



PHU MY WATER SUPPLY JOINT STOCK COMPANY

Address: 02 Doc Lap, Tan Ngoc Quarter, Phu My Ward, Ho Chi Minh City

Telephone: 0254.3876576

Website: www.pmw.vn

Email: capnuocphumy@pmw.vn

Business Registration Certificate No.: 3500677525 issued by the Department of Planning and Investment of BR-VT Province

First registration date: November 29, 2004

23rd amendment registration date: February 09, 2026

No.: 01/NQ - ĐHĐCĐ

Phu My, March 22, 2026

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020, effective from January 01, 2021;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Pursuant to the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Phu My Water Supply Joint Stock Company dated March 22, 2026.

RESOLVED

Article 1. To approve the report on the activities of the BOD, the business results of 2025, and the business directions and tasks for 2026 according to Report No. 02/2026/BC-HĐQT:

No.	INDICATOR	Unit	2025 PERFORMANCE	2026 PLAN	% RATIO 2026/2025
1	Distributed water	m ³	29,865,463	29,731,100	99.55%
2	Produced water	m ³	6,489,517	6,405,200	98.70%
3	Commercial water	m ³	29,103,510	28,836,550	99.08%
4	Total revenue	Million VND	412,646	385,628	93.45%
-	Water revenue	"	354,924	351,518	99.04%

-	<i>Financial + other revenue</i>	“	57,722	34,110	59.09%
5	Total expenses	“	285,593	276,236	96.72%
-	<i>Water production costs</i>	“	280,550	273,586	97.52%
-	<i>Financial + other expenses</i>	“	5,043	2,650	52.55%
6	CIT	“	7,934	7,788	98.16%
7	Profit after tax	“	119,120	101,604	85.30%

Article 2. To approve the audited financial statements for 2025 according to Proposal No. 01/TTr-HĐQT; to approve the profit distribution and dividend payment plan for 2025 and the profit distribution plan for 2026 according to Proposal No. 02/TTr-HĐQT:

1. 2025 Financial statements:

No.	INDICATOR	Unit	ENDING BALANCE	BEGINNING BALANCE
I	TOTAL ASSETS	Million VND	673,134	701,678
1	Current assets	"	40,347	104,064
2	Non-current assets	"	632,787	597,614
II	TOTAL RESOURCES	"	673,134	701,678
1	Liabilities	"	93,804	79,549
2	Owner's equity	"	579,330	622,129

No.	INDICATOR	Unit	CURRENT YEAR	PREVIOUS YEAR
1	Total revenue	Million VND	412,646	392,301
	<i>Revenue from water production</i>		354,924	362,615
	<i>Financial + other revenue</i>		57,722	29,687
2	Total expenses	"	285,593	284,955
3	Total profit before tax	"	127,053	107,347
4	Corporate income tax	"	7,934	8,500
5	Total profit after tax	"	119,120	98,847
6	Basic earnings per share	VND	2,144	1,740

2. Profit distribution and dividend payment plan for 2025:

Unit: Million VND

No.	CONTENT	RATIO %	AMOUNT
I	TOTAL PROFIT AFTER TAX		119,120
II	PROFIT DISTRIBUTION	100	119,120
1	Appropriation to bonus and welfare fund: 10% of PAT	10	11,920
2	Expected cash dividend payment at 20% of charter capital	83.95	100,000
3	Retained earnings	6.04	7,200

3. Profit distribution plan for 2026:

- Appropriation to the Investment and Development Fund at a rate of 3% of Profit after tax
- Appropriation to the Bonus and Welfare Fund at a rate of 10% of Profit after tax
- Dividend payment at a rate of 15% of charter capital.
- Retained earnings: Remaining profit after tax after appropriation to funds and dividend payment.

Article 3. To approve the settlement of remuneration for members of the Board of Director and the Board of Supervisors for 2025 at VND 1,435 million and approve the remuneration for members of the Board of Director and the Board of Supervisors for 2026 at VND 1,500 million according to Proposal No. 03/TTr-HĐQT.

Article 4. To approve the list of auditing firms and authorize the Board of Directors to select an independent auditing unit to perform the audit of the Company's 2026 financial statements according to Proposal No. 01/TTr-BKS.

Article 5. To approve the Report of the Board of Supervisors on the performance of the Company, the Board of Directors, the Board of Management, and the Board of Supervisors in 2025; the 2026 Action Plan of the Board of Supervisors according to Report No. 01/2026/BC-BKS.

Article 6. To approve the Dismissal and Additional Election of Board of Director members for the 2025-2030 term according to Proposal No. 04/TTr-HĐQT.

Article 7. To approve the results of the additional election to the BOD for the 2025-2030 term as follows:

Ms. Nguyen Thi Hoang Ngoc

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Article 8. This Resolution takes effect from March 22, 2026. The Board of Directors, the Board of Supervisors, and the Board of Management of the Company are responsible for organizing and leading the Company to implement the contents of this Resolution.

This Resolution consists of 08 articles and was approved in its entirety by the 2026 Annual General Meeting of Shareholders of Phu My Water Supply Joint Stock Company at the meeting.

Recipients:

- HNX;
- BOS, BOS;
- Archived: AD.

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



NGUYỄN LƯƠNG ĐIỀN



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

MINUTES

Annual General Meeting of Shareholders 2026

PHU MY WATER SUPPLY JOINT STOCK COMPANY

- *Head office address: 02 Doc Lap, Tan Ngoc Quarter, Phu My Ward, Ho Chi Minh City*
- *Website: www.pmw.vn Email: capnuocphumy@pmw.vn*
- *Enterprises Registration Certificate No.: 3500677525 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on November 29, 2004, 23rd amendment dated: February 09, 2026*

Today, at 08:30 A.M. on March 22, 2025, at the Hall of Ba Ria – Vung Tau Water Supply Joint Stock Company, No. 14, Road 30/4, Tam Thang Ward, Ho Chi Minh City, Phu My Water Supply Joint Stock Company held the 2026 Annual General Meeting of Shareholders.

The number of shareholders directly attending is 60, representing 445 shareholders attending and by proxy, corresponding to 40,804,759 shares, accounting for 81.61% of the voting shares.

Pursuant to Article 145 of the Law on Enterprises No. 59/2020/QH14 and Article 18 of the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company, the General Meeting of Shareholders is eligible to proceed.

AGENDA AND PROCEEDINGS OF THE MEETING

1. At 08:35 A.M., the organizing committee stated the reason for opening the Meeting, introduced the attendees, reported the results of the shareholder eligibility verification, introduced the Presidium, the meeting secretary, and the vote-counting committee; and approved the meeting agenda and the meeting organization regulations.

- Introducing the Presidium, including:

- + Mr. Nguyen Luong Dien : Chairman of the BOD –Chairperson
- + Mr. Dinh Chi Duc : Member of the BOD
- + Mr. Nguyen Canh Toan : Member of the BOD, Director

- Nominating the Meeting Secretary, including:

- + Mr. Nguyen Trong Hai
- + Ms. Tran To Lien



- Nominating the Vote-Counting Committee, including:

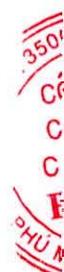
- + Mr. Nguyen Tien Vy - Head of Committee
- + Ms. Le Thi Hien Thuong - Member
- + Mr. Nguyen Thanh Van - Member

The Meeting voted with 100% of attending shareholders agreeing to approve the list of the Presidium, the meeting secretary, and the vote-counting committee.

The Meeting voted with 100% of attending shareholders agreeing to approve the Meeting agenda and the Meeting organization regulations.

2. At 08:45 A.M., Mr. Nguyen Luong Dien – Chairman of the BOD presented the Report on the activities of the Board of Directors, the results of production and business activities in 2025, and the direction for production and business tasks in 2026.
3. At 09:10 A.M., Mr. Nguyen Canh Toan – Director presented the following contents:
 - The 2025 financial statements audited by the International Auditing Company Limited.
 - Proposal on the approval of the profit distribution plan for 2025 and the profit distribution plan for 2026.
4. At 09:12 A.M., Ms. Nguyen Thi Hoang Ngoc – Deputy Director presented the following contents:
 - Proposal on the settlement of remuneration for the Board of Directors and the Board of Supervisors in 2025 and the proposed remuneration for the Board of Directors and the Board of Supervisors in 2026.
5. At 09:15 A.M., Ms. Nguyen Thi Nhung – Representative of the Board of Supervisors presented:
 - Proposal on the selection of an auditing firm for the 2026 financial statements;
 - Report of the Board of Supervisors on the company's management situation, the performance of the Board of Directors, the Board of Management, and the Board of Supervisors in 2025, and the activity plan of the Supervisory Board for 2026.
6. At 09:20 A.M., Mr. Dinh Chi Duc – Member of the BOD presented the proposal on the approval of the dismissal and supplementary election of members of the Board of Directors.
7. At 09:23 A.M., Mr. Nguyen Tien Vy - Head of the Vote-Counting Committee presented the regulations on nomination, candidacy, and supplementary election of members of the BOD for the 2025-2030 term, introduced the curriculum vitae of the candidates, and provided instructions on voting.

The list of candidates for the supplementary election to the Board of Directors is as follows:



1. Ms. Nguyen Thi Hoang Ngoc

8. At 09:25 A.M., the Meeting held a discussion:

- **Shareholder Phan Thi Nga:** I completely agree with the report of the Board of Directors and the Executive Board. After the COVID-19 pandemic, the Company's production and business activities faced many difficulties, and water production decreased; however, business results still improved, mainly thanks to the Company's effective cost reduction efforts, thereby increasing profits.

Recently, the Company has not distributed bonus shares. I propose that the Board of Directors continue to effectively utilize the invested assets to create a basis for distributing bonus shares, while maintaining a dividend level of approximately 20% and focusing on improving the living standards of employees.

- **Shareholder Nguyen Van Hon:** The Company's main source of revenue comes from water supply to industrial zones. In the context of many difficulties, maintaining the current dividend level is a positive result. I propose that the Company continue to improve its management and operational efficiency in the future.
- **Shareholder Pham Qui Trung:** The business performance report shows that the company has maintained efficient operations over the past years. Congratulations to the company for overcoming the difficulties after the COVID-19 pandemic.

All shareholders agreed to approve the reported contents.

9. At 09:30 A.M., the Meeting cast votes to approve the contents and cast ballots for the election of members of the Board of Directors for the 2025-2030 term.

10. At 09:40 A.M., the Meeting took a break.

11. At 10:07 A.M., the Vote-Counting Committee reported the vote-counting results:

The total number of ballots issued was 445, the number of ballots collected was 445.

Of which, the number of valid ballots was 445, the number of invalid ballots was 0.

• **Approval of voting contents:**

No.	Voting content	Agree		Disagree		Abstain	
		Number of votes	% of total voting shares present	Number of votes	% of total voting shares present	Number of votes	% of total voting shares present
1	Report on the activities of the Board of Directors, results of production and business activities in 2025, and direction for	445 votes corresponding to 40,804,759 shares	100%	0	0%	0	0%

	production and business tasks in 2026						
2	Audited 2025 financial statements	445 votes corresponding to 40,804,759 shares	100%	0	0%	0	0%
3	Profit distribution plan for 2025, profit distribution plan for 2026	445 votes corresponding to 40,804,759 shares	100%	0	0%	0	0%
4	Settlement of remuneration for the Board of Directors and the Board of Supervisors in 2025, proposed remuneration for the Board of Directors and the Board of Supervisors in 2026	445 votes corresponding to 40,804,759 shares	100%	0	0%	0	0%
5	Selection of an auditing firm for the 2026 financial statements	445 votes corresponding to 40,804,759 shares	100%	0	0%	0	0%
6	Report of the Board of Supervisors on the operation of the Company, the Board of Directors, the Board of Management, and the Board of Supervisors in 2025 and the activity plan of the Board of Supervisors for 2026	445 votes corresponding to 40,804,759 shares	100%	0	0%	0	0%
7	Dismissal and supplementary election of members of the Board of Directors for the 2025-2030 term	445 votes corresponding to 40,804,759 shares	100%	0	0%	0	0%

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+ Pursuant to Clause 2, Article 148 of the Law on Enterprises and Article 20 of the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company (a ratio of over 50% of the total voting shares of all attending shareholders in favor), the General Meeting of Shareholders agreed to approve the above contents.

- Results of the election of members of the Board of Directors:

The total number of ballots issued was 445, the number of ballots collected was 445.

Of which, the number of valid ballots was 445, the number of invalid ballots was 0.

Board of Directors:

- Ms. Nguyen Thi Hoang Ngoc: 40,804,759 voting rights, reaching 100%.

Pursuant to the Election Regulations and the Company's Charter on Organization and Operation, the Vote-Counting Committee announced that Ms. Nguyen Thi Hoang Ngoc was elected to the Board of Directors.

12. At 10:45 A.M., Mr. Nguyen Trong Hai – Meeting Secretary read the Minutes of the Meeting and the Resolution. The Meeting voted with 100% of attending shareholders agreeing to approve.

Pursuant to Article 148 of the Law on Enterprises No. 59/2020/QH14 and the Company's Charter on Organization and Operation, the above contents have been agreed upon and approved by the General Meeting.

The above is the entire content of the minutes of the 2026 Annual General Meeting of Shareholders of Phu My Water Supply Joint Stock Company. The minutes were approved by the Meeting and stored with relevant documents at the head office of Phu My Water Supply Joint Stock Company.

SECRETARY

Nguyen Trong Hai

CHAIRPERSON



NGUYỄN LƯƠNG ĐIỀN



ORGANIZATIONAL REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PHU MY WATER SUPPLY JOINT STOCK COMPANY

Pursuant to:

Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

The Charter on Organization and Operation of the Company

The Board of Directors of Phu My Water Supply Joint Stock Company establishes the Working Regulations for the 2026 Annual General Meeting of Shareholders as follows:

Chapter 1: General Provisions

Article 1. Scope and Subjects of Application

- These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Phu My Water Supply Joint Stock Company.
- The Regulations specify the rights and obligations of shareholders/authorized representative attending the Meeting and participating parties, as well as the conditions and procedures for conducting the Meeting.
- Shareholders, authorized representative, and participating parties are responsible for complying with the provisions of these Regulations.

Article 2. Terminology/ Abbreviations:

- Company : Phu My Water Supply Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- AGM : General Meeting of Shareholders
- Delegates : Shareholders, authorized representatives of shareholders

**Article 3. Rights and Obligations of Shareholders/Authorized representative
Attending the Meeting**

- Conditions for attending the Meeting: Being shareholders or authorized representatives via written powers of attorney (using the Company's form) of one or more shareholders listed in the Company's shareholder list as of the record date of

February 02, 2026, confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC).

- Rights of shareholders/representatives when attending the Meeting:
 - To directly attend or authorize another person to attend the Meeting in writing using the Company's form;
 - To discuss, vote on, and elect all matters within the authority of the Meeting in accordance with the Law on Enterprises, other relevant legal documents, and the Company's Charter;
 - To be informed of the content and agenda of the Meeting by the Organizing Committee;
 - Upon attending the Meeting, each Delegate shall receive a Voting Ballot, Election Ballot, and the Meeting agenda upon registration;
 - Attend the Meeting at the prescribed time. In case a shareholder arrives after the Meeting has commenced, he/she must complete the registration procedures with the Organizing Committee and, thereafter, shall be entitled to participate, vote and stand for election immediately after registration. However, the Chairperson is not obliged to suspend the Meeting to facilitate the registration of late-arriving shareholders, and the validity of resolutions already passed prior to such registration shall remain unchanged;
 - Strictly comply with the rules of the General Meeting of Shareholders, follow instructions, and adhere to the regulations and direction of the Organizing Committee. Respect the working results of the Meeting and the management of the Presidium;
 - Dress politely when attending the Meeting;
 - Speech content must be consistent with the Meeting agenda.

Article 4. Responsibilities of the Presidium:

- Manage the Meeting according to the agenda and Regulations approved by the Meeting. Guide discussions and collect votes from Delegates on matters within the Meeting agenda.
- Resolve issues arising throughout the course of the General Meeting.

Article 5. Responsibilities of the Meeting Secretary:

- Fully and truthfully record the entire proceedings of the General Meeting and issues approved or noted by the General Meeting.
- Draft the Meeting Minutes and the draft Resolution of the General Meeting regarding issues to be approved at the 2026 Annual General Meeting of Shareholders.



- Read and request voting for approval of the Meeting Minutes and Resolution regarding the reports and proposals approved by the General Meeting before the closing of the General Meeting.

Article 6. Responsibilities of the Vote Counting Committee:

- Determine the voting and election results of delegates regarding issues approved at the General Meeting.
- Promptly notify the Secretary of the vote counting results.

Chapter II: Conditions and Procedures for Conducting the General Meeting

Article 7. Conditions and methods for conducting the General Meeting

- The first 2026 Annual General Meeting of Shareholders shall be conducted when the number of attending shareholders represents more than 50% of the total voting shares in accordance with the list of shareholders prepared as of the record date for the General Meeting of Shareholders.
- In the event that the first convened meeting does not have a sufficient number of shareholders representing more than 50% of the voting shares attending, the second convened 2026 Annual General Meeting of Shareholders shall be organized within thirty (30) days from the intended date of the first GMS. The second 2026 Annual General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 33% of the total voting shares.
- In the event that the second convened 2026 Annual GMS of the Company does not have a sufficient number of shareholders representing 33% of the voting shares attending, the third convened 2026 Annual GMS shall be organized within twenty (20) days from the intended date of the second GMS. In this case, the General Meeting of Shareholders shall be conducted regardless of the number of attending shareholders and the ratio of voting shares of the attending shareholders.
- The General Meeting shall be conducted sequentially according to the agenda of the General Meeting.
- Discussions shall be carried out after all reports and proposals have been read and reported at the General Meeting.
- Voting to approve each item in the General Meeting shall be carried out in accordance with the voting regulations.
- The nomination/candidacy for members of the BOD and the BOS shall be carried out in accordance with the Company's Charter. The principles of election and vote counting shall be carried out in accordance with the Company's Charter.

Article 8. Voting ballots

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- Voting ballots shall be stamped by the Company and issued by the Shareholder Eligibility Verification Committee to shareholders or authorized representatives of shareholders attending the meeting.
- Voting ballots shall record the Shareholder ID, Full Name, Number of shares owned and represented, Number of voting shares of that shareholder, and the voting items according to the GMS Agenda.

Article 9. Principles for voting to approve issues at the General Meeting

- All issues in the meeting agenda of the General Meeting must be discussed by the GMS and voted on publicly by raising voting ballots or by secret ballot (depending on each voting item) for all shareholders and/or Representatives.

Article 10. Voting methods

10.1. Voting method by raising Voting ballots:

a. Shareholders vote by raising voting ballots for the following contents:

- Approving the list of the Presidium and Secretariat;
- Approving the list of the Vote Counting Committee;
- Approving the Meeting Agenda;
- Approving the Meeting Regulations;
- Approving the GMS Minutes; GMS Resolution; ...

b. Procedure for voting by raising Voting ballots:

- Shareholders and/or Shareholder Representatives vote (Approve/Disapprove/Abstain) on a matter by directly raising their Voting ballots at the Meeting;
- When voting at the Meeting, under the direction of the Chairperson, shareholders who agree to approve will raise their Voting ballots. Members of the Vote Counting Committee will record the Shareholder Code and the corresponding number of voting shares of each agreeing shareholder. Similarly, shareholders who disagree or have no opinion will raise their Voting ballots in turn;
- The Vote Counting Committee will conduct the vote counting and announce the results to the Meeting.

10.2. Voting method by secret ballot:

a. Shareholders vote by secret ballot for the following contents:

- Report on the activities of the Board of Directors, production and business results in 2025, and the production and business activity plan for 2025;
- Proposal to approve the audited 2025 Financial Statements;
- Proposal to approve the 2025 profit distribution plan and the 2026 profit distribution plan;

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shareholders' inquiries when shareholders raise their opinions or based on the Shareholder Question Forms collected, arranged, and submitted to the Presidium by the Secretariat.

Article 12. Meeting Minutes and Resolutions:

- The Meeting Minutes are prepared and fully record the proceedings and results of the Meeting. Based on the results at the Meeting, the secretary prepares the Meeting Resolution on the matters approved by the Meeting. The Minutes and Resolution shall be announced before the Meeting and approved by the GMS before the closing of the Meeting. Simultaneously, the Minutes and Resolution shall be disclosed in accordance with State regulations.
- The Meeting Minutes, Minutes of Shareholder Eligibility Verification, Minutes of Vote Counting, and other documents related to the Meeting shall be archived at the Company's Headquarters.

Article 13. Effectiveness of the Regulations

These Regulations shall take effect immediately upon being voted on and approved by the 2026 Annual General Meeting of Shareholders of the Company and shall expire when the 2026 Annual General Meeting of Shareholders concludes.

Recipients:

- Archived: AD;
- Company shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



NGUYỄN LƯƠNG ĐIỀN



Phu My, March 22, 2026

REPORT

Activities of the Board of Directors, business performance results in 2025 and business orientation and tasks for 2026

The Board of Directors of Phu My Water Supply Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders the Report on 2025 Performance Results and 2026 Business Orientation and Tasks as follows:

I. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

1. Personnel:

Currently, the Board of Directors consists of 09 members including :

No.	FULL NAME	POSITION
1	Mr. Nguyen Luong Dien	Chairman of the Board of Directors
2	Mr. Dinh Chi Duc	Member of the Board of Directors
3	Mr. Nguyen Canh Toan	Member of the Board of Directors – Director
4	Mr. Pham Tan Luan	Member of the Board of Directors
5	Mr. Vo Hien Hieu	Member of the Board of Directors
6	Mr. Nguyen Xuan Kha	Member of the Board of Directors
7	Ms. Chau Thi Thuy Anh	Member of the Board of Directors
8	Mr. Nguyen Tan Long	Member of the Board of Directors – Authorized person to disclose information
9	Mr. Dang Hong Dang	Member of the Board of Directors

The Board of Directors of the Company received the resignation letter from Mr. Dang Hong Dang as a Member of the Board of Directors and issued Resolution No. 01/2026/NQ-HDQT dated January 05, 2026, to accept the resignation.

The Board of Supervisors of the Company consists of 03 members:

No.	FULL NAME	POSITION
1	Ms. Nguyen Thi Nhung	Head of the Board of Supervisors

2	Ms. Nguyen Thi Hong Hanh	Member of the Board of Supervisors
3	Mr. Ho Dac Khuong	Member of the Board of Supervisors

The Board of Management of the Company:

No.	FULL NAME	POSITION
1	Mr. Nguyen Canh Toan	Director
2	Ms. Nguyen Thi Hoang Ngoc	Deputy Director
3	Ms. Vu Thi Nhu Trang	Chief Accountant

2. Activities of the Board of Directors in 2025:

- The Board of Directors operates on the principle of collectivity, complying with legal regulations and the Company's Charter. Over the past year, the Board of Directors continued to promote strengths in management, organization, implementation, and decision-making regarding issues related to the Company's business activities.
- The Board of Directors organized regular inspections and supervision of the management and administration of the implementation of the Company's business plan to grasp the Company's operational situation for timely adjustments.
- In 2025, the Board of Directors held meetings (9 meetings) with all members of the Board of Directors and the Board of Supervisors to approve the contents of the general meeting and the organization of the Annual General Meeting of Shareholders, approve investment projects, and evaluate the performance of the Board of Management and the Company's business performance targets.
- Members of the Board of Directors regularly supervise the implementation of Resolutions/Decisions of the General Meeting of Shareholders and the Board of Directors, and supervise the administration of the Director and the Board of Management in enhancing proactivity and improving the advisory role. The Board of Directors always operates and makes decisions based on the interests of shareholders, the Company, and employees.

3. Salaries, remuneration, bonuses, and other benefits of the Board of Directors:

Salaries, remuneration, bonuses, and other benefits of the Board of Directors are fully presented in the 2025 Financial Statements audited by International Auditing Co., Ltd (VII.1 – Notes to the Financial Statements) posted on the Company's website at www.pmw.vn.

4. Transactions of the Company with Members of the Board of Directors and related parties:

- Transactions between the Company and Members of the Board of Directors and their related persons: Land lease from Ms. Vo Thi Khanh Van – wife of Mr. Dinh Chi Duc, Member of the Board of Directors: VND 200,000,000.
- Transactions between the Company and companies in which members of the Board of Directors are founding members or managers within the last 03 years prior to the transaction time:

Chau Duc Water Supply Shareholding Company: according to Resolution No. 01/2025/NQ-HĐQT dated 21/01/2025:

+ Clean water supply: VND .

+ Construction of water supply and construction works: VND 9,463,574,730

Ba Ria – Vung Tau Water Supply JSC according to Resolution No. 01/2025/NQ-HĐQT dated 21/01/2025:

+ Clean water supply: VND 140,238,000

+ Construction of water supply and construction works: VND 5,619,355,667

+ Customer care service fee: VND 64,814,815

II. SUMMARY OF BUSINESS PERFORMANCE IN 2025

1. Summary table of business and production performance in 2025:

No.	Indicator	Unit	Actual 2024	Plan 2025	Actual 2025	Actual/Plan (%)	2025/2024 (%)
1	Distributed water	m ³	30,549,770	29,736,100	29,865,463	100.44%	97.76%
2	Commercial water	m ³	29,764,442	28,837,150	29,103,510	100.92%	97.78%
3	Total revenue	Million VND	392,302	387,243	412,646	106.56%	105.19%
-	Water production revenue	"	362,615	351,813	354,924	100.88%	97.88%
-	Other revenue	"	29,687	35,430	57,722	162.92%	194.44%
4	Profit after tax	"	98,847	96,662	119,120	123.23%	120.51%

General assessment of the business and production situation in 2025:

The Company's business and production situation in 2025 encountered many difficulties, but the targets for produced water, commercial water, and revenue still exceeded the plan. Under the close supervision and direction of the Board of Directors and the Board of Management, despite high incurred costs, the Company still achieved a profit after tax of 123.23% compared to the annual plan and 120.51% compared to 2024.

2. Implementation of key tasks in 2025:

- Organizing the 2025 Annual General Meeting of Shareholders
- Completed and put into use the D630 pipeline from the gate of Tien Hung Industrial Park to the intersection of S Road and Road No. 7.
- Completed phase 1 of the D600 pipeline on S Road and continued construction of phase 2.
- Reinforced the D800 cast iron pipeline on Hoi Bai – Phuoc Tan Road
- Renovated and upgraded 6 out of 18 extraction wells, and constructed well protection zones according to Decision No. 1428/QD-UBND on approving the sanitary protection zones for domestic water intake areas of the Phu My Groundwater Plant.
- Completed and put into use the materials warehouse
- Commenced construction of the company building and the filter backwash water circulation system.
- By November 2025, recovered the debt from FIDC
- Merged the Consulting and Customer Care Unit and the Sales Department into the Customer Service Department; merged the Quality Control Department into the Technical Department; merged the Water Production Plant and the Network Management Unit into the Production and Network Management Department.
- Discontinued door-to-door cash collection and implemented non-cash payments for customers.
- Installed more than 2,500 smart meters for customers
- Customer care activities: Replaced and renovated spare parts on the water supply pipeline at PM3 Industrial Park. Flushed all water meters of secondary investors in MXA Industrial Park
- Organized sports exchange tournaments with customers in the Industrial Park and partners.
- Invested in replacing equipment, upgrading modern network infrastructure, and developing security software and software for business and production activities: web GIS, Datalogger, and water loss calculation software.

- Training activities continued to be implemented by the company in 2025. Many intensive training programs and internal training classes were organized periodically, focusing on professional skills, technical knowledge, and corporate culture.
- Phumy Wasuco always actively participates in social activities, demonstrating a sense of responsibility to the community. In the past year, the total budget the company allocated for social activities was nearly VND 500 Million

3. Activities of the 2 companies with capital contributions

- **Ba Ria - Vung Tau Water Supply Joint Stock Company:**

- Registered capital: VND 1,000,075,690,000;
- Capital contribution of Phu My Water Supply accounts for 5.07% of charter capital;
- 2025 dividend payment:
 - + Cash dividend: 31%/charter capital.

- **Chau Duc Water Supply Shareholding Company:**

- Registered capital: VND 575,000,000,000;
- Capital contribution of Phu My Water Supply accounts for 19.73% of charter capital;
- 2025 dividend payment:
 - + Cash dividend: 35% of charter capital.

III. ORIENTATION AND TASKS FOR BUSINESS AND PRODUCTION IN 2026:

1. Summary table of the 2026 business and production plan:

No.	INDICATOR	Unit	2025 ACTUAL	2026 PLAN	% RATIO 2026/2025
1	Distributed water	m ³	29,865,463	29,731,100	99.55%
2	Produced water	m ³	6,489,517	6,405,200	98.70%
3	Commercial water	m ³	29,103,510	28,836,550	99.08%
4	Total revenue	Million VND	412,646	385,628	93.45%
-	<i>Water revenue</i>	"	354,924	351,518	99.04%
-	<i>Financial + other revenue</i>	"	57,722	34,110	59.09%
5	Total expenses	"	285,593	276,236	96.72%
-	<i>Water production costs</i>	"	280,550	273,586	97.52%

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-	<i>Financial + other expenses</i>	“	5,043	2,650	52.55%
6	Corporate Income Tax	“	7,934	7,788	98.16%
7	Profit after tax	“	119,120	101,604	85.30%

2. Key tasks to be implemented in 2026:

- Complete the renovation of the office building and company premises
- Fully automate the groundwater plant
- Optimize human resources for efficient operation
- Send PMW employees for direct training at BWACO.

To the General Meeting, the above is the report on the activities of the Board of Directors, the business results for 2025, and the business production orientations and tasks for 2026 of Phu My Water Supply Joint Stock Company. I wish all Shareholders health and happiness, and wish the General Meeting great success.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



NGUYỄN LƯƠNG ĐIỀN



Phu My, March 22, 2026

PROPOSAL

Re: Approval of the audited 2025 Financial Statements

To: The 2026 Annual General Meeting of Shareholders
Phu My Water Supply Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;

Pursuant to the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company.

Implementing the Resolution of the 2025 Annual General Meeting of Shareholders regarding the selection of International Auditing Co., Ltd. to perform the audit of the 2025 financial statements. The Board of Directors of Phu My Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the contents of the 2025 Financial Statements audited by International Auditing Co., Ltd.

Summary of the 2025 audited financial statements is as follows:

1. Balance Sheet:

No.	ITEM	Unit	ENDING BALANCE	BEGINNING BALANCE
I	TOTAL ASSETS	Million VND	673,134	701,678
1	Current assets	"	40,347	104,064
	Cash and cash equivalents	"	3,971	41,534
	Short-term financial investments	"	-	-
	Short-term receivables	"	26,143	46,623
	Inventories	"	8,347	13,218
	Other current assets	"	1,887	2,689
2	Non-current assets	"	632,787	597,614
	Fixed assets	"	407,162	399,207
	Long-term assets in progress	"	105,098	83,748
	Long-term financial investments	"	102,579	102,579
	Other long-term assets	"	17,948	12,081
II	TOTAL RESOURCES	"	673,134	701,678
1	Liabilities	"	93,804	79,549



	Short-term liabilities	"	93,804	79,549
	Long-term liabilities	"	-	-
2	Equity	"	579,330	622,129
	Equity	"	579,330	622,129

2. Income Statement:

No.	INDICATOR	Unit	CURRENT YEAR	PREVIOUS YEAR
1	Total revenue	Million VND	412,646	392,301
	<i>Production revenue</i>		354,924	362,615
	<i>Financial and other revenue</i>		57,722	29,687
2	Total expenses	"	285,593	284,955
3	Total profit before tax	"	127,053	107,347
4	Corporate income tax	"	7,934	8,500
5	Total profit after tax	"	119,120	98,847
6	Basic earnings per share	VND	2,144	1,740

The full text of the 2025 audited financial statements is disclosed on the company's website: <http://www.pmw.vn> and other information disclosure media as prescribed by law.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully!

Recipient:

- Shareholders;
- Archived: AD.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYỄN LƯƠNG ĐIỀN

PROPOSAL

**Re: Approval of the 2025 profit distribution plan
and the 2026 profit distribution plan.**

**To: The 2026 Annual General Meeting of Shareholders
Phu My Water Supply Joint Stock Company.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company;

Pursuant to the audited 2025 Financial Statements;

The Company's 2026 production and business operation plan.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2025 profit distribution plan and the 2026 profit distribution plan as follows:

1. 2025 profit distribution plan:

Unit: Million VND

No.	CONTENT	RATIO %	AMOUNT
I	TOTAL PROFIT AFTER TAX		119,120
II	PROFIT DISTRIBUTION	100	119,120
1	Appropriation to Bonus and Welfare Fund: 10% of PAT	10	11,920
2	Expected cash dividend payment of 20% of Charter capital	83.95	100,000
3	Retained earnings for accumulation	6.04	7,200

2. 2026 profit distribution plan:

- Appropriation to the Development and Investment Fund at a rate of 3% of Profit after tax;
- Appropriation to the Bonus and Welfare Fund at a rate of 10% of Profit after tax;
- Dividend payment at a rate of 15% of charter capital.
- Retained earnings: Remaining Profit after tax after appropriation to funds and dividend payment.



To be proactive in implementing the 2026 profit distribution plan, we respectfully submit to the GMS to authorize the BOD to decide on the timing and amount of the 2026 dividend advance depending on the business results and capital resources of the company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully!

Recipients:

- Shareholders;
- Archived: AD..

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



NGUYỄN LƯƠNG ĐIỀN



No.: 03/TTr-HDQT

Phu My, March 22, 2026

PROPOSAL

Re: Settlement of remuneration for the Board of Directors and Board of Supervisors in 2025 and proposal for remuneration levels for the BOD and BOS in 2026

**To: The 2026 Annual General Meeting of Shareholders
Phu My Water Supply Joint Stock Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter on Organization and Operation of Phu My Water Supply
Joint Stock Company;
Based on the Production and Business Plan of Phu My Water Supply Joint Stock
Company for 2026;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the settlement of remuneration for members of the BOD & BOS in 2025 and approval of the remuneration levels for members of the BOD & BOS of Phu My Water Supply Joint Stock Company in 2026 as follows:

- Settlement of remuneration for members of the BOD and Board of Supervisors in 2025 is: VND 1,435 Million (One billion four hundred and thirty-five million dong);
- Approval of the remuneration level for members of the BOD and Board of Supervisors of the Company in 2026 is: VND 1,500 Million (One billion five hundred million dong).

Remuneration for members of the BOD & BOS of the Company is paid at the beginning of each quarter.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- Shareholders;
- Archived: AD.



NGUYỄN LƯƠNG ĐIỀN

No.: 01/TTr-BKS

Phu My, March 22, 2026



PROPOSAL

Selection of the auditing firm for the 2026 Financial Statements

The 2026 Annual General Meeting of Shareholders Phu My Water Supply Joint Stock Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to Decision No. 3830/QĐ-BTC dated November 14, 2025, regarding the
approval of auditing firms and practicing auditors to perform audits for public interest
entities in 2026;*

*Pursuant to the Charter on organization and operation of Phu My Water Supply Joint
Stock Company*

To ensure that the operations of Phu My Water Supply Joint Stock Company comply with current legal regulations, the Board of Supervisors of Phu My Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the selection of the auditing firm for the Company's 2026 financial statements as follows:

1. Criteria for selecting an independent auditing firm

- Being an independent auditing firm with functions as prescribed by law and approved by the Ministry of Finance on the list of entities eligible to perform audits for enterprises;
- Having a team of auditors permitted to practice, who are honest, objective, reputable, and uphold professional ethics;
- Meeting the Company's requirements regarding the scope, progress, and quality of the audit;
- Reasonable auditing costs, consistent with the content, scope, and progress of the audit requested by the Company.

2. Proposal: Based on the selection criteria, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms that satisfy the selection criteria and for approval of the authorization for the Company's Board of Directors to select 01 suitable auditing firm from the following list to audit the 2026 financial statements:

1. A&C Auditing and Consulting Co., Ltd.
 - Address: 02 Truong Son, Tan Son Hoa Ward, Ho Chi Minh City
 - Phone: 0283.547.2972
2. International Auditing Co., Ltd.
 - Address: 15th Floor, Center Building - Hapulico Complex, No. 01 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City
 - Phone: 024 666 42 777
3. VACO Auditing Co., Ltd.



- Address: Floor 12A, 319 Corporation Building, No. 63 Le Van Luong, Yen Hoa Ward, Hanoi City
- Phone: 0243 577 0781

Respectfully submitted!

Recipients:

- *Shareholders;*
- *Archives: AD.*

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**



Nguyen Thi Nhung



No. 01/2026/BC-BKS

Phu My, March 22, 2026



REPORT

**THE COMPANY'S OPERATIONS, THE BOARD OF DIRECTORS,
THE BOARD OF MANAGEMENT AND THE BOARD OF SUPERVISORS IN 2025
OPERATION PLAN OF THE BOARD OF SUPERVISORS FOR 2026**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to:

Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Charter on the organization and operation of Phu My Water Supply Joint Stock Company;

Audited 2025 Financial Statements;

Based on the results of the inspection and supervision activities of the Supervisory Board in 2025;

The Board of Supervisors of Phu My Water Supply Joint Stock Company respectfully submits the following report to the General Meeting of Shareholders:

I. Organization and operation of the Board of Supervisors:

1. The structure of the Board of Supervisors consists of 3 members, including:

- | | |
|-----------------------------|---------------------|
| 1. Ms. Nguyen Thi Nhung | : Head of the Board |
| 2. Ms. Nguyen Thi Hong Hanh | : Member |
| 3. Mr. Ho Dac Khuong | : Member |

2. Remuneration, operating expenses, and other benefits of the Board of Supervisors:

Salaries, remuneration, bonuses, and other benefits of the Board of Supervisors are fully presented in the 2025 Financial Statements audited by International Auditing Co., Ltd (VII.1 – Notes to the Financial Statements) posted on the Company's website at www.pmw.vn.

3. Tasks performed by the Board of Supervisors :

- The Board of Supervisors has performed its functions and duties in supervising the activities of the Board of Directors and the Board of Management in compliance with the provisions of the Law and the Company's Charter.
- The Board of Supervisors has regularly inspected and supervised the accounting and financial work; the management and executive work of the Company. Specifically, it inspected monthly accounting vouchers and

books, quarterly financial statements, and reviewed the semi-annual financial audit result reports and annual financial statements issued by the independent auditing firm.

- Fully attended 9 meetings of the Board of Directors, making recommendations to the Board of Directors and the Board of Management regarding issues related to production and business activities in 2025.
- Supervised the activities of the Board of Directors and the Board of Management regarding the implementation of the resolutions of the General Meeting of Shareholders.
- Controlled the Company's information disclosure in accordance with the provisions of the law.
- Performed other tasks within the authority of the Board of Supervisors as prescribed by current law.

With the above activities, the Board of Supervisors reports the work results as follows:

▪ **Governance work of the Board of Directors:**

- The Board of Directors organized regular quarterly meetings and also held extraordinary meetings to promptly issue Resolutions and Decisions related to the Company's investment, production, and business activities within its scope of responsibility and authority in accordance with the Resolutions of the General Meeting of Shareholders.
- The Company's Board of Directors has correctly exercised its powers and duties.
- Directed the Company's Board of Management to successfully implement the Resolutions of the General Meeting of Shareholders. Promptly provided development orientations for the Company.

▪ **Executive work of the Board of Management**

- The Board of Management has fully implemented the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.
- Regarding financial management: capital has been used economically, especially in investment activities. Spending was reasonable and valid in accordance with the provisions of the Law and the Company's Regulations. Vouchers and books are clear.
- Regarding personnel organization and training: The Board of Management continues to implement the job assignment mechanism to each employee. Recruit new personnel with qualifications suitable for the job positions. Conduct professional training for employees to improve work efficiency.

- Be flexible in production and business management. Actively research the market and visit companies in the industry to learn advanced management methods and apply new technologies, aiming to improve the company's production and business efficiency.
- The Customer Service Department has operated effectively, improving service quality for the Company's major customers.
- Regularly monitor water quality, ensuring the supply of clean water to customers in the managed area.
- Comply with legal regulations and fulfill obligations to the state budget, and policies for employees to feel secure in their work.

▪ Transactions of the Company with Members of the Board of Directors and related parties:

- Transactions of the Company with Members of the Board of Directors and related persons of those members: in accordance with regulations, according to Resolution No. 08/2025/NQ-HĐQT, August 29, 2025.
- Transactions of the Company with companies in which members of the Board of Directors are founding members or enterprise managers during the last 03 years before the time of transaction are in accordance with regulations and implemented correctly according to Resolution 01/2025/NQ-HĐQT, January 21, 2025 of the Board of Directors.

II. Evaluation of Financial Statements and production and business results for 2025

2.1. Production and business results :

In 2025, the Company's business activities were maintained stably. The achieved indicators are as follows:

No.	Indicator	Actual 2025	Compared to 2025 Plan (%)	Compared to the same period in 2024 (%)
1	Distributed water	29.865 Million m ³	100.44 %	97.76 %
2	Commercial water	29.104 Million m ³	100.92 %	97.78 %
3	Total revenue	412,646 Million VND	106.56 %	105.19 %

2.2. 2025 financial results:

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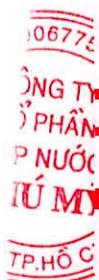
No.	INDICATOR	UNIT	YEAR 2025	Compared to the same period in 2024 (%)
1	Total revenue	Million VND	412,646	105.19%
2	Total expenses	Million VND	285,593	100.54%
3	Profit before tax	Million VND	127,053	117.39%
4	Profit after tax	Million VND	119,120	120.51%
5	Basic earnings per share	VND	2,144	123.22%

Financial statements were prepared in accordance with regulations, fully and promptly. The financial situation is transparent, accounting records are clear, all data has been confirmed by auditors from International Auditing Co., Ltd, reflecting truthfully and fairly, in accordance with Accounting Standards, current Vietnamese Enterprise Accounting System, and relevant legal regulations.

III. Results of evaluating the coordination of activities between the Board of Supervisors and the Board of Directors and the Board of Management of the Company.

- In 2025, the Board of Supervisors received close coordination from the Board of Directors and the Board of Management: being provided with full and clear information related to the production and business activities and the financial situation of the Company.
- The Company's governance and management activities were implemented under the direction of the Board of Directors through resolutions and decisions.
- The Board of Supervisors always monitors the implementation of policies of the General Meeting of Shareholders and the Board of Directors. In the meetings of the Board of Directors, the Board of Supervisors participates and contributes opinions on the principle of prudence and for the maximum benefit of shareholders, contributing to building and perfecting the management mechanism and policies of the Company's Board of Management
- With its duties, the Board of Supervisors evaluates that the Board of Directors and the Board of Management in the past year organized business activities in accordance with the functions and duties of the Company's Charter, the Law on Enterprises, and other current regulations.

IV. Recommendations of the Board of Supervisors



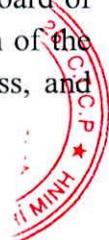
- Request the Company's Board of Management to continue focusing on improving administrative procedures, applying information technology to corporate governance and production and business activities.
- Improve the quality of customer service.
- Actively research the investment and development needs of enterprises within the Company's clean water supply scope.
- Coordinate with affiliated companies to develop investment plans for expanding the water supply network to maximize the Company's clean water supply capacity.

V. Operational orientation of the Board of Supervisors for 2026.

- Fully perform the functions and duties of the Board of Supervisors as prescribed in the Law on Enterprises and the Company's Charter.
- Implement inspection and supervision activities in accordance with the operational regulations of the Board of Supervisors.
- Regularly coordinate with the Company's Board of Management to improve the efficiency of internal inspection.
- Propose to the Board of Directors measures to amend, supplement, and improve the organizational structure for management, supervision, and operation of the Company's business activities.

Distinguished shareholders, the above is the full report of the Board of Supervisors on the operations of the Company, the Board of Directors, the Board of Management, and the Board of Supervisors in 2025; and the operational plan of the Board of Supervisors for 2026. I wish all Shareholders health and happiness, and wish the General Meeting great success.

Thank you very much!



**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Nguyen Thi Nhung

No.: 04/TTr-HĐQT

Phu My, March 22, 2026

PROPOSAL

**Re: Dismissal and additional election of a member of the Board of Directors
for the 2025–2030 term**

**To: The 2026 Annual General Meeting of Shareholders
Phu My Water Supply Joint Stock Company**

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;;

Pursuant to the Charter on organization and operation of Phu My Water Supply Joint Stock Company;

Pursuant to Resolution No. 01/2026/NQ-HĐQT dated January 5, 2026 of the Board of Directors regarding the acceptance of the resignation letter of a Member of the Board of Directors.

The Board of Directors of Phu My Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

- Dismissal of a Member of the Board of Directors: Upon receipt of the resignation letter from Mr. Dang Hong Dang from the position of Member of the Board of Directors, the Board of Directors issued Resolution No. 01/2026/NQ-HĐQT to accept such resignation. In order to ensure compliance with applicable laws, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mr. Dang Hong Dang from his position as Member of the Board of Directors.
- Additional election of a Member of the Board of Directors for the 2025–2030 term: To ensure adequate personnel for the Board of Directors to effectively perform its governance functions, the Board of Directors respectfully submits to the General Meeting of Shareholders for the election of one (01) additional member to the Board of Directors for the remaining term of 2025–2030.

List of candidates for the additional election to the Board of Directors for the 2025–2030 term:

1. Ms. Nguyen Thi Hoang Ngoc (*Election documents attached*)

The nomination, candidacy, and election procedures shall comply with the Regulation on nomination, candidacy, and additional election of members of the



Board of Directors for the 2025–2030 term, as submitted to the 2026 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely!

Recipients:

- *Shareholders;*
- *Archived: AD.*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



NGUYỄN LƯƠNG ĐIỀN



**REGULATIONS ON
NOMINATION, CANDIDACY, AND ELECTION
ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS
TERM 2025 - 2030**

Pursuant to:

Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the 14th Socialist Republic of Vietnam, on June 17, 2020;

Charter of Phu My Water Supply Joint Stock Company.

The Board of Directors of Phu My Water Supply Joint Stock Company establishes the Regulations on nomination, candidacy, and election of additional members of the Board of Directors for the 2025-2030 term at the 2026 Annual General Meeting of Shareholders as follows:

Article 1. Regulations on nomination and candidacy for members of the Board of Directors:

1. Quantity and term of members of the Board of Directors:

- The number of additional members of the Board of Directors to be elected is one (01) member
- The term of the new member of the Board of Directors shall be calculated from the effective date of appointment until the end of the 2025-2030 term of the Board of Directors.

2. Criteria for candidates for the Board of Directors:

Candidates for the Board of Directors must satisfy the provisions of Article 155 of the Law on Enterprises 59/2020/QH14, specifically:

- Having full civil act capacity; not being among the subjects specified in Clause 2, Article 17 of the Law on Enterprises;
- Having professional qualifications and experience in business administration or in the Company's business fields and sectors, and not necessarily being a shareholder of the Company.
- Other criteria as required by law (if any).

3. Conditions for nomination and candidacy for members of the Board of Directors:

- Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors



- Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 20% may nominate a maximum of two (02) candidates; from 20% to less than 30% may nominate a maximum of three (03) candidates; from 30% to less than 40% may nominate a maximum of four (04) candidates; from 40% to less than 50% may nominate a maximum of five (05) candidates; from 50% to less than 60% may nominate a maximum of six (06) candidates; from 60% to less than 70% may nominate a maximum of seven (07) candidates; from 70% to less than 80% may nominate a maximum of eight (08) candidates; from 80% or more may nominate a maximum of nine (09) candidates. The nomination of candidates to the Board of Directors is carried out as follows:
 - + Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;
 - + Based on the number of members of the Board of Directors, shareholders or groups of shareholders are entitled to nominate one or several candidates as decided by the General Meeting of Shareholders for the Board of Directors. In the event that the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

Article 2. Dossier for nomination and candidacy for election of members of the Board of Directors:

1. Dossier:

Shareholders or groups of shareholders meeting the above conditions having requests for candidacy or nomination of members of the Company's Board of Directors shall submit the dossier directly or by mail to the Company's headquarters within the time and at the address specified in Clause 2 of this Article. The nomination and candidacy dossier is prepared according to the forms posted on the Company's website at: www.pmw.vn, including:

- Application for nomination or candidacy for the Board of Directors (in the prescribed form);
- Candidate's curriculum vitae (in the prescribed form);
- Valid copies of the following documents: ID Card/Passport;
- Degrees and certificates of educational and professional qualifications (if any);

The nominator, the candidate for election to the Board of Directors must be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the contents in their dossiers.

2. Location and deadline for receiving nomination and candidacy dossiers:

- Nomination and candidacy dossiers for members of the Board of Directors for the 2025-2030 term at the 2026 Annual General Meeting of Shareholders of Phu

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My Water Supply Joint Stock Company must be sent to the Company's Office **at least 10 working days before** the opening date of the Meeting.

- Submission location:

Phu My Water Supply Joint Stock Company

No. 02 Doc Lap, Tan Ngoc Quarter, Phu My Ward, Ho Chi Minh City

Telephone: 09.3333.2719

Article 3. Voting methods and ballots:

1. Method:

a) Cumulative voting:

- When the number of candidates is 02 or more, the cumulative voting method shall be applied.
- Shareholders may only vote for a maximum of 01 candidate and cross out the names of the remaining persons on the ballot; thus, the total number of voting rights (*) will be concentrated on the chosen person.

() Total number of voting rights = Number of shares owned and/or represented*

b) Voting (Approve / Disapprove):

- When the number of candidates is 01, the voting method shall be applied.
- Voting procedure: Shareholders vote by keeping the name if they agree to choose or crossing out the name if they do not agree to choose the candidate listed on the Ballot.

2. Election Ballot (Ballot):

- Each shareholder attending the meeting is provided with one ballot for electing members of the Board of Directors.
- The ballot contains the Shareholder ID; shares owned or represented; and the total number of voting rights.
- Ballots will be placed in the ballot box, which has been inspected and sealed before the vote counting process begins.
- How to fill in the ballot: Each ballot can be used to vote for a maximum of the number of persons to be elected.

3. Invalid ballots: The following ballots shall be considered invalid:

- Ballots not following the printed form issued by the Organizing Committee, or those that have been erased, modified, or contain additional content outside the regulations for the ballot.
- Ballots containing names of persons outside the list of nominations and candidacies approved by the General Meeting.

4. Vote counting

- The Vote Counting Committee is nominated by the Presidium and approved by the General Meeting. Members of the Vote Counting Committee must not be on

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the list of nominations or candidacies for the Board of Directors or the Board of Supervisors.

- Vote counting shall be conducted immediately after the voting ends under the supervision of shareholder representatives.
- The Vote Counting Committee is responsible for preparing the Minutes of Vote Counting, announcing the results, and working with the Chairperson to resolve shareholders' inquiries and complaints (if any).
- Election Ballots and vote counting documents will be sealed by the Head of the Vote Counting Committee after counting and shall only be opened for inspection upon request by the Company's General Meeting of Shareholders.

Article 4. Election principles:

- According to the cumulative voting method: Candidates elected as members of the Board of Directors are selected based on the number of votes from high to low until the required number of members is reached.

In the event that candidates receive the same highest number of votes and it is necessary to eliminate some to reach the required number of elected members, the Presidium will organize a re-vote among these candidates.

- According to the voting method: Candidates must receive over 50% of the total voting shares of all shareholders (or authorized representatives) attending the meeting in favor to be elected as members of the Board of Directors.

Article 5. Implementation provisions:

- These Regulations take effect immediately upon approval by the General Meeting of Shareholders and shall expire upon the conclusion of the Company's 2026 Annual General Meeting of Shareholders.

The above are the Regulations on nomination, candidacy, and supplementary election of members of the Board of Directors of Phu My Water Supply Joint Stock Company for the 2025-2030 term at the 2026 Annual General Meeting of Shareholders. Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- Company shareholders
- Archived: AD.;

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



The stamp is circular and contains the following text: 'M.S.D.N.: 3500677525 - C.T.P.' at the top, 'CÔNG TY CỔ PHẦN CẤP NƯỚC PHÚ MỸ' in the center, and 'P. PHÚ MỸ - TP. HỒ CHÍ MINH' at the bottom. A blue ink signature is written across the stamp.

NGUYỄN LƯƠNG ĐIỀN

