

Hai Duong, 20th June 2025**RESOLUTION****THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS****HAI DUONG WATER JOINT STOCK COMPANY**

Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019;

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

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

Pursuant to the Internal Regulations on Corporate Governance issued under Decision No. 1065/QĐ-HĐQT dated 29th June 2021;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company;

THIS IS TO DECIDE

Article 1. To approve the Regulations on holding the 2025 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company.

Article 2. To approve the BoD's Submission Letter on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01st January 2024 to 31st December 2024

1. Business performance results in 2024:

No	MAIN INDICATORS	UNIT	PLANNED	IMPLEMENTED
I	MAIN PRODUCTS			
1	- Treated water production output	Million m ³	72.376	73.269
2	- Treated water revenue	Million m ³	61.7	63.1
3	- Non-revenue and loss rate	%	11	13.8
4	- Customer development	Household	5,000	4,545
II	FINANCIAL INDICATORS			
1	Equity (charter capital)	Million Dong	318,824.7	318,824.7
2	Total revenue	Million Dong	546,100	573,530
	- Treated water	Million Dong	529,300	548,937
	- Civil construction	Million Dong	7,500	10,058
	- Drinking water production and other business activities	Million Dong	9,300	14,535

3	Total expenses	Million Dong	488,900	515,245
4	Pre-tax profit	Million Dong	57,200	58,285
5	After tax profit	Million Dong	45,000	46,044
III	OTHER INDICATORS			
1	Payment to Budget	Million Dong	77,068	77,691
	- Tax, fee, charges	Million Dong	60,657	61,280
	- Dividend paid to the State	Million Dong	16,411	16,411
2	Pre-tax profit margin/revenue	%	10.47	10.16
3	Pre-tax profit margin/Equity	%	17.94	18.28
4	Total employee salary fund	Million Dong	99.377	101.708
5	Total employees	Person	940	926
6	Average monthly salary/person	Million Dong	8.81	9.153

2. Financial Statements of the accounting period from 01st January 2024 to 31st December 2024

Main indicators include:

N ^o	INDICATOR	UNIT	IMPLEMENTATION
I	Total assets	VN Dong	910,427,226,623
1	Short term assets	VN dong	68,735,849,351
2	Long term assets	VN dong	841,691,377,272
II	Total capital sources	VN Dong	910,427,226,623
1	Debt payable	VN dong	452,242,379,973
2	Owner's equity	VN dong	458,184,846,650

(For details please see the Annual Financial Report for the accounting period from 1st January 2024 to 31st December 2024 which have been announced on the website: hdwaco.com.vn)

3. Profit distribution for the accounting period:

No	MAIN INDICATORS	UNIT	PLANNED	IMPLEMENTED
1	After tax profit of 2024	VN Dong	45,000,000,000	46,044,228,241
2	Profit to pay dividend	VN Dong	25,187,000,000 (7,9%)	25,824,800,700 (8,1%)
3	Development investment fund	VN Dong	13,500,000,000	13,199,685,141
4	Rewards, welfare fund	VN Dong	6,313,000,000	7,019,742,400
4.1	Executive Board's Rewards, welfare fund	VN Dong	339,000,000	239,200,000
4.2	Employees' Rewards, welfare fund	VN Dong	5,974,000,000	6,780,542,400

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

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

Article 3: To approve the BoD's Submission Letter on Production and Business Performance Plan and Profit Distribution Plan for 2025

1. Production and business performance plan for 2025:

No	MAIN INDICATORS	UNIT	PLAN
I	MAIN PRODUCTS		
1	- Treated water production	Million m ³	75.17
2	- Treated water revenue output	Million m ³	64.8
3	- Non-revenue and loss rate (try to maintain)	%	13.8
4	- Customer development	Household	4,000
II	FINANCIAL INDICATORS		
1	Equity (charter capital)	Million Dong	318,824,70
2	Total revenue	Million Dong	619,400
	- Treated water	Million Dong	595,750
	- Civil construction	Million Dong	9,000
	- Drinking water production and other business activities	Million Dong	14,650
3	Total expenses	Million Dong	558,200
4	Pre-tax profit	Million Dong	61,200
5	After tax profit	Million Dong	48,300
III	OTHER INDICATORS		
1	Payment to Budget	Million Dong	79,800
	- Tax, fee, charges	Million Dong	63,014
	- Dividend paid to the State (Tentative)	Million Dong	16,786
2	Pre-tax profit margin/revenue	%	9,88
3	Pre-tax profit margin/Equity	%	19,20
4	Total salary fund for employees	Million Dong	106,097
5	Total employees	Person	945
6	Average monthly salary/person	Million Dong	9.356

2. Profit Distribution Plan for 2025

No	MAIN INDICATORS	UNIT	PLAN
	Profit after tax in 2025	Million VND	48.300
1	Dividend payment in cash, tentative 8,2%	%	26.144
2	For Development investment fund	Million VND	14.171
3	For Rewards, welfare fund, in which	Million VND	7.985
3.1	Rewards, welfare fund for BoD and BoS	Million VND	100
3.2	Rewards, welfare fund for Employees	Million VND	7.885

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

Basing on the production and business performance results, the after-tax profits earned in 2025, basing on the provisions of the law on labor, wages, and bonuses for companies with state-controlled shares:

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

Article 4. To approve the BoD's Report on the performance of the Board of Directors, Board Members in 2024; and the Orientation and Operational Plan for the Board of Directors in 2025

Article 5. To approve the Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members

Article 6. To approve the BoD's Submission on the criteria and list of recommended list of independent auditing units for the audit of 2025 financial statements.

1. Criteria to select an auditing unit:

- Being an independent auditing unit on the list of auditing enterprises for public interest entities in 2025 under Decision No. 2730/QĐ-BTC dated 15th November 2024 of Ministry of Finance and approved by the State Securities Commission;
- Possessing a team of highly qualified and experienced auditors, honest, objective, reputable, upholding professional ethics;
- Having no relationship in purchasing and selling shares, assets or pooling capital to joint ventures with Hai Duong Water Joint Stock Company;
- Satisfying the Company's requirements on the auditing scope, progress and quality;
- Offering reasonable auditing costs, consistent with the content, scope and progress of the audit set by the Company.

2. List of proposed auditing units:

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

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

Article 7. To approve the BoD's Submission on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2024 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025

1. Salary, remuneration and total salary and remuneration fund planned for the Board of Directors and the Board of Supervisors approved by the General Meeting of Shareholders on 28th June 2024:

Salary for full time Chairman of BoD	32,000,000 VND/month
Salary for full time Vice Chairman of BoD	28,500,000 VND/month
Salary for full time member of BoD	26,000,000 VND/month
Remuneration for part time member of BoD	6,000,000 VND/month
Salary for Head of Board of Supervisors	24,500,000 VND/month
Salary for full time supervisor	16,000,000 VND/month
Remuneration for part time supervisor	3,200,000 VND/month

2. Salary payment principles:

- Chairman of the Board of Directors, Vice Chairman of BoD, Head of Board of Supervisors (BoS), members of BoS working full time at the Company are paid full time salaries without remuneration.
- Members of the BoD who concurrently hold leadership and management positions in the Company (General Director, Deputy General Directors) are paid full time salaries for those leadership and management positions and do not receive additional remuneration as members of the BoD.
- Members of the BoD and BoS who are not full time members and do not concurrently hold leadership and management positions are entitled to remuneration as members of the BoD and BoS.

Member of Board of Directors receiving full time salaries includes 02 people: Chairman and Vice Chairman of the BoD.

Member of Board of Directors receiving remuneration includes: 01 person.

The Board of Supervisors receiving full time remuneration includes: 03 people, Head of Board of Supervisors and 02 BoS members.

The total salary and remuneration fund planned for 2024 of the Board of Directors and Board of Supervisors is: VND 1,476,000,000 (One billion, four hundred and seventy six million VND).

3. Production and business results in 2024

No	Indicator	Unit	Planned	Implemented	Completion rate %
1	Treated water output revenue	m ³	61.700.000	63.147.813	102,35%
2	Total revenue	Million VND	526.000	543.303	103,29%
3	Average labor (excluding management)	Person	940	926	98,51%
4	Labor productivity	m ³ /person/year	5.470	5.683	103,894%
5	Payment to Budget	Million VND	77.068	77.691	100,81%
6	After tax profit	Million VND	57.200	58.285	101,90%
7	Capital preservation and development	Million VND	439.874	458.184	104,16%

Pursuant to Circular No. 28/2016/TT-BLDTBXH dated 01st September 2016 guiding the implementation of regulations on remuneration, salary, and bonus for joint stock companies with dominant state capital contribution, the Board of Directors hereby propose to settle the salary fund corresponding to the 4% profit increase.

The total salary and remuneration fund implemented in 2024 for the Board of Directors and the Board of Supervisors is: VND 1,535,040,000.

Details are as below:

No	Management position	Salary (VND/month)	Remuneration (VND/month)	No. of month	Total amount paid (VND)
1	Chairman of Board of Directors	33,280,000		12	399,360,000
2	Vice Chairman of BoD	29,640,000		12	355,680,000
3	BoD member (part time)		6,240,000	12	74,880,000
4	Head of BoS (full time)	25,480,000		12	305,760,000
5	BoS member (full time)	16,640,000		12	199,680,000
6	BoS member (full time)	16,640,000		12	199,680,000
	Total :				1,535,040,000

II. Plan of salary, remuneration amount, and salary, remuneration fund for BoD and BoS in 2025

1. Plan targets for 2025

No	Indicator	Unit	Planned
1	Treated water output	m ³	64,800,000
2	Total revenue	Million VND	619,400
3	Average laborer	Person	945
4	Average monthly income/person	Million VND	9,356
5	Labor productivity	m3/person/year	5,714
6	Payment to budget	Million VND	79,800
7	After tax profit	Million VND	48,300
8	Capital preservation and development	Million VND	458,184

2. Salary payment principles:

- The Chairman of the Board of Directors, the Head of the Board of Supervisors, and the BoS members working full time at the Company are paid full time salaries, without remuneration.
- Vice Chairman of the Board of Directors, members of the Board of Directors concurrently holding leadership and management positions of the Company (General Director, Deputy General Director, Manager of the Human Resource and Administration Department) receive full time salaries for those leadership and management positions and receive additional remuneration as members of BoD.
- Members of BoD and the BoS who are not full time members, and do not concurrently hold leadership and management positions, receive remuneration as members of BoD and the BoS.

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

Members of Board of Directors receiving remuneration includes: 06 people.

Members of Board of Supervisors receiving full time salaries includes: 03 people, the Head of the BoS and 02 BoS members.

3. Salary and remuneration fund planned for 2025 for Board of Directors and the Board of Supervisors

Pursuant to the provisions of Decree No. 44/2025/NĐ-CP dated 28th February 2025 of the Government regulating the management of labor, remuneration, wages, remuneration, and bonuses in state-owned enterprises, Circular No. 003/2025/TT-BNV dated 28th April 2025 guiding the implementation of labor, salary, remuneration, and bonuses management in state owned enterprises and the actual production and business situation, based on the proposal of the Supervisory Board, the Board of Directors proposes to develop the salary and remuneration plan of the Board of Directors and the Board of Supervisors in 2025 specifically as follows:

No	Management position	Salary (VND/month)	Remuneration (VND/month)	No. of month	Total planned salary (VND)
1	Chairman of Board of Directors	37,000,000		12	444,000,000
2	Vice Chairman of BoD		3,000,000	12	36,000,000
3	BoD member (part time)		6,000,000	12	72,000,000
4	Head of BoS (full time)	26,000,000		12	312,000,000
5	BoS member (full time)	17,000,000		12	204,000,000
6	BoS member (full time)	17,000,000		12	204,000,000
7	General Director (G.D)		2,000,000	12	24,000,000
8	Deputy G.D – 2 persons		2,000,000	12	48,000,000
9	Board member (part time)-H.R-Ad Dept. Manager -1 person		2,000,000	12	24,000,000
	Total :				1,368,000,000

The total salary and remuneration fund planned for 2025 of the Board of Directors and the Board of Supervisors is: VND 1,368,000,000.

4. Final settlement of realized salary, remuneration and salary and remuneration fund

At the end of the year, basing on the amount of salary, remuneration and the salary and remuneration fund planned in Clause 2, Section 2; Based on the implementation results of the production and business targets set for 2025 in Clause 1, Section 2 of this Submission Letter; and based on the regulations of the Government on labor, salary and bonus for companies with a controlling State capital contribution, the General Meeting of Shareholders will authorize the Board of Directors to consider and decide on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and report it to the Annual General Meeting of Shareholders in 2026.

Article 8. To approve the Public Disclosure of Related Interests of the Company's Insiders

Article 9: Implementation provisions

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

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

This Resolution is approved in full by the 2025 Annual General Meeting of Shareholders of Hai Duong Water Joint Stock Company and will come into effect from 20th June 2025.

Copies to:

- Meeting Documents;
- As specified in Article 9;
- Filing: Achieves.

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

Vu Manh Dung (signed and sealed)

CAM ĐOAN CỦA NGƯỜI DỊCH

Tôi, Nguyễn Thị Thanh, căn cước công dân số 030162013545 cấp ngày 22/9/2021 tại Cục Cảnh sát Quản lý hành chính về trật tự xã hội, cam đoan đã dịch chính xác văn bản đính kèm này từ tiếng Việt sang tiếng Anh.

Ngày / Date: 20/6/2025

Người dịch / Translator

Nguyễn Thị Thanh

TRANSLATOR'S CONFIRMATION

I, Nguyen Thi Thanh, holder of Citizen ID No. 030162013545 issued on 22nd Sep. 2021 by the Police Dept. for Administrative Management of Social Order, hereby confirm that I have correctly translated the attached document from Vietnamese into English.

LỜI CHỨNG CỦA CÔNG CHỨNG VIÊN

Hôm nay, ngày 20/6/2025 (ngày Hai mươi, tháng Sáu, năm Hai nghìn không trăm Hai lăm), tại Phòng Công chứng số 1, địa chỉ tại 93 Bạch Đằng, phường Trần Hưng Đạo, thành phố Hải Dương, tỉnh Hải Dương, Tôi, *Phạm Thị Thu Hằng* Công chứng viên, trong phạm vi trách nhiệm của mình theo quy định của pháp luật,

CHỨNG NHẬN:

- Bản dịch này là do Bà Nguyễn Thị Thanh, cộng tác viên phiên dịch của Phòng Công chứng số 1, tỉnh Hải Dương dịch từ tiếng Việt sang tiếng Anh;
- Chữ ký trong bản dịch đúng là chữ ký của Bà Nguyễn Thị Thanh;
- Nội dung bản dịch là chính xác, không vi phạm pháp luật, không trái đạo đức xã hội;
- Văn bản công chứng này được lập thành 02 bản chính, mỗi bản gồm 09 tờ, 09 trang, lưu 01 bản tại Phòng Công chứng số 1, tỉnh Hải Dương.

NOTARY'S AUTHENTICATION

Today, 20/6/2025 (The Twentieth of June, Two thousand and Twenty five), in the Notary Public Office No.1, located at 93 Bach Dang, Tran Hung Dao ward, Hai Duong city, Hai Duong province,

I, *Phạm Thị Thu Hằng* a Notary Public, within the scope of my liability as provided by the law,

HEREBY NOTARIZE:

- This document was translated from Vietnamese into English by Ms. Nguyen Thi Thanh, a certified translator/interpreter of the Notary Public Office No.1, Hai Duong province;
- The signature appearing in this translation is the genuine signature of Ms. Nguyen Thi Thanh;
- The contents of the document translated are authentic, not law-violated, not contrary to social morals;
- This notarized document is made into 02 originals, 09 sheets, 09 pages each, 01 of which is kept at Notary Public Office No.1, Hai Duong province.

Số công chứng (Notarial No.) *2179* Quyền số (Book No): 01/2025 TP/CC-SCC/BD

CÔNG CHỨNG VIÊN / NOTARY PUBLIC



CÔNG CHỨNG VIÊN
Phạm Thị Thu Hằng

Hai Duong, 20th June 2025

MINUTES

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HAI DUONG WATER JOINT STOCK COMPANY

I. NAME, HEAD OFFICE ADDRESS, ENTERPRISE CODE

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

II. TIME AND VENUE OF THE GENERAL MEETING

1. Time: From 8:00 to 11:30 on June 20, 2025
2. Venue: The Company Hall on the 3rd floor of the head office of Hai Duong Water Trading Joint Stock Company, situated at No. 10 Hong Quang Street, Quang Trung Ward, Hai Duong City, Hai Duong Province.

III. CONTENTS OF THE GENERAL MEETING AGENDA

- 3.1. Title of the Meeting: The 2025 Annual General Meeting of Shareholders
- 3.2. Purpose and Agenda of the Meeting:
 - To approve the Submission Letter of Report on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01st January 2024 to 31st December 2024;
 - To approve the Submission Letter of Report on Production and Business Performance Plan and Profit Distribution Plan for 2025;
 - To approve the Submission Letter of Report on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2024 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025;
 - To approve the Submission Letter of the criteria and list of recommended list of independent auditing units for the audit of 2025 financial statements;
 - To approve the Report on the performance of the Board of Directors, Board Members in 2024; and the Orientation and Operational Plan for the Board of Directors in 2025;

- To approve the Report on Public Disclosure of Related Interests of the Company's Insiders;
- To approve the Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members;

IV. PARTICIPANTS OF THE GENERAL MEETING

4.1. Total number of shareholders of Hai Duong Water Trading Joint Stock Company according to the list finalized on 20th May 2025 is: **939** shareholders.

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

4.2. Total number of shareholders (owners and authorized proxy) registered to attend the General Meeting of Shareholders and qualified according to the regulations: **60** shareholders

- Total number of shares owned, represented: 30,957,055 shares
- Total number of voting rights: 30,957,055 rights
- Number of shares without voting rights: 0 shares
- Number of shares with voting rights: 97.1 % / total number of voting rights.

V. PROCESS OF THE GENERAL MEETING

5.1. Announcement of reasons and introduction of delegates:

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

- Mr. Vu Chi Phuong - Head of the Human Resource and Administration Department announced the reasons and introduced the delegates
- Mr. Nguyen Thai Dung - Deputy General Director, Head of the Shareholder Qualification Examination Committee performed the followings:
 - + Reporting on the shareholders' qualification examination results;
 - + Approving of the regulations for organizing and voting at the General Meeting;
 - + Requesting the Presidium to conduct the General Meeting;

5.2. Agenda and Personnel of the General Meeting:

5.2.1. Members of the Presidium and Secretariat of the Meeting

- *The Presidium:*

- + Mr. Vu Manh Dung: Chairman of the BoD - Chairman of the Presidium
- + Mr. Nguyen Van Phung: Vice Chairman of the BoD cum Deputy General Director – Member of the Presidium



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

- *The Secretariat:*

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

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

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

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

- The agenda of the General Meeting;

- List of candidates to be elected for the Card and Ballot Counting Committee:

+ Number of members: 07 people

+ List of candidates:

- Mr. Nguyen Duc Dung: Head of the Business Planning Department - Head of the Committee

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

- Mr. Nguyen Le Huy: Director of Water Trading Branch No. 8 - Committee member

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

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

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

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

The Meeting voted by raising their voting cards once:

Voting results:

+ For the contents of the General Meeting Agenda: Approval: 60 cards corresponding to shares, accounting for 100 % of the shares with voting rights at the General Meeting; Disapproval: 0 card; No opinion: 0 card.

+ For the number and composition of the Card and Ballot Counting Committee: Approval: 60 cards equivalent to the number of shares, accounting for 100 % of the shares with voting rights at the General Meeting; Disapproval: 0 card; No opinion: 0 card.

5.3. Contents discussed and approved by the General Meeting:

5.3.1. From 8:20 to 8:40 a.m



Mr. Nguyen Thanh Son - Member of the Board of Directors - General Director presented at the Meeting: the Submission Letter of Report on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01st January 2024 to 31st December 2024.

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

Mr. Nguyen Thanh Son - Member of the Board of Directors - General Director presented at the Meeting: the Submission Letter of Report on Production and Business Performance Plan and Profit Distribution Plan for 2025.

5.3.3. From 8:50 to 9:15 a.m

Mr. Nguyen Van Phung - Member of the Board of Directors - Deputy General Director presented at the Meeting: the Report on the performance of the Board of Directors, Board Members in 2024; and the Orientation and Operational Plan for the Board of Directors in 2025.

5.3.4. From 9:15 to 9:25 a.m

Mr. Nguyen Thanh Son - Member of the Board of Directors - General Director presented at the Meeting: the Submission Letter of Report on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2024 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025.

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

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

5.3.6. From 9:40 to 10:10 a.m

Ms. Tran Thi Thanh Ngan - Head of the Board of Supervisors presented at the Meeting: the Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members; and the Submission Letter of the criteria and list of recommended list of independent auditing units for the audit of 2025 financial statements.

5.3.7. From 10:10 to 10:20 a.m: The shareholders discussed and gave opinions.

* Opinions from Mr. Pham Minh Cuong, owner of 117,403 shares with voting rights: The production and business operation in 2025 will encounter difficulties due to the merger of provinces and thus the investment attraction and the production and business indicators will be hard to be fulfilled.

5.3.8. From 10:20 to 10:30 a.m: The General Meeting voted to approve the following contents:

- The Submission Letter of Report on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01st January 2024 to 31st December 2024;
- The Submission Letter of Report on Production and Business Performance Plan and Profit Distribution Plan for 2025;
- The Submission Letter of Report on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2024 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025;
- The Submission Letter of the criteria and list of recommended list of independent auditing units for the audit of 2025 financial statements;
- The Report on the performance of the Board of Directors, Board Members in 2024; and the Orientation and Operational Plan for the Board of Directors in 2025;
- The Report on Public Disclosure of Related Interests of the Company's Insiders;
- The Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members.

Form of voting: 01 time voting by secret ballot on each of the above contents.

At the time of voting, there are 60 shareholders and authorized proxy of shareholders with a total number of 30,957,055 shares with voting rights at the General Meeting.

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

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

5.3.10. From 11:00 to 11:05 a.m

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

Specific voting results are as below:

* Results of the vote counting to approve the contents mentioned in section 5.3.8

Total number of ballots issued: 60 ballots representing 30,957,055 voting shares. Total number of ballots collected: 60 ballots representing 30,957,055 / 31,882,470 voting shares equivalent to 97.1 % of the voting rights at the General Meeting.

Total number of valid ballots: 60 ballots corresponding to 30,957,055 existing voting shares, accounting for 97.1 %.

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

Results:**BẢN DỊCH**

No	ITEM TO BE VOTED	FOR	AGAINST	ABSTENTION
1	Submission Letter on Business Performance, Financial Statements and Profit Distribution of the accounting period from 01 st January 2024 to 31 st December 2024	60 ballots, equivalent to 30,957,055 existing shares with voting rights, accounting for 97.1 %.	0 ballot	0 ballot
2	Submission Letter on Production and Business Performance Plan and Profit Distribution Plan for 2025	60 ballots, equivalent to 30,957,055 existing shares with voting rights, accounting for 97.1 %.	0 ballot	0 ballot
3	Submission on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2024 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025	60 ballots, equivalent to 30,957,055 existing shares with voting rights, accounting for 97.1 %.	0 ballot	0 ballot
4	Submission on the criteria and list of recommended list of independent auditing units for the audit of 2025 financial statements	60 ballots, equivalent to 30,957,055 existing shares with voting rights, accounting for 97.1 %.	0 ballot	0 ballot
5	Report on the performance of the Board of Directors, Board Members in 2024; and the Orientation and Operational Plan for the Board of Directors in 2025	60 ballots, equivalent to 30,957,055 existing shares with voting rights, accounting for 97.1 %.	0 ballot	0 ballot
6	Public Disclosure of Related Interests of the Company's Insiders	59 ballots, equivalent to 30,944,404 existing shares with voting rights, accounting for 97.06 %.	0 ballot	0 ballot
7	Report of the Board of Supervisors on the Performance of the Board of Directors, of the General Director; and the Self-assessment Report on the Performance of the Board of Supervisors and its members	59 ballots, equivalent to 30,944,404 existing shares with voting rights, accounting for 97.06 %.	0 ballot	0 ballot

Pursuant to the provisions of the Enterprise Law, the Charter on Incorporation and Operation of Hai Duong Water Trading Joint Stock Company, the Regulations on Holding the Meeting, all the above contents of the agenda have been duly approved by the General Meeting of Shareholders.

5.3.11. From 11:05 to 11:15 a.m

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

5.3.12. From 11:15 to 11:20 a.m

The Meeting voted to approve:

- Voting for: Approval to the Minutes and Resolution of the General Meeting
- Voting form: Voting 01 time by raising cards.
- At the time of voting, there were 60 shareholders and authorized proxy of shareholders with a total of 30,957,055 shares with voting rights present at the General Meeting.
- Voting results: Approval: 60 cards corresponding to 30,957,055 shares and accounting for 97.1 % of the shares with voting rights at the General Meeting. Disapproval: 0 cards. No opinion: 0 cards.

Based on the provisions of the Enterprise Law, the on Incorporation and Operation of Hai Duong Water Trading Joint Stock Company, the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders of Hai Duong Water Trading Joint Stock Company were duly approved.

The Minutes and Resolution of the 2025 Annual General Meeting of Shareholders of Hai Duong Water Trading Joint Stock Company shall be published on the system of the State Securities Commission, Hanoi Stock Exchange and website: hdwaco.com.vn.

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

Mr. Vu Manh Dung: Chairman of the Board of Directors, on behalf of the Presidium delivered a summary and a closing speech for the 2025 Annual General Meeting of Shareholders./.

**For THE SECRETARIAT
HEAD**

Le Phuong Dung
(signed)

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

Vu Manh Dung
(signed and sealed)

CAM ĐOAN CỦA NGƯỜI DỊCH

Tôi, Nguyễn Thị Thanh, căn cước công dân số 030162013545 cấp ngày 22/9/2021 tại Cục Cảnh sát Quản lý hành chính về trật tự xã hội, cam đoan đã dịch chính xác văn bản đính kèm này từ tiếng Việt sang tiếng Anh.

Ngày / Date: 20/6/2025

Người dịch / Translator

Nguyễn Thị Thanh

TRANSLATOR'S CONFIRMATION

I, Nguyen Thi Thanh, holder of Citizen ID No. 030162013545 issued on 22nd Sep. 2021 by the Police Dept. for Administrative Management of Social Order, hereby confirm that I have correctly translated the attached document from Vietnamese into English.

LỜI CHỨNG CỦA CÔNG CHỨNG VIÊN

Hôm nay, ngày 20/6/2025 (ngày Hai mươi, tháng Sáu, năm Hai nghìn không trăm Hai lăm), tại Phòng Công chứng số 1, địa chỉ tại 93 Bạch Đằng, phường Trần Hưng Đạo, thành phố Hải Dương, tỉnh Hải Dương, Tôi, *Phạm Thị Thu Hằng* Công chứng viên, trong phạm vi trách nhiệm của mình theo quy định của pháp luật,

CHỨNG NHẬN:

- Bản dịch này là do Bà Nguyễn Thị Thanh, cộng tác viên phiên dịch của Phòng Công chứng số 1, tỉnh Hải Dương dịch từ tiếng Việt sang tiếng Anh;
- Chữ ký trong bản dịch đúng là chữ ký của Bà Nguyễn Thị Thanh;
- Nội dung bản dịch là chính xác, không vi phạm pháp luật, không trái đạo đức xã hội;
- Văn bản công chứng này được lập thành 02 bản chính, mỗi bản gồm 08 tờ, 08 trang, lưu 01 bản tại Phòng Công chứng số 1, tỉnh Hải Dương.

NOTARY'S AUTHENTICATION

Today, 20/6/2025 (The Twentieth of June, Two thousand and Twenty five), in the Notary Public Office No.1, located at 93 Bach Dang, Tran Hung Dao ward, Hai Duong city, Hai Duong province, I, *Phạm Thị Thu Hằng* a Notary Public, within the scope of my liability as provided by the law,

HEREBY NOTARIZE:

- This document was translated from Vietnamese into English by Ms. Nguyen Thi Thanh, a certified translator/interpreter of the Notary Public Office No.1, Hai Duong province;
- The signature appearing in this translation is the genuine signature of Ms. Nguyen Thi Thanh;
- The contents of the document translated are authentic, not law-violated, not contrary to social morals;
- This notarized document is made into 02 originals, 08 sheets, 08 pages each, 01 of which is kept at Notary Public Office No.1, Hai Duong province.

Số công chứng (Notarial No): 2073 Quyền số (Book No): 01/2025 TP/CC-SCC/BD

CÔNG CHỨNG VIÊN / NOTARY PUBLIC



Phạm Thị Thu Hằng
CÔNG CHỨNG VIÊN

