



# **DOCUMENT**

## **ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

### **CANTHO WATER SUPPLY – SEWERAGE JOINT STOCK COMPANY**

**(Stock code: CTW)**

*Can Tho, June 26, 2026*

**Agenda for the 2026 Annual General Meeting of Shareholders**  
**CANTHO WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY**

June 26, 2026

Location: Meeting Hall – Office of Can Tho Water Supply and Sewerage Joint  
 Stock Company

Address: 2A Nguyen Trai Street, Ninh Kieu Ward, Can Tho City



TIME	PROGRAM CONTENT
<b>I</b>	<b>PROCEDURES FOR OPENING THE CONFERENCE</b>
8:00 to 8:25 (25 minutes)	<ul style="list-style-type: none"> <li>- Welcoming delegates and shareholders.</li> <li>- Register shareholders and distribute documents.</li> </ul>
8:25 to 8:45 (20 minutes)	<ul style="list-style-type: none"> <li>- Opening remarks, statement of purpose, and introduction of attendees.</li> <li>- Present to the General Meeting for approval the list of the Shareholder Qualification Verification Committee.</li> <li>- Announcement of shareholder eligibility verification results.</li> <li>- Presenting to the Annual General Meeting of Shareholders for approval the "Draft Rules of Procedure of the Annual General Meeting of Shareholders".</li> <li>- Present to the Annual General Meeting of Shareholders for approval the list of the Board of Chairpersons.</li> <li>- Present to the Annual General Meeting of Shareholders for approval the list of the Secretariat, Election Committee and Vote Counting Committee.</li> </ul>
8:45 to 8:55 (10 minutes)	<ul style="list-style-type: none"> <li>- Present the "Meeting Agenda" to the General Meeting for approval.</li> </ul>
<b>II</b>	<b>PRESENTATION AND DISCUSSION</b>
8:55 to 9:25 (30 minutes)	<ul style="list-style-type: none"> <li>- Report on business performance in 2025 and plan for 2026.</li> <li>- Board of Directors' Activity Report for 2025.</li> <li>- Report on the supervision of the General Director and the Executive Management Team.</li> <li>- Report on the activities of the Supervisory Board in 2025 and work program for 2026.</li> <li>- Proposal for selecting an auditing firm for the 2026 financial statements.</li> <li>- Proposal for approval of audited financial statements for 2025.</li> <li>- Proposal for approval of the profit distribution plan for 2025.</li> <li>- Proposal for approval of the business production plan and profit distribution plan for 2026.</li> </ul>



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TIME	PROGRAM CONTENT
	<ul style="list-style-type: none"> <li>- Proposal for payment of salaries and remuneration to the Board of Directors, Supervisory Board, and Secretariat in 2025 and plan for salary and remuneration payment in 2026.</li> <li>- Proposal to dismissal of one member of the Board of Directors for the 2025-2030 term.</li> <li>- Proposal for the election of one additional member to the Board of Directors for the 2025-2030 term.</li> <li>- Proposal for amendment and supplementation of the Company's registered business lines.</li> <li>- Proposal for amendment of the Company's Charter.</li> </ul>
9:25 to 9:35 (10 minutes)	Shareholders ask questions – the Board of Directors answers.
<b>III</b>	<b>VOTING ON ISSUES OF THE CONFERENCE</b>
9:35 to 9:55 (20 minutes)	<ul style="list-style-type: none"> <li>- Report on business performance in 2025 and plan for 2026</li> <li>- Board of Directors' Reports</li> <li>- Supervisory Board Reports</li> <li>- Selecting an auditor for the 2026 financial statements.</li> <li>- Audited financial statements for 2025</li> <li>- Profit distribution plan for 2025</li> <li>- Business plan and profit distribution plan for 2026.</li> <li>- Payment of salaries and remuneration for the Board of Directors, Supervisory Board, and Secretariat in 2025 and the plan for salary and remuneration payments in 2026.</li> <li>- Dismiss one member of the Board of Directors for the 2025-2030 term.</li> <li>- Elect one additional member to the Board of Directors for the term 2025-2030.</li> <li>- Amend and supplement business lines.</li> <li>- Amend and supplement the Company's Articles of Association.</li> </ul>
<b>IV</b>	<b>BREAK</b>
9:55 to 10:10 (15 minutes)	Break
<b>V</b>	<b>VOTE COUNTING</b>
9:55 to 10:10 (15 minutes)	- Count the votes and approve the results.
<b>VI</b>	<b>ELECTION TO ADD ONE MEMBER TO THE BOARD OF DIRECTORS FOR THE TERM 2025 - 2030</b>

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TIME	PROGRAM CONTENT
10:10 to 10:50 (40 minutes)	<ul style="list-style-type: none"> <li>- Submit to the Annual General Meeting of Shareholders for approval the Regulations on Nomination and Candidacy for membership of the Board of Directors.</li> <li>- Present the "Draft Election Regulations" to the Congress for approval.</li> <li>- Review the list of qualified candidates for the Board of Directors.</li> <li>- Conduct the election of one additional member of the Board of Directors.</li> <li>- Counting the votes for the Board of Directors members.</li> <li>- Based on the results of the vote count for the Board of Directors members.</li> <li>- The Board of Directors meets to elect the Chairman of the Board and appoint the General Director.</li> </ul>
<b>VII</b>	<b>CONCLUSION OF THE CONFERENCE</b>
10:50 to 11:10 (20 minutes)	<ul style="list-style-type: none"> <li>- Approval of the Minutes of the Annual General Meeting of Shareholders.</li> <li>- Approval of the Annual General Meeting of Shareholders and Closing Remarks.</li> </ul>

CAN THO WATER SUPPLY -  
SEWERAGE JSC

THE SOCIALIST REPUBLIC OF VIETNAM

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## INVITATION LETTER

Can Tho Water Supply - Sewerage Joint Stock Company  
(Can Tho Wassco – Stock Code: CTW)

*Cordially invites:*

**All shareholders entitled to attend the meeting**

*To attend the meeting:*

**GENERAL MEETING OF SHAREHOLDERS**

**ANNUAL 2026**

*to be held at:*

**Company Hall**

No. 2A Nguyen Trai Street, Ninh Kieu Ward, Can Tho City

*at:*

**08:00 A.M., Friday, June 26, 2026**

*Details are provided in the attached Notice and Meeting Agenda.*

*Can Tho, June 05, 2026*

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Huu Loc**

## MEETING AGENDA

### I. Introduction:

- ◇ 08:00 A.M. - 08:25 A.M.: Welcoming delegates and shareholder registration.
- ◇ 08:25 A.M. - 08:45 A.M.: Procedures for verifying shareholder status, introducing the Presidium, Secretariat, and Vote Counting Committee.

### II. Agenda Content:

- ◇ Report on 2025 Production and Business Results and 2026 Plan.
- ◇ Report on the Activities of the Board of Directors in 2025.
- ◇ Report on Supervision Results for the General Director and Board of Management.
- ◇ Reports of the Member of the Board of Supervisors.
- ◇ Proposal on Selecting the Auditing Firm for the 2026 Financial Statements.
- ◇ Proposal on Approving the Audited Financial Statements for 2025 porosity
- ◇ Submission for Approval of the 2025 Profit Distribution Plan.
- ◇ Submission for Approval of the 2026 Business Production Plan and Profit Distribution Plan.
- ◇ Submission for Payment of Salaries, Remuneration for the Board of Directors, Board of Supervisors, and Secretary in 2025 and the Salary, Remuneration Plan for 2026.
- ◇ Proposal to dismiss one member of the BOD for the 2025-2030 term.
- ◇ Proposal to elect one additional member of the Board of Directors for the 2025-2030 term.
- ◇ Proposal to amend and supplement business lines.
- ◇ Proposal to amend and supplement the Company's Charter.
- ◇ The General Meeting will discuss and vote on the above matters.
- ◇ Elect the new Board of Directors for the 2025-2030 term.
- ◇ Approve the minutes and resolution of the General Meeting.

### III. Closing:

- ◇ 11:00 A.M. End of the General Meeting.

## NOTICE

*(Regarding the organization of the 2026 Annual General Meeting of Shareholders*

*Can Tho Water Supply - Sewerage Joint Stock Company – CTW – Tax Code: 1800155244)*

CanThoWassco cordially announces to all Shareholders regarding the organization of the 2026 Annual General Meeting of Shareholders as follows:

### 1. Reasons for organization and meeting content:

- The 2026 Annual General Meeting of Shareholders approves the 2025 business results and the 2026 production and business plan. Dismissal and election of one additional member to the Board of Directors for the 2025-2030 term.
- Decides on other matters within the authority of the General Meeting of Shareholders.

### 2. Conditions for attending the Meeting:

Shareholders attending the Meeting are kindly requested to bring the invitation letter and ID card/Citizen Identity Card/Passport for the Meeting Organizing Committee to verify shareholder status. Authorized persons must present the Power of Attorney (if not yet registered with the organizing committee) and ID card/Citizen Identity Card/Passport when attending the Meeting and are not allowed to re-authorize a third party.

### 3. Attached documents:

- Invitation Letter + Power of Attorney for attending the GMS;
- For detailed documents, Shareholders can refer to the Company's website under Shareholder Relations – General Meeting of Shareholders, at the address: <https://canthowassco.com/Dai-hoi-Dong-co-dong>

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*Kindly confirm your attendance at the General Meeting of Shareholders before*

*03:00 P.M. on June 18, 2026. To register attendance, please contact:*

*Ms. Bui Ngoc Nhu Y. Phone: 0939 107 889*



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**CERTIFICATE OF AUTHORIZATION  
(OR POWER OF ATTORNEY)**

Attend and vote at the 2026 Annual General Meeting of Shareholders  
**CAN THO WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY**

**To: CAN THO WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY**

Shareholder: ..... MSCD: .....  
ID Card/Citizen Identification Card/Passport/Business Registration Certificate No.:  
..... issued on: ..... at: .....  
Address: .....  
Phone: .....  
Currently owns: shares of .....Can Tho Water Supply and Sewerage Joint Stock Company.  
Based on the company's meeting invitation, I hereby confirm the following (agree or authorize):

**I agree to attend the Congress.**

**Authorize the person named below: (choose only one of the three)**

1. Mr. Nguyen Huu Loc - Chairman of the Board of Directors. Shareholder ID : 01.

2. Mr. Nguyen Tung Nguyen – Member of the Board of Directors, General Director.

Shareholder ID : 02.

3. Mr./Ms: ..... MSCD (if any): .....

ID Card/Citizen Identification Card/Passport Number: Issued on: ..... at:  
.....

Address: .....

Phone:.....

I am hereby invited to attend the 2026 Annual General Meeting of Shareholders of Can Tho Water Supply and Drainage Joint Stock Company on my behalf to vote on matters within the authority of the General Meeting of Shareholders, with the number of votes corresponding to the number of shares I represent.

I take full legal responsibility for this authorization and pledge not to file any claims afterward.

*Can Tho, June 2026*

**AUTHORIZED SHAREHOLDER**

*(Signature, printed name)*

**AUTHORIZED PERSON**

*(Signature, printed name)*



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2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
CAN THO WATER SUPPLY - SEWERAGE JSC

## BALLOT PAPER



Shareholder Code:

Shareholder Name:

Number of shares owned and authorized:

Voting Matter	Vote		
	Approve	Disapprove	Abstain
1/ Approve the Company's 2025 production-business results report and 2026 plan.			
2/ Approve the 2025 Board of Directors' activity report and the supervision results report for the General Director & Board of Management			
3/ Approve the 2025 Board of Supervisors' activity report			
4/ Approve the audited 2025 financial statements.			
5/ Approve the 2025 profit distribution plan.			
6/ Approve the selection of the Auditor for the 2026 financial statements.			
7/ Approve the 2026 production-business plan and profit distribution plan.			
8/ Approve the payment of salaries, bonuses, and remuneration for the Board of Directors, Board of Supervisors, and Secretariat for 2025 and the plan for 2026.			
9/ Dismiss one member of the BOD for the 2025-2030 term			
10/ Elect one additional member of the Board of Directors for the 2025-2030 term			
11/ Amend and supplement business lines			
12/ Amend and supplement the Company's Charter			

*Shareholders are requested to mark "X" in the corresponding box for the chosen opinion*

**Signature of Shareholder/Authorized Person**

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Can Tho, June 26, 2026



**WORKING REGULATIONS  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
CANTHO WATER SUPPLY AND SEWERAGE JOINT  
STOCK COMPANY**

2026 Annual General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint Stock Company the 2026 Annual General Meeting of Shareholders is conducted in accordance with the applicable laws of Viet Nam and the Company's Charter.

**I. VOTING ON ISSUES AT THE GENERAL SHAREHOLDER MEETING**

**1. Principle:**

Issues must be approved at the General Meeting as stipulated and must be passed by shareholder vote. Each shareholder or authorized representative will be issued a Voting Card and a Voting Slip, which will include their name, voting code, and the number of shares entitled to vote.

- Voting cards are used to vote on issues at the General Meeting other than those that are voted on using ballot papers.

- The ballot has three options: approve, disapprove, or no opinion, corresponding to each issue being voted on.

**2. Voting method:**

- Shareholders or their authorized representatives may vote to *approve*, *disapprove*, or *abstain from voting on* an issue passed at the General Meeting by raising their Voting Card or marking their Voting Slip.

- When voting by Voting Card, the front of the Voting Card (*showing the voting code*) must be held aloft facing the Board of Chairpersons.

- After marking the issues to be voted on the Voting Slip, the shareholder or authorized representative signs the Voting Slip and submits it to the Election and Counting Committee.

- The Election and Vote Counting Committee records the voting results of the Shareholders or their authorized representatives.

**II. SPEAKING AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**



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Shareholders or authorized representatives attending the General Meeting who wish to speak must:

1. With the approval of the Board of Chairpersons.
2. Speeches must be concise and relevant to the General Meeting program.
3. When speaking, please clearly state your full name and voting code.

### **III. PRESIDIUM**

- The list of the Presidium was approved by the General Meeting using voting cards.

- Responsibilities of the Board of Chairpersons:

1. Conducting the General Meeting according to the program and regulations approved by the General Meeting, the Board of Chairpersons works on the principle of collective decision-making and makes decisions by majority vote.

2. To guide the Congress in discussing and voting on issues on the General Meeting agenda and related issues throughout the Congress.

3. Addressing issues that arise during the Congress.

### **IV. MEETING SECRETARIAT**

- The list of the Secretariat was approved by the General Meeting using voting cards.

- Responsibilities of the Secretariat:

1. Record fully all speeches and discussions at the General Meeting and compile the reports of the Board of Chairpersons.

2. Drafting the resolutions to be adopted at the General Meeting.

3. Prepare and approve the minutes of the General Meeting.

### **V. ELECTION AND VOTE COUNTING COMMITTEE**

- The list of the Election and Vote Counting Committee was approved by the General Meeting using Voting Cards.

- Responsibilities of the Election and Vote Counting Committee:

1. Accurately determine the results of the shareholder vote.

2. Announce the voting results to the General Meeting after each vote.

3. Disseminate and provide guidance on the principles and procedures of voting.

4. Distribute and collect ballots, count votes, prepare minutes, and announce the results.

5. Review and report to the General Assembly on cases of rule violations or complaints regarding voting results.

2026 Annual General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint Stock Company and were approved upon the consent of at least 51% of the voting shares present at the meeting.

**BOARD OF CHAIRPERSONS**



No.: \_\_\_\_/2026/TTr-HDQT

Can Tho, June , 2026

## PROPOSAL

**Subject: Approval of the audited Financial Statements for 2025**

To: General Meeting of Shareholders of Can Tho Water Supply - Sewerage JSC.

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter on Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company approved on April 27, 2022,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Company's Financial Statements for 2025 and Consolidated Financial Statements for 2025, which have been audited by Moore AISC Auditing and Informatics Services Co., Ltd.

The audited Financial Statements for 2025 and Consolidated Financial Statements for 2025 have been disclosed in accordance with regulations and are also posted on the Company's website (www.canthowassco.com).

A/ Some key financial indicators from the separate audited Financial Statements for 2025:

Unit: VND

No.	Indicator	Value
1	Total Assets	725,490,190,495
2	Liabilities	306,214,575,961
3	Net Revenue	306,474,369,010
4	Equity	419,275,614,534
5	Profit Before Tax	65,601,696,294
6	Profit After Tax	55,104,199,193

Auditor's Opinion: In our opinion, the separate financial statements fairly and reasonably reflect, in all material respects, the financial position of Can Tho Water Supply - Sewerage JSC as of December 31, 2025, as well as the results of its operations and cash flow for the fiscal year ended on that date, in accordance with Vietnamese Accounting Standards,

the Vietnamese Enterprise Accounting System, and relevant legal regulations concerning the preparation and presentation of financial statements

B/ Some key financial indicators from the consolidated audited Financial Statements for 2025:

*Unit of measurement: VND*

No.	Indicator	Value
1	Total Assets	947,635,635,352
2	Liabilities	345,039,112,741
3	Net Revenue	458,422,639,528
4	Equity	602,596,522,611
5	Profit Before Tax	111,760,262,701
6	Profit After Tax	88,682,823,290

Auditor's Opinion: In our opinion, the consolidated financial statements fairly and reasonably reflect, in all material respects, the consolidated financial position of Can Tho Water Supply - Sewerage JSC and its subsidiaries as of December 31, 2025, as well as the consolidated operating results and consolidated cash flow for the fiscal year ended on the same date, in accordance with the Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations concerning the preparation and presentation of consolidated financial statements.

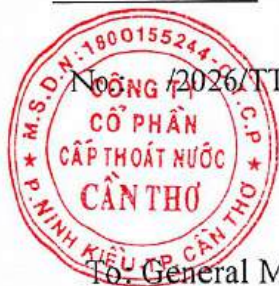
Sincerely,/.

**Recipients:**

- As above;
- Archived: Company Secretary, Administration.

**FOR THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Huu Loc**



No. 2026/TTr-HĐQT

Can Tho, June , 2026

## PROPOSAL

### Re: Approval of the 2025 profit distribution plan

To: General Meeting of Shareholders of Can Tho Water Supply – Sewerage JSC.

Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ approved by the 2025 Annual General Meeting of Shareholders on June 17, 2025;

Pursuant to the Charter on Organization and Operation of Can Tho Water Supply and Drainage Joint Stock Company approved on April 27, 2022;

Pursuant to the Company's 2025 business results;

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 after-tax profit (LNST) distribution plan as follows:

No.	Item	Percentage	Amount (VND)
1	Development Investment Fund	33.03% After-tax Profit	18,198,199,193
2	Bonus and Welfare Fund	6% After-tax Profit	3,306,000,000
3	2025 Dividend Payment	1,200 VND/share	33,600,000,000
	<b>Total</b>		<b>55,104,199,193</b>

At the same time, the General Meeting of Shareholders is requested to agree on the following matters:

+ Payment of 2025 dividends shall be made by bank transfer to the organizational and individual accounts of each shareholder, Cash payment shall only be made directly at the company if the shareholder does not have a bank account,

+ Expected July 31, 2026 shall be the record date for 2025 dividend payment and authorization is granted to the General Director to carry out the necessary procedures for dividend payment,

Sincerely, /,

**Recipients:**

- As above;
- File: Company Secretary, Admin,

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Huu Loc**



No. 2025/TTr-HĐQT

Can Tho, June ....., 2026

**SUBMISSION**

**Subject: Approval of the Business Plan and  
Profit Distribution Plan for 2026**

To: General Meeting of Shareholders of Can Tho Water Supply - Sewerage JSC.

Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ approved by the 2025 Annual General Meeting of Shareholders on June 17, 2025;

Pursuant to the Charter on Organization and Operation of Can Tho Water Supply - Sewerage JSC approved on April 27, 2022;

Based on the Company's business results in 2025 and the forecast for 2026;

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the business plan and profit distribution plan for 2026, as follows:

**1. Business Plan for 2026:**

No.	Item	Unit	Plan 2026
1	Water consumption output	m <sup>3</sup>	29,626,677
2	Revenue	Million VND	358,866
3	Profit Before Tax	Million VND	72,162
4	Profit After Tax	Million VND	60,615

**2. Profit Distribution Plan for 2026 based on Profit After Tax**

No.	Item	Percentage
1	Development Investment Fund	47.8%
2	Bonus and Welfare Fund	6%
3	Expected Dividend Payment	1,000 VND/share

Sincerely, ./.

**Recipients:**

- As above;
- Archived: Company Secretary,  
Administration.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

Nguyen Huu Loc

## **Explanation on the Increase of Appropriation Rate for the Development and Investment Fund**

### **1/ Legal basis allowing the enterprise to appropriate between 30% and 50% to the Development and Investment Fund**

- Pursuant to Point a, Clause 2, Article 25 and Point e, Clause 2, Article 27 of the Law on Management and Investment of State Capital in Enterprises (Law No. 68/2025/QH15 dated June 14, 2025).

- Pursuant to Point a, Clause 2, Article 29 and Point b, Clause 3, Article 31 of Decree No. 366/2025/ND-CP dated December 31, 2025 on the Management and Investment of State Capital in Enterprises.

### **2/ Content**

For the year 2026, the company proposes to increase the Development and Investment Fund appropriation rate from 30% to 47.8% (an increase of 17.8%). Based on the projected 2026 planned profit, the specific additional amount is:  $60,615 \times 17.8\% = 10,789$  million VND. This amount will be utilized to achieve the following objectives:

#### **a/ Rising input material prices narrowing profit margins:**

Projected costs for the 2026–2030 period are expected to increase sharply compared to 2025 due to a combination of objective and subjective factors:

- First, global geopolitical conflicts have caused the prices of raw materials and supplies to skyrocket. Specifically, plastic pipes and HDPE pipes have increased by 30%–40%, alongside chemicals, etc.

- Second, fixed and investment costs are rising due to depreciation expenses, new investments, as well as the rehabilitation of the network system and treatment plants.

- Third, pressures from policy adjustments and inflation have driven up general and administrative (G&A) expenses, particularly the adjustment of the base salary, salary-based contributions (social insurance), and office expenses, etc.

Meanwhile, clean water tariffs are regulated by the State and cannot be flexibly adjusted according to the market. The narrowing profit margins make the accumulated capital from annual profits even tighter.

#### **b/ Capital requirements for key investment projects:**

The enterprise is currently in the phase of implementing large-scale projects, rehabilitating, and expanding the water supply network. These include: the transmission pipeline along the Can Tho bridge access road (National Highway 1A, from IC3 to My Ap bridge) for the 2026–2027 period; the transmission pipeline across Tay Do bridge – Provincial Road 926 Truong Long for the 2026–2027 period; the 5,000 m<sup>3</sup> clean water reservoir at Hung Phu Water Treatment Plant (WTP) for the 2026–2027 period; the capacity expansion of Hung Phu WTP in 2026–2027; and the rehabilitation of degraded

networks in residential areas, among others. In 2026, the company's total investment value is projected to exceed 88,390 million VND, of which equity capital accounts for 34,230 million VND.

**c/ Reducing pressure and costs of borrowing:**

The company must self-fund certain projects due to being ineligible for loans (resulting from unresolved land documentation issues for plots that have been repeatedly petitioned). Without increasing the appropriation for the Development and Investment Fund, the enterprise will have to rely on commercial loans. In the context of volatile financial costs, partial capital autonomy helps reduce interest expenses, thereby optimizing investment efficiency and boosting company profits to ensure the double-digit growth target.

**d/ Offsetting operation costs of the wastewater treatment plant for 2024–2025:**

An estimated 24,000 million VND has still not been reimbursed to the company to date. In 2026, the company will continue to use its own equity to operate the wastewater treatment plant.

**e/ Pressure on equity capital scale:**

Since 2015, the company's charter capital has remained fixed at 280 billion VND and has not received any additional capital contributions from the state budget. This creates immense pressure as the network scale and investment demands of the water sector have multiplied.

Currently, the enterprise's reinvestment capital relies entirely on two internal sources: asset depreciation and the Development and Investment Fund appropriated from annual profits.

**g/ Urgency to fulfill political tasks:**

Increasing the fund appropriation rate is the most optimal and urgent solution at this time to strengthen the financial "health" of the enterprise. Only with these resources will the company have sufficient counterpart funds to invest in key infrastructure projects, ensuring the successful implementation of social welfare targets assigned by the city: achieving a 100% clean water network coverage rate and reducing the water loss (non-revenue water) rate.

**h/ Expanding into suburban areas to increase service coverage and strive for growth targets:**

As a state-owned enterprise, the company is assigned high revenue/profit growth targets (double-digit growth). However, the nature of the water supply industry is completely dependent on fixed administrative boundaries. Currently, the traditional service coverage area in the central urban zone has nearly reached saturation in terms of network coverage and consumption volume per connection. Therefore, if operations are merely maintained as they currently are, achieving double-digit growth is highly impractical. The mandatory solution is to invest in expanding into suburban areas to

create new growth space. To meet the assigned targets, the enterprise must execute strategic projects: extending transmission pipelines to suburban and remote rural areas, and investing in plant capacity expansion. These projects require huge initial capital expenditures (CapEx) but have very long payback periods.



2026/ TTr -HĐQT

Can Tho, June 26, 2026

## PROPOSAL

### Regarding the payment of salaries, bonuses, and remuneration to the Board of Directors and the Supervisory Board. Secretariat Plan 2025 and Plan 2026

Dear: General Shareholders' Meeting of Can Tho Water Supply and Sewerage Joint Stock Company

Based on Government Decree 44/2025/ND-CP dated February 28, 2025, on the management of labor, wages, remuneration, and bonuses in state-owned enterprises;

Based on Government Decree 248/2025/ND-CP dated September 15, 2025, stipulating the salary, remuneration, and bonus regime for direct owner representatives, state capital representatives, and auditors in state-owned enterprises;

Based on the Charter of Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company, adopted on April 27, 2022;

Based on the Regulations on Salary Payment for Board Members - Supervisors and the Regulations on Salary Payment for the Executive Board and Employees of Can Tho Water Supply and Sewerage Joint Stock Company;

Based on the Company's business performance results for 2025 and the business plan for 2026;

To ensure accountability and protect the interests of the Board of Directors, Supervisory Board, and Secretariat in managing and supervising the Company's production and business operations, we respectfully submit to the General Meeting of Shareholders for consideration and discussion the payment of salaries, bonuses, and remuneration to the Board of Directors, Supervisory Board, and Secretariat for 2025 and the plan for 2026:

#### **I. Payment of salaries, bonuses, and remuneration for the Board of Directors, Supervisory Board, and Secretariat in 2025:**

##### **1. Income of the Board of Directors and the Head of the Supervisory Board in 2025:**

##### **Salary and remuneration fund at the parent company in 2025:**



- Salary fund for members of the specialized board (Chairman of the Board): 612,033,280 VND.

- Salary fund for full-time Supervisors (Head of the Supervisory Board): 511,450,664 VND.

- Remuneration fund for non-executive council members: 345,600,000 VND.

- Remuneration fund for part-time auditors: 144,000,000 VND.

No.	Job title	Number	Remuneration rate per person/month	Total annual remuneration	Note
<b>I</b>	<b>Board Member</b>	<b>4</b>	<b>7,200,000 VND</b>	<b>345,600,000 VND</b>	Non-specialized
1	CEO - Board Member	1	7,200,000 VND	86,400,000 VND	
2	Deputy General Director - Member of the Board of Directors	1	7,200,000 VND	86,400,000 VND	
3	Board of Directors	2	7,200,000 VND	172,800,000 VND	
<b>II</b>	<b>Supervisory Board Member</b>	<b>2</b>	<b>6,000,000 VND</b>	<b>144,000,000 VND</b>	
	<b>Total I + II</b>	<b>6</b>		<b>489,600,000 VND</b>	

**Income of the Board of Directors and the Head of the Supervisory Board in 2025 at the parent company and 2 subsidiaries:**

No.	Name and position	2025	Note
1	Mr. Nguyen Huu Loc - Chairman of the Board of Directors	1,101,281,630	Chairman of the Board of Directors at the parent company and 2 subsidiaries.
2	Mr. Nguyen Tung Nguyen – Member of the Board of Directors, General Director	870,290,000	



3	Mr. Trinh Huu Phuc – Member of the Board of Directors, Deputy General Director	786,640,000	
4	Ms. Lam Nguyet Thanh - Head of the Supervisory Board	796,001,941	

(Data based on audited consolidated financial statements for 2025)

- The remuneration for the Company Administrator/Secretary and Assistant Secretary is: VND 108,000,000 / year.

No.	Object	Number	Remuneration 1 person/month	Number of months	Total annual remuneration	Note
1	Company Administrator and Secretary	1	6,000,000 VND	12	72,000,000	
2	Assistant Secretary of the Board	1	3,000,000 VND	12	36,000,000	
	<b>Total</b>	<b>2</b>			<b>108,000,000</b>	

### 3. Bonuses for 2025:

The bonus is based on Resolution No. 01/NQ-ĐHĐCĐ, which was approved by the General Meeting of Shareholders on June 17, 2025, and according to the Proposal "Approval of the profit distribution plan for 2025" presented at the 2026 Annual General Meeting of Shareholders.

## II. Salary, bonus, and remuneration plan for the Board of Directors, Supervisory Board, and Secretary General in 2026:

### 1. Projected salaries for the Board of Directors and the Head of the Supervisory Board in 2026:

Based on Decree 248/2025/ND-CP dated September 15, 2025, according to the classification of subjects and conditions for applying the basic salary level Group II, Level 3, in the field of Corporate Finance, the basic salary level for the Chairman of the Board of Directors and the Head of the Supervisory Board is stipulated as follows:

- Total amount wage Owner death Board of Directors: 74,000,000 VND x 12 month = 888,000,000 VND

- Total amount wage Head of the Supervisory Board : 62,000,000 VND x 12 month = 744,000,000 VND

The salaries of the remaining members of the Executive Board are determined by the Company and shall not exceed 10 times the employee's salary (currently 14.59 million VND/month in 2025) and shall not exceed the salary of the Chairman of the Board of Directors.



- Total salary for Board of Directors and General Director: 61,470,504 VND x 12 months = 737,646,048 VND.

- Total salaries for Board members and Deputy General Directors: 56,347,962 VND x 12 months = 676,175,544 VND

*Note:* The above is the projected salary level; adjustments may be made depending on the year-end business performance.

## **2. Expected remuneration for the Board of Directors, Supervisory Board, and Secretariat in 2026:**

- The Chairman of the Board of Directors receives a full-time salary at Can Tho Water Supply and Sewerage Joint Stock Company. The total remuneration for the remaining 4 members of the Board of Directors at the Company is: VND 355,200,000/year (see appendix for details).

- The Head of the Supervisory Board receives a full-time salary. The remuneration for the remaining two members of the Supervisory Board is: VND 148,800,000/year (see appendix for details).

- The remuneration for the Company Administrator/Secretary and Assistant Secretary of the Board is: VND 110,400,000/year (see appendix for details).

## **3. Expected bonus amount for 2026:**

The bonus will be based on the "Business Production Plan and Profit Distribution Plan for 2026" presented at the 2026 Annual General Meeting of Shareholders.

### ***Recipients :***

- As above;
- Archived: Company Secretary, Administration.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**Nguyen Huu Loc**

## **APPENDIX**



**CANTHO WATER SUPPLY - SEWERAGE JOINT STOCK COMPANY**

2A Nguyen Trai Street, Ninh Kieu Ward, Can Tho City

(0292) 382 1711 - 381 0188

ctncanθο@amail.com

www.cto-canθο.com.vn



## HOW TO CALCULATE REMUNERATION IN 2026

### 1. Members of the Board of Directors:

No.	Object	Number	Remuneration 1 person/month	Total monthly remuneration	Total annual remuneration
1	Board Member	4	7,400,000 VND	29,600,000 VND	355,200,000 VND
	<b>Total</b>	<b>4</b>		<b>29,600,000 VND</b>	<b>355,200,000 VND</b>

### 2. Members of the Supervisory Board:

No.	Object	Number	Remuneration 1 person/month	Total monthly remuneration	Total annual remuneration
1	Supervisory Board Member	2	6,200,000 VND	12,400,000 VND	148,800,000 VND
	<b>Total</b>	<b>2</b>		<b>12,400,000 VND</b>	<b>148,800,000 VND</b>

### 3. Person in charge of company administration also serving as Company Secretary or Assistant Secretary:

No.	Object	Number	Remuneration 1 person/month	Total monthly remuneration	Total annual remuneration
1	Company Administrator and Secretary	1	6,200,000 VND	6,200,000 VND	74,400,000 VND
2	Assistant Secretary of the Board	1	3,000,000 VND	3,000,000 VND	36,000,000 VND
	<b>Total</b>	<b>2</b>		<b>9,200,000 VND</b>	<b>110,400,000 VND</b>





No. /TTr-BKS

Can Tho, April 28, 2026

## PROPOSAL

**Regarding the selection of an independent auditing firm to audit/review the 2026 Financial statements of Can Tho Water Supply and Drainage Joint Stock Company.**

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

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;

Based on Circular No. 116 /2020/TT-BTC dated December 31 , 2020 , of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020 , of the Government detailing the implementation of some provisions of the Securities Law;

Based on Circular No. 183/2013/TT-BTC dated December 4, 2013 of the Ministry of Finance on independent auditing of public interest entities;

Based on the Charter of Organization and Operation of Can Tho Water Supply and Drainage Joint Stock Company, which was approved by the General Meeting of Shareholders on April 27, 2022;

Based on the Minutes of the Supervisory Board Meeting No. 06/2026/BB-BKS dated April 24, 2026,

The Supervisory Board of Can Tho Water Supply and Drainage Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of an independent auditing firm to conduct the audit/review of the 2026 financial statements with the following specific contents:

### 1. Types of financial statements that require auditing/review

- Semi-annual financial statements: Separate financial statements and consolidated financial statements.
- Annual financial statements: Separate financial statements and consolidated financial statements.

## 2. Criteria for selecting an independent auditing firm

- An independent auditing firm that meets all the requirements stipulated by law.
- We are a firm with a team of honest, reputable auditors who uphold professional ethics, possess high professional qualifications, and have many years of experience to ensure the quality and timeliness of financial statement audits.
- The audit fees are reasonable and appropriate to the content, scope, and schedule of the audit requested by the Company.

## 3. Proposal

Based on the above criteria for selecting an independent auditing firm, in order to facilitate the audit of the 2026 financial statements, the Supervisory Board respectfully submits to the General Meeting of Shareholders the continued selection of Moore AISC Auditing and Information Technology Services Co., Ltd. to conduct the audit of the 2026 financial statements.

At the same time, authorize the Board of Directors to evaluate and select another auditing firm from the list of auditing firms approved by the State Securities Commission to review/audit the 2026 financial statements if, during the process, Moore AISC Auditing and Information Technology Services Co., Ltd. no longer meets the conditions to perform the audit/review of the Company's financial statements.

Respectfully submitted./.

**ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD**

### *Recipients:*

- General Shareholders' Meeting;
- Board of Directors; Supervisory Board;
- Board of Directors;
- Archived: Company Secretary, Administration.

**Lam Nguyet Thanh**



NỘ: PH.ẤM/2026/TTr-HĐQT

Can Tho, June 26 2026

**PROPOSAL**

**Regarding the approval of the dismissal of one member of the Board of Directors  
for the 2025-2030 term.**

To: The General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint  
Stock Company.

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended  
and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No.  
76/2025/QH15 dated June 17, 2025 ;

Based on the Charter of Organization and Operation of Can Tho Water Supply and  
Sewerage Joint Stock Company;

Based on the resignation letter of Mr. Nguyen Huu Loc from the Board of  
Directors of Can Tho Water Supply and Sewerage Joint Stock Company for the term  
2025-2030;

The Board of Directors respectfully submits to the General Meeting of  
Shareholders for approval the dismissal of Board member Mr. **Nguyen Huu Loc** from  
the position of Chairman of the Board of Directors for the term 2025-2030.

Best regards./.

**Recipient:**

- As above;
- Company Secretary;
- Administration.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Huu Loc**





No. **NG TY/2026/TTr-HĐQT**

*Can Tho, June 2026*

**PROPOSAL**

**Regarding the approval of the by-election for one additional member of the Board of Directors for the 2025-2030 term.**

To: The General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint Stock Company.

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025 ;

Based on the Charter of Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company;

The Board of Directors hereby nominates Mr. **Le Anh Tu** (attached resume) as a candidate to join the Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company for the term 2025-2030.

Best regards./.

**Recipient:**

- As above;
- Company Secretary;
- Administration.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Huu Loc**



No: /2026/TT-HĐQT

Can Tho, June 2026



## PROPOSAL

### Regarding the addition of business lines and activities of Can Tho Water Supply and Sewerage Joint Stock Company

To: The General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint Stock Company.

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025 ;

Based on Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister on the promulgation of the Vietnamese economic sector classification system;

Based on the Charter of Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company;

Based on Resolution No. /2026/NQ-HĐQT dated .../06/2026 of the Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company;

Based on the actual situation and business operations of the Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the amendment and supplementation of the Company's business lines, the content of which is as follows:

No.	Business lines	Industry code
1	Water extraction, treatment, and supply Details: Production of drinking water; Trading of drinking water	3600 (main)
2	Site preparation Details: Land leveling	4312



No.	Business lines	Industry code
3	Sewerage and wastewater treatment Details: Septic tank emptying service; Sewerage and wastewater treatment service (cleaning, clearing sewers and treating wastewater).	3700
4	Architectural and related engineering consulting activities Details: Supervision of construction and completion of civil and industrial works; Supervision of geotechnical surveys; Supervision of construction and completion of water supply and sewerage works; Topographical surveys; Structural design of civil and industrial works; Topographical surveys; Design of water supply and sewerage works.	7110
5	Wholesale of machinery, equipment and other machine parts Details: Buying and selling supplies and equipment for the water supply and sewerage industry.	4659
6	Other manufacturing not classified elsewhere Details: Manufacturing of materials and spare parts for the water supply and sewerage industry.	3290
7	Completion of construction work Details: Road patching	4330
8	Technical inspection and analysis Details: Calibration of water meters from 15mm to 100mm	7120
9	Production of non-alcoholic beverages and mineral water. Details: Production of bottled purified water	1105
10	Other remaining professional, scientific and technological activities not classified elsewhere ( excluding: Bill of exchange settlement and rate information; Securities consulting)	7499
11	Wholesale beverages Details: Wholesale bottled purified water	4633
12	Beverage retail Details: Retail sale of bottled purified water	4723
13	Electricity generation from renewable energy sources Details: Electricity production from solar energy (activities subject to legal regulations)	3512
14	Electricity transmission and distribution Details: The buying and selling of electricity from solar energy (an activity that must comply with legal regulations)	3513

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KIỂU

No.	Business lines	Industry code
15	Repair and maintenance of prefabricated metal products. Details: Pipeline repair and maintenance	3311
16	Construction of water supply and sewerage systems.	4222
17	Building a house to live in. Details: Civil engineering construction	4101
18	Building houses not to live in. Details: Civil engineering construction	4102
19	Construction of hydraulic structures Details: Sewerage and sewer cleaning service.	4291
20	Construction of other civil engineering works	4299
21	Installation of water supply and sewerage systems, heating and air conditioning systems. Details: Installation, repair, and maintenance of water supply and sewerage systems.	4322
22	Construction of water supply and sewerage systems.	4222
23	Construction of other public works Details: Construction of sludge treatment facilities	4229
24	Rental of machinery, equipment and other tangible goods without operators.	7730
25	Advertisement	7310
26	Real estate business, land use rights belonging to the owner, user or lessee. (excluding real estate auctions, land use rights auctions, and real estate exchanges)	6810

*(Details of the revised and added content are attached)*

Best regards./.

**Recipient:**

- As above;
- Company Secretary;
- Administration.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRPERSON**

**Nguyen Huu Loc**



**CANTHO WATER SUPPLY - SEWERAGE JOINT STOCK COMPANY**

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No.	Business lines	Industry code
15	Repair and maintenance of prefabricated metal products. Details: Pipeline repair and maintenance	3311
16	Construction of water supply and sewerage systems.	4222
17	Building a house to live in. Details: Civil engineering construction	4101
18	Building houses not to live in. Details: Civil engineering construction	4102
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26	Real estate business, land use rights belonging to the owner, user or lessee. (excluding real estate auctions, land use rights auctions, and real estate exchanges)	6810

*(Details of the revised and added content are attached)*

Best regards./.

**Recipient:**

- As above;
- Company Secretary;
- Administration.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Huu Loc**



**CANTHO WATER SUPPLY - SEWERAGE JOINT STOCK COMPANY**

2A Nguyen Trai Street, Ninh Kieu Ward, Can Tho City



(0292) 382 1711 - 381 0188



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No: /2026/ TTr-HĐQT

Can Tho, June , 2026



## **PROPOSAL**

**Regarding the approval of amendments to the Company's charter.**

To: The General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint Stock Company.

Based on current laws and regulations governing the operation of state-owned enterprises and activities in the securities sector;

Based on the Charter of Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval amendments and additions to certain provisions of the Company's Charter of Organization and Operation.

The full text of the draft revised Charter and a comparative document of the amendments and additions have been posted on the website of Can Tho Water Supply and Sewerage Joint Stock Company ( [www.canthowassco.com](http://www.canthowassco.com) ).

The new charter, approved by the General Meeting of Shareholders, will take effect from June 26, 2026, and replaces the current charter.

Best regards./.

**Recipient:**

- As above;
- Company Secretary;
- Administration.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**Nguyen Huu Loc**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

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# **CHARTER**

## **CAN THO WATER SUPPLY - SEWERAGE JOINT STOCK COMPANY**

Approved at the Annual General Meeting of Shareholders

on June 26, 2026

*(4th amendment)*

**CANTHOWASSCO**

*Can Tho, June 26, 2026*

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## PREAMBLE

### **Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025.
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024.
- Decree No. 245/2025/NĐ-CP dated June 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
- Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities (Model Charter “DLM”).
- Circular No. 121/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance regulating the operations of securities companies;
- Other relevant legal documents

This Charter was approved by the 2026 Annual General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint Stock Company held on June 26, 2026.

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## Chapter I GENERAL PROVISIONS

### Article 1. Definitions and terms in the Charter

1. In this Charter, the following terms shall be understood as follows:

- a) *Vietnam* is the Socialist Republic of Vietnam;
- b) *CanThoWassco* is Can Tho Water Supply and Sewerage Joint Stock Company;
- c) *Charter capital* is the total par value of shares of all types registered for subscription and recorded in the Charter of CanThoWassco;
- d) *Voting capital* is share capital, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders;
- đ) *Law on Enterprises* is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, *amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;*
- e) *Law on Securities* is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, *amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*
- g) *Date of establishment* is the date CanThoWassco was granted the initial Certificate of Enterprise Registration (Business Registration Certificate);
- h) *Executive* is the General Director, Deputy General Director, Chief Accountant, and other executives according to the decision of the Board of Directors based on the proposal of the General Director;
- i) *Enterprise manager* is the company manager, including the Chairman of the Board of Directors, members of the Board of Directors, and the General Director;
- k) *Affiliated people* are individuals and organizations specified in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;
- l) *Duration of operation* is the operating period of CanThoWassco as specified in Article 2 of this Charter and the extension period (if any) approved by the General Meeting of Shareholders of CanThoWassco;
- m) *Company's subsidiaries* are companies in which CanThoWassco holds more than 50% of the charter capital;
- n) *Strategic shareholder* refers to shareholders that have signed a strategic investor share purchase agreement with CanThoWassco;
- o) *Major shareholder* is a shareholder as defined in Clause 18, Article 4 of the Law on Securities;

p) *Shareholder* is an individual or organization that owns at least one share of the joint stock company;

q) *The Stock Exchange* refers to the Vietnam Stock Exchange and its subsidiaries.

2. In this Charter, references to one or more regulations or other documents include any amendments, supplements, or replacement documents.

3. The headings (Chapters, Articles of this Charter) are used for convenience in understanding the content and do not affect the content of this Charter.

## **Article 2. Name, form, headquarters, branches, representative offices, business locations, and duration of operation of CanThoWassco**

1. Name of company:

- Vietnamese name: **CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC CẦN THƠ.**

- English name: CAN THO WATER SUPPLY – SEWERAGE JOINT STOCK COMPANY.

- Abbreviated name: CANTHOWASSCO.

2. CanThoWassco is a joint stock company with legal personality in accordance with the current laws of Vietnam.

3. Registered headquarters of CanThoWassco:

- Address of head office: No. 2A, Nguyen Trai Street, Ninh Kieu Ward, Can Tho City.

- Telephone: 02923.810188.

- Fax: 02923.810188.

- E-mail: [ctncancho@gmail.com](mailto:ctncancho@gmail.com)

- Website: [www.canthowassco.vn](http://www.canthowassco.vn) or [www.canthowassco.com](http://www.canthowassco.com)



4. Logo of CanThoWassco: CANTHOWASSCO

5. CanThoWassco may establish branches and representative offices in business areas to carry out the operational objectives of CanThoWassco in accordance with the decision of the Board of Directors and within the scope permitted by law.

6. Unless terminated before the expiration date under Article 62 of this Charter, the duration of operation of CanThoWassco shall commence from the date of establishment and shall be indefinite.

### Article 3. Legal representative of CanThoWassco

1. The Chairman of the Board of Directors shall be the legal representative of CanThoWassco.

2. The powers and obligations of the legal representative shall comply with the provisions of the Law on Enterprises, the Law on Securities, and the CanThoWassco Charter.

### Article 4. Operational objectives of CanThoWassco

#### 1. Business lines of CanThoWassco:

No.	Business lines	Industry code
1	Water collection, treatment, and supply Details: Production of domestic water; Trading of domestic water	3600 (main)
2	Site preparation Details: Land leveling	4312
3	Drainage and sewage treatment Details: Septic tank cleaning services; Drainage and sewage treatment services (sanitation activities for clearing sewers and treating wastewater).	3700
4	Architectural activities and related technical consultancy Details: Supervision of construction and completion of civil and industrial works; Supervision of geological survey for construction; Supervision of construction and completion of water supply and drainage works; Topographic surveying; Structural design of civil and industrial works; Topographic surveying; Design of water supply and drainage works.	7110
5	Wholesale of other machinery, equipment, and spare parts Details: Trading of materials and equipment for the water supply and drainage industry	4659
6	Other manufacturing not elsewhere classified Details: Production of materials and spare parts for the water supply and drainage industry	3290
7	Completion of construction works Details: Road patching	4330
8	Technical testing and analysis Details: Calibration of water meters from 15mm to 100mm	7120

No.	Business lines	Industry code
9	Production of non-alcoholic beverages, mineral water Details: Production of bottled purified water	1105
10	Other professional, scientific, and technical activities not elsewhere classified (excluding: Payment of bills of exchange and credit information; Securities consultancy)	7499
11	Wholesale of beverages Details: Wholesale of bottled purified water	4633
12	Retail of beverages Details: Retail of bottled purified water	4723
13	Electricity production from renewable energy sources Details: Electricity production from solar energy (activities must comply with legal regulations)	3512
14	Electricity transmission and distribution Details: Trading of electricity from solar energy (activities must comply with legal regulations)	3513
15	Repair and maintenance of fabricated metal products Details: Repair and maintenance of pipelines	3311
16	Construction of water supply and drainage works	4222
17	Construction of residential buildings Details: Construction of civil works	4101
18	Construction of non-residential buildings Details: Construction of civil works	4102
19	Construction of hydraulic works Details: Sewer dredging services.	4291
20	Construction of other civil engineering works	4299
21	Installation of water supply, drainage, heating, and air conditioning systems Details: Installation, repair, and maintenance of water supply and drainage systems	4322
22	Construction of water supply and drainage works	4222
23	Construction of other public utility works Details: Construction of sludge treatment works	4229

No.	Business lines	Industry code
24	Rental of machinery, equipment, and other tangible goods without an operator	7730
25	Advertising	7310
26	Real estate business, land lease right belonging to the owner, user, or lessee (excluding real estate auction, land lease right auction, real estate trading floor)	6810

## 2. Operational objectives of CanThoWassco:

- To meet the clean water demand of Can Tho City in the assigned area.
- To conduct profitable business, and to preserve and develop shareholders' capital.
- To maximize the operational efficiency of CanThoWassco.
- To continuously develop CanThoWassco to become stronger, ensuring the harmonization of the interests of all parties.

## Article 5. Scope of business and operations of CanThoWassco

1. CanThoWassco is permitted to conduct business activities in accordance with the business lines specified in this Charter that have been registered, notified of changes to the business registration authority, and announced on the National Business Registration Portal.

2. CanThoWassco may conduct business activities in other fields permitted by law and approved by the Board of Directors.

## Chapter II CHARTER CAPITAL - SHARES

### Article 6. Charter capital, shares

1. The charter capital of CanThoWassco is 280,000,000,000 VND (Two hundred and eighty billion Vietnamese Dong).

2. The total charter capital of CanThoWassco is divided into 28,000,000 shares with a par value of ten thousand Vietnamese Dong (10,000 VND/share).

3. CanThoWassco may change its charter capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

4. Shares of CanThoWassco as of the date of approval of this Charter include ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each type of share are specified in Article 12, Article 13, and other relevant provisions of this Charter.

5. CanThoWassco may issue other types of preference shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the provisions of law.

6. Additional ordinary shares issued (if any) must be offered for sale to existing shareholders in proportion to their ownership of ordinary shares in CanThoWassco, unless otherwise decided by the General Meeting of Shareholders. The number of shares that shareholders do not register to purchase shall be decided by the Board of Directors of CanThoWassco. The Board of Directors may distribute such shares to shareholders and other People on terms no less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

7. CanThoWassco may repurchase shares issued by itself (including redeemable preference shares) in the manners specified in this Charter and current law. Ordinary shares repurchased by CanThoWassco shall be treasury shares, and the Board of Directors may offer them for sale in manners consistent with this Charter and the Law on Securities.

8. CanThoWassco may issue other types of securities in accordance with the provisions of law.

#### **Article 7. Share ownership certificate book - Share certificate**

1. Shareholders of CanThoWassco shall be issued share certificates recording the number and type of shares they own.

2. The share ownership certificate book is a book issued by CanThoWassco confirming the legal rights and interests of the owner in a portion of the share capital issued by CanThoWassco. The share ownership certificate book must contain all information as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. In case the share ownership certificate book is lost, damaged, or destroyed in any other form, it shall be reissued by CanThoWassco at the request of the shareholder. The shareholder's request must include the following information:

a) Information about the share ownership certificate book that has been lost, damaged, or destroyed in any other form;

b) Commitment to take responsibility for any disputes arising from the reissuance of the new book.

**Article 8. Other securities certificates**

Bond certificates or other securities certificates of CanThoWassco issued shall bear the signature of the legal representative and the seal of CanThoWassco.

**Article 9. Transfer of shares**

1. All shares shall be freely transferable unless otherwise provided by this Charter and the law. Listed shares or shares registered for trading on The Stock Exchange shall be transferred in accordance with the provisions of the law on securities and the securities market.

2. Shares that have not been fully paid for shall not be transferred or entitled to related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares, and other rights as prescribed by law.

3. The transfer of preference shares under commitment shall be carried out in accordance with the specific regulations for each type of preference share.

**Article 10. Forfeiture of shares**

1. In case a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to require such shareholder to pay the remaining amount together with interest on that amount and any costs incurred due to the failure to pay in full to CanThoWassco.

2. The aforementioned payment notice must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the place of payment, and must clearly state that in case of failure to pay as required, the unpaid shares will be forfeited.

3. The Board of Directors has the right to forfeit shares that have not been fully paid for on time in case the requirements in the aforementioned notice are not met.

4. Forfeited shares shall be considered as shares authorized to be offered for sale as prescribed in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale or redistribution under such conditions and in such manner as the Board of Directors deems appropriate.

5. Shareholders holding forfeited shares must relinquish their status as shareholders with respect to those shares, but shall still be liable to pay the related amounts and interest accrued at the twelve (12)-month mobilization interest rate of the bank where CanThoWassco regularly transacts at the time of forfeiture, as decided by the Board of Directors from the date of forfeiture until the date of payment. The Board of Directors has full authority to decide on the forced payment of the entire value of the shares at the time of forfeiture.

6. A forfeiture notice shall be sent to the holder of the forfeited shares before the time of forfeiture. The forfeiture shall remain effective even in case of errors or negligence in sending the notice.

**Chapter III**  
**ORGANIZATIONAL STRUCTURE, MANAGEMENT, AND CONTROL OF**  
**CANTHOWASSCO**

**Article 11. Organizational structure, management, and control of CanThoWassco**

The organizational, management, and control structure of CanThoWassco includes:

1. General Meeting of Shareholders;
2. Board of Directors;
3. Board of Supervisors;
4. General Director.

**Chapter IV**  
**SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS**

**Article 12. Rights of shareholders**

1. Ordinary shareholders have the following rights:

a) To attend and speak at meetings of the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by this Charter and the law. Each ordinary share has one vote;

b) Receive dividends at the level decided by the General Meeting of Shareholders;

c) Have priority to purchase new shares offered for sale in proportion to the percentage of ordinary shares they own;

d) Freely transfer their shares to others, except in cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law;

đ) Review, search, and extract information regarding the name and contact address of the shareholder themselves in the list of shareholders eligible to attend the General Meeting of Shareholders and request correction of inaccurate information;

e) Review, search, extract, or copy the CanThoWassco Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;

g) Upon the dissolution or bankruptcy of CanThoWassco, receive a portion of the remaining assets in proportion to their share ownership in CanThoWassco;

h) Request CanThoWassco to repurchase their shares in the cases specified in Clause 1, Article 132 of the Law on Enterprises;

i) Be treated equally. Each share of the same class shall grant the owning shareholder equal rights, obligations, and benefits. In the event that CanThoWassco has various classes of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

k) Have full access to periodic and extraordinary information disclosed by CanThoWassco in accordance with the law;

l) Have their legitimate rights and interests protected; propose the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the Law on Enterprises;

m) Holders of preference shares purchased additionally in accordance with the law have the same rights as holders of ordinary shares.

In the event that an employee terminates their labor contract before the committed term, they must resell to CanThoWassco all additionally purchased shares at a price close to the market transaction price but not exceeding the price at the time of equitization. When CanThoWassco exercises its right to repurchase, the Board of Directors has the authority to decide on related matters on behalf of CanThoWassco. If such employee does not perform the transfer back to CanThoWassco, CanThoWassco shall perform the procedures itself and notify the shareholder to receive the payment. Shares repurchased in this case are considered treasury shares and may be offered for sale. The Board of Directors has the authority to decide on the redistribution of these shares to CanThoWassco employees for the same preferential purpose, or to sell them on the market, under conditions and in a manner that the Board of Directors deems appropriate.

n) Other rights as prescribed by law and this Charter.

2. Shareholders or groups of shareholders holding from 05% of the total number of ordinary shares have the following rights:

a) Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b) Review, search, and extract the minutes book and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to CanThoWassco's trade secrets and business secrets;

c) Request the Board of Supervisors to inspect specific issues related to the management and operation of CanThoWassco when deemed necessary;

d) Requests under points b and c must be made in writing and sent to the CanThoWassco Board of Supervisors and must include the following contents: full name, contact address, nationality, and legal identification document number for individual shareholders; name, enterprise identification number or legal identification document number of the organization, and head office address for institutional shareholders; the number of shares and the time of registration of shares of each shareholder, the total number of shares of the entire group of shareholders, and the ownership percentage in the total number of shares of CanThoWassco; the issue to be inspected, and the purpose of the inspection;

đ) Propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to CanThoWassco no later than five (05) working days before the opening date (calculated by the postmark of the date CanThoWassco receives the document). Proposals must clearly state the shareholder's name, the quantity of each class of shares owned by the shareholder, and the issue proposed to be included in the agenda;

e) Other rights as prescribed by law and this Charter.

3. Shareholders or groups of shareholders owning from 10% of the total number of ordinary shares or more have the right to nominate candidates for the Board of Directors and the Board of Supervisors. The nomination of candidates for the Board of Directors and the Board of Supervisors shall be conducted as follows:

a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Board of Supervisors must notify the attending shareholders of the group formation before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more People as decided by the General Meeting of Shareholders as candidates for the Board of Directors and the Board of Supervisors. In the event that the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

### **Article 13. Obligations of shareholders**

Ordinary shareholders have the following obligations:

1. Pay in full and on time for the shares committed to be purchased.

2. Not to withdraw capital contributed by ordinary shares from CanThoWassco in any form, except in cases where shares are repurchased by CanThoWassco or others. In the event that a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this clause, such shareholder and related People in CanThoWassco shall be jointly and severally liable for the debts and other property obligations of CanThoWassco within the value of the withdrawn shares and damages incurred.

3. Comply with the Charter and regulations of CanThoWassco.

4. Abide by the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

5. Keep confidential the information provided by CanThoWassco in accordance with this Charter and the law; only use the provided information to perform and protect their legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send the information provided by CanThoWassco to other organizations or individuals.

6. Attend the General Meeting of Shareholders and exercise voting/election rights through the following forms:

a) Attend and vote/elect directly at the meeting;

b) Authorize others to attend and vote/elect at the meeting;

c) Attend and vote/elect through online meetings, electronic voting, or other electronic forms;

d) Send voting/election ballots to the meeting via mail, fax, or email.

7. Be personally liable when acting on behalf of CanThoWassco in any form to commit any of the following acts:

a) Violating the law;

b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Paying off debts that are not yet due in the face of financial risks to CanThoWassco.

8. Fulfill other obligations as prescribed by current law.

9. Provide an accurate address when registering to purchase shares. In the event that a shareholder changes their permanent residence or contact address, they must promptly notify CanThoWassco for updating in the share register. CanThoWassco shall not be responsible for failure to contact the shareholder due to the lack of notification of the shareholder's change of address.

10. Report on major shareholder ownership:

A major shareholder is a shareholder who owns 05% or more of the voting shares of CanThoWassco. Organizations and individuals becoming major shareholders of CanThoWassco have the obligation to report to The State Securities Commission and The Stock Exchange in accordance with the law.

Major shareholders must not take advantage of their position to harm the rights and interests of CanThoWassco and other shareholders.

#### **Article 14. General Meeting of Shareholders**

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of CanThoWassco. The General Meeting of Shareholders shall meet annually once (01) per year and within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in necessary cases, but not exceeding six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall organize the convening of the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and this Charter, especially the approval of the audited annual financial statements. In the event that the audit report of CanThoWassco's annual financial statements contains material exceptions, adverse opinions, or disclaimers, CanThoWassco must invite a representative of the approved audit organization that performed the audit of CanThoWassco's financial statements to attend the annual General Meeting of Shareholders, and the representative of the aforementioned approved audit organization has the responsibility to attend the annual General Meeting of Shareholders of CanThoWassco.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

- a) The Board of Directors deems it necessary for the interests of CanThoWassco;
- b) The number of remaining members of the Board of Directors and the Board of Supervisors is less than the minimum number of members as prescribed by law;
- c) At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 12 of this Charter; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and bearing the full signatures of the relevant shareholders, or the request document may be prepared in multiple copies and compiled with sufficient signatures of the relevant shareholders. The shareholder or group of shareholders shall be fully responsible before the law for the accuracy and truthfulness of the documents and

evidence provided to the competent authority when requesting the convening of a General Meeting of Shareholders;

- d) At the request of the Board of Supervisors;
- đ) Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders:

a) The Board of Directors shall convene a General Meeting of Shareholders within sixty (60) days from the date of the occurrence of the case specified in Point b, Clause 3 of this Article or from the date of receiving the request as prescribed in Point c and Point d, Clause 3 of this Article;

In case the Board of Directors fails to convene the aforementioned meeting, the Chairman of the Board of Directors and the members of the Board of Directors shall compensate for any damages incurred by CanThoWassco.

b) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next thirty (30) days, the Board of Supervisors shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;

In case the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed, the Board of Supervisors shall compensate for any damages incurred by CanThoWassco.

c) In case the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders specified in Point c, Clause 3 of this Article shall have the right to request the representative of CanThoWassco to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises.

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders has the right to request the business registration authority to supervise the order and procedures for convening, conducting the meeting, and passing resolutions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by CanThoWassco. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d) Procedures for organizing a General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.

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**Article 15. Rights and obligations of the General Meeting of Shareholders**

1. The General Meeting of Shareholders has the following rights and obligations:
  - a) To approve the development orientation of CanThoWassco;
  - b) To decide on the types of shares and the total number of shares of each type authorized to be offered; to decide on the annual dividend rate for each type of share;
  - c) To elect, dismiss, and remove members of the Board of Directors and members of the Board of Supervisors;
  - d) To decide on the investment or sale of assets valued at 35% or more of the total asset value recorded in the most recent financial statements of CanThoWassco;
  - đ) To decide on the amendment and supplementation of the CanThoWassco Charter;
  - e) To approve the annual financial statements;
  - g) To decide on the repurchase of more than 10% of the total sold shares of each type;
  - h) To review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to CanThoWassco and CanThoWassco shareholders;
  - i) To decide on the reorganization or dissolution of CanThoWassco;
  - k) To decide on the total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
  - l) To approve the Internal Corporate Governance Regulations; the Operational Regulations of the Board of Directors and the Board of Supervisors;
  - m) To approve the list of approved audit firms; to decide on the approved audit firm to perform the inspection of CanThoWassco's operations, and to dismiss the approved auditor when deemed necessary;
  - n) Other rights and obligations as prescribed by law.
2. The General Meeting of Shareholders shall discuss and approve the following issues:
  - a) The annual business plan of CanThoWassco;
  - b) The audited annual financial statements;
  - c) The report of the Board of Directors on the governance and performance results of the Board of Directors and each member of the Board of Directors;

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d) The report of the Board of Supervisors on the business results of CanThoWassco and the performance results of the Board of Directors and the General Director;

đ) The self-assessment report on the performance results of the Board of Supervisors and its members;

e) The dividend rate for each share of each type;

g) The number of members of the Board of Directors and the Board of Supervisors ;

h) To elect, dismiss, and remove members of the Board of Directors and members of the Board of Supervisors ;

i) To decide on the total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors ;

k) To approve the list of approved audit firms; to decide on the approved audit firm to perform the inspection of CanThoWassco's operations when deemed necessary;

l) To supplement and amend the CanThoWassco Charter;

m) The type of shares and the number of new shares to be issued for each type of share;

n) To divide, split, consolidate, merge, or convert CanThoWassco;

o) To reorganize and dissolve (liquidate) CanThoWassco and appoint a liquidator;

p) To decide on the investment or sale of assets valued at 35% or more of the total asset value recorded in the most recent financial statements of CanThoWassco;

q) To decide on the repurchase of more than 10% of the total sold shares of each type;

r) CanThoWassco enters into transactions valued at 35% or more, or transactions resulting in a total transaction value arising within twelve (12) months from the date of the first transaction valued at 35% or more of the total asset value recorded in the most recent financial statements between CanThoWassco and one of the following subjects:

- Members of the Board of Directors, members of the Board of Supervisors , the General Director, other managers, and affiliated People of these subjects;

- Shareholders, authorized representatives of shareholders owning more than 10% of the total ordinary share capital of CanThoWassco and their affiliated People;

- Enterprises affiliated with the subjects specified in Clause 2, Article 164 of the Law on Enterprises;

s) To approve the Internal Corporate Governance Regulations of CanThoWassco, the Operational Regulations of the Board of Directors, and the Operational Regulations of the Board of Supervisors ;

t) Other issues as prescribed by law and this Charter.

3. Shareholders shall not participate in voting in the following cases:

a) Approving contracts or transactions specified in Point d, Clause 1 of this Article when that shareholder or their affiliated person is a party to the contract or transaction;

b) The repurchase of shares of that shareholder or of their affiliated person, except where the share repurchase is carried out in proportion to the ownership ratio of all shareholders or the repurchase is carried out through order matching or public tender offer on The Stock Exchange.

4. All resolutions and issues included in the meeting agenda shall be discussed and voted upon at the General Meeting of Shareholders.

#### **Article 16. Authorization to attend the General Meeting of Shareholders**

1. Shareholders or authorized representatives of corporate shareholders may attend the meeting in person or authorize one (01) to three (03) other individuals or organizations to attend, or attend through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises. A corporate shareholder owning at least 10% of the total voting shares may authorize a maximum of three (03) authorized representatives, while an individual shareholder may only authorize one (01) authorized representative. In case more than one (01) authorized representative is appointed, the number of shares authorized for each representative must be specified. In case a shareholder does not specify the number of shares corresponding to each authorized representative, the authorized shares shall be divided equally (allocated) among all authorized representatives.

2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The authorization document shall be prepared in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, the scope of the authorization, the term of the authorization, and the signatures of the principal and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting. In case of re-authorization, the meeting attendee must present the original authorization document of the shareholder or the authorized representative of the corporate shareholder (if not previously registered with CanThoWassco).

3. The voting ballot of the authorized person attending the meeting within the scope of authorization shall remain valid when one of the following cases occurs:

- a) The principal has deceased, has their civil act capacity restricted, or has lost their civil act capacity;
- b) The principal has revoked the authorization appointment;
- c) The principal has revoked the authority of the person performing the authorization.

This clause does not apply in case CanThoWassco receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

### **Article 17. Variation of rights**

1. The variation or cancellation of special rights attached to a class of preference shares shall be effective when approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting. A Resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders of the same class of preference shares attending the meeting who own 75% or more of the total preference shares of that class, or approved by shareholders of the same class owning 75% or more of the total preference shares of that class in the case of passing a resolution by way of written opinion collection.

2. The organization of a meeting of shareholders holding a class of preference shares to approve the variation of rights mentioned above shall only be valid when there are at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of that class. In case there is an insufficient number of attendees as mentioned above, the meeting shall be re-organized within the next thirty (30) days, and those holding shares of that class (regardless of the number of people and number of shares) present in person or via authorized representative shall be considered as sufficient for the required number of attendees. At the meetings of shareholders holding the aforementioned preference shares, those holding shares of that class present in person or via representative may request a secret ballot. Each share of the same class shall have equal voting rights at the aforementioned meetings.

3. The procedure for conducting such separate meetings shall be carried out similarly to the provisions in Article 19, Article 20, and Article 21 of this Charter.

4. Unless the terms of share issuance provide otherwise, the special rights attached to classes of shares with preferential rights regarding some or all matters related to the

profit distribution or assets of CanThoWassco shall not be changed when CanThoWassco issues additional shares of the same class.

### **Article 18. Convening, agenda, and notice of the General Meeting of Shareholders**

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases prescribed in Clause 3, Article 14 of this Charter.

2. The convener of the General Meeting of Shareholders shall perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the notice of the General Meeting of Shareholders. CanThoWassco shall disclose information regarding the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the final registration date;

b) Prepare the agenda and content of the meeting;

c) Prepare documents for the meeting;

d) Draft the Resolution of the General Meeting of Shareholders according to the expected content of the meeting; list and detailed information of candidates in case of electing members of the Board of Directors, members of the Board of Supervisors;

đ) Determine the time and location of the meeting;

e) Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g) Provide information and resolve complaints related to the list of shareholders;

h) Provide the corresponding username and password for shareholders and authorized representatives (if any) to access the online General Meeting of Shareholders system, attend and exercise the right to vote and elect in case CanThoWassco organizes an online General Meeting of Shareholders and electronic voting;

i) Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address, and simultaneously published on the website of CanThoWassco and the Stock Exchange where CanThoWassco's shares are listed or registered for trading. The convener of the General Meeting of Shareholders shall send the meeting notice to all shareholders on the List of shareholders entitled to attend no later than twenty-one (21) days before the

opening date of the General Meeting of Shareholders. The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders or posted on the website of CanThoWassco. In case documents are not sent with the notice of the General Meeting of Shareholders, the meeting notice shall clearly state the link to the full meeting documents so that shareholders can access them, including:

- a) Meeting agenda, documents used in the meeting;
- b) List and detailed information of candidates in case of electing members of the Board of Directors, members of the Board of Supervisors;
- c) Voting ballot/Election ballot;
- d) Draft resolution for each issue in the meeting agenda.

4. A shareholder or group of shareholders specified in Clause 2, Article 12 of this Charter shall have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal shall be made in writing and sent to CanThoWassco no later than three (03) working days before the opening date of the meeting. The proposal shall clearly state the name of the shareholder, the quantity of each type of share owned by the shareholder, and the issue proposed to be included in the agenda.

5. The convener of the General Meeting of Shareholders shall have the right to refuse the proposal specified in Clause 4 of this Article in the following cases:

- a) The proposal is sent not in accordance with the provisions of Clause 4 of this Article;
- b) At the time of the proposal, the shareholder or group of shareholders does not hold at least 05% of ordinary shares;
- c) The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;
- d) Other cases as prescribed by law and this Charter.

In case the convener of the General Meeting of Shareholders refuses the proposal specified in Clause 4 of this Article, they shall respond in writing and clearly state the reasons no later than two (02) working days before the opening date of the General Meeting of Shareholders.

6. The convener of the General Meeting of Shareholders shall accept and include the proposal specified in Clause 4 of this Article in the expected agenda and content of the meeting, except for the cases specified in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

**Article 19. Conditions for conducting the General Meeting of Shareholders**

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending represents over 50% of the total voting shares.

2. In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1 of this Article, the notice for the second meeting shall be sent within thirty (30) days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending represents at least 33% of the total voting shares.

3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting shall be sent within twenty (20) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares of the shareholders attending.

4. Only the General Meeting of Shareholders shall have the right to decide on changing the meeting agenda that has been sent with the meeting notice as prescribed in Clause 3, Article 18 of this Charter.

**Article 20. Procedures for conducting and voting at the General Meeting of Shareholders**

1. Before opening the meeting, CanThoWassco shall carry out shareholder registration procedures and shall perform registration until all shareholders entitled to attend the meeting have registered, following this sequence:

a) The Board of Directors or the General Meeting of Shareholders shall elect a Committee for verification of shareholder eligibility at the General Meeting of Shareholders;

b) When conducting shareholder registration, CanThoWassco shall issue to each shareholder or authorized representative with voting rights a voting card, and/or voting ballot, election ballot (if any), on which the registration number, full name of the shareholder (if the shareholder is an individual), information of the organization (if the shareholder is an organization), full name of the authorized representative, and the number of voting shares of that shareholder are recorded. Voting shall be conducted by Agree, Disagree, and Abstain. At the General Meeting, the number of Agree cards shall be counted first, the number of Disagree cards shall be counted later, and finally, the total number of Agree or Disagree votes shall be counted to make a decision. The Chairperson shall announce immediately after the vote counting results are available. The General Meeting shall elect People responsible for vote counting or supervising vote counting at the request of the Chairperson. The number of members of the vote

counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;

c) A shareholder, authorized representative of a shareholder that is an organization, or an authorized person arriving after the meeting has opened shall have the right to register immediately and thereafter have the right to participate and vote/elect at the meeting immediately after registration. The Chairperson shall not be responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of the contents already voted on shall not change.

2. The election of the Chairperson, secretary, and vote counting committee shall be prescribed as follows:

a) The Chairman of the Board of Directors shall act as the chairperson or authorize another member of the Board of Directors to act as the chairperson of the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman is absent or temporarily unable to perform their duties, the remaining members of the Board of Directors shall elect one of them to act as the chairperson of the meeting by a majority vote. In the event that no chairperson can be elected, the Head of the Board of Supervisors shall preside over the General Meeting of Shareholders to elect a chairperson from among those present, and the person with the highest number of votes shall act as the chairperson of the meeting;

b) Except as otherwise provided in point a of this clause, the person who signed the notice to convene the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a chairperson, and the person with the highest number of votes shall act as the chairperson of the meeting;

c) The chairperson shall appoint one or more People to act as the secretary of the meeting;

d) The General Meeting of Shareholders shall elect one or more People to the vote counting committee at the proposal of the chairperson of the meeting.

3. The agenda and content of the meeting shall be approved by the General Meeting of Shareholders during the opening session. The agenda must specify the time allocated for each issue in the meeting agenda.

4. The chairperson of the meeting has the right to take necessary and reasonable measures to conduct the meeting in an orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of those present.

a) Arrange seating at the venue of the General Meeting of Shareholders;

b) Ensure safety for all People present at the meeting venues;

c) Create conditions for shareholders to attend (or continue to attend) the meeting. The person convening the General Meeting of Shareholders has full authority

to change the aforementioned measures and apply all necessary measures. The measures applied may include issuing entry passes or using other forms of selection.

5. Shareholders or authorized representatives arriving after the meeting has opened shall still be registered and have the right to participate and vote immediately after registration; in this case, the validity of the matters already voted upon shall remain unchanged.

6. The person convening the meeting or the chairperson of the General Meeting of Shareholders has the following rights:

a) Require all attendees to undergo security checks or other lawful and reasonable security measures;

b) Request competent authorities to maintain order at the meeting; expel from the General Meeting of Shareholders those who do not comply with the chairperson's authority, intentionally disrupt order, prevent the normal progress of the meeting, or fail to comply with security check requirements.

7. The chairperson has the right to postpone the General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than three (03) working days from the date the meeting was intended to open, and may only postpone the meeting or change the meeting venue in the following cases:

a) The meeting venue does not have enough convenient seating for all attendees;

b) Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;

c) There are attendees who obstruct or disrupt order, posing a risk that the meeting will not be conducted fairly and lawfully.

8. In the event that the chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among those present to replace the chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective and enforceable.

9. In the event that CanThoWassco applies modern technology to organize the General Meeting of Shareholders via online meetings, CanThoWassco is responsible for ensuring that shareholders can attend and vote via electronic voting or other electronic forms as stipulated in Article 144 of the Law on Enterprises and the Law on Securities.

## **Article 21. Forms and conditions for passing resolutions of the General Meeting of Shareholders**

1. Forms of passing resolutions of the General Meeting of Shareholders:

a) The General Meeting of Shareholders passes resolutions within its authority by voting at the meeting (in-person/online) or by collecting written opinions;

b) The following issues must be passed by voting at the General Meeting of Shareholders:

- Amendment and supplementation of the contents of the CanThoWassco Charter, excluding contents that are informational regarding the enterprise such as phone number, fax, email, website, and logo of CanThoWassco;

- Development orientation of CanThoWassco;

- Types of shares and total number of shares of each type;

- Election, dismissal, and removal of members of the Board of Directors and members of the Board of Supervisors ;

- Decision on investment or sale of assets valued at 35% or more of the total asset value recorded in the most recent audited financial statements of CanThoWassco;

- Approval of annual financial statements;

- Reorganization or dissolution of CanThoWassco.

## 2. Conditions for passing a Resolution:

a) A resolution on the following content is passed if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for cases specified in points c of Clause 2 and Clause 3 of this Article:

- Types of shares and total number of shares of each type;

- Change of business lines and sectors;

- Change of the management organizational structure of CanThoWassco;

- Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the most recent audited financial statements of CanThoWassco;

- Reorganization or dissolution of CanThoWassco.

b) Other resolutions are passed when approved by shareholders owning over 50% of the total voting shares of all shareholders attending and voting at the meeting, except for cases specified in point a, point c of Clause 2 and Clause 3 of this Article;

c) Voting for members of the Board of Directors and the Board of Supervisors must be carried out using cumulative voting, whereby each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors , and the shareholder has the right to allocate all or part of their total votes to one or more candidates. The person elected as a member of the Board of Directors

or the Board of Supervisors is determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in this Charter is reached. In the event that two (02) or more candidates receive the same number of votes for the final member of the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the candidates with the same number of votes or selection shall be made according to criteria specified in the election regulations.

3. In the event that a resolution is passed by collecting written opinions, the resolution of the General Meeting of Shareholders is passed if it is approved by shareholders owning over 50% of the total voting shares of all shareholders with voting rights.

4. A resolution of the General Meeting of Shareholders passed by 100% of the total voting shares is lawful and effective even if the order and procedures for convening the meeting and passing that resolution violate the provisions of the Law on Enterprises and this Charter.

## **Article 22. Authority and procedures for collecting written opinions from shareholders to pass resolutions of the General Meeting of Shareholders**

The authority and procedures for collecting written opinions from shareholders to pass resolutions of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

1. The Board of Directors has the right to collect written opinions from shareholders to pass resolutions of the General Meeting of Shareholders when deemed necessary for the interests of CanThoWassco, except for cases specified in point b, Clause 1, Article 21 of this Charter.

2. The Board of Directors must prepare opinion ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolution, and send them to all shareholders with voting rights at least ten (10) days before the deadline for returning the opinion ballots. The requirements and methods for sending opinion ballots and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The opinion ballot must include the following essential contents:

a) Name, address of the head office, enterprise code;

b) Purpose of collecting opinions;

c) Full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, address of the head office for institutional shareholders, or full name, contact address, nationality, legal document number of the individual for the

representative of the institutional shareholder; quantity of shares of each type and number of voting shares of the shareholder;

d) Issue requiring opinion collection to pass the resolution;

đ) Voting options including agree, disagree, and abstain for each issue requiring opinion collection;

e) Deadline for returning the completed opinion ballot to CanThoWassco;

g) Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send their completed opinion ballots to CanThoWassco by mail, fax, or email in accordance with the following provisions:

a) In the case of sending by mail, the completed opinion ballot must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The opinion ballot sent to CanThoWassco must be enclosed in a sealed envelope, and no one has the right to open it before the vote counting;

b) In the case of sending by fax or email, the opinion ballot sent to CanThoWassco must be kept confidential until the time of vote counting.

c) Voting ballots sent to CanThoWassco after the deadline specified in the content of the voting ballot, or those that have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. Voting ballots not sent back shall be considered as ballots not participating in the vote.

5. The Board of Directors shall organize the vote counting and prepare the vote counting minutes under the witness of the Board of Supervisors or shareholders who do not hold management positions at CanThoWassco. The vote counting minutes must contain the following primary contents:

a) Name, address of the head office, and enterprise identification number;

b) Purpose and matters requiring voting to pass a resolution;

c) Number of shareholders with the total number of voting shares that participated in the vote, in which valid and invalid voting shares are distinguished, and the method of sending voting ballots, accompanied by an appendix of the list of shareholders participating in the vote;

d) Total number of votes for, against, and abstain for each matter;

đ) Matters passed and the corresponding voting rate for approval;

e) Full name and signature of the Chairman of the Board of Directors, vote counters, and vote counting supervisors.

Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote counting minutes; and shall be jointly liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. The vote counting minutes and the resolution shall be sent to shareholders within fifteen (15) days from the date of completion of the vote counting. Sending the vote counting minutes and the resolution may be replaced by posting them on the website of CanThoWassco within twenty-four (24) hours from the time of completion of the vote counting.

7. The completed voting ballots, vote counting minutes, passed resolutions, and related documents sent with the voting ballots shall all be kept at the head office of CanThoWassco.

8. A resolution passed in the form of written shareholder voting shall have the same validity as a resolution passed at a General Meeting of Shareholders.

### **Article 23. Resolutions and Minutes of the General Meeting of Shareholders**

1. The General Meeting of Shareholders must be recorded in minutes and may be recorded by audio or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may be additionally prepared in English, and must include the following primary contents:

- a) Name, address of the head office, and enterprise identification number;
- b) Time and location of the General Meeting of Shareholders;
- c) Meeting agenda and content;
- d) Full name of the chairperson and secretary;
- đ) Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each matter in the meeting agenda;
- e) Number of shareholders and total number of voting shares of shareholders attending the meeting, appendix of the list of registered shareholders and representatives of shareholders attending the meeting with the corresponding number of shares and votes;
- g) Total number of votes for each voting matter, clearly stating the voting method, total number of valid and invalid votes, votes for, against, and abstain; and the corresponding percentage of the total voting shares of shareholders attending the meeting;
- h) Matters passed and the corresponding voting rate for approval;

i) Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain full content as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the chairperson or secretary to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairperson and secretary of the meeting or other People signing the meeting minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in Vietnamese and English shall have the same legal validity. In case of any discrepancy between the content of the minutes in Vietnamese and English, the content in the Vietnamese minutes shall apply.

4. Resolutions, minutes of the General Meeting of Shareholders, appendices of the list of shareholders registered to attend the meeting with shareholders' signatures, written authorizations to attend the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the head office of CanThoWassco.

#### **Article 24. Request for cancellation of resolutions of the General Meeting of Shareholders**

Within ninety (90) days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, shareholders or groups of shareholders as prescribed in Clause 2, Article 12 of this Charter have the right to request the People's Court of Can Tho City to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and this Charter, except for the case prescribed in Clause 4, Article 21 of this Charter.

2. The content of the resolution violates the law or this Charter.

#### **Article 25. Validity of resolutions of the General Meeting of Shareholders**

1. A resolution of the General Meeting of Shareholders shall be effective from the date it is passed or from the effective date stated in that resolution.

2. In case a shareholder or group of shareholders requests the People's Court of Can Tho City to cancel a resolution of the General Meeting of Shareholders in accordance with Article 24 of this Charter, that resolution shall remain in effect until the decision

to cancel that resolution by the People's Court of Can Tho City takes effect, except for the application of temporary emergency measures according to the decision of the competent authority.

## **Chapter V BOARD OF DIRECTORS**

### **Article 26. Candidacy and nomination of members of the Board of Directors**

1. In case candidates for the Board of Directors have been identified, CanThoWassco must disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the website of CanThoWassco so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and for the best interests of CanThoWassco if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

- a) Full name, date, month, and year of birth;
- b) Professional qualification;
- c) Work experience;
- d) Other management positions (including positions on the Board of Directors of other companies);
- đ) Interests related to CanThoWassco and related parties of CanThoWassco;
- e) Other information (if any);
- g) CanThoWassco shall be responsible for disclosing information about companies where the candidate is currently holding the position of member of the Board of Directors, other management positions, and interests related to the company of the candidate for the Board of Directors (if any).

2. Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares have the right to nominate a maximum of two (02) candidates; from 30% to less than 50% may nominate a maximum of three (03) candidates; from 50% or more may nominate a maximum of four (04) candidates.

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with this Charter, the Internal Corporate Governance Regulations of CanThoWassco, and the Regulations on Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board

of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Article 155 of the Law on Enterprises.

#### **Article 27. Composition and term of members of the Board of Directors**

1. The number of members of the Board of Directors is five (05) People.

2. The term of members of the Board of Directors shall not exceed five (05) years and they may be re-elected for an unlimited number of terms.

3. The structure of the Board of Directors must ensure that at least 01 member of the Board of Directors is a non-executive member.

4. A member of the Board of Directors shall no longer hold the status of member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises. During the period from the time of submitting the resignation letter to the time of official dismissal, the member of the Board of Directors must still fully perform their rights and obligations in accordance with the law and this Charter. The right to receive remuneration of the member shall be calculated until the effective date of the Resolution on dismissal of the General Meeting of Shareholders.

5. The appointment of members of the Board of Directors must be disclosed in accordance with the provisions of the law on securities and the securities market.

6. Members of the Board of Directors may not be shareholders of CanThoWassco.

#### **Article 28. Powers and obligations of the Board of Directors**

1. The Board of Directors is the management body of CanThoWassco, having full authority on behalf of CanThoWassco to decide, exercise the rights and obligations of CanThoWassco, except for rights and obligations under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors shall be defined by law, the Charter, internal regulations of CanThoWassco, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations:

a) To decide on the strategy, medium-term development plans, and annual business plans of CanThoWassco;

b) To propose the types of shares and the total number of shares of each type authorized to be offered;

c) To decide on the sale of unsold shares within the scope of the number of shares authorized to be offered of each type; to decide on raising additional capital in other forms;

d) To decide on the selling price of shares and bonds of CanThoWassco;

đ) To decide on the redemption of shares in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

e) To decide on investment plans and investment projects within their authority and limits as prescribed by law;

g) To decide on solutions for market development, marketing, and technology;

h) To approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent financial statements of CanThoWassco; except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders as prescribed at Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

i) To elect, dismiss, and remove the Chairman of the Board of Directors; to appoint, dismiss, sign contracts with, and terminate contracts with the General Director and other key managers as stipulated by the [CanThoWassco Charter](#); to decide on the salaries, remuneration, bonuses, and other benefits of such managers; to appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and to decide on the remuneration and other benefits of such People;

k) To supervise the General Director and other executives of CanThoWassco;

l) To decide on the organizational structure and internal corporate governance regulations of CanThoWassco; to decide on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

m) To approve the program and content of documents serving the General Meeting of Shareholders, to convene the General Meeting of Shareholders, or to collect opinions for the General Meeting of Shareholders to pass resolutions;

n) To submit the audited annual financial statements to the General Meeting of Shareholders;

o) To propose the dividend payout rate; to decide on the time limit and procedures for dividend payment or handling of losses incurred during business operations;

p) To propose the reorganization or dissolution of CanThoWassco; to request the bankruptcy of CanThoWassco;

q) To decide on the issuance of the Operating Regulations of the Board of Directors and the Internal Corporate Governance Regulations of CanThoWassco after they are approved by the General Meeting of Shareholders; to decide on the issuance of the Regulations on Information Disclosure of CanThoWassco;

s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, and this Charter.

3. The Board of Directors shall report to the General Meeting of Shareholders on the operating results of the Board of Directors in accordance with the Law on Securities.

### **Article 29. Remuneration, bonuses, and other benefits of members of the Board of Directors**

1. CanThoWassco has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.

2. Members of the Board of Directors are entitled to remuneration for their work and bonuses. The total amount of remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting. This remuneration shall be divided among the members of the Board of Directors as agreed within the Board of Directors or divided equally in case no agreement can be reached.

3. The remuneration of each member of the Board of Directors shall be included in the business expenses of CanThoWassco in accordance with the law on corporate income tax, shall be presented as a separate item in the annual financial statements of CanThoWassco, and shall be reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working in sub-committees of the Board of Directors, or performing other tasks outside the scope of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred while performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors and their affiliated People, when conducting transactions in shares of CanThoWassco, must report to The State Securities Commission and perform information disclosure regarding such transactions in accordance with the law.

7. Members of the Board of Directors may be covered by liability insurance purchased by CanThoWassco after approval by the General Meeting of Shareholders. This insurance does not include coverage for liabilities of members of the Board of Directors related to violations of the law and this Charter.

### **Article 30. Chairman of the Board of Directors**

1. The Chairman of the Board of Directors shall be elected, dismissed, and removed by the Board of Directors from among its members.

2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.

3. The Chairman of the Board of Directors shall have the following rights and obligations:

- a) To establish the program and activity plan of the Board of Directors;
- b) To prepare the program, content, and documents serving the meetings; to convene, preside over, and chair meetings of the Board of Directors;
- c) To organize the passing of resolutions and decisions of the Board of Directors;
- d) To supervise the implementation process of resolutions and decisions of the Board of Directors;
- đ) To chair the meetings of the General Meeting of Shareholders;
- e) To represent CanThoWassco in exercising the rights and obligations of the legal representative in accordance with the law and this Charter;
- g) To decide on matters that do not require a decision from the Board of Directors, including representing CanThoWassco to directly sign or authorize the signing of contracts, financial and commercial transactions, except for contracts required to be approved under the authority of the General Meeting of Shareholders or the Board of Directors;
- h) To directly recruit or authorize the recruitment of employees; to decide or authorize the determination of salaries, allowances, and other benefits for employees;
- i) To appoint and dismiss management positions (Deputy General Director, Chief Accountant, Heads and Deputy Heads of units, person in charge of internal audit) upon the proposal of the General Director;
- k) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.

4. In case the Chairman of the Board of Directors resigns or is dismissed or removed, the Board of Directors must elect a replacement within ten [10] days from the date of receiving the resignation letter or the decision of dismissal or removal.

5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized person or the Chairman of the Board of Directors is deceased, missing, temporarily detained, serving a prison sentence, serving an administrative handling measure at a compulsory detoxification center or compulsory education center, has fled from their place of residence, has limited or lost civil act capacity, has difficulty in cognition or behavior control, is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain jobs, the remaining members shall elect one among them to hold the position of Chairman of the Board of Directors based on the principle of a majority of the remaining members agreeing until a new decision is made by the Board of Directors.

### **Article 31. Meetings of the Board of Directors**

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one (01) member with the same highest number of votes or percentage of votes, the members shall elect by majority principle to choose one (01) person among them to convene the meeting of the Board of Directors.

2. The Board of Directors shall meet at least once (01) per quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

- a) Upon the request of the Board of Supervisors ;
- b) Upon the request of the General Director or at least five (05) other managers;
- c) Upon the request of at least two (02) members of the Board of Directors.

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the request specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred to CanThoWassco; the requester has the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting shall send a notice of the meeting at least three (03) working days

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prior to the meeting date. The meeting notice must specify the time and location of the meeting, the agenda, and the matters to be discussed and decided. The meeting notice must be accompanied by documents to be used at the meeting and voting ballots for members.

The notice of the Board of Directors meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods, ensuring it reaches the contact address of each member of the Board of Directors registered with CanThoWassco.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the meeting notice and accompanying documents to the members of the Board of Supervisors in the same manner as for members of the Board of Directors.

Members of the Board of Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least three-quarters (3/4) of the total number of members are in attendance. In case the meeting convened according to this provision does not have sufficient members in attendance, it shall be reconvened for the second time within seven (07) days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than one-half (1/2) of the members of the Board of Directors are in attendance.

9. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

- a) Attending and voting directly at the meeting;
- b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
- c) Attending and voting via online conference, electronic voting, or other electronic forms;
- d) Sending a voting ballot to the meeting via mail, fax, or email.

10. In case of sending a voting ballot to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least one (01) hour before the opening of the meeting. The voting ballot shall only be opened in the presence of all attendees.

11. Members shall fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.

12. A meeting of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are in different locations, provided that each participating member can:

- a) Hear each other member of the Board of Directors participating in the meeting speak;

b) Speak to all other attendees simultaneously.

Discussion between members may be conducted directly via telephone or other means of communication or a combination of all these methods. A member of the Board of Directors participating in such a meeting is considered 'present' at that meeting. The location of the meeting organized under this provision is the location where the largest number of members of the Board of Directors are present or the location where the meeting Chairperson is present.

Decisions passed in the form of telephone meetings or online conferences are organized and conducted legally and take effect immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the minutes of all members of the Board of Directors attending this meeting, or the meeting minutes must be confirmed by all members of the Board of Directors via the email address that the member has registered with CanThoWassco.

### 13. Voting:

a) Except for the provisions in point b of this clause, each member of the Board of Directors or an authorized person directly attending in a personal capacity at the Board of Directors meeting has one (01) vote;

b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or their related person has an interest that conflicts or may conflict with the interests of CanThoWassco. A member of the Board of Directors shall not be counted in the minimum quorum required to hold a Board of Directors meeting regarding decisions on which that member does not have the right to vote;

c) Pursuant to the provisions in point d of this clause, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the Chairperson shall be the final decision, except in cases where the nature or scope of the interest of the related member of the Board of Directors has not been fully disclosed;

d) A member of the Board of Directors benefiting from a contract specified in Clause 6, Article 46 of this Charter is considered to have a significant interest in that contract.

14. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with CanThoWassco and knows that they are an interested person has the responsibility to disclose this interest at the first meeting of the Board discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their related person have an interest at the time the contract or transaction is signed with CanThoWassco, as soon as they become aware, this member of the Board

of Directors must notify the Board of Directors and disclose the related interests at the first meeting of the Board of Directors held after this member becomes aware that they have or will have an interest in the aforementioned transaction or contract.

15. A Resolution or decision of the Board of Directors is passed if approved by a majority of the members in attendance (over 50%); in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

16. A Resolution in the form of written consultation is passed based on the approval of a majority of the members of the Board of Directors with voting rights. This Resolution has the same effect and validity as a resolution passed at a meeting.

17. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes shall be authentic evidence of the work conducted at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and must be signed by the Chairperson and the secretary of the meeting.

18. People invited to attend as observers: The Board of General Directors, the Secretary of CanThoWassco, other executives (if not members of the Board of Directors), and experts of a third party may attend the Board of Directors meeting upon the invitation of the Board of Directors, and have the right to discuss but not to vote unless they themselves have the right to vote as a member of the Board of Directors.

### **Article 32. Sub-committees under the Board of Directors**

1. The Board of Directors may establish sub-committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors and shall have at least three (03) people, including members of the Board of Directors and external members. Non-executive members of the Board of Directors should constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee according to the decision of the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. A resolution of the sub-committee is only effective when approved by a majority of members attending and voting at the sub-committee meeting.

2. The implementation of decisions of the Board of Directors, or of a sub-committee under the Board of Directors, or of a person who is a member of a sub-committee of the Board of Directors must be in accordance with current legal regulations and the provisions of this Charter and the Corporate governance regulations of CanThoWassco.

**Article 33. CanThoWassco Corporate Governance Officer**

1. The Board of Directors of CanThoWassco shall appoint at least one (01) person as the CanThoWassco Corporate Governance Officer to support the corporate governance of CanThoWassco. The CanThoWassco Corporate Governance Officer may concurrently serve as the Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The CanThoWassco Corporate Governance Officer shall not concurrently work for an approved auditing organization that is auditing the Financial statements of CanThoWassco.

3. The CanThoWassco Corporate Governance Officer has the following rights and obligations:

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related matters between CanThoWassco and shareholders;

b) Preparing meetings of the Board of Directors, the Board of Supervisors , and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors ;

c) Advising on meeting procedures;

d) Attending meetings;

đ) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

e) Providing financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Board of Supervisors ;

g) Supervising and reporting to the Board of Directors on the information disclosure activities of CanThoWassco;

h) Acting as the contact point with interested parties;

i) Maintaining confidentiality of information in accordance with legal regulations and this Charter;

k) Other rights and obligations as prescribed by law and this Charter.

**Article 34. CanThoWassco Secretary**

When deemed necessary, the Board of Directors shall decide to appoint a CanThoWassco Secretary, provided that it does not contravene current labor laws. The

Board of Directors may also appoint one or more Assistant CanThoWassco Secretaries from time to time. The roles and duties of the CanThoWassco Secretary are as follows:

1. Prepare meetings of the Board of Directors and the General Meeting of Shareholders as requested by the Board of Directors; record the minutes of meetings.
2. Support members of the Board of Directors in exercising their assigned rights and obligations.
3. Collect, analyze, and process information, documents, and reports as requested by members of the Board of Directors and the Board of Supervisors .
4. Ensure that resolutions of the Board of Directors are in accordance with the law.
5. Support CanThoWassco in complying with information disclosure obligations.
6. The CanThoWassco Secretary is responsible for maintaining confidentiality in accordance with the provisions of the law and this Charter.

## **Chapter VI** **EXECUTIVE ORGANIZATIONAL STRUCTURE**

### **Article 35. Organization of the management apparatus**

The management system of CanThoWassco must ensure that the management apparatus is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the daily business operations of CanThoWassco. CanThoWassco shall have a General Director, Deputy General Directors, a Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by a resolution or decision of the Board of Directors.

### **Article 36. CanThoWassco Executives**

1. Upon the proposal of the General Director and with the approval of the Board of Directors, CanThoWassco may recruit other executives, with the number and standards suitable to the structure and management regulations of CanThoWassco as prescribed by the Board of Directors. CanThoWassco executives shall be responsible for supporting CanThoWassco in achieving the goals set out in its operations and organization.

2. The General Director shall be paid a salary, bonus, and other related benefits. The salary, bonus, and other related benefits of the General Director shall be decided by the Board of Directors. Contracts with other executives shall be decided by the Board of Directors based on the proposal of the General Director.

3. The salary of executives shall be included in the business expenses of CanThoWassco in accordance with the law on corporate income tax, presented as a

separate item in the annual financial statements of CanThoWassco, and must be reported to the General Meeting of Shareholders at the annual meeting.

### **Article 37. Appointment, dismissal, duties, and powers of the General Director**

1. The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person as the General Director.

2. The General Director is the person who manages the daily business operations of CanThoWassco, is subject to the supervision of the Board of Directors, the Chairman of the Board of Directors and is accountable to the Board of Directors, the Chairman of the Board of Directors, and the law for the performance of assigned rights and obligations.

3. The term of the General Director shall not exceed five (05) years and they may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions as prescribed by law and this Charter.

4. The General Director shall be authorized by the Chairman of the Board of Directors to execute and sign contracts, transactions, and tasks under the authority of the Chairman of the Board of Directors according to the content and scope of the written authorization.

The General Director may authorize Deputy General Directors or other positions to perform certain tasks within their scope of management and direction and shall be responsible for such authorization in accordance with the law (except in cases of receiving authorization from the Chairman of the Board of Directors).

5. The General Director of CanThoWassco must meet the following standards and conditions:

a) Have full civil act capacity and not be among the subjects prohibited from establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises;

b) Not be a person with a family relationship with:

- An enterprise manager or a member of the Board of Supervisors of CanThoWassco;

- A representative of state capital at CanThoWassco.

c) Have professional qualifications and practical experience in business administration or in the main business lines of CanThoWassco.

6. The General Director has the following rights and obligations:

a) Organize the management of daily production and business activities of CanThoWassco in accordance with resolutions of the General Meeting of Shareholders, the Board of Directors, and the direction of the Chairman of the Board of Directors;

b) Sign contracts, transactions, and other tasks on behalf of CanThoWassco as authorized by the Chairman of the Board of Directors;

c) Organize the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors; the General Director has the right to refuse to implement resolutions of the Board of Directors if such resolutions are contrary to the law, the CanThoWassco Charter, or decisions of the General Meeting of Shareholders. Such refusal must be sent to the Board of Directors in writing and must clearly state the reasons;

d) Organize the implementation of the business plan and investment plan of CanThoWassco that have been approved by the Board of Directors or the General Meeting of Shareholders;

đ) Propose the organizational structure and internal management regulations of CanThoWassco;

e) Propose the appointment, dismissal, and removal of management positions (Deputy General Director, Chief Accountant, Heads/Deputy Heads of units, and other management positions) to the Chairman of the Board of Directors for decision;

g) Recruit employees; sign labor contracts; decide on salaries, allowances, and other benefits for employees (as authorized);

h) Assign and authorize Deputy General Directors to be in charge of specific areas of operation and be responsible for such assignment and authorization;

i) Perform other rights and obligations as prescribed by law, the CanThoWassco Charter, internal regulations, labor contracts, and resolutions of the Board of Directors as follows:

- Submit to the Board of Directors investment plans and investment cooperation projects with domestic and foreign partners.

- Implement the assignment and delegation of Deputy General Directors to be in charge of specific areas of operation.

- Implement the reporting regime to the Board of Directors and the Board of Supervisors . Prepare full reports according to the agenda required by the Board of Directors and the Board of Supervisors .

- By November 30 of each year at the latest, the General Director must submit to the Board of Directors for approval the detailed business plan for the next fiscal year based on the actual situation and financial plan of CanThoWassco.

- Propose measures to improve the operations and management of CanThoWassco to the Board of Directors.

- Request the Board of Directors to convene an extraordinary meeting to resolve issues exceeding the authority of the General Director or major fluctuations within CanThoWassco.

- Be permitted to make decisions exceeding their authority in emergency cases such as: Natural disasters, war, fire, incidents, etc., and shall be responsible for such decisions; at the same time, must immediately report to the Chairman of the Board of Directors for implementation guidance.

- Perform all other activities as prescribed by this Charter, the regulations of CanThoWassco, resolutions of the Board of Directors, and the provisions of the law.

k) The General Director is accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report when requested.

### **Article 38. Deputy General Director**

1. The Deputy General Director is an assistant to the General Director. The Deputy General Director is assigned and delegated or authorized by the General Director to manage one or several areas of CanThoWassco's operations. The Deputy General Director is directly accountable to the General Director and the law for the tasks assigned or delegated. The Deputy General Director may concurrently hold the position of head of departments or affiliated units.

2. The salary, remuneration, benefits, and other terms of the Deputy General Director shall be decided by the Board of Directors based on the proposal of the General Director.

## **Chapter VII BOARD OF SUPERVISORS**

### **Article 39. Candidacy and nomination of members of the Board of Supervisors**

1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 26 of this Charter.

2. A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate a maximum of one (01) candidate; from 30% to less than 50% may nominate a maximum of two (02) candidates; from 50% or more may nominate a maximum of three (03) candidates.

3. In case the number of candidates for the Board of Supervisors through nomination and candidacy is not sufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with this

Charter, the CanThoWassco Corporate governance regulations, and the Regulations on Operation of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

#### **Article 40. Members of the Board of Supervisors**

1. The number of members of the Board of Supervisors of CanThoWassco is three (03) People. The term of a member of the Board of Supervisors shall not exceed five (05) years and they may be re-elected for an unlimited number of terms.

2. Members of the Board of Supervisors must meet the standards and conditions as prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:

a) Working in the accounting or finance department of CanThoWassco;

b) Being a member or employee of an independent Audit firm that has audited the financial statements of CanThoWassco in the three (03) consecutive years immediately preceding.

3. A member of the Board of Supervisors shall be dismissed in the following cases:

a) No longer meeting the standards and conditions to be a member of the Board of Supervisors as prescribed in Clause 2 of this Article;

b) Submitting a resignation letter by sending a written notice to CanThoWassco's headquarters. Membership shall only terminate from the time the General Meeting of Shareholders approves the dismissal; During the period from the submission of the application to the official dismissal, such member must still fully perform their rights and obligations in accordance with the provisions of the law and this Charter. The right to receive remuneration of the member shall be calculated until the date the Resolution on dismissal of the General Meeting of Shareholders becomes effective;

c) Other cases as prescribed by law and this Charter.

4. A member of the Board of Supervisors shall be removed in the following cases:

a) Failing to complete assigned tasks and duties;

b) Failing to perform their rights and obligations for six (06) consecutive months, except in cases of force majeure;

c) Seriously or repeatedly violating the obligations of a member of the Board of Supervisors as prescribed by the Law on Enterprises and this Charter;

d) Other cases as per the resolution of the General Meeting of Shareholders.

**Article 41. Head of the Board of Supervisors**

1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall follow the majority principle. The Board of Supervisors must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration, or other majors related to the business activities of the enterprise.

2. Rights and obligations of the Head of the Board of Supervisors :

- a) Convening meetings of the Board of Supervisors ;
- b) Requesting the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Board of Supervisors ;
- c) Preparing and signing reports of the Board of Supervisors after consulting with the Board of Directors to submit to the General Meeting of Shareholders.

**Article 42. Rights and obligations of the Board of Supervisors**

The Board of Supervisors shall have the rights and obligations as prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

1. Proposing and recommending the General Meeting of Shareholders to approve the list of audit organizations accepted to audit the Financial statements of CanThoWassco; deciding on the audit organization accepted to inspect the activities of CanThoWassco, and removing the accepted auditor when deemed necessary.

2. Being responsible to shareholders for their supervisory activities.

3. Supervising the financial situation of CanThoWassco, and the compliance with the law in the activities of members of the Board of Directors, the General Director, and other managers.

4. Ensuring coordination of activities with the Board of Directors, the General Director, and shareholders.

5. In case of detecting violations of the law or the CanThoWassco Charter by members of the Board of Directors, the General Director, and other executives, the Board of Supervisors must notify the Board of Directors in writing within forty-eight (48) hours, requesting the violator to terminate the violation and implement measures to remedy the consequences.

6. Developing the Regulations on Operation of the Board of Supervisors and submitting them to the General Meeting of Shareholders for approval.

7. Reporting at the General Meeting of Shareholders in accordance with the Law on Securities.

8. Members of the Board of Directors, the General Director, and other enterprise executives must provide all information and documents related to the activities of CanThoWassco upon the request of the Board of Supervisors . The person in charge of CanThoWassco governance must ensure that all copies of resolutions, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors must be provided to members of the Board of Supervisors at the same time and in the same manner as for shareholders and members of the Board of Directors.

9. The Board of Supervisors may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

10. Other rights and obligations as prescribed by law and this Charter.

#### **Article 43. Meetings of the Board of Supervisors**

The Board of Supervisors must meet at least two (02) times per year, with the number of members attending the meeting being at least 2/3 of the members of the Board of Supervisors . Minutes of the Board of Supervisors meetings shall be prepared in detail and clearly. The minute-taker and the members of the Board of Supervisors attending the meeting must sign the meeting minutes. Minutes of the Board of Supervisors meetings must be kept to determine the responsibility of each member of the Board of Supervisors .

#### **Article 44. Salary, remuneration, bonuses, and other benefits of members of the Board of Supervisors**

1. Members of the Board of Supervisors shall be paid salary, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total level of salary, remuneration, bonuses, and other benefits.

2. Members of the Board of Supervisors shall be reimbursed for reasonable expenses for accommodation, travel, and other expenses incurred when they participate in meetings of the Board of Supervisors or perform other activities of the Board of Supervisors .

3. Salary and operating expenses of the Board of Supervisors shall be included in the business expenses of CanThoWassco in accordance with the law on corporate

income tax, other relevant provisions of the law, and must be recorded as a separate item in the annual Financial statements of CanThoWassco.

**Chapter VIII**  
**RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS**  
**MEMBERS OF THE BOARD OF SUPERVISORS , GENERAL DIRECTOR**  
**AND OTHER EXECUTIVES**

**Article 45. Duty of care**

Members of the Board of Directors, members of the Board of Supervisors , the General Director, and other executives have the responsibility to perform their duties, including duties as members of sub-committees of the Board of Directors, honestly and carefully for the benefit of CanThoWassco.

**Article 46. Duty of honesty and avoidance of conflicts of interest**

1. Members of the Board of Directors, members of the Board of Supervisors , and the General Director must disclose relevant interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, members of the Board of Supervisors , the General Director, and related People of these members shall only use information obtained through their positions to serve the interests of CanThoWassco.

3. Members of the Board of Directors, members of the Board of Supervisors , and the General Director have the obligation to notify the Board of Directors and the Board of Supervisors in writing about transactions between CanThoWassco, its Company's subsidiaries, and other companies in which CanThoWassco holds control of 50% or more of the Charter capital with that person themselves or with their related People in accordance with the law. For the above-mentioned transactions approved by the General Meeting of Shareholders or the Board of Directors, CanThoWassco must disclose information about these resolutions in accordance with the law on securities regarding information disclosure.

4. A member of the Board of Directors shall not vote on transactions that bring benefits to that member or their related People in accordance with the Law on Enterprises and this Charter.

5. Members of the Board of Directors, members of the Board of Supervisors , the General Director, and related People of these People shall not use or disclose internal information to others to perform related transactions.

6. Transactions between CanThoWassco and one or more members of the Board of Directors, members of the Board of Supervisors , the General Director, other executives, and individuals or organizations related to these People shall not be invalidated in the following cases:

a) For transactions with a value of less than 35% of the total asset value recorded in the most recent Financial statements, the important contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors , General Director, or other executive have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors who have no related interests;

b) For transactions with a value of 35% or more or transactions resulting in a transaction value arising within twelve (12) months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent Financial statements, the important contents of this transaction as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors , General Director, or other executive have been disclosed to shareholders and approved by the General Meeting of Shareholders by the voting ballot of shareholders who have no related interests.

7. The General Director shall not be a related person of the enterprise manager, Supervisor of the company and the Parent Company, the representative of state capital, or the representative of enterprise capital at the company and the Parent Company as prescribed in Point d, Clause 46, Article 4 of the Law on Securities.

#### **Article 47. Liability for damages and compensation**

1. Members of the Board of Directors, members of the Board of Supervisors , the General Director, and other executives who violate their obligations, the duty of honesty and care, or fail to complete their duties shall be liable for damages caused by their violations.

2. CanThoWassco shall compensate People who have been, are, or may become a related party in complaints, lawsuits, or prosecutions (including civil and administrative cases, and not including cases where CanThoWassco is the plaintiff) if that person has been or is a member of the Board of Directors, member of the Board of Supervisors , General Director, other executive, employee, or representative authorized by CanThoWassco, has been or is performing duties under the authorization of CanThoWassco, acting honestly and carefully for the benefit of CanThoWassco, on the basis of compliance with the law, and there is no evidence confirming that the person has violated their responsibilities.

3. Compensation costs include judgment costs, fines, and expenses actually incurred (including legal fees) when settling these cases within the framework permitted by law.

## **Chapter IX**

### **RIGHT TO INSPECT BOOKS AND RECORDS OF CANTHOWASSCO**

#### **Article 48. Right to inspect books and records**

1. Ordinary shareholders have the right to inspect books and records, specifically as follows:

a) Ordinary shareholders have the right to review, inspect, and extract information regarding the names and contact addresses in the list of shareholders with voting rights; request the correction of inaccurate information about themselves; review, inspect, extract, or copy the CanThoWassco Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) A shareholder or a group of shareholders owning 05% or more of the total ordinary shares has the right to review, inspect, and extract the minute book and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, and transactions that must be approved by the Board of Directors, and other documents, except for documents related to trade secrets and business secrets of CanThoWassco.

2. In case an authorized representative of a shareholder or a group of shareholders requests to inspect books and records, they must attach a power of attorney from the shareholder or group of shareholders they represent or a notarized copy of this power of attorney.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have the right to inspect the register of shareholders of CanThoWassco, the list of shareholders, and other books and records of CanThoWassco for purposes related to their positions, provided that such information is kept confidential.

4. CanThoWassco shall keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books, and other documents as prescribed by law at the head office or another location, provided that shareholders and the Business Registration Authority are notified of the storage location of these documents.

5. This Charter shall be published on the website of CanThoWassco.

## **Chapter X POLITICAL ORGANIZATIONS**

### **Article 49. Organization of the Communist Party of Vietnam and socio-political organizations within CanThoWassco**

1. The organization of the Communist Party of Vietnam within CanThoWassco operates in accordance with the Constitution and laws of the Socialist Republic of Vietnam, and the regulations and Charter of the Communist Party of Vietnam.

2. The Trade Union and other socio-political organizations operate in accordance with the Constitution and laws of the Socialist Republic of Vietnam and the charter of such organizations.

3. CanThoWassco respects and creates favorable conditions for the above organizations to operate in accordance with the Constitution, laws, and the charter of such organizations.

## **Chapter XI RELATIONSHIP WITH SUBSIDIARIES**

### **Article 50. Parent Company, Subsidiaries**

1. CanThoWassco is the Parent Company of joint-stock companies in which it owns over 50% of the charter capital, referred to as subsidiaries.

2. Subsidiaries shall not invest in purchasing shares or contributing capital to CanThoWassco. Subsidiaries of the same parent company shall not simultaneously contribute capital or purchase shares to cross-own each other.

### **Article 51. Rights, obligations, and responsibilities of CanThoWassco towards subsidiaries**

1. CanThoWassco exercises its rights and obligations as an owner in its relationship with subsidiaries as prescribed.

2. Contracts, transactions, and other relationships between CanThoWassco and its subsidiaries shall be established and performed independently and equally.

3. CanThoWassco shall not interfere beyond the authority of an owner to force a subsidiary to conduct business activities contrary to normal business practices (enterprise registration certificate) or perform unprofitable activities without reasonable compensation in the relevant fiscal year, causing damage to the subsidiary, in which case CanThoWassco shall be responsible for such damage.

4. In case CanThoWassco does not compensate the subsidiary as prescribed in Clause 3 of this Article, the creditors or shareholders owning at least 01% of the charter

capital of the subsidiary have the right to request CanThoWassco to compensate the subsidiary in their own name or in the name of the subsidiary.

5. In case the business activity as prescribed in Clause 3 of this Article performed by a subsidiary brings benefits to another subsidiary of the same CanThoWassco, the benefiting subsidiary shall be jointly liable with CanThoWassco to return the benefits received to the damaged subsidiary.

## **Article 52. Rights and responsibilities of the Capital Representative of CanThoWassco in subsidiaries**

### 1. Rights and responsibilities of the Representative:

a) The Representative exercises the rights and responsibilities of CanThoWassco in its investment in other enterprises and is responsible for complying with the law; performing the tasks assigned by the owner correctly. They shall promptly report to CanThoWassco on the situation of the enterprise if it operates at a loss, is unable to ensure solvency, fails to complete the goals or tasks assigned by the General Meeting of Shareholders, or in other cases of violations;

b) The Representative must seek the owner's opinion in writing before participating in opinions, voting, and deciding on all matters at meetings of the General Meeting of Shareholders, meetings of the Board of Directors, or the Board of Members (regarding business lines, goals, tasks, strategies, production and business plans, investment and development plans; reorganization, dissolution, bankruptcy; issuance of charters, amendments, and supplements to the charter; increase or decrease of charter capital; nomination for election, dismissal, removal, rewarding, and handling of violations against members of the Board of Directors, Board of Members, General Director (Director), Deputy General Director (Deputy Director); profit distribution and setting up, using funds, and annual dividend payment).

### 2. Salary, bonuses, and benefits of the Representative:

a) The Representative and executive at subsidiaries are entitled to salary, responsibility allowance (if any), bonuses, and other benefits as prescribed in the Charter of that company and paid by that company in accordance with the law. In addition, annually, the representative is also rewarded according to the Regulation on management of CanThoWassco's Capital Representatives at subsidiaries;

b) For a concurrent Representative who does not work full-time in the management or executive board of another enterprise, their remuneration, salary, bonuses, responsibility allowance (if any), and other benefits shall be paid by CanThoWassco in accordance with the law;

c) When the Representative is entitled to purchase additional issued shares or convertible bonds according to the decision of the joint-stock company (except for cases

where they are entitled to purchase according to the rights of existing shareholders), they must report in writing to CanThoWassco. CanThoWassco shall decide in writing the number of shares the Representative is entitled to purchase based on their contribution level and performance results. The remaining portion belongs to the capital owner's right to purchase. In case the Representative is appointed to represent the company's capital at multiple units, they are prioritized to choose to exercise the purchase right at one (01) unit. The Representative at the joint-stock company is responsible for transferring the remaining share purchase rights to the capital owner.

### 3. Reporting regime of the Representative

Based on the financial statements and other reports of the subsidiary where they are appointed as the Representative, periodically every quarter and at the end of the fiscal year, or unexpectedly at the request of the owner, the Representative must synthesize and evaluate the production, business, and financial situation, and propose measures to handle and resolve difficulties to improve the efficiency of CanThoWassco's capital invested in subsidiaries, and report to the capital owner.

4. Regulations on the Capital Representative of CanThoWassco at subsidiaries will be specified in the Regulation on management of CanThoWassco's Capital Representatives.

## **Article 53. Relationship with subsidiaries**

1. CanThoWassco exercises the rights, obligations, and responsibilities of a shareholder or a controlling capital contributor at a subsidiary in accordance with the law and the Charter of that company.

2. CanThoWassco directly manages shares and controlling capital contributions in subsidiaries through the Capital Representative of CanThoWassco at the subsidiaries.

3. CanThoWassco has the following rights and obligations:

a) Appoint, dismiss, reward, and discipline the Capital Representative of CanThoWassco at subsidiaries. The Representative is directly allowed to participate in candidacy for executive and management positions at subsidiaries, in accordance with current law and the Charter of that company;

b) Receive profits and bear risks from its capital contribution in subsidiaries;

c) Supervise and inspect the use, preservation, and development of the capital contributed to subsidiaries;

d) Require subsidiaries to provide necessary reports, documents, and information as prescribed to prepare consolidated financial statements and general reports of the Company;

đ) CanThoWassco has the right to control subsidiaries through the Capital

Representative at subsidiaries in accordance with the CanThoWassco Charter and the Charter of the controlled subsidiary regarding the following matters: Development orientation of the industry and selection of new technology, building long-term plans for production, business, investment, trade, and service development; Coordination in scientific and technological research; human resource development orientation; market research and exploitation; Use of the common brand of CanThoWassco in business; and other tasks as prescribed by law;

e) Other rights and obligations as prescribed by law and the Charter of that company.

4. Rights and obligations of subsidiaries:

a) Perform all obligations in accordance with the provisions on the rights of owners in Clause 3 of this Article;

b) Manage and use the contributed capital of CanThoWassco effectively;

c) Pay dividends to CanThoWassco in accordance with the provisions of current law;

d) Provide reports, documents, and information necessary for the preparation of the consolidated financial statements and combined reports of CanThoWassco.

**Article 54. Use of shared services**

CanThoWassco shall develop and implement regulations on the use of shared services in the fields of training, scientific research, and technical technology to create a foundation for the uniform development of member units, save costs, and improve production and business efficiency.

**Chapter XII**  
**FINANCIAL - ACCOUNTING - AUDITING REGIME**  
**AND PROFIT DISTRIBUTION**

**Article 55. Bank accounts**

1. CanThoWassco shall open accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.

2. Subject to the prior approval of the competent authority, in necessary cases, CanThoWassco may open bank accounts abroad in accordance with the provisions of law.

3. CanThoWassco shall conduct all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where CanThoWassco has opened accounts.

**Article 56. Financial year**

The financial year of CanThoWassco shall begin on January 01 and end on December 31 of each year.

**Article 57. Accounting regime**

1. The accounting regime used by CanThoWassco is the Vietnamese Accounting Standards (VAS), the enterprise accounting regime, or other specific accounting regimes issued by competent authorities and approved by the Ministry of Finance.

2. CanThoWassco shall prepare accounting books in Vietnamese and keep accounting records in accordance with the law on accounting and related laws. These records must be accurate, updated, systematic, and sufficient to prove and explain the transactions of CanThoWassco.

3. CanThoWassco shall use the Vietnamese Dong as the accounting currency. In case CanThoWassco has economic transactions primarily in a foreign currency, it may choose that foreign currency as its accounting currency, take responsibility for such choice before the law, and notify the direct tax management agency.

**Article 58. Audit**

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to decide on the selection of one of these entities to audit the financial statements of CanThoWassco for the next financial year based on the terms and conditions agreed upon with the Board of Directors.

2. The audit report shall be attached to the annual financial statements of CanThoWassco.

3. The independent auditor performing the audit of CanThoWassco's financial statements shall be entitled to attend the General Meeting of Shareholders, receive notices and other information related to the General Meeting of Shareholders, and express opinions at the meeting on issues related to the audit of CanThoWassco's financial statements.

**Article 59. Profit distribution**

1. The General Meeting of Shareholders shall decide on the dividend payment rate and the form of annual dividend payment from the retained earnings of CanThoWassco.

2. In accordance with the Law on Enterprises, the Board of Directors may decide to pay interim dividends if it deems that such payment is consistent with the profitability of CanThoWassco.

3. CanThoWassco shall not pay interest on dividend payments or payments related to a class of shares.

4. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in cash or in shares, and the Board of Directors shall be the body responsible for executing this decision.

5. In case dividends or other payments related to a class of shares are paid in cash, CanThoWassco shall pay in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. In case CanThoWassco has transferred funds according to the bank details provided by the shareholder but that shareholder does not receive the money, CanThoWassco shall not be held responsible for the amount transferred to this shareholder. Dividend payments for shares listed on The Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

6. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to determine a specific date to close the list of shareholders. Based on that date, those registered as shareholders or owners of other securities shall be entitled to receive cash dividends or shares, or receive notices or other documents.

7. Other issues related to profit distribution shall be implemented in accordance with the provisions of law.

### **Chapter XIII**

#### **FINANCIAL STATEMENTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES**

#### **Article 60. Annual, semi-annual, and quarterly financial statements**

1. CanThoWassco shall prepare annual financial statements, and the annual financial statements must be audited in accordance with the provisions of law. CanThoWassco shall disclose the audited annual financial statements in accordance with the law on information disclosure on the securities market and submit them to the competent state agency.

2. The annual financial statements must include full reports, appendices, and notes in accordance with the law on enterprise accounting. The annual financial statements must truthfully and objectively reflect the operational situation of CanThoWassco.

3. CanThoWassco shall prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure on the securities market and submit them to the competent state agency.

**Article 61. Annual report**

CanThoWassco shall prepare and disclose the Annual Report in accordance with the provisions of the law on securities and the securities market.

**Chapter XIV  
DISSOLUTION AND LIQUIDATION****Article 62. Dissolution of CanThoWassco**

1. CanThoWassco may be dissolved in the following cases:

- a) The Court declares CanThoWassco bankrupt in accordance with the provisions of current law;
- b) The expiration of the operating duration specified in the CanThoWassco Charter without a decision on extension;
- c) Pursuant to a resolution of the General Meeting of Shareholders;
- d) Revocation of the Enterprise Registration Certificate, except where the Law on Tax Administration provides otherwise.

2. The dissolution of CanThoWassco shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.

**Article 63. Liquidation**

1. At least six (06) months before the end of the operating duration of CanThoWassco or after a decision to dissolve CanThoWassco is made, the Board of Directors shall establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the employees of CanThoWassco or independent experts. All costs related to liquidation shall be paid by CanThoWassco in priority to other debts of CanThoWassco.

2. The Liquidation Committee shall be responsible for reporting to the Business Registration Authority regarding the date of establishment and the date of commencement of operations. From that moment, the Liquidation Committee shall represent CanThoWassco in all matters related to the liquidation of CanThoWassco before the Court and administrative agencies.

3. Proceeds from liquidation shall be paid in the following order:

- a) Liquidation costs;

b) Debts for wages, severance pay, social insurance, and other benefits of employees under the collective labor agreement and signed labor contracts;

c) Tax debts;

d) Loans (if any);

đ) Other debts of CanThoWassco;

e) The remainder after paying all debts from item (a) to (dd) above shall be distributed to shareholders. Preference shares shall be paid in priority.

## **Chapter XV**

### **INTERNAL DISPUTE RESOLUTION**

#### **Article 64. Internal dispute resolution**

1. In case of disputes or complaints related to the operations of CanThoWassco, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, the CanThoWassco Charter, other legal provisions, or agreements between:

a) Shareholders and CanThoWassco;

b) Shareholders and the Board of Directors, the Board of Supervisors, the General Director, or other executives.

The involved parties shall attempt to resolve such disputes through negotiation and conciliation. Except in cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within thirty (30) working days from the date the dispute arises. In case the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a conciliation decision is not reached within six (06) weeks from the start of the conciliation process or if the mediator's decision is not accepted by the parties, one party may refer the dispute to the Court of Can Tho City.

3. The parties shall bear their own costs related to negotiation and conciliation procedures. The payment of Court costs shall be performed in accordance with the Court's judgment.

## **Chapter XVI**

### **VALIDITY OF THE CHARTER AND OTHER PROVISIONS**

#### **Article 65. Seal**

1. The seal includes a seal made at a seal engraving facility or a seal in the form of a digital signature in accordance with the law on electronic transactions.

2. The Board of Directors shall decide on the type, quantity, form, and content of the seal of the Company, its branches, and representative offices of CanThoWassco (if any).

3. The Board of Directors and the General Director shall use and manage the seal in accordance with the provisions of current law.

#### **Article 66. Amendment of Charter of CanThoWassco**

1. Any amendment or supplement to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In case the law has provisions related to the operations of CanThoWassco that have not been mentioned in this Charter, or in case there are new legal provisions that differ from the clauses in this Charter, those provisions shall apply to govern the operations of CanThoWassco.

#### **Article 67. Effective date**

1. This Charter consists of 16 Chapters and 67 Articles, which were unanimously approved by the General Meeting of Shareholders of CanThoWassco on June 26, 2026, and they all agreed to the validity of the full text of this Charter.

2. The Charter is made into five (05) copies, having equal validity, and must be kept at the head office of CanThoWassco.

3. This Charter is the unique and official Charter of CanThoWassco.

4. Copies or extracts of the Charter of CanThoWassco are valid when signed by the Chairman of the Board of Directors or the Legal representative.

**LEGAL REPRESENTATIVE**

Nguyen Tung Nguyen



No: /BC-CTN

Can Tho, Date Month Year 2026

## REPORT

### 2025 PRODUCTION AND BUSINESS PERFORMANCE RESULTS & 2026 OPERATIONAL PROGRAM

Can Tho Water Supply and Sewerage Joint Stock Company hereby summarizes the production and business performance results for 2025 and the operational program for 2026 as follows:

#### I. 2025 Performance Results

1. Results of achieving set plan targets (according to audited financial statements):

No.	Basic targets	Unit	Plan 2025	Actual		Comparison (%)	
				2025	2024	2025 Plan	2024
1	Clean water production	Million m <sup>3</sup>	27.55	26.93	26.84	97.75	100.34
2	Revenue	Million VND	338,224	326,242	356,198	96.46	91.59
3	Profit after tax	Million VND	53,797	55,104	63,031	102.43	87.42
4	Water loss ratio	%	< 13	11.5	14	-1.5	-2.5
5	Number of new connections	Household	2,400	2,753	2,796	114.71	98.46
6	Number of customers	Household	80,375	80,873	78,375		

#### 2. Capital Construction:

The total estimated investment budget for 2025 was 122.88 Billion VND. In 2025, 116.35 Billion VND was disbursed, primarily for implementing network expansion and water supply system renovation projects to serve water usage needs as requested by citizens, local authorities, and directed by city leadership, such as:

(1) Renovation of the 2,500 m<sup>3</sup>/day-night Bong Vang Water Treatment Plant

cluster; (2) Renovation of the water supply network in Ninh Kieu Ward, items: Installation of D.225, D.180, D.110 HDPE pipelines for 32 streets in Ninh Kieu Ward, Can Tho City, cutting off old pipes - Implementation of meter policy; (3) D.315 HDPE transmission pipeline, National Highway 61C (section from the road connecting Vam Xang bridge to Ba Lang bridge), Cai Rang Ward and Phong Dien Commune; (4) D.400 HDPE transmission pipeline - Phase 1, Vo Nguyen Giap Road (from Vu Dinh Lieu road to Cai Sau bridge); Phase 2, Vo Nguyen Giap Road (from Cai Sau bridge to the North-South expressway boundary), Hung Phu Ward; (5) D.180, D.110 HDPE water supply pipeline, road connecting Vam Xang bridge to National Highway 61C, Nhon Ai Commune; (6) D.400 HDPE transmission pipeline, National Highway 1A (from 30/4 road to Can Tho City Central Bus Station - National Highway 1A), Hung Phu Ward; (7) D400 HDPE transmission pipeline - IC3 - Phase 1, National Highway 1A (from Cai Tac IC3 bridge on Vo Nguyen Giap road - adjacent to IC3 intersection to Tran Hoang Na road), Cai Rang Ward; (8) Installation of D.180, D.110 HDPE water supply pipes, Xom Chai embankment road (from the residential road of Quang Trung bridge to Ba shrine), Hung Phu Ward, cutting off old pipes - Implementation of meter policy; (9) Renovation of the water supply network in Thoi Nhut 1 Resettlement Area, items: Installation of D225, D180, D110 HDPE water supply pipelines, Thoi Nhut Resettlement Area, Tan An Ward; (10) Recovery, treatment, and reuse system for sedimentation and filtration wash water at Can Tho 1 Water Treatment Plant; (11) D800 raw water pipeline for Can Tho 1 Water Treatment Plant; (12) Equipment and software for the Monitoring and Technology Application Center - Digital Transformation; (13) Carry-over projects from 2024 aimed at renovating and expanding the water supply network in the wards: Ninh Kieu, Tan An, An Binh, Hung Phu, Cai Rang, Phong Dien Commune, and Nhon Ai Commune.

### **3. Water Loss and Revenue Leakage Prevention:**

- Continued to implement water loss and revenue leakage prevention, detecting and promptly fixing pipe burst incidents; conducted periodic inspections on 51,030 customer households, discovering 01 violation of the Water Usage Contract, recovering 110 m<sup>3</sup> with a collected amount of 992,200 VND.

- Continued to establish a pressure and flow monitoring system with 118 measurement points outside the network, deployed cello installation for customers with large-sized meters. Completed the transition to using 4G NB-IoT SIMs to replace 2G SIMs, replaced cellos to improve data transmission and pressure control across the entire network to support water loss prevention efforts.

- Completed the new construction and continuous improvement of the WebGIS software for managing water supply network assets: updated valves (re-

indexed ID, location, image, description), pipelines, customer meters, etc., and expanded additional features:

- + Reports: network asset statistics, customers not yet updated in WebGIS, checking meters not connected to pipes.

- + Automatic connection when selecting a meter with a branch pipe.

- + Zoning for asset and customer statistics to report incidents.

- Used automatic water loss ratio calculation software to improve accuracy, timeliness, and better management of water loss prevention.

- Stable and maintained water pressure: at water treatment plants from 1.0 – 2.6 bar, minimum pressure at disadvantageous points 0.8 bar, average pressure across the entire network 1-1.5 bar.

- Sent to the Department of Construction Report No. 333/BC-CTN dated July 23, 2025, regarding the preliminary report on the Safe Water Supply Plan (KCA), water loss and revenue leakage prevention for the first 6 months and implementation directions for the last 6 months of 2025; Report No. 11/BC-CTN dated January 08, 2026, regarding the summary report on the Safe Water Supply Plan (KCA), water loss and revenue leakage prevention for 2025 and implementation directions for 2026.

#### **4. Professional and Operational Work:**

- Strictly implemented legal regulations regarding: Information disclosure for large-scale public companies in the UPCOM market (stock code: CTW), tax policies, and payment of all types of insurance for employees. Successfully organized the 2025 Employee Conference and Annual General Meeting of Shareholders. Re-elected members of the Board of Directors and Supervisory Board for the 2025-2030 term. Successfully organized the Company's Grassroots Trade Union Congress and Grassroots Youth Union Congress for the 2025-2030 term. The Company's Grassroots Youth Union was rated as having completed its 2025 Youth Union tasks excellently. The Company's Party Committee was rated as having completed its 2025 tasks excellently and received a Certificate of Merit from the Standing Committee of the City People's Committee Party Committee. Additionally, the Can Tho City People's Committee Party Committee is proposing that the City Party Committee award a Emulation Flag to the Company's Party Committee for 5 consecutive years (2021-2025) of excellent task completion.

- Completed the update of the seal and the Certificate of Business Registration for the Company and its branches following the change in new administrative boundaries.



CANTHO WATER SUPPLY - SEWERAGE JOINT STOCK COMPANY

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- The Can Tho City People's Committee evaluated and rated the quality of the representative of state capital in 2024 at Can Tho Water Supply and Sewerage Joint Stock Company as having excellently completed tasks.

- The Company received a Certificate of Merit from the Director of the Tax Department for its achievements in complying with tax policies and laws in 2024.

- The Company was assigned by the Can Tho City People's Committee to be the Head of Block XIV (Enterprise Emulation Block 1).

- The units basically completed the 2025 internal targets, contributing to increased labor productivity, production and business efficiency, and enhanced sense of responsibility, creativity, and proactivity of employees.

- Warned customers about fraudulent water supply staff calling to scam customers on the website, CTWcare customer service application, and sent via the company's Zalo and Facebook.

- Promoted non-cash payments through advertising payment channels: Website, Facebook, Zalo. The payment ratio through collection partners for the November 2025 billing cycle reached >99%, of which non-cash payments (via e-wallets and banks) accounted for 91.73% (an increase of 1.09% compared to the same period in 2024).

- Water quality management and continuous water supply:

+ Ensured safe and continuous water supply, with water quality meeting the Ministry of Health's QCVN 01-1:2018/BYT standards.

+ Announced the conformity of clean water according to the provisions of the 2025 law (Notice No. 847/TB-SYT dated August 12, 2025, and conformity announcement No. 01/HQ-CN.2025).

+ Maintained operations according to ISO 9001:2015 standards at 03 water treatment plants and operated the laboratory according to ISO/IEC 17025:2017 standards.

+ Prepared the KCA Plan according to Circular 08/2012/TT-BXD for 03 water treatment plants and sent it to the Department of Construction for 1st appraisal according to official dispatch No. 73/CTN dated February 24, 2025, and revised and resubmitted for the 2nd time according to official dispatch No. 451/CTN dated September 26, 2025.

+ Developed Plan No. 81/KH-CTN dated February 26, 2025 - Plan for responding to saltwater intrusion and water source pollution in 2025 and Plan No. 233/KH-CTN dated May 27, 2025, regarding the use of alternative water sources and responding to water source incidents.



+ Signed the inspection record, determined the sanitary protection zone for the domestic water intake area, and completed environmental permits at 03 water treatment plants.

- Regularly coordinated with relevant units to inspect and promptly fix damages related to the drainage system, clearing flows at manholes, collection boxes, discharge gates, sewer beds, etc., to ensure good drainage in the wards.

- Continued to operate the wastewater treatment station for the 38.4ha Binh Khanh resettlement area, Ho Chi Minh City, according to the investor's opinion and prepared payment documents as prescribed.

- Operation of Can Tho City Wastewater Treatment Plant, capacity 30,000 m<sup>3</sup>/day-night:

+ Continued to perform well the operation of the Wastewater Treatment Plant (WWTP) according to Notice No. 21/TB-VPUB dated January 28, 2019; Official Dispatch No. 464/UBND – XDCB dated February 09, 2022, of the Can Tho City People's Committee and Official Dispatch No. 525/SXD-HTKT dated February 27, 2024, of the Can Tho Department of Construction regarding the operation of the drainage system and wastewater treatment plant project of Can Tho City, capacity 30,000 m<sup>3</sup>/day-night. Ensured that the output wastewater meets column A standards as prescribed.

+ Handover of the drainage and WWTP project to the Department of Construction: Completed the handover of documents and completed the actual asset inspection of the project for the Department of Construction according to official dispatch No. 464/UBND –XDCB dated February 09, 2022, of the Can Tho City People's Committee. On October 13, 2025, the Company issued Report No. 840/BC.CTN regarding reporting some contents according to Official Dispatch No. 3116/VPUB-KT of the City People's Committee on resolving difficulties and obstacles in determining boundaries, markers, and land area recovered for the Can Tho City Drainage and Wastewater Treatment Project. Currently, functional agencies have not provided opinions or guidance on subsequent procedures.

+ On December 05, 2025, the Company issued document No. 570/CTN regarding the submission of the price plan for operation, maintenance, and repair of the Wastewater Treatment Plant, pumping stations and tide prevention valves, management, and maintenance of the sewer system, pump chambers, and valve pits in 2025 to the Department of Construction as requested by the Department of Construction in official dispatch No. 3663/SXD-KCHT dated November 28, 2025. However, to date, the Department of Construction has not provided an opinion.

## 5. Research and application of science, technology, and information technology in production and business management:

- Continued to operate well the online clean water quality monitoring system with 08 devices at plants and on the network to monitor and track 03 indicators in real-time: turbidity, PH, and Chlorine. Online river water quality monitoring system at 03 plants with indicators: color, iron, Ammonium, total mineral oil and grease, salinity.

- Integrated SMS Brandname into the CTWCare customer service application to receive OTP codes (implemented on March 11, 2025) to increase convenience for customers when using. To date, 42,712/81,041 customers (52.7%) have linked the CTWCare customer service application.

- Continued to implement customer service on Zalo: answering questions, guiding customers.

- Maintained water bill collection links with 15 banks and 08 forms of payment via e-wallets.

- Completed the combination with Industrial and Commercial Bank to implement QR code printing on water bills (free for 1 year) to promote the increase of non-cash payment ratios and stopped using Payoo's QR code to save costs.

- Continued to implement electronic contracts for domestic water supply contracts, the number of customers who have signed: 17,955/81,041 customers (22.16%).

- Used and coordinated with partners to improve features of document management software to track work progress and meeting conclusions.

- Continued to use the Power BI application to build a Dashboard to support summarizing, reporting, and analyzing business data for the water revenue segment.

- Completed the implementation of drainage service quotation software to help determine the amount to quote for customers quickly (about 5 minutes).

- Applied AI in recognizing water meter readings at customer homes through photos of the meter face to check the accuracy of data entry. The solution won the First Prize of the 2025 Vietnam Young Water Industry Personnel Award organized by the Vietnam Water Supply and Sewerage Association (Decision 45/QĐ-HCTNVN dated November 25, 2025).

- The Monitoring and Technology Application Center - Digital Transformation (MDC Center) has been in operation since July 01, 2025, to accelerate digital transformation and centralized monitoring of software, plant SCADA, etc. Currently, it has completed the integration of pressure, flow, DMA, built dashboards, and alerts according to pre-set algorithms via Telegram and is developing alerts via the application.



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- The Company's Science and Technology Council reviewed and recognized 08 initiatives and technical solutions; Solutions for task performance and savings in 2025.

#### **6. Social work and caring for employee life:**

- Cared for policies for employees on holidays and Tet, supported social work in the locality, etc., with an amount of 5,017,898,148 VND.

- The Trade Union distributed gifts to union members during the Lunar New Year to contribute to enjoying spring and welcoming Tet with an amount of: 152,350,000 VND. The Trade Union organized the 2025 Sports Festival, Workers' Day, and coordinated with the government to organize tourism for employees in June 2025 with an amount of 34,200,000 VND. In addition, it also contributed to funds such as: Supporting the people of Cuba, supporting flood victims, the Fund for the Poor, the Golden Heart Fund, with a total amount contributed to the above funds: 203,130,000 VND. The Company's Grassroots Youth Union organized the 2025 Mid-Autumn Festival for children of employees. Party cells organized trips to the source for party members and the masses.

## **II. 2026 Operational Directions**

- Strive to achieve basic targets:

- + Production : 29.63 Million m<sup>3</sup>.
- + Revenue : 358,866 Million VND.
- + Profit after tax : 60,615 Million VND.
- + Tax payment : Correct, sufficient, and on time as prescribed.
- + Water loss ratio : 12 %.

- Review and reorganize the organizational structure of some subordinate units, improve labor productivity and production and business efficiency.

- Continue to implement the investment plan, especially projects:

+ Renovation and expansion of water supply network: Installation of D.225, D.180, D.110 HDPE water supply pipelines for 32 streets in Ninh Kieu Ward, cutting off old pipes - Implementation of meter policy; D180 HDPE water supply pipeline along Tra Nien Lon canal (Left bank from Tra Nien bridge to provincial road 918); D.225, D.180, D.110 HDPE water supply pipelines in Thoi Nhut 1 resettlement area, Tan An Ward, cutting off old pipes - Implementation of meter policy; Relocation of water supply pipelines located within the project construction scope - Intersection No. 1 (Mau Than - 3/2 - Tran Hung Dao) and intersection No. 4 (NVL - 3/2), Ninh Kieu Ward, Can Tho City; Recovery, treatment, and reuse system for sedimentation and filtration wash water at Can Tho 1 Water Treatment Plant; Transmission pipeline for Can Tho bridge approach road (National Highway

1A from IC3 to Ap My bridge); Transmission pipeline across Tay Do bridge - TL926 Truong Long, Nhon Ai Commune; Carry-over projects from 2025 aimed at renovating and expanding the water supply network in the service area.

+ Renovation projects to serve water loss prevention and upgrading, expanding the water supply network according to the requests of localities and customer management units to ensure the clean water usage needs of the people.

- Strengthen water loss prevention, control water loss ratio  $\leq 12\%$ .

- Drainage and WWTP project: Continue to coordinate with the Department of Construction to carry out the project handover according to the direction of the Can Tho City People's Committee and carry out procedures to sign operation contracts for 2024, 2025.

- Continue to operate the sewer line, pumping station, and Can Tho City Wastewater Treatment Plant, capacity 30,000 m<sup>3</sup>/day-night according to the approved proposal and plan.

- Wastewater treatment station for the 38.4ha Binh Khanh resettlement area, Ho Chi Minh City: Prepare final settlement documents as prescribed.

- Continue to bid and perform urban public utility services (maintenance, dredging of drainage systems, operation of WWTP) in the city in 2026 (if any).

- Continue to coordinate with relevant units to inspect, survey, propose, and perform maintenance and repair of the drainage system in the wards.

- Constantly strive to improve the quality of drainage and WWTP services to retain traditional customers. Besides that, continue to seek new customers in the city.

- Continue to maintain water bill payment via e-wallets and banks (reaching > 91%) to reduce the ratio of customers using cash; Continue to improve automatic loss ratio calculation software and add new features to WebGIS software; Promote guiding customers to install and use the CTWCare customer service application, moving towards not sending paper water bills to customers, only sending water bill notifications via the CTWCare application when implementing smart meters for 15mm customer meters; Complete the construction of the burst point management and repair module.

### III. Comments and Recommendations

#### 1. Comments:

Implementing the Resolution of the City People's Council, the direction of the City Party Committee and the City People's Committee, the Company always proactively expands the network in the service area to increase the clean water



CANTHO WATER SUPPLY - SEWERAGE JOINT STOCK COMPANY

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supply ratio for the people. Tax payment and insurance for employees are paid correctly and sufficiently. Providing safe, quality, and continuous clean water; promptly performing drainage services at the request of the Investor; implementing renovation and expansion projects of the water supply network according to the annual plan. Management and customer service work are constantly improved; the sense of work execution of employees is increasingly raised, meeting work requirements in the new situation, labor usage is more efficient; employment, life, and policies for employees are always cared for and constantly improved.

In general, in 2025 compared to the same period in 2024, revenue decreased by 8.41%, profit after tax decreased by 12.58% (however, it increased by 2.43% compared to the 2025 plan). Revenue and profit decreased because the first quarter of 2024 recorded a large revenue (35 Billion VND) from operating the Wastewater Treatment Plant for three consecutive years (2021, 2022, 2023). Besides that, revenue decreased partly because water production in 2025 only increased by 0.34% compared to 2024 (while water production: 2024 increased by 3.47% compared to 2023; 2023 increased by 5.70% compared to 2022). The main reason is that in 2025 the rainy season came early, there was a lot of rain, administrative agencies were merged, some headquarters stopped operating, and the water price increase in 2024 made customer water usage demand low, leading to insignificant production increase in 2025 compared to 2024, the water loss ratio decreased sharply from 14% in 2024 to 11.5% in 2025 (the water loss ratio target assigned by the Prime Minister is 15% by 2025).

## **2. Recommendations**

### **a. For the Department of Construction:**

- Soon complete related procedures to submit to competent authorities for approval and payment of operation costs for the drainage and wastewater treatment project in 2024 and 2025 for the Company.

- Soon resolve difficulties and obstacles related to the Can Tho City Drainage and Wastewater Treatment Project so that the Company can complete the handover of the Project to the owner.

- Advise the City People's Committee to re-sign the water supply service agreement with the Company.

### **b. For the Department of Agriculture and Environment:**

Soon complete procedures to grant certificates of land use rights, ownership of houses, and other assets attached to land for the Company's office, Can Tho 1 Water Treatment Plant, and An Binh water supply branch.



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**c. For Can Tho City Tax Department:**

Soon issue tax notices and deduct compensation, support, and resettlement costs into land rent for the Hung Phu Water Treatment Plant land plot so that the Company can complete its tax obligations.

Above is the summary report of the 2025 production and business performance results and the 2026 operational program of the Company./.

**Recipient:**

- Can Tho City People's Committee "for report";
- Department of Construction, Department of Finance "for report";
- Board of Directors, Supervisory Board, Board of General Directors;
- Trade Union Executive Committee;
- Subordinate units;
- Admin archive.

**GENERAL DIRECTOR**

**Nguyen Tung Nguyen**



No: 02/2026/BC-HĐQT

Can Tho, June 03, 2026



## REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

### I. Members and structure of the Board of Directors

The Board of Directors for operation in 2025 will consist of the following five members:

No.	Current Board Member	Position	Shareholding ratio have the right to vote
1	Mr. Nguyen Huu Loc	Chairman of the Board	Private ownership: 5,100 (0.02%) Foreign capital representative: 10,080,000 (36%)
2	Mr. Nguyen Tung Nguyen	Board Member – General Director	Private ownership: 11,600 (0.04%) Foreign capital representative: 4,200,000 (15%)
3	Mr. Nguyen Van Thien	Board of Directors member	Private ownership: 0 (0%) Representatives of the Trade Union: 6,900,000 (24.64%)
4	Mr. Tran The Hung	Board of Directors member	Private ownership: 0 (0%) Representatives of the Trade Union: 6,429,900 (22.96%)
5	Mr. Trinh Huu Phuc	Board of Directors member - Deputy General Manager	Personal ownership: 200 (0.0007%)

**Note:**

- End date of term 2020 But Board of Directors ' term 2025 : June 17, 2025.  
 Start date of term 2025. But Board of Directors ' 2030 Resolution : June 17, 2025.

## II. Activities of the Board of Directors

### 1. Number of meetings

- The Board of Directors meets quarterly throughout the year, with extraordinary meetings convened as required. The Supervisory Board attends all Board of Directors meetings as observers.

In 2025, the Board of Directors held 7 meetings. The report notes the attendance of Board members at the meetings for the fiscal year ending December 31, 2025 as follows:

No.	Member Board of Directors	Position	Number of meetings attended	Meeting attendance rate	Reasons for not attending the meeting.
1	Mr. Nguyen Huu Loc	Chairman of the Board	7/7	100%	
2	Mr. Nguyen Tung Nguyen	Board Member – General Director	7/7	100%	
3	Mr. Nguyen Van Thien	Board Member	7/7	100%	
4	Mr. Tran Chien Cong	Board Member	2/2	100%	Dismissal date: June 17, 2025
5	Mr. Tran The Hung	Board Member	5/5	100%	Appointment dated June 17, 2025
6	Mr. Trinh Huu Phuc	Board Member – Deputy General Director	7/7	100%	

#### **Note:**

- Mr. Tran Chien Cong authorized Mr. Tran The Hung to attend and vote at the Board of Directors meeting on April 29, 2025.

- Mr. Nguyen Van Thien authorized Mr. Tran Tan Duc to attend and vote at the Board of Directors meeting on October 29, 2025.

**But** Mr. Tran Chien Cong has been relieved of his duties as a member of the Board of Directors for the 2020 term. But In 2025 , Mr. Tran The Hung was also elected as a member of the Board of Directors for the 2025 term. But 2030 according to Resolution No. 01/2025/NQ-ĐHĐCĐ dated June 17 , 2025 of the Annual General Meeting of Shareholders 2025.

## 2. Content and results of the meetings

Session	Number of attendees	Main content
February 13, 2025	5/5 members	<p>- Through the 2024 Business Performance Report and 2025 Business Plan of CanThoWassco (according to Report No. 49 /BC-CTN dated February 13, 2025 ).</p> <p>- Through the 2024 Investment Activity Report and 2025 Investment Plan of CanThoWassco (according to Report No. 50 /BC-CTN dated February 13, 2025 and Plan No. 51/KH-CTN dated February 13, 2025 ).</p> <p>But Through the Board of Directors' Report on operations in 2024; the Profit Distribution Plan for 2024; the Production and Business Plan, the plan for fund allocation and dividend distribution in 2025 .</p> <p>- Through the Q4/2024 financial statements of Can Tho Water Supply and Sewerage Joint Stock Company (Parent Company).</p> <p>- Review the 2024 business performance report and the 2025 business plan of the subsidiary companies.</p> <p>- Through the policy of approving internal transactions (serving production purposes) between CanThoWassco and its subsidiaries (Tra Noc - O Mon Water Supply Joint Stock Company and Thot Not Water Supply Joint Stock Company) , excluding financial transactions, as follows:</p> <ul style="list-style-type: none"> <li>+ Transaction content: economic contracts (excluding loans and borrowings).</li> <li>+ The total transaction limit for each company in one year must be less than 3% of the total asset value of CanThoWassco as recorded in the Financial Statements up to Q4/2024: VND 5 billion for Tra Noc - O Mon Water Supply Joint Stock Company ; VND 5 billion for Thot Not Water Supply Joint Stock Company.</li> <li>+ Prices of goods and services will be determined by each specific contract, while ensuring the interests of CanThoWassco are protected.</li> </ul> <p>The Board of Directors unanimously agreed to authorize the General Director to implement the procedures for concluding and executing contracts with Tra Noc - O Mon Water Supply Joint Stock Company and Thot Not Water Supply Joint Stock Company in accordance with current laws and regulations.</p> <ul style="list-style-type: none"> <li>+ The authorization period is from February 13, 2025 to February 10, 2026.</li> </ul>

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Session	Number of attendees	Main content
		<p>But <b>It was unanimously</b> agreed (100%) that the following dates for the 2025 Annual General Meeting of Shareholders would be held :</p> <p>The 2025 Annual General Meeting of Shareholders is scheduled to be held on April 28, 2025 (Monday) .</p> <p>+ Deadline for announcing the list of attendees for the 2025 Annual General Meeting : The Secretariat is tasked with ensuring this is done within the specified timeframe.</p> <p>- Approved the Internal Audit Report for Q4/2024.</p> <p>- Based on the performance evaluation of the State Capital Representative at CanThoWassco in 2024: Outstanding performance.</p>
Day April 29, 2025	5/5 members	<p>- Through the Q1 /2025 Business Performance Report and Q2/2025 Business Plan of CanThoWassco (according to Report No. 180 /BC-CTN dated April 29, 2025 ) .</p> <p>- Through the Investment Activity Report for Q1/2025 and the Investment Plan for the remaining 9 months of 2025 of CanThoWassco (according to Report No. 181 /BC-CTN dated April 29, 2025 ) .</p> <p>- Through the proposals and items expected to be voted on at the 2025 Annual General Meeting of Shareholders :</p> <p>+ Proposal for approval of the profit distribution plan for 2024.</p> <p>+ Proposal for approval of audited financial statements for 2024.</p> <p>+ Proposal for approval of the business production plan and profit distribution plan for 2025.</p> <p>+ Proposal for payment of salaries, bonuses, and remuneration to the Board of Directors, Supervisory Board, and Secretariat for 2024 and plan for 2025 .</p> <p>+ Draft report on the results of monitoring the General Director and the Executive Board.</p> <p>- The following information pertains to Thot Not Water Supply Joint Stock Company:</p> <p>+ Report on business performance for Q1/2025 and business plan for the remaining 9 months of 2025 of Thot Not Water Supply Joint Stock Company.</p> <p>+ Seek the owner's opinion before voting on matters at the 2025 Annual General Meeting:</p>



Session	Number of attendees	Main content
		<ul style="list-style-type: none"> <li>▪ Investment plan for capital construction in 2025.</li> <li>▪ The report approves the audited financial statements for 2024.</li> <li>▪ Proposal for approval of the Profit Distribution Plan for 2024.</li> <li>▪ Proposal for approval of the business plan and profit distribution plan for 2025.</li> <li>▪ Report on the payment of remuneration, salaries, and bonuses for the Board of Directors, Supervisory Board, and Secretariat; the situation regarding the use of labor, the salary fund for specialized managers and employees of the Company in 2024 and the plan for 2025.</li> <li>▪ Proposal regarding the selection of an independent auditing firm to audit the 2025 financial statements of Tra Noc - O Mon Water Supply Joint Stock Company. <ul style="list-style-type: none"> <li>- Approving the plan to issue shares to increase charter capital in 2025 at Thot Not Water Supply Joint Stock Company, as per Proposal No. 129/TTr-CNTN dated April 16, 2025, from Thot Not Water Supply Joint Stock Company regarding the issuance of shares to increase charter capital.</li> </ul> </li> </ul> <p>The representative of Can Tho Water Supply and Sewerage Joint Stock Company at Thot Not Water Supply Joint Stock Company and related units are responsible for carrying out the procedures in accordance with current laws and regulations and are responsible for reporting to the Board of Directors of CanThoWassco on the share distribution situation after the completion of the offering.</p> <ul style="list-style-type: none"> <li>- Through the appointment of Mr. Nguyen Tung Nguyen as a member of the Board of Directors to hold the position of General Director of Can Tho Water Supply and Sewerage Joint Stock Company for a term of five (05) years, starting from April 29, 2025.</li> <li>- Mr. Huynh Thien Dinh has been appointed as Deputy General Director of Can Tho Water Supply and Sewerage Joint Stock Company for a term until his retirement, effective April 29, 2025.</li> <li>- Through the appointment of Mr. Diep Ton Kien to the position of Chief Accountant of Can Tho Water Supply and Sewerage Joint Stock Company for a term of five (05) years, starting from July 1, 2025.</li> </ul>

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Session	Number of attendees	Main content
		<p>- To extend the deadline for holding the 2025 Annual General Meeting of Shareholders to no later than June 2025. Reason: To allow the Company sufficient time to prepare the necessary procedures and documents for the meeting.</p> <p>The organization of the 2025 Annual General Meeting of Shareholders is as follows:</p> <ul style="list-style-type: none"> <li>+ The last registration date to exercise the right to attend the General Meeting of Shareholders is May 20, 2025.</li> <li>+ Exercise ratio: 1 share - 1 voting right.</li> <li>+ Implementation time: To be announced later in the meeting invitation.</li> <li>+ Location: Meeting hall at Can Tho Water Supply and Sewerage Joint Stock Company, 2A Nguyen Trai Street, Tan An Ward, Ninh Kieu District, Can Tho City.</li> </ul> <p>Authorize the Chairman of the Board of Directors to select the time, location, and agenda for the 2025 Annual General Meeting of Shareholders; Assign the General Director to carry out the procedures to finalize the list of shareholders with the Vietnam Securities Depository and Clearing Corporation.</p> <ul style="list-style-type: none"> <li>- Based on the performance evaluation of the State Capital Representative at CanThoWassco in 2024: Outstanding performance was achieved.</li> <li>- Through the Q1/2025 financial statements.</li> </ul>
June 17, 2025	5/5 members	<ul style="list-style-type: none"> <li>- Through the election of the Chairman of the Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company, for the term 2025-2030.</li> </ul>
July 28, 2025	5/5 members	<ul style="list-style-type: none"> <li>- Through the Report on business performance for the first six months of 2025 and the business plan for the last six months of 2025 of CanThoWassco (according to Report No. 350/BC-CTN dated July 28, 2025 ).</li> <li>- Through the Investment Results Report for the first six months of 2025 and the Investment Plan for the last six months of 2025 of CanThoWassco (according to Report No. 351 /BC-CTN dated July 28, 2025 ).</li> <li>- Through the reports on business performance for the first six months of 2024 and business plans for the last six months of 2024 of the subsidiary companies.</li> </ul>

Session	Number of attendees	Main content
		<ul style="list-style-type: none"> <li>- This information relates to Thot Not Water Supply Joint Stock Company as follows:               <ul style="list-style-type: none"> <li>+ Report on business performance for the first six months of 2025 and business plan for the last six months of 2025 of Thot Not Water Supply Joint Stock Company.</li> <li>+ Report on planned employment, wages, and remuneration for 2025.</li> </ul> </li> <li>- Through Official Letter No. 232/CNTN dated July 22, 2025, from Thot Not Water Supply Joint Stock Company, requesting approval for the wholesale water pricing scheme for Vinh Thanh Industrial Park (Phase 1) while awaiting the approval decision from the People's Committee of Can Tho City.</li> <li>- This information relates to Tra Noc - O Mon Water Supply Joint Stock Company as follows:               <ul style="list-style-type: none"> <li>+ Report on business performance for the first six months of 2025, operational plan for the third quarter of 2025, and business plan for the last six months of 2025 of Tra Noc - O Mon Water Supply Joint Stock Company.</li> <li>+ Report on labor utilization, wages, and planned remuneration for 2025. For wages, the Head of the Supervisory Board proposes a coefficient of 1.5.</li> </ul> </li> <li>Summary of financial statements for Q2/2025.</li> <li>- Reviewed the General Director's report on the salary plan for the parent company and its two subsidiaries in 2025.</li> <li>- Through the Corporate Governance Report for the first six months of 2025 of Can Tho Water Supply and Sewerage Joint Stock Company; the Corporate Governance Information Provision for the first six months of 2025 and electronic data according to the Hanoi Stock Exchange's template.</li> <li>- Through the Q2/2025 financial statements of Can Tho Water Supply and Sewerage Joint Stock Company .</li> <li>- Through the Internal Audit Report at the Branches and the Internal Audit Plan for the last six months of 2025.</li> </ul>
Day August 13, 2025	5/5 members submitted their opinions in writing.	<ul style="list-style-type: none"> <li>- Through the change of the company seal design of Can Tho Water Supply and Sewerage Joint Stock Company.</li> <li>- Based on the number of company seals before and after the change: 01 (one) seal.</li> </ul>

Session	Number of attendees	Main content
		<ul style="list-style-type: none"> <li>- The seal will take effect from August 14, 2025.</li> <li>- The General Director is responsible for canceling the old seal; preserving, managing, and using the new seal in accordance with the law and the Company's regulations. Simultaneously, the seals of the Company's branches and enterprises will be changed according to the new administrative boundaries.</li> </ul>
August 13, 2025	5/5 members submitted their opinions in writing.	<ul style="list-style-type: none"> <li>- Through amendments and additions to the Regulations on Science and Technology.</li> <li>- Through amendments and additions to the Regulations on the expenditure and use of the Science and Technology Development Fund.</li> </ul>
September 29, 2025	5/5 members submitted their opinions in writing.	<ul style="list-style-type: none"> <li>- It was unanimously agreed that the Director General should prepare the necessary documents and procedures to sue the Can Tho City Tax Department in the Can Tho City People's Court regarding the determination of land lease fees for the land plot used to build the Hung Phu Water Treatment Plant.</li> </ul>
Day October 29, 2025	5/5 members	<ul style="list-style-type: none"> <li>- Through the Report on business performance for the first 9 months of 2025 and the business plan for the last 3 months of 2025 of CanThoWassco (according to Report No. 505/BC-CTN dated October 29, 2025 ).</li> <li>- Through the Investment Results Report for the first 9 months of 2025 and the Investment Plan for the last 3 months of 2025 of CanThoWassco (according to Report No. 506 /BC-CTN dated October 29, 2025 ).</li> <li>- Through the Report on Business Performance for the first 9 months of 2025 and the Business Plan for the last 3 months of 2025 That Not Water Supply Joint Stock Company.</li> <li>- On March 5th, the Board of Directors approved Mr. Nguyen Quang Dong's continued tenure as Deputy Director of That Not Water Supply Joint Stock Company, in charge of its operations .</li> <li>- This information relates to Tra Noc - O Mon Water Supply Joint Stock Company as follows: <ul style="list-style-type: none"> <li>+ Report on business performance for Q3/2025 and the first nine months of 2025, and operational plan for Q4/2025.</li> </ul> </li> </ul>

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Session	Number of attendees	Main content
		<ul style="list-style-type: none"> <li>+ Report on the results of capital construction investment in the first 9 months of 2025 and draft plan for 2026.</li> <li>+ Assign the Human Resources and Administration Department of Can Tho Water Supply and Sewerage Joint Stock Company to review and adjust the regulations on salaries and bonuses for members of the Board of Directors, Supervisory Board, Executive Board, and employees of Tra Noc - O Mon Water Supply Joint Stock Company. <ul style="list-style-type: none"> <li>- Through the Q3/2025 Financial Report.</li> <li>- The draft Debt Management Regulations have been approved.</li> <li>- Approval of the draft amendments to the Regulations on Information Disclosure.</li> <li>- Through the sale of all 1,400 treasury shares of the Company. The General Director is tasked with selecting a consulting firm and carrying out the procedures for selling treasury shares in accordance with regulations.</li> <li>- Through the Internal Audit Report for Q3 /2025.</li> <li>- On March 3rd, the Board of Directors approved the plan to connect the Can Tho 3 Water Treatment Plant pipeline at the intersection of Road 91B and Le Phuoc Tho Road to ensure safe and backup water supply.</li> </ul> </li> </ul>

## 2. Resolutions and Decisions of the Board of Directors

Through these meetings, the Board of Directors issued the following Resolutions and Decisions during the year:

No.	Resolution / Decision Number	Day	Content
1	01/2025/NQ-HĐQT	13, 2025	Board of Directors Resolution, Q1/2025.
2	01/2025/TNQ-HĐQT	February 13, 2025	Excerpt from the Resolution approving the policy of approving small-value internal transactions serving production between CanThoWassco and its subsidiaries (Tra Noc - O Mon Water Supply Joint Stock Company and Thot Not Water Supply Joint Stock Company), excluding financial transactions.
3	02/2025/TNQ-HĐQT	February 13, 2025	Excerpt from the Resolution approving the 2025 Investment Plan.
4	02/2025/NQ-HĐQT	April 29,	Board of Directors Resolution, Q2/2025.

No.	Resolution / Decision Number	Day	Content
5	03/2025/TNQ-HĐQT	2025 April 29, 2025	<p>- Excerpt from the Resolution approving the extension of the time for holding the Annual General Meeting of Shareholders in 2025, no later than June 2025. Reason: To allow the Company sufficient time to prepare the procedures and documents for organizing the General Meeting thoroughly.</p> <p>- It was unanimously agreed to hold the 2025 Annual General Meeting of Shareholders as follows:</p> <p>+ The last registration date to exercise the right to attend the General Meeting of Shareholders is May 20, 2025.</p> <p>+ Exercise ratio: 1 share – 1 voting right.</p> <p>+ Implementation time: To be announced later in the meeting invitation.</p> <p>+ Location: Meeting hall of Can Tho Water Supply and Sewerage Joint Stock Company - 2A Nguyen Trai Street, Tan An Ward, Ninh Kieu District, Can Tho City.</p> <p>+ Meeting agenda: Approval of the audited financial statements for 2024; operating results for 2024; plan for 2025; election of members of the Board of Directors and Supervisory Board for the 2025-2030 term; and other matters within the authority of the General Meeting of Shareholders, which will be specifically announced to shareholders as per regulations.</p> <p>- It was unanimously agreed to authorize the Chairman of the Board of Directors to select the time, location, and agenda for the 2025 Annual General Meeting of Shareholders; and to assign the General Director to carry out the procedures to finalize the list of shareholders with the Vietnam Securities Depository and Clearing Corporation.</p>
6	04/2025/TNQ-HĐQT	April 29, 2025	Resolution approving matters related to Tra Noc - O Mon Water Supply Joint Stock Company to be presented at the 2025 Annual General Meeting of Shareholders.
7	05/2025/TNQ-HĐQT	April 29,	Resolution approving matters related to Thot

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No.	Resolution / Decision Number	Day	Content
		2025	Not Water Supply Joint Stock Company to be presented at the 2025 Annual General Meeting of Shareholders.
8	06/2025/TNQ-HĐQT	April 29, 2025	Resolution approving the performance review of the State capital representative at Can Tho Water Supply and Sewerage Joint Stock Company in 2024.
9	03/2025/NQ-HĐQT	June 17, 2025	Resolution electing the Chairman of the Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company, term 2025-2030.
10	04/2025/NQ-HĐQT	July 28, 2025	Board of Directors Resolution for the first and second quarters of 2025.
11	07/2025/TNQ-HĐQT	July 29, 2025	The following excerpts are from the Resolution approving matters related to Tra Noc - O Mon Water Supply Joint Stock Company: 1. Report on business performance for the first six months of 2025, operational plan for the third quarter of 2025, and plan for the last six months of 2025 of Tra Noc - O Mon Water Supply Joint Stock Company. 2. Report on labor utilization, wages, and remuneration plan for 2025. For average salary, a coefficient of 1.5 is proposed. 3. Summary of financial statements for Q2/2025.
12	08/2025/TNQ-HĐQT	July 29, 2025	- The following is an excerpt from the Resolution approving matters related to Thot Not Water Supply Joint Stock Company: 1. Report on business performance for the first six months of 2025 and plan for the last six months of 2025 of Thot Not Water Supply Joint Stock Company. 2. Report on planned employment, wages, and remuneration for 2025. - The Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company unanimously approved Document No. 232/CTN dated July 22, 2025, from Thot Not Water Supply Joint Stock Company regarding the request for approval of the wholesale water

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No.	Resolution / Decision Number	Day	Content
			price plan for Vinh Thanh Industrial Park (Phase 1) while awaiting the approval decision of the Can Tho City People's Committee.
13	05/2025/NQ-HĐQT	August 13, 2025	<ul style="list-style-type: none"> <li>- Resolution approving the change of the seal design of Can Tho Water Supply and Sewerage Joint Stock Company.</li> <li>- Based on the number of company seals before and after the change: 01 (one) seal.</li> <li>- The seal will take effect from August 14, 2025.</li> <li>- The General Director is responsible for canceling the old seal; preserving, managing, and using the new seal in accordance with the law and the Company's regulations. Simultaneously, the seals of the Company's branches and enterprises will be changed according to the new administrative boundaries.</li> </ul>
14	06/2025/NQ-HĐQT	August 13, 2025	<ul style="list-style-type: none"> <li>- Resolution approving amendments and additions to the Regulations on Science and Technology.</li> <li>- Through amendments and additions to the Regulations on the expenditure and use of the Science and Technology Development Fund.</li> </ul>
15	07/2025/NQ-HĐQT	September 29, 2025	The resolution approves the policy of assigning the General Director to prepare the documents and procedures to sue the Can Tho City Tax Department in the Can Tho City People's Court regarding the determination of land lease fees for the land plot used to build the Hung Phu Water Treatment Plant.
16	08/2025/NQ-HĐQT	October 29, 2025	Board of Directors Resolution, Quarter I /2025.
17	09/2025/TNQ-HĐQT	October 29, 2025	<ul style="list-style-type: none"> <li>- Excerpt from the Resolution approving the Report on Business Performance for the first 9 months of 2025 and the plan for the last 3 months of 2025 of Thot Not Water Supply Joint Stock Company.</li> <li>- On March 5th, the Board of Directors approved Mr. Nguyen Quang Dong's continued tenure as Deputy Director of Thot Not Water Supply Joint Stock Company, in</li> </ul>

No.	Resolution / Decision Number	Day	Content
			charge of its operations.
18	10/2025/TNQ-HDQT	October 29, 2025	The following excerpts are from the Resolution approving matters related to Tra Noc - O Mon Water Supply Joint Stock Company: + Report on business performance for Q3/2025 and the first nine months of 2025, and operational plan for Q4/2025. + Report on the results of capital construction investment in the first 9 months of 2025 and draft plan for 2026. + Assign the Human Resources and Administration Department of Can Tho Water Supply and Sewerage Joint Stock Company to review and adjust the regulations on salaries and bonuses for members of the Board of Directors, Supervisory Board, Executive Board, and employees of Tra Noc - O Mon Water Supply Joint Stock Company.
19	Decision No. 01/2025/QD-HDQT	April 29, 2025	Decision to appoint Mr. Nguyen Tung Nguyen as General Director of Can Tho Water Supply and Sewerage Joint Stock Company, term 2025-2030.
20	Decision No. 02/2025/QD-HDQT	April 29, 2025	The decision appoints Mr. Huynh Thien Dinh to the position of Deputy General Director of Can Tho Water Supply and Sewerage Joint Stock Company, with a term until his retirement.
21	Decision No. 03/2025/QD-HDQT	April 29, 2025	Decision to appoint Mr. Diep Ton Kien as Chief Accountant of Can Tho Water Supply and Sewerage Joint Stock Company, term 2025-2030.
22	Decision No. 04/2025/QD-HDQT	April 29, 2025	Decision to approve the plan to issue shares to increase the charter capital in 2025 at Thot Not Water Supply Joint Stock Company.
23	Decision No. 05/2025/QD-HDQT	August 13, 2025	Decision to approve amendments and additions to the Regulations on Science and Technology of Can Tho Water Supply and Sewerage Joint Stock Company.
24	Decision No. 06/2025/QD-HDQT	August 13, 2025	Decision to amend and supplement the Regulations on expenditure and use of the

No.	Resolution / Decision Number	Day	Content
			Science and Technology Development Fund of Can Tho Water Supply and Sewerage Joint Stock Company.
25	Decision No. 07/2025/QD-HDQT	October 29, 2025	Decision on the promulgation of the Regulations on Debt Management of Can Tho Water Supply and Sewerage Joint Stock Company.
26	Decision No. 08/2025/QD-HDQT	October 29, 2025	Decision on amending and supplementing the Regulations on Information Disclosure of Can Tho Water Supply and Sewerage Joint Stock Company.

### III. Overall assessment of the Board of Directors' performance.

- The Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company conducted its activities in accordance with the regulations in the Company's Charter of Organization and Operation, ensuring the number of meetings, the number of attending members and observers, and meeting the legal requirements and effectiveness of the meetings.

- The guidelines are implemented specifically, are feasible, and the implementation of the Shareholders' General Meeting Resolution and the Company's business operations are closely monitored.

- The supervision of the General Director's activities and senior management staff has been effectively implemented, ensuring compliance with legal regulations and resolutions of the Board of Directors.

### IV. Training in corporate governance

On June 26-27, 2025, the following members participated in the "Corporate Governance" training course organized by the Human Resources and Business Development Institute (HUREDIN):

+ Mr. Nguyen Tung Nguyen – Member of the Board of Directors, General Director.

+ Mr. Trinh Huu Phuc – Member of the Board of Directors, Deputy General Director.

+ Ms. Lam Nguyet Thanh – Head of the Supervisory Board.

+ Ms. Phan Thi Bich Ngoc – Head of Company Administration, Company Secretary.

## V. Transactions , remuneration and benefits of the Board of Directors, Executive Board and Supervisory Board

### 1. Remuneration of the Board of Directors and Supervisory Board

No.	Full name	Job title	Monthly salary	Number of months of entitlement
1	Mr. Nguyen Tung Nguyen	Board Member	7,200,000 VND	12
2	Mr. Nguyen Van Thien	Board Member	7,200,000 VND	12
3	Mr. Tran Chien Cong	Board Member	7,200,000 VND	6
4	Mr. Tran The Hung	Board Member	7,200,000 VND	6
5	Mr. Trinh Huu Phuc	Board Member	7,200,000 VND	12
6	Ms. Ngo Hong Hanh	Board Member	6,200,000 VND	12
7	Mr. Mai Song Hao	Board Member	6,200,000 VND	12

**Note:**

- The Chairman of the Board of Directors will receive remuneration and bonuses from 2 subsidiary companies in 2025: 369,485,767 VND.

### 2. Insider stock transactions

In 2025, the Company did not receive any further notice from members of the Board of Directors, the Executive Board, and the Supervisory Board regarding the occurrence of transactions.

## VI. Implementation of corporate governance regulations

In 2025, the Company will continue to fully meet all legal requirements for a large-scale public company and the regulations of the UpCOM exchange.

## VII. Directions for operation in 2026

Against the backdrop of a global economy projected to continue recovering but still facing numerous risks such as uneven economic growth across countries, inflation risks, fluctuating commodity prices, financial costs, and the ongoing impact of climate change , the Government remains committed to economic stability, inflation control, and growth promotion linked to economic restructuring, digital

transformation, and sustainable development. In Can Tho City, the socio-economic development orientation continues towards becoming the central urban hub of the Mekong Delta region. The need for investment in technical infrastructure, ensuring a safe and continuous supply of clean water for residents, is increasing, while also placing higher demands on the efficiency of water resource management and environmental protection. In this context, the Board of Directors has determined the Company's operational direction for 2026 as follows:

- Perform the company's operational management functions within the scope of authority and responsibility of the Board of Directors as stipulated in the company's charter and other regulations.

- Strengthen the direction and management of all company activities towards stability and sustainable development, and fulfill the 2026 plan targets assigned by the General Shareholders' Meeting.

- Focus on reducing water loss and revenue loss; flexibly adjust production and business strategies and technical infrastructure investment based on the principle of proactively securing water sources and linking with the regional network to ensure a safe water supply plan for Can Tho city.

- Promoting the application of science and technology and digital transformation in the management and operation of water supply systems and customer care aims to improve labor productivity and service quality.

The above is the 2025 Activity Report of the Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company./.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**Nguyen Huu Loc**



**CANTHO WATER SUPPLY AND  
SEWERAGE JOINT STOCK  
COMPANY**

Number: /2026/BC-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Can Tho, June 26, 2026*

## **REPORT ON MONITORING RESULTS FOR CEO AND MANAGEMENT TEAM**

Based on the Enterprise Law of 2020;

Based on the functions, duties, and powers of the Board of Directors as stipulated in the Charter of Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company (CanThoWassco);

Based on the Internal Governance Regulations of Can Tho Water Supply and Sewerage Joint Stock Company issued on April 25, 2023;

Based on Resolution No. 01/2025/NQ-ĐHĐCĐ, which was adopted by the Annual General Meeting of Shareholders in 2025 on June 17, 2025;

The Company's Board of Directors has conducted an inspection and supervision of the General Director and the Executive Board in implementing the resolutions of the 2025 Shareholders' General Meeting and the Board of Directors. The results are as follows:

### **I. Inspection and monitoring methods:**

- Through quarterly Board of Directors meetings and on-demand consultations, the Board directly discussed and questioned the General Director's activities in implementing the operational strategy and business objectives approved by the General Meeting of Shareholders on June 17, 2025. The General Director also presented difficulties and obstacles arising during the implementation of the business plan and discussed them directly with the Board of Directors to find timely and effective solutions to successfully achieve the objectives approved by the General Meeting of Shareholders.

- The Board of Directors has worked closely with the Supervisory Board to monitor and understand the Company's actual business situation and provide input to the General Director and the Executive Board to achieve the set business targets. Members of the Supervisory Board are invited to attend Board of Directors meetings, through which the Board of Directors and the Executive Board have the



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opportunity to directly exchange and discuss the Supervisory Board's input as supervisors and representatives of investors.

- The Chairman of the Board of Directors is generally responsible for exercising all rights and obligations as stipulated in the Enterprise Law and the CanThoWassco Charter; and represents the capital in the subsidiary companies.

- During the year, the General Director fully exercised all rights and obligations as stipulated by the Enterprise Law and the CanThoWassco Charter.

- The Board of Directors issues resolutions after each meeting to approve the plans for the next quarter and other related matters, providing the General Director with a basis for implementation.

## II. Monitoring Results:

1. In 2025, the water quality will be ensured to be safe and consistent for the people. The Company's Management Board has demonstrated a spirit of unity and high responsibility in their work. As a result, the Company has maintained stability in its production and business operations.

2. Results of operational activities in accordance with the tasks assigned by the General Shareholders' Meeting:

- Revenue, profit:

No.	Indicators	Unit of measurement	Plan 2025	To be implemented by 2025	% of implementation / Annual plan
1	Clean water production	Million m <sup>3</sup>	27.55	26.93	97.75%
2	Total Revenue	Tr.dong	338,224	326,242	96.46%
3	Net profit after tax	Tr.dong	53,797	55,104	102.43%

Assessment : In 2025, revenue reached VND 326,242 million, equivalent to 96.46% of the plan, while after-tax profit reached VND 55,104 million, exceeding the plan by 2.43%, showing that the company still ensured profitability despite revenue pressure.

- Clean water consumption only reached 97.75% of the plan, mainly due to objective factors such as: the early arrival of the rainy season, reduced water demand due to the merger of administrative units, and the impact of water price

adjustments leading customers to use water more sparingly. In addition, revenue and profit decreased because Q1/2024 recorded accumulated revenue (35 billion VND) from the operation of the wastewater treatment plant from 2021 to 2023, while the corresponding revenue for 2024 and 2025 has not yet been paid.

### 3. Regarding corporate governance:

- Strictly implement regulations on information disclosure for large-scale public companies on the UPCOM market ( stock code : CTW), tax policies, and payment of various types of insurance for employees. Successfully organize the Conference of Employee Representatives. Labor and the 2025 Annual General Meeting of Shareholders will be held on schedule. Re-election of members of the Board of Directors and Supervisory Board for the 2025-2030 term will also take place.

- Complete the updating of the company seal and the Certificate of Business Registration for the Company and its branches after the change in administrative boundaries.

- Water quality management and continuous water supply: ensuring safe and continuous water supply, with water quality meeting the standards of the Ministry of Health QCVN 01-1:2018/BYT.

- Continue implementing measures to combat water loss and leakage , promptly detecting, identifying, and rectifying pipe and tank failures. Maintain the pressure and flow monitoring system with 118 off-network measuring points, and deploy cello installation for customers with large-sized meters.

- Promoting cashless payments : the rate of payments through collection partners reached > 99%, of which cashless payments (via e-wallets and banks) accounted for 91.73 %. Continuing the implementation of electronic contracts for domestic water supply contracts , with 17,955 out of 81,041 customers (22.16%) having signed .

- Implementing software for quoting wastewater service costs helps determine the price for customers quickly (approximately 5 minutes).

- The Monitoring and Technology Application Center - Digital Transformation (MDC Center) commenced operations on July 1, 2025, to accelerate digital transformation and centrally monitor factory software, SCADA systems, etc.

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### **III. Conclusion**

The CEO and the Executive Board have successfully completed their assigned tasks in 2025. In addition, the following issues should be noted:

- Some operational tasks that need attention in the coming period include: continuing to improve regulations and institutions for business operations.
- Identify human resources as the central issue. Gradually plan to strengthen the organizational structure and personnel arrangement to ensure efficient operation under the new model.

**ON BEHALF OF THE BOARD OF DIRECTORS**  
**CHAIRMAN**

**Nguyen Huu Loc**

No. **BC/BKS**

*Can Tho, April 28, 2026*



**REPORT ON OPERATIONAL RESULTS FOR 2025  
AND THE WORK PROGRAM FOR 2026**

**BY THE SUPERVISORY BOARD OF CAN THO WATER SUPPLY AND  
SEWERAGE JOINT STOCK COMPANY**

**Presented to the Annual General Meeting of Shareholders in 2026**

Based on the functions and duties of the Supervisory Board (SB) as stipulated in the Charter of Can Tho Water Supply and Sewerage Joint Stock Company (CanThoWassco), the Regulations on the operation of the SB, the Internal Governance Regulations of CanThoWassco, and the provisions of current law;

Based on the Report on Business Performance and the Audited Financial Statements for 2025 of CanThoWassco;

Based on the results of the meeting on April 24, 2026, the Supervisory Board unanimously approved the Report on the results of operations in 2025 and the Work Program for 2026 to be submitted to the General Meeting of Shareholders (GMS) with the following contents:

**PART 1: REPORT ON ACTIVITIES IN 2025**

**I. Regarding organization**

The Supervisory Board, operating from the 2025 Annual General Meeting to the 2026 Annual General Meeting, consists of 3 members:

- Ms. Lam Nguyet Thanh, Head of the Supervisory Board ( in charge ) .
- Ms. Ngo Hong Hanh, Member of the Supervisory Board ( concurrently ) .
- Mr. Mai Song Hao, Member of the Supervisory Board ( concurrently ) .

**II. Activities of the Supervisory Board**

1. Members of the Supervisory Board attended most of the regular meetings of the Board of Directors. They also attended all meetings of the CanThoWassco Supervisory Board. During these meetings, the Supervisory Board members focused on discussing and proposing solutions to issues such as finance, taxation, human resource management, and capital construction investment.

2. Inspect and monitor the implementation of resolutions of the Annual General Meeting of Shareholders and resolutions of the Board of Directors. Supervise the management and operation of production and business activities by the Board of Directors.

3. Oversee the management and operational activities of the Board of Directors and the General Director; ensure compliance with the Charter, Regulations, and current legal provisions in the management and operation of the Company's activities.

4. Review the reasonableness, legality, honesty, and level of prudence in the Company's accounting and financial work. Evaluate financial statements (quarterly, semi-annual, annual), reports on business performance, management reports, and other contents as required.

5. Summarize the Supervisory Board's activities in 2025 to present to the General Shareholders' Meeting. Select an independent auditing firm to audit/review the 2026 financial statements .

6. Review and provide feedback on the procedures for organizing the annual general meeting of shareholders, ensuring compliance with current laws and the CanThoWassco Charter.

7. Verify that the Company's information disclosure is complete, truthful, and complies with legal regulations.

8. Report to the Owner the results of quarterly periodic inspections and monitoring of the Company's operations, the Board of Directors, and the General Management Board, as well as other related matters and recommendations (if any). In addition, the Head of the Supervisory Board shall submit ad hoc reports upon request from the financial management agency and other state management agencies, in accordance with the reporting guidelines issued by the Department of Finance .

9. Perform other tasks as assigned by the Supervisory Board.

### **III. Summary of the meetings and decisions of the Supervisory Board**

#### **1. Meetings of the Supervisory Board**

Between two Annual General Meetings of Shareholders (Annual General Meeting of Shareholders 2025 ) - in June 2025 and the 2026 Annual General Meeting . - (scheduled for June 2026 ) , the Supervisory Board held 8 meetings , both in person and online, as follows:

<b>Session</b>	<b>Number of attendees</b>	<b>Main content</b>
July 28 , 2025	- 03/03 members of the Supervisory Board.	- Review and evaluate the separate and consolidated financial statements for the second



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	- Secretariat.	quarter of 2025 ; and the report on business performance for the second quarter of 2025 . - Discuss and provide feedback on matters related to the Board of Directors meeting in July 2025. - Discuss other related topics .
October 29 , 2025	- 03/03 members of the Supervisory Board. - Secretariat.	- Review and evaluate the Q3/2025 financial report and the business performance report for the first nine months of 2025. - Discuss and approve the Supervisory Board's activity report and the results of monitoring the Company's operations, the Board of Directors, and the General Director's Office for the third quarter of 2025, to be submitted to the Owner. - Review and provide feedback on the Internal Audit Report for Q3/2025. - Discuss and provide feedback on matters related to the Board of Directors meeting in October 2025. - Discuss Other related content .
January 20 , 2026 ( online meeting)	- 03/03 members of the Supervisory Board. - Secretariat.	- Discuss and approve the Supervisory Board's activity report and the results of monitoring the Company's operations, the Board of Directors, and the General Director's Office for the fourth quarter of 2025, to be submitted to the Owner.
January 28 , 2026	- 0 3 /03 members of the Supervisory Board. - Secretariat.	- Review and evaluate the Q4/2025 financial report (Parent Company) and the 2025 business performance report of the Company. - Review and provide feedback on the 2025 Internal Audit Report and the 2026 Internal Audit Plan. - Discuss and provide feedback on matters related to the Board of Directors meeting in January 2026. - Discuss other related topics.
March 19 , 2026 (online meeting)	- 03/03 members of the Supervisory Board. - Secretariat.	- Review and provide feedback to the Department of Finance on the comments made by the representative of the State capital in the Board of Directors meeting (scheduled for April 17, 2026) .

March 26 , 2026 (online meeting)	- 03/03 members of the Supervisory Board. - Secretariat.	- Review and provide feedback to the Department of Finance on the Company's 2026 financial plan .
April 24 , 2026	- 03/03 members of the Supervisory Board. - Secretariat.	- Review and evaluate the separate and consolidated financial statements for 2025 (audited); the separate and consolidated financial statements for the first quarter of 2026; and the company's business performance report for the first quarter of 2026.  - Review and provide feedback on the Internal Audit Report for the first quarter of 2026.  - Review and approve the Report on the results of operations in 2025 and the Work Program for 2026 of the Supervisory Board to be submitted to the Annual General Meeting of Shareholders in 2026.  - Discuss and approve the Proposal for selecting an independent auditing firm to conduct the audit/review of the 2026 financial statements.  - Discuss and provide feedback on matters related to the Board of Directors meeting in April 2026.  - Discuss other related topics.
April 28 , 2026 ( online meeting)	- 03/03 members of the Supervisory Board. - Secretariat.	- Discuss and approve the Supervisory Board's activity report and the results of monitoring the Company's operations, the Board of Directors, and the General Director's Office for the first quarter of 2026, to be submitted to the Owner.

## 2. Decisions of the Supervisory Board

In 2025, the Supervisory Board did not issue any decisions.

## IV. Remuneration and operating expenses of the Supervisory Board

Regarding the remuneration of the Supervisory Board in 2025:

+ For full-time members of the Supervisory Board (Head of Board): Salary is paid according to the regulations of CanThoWassco.

+ For non-executive members of the Supervisory Board: Monthly remuneration (before deducting personal income tax): VND 6,200,000 /person/month.

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- Operating expenses and other benefits of the Supervisory Board: Members of the Supervisory Board do not receive any benefits other than their salaries, bonuses, fees, and dividends as stipulated in the Company's regulations and approved by the General Meeting of Shareholders.

Note: Detailed information will be included in the overall report along with the remuneration report for the Board of Directors and the Secretariat.

## **V. Results of monitoring the operational situation, implementation of accounting and financial reporting procedures, and business performance of CanThoWassco**

In 2025, CanThoWassco essentially met all legal requirements for a public joint-stock company. Through monitoring the business management activities of CanThoWassco and its subsidiaries, and through reviewing CanThoWassco's quarterly, semi-annual, and 2025 financial statements, the Supervisory Board has the following assessment:

### **1. Regarding the operational status of CanThoWassco**

- Strictly comply with regulations on information disclosure for large-scale public companies on the UPCOM market ( stock code : CTW), tax policies, and payment of various types of insurance for employees. The 2025 Workers' Conference was successfully organized , although it was held later than scheduled

- Complete the updating of the company seal and the Certificate of Business Registration for the Company and its branches after the change in administrative boundaries.

- The Company's Party Committee was awarded the "Outstanding Performance" Emulation Flag by the City Party Committee for five consecutive years, from 2021 to 2025; the Company received a Certificate of Commendation from the Director of the Tax Department for its achievements in complying with tax policies and laws in 2024.

- Organizational work: The company continues to improve its organizational structure and personnel.

- Capital construction investment: The total projected investment for 2025 is 122.88 billion VND ; disbursements during the year amounted to 116.35 billion VND ; mainly focusing on expanding and renovating the water supply system to meet water usage needs as requested by residents and localities, and as directed by city leaders.

- Water Loss Prevention and Control: Continued efforts to prevent water loss and leakage, promptly detecting and rectifying pipe and tank failures; conducted periodic inspections of over 51,000 customer households, detecting 01 violation



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of the water usage contract. Maintained a pressure and flow monitoring system with 118 off - network measuring points. Completed the transition to using 4G NB-IoT SIM cards to replace 2G SIM cards, and replaced cellos to improve data transmission and pressure control across the entire network to support water loss prevention efforts. Utilized software to automatically calculate water loss rates to improve accuracy and better manage water loss prevention efforts.

- Water production and distribution: Ensuring safe and continuous water supply, with water quality meeting the standards of the Ministry of Health. The company has announced the conformity assessment of clean water in accordance with the law in 2025. It will maintain operations according to ISO 9001:2015 standards at three water treatment plants and operate the laboratory according to ISO/IEC 17025:2017 standards. Simultaneously, the company has prepared a Water Quality Control Plan (KCA) in accordance with Circular 08/2012/TT-BXD for the three water treatment plants and submitted it to the Department of Construction for appraisal; it has also developed a plan to respond to saltwater intrusion and water pollution in 2025, a plan for using alternative water sources, and a plan for responding to water source incidents.

- Research and application of science, technology, and information technology in production, management, and business operations:

+ Continue to operate the online clean water quality monitoring system with 8 devices at the plants and on the network; and the online river water quality monitoring system at 3 plants.

CTWCare customer service application to receive OTP codes, increasing convenience for customers; to date, 42,712 customers (52.7%) have linked their CTWCare customer service application.

+ Continuing the implementation of electronic contracts for domestic water supply contracts, the number of customers who have signed has reached 22.16% (17,955/81,041 customers).

+ Applying AI to identify water meter readings at customers' homes through photos of the meter face to check data entry accuracy; Using and collaborating with partners to improve the features of document management software; Completing the deployment of wastewater service pricing software to quickly determine the amount for quoting to customers (approximately 5 minutes);...

+ The Monitoring and Technology Application Center - Digital Transformation (MDC) has been operational since July 1, 2025, to accelerate digital transformation and centrally monitor factory software, SCADA systems, etc.

- Continue to effectively operate the Can Tho City Wastewater Treatment Plant, with a capacity of 30,000 m<sup>3</sup>/day, ensuring that the treated wastewater



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meets the prescribed standards. Continue to operate the wastewater treatment plant for the 38.4-hectare Binh Khanh <sup>resettlement</sup> area in District 2, Ho Chi Minh City, as per the investor's instructions and prepare payment documents according to regulations.

- Regarding internal audit: quarterly, the Supervisory Board receives the Internal Audit Report and has made observations based on the results of these reports.

## **2. Regarding the implementation of accounting procedures, financial statements, and business performance results.**

### **2.1 Financial management:**

- CanThoWassco's charter capital is 280 billion VND. Of this, the State holds 51% (equivalent to 142.8 billion VND); the two major shareholders are: Binh Duong Water and Environment Corporation (BIWASE) with a 24.64% stake, equivalent to 69 billion VND, and Thu Dau Mot Water Corporation with a 22.96% stake, equivalent to 64.29 billion VND; other shareholders hold 1.39%, equivalent to 3.9 billion VND.

- Equity capital is preserved. The CanThoWassco Management Board needs to strengthen monitoring and guidance in handling issues related to tax policies and outstanding debts.

### **2.2 Results of the audit of the consolidated financial statements for 2025:**

The Board of Directors is in agreement with the consolidated financial statements for 2025 audited by Moore AISC Audit and Information Technology Services Co., Ltd., and generally concludes that they fairly and accurately reflect the financial position of the Company as of December 31, 2025, specifically as follows:



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No.	Target	Unit of measurement	To be implemented by 2025
1	Total assets, including:	Billion VND	947,635
	+ <i>Current assets</i>	<i>Billion VND</i>	213,391
	+ <i>Long-term assets</i>	<i>Billion VND</i>	734,244
2	Funding	Billion VND	947,635
	+ <i>Liabilities</i>	<i>Billion VND</i>	345,039
	+ <i>Equity</i>	<i>Billion VND</i>	602,596
3	Registered capital	Billion VND	280,000
4	Total revenue	Billion VND	464,472
5	Total cost	Billion VND	352,712
6	Profit before tax	Billion VND	111,760
7	Net profit attributable to parent company shareholders	Billion VND	74,033
8	Net profit margin/charter capital	Billion VND	26.44 %
9	Earnings per share	VND/share	2,373

**Comment:**

- The financial statements are prepared in accordance with the prescribed forms as stipulated by the Ministry of Finance.

- Ensure compliance with reporting requirements for public companies to the State Securities Commission and the Stock Exchange.

- The proposed dividend rate for approval by the General Meeting of Shareholders is VND 1,200 per share, consistent with the business results for 2025 and the resolution set forth by the General Meeting of Shareholders.

- In 2025, the Company basically complied fully and correctly with legal regulations regarding accounting, finance, and taxation.

**VI . Monitoring activities of the Board of Directors , the General Director, and management staff.**

Through the monitoring of the management and operational activities of the Board of Directors, the General Director, and the management staff of CanThoWassco in 2025 , the Supervisory Board has not detected any irregularities in the management and operational activities of CanThoWassco by the Board of Directors, the General Director, and the management staff. Specific details are as follows :

## 1. Oversight of the Board of Directors

- The Board of Directors has performed its duties in accordance with the Board's operating regulations .

- The Board of Directors has regularly organized and maintained quarterly meetings. During these meetings, all members attended (or delegated), working with a high sense of responsibility to make timely resolutions and decisions to guide and direct business operations in accordance with the resolutions of the General Meeting of Shareholders and the provisions of the law.

- The Board of Directors has provided timely guidance and closely monitored production and business activities. Through quarterly Board meetings and when requested, the Board of Directors/Chairman of the Board have directly discussed and questioned the General Director's activities in implementing the operational strategy and business objectives approved by the General Meeting of Shareholders and the Board of Directors' resolutions .

## 2. Supervision of the General Manager

- The General Director has fully and promptly implemented the resolutions of the General Meeting of Shareholders , and the resolutions and decisions of the Board of Directors . He has proactively planned, managed, and operated the use of capital, assets, and labor, assigning tasks within the Board of Directors to guide and manage production and business; and has fully fulfilled his obligations to the state and provided for the rights and benefits of employees.

- The General Director also presented the difficulties and obstacles arising during the implementation of the production and business plan and discussed them directly with the Board of Directors to come up with timely and effective solutions to successfully achieve the objectives approved by the General Meeting of Shareholders .

## 3. Results of implementing the Shareholders' General Meeting Resolution in 2025

- The company has complied well with regulations regarding financial reporting, corporate governance reporting, annual reports, reports on insider stock transactions, and other reports.

- The Supervisory Board agrees with the audited Report on Production and Business Results, the Report on Capital Construction Investment, and the Financial Statements for 2025. However, the targets for clean water production and revenue have not been met compared to the Resolution of the Annual General Meeting of Shareholders in 2025. Specifically as follows :

Content	Shareholders' Meeting Resolution	To be implemented in 2025	Results compared to the Resolution
- Clean water production ( million m <sup>3</sup> )	27.55	26, 93	97.75%
- Revenue (million VND)	33 8 .2 24	3 2 6. 242	96.46%
- Net profit after tax (million VND)	5 3 . 797	55.104	10 2 , 43%
- Water loss rate (%)	12.5	1 1.5	- 1, 0

- Water consumption only reached 97.75% of the planned target. The main reasons stem from objective factors such as: the early arrival of the rainy season, reduced water demand due to the merger of administrative units, and adjustments to water prices leading customers to use water more sparingly.

- Revenue only reached 96.46% of the plan. This was due to insufficient water production and the fact that revenue from the operation of the wastewater treatment plant in 2024 and 2025 has not yet been paid.

Although two key indicators did not meet the plan, after-tax profit reached 102.43% of the plan, showing that the company still ensured profitability despite pressure on revenue.

## **VII . Assessing the coordination of activities between the Supervisory Board , the Board of Directors, the General Director, management staff, and shareholders.**

1. In 2025 , between the Supervisory Board and the Board of Directors, and the General Director's Office. The management team has essentially maintained a close working relationship and coordination based on the principle of serving the interests of shareholders and complying with the law, the Company Charter, and the Company 's internal governance regulations. The coordination between the Supervisory Board, the Board of Directors, and the General Director's Office has been carried out in accordance with the General Meeting of Shareholders' Resolutions.

All members of the Supervisory Board are invited to attend Board of Directors meetings and receive most of the documents during the management and operation process; through this, the Supervisory Board, in its capacity as supervisors and representatives of shareholders' capital, has the opportunity to exchange and contribute opinions to ensure that the management and operation process is carried out in accordance with the direction of the 2025 Shareholders' General Meeting Resolution.



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2. The Supervisory Board has not received any requests or complaints from shareholders or groups of shareholders whose shareholding percentages and durations comply with the provisions of the Company's Articles of Association .

## PART 2: WORK PROGRAM FOR 2026

### I. Content

The Supervisory Board 's program of activities focuses on the following main areas :

- Review quarterly financial statements, semi-annual financial statements, and year-end financial statements (including separate and consolidated financial statements) based on independent audit reports combined with information gathered during the performance of the operational control role.

- Review quarterly and annual business production plans and provide feedback to the Board of Directors and the General Management Board within the scope of relevant responsibilities and authority. Simultaneously, review production and business costs and make recommendations to the General Management Board when identifying inappropriate costs.

- Collaborate with the Company's Board of Directors to review documents, programs, and plans for organizing the annual and extraordinary (if any) General Meeting of Shareholders, ensuring the seriousness and proper conduct of the meeting.

- Regularly review and inspect the progress of production and business activities by the Board of Directors and the Executive Board in implementing the Company's business strategy.

- Monitoring compliance with legal regulations, the Company's Charter, company rules and regulations, and the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors by the Board of Directors and the Company's Executive Board.

- Review and discuss with internal auditors, based on internal auditor reports, issues related to business operations to identify and promptly address any risks (if any).

- Hold regular or extraordinary meetings of the Supervisory Board to provide opinions on matters within its authority, draw lessons learned, and propose measures to improve the effectiveness of the Supervisory Board's operations.

- Submit quarterly reports on the activities of the Supervisory Board and the results of the audit of the Company's reports in accordance with regulations or when requested.

- Participate in regular Board of Directors meetings and other meetings to ensure transparency in the Board's activities.

- Other duties as stipulated by the Enterprise Law and the Company's Articles of Association.

## II . Implementation

- Inspection and supervision work ensures compliance with current laws and regulations, the Company Charter, the Company's internal governance regulations, and the operating regulations of the Supervisory Board.

- Based on the assignment of tasks within the Supervisory Board and the above-mentioned program content, each member of the Supervisory Board shall proactively develop a specific work plan and schedule before implementation. Some key tasks to be carried out according to specific timelines are as follows:

No.	Execution time	Main content
1	Q1/2026	<ul style="list-style-type: none"> <li>- Review and evaluate the separate and consolidated financial statements for the first quarter of 2025 ; and the report on business performance for the year 2025 .</li> <li>- Attend the Supervisory Board meeting and the Company's Board of Directors meeting; Discuss and provide feedback on matters related to the Board of Directors meeting in January 2026.</li> </ul>
2	Second quarter of 2026	<ul style="list-style-type: none"> <li>- Review and evaluate the audited separate and consolidated financial statements for 2025; the separate and consolidated financial statements for the first quarter of 2026; and the business performance report for the first quarter of 2026.</li> <li>- Through the Supervisory Board's activity report for 2025 and operational plan for 2026, and the proposal to select an auditing firm to audit the 2026 financial statements to be presented to the Annual General Meeting of Shareholders in 2026.</li> <li>- Attend the Supervisory Board meeting and the Company's Board of Directors meeting; Discuss and provide feedback on matters related to the Board of Directors meeting in April 2026.</li> <li>- Attend the Annual General Meeting of Shareholders in 2026.</li> </ul>
3	Q3/2026	<ul style="list-style-type: none"> <li>- Review and evaluate the separate and consolidated semi-annual financial statements for 2026 ; and the report on business performance for the second quarter of 2026 .</li> <li>- Attend the Supervisory Board meeting and the Company's Board of Directors meeting; Discuss and provide feedback on matters</li> </ul>

		related to the Board of Directors meeting in July 2026.
4	Fourth quarter of 2026	<ul style="list-style-type: none"> <li>- Review and evaluate the separate and consolidated financial statements for the third quarter of 2026 ; and the report on business performance for the third quarter of 2026 .</li> <li>- Attend the Supervisory Board meeting and the Company's Board of Directors meeting; Discuss and provide feedback on matters related to the Board of Directors meeting in October 2026.</li> </ul>

The above are the contents of the Supervisory Board's report, submitted to the Annual General Meeting of Shareholders 2026 for consideration and approval./.

**Recipient:**

- General Shareholders' Meeting;
- Board of Directors, Supervisory Board, Board of Directors;
- Saved: Secretariat, Personnel and Organization Department.

**ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD**

**Lam Nguyet Thanh**

Can Tho, June 26 2026



**REGULATIONS ON NOMINATION AND CANDIDACY FOR  
ELECTION OF AN ADDITIONAL MEMBER OF THE BOARD OF  
DIRECTORS- CAN THO WATER SUPPLY AND SEWRAGE JOINT  
STOCK COMPANY  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Based on the Charter of Organization and Operation of Can Tho Water Supply and Sewerage Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Regulations on Nomination and Self-Nomination for the election of one additional member of the Board of Directors for the 2025-2030 term as follows:

**I. BOARD OF DIRECTORS**

**1. The number of Board of Directors members according to the Company's Articles of Association is 5.**

**2. Number of candidates for the by-election for Board of Directors membership : 1 person.**

**3. Candidate Criteria**

Candidates for the Board of Directors who are not representatives of state-owned capital must meet the following conditions and standards:

- Has full legal capacity.
- Has managerial and business administration experience.
- Has good health, integrity, ethical standards and knowledge of applicable laws.

**II. RIGHT TO NOMINATE AND SELF-NOMINATE CANDIDATES FOR THE BOARD OF DIRECTORS**

Prior to the General Shareholders' Meeting, shareholders holding voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Directors. The number of candidates each group can

1

nominate depends on the number of candidates decided by the General Meeting and the shareholding ratio of each group. Specifically, as follows:

1. Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares are entitled to nominate a maximum of two (02) candidates for the Board of Directors.

2. Those holding from 30% to less than 50% of the total voting shares are entitled to nominate a maximum of three (03) candidates for the Board of Directors.

3. Those holding 50% or more of the total voting shares are entitled to nominate a maximum of four (04) candidates for the Board of Directors.

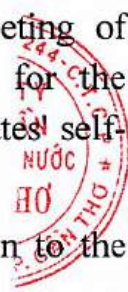
### **III. APPLICATION DOCUMENTS FOR NOMINATION AND CANDIDATESHIP TO THE BOARD OF DIRECTORS**

The Company's Board of Directors submits to the General Meeting of Shareholders for consideration and approval the list of candidates for the supplementary election of Board members (accompanied by the candidates' self-declared resumes).

If individuals nominate themselves, the application for nomination to the Board of Directors includes:

- Application for nomination of a Board member/ Documentation proving the number of shares represented or owned;
- The candidate's resume is filled out by the candidate themselves.

### **CHAIRPERSON OF THE ELECTION COMMITTEE**



**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Can Tho, June 26, 2026*



**ELECTION REGULATIONS OF THE BOARD OF DIRECTOR OF  
CAN THO WATER SUPPLY AND SEWERAGE JOINT  
STOCK COMPANY  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

In order for the election of members of the Board of Directors of Can Tho Water Supply and Sewerage Joint Stock Company at the 2026 Annual General Meeting of Shareholders to comply with current regulations of Vietnamese law, be conducted according to the principles of transparency and democracy, and ensure the legitimate rights of all shareholders, we respectfully submit to the General Meeting of Shareholders the draft regulations for the election of the Board of Directors as follows:

**Election Principle: based on the cumulative voting principle.**

**1/ Ballot:**

- The ballot papers for the Board of Directors are pre-printed with the names of the candidates in alphabetical order and stamped with the seal of Can Tho Water Supply and Sewerage Joint Stock Company.

- The ballot paper includes the election code and the total number of voting shares held by each shareholder (including both owned shares and authorized shares).

- Each shareholder or authorized representative is issued 01 (one) ballot.

**2. Principles of elections:**

- The number of elected members of the Board of Directors is: 01 (one) member.

- Election method: Cumulative voting. Accordingly, each shareholder has a total number of votes corresponding to the total number of shares owned and represented multiplied by the number of members to be elected to the Board of Directors and shareholders have the right to cast all of their votes for one candidate. Since only one additional member of the Board of Directors is to be elected, the total number of votes will correspond to the number of shares owned by the shareholder.



- The voting percentage is calculated based on the total number of voting shares held by shareholders attending the General Meeting.

- Invalid ballots are those that:

➤ The total number of shares available for voting is higher than the total number of shares with voting rights.

➤ Leave the ballot blank; do not vote for anyone on the list of candidates.

➤ The ballot included the names of individuals not on the list of candidates that had been approved by the General Meeting.

➤ Ballots with added personal markings or ballots without the voter's signature.

➤ The receipt does not bear the official seal of Can Tho Water Supply and Sewerage Joint Stock Company.

### **3. Conditions for election:**

Candidate is the one with the highest number of valid votes, ranked from top to bottom, until the required number of votes is reached.

Election regulations are presented to the General Meeting of Shareholders of Can Tho Water Supply and Sewerage Joint Stock Company and are approved when more than 65% of the voting shares present at the meeting are consented to.

### **CHAIRPERSON OF THE ELECTION COMMITTEE**

