

LETTER OF SUBMISSION

Regarding the dismissal and election of an additional member to the Board of Directors for the remaining duration of the 2022-2027 tenure

To: The 2026 Annual General Meeting of Shareholders

Based on the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company, passed by the General Meeting of Shareholders on 25th June 2021;

Based on the Resignation Letter of Mr. Nguyen Van Phung – Vice Chairman of the Board of Directors of Hai Duong Water Joint Stock Company;

Based on the number of nomination and candidacy applications as of 24:00 on 17th April 2026;

Based on the Resolution of the Board of Directors on 18th April 2026 nominating an additional member to the Board of Directors of Hai Duong Water Joint Stock Company.

The Board of Directors of Hai Duong Water Joint Stock Company unanimously submits to the 2026 Annual General Meeting of Shareholders for consideration and decision:

I. The dismissal of Mr. Nguyen Van Phung from the Board of Directors (find his resignation letter attached).

II. List of candidates for election to the Board of Directors:

The Owner's Representative – Hai Phong City People's Committee hereby nominate the following individual for the General Shareholders' Meeting to elect one additional member to the Board of Directors for the remaining time of the 2022-2027 tenure:

Mr. Nguyen Duc Dung, Male, born on 14th July 1970;



- Current position: Member of the Company's Party Committee Standing Board - Secretary of the Business Planning Department Party Branch

- Professional qualifications: Mechanical Engineer, Water Supply and Sewerage Engineer.

- Level of political theory: Advanced political theory (Candidate's C.V attached)

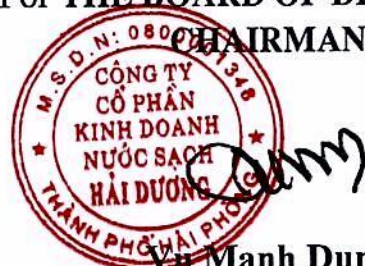
2. Other nominated personnel (if any) will be reported in detail at the 2026 Annual General Meeting of Shareholders.

The Board of Directors hereby submit this to the General Meeting of Shareholders for consideration and decision./.

Copies to:

- As mentioned above;
- Filing in Achieves, Meeting Documents

For THE BOARD OF DIRECTORS



Vu Manh Dung

SƠ YẾU LÝ LỊCH / CURRICULUM VITAE



1) Họ và tên khai sinh (viết chữ in hoa): **NGUYỄN ĐỨC DŨNG**

Name in full (in block capital letter): **NGUYEN DUC DUNG**

2) Tên gọi khác/ Other names: Không có /None

3) Sinh ngày/ Date of birth: 14/7/1970 / (14th July 1970)

Giới tính / Gender: Nam / Male

4) Nơi sinh/ Place of birth: Xã Nam Sách, thành phố Hải Phòng /
Nam Sach Commune, Hai Phong City.

5) Quê quán / Place of origin: Yên Mẫn, Phường Kinh Bắc, tỉnh Bắc Ninh / Yen Man, Kinh Bac Ward, Bac Ninh Province

6) Dân tộc/ Ethnic group: Kinh/Kinh

7) Tôn giáo/ Religion: Không /None

11) Nghề nghiệp / Occupation: Kỹ sư Cơ khí, Kỹ sư Cấp thoát nước / Mechanical Engineer, Water Supply and Sewerage Engineer

12) Trình độ / Qualification:

12.1- Trình độ giáo dục phổ thông (đã tốt nghiệp lớp mấy/thuộc hệ nào)/ General education level (which grade/system completed): Grade 12/12

12.2- Trình độ chuyên môn cao nhất / Highest level of expertise: Kỹ sư Cơ khí, Kỹ sư Cấp thoát nước / Mechanical Engineer, Water Supply and Sewerage Engineer

12.3- Ngoại ngữ / Foreign language: Trình độ C tiếng Anh C/ English, level C

12.4-Tin học/ Informatics: Trình độ C, level C

13) Quá trình công tác (nêu tóm tắt thời gian, nơi công tác, chức vụ, nghề nghiệp đã qua) /
Process of Employment (Time, place of work, position held, working experience):

TT / No	Thời gian (Tháng/Năm) / Time (Month/Year)	Nơi làm việc (Tên tổ chức làm việc) / Place of work (Name of employing organization)	Chức vụ/ Position held	Vị trí làm việc/ Position
(1)	(2)	(3)	(4)	(5)
1	10/1987 – 5/1992	Trường Đại học Nông Nghiệp I Hà Nội / Hanoi University of Agriculture I	Sinh viên / Student	Sinh viên / Student
2	7/1995 – 10/2000	Công ty Giày Hải Dương / Hai Duong Shoe Company	Nhân viên/ Staff	Phòng Kỹ thuật/ Technical Department
3	11/2000 – 12/2001	Công ty TNHH Việt Phát / Viet Phat Company Limited	Nhân viên/ Staff	Phòng Kế hoạch – Xuất nhập khẩu / Planning and Import-Export Department
4	01/2002 – 3/2004	Công ty Cấp nước Hải Dương / Hai Duong Water Supply Company	Nhân viên/ Staff	Phòng Kế hoạch Kinh doanh / Business Planning Department
5	4/2004 – 3/2011	Công ty Cấp nước Hải Dương / Hai Duong Water Supply Company	Phó phòng / Deputy Head	Phòng Kế hoạch Kinh doanh / Business Planning Department
6	4/2011 – 4/2013	Công ty TNHH MTV Kinh doanh nước sạch Hải Dương / Hai Duong Water Supply Single Member Company Limited	Trưởng phòng / Head of Department	Phòng Cơ điện và CNTT / Electromechanics and Information Technology Department
7	5/2013 – 4/2015	Công ty TNHH MTV Kinh doanh nước sạch Hải Dương / Hai Duong Water Supply Single Member Company Limited	Giám đốc / Director	Trung tâm QTƯD và CNTT / Center for Application Management and Information Technology
8	01/2018 – 04/2026	Công ty cổ phần Kinh doanh nước sạch Hải Dương / Hai Duong Water Jont Stock Company	Trưởng phòng / Head of Department	Phòng Kế hoạch Kinh doanh / Business Planning Department

15) Đặc điểm lịch sử bản thân/ Personal characteristics:

- Người có liên quan (là người có liên quan theo quy định của Luật Chứng khoán) / Related persons (Related parties as defined by Securities Law)

TT	Tên người có liên quan	Mối quan hệ	GCNĐKKD (tổ chức)/ CMND, CCCD (Công dân Việt Nam)/ Hộ chiếu (Người nước ngoài) ngày cấp, nơi cấp	Nơi học tập/ làm việc/ khác	Vị trí công việc	Tên công ty chứng khoán, công ty quản lý quỹ có vốn góp Name of the securities company or fund management company with contributed capital	Tỷ lệ nắm giữ (%)
No	Related person	Relationship	Business Registration Certificate (organization)/ ID (Vietnam citizen)/ Passport (Foreigner), date and place of issue	Other places of study and work	Position at work		Holding rate (%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Nguyễn Văn Đức	Bố đẻ / Birth father	Đã chết / Deceased				
2	Nguyễn Thị Mai	Mẹ đẻ / Birth mother	Đã chết / Deceased				
3	Kiều Xuân Phô	Bố vợ/ Father in law	Đã chết / Deceased				
4	Phạm Thị Hiệp	Mẹ vợ / mother in law	Đã chết / Deceased				
5	Kiều Thị Thanh Huệ	Vợ / Wife		Công ty cổ phần kinh doanh nước sạch Hải Dương / Hai Duong Water Jont Stock Company	Nhân viên – phòng Quản lý Đầu tư và XDCB / Staff of Construction Investment Management Deaprtment		
6	Nguyễn Thị Huệ Dung	Con gái / Daughter		Trường Đại học Hải Dương / University of Hai Duong	Giảng viên / Lecturer		
7	Nguyễn Kiều Trang	Con gái/ Daughter		Trường Đại học Công nghệ Nanyang – Singapore / Nanyang Technological University (NTU) Singapore	Sinh viên / Student		



8	Nguyễn Thị Mai Hương	Em gái / Younger sister			Công nhân / Worker		
9	Nguyễn Thị Mai Liên	Em gái / Younger sister		Trường THCS Nam Hồng / Nam Hong Junior High School	Giáo viên / Teacher		
10	Nguyễn Thị Mai Hiền	Em gái / Younger sister		Trường THCS Lê Quý Đôn / Le Quy Don Junior High School	Giáo viên / Teacher		
11	Nguyễn Hữu Quyền	Em rể / Younger brother-in-law		Về hưu / Retiree	Quân nhân / Soldier		
12	Nguyễn Hồng Quân	Em rể / Younger brother-in-law		UBND xã Thái Tân / Thai Tan Commune People's Committee	Công chức / Official		

Ghi chú: Đối tượng áp dụng là cổ đông, thành viên góp vốn sở hữu từ 10% trở lên vốn điều lệ công ty chứng khoán, Tổng giám đốc, người đại diện theo pháp luật. / Note: This applies to shareholders, capital contributors owning 10% or more of the charter capital of a securities company, the General Director, and the legal representative.

- Tên và địa chỉ pháp nhân mà mình sở hữu cổ phần hoặc tỷ lệ vốn góp được đại diện (trường hợp là người đại diện phần vốn góp của cổ đông pháp nhân) / Name and address of the legal entity in which you own shares or capital contribution and are represented (in case of a representative of a legal entity shareholder's capital contribution)

TT No	Tổ chức góp vốn Organization pooling capital	Địa chỉ Address	Số lượng cổ phiếu nắm giữ Number of shares held	Tỷ lệ đại diện (%) Representative ratio (%)	Tỷ lệ nắm giữ (%) Holding rate (%)
(1)	(2)	(3)	(4)	(5)	(6)
1	Công ty cổ phần kinh doanh nước sạch Hải Dương/ Hai Duong Water Joint Stock Company	Số 10, đường Hồng Quang, phường Hải Dương, TP Hải Phòng / No.10 Hong Quang street, Hai Duong ward, Hai Phong city, Vietnam	26.900	0	

- Có quyền lợi mâu thuẫn với lợi ích của Công ty cổ phần kinh doanh nước sạch Hải Dương (có, không)? / Is there a conflict of interest with the interests of Hai Duong Water Joint Stock Company (yes, no)?: Không / No

- Có hành vi vi phạm pháp luật (có, không) / Is there a violation of the law (yes, no)?: Không / No

- Năng lực hành vi dân sự (đầy đủ/hạn chế/mất năng lực hành vi dân sự)/ Civil capacity (full/limited/lacking civil capacity)?: Đầy đủ/ Full

- Có khoản nợ với công ty cổ phần kinh doanh nước sạch Hải Dương (có, không) / Is there a debt to Hai Duong Water Joint Stock Company (yes, no)?: Không / no

16) Số cổ phần sở hữu hoặc được ủy quyền đại diện của Công ty cổ phần kinh doanh nước sạch Hải Dương / Number of shares owned or authorized to represent in Hai Duong Water J.S Company: 26900 Cổ phần / 26, 900 shares

17) Cam kết trước pháp luật / Legal commitment

Tôi cam kết / I commit to:

- Đáp ứng tiêu chuẩn, điều kiện để giữ chức danh thành viên Hội đồng quản trị tại công ty cổ phần kinh doanh nước sạch Hải Dương / Meeting the standards and conditions to hold the position of Member of Board of Directors at Hai Duong Water Joint Stock Company.

- Thông báo cho Công ty cổ phần kinh doanh nước sạch Hải Dương về bất kỳ thay đổi nào liên quan đến nội dung bản khai này phát sinh sau thời gian Công ty cổ phần kinh doanh nước sạch Hải Dương tiếp nhận hồ sơ/ Notify Hai Duong Water Joint Stock Company of any changes related to the contents of this declaration that arise after the time Hai Duong Water Joint Stock Company receives the application.

- Các thông tin cá nhân Tôi cung cấp cho Công ty cổ phần kinh doanh nước sạch Hải Dương xem xét, chấp thuận dự kiến nhân sự là đúng sự thật. Tôi xin chịu trách nhiệm trước pháp luật về tính đầy đủ, trung thực, chính xác của các thông tin kê khai nêu trên/ The personal information I have provided to Hai Duong Water J.S Company for consideration and approval of the tentative personnel is true and accurate. I will assume full legal responsibility for the completeness, truthfulness, and accuracy of the information given above.

Hải Phòng, ngày 15 tháng 4 năm 2026

Hai Phong, 15th March 2026

Người khai / Declarant

Tôi xin cam đoan những lời khai trên đây là đúng sự thật / I confirm that the statements given above are true and authentic.

(Ký tên, ghi rõ họ tên/signature, full name)

(Chứng thực chữ ký người khai)
(Declarant's signature authentication)



TỔNG GIÁM ĐỐC
NGUYỄN THANH SƠN

Nguyễn Đức Dũng

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

RESIGNATION LETTER

To: - General Meeting of Shareholders;
- Board of Directors

Based on the Labor Law No. 45/2019/QH14 dated 20th November 2019;
Based on the Enterprise Law No. 59/2020/QH14 dated 17th June 2020;
Based on the Charter of Incorporation and Operation of Hai Duong Water Joint Stock Company dated 25th June 2021.

I am Nguyen Van Phung, born on 24th July 1964. I hereby would like to request for the followings:

With the trust of the General Meeting of Shareholders and the Board of Directors, on 28th April 2022, I was elected by the General Meeting of Shareholders of Hai Duong Water J.S Company to be a Member of the Board of Directors for the 2022-2027 tenure, and elected by the Board of Directors to be a Vice Chairman of the Board of Directors cum Deputy General Director of the Company for the 2022-2027 tenure.

During my tenure from April 2022 to November 2025, on the basis of authority and responsibilities assigned to me, and thanks to the unity, support, and assistance of the Chairman of the Board of Directors, the members of the Board of Directors, and the Board of General Directors, I have successfully completed the all the tasks entrusted to me by the General Shareholders' Meeting and the Board of Directors.

According to the provisions of the Labor Law, from 01st November 2025 onwards, I am entitled to retirement benefits under the social insurance scheme. Basing on Document No. 3088/UBND-NVKTGS dated 04th December 2025 issued by the People's Committee of Hai Phong City on the appointment of an additional representative for state capital, capital adjustment, dismissal and nomination of a member of the Board of Directors of Hai Duong Water J.S Company for the 2022-2027 tenure, I hereby request the General Meeting of Shareholders and the Board of Directors to approve my resignation from the position of Board member for the 2022-2027 tenure.

The General Meeting of Shareholders and the Board of Directors of Hai Duong Water J.S Company are kindly requested to consider and approve my resignation.

I most appreciate your assistance.

Copies to:

- As mentioned above;
- Filing in Dossier.

Hai Phong, 08th April 2026

APPLICANT



Nguyễn Văn Phụng

No: 697/TTTr-HĐQT

Hai Phong, 18th April 2026

LETTER OF SUBMISSION

**For approval of Production and Business Performance Plan
and Profit Distribution Plan for 2026**

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25th June 2021;

Based on the production and business performance results in 2025 and the actual production situation in the affiliated branches of the Company;

The Board of Directors of Hai Duong Water Joint Stock Company hereby submit to the General Meeting of Shareholders for approval of the Company's production and business performance plan and profit distribution plan for 2026 as follows:

A. Production and business performance plan for 2026:

No	MAIN INDICATORS	UNIT	PLAN
I	Treated water revenue output	Million m ³	69.2
II	FINANCIAL INDICATORS		
1	Total revenue	Million Dong	622,490
2	Total expenses	Million Dong	558,860
3	Pre-tax profit	Million Dong	63,630
4	After tax profit	Million Dong	49,970
III	OTHER INDICATORS		
1	Payment to Budget	Million Dong	86,300
2	Pre-tax profit margin/revenue	%	10.22
3	Pre-tax profit Profit After Tax/Equity	%	10.41

B. Profit Distribution Plan for 2026:

No	MAIN INDICATORS	UNIT	PLAN
	After tax profit in 2026	Million VND	49,970
1	Dividend payment in cash, tentative 8,2%	%	26,144
2	For Development investment fund	Million VND	12,492
3	For Rewards, welfare fund, in which	Million VND	11,334
3.1	Rewards, welfare fund for BoD and BoS	Million VND	2,267
3.2	Rewards, welfare fund for Employees	Million VND	9,067

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

Basing on the production and business performance results, the after-tax profits earned in 2026, basing on the provisions of the law on labor, wages, and bonuses

for companies with state-controlled shares:

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

Rewards, welfare and other things according to regulations.

The Board of Directors hereby submit this to the 2026 General Meeting of Shareholders for consideration and approval.

This Letter of submission replaces Submission No. 583/TTr-HĐQT dated April 8th, 2026, of the Board of Directors of Hai Duong Clean Water Business Joint Stock Company./.

Copies to:

- As specified above;
- Filing in: Achieves;
- Meeting Documents;

For **THE BOARD OF DIRECTORS**

CHAIRMAN



Vu Manh Dung

No.: 698/TTr-HĐQT

Hai Phong, 18th April 2026

LETTER OF SUBMISSION

For approval of the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No.59/2020/QH14 dated 17th June 2020;
Pursuant to the Charter on Incorporation and Operation of Hai Duong Water Joint Stock Company approved on 25th June 2021;

Pursuant to the Resolution approved by the General Meeting of Shareholders dated 20th June 2025;

The Board of Directors hereby submit to the General Meeting of Shareholders for approval of the settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2025 and the plan of salary and remuneration for the Board of Directors and Board of Supervisors in 2026 as follows:

I. Settlement of salary and remuneration in 2025

1. The salary, remuneration and total salary and remuneration fund planned for the Board of Directors and the Board of Supervisors approved by the General Meeting of Shareholders on 20th June 2025:

No	Management position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37,000,000	
2	Vice Chairman of BoD		3,000,000
3	BoD member (part time)		6,000,000
4	Head of BoS (full time)	26,000,000	
5	BoS member (full time)	17,000,000	
6	BoS member (full time)	17,000,000	
7	General Director (G.D)		2,000,000
8	Deputy G.D – 2 persons		2,000,000
9	Board member (part time)-H.R- Ad Dept. Manager -1 person		2,000,000

2. Salary payment principles:

- The Chairman of the Board of Directors, the Head of the Supervisory Board, and the Supervisory Board members working full-time at the Company receive a full-time salary and no remuneration.

- The Vice Chairman of the Board of Directors and Board members concurrently holding leadership and management positions in the Company (General Director, Deputy General Director, Head of the Human Resources and Administration Department) receive a full-time salary for those management and leadership positions and additional remuneration as a member of the Board of Directors.

- Non-full-time members of the Board of Directors and Supervisory Board who do not concurrently hold leadership and management positions receive remuneration as a member of the Board of Directors and Supervisory Board.

The Board of Directors receiving a full-time salary consists of 1 person: the Chairman of the Board of Directors.

The Board of Directors receiving remuneration consists of 6 people.

The Supervisory Board receiving a full-time salary consists of 3 people: the Head of the Supervisory Board and 2 members.

3. Production and business results in 2025

No	Indicator	Unit	Planned	Implemented	Completion rate %
1	Treated water output revenue	m ³	64,800	67,261	103.797%
2	Total revenue	Million VND	595,750	582,986	97.857%
3	Average labor (excluding management)	Person	945	929	
4	Labor productivity	m ³ /person/year	68,571	72,014	
5	Payment to Budget	Million VND	79,800	83,126	104.167%
6	After tax profit	Million VND	61,200	61,335	100.220%
7	Capital preservation and development	Million VND	48,300	48,516	100.447%
8	Enterprise Capital		Preserving and developing capital	Preserving and developing capital	

Based on regulations regarding remuneration, salaries, and bonuses for state-owned joint-stock companies, the Board of Directors proposes settling the salary fund corresponding to a 0% increase in profit.

Details are as below:

No	Management position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37,000,000	
2	Vice Chairman of BoD		3,000,000
3	BoD member (part time)		6,000,000
4	Head of BoS (full time)	26,000,000	
5	BoS member (full time)	17,000,000	
6	BoS member (full time)	17,000,000	
7	General Director (G.D)		2,000,000
8	Deputy G.D – 2 persons		2,000,000
9	Board member (part time)-H.R- Ad Dept. Manager -1 person		2,000,000

II. Plan of salary, remuneration amount, and salary, remuneration fund for BoD and BoS in 2026

1. Plan targets for 2026

No	Indicator	Unit	Planned
1	Treated water output	m ³	69,200
2	Total revenue	Million VND	599,270
3	Average monthly income/person	Million VND	83,600
4	Payment to budget	Million VND	63,630
5	After tax profit	Million VND	49,970
6	Capital preservation and development	Million VND	Preserving and developing capital

2. Salary payment principles:

- The Chairman of the Board of Directors, the Head of the Board of Supervisors, and the BoS members working full time at the Company are paid full time salaries, without remuneration.

- Vice Chairman of the Board of Directors, members of the Board of Directors concurrently holding leadership and management positions of the Company (General Director, Deputy General Director, Manager of the Human Resource and Administration Department) receive full time salaries for those leadership and management positions and receive additional remuneration as members of BoD.

- Members of BoD and the BoS who are not full time members, and do not concurrently hold leadership and management positions, receive remuneration as members of BoD and the BoS.

Board of Directors receiving full time salaries includes 01 person: Chairman of BoD.

Members of Board of Directors receiving remuneration includes: 06 people.

Members of Board of Supervisors receiving full time salaries includes: 03 people, the Head of the BoS and 02 BoS members.

2. Salary and remuneration fund planned for 2026 for Board of Directors and the Board of Supervisors

Based on regulations governing labor management, remuneration, salaries, and bonuses in state-owned enterprises, the Board of Directors proposes the following planned amounts of money and remuneration for the Board of Directors and Supervisory Board in 2026:

No	Management position	Salary (VND/month)	Remuneration (VND/month)
1	Chairman of Board of Directors	37,000,000	
2	Vice Chairman of BoD		3,000,000
3	BoD member (part time)		6,000,000
4	Head of BoS (full time)	26,000,000	
5	BoS member (full time)	17,000,000	
6	BoS member (full time)	17,000,000	
7	General Director (G.D)		2,000,000
8	Deputy G.D – 2 persons		2,000,000
9	Board member (part time)-H.R- Ad Dept. Manager -1 person		2,000,000

3. Final settlement of realized salary, remuneration and salary and remuneration fund

At the end of the year, based on the amount of salary, remuneration and the salary and remuneration fund planned in Clause 2, Section 2; Based on the implementation results of the production and business targets set for 2026 in Clause 1, Section 2 of this Submission Letter; and based on the regulations of the Government on labor, salary and bonus for companies with a controlling State capital contribution, the General Meeting of Shareholders will authorize the Board of Directors to consider and decide on the final settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026 and report it to the Annual General Meeting of Shareholders in 2027.

The Board of Directors hereby submit this to the General Meeting of Shareholders for consideration and approval.

This Letter of submission replaces Submission No. 589/TTr-HĐQT dated April 8th, 2026, of the Board of Directors of Hai Duong Clean Water Business Joint Stock Company./.

Copies to:

- As specified above;
- Filing: Achieves;
- Meeting Documents;

For **THE BOARD OF DIRECTORS**
CHAIRMAN



Vu Manh Dung