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THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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BARIA - VUNGTAU WATER SUPPLY JOINT STOCK COMPANY

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Business Registration Certificate No.: 3500101386 issued by the

Department of Planning and Investment of BR-VT Province

Initial registration: November 17, 2007; 22nd amendment: August 26, 2024

No.: 12 /TB-CN

Vung Tau, April 02, 2025

INVITATION MEETING ANNOUNCEMENT

The Annual General Meeting of Shareholders 2025

Respectfully To: Shareholders

The Board of Directors of BaRia - VungTau Water Supply Joint Stock Company respectfully invites shareholders to attend the Annual General Meeting of Shareholders, specifically as follows:

Time: 8:30, April 29, 2025 (Tuesday).

Venue: Hall of BaRia - VungTau Water Supply Joint Stock Company, 14, 30/4 Street, Ward 9, Vung Tau City, Ba Ria - Vung Tau Province.

Meeting Content:

- Report on the activities of the Board of Directors; report on production and business results in 2024 and the 2025 production and business plan;
- Report on the activities of the Supervisory Board;
- Selection of an audit firm for the 2025 financial statements;
- Approval of the 2024 audited financial statements; profit distribution in 2024; financial plan and profit distribution in 2025;
- Approval of the 2024 salary fund, 2025 salary fund plan; total remuneration of the Board of Directors and Supervisory Board in 2024, proposed remuneration of the Board of Directors and Supervisory Board in 2025;

Documents submitted to the GMS: Posted on the website <http://www.bwaco.com.vn>

Conditions for participation:

- All existing shareholders whose names are on the list as of the last registration date, April 01, 2025, provided by the Vietnam Securities Depository and Clearing Corporation.
- If shareholders are unable to attend the Meeting, they may authorize another person or the Board of Directors using the Power of Attorney form (*enclosed by the Company*) and send it to the Company before April 24, 2025.

Registration to attend the General Meeting: Shareholders attending the General Meeting are requested to present their ID card/CCCD and Power of Attorney (if authorized) for registration procedures.

Respectfully!

Recipients:

- Company's shareholders;
- Archive

CHAIRMAN OF THE BOARD OF DIRECTORS



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AGENDA OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2

Location: Hall of the Company Office

8:30 on April 29, 2025

Time	Content
8:30 - 9:00	I. Procedures
	– Welcome guests
	– Shareholder registration
	– Verify shareholder attendance eligibility and distribute documents
9:00 - 9:15	II. Opening
	– Opening, introduction of attendees
	– Report on verification of shareholder attendance eligibility; Introduction of the Presidium, Secretary of the Meeting and Ballot Counting Committee
	– Approval of the meeting agenda and working regulations
	+ Presidium:
	Mr. Đinh Chi Đức - Chairman of the Board of Directors
	Mr. Nguyen Luong Dien - Vice Chairman of the Board of Directors
	Mr. Vo Van Binh - Member of the Board of Directors
	+ Secretariat:
	Ms. Dinh Thi Quynh Trang
	Ms. Nguyen Pham Yen Nhi
	+ Voting Ballot Counting Committee:
	Mr. Nguyen Van Toan - Head
	Mr. Nguyen Xuan Kha - Member
	Ms. Nguyen Thi Nam Ha - Member
	– Approval of the Meeting Agenda and Working Regulations
9h15 - 10h15	III. Reports and Proposals
	– Report on the activities of the Board of Directors, report on production and of 2024 and direction of production and business tasks for 2025.
	– Report on the activities of the Supervisory Board.
	– Submission for selection of an audit organization for the 2025 financial statements
	– Submission for approval of the audited financial statements of 2024; profit financial plan and profit distribution for 2025
	– Submission for approval of the 2024 salary fund, salary fund plan for 2025; total remuneration of the Board of Directors and Supervisory Board in 2024, proposed remuneration of the Board of Directors and Supervisory Board in 2025
10h15 - 10h35	IV. Discussion and Voting
	– Shareholders' comments
	– Voting to approve the contents
10:35 - 11:05	Break (30 minutes)
11:05 - 11:15	V. Closing
	– Approval of the vote counting minutes
	– Approval of the minutes and resolution of the GMS
	– Declaration of the closing of the GMS

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No: 01 /QC-HĐQT

Vung Tau, April 02, 2025

**WORKING REGULATIONS
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 was passed on June 17, 2020;
- The Law on Securities No. 54/2019/QH14 was passed on November 26, 2019;
- The Charter of BaRia - VungTau Water Supply Joint Stock Company;

The Board of Directors of BaRia - VungTau Water Supply Joint Stock Company establishes the Working Regulations at the Annual General Meeting of Shareholders 2025 as follows:

**PART I
WORKING REGULATIONS**

CHAPTER 1: GENERAL PROVISIONS

Article 1. Scope and subjects of application

- These regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of BaRia - VungTau Water Supply Joint Stock Company.
- The regulations specify the rights and obligations of shareholders/authorized representatives attending the meeting and other parties participating in the General Meeting; conditions and procedures for conducting the General Meeting.
- Shareholders, authorized representatives, and other participants are responsible for complying with the provisions of these Regulations.

Article 2. Terminology/Abbreviations:

- Company: BaRia - VungTau Water Supply Joint Stock Company
- BOD: Board of Directors
- BOS: Board of Supervisors
- GMS: General Meeting of Shareholders
- Delegate: Shareholder, authorized representative of a shareholder

Article 3. Rights and obligations of shareholders/authorized representatives attending the GMS

- Conditions for attending the GMS: Shareholders or authorized representatives by written authorization (according to the Company's template) of one or more shareholders whose names are on the

Company's shareholder list at the record date of April 01, 2025 as confirmed by Vietnam Securities Depository and Clearing Corporation.

- Rights of shareholders/shareholder representatives when attending the GMS:
 - To attend directly or authorize another person to attend the GMS in writing according to the Company's template;
 - To discuss and vote on all matters within the competence of the GMS as prescribed by the Law on Enterprises, other relevant legal documents, and the Company's Charter;
 - To be informed by the Organizing Committee of the content and program of the GMS;
 - When attending the GMS, each Delegate will receive a ballot and the program of the GMS upon registration with the Shareholder Eligibility Verification Board;
 - Dress formally when attending the GMS;
 - Attend the GMS on time;
 - The content of the speech is appropriate to the program of the GMS; Follow the instructions and comply with the regulations and control of the Organizing Committee/Presidium to ensure that the GMS takes place on time and according to the program.

Article 4. Responsibilities of the Presidium:

- Conduct the GMS according to the program and regulations approved by the GMS.
- Guide discussions and obtain Delegates' votes on matters within the content of the GMS's program.
- Answer shareholders' questions.
- Address issues arising throughout the GMS.

Article 5. Responsibilities of the Secretary:

- Record fully and truthfully all GMS proceedings and matters approved by delegates or noted by the GMS.
- Draft the Minutes of Meeting and draft Resolution of the GMS on matters to be approved at the 2025 Annual GMS of Shareholders.
- Read and request approval for the Minutes of Meeting and the Resolution of the GMS of Shareholders on the contents approved by the GMS before the GMS adjourns.

Article 6. Responsibilities of the Vote Counting Committee:

- The Vote Counting Committee is nominated by the Presidium and approved by the GMS.
- The Vote Counting Committee is responsible for:
 - + Determining the voting results of the delegates on each issue approved at the GMS.
 - + Preparing the Vote Counting Minutes and promptly informing the Secretary of the voting results.

CHAPTER II: CONDITIONS AND PROCEDURES FOR CONDUCTING THE GMS

Article 7. Conditions for Conducting the GMS

- In the case of the first convened GMS of Shareholders, the GMS shall proceed when the number of attending shareholders represents at least 51% of the total voting shares according to the list of shareholders established at the time of closing the list of shareholders attending the GMS.
- In the case of the second convened GMS, the GMS shall proceed when the number of attending shareholders represents at least 33% of the total voting shares.
- If the GMS is convened for the third time, in this case, the meeting shall proceed regardless of the total voting shares of the attending shareholders, and shall be considered valid and have the right to decide on all matters proposed for approval at the first GMS.

Article 8. Voting Ballot:

- Voting Ballots are stamped with the company's seal and issued by the Shareholder Eligibility Verification Committee to shareholders or their authorized representatives attending the meeting.
- The voting ballot shall record the shareholder's code, full name, ID card/CCCD number, and the number of shares owned or represented by the shareholder.
- The voting ballot shall state the important contents to be approved at the GMS.

Article 9. Voting Method

- The approval of the GMS's contents is carried out by raising the ballot to obtain the public vote of all shareholders (except for matters approved by secret ballot) and is announced by the Chairperson at the GMS. When raising the ballot, the front side of the ballot must face the Presidium.
- Shareholders vote on each item for approval by raising their ballot when asked by the Chairperson to Agree/Disagree on each specific item. Shareholders may only raise their ballot once for each issue requiring a vote.
- For important contents stated on the ballot, in addition to raising the ballot, shareholders confirm by marking one of the three boxes corresponding to agree, disagree, or abstain on the ballot, and signing and returning the ballot to the Organizing Committee when requested.

Article 10. Principles for Approving GMS issues:

- The following issues are approved if shareholders representing at least 65% of the total voting shares of all shareholders (or authorized representatives) attending the meeting agree, including:

- + Types of shares and quantity of each type;
- + Change of the company's business lines;;
- + Change of the company's organizational structure;
- + Investment or sale of assets that are worth at least 35% of the total assets written in the latest financial statement, unless another ratio or value is specified in the company's charter;
- + Reorganization, dissolution of the company;
- Other issues are approved when shareholders representing more than 50% of the total voting shares of all shareholders (including authorized representatives) attending the meeting agree.

Article 11. Minutes and Resolution of the GMS:

- The minutes of the GMS are prepared and recorded in full of the proceedings and results of the GMS. Based on the results at the GMS, the secretary prepares the Resolution of the GMS on the issues approved by the GMS. The minutes and Resolution will be announced before the GMS and approved by the GMS of Shareholders before the closing of the GMS. At the same time, the Minutes and Resolution will be publicized according to the State's regulations.
- The minutes of the GMS, the minutes of shareholder eligibility verification, the minutes of vote counting, and other documents related to the GMS are stored at the Company's headquarters.

Article 12. Effect of the Regulation

This Regulation takes effect immediately upon approval by the Company's 2025 Annual General Meeting of Shareholders and will expire at the end of the 2025 Annual General Meeting of Shareholders.

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



ĐINH CHÍ ĐỨC

NO.: 01 /BC-HĐQT

Vung Tau, April 02,2025

REPORT

Activities of the Board of Directors, production and business results in 2024 and direction and tasks for production and business in 2025.

To: the General Meeting of Shareholders.

Pursuant to the Charter of Baria - Vungtau Water Supply Joint Stock Company and relevant legal regulations, the Board of Directors (BOD) respectfully reports to the General Meeting of Shareholders on the activities of the Board of Directors, the implementation of the Company's production and business tasks in 2024 and the direction and tasks for production and business in 2025 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS:

1. Personnel:

- Board of Directors:

The Company's current Board of Directors has 09 members, including:

No.	Full name	Title
1	Mr. Dinh Chi Duc	Chairman of the Board of Directors
2	Mr. Nguyen Luong Dien	Vice Chairman of the Board of Directors - General Director
3	Mr. Nguyen Tien Lang	Member - Deputy General Director
4	Mr. Nguyen Canh Tung	Member - Deputy General Director
5	Mrs. Vo Thi Nha	Member - Deputy General Director
6	Mrs. Tran Khanh Linh	Member
7	Mrs. Le Minh Duc	Member
8	Mr. Vo Van Binh	Member
9	Mr. Pham Tan Luan	Member

The Supervisory Board consists of 03 members:

No.	Full name	Title
1	Mr. Nguyen Quoc Huy	Head of the Supervisory Board
2	Ms. Nguyen Thi Hoang Ngoc	Member
3	Mrs. Nguyen Y Minh	Member

- The Board of General Directors and Chief Accountant of the Company (Executive Board):

No.	Full name	Title
1	Mr. Nguyen Luong Dien	General Director
2	Mr. Nguyen Tien Lang	Deputy General Director

3	Mr. Nguyen Canh Tung	Deputy General Director
4	Mrs. Vo Thi Nha	Deputy General Director
5	Mrs. Nguyen Thi Nhung	Chief Accountant

2. Activities of the Board of Directors in 2024:

- In 2024, the Board of Directors held 10 meetings to approve the contents of the General Meeting and the organization of the Annual General Meeting of Shareholders, approve the production and business plan targets for 2024, evaluate the activities of the Board of General Directors, evaluate the production and business results in 2023, 2024, appoint the Deputy General Director and implement the plan to issue shares to increase charter capital from owner's equity, etc. All BOD meetings were convened in accordance with the provisions of the Enterprise Law and the Company's Charter. The minutes and resolutions of the BOD passed on the Company's activities have achieved high consensus among the members.
- During the year, the BOD members have well performed their roles and duties as prescribed by the Enterprise Law, the Company's Charter, the regulations on organization and operation of the BOD and other relevant regulations and legal documents. The BOD members have been active, proactive, and completed their assigned tasks well, fully participated and expressed their opinions on matters under the authority of the BOD.
- The Board of Directors has effectively promoted its leading role, and has provided important orientations and strategies to help the Company develop sustainably.

3. Supervision of the Board of General Directors:

The BOD members regularly supervise the implementation of the Resolutions/Decisions of the General Meeting of Shareholders and the BOD, supervise the activities of the Board of General Directors and the assisting apparatus through monthly meetings, thereby providing timely and correct directions.

In 2024, the Board of General Directors and management levels have implemented the tasks as prescribed in the Charter, Resolutions of the General Meeting of Shareholders, the Board of Directors and other tasks, specifically:

- Prepare the 2024 production and business plan to submit to the Annual General Meeting of Shareholders;
- Organize the implementation of the production and business plans approved by the General Meeting of Shareholders and the Board of Directors;
- Direct the implementation of the plan to issue shares to increase charter capital from owner's equity.
- Strengthen activities such as internal training, human resource development and many other tasks to serve production and business well.

In general, in 2024, the Board of General Directors always closely followed the set direction and tasks based on promoting advantages, limiting difficulties, being flexible in organization and management; has implemented business solutions appropriate to the actual situation and the Resolutions of the General Meeting of

Shareholders and the Board of Directors of the Company.

The Board of Directors highly appreciates the proactiveness, flexibility, and creativity of the Board of General Directors and all employees of the Company in organizing and implementing production and business activities, while effectively performing internal management tasks, helping the Company achieve its targets, and following the goals, orientations, and directions of the Board of Directors.

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

Members of the Board of Directors

Mr. Dinh Chi Duc - Chairman	1,906,220,000
Mr. Nguyen Luong Dien - Vice Chairman	290,000,000
Mr. Vo Van Binh - Member	226,000,000
Ms. Le Minh Duc - Member	1,459,596,000
Mr. Nguyen Tien Lang - Member	236,000,000
Mr. Nguyen Canh Tung - Member	236,000,000
Mr. Pham Tan Luan - Member	226,000,000
Ms. Vo Thi Nha - Member	1,380,011,000
Ms. Tran Khanh Linh - Member (from 2023-06-11 to present)	1,007,318,000

Members of the Supervisory Board

Mr. Nguyen Quoc Huy - Head (from 2023-06-11 to present)	226,000,000
Ms. Nguyen Thi Hoang Ngoc - Member	1,354,536,000
Ms. Nguyen Y Minh - Member	611,993,000

Members of the Executive Board, Management

Mr. Nguyen Luong Dien - General Director	1,599,134,000
Mr. Nguyen Tien Lang - Deputy General Director	1,507,830,000
Mr. Nguyen Canh Tung - Deputy General Director	1,513,990,000
Ms. Nguyen Thi Nhung - Chief Accountant	1,320,786,000

5. Transactions between the Company and members of the Board of Directors and related parties:

- Transactions between the Company and members of the Board of Directors and related persons: None
- Transactions between the company and companies where members of the Board of Directors, members of the Supervisory Board, General Director, and other managers have been the Chairman of the Board, members of the Board of Directors, or Executive Directors within the last three (03) years:

Organization Name	Relationship with the Company	Content, quantity, total transaction value
D&B Technical Service Trading Co., Ltd	Related to internal personnel	Purchase of water industry supplies : 7,429,094,200

Organization Name	Relationship with the Company	Content, quantity, total transaction value	
Phu My Water Supply Joint Stock Company	Related to internal personnel	Dividends payable	: 10,135,196,000
		Dividends distributed	: 8,346,063,550
		Service provision	: 64,814,815
		Construction service provision	: 40,840,944
		Construction advance	: 3,196,726,220
Chau Duc Water Supply Joint Stock Company	Related to internal personnel	Dividends distributed	: 5,880,600,000
		Loan disbursement	: 50,000,000,000
		Loan interest	: 1,154,884,931
		Operation provision revenue	: 1,980,000,000
		Revenue from material transfer	: 218,484,810
		Goods purchase	: 17,526,600

- Transactions between the company and companies where related persons of members of the Board of Directors, members of the Supervisory Board, General Director, and other managers are members of the Board of Directors or Executive Directors:

Organization Name	Relationship with the Company	Content, quantity, total transaction value	
Saigon Water, Environment and Infrastructure Joint Stock Company	Related to related person	Construction consulting and supervision	: 562,277,379

II. IMPLEMENTATION STATUS OF TASKS AND PRODUCTION AND BUSINESS RESULTS IN 2024:

1. Production and business results in 2024:

1.1. Implementation of planned targets:

- In 2024, the global economy continued to face many difficulties and challenges, and the Vietnamese economy was also significantly affected by the global economic context. Declining global and domestic demand posed considerable difficulties for the production, business, and service activities of most enterprises. Recognizing this, the Board of Directors and the Board of General Directors have been very flexible and proactive in their management, strengthening management measures to effectively implement the planned targets approved by the General Meeting of Shareholders, specifically as follows:

No.	Indicator	Unit	Actual 2023	Plan 2024	Actual 2024	AC/PL (%)	2024/2023 (%)
1	Produced water	Million m ³	62.43	63.9	64.9	101.56	103.96

2	Total Revenue	Billion VND	731.82	784	781.15	99.64	106.74
	- <i>Water business</i>	"	669.28	730	739.9	101.36	110.55
	- <i>Construction, service</i>	"	13.22	4	4.7	117.50	35.55
	- <i>Finance, other</i>	"	49.32	50	36.56	73.12	74.13
3	Profit before tax	"	258.02	274.7	284.68	103.63	110.33
4	Profit after tax	"	232.48	245	254.72	103.97	109.57
5	Cash Dividend	%	18	<u>≥ 17</u>	19		

Evaluation of production and business results: In the past year, total revenue increased by 6.74% and profit after tax increased by 9.57% compared to the same period.

1.2. External investment:

Invested capital in 04 companies, operating effectively, specifically as follows:

Company Name	Charter Capital (Billion VND)	BWACO's contributed capital at par value (Billion VND)	Dividend (Billion VND)
Phu My Water Supply Joint Stock Company	499.99	83.46	8.35
Chau Duc Water Supply Joint Stock Company	575	29.40	5.88
Vung Tau Environmental Service and Urban Protect Joint Stock Company	54	5.16	0.36
Vung Tau Sports Joint Stock Company	08	2.8	0

1.3. Capital construction investment and information technology:

- Completed several projects:
- + Renovation of the D760, D800 pipeline section to HDPE D900 pipe at the intersection of Road 994 and National Highway 51
- + HDPE D315 pipeline, Bau Bang route, phase 2, Binh Chau commune, Xuyen Moc district
- + Renovation of the D600, D500 valve cluster into the 6800m³ tank of Vung Tau booster station
- + Installation of D1000 shut-off valve, flushing of D1000 line and separation of Ho Da Den factory pump.

1.4. Customer service innovation:

- Completed the construction and deployment of the BWACO Customer Care App to replace ZALO OA for all customers. As of December 25, 2024, the rate of customers who have installed and used the app on their phones reached 80%;

- Regularly monitor and evaluate the quality of customer service, with a reward and penalty mechanism to encourage staff to serve customers better.
- Regularly care for and visit customers with large consumption volumes, providing timely support when requested.

1.5. Social charity - Community activities:

- Organized the Knowledge Journey Program for 25 secondary and high schools in the province at the Ho Da Den Water Plant. The total number of students participating in the program reached over 4,000, an increase of 400 students compared to 2023;
- Spent nearly 3 billion VND on social charity activities, of which nearly 1 billion VND was taken from the Golden Heart Fund, to which employees voluntarily contribute monthly;

1.6. Policies for employees:

- Employee salaries and income remain stable.
- Ensure 100% of employees enjoy full rights and policies according to current State regulations (Social Insurance, Health Insurance, sick leave, annual leave...) and other reward and welfare regimes (periodic health checkups, specialized examinations at reputable medical facilities...).
- Employees are arranged, allocated, and assigned tasks suitable to the Company's needs and each employee's qualifications and professional competence.
- Training and development are always valued by the Board of Directors and considered a top priority to improve skills and qualifications, helping employees acquire new knowledge, thereby increasing labor productivity.

2. Other tasks:

2.1. Charter capital:

- Company Charter Capital: 1,000,075,690,000 VND.

2.2. Personnel situation:

- Appointed 01 management cadre at the leadership level.
- Appointed 04 management cadres at the head/deputy head/unit level; 02 trainee management cadres to official positions.
- Rotated 06 management cadres and 13 employees between units.

III. BUSINESS PRODUCTION TASKS IN 2025:

1. Orientation:

- Ensure a safe water supply system and effectively control water loss rates.
- Improve customer service quality to be on par with leading water supply companies in the Asian region.

3.4. Training and human resource development:

- Build, recruit, and train high-quality human resources in the field of management, business administration, and highly specialized personnel to meet the Company's development requirements.
- Combine various forms of training and fostering suitable for each target group, focusing on practical training and soft skills.
- Continue to implement the rotation of employees to allow them to experience multiple positions, helping the staff quickly mature and gain more comprehensive knowledge and capabilities.

3.5 Accounting, finance, capital balance, and utilization;

- Focus on corporate governance, strictly control financial indicators, balance operating cash flow, and use all resources economically and efficiently.
- Strengthen financial management and reporting periodically with transparent and accurate information.
- Restructure working capital to meet the Company's development goals.

This is the Report on the activities of the Board of Directors and the implementation of the Company's production and business tasks in 2024; the direction and tasks of the Company's production and business in 2025. We look forward to receiving your comments.

Thank you!

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



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2. Planned targets for 2025:

Indicator	Unit	Actual in 2024	Plan in 2025
1. Produced Water	Million m ³	64.9	64.9
2. Total Revenue	<i>Billion VND</i>	781.1	797.00
- <i>Water Business</i>	"	739.9	740.00
- <i>Construction and Services</i>	"	4.7	3.00
- <i>Finance, Other</i>	"	36.5	54.00
3. Profit before tax	"	284.7	286.5
4. Profit after tax	"	254.7	255.5
5. Cash Dividend	%	19	≥ 17

3. Key tasks in 2025:

3.1. Investment in production:

- Renovate the following works: Vung Tau XNCN Booster Pumping Station, Song Dinh Water Plant, Company Office Lobby...;
- Complete the project to renovate the D800 clean water transmission pipeline on National Highway 51 from KM66+440 to KM68+030 (L=1,600m);
- Continue digital transformation, green transformation, and research AI applications in the Company's production and business activities;

3.2. Customer service:

- Implement appropriate plans to arrange collection personnel stably and efficiently according to the roadmap for discontinuing cash collection at customers' homes (expected to completely stop cash collection in May 2025);
- Promote digital applications to connect with banks, creating diverse and economically efficient means of water bill payment.
- Continue to effectively implement Customer Care applications through QR codes at meters and the CSKH app.
- Implement management of all calls from staff to customers to display the Bwaco brand, store call time information and call recordings to improve service quality.
- Regularly monitor and evaluate customer service quality, with mechanisms for rewards and penalties to encourage staff to serve customers better.
- Provide regular care and visits to high-volume customers, providing timely support when requested.

3.3. Charity - Community Activities:

- Innovate the implementation of charity, social, and community activities and communication.
- Develop a detailed plan for communication with the community and customers to improve service quality and the BWACO brand image.
- Continue maintaining and developing practical social charity programs.

No: 01 /BC-BKS

Vung Tau, April 02, 2025

REPORT

**Activities in 2024 and Action Plan for 2025
of the Supervisory Board at the 2025 Annual General Meeting of Shareholders**

To: General Meeting of Shareholders

Pursuant to the functions and duties of the Supervisory Board as prescribed in the Internal Regulations, the Company Charter, and legal provisions;

The Supervisory Board of Baria - Vungtau Water Supply Joint Stock Company would like to report to the General Meeting of Shareholders on the inspection and supervision work in 2024 and the action plan for 2025 as follows:

I. ORGANIZATION AND ACTIVITIES OF THE SUPERVISORY BOARD

1. Supervisory Board Structure:

The 2023 Annual General Meeting of Shareholders elected 03 members to the Supervisory Board for the 2023-2028 term, including:

- | | |
|------------------------------|-------------------|
| 1. Mr. Nguyen Quoc Huy | Head of the Board |
| 2. Ms. Nguyen Thi Hoang Ngoc | Member |
| 3. Mrs. Nguyen Y Minh | Member |

2. Activities of the Supervisory Board:

- In 2024, the Supervisory Board supervised the compliance with the provisions of the law and the Company Charter by the Board of Directors and the General Director in the management and administration of the Company.
- Fully participated in the meetings of the Board of Directors, thereby grasping timely information about the Board of Directors' activities, and contributing opinions on the compliance with the Company's regulations and the law in the Executive Board's production and business activities.
- Supervised the implementation of the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors.
- Checked the reasonableness, legality, honesty, and prudence in accounting, statistics, and financial reporting.
- Reviewed the report evaluating the management performance of the Board of Directors submitted to the General Meeting of Shareholders at annual meetings.
- Supervised the disclosure of information in accordance with legal regulations.

- In addition to participating in quarterly meetings with the Board of Directors, in 2024, the Supervisory Board held 02 meetings to promptly summarize and supervise the activities of the company, the Board of Directors, and the General Director.

II. SUPERVISION RESULTS OF THE BOARD OF DIRECTORS AND GENERAL DIRECTOR'S ACTIVITIES

1. General Assessment:

- In the past year, the global and Vietnamese economies faced many unpredictable fluctuations. The decline in global demand caused difficulties for the production, business, and service activities of most domestic enterprises, and directly affected the Company's production and business.

However, the Board of Directors and the Board of General Directors proactively grasped the situation, closely followed the key tasks approved by the 2024 Annual General Meeting of Shareholders to drastically implement and flexibly respond in the management of production and business to achieve the planned targets. Specifically:

No .	Indicator	Unit	Plan 2024	Actual 2024	Actual/ Plan (%)
1	Total Revenue	VND	784,00	781,15	99,64
2	Profit Before Tax	"	274,70	284,68	103,63
3	Profit After Tax	"	245,00	254,72	103,97
5	Cash Dividend	%	≥ 17	19	

- Innovation in management, promoting the application of information technology, especially increasing the level of automation in the production and business process, helps increase productivity, save costs, and effectively use resources.
- The resolutions of the General Meeting of Shareholders have been fully implemented and deployed.

2. Assessment of Financial and Accounting Work:

- The Company has implemented the capital management, asset management, profit distribution, and accounting regimes in accordance with regulations to preserve capital in association with production and business activities.
- Based on the data in the audited 2024 Financial Statements, the Supervisory Board assesses the Company's financial situation as healthy and transparent; the report reflects truthfully, reasonably, and objectively the important financial indicators, in accordance with current accounting standards and regulations.

3. Salary, remuneration, bonuses and other benefits of the Supervisory Board:

- Mr. Nguyen Quoc Huy - Head of the Board 226,000,000

- Ms. Nguyen Thi Hoang Ngoc - Member 1,354,536,000
- Mrs. Nguyen Y Minh - Member 611,993,000

4. Transactions between the Company and members of the Board of Directors and related parties:

- Transactions between the Company and members of the Board of Directors and related persons: None.
- Transactions between the Company and companies where members of the Board of Directors, members of the Supervisory Board, General Director and other managers were and are Chairman of the Board, members of the Board of Directors, CEOs in the past three (03) years:

Organization Name	Relationship with the Company	Content, Quantity, Total Transaction Value
D&B Technical Service One Member Limited Liability Company	Related to an insider	Purchase of water industry supplies : 7,429,094,200
Phu My Water Supply Joint Stock Company	Related to an insider	<div>Dividend Payable : 10,135,196,000</div> <div>Dividend distributed : 8,346,063,550</div> <div>Service Provision : 64,814,815</div> <div>Construction Service Provision : 40,840,944</div> <div>Advance payment for construction : 3,196,726,220</div>
Chau Duc Water Supply Joint Stock Company	Related to an insider	<div>Dividend distributed : 5,880,600,000</div> <div>Loan disbursement : 50,000,000,000</div> <div>Loan interest : 1,154,884,931</div> <div>Operation Provision Revenue : 1,980,000,000</div> <div>Revenue from material transfer : 218,484,810</div> <div>material transfer</div> <div>Goods purchase : 17,526,600</div>

- Transactions between the company and companies where related persons of members of the Board of Directors, members of the Supervisory Board, General Director and other managers are members of the Board of Directors, CEOs:

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Organization Name	Relationship with the Company	Content, Quantity, Total Transaction Value
Saigon Water, Environment and Infrastructure Joint Stock Company	Related to a related person	Construction consulting and supervision : 562,277,379

5. Comments:

5.1. Regarding the Company's operations:

- Business and production activities achieved good results in the context of the general difficulties of the economy. The Company has used human resources, capital, development investment funds effectively and rationally, and has clear development goals in the short and long term.
- The Company actively carries out charity, social, and community work.
- Financial management is transparent.

5.2. Regarding the activities of the Board of Directors and the Board of General Directors:

- The Board of Directors' corporate governance work complies with the Enterprise Law, the Company's Charter, the Resolutions of the General Meeting of Shareholders and relevant legal regulations.
- The Board of Directors has effectively promoted its role of direction and management, and has provided important orientations and strategies to help the Company develop sustainably.
- The number of Board of Directors meetings held is sufficient and in accordance with regulations. The issuance of documents, resolutions, and decisions follows the correct principles.
- In the past year, the Board of General Directors has always worked with a high sense of responsibility, proactively, creatively, and promptly resolved difficulties in the production and business process.
- The Board of Directors and the Board of General Directors have created favorable conditions and provided adequate information and documents related to the Company's operations for the Supervisory Board to perform its duties.

5.3. Regarding the activities of the Supervisory Board:

- The Supervisory Board has seriously implemented the contents of the Action Plan approved by the Annual General Meeting of Shareholders; properly exercised the rights and responsibilities as prescribed by law and the Company's Charter.
- The members of the Supervisory Board work with a high sense of responsibility, according to the principles of independence and prudence, always for the benefit of shareholders and the development of the Company.

III. SUPERVISORY BOARD OPERATIONAL PLAN FOR 2025

- Continue to inspect and supervise the Company's management and business administration activities and the implementation of Resolutions and Decisions of the General Meeting of Shareholders according to the functions and duties prescribed by law.

Dear Shareholders!

Above, the Supervisory Board has just presented the Activity Report for 2024 and the Action Plan for 2025, respectfully submitting it to the General Meeting of Shareholders for consideration and comments to make the Supervisory Board's operations in the next term more effective.

Wishing all Shareholders good health, happiness and success. Wishing the Congress a great success!

Sincere thanks./.

**ON BEHALF OF THE SUPERVISORY BOARD
CHAIRMAN**



Nguyen Quoc Huy

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HÀNG
NƯỚC
HÙNG TÀI
BÀ RIA

No.: 01 /TTr-BKS

Vung Tau, April 02,2025

PROPOSAL

*Regarding: Selection of an audit firm for the 2025 Financial Statements
of BaRia - VungTau Water Supply Joint Stock Company
At the 2025 Annual General Meeting of Shareholders*

To: The General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;
- Pursuant to the list of audit firms approved by the Ministry of Finance.
- Pursuant to the Charter of Organization and Operation of BR-VT Water Supply Joint Stock Company.
- Pursuant to the proposal of the Supervisory Board.

After reviewing the capacity of independent audit firms, the Supervisory Board of BR-VT Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders the following list of three independent audit firms:

1. A&C Auditing and Consulting Company Limited

Address: 02 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City

2. Moore Aisc Auditing and Informatics Services Company Limited (AISC)

Address: 389A Dien Bien Phu, Ward 4, District 3, Ho Chi Minh City

3. VACO Auditing Company Limited

12A Floor, 319 Corporation Building, 63 Le Van Luong, Trung Hoa Ward, Cau Giay District, Hanoi.

All three audit firms mentioned above are fully qualified and meet the conditions prescribed by the Ministry of Finance.

The Supervisory Board respectfully requests the General Meeting of Shareholders to approve and authorize the Board of Directors to select one of the three audit firms above to audit the 2025 Financial Statements of BaRia - Vung Tau Water Supply Joint Stock Company.

Respectfully.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**



Nguyen Quoc Huy



Vung Tau, April 02, 2025

Số: 01 /TTr-HĐQT

PROPOSAL

Approval of the 2024 Financial Statements; 2024 profit distribution; 2025 financial plan and profit distribution at the 2025 Annual General Meeting of Shareholders

To: General Meeting of Shareholders

Pursuant to:

- Luật Doanh nghiệp số 59/2020/QH14 ngày 17/06/2020;
- Charter of Organization and Operation of BR-VT Water Supply Joint Stock Company;
- The Audited 2024 Financial Statement;
- The Company's 2025 Production and Business Plan.

The Board of Directors of BaRia - VungTau Water Supply Joint Stock Company respectfully submits to the General Meeting for approval the audited 2024 financial statements; 2024 profit distribution; 2025 financial plan and profit distribution as follows:

I. Approval of the audited 2024 financial statements:

(Unit: Million VND)

1. Balance Sheet:

ASSETS	Code	End of year	Beginning of year
A. CURRENT ASSETS	100	367.364	237.649
I - Cash and cash equivalents	110	152.568	30.268
II. Short-term financial investments	120	152.135	86.235
III- Short-term receivables	130	13.647	53.487
IV- Inventory	140	45.048	55.946
V- Other current assets	150	3.966	11.713
B. NON-CURRENT ASSETS	200	893.663	876.393
I- Long-term receivables	210	0	0
II - Fixed assets	220	749.524	760.158
III - Investment property	230	0	0
IV - Long-term construction in progress	240	42.394	38.256
V - Long-term financial investments	250	55.470	55.470
VI-Other non-current assets	260	46.276	22.510
TOTAL ASSETS		1.261.028	1.114.042

LIABILITIES AND EQUITY	Code	End of year	Beginning of year
A. LIABILITIES	300	194.017	69.360
I - Short-term liabilities	310	190.085	65.114
II - Long-term liabilities	330	3.932	4.246
B. OWNER'S EQUITY	400	1.067.010	1.044.682
I - Owner's equity	410	1.067.010	1.044.682
II - Other funds	420	0	0
TOTAL LIABILITIES AND EQUITY		1.261.028	1.114.042

2. Results of production and business activities:

No.	Indicator	Code	This year	Last year
1	Revenue from business activities		781.145	731.823
2	Cost of business activities		496.466	473.800
3	Total profit before tax	50	284.679	258.023
4	Corporate income tax	51	29.958	25.541
5	Profit after tax	60	254.722	232.482

(The above is an excerpt of some indicators in the 2024 Consolidated Financial Statements audited by A&C Auditing and Consulting Co., Ltd. Shareholders are requested to visit the website bwaco.com.vn to view the full financial statements).

II. Profit Distribution in 2024:

No.	Indicator	Ratio	Amount
I	Profit after tax	100%	254.722
II	Profit distribution:		
1	Development Investment Fund	15%	38.208
2	Reward and Welfare Fund	13,27%	33.800
3	Cash dividend payment = 19%/Charter Capital		182.000
4	Undistributed profit		713

III. Distribution of retained earnings from previous years: 1% Charter Capital = 10,000 mill

IV. Financial Plan and Profit Distribution for 2025: (Unit: Million VND)

1. Business Production Plan:

No.	Indicator	The Year 2025
1	Revenue from business activities	797.000
2	Business operating expenses	510.500
3	Total profit before tax	286.500
4	Corporate income tax	31.000
5	Profit after tax	255.500

2. Profit distribution plan for 2025:

No.	Indicator	Ratio	Amount
I	Profit after tax	100%	255.500
II	Profit distribution:		
1	Development Investment Fund $\geq 15\%$ of Profit after tax	15%	38.325
2	Reward and Welfare Fund = 15% of Profit after tax	15%	38.325
3	Cash dividend payment $\geq 17\%$ /Charter Capital, the specific rate is authorized to the Board of Directors		170.000
4	Undistributed profit		8.850

Sincere thanks!

On behalf of the Board of Directors
Chairman



ĐINH CHÍ ĐỨC

No: 02 /TTr-HĐQT

Vung Tau, April 02, 2025

REPORT

Regarding the approval of the 2024 salary fund, the 2025 salary fund plan; the total remuneration of the Board of Directors and the Supervisory Board in 2024, and the proposed remuneration of the Board of Directors and the Supervisory Board in 2025

To: The General Meeting of Shareholders

- Pursuant to The Law on Enterprises No. 59/2020/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020;
- Pursuant to The Law on Securities No. 54/2019/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 8th session on November 26, 2019;
- Pursuant to Resolution No. 01/NQ-ĐHĐCĐ of the General Meeting of Shareholders passed on May 18, 2024.

The Board of Directors of BaRia-VungTau Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2024 salary fund, the 2025 salary plan; the total remuneration of the Board of Directors and the Supervisory Board in 2024, and the proposed remuneration of the Board of Directors and the Supervisory Board in 2025, specifically as follows:

I. Salary Fund for Employees and Managers:

1. 2024 Implemented Salary Fund: 131,359,586,600 VND (One hundred thirty-one billion, three hundred fifty-nine million, five hundred eighty-six thousand, six hundred VND).
2. 2025 Planned Salary Fund: 131,852,600,000 VND (One hundred thirty-one billion, eight hundred fifty-two million, six hundred thousand VND).

II. Remuneration of the Board of Directors and the Supervisory Board:

- | | |
|----------------------------------|--|
| 1. Planned remuneration for 2024 | : 1,296,000,000 VND (One billion, two hundred ninety-six million VND.) |
| 2. Actual remuneration for 2024 | : 1,296,000,000 (One billion, two hundred ninety-six million VND.) |
| 3. Planned remuneration for 2025 | : 1,296,000,000 (One billion, two hundred ninety-six million VND.) |

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

Sincere thanks./.

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



ĐINH CHÍ ĐỨC

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CÔNG TY
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CẤP NƯỚC
BÀ RIA-VŨNG TÀU

No: 01/NQ-DHĐCĐ

Vung Tau, April 29, 2025

DRAFT

RESOLUTION

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020.
- The Law on Securities No. 54/2019/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 8th session on November 26, 2019;
- The Charter on organization and operation of Ba Ria - Vung Tau Water Supply Joint Stock Company;
- The Minutes of Meeting and Voting Results of the 2025 Annual General Meeting of Shareholders of Baria - Vungtau Water Supply Joint Stock Company dated April 29, 2025.

RESOLUTION

Article 1: Approving the Board of Directors' Report, the 2024 Production and Business Performance Report, and the 2025 Production and Business Plan.

Production and Business Performance Results in 2024:

▪ Produced tap water	:	64.9 million m ³
▪ Total revenue	:	781.15 billion VND
- Water business	:	739.9 billion VND
- Construction, services	:	4.7 billion VND
- Finance, other	:	36.56 billion VND

Production and Business Plan in 2025:

▪ Produced tap water	:	64.9 million m ³
▪ Total revenue	:	797.00 billion VND
- Water business	:	740.00 billion VND
- Construction, services	:	3.00 billion VND
- Finance, other	:	54.00 billion VND

Key tasks in 2025:

- Renovation of works: Vung Tau Pressure Boosting Pump Station, Song Dinh Water Plant, Company Office Hall, etc.;

- Completing the project to renovate the D800 clean water transmission pipeline on National Highway 51 from KM66+440 to KM68+030 (L=1,600m);

Article 2: Approving the audited 2024 Financial Statements; 2024 profit distribution; 2025 financial plan and profit distribution according to Proposal No. 01/TTr-HĐQT dated April 02, 2025, specifically as follows:

Unit: million VND

– **2024 Production and Business Results:**

TT	Indicator	2024 Performance
1	Revenue from production and business activities	781,145
2	Expenses from production and business activities	496,466
3	Total profit before tax	284,679
4	Corporate income tax	29,958
5	Profit after tax	254,722

– **2024 Profit Distribution Plan:**

TT	Indicator	Ratio	Amount
I	Profit after tax	100%	254,722
II	Profit distribution:		
1	Development Investment Fund	15%	38,208
2	Reward and Welfare Fund	13.27%	33,800
3	Cash dividend payment = 19%/Charter Capital		182,000
4	Undistributed profit		713

- **Distribution of retained earnings from previous years: 1% of charter capital = 10,000 million VND:**
- **2025 Financial Plan:**

No.	Indicator	2025 Plan
1	Revenue from production and business activities	797,000
2	Expenses from production and business activities	510,500
3	Total profit before tax	286,500
4	Corporate income tax	31,000
5	Profit after tax	255,500

– **2025 Profit Distribution Plan**

TT	Indicator	Ratio	Amount
I	Profit after tax	100%	255,500
II	Profit distribution:		
1	Development Investment Fund \geq 15% of profit after tax	15%	38,325
2	Reward and Welfare Fund = 15% of profit after tax	15%	38,325
3	Cash dividend payment \geq 17%/Charter Capital, specific rate authorized to the Board of Directors		170,000
4	Undistributed profit		8,850

Article 3: Approving the 2024 Report and 2025 Action Plan of the Supervisory Board.

Article 4: Approving the authorization for the Board of Directors to select one of the following three audit firms to audit the 2024 financial statements according to Proposal No. 01/TTr-BKS dated April 02, 2025:

- A&C Auditing and Consulting Company Limited
- Moore Aisc Auditing and Informatics Services Company Limited (AISC)
- VACO Auditing Company Limited

Article 5: Approving the 2024 payroll fund of 131,359,586,600 VND, the planned 2025 payroll fund of 131,852,600,000 VND; the total remuneration paid to the Board of Directors and the Supervisory Board in 2024 was 1,296,000,000 VND, and the proposed remuneration for 2025 is 1,296,000,000 VND according to Proposal No. 02/TTr-HĐQT dated April 02, 2025.

Article 6: Implementation Clause:

The General Meeting of Shareholders agrees to assign the Board of Directors, the Supervisory Board, and the Executive Board of the Company to implement, inspect, and supervise in accordance with the spirit and content of this Resolution.

This Resolution was fully adopted by the 2025 Annual General Meeting of Shareholders of Ba Ria-Vung Tau Water Supply Joint Stock Company at the meeting. This Resolution takes effect from April 29, 2025. /.

**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**

Recipients:

- Posted on the Company's website;
- BoDs, GDB, BS;
- Archive VP.

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

POWER OF ATTORNEY

TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Board of Directors of BaRia - VungTau Water Supply Joint Stock Company

Principal: Shareholder Code:

ID/CCCD Number: Issued on: At:

Address :

Number of shares authorized: All BWS shares held by the shareholder up to the record date of April 01, 2025 as confirmed by the Vietnam Securities Depository and Clearing Corporation.

Authorize to:

Mr./Ms.: Shareholder Code (if any):

ID/CCCD Number: Issued on: At:

Address :

Or authorize to: (Mark "√" or "X" to select one of the following persons)

- | | |
|--|---|
| <input type="checkbox"/> Mr. Dinh Chi Duc | Chairman of the Board of Directors |
| <input type="checkbox"/> Mr. Nguyen Luong Dien | Vice Chairman of the Board of Directors |
| <input type="checkbox"/> Mr. Nguyen Canh Tung | Member of the Board of Directors |
| <input type="checkbox"/> Mr. Nguyen Tien Lang | Member of the Board of Directors |
| <input type="checkbox"/> Ms. Le Minh Duc | Member of the Board of Directors |
| <input type="checkbox"/> Mr. Vo Van Binh | Member of the Board of Directors |
| <input type="checkbox"/> Ms. Tran Khanh Linh | Member of the Board of Directors |
| <input type="checkbox"/> Mr. Pham Tan Luan | Member of the Board of Directors |
| <input type="checkbox"/> Ms. Vo Thi Nha | Member of the Board of Directors |

Authorized to represent me to attend and vote on all matters at the 2025 Annual General Meeting of Shareholders of BaRia - VungTau Water Supply Joint Stock Company.

THE AUTHORIZED PARTY
(Signature, full name)

....., April . 2025
THE PRINCIPAL
(Signature, full name, seal (if shareholder is organization))

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ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

VOTING BALLOT

Shareholder Code:.....

Shareholder Name:.....

ID/Business Registration No.:.....

Number of shares owned and represented:.....

VOTING CONTENTS

Content	Agree	Disagree	Abstain
1. Board of Directors' Report; Report on Production and Business Results in 2024 and Direction and Tasks for Production and Business in 2025;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Supervisory Board's Report;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Selection of an audit firm for the 2025 Financial Statements;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Approval of the audited 2024 Financial Statements, 2024 profit distribution; financial plan and profit distribution for 2025;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Salary fund implemented in 2024, salary fund plan for 2025; total remuneration of the Board of Directors and Supervisory Board in 2024, proposed remuneration of the Board of Directors and Supervisory Board in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Attendee Signature:

