

NOTIFICATION

**Dismissal and election of members of the Supervisory Board
of Hai Phong Water Joint Stock Company for the term 2025-2030.**

Dear:

- State Securities Commission;
- Hanoi Stock Exchange;
- People's Committee of Hai Phong City;
- Hai Phong City Department of Finance;
- The Company's Shareholders.

Based on Article 110 of the Enterprise Law dated June 17th, 2020;

Based on Clause 2, Article 120 of the Securities Law dated November 26th, 2019;

Based on Article 24 of Government Decree No. 47/2021/ND-CP dated April 1st, 2021, detailing a number of provisions of the Enterprise Law;

Based on Article 11 of Circular No. 96/2020/TT-BTC dated November 16th, 2020, issued by the Ministry of Finance, guiding the disclosure of information on the securities market;

Based on Resolution No. 86/NQ-DHĐCĐ-2026 dated April 22nd, 2026, of the Annual General Meeting of Shareholders of Hai Phong Water Joint Stock Company; Based on the election results of the Supervisory Board of Hai Phong Water Joint Stock Company for the term 2025-2030;

Based on Minutes No. 20/BB-BKS dated April 22nd, 2026, of the Supervisory Board of Hai Phong Water Joint Stock Company regarding the election of the Head of the Supervisory Board for the term 2025-2030;

Hai Phong Water Joint Stock Company respectfully announces the restructuring of the Board of Supervisory for the term 2025-2030 as follows:

1. Mrs. Le Thi Huong has been dismissed from her position as a member of the Supervisory Board of Hai Phong Water Joint Stock Company for the term 2025-2030.

- Reason for change: According to the resignation letter from the position of Head of the Company's Supervisory Board, a member of the Supervisory Board is resigning for personal reasons.

- Effective date: April 22nd, 2026.

2. The election of additional members and the appointment of the Head of the Supervisory Board of Hai Phong Water Joint Stock Company for the term 2025-2030 is as follows:

2.1. Mr. Pham Quang Huy – Head of the Board of Supervisory

- Previous position before election: Member of the Supervisory Board, Officer of the Project Management Unit.

- Position elected: Head of the Supervisory Board.

- Duration: 2025-2030 term.

- Effective date: April 22nd, 2026.

2.2. Mr. Nguyen Tuan Thanh - Member of the Supervisory Board

- Previous position before election: Deputy Head of Planning Department.

- Position elected: Member of the Supervisory Board.

- Duration: 2025-2030 term.

- Effective date: April 22nd, 2026.

This information is published on the website of Hai Phong Water Joint Stock Company at: <https://capnuochaiphong.com.vn>.

Thank you very much!

Recipient:

- As above;
- Archived: Clerk.

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Tran Viet Cuong

Attached documents :

- Resolution No. 86/NQ-DHĐCĐ-2026 dated April 22, 2025, of the Annual General Meeting of Shareholders 2026 of Hai Phong Water Joint Stock Company;
- Minutes No. 20/BB-BKS dated April 22, 2026, of the Supervisory Board of Hai Phong Water Joint Stock Company regarding the election of the Head of the Supervisory Board for the term 2025-2030;
- List of related parties (Form 03-CBTT/SGDCK).

No.: 20/BKS-2026

MINUTES OF THE MEETING OF THE BOARD OF SUPERVISORY

**Regarding the election of the Head of the Board of Supervisory of
Hai Phong Water Joint Stock Company for the term 2025-2030**

I. General Company Information

- Company Name: Hai Phong Water Joint Stock Company.
- Head office address: 54 Dinh Tien Hoang Street, Hong Bang Ward, Hai Phong City.
- Business registration number: 0200171274 issued by the Business Registration Office - Department of Planning and Investment of Hai Phong City (now the Department of Finance of Hai Phong City), first registered: January 3, 2007, 11th amendment registered on August 28th, 2025.

II. Time and location of the meeting

- **Time** : at 10. hours 10. minutes, April 22nd, 2026.
- **Location**: Meeting Room A, Hai Phong Water Joint Stock Company – 54 Dinh Tien Hoang Street, Hong Bang Ward, Hai Phong City.

III. Participants

Mr. Pham Quang Huy	- Member of the Supervisory Board
Mr. Nguyen Minh Hoang	- Member of the Supervisory Board
Mr. Nguyen Tuan Thanh	- Member of the Supervisory Board
Mrs. Nguyen Thi Phuong Thao	- Secretary

How to attend the meeting: Members attended the meeting in person.

The total number of Supervisory Board members present at the meeting (3/3) meets the requirements for holding a Supervisory Board meeting as stipulated in the Charter of Organization and Operation of Hai Phong Water Joint Stock Company (hereinafter referred to as "Charter") and the provisions of the law.

IV. Purpose and content of the meeting

Following the request of the members of the Supervisory Board for the 2025-2030 term, after the 2026 Annual General Meeting of Shareholders approved the dismissal of Mrs. Le Thi Huong from the Supervisory Board (position of Head of Supervisory Board) for the 2025-2030 term and the election of Mr. Nguyen Tuan Thanh as an additional member of the Supervisory Board for the 2025-2030 term, the members of

the Supervisory Board met to elect the Head of the Supervisory Board for the 2025-2030 term.

V. Proceedings and results of the meeting

1. With the approval of the members of the Supervisory Board for the 2025-2030 term, Mr. Pham Quang Huy, a member of the Supervisory Board, convened a meeting of the Supervisory Board to elect the Head of the Supervisory Board of Hai Phong Water Joint Stock Company for the 2025-2030 term, after the 2026 Annual General Meeting of Shareholders approved the dismissal of Mrs. Le Thi Huong from the Supervisory Board (position of Head of Supervisory Board) for the 2025-2030 term and the election of Mr. Nguyen Tuan Thanh as an additional member of the Supervisory Board for the 2025-2030 term.

2. The Supervisory Board elects the chairman and secretary of the meeting:

- Voting method: direct voting.

- Result: All 3 members of the Supervisory Board (100% approval rate) unanimously elected:

Mr. Pham Quang Huy - Chairman

Mrs. Nguyen Thi Phuong Thao - Secretary, vote counter

3. Mrs. Nguyen Thi Phuong Thao, a member of the Secretariat, presented some relevant grounds:

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Charter of Organization and Operation of Hai Phong Water Joint Stock Company;

Based on Document No. 684/UBND-NVKTGS dated April 15, 2026, of the People's Committee of Hai Phong City regarding the dismissal and supplementary election of members of the Supervisory Board of Hai Phong Water Joint Stock Company;

Based on the results of the election of members of the Supervisory Board of Hai Phong Water Joint Stock Company for the term 2025-2030 at the Annual General Meeting of Shareholders in 2026;

The Supervisory Board held a meeting to elect the Head of the Supervisory Board.

4. The members of the Supervisory Board held a discussion.

Mr. Nguyen Minh Hoang nominated Mr. Pham Quang Huy - a member of the Supervisory Board for the 2025-2030 term - to hold the position of Head of the Supervisory Board of Hai Phong Water Joint Stock Company for the 2025-2030 term.

The other members have not received any other nominations or candidacies.

5. After discussion, the Supervisory Board proceeded to elect and vote on the following matters:

The election of the Head of the Supervisory Board will be conducted by secret ballot. Mrs. Nguyen Thi Phuong Thao, a member of the Secretariat, will be responsible for preparing, distributing, collecting, counting, and announcing the results of the vote.

Mr. Pham Quang Huy, a member of the Supervisory Board of Hai Phong Water Supply Joint Stock Company, was elected as the Head of the Supervisory Board of Hai Phong Water Joint Stock Company for the term 2025-2030.

The Supervisory Board proceeded to vote on the above contents, with the following specific results:

Total number of members participating in the vote: 3 members
+ Number of members who approved : 3 members (100%)
+ Number of members who disagree: 0 members
+ Number of members who did not comment: 0 members

6. Results of the vote count for the Head of the Supervisory Board of Hai Phong Water Joint Stock Company for the term 2025-2030 :

+ Number of ballots issued: 3
+ Number of ballots received: 3
+ Number of valid votes: 3

Result:

Mr. Pham Quang Huy received 3 out of 3 votes in favor, achieving a 100% approval rate.

Based on the vote count results above:

Mr. Pham Quang Huy has been elected as the Head of the Supervisory Board of Hai Phong Water Joint Stock Company for the term 2025-2030

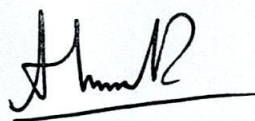
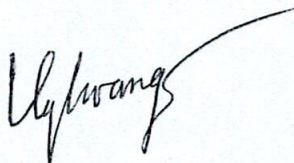
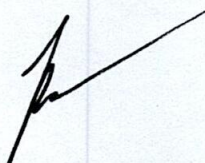
The meeting concluded at 10:15 on the same day.

These minutes were unanimously approved by the members of the Supervisory Board present at the meeting and signed below./.

PRESIDE

BOARD OF SUPERVISORS MEMBERS

SECRETARY



Pham Quang Huy

Nguyen Minh Hoang

Nguyen Tuan Thanh

Nguyen Thi Phuong Thao

Recipient:

- Board of Directors;
- Management Board, Supervisory Board;
- Individuals/organizations involved;
- Archived: Supervisory Board.

<In case of any discrepancy, the signed Vietnamese documents shall take precedence>

HAIPHONG PEOPLE'S COMMITTEE
HAIPHONG WATER JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 86/NQ-DHDCD-2026

Haiphong, April 22nd, 2026

**RESOLUTION OF
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAIPHONG WATER JSC**

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

Pursuant to the Charter on Organization and Operation of Haiphong Water Joint Stock Company;

Pursuant to Minutes No. 86/BB-DHDCD-2026 dated April 22, 2026 of the 2026 Annual General Meeting of shareholders of Haiphong Water Joint Stock Company;

Pursuant to Minutes of the voting results for the approval of the items at 2026 Annual General Meeting of shareholders of Haiphong Water Joint Stock Company dated April 22, 2026.

RESOLUTION:

Article 1: Approval of the Report on the results of production and business activities in 2025 and the production and business activities plan for 2026 of the Company (*Details attached*), with some key indicators:

No.	Indicators	Unit of measure	2025 Plan	2025 Performance	2026 Plan
1	Produced water	million m ³	95.6	98.7	101.7
2	Consumed water	million m ³	89.3	89.3	91.8
3	Total revenue and other incomes	billion VND	1,309.3	1,313.9	1,340.3
4	Profit before tax	billion VND	125.7	176.8	187.8
5	Profit after tax	billion VND	102.5	143.4	152.2
6	Return on Equity (ROE)	%		16.0%	16.9%



Article 2: Approval of the 2025 Financial Statements audited by AASC Auditing Firm Limited Company.

Article 3: Approval of the Report of the Board of Directors on governance and operation result of the BOD and members of the BOD in 2025; operational plan for 2026 (*Details attached*).

Article 4: Approval of the Report of the Supervisory Board on the performance of the Supervisory Board in 2025 and operational plan for 2026 (*Details attached*).

Article 5: Approval of the plan for profit distribution, fund allocations, and dividend payout ratio for 2025 as follows:

- Accumulated profit after tax as of the end of 2025 for distribution: 145,187,916,853 VND
- Allocation to Reward and Welfare Fund: 33,877,506,853 VND
- Dividend payout ratio at 15,0% of charter capital: 111,310,410,000 VND (equivalent to 1500 VND per share)

Article 6: Approval of remuneration for the Board of Directors and Supervisory Board as follows:

- The plan and the settlement of total remuneration of the Board of Directors and Supervisory Board of the Company in 2025 is: 588,720,000 VND
- The plan of total remuneration of the Board of Directors and Supervisory Board of the Company in 2026 is: 588,720,000 VND

Article 7: Approval of the selection of an entity to conduct the 6-month review and audit of the Company's financial statements for 2026 as follows:

- (1) Approval of the list of Audit Companies approved by the State Securities Commission to audit entities with public interest in the securities sector for the year 2026 (*Detailed list attached*).
- (2) Annual General Meeting of Shareholders authorizes the Board of Directors of the Company to carry out the procedures to select one of the audit companies from the mentioned list as the entity to conduct the 6-month review and audit of the 2026 Financial Statements of Haiphong Water Joint Stock Company.

Article 8: Approval of the Company's Strategic Orientation for the 2026-2030 period (*Include Development and Investment Plan for the 2026-2030 period of the Company, detailed report attached*)

Article 9: Approval of the 4th Amended Charter on Organization and Operation (*Detailed attached*)

Article 10: Approval of the Amended Internal Regulations on Corporate Governance (*Detailed attached*)

Article 11: Approval of the results regarding the dismissal and additional election of members of the Company's Supervisory Board for the 2025 – 2030 period as follows:

- Dismissal of a member of the Supervisory Board (Position: Head of the Supervisory Board) of the Company for the 2025 – 2030 period: Ms. Le Thi Huong.
- Additional election of a member of the Supervisory Board for the 2025 – 2030 period: Mr. Nguyen Tuan Thanh.

Article 12: Annual General Meeting of Shareholders unanimously approves the Resolution of the 2026 Annual General Meeting of Shareholders. This Resolution takes effect from April 22, 2026.

Article 13: Implementation:

The 2026 Annual General Meeting of Shareholders authorizes and assigns the Board of Directors of Haiphong Water Joint Stock Company to be responsible for directing and organizing the implementation of the contents of the Resolution unanimously approved by the 2026 Annual General Meeting of Shareholders.

Recipients:

- BOD, MB, SB;
- Shareholders;
- Archived: Clerical, Secretariats.

ON BEHALF OF ANNUAL GENERAL
MEETING OF SHAREHOLDERS
MEETING'S CHAIRMAN



Chairman of the BOD
Tran Viet Cuong

01712
NG TY
PHÂN
NƯỚC
HẢI PHÒNG
T.P. HẢI