

PROPOSAL

Re: Approval of the Audited Financial Statements for 2025

To : The General Meeting of Shareholders of Thanh Hoa Water Supply JSC

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
and the amended Law on Enterprises No. 76/2025/QH15;*

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26,
2019 and guiding documents in the securities sector;*

*Pursuant to the Charter and Organization & Operation Regulations of Thanh
Hoa Water Supply Joint Stock Company issued together with Decision No.
39/2025/QĐ-HĐQT dated June 16, 2025 of the Chairman of the Board of
Directors;*

*Pursuant to Resolution No. 13/NQ-HĐQT dated April 24, 2026 of the Board
of Directors of Thanh Hoa Water Supply Joint Stock Company regarding the
organization of the 2026 Annual General Meeting of Shareholders.*

The Board of Directors respectfully submits to the General Meeting of Shareholders the 2025 Financial Statements of Thanh Hoa Water Supply Joint Stock Company, which have been audited by International Auditing Company Limited (iCPA), including:

1. Statement of Financial Position as at December 31, 2025 (Form No. B01-DN);
2. Statement of Business Results for 2025 (Form No. B02-DN);
3. Statement of Cash Flows for 2025 (Form No. B03-DN).

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the Financial Statements.

(Attached are Forms B01-DN, B02-DN and B03-DN)

Recipient:

- As above;
- Board of Directors

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Le The Son

Thanh Hoa, day 11 month 05 year 2026

No: 289/TTr-HĐQT

PROPOSAL

The approval of salaries, bonuses, and remuneration for the Board of Directors and the Board of Supervisors

To : The General Meeting of Shareholders of Thanh Hoa Water Supply JSC

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

Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2014/QH15;

Pursuant to Decree No. 148/2020/NĐ-CP dated December 18, 2020, of the Government regulating the salary, bonus, remuneration, and other benefits applicable to persons directly representing state ownership, state capital representatives, and Supervisors in state-owned enterprises;

Pursuant to the Charter of Thanh Hoa Water Supply Joint Stock Company promulgated together with Resolution No. 33/QĐ-HĐQT dated July 21, 2021, of the Board of Directors.

To ensure the responsibilities and interests associated with the duties of the Board of Directors, the Board of Supervisors in supervising, monitoring, and managing the operational activities and development strategies of Thanh Hoa Water Supply Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and discussion the approval of the salaries and remuneration for 2026 of the Board of Directors (BOD) and the Board of Supervisors (BOS) as follows:

1. Salaries:

a) Salaries of the state capital representative and the Head of the Board of Supervisors: Implemented in accordance with Decree No. 248/2025/NĐ-CP dated September 15, 2025 of the Government regulating salaries, remuneration, bonuses, and other benefits applicable to state capital representatives and Supervisors in state-owned enterprises.

b) Members of the Board of Directors, the Board of Supervisors (part-time positions), shall receive remuneration according to the remuneration allocation plan approved by the Company for 2026.

2. Remuneration:

a) Remuneration for the Board of Directors:

– Remuneration for non-executive of the Board of Directors: VND 3.000.000/person/month

– Annual remuneration for non-executive of the Board of Directors:

04 members x VND 3.000.000/person/month x 12 months = VND 144.000.000

(In words: One hundred and forty – four million Vietnamese dong.)

b) Remuneration for the Board of Supervisory

– Remuneration for non-executive of the Board of Supervisory: VND 2.000.000/person/month

– Annual remuneration for non-executive of the Board of Supervisory:

02 members x VND 2.000.000/person/month x 12 months = VND 48.000.000

(In words: Forty-eight million Vietnamese dong)

c) Total remuneration for members of the Board of Directors and the Board of Supervisors in 2026:

144.000.000 + 48.000.000 = VND 192.000.000

(In words: One hundred and ninety-two million Vietnamese dong.)

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval../.

Recipient:

- As above;
- BoD; Board of Mangement;
- BoS;
- Archived: Administrative Office.

ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAIN



Le The Son

No: 290/TTr-HĐQT

Thanh Hoa, day 11 month 05 year 2026

PROPOSAL

Profit Distribution and Dividend Payment for 2025, and the Proposed Dividend Rate for 2026

To : The General Meeting of Shareholders of Thanh Hoa Water Supply JSC

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
and the amended Law on Enterprises No. 76/2025/QH15;*

Pursuant to the Charter and Organization & Operation Regulations of Thanh Hoa Water Supply Joint Stock Company issued together with Decision No. 39/2025/QĐ-HĐQT dated June 16, 2025 of the Chairman of the Board of Directors;

Pursuant to the audited 2025 Financial Statements;

Pursuant to the 2026 business and production plan of Thanh Hoa Water Supply Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders the Profit Distribution Plan for 2025 and the proposed dividend rate for 2026, with the following principal contents:

1. Charter Capital of Thanh Hoa Water Supply Joint Stock Company:

Charter capital as at December 31, 2025: VND 329,954,110,000

- *Other shareholders' capital*: VND 120,030,400,000, equivalent to 36.38% of charter capital.
- *State capital*: VND 209,923,710,000, equivalent to 63.62% of charter capital.

2. Profit Distribution and Dividend Payment for 2025

2.1. Profit Distribution 2025:

a) Profit before and after corporate income tax:

- Profit before tax: VND 70.146.499.172
- Corporate income tax payable: VND 7.202.933.274
- Net profit: VND 62.943.565.898

b) Appropriation to funds in accordance with the Company Charter:

Appropriation to the Development Investment Fund and Bonus & Welfare Fund = VND 18.883.069.769

Including:

- Development Investment Fund: $62.943.565.898 \times 15\% = \text{VND } 9.441.534.884$;
- Bonus and Welfare Fund: $62.943.565.898 \times 15\% = \text{VND } 9.441.534.885$

2.2. Dividend Distribution to Shareholders (Remaining Profit)

(Remaning Profit: $62.943.565.898 - 18.883.069.769 = \text{VND } 44.060.496.129$)

- State shareholders entitled to dividends (63,62%): VND 28.031.287.637;

- Other shareholders entitled to dividends (36,38%): VND 16.029.208.492

(Dividend payout ratio for 2025: 13,35 %).

3. Proposed Dividend Rate for 2026

Charter Capital: VND 329.954.110.000

- *Other shareholders' capital:* VND 120,030,400,000, equivalent to 36.38% of charter capital.

- *State capital:* VND 209,923,710,000, equivalent to 63.62% of charter capital.

3.1 Projected Business Performance for 2026

a) Revenue and Profit (Business Plan): VND 473.809.000.000

b) Business Performance (Business Plan): Profit VND 61.500.000.000

3.2. Proposed Profit Distribution for 2026

a) Profit before and after tax:

- Profit before tax: VND 61.500.000.000

- Corporate income tax payable: VND 6.600.000.000

- Profit after tax: VND 54.900.000.000

b) Appropriation to funds in accordance with the Company Charter:

Appropriation to the Development Investment Fund and Bonus & Welfare

Fund = VND 16.470.000.000

Including:

- Development Investment Fund: $54.500.000.000 \times 15\% = \text{VND } 8.235.000.000$

- Bonus and Welfare Fund: $54.500.000.000 \times 15\% = \text{VND } 8.235.000.000$

Remaining profit for dividend payment:

Remaining Profit: $54.900.000.000 - 16.470.000.000 = \text{VND } 38.430.000.000$

3.3. Proposed Dividend Distribution to Shareholders (VND 38.430.000.000)

Dividend rate for 2026: $38.430.000.000 : 329.954.110.000 = 11,65 \%$.

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the above proposal./.

Recipient:

- As above;
- Board of Directors

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Le The Son

No: 292 /TTr-HĐQT

Thanh Hoa, day 11 month 05 year 2026

PROPOSAL

Re: The selection of the Auditing Firm for the 2026 Financial Statements

To: The General Meeting of Shareholders of Thanh Hoa Water Supply JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and the Laws amending and supplementing the Law on Enterprises;

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 and the Laws amending and supplementing the Law on Securities;

- Pursuant to the List of audit firms and auditors approved to audit public-interest entities in the securities sector for 2026;

- Pursuant to the Charter on Organization and Operation of Thanh Hoa Water Supply Joint Stock Company promulgated together with Decision No. 39/2025/QĐ-HĐQT dated June 16, 2025 of the Chairman of the Board of Directors of the Company;

In accordance with the rights and obligations prescribed in the Company Charter and relevant laws, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the selection of an independent auditing firm to conduct the audit and review of the Company's 2026 Financial Statements as follows:

1. Criteria for Selecting an Independent Auditing Firm

The Board of Directors proposes that the General Meeting of Shareholders approve the following criteria for the independent auditing firm:

- The auditing firm must be reputable and well-recognized, trusted by many public companies, and possess a highly qualified and experienced team of auditors.
- The auditing firm must operate legally in Vietnam and be approved by the State Securities Commission to audit public-interest entities in 2026.
- The audit must comply with Vietnamese Accounting Standards (VAS), the Vietnamese Accounting System, and International Financial Reporting Standards (IFRS).
- The audit fee must be reasonable and appropriate to the audit scope, quality and schedule of the Company.

2. Proposal for Selection of the Auditing Firm

Based on the above criteria, the Board of Directors reviewed and evaluated the capabilities of the following three auditing firms:

- UHY Auditing and Consulting Company Limited
- International Auditing Company Limited
- VACO Auditing Company Limited.

After evaluating the above auditing firms, the Board of Directors unanimously proposes the following firm conduct the audit and review of the Company's 2026 Financial Statements:

International Auditing Company Limited

Head office address: 15th Floor, Center Building, Hapulico Complex, No. 01 Nguyen Huy Tuong Street, Thanh Xuan Ward, Hanoi City.

International Auditing Company Limited has been approved by the Ministry of Finance and the State Securities Commission as an auditing firm eligible to audit public-interest entities in the securities sector in 2026 pursuant to Decision No. 902/QD-UBCK dated November 19, 2025 issued by the Chairman of the State Securities Commission.

(Attached is the List of 28 audit firms and auditors approved to audit public-interest entities in the securities sector in 2026).

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

Recipient:

- As above;
- Board of Directors

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAIN ,**



Le The Son

BALANCE SHEET
As at 31 December 2025

Unit: VND

ASSETS	Codes	Notes	Closing balance	Opening balance
A. CURRENT ASSETS	100		62,079,687,036	96,516,546,779
I. Cash and cash equivalents	110	V.1	15,299,239,766	45,366,481,134
1. Cash	111		2,060,098,909	2,653,134,818
2. Cash equivalents	112		13,239,140,857	42,713,346,316
II. Short-term financial investments	120		600,000,000	-
1. Held-to-maturity investments	123		600,000,000	-
III. Short-term receivables	130		29,091,107,731	27,537,099,565
1. Short-term trade receivables	131	V.2	24,981,628,611	27,680,797,147
2. Short-term advances to suppliers	132		12,067,922,780	582,952,000
3. Other short-term receivables	136	V.3	11,635,240,390	22,161,382,353
4. Provision for short-term doubtful debts	137	V.4	(19,593,684,050)	(22,888,031,935)
IV. Inventories	140		15,571,129,999	19,634,617,582
1. Inventories	141	V.5	17,987,857,818	22,051,345,401
2. Provision for devaluation of inventories	149		(2,416,727,819)	(2,416,727,819)
V. Other short-term assets	150		1,518,209,540	3,978,348,498
1. Value added tax deductibles	152		1,439,436,227	221,653,344
2. Taxes and other receivables from the State	153	V.11a	78,773,313	3,756,695,154
B. NON-CURRENT ASSETS	200		653,028,200,542	596,097,837,043
I. Fixed assets	220		538,270,891,798	559,065,563,047
1. Tangible fixed assets	221	V.6	537,807,475,136	558,682,296,365
- Cost	222		1,529,787,438,194	1,494,561,551,741
- Accumulated depreciation	223		(991,979,963,058)	(935,879,255,376)
2. Intangible assets	227	V.7	463,416,662	383,266,682
- Cost	228		1,160,121,550	952,621,550
- Accumulated depreciation	229		(696,704,888)	(569,354,868)
II. Long-term assets in progress	240		86,275,317,900	19,634,749,851
1. Long-term construction in progress	242	V.8	86,275,317,900	19,634,749,851
III. Other long-term assets	260		28,481,990,844	17,397,524,145
1. Long-term prepayments	261	V.9	28,481,990,844	17,397,524,145
TOTAL ASSETS	270		715,107,887,578	692,614,383,822

BALANCE SHEET (CONTINUED)
As at 31 December 2025

Unit: VND

RESOURCES	Codes	Notes	Closing balance	Opening balance
C. LIABILITIES	300		277,770,931,568	265,396,043,581
I. Current liabilities	310		146,761,873,088	140,096,143,059
1. Short-term trade payables	311	V.10	48,392,997,043	36,329,619,951
2. Short-term advances from customers	312		499,629,804	347,830,071
3. Taxes and amounts payable to the State	313	V.11b	4,249,871,039	2,455,519,713
4. Payables to employees	314		25,851,089,840	19,535,863,013
5. Short-term accrued expenses	315	V.12a	8,079,514,558	11,686,629,950
6. Other current payables	319	V.13	29,581,774,754	41,935,705,297
7. Short-term loans and obligations under	320	V.14a	21,836,658,000	21,836,658,000
8. Bonus and welfare funds	322		8,270,338,050	5,968,317,064
II. Long-term liabilities	330		131,009,058,480	125,299,900,522
1. Long-term accrued expenses	333	V.12b	2,024,000,000	2,418,000,000
2. Long-term loans and obligations under	338	V.14b	128,985,058,480	122,881,900,522
D. EQUITY	400		437,336,956,010	427,218,340,241
I. Owner's equity	410	V.15	437,336,956,010	427,218,340,241
1. Owner's contributed capital	411		329,954,110,000	329,954,110,000
- Ordinary shares carrying voting rights	411a		329,954,110,000	329,954,110,000
2. Investment and development fund	418		44,439,280,112	35,117,230,089
3. Retained earnings	421		62,943,565,898	62,147,000,152
- Retained earnings accumulated to the prior year end	421a		-	-
- Retained earnings of the current year	421b		62,943,565,898	62,147,000,152
TOTAL RESOURCES	440		715,107,887,578	692,614,383,822

Dang Thi Tien
Preparer

Nguyen Thi Nga
Chief Accountant



Le The Son
Chairman

07 February 2026

INCOME STATEMENT
For the year ended 31 December 2025

Unit: VND

ITEMS	Codes	Notes	Current year	Prior year
1. Gross revenue from goods sold and services	01	VI.1	475,000,083,940	456,084,144,257
2. Deductions	02		-	-
3. Net revenue from goods sold and services rendered	10		475,000,083,940	456,084,144,257
4. Cost of sales	11	VI.2	320,307,710,167	313,566,204,501
5. Gross profit from goods sold and services rendered	20		154,692,373,773	142,517,939,756
6. Financial income	21	VI.3	1,561,184,245	1,304,215,763
7. Financial expenses	22	VI.4	8,291,920,152	9,822,802,508
- In which: Interest expense	23		8,291,920,152	9,822,802,508
8. Selling expenses	25	VI.5a	44,478,561,720	39,072,858,488
9. General and administration expenses	26	VI.5b	33,811,731,442	27,132,841,938
10. Operating profit	30		69,671,344,704	67,793,652,585
11. Other income	31	VI.6	686,567,665	11,297,318,283
12. Other expenses	32		211,413,197	9,590,789,377
13. Profit from other activities	40		475,154,468	1,706,528,906
14. Accounting profit before tax	50		70,146,499,172	69,500,181,491
15. Current corporate income tax expense	51	VI.7	7,202,933,274	7,353,181,339
16. Net profit after corporate income tax	60		62,943,565,898	62,147,000,152
17. Basic earnings per share	70	VI.8	1,621	1,601
18. Diluted earnings per share	71	VI.8	1,621	1,601


 Dang Thi Tien
 Preparer


 Nguyen Thi Nga
 Chief Accountant

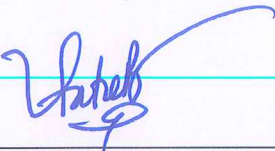

 Le The Son
 Chairman
 07 February 2026




CASH FLOW STATEMENT
(Under direct method)
For the year ended 31 December 2025

Unit: VND

ITEMS	Codes	Current year	Prior year
I. Cash flows from operating activities			
1. Revenues from sales and service provisions and other	01	531,731,812,079	513,763,287,527
2. Cash paid to suppliers of goods and services	02	(233,646,681,941)	(213,975,362,591)
3. Amounts paid to employees	03	(114,789,634,509)	(107,013,769,700)
4. Interest paid	04	(8,904,904,858)	(10,039,019,738)
5. Enterprise income tax paid	05	(2,200,000,000)	(13,406,629,987)
6. Other receipts from trading	06	7,081,221,298	8,342,147,857
7. Other expenditures on trading	07	(69,271,049,862)	(73,594,893,724)
Net cash flow from operating activities	20	110,000,762,207	104,075,759,644
II. Cash flows from investing activities			
1. Acquisition and construction of fixed assets and other long-term assets	21	(103,706,347,575)	(72,555,238,643)
2. Cash outflow for lending, buying debt instruments of	23	(600,000,000)	-
3. Cash recovered from lending, selling debt instruments of other entities	24	-	1,772,344,587
4. Interest earned, dividends and profits received	27	1,638,086,148	1,442,185,837
Net cash flow from investing activities	30	(102,668,261,427)	(69,340,708,219)
III. Cash flows from financing activities			
1. Proceeds from borrowings	33	72,442,762,358	-
2. Repayment of borrowings	34	(66,339,604,400)	(23,974,703,952)
3. Dividends and profits paid	36	(43,502,900,106)	(33,298,234,942)
Net cash flow from financing activities	40	(37,399,742,148)	(57,272,938,894)
Net increase/(decrease) in cash	50	(30,067,241,368)	(22,537,887,469)
Cash and cash equivalents at the beginning of the	60	45,366,481,134	67,904,368,603
Effects of changes in foreign currency exchange rates	61	-	-
Cash and cash equivalents at the end of the year	70	15,299,239,766	45,366,481,134


Dang Thi Tien
Preparer


Nguyen Thi Nga
Chief Accountant


Le The Son
Chairman
07 February 2026

Thanh Hoa, day 08 month 05 year 2026

No: 291/TTr-HĐQT

PROPOSAL

Approval of Amendments to the Charter of Thanh Hoa Water Supply Joint Stock Company

To : The General Meeting of Shareholders of Thanh Hoa Water Supply JSC

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

Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and guiding documents in the securities sector;

Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020;

Pursuant to the Charter on Organization and Operation of Thanh Hoa Water Supply Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Draft Amended Charter of Thanh Hoa Water Supply Joint Stock Company (attached herewith).

The full text of the Draft Amended Charter has been published on the website of Thanh Hoa Water Supply Joint Stock Company at: www.capnuocthanhhoa.vn

The new Charter, once approved by the General Meeting of Shareholders, shall take effect from June 30, 2026 and replace the current Charter.

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

Recipient:

- As above;
- BoD; Board of Mangement;
- BoS;
- Archived: Administrative Office.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAIN



Le The Son

THANH HOA WATER SUPPLY

JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



Thanh Hoa, day 08 month 05 year 2026

AMENDMENTS TO THE COMPANY CHARTER

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;
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; and Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020;
Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of corporate governance matters applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government;
Pursuant to Appendix 01 issued together with Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance promulgating the Model Charter applicable to public companies.

Proposed Amendments to the Charter		Current Charter (issued on 16 June 2025)	Note
Chapter	Article	Chapter	Article
I. Definitions and Interpretation	<p>Article 1. Interpretation of Terms</p> <p>- <i>Dividend</i> means the after-tax profit distributed in respect of each share in cash or other assets</p> <p><i>Market price of contributed capital or shares</i> means:</p> <p>a) The average trading price during the 30 consecutive days preceding the valuation date, or the price agreed upon between the seller and the purchaser, or the price determined by a valuation organization in respect of listed</p>	I. Definitions and Interpretation	<p>Article 1. Interpretation of Terms</p> <p>No definitions regarding “Dividend” or “Market price of contributed capital or shares”.</p> <p>Pursuant to Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020.</p>

	<p>shares or shares registered for trading on the securities trading system;</p> <p>b) The market transaction price immediately preceding the valuation date, or the price agreed upon between the seller and the purchaser, or the price determined by a valuation organization in respect of contributed capital or shares not specified at Point a of this Clause”</p>			
<p>II. Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations, Duration and Legal Representative of the Company</p>	<p>Article 2. Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations, Duration and Legal Representative of the Company</p> <p>Address: No. 99 Mat Son Street, Hac Thanh Ward, Thanh Hoa Province.</p>	<p>II. Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations, Duration and Legal Representative of the Company</p>	<p>Article 2. Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations, Duration and Legal Representative of the Company</p> <p>Địa chỉ: No. 99 Mat Son Street, Dong Ve Ward, Thanh Hoa City</p>	<p>Amended in accordance with the current administrative division structure.</p>
<p>VII. Board of Directors</p>	<p>Article 25. Nomination and Candidacy for Members of the Board of Directors</p> <p>4. Members of the Board of Directors must satisfy the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises and Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025</p> <p>Article 26. Composition and Term of Office of Members of the Board of Directors</p> <p>3. The structure of the Board of Directors of a</p>	<p>VII. Board of Directors</p>	<p>Article 25. Nomination and Candidacy for Members of the Board of Directors</p> <p>4. Members of the Board of Directors must satisfy the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises.</p> <p>Article 26. Composition and Term of Office of Members of the Board of Directors</p>	<p>Pursuant to Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing Clause 3, Article 275 of Decree No. 155/2020/ND-CP dated 31 December 2020.</p> <p>Pursuant to Clause 79, Article 1 of Decree No.</p>

	<p>public company must ensure at least one non-executive member of the Board of Directors.</p>		<p>3. The structure of the Board of Directors of a public company must ensure that at least one-third of the total members of the Board of Directors are non-executive members.</p>	<p>245/2025/ND-CP dated 11 September 2025 supplementing Clause 2, Article 276 of Decree No. 155/2020/ND-CP dated 31 December 2020.</p>
<p>XIII. Profit Distribution</p>	<p>Article 16. Profit Distribution 5. Pursuant to the Law on Enterprises, the Law Amending and Supplementing a Number of Articles of the Law on Enterprises, and the Law on Securities, the Board of Directors shall pass a resolution or decision determining a specific record date for shareholders. Based on such date, persons registered as shareholders or holders of other securities shall be entitled to receive dividends in cash, shares or other assets, and to receive notices or other documents</p>	<p>XIII. Profit Distribution</p>	<p>Article 16. Profit Distribution 5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision determining a specific record date for shareholders. Based on such date, persons registered as shareholders or holders of other securities shall be entitled to receive dividends in cash or shares, and to receive notices or other documents.</p>	<p>Amended in accordance with the revised definition of “Dividend” under Article 1.</p>