

RESOLUTION

**THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
HAI DUONG WATER JOINT STOCK COMPANY**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; and the Law on Enterprises No. 76/2025/QH15 (effective from July 1, 2025) amending and supplementing the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Charter on Organization and Operation of Hai Duong Clean Water Trading Joint Stock Company, adopted on June 25, 2021, and amended and supplemented on April 28, 2026;

Pursuant to the Internal Regulations on Corporate Governance issued together with Decision No. 1065/QĐ-HĐQT dated June 29, 2021, and amended and supplemented on April 28, 2026;

Pursuant to the Minutes of the 2026 Extraordinary General Meeting of Shareholders of Hai Duong Clean Water Trading Joint Stock Company;

THIS IS TO DECIDE

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

Article 2. Approval of the Board of Directors' proposal regarding the production and business plan and the profit distribution plan for 2026:

1. Production and business performance plan for 2026:

No	MAIN INDICATORS	UNIT	PLAN APPROVED AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS	PLAN PROPOSED FOR APPROVAL AT THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
I	Treated water revenue output	Million m ³	68.8	70.5
II	FINANCIAL INDICATORS			
1	Total revenue	Million Dong	614,950	664,910
2	Total expenses	Million Dong	551,650	600,610
3	Profit before tax	Million Dong	63,300	64,300
4	Profit after tax	Million Dong	49,900	50,760
III	OTHER INDICATORS			
1	Contribution to the state budget	Million Dong	86,300	84,100
2	Total payroll	Million Dong		113,388
3	Total workforce	Workers		945
4	Average monthly salary per person	Million Dong		9.999

2. Profit Distribution Plan for 2026:

No	MAIN INDICATORS	UNIT	PLAN APPROVED AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS	PLAN PROPOSED FOR APPROVAL AT THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
	After tax profit in 2026	Million VND	49,900	50,760
1	Expected dividend payment	Million VND	26,144 (8.2%)	31,882 (10%)
2	For Development investment fund	Million VND	12,475	7,614
3	For Rewards, welfare fund, in which	Million VND	11,281	11,264
3.1	Rewards, welfare fund for BoD and BoS	Million VND	2,256	1,690
3.2	Rewards, welfare fund for Employees	Million VND	9,025	9,574

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

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

- To make decisions on the actual wages of employees;
- To make decisions on the allocation of funds: Development investment fund;

Rewards, welfare and other things according to regulations.

Article 3: Approval of the Company's strategic development direction for the 2026–2030 period, with the following key targets:

No.	Key Indicators	Unit	Year				
			2026	2027	2028	2029	2030
1	Commercial water volume	Million m3	70.50	73.32	75.89	78.16	80.51
2	Total revenue	Million VND	664,910	731,400	804,540	884,990	973,490
	Of which: Clean water revenue	Million VND	634,190	705,010	778,610	859,000	947,410
3	Profit after tax	Million VND	50,760	53,920	56,720	59,550	62,530
4	Projected dividend payout ratio	%	10.0%	10.5%	11.0%	11.5%	12.0%
5	Projected average clean water selling price	VND/m3	8,996	9,616	10,260	10,990	11,768
6	Contribution to state budget	Million VND	84,100	84,300	85,200	86,100	88,000
7	Total workforce	Persons	945	945	945	945	945
8	Average income per person per month	Million VND	10.0	10.41	10.77	11.09	11.43

Note: The above plan is calculated based on a Corporate Income Tax rate of 20%.

Article 4: Implementation provisions

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

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

This Resolution is approved in full by the 2026 Extraordinary General Meeting of Shareholders of Hai Duong Water Joint Stock Company and will come into effect from 30th October 2026.

Copies to:

- Meeting Documents;
- As specified in Article 4;
- Filing: Archives.

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



Vu Manh Dung



Hai Phong, 30th October 2026

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

I. NAME, HEAD OFFICE ADDRESS, ENTERPRISE CODE

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

II. TIME AND VENUE OF THE GENERAL MEETING

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

III. CONTENTS OF THE GENERAL MEETING AGENDA

3.1. Title of the Meeting: The 2026 Extraordinary General Meeting of Shareholders

3.2. Purpose and Agenda of the Meeting:

- To approve Submission for the approval of the business performance plan for 2026 and the profit distribution plan for 2026;
- To approve 5-year development strategy and orientation stage of 2026-2030

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 06th October 2026 is: **933** 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: **47** shareholders

- Total number of shares owned, represented: 30,251,678 shares
- Total number of voting rights: 30,251,678 rights
- Number of shares without voting rights: 0 shares
- Number of shares with voting rights: 94.9 % / total number of voting rights.

V. PROCESS OF THE GENERAL MEETING

5.1. **Announcement of reasons and introduction of delegates:**

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

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

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

- + Reporting on the shareholders' qualification examination results;
- + Approving of the regulations for organizing and voting at the General Meeting;
- + Requesting the Presidium to conduct the General Meeting.

5.2. Agenda and Personnel of the General Meeting:

5.2.1. Members of the Presidium and Secretariat of the Meeting

- The Presidium:

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

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

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

- The Secretariat:

+ Ms. Nguyễn Thị Thu Hằng: Members of Board of Supervisors - Head of the Secretariat

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

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

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

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

+ Number of members: 07 people

+ List of candidates:

- Mr. Mac Huy Hoang: Director of Water Trading Branch No. 5 - Committee member

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

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

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

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

- Mr. Nguyen Duc Ha: Head of Legal Department - Committee member

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

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

Voting results:

+ For the contents of the General Meeting Agenda: Approval: 47 cards corresponding to the number of shares, accounting for 94.9 % 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: 47 cards equivalent to the number of shares, accounting for 94.9 % 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 8:40 to 9:15 a.m:

Mr. Nguyen Thanh Son- Member of the Board of Directors- General Director presented at the Meeting: The Submission for the approval of the business performance plan for 2026 and the profit distribution plan for 2026; And 5-year development strategy and orientation stage of 2026-2030.

5.3.2. From 9:15 to 9:30 a.m: The shareholders discussed and gave opinions.

- Comments from Mr. Tran Quoc Khanh (holder of 47,100 shares):

+ Having reviewed the provided documents, he concurs with the proposals presented at the General Meeting.

+ Regarding the projected average annual output growth of 1%–3%: given the limited potential for expansion within the current water supply service area—where growth is primarily driven by mechanical (population/urban) expansion—this growth rate is appropriate.

- Comments from Mr. Le Van Tuoi (holder of 27,300 shares):

+ Achieving the revenue growth targets outlined in the strategy will require an increase in water tariffs.

+ The company should closely track the development of urban areas and industrial zones to boost the volume of commercial water sales.

- Comments from Mr. Pham Minh Cuong (holder of 117,403 shares):

+ The proposed revenue growth targets cannot be met if the planned roadmap for water tariff increases is not implemented as expected.

Response from the Presidium:

Mr. Nguyen Thanh Son—Member of the Board of Directors and General Director—responded on behalf of the Presidium:

+ This is a political mandate assigned by the city. While achieving the revenue growth targets for 2026 will be challenging, the Company will employ various solutions to strive toward meeting the core objectives of the plan.

5.3.3. From 9:30 to 9:40 a.m: The General Meeting voted to approve the following contents:

- To approve Submission for the approval of the business performance plan for 2026 and the profit distribution plan for 2026;

- To approve 5-year development strategy and orientation stage of 2026-2030

5.3.4. From 9:40 to 10:00 a.m

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

5.3.5. From 10:00 to 10:10 a.m

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

Detailed voting results are as below:

* Results of the vote counting to approve the contents mentioned in section 5.3.1

Total number of ballots issued: 47 ballots representing 30,251,678 voting shares.

Total number of ballots collected: 47 ballots representing 30,251,678/ 31,882,470 voting shares equivalent to 94.9% of the voting rights at the General Meeting.

Total number of valid ballots: 47 ballots corresponding to 30,251,678 existing voting shares, accounting for 94.9 %.

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

Results:

No	ITEM TO BE VOTED	FOR	AGAINST	ABSTENTION
1	To approve Submission for the approval of the business performance plan for 2026 and the profit distribution plan for 2026	47 ballots, equivalent to 30,251,678 existing shares with voting rights, accounting for 94.9 %.	0 ballot	0 ballot
2	To approve 5 - year development strategy and orientation stage of 2026-2030	47 ballots, equivalent to 30,251,678 existing shares with voting rights, accounting for 94.9 %.	0 ballot	0 ballot

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

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

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

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

The Meeting voted to approve:

- Voting for: Approval to the Minutes and Resolution of the General Meeting
- Voting form: Voting 01 round by raising cards.
- At the time of voting, there were 47 shareholders and authorized proxy of shareholders with a total of 30,251,678 shares with voting rights present at the General Meeting.

- Voting results: Approval: 47 cards corresponding to 30,251,678 shares and accounting for 94.9% of the shares with voting rights at the General Meeting. Disapproval: 0 cards. No opinion: 0 cards.

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

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

5.3.19. From 10:25 to 10:30 a.m

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

**For THE SECRETARIAT
HEAD**



Nguyen Thi Thu Hang

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



Vu Manh Dung

