HAI DUONG WATER
JOINT STOCK COMPANY
No.: 2130 / NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Duong, 30th October 2026

VŨ MẠNH DŨNG
Digitally signed by VŨ MẠNH DŨNG
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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: Archieves.

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

M.S.D.N: 0800001348 CÔNG TY CỔ PHẦN KINH DOANH NƯỚC SẠCH HẢI DƯƠNG THÀNH PHỐ HẢI PHÒNG

Vu Manh Dung