

No: 106/BC-HĐQT

Hai Duong, 16th January 2025

CORPORATE GOVERNANCE REPORT IN 2024

- To:
- The State Securities Commission;
 - Hanoi Stock Exchange
- Corporate name: Hai Duong Water Joint Stock Company
 - Head office address: No.10 Hong Quang street, Quang Trung ward, Hai Duong city, Hai Duong province
 - Tel: (0220) 3840380 – 3859104 Fax: (0220) 3840393 – 3859010
 - Email: ctycnhd@vnn.vn
 - Authorized capital: VND 318,824,700,000
 - Stock code: HDW
 - Company governance model: General Assembly of Shareholders; Board of Directors; Board of Supervisors, General Director.
 - Implementation of the Internal audit function: Implemented.

I. Activities of the General Assembly of Shareholders

Information about meetings and resolutions of the General Assembly of Shareholders

No	Resolution No.	Date	Agenda
1	Resolution of the annual general meeting of shareholders in 2024	28 th June 2024	<ul style="list-style-type: none"> - Approving the Submission of dismissal of members of the Board of Directors for the 2022-2027 tenure; - Approving the Submission of Reports on the Business Operation Results Statement, Financial Statements and Profit Distribution for the accounting period from 1st January 2023 to 31st December 2023; - Approving the Submission of production and business activities plan and profit distribution plan for 2024; - Approving the election of additional members of the Board of Directors for the 2022-2027 tenure; - Approving the Submission of settlement of salaries and

		<p>remunerations of the Board of Directors and Board of Supervisors in 2023, and the salary and remuneration plan for the Board of Directors and Board of Supervisors in 2024;</p> <ul style="list-style-type: none"> - Approving the Submission of Criteria and the short list of auditors for the 2024 Financial Statements; - Approving the Reports on the performance of the Board of Directors and of the members of the Board of Directors in 2023 and the orientation and operational plan of the Board of Directors in 2024; - Publicly reporting the relevant interests of the Company's insiders; - Reporting the Board of Supervisors on the Company's business operation results, activities of the Board of Directors and General Director and the self-assessment reports on the performance of the Board of Supervisors and its members.
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BẢN DỊCH

II. Board of Directors (BoD)

1. Information on Members of the Board of Directors

No	Member of BoD	Position	Starting date	
			Date of nomination	Date of dismissal
1	Mr. Vu Manh Dung	Chairman	01 st April 2017	
2	Mr. Nguyen Van Phung	Vice Chairman	01 st April 2017	
3	Mr. Pham Minh Cuong		01 st April 2017	28 th June 2024
4	Mr. Nguyen Van Son	Member	19 th April 2019	
5	Mr. Vu Van Nhan	Member	25 th June 2021	
6	Ms. Pham Thi Man	Non-operating member	01 st April 2017	
7	Mr. Nguyen Thai Dung	Member	28 th June 2024	
8	Mr. Vu Chi Phuong	Member	28 th June 2024	

2. Attendance of Meetings of Board of Directors

BẢN DỊCH

No	Member of BoD	Number of BoD meetings attended	Meeting attendance rate	Excuses for absence
1	Mr. Vu Manh Dung	10	100%	
2	Mr. Nguyen Van Phung	10	100%	
3	Mr. Pham Minh Cuong	6	100%	Mr. Pham Minh Cuong's status terminated
4	Mr. Nguyen Van Son	10	100%	
5	Mr. Vu Van Nhan	10	100%	
6	Ms. Pham Thi Man	10	100%	
7	Mr. Nguyen Thai Dung	4	40%	BoD member status starting on 28 th June 2024
8	Mr. Vu Chi Phuong	4	40%	BoD member status starting on 28 th June 2024

3. Supervision activities of BoD towards Board of General Directors

- Supervising the process of organizing and implementing the decisions of the Board of Directors;
- Supervising and directing the preparation of Annual Financial Statements; Reports to the Shareholder General Meeting on the Company's business operation, Reports on the evaluation of the management and administration of the Company;
- Supervising the compensation, site clearance and implementation progress of capital construction investment projects; Developing the internal management rules and regulations;
- Supervising the finance, accounting, and statistics of the company (including the entire company and its affiliated branches);
- Developing financial expenditure plans, capital usage plans for production, business and capital construction investment activities to ensure high efficiency and principle compliance; and supervising the followings:
 - The finance reporting regime, quarterly, half-yearly and yearly monitoring reports as regulated;
 - The internal supervision of the Company and its affiliated branches;
 - The public debt recovery for the entire company;
 - The corporate culture, sports culture;

- The the company's management and administration apparatus activities;
- The effective implementation of investment projects;
- The shareholders' compliance with the Company Charter, decisions of the General Meeting of Shareholders, the Board of Directors and internal management regulations approved by the Board of Directors;
- The shareholders' exercising their rights and obligations according to the provisions of the Company's Charter.
- The planning and adjusting the Company development strategies;
- Giving opinions on the development of the Board of Supervisors' (BOS's) working program and agenda;
- The production and business planning, capital construction investment plans;
- The Company's market development, advertising, marketing; water tariff adjustment;
- The appraisal and verification of capital construction investment projects;
- The management and verification of the supply of materials and equipment to serve production, business and construction activities for capital investment projects;
- The management of customers, output, resolving customer's questions and complaints;
- The water production and distribution to customers (including intake, treatment, and operation of water plants and booster pump stations);
- The consultation on design surveys and documents for capital construction projects of water supply development;
- The assessing of labor norms, production cost norms, salary unit prices and the implementation organization;
- The performance of scientific and technical researches, training, domestic and international cooperation;
- Occupational safety and hygiene, labor protection and flood prevention;
- The implementation of policies towards employees after getting the approval and decisions from the Board of Directors.
- The Company's practices of preventing and combating corruption, thrift and combating waste;
- The legal compliance and internal control practices;
- The emulation, reward and discipline practices;

- The effective management and use of the Company's resources (capital, assets, labor, vehicles, and equipment);
- The evaluation of investment efficiency of the projects;
- The investment in technical, scientific and technological development;
- The security work, the self-defense militia force, internal politic force;
- The security and internal political protection practice;
- The development of internal management rules and regulations;

4. Activities of subcommittees under the Board of Directors: No subcommittees

5. Resolutions of the Board of Directors

No	Resolution No	Date	Agenda
1	Resolution of BoD's 14 th Meeting of the 2022-2027 tenure	29 th January 2024	<ol style="list-style-type: none">1. Approving the Proposal for reappointment, appointment, rotation and mobilization of officials for the 2024-2027 tenure;2. Discussing some other tasks.
2	Resolution of BoD's 15 th Meeting of the 2022-2027 tenure	29 th February 2024	<ol style="list-style-type: none">1. Approving the Interim (Mid-year) Financial Statement for the 4th quarter of 2023 and the whole year of 2023.2. Approving the Business Operation Results Statement in 2023 and tentative plan of profit distribution in 2023.3. Approving the Submission of capital allocation for capital construction and transitional procurement in 2023 and investment in capital construction and procurement in 2024.4. Approving the Submission of the 2024 labor recruitment plan proposal.5. Approving the Submission of medium-term loan plan for the first stage of 2024.6. Approving the settlement of the salary fund for the employees, the salary and remuneration fund for the managers in 2023 and the planned salary fund for the employees, the planned salary and remuneration fund for the managers in 2024.7. Approving the Submission of supports to the

			<p>employees during the national holidays of 30th April and 1st May 2024.</p> <p>8. Approving the Submission of supports to build charity houses in 2024.</p> <p>9. Discussing some other tasks.</p>
3	Resolution of BoD's 16 th Meeting of the 2022-2027 tenure	28 th March 2024	<p>1. Approving the Submission of Promulgation of Regulations on piece wage salaries and certain miscellaneous costs in 2024</p> <p>2. Discussing some other tasks.</p>
4	Resolution of BoD's 17 th Meeting of the 2022-2027 tenure	25 th April 2024	<p>1. Approving the Interim (Mid-year) Financial Statement of 1st Quarter of 2024.</p> <p>2. Approving the Submission of brand advertising through a number of sports teams under Hai Duong provincial Center for Training, Coaching and Sports Competition.</p> <p>3. Approving the Submission of extending the time to organize the Annual Shareholders General Meeting in 2024.</p> <p>4. Approving the Submission of finalizing the list of shareholders to hold the 2024 Annual Shareholder General Meeting.</p> <p>5. Discussing some other tasks.</p>
5	Resolution of BoD's 18 th Meeting of the 2022-2027 tenure	04 th June 2024	<p>1. Taking votes to appoint General Director and Deputy General Director of Hai Duong Water Joint Stock Company.</p> <p>2. Approving the Submission of capital construction investment funds allocation plan for 2nd phase of 2024.</p> <p>3. Approving the Submission of national vacation support for employees in 2024.</p> <p>4. Discussing some other tasks.</p>
6	Resolution of BoD's 19 th Meeting of the 2022-2027 tenure	11 th June 2024	<p>1. Approving the Nomination for members of the BoD for the 2022-2027 tenure at the 2024 Annual Shareholders General Meeting</p> <p>2. Approving some other tasks.</p>
7	Resolution of	01 st July 2024	<p>1. Approving the Submission of selecting an</p>

	BoD's 20 th Meeting, the 2022-2027 tenure		auditing unit to review the Mid-year (Interim) Financial Statements and to audit the Financial Statements of 2024. 2. Approving the Submission of the Salary Scale System for 2024. 3. Discussing some other issues.
8	Resolution of BoD's 21 st Meeting, the 2022-2027 tenure	13 th August 2024	1. Approving the Financial Statement of the 2 nd Quarter of 2024. 2. Approving the Financial Statement of the first 6 months of the year; 3. Approving the Submission on supports to employees on the holiday of 2 nd September 2024; 4. Approving the plan for payment of 2023 dividend. 5. Approving the Submission of plans of short-term loans from Vietnam Joint Stock Commercial Bank for Industry and Trade - Hai Duong Branch. 6. Approving the Proposal for dispatching a delegation to attend the International Water Week in Taiwan (China); 7. Discussing on some other tasks.
9	Resolution of BoD's 22 nd Meeting, the 2022-2027 tenure	22 nd October 2024	1. Approving the Financial Statement of the 3 rd Quarter of 2024. 2. Approving the Business Operation Results Report of the first 9 months of 2024, estimating the results of the whole year 2024. 3. Approving the Submission on supports to employees on the Calendar New Year holiday. 4. Approving the Submission requesting for support and extra-payment for flood and storm prevention work (Storm No. 3 Yagi) for the period from 6 th September 2024 to 15 th September 2024. 5. Approving the Submission requesting for supports and assistance to attend the Sports Festival and Music performance held in Viet Tri-Phu Tho by the Northern Water Supply and Sewerage Association in 2024. 6. Approving the Proposal on purchasing additional health insurance for key employees of the Company in 2025. 7. Discussing some other tasks.

10	Resolution of BoD's 23 rd Meeting, the 2022-2027 tenure	30 th December 2024	<ol style="list-style-type: none"> 1. Passing the Report on Estimated Business Operation Results of 2024 and tentative distribution of profits in 2025. 2. Approving the Production and Business Plan and Profit Distribution Plan for 2025. 3. Approving the Submission of the List of capital construction investment projects and transitional procurement in 2024, and the Plan for capital construction investment and procurement in 2025. 4. Approving the Submission of the materials and equipment supply plan and the list of selected suppliers in 2025. 5. Approving the Submission of Additional payment to the Employee Salary Fund and the Manager's Salary and Remuneration Fund in 2024. 6. Approving the Submission of payment for forest environmental services. 7. Discussing some other affairs.
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III. Board of Supervisors (BoS)

1. Information on Members of Board of Supervisors

No	Members of Board of Supervisors	Position	Date starting BoS member status	Date ending BoS member status	Qualification
1	Ms. Tran Thi Thanh Ngan	Head of the BoS	01 st April 2017		Bachelor of Finance and Accounting
2	Ms. Nguyen Thi Thu Hang	Member	01 st April 2017		Bachelor of Finance and Accounting
3	Ms. Tran Thi Hue	Member	30 th June 2022		Bachelor of Finance and Accounting

2. Meetings of Board of Supervisors

No.	Members of BoS	Number of BoS meetings attended	Meeting attendance rate	Voting rate	Excuses for absence
1	Ms. Tran Thi Thanh	5	100%	5/5	

	Ngan				
2	Ms. Nguyen Thi Thu Hang	5	100%	5/5	
3	Ms. Tran Thi Hue	5	100%	5/5	

3. Supervision activities of the Board of Supervisors towards the Board of Directors, Board of General Directors and shareholders:

3.1. Towards the Board of Directors

The Board of Supervisors have fully attended all the meetings of the Board of Directors and of the Board of Executives, monthly briefings and meetings chaired by the Chairman of the Board of Directors and General Director to promptly grasp the production and business situation of the Company, contributing opinions in implementing plans and goals approved by the General Meeting of Shareholders.

In 2024, the Board of Directors have seriously implemented the agenda approved by the Annual Shareholders General Meeting on 28th June 2024. The Board of Directors held 10 meetings, issued 10 resolutions and decisions and approval documents. Meetings and activities of the Board of Directors are organized and conducted in accordance with the Company's Charter (Articles of Associations) and the provisions of the current laws, with high consensus of members.

3.2. Towards the Board of Executives

The Board of Executives have implemented the resolutions of the Board of Directors, complied with the provisions of law, have given drastic and detailed instructions in a timely manner and have evaluated and controlled the implementation in all the affiliated branches.

3.3. Towards the shareholders

- Board of Supervisors have regularly coordinated with the Company to answer all questions related to the rights and obligations of the shareholders.
- The company pays dividends in cash to shareholders in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

4. Coordination of activities among the Board of Supervisors, Board of Directors, Board of General Directors and other Managers

The Board of Supervisors have always closely coordinated in activities with the Company's Board of Directors, Board of General Directors and other managers in

these Boards; have been willing and ready to receive information for inspection and review when requested by the Board of Directors, Board of General Directors and shareholders.

The Board of Supervisors have coordinated with all the Company's departments in inspection and supervision to improve management quality, to limit and prevent risks, specifically:

- Coordinating with the Finance and Accounting Department to control the financial situation of the Company and its affiliated branches and units;
- Coordinating with the Company's departments to develop a system of Internal Management Regulations;
- Supervising the observation of the Company's Rules and Regulations;
- Monitoring the production and business situation and financial situation of the Company;

IV. Board of Executives (BoE)

No	Members of Board of Executives	Date of Birth	Qualification	Date of nomination/Dismissal
1	Mr. Pham Minh Cuong General Director	01 st April 1963	Master of Business Administration; Civil Engineer	12 th Dec.2018 to 01 st May 2024
2	Mr. Nguyen Thanh Son General Director	24 th April 1972	Master of Business Administration; Water Supply and Sewerage Engineer	07 th June 2024
3	Mr. Nguyen Van Phung Deputy General Director	24 th July 1964	Electrical Engineer	12 th December 2018
4	Mr. Vu Van Nhan Deputy General Director	05 th September 1965	Water Supply and Sewerage Engineer	10 th January 2022
5	Mr. Nguyen Thai Dung Deputy General Director	08 th May 1978	Master of Business Administration; Water Supply and Sewerage Engineer	07 th June 2024

V. Chief Accountant

Name in full	Date of Birth	Qualification	Date of nomination
Ms. Nguyen Thi Huong	27 th May 1971	Bachelor of Accounting	01 st April 2017



VI. Training on the governance of the Company

- The company have attended seminars and conferences organized by Ministry of Finance, Department of Finance, Department of Taxation, State Securities Commission, Hanoi Stock Exchange, Vietnam Securities Depository Center and several other institutions.

VII. List of the Insiders' relatives posted by the Company according to Clause 34, Article 6 of the Securities Law and Transactions of the Company's Insiders with the Company itself

1. List of the Company Insiders' relatives

No	Name of organization/Individual	Position in the Company	Date starting the status as a relative	Date ending the status as a relative	Reasons	Relationship to Insiders
1	Vũ Thị Thoàng		01/4/2017			Wife
2	Vũ Xuân Đạt		01/4/2017			Son
3	Vũ Thùy Dương		01/4/2017			Daughter
4	Vũ Xuân Tề		01/4/2017			Father
5	Vũ Xuân Phú	Employee in Water Trading Branch No.5	01/4/2017			Junior brother
6	Nguyễn Thị Vân Khánh		01/4/2017			Sister in law
7	Vũ Thị Hà	Deputy Head of Business Planning Dept	01/4/2017			Junior sister
8	Nguyễn Bá Quyết		01/4/2017			Junior brother in law
9	Nguyễn Thị Trang		01/4/2017			Wife
10	Nguyễn Thị Luân		01/4/2017			Mother
11	Lê Thị Đán		01/4/2017			Mother in law
12	Nguyễn Thị Trâm Anh	Employee of Finance-Accounting Dept	01/4/2017			Daughter
13	Phạm Văn Thao	Vice Director of Product Management and Consumption Dept	01/4/2017			Son in law
14	Nguyễn Việt Anh		01/4/2017			Son
15	Nguyễn Thanh Hằng		01/4/2017			Daughter in law

16	Nguyễn Văn Trung		01/4/2017			Senior brother
17	Tăng Thị Hòa		01/4/2017			Elder sister in law
18	Nguyễn Văn Kiên		01/4/2017			Senior brother
19	Nguyễn Thị Tâm		01/4/2017			Elder sister in law
20	Nguyễn Thị Len		01/4/2017			Junior sister
21	Nguyễn Văn Hình		01/4/2017			Junior brother in law
22	Nguyễn Thị Bích Liên	Employee of Finance-Accounting Dept	01/4/2017	28/6/2024	Mr. Pham Minh Cuong's status terminated	Wife
23	Phạm Trung Kiên	Director of Water Trading Branch No.11	01/4/2017	28/6/2024		Junior brother
24	Đỗ Ngọc Phương		01/4/2017			Husband
25	Đỗ Minh Phương		01/4/2017			Daughter
26	Đỗ Ngân Hà		01/4/2017			Daughter
27	Nguyễn Đình Du		01/4/2017			Father
28	Nguyễn Quang Chính		01/4/2017			Elder brother
29	Bùi Thị Thao		01/4/2017			Elder sister in law
30	Nguyễn Thị Hiền		01/4/2017			Elder sister
31	Lại Văn Thạch		01/4/2017			Elder brother in law
32	Nguyễn Thị Hòe		01/4/2017			Elder sister
33	Bùi Trọng Bằng		01/4/2017			Senior brother in law
34	Nguyễn Thị Hằng	Employee of Personnel-Admin. Dept	01/4/2017			Elder sister in law
35	Nguyễn Như Tiến		01/4/2017			Elder brother in law
36	Nguyễn Thị Hường		01/4/2017			Junior sister
37	Phạm Thanh Tân		01/4/2017			Junior brother in law
38	Nguyễn Khải Hoàn		01/4/2017			Husband

39	Nguyễn Quỳnh Anh		01/4/2017			
40	Nguyễn Minh Anh		01/4/2017			Daughter
41	Nguyễn Minh Hoàng		01/4/2017			Son
42	Lê Thị Thoa		01/4/2017			Mother
43	Trần Thu Vân		01/4/2017			Junior sister
44	Nguyễn Thành Khiêm		01/4/2017			Junior brother in law
45	Vũ Khắc Khương		01/4/2017			Husband
46	Vũ Quang Thái		01/4/2017			Son
47	Vũ Thanh Nam		01/4/2017			Son
48	Nguyễn Quốc Duy		01/4/2017			Father
49	Nguyễn Quốc Nghĩa		01/4/2017			Senior brother
50	Phạm Thị Yến	Employee of Water Meter Management Branch	01/4/2017			Elder sister in law
51	Phạm Thị Bích Nga		12/12/2018			Wife
52	Nguyễn Thị Tuyết Nhung	Employee of Finance-Accounting Dept	12/12/2018			Junior sister
53	Vũ Bá Long	Director of Water Trading Branch No.1	12/12/2018			Senior brother in law
54	Nguyễn Văn Đoàn		12/12/2018			Senior brother in law
55	Nguyễn Thị Xuân Thu		12/12/2018			Elder sister
56	Tiêu Thị Liệu		12/12/2018			Mother in law
57	Hoàng Thị Ngoãn		25/06/2021			Wife
58	Vũ Đức Thuận		25/06/2021			Son
59	Vũ Hoàng Nam		25/06/2021			Son
60	Vũ Thị Nghĩa		25/06/2021			Elder sister
61	Vũ Thị Nhượng		25/06/2021			Junior sister
62	Vũ Văn Lực	Vice Director of Water Trading Branch No.6	25/06/2021			Junior brother
63	Vũ Văn Tuấn	Employee of Water Trading Branch No.5	25/06/2021			Junior brother
64	Vũ Văn Tú	Employee of Cam Thuong Water Production Branch	25/06/2021			Junior brother
65	Vũ Thị Xoa		25/06/2021			Junior sister



BẢN DỊCH

66	Đình Bá Dũng		25/06/2021			Elder brother in law
67	Hồ Văn Tế		25/06/2021			Junior brother in law
68	Lê Thị Cúc		25/06/2021			Junior sister in law
69	Nguyễn Thị Thúy		25/06/2021			Junior sister in law
70	Bùi Văn Xuyên		01/7/2014			Husband
71	Bùi Thu Trang		01/7/2014			Daughter
72	Bùi Hải Hà		01/7/2014			Son
73	Bùi Trọng Kiên		01/7/2014			Son
74	Phạm Thị Thanh Vân		01/7/2014			Elder sister
75	Phạm Như Tâm		01/7/2014			Elder brother
76	Phạm Như Thuận		01/7/2014			Elder brother
77	Phạm Như Thanh		01/7/2014			Junior brother
78	Phạm Thị Thanh Mơ		01/7/2014			Junior sister
79	Nguyễn Xuân Lúc		30/06/2022			Husband
80	Trần Thế Cương		30/06/2022			Father
81	Nguyễn Thị Tịch		30/06/2022			Mother
82	Trần Thị Hồng		30/06/2022			Elder sister
83	Đỗ Thế Long		30/06/2022			Elder brother in law
84	Trần Thị Hạnh		30/06/2022			Elder sister
85	Đình Quang Đại		30/06/2022			Elder brother in law
86	Nguyễn Thị Hường		01/04/2017			Wife
87	Bùi Thị Hữu		01/04/2017			Mother
88	Trần Văn Đoan		01/04/2017			Father
89	Trần Thị Lan		01/04/2017			Elder sister
90	Nguyễn Văn Khôi		01/04/2017			Elder brother in law
91	Nguyễn Xuân Vượng		01/04/2017			Father in law
92	Nguyễn Thị Duân		01/04/2017			Mother in law
93	Nguyễn Văn Gân		07/6/2024			Father
94	Trần Thị Vân Khánh		07/6/2024			Mother



95	Trần Thị Ánh Tuyết		07/6/2024			
96	Nguyễn Thái Kiên		07/6/2024			Son
97	Nguyễn Thành Nam		07/6/2024			Junior brother
98	Nguyễn Hoàn Hiệp		07/6/2024			Junior brother
99	Phan Thu Thủy		07/6/2024			Junior sister in law
100	Trần Thị Huệ		07/6/2024			Junior sister in law
101	Dương Thị Sùu		07/6/2024			Wife in law
102	Trần Minh Tuấn		07/6/2024			Wife's elder brother
103	Nguyễn Thị Thu Hương		28/6/2024			Wife
104	Vũ Xuân Phóng		28/6/2024			Father
105	Nguyễn Thị Tâm		28/6/2024			Mother
106	Nguyễn Văn Ban		28/6/2024			Father in law
107	Nguyễn Thị Hạ		28/6/2024			Mother in law
108	Vũ Mai Chi		28/6/2024			Daughter
109	Vũ Thanh Tuấn		28/6/2024			Junior brother
110	Nguyễn Thị Hoài Phương		28/6/2024			Junior sister in law
111	Vũ Xuân Hưng		28/6/2024			Junior brother
112	Nguyễn Thị Ngọt	Employee of Water Trading Branch No.11	28/6/2024			Junior sister in law

2. Transactions between the Company and its insider's relatives; or between the company and major shareholders, insiders, or their relatives:

- Treated water purchase contract with strategic investor, Phuc Hung Hai Duong Water Supply Joint Stock Company;
- Treated water purchase contract with strategic investor, Xuan Hung Water Supply Joint Stock Company.

3. Transactions between the Company's insiders, relatives of insiders and subsidiaries and companies controlled by the company: None

4. Transactions between the company and other entities: None.

VIII. Stock transactions of the Insiders and their related persons

1. List of the Company's Insiders and their relatives

No	Name in full	Position in the Company	Number of shares owned at term end	Ratio of shares owned at term end (%)	Notes
I	Insiders				
1	Vũ Mạnh Dũng	Chairman of BoD	39,400	0.124	
2	Nguyễn Văn Phụng	Vice Chairman of BoD Deputy General Director	28,700	0.09	
3	Phạm Minh Cường	Member of BoD Cum General Director	117,403	0.368	
4	Nguyễn Thị Hương	Chief Accountant	24,325	0.076	
5	Phạm Thị Mận	Member of BoD	0	0	
6	Nguyễn Thanh Sơn	Member of BoD Deputy General Director	30,100	0.094	
7	Vũ Văn Nhân	Member of BoD Deputy General Director	29,200	0.092	
8	Nguyễn Thái Dũng	Member of BoD Deputy General Director	21,851	0.069	
9	Vũ Chí Phương	Member of BoD Head of Personnel- Admin Dept	13,251	0.041	
10	Trần Thị Thanh Ngân	Head of Board of Supervisors	11,851	0.037	
11	Nguyễn Thị Thu Hằng	Member of Board of Supervisors	8,400	0.026	
12	Trần Thị Huệ	Member of Board of Supervisors	1,000	0.003	
13	Trần Hữu Định	Company's Secretary- In charge of company governance	5,365	0.017	
II	Relatives				
1	Vũ Thị Hà	Deputy Head of Business Planning Dept	7,300	0.0229	
2	Nguyễn Bá Quyết		232,200	0.73	
3	Nguyễn Thị Trâm Anh	Employee of Finance-Accounting Dept	8,100	0.025	
4	Phạm Văn Thao	Vice Director of Product Management and Consumption Dept	3,300	0.01	
5	Nguyễn Thị Bích Liên	Employee of Finance-Accounting Dept	8,100	0.025	
6	Phạm Trung Kiên	Director of Water Trading	17,800	0.056	

		Branch No.11			
7	Đỗ Ngọc Phương		6,300	0.020	
8	Đỗ Minh Phương		5,100	0.016	
9	Nguyễn Thị Hằng	Employee of Personnel- Admin. Dept	6,365	0.020	
10	Nguyễn Quốc Nghĩa		7,865	0.025	
11	Phạm Thị Yến	Employee of Water Meter Management Branch	8,200	0.02	
12	Nguyễn Thị Tuyết Nhung	Employee of Finance- Accounting Dept	7,065	0.022	
13	Nguyễn Văn Đoàn		36,900	0.116	
14	Vũ Bá Long	Director of Water Trading Branch No.1	27,300	0.086	
15	Vũ Văn Lực	Employee of Water Trading Branch No.6	6,300	0.0198	
16	Vũ Văn Tuấn	Employee of Water Trading Branch No.5	2,000	0.0063	
17	Vũ Văn Tú	Employee of Cam Thuong Water Production Branch	6,600	0.0207	

BẢN DỊCH

2. Transactions between Insiders and their relatives on the Company's stocks:

None

IX. Other issues to be noted: None

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CAM ĐOAN CỦA NGƯỜI DỊCH

Tôi, Nguyễn Thị Thanh, căn cước công dân số 030162013545 cấp ngày 22/9/2021 tại Cục Cảnh sát Quản lý hành chính về trật tự xã hội, cam đoan đã dịch chính xác văn bản đính kèm này từ tiếng Việt sang tiếng Anh.

Ngày / Date: 16/01/2025

Người dịch / Translator

Nguyễn Thị Thanh

TRANSLATOR'S CONFIRMATION

I, Nguyen Thi Thanh, holder of Citizen ID No. 030162013545 issued on 22nd Sep. 2021 by the Police Dept. for Administrative Management of Social Order, hereby confirm that I have correctly translated the attached document from Vietnamese into English.

LỜI CHỨNG CỦA CÔNG CHỨNG VIÊN

Hôm nay, ngày 16/01/2025 (ngày Mười sáu, tháng Một, năm Hai nghìn không trăm Hai lăm), tại Phòng Công chứng số 1, địa chỉ tại 93 Bạch Đằng, phường Trần Hưng Đạo, thành phố Hải Dương, tỉnh Hải Dương,

Tôi, *Nguyễn Thị Hồng Vân* Công chứng viên, trong phạm vi trách nhiệm của mình theo quy định của pháp luật,

CHỨNG NHẬN:

- Bản dịch này là do Bà Nguyễn Thị Thanh, cộng tác viên phiên dịch của Phòng Công chứng số 1, tỉnh Hải Dương dịch từ tiếng Việt sang tiếng Anh;
- Chữ ký trong bản dịch đúng là chữ ký của Bà Nguyễn Thị Thanh;
- Nội dung bản dịch là chính xác, không vi phạm pháp luật, không trái đạo đức xã hội;
- Văn bản công chứng này được lập thành 02 bản chính, mỗi bản gồm 18 tờ, 18 trang, lưu 01 bản tại Phòng Công chứng số 1, tỉnh Hải Dương.

NOTARY'S AUTHENTICATION

Today, 16/01/2025 (the Sixteenth of January, Two thousand and Twenty five), in the Notary Public Office No.1, located at 93 Bach Dang, Tran Hung Dao ward, Hai Duong city, Hai Duong province,

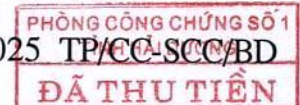
I, *Nguyễn Thị Hồng Vân*, a Notary Public, within the scope of my liability as provided by the law,

HEREBY NOTARIZE:

- This document was translated from Vietnamese into English by Ms. Nguyen Thi Thanh, a certified translator/interpreter of the Notary Public Office No.1, Hai Duong province;
- The signature appearing in this translation is the genuine signature of Ms. Nguyen Thi Thanh;
- The contents of the document translated are authentic, not law-violated, not contrary to social morals;
- This notarized document is made into 02 originals, 18 sheets, 18 pages each, 01 of which is kept at Notary Public Office No.1, Hai Duong province.

Số công chứng (Notarial No): *176* Quyển số (Book No): 01 / 2025 TP/CC-SCC/BD

CÔNG CHỨNG VIÊN / NOTARY



CÔNG CHỨNG VIÊN
Nguyễn Thị Hồng Vân