

RESOLUTION
of 2026 Annual General Meeting of Shareholders
of Binh Dinh Water Supply and Sewerage Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020 and the Law on Amendments and Supplements to a number of articles of the Law on Enterprises dated June 17, 2026;

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

Pursuant to the minutes of the Annual General Meeting of Shareholders held on April 20, 2026, of Binh Dinh Water Supply and Sewerage Joint Stock Company.

THIS IS TO RESOLVE:

Article 1. To approve the Report on Performance in 2025 and the Operational Orientation for 2026 of the Board of Directors.

Article 2. To approve the Report on Performance in 2025 and the Operational Orientation for 2026 of the Board of Supervisors.

Article 3. To approve the Production and Business Performance in 2025 and the Financial Assessment 2025 having been appraised by the independent auditing firm and the Board of Supervisors of the Company as follows:

- Total revenue : 316,935,009,031 VND;
- Total expenses : 269,243,173,157 VND;
- Total accounting profit before tax : 47,691,835,874 VND;
- Accounting profit after tax : 38,032,120,856 VND;
- Ratio of profit after tax to charter capital : 30.64%

Article 4. To approve the distribution of profit after tax for 2025 as follows:

No.	Details	Amount (VND)
1	Profit after tax	38,032,120,856
2	Distribution of profit after tax	38,032,120,856
2.1	Development investment fund	11,410,000,000
2.2	Bonus and welfare fund	11,108,620,856
2.2.1	<i>Welfare fund</i>	8,886,620,856
2.2.2	<i>Bonus fund</i>	2,222,000,000
	- <i>Bonus fund for employees</i>	1,732,745,000
	- <i>Bonus fund for for the Board of Directors and Management</i>	489,255,000

No.	Details	Amount (VND)
2.3	Dividend fund (<i>ratio of 12.50% of charter capital</i>)	15,513,500,000

Article 5. To approve the production and business plan for 2026 as follows:

- Total revenue : 348,629 million dong;
- Total accounting profit before tax : 43,600 million dong;
- Ratio of profit after tax to charter capital : 28.10%
- Expected ratio of dividend to charter capital : 12.00%

* *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 6. To approve the plan for distribution of profit after tax for 2026 as follows:

No.	Details	Amount (VND)
1	Profit after tax	34,880,000,000
2	Distribution of profit after tax	34,880,000,000
2.1	Development investment fund	10,464,000,000
2.2	Bonus and welfare fund	9,523,040,000
2.3	Dividend fund (<i>ratio of 12.00% of charter capital</i>)	14,892,960,000

Article 7. To approve the list of investment projects in 2026 as follows

Unit: million dong

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
I	List of unfinished investment projects, to be continued in 2026	73,000	9,770	63,230	
1	Investment and renovation of the Water Supply Enterprise No. 1's water supply system	6,500	1,406	5,094	Capacity expansion of Dap Da WTP; to be completed in Q1/2026
2	Consulting on survey and project establishment of D600 pipeline along Dien Bien Phu extended	1,000	-	1,000	Carried forward

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
	road, Quy Nhon city (from new National Highway 19 to Ly Thai To booster pump station)				
3	Investment and renovation of Quy Nhon 's water supply system	16,500	2,268	14,232	Carried forward from 2025; currently in progress
4	Upgrading operating technology, investing in backup generators	6,000	521	5,479	
5	Investment and renovation of the Water Supply Enterprise No. 1's water supply system	15,000	74	14,926	
6	Investment and renovation of the Water Supply Enterprise No. 2's water supply system	24,000	5,501	18,499	Carried forward from 2025; additional 4 billion VND for network expansion
7	Purchasing vehicles for production and business	4,000	-	4,000	Carried forward from 2025; currently in progress
II	Investment portfolio in 2025	109,500	-	58,500	
1	D600 pipeline along Dien Bien Phu extended road, Quy Nhon city (from new National Highway 19 to Ly Thai To booster pump station)	96,000	-	45,000	Phase 1: From New Highway 19 to Hung Vuong St.
2	Expansion and renovation of water supply network (Quy Nhon wards)	6,000	-	6,000	Improve service quality; address voters' petitions
3	Installation of	7,500	-	7,500	

TT	Name of item, project	Total estimated investment	Total accumulated realized cost up to 2024	Expected implementation in 2025	Note
	groundwater monitoring equipment, SCADA system, automation, solar energy, etc.				
III	Total (I+II):	182,500	9,770	121,730	

Article 8. To approve the contents on labor, salary, remuneration implemented in 2025 as follows:

1. Actual Salary Fund for 2025 for Employees and the Executive Board: VND 47,491,920,000.

2. Actual salary level in 2025 for Council members and full-time Supervisors:

- Actual Salary of the Chairman of the Board of Directors: VND 46,800,000 /month.

- Actual Salary of the Head of the Board of Supervisors: VND 39,000,000 /month.

3. Actual Remuneration for 2025 for council members, Non - full - time Supervisors:

- Remuneration for Council members participating in the Executive Board: VND 2,808,000/person/month.

- Remuneration for Council members not participating in the Executive Board: VND 9,360,000/person/month.

- Remuneration for Supervisors: VND 7,800,000/person/month.

4. Actual 2025 Salary Fund for in-house water supply system construction (based on labor cost final accounts for each project): VND 5,923,551,655.

Article 9. To approve the plan for labor use and development of salary, remuneration and bonuses for the plan in 2026 as follows:

1. Salary Fund Plan for 2026 for Employees and the Executive Board (salary unit price on actual revenue shall not exceed 14.25%): VND 49,392,000,000.

2. Planned salary level in 2026 for Council members and full-time Supervisors:

- Salary of the Chairman of the Board of Directors: VND 55,500,000/month.

- Salary of the Head of the Board of Supervisors: VND 46,500,000/month.

3. Planned Remuneration for 2026 for council members, Non - full - time Supervisors:

- Remuneration for Council members participating in the Executive Board: VND 3,330,000/person/month.

- Remuneration for Council members not participating in the Executive Board: VND 11,100,000/person/month.

- Remuneration for Supervisors: VND 9,300,000/person/month.

4. The planned salary fund for 2026 for the construction of self-performed water supply system projects will be implemented in accordance with the settlement of labor costs for each project.


5. In 2026, depending on the actual performance and business results, the company will make adjustments according to regulations.

Article 10. To approve the list of independent auditing firms and the plan for independent auditing firm selection to audit the financial statements 2026.


Article 11. To approve the amendments and supplements to the Internal Regulations on Corporate Governance (*supplemented content: the order and procedures for General Meetings of Shareholders to pass resolutions via online meetings or a combination of in-person and online meetings*).

Article 12. This Resolution takes effect from April 20, 2026.

Article 13. The General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company entrusts the Board of Directors, the Board of Supervisors, and the Executive Board with the implementation of this Resolution./.

This Resolution was read before the 2026 Annual General Meeting of Shareholders of Binh Dinh Water Supply and Sewerage Joint Stock Company on April 20, 2026 and approved by the General Meeting in full with a ratio of 100%. 

Recipients:

- As Article 13;
- State Securities Commission;
- Hanoi Stock Exchange;
- Website Company;
- Archive: Office, Secretary. 

ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN




Le Thanh Cuong