

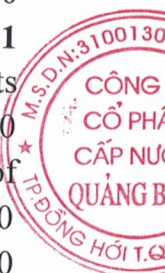


ANNUAL REPORT OF QUANG BINH WATER SUPPLY JOINT STOCK COMPANY IN 2024



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I. General information

1. General information

- Transaction name: Quang Binh Water Supply Joint Stock Company
- Certificate of Business Registration No. 3100130287 issued by the Department of Planning and Investment of Quang Binh Province on March 28, 2006, and registered for the 8th change on August 5, 2020.
- Charter capital: VND 172,302,040,000 (*In words: One hundred seventy-two billion three hundred and two million forty thousand Vietnam dongs*)
- Owner's investment capital: VND 172,302,040,000 (*In words: One hundred seventy-two billion three hundred and two million zero hundred forty thousand Vietnam dongs*)
- Address: No. 81, Ly Thuong Kiet, Dong Hai Ward, Dong Hoi City, Quang Binh Province, Vietnam
- Tel.: 0232.3822620; 0232.3822354
- Website : <http://capnuocquangbinh.vn/>
- Stock code: **NQB**

Formation and development process

- On October 1, 1992, Quang Binh Water Supply and Drainage Company was established on the basis of Dong Hoi Water Enterprise.
- On March 28, 2006, Quang Binh Water Supply Company Limited was officially established with an initial charter capital of VND 38,050,000,000. On June 9, 2006, the name was changed to Quang Binh Water Supply and Drainage Company Limited.
- On April 17, 2006, the People's Committee of Quang Binh province decided to transfer the functions and tasks of managing, operating and maintaining the rainwater and wastewater drainage system in Dong Hoi city from Quang Binh Urban Construction Company to Quang Binh Water Supply Company Limited.
- On August 21, 2014, the People's Committee of Quang Binh province issued Decision No. 2295/QD-UBND on approving the Equitization Plan and converting Quang Binh Water Supply and Drainage Company Limited into a Joint Stock Company.
- On April 1, 2015, the Company officially converted into a joint stock company, and was granted Business Registration Certificate No. 3100130287 by the Department of Planning and Investment of Quang Binh Province with a charter capital of VND 133,683,760,000.
- On September 13, 2016, the Company was granted Business Registration Certificate No. 3100130287, changed for the 7th time, with a charter capital of VND 172,302,040,000, by the Department of Planning and Investment of Quang Binh Province.

2. Business lines and locations

- Business lines:

Quang Binh Water Supply Joint Stock Company operates mainly in the field of exploitation, production and trading of clean water, management of water supply development projects and urban water supply systems





- Business locations: Urban areas in Quang Binh Province.
3. **Information on governance model, business organization and management apparatus**

3.1. Management apparatus structure

The Company is organized and operates in accordance with the Law on Enterprises, the Charter of Organization and Operation of the Company and other relevant legal documents.

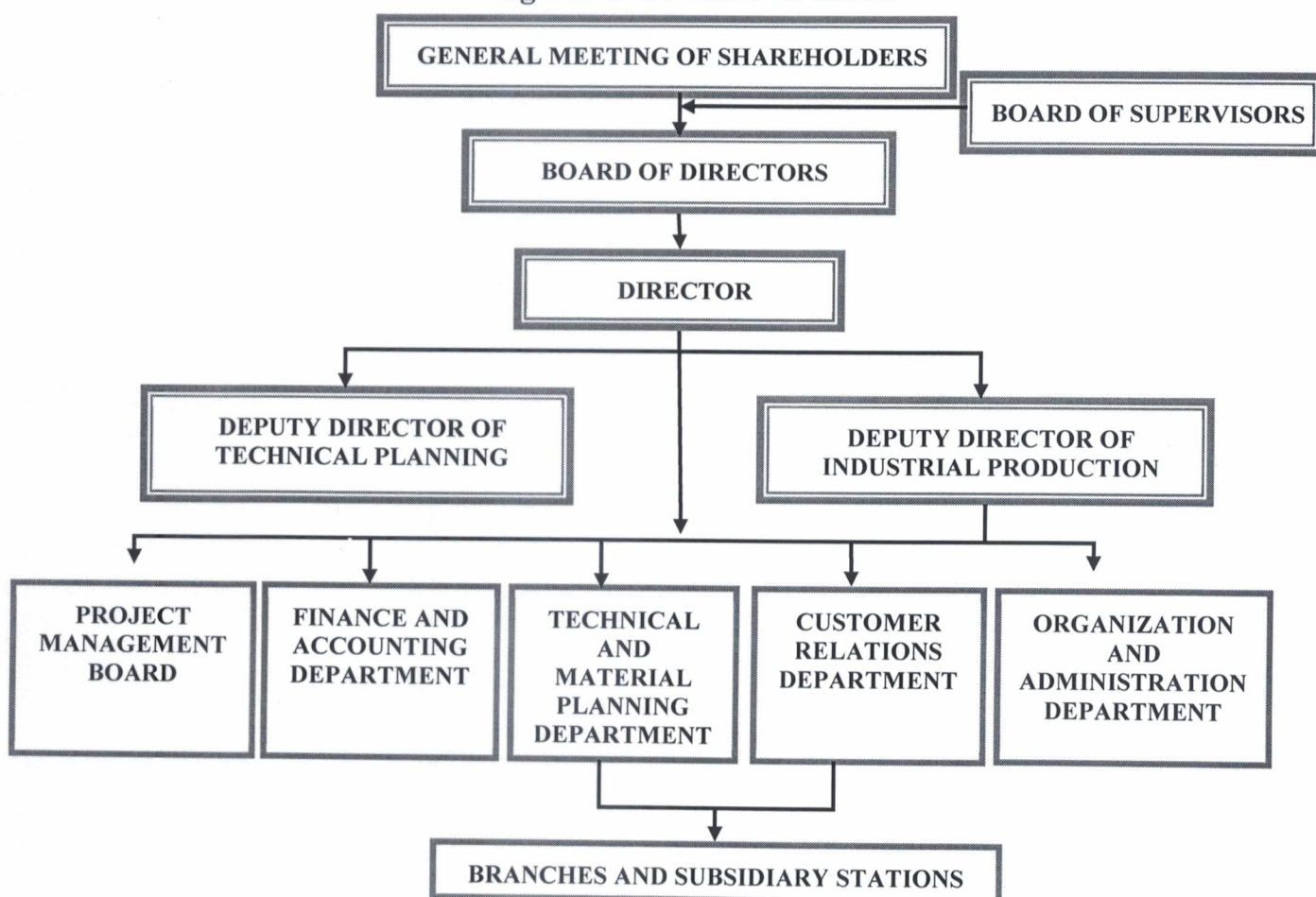
Based on product characteristics, production processes and operating principles, to ensure effective business, the Company has built a management organization suitable to the functions and tasks of each department, enterprise and affiliated factory.

The Company's organizational structure includes:

- **05 departments:** Administration - Labor Department; Customer Relations Department; Technical and Material Planning Department; Finance and Accounting Department; Project Management Board.

3.2. Governance model

Diagram 1: Governance model



(Source: Quang Binh Water Supply Joint Stock Company)

✦ **Functions and duties of the Departments are as follows:**

▪ **General Meeting of Shareholders:**

General Meeting of Shareholders is the highest authority of the Company, which has the right and duty to approve development orientation, decide on production and business



plans and tasks; decide to amend and supplement the Company's Charter; appoint, dismiss, and remove the Board of Directors and the Board of Supervisors; decide to reorganize and dissolve the Joint Stock Company and other rights and duties as prescribed by law and the Charter of Quang Binh Water Supply Joint Stock Company .

▪ **Board of Directors:**

The highest management body of the Company elected by the General Meeting of Shareholders consists of 05 people, including: 01 Chairman and 04 members with a term of 5 years. The Board of Directors, on behalf of the Company, decides all matters related to the purpose and interests of the Company, except for matters under the authority of the General Meeting of Shareholders. The Board of Directors is responsible for supervising the activities of the Director and other managers in the Company.

▪ **Board of Supervisors:**

The Board of Supervisors elected by the General Meeting of Shareholders consists of three (03) members. The Company's Board of Supervisors is responsible for checking the reasonableness, legality, honesty and prudence in the management and operation of business activities, in the organization of accounting, statistics and financial reporting to ensure the legitimate interests of shareholders.

▪ **Board of Management:**

Including Director and Deputy Director in charge of each field. The Director is appointed and dismissed by the Board of Directors. The Director performs the duties of managing production and business activities; supervised by the Board of Directors and is responsible to the Board of Directors and the law for the implementation of assigned rights and duties.

▪ **Technical and Material Planning Department :**

To be responsible for organizing, implementing, checking, reporting the results of technical and technological work, environmental product quality, food safety and hygiene; Developing requirements and standards for product quality, raw materials; Developing, supervising, and estimating technical and economic norms, machinery and equipment, and technological documents according to the Company's regulations; Coordinating research on technological solutions, advanced technical achievements, and production activities, and developing new products. Cooperating with relevant departments to develop and implement training programs, organizing annual technical upgrading exams for workers.

▪ **Organization and Administration Department**

To undertake and be responsible for advising on the construction of the organizational structure for production and business management, personnel planning; To develop training and labor recruitment plans, develop annual labor norms and salary; To advise the Board of Management on the construction of salary and bonus regulations. The Organization and Administration Department shall implement the policies for employees according to the law and regulations of the Company and coordinate the construction and implementation of annual plans for protection, security, national defense, fire prevention, and flood prevention. Monitor emulation, reward, and discipline work.

▪ **Finance and Accounting Department:**



To undertake and be responsible to the Company for the field of finance and accounting. The department has the function of developing and organizing the implementation of the annual financial plan; Organizing accounting work, preparing financial reports according to regulations and management reports according to the Company's requirements. Responsible for guiding and checking the preparation of initial invoices and documents for accounting work; guiding and summarizing statistical reports .

▪ **Customer Relations Department:**

To undertake and be responsible for developing new customer connections, managing all customers using the Company's services. Organize customer care, encourage customers to use non-cash payment services. To advise unit leaders on applying information technology, digitizing production and business processes of the enterprise.

▪ **Project Management Board**

The project management board is established to help investors carry out construction investment management at investment company projects .

3.1. Subsidiaries and affiliates: None

4. Development orientations

– The main objectives of the Company:

By 2024, with the development of urban population and industrial parks and economic zones in the whole province, the Company will continue to focus on exploiting, producing and supplying clean water, investing in the construction of water supply works to meet the market demand for clean water products, developing and diversifying business lines, diversifying investment forms to meet the tasks in the new period.

– Medium and long term development strategy:

- To invest in key projects to supplement water sources, renovate and expand water pipelines and distribution pipes to meet domestic and production water needs. Develop a roadmap for implementing water supply projects in line with the progress of socio-economic development projects, urban tourism and industrial zones of the province.
- To implement anti-loss plans by region and pipeline, striving to reduce the loss rate to below 18%. Prioritize projects to prevent clean water loss to improve the operational capacity of the water supply system and reduce the water loss rate.
- To implement socialization in investment and water supply activities, attract domestic and foreign capital sources for new investment in upgrading the water supply system; increase urban water coverage.
- To improve capacity, increase water supply capacity, focus on water quality management. To provide clean water products that meet Vietnamese standards TCVN 5502:2003. To build and apply a quality management system in accordance with international standards ISO 9001:2015, build and complete internal regulations; To carry out personnel planning until 2023. The company shall organize training and retraining of employees, have policies to attract specialized engineers and economic management employees to work at the Company.
- To apply advances in science, technology and information technology to improve the quality of management and operation, innovating service methods - bringing customers the



best services, implementing the "Customer-oriented" strategy to survive and develop sustainably.

– Sustainable development goals (environment, society and community) and key programs related to the short and medium term of the Company. Improve service quality, maintain brand, ensure adequate - timely - quality water supply in all areas served by the Company.

5. *Risks*

📌 **Economic risk**

In 2024, the world situation continues to be complicated and unpredictable with many risky and uncertain factors. Military conflicts escalate, competition between major countries becomes increasingly fierce, public debt and budget deficit increase, the decline of some major economies, and localized disruptions in the global supply chain have affected world economic growth. However, the world economy is gradually stabilizing as global trade in goods improves again, inflationary pressures decrease, financial market conditions are loosened, and the labor market recovers positively.

According to the General Statistics Office, Vietnam's gross domestic product (GDP) in 2024 is estimated to increase by 7.09% over the previous year, only lower than the growth rates of 2018, 2019 and 2022 in the 2011-2024 period [8]. In the total added value growth of the entire economy, the agriculture, forestry and fishery sector increased by 3.27%, contributing 5.37%; the industry and construction sector increased by 8.24%, contributing 45.17%; the service sector increased by 7.38%, contributing 49.46%.

The agriculture, forestry and fishery sector in 2024 achieved a positive growth rate of 3.27% despite being affected by natural disasters and floods. In particular, the output of many agricultural products increased, livestock developed stably, and aquaculture output increased quite well. In the industrial and construction sector, the industry recovered positively and grew strongly compared to 2023. The added value of the industry in 2024 increased by 8.32% over the previous year, only lower than the increase of 8.52% in 2022 in the period 2019-2024, contributing 2.70 percentage points to the growth rate of total added value of the whole economy. Trade and tourism activities maintained high growth momentum, contributing positively to the growth of the service sector. The added value of the service sector in 2024 will increase by 7.38%, higher than the growth rate of 6.91% in 2023.

Regarding the economic structure in 2024, the agriculture, forestry and fishery sector accounts for 11.86%; the industry and construction sector accounts for 37.64%; the service sector accounts for 42.36%; product taxes minus product subsidies account for 8.14% (The corresponding structure in 2023 is 11.86%; 37.58%; 42.30%; 8.26%). Regarding GDP use in 2024, final consumption increases by 6.57% compared to 2023; asset accumulation increases by 7.20%; exports of goods and services increase by 15.45%; imports of goods and services increase by 16.10%.

GDP scale at current prices in 2024 is estimated at 11,511.9 trillion VND, equivalent to 476.3 billion USD. GDP per capita in 2024 at current prices is estimated at 114 million VND/person, equivalent to 4,700 USD, an increase of 377 USD compared to 2023. Labor



productivity of the whole economy in 2024 at current prices is estimated at 221.9 million VND/worker (equivalent to 9,182 USD/worker, an increase of 726 USD compared to 2023); at comparable prices, labor productivity increased by 5.88% due to improved qualifications of workers (the rate of trained workers with degrees and certificates in 2024 is estimated at 28.3%, 1.1 percentage points higher than in 2023).

Vietnam's economic forecast for 2025, the Government and ministries and branches will drastically improve institutions and policies to remove bottlenecks and barriers to growth: Investment Law, Planning Law, etc., contributing to further promoting traditional growth drivers such as investment, consumption, import and export, etc.

Boosting public investment, it is expected that in 2025 the Government will allocate VND 800,000 billion for public investment, focusing on key infrastructure projects such as highways, Long Thanh airport, seaport systems and the North-South high-speed railway. This will create more room for increasing government debt and promoting public investment spending and domestic consumption.

✦ **Interest rate risk**

Interest rates are sensitive economic variables, changes in interest rates will impact changes in production and consumption behavior of society. For a business, interest rate risk occurs when the cost of borrowing of the business is higher than the ability to generate profits of the business and the level of interest rate risk also varies between industries depending on the debt structure of that industry.

In 2024, the State Bank of Vietnam (SBV) said that the mobilization interest rate will increase by 0.71%. The increase in mobilization interest rates helps the amount of people's deposits at banks continuously set new records. Regarding lending interest rates, according to the General Statistics Office, the lending interest rate level for new transactions of commercial banks tends to decrease in 2024 thanks to the State Bank of Vietnam (SBV) continuing to maintain the operating interest rates and directing credit institutions to reduce operating costs to reduce lending interest rates. The average short-term lending interest rate in VND for priority sectors is about 3.8% per year, lower than the maximum short-term lending interest rate prescribed by the SBV (4% per year).

Currently, the Company is seeking to minimize this interest rate risk through measures such as: Strictly controlling receivables, optimizing capital usage, increasing cash flow, prioritizing early repayment of high-interest loans, debt restructuring, and restructuring loans from high interest rates to low interest rates.

✦ **Inflation risk**

Inflation is one of the important macroeconomic factors, closely related to the stability and development of the economy. Economic development often goes hand in hand with inflation. However, high inflation is a risk of instability for economic and social development, so inflation is also the cause of negative impacts on production and business activities and the stock market.

According to the General Statistics Office, the central exchange rate in 2024 will be basically stable thanks to the appropriate exchange rate management of the State Bank, flexible foreign currency intervention, limiting the pressure of abnormal fluctuations on the



market exchange rate, contributing to stabilizing and meeting legitimate foreign currency needs. As of December 31, 2024, the central exchange rate VND/USD was at VND 24,355, up 1.97% compared to the end of 2023. Exchange rate pressure at the end of the year remains tense due to the strong recovery of the USD after the victory of new President Trump. In the whole year of 2024, the USD price at commercial banks increased by about 4.63%.

Therefore, inflation is always an index that Quang Binh Water Supply Joint Stock Company pays attention to and closely monitors to make timely adjustments to its operations.

✦ **Legal risks**

Quang Binh Water Supply Joint Stock Company is a joint stock company that has registered for Upcom transactions. Therefore, like other Vietnamese enterprises, the highest legal documents regulating the Company's operations are currently the Enterprise Law, the Securities Law and guiding documents. However, the system of sub-law documents is still in the process of completion, with many provisions being changed and edited.

✦ **Risks due to high water loss rates**

Currently, the average rate of clean water loss and revenue loss in urban areas in Vietnam is about 18%, greatly affecting the revenue of water supply enterprises.

✦ **Risks due to outdated water pipes**

One of the important reasons leading to high clean water loss is due to the water supply pipeline system being too old, outdated or encroaching on the safety corridor of the pipelines leading to leakage and loss of a large amount of clean water. In addition, the construction of underground works is not synchronized leading to easy breakage of water supply pipelines, increasing the rate of water loss.

✦ **Financial risk**

Due to the nature of the water industry, which requires a high rate of investment in machinery and equipment, businesses often have to use loans. However, the water industry is not a priority sector, so it is difficult to access cheap capital.

✦ **Other risks**

Other risks that are beyond human prediction and prevention such as natural disasters, fires, enemy attacks, etc. are force majeure risks that, if they occur, will cause damage to assets, people and the general operations of the Company. However, these risks rarely occur.

II. Operational situation during the year:

1. Production and business performance

✦ **Disadvantages and advantages:**

❖ **Disadvantages:**

2024 is a year of complex and unpredictable developments in the world: Conflicts in Russia - Ukraine and the Middle East are escalating, threatening to cause disruptions in the energy and financial markets .

The investment in construction of water supply infrastructure works is more dramatic than in previous years because the communes are accelerating to reach the new rural



target for clean water criteria, so many new works are not included in the plan (communes: Quang Xuan, Duc Trach, Hien Ninh, etc.). The quality of raw water sources at many factories has many unusual fluctuations (mainly the Mn index in water increases and is erratic) and is difficult to control. The heavy flood situation in Kien Giang and Rao Da towns has greatly affected the water supply work .

❖ Advantages:

In 2024, the ninth year the Company operates under the joint stock company model, the roles and responsibilities of the General Meeting of Shareholders and the Board of Directors are clearly defined. The enterprise is listed on the UPCOM market, all activities are public and transparent, creating trust for shareholders and employees in the enterprise.

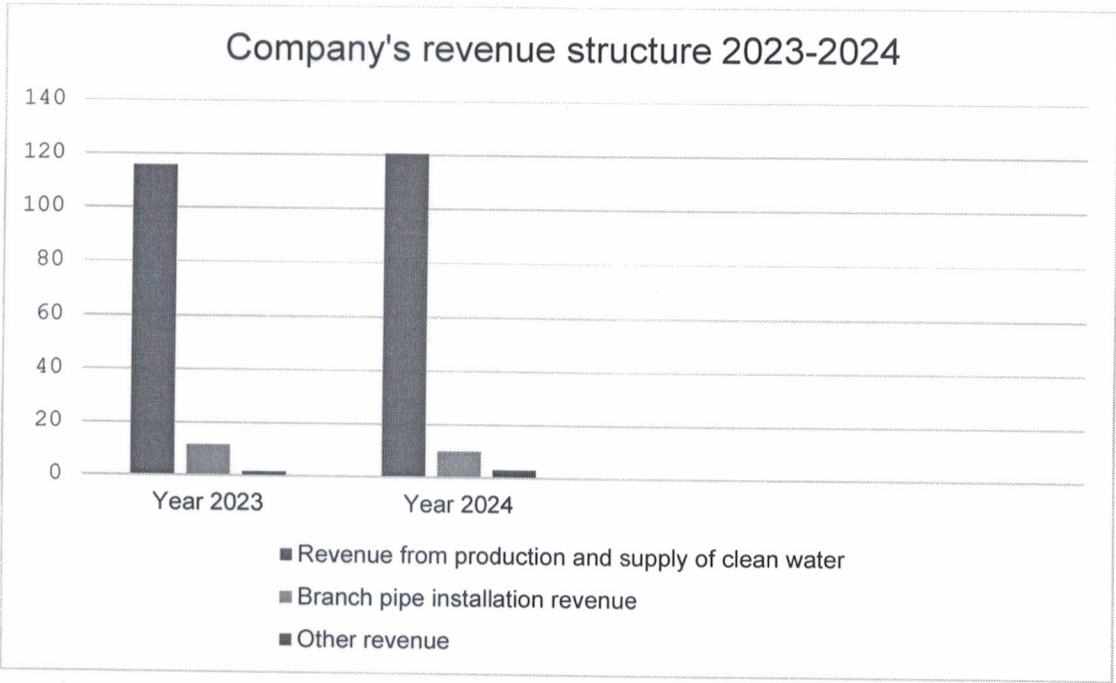
🏗 Main targets achieved:

Table 1: Production and business performance

Items		Unit	In 2023	In 2024	% increase/ decrease in 2023
1	Water consumption	m ³	14,640,000	14,640,000	
2	Net revenue	Billion VND	129.08	133.59	
3	Gross profit	Billion VND	30.97	32.6	
4	Pre-tax profit	Billion VND	16.61	18.43	
5	After-tax profit	Billion VND	13.25	14.68	

(Source: Audited Financial Statements 2024 of
Quang Binh Water Supply Joint Stock Company)

Unit: Billion VND



(Source: Audited Financial Statements 2024 of
Quang Binh Water Supply Joint Stock Company)

2. Organization and personnel

2.1. List of Executive Board



✚ List of Board of Management and Chief Accountant

Table 2: List of Board of Management and Chief Accountant

No.	Full name	Position
1	Mr. Nguyen Van Dung	Director
2	Mr. Le Van Nghia	Deputy Director
3	Mr. Tran Van Tien	Deputy Director
4	Mr. Le Minh Chuong	Chief Accountant

✚ Profiles of Executive Board's members:

Mr.: NGUYEN VAN DUNG

- Gender: Male
- Date of birth: June 04, 1964
- Place of birth: Quang Binh
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 190790630 Date of issue: October 12, 2011
Place of issue: Quang Binh Public Security
- Native place: Quang Loc Commune, Quang Trach District, Quang Binh Province
- Permanent residence: Residential Group 2, Dong Son Ward, Dong Hoi City, Quang Binh Province
- Educational level: 10/10
- Professional qualification: Mechanical Engineer
- Employment history:
 - From 1982 to 1985 : Soldier of Division 375, Regiment 275, Battalion 69*
 - From 1986 to 1992 : Student of Da Nang University of Science and Technology*
 - From 3/1993 to 4/1996 : Workers operating Dong Hoi Refrigeration Factory*
 - From 4/1996 to 1/2003 : Head of the water pumping station operation team of Quang Binh Water Supply and Drainage Company*
 - From 1/2003 to 9/2004 : Planning and Technical Department Officer, Quang Binh Water Supply and Drainage Company Limited*
 - From 9/2004 to 10/2009 : Deputy Head of Science and Technology Department, Quang Binh Water Supply and Drainage Company Limited*
 - From 10/2009 to 5/2014 : Head of Science and Technology Department, Quang Binh Water Supply and Drainage Company Limited*
 - From 5/2014 to 3/2015 : Deputy Director of Quang Binh Water Supply and Drainage Company Limited*
 - From 4/2015 to 3/2016 : Deputy Director of Quang Binh Water Supply Joint Stock Company*
Standing Member of the Board of Directors of Quang Binh Water Supply Joint Stock Company
 - From 3/2016 to present : Member of Board of Directors - Director of Quang Binh Water Supply Joint Stock Company*



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- Current position at the Company: Member of the Board of Directors - Director of Quang Binh Water Supply Joint Stock Company.
- Current positions held in other organizations: None
- Number of shares held: 6,900 shares, accounting for 0.04 % of charter capital.
In which:
 - + Individual owned shares: 6,900 shares, accounting for 0.04 % of charter capital.
 - + Representative owned shares: 0 shares, accounting for 0% of charter capital
- Number of shares held by related persons: 0 shares, accounting for 0 % of charter capital.
- Debts to the Company: None
- Related benefits to the Company: None

Mr. LE VAN NGHI

- Gender: Male
- Date of birth: March 02, 1972
- Place of birth: Quang Binh
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 194148080 Date of issue: September 13, 2014
Place of issue: Quang Binh Province's Public Security
- Place of birth: Hong Thuy - Le Thuy - Quang Binh
- Permanent residence: Hong Thuy - Le Thuy - Quang Binh
- Contact phone number: 0905860088
- Educational level: 12/12
- Professional qualifications: + Bachelor of Foreign Languages
+ Electrical Engineer
- Employment history:
 - From 9/1996 to 12/2006 : Staff of Technical Planning Department, Quang Binh Water Supply and Drainage Company*
 - From 1/2007 to 12/2007 : Deputy Director of Ba Don Water Supply Enterprise - Quang Binh Water Supply and Drainage Company*
 - From 1/2008 to 3/2011 : Deputy Head of Organization and Administration Department - Quang Binh Water Supply and Drainage Company Limited*
 - From 3/2011 to 3/2015 : Head of Organization and Administration Department - Quang Binh Water Supply and Drainage Company Limited*
 - From 4/2015 to 6/2016 : Head of Organization and Administration Department - Quang Binh Water Supply and Drainage Joint Stock Company*
Member of Board of Directors of Quang Binh Water Supply Joint Stock Company





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JOINT STOCK COMPANY IN 2024

From 6/2016 to present : Member of Board of Directors - Deputy Director of Quang Binh Water Supply Joint Stock Company

- Current position at the Company: Member of the Board of Directors - Deputy Director of Quang Binh Water Supply Joint Stock Company;
- Current positions held in other organizations: None
- Number of shares held: 5,800 shares, accounting for 0.03% of charter capital.
In which:
 - + Individual owned shares: 5,800 shares, accounting for 0.03% of charter capital.
 - + Representative owned shares: 0 shares, accounting for 0% of charter capital
- Number of shares held by related persons: 0 shares, accounting for % of charter capital.
- Debts to the Company: None
- Related benefits to the Company: None

Mr. TRAN VAN TIEN

- Gender: Male
- Date of birth: September 20, 1967
- Place of birth: Da Nang
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 194183089 Date of issue: July 14, 2006
Place of issue: Quang Binh Public Security
- Place of birth: Hoa Xuan - Cam Le - Da Nang
- Permanent residence: Dong My - Dong Hoi - Quang Binh
- Educational level: 10/10
- Professional qualification: Bachelor of Business Administration
- Employment history:

<i>From 5/1985 to 6/1986</i>	<i>:</i>	<i>Workers of Dong Hoi Water Enterprise, now Quang Binh Water Supply and Drainage Company Limited</i>
<i>From 7/1986 to 11/1989</i>	<i>:</i>	<i>Students of Binh Tri Thien Economic College</i>
<i>From 12/1989 to 10/1991</i>	<i>:</i>	<i>Workers of Stone Tile Factory - Quang Binh Department of Construction</i>
<i>From 11/1991 to 2/1994</i>	<i>:</i>	<i>Staff of Technical Planning Department, Quang Binh Water Supply and Drainage Company</i>
<i>From 3/1994 to 12/1995</i>	<i>:</i>	<i>Battalion Military Staff at unit: D3 - E48 - F320 - 3rd Corps stationed in the Central Highlands</i>
<i>From 1/1996 to 3/2016</i>	<i>:</i>	<i>Deputy Head of Technical Planning Department; Acting Head of Technical Planning Department, Quang Binh Water Supply and Drainage Company Limited</i>
<i>From 04/2016 to present</i>	<i>:</i>	<i>Head of Technical Planning Department, Quang Binh Water Supply Joint Stock Company</i>
<i>From 9/2020 to present</i>	<i>:</i>	<i>Deputy Director of Quang Binh Water Supply Joint</i>



ANNUAL REPORT OF QUANG BINH WATER SUPPLY
JOINT STOCK COMPANY IN 2024

	Stock Company
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- Current position at the Company: Deputy Director - Quang Binh Water Supply Joint Stock Company;
- Current positions held in other organizations: None
- Number of shares held: 5,400 shares, accounting for 0.03% of charter capital.
In which :
 - + Individual owned shares: 5,400 shares, accounting for 0.03% of charter capital.
 - + Representative owned shares: 0 shares, accounting for 0% of charter capital
- Number of shares held by related persons: 0 shares, accounting for 0% of charter capital.
- Debts to the Company: None;
- Related benefits to the Company: None

Mr. LE MINH CHUONG

- Gender: Male
- Date of birth: November 11, 1969
- Place of birth: Quang Binh
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 194072640 Date of issue: May 17, 2013
Place of issue: Quang Binh Public Security
- Place of birth: Quang Hoa - Quang Trach - Quang Binh
- Permanent residence: 30 Bui Thi Xuan – Dong Hoi – Quang Binh
- Educational level: 10/10
- Professional qualification: Bachelor of Accounting
- Employment history:
 - From 3/1989 to 12/1991 : Electricity and water staff, Border Guard of Quang Binh province
 - From 1/1992 to 4/1994 : Workers of Quang Binh Cement Factory No. 1
 - From 5/1994 to 8/1995 : Workers of Quang Binh Water Supply and Drainage Company
 - From 9/1995 to 11/1998 : Staff of Finance Department of Quang Binh Water Supply and Drainage Company
 - From 12/1998 to 9/2004 : Accountant of Quang Binh Water Supply and Drainage Company
 - From 10/2004 to 4/2005 : Deputy Head of Accounting Department, Quang Binh Water Supply and Drainage Company
 - From 5/2005 to 3/2015 : Chief Accountant of Quang Binh Water Supply and Drainage Company Limited
 - From 4/2015 to present : Member of Board of Directors - Chief Accountant of Quang Binh Water Supply Joint Stock Company
- Current position at the Company: Member of the Board of Directors - Chief



Accountant of Quang Binh Water Supply Joint Stock Company;

- Current positions held in other organizations: None
- Number of shares held: 7,000 shares, accounting for 0.04% of charter capital.

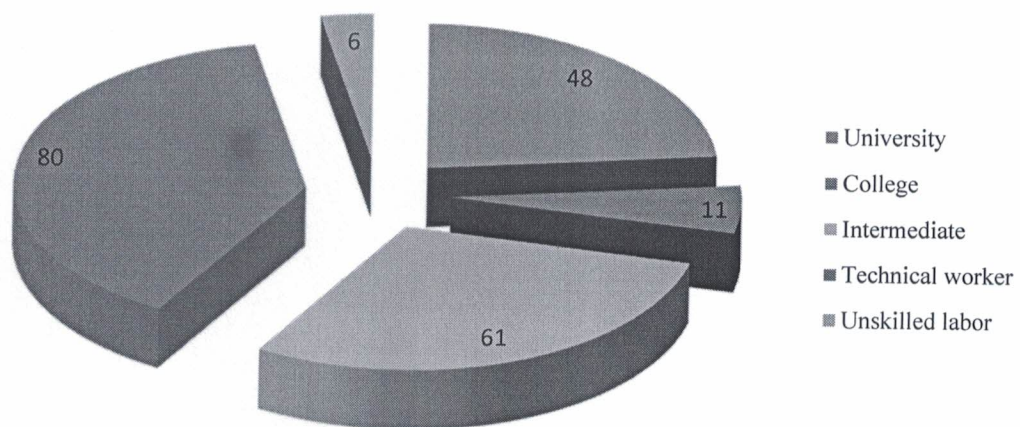
In which:

- + Individual owned shares: 7,000 shares, accounting for 0.04% of charter capital.
- + Representative owned shares: 0 shares, accounting for 0% of charter capital
- Number of shares held by related persons: 0 shares, accounting for 0% of charter capital.
- Debts to the Company: None;
- Related benefits to the Company: None

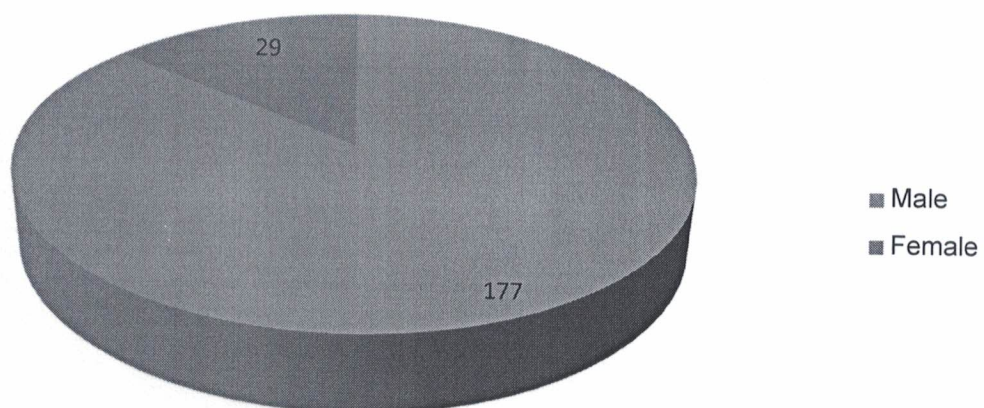
2.2. Changes in the Executive Board : None

2.3. Number of officers and employees: Summary of policies and changes in policies for employees

Company's labor structure



Labor structure by gender





✦ Salary and working conditions policy:

To ensure full implementation of policies for employees such as: providing labor protection, paying social insurance, health insurance, and unemployment insurance according to regulations. Implement policies well and ensure benefits for employees when they entered.

The company fully implements policies for employees in accordance with the provisions of law, ensures stable employment for employees, improves income, and cares about the material and spiritual life of employees. The company has established a reward and welfare fund to visit and encourage employees in a timely manner when they encounter difficulties in life.

Every year, the Company organizes a preliminary summary, summary, reward, and extraordinary reward to encourage and motivate employees who have contributed to the Company. The reward level depends on the production efficiency of the Company and the economic efficiency of the collective and employees. Individuals and units that do not complete assigned tasks, causing damage to the economy, material, and reputation of the Company will be specifically considered and subject to disciplinary measures, fines, and material compensation according to the content of the collective labor agreement and the Company's internal labor regulations.

3. *Investment situation and project implementation*

a) Investments :

Table 3: Ongoing projects

No.	Name of project	Total investment /settlement capital (million VND)	Project summary	Implementation progress
1	Expanding the water distribution network (MC3) of the water supply system of Dong Hoi City, Ba Don Town, Dong Le Town in 2022	6,180,978,000 (Acceptance value)	Installation of water distribution pipeline network (level III network) with diameter D63-D225mm, with total length of 19,037 meters	Completed acceptance, not audited and settled
2	Expanding the water distribution network (MC3) of Ba Don Town, Hoan Lao Town, Phong Nha, Quy Dat in 2023	10,583,685,000 (Total)	Installation of water distribution pipeline network (level III network) with diameter from D63-D160mm, with total length of 23,859	Construction site completed, payment documents in progress

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			meters	
3	Expanding the water distribution network in Truong Nien Village, Ham Ninh Commune, Quang Ninh District	829,274,923 (Settlement)	Installation of water distribution pipeline network (level III network) with diameter D50 and total length of 6,215 meters	Settled
4	Water pipeline from Phu Vinh water plant to Dong Hoi bypass	14,719,865,000 (Total)	Installation of water transmission pipeline with diameter D400mm, with total length of 4,291 meters	Under construction
5	Water transmission pipeline (Level II network) from Ly Thai To street to National Highway 1A, Phu Hai ward	7,042,877,000 (Acceptance value)	Installation of water transmission pipelines with diameters of D280mm and D225mm, with a total length of 6,714 meters	Completed acceptance, not audited and settled
6	Expanding the water distribution network (MC3) of the water supply system of Quang Xuan Commune, Quang Trach District in 2024.	7,345,492,000 (Total)	Installation of water distribution pipeline network (level III network) with diameter from D 40 - D110mm, with total length of 26,230 meters	
7	Upgrading raw water pipeline of Quy Dat water plant	890,134,000 (Acceptance value)	Install raw water pipe with diameter D225mm with total length of 1,028 meters.	Completed acceptance, not audited and settled

b) Subsidiaries AND affiliates: None

4. **Financial situation**

a) Financial situation





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Table 4: Financial situation

Unit: Billion VND

Target	In 2023	In 2024	% increase/ decrease
Total asset value	248.28	254.7	2.59
Net revenue	129.08	133.59	3.49
Profit from business activities	16.58	18,19	9.71
Other profits	0.03	0.241	703.33
Pre-tax profit	16.61	18.43	10.96
After-tax profit	13.25	14.68	10.79
Dividend payout ratio	3.5%	3.8%	8.57

(Source: Audited financial statements of the Company in 2024)

b) Key financial indicators:

Table 5: Key financial indicators

INDICATORS	Unit of measure	In 2023	In 2024	Note
1. Payment capacity indicators				
Current ratio (Current assets/Current debt)	Time	1.07	0.99	
Quick ratio <u>Current assets – Inventory</u> Short-term debt	Time	0.81	0.70	
2. Capital structure indicators				
Debt/Total Assets Ratio	%	23.19	23.75	
Debt/Equity Ratio	%	30.19	31.15	
3. Performance indicators				
Inventory Turnover <u>Cost of goods sold</u> Inventory	Round	10.46	9.35	
Net Revenue/ Total average assets	Time	0.52	0.53	
4. Profitability indicators				
After-tax profit /Net revenue	%	10.27	10.99	
Operating profit/Net Revenue	%	12.84	13.62	
After-tax profit/Average equity	%	6.95	7.63	
Net Profit/Total average assets	%	5.34	5.84	

(Source: Audited financial statements of the Company in 2023 and 2024)

5. Shareholder structure, changes in owner's equity

a) Share

- Total shares: 17,230,204 shares
- Type of shares: Common share



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- Par value: VND 10,000/share
 - Number of freely transferable shares: 17,230,204 shares
 - Number of shares restricted from transfer according to law, company charter or owner's commitment: 0 shares.
- b) Shareholder structure as of June 18, 2024 :

Table 6: Shareholder structure

No.	Type of shareholder	Number of shareholders	Number of shares	Percentage of actual contributed charter capital
1	Domestic shareholders			
1.1	State	1	8,986,504	52.15%
1.2	Individual	198	1,544,696	8.97%
1.3	Majority shareholder	2	6,699,004	38.88%
2	Foreign shareholders	0	0	0%
2.1	Organization			
2.2	Individual			
3	Treasury stock	0	0	0%
Total		201	17,230,204	100%

(Source: Quang Binh Water Supply Joint Stock Company)

- c) Owner's capital change: None
- d) Treasury stock transactions: None
- e) Other securities: None

6. Report on the company's environmental and social impacts

6.1. Raw material management:

- a) Total amount of raw materials used to produce water and the organization's main services during the year :

Table 7: Main raw material usage status

No.	Name of raw material	Usage/Year
1	Single crushed alum	17,800 kgs
2	Water Purifier (PAC)	98,500 kgs
3	Chlorine water treatment	30,645 kgs
4	Cold water meter D15 – 20 mm	9,625 pieces

- b) Report the percentage of recycled materials used to manufacture the organization's primary products and services: 0%

6.2. Energy consumption:

- a) Direct and indirect energy consumption.
- b) Energy saved through energy efficiency initiatives.
- c) Reports on energy saving initiatives (providing energy saving products and services or using renewable energy); reports on the results of these initiatives: None

6.3. Water consumption:



- a) Water supply and water usage: Mainly surface water.
- b) Percentage and total amount of recycled and reused water: 0%
- 6.4. *Compliance with environmental protection laws:*
- a) Number of times fined for non-compliance with environmental laws and regulations: None
- b) Total amount of fines imposed for non-compliance with environmental laws and regulations: None
- 6.5. *Policies related to the employees*
- a) Number of employees, average salary for employees

Table 8: Average salary of the employees

Year	202 2	202 3	202 4
Average employees (people)	225	225	224
Average income (million VND/person/month)	9.3	9.7	10.3

(Source: Quang Binh Water Supply Joint Stock Company)

- b) Labor policy to ensure the health, safety and welfare of the employees
- Working hours: 8 hours/day, 40 hours/week, 2.0 hour lunch break. When there is a requirement for production and business progress, the employees are responsible for working overtime and the Company has regulations to ensure the rights of employees according to State regulations.

Leave, holidays, Tet, maternity leave: The employees are entitled to 10 days off for holidays and Tet according to the provisions of the Labor Law. Employees who have worked at the Company for 12 months or more are entitled to 12 days off per year. The remaining employees will be entitled to leave calculated according to the working time ratio. During maternity leave, in addition to the 6-month leave with insurance according to regulations, they will also receive a basic salary paid by Social Insurance.

Working conditions: The company is fully equipped with labor protection tools, and the company always complies with labor safety principles to ensure high labor productivity and safety for employees.

- c) Training activities for the employees

Based on the demand to expand production and business every year, the Company has developed a recruitment plan to attract capable employees. The Company sets out specific recruitment standards for each position, but all positions have common requirements such as: having basic professional qualifications, having a sense of career development and being highly disciplined, proactive in work, etc.

With effective recruitment policies, over the years the Company has attracted and built a team of talented human resources from many different sources. Young and dynamic employees are always improving their skills and experience from the Company's training policies. With the policy of taking people as the foundation, the Company always creates conditions for employees to study and upgrade their professional knowledge. The Company regularly sends staff to participate in short-term and long-term training courses on business operations, and organizes training courses to popularize technology for technical staff.



6.6. Reports related to green bond market activities according to the guidance of the State Securities Commission of Vietnam: No

III. Report and evaluation of the Board of Directors

1. Evaluation of production and business performance :

In 2024, despite facing many difficulties and challenges, the Company's Board of Directors proactively seized opportunities and directed production and business activities effectively. Thanks to these efforts, the Company's revenue in 2024 increased by 3.5% compared to 2023, ensuring stable employment and income for employees. In addition, the Company constantly improves service quality, meets customer demand, and fully complies with legal regulations to protect consumer rights.

In 2024, the Company achieved many positive results thanks to the determination of the Board of Directors and the close coordination of specialized departments. One of the important achievements is the successful implementation of a new customer management program, helping to improve efficiency in business operations and management. At the same time, the Company has applied modern technology to production and business activities, including recording water meter readings and managing water debt collection via smartphones. In addition, the Company has also replaced paper invoices with electronic invoices, contributing to optimizing the payment process, minimizing printing costs, and enhancing transparency and convenience for customers. These improvements not only help improve work efficiency but also demonstrate the Company's commitment to applying digital technology to improve service quality and meet the increasing demands of the market.

2. Financial situation

a) Asset situation

Table 9: Asset situation

Unit: billion VND

Target	In 2023	In 2024	% increase/ decrease
Current assets	38.78	42.26	8.97
1. Cash and cash equivalents	20.69	22.27	7.64
2. Short-term receivables	8.44	7.4	(12.32)
3. Inventory	9.38	12.19	29.96
4. Other current assets	0.27	0.346	28.15
Long-term assets	209.70	212.47	1.32
1. Long-term receivables	0.037	0.037	0
2. Fixed assets	192.70	193.40	0.36
3. Long-term unfinished assets	13.34	14.45	8.32
4. Other long-term assets	3.43	4.5	31.20

(Source: Audited financial statements 2024) of the Company)

b) Payable debts status



- Current debt situation, large fluctuations in debt.

Table 10: Debt situation

Unit: billion VND

PAYABLE DEBTS	In 2023	In 2024
A. PAYABLE DEBTS	57.58	60.49
I. Short-term debt	36.15	42,663
Short-term financial leasing loans and debts	11.58	13.43
Short-term payables to suppliers	7.36	9.28
Short-term prepayment by buyer	0.79	0.546
4. Taxes and other payments to the state	2.90	2.75
5. Payable to employees	9.84	10.71
6. Costs payable	0.323	0.216
7. Other short-term payables	2.19	4.26
8. Welfare reward fund	1.17	1.44
II. Long-term debt	21.42	17.83
Long-term financial leasing loans and debts	21.42	17.83

(Source: Audited Financial Statements of the Company in 2024)

3. Improvements in organizational structure, policy and management

Advances in organizational structure, policies, and management: The executive and leadership apparatus is streamlined and direct. Under the Board of Directors, there are departments with specific functions and tasks under the close supervision and management of department heads. The company's policies are guaranteed to comply with current laws of the Vietnamese government, and personnel policies to promote the company's operations. The policy of paying salary for employees according to their work capacity and good treatment has helped the company recruit truly capable employees who are dedicated to working for the company.

Control measures: The company has a Board of Supervisors consisting of independent members, supervising the financial and management activities of the company.

4. Future development plans:

To develop scenarios for organizations to maintain stable production and business operations in the new normal state.

To continue to research and invest in developing water supply areas; be flexible in choosing investment options for developing level 3 networks, prioritizing socialization in investing in pipelines, focusing on prioritizing investment in development in densely populated areas and localities with high demand for clean water, and having resources to participate in socialized investment.

To implement specific loss prevention solutions suitable to the production characteristics of each source; especially prioritizing the following branch systems: Rao Da, Quy Dat, Hoan Lao.

To continue to carry out a good job in personnel work, supplement leadership and



management positions to meet the demand and tasks in the new period.

To continue to research and apply information technology and science and technology in production management and operation; exploit and develop new water payment channels so that customers have more choices and meet social trends.

To pay attention to the activities of the mass organizations in the Company to organize good working conditions, ensure policies for employees according to the law, according to the collective labor agreement; maintain movement activities in the unit, such as: Patriotic emulation movement, sports movement, arts, etc.

IV. Evaluation of the Board of Directors of the Company's performance

1. *Evaluation of the Board of Directors of the Company's operations, including assessments related to environmental and social responsibilities.*

- In 2024, the Board of Directors directed departments to develop action plans in line with the Company's operational objectives to advise and monitor strategy implementation and limit risks.
- To analyze information, evaluate and forecast development trends in operating fields, thereby limiting investment risks in the following years, ensuring stable and sustainable development.
- To focus on completing the business plan and human resource development plan for phase 2024 to departments throughout the system.
- To check the implementation of governance regulations, regulations issued by the Board of Directors and the compliance with regulations of the State and competent authorities. The Board of Directors held 4 meetings, thereby issuing resolutions/decisions related to the Company's fields of operation.

2. *Assessment of Board of Directors of the performance of the company's Board of Management:*

The Board of Directors assesses that the Company's Board of Management has properly performed its functions, duties and powers according to the Company's Charter; has seriously and effectively organized the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders, the Resolutions and decisions of the Board of Directors to ensure compliance with the Company's regulations and current laws.

3. *Plans and directions of the Board of Directors :*

In 2025, the Board of Directors continued to direct the Executive Board to complete the Company's general goals as follows:

- Commercial tap water output: 15,200,000 m³.
- Revenue: VND 135,400 million.
- Payable to state budget: VND 18,000 million.
- After-tax profit: VND 18,800 million.
- Dividend ratio 2025: Expected 3.9% per share.
- Improve service quality, gradually reduce water loss rate to 15%.
- To promote the application of science and technology, information technology, artificial intelligence, and digitalization in management and production operations at



enterprises.

- To speed up the progress of investment projects, put them into operation soon, ensure technical requirements, and ensure improved production and business efficiency.
- To implement internal inspection and audit plans according to approved plans.

V. Corporate governance

1. Board of Directors:

a) Members and structure of the Board of Directors :

The Board of Directors of Quang Binh Water Supply Joint Stock Company currently has 05 (five) members, including 2 independent members. The term of the Board of Directors is 05 (five) years. The term of a member of the Board of Directors shall not exceed 05 (five) years and a member of the Board of Directors may be re-elected for an unlimited number of terms.

Table 11: List of members of the Company's Board of Directors

No.	Full name	Position	Note
1	Mr. Le Anh Dung	Chairman of the Board of Directors	
2	Mr. Nguyen Van Dung	Member of Board of Directors	Director
3	Mr. Le Minh Chuong	Board Member	Chief Accountant
4	Mr. Mai Song Hao	Board Member	Independent Member
5	Mr. Tran Tan Duc	Board Member	Independent Member

Mr. LE ANH DUNG

As stated in the Profiles of the Executive Board's members

Mr. NGUYEN VAN DUNG

As stated in the Profiles of the Executive Board's members

Mr. LE MINH CHUONG

- Gender: Male
- Date of birth: November 11, 1969
- Place of birth: Quang Binh
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 194072640 Date of issue: May 17, 2013
Place of issue: Quang Binh Public Security
- Native place: Quang Hoa - Quang Trach - Quang Binh
- Permanent residence: 30 Bui Thi Xuan – Dong Hoi – Quang Binh
- Educational level: 10/10
- Professional qualification: Bachelor of Accounting
- Employment history:



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From 3/1989 to 12/1991 : Electricity and Water staff, Border Guard of Quang Binh Province

From 1/1992 to 4/1994 : Workers of Quang Binh Cement Factory No. 1

From 5/1994 to 8/1995 : Workers of Quang Binh Water Supply and Drainage Company

From 9/1995 to 11/1998 : Staff of Finance Department of Quang Binh Water Supply and Drainage Company

From 12/1998 to 9/2004 : Accountant of Quang Binh Water Supply and Drainage Company

From 10/2004 to 4/2005 : Deputy Head of Accounting Department, Quang Binh Water Supply and Drainage Company

From 5/2005 to 3/2015 : Chief Accountant of Quang Binh Water Supply and Drainage Company Limited

From 4/2015 to present : Member of Board of Directors - Chief Accountant of Quang Binh Water Supply Joint Stock Company

- Current position at the Company: Member of the Board of Directors - Chief Accountant of Quang Binh Water Supply Joint Stock Company;
- Current positions held in other organizations: None
- Number of shares held: 7,000 shares, accounting for 0.04% of charter capital.
In which:
 - + Personal owned shares: 7,000 shares, accounting for 0.04% of charter capital.
 - + Representative owned shares: 0 shares, accounting for 0% of charter capital
- Number of shares held by related persons: 0 shares, accounting for 0% of charter capital.
- Debts to the Company: None
- Related benefits to the Company: None

Mr. MAI SONG HAO

- Gender: Male
- Date of birth: October 25, 1981
- Place of birth: Nga Dien, Nga Son, Thanh Hoa
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 281059159 Date of issue: February 7, 2018
Place of issue: Binh Duong Public Security
- Native place: Thanh Hoa
- Permanent residence: Binh Duong, Anh Binh, Di An, Binh Duong
- Educational level: 12/12
- Professional qualifications :
- Employment history:



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From 2004 to 2013 : Sales Manager – Head of Thuan An Branch – Thu Dau Mot Water Supply Branch – Binh Duong Water – Environment Joint Stock Company

From 11/2023 to 5/2017 : Deputy Director of Water Supply Branch of the Complex Area.

From 6/2017 to 5/2018 : Director of Thuan An Water Supply Branch.

From 6/2018 to 3/2022 : Director of Di An Water Supply Branch.

- Current position at the Company: Member of the Board of Directors of Quang Binh Water Supply Joint Stock Company
- Number of shares held by the owner: 2,153,500 shares, accounting for 12.495% of charter capital.
In which:
 - + Individual owned shares: 0 shares, accounting for 0% of charter capital.
 - + Representative owned shares: 2,153,500 shares, accounting for 12.495% of charter capital
- Number of shares held by related persons: 0 shares, accounting for 0% of charter capital.
- Debts to the Company: None
- Related benefits to the Company: None

Mr. TRAN TAN DUC

- Gender: Male
- Date of birth: February 15, 1977
- Place of birth: Binh Duong
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 074077000230 Date of issue: February 22, 2021
Place of issue: Police Department
- Native place: Binh Duong
- Permanent residence: No. 1398/3, KP6, Dinh Hoa Ward, Thu Dau Mot City, Binh Duong
- Educational level: 12/12
- Professional qualifications:
- Employment history:
 - From 4/2003 – 6/2006 : Finance Department Staff - Binh Duong Water Supply and Drainage Company.*
 - From 6/2006 – 1/2010 : Chief Accountant of Water Supply and Drainage - Environment Project Management Board and Chief Accountant of South Thu Dau Mot Water Supply and Sanitation Project Management Board, Binh Duong*

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Water Supply and Drainage Company

From 1/2016 to 10/2016 : Chief Accountant of Binh Duong Water Supply - Environment Company Limited.

From 10/2016 to present : Member of Board of Directors of Quang Binh Water Supply Joint Stock Company

- Current position at the Company: Member of the Board of Directors of Quang Binh Water Supply Joint Stock Company
- Number of shares held by the owner: 2,153,500 shares, accounting for 12.495% of charter capital.
In which:
 - + Individual owned shares: 0 shares, accounting for 0% of charter capital.
 - + Representative owned shares: 2,153,500 shares, accounting for 12.495% of charter capital
- Number of shares held by related persons: 0 shares, accounting for 0% of charter capital.
- Debts to the Company: None
- Related benefits to the Company: None
- b) Subcommittees of the Board of Directors : *Secretary of the Board of Directors*
- c) Activities of the Board of Directors:

Table 12: Decisions and resolutions of the Board of Directors in 2024

No.	Resolution/Decision No.	Date	Content
1	01/NQ-HDQT	01/03/2024	Approving the contents and program of the 2024 Annual General Meeting of Shareholders Approval of Investment and Construction Plan for 2024

(Source: Quang Binh Water Supply Joint Stock Company)

- d) Activities of independent members of the Board of Directors. Activities of subcommittees in the Board of Directors: None
- e) List of Board of Directors members with corporate governance training certificates. List of Board of Directors members participating in corporate governance programs during the year: none

2. *Board of Supervisors*

- a) Members and structure of the Board of Supervisors:

The Company's Board of Supervisors has 03 (three) members. The term of office of members of the Board of Supervisors shall not exceed 05 (five) years. Members of the Board of Supervisors may be re-elected for an unlimited number of terms.

Table 13: List of members of the Board of Supervisors

No.	Full name	Position
1	Mr. Nguyen Duc Vu	Head of Supervisory Board (appointed March 1, 2022)
2	Mr. Tran Van Ban	Member of the Board of Supervisors



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3	Mr. Trinh Dinh Tung	Member of the Board of Supervisors (appointed on April 25, 2023)
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Mr. NGUYEN DUC VU

- Gender: Male
- Date of birth: December 14, 1973
- Place of birth: Ham Ninh commune, Quang Ninh district, Quang Binh province
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 194004872 Date of issue: November 24, 2014
Place of issue: Quang Binh Public Security
- Native place: Ham Ninh Commune, Quang Ninh District, Quang Binh Province
- Permanent residence: 52 Nguyen Duc Canh, Dong Hoi City, Quang Binh Province
- Educational level: 12/12
- Qualification: Bachelor of Economics
- Employment history:
 - + From 8/1999 to 9/2000 : Customer Relations Department Staff - Quang Binh Water Supply and Drainage Company
 - + From 9/2000 to 6/2007 : Material Planning Department Staff, Quang Binh Water Supply and Drainage Company
 - + From 6/2007 to 4/2017 : Staff of Finance and Accounting Department, Quang Binh Water Supply Joint Stock Company
 - + From 4/2017 to present : Member of the Board of Supervisors of Quang Binh Water Supply Joint Stock Company.
- Current position at the Company: Head of the Board of Supervisors
- Current positions held in other organizations: None
- Number of shares held by the owner: 3,600 shares, accounting for 0.02% of charter capital.
In which:
 - + Individual owned shares: 3,600 shares, accounting for 0.02% of charter capital.
 - + Representative owned shares: 0 shares, accounting for 0 charter capital
- Number of shares held by related persons: 0 shares, accounting for 0% of charter capital.
- Debts to the Company: None
- Related benefits to the Company: None



Mr: TRAN VAN BAN

- Gender: Male
- Date of birth: September 14, 1970
- Place of birth: Quang Binh
- Nationality: Vietnam
- Ethnic group: Kinh
- ID Card No.: 194137760 Date of issue: September 25, 2013
- Place of issue: Quang Binh Public Security
- Native place: Quang Binh
- Permanent residence: Bac Ly – Dong Hoi – Quang Binh
- Educational level: 12/12
- Qualification: Bachelor of Economics
- Employment history:
 - From 12/1996 to 7/1999 : Dispatcher - Quang Binh Water Supply and Drainage Company*
 - From 7/1999 to 12/2005 : Head of the Dispatching Team of Quang Binh Water Supply and Drainage Company*
 - From 12/2005 to 7/2007 : Head of Dispatching Team, Quang Binh Water Supply and Drainage Company Limited*
 - From 7/2007 to 4/2008 : Deputy Head of Customer Relations Department - Quang Binh Water Supply and Drainage Company Limited*
 - From 4/2008 to 3/2015 : Deputy Director of Dong Hoi Water Supply Enterprise - Quang Binh Water Supply and Drainage Company Limited*
 - From 4/2015 to present : Deputy Director of Dong Hoi Water Supply Enterprise - Quang Binh Water Supply Joint Stock Company
Head of Supervisory Board of Quang Binh Water Supply Joint Stock Company*
- Current position at the Company: Head of Supervisory Board of Quang Binh Water Supply Joint Stock Company.
- Current positions held in other organizations: Deputy Director of Dong Hoi Water Supply Enterprise - Quang Binh Water Supply Joint Stock Company;
- Number of shares held: 6,700 shares, accounting for 0.04% of charter capital.
In which:
 - + Individual owned shares: 6,700 shares, accounting for 0.04% of charter capital.
 - + Representative owned shares: 0 shares, accounting for 0% of charter capital.
- Number of shares held by related persons: shares, accounting for% of charter capital.
- Debts to the Company: None



- Related benefits to the Company: None

Mr. TRINH DINH TUNG

- Gender: Male
- Date of birth: December 6, 1977
- Place of birth: Yen Dinh District, Thanh Hoa Province
- Nationality: Vietnamese
- Ethnic group: Kinh
- ID Card No.: 038077012000 Date of issue: February 22, 2021
Place of issue: Police Department
- Native place: Thanh Hoa
- Permanent residence: 132/2 Group 4, Phu Hoa Ward, Thu Dau Mot City, Binh Duong Province
- Educational level: 12/12
- Qualification: Bachelor of Banking and Finance
- Current position at the Company: Member of the Board of Supervisors of Quang Binh Water Supply Joint Stock Company;
- Current positions held in other organizations: Number of shares held: 0 shares, accounting for 0% of charter capital.
In which:
 - + Individual owned shares: 0 shares, accounting for 0 % of charter capital.
 - + Representative owned shares: 0 shares, accounting for 0 charter capital
- Number of shares held by related persons: 0 shares, accounting for 0 % of charter capital.
- Debts to the Company: none
- Related benefits to the Company: none

b) Activities of the Board of Supervisors:

During 2024, the Board of Supervisors held regular meetings and attended the Company's Board of Directors meetings.

The Board of Supervisors has inspected and supervised the compliance with the provisions of law and the Company in the management and operation of business activities of the Board of Directors (BOD) and Board of Management (BOD) in 2024. specifically:

- Reviewing the legality and procedures for issuing Resolutions and Decisions of the Board of Directors and the Board of Management in 2024;
- Participating in giving opinions and making recommendations to the Board of Directors and the Executive Board on issues related to the company's operations during the year;
- Inspecting and supervising the implementation of the 2024 Shareholders' Meeting Resolution by the Board of Directors and the Board of Management;
- Auditing annual financial statements to assess the truthfulness and fairness of financial figures .



3. *Transactions, remuneration and benefits of the Board of Directors, Board of Management and Board of Supervisors*

a) Salary, bonus, remuneration, benefits of the Board of Directors, Board of Management, Board of Supervisors:

Table 14: Salary, bonus, remuneration, benefits of the Board of Directors, Board of Management, Board of Supervisors in 2024

No.	Full Name	Position	Salary, bonus	Remuneration (Board of Directors, Board of Supervisors, Board of Management)	Total income	Note
1	Mr. Le Anh Dung	Chairman of the Board of Directors	584,846,000		584,846,000	
2	Mr. Nguyen Van Dung	Member of the Board of Directors - Director	548,666,000	20,800,000	569,466,000	
3	Mr. Le Minh Chuong	Member of the Board of Directors	450,908,000	20,800,000	471,708,000	
4	Mr. Mai Song Hao	Member of the Board of Directors		20,800,000	20,800,000	
5	Mr. Tran Tan Duc	Member of the Board of Directors		20,800,000	20,800,000	
7	Mr. Le Van Nghia	Deputy Director	439,842,000	13,600,000	453,442,000	
8	Mr. Tran Van Tien	Deputy Director	461,311,000		461,311,000	
9	Mr. Nguyen Duc Vu	Head of Board of Supervisors	334,545,000		334,545,000	
9	Mr. Tran Van Ban	Member of the Board of Supervisors	260,495,000	16,000,000	276,495,000	
10	Mr. Trinh Dinh Tung	Member of the Board of Supervisors		16,000,000	16,000,000	

(Source: Quang Binh Water Supply Joint Stock Company)

- b) Stock transactions of internal shareholders: None
c) Contracts or transactions with internal shareholders: None
d) Implementation of corporate governance regulations:

The Company's management activities have complied with the Company's charter and relevant laws; With the responsibility of a large-scale public company trading shares on the UpCom market, transparency has been significantly enhanced to protect the legitimate rights of shareholders.



However, in the initial stages of implementing the provisions of the Securities Law for large-scale public companies, the Board of Directors still has some confusion and has not promptly updated some requirements regarding time; the nature of information that needs to be posted is transparent.

To review the corporate governance regulations and adjust some necessary contents to make corporate governance more effective.

VI. Financial statement

1. Audit opinion:

In our opinion, the financial statements have reflected fairly and honestly, in all material respects, of the financial position of the Company as at 31 December 2024, and of its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese corporate accounting system and the relevant statutory requirements applicable to financial reporting.

2. Audited financial statements

The audited financial statements for 2024 include: Balance sheet; Report on business performance; Cash flow statement; Notes to the financial statements in accordance with the law on accounting and auditing.

(Detailed financial report attached)

Address for publication of Financial Reports:

<http://capnuocquangbinh.vn/>

Recipients:

- HNX (to report);
- Members of the Board of Directors;
- Head of the Board of Supervisors;
- Company Website.

CHAIRMAN OF THE BOARD OF
DIRECTORS



MR. LE ANH DUNG