Directors and Supervisory Board term 2025 -2030 of Thanh Hoa Water Supply Joint Stock Company)

1. Type of ballot:

- Pink ballot: for electing members of the Board of Directors.
- Green ballot: for electing members of the Supervisory Board.

2. Voting:

- Ballots for members of the Board of Directors/Supervisory Board are placed in sealed ballot boxes.

3. Filling out the ballot:

- Each ballot has the names of the candidates for election to the Board of Directors (for ballots for the Board of Directors) or SUPERVISORY BOARD (for ballots for the SUPERVISORY BOARD). Shareholders use their number of votes to write in the selection box for the person they trust next to the name of each candidate and cast their ballot into the ballot box. In case of error, shareholders/authorized representatives must not erase but must request the Vote Counting Committee to exchange for another ballot.
- Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized shares) multiplied by the number of elected members of the Board of Directors/Supervisory Board. Shareholders can divide the total number of votes for all candidates, or concentrate all votes for one or several candidates, but the total number of votes for the candidates must not exceed the total number of votes of the shareholder.

Example 1: Shareholder A has 1000 shares, the number of candidates elected to the Board of Directors is 05, so the number of votes of shareholder A is:

$$1,000 \text{ shares} \times 5 = 5,000 \text{ votes.}$$

Shareholder Nguyen Van A can cast votes in the following ways:

Case 1: Shareholder A concentrates all 5,000 of his votes for 01 candidate for the Board of Directors

Candidate's full name	Number of votes
1. Candidate 1	0
2. Candidate 2	5.000
3. Candidate 3	0
4. Candidate 4	0
5. Candidate 5	0

Total number of votes	5.000
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Case 2: Shareholder A divides his 5,000 votes equally among 5 candidates for the Board of Directors (*equivalent to each candidate receiving 1,000 votes*)

Candidate's full name	Number of votes
1. Candidate 1	1000
2. Candidate 2	1000
3. Candidate 3	1000
4. Candidate 4	1000
5. Candidate 5	1000
Total number of votes	5.000

Case 3: Shareholder A divides his 5,000 votes among 5 candidates for the Board of Directors (*but not equally*)

Candidate's full name	Number of votes
1. Candidate 1	1.000
2. Candidate 2	1.500
3. Candidate 3	1.000
4. Candidate 4	1.000
5. Candidate 5	500
Total number of votes	5.000

4. Invalid votes

- Ballots not in the prescribed form, without the Company's seal.
- Ballots with erasures, corrections, additions or incorrect names, not belonging to the list of candidates approved by the General Meeting of Shareholders before voting.
- Ballots with the total number of votes for those candidates of the shareholder exceeding the total number of votes the shareholder is entitled to vote (including ownership and authorization).
- Other cases specified in the Election Regulations.

The election of members of the SUPERVISORY BOARD: Is also carried out similarly to the election of members of the Board of Directors, only differing in the number of members.

Thanh Hoa, day 3 month 05 year 2025

No: /TTr-HĐQT 82

PERSONNEL PROJECT
BOARD OF DIRECTORS, SUPERVISORY BOARD
THANH HOA WATER SUPPLY JOINT STOCK COMPANY
Term 2025 - 2030

To: Chairman of Thanh Hoa Provincial People's Committee

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

Pursuant to Decree No. 159/2020/ND-CP dated December 31, 2020 of the Government on the management of persons holding titles, positions and representatives of state capital in enterprises;

Pursuant to Decree No. 71/2017/ND-CP dated June 06, 2017 of the Government guiding corporate governance for public companies.

Pursuant to the Charter on organization and operation of Thanh Hoa Water Supply Joint Stock Company.

Pursuant to Resolution No. /NQ-HĐQT on convening the Annual General Meeting of Shareholders in 2025.

In order to prepare a source of personnel to participate in the management and administration of the Company, the Board of Directors reports and anticipates the source of personnel to organize the General Meeting of Shareholders as follows:

I. Report on personnel of the Board of Directors, Supervisory Board for the term 2020 - 2025.

1. Incumbent Board of Directors

No.	Full name	Current working position	Note
1	Le The Son	Chairman of the Board of Directors	Represents 82,09% of owner's equity; equal to 52,23% of charter capital
2	Pham Van Tu	Vice Chairman of the Board of Directors	Elected from shareholders holding 20,86% of charter capital
3	Nguyen Ngoc Can	Member of the Board of Directors, General Director	Has transferred the state capital representation to Mr. Le The Son
4	Le Sy Len	Member of the Board of Directors, Deputy General Director	Represents 17,91% of owner's equity; equal to 11,39% of charter capital

5	Le Van Quy	Member of the Board of Directors, Chairman of Trade Union, Head of HR Department	Elected from shareholders holding 15,52% of charter capital
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2. Incumbent Supervisory Board

No.	Full name	Working position Currently	Note
1	Le Thi Ha	Head of the Supervisory Board	Head of the Supervisory Board
2	Trinh Thi Huyen	Deputy Head of Planning and Materials Department	Member of the Supervisory Board
3	Nguyen Cong Khanh	Member of the Supervisory Board	Member of the Supervisory Board

II. Evaluation of the performance of the Board of Directors, Supervisory Board:

1. Board of Directors

The operation of the Board of Directors is carried out in accordance with the law and the Company's Charter, the Operating Regulations of the Board of Directors, the Chairman of the Board of Directors and the assigned members have regularly supervised, urged and inspected the implementation of the contents approved by the Board of Directors at the meetings of the Board of Directors, the issued Resolutions and decisions.

The Board of Directors regularly closely supervises and proposes timely solutions to ensure the effective operation of the General Management Board in implementing the strategies, plans, and Resolutions of the Board of Directors and in managing the Company's production and business activities. Implement inspection and control of compliance with the provisions of law, the Company's internal governance regulations in the management of the General Management Board.

2. Supervisory Board

Performing the monitoring function, the Supervisory Board attended monthly meetings chaired by the General Director of the Company, and several Board of Directors meetings to grasp the management and operation of the Board of Directors. The Supervisory Board has implemented key tasks according to the plan to meet the requirements of controlling the Company's operations.

During the 2020-2025 term, the Supervisory Board complied with legal regulations, the Company's Charter, and the General Meeting of Shareholders' Resolutions, and successfully completed the assigned tasks.

III. Expected human resources for the Board of Directors and Supervisory Board for the 2025-2030 term.

On April 9, 2025, the Party Committee of the company met and agreed to introduce human resources for the Board of Directors and Supervisory Board as follows:

1. The number of members of the Board of Directors for the 2025-2030 term is: 05 people

a, Human resources proposed by the owner to manage the State capital to be elected to the Board of Directors and hold leadership positions in the Company are: 02 people.

No.	Full name	Qualification Specialization	Expected title	Expected Representative of Owner's capital
1	Le The Son	Master of Economics	Chairman of the Board of Directors	Represents 82,09% of owner's capital; equals 52,23% of charter capital
2	Le Trung Hieu	Master of Political Economics	Member of the Board of Directors	Represents 17,91% of owner's capital; equals 11,39% of charter capital

b, The remaining three members include:

- 01 member expected to be introduced by the State capital representative at the company
- 01 member currently holding 20.86% of charter capital and expected to hold the position of Vice Chairman of the Board of Directors.
- 01 member introduced from other shareholders currently holding 15.52% of charter capital.

2. The number of members of the Supervisory Board for the 2025 - 2030 term is: 03 people

No.	Full name	Year of birth	Qualification Specialization	Current Position	Expected Supervisory Board title
1	Vu Van Ha	05/7/1983	Bachelor of Economics - Major in Finance and Banking	Chief of Company Office	Head of the Supervisory Board
2	Trinh Thi Huyen	19/6/1971	Bachelor of Economics - Major in Accounting	Deputy Head of Planning-Materials Department	Member of the Supervisory Board
3	Mai Thanh Thuong	08/12/1993	Bachelor of Economics - Major in Accounting	Staff of KTTH Department, Nam TP Water Supply Branch	Member of the Supervisory Board

On April 10, 2025, the Company's Board of Directors met and agreed to introduce human resources for the Board of Directors and Supervisory Board for the 2025-2030 term as follows:

1. The number of members of the Board of Directors for the 2025-2030 term is: 05 people

a, Human resources proposed by the owner to manage the State capital to be elected to the Board of Directors and hold leadership positions in the Company are: 02 people.

No.	Full name	Current Position	Expected BOD Title	Expected Representative of Owner's capital
1	Le The Son	Chairman of the Board of Directors	Chairman of the Board of Directors	Represents 82,09% of owner's capital; equals 52,23% of charter capital
2	Le Trung Hieu	Deputy General Director of the company	Member of the Board of Directors	Represents 17,91% of owner's capital; equals 11,39% of charter capital

b, The remaining three members include:

No.	Full name	Current Position	Expected BOD title	Note
1	Pham Van Tu	Vice Chairman of the Board of Directors	Vice Chairman of the Board of Directors	Shareholder holding 20,86% of charter capital
2	Le Sy Len	Member of the Board of Directors, Deputy General Director	Member of the Board of Directors	Expected introduction by the current Board of Directors
3	Le Van Quy	Member of the Board of Directors, Head of HR Department	Member of the Board of Directors	Expected introduction by the current Board of Directors

2. The number of members of the Supervisory Board for the term 2025 - 2030 is: 03 people

No.	Full name	Year of birth	Education major	Current position	Proposed Supervisory Board title
1	Vu Van Ha	05/7/1983	Bachelor of Economics - Major in Finance and Banking	Chief of Office	Head of the Supervisory Board
2	Trinh Thi Huyen	19/6/1971	Bachelor of Economics - Major in Accounting	Deputy Head of Planning-Materials Department	Member of the Supervisory Board
3	Mai Thanh Thuong	08/12/1993	Bachelor of Economics - Major in Accounting	Staff of KTTH Department, Nam TP Water Supply Branch	Member of the Supervisory Board

Respectfully submit to the People's Committee of Thanh Hoa province for consideration and resolution so that the State Capital Representative at the company can vote

at the General Meeting of Shareholders expected to be held on June 16, 2025 in accordance with regulations./.

Recipient:

- As above;
- BOD; BOM;
- Supervisory Board;
- Archive

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRMAN



Le The son





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Thanh Hoa, day month year 2025

**POWER OF ATTORNEY
TO ATTEND THE ANNUAL GENERAL MEETING
OF SHAREHOLDER IN 2025**

THANH HOA WATER SUPPLY JOINT STOCK COMPANY

**To: Organizing Committee of the 2025 Annual General Meeting of Shareholders
Thanh Hoa Water Supply JSC**

Shareholder's name:.....
ID card/CCCD number:.....Issued on At
Address:.....
Total number of shares owned (as of May 20, 2025):.....shares
(Number of shares in words:.....)

I have received complete information about the 2025 Annual General Meeting of Shareholders of the Company. With this document, I:

Authorize:

Mr (Ms):.....
ID card/CCCD number Issued on AT.....
Address:.....

To represent me at the 2025 Annual General Meeting of Shareholders of Thanh Hoa Water Supply Joint Stock Company to vote on issues under the authority of the General Meeting of Shareholders with the number of votes corresponding to the number of representative shares (authorization does not have the value of receiving dividends)

I am fully responsible before the law for this authorization and commit to no claims whatsoever thereafter./.

AUTHORIZED PERSON
(Signature and full name)

AUTHORIZER
(Signature and full name)



THANH HOA WATER SUPPLY JOINT STOCK COMPANY

Address: No. 99 Mat Son - Dong Ve Ward - Thanh Hoa City

Tel: 02373 852 966; Website: capnuocthanhhhoa.vn

VOTING BALLOT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

NAME OF SHAREHOLDER /AUTHORIZED REPRESENTATIVE:	
SHAREHOLDER CODE:	NO.:
NUMBER OF VOTING SHARES:	SHARES

Kindly request the esteemed Shareholders to give their opinion by marking (X) in the corresponding box:

No.	Voting Item	Shareholder's Opinion		
1	Approval of the Presidium, Secretary, Vote Counting Committee, Agenda, and Working Regulations of the General Meeting	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
2	Approval of the 2024 Business Performance Report and 2025 Business Plan of the Executive Board	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
3	Approval of the Board of Directors' Report on 2024 Performance and 2025 Work Program	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
4	Approval of the Supervisory Board's 2024 Report and 2025 Work Plan	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
5	Approval of the Personnel Proposal for the Board of Directors and the Supervisory Board for the 2025–2030 term	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
6	Approval of the Audited Consolidated Financial Statements for 2024	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
7	Approval of the Profit Distribution Plan for 2024 and the Expected Dividend Payout Ratio for 2025	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
8	Approval of the Remuneration Plan for the Board of Directors and Supervisory Board in 2025	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
9	Approval of the Proposal on Selecting the Auditor for the 2025 Financial Statements	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
10	Approval of the Proposal to Amend the Company's Charter	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion
11	Approval of the General Meeting's Resolution	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	<input type="checkbox"/> No opinion

Shareholder's Signature
(Sign and clearly write full name)



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NOMINATION FORM

CANDIDATE TO JOIN THE BOARD OF DIRECTORS/SUPERVISORY BOARD
THANH HOA WATER SUPPLY JOINT STOCK COMPANY

Dear: ORGANIZING COMMITTEE OF THE 2025 ANNUAL GENERAL MEETING
OF SHAREHOLDERS

THANH HOA WATER SUPPLY JOINT STOCK COMPANY

Organization/Individual name:

ID/Business Registration No: Date of issue: Place of issue:.....

Address:.....

Currently owning/representing: shares (In words:.....)

Corresponding to a total par value of:.....

Request the Organizing Committee of the Annual General Meeting of Shareholders
of Thanh Hoa Water Supply Joint Stock Company to nominate me:

Mr. (Ms.):

ID/Business Registration No:Date of issue:Place of
issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning: shares (In words:.....)

Corresponding to a total par value of:.....

To be a candidate to participate in..... Thanh Hoa Water Supply
Joint Stock Company for the term 2025 – 2030 to be elected in the Annual General Meeting
of Shareholders on June 16, 2025.

Sincerely thank you!

Thanh Hoa, day ... month ... year
SHAREHOLDER

(Signature and full name, seal if any)

Note:

- Only Shareholders/Groups of shareholders with a minimum ownership ratio of 10% are entitled to nominate according to the provisions of the Enterprise Law
- The nomination form must be sent to the Organizing Committee of the Congress before 16:00 on June 13, 2025 to the address: Thanh Hoa Water Supply Joint Stock Company, No. 99 Mat Son, Dong Ve Ward, Thanh Hoa City, Thanh Hoa Province.



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Independence – Freedom – Happiness

CURRICULUM VITAE

(For candidates for members of the Board of Directors/Supervisory Board

Thanh Hoa Water Supply Joint Stock Company)

1. Full name:.....
2. Gender:
3. Date of birth:
4. Place of birth:
5. Citizen identification number:
Issued at:.....date:.....
6. Nationality:.....
7. Ethnicity:
8. Permanent address:
9. Phone number:
10. Email address:
11. Professional qualifications:
12. Work experience:.....
Fromto.....
13. Current position at Thanh Hoa Water Supply Joint Stock
Company:.....
14. Current positions held in other organizations:.....
15. Number of shares held:.....occupies.....% of charter capital, of which:
- Representing the State/strategic shareholder
owns:.....
- Individual ownership: accounting for.....% of charter capital
16. Holding commitments (if any):
17. List of related persons of the declarant:.....
18. Benefits related to the public company (if any):.....
19. Rights to public companies, public funds (if any):.....

I warrant that the above declarations are true, if false, I will be fully responsible before the law.

I commit to performing my duties honestly if elected as a member of the Board of Directors/Supervisory Board.

....., day.....month.....year 2025

Declarant

(signature, full name)