THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

INTERNAL REGULATION
ON CORPORATE GOVERNANCE OF CA MAU WATER SUPPLY JOINT STOCK COMPANY

Ca Mau, June ……, 2026

CA MAU WATER SUPPLY JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM **Independence -Freedom - Happiness**
Draft	*Ca Mau, June ……, 2026*

INTERNAL REGULATION ON CORPORATE GOVERNANCE OF CA MAU WATER SUPPLY JOINT STOCK COMPANY

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

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

Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company;

Pursuant to the Resolution No. ……/NQ-ĐHĐCĐ dated June 29, 2026, of the General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company;

The Board of Directors issues the Internal Regulation on Corporate Governance of Ca Mau Water Supply Joint Stock Company;

The Internal Regulation on Corporate Governance of Ca Mau Water Supply Joint Stock Company includes the following contents:

Chapter I
GENERAL PROVISIONS

Article 1. Scope of regulation

Internal Regulation on Corporate Governance stipulates the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors (BOD) and the General Director; orders and procedures for General Meetings of Shareholders; the nomination, candidacy, election, dismissal and removal of members of the Board of Directors, the Supervisory Board, and the General Director; and other activities, whether or not prescribed in the Charter of Ca Mau Water Supply Joint Stock Company and current legal regulations.

Article 2. Subject of application

This regulation applies to members of the Board of Directors, Supervisory Board, General Director, related persons, and units.

Article 3. Term definition

1. *The Company* means Ca Mau Water Supply Joint Stock Company.

2. *The Charter* means the Charter of Ca Mau Water Supply Joint Stock Company.

Chapter II
GENERAL MEETING OF SHAREHOLDERS

Article 4. Roles, rights, and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders, which includes all shareholders with legal voting rights, is the highest decision-making body of the Company.

2. The General Meeting of Shareholders has rights and obligations as stipulated in Article 14 of the Charter.

Article 5. Sequences and procedures for the convening of General Meetings of Shareholders to adopt Resolutions via physical voting at the meeting

1. Power to convene the General Meeting of Shareholders in accordance with Article 13 of the Charter.

2. Notices of the record date and the list of shareholders entitled to attend the meeting in accordance with point a, Clause 2, Article 16 of the Charter.

3. Notice of invitation in accordance with Clause 3, Article 16 of the Charter.

4. Shareholder proposals for the meeting agenda in accordance with Clauses 4, 5, and 6, Article 16 of the Charter. In case the convenor of the General Meeting of Shareholders rejects proposals as specified in this point, they must provide a written response stating the reasons at least 02 working days prior to the opening of the meeting.

5. Authorization to attend General Meeting of Shareholders in accordance with Clause 2, Article 15 of the Charter.

6. Attendance registration for General Meeting of Shareholders

The procedures for attendance registration are described in the meeting notices, including direct contact or submission of the registration form/power of attorney (using templates attached to the notice) to the Company.

Shareholders may register their attendance manners specified in the notice, including:

- Attending and voting/electing directly at the meeting.

- Authorizing a representative to attend and vote/elect at the meeting.

- Submitting voting/election ballots to the meeting via mail, fax, or other electronic means.

7. Means of convention in accordance with Article 17 of the Charter.

8. Methods of voting, vote counting, and announcement of counting results in accordance with point a, Clause 1, Article 18 of the Charter.

9. Conditions for approval of meeting resolutions in accordance with Article 19 of the Charter.

10. Methods for opposing meeting resolutions

Shareholders who voted against resolutions regarding the reorganization of the Company (division, separation, merger, or conversion of corporate type) or changes to the rights and obligations of shareholders as prescribed in the Charter shall have the right to demand share redemption. Such requests must be made in writing, stating the shareholder's name, address, number of shares of each type, intended selling price, and reasons for the request. The request must be sent to the Company within 10 days from the date of the resolutions on matters adopted at this point.

The Company must repurchase the shares at the request of the shareholder as specified herein within 90 days from the date of receipt of such request. If an agreement on price cannot be reached, the parties may request an appraisal firm to determine the price. The Company shall propose at least three professional firms for shareholders' selection. And such choices will be final and binding.

11. Minutes and resolutions of the General Meeting of Shareholders shall be prepared and disclosed in accordance with Article 21 of the Charter.

Article 6. Sequences and procedures for obtaining shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders

Sequences and procedures for obtaining shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders in accordance with Article 20 of the Charter.

Article 7. Sequences and procedures for holding the General Meeting of Shareholders to approve resolutions via virtual conference

1. Convention notice of virtual General Meeting of Shareholders:

a) Power to convene the General Meeting of Shareholders in accordance with Article 13 of the Charter.

b) Notices of the record date and the list of shareholders entitled to attend the meeting in accordance with point a, Clause 2, Article 16 of the Charter.

c) Notice of invitation in accordance with Clause 3, Article 16 of the Charter. Voting/election ballots are not required to be attached to the notice.

2. Attendance registration for virtual General Meeting of Shareholders:

The procedures for attendance registration prior to the opening date of the virtual meeting are specified in the notice of invitation, including:

a) Eligibility for participation:

- Involved in the list of shareholders entitled to attend the General Meeting of Shareholders, as established in accordance with the notice of record date.

- Authorized representatives must meet the eligibility requirements as prescribed by law and the Charter.

b) Technical requirements: Shareholders or authorized representatives must have electronic devices with Internet connectivity (personal computers, tablets, mobile phones, or other internet-enabled devices, etc.).

c) Methods for attendance record: The electronic voting system registers a shareholder or authorized representative as an eligible participant once they have accessed the system using the credentials provided in accordance with Clause 3 of this Article and have cast a vote on the electronic system to confirm their attendance.

3. Provision of login credentials and electronic voting:

a) Link to the electronic voting system, username, password, and other identification factors (if any) for attending the virtual General Meeting of Shareholders shall be provided in the notice of invitation (or other notification methods approved by the Board of Directors). Shareholders or authorized representatives are responsible for the confidentiality of their username, password, and other identification factors so that only they have the right to utilize the electronic voting system. They shall be held fully responsible for these credentials.

b) Once shareholders or authorized representatives request the re-issuance of login credentials, the Organizing Committee may provide the information via direct contact, email, Zalo, or telephone. The provision of login credentials via email, Zalo, or telephone shall only be conducted based on the information from the list of entitled shareholders as established by the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with the notice of record date of the Company.

c) Shareholders or authorized representatives shall use their username, password, or other identification factor (if any) to access the electronic voting system and perform voting in accordance with the meeting agenda.

4. Authorization to attend virtual General Meeting of Shareholders:

a) Shareholders perform authorization in accordance with Article 15 of the Charter.

b) Key regulations on authorization for virtual meetings:

- Shareholders must provide complete information to execute authorization for a virtual meeting, particularly the details of the authorized representative: phone number, address, email, Zalo, etc. This information is utilized to issue the username, password, and other identification factors (if any) for the authorized representative.

- Authorization for virtual meeting shall only take effect upon satisfaction of the following conditions:

+ The shareholder has fully completed all required information in the authorization form and finalized the authorization procedures for the virtual meeting.

+ The Power of Attorney, following the provided template, bears the full signature, full names, and seals (for institutional shareholders) of both the authorizer and the authorized representative.

+ The Company receives the hard-copy Power of Attorney prior to the opening of the virtual meeting.

- Revocation of authorization for virtual meetings: Shareholders must send an official written request to revoke the authorization for virtual meetings to the Company prior to the opening. The effective time of the revocation shall be based on the time the Company officially receives the written document.

- Revocation of authorization shall be void if the authorized representative has already cast a vote or election on any matter within the agenda of the virtual General Meeting of Shareholders.

5. Conditions for conducting the virtual General Meeting of Shareholders in accordance with Article 17 of the Charter.

6. Methods for approving Resolutions of the virtual General Meeting of Shareholders are decided by the Board of Directors between the following two options, as specified in the Working Regulations of the virtual General Meeting of Shareholders:

a) Through electronic voting in accordance with Clause 8 of this Article.

b) Or by other means as specified in the Working Regulations of the virtual General Meeting of Shareholders.

7. Discussions at the virtual General Meeting of Shareholders:

a) Principles:

- Discussions shall only be conducted within the allotted time and must fall within the scope of the meeting agenda.

- Only shareholders or authorized representatives are permitted to participate in discussions.

- Shareholders or their representatives who wish to participate in discussions must register their topics in the manner prescribed in the Working Regulations of the meeting.

- The Secretariat shall arrange the discussion topics in the order of registration and submit them to the Chairperson of the meeting.

b) Addressing shareholder opinions:

- Based on the opinions of shareholders or their representatives, the Chairperson or a member designated by the Chairperson shall respond.

- Due to meeting time constraints, any questions that have not been answered at the meeting will be addressed by the Company in writing at a later time.

8. Procedures for electronic voting:

a) Methods for voting on resolutions:

- Shareholders or their representatives shall select one of three voting options: **in favor (approve), against (disapprove), or abstain (no opinion)** for each agenda item at the meeting on the electronic voting system.

- Subsequently, shareholders or their representatives must confirm their vote so that the electronic voting system records the result.

b) Method for election voting:

Based on the Charter, the election of members of the Board of Directors and the Supervisory Board must be conducted via cumulative voting. Accordingly, shareholders or their representatives shall perform the election by entering the number of votes for the respective candidates on the election ballots configured on the electronic voting system. Subsequently, they must confirm the election so that the electronic voting system records the result.

c) Other regulations on electronic voting:

- If a shareholder or their representative does not complete all voting or election items in the meeting agenda, the unvoted items shall be treated as not cast.

- For any matters arising outside of the pre-distributed meeting agenda, shareholders or their representatives may participate in the additional voting/election. If they fail to vote or elect on these matters, it will be deemed that they have not cast a vote.

- Shareholders or their representatives may amend their voting or election results (but cannot cancel them), including additional voting/election for arising matters. The online system only records the final results at the end of each counting session of electronic voting, as prescribed in the Working Regulations of the meeting.

- In case involving numerical entry, a ballot is considered invalid if the total number of votes for candidates exceeds the total number of votes the shareholder or their representative is entitled to cast.

- The electronic voting period is prescribed in the Working Regulations of the meeting. Shareholders or their representatives can access the system and vote 24/7, except during system maintenance or for reasons beyond the Company's control. Once the voting period expires, the system will not record any further electronic voting results.

9. Method for electronic vote counting: Once shareholders or their representatives cast a vote or election, the voting results are recorded by the system based on the principle of affirmative votes (in favor), negative votes (against), and abstentions (no opinion).

10. Announcement of voting results: Based on the minutes of vote counting as prescribed in Clause 9 of this Article, the Vote Counting Committee shall verify, consolidate, and report the voting results of each agenda item to the Chairperson. The counting results shall be announced by the Chairperson or the Vote Counting Committee before the closing of the meeting.

11. Minutes of the virtual General Meeting of Shareholders: In accordance with Article 21 of the Charter.

The venue recorded in the Minutes of the virtual General Meeting of Shareholders shall be the location where the Chairperson is present. This location must be within the territory of Vietnam.

12. Disclosure of virtual General Meeting of Shareholders Resolutions: In accordance with Article 21 of the Charter.

13. Force majeure events:

a) During the virtual meeting and electronic voting period, force majeure events may occur at the location where the Chairperson presides over the meeting (excluding force majeure events affecting individual shareholders or their representatives), such as natural disasters, fires, power outages, internet connection failures, technical glitches, or requirements/directives from competent authorities, etc.

b) In the event of a force majeure incident that cannot be resolved to continue the meeting within 60 minutes, the Chairperson shall declare a suspension of the meeting. All contents adopted via voting prior to the suspension (if any) shall be voided. These items will be re-voted upon at the next convened General Meeting of Shareholders.

Article 8. Sequences and procedures for holding the General Meeting of Shareholders to approve resolutions via a hybrid format (in-person combined with virtual meeting)

1. Convention notice of hybrid General Meeting of Shareholders:

a) Power to convene the General Meeting of Shareholders in accordance with Article 13 of the Charter.

b) Notices of the record date and the list of shareholders entitled to attend the meeting in accordance with point a, Clause 2, Article 16 of the Charter.

c) Notice of invitation in accordance with Clause 3, Article 16 of the Charter. Voting/election ballots are not required to be attached to the invitation notice of the virtual meeting.

2. Attendance registration for the hybrid General Meeting of Shareholders:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 6, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 2, Article 7 of this Regulation.

3. Provision of login credentials and electronic voting at the hybrid General Meeting of Shareholders (applicable to shareholders or representatives registering for virtual attendance) in accordance with Clause 3, Article 7 of this Regulation.

4. Authorization to attend hybrid General Meeting of Shareholders:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 5, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 4, Article 7 of this Regulation.

5. Conditions for conducting the hybrid meeting in accordance with Article 17 of the Charter.

6. Methods for approving Resolutions at the hybrid meeting:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 8, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 6, Article 7 of this Regulation.

7. Discussions at the hybrid General Meeting of Shareholders in accordance with Clause 7, Article 7 of this Regulation.

8. Methods of voting:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 8, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 8, Article 7 of this Regulation.

9. Methods of vote counting:

a) For shareholders or representatives attending in person: Implemented in accordance with Clause 8, Article 5 of this Regulation.

b) For shareholders or representatives attending the virtual meeting: Implemented in accordance with Clause 9, Article 7 of this Regulation.

10. Announcement of voting results: Based on the minutes of vote counting as prescribed in Clause 9 of this Article, the Vote Counting Committee shall verify, consolidate, and report the voting results of each agenda item to the Chairperson. The counting results shall be announced by the Chairperson or the Vote Counting Committee before the closing of the meeting.

11. Minutes of the hybrid General Meeting of Shareholders: In accordance with Article 21 of the Charter. The venue recorded in the minutes shall be the location where the Chairperson is present. This location must be within the territory of Vietnam.

12. Disclosure of the hybrid General Meeting of Shareholders Resolutions: In accordance with Article 21 of the Charter.

Chapter III
BOARD OF DIRECTORS

Article 9. Standards and qualifications for Board of Directors members:

Board of Directors members must satisfy the standards and qualifications prescribed in Clause 4, Article 23 of the Charter.

Article 10. Nomination and candidacy for the Board of Directors

The procedures for nomination and candidacy for Board of Directors members in accordance with Clause 2 and Clause 3, Article 23 of the Charter.

Article 11. Methods for electing Board of Directors members

1. The list of candidates for the Board of Directors must be approved by the General Meeting of Shareholders before the election proceeds.

2. Prior to the election, shareholders or their representatives shall be provided with ballots, which state their registration number, full name, and total number of votes. and the list of candidates.

3. The election of Board of Directors members must be conducted via cumulative voting, whereby each shareholder has a total number of voting rights corresponding to the total number of votes multiplied by the number of members

expected to be elected to the Board. Shareholders have the right to cast all or part of their total votes for one or several candidates. Elected members are determined by the number of votes received in descending order, from the candidate with the highest votes until reaching the required number of members. In case there are two or more candidates with the same number of votes for the final seat on the Board, a re-election shall be held among those candidates with equal votes.

Article 12. Dismissal and removal of Board of Directors members

a) Members of the Board of Directors shall be dismissed or removed in the cases prescribed in Clause 4, Article 24 of the Charter.

b) Members of the Board of Directors are automatically dismissed upon the expiration of their term,

Article 13. Information disclosure regarding the election, dismissal, and removal of the Board of Directors

The Company shall disclose information regarding the election, dismissal, and removal of Board members on the official website and in accordance with the laws on the securities market.

Article 14. Person in charge of corporate governance

1. People in charge of corporate governance must meet the following standards:

a) Have comprehensive knowledge of the Law on Enterprises, Law on Securities, and legal regulations related to the Company's operations.

b) Must not simultaneously work for the independent auditing firm currently auditing the financial statements of the Company.

c) Other standards as determined by the Board of Directors (if any).

2. The Board of Directors shall decide on the appointment, dismissal, removal, and the salary, remuneration, and bonuses of the Person in charge of corporate governance.

3. Cases for dismissal or removal of the Person in charge of corporate governance:

a) No longer meet the standards prescribed in Clause 1 of this Article.

b) Submission of a resignation letter.

c) Breach of obligations as prescribed in Clause 3, Article 29 of the Charter.

d) Failure to fulfill assigned duties.

đ) Pursuant to a Board resolution, the Board of Directors may remove the Person in charge of corporate governance when necessary, provided that it is not contrary to current labor laws.

4. The Company shall disclose information regarding the appointment and dismissal of the Person in charge of corporate governance on the official website and in accordance with laws on the securities market.

Chương IV
SUPERVISORY BOARD

Article 15. Standards and qualifications for Supervisory Board members:

Supervisory Board members must satisfy the standards and qualifications prescribed in Clause 2, Article 34 of the Charter.

Article 16. Nomination and candidacy for the Supervisory Board

The procedures for nomination and candidacy for Supervisory Board members are in accordance with Article 33 of the Charter.

Article 17. Methods for electing Supervisory Board members

1. The list of candidates for the Supervisory Board must be approved by the General Meeting of Shareholders before the election proceeds.

2. Prior to the election, shareholders or their representatives shall be provided with ballots, which state their registration number, full name, and total number of votes. and the list of candidates.

3. The election of Supervisory Board members must be conducted via cumulative voting, whereby each shareholder has a total number of voting rights corresponding to the total number of votes multiplied by the number of members expected to be elected to the Supervisory Board. Shareholders have the right to cast all or part of their total votes for one or several candidates. Elected members are determined by the number of votes received in descending order, from the candidate with the highest votes until reaching the required number of members. In case there are two or more candidates with the same number of votes for the final seat on the Supervisory Board, a re-election shall be held among those candidates with equal votes.

Article 18. Dismissal and removal of Supervisory Board members

a) Members of the Supervisory Board shall be dismissed or removed in the cases prescribed in Clause 3 and Clause 4, Article 34 of the Charter.

b) Members of the Supervisory Board are automatically dismissed upon the expiration of their term,

Article 19. Information disclosure regarding the election, dismissal, and removal of the Supervisory Board

The Company shall disclose information regarding the election, dismissal, and removal of Supervisory Board members on the official website and in accordance with the laws on the securities market.

Chương V
GENERAL DIRECTOR

Article 20. Standards and qualifications for General Director

The General Director must satisfy the standards and qualifications prescribed in Clause 3, Article 32 of the Charter.

Article 21. Appointment, dismissal, rights, and obligations of the General Director

1. The Board of Directors shall appoint one of its members or hire another individual to serve as the General Director of the Company.

2. The General Director shall have the rights and obligations as prescribed in Clause 4, Article 32 of the Charter. If the rights and obligations of the General Director fall within the authority scope of the legal representative, the General Director must consult the legal representative before execution and obtain authorization as regulated (if necessary).

3. The Board of Directors may dismiss the General Director upon the approval of a majority of the Board members entitled to vote and present at the meeting, and shall appoint a new General Director.

Chapter VI
OTHER ACTIVITIES

Article 22. Coordination between the Board of Directors, the Supervisory Board, and the General Director

1. General principles

a) Coordination between the Board of Directors, the Supervisory Board, and the General Director must ensure compliance with laws, the Charter, and internal regulations.

b) Clearly define the functions, duties, and authorities of each body in governance, management, and supervision; avoid overlapping or unauthorized interference.

c) Maintain transparency, timeliness, and accuracy in the exchange, provision, and processing of information.

d) Ensure effective governance, management, and risk control across all Company activities.

đ) The Board of Directors, the Supervisory Board, and the General Director are responsible for cooperating to respond to incidents or propose solutions to enhance operational efficiency.

2. Specific principles for each body

a) Coordination between the Board of Directors and the Supervisory Board:

- The Supervisory Board operates independently of the Board of Directors.

- The Board of Directors is responsible for creating favorable conditions that enable the Supervisory Board to fully perform its functions and duties.

- The Supervisory Board is responsible for risk control across all operational fields: organizational, financial, commercial, technical, and especially, the continuous, safe, and quality water supply as regulated, providing warnings or recommendations to the Board of Directors and the General Director for remedial solutions.

b) Coordination between the Board of Directors and the General Director:

- The Board of Directors performs governance functions, provides orientation, and decides on strategic matters.

- The General Director manages daily production and business operations under the supervision and direction of the Board of Directors and remains accountable to the Board of Directors and the law for the performance of assigned duties and authorities.

c) Coordination between the Supervisory Board and the General Director:

- The Supervisory Board performs independent inspection and supervision and is not involved directly in management activities.

- The General Director is responsible for providing full and truthful information as requested by the Supervisory Board.

3. Procedures or convening meetings, notice of invitation, minutes, and announcement of meeting results between the Board of Directors, the Supervisory Board, and the General Director shall follow Article 28 of the Charter and the following regulations:

a) The Supervisory Board shall receive notice of invitation and attached documents at the same time and in the same manner as the Board of Directors.

b) In case the General Director is invited to attend Board of Directors meetings, receive notice of invitation and attached documents (if any).

c) Minutes and resolutions of Board of Directors' meetings shall be sent to the Supervisory Board and the General Director at the same time and in the same manner as the Board of Directors.

4. Meetings of the Supervisory Board

a) The Supervisory Board has the right to request the Board of Directors and the General Director to attend its meetings and address matters of concern. Requests must be sent in writing, specifying the purpose, discussion topics, and attached documents (if any).

b) Minutes of Supervisory Board meetings involving the participation of the Board of Directors and the General Director must be sent to all attendees.

5. If the Supervisory Board or General Director requests the Board of Directors to convene a meeting, requests must be sent in writing, specifying the purpose and matters for discussion under the Board of Directors' authority. The Chairperson must convene the meeting within the timeline prescribed in Clause 5, Article 28 of the Charter.

6. No later than 30 days from the end of each quarter, the General Director must submit a report to the Board of Directors and the Supervisory Board regarding:

a) Production and business results;

b) Performance of assigned duties and authorities;

c) Implementation of Board of Directors resolutions and matters authorized or assigned by the Board of Directors.

7. Coordination between the Board of Directors, the Supervisory Board, and the General Director in control, management, and supervision:

a) The Board of Directors supervises the General Director in the daily management of production and business activities; the Supervisory Board supervises the Board of Directors and the General Director in the management and operation of the Company. Upon detecting violations of the law, Charter, or Board of Directors resolutions, the supervising units must immediately issue a written notice to the violator, requesting the cessation of the violation and remedial measures.

b) If the Board of Directors detects violations of the Supervisory Board in the exercise of their assigned rights and obligations, the Board of Directors must notify the Supervisory Board in writing, requesting the cessation of the violation and remedial measures.

c) If the Board of Directors organizes inspection teams at the Company or its subsidiaries, it shall send a decision to the Supervisory Board. The Supervisory Board has the right to appoint representatives to join, and they must inform the Board of Directors in writing.

d) The Supervisory Board must notify the Board of Directors and General Director in writing 05 working days before conducting inspection activities at the Company.

Article 23. Regulations on annual assessment, commendation, and discipline for the leadership and management titles

1. Annual assessment

a) Based on assigned functions and duties, the Board of Directors shall organize the performance assessment for its Chairperson and members, the Executive Board, the Person in charge of corporate governance, and provide opinions on the performance of the Head of the Supervisory Board.

b) Based on assigned functions and duties, the Supervisory Board shall organize the performance assessment for its Head and members.

c) Assessment levels: Failed to fulfil duties, Fulfilled duties, Well-fulfilled duties, and Excellently fulfilled duties.

2. Commendation

a) Based on production and business results, the Board of Directors shall submit to the Annual General Meeting of Shareholders for approval the appropriation of the commendation fund for the Board of Directors, the Supervisory Board, the Executive Board, and the Person in charge of corporate governance as regulated.

b) Based on the annual assessment results, the Board of Directors shall decide on the payment of commendation rewards to the Board of Directors, the Supervisory Board, the Executive Board, and the Person in charge of corporate governance (if any).

3. Discipline

a) Disciplinary authority:

- The Board of Directors shall review and submit to the General Meeting of Shareholders for consideration the disciplinary actions against its Chairperson and members in case of violations.

- The Supervisory Board shall review and submit to the General Meeting of Shareholders for consideration the disciplinary actions against its Head and members in case of violations.

- The Board of Directors shall review and decide on disciplinary actions against the Executive Board and the Person in charge of corporate governance in case of violations.

b) Disciplinary measures:

Depending on the severity of the violation, disciplinary measures range from reminders, reprimands, and warnings to dismissal or removal.

Chapter VII
SUPPLEMENTS, AMENDMENTS, AND EFFECTIVENESS

Article 24. Supplements and amendments

1. Any amendments or supplements to this Regulation must be reviewed by the Board of Directors and submitted to the General Meeting of Shareholders for approval.

2. In the event that legal regulations relating to the corporate governance of the Company are not mentioned in this Regulation, or if new legal regulations or provisions in the Charter differ from the terms of this Regulation, such regulations shall automatically apply to the corporate governance activities of the Company.

Article 25. Effectiveness

1. The Internal Regulation on Corporate Governance of Ca Mau Water Supply Joint Stock Company consists of seven (07) chapters and 25 articles, and shall take effect from June …., 2026.

2. The Internal Regulation on Corporate Governance of Ca Mau Water Supply Joint Stock Company, approved by the General Meeting of Shareholders on June 25, 2021, expires from the date this Regulation comes into effect./.

On the behalf of BOARD OF DIRECTORS
CHAIRMAN

Ho Tan Luat