



## Appendix 2

### PLAN PRODUCTION - BUSINESS - FINANCIAL RESULTS FOR 2026

(attached to Report No. 941/BC-CNNB dated April 02, 2026)

No.	Indicators	Unit	Implementation 2025	Plan 2026	Growth rate vs Implementation 2025
<b>A</b>	<b>PRODUCTION - BUSINESS:</b>				
1	Water consumption output	1,000 m <sup>3</sup>	71,378	72,000	0.87%
2	Water revenue	Billion VND	901.989	911.736	1.08%
3	Water loss rate	%	12.05	11.5	-0.55%
4	Rate of households supplied with clean water	%	100	100	
<b>B</b>	<b>FINANCE</b>				
1	Total revenue	Billion VND	916.067	916.736	0.07%
2	Total expenses	Billion VND	873.541	873.956	0.05%
3	Profit before tax	Billion VND	42.526	42.779	0.60%
4	Profit after tax	Billion VND	31.876	32.023	0.46%

No: **1089**/BC-CNNB-BKS

*Ho Chi Minh City, April 2026*

## **REPORT**

### **Operations of the Supervisory Board in 2025 and operational directions for 2026**

**Respectfully submitted to: The General Meeting of Shareholders of Nha Be Water Supply Joint Stock Company**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019; Decree No. 155/2020/ND-CP dated December 31, 2020; Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;
- Charter on organization and operation; Internal regulations on corporate governance, Regulations on organization and operation of the Supervisory Board of Nha Be Water Supply Joint Stock Company;
- Pursuant to Resolution No. 05/NQ-CNNB-DHDCD dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders (GMS).

Reviewing the financial statements (FS) for 2025 audited by AASC Auditing Firm Company Limited Branch on March 19, 2026. The Supervisory Board reports the results of inspecting and supervising the Supervisory Board's operations in 2025 and operational directions for 2026 as follows:

#### **I. OPERATIONS OF THE SUPERVISORY BOARD IN 2025:**

##### **1) Organizational structure of the Supervisory Board:**

The Supervisory Board of Nha Be Water Supply Joint Stock Company, Term IV (2022 - 2027) consists of 05 members:

- |                             |   |
|-----------------------------|---|
| 1. Ms. Vo Thi Cam Tu        | - Full-time Head of the Supervisory Board |
| 2. Ms. Pham Thi Phuong Linh | - Supervisor                              |
| 3. Ms. Nguyen Thi Ngoc Oanh | - Supervisor                              |
| 4. Ms. Nguyen Ngoc Nga      | - Supervisor                              |
| 5. Mr. Nguyen Hoang Lam     | - Supervisor                              |

The full-time Head of the Supervisory Board works full-time at the Company according to regulations, 04 Supervisors do not work at the Company and operate on a part-time basis. The Supervisors operate

independently, have no relationship with the Board of Directors (BOD), the Executive Board, or the independent auditing company.

## **2) Operations of the Supervisory Board:**

The Supervisory Board fully performed its tasks of supervising, inspecting, and appraising reports according to Resolution No. 05/NQ-CNNB-DHDCCD dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders, specifically as follows:

- Supervise compliance with legal regulations: Inspect the implementation of the Law on Enterprises, Law on Securities, Charter on Organization and Operation of the Company, Operational Regulations of the BOD, Internal Corporate Governance Regulations and working regimes of functional departments and boards;
- Inspect finance and production-business plan: Evaluate the deployment and implementation of the production and business and financial plan for 2025; the basic construction investment and procurement plan for 2025; evaluate transactions between the Company and related parties in 2025;
- Appraise reports: Review the quarterly, semi-annual, and 2025 financial statements (FS); the implementation of the salary fund, the employment situation in 2025;
- Supervise the implementation according to Resolutions: Profit distribution and fund extraction, dividend payment according to the GMS Resolution; remuneration of the BOD and part-time Supervisory Board members; the wholesale clean water contract for 2025; review and select the independent auditing firm to audit the Company's FS for 2025;
- Auditing work: Coordinate with the Finance and Accounting Department to discuss and work with the AASC Auditing Firm Company Limited Branch during the review and audit of the 2025 FS; monitor the provision of dossiers and documents for auditing and supervise the transparency of the Company's finances;
- Information disclosure: Supervise accurate information disclosure according to regulations, ensuring transparency in information disclosure to serve shareholders' interests;
- Other inspection and supervision: supervise internal control and risk management according to the actual needs at the Company; monitor the consolidation of management and executive personnel according to the BOD Resolution;
- Other activities: The Supervisory Board is invited to participate in discussions at meetings of the GMS, BOD. The Head of the Supervisory Board attends regular monthly briefing meetings and other meetings of the Company; The Supervisory Board holds regular meetings in accordance with regulations to review and evaluate the Company's business operations; Participates in training, regularly updates professional skills and relevant legal policies to better serve their work; Implements reporting regimes to the Members' Council and Supervisors of the Corporation in accordance with regulations; Exercises other rights and obligations in accordance with the Law on Enterprises, the Company's Charter, and the Resolution of the GMS.

## **3) Meetings of the Supervisory Board:**

Summarizing 2025, the Supervisors fully exercised their rights and obligations in accordance with the law, work program, and division among the Supervisors. Fully attended and contributed opinions in the meetings of the Supervisory Board. The main contents in the 05 meetings of the Supervisory Board - Term IV (2022-2027) are as follows:

- Inspect, appraise, and contribute opinions on documents for the meetings of the BOD;
- Implement task assignments for 2025 for each Supervisor, propose selecting the independent auditing company to audit the Company's FS for 2025, unify the plan to deploy control work in 2025;
- Appraise and contribute opinions on the Report on production-business-financial results and mission directions for the quarters and the year 2025;
- Appraise reports, review quarterly, semi-annual, and 2025 financial statements reviewed and audited by the AASC Auditing Firm Company Limited Branch;
- The Supervisors regularly exchanged work and documents via email and phone to grasp information promptly and continuously; proposed specific and practical solutions in performing tasks to improve the efficiency of inspection and supervision;
- The Supervisors operate independently, without depending on each other, but have coordination and collaboration in joint work to ensure good performance of the responsibilities and tasks of the Supervisory Board in accordance with regulations.

#### **4) Salary and remuneration of the Supervisory Board in 2025:**

The salary and remuneration of the Company's Supervisory Board are implemented in accordance with Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government, Circular No. 003/2025/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs.

Implementing Resolution No. 05/NQ-CNNB-DHDCD dated June 26, 2025 of the 2025 Annual GMS, the Company paid and accounted in the 2025 FS according to current regulations; the remuneration of part-time Supervisors is 3,500,000 VND/person/month and salary expenses, other benefits of the full-time Head of the Supervisory Board according to the salary scale, payroll system, and current salary and bonus payment regulations of the Company.

## **II. SITUATION OF THE COMPANY'S OPERATIONS IN 2025:**

### **1) Regarding production - business operations:**

Based on the implementation of the 2025 Annual GMS Resolution and the resolutions of the BOD, summarizing the inspection and supervision situation, the Supervisory Board found that:

- In 2025, the BOD and the Executive Board proactively managed production and business activities even though water consumption output and water loss rates did not meet expectations. Overall, the Company still maintained stable operations, ensured safe water supply, and fulfilled key financial indicators.
- Regarding water supply, the Company continued to ensure 100% of households in the service area were supplied with clean water; maintained stable water supply in the management area and the downstream area. Regarding finance, the Company implemented the corporate accounting regime in accordance with regulations; prudently managed cash flow; preserved capital; fulfilled obligations to the State, maintained profits and dividends for shareholders, and improved income for employees.

The implementation results of main production and business indicators in 2025 are as follows:

Indicator	Unit	Plan 2025	Implementation		Ratio (%)	
			Year 2024	Year 2025	Increase/decrease vs 2024	Vs Plan 2025
<b>A. Production - business</b>						
1. Water consumption output	1,000 m3	72,500	72,407	71,378	-1.42%	98.45
2. Water revenue	Billion VND	900.233	899.907	901.989	+0.23%	100.20
3. Actual collection rate	%	99	99.59	99.45	-0.14%	+0.45
4. New installation of small water meters	piece	1,000	1,761	1,996	+13.34%	199.60
5. New installation of large water meters	piece	2	5	8	+60.00%	400.00
6. Replacement of small water meters	piece	23,500	27,645	25,155	-9.01%	107.04
7. Replacement of large water meters	piece	32	98	37	-62.24%	115.63
8. Water loss rate	%	11.5	11.43	12.05	+0.62%	+0.55
9. Rate of households using clean water	%	100	100	100	-	-
<b>B. Basic construction</b>						
1. Network development	meter	4,258	2,386	2,560	7.29%	60.12
2. Repair of rotten pipes	meter	18,744	17,774	18,744	5.46%	100.00
3. Construction of master water meter vault	vault	01	05	01	-80.00%	100.00
<b>C. Finance</b>						
1. Total revenue	Billion VND	908.933	908.768	916.067	0.80%	100.78
2. Total expenses	Billion VND	868.433	868.757	873.541	0.55%	100.59
3. Profit before tax	Billion VND	40.500	40.011	42.526	6.28%	105.00

Indicator	Unit	Plan 2025	Implementation		Ratio (%)	
			Year 2024	Year 2025	Increase/decrease vs 2024	Vs Plan 2025
4. Profit after tax	Billion VND	31.800	30.307	31.876	5.18%	100.24
5. Dividend phase 1	%	16	16	16	-1.42	+1.4
Dividend phase 2			2.82	1.4		

- Regarding water consumption output: The implementation in 2025 was 71.378 million m<sup>3</sup>, a decrease of 1.029 million m<sup>3</sup> compared to the implementation in 2024 and reaching 98.45% of the plan. The main reasons: <sup>(1)</sup> some service and business customers reduced their scale or returned premises; <sup>(2)</sup> some large customers reduced consumption output; <sup>(3)</sup> the drainage service fee increased (30%), causing a tendency to use water more economically; <sup>(4)</sup> some downstream areas were still limited in water pressure during peak hours.

- Regarding water revenue: The implementation in 2025 was 901.989 billion VND, an increase of 2.08 billion VND compared to the implementation in 2024 and reaching 100.20% of the plan. The company continued to inspect, control, and recover lost water volume, apply the correct tariff and norms; the average selling price reached about 12,636 VND/m<sup>3</sup>, an increase of 219 VND/m<sup>3</sup> compared to the plan (12,417 VND/m<sup>3</sup>).

- Actual water collection rate: Water collection was implemented with 1,709,672 invoices issued in 2025, an increase of 16,259 invoices compared to the implementation in 2024. The actual collection rate reached 99.45%, a decrease of 0.14% compared to 2024 but an increase of 0.45% compared to the plan.

- Water meter replacement work: In 2025, the Company implemented the replacement of 25,155 small water meters, reaching 107.04% of the plan and 37 large water meters, reaching 115.63% of the plan.

- New water meter installation work: Maintained the goal of 100% of households using clean water to contribute to increasing water consumption from customers in the management area. In 2025, it implemented the new installation of 1,996 water meters, reaching 199.6% exceeding the 2025 plan; in which District 4 had 70 pieces; District 7: 704 pieces and Nha Be District: 1,222 pieces. Total connections in 2025 were 1,709,672 water meters.

- Regarding water loss reduction work: In 2025, the Company carried out detecting and repairing underground leaks, surface leaks at 4,248 leak points (in which: <sup>(1)</sup> 2,821 underground leak points, rate 66.41%; <sup>(2)</sup> 1,427 surface leak points, rate 33.59%); The average water loss rate in 2025 was 12.05% an increase of 0.62% compared to the implementation in 2024 (11.43%) and an increase of 0.55% compared to the 2025 plan (11.5%). The main reason came from the high water loss rate outside DMAs, some old pipelines buried deep in weak geological conditions, prolonged rain and high tides making detecting, repairing leaks and regulating pressure difficult.

11/21/2025

- Regarding basic construction (XDCB): In 2025, water supply network development completed 01/03 works (due to 02 works coordinating with the Bridge project) with the implemented volume of 2,560 meters, the rate was 60.12% of the 2025 Plan; repair of rotten pipes completed 09/09 renovation works with the implemented volume of 18,744 meters, the rate was 100% of the 2025 Plan; built 01 booster pump vault at Ngo Quang Tham Street, Nhon Duc Commune, Nha Be District in 2025 completed construction; office repair on the ground floor of the Company was completed; disbursement work reached 95.52% compared to the 2025 Plan.

- Regarding financial results: Profit before tax implemented in 2025 was 42.526 billion VND, an increase of 2.514 billion VND compared to the implementation in 2024 (+6.28%) and an increase of 2.026 billion VND compared to the plan (+5.00%). Specifically as follows:

◆ Total revenue and other income in 2025 reached 916.067 billion VND, an increase of 7.299 billion VND (+0.80%) compared to the implementation in 2024:

+ Water revenue increased by 2.082 billion VND (+0.23%) because the average selling price increased by 219 VND/m<sup>3</sup>, besides sales volume decreased by 1,029,191 m<sup>3</sup>.

+ Water meter revenue increased by 3.020 billion VND (+209.80%).

+ Other operating revenue increased by 3.688 billion VND, of which: revenue from selling water sector materials increased by 5.597 billion VND; Sawanew water business revenue decreased by 2.304 billion VND because bottled water production and business operations (Sawanew) ceased operations as of 31/12/2024; other revenue increased by 395 million VND.

+ Financial operating revenue decreased by 1.491 billion VND.

◆ Total expenses in 2025 were 873.542 billion VND, an increase of 4.785 billion VND (+0.55%) compared to the implementation in 2024 and reached 100.59% of the 2025 plan, specifically:

+ Cost of goods sold decreased by 1.566 billion VND (-0.25%) in which: Cost of wholesale clean water purchased decreased by 5.483 billion VND (-0.89%) because purchase volume decreased by 609,378 m<sup>3</sup> and purchase unit price increased from 7,276.7 VND/m<sup>3</sup> to 7,391.67 VND/m<sup>3</sup>, water loss rate increased compared to implementation in 2024 and work-in-progress clean water cost allocated to the next period increased reducing the cost of clean water; Sawanew water cost decreased by 1.802 billion VND; Water meter cost increased by 2.591 billion VND; Other cost of goods sold increased by 3.128 billion VND.

+ Selling expenses increased by 132 million VND (+0.08%) compared to the implementation in 2024.

+ Corporate management expenses and other expenses (Account 811) increased by 6.219 billion VND (+7.37%) compared to the implementation in 2024: Material expenses increased by 101 million VND; personnel expenses increased by 1.947 billion VND; depreciation expenses increased by 1.260 billion VND; tax, fee and charge expenses decreased by 2.514 billion VND; external service purchase expenses decreased by 51 million VND; other cash expenses increased by 5.312 billion VND; other expenses increased by 164 million VND.

◆ Profit after tax in 2025 was 31.876 billion VND, an increase of 1.568 billion VND (+5.18%) compared to the implementation in 2024 and reached 100.24% of the 2025 plan.

◆ Expected dividend in 2025 submitted to the GMS is 17.4% of charter capital, an increase of 1.4% compared to the 2025 plan.

## 2) The Company's financial situation

### 2.1. Balance sheet results as of 31/12/2025:

Indicator	01/01/2025	31/12/2025
<b>I. Short-term assets</b>	<b>126,105,314,975</b>	<b>107,012,487,870</b>
1. Cash and cash equivalents	25,119,312,413	49,690,463,270
2. Short-term financial investments	60,000,000,000	10,030,000,000
3. Short-term receivables	11,676,667,775	12,419,808,910
<i>In which: Doubtful debts</i>	<i>(2,394,199,927)</i>	<i>(2,267,100,947)</i>
4. Inventories	23,707,645,546	28,230,495,605
5. Other short-term assets	5,601,689,241	6,641,720,085
<b>II. Long-term assets</b>	<b>199,300,399,127</b>	<b>224,259,876,074</b>
1. Long-term receivables	39,000,000	39,000,000
2. Fixed assets	180,220,909,709	204,867,370,790
- <i>Tangible fixed assets</i>	<i>179,153,564,749</i>	<i>199,280,859,056</i>
- <i>Intangible fixed assets</i>	<i>1,067,344,960</i>	<i>5,586,511,734</i>
- <i>Construction in progress</i>		
3. Long-term work in progress	9,308,164,653	8,230,762,833
4. Other long-term assets	9,732,324,765	11,122,742,451
<b>TOTAL ASSETS</b>	<b>325,405,714,102</b>	<b>331,272,363,944</b>
<b>III. Liabilities</b>	<b>142,525,711,512</b>	<b>148,369,239,890</b>
1. Short-term liabilities	142,200,711,512	148,074,239,890
<i>In which: overdue debt</i>		
2. Long-term liabilities	325,000,000	295,000,000
<b>IV. Owner's equity</b>	<b>182,880,002,590</b>	<b>182,903,124,054</b>
1. Owner's equity	182,880,002,590	182,903,124,054
<i>In which: + Owner's investment capital</i>	<i>109,000,000,000</i>	<i>109,000,000,000</i>
2. Other funds and budgets		
<b>TOTAL CAPITAL</b>	<b>325,405,714,102</b>	<b>331,272,363,944</b>

2.2. Business operations results as of 31/12/2025:

Indicator	Year 2024	Year 2025	Rate (%) TH2025/TH2024
1. Total revenue	908,767,908,270	916,067,178,751	100.80%
- Net revenue from sales and service provision	906,053,704,717	914,942,064,814	100.98%
- Financial operating revenue	2,535,680,966	1,044,728,252	41.20%
- Other income	178,522,587	80,385,685	45.03%
2. Total expenses	868,756,533,210	873,541,518,374	100.55%
3. Total profit before tax	40,011,375,060	42,525,660,377	106.28%
4. Current corporate income tax expense	9,043,057,871	10,030,690,221	110.92%
5. Deferred corporate income tax expense	660,952,501	619,197,944	93.68%
6. Profit after tax	30,307,364,688	31,875,772,212	105.18%

2.3. Several financial analysis indicators as of 31/12/2025:

Indicator	Unit	Year 2024	Year 2025
1. Short-term assets/Total assets	%	38.75	32.30
2. Long-term assets/Total assets	%	61.25	67.70
3. Liabilities/Total capital	%	43.80	44.79
4. Owner's equity/Total capital	%	56.20	55.21
5. Current ratio	times	0.89	0.72
6. Quick ratio	times	0.72	0.53
7. Return on Sales (ROS)	%	3.33	3.48
8. Return on Assets (ROA)	%	9.31	9.62
9. Return on Equity (ROE)	%	16.57	17.43

+ The ratio of Short-term Assets/Total Assets is 32.30%: short-term assets decreased in proportion because the Company increased investment in long-term assets and decreased short-term bank deposits.

+ The ratio of Liabilities/Total capital is 44.79%: capital structure is still at a safe level, liabilities are mainly short-term debt serving regular operations; the Company did not incur financial loans.

+ Current ratio: Short-term assets/Short-term liabilities reached 0.72 times: the financial situation does not ensure payment of short-term debts with the index < 1.

+ Quick ratio: (Short-term assets - Inventories)/Short-term liabilities reached 0.53 times: the ability to quickly pay all short-term debts in a short time is not possible with the index < 1.

+ Return on Sales (ROS) reached 3.48% (an increase of (+0.15%)/TH 2024).

+ Return on Assets (ROA) reached 9.62% (an increase of (+0.31%)/TH 2024).

+ Return on Equity (ROE) reached 17.43% (an increase of (+0.86%)/TH 2024).

+ State capital preservation coefficient = 1.2145 times (Asset value - Liabilities) / (Owner's investment capital + Development investment fund).

The Company's capital preservation coefficient > 1, the Company's capital is preserved.

### 3) Regarding the financial statements for 2025 (audited):

- The FS were prepared and presented consistently with the Accounting Standards, current Vietnamese Accounting System and relevant legal regulations.

- The company selected appropriate accounting policies and applied them systematically and consistently with the accounting, statistics, and FS preparation work.

- The company reported and disclosed information periodically on the Ho Chi Minh City Stock Exchange and the State Securities Commission in accordance with legal regulations on information disclosure on the stock market.

- The Supervisory Board agreed with the contents of the 2025 FS audited by the AASC Auditing Firm Company Limited Branch according to the independent audit report No. 190326.001/BCTC.HCM dated March 19, 2026 of the Independent Auditor with the auditor's opinion as follows: "The FS gave a true and fair view, in all material respects, of the financial position of Nha Be Water Supply Joint Stock Company as of December 31, 2025, as well as its business performance and cash flows for the financial year ended on the same date, in accordance with Accounting Standards, the Vietnamese Corporate Accounting System and legal regulations relevant to the preparation and presentation of FS."

### 4) Plan for profit distribution, fund extraction and dividend payment for 2025:

Based on the business results in the audited 2025 financial statements, the Company achieved a profit before tax of 42,525,660,377 VND (reaching 105.00% of the plan), profit after tax was 31,875,772,212 VND. The BOD submitted to the GMS the plan for profit distribution, fund extraction, and dividends for 2025 as follows:

NO.	INDICATOR	YEAR 2025	
		Submitted to GMS	Rate
1	<b>Total distributable profit</b>	<b>31,875,772,212</b>	
	+ Dividend phase 1 (16% of charter capital)	17,440,000,000	54.71%
	+ Dividend phase 2 (1.4% of charter capital)	1,526,000,000	4.79%

NO.	INDICATOR	YEAR 2025	
		Submitted to GMS	Rate
2	Bonus fund for corporate managers	750,770,880	2.36%
3	Reward and welfare fund for employees, of which:	12,159,001,332	38.14%
	+ Water loss prevention fund	559,543,528	1.75%

- The BOD submits to the 2026 Annual GMS to pay actual dividends for 2025, phase 1 is 16%/charter capital and phase 2 is 1.4%/charter capital. This is an appropriate profit distribution plan for 2025 addressing investment needs, financial safety, and shareholder interests.

#### **5) The implementation of the 2025 Annual GMS resolution:**

- Implementation of business indicators in 2025: The company fulfilled and exceeded important targets such as: clean water revenue reached 901.989 billion VND, an increase of 0.20% compared to the plan; total revenue reached 916.067 billion VND, an increase of 0.78% compared to the plan; profit before tax reached 42.526 billion VND, an increase of 5.00% compared to the plan; profit after tax reached 31.876 billion VND, an increase of 0.24% compared to the plan. Besides, water consumption output reached 98.45% of the plan, and the water loss rate was 12.05%, not yet meeting the set plan.

- Profit distribution and fund extraction: The company distributed profits, extracted funds, and paid dividends for 2024 according to regulations. In 2025, dividends were paid in 02 phases. Dividend phase 1 was 16% of charter capital, amounting to 17.440 billion VND; dividend phase 2 was 2.82% of charter capital, amounting to 3.075 billion VND.

- Remuneration of the BOD & Supervisory Board in 2024: Implemented according to Resolution No. 05/NQ-CNNB-DHDCD dated June 26, 2025 of the 2025 Annual GMS.

- Wholesale clean water contract for 2025: The company implemented according to Resolution No. 05/NQ-CNNB-DHDCD dated June 26, 2025 of the 2025 Annual GMS authorizing the BOD to negotiate and decide the wholesale clean water contract for 2025 with Saigon Water Corporation One Member LLC.

+ Wholesale clean water unit price for 2025: 7,391.67 VND/m<sup>3</sup> (level 3 network)

+ Wholesale clean water unit price for 2025, for the volume of water passing through level 1, 2 network equals 70% of the average selling price to customers.

- Review and select the FS auditing unit for 2025: The BOD selected AASC Auditing Firm Company Limited Branch to conduct the audit of the financial statements for 2025.

#### **6) Evaluation report on transactions between the Company and related persons:**

Implementing Resolution No. 05/NQ-CNNB-DHDCD dated June 26, 2025 of the 2025 Annual GMS, the BOD reviewed and approved the wholesale clean water unit price for 2025. The company implemented the wholesale clean water contract for 2025 with Saigon Water Corporation One Member LLC (major shareholder holding 53.44% of the Company's charter capital) with an amount of 642.17 billion VND; In addition, the Company had other transactions incurred during the period with related parties with an amount

of 2.87 billion VND (Resolution No. 23/NQ-CNNB-HDQT dated March 31, 2025 and Resolution No. 33/NQ-CNNB-HDQT dated November 18, 2025).

#### **7) Supervision of corporate governance and administration:**

In general, the members of the BOD and the Executive Board are experienced in corporate governance and water supply operations management; carry out their duties within their authority under the Law on Enterprises, the Company's Charter, and internal regulations. In 2025, the Company had a personnel change in the Executive Board, appointing Mr. Duong Van Hoa to the position of Company Director from June 26, 2025, replacing Mr. Ly Thanh Tai.

##### ***a. Results of supervising the operations of the BOD:***

In 2025, the BOD held 06 meetings, collected written opinions 05 times, issued 13 resolutions to promptly direct and guide matters under the responsibility of the BOD, supervising the Company's production and business operations.

- The BOD directed and organized the implementation of the 2025 GMS Resolution, reviewed the business results for 2024 and periodically for quarters of 2025; approved the production-business - financial plan, basic construction investment plan, procurement; salary fund, remuneration, and contents within its authority.

- The resolutions issued by the BOD were generally consistent with the practical situation, sticking to the goal of ensuring safe water supply, financial efficiency, focused investment, and compliance with legal regulations.

- Members of the BOD fully attended meetings (directly or through authorized persons) and contributed opinions with a high sense of responsibility, helping to orient the stable and sustainable development of the Company.

**Comment:** Through supervision, the Supervisory Board noted that the BOD's decisions were all directed towards the common interests of the Company, in accordance with legal regulations, the Charter, and the development orientation of the enterprise. The Supervisory Board has not found any cases where BOD members violated regulations on honesty and conflicts of interest of the Company.

##### ***b. Results of supervising the operations of the Executive Board:***

- Regarding the implementation of business plan indicators: The Executive Board organized and directed business operations in accordance with the GMS Resolution and the resolutions of the BOD; maintained safe and stable water supply, managed and operated the system, cared for customers, and deployed solutions to reduce water loss, effectively controlling costs.

- Regarding financial and accounting work: Prepared quarterly, semi-annual, and annual financial statements on time and in accordance with regulations; fully fulfilled tax obligations and payments to the State; managed cash flow, preserved and developed state capital, maintained sound corporate finance, ensured safety and compliance with the law; disclosed information promptly and accurately regarding the financial situation, operations, and ownership structure on the stock market.

- Regarding personnel organization: The Executive Board arranged and consolidated management and executive work after the personnel changes in 2025; Paid attention to the lives, material, and spiritual well-being, and policies for employees, creating excitement and high consensus within the Company.

- Coordination in management between the BOD and the Executive Board: The Executive Board proactively reported, proposed, and sought opinions from the BOD regarding issues arising outside the plan during business operations; fully exercised rights and obligations in accordance with regulations, completed assigned tasks in organizing and implementing resolutions, ensuring the legitimate interests of shareholders and the Company. The working coordination relationship between the BOD and the Executive Board is quite good, reflecting unity in decisions in the specialized field of water supply. Members of the Executive Board have good working capacity, excellent professional skills, and are trusted by the collective of workers. Therefore, the Executive Board directed and guided the correct implementation of the Company's business plan profitably, ensuring income for workers and dividends for shareholders.

**Comment:** The Executive Board excellently fulfilled its task of managing key financial indicators in 2025, maintaining water supply safety, capital preservation, and stable business operations; well deployed and implemented the Resolution of the 2025 Annual GMS and the Resolutions of the Company's BOD.

#### **8) Operational coordination among the Supervisory Board, BOD, Executive Board, and shareholders:**

- The Supervisory Board always maintains a relationship, proactively discusses and agrees with the BOD on the contents, plans for inspecting and supervising the Company's business operations; coordinates with the Executive Board in the process of implementing inspection and supervision work in accordance with regulations and Resolutions approved by the GMS.

- The Supervisory Board has independence in exercising its functions and tasks. The members are all capable and professionally qualified. The Supervisory Board's contributions were highly evaluated by the BOD and the Executive Board for their quality and timeliness.

- The Supervisory Board always receives attention and favorable conditions from the BOD and Executive Board in being provided adequately with meeting minutes, Resolutions, Decisions of the BOD, information, and documents related to the Company's business and financial activities for the Supervisory Board to fulfill its duties well.

- The Supervisory Board did not receive any requests or complaints from shareholders or groups of shareholders regarding the Company's operations.

#### **9) Conclusions and recommendations:**

In 2025, Nha Be Water Supply Joint Stock Company continued to maintain a stable financial foundation, preserve capital, and exceed plan targets for revenue, profit, and obligations to the State budget. However, water consumption output not reaching the plan and the water loss rate increasing compared to the previous year are issues that need attention in 2026.

The Supervisory Board agreed with the Report on business operations results and the audited 2025 FS, and also agreed with the orientation and tasks of the 2026 business plan.

To further improve operational efficiency and ensure financial health, the Supervisory Board offers some recommendations in management and administration as follows:

+ Continue to properly implement the safe water supply program, sustainably maintain the target of 100% of households supplied with clean water; focus on solutions to increase water consumption output in potential areas and downstream areas.

+ Strive to successfully fulfill the targets of the production - business - financial plan for 2026; simultaneously strictly control the water loss rate, reduce water loss effectively and sustainably, save costs reasonably to improve business efficiency.

+ Strengthen reconciliation and recovery of debts, the reconciliation rate over 90%; proactively balance cash flows to improve current liquidity and fast liquidity; urge payment of water bills, maintain a high actual collection rate of over 99%.

+ Continue to perfect the mechanism of salary, remuneration, and bonuses for Managers and Employees in accordance with current regulations, associated with work efficiency and labor productivity.

+ Promote the application of science and technology, digital transformation in management, operations, customer care, data control, and information security; continue to improve the effectiveness of internal control.

+ Monitor and urge the progress of basic construction investment projects, network procurement and upgrades; strengthen supervision of construction quality, disbursement efficiency, and synchronicity when put into operation.

+ Manage and utilize capital effectively in business; preserve capital, implement sound corporate financial policies according to legal regulations.

### **III. OPERATIONAL DIRECTIONS OF THE SUPERVISORY BOARD IN 2026:**

Pursuant to the rights, obligations, and responsibilities of the Supervisory Board prescribed in the Charter, Internal Regulations on Corporate Governance, Regulations on Organization and Operation of the Supervisory Board, and relevant regulations. The Supervisory Board commits to continue strict supervision, ensuring transparent, effective operations, orienting the Company towards strong and sustainable development. The Supervisory Board sets out the operational directions for 2026 as follows:

- Inspect and supervise the implementation according to the Annual GMS Resolution: implementation of production and business - financial indicators in 2026; profit distribution, fund extraction, dividend payment to shareholders; remuneration of the BOD and part-time Supervisory Board members; the wholesale clean water contract for 2026; review and select the independent auditing firm to perform the audit of the Company's 2026 FS; evaluate transactions between the Company and related parties in 2026.

- Organize periodic inspections and appraise reports: review the quarterly, semi-annual, and 2026 FS (audited); inspect the implementation of the salary fund and salary fund plan ensuring fairness and transparency; strengthen effective financial management, cash flow control, optimize operating costs to increase profits; coordinate with the Finance and Accounting Department to work with the independent auditing company and functional agencies when requested.

- Supervise business operations: implement the safe water supply program, maintain the target of 100% of households supplied with clean water in the management area; monitor solutions to increase water consumption output, increase water revenue, improve the actual collection rate and customer care.

- Supervise water supply network management: focus on promoting solutions to reduce water loss, control network pressure, improve the efficiency of basic construction investment and repair of rotten pipes; supervise the progress of procurement projects and items and the application of information technology, digital transformation in operations management.

- Supervise other operational situations: plan to organize the Annual GMS; improve the control system, minimize risks in managing and operating the Company's business activities; participate in training, coaching, regularly update professional skills and relevant legal policies to improve the efficiency of inspection and supervision work.

Above is the content of the report on the operations of the Supervisory Board in 2025 and operational directions for 2026. The Supervisory Board respectfully submits to the GMS for consideration and approval.

Thank you very much./.

**Recipients:**

- As above;
- BOD, Executive Board;
- Supervisors;
- Archive: Supervisory Board.

**ON BEHALF OF THE SUPERVISORY BOARD**

**HEAD OF THE BOARD**



**Vo Thi Cam Tu**





## COMPARISON TABLE

### CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD AND DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
<p>Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020</p>	<p>- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;</p> <p><b><u>- Pursuant to Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 amending and supplementing a number of articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax and Law on Civil Judgment Enforcement;</u></b></p> <p><b><u>- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025</u></b></p>	<p>Supplement, update according to current legal regulations and annul expired legal bases.</p>
<p>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;</p>	<p>- 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;</p> <p><b><u>- Pursuant to Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024 amending and supplementing a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, Law on Handling of Administrative Violations</u></b></p>	<p>Supplement, update according to current legal regulations.</p>
<p>Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p>	<p>- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p> <p><b><u>- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</u></b></p>	<p>Supplement, update according to current legal regulations and annul expired legal bases.</p>
<p>Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities,</p>	<p>Keep unchanged</p>	
<p>Pursuant to the Charter on Organization and Operation of Nha Be Water Supply Joint Stock Company (hereinafter referred to as the "Company");</p>	<p>Pursuant to the Charter on Organization and Operation of Nha Be Water Supply Joint Stock Company (hereinafter referred to as the "Company");</p>	<p>Update according to the current Charter of Nha Be Water Supply Joint Stock Company</p>

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
Resolution No. 01/NQ-CNNB-DHDCD dated April 21, 2022 of the 2022 Annual General Meeting of Shareholders of Nha Be Water Supply Joint Stock Company;	<u><i>Resolution No. .../NQ-CNNB-DHDCD dated .../.../..... of the ..... Annual General Meeting of Shareholders of ..... Nha Be Water Supply Joint Stock Company.</i></u>	Resolution of the General Meeting of Shareholders adopting the Operating regulations of the supervisory board
The Supervisory Board issues the Operating Regulations of the Supervisory Board of Nha Be Water Supply Joint Stock Company, including the following contents:	Keep unchanged	
<b>List of abbreviations and definitions</b>		
Supervisory Board Regulations: Operating Regulations of the Supervisory Board of Nha Be Water Supply Joint Stock Company	Keep unchanged	
Company: Nha Be Water Supply Joint Stock Company	Keep unchanged	
General Meeting of Shareholders: General Meeting of Shareholders of Nha Be Water Supply Joint Stock Company	Keep unchanged	
Supervisory Board: Supervisory Board of Nha Be Water Supply Joint Stock Company	Keep unchanged	
Enterprise manager: refers to a manager of the company, including the Chairman of the Board of Directors, members of the Board of Directors, Director, Deputy Directors, <u><i>Supervisory Board</i></u> and Chief Accountant	Enterprise manager: refers to a manager of the company, including the Chairman of the Board of Directors, members of the Board of Directors, Director, Deputy Directors, <u><i>Supervisory Board</i></u> and Chief Accountant	At Point d, Clause 1, Article 169 of the Law on Enterprises 2020, whereby the standards and conditions of a Supervisor: "Must not be a manager of the Company"
Person with family relationship: includes: spouse, biological father, adoptive father, biological mother, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, spouse's biological brother, spouse's biological sister, spouse's biological sibling	Keep unchanged	
Related person: is an individual or organization prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities	Keep unchanged	
<b>CHAPTER I GENERAL PROVISIONS Article 1. Scope of regulation and subjects of application</b>		
1. Scope of regulation: The Operating Regulations of the Supervisory Board provide for the personnel organizational structure, standards, conditions, rights, and	1. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
obligations of the Supervisory Board and Supervisors in accordance with the Law on Enterprises, the Company's Charter, and other relevant legal regulations.		
2. Subjects of application: <u>The Supervisory Board Regulations apply to the Supervisory Board and Supervisors</u>	2. Subjects of application: <u>The Supervisory Board Regulations apply to the Supervisory Board, Supervisors, and related individuals and departments in coordinating the implementation of the supervisory function of the Supervisory Board.</u>	
<b>Article 2. Operating principles of the Supervisory Board</b>		
<u>The Supervisory Board works on the principle of collective leadership. Supervisors are personally responsible for their assigned work and jointly responsible before the General Meeting of Shareholders, before the law for the tasks and decisions of the Supervisory Board.</u>	<ol style="list-style-type: none"> <li>1. <u>The Supervisory Board operates on the principles of independence, objectivity, honesty, prudence, and compliance with the law, the Company's Charter, and these Regulations.</u></li> <li>2. <u>The Supervisory Board works on the principle of collective leadership, making decisions by majority, while ensuring the individual responsibility of each Supervisor.</u></li> <li>3. <u>The Supervisory Board performs the functions of supervision, inspection, and recommendation; and is responsible before the General Meeting of Shareholders and the law for the work and decisions of the Supervisory Board.</u></li> <li>4. <u>All conclusions and recommendations of the Supervisory Board must be based on documents, evidence, and independent evaluation.</u></li> </ol>	
<b>CHAPTER II MEMBERS OF THE SUPERVISORY BOARD (SUPERVISORS) Article 3. Rights, obligations and responsibilities of Supervisors</b>		
1. Comply strictly with the law, the Company's Charter, resolutions of the General Meeting of Shareholders, and professional ethics in performing the assigned rights and obligations	1. Keep unchanged	
2. Perform assigned rights and obligations honestly, carefully, and to the best of their ability to ensure the maximum legitimate interests of the Company	2. Keep unchanged	
3. Be loyal to the interests of the Company and shareholders; do not abuse their position, power, and do not use information, secrets, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals	3. Keep unchanged	
4. Other obligations as prescribed by the Law on Enterprises and the Company's Charter	4. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
5. In case of violating the provisions in Clauses 1, 2, 3, and 4 of this Article causing damage to the Company or others, the Supervisor must be personally liable or jointly compensate for such damage. Any income and other benefits that the Supervisor obtains due to the violation must be returned to the Company	5. Keep unchanged	
6. In case a Supervisor is discovered to have violated their assigned rights and obligations, they must be notified in writing to the Supervisory Board, requesting the violator to cease the violation and remedy the consequences	6. Keep unchanged	
<b>Article 4. Term of office and number of members of the Supervisory Board</b>		
1. The Supervisory Board has from 03 (three) to 05 (five) members. The term of a Supervisor shall not exceed 05 (five) years and may be re-elected for an unlimited number of terms	1. Keep unchanged	
2. A Supervisor is not necessarily a shareholder of the Company.	<b><u>Removed</u></b>	Proposal to remove because it overlaps with the provisions in Clause 3, Article 5 of these Regulations
3. The Supervisory Board must have more than half of its Supervisors permanently residing in Vietnam.	2. Keep unchanged	Adjust clause numbering due to removing Clause 2, Article 4
4. In case a Supervisor's term ends at the same time but a new-term Supervisor has not been elected, the Supervisor whose term has expired shall continue to exercise their rights and obligations until a new-term Supervisor is elected and takes over the duties.	3. Keep unchanged	
5.	4. <b><u>In case the number of Supervisors of the Company falls below the minimum number prescribed by the Company's Charter, the Supervisory Board must promptly notify the Board of Directors in writing to convene a General Meeting of Shareholders to elect supplementary Supervisors, ensuring the required number as prescribed by the Law on Enterprises and the Company's Charter.</u></b>	Supplement to ensure the number of Supervisors according to the provisions in Article 168 and point b, Clause 1, Article 140 of the Law on Enterprises 2020
<b>Article 5. Standards and conditions of Supervisors</b>		
Supervisors must meet the following standards and conditions: 1. Have full civil act capacity and not belong to the subjects prohibited from <u>establishing and managing enterprises according to the provisions in Clause 2, Article 17 of the Law on Enterprises</u>	Supervisors must meet the following standards and conditions: 1. Have full civil act capacity and not belong to the prohibited subjects <b><u>according to the Law on Enterprises and other relevant laws</u></b>	According to the provisions in Clause 6, Article 1 of the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15. Therefore, it

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
		can be regulated according to relevant laws so that it can be applied in the future in case there is a change in legal regulations.
2. Not being a Person with family relationship to members of the Board of Directors, the Director, and other managers of the Company; not being a person with family relationship to Enterprise managers of the Company and the parent company, representatives of the enterprise's capital portion, representatives of state capital portion at the parent company and at the Company.	2. Keep unchanged	
3. Not being a Manager of the Company; not necessarily a shareholder or employee of the Company.	3. Keep unchanged	
4. Not working in the accounting or finance department of the Company.	4. Keep unchanged	
5. Not being a member or employee of the independent audit company that audited the financial statements of the Company in the previous three (03) consecutive years.	5. Keep unchanged	
6. Trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major relevant to the business activities of the Company.	6. Keep unchanged	
7. Other standards and conditions according to other provisions of relevant laws and the Company's Charter.	7. Keep unchanged	
<b>Article 6. Head of the Supervisory Board</b>		
1. The Head of the Supervisory Board must have a university degree or higher in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the Company.	1. Keep unchanged	
2. The Head of the Supervisory Board is elected by the Supervisory Board among the Supervisors; the election, dismissal, and removal shall follow the majority principle.	2. Keep unchanged	
3. Rights and obligations of the Head of the Supervisory Board include: a. Supervise the process of organizing and implementing resolutions and decisions of the General Meeting of Shareholders and the Board of Directors. b. Request the Board of Directors, the Director, and other executives to provide related information to report to the Supervisory Board.	Keep unchanged  <i>f. <u>Implement the reporting regime on the organization and operations of the Supervisory Board in accordance with the law, the Company's Charter, the Internal Corporate Governance Regulations, and the resolutions of the General Meeting of Shareholders and the Board of Directors.</u></i>	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
<p>c. The Head of the Supervisory Board is responsible for organizing the development of the Supervisory Board Regulations and the annual work program to perform the duties of the Supervisory Board;</p> <p>d. Organize task assignment for Supervisors; supervise and direct Supervisors in performing assigned tasks.</p> <p>e. Convene and chair meetings of the Supervisory Board; prepare the agenda and contents of Supervisory Board meetings; organize the approval of decisions of the Supervisory Board;</p> <p>f. Submit reports to the Members' Council, Supervisor of the Corporation in accordance with regulations.</p> <p>g. Sign documents within the authority of the Supervisory Board on behalf of the Supervisory Board. Prepare and sign reports of the Supervisory Board after consulting with the Board of Directors for submission to the General Meeting of Shareholders.</p> <p>h. Authorize one of the Supervisors to undertake the work of the Head in their absence.</p> <p>i. Have the right to attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company.</p> <p>j. Rights and obligations of the Head of the Supervisory Board are prescribed in the Charter and the <i>internal corporate governance regulations</i> of the Company.</p>	<p>j. <b><u>Rights and obligations of the Head of the Supervisory Board are prescribed in the Charter and the Internal Corporate Governance Regulations of the Company.</u></b></p>	
<b>Article 7. Nomination and candidacy for members of the Supervisory Board</b>		
<p>1. Shareholders holding voting shares have the right to aggregate the number of voting rights of each person to nominate candidates for the Supervisory Board. A shareholder or group of shareholders holding total voting shares:</p> <ul style="list-style-type: none"> <li>- From 5% to under 10% may nominate one (01) candidate;</li> <li>- From 10% to under 30% may nominate up to two (02) candidates;</li> <li>- From 30% to under 40% may nominate up to three (03) candidates;</li> <li>- From 40% to under 50% may nominate up to four (04) candidates;</li> <li>- From 50% to under 60% may nominate up to five (05) candidates</li> </ul>	<p>1. Keep unchanged</p>	
<p>2. Shareholders forming a group to nominate persons to the Supervisory Board must notify the group meeting to the attending shareholders before the opening of the</p>	<p>2. Keep unchanged</p>	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
<p>General Meeting of Shareholders. In case the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate according to the provisions of Clause 1 of this Article, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.</p>		
<p>3. In case the number of candidates for the Supervisory Board through nomination and candidacy is still insufficient, the incumbent Supervisory Board may nominate additional candidates or organize the nomination according to the provisions in the Company's Charter, Internal corporate governance regulations, and Supervisory Board Regulations. The nomination mechanism or the way the incumbent Supervisory Board nominates candidates for the Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect Supervisors in accordance with the law.</p>	<p>3. Keep unchanged</p>	
<p>4. The disclosure of information related to the candidates is carried out similarly to the provisions in the Company's Charter.</p>	<p>4. Keep unchanged</p>	
<p><b>Article 8. Method of electing, dismissing, and removing Supervisors</b></p>		
<p>1. The election, dismissal, and removal of Supervisors fall under the authority of the General Meeting of Shareholders.</p>	<p>1. Keep unchanged</p>	
<p>2. The election of Supervisors is conducted using the cumulative voting method. Accordingly, each shareholder has a total number of votes equivalent to the total number of shares owned <i>multiplied by multiplied by</i> the number of members to be elected of the Supervisory Board, and shareholders have the right to accumulate all or part of their total votes for one or more candidates. Elected Supervisors are determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the prescribed number of members in Clause 1, Article 4 of these Regulations is reached. In case 02 (two) or more candidates obtain the same number of votes for the last member of the Supervisory Board, a re-election shall be conducted among the candidates with equal votes or criteria shall be selected according to the provisions in the election regulations or the Company's Charter.</p>	<p>2. The election of Supervisors is conducted using the cumulative voting method. Accordingly, each shareholder has a total number of votes equivalent to the total number of shares owned <i>multiplied by the number</i> of members to be elected of the Supervisory Board, and shareholders have the right to accumulate all or part of their total votes for one or more candidates. Elected Supervisors are determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the prescribed number of members in Clause 1, Article 4 of these Regulations is reached. In case 02 (two) or more candidates obtain the same number of votes for the last member of the Supervisory Board, a re-election shall be conducted among the candidates with equal votes or criteria shall be selected according to the provisions in the election regulations or the Company's Charter.</p>	
<p><b>Article 9. Cases of dismissal and removal of Supervisors</b></p>		
<p>1. The General Meeting of Shareholders dismisses a Supervisor in the following cases:</p> <ul style="list-style-type: none"> <li>a. No longer meeting the standards and conditions to act as a Supervisor as prescribed in Article 5 of the Supervisory Board Regulations.</li> <li>b. Having a resignation letter which is approved.</li> </ul>	<p>1. Keep unchanged</p>	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
<p>c. That Supervisor suffers from a mental disorder and other Supervisors have professional evidence showing that they have restricted or lost civil act capacity, have difficulties in cognition and behavior control</p>		
<p>2. The General Meeting of Shareholders removes a Supervisor in the following cases:</p> <p>a. Failing to complete assigned duties and tasks.</p> <p>b. Failing to exercise their rights and obligations for six (06) consecutive months, except in cases of force majeure.</p> <p>c. Seriously violating or repeatedly violating the obligations of a Supervisor as prescribed by the Law on Enterprises and the Company's Charter and the Supervisory Board Regulations.</p> <p>d. Other cases according to resolutions of the General Meeting of Shareholders</p>	<p>2. Keep unchanged</p>	
<p><b>Article 10. Notice of election, dismissal, and removal of Supervisors</b></p>		
<p>1. In case candidates for the Supervisory Board have been identified, the Company must disclose information related to the candidates at least 10 (muroi) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting; a candidate for the Supervisory Board must have a written commitment to the truthfulness and accuracy of the disclosed personal information and must commit to performing tasks honestly, carefully, and for the best interests of the Company if elected as a Supervisor. Information related to candidates for the Supervisory Board to be disclosed includes:</p> <p>a. Full name, date, month, year of birth.</p> <p>b. Professional qualifications.</p> <p>c. Working process.</p> <p>d. Other managerial titles.</p> <p>e. Interests related to the Company and related parties of the Company.</p> <p>f. Other information (if any) as prescribed in the Company's Charter.</p> <p>g. The Company is responsible for disclosing information about the companies in which the candidate is holding managerial titles and interests related to the Company of the candidate for the Supervisory Board (if any).</p>	<p>1. Keep unchanged</p>	
<p>2. The notification of the results of election, dismissal, and removal of Supervisors shall be carried out in accordance with the guidelines on information disclosure</p>	<p>2. Keep unchanged</p>	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
3. The Company must disclose extraordinary information within 24 hours, from the occurrence of events related to the change, appointment, reappointment, dismissal, or removal of Supervisors and provide the State Securities Commission and the Stock Exchange with the information provision form of the new Supervisor according to the form prescribed in Appendix III issued with Circular 96/2020/TT-BTC.	3. Keep unchanged	
<p><b>CHAPTER III</b></p> <p><b>SUPERVISORY BOARD</b></p> <p><b>Article 11. Rights and obligations of the Supervisory Board</b></p>		
1. The Supervisory Board supervises the Board of Directors and the Director in managing and administering the Company.	1. Keep unchanged	
2. Check the reasonableness, legality, truthfulness, and prudence in the management and administration of business activities; the systematicity, consistency, and appropriateness of accounting, statistical work, and preparation of financial statements.	2. Keep unchanged	
3. Appraise the completeness, legality, and truthfulness of the report on business situation, annual, semi-annual, and quarterly financial statements of the Company, the management evaluation report of the Board of Directors, and submit the appraisal report at the Annual General Meeting of Shareholders. Review contracts and transactions with related persons within the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on contracts and transactions requiring approval of the Board of Directors or the General Meeting of Shareholders.	3. Keep unchanged	
4. Review, inspect, and evaluate the effectiveness and efficiency of the internal control, internal audit, risk management, and early warning systems of the Company.	4. Keep unchanged	
5. Review accounting books, accounting records, and other documents of the Company, the management and administration of the Company's activities when deemed necessary or pursuant to a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter.	5. Keep unchanged	
6. Upon the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter, the Supervisory Board shall carry out an inspection within 07 working days from the date of receiving the request. Within 15 days from the end of the inspection, the Supervisory Board must report on the issues requested for inspection to the Board of Directors and the requesting shareholder or group of shareholders. The inspection by the Supervisory Board prescribed in this	6. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
clause must not hinder the normal activities of the Board of Directors or interrupt the administration of the Company's business activities.		
7. Recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the management organizational structure, supervision, and administration of the Company's business activities.	7. Keep unchanged	
8. Upon discovering that a member of the Board of Directors or the Director violates the regulations on the responsibilities of Enterprise managers in Article 165 of the Law on Enterprises, the Supervisory Board must immediately notify the Board of Directors in writing, requesting the violator to cease the violation and have solutions to remedy the consequences.	8. Keep unchanged	
9. Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company.	9. Keep unchanged	
10. Supervisors have an obligation to attend the Annual General Meeting of Shareholders to answer questions of shareholders at the meeting (if any); in case of force majeure preventing attendance, the Supervisor must report in writing to the Board of Directors and the Supervisory Board.	10. Keep unchanged	
11. Have the right to use independent professional consultants, the internal audit department of the Company, or legal and assurance consultants from external experts with appropriate professional qualifications and experience to perform assigned tasks if deemed necessary.	11. Keep unchanged	
12. Discuss with the independent auditor the nature and scope of the audit before starting the audit.	12. Keep unchanged	
13. Discuss difficulties and issues discovered from interim or final audit results as well as any matters the independent auditor wishes to discuss.	13. Keep unchanged	
14. Review the management letter of the independent auditor and the feedback of the Company's executives.	14. Keep unchanged	
15. Review the Company's reports on internal control systems before approval by the Board of Directors.	15. Keep unchanged	
16. Review the results of internal investigations and feedback of the management board.	16. Keep unchanged	
17. The Supervisory Board may consult the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.	17. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
18. Inspect specific issues related to the management and administration of the Company's activities at the request of shareholders.	18. Keep unchanged	
19. Request the Board of Directors to convene an extraordinary General Meeting of Shareholders.	19. Keep unchanged	
20. Act in place of the Board of Directors to convene a General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.	20. Keep unchanged	
21. Request the Chairman of the Board of Directors to convene a meeting of the Board of Directors.	21. Keep unchanged	
22. Review, extract, and copy in part or in full the contents declared in the List of related persons and related interests declared in accordance with Clause 1 and Clause 2, Article 164 of the Law on Enterprises.	22. Keep unchanged	
23. Propose and recommend the General Meeting of Shareholders to approve the list of approved audit organizations to audit the Company's financial statements; approved audit organizations to inspect the Company's activities; dismiss the approved auditor when deemed necessary.	23. Keep unchanged	
24. Be accountable to shareholders for their supervisory activities.	24. Keep unchanged	
25. Supervise the financial situation of the Company, the legal compliance of members of the Board of Directors, the Director, and other managers in their activities.	25. Keep unchanged	
26. Ensure operational coordination with the Board of Directors, the Director, and shareholders.	26. Keep unchanged	
27. Upon discovering violations of the law or the Company's Charter by members of the Board of Directors, the Director, and other enterprise managers, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and have solutions to remedy the consequences.	27. Keep unchanged	
28. Develop the Supervisory Board Regulations and submit them to the General Meeting of Shareholders for approval.	28. Keep unchanged	
29. Witness and supervise the Board of Directors in organizing the vote counting and preparing the vote counting minutes in case of collecting shareholders' written opinions to pass a resolution of the General Meeting of Shareholders.	29. Keep unchanged	
30. The Head of the Supervisory Board steers the General Meeting of Shareholders to elect a chair for the meeting in case the Chairman is absent or temporarily unable to	30. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
work and the remaining members of the Board of Directors cannot elect a chair. In this case, the person with the highest number of votes acts as the chair of the meeting.		
31. The Supervisory Board performs other rights and obligations prescribed by the Law on Enterprises, the Company's Charter, internal corporate governance regulations, and Resolutions of the General Meeting of Shareholders.	31. Keep unchanged	
<b>Article 12. Responsibilities of Supervisors</b>		
1. Comply strictly with the law, the Company's Charter, resolutions of the General Meeting of Shareholders, and professional ethics in performing assigned rights and obligations.	1. Keep unchanged	
2. Perform assigned rights and obligations honestly, carefully, and to the best of their ability to ensure the maximum legitimate interests of the Company.	2. Keep unchanged	
3. Be loyal to the interests of the Company and shareholders; do not abuse their position, power, and do not use information, secrets, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals.	3. Keep unchanged	
4. Other obligations as prescribed by the Law on Enterprises and the Company's Charter.	4. Keep unchanged	
5. In case of violating the provisions in Clauses 1, 2, 3, and 4 of this Article causing damage to the Company or others, the Supervisor must be personally liable or jointly compensate for such damage. Any income and other benefits that the Supervisor obtains due to the violation must be returned to the Company.	5. Keep unchanged	
6. In case a Supervisor is discovered to have violated their assigned rights and obligations, they must be notified in writing to the Supervisory Board, requesting the violator to cease the violation and remedy the consequences.	6. Keep unchanged	
7. Declare related interests to the Company according to the provisions in Article 19 of the Supervisory Board Regulations.	7. Keep unchanged	
<b>Article 13. Right to be provided with information of the Supervisory Board</b>		
1. Documents and information must be sent to the members of the Supervisory Board at the same time and in the same manner as to the members of the Board of Directors, including:	1. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
<ul style="list-style-type: none"> <li>a. Meeting invitations, opinion collection ballots of the Board of Directors, and attached documents.</li> <li>b. Resolutions, decisions, and meeting minutes of the General Meeting of Shareholders, the Board of Directors.</li> <li>c. Reports of the Director submitted to the Board of Directors or other documents issued by the Company.</li> </ul>		
<p>2. Supervisors have the right to access files and documents of the Company stored at the head office, branches, and other locations; have the right to visit the working locations of managers and employees of the Company during working hours.</p>	<p>2. Keep unchanged</p>	
<p>3. The Board of Directors, members of the Board of Directors, the Director, and other managers must fully, accurately, and promptly provide information, documents on the management, administration, and business activities of the Company at the request of a Supervisor or the Supervisory Board.</p>	<p>3. Keep unchanged</p>	

**Article 14. Responsibilities of the Supervisory Board in convening an extraordinary General Meeting of Shareholders**

<p>1. The Supervisory Board is responsible for acting in place of the Board of Directors to convene an extraordinary General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene an extraordinary General Meeting of Shareholders in the following cases:</p> <ul style="list-style-type: none"> <li>a. The remaining number of members of the Board of Directors, the Supervisory Board is less than the number prescribed by law.</li> <li>b. At the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter.</li> </ul>	<p>1. Keep unchanged</p>	
<p>2. When there is a request to convene an extraordinary General Meeting of Shareholders from the Supervisory Board but the Board of Directors fails to do so, in case the Supervisory Board fails to convene an extraordinary General Meeting of Shareholders according to regulations, the Supervisory Board must compensate for damages arising to the Company.</p>	<p>2. Keep unchanged</p>	
<p>3. Expenses for convening and conducting the General Meeting of Shareholders according to the provisions in Clause 1 of this Article shall be reimbursed by the Company.</p>	<p>3. Keep unchanged</p>	

**CHAPTER IV**

**MEETINGS OF THE SUPERVISORY BOARD**

**Article 15. Meetings of the Supervisory Board**

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
1. The Supervisory Board must meet at least two (02) times a year, <u>the number of members attending the meeting must be at least 2/3 (two-thirds) of the Supervisors.</u>	1. The Supervisory Board meets at least two (02) times a year. <b><u>The meeting is conducted when at least two-thirds (2/3) of the total number of Supervisors attend.</u></b>	
2. The Supervisory Board has the right to request members of the Board of Directors, the Director, and representatives of the approved audit organization <u>to attend and answer issues that need clarification.</u>	2. The Supervisory Board has the right to request members of the Board of Directors, the Director, representatives of the approved audit organization, <b><u>and related individuals to attend the meeting to provide information and explain issues that need clarification.</u></b>	
	3. <b><u>Meetings of the Supervisory Board may be held in person, online, or a combination of both forms, suitable to the actual conditions of the Company, ensuring that the identification, discussion, and voting of attending Supervisors are carried out fully and validly.</u></b>	The law does not specifically prescribe meetings of the Supervisory Board; however, to ensure implementation procedures, it is proposed to supplement details on meetings of the Supervisory Board, Nha Be Company may consider appropriate content.
	4. <b><u>Meeting venue: is selected at the Company's headquarters or at another suitable location as decided by the Head of the Supervisory Board. For meetings held online, the meeting is considered to be held at the location where the meeting coordination system is installed.</u></b>	
	5. <b><u>Notice and meeting agenda: The meeting of the Supervisory Board shall be conducted 5 (five) days from the date of notice to the Supervisors. The meeting invitation notice and attached documents must be sent to the Supervisors no later than 05 (five) working days before the meeting date, unless otherwise agreed by the Supervisors. The meeting invitation notice must clearly state the time, format, venue, agenda, meeting contents, and related documents.</u></b>	
	6. <b><u>Voting:</u></b> a. <b><u>Each Supervisor attending the meeting of the Supervisory Board shall have one vote at the meeting of the Supervisory Board. If a Supervisor cannot attend the meeting, they may authorize another Supervisor in writing (who is permitted to participate in voting) to cast their vote;</u></b> b. <b><u>A Supervisor who has related interests in the matter submitted to the Supervisory Board for decision shall not be permitted to participate in voting on that matter, and concurrently shall not be allowed to receive authorization from another Supervisor to vote on that matter;</u></b> c. <b><u>Majority voting: A decision of the Supervisory Board shall be approved if over 50% of the Supervisors entitled to participate in voting attending the meeting approve.</u></b>	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
	<p><i><u>In case of a tie vote, the final decision belongs to the side with the opinion of the Head of the Supervisory Board or the Supervisor authorized by the Head of the Supervisory Board to chair the meeting (in case the Head of the Supervisory Board is absent);</u></i></p> <p><i><u>d. In case the Supervisory Board collects written opinions to approve a decision on an issue, the decision is considered to have the same validity as a decision approved by the Supervisors at a regularly convened and organized meeting.</u></i></p>	
<b>Article 16. Minutes of meetings of the Supervisory Board</b>		
The minutes of meetings of the Supervisory Board must be prepared in a detailed and clear manner. The minutes taker and Supervisors attending the meeting must sign the meeting minutes. The meeting minutes of the Supervisory Board must be retained to determine the responsibility of each Supervisor.	Keep unchanged	
<b>CHAPTER V</b> <b>REPORTING AND DISCLOSURE OF INTERESTS</b> <b>Article 17. Submission of annual reports</b>		
The Reports of the Supervisory Board at the Annual General Meeting of Shareholders include the following contents:  1. Report on business results of the Company, performance results of the Board of Directors and the Director to submit to the General Meeting of Shareholders for approval at the Annual General Meeting of Shareholders.	The Reports of the Supervisory Board at the Annual General Meeting of Shareholders include the following contents:  1. Keep unchanged	
2. Self-evaluation report on the performance results of the Supervisory Board and Supervisors.	2. Keep unchanged	
3. Remuneration, operating expenses, and other benefits of the Supervisory Board and Supervisors.	3. Keep unchanged	
4. Summary of meetings of the Supervisory Board and conclusions and recommendations of the Supervisory Board; results of supervising the operational and financial situation of the Company.	4. Keep unchanged	
5. Evaluation report on transactions between the Company, subsidiaries, other companies controlled by the public company with fifty percent (50%) or more of the charter capital and members of the Board of Directors, the Director, other Executives of the Company and their related persons; transactions between the Company and companies in which members of the Board of Directors, the Director, other	5. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
Executives of the Company are founding members or enterprise managers within the last 03 years prior to the transaction time.		
6. Supervision results regarding the Board of Directors, the Director, and other Enterprise executives.	6. Keep unchanged	
7. Evaluation results of operational coordination between the Supervisory Board and the Board of Directors, the Director, and shareholders.	7. Keep unchanged	
<b>Article 18. Salary and benefits</b>		
1. Supervisors are paid salary, remuneration, bonuses, and other benefits according to the decision of the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total salary, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.	1. Keep unchanged	
2. Supervisors are reimbursed for meals, accommodation, travel expenses, and reasonable costs for using independent consulting services. The total remuneration and these expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.	2. Keep unchanged	
3. The salary and operating expenses of the Supervisory Board are included in the business expenses of the Company in accordance with the law on corporate income tax, other provisions of relevant laws, and must be recorded as a separate item in the annual financial statements of the Company.	3. Keep unchanged	
<b>Article 19. Disclosure of related interests</b>		
1. A Supervisor of the Company must declare to the Company their related interests, including: <ul style="list-style-type: none"> <li>a. Name, enterprise code, head office address, business lines of the enterprise in which they are the owner or own contributed capital or shares; ownership ratio and time of owning that contributed capital or shares.</li> <li>b. Name, enterprise code, head office address, business lines of the enterprise in which their related persons are the owners, jointly own or separately own contributed capital or shares of over 10% of the charter capital.</li> </ul>	1. Keep unchanged	
2. The declaration prescribed in Clause 1 of this Article must be carried out within 07 (seven) working days from the date of arising the related interest; amendments and supplements must be notified to the Company within 07 (seven) working days from the date of corresponding amendments or supplements.	2. Keep unchanged	

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
3. Supervisors and related persons of Supervisors may only use the information obtained through their positions to serve the interests of the Company.	3. Keep unchanged	
4. A Supervisor is obliged to notify in writing to the Board of Directors and the Supervisory Board of transactions between the Company, subsidiaries, companies controlled by the Company with fifty percent (50%) or more of the charter capital and that Supervisor or related persons of that Supervisor in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the securities law on information disclosure.	4. Keep unchanged	
5. Supervisors and related persons of Supervisors must not use or disclose internal information to others to carry out related transactions.	5. Keep unchanged	
<b>CHAPTER VI</b> <b>RELATIONSHIPS OF THE SUPERVISORY BOARD</b> <b>Article 20. Relationships among Supervisors</b>		
Supervisors have an independent, non-subordinate relationship but cooperate and collaborate in common tasks to ensure the good performance of the responsibilities, rights, and duties of the Supervisory Board in accordance with the law and the Company's Charter. The Head of the Supervisory Board is the coordinator of the general work of the Supervisory Board but has no right to control Supervisors.	Keep unchanged	
<b>Article 21. Relationship with the Executive Board</b>		
The Supervisory Board has an independent relationship with the Executive Board of the Company, and is the unit performing the function of supervising the operations of the Executive Board.	<p>The Supervisory Board has an independent relationship with the Executive Board of the Company, and is the unit performing the function of supervising the operations, management, and administration of the Company <u>according to the law and the Company's Charter.</u></p> <ol style="list-style-type: none"> <li>1. <u>The Director is subject to the inspection and supervision of the Supervisory Board regarding the performance of assigned duties and powers in accordance with the law, the Company's Charter, and the resolutions and decisions of the Board of Directors.</u></li> <li>2. <u>Reports of the Director sent to the Board of Directors regarding the management and administration of the Company must be simultaneously sent to the Supervisory Board for inspection and supervision purposes.</u></li> </ol>	Propose supplementing details based on the rights and obligations between the Supervisory Board and the Executive Board, thereby specifying the independent supervisory function of the Supervisory Board over the management and administration activities of the Company, ensuring the Supervisory Board has sufficient conditions to perform its duties in accordance with

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
	<ol style="list-style-type: none"> <li>3. <u><i>The Director and Executive Board are responsible for providing fully, promptly, and accurately the related information and documents upon the request of the Supervisory Board.</i></u></li> <li>4. <u><i>The Director is responsible for considering and implementing the recommendations of the Supervisory Board within their competence; in case of disagreement with the recommendations of the Supervisory Board, they must report to the Board of Directors for consideration and decision, and implement according to the directive opinions of the Board of Directors, while notifying the Supervisory Board in writing of the handling results.</i></u></li> <li>5. <u><i>The Director must promptly notify the Supervisory Board upon discovering acts of violating the law or violating the Company's Charter, risks or major losses of assets; upon material changes in the internal control system; or upon issuing information, decisions, production and business plans directly affecting the legitimate rights and interests of shareholders.</i></u></li> </ol>	the law and the Company's Charter.
<b>Article 22. Relationship with the Board of Directors</b>		
The Supervisory Board has an independent relationship with the Board of Directors of the Company, and is the unit performing the function of supervising the operations of the Board of Directors.	<p>The Supervisory Board has an independent relationship with the Board of Directors of the Company, and is the unit performing the function of supervising the operations of the Board of Directors.</p> <ol style="list-style-type: none"> <li>1. <u><i>The Board of Directors is subject to the supervision of the Supervisory Board regarding the performance of assigned duties and powers in accordance with the law and the Company's Charter. During meetings of the Board of Directors, the Chairman of the Board of Directors or the convenor must send the meeting notice and attached documents to the members of the Supervisory Board as they do for members of the Board of Directors. The Company Secretary must ensure that all copies of financial information, other information provided to members of the Board of Directors, and copies of minutes of the Board of Directors meetings shall be provided to members of the Supervisory Board at the same time they are provided to the Board of Directors.</i></u></li> <li>2. <u><i>The Supervisory Board may propose to jointly participate in a number of inspection, control, and evaluation programs of the Board of Directors when deemed necessary.</i></u></li> <li>3. <u><i>The Supervisory Board notifies the Board of Directors of the results of regular quarterly or ad-hoc inspections, supervision, and internal audits.</i></u></li> <li>4. <u><i>The annual reports on the Company's business situation, the evaluation reports on the management work of the Board of Directors prepared to be submitted to the General Meeting of Shareholders at the annual meeting must be sent to the</i></u></li> </ol>	Propose supplementing details based on the rights and obligations between the Supervisory Board and the Board of Directors, thereby specifying the independent supervisory function of the Supervisory Board over the management and administration activities of the Board of Directors, ensuring the Supervisory Board has sufficient conditions to perform its duties in accordance with the law and the Company's Charter.

CURRENT OPERATING REGULATIONS OF THE SUPERVISORY BOARD	DRAFT AMENDED AND SUPPLEMENTED OPERATING REGULATIONS OF THE SUPERVISORY BOARD	BASIS/ REASON
	<p><u>Supervisory Board for appraisal and evaluation before the date of disclosing the documents for the General Meeting of Shareholders.</u></p> <p>5. <u>The Supervisory Board may send reports to the Board of Directors, and may consult the Board of Directors before presenting reports, conclusions, and recommendations to the General Meeting of Shareholders but ensuring that this does not affect the independence and objectivity of the Supervisory Board's reports.</u></p>	
<p><b>CHAPTER VII</b></p> <p><b>IMPLEMENTATION PROVISIONS</b></p> <p><b>Article 23. Enforcement effectiveness</b></p>		
<p>The Operating Regulations of the Supervisory Board of Nha Be Water Supply Joint Stock Company include seven (07) Chapters, twenty-three (23) Articles, and are effective from April 21, 2022.</p>	<p>1. The Operating Regulations of the Supervisory Board of Nha Be Water Supply Joint Stock Company include seven (07) Chapters, twenty-three (23) Articles, and are effective <u>from ... month ... year ..., after being approved by the General Meeting of Shareholders of the Company.</u></p> <p>2. <u>These Regulations replace all previous regulations of the Company related to the organization and operations of the Supervisory Board that differ from the content of these Regulations.</u></p>	<p>Update and supplement the time of approval of the Regulations.</p>

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF THE BOARD

