

No.: 06 /NQ-DHDCD

Binh Dinh, June 27, 2025

RESOLUTION
of 2025 Annual General Meeting of Shareholders
of Binh Dinh Water Supply and Sewerage Joint Stock Company

Pursuant to Law on Enterprises dated June 17, 2020;

Pursuant to Company's Charter dated April 22, 2022;

Pursuant to the minutes of the Annual General Meeting of Shareholders held on June 27, 2025, of Binh Dinh Water Supply and Sewerage Joint Stock Company.

THIS IS TO RESOLVE:

Article 1. To approve the results of election of members of the Board of Directors for the 2025 - 2030 term, including the following persons:

No.	Full name	Ratio, compared to total number of valid voting shares
1	Phan Dinh Tan	132.52%
2	Le Thanh Cuong	92.59%
3	Le Tien Dung	92.57%
4	Nguyen Nguyen Hoai Vien	92.44%
5	Ngo Thi Hong Van	89.75%

Article 2. To approve the results of election of members of the Board of Supervisors for the 2025 - 2030 term, including the following persons:

No.	Full name	Ratio, compared to total number of valid voting shares
1	Huynh Thi Giao	133.34%
2	Tran Nguyen Hanh Lan	83.40%
3	Ha Phu Cuong	83.17%

Article 3. To approve the Report on Performance in 2024 and in the 2020 - 2025 term, and the Operational Orientation for the 2025 - 2030 term of the Board of Directors.

Article 4. To approve the Report on Performance in 2024 and in the 2020 - 2025 term, and the Operational Orientation for the 2025 - 2030 term of the Board of Supervisors.

Article 5. To approve the Production and Business Performance in 2024 and the Financial Assessment 2024 having been appraised by the independent auditing firm and the Board of Supervisors of the Company as follows:

- Total revenue : 290,860,092,475 VND;
- Total expenses : 245,895,737,211 VND;
- Total accounting profit before tax : 44,964,355,264 VND;
- Accounting profit after tax : 35,904,572,211 VND;
- Ratio of profit after tax to charter capital : 28.93%

Article 6. To approve the distribution of profit after tax for 2024 as follows:

No.	Details	Amount (VND)
1	Profit after tax	35,904,572,211
2	Distribution of profit after tax	35,904,572,211
2.1	Development investment fund	10,771,372,000
2.2	Bonus and welfare fund	11,481,320,211
2.2.1	<i>Welfare fund</i>	9,185,056,169
2.2.2	<i>Bonus fund</i>	2,296,264,042
	- <i>Bonus fund for employees</i>	1,982,632,042
	- <i>Bonus fund for managers</i>	313,632,000
2.3	Dividend fund (<i>ratio of 11.0% of charter capital</i>)	13,651,880,000

Article 7. To approve the production and business plan for 2025 as follows:

- Total revenue : 315,600 million dong;
- Total accounting profit before tax : 48,786 million dong;
- Ratio of profit after tax to charter capital : 31.45%
- Expected ratio of dividend to charter capital : 12.50%

** Note: Depending on the production and business situation in the planning year, the General Meeting of Shareholders approves the Board of Directors to consider adjusting the above indicators as prescribed. Based on the Resolution of the Board of Directors, the Executive Board will implement in accordance with the regulations.*

Article 8. To approve the plan for distribution of profit after tax for 2025 as follows:

No.	Details	Amount (VND)
1	Profit after tax	39,028,800,000
2	Distribution of profit after tax	39,028,800,000
2.1	Development investment fund	11,708,640,000
2.2	Bonus and welfare fund	11,806,660,000
2.3	Dividend fund (<i>ratio of 12.50% of charter capital</i>)	15,513,500,000

Article 9. To approve the list of investment projects in 2025 as follows

Unit: million dong

No.	Projects and project items	Total estimated investment	Total realized expenditure accumulated up to the end of 2024	Expected implementation in 2025	Remarks
I	List of unfinished investment projects to be continued in 2025	121,431	59,838	40,654	
1	Construction of auxiliary items of water supply system (fence, warehouse, mechanical workshop, ...)	3,000	1,604	1,396	In progress, finalization in the first quarter of 2025
2	Investment and renovation of Quy Nhon City's water supply system	27,200	24,342	2,955	Transition and finalization in the second quarter of 2025
3	Investment and renovation of Water Supply Enterprise No. 1's water supply system	6,500	94	6,406	Transition in 2025
4	Investment and renovation of Water Supply Enterprise No. 2's water supply system	17,198	16,472	690	In progress, finalization in the first quarter of 2025
5	Consulting on survey and project establishment of D600 pipeline along Dien Bien Phu extended road, Quy Nhon City (from new National Highway 19 to Ly Thai To booster pump station)	1,000	-	1,000	Transition in 2025
6	Digitalization of water supply system on GIS data platform	5,000	1,282	3,718	Transition in 2025 (SCADA)
7	Expansion of transmission and distribution pipeline network in An Nhon Township, Tuy Phuoc Town and Ngo May Town	14,533	8,124	6,409	In progress, transition in 2025

No.	Projects and project items	Total estimated investment	Total realized expenditure accumulated up to the end of 2024	Expected implementation in 2025	Remarks
8	Pipeline and booster pump station supplying water to Nhon Hoi Economic Zone and Nhon Ly Commune	36,000	-	15,000	Transition in 2025
9	Investment and renovation of Water Supply Enterprise No. 1's water supply system	5,000	3,323	1,677	In progress, finalization in the second quarter of 2025
10	Investment and renovation of Water Supply Enterprise No. 2's water supply system	6,000	4,597	1,403	In progress, finalization in the first quarter of 2025
II	Investment portfolio in 2025			61,500	
1	Investment and renovation of Quy Nhon City's water supply system		-	16,500	Including: Quy Nhon Inner City, Dieu Tri Town, ...
2	Upgrading operating technology and investing in backup generators		-	6,000	Automation, pumping station technology, backup generators, ...
3	Investment and renovation of Water Supply Enterprise No. 1's water supply system		-	15,000	An Nhon Township, Ngo May Town, Tuy Phuoc Town
4	Investment and renovation of Water Supply Enterprise No. 2's water supply system		-	20,000	Hoai Nhon Town, Tang Bat Ho Town, Binh Duong Town
5	Purchasing vehicles for production and business		-	4,000	1 7-seat car for Enterprise No. 1 and Enterprise No. 2; 2 pickup trucks; 1 crane truck
III	Total (I + II):	121,431	59,838	102,154	

Article 10. To approve the contents on labor, salary, remuneration implemented in 2024 as follows:

- Salary fund for employees : 45,144,000,000 VND;
- Salary fund for full-time managers : 2,509,056,000 VND;
- Remuneration fund for non-executive managers : 334,560,000 VND;
- Salary fund for self-performed water supply system construction (according to the settlement of labor costs for each project) : 12,264,145,842 VND.

Article 11. To approve the plan for labor use and development of salary, remuneration and bonuses for the plan in 2025 as follows:

1. Salary fund for employees and the Executive Board : 48,945,600,000 VND.

2. Salary level for Council members and full-time Supervisors:

- Salary of the Chairman of the Board of Directors : 46,800,000 VND/month;
- Salary of the Head of the Board of Supervisors : 39,000,000 VND/month.

3. Planned Remuneration for Council members, Non - full - time Supervisors:

- Remuneration for Council members participating in the Executive Board : 2,808,000 VND/people/month
- Remuneration for Council members not participating in the Executive Board : 9,360,000 VND/people/month
- Remuneration for Supervisors : 7,800,000 VND/people/month

4. Bonus Fund Plan

- Bonus fund for employees: : 2,257,920,000 VND;
- Bonus fund for managers and Supervisors : 521,972,000 VND.

5. The planned salary fund for 2025 for the construction of self-performed water supply system projects will be implemented in accordance with the settlement of labor costs for each project.

6. In 2025, depending on the actual performance and business results, the company will make adjustments according to regulations.

Article 12. To approve the list of independent auditing firms and the plan for independent auditing firm selection to audit the financial statements 2025.

Article 13. This Resolution takes effect from June 27, 2025.

Article 14. The members of the Board of Directors, the Board of Supervisors and the Executive Board, as well as all shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company shall be responsible for the implementation of this Resolution./.

This Resolution was read before the 2025 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company on June 27, 2025 and approved by the General Meeting in full with a ratio of 100%.

Recipients:

- As Article 14;
- State Securities Commission;
- Hanoi Stock Exchange;
- Website Company;
- Archive: Office, Secretary.

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

CHAIRMAN



Nguyen Van Chau

MINUTES OF MEETING
Annual General Meeting of Shareholders 2025

Binh Dinh Water Supply and Sewerage Joint Stock Company, with its head office at 146 Ly Thai To, Quang Trung Ward, Quy Nhon City, Binh Dinh Province; Business Registration Certificate No. 4100258955 issued by the Department of Planning and Investment of Binh Dinh Province (*currently the Department of Finance of Binh Dinh Province*) on July 31, 2010, with the eighth amendment registered on December 24, 2024.

The Annual General Meeting of Shareholders 2025 commenced at 13:30 on June 27, 2025, at Hall A, Binh Dinh Water Supply and Sewerage Joint Stock Company.

A. CEREMONIAL AND PROCEDURAL SECTION OF THE MEETING:

I. Verification of shareholder status and conditions for conducting the Meeting:

The Meeting unanimously approved the personnel of the Shareholder Eligibility Verification Committee and listened to Mr. Nguyen Trong Tri - Head of the Shareholder Eligibility Verification Committee - report on the shareholder eligibility verification results as follows:

- Total number of shareholders invited to attend the Meeting: **433** shareholders, equivalent to **12,410,800** shares, representing **100%** of the charter capital.
- Total number of shareholders present and represented by proxy: **237** shareholders, holding **12,085,183** shares, accounting for **97.31%** of the total voting shares.
- Number of shareholders absent and not represented: **196** shareholders, holding **325,617** shares, accounting for **2.69%** of the total voting shares.
- Upon verification, all shareholders met the eligibility requirements to attend the Meeting.
- Based on the shareholder eligibility verification results up to the present time, the attendance rate at the Meeting exceeds 65% of the total voting shares. Therefore, pursuant to Clause 1, Article 18 of the Company Charter, the Annual General Meeting of Shareholders 2025 of Binh Dinh Water Supply and Sewerage Joint Stock Company is valid and eligible to proceed.

II. Introduction of meeting participants:

- Distinguished guests and delegates;
- Members of the Board of Directors and the Board of Supervisors of the Company;
- Shareholders and shareholder representatives of the Company.

III. Approval and Voting on the Working Regulations of the Meeting:

- The Meeting heard Mr. Giap Tien Dung, on behalf of the Organizing Committee, present the Working Regulations of the Meeting.
- The Meeting voted to approve the Working Regulations with 100% affirmative votes from the attending shareholders.

IV. Approval and Voting on the Agenda of the Meeting:

- The Meeting heard Mr. Giap Tien Dung, on behalf of the Organizing Committee, present the Agenda of the Meeting.
- The Meeting voted to approve the agenda with 100% affirmative votes from the attending shareholders.

V. Introduction of the Presidium, Chairperson, Secretary of the Meeting, and the Vote Counting Committee:

The Meeting heard Mr. Giap Tien Dung - on behalf of the Organizing Committee - introduce the personnel for the Presidium, the Chairperson, the Secretary of the Meeting, and the Vote Counting Committee. The Meeting unanimously approved the following list:

1. Presidium and Chairperson of the Meeting:

- Mr. Nguyen Van Chau, Chairman of the Board of Directors, Chairman of the General Meeting;
- Mr. Le Tien Dung, Member of the Board of Directors, Director of the Company;
- Mr. Le Thanh Cuong, Member of the Board of Directors, Deputy General Director of the Company.

2. Secretaries of the Meeting:

- Mr. Huynh Thien Hoa;
- Ms. Phan Nguyet Ha.

3. Vote Counting Committee:

- Mr. Tran Minh Khanh;
- Ms. Huynh Thi Dinh;
- Mr. Huynh Kim Phung.

B. MAIN CONTENT OF THE MEETING:

I. Election of Members of the Board of Directors and Board of Supervisors for the 2025 - 2030 Term

Mr. Nguyen Van Chau - Chairman of the General Meeting reported to the General Meeting on the election of members of the Board of Directors and the Board of Supervisors of the Company for the 2025 - 2030 term:

1. Mr. Nguyen Van Chau - Chairman of the General Meeting reported and requested the General Meeting to approve Proposal No. 15/TTr-CTN dated May 16, 2025 regarding the election of members of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term. Voting results:

- Approved : 100% of the votes from attending shareholders.



- Disapproved : 0%
- Other opinions : 0%

2. The Chairman of the General Meeting reported to the General Meeting on the Regulations for nomination, self-nomination, and election of members of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term. Voting results

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

3. The Chairman of the General Meeting reported on Document No. 5035/UBND-NCVX dated June 11, 2025, from the People's Committee of Binh Dinh Province regarding the appointment and reappointment of the representatives of state-owned capital and the nomination of candidates for leadership and management positions at Binh Dinh Water Supply and Drainage Joint Stock Company for the 2025 - 2030 term, as well as the nomination forms submitted by the shareholders. The list of candidates for the Board of Directors and the Supervisory Board for the 2025 - 2030 term is as follows

3.1. List of Candidates for the Board of Directors:

No.	Full Name	Year of Birth	Total Shares Represented for Nomination	Ratio/Charter Capital
1	Le Thanh Cuong	1976	6,329,508	51.00%
2	Le Tien Dung	1968		
3	Nguyen Nguyen Hoai Vien	1979		
4	Phan Dinh Tan	1954	3,090,131	24.89%
5	Ngo Thi Hong Van	1969	2,276,644	18.34%

3.2. List of Candidates for the Board of Supervisors

No.	Full Name	Year of Birth	Total Shares Represented for Nomination	Ratio/Charter Capital
1	Tran Nguyen Hanh Lan	1969	6,329,508	51.00%
2	Ha Phu Cuong	1980		
3	Huynh Thi Giao	1975	3,090,131	24.89%

The Chairman of the General Meeting proposed that the shareholders approve the list of members of the Vote Counting Committee, including:

- Mr. Nguyen Trong Tri, Deputy Head of the Department of Administration and Human Resources, Head of the Committee;
- Ms. Nguyen Thi Phuong Tra, Deputy Head of the Department of Accounting and Business, Member;

- Ms. Nguyen Quynh Lan, Staff of the Department of Accounting and Business, Member.

Voting results on the members of the Vote Counting Committee:

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

The General Meeting proceeded to vote for members of the Board of Directors and the Board of Supervisors; the Vote Counting Committee commenced the vote counting process.

II. Reports Presented to the General Meeting by the Board of Directors and the Board of Supervisors:

1. Mr. Le Tien Dung, Member of the Board of Directors and Director of the Company, presented to the General Meeting the business performance report for 2024, the 2020 - 2025 term, the business plan and tasks for 2025, as well as the orientations and tasks for the 2025 - 2030 period;

2. Mr. Le Tien Dung, Member of the Board of Directors and Director of the Company, reported to the General Meeting on the activities of the Board of Directors in 2024, the 2020 - 2025 term, and the operational orientation for the 2025 - 2030 term.

3. Ms. Tran Nguyen Hanh Lan, Head of the Board of Supervisors, reported to the General Meeting on the activities of the Board of Supervisors in 2024, the 2020 - 2025 term, and the operational orientation for the 2025 - 2030 term.

4. Mr. Le Thanh Cuong, Member of the Board of Directors and Deputy Director of the Company, presented to the General Meeting for approval:

- Proposal No. 16/TTr-CTN dated May 16, 2025 regarding the approval of the audited Financial Statements for 2024, the dividend payout ratio, and the distribution of after-tax profits for 2024; Key business targets for 2025, the dividend payout plan, and the distribution of after-tax profits for 2025; The 2025 investment portfolio for the development of the water supply system.

- Proposal No. 22/TTr-CTN dated June 25, 2025 regarding the approval of matters related to labor, salaries, remuneration implemented in 2024, and the plans for 2025 for the Company's employees and management personnel.

5. Ms. Tran Nguyen Hanh Lan, Head of the Board of Supervisors, presented to the General Meeting Proposal No. 18/TTr-CTN dated May 16, 2025 regarding the selection of an independent audit firm to audit the financial statements for 2025.

III. Shareholders' Contributions During the General Meeting:

- Mr. Le Thanh Cuong - on behalf of the Presidium, invited the shareholders to share their opinions.

- The Meeting heard contributions from Nguyen Tan Huy - Head of Technical Department, who shared his views on the progress of investment projects in the current context, and on enhancing the application of science and technology in production and business operations.

- Mr. Phan Dinh Tan, member of the Board of Directors, acknowledged the determination and efforts of the Executive Board and the Company's employees in achieving the business results for 2024 and for the 2020 - 2025 term. He shared about the overall challenges faced by the Company and affirmed his continued support and commitment to accompanying the Company. He especially recognized the leadership role of Mr. Nguyen Van Chau, Chairman of the Board of Directors, whose contributions over the past 10 years have played a significant part in the Company's current success. He expressed his hope that in the new term, with the spirit of upholding the tradition of solidarity, the Company will fulfill and exceed its planned targets.

- Mr. Nguyen Van Chau, Chairman of the General Meeting, expressed his gratitude for the contributions of the delegates and shareholders, and extended his best wishes to the Board of Directors and the Supervisory Board for the 2025 - 2030 term, hoping they will successfully fulfill the tasks entrusted to them by the shareholders.

IV. Voting Session of the General Meeting:

Mr. Le Thanh Cuong - Chairman of the General Meeting, requested the Meeting to vote on the key agenda items as follows:

1. Approval of the Report on Business performance in 2024, 2020 - 2025 term; Plan and tasks for 2025 and orientations and tasks for the 2025 - 2030 term.

The Meeting voted with the following result:

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

2. Approval of the Report on performance of the Board of Directors in 2024, 2020 - 2025 term; Operational orientations for the 2025 - 2030 term.

The Meeting voted with the following result:

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

3. Approval of the Report on performance of the Board of Supervisors in 2024, 2020 - 2025 term; Operational orientations for the 2025 - 2030 term.

The Meeting voted with the following result:

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

4. Approval of the audited financial statements for 2024; dividend distribution ratio and allocation of after-tax profit for 2024; key business targets for 2025; dividend distribution plan and allocation of after-tax profit for 2025;

investment portfolio for water supply system development in 2025, as presented in Proposal No. 16/TTr-CTN dated May 16, 2025 by the Board of Directors.

The Meeting voted with the following result:

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

5. Approval of matters related to labor, salaries, remuneration, and bonuses for 2024 and the 2025 plan for the Company's employees and managers, as presented in Proposal No. 22/TTr-CTN dated June 25, 2025 by the Board of Directors.

The Meeting voted with the following result:

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

6. Approval of the list of independent audit firms and the plan for selecting an independent audit firm to audit the financial statements for 2025, as presented in Proposal No. 18/TTr-CTN dated May 16, 2025 by the Board of Supervisors.

The Meeting voted with the following result:

- Approved : 100% of the votes from attending shareholders.
- Disapproved : 0%
- Other opinions : 0%

V. Election Results for the Board of Directors and Board of Supervisors, Term 2025 - 2030

1. The Vote Counting Committee announced the results of the Board of Directors election, listing the following individuals:

No.	Full Name	Percentage of Total Valid Votes
1	Phan Dinh Tan	132.52%
2	Le Thanh Cuong	92.59%
3	Le Tien Dung	92.57%
4	Nguyen Nguyen Hoai Vien	92.44%
5	Ngo Thi Hong Van	89.75%

2. The Vote Counting Committee announced the results of the Board of Supervisors election, listing the following individuals:

No.	Full Name	Percentage of Total Valid Votes
1	Huynh Thi Giao	133.34%
2	Tran Nguyen Hanh Lan	83.40%



No.	Full Name	Percentage of Total Valid Votes
3	Ha Phu Cuong	83.17%

The Board of Directors for the 2025 - 2030 term convened its first meeting to elect the Chairman and appoint members of the Company's Executive Board.

The Board of Supervisors for the 2025 - 2030 term held its first meeting to elect the Head of the Board of Supervisors.

C. CLOSING OF THE GENERAL MEETING:

- Mr. Huynh Thien Hoa - Secretary, presented the Meeting Minutes.

- Mr. Nguyen Van Chau - Chairman of the General Meeting, presented the Meeting Resolutions.

The General Meeting of Shareholders unanimously approved the Meeting Resolutions with 100% of the votes from shareholders present

- Mr. Nguyen Van Chau - Chairman of the General Meeting, officially declared the conclusion of the General Meeting.

The 2025 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company concluded at 17:00 on the same day. These Meeting Minutes comprise 07 pages and were prepared in accordance with the Law on Enterprises and the Company's Charter./.

MEETING SECRETARIES



Huynh Thien Hoa



Phan Nguyet Ha

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS CHAIRMAN



Nguyen Van Chau