



**DANANG WATER SUPPLY
JOINT STOCK COMPANY**

OFFICIAL

THE DOCUMENTS FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Da Nang, April 18 2025

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**DANANG WATER SUPPLY
JOINT STOCK COMPANY**

PART I

WORKING REGULATIONS

Da Nang, April 18, 2024

DaNang, April 18th, 2025

**WORKING REGULATIONS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020, amending and supplementing Law and implementing documents;

Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019 and implementing documents;

Pursuant to the Charter of organization and operation of Da Nang Water Supply Joint Stock Company;

Pursuant to internal regulations on governance of Da Nang Water Supply Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company is organized and implemented according to the following contents:

Chapter I

GENERAL PROVISIONS

Article 1. Scope of adjustment and object of application

1.1. This regulation is used for the organization of the 2025 Annual General Meeting of Shareholders (referred to as “General Meeting”) of Da Nang Water Supply Joint Stock Company (referred to as “Company”).

1.2. This regulation specifically regulates the rights and obligations of shareholders, authorized representatives of shareholders and parties attending the General Meeting, conditions, methods of conducting the General Meeting and voting on issues within the authority of the General Meeting.

1.3. Shareholders, authorized representatives of shareholders and parties participating in the General Meeting are responsible for implementing the provisions of these Regulations.

Article 2. Target

2.1. Ensure the principles of publicity and transparency.

2.2. Create convenient conditions for the General Meeting to take place successfully and comply with the provisions of law, the Company’s Charter, and the Company’s Internal Corporate Governance Regulations.

Chapter II

CONDITIONS FOR ATTENDING THE MEETING, RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTIES ATTENDING THE MEETING

Article 3. Conditions for attending the General Meeting

Shareholders whose names are on the list of shareholders finalized until March 18, 2025 have the right to directly attend or authorize in writing for one or several other individuals and organizations to attend the General Meeting according to the provisions of this Regulation, the Company's Charter and provisions of law.

Article 4. Rights and obligations of shareholders when attending the General Meeting

4.1. Shareholders' rights when attending the General Meeting

(a) To attend or authorize to attend the General Meeting in person by duly authorized writing;

(b) Discuss and vote on all issues within the authority of the General Meeting according to the provisions of the Enterprise Law, the Company's Charter, Internal Regulations on Company Governance and relevant current legal regulations;

(c) To be informed by the Organizing Committee of the content and agenda of the General Meeting and accompanying documents;

(d) After registering to attend the General Meeting with the Shareholder Status Inspection Board, each shareholder, authorized representative of the shareholder, can receive a Voting Card, Voting Ballot and other documents after registering to attend the General Meeting with the Shareholder Status Inspection Board;

(e) The voting value of the Voting Card, the Voting Ballot, the Voting Ballot shall correspond to the proportion of the voting shares which he owns or represents by registration in the General Meeting to the total number of voting shares of the delegates present at the General Meeting.

(g) Shareholders, authorized representatives of shareholders who are organizations or authorized persons of shareholders attending the General Meeting after the opening meeting have the right to immediately register, after that, you have the right to participate and vote at the General Meeting immediately after registration, but the Chairman is not responsible for stopping the General Meeting to let shareholders who arrive late register. The validity of previously voted contents has not changed. The Vote Counting Committee shall add the voting shares of shareholders, the authorized representative of shareholders who is an organization or the authorized person of late shareholders to the total number of voting shares at the General Meeting to Calculate the ratio through the voting contents in the following section.

h) Exercise other rights according to the provisions of the Company's Charter, Enterprise Law No. 59/2020/QH14 and relevant legal documents.

4.2. Obligations of shareholders when attending the General Meeting

(a) Shareholders or authorized persons must bring the following documents when

attending the General Meeting:

- For individual shareholders: (1) Meeting invitation; (2) Original CCCD/Passport (still valid); (3) Original valid Power of Attorney (if authorized to attend the meeting). Authorized representatives of shareholders are not re-authorized to others to attend the General Meeting.

- For institutional shareholders: (1) Meeting invitation; (2) Copy of Business Registration Certificate (validly certified); (3) Original CCCD/Passport (with shelf life) of the legal representative.

In case the legal representative of the organizing shareholder authorizes another person to attend the General Meeting, the authorized person needs to bring: (1) Meeting invitation; (2) Original CCCD/Passport (without shelf life) of the authorized person; (3) Copy of the Certificate of Business Registration (validly certified); (4) Original copy of the valid Power of Attorney.

In case of re-authorization, meeting attendees must present additional original written authorization from the shareholder, the authorized representative of the shareholder is an organization (if not previously registered with the Company).

- (b) During the General Meeting, shareholders and authorized representatives of shareholders must strictly comply with the rules at the General Meeting, comply with the guidance and control of the Chairman, and respect the results of the General Meeting's work, behave civilly, politely, and do not cause disorder;

- (c) Do not record voice, record and transmit image and information about the content of the meeting to the outside before the official conclusion of the General Meeting;

- (d) Where, for reasons of shareholders, the authorized representative of the shareholders must leave the meeting before the General Meeting votes, this individual shall contact the Counting Committee to inform it of his opinion in writing on voting matters at the General Meeting.

- e) Seriously comply with other regulations (if any) as required by the General Meeting;

Article 5. Rights and obligations of the Shareholder Status Inspection Board

The Shareholder Status Inspection Committee is elected by the Chairman and consists of one (01) Head of the Board and members, with the following functions and tasks:

- 5.1. Check the status of shareholders or authorized representatives of shareholders attending the meeting. Request shareholders or authorized representatives of shareholders to present Documents as prescribed in Article 3 of this Regulation;

- 5.2. Distributed to shareholders or authorized persons attending the meeting: Voting cards, Voting slips, Election slips and other relevant meeting documents;

- 5.3. Report to the General Meeting on the results of checking the status of shareholders and authorized representatives of shareholders at the following times:

- Before the opening of the General Meeting;

- Before each vote, election if there is a change in the number of shareholders registered to attend the General Meeting (in case the shareholders arrive late to register to attend the meeting).

Article 6. Rights and obligations of the Chair and the Presidium

6.1. The Chairman:

The Chairman of the Company's Board of Directors is the Chairman of the General Meeting and the person who chairs the General Meeting of Shareholders. The Chairman has the right to take necessary measures to control the meeting in a reasonable, orderly manner, according to the approved program and reflecting the wishes of the majority of meeting attendees. The Chairman of the General Meeting of Shareholders has the following rights:

(a) Require all meeting attendees to be subject to inspection or other lawful and reasonable security measures;

(b) Request the competent authority to maintain order in the meeting; expel those who do not comply with the chairman's executive authority, intentionally disrupt order, prevent normal progress of the meeting or do not comply with security inspection requirements from the meeting General Meeting of Shareholders.

(c) The Chairman has the right to postpone the meeting of the General Meeting of Shareholders who have had a sufficient number of people registered to attend the meeting for a maximum of no more than 03 working days from the date the meeting is scheduled to open and can only postpone the meeting or change the meeting location in the following cases:

- Meeting venues do not have enough convenient seats for all meeting attendees;
- The means of information at the meeting location do not guarantee participation, discussion and voting by shareholders attending the meeting;
- Someone attending the meeting hinders or disrupts order, risking the meeting not being conducted fairly and legally.

(d) Certain other rights and obligations of the Chair as defined by applicable law.

6.2. The Presiding Group

The Presiding Group has 03 (three) members, including 01 (one) Chairman, Chairman of the Board of Directors and 02 (two) Members nominated by the Board of Directors and voted by the General Meeting of Shareholders. Tasks of the Presiding Group:

(a) Governing the activities of the General Meeting in accordance with the programme adopted at the Meeting. Carry out the necessary work for the General Meeting to take place in an orderly manner; in accordance with regulations;

(b) Instruct shareholders and the General Meeting to discuss the contents included in the program;

(c) Submit drafts and conclusions on necessary issues for the General Meeting to vote;

- (d) Respond to questions requested by shareholders or appoint a respondent;
- (e) Have the right not to respond or only acknowledge shareholders' comments if the contributions and recommendations are outside the content of asking for opinions of the General Meeting;
- (f) Resolve issues arising throughout the General Meeting process.

6.3. Principles of work of the Presidium Group: The Presidium Group works according to the principles of collectivity, democratic centralism, and majority decision-making.

Article 7. Rights and obligations of the General Meeting Secretariat.

The Secretariat consists of 02 people, elected by the Chairman, the Secretariat has the following tasks:

7.1. Fully and faithfully record the entire content of the General Meeting's proceedings and issues approved by shareholders/agents as authorized by shareholders or still noted at the General Meeting.

7.2. Receive registration forms for statements from shareholders.

7.3. Draft Meeting Resolutions and Resolutions on issues approved at the Meeting (if any).

7.4. Assist the Presidium Group in publishing draft documents, conclusions, resolutions of the General Meeting, and announcements from the Presidium Group to shareholders when requested.

7.5. Receive vote counting results from the Vote Counting Committee to record and save in the Minutes and Resolutions, and notify vote counting results before the closing of the General Meeting.

7.6. Other tasks at the request of the Chairman.

Article 8. Rights and obligations of the Vote Counting Board.

8.1. The General Meeting's Vote Counting Committee consists of 01 (one) Head of the Committee and 05 (five) members introduced by the Chairman of the meeting and voted for by the General Meeting .

8.2. The Vote Counting Committee is responsible for:

- Dissemination of principles, rules and instructions on how to vote;
- Counting and recording voting votes, drawing up a record of the votes, publishing the results; forwarding the minutes to the Chairman for approval of the voting results;
- Promptly communicate the results of the vote to the Secretariat;
- Review and report to the General Meeting cases of violation of voting rules or complaints about voting results.

8.3. The Voting Counting Board is responsible for the accuracy and truthfulness of the results of the tally published.

Chapter III

ORDER OF CONDUCTING OF THE GENERAL MEETING

Article 9. Conditions and manner of conducting the Meeting

9.1. The General Meeting of Shareholders is held when the number of shareholders/agents authorized by the shareholders attending the meeting represents more than 50% of the total number of shares with voting rights. The Shareholders' Status Inspection Committee announces the number of shareholders attending, the total number of voting shares represented by shareholders and the attendance rate so that the General Meeting can proceed according to regulations.

9.2. The General Meeting is scheduled to take place according to a specific schedule announced by the Company.

9.3. The General Meeting will in turn discuss and approve the contents stated in the General Meeting Program. Voting for the approval of each item in the General Meeting shall be carried out in accordance with the rules for voting and approval of matters in the General Meeting in Article 12 of these Regulations.

Article 10. Programme and content of the work of the General Meeting

10.1. The agenda and content of the meeting should be approved by the General Meeting at its opening session. The program must clearly define and detail the time for each issue in the meeting agenda.

10.2. In case of changing the meeting agenda compared to the content sent with the meeting invitation or the content posted on the Company's website, the changes must be approved by the General Meeting.

Article 11. Discussion at the General Meeting

11.1. Based on the number of shareholders, authorized representatives of shareholders attending and the allowed duration of the General Meeting, the Chairman of the General Meeting can choose the most reasonable method of controlling the meeting. Shareholders, authorized representatives of shareholders attending the General Meeting to express their opinions and questions by raising their hands to ask to speak and receiving the consent of the Chairman of the General Meeting or filling out the Questionnaire sent to Presiding Group. At the same time only one shareholder or authorised representative of the shareholder shall be entitled to speak. Where several shareholders and authorised representatives of shareholders have their opinions at the same time, the chairman shall invite each shareholder and authorised representative of the shareholders to present their opinion sequentially.

11.2. Shareholders and authorized representatives of shareholders speak briefly and focus on the main content that needs to be discussed, in accordance with the approved program of the General Meeting. The content of proposed opinions of shareholders and authorized representatives of shareholders must not violate the law,

relate to personal matters or exceed the powers of the enterprise. The Chairman of the General Meeting has the right to remind or request shareholders and authorized representatives of shareholders to focus on the central content that needs to be said to save time and ensure the quality of discussion.

11.3. For questions questioned, the Presiding Group shall have the right to respond immediately to shareholders, authorized representatives of shareholders or to record the opinions of shareholders and authorized representatives of shareholders so that the Board of Directors within its jurisdiction can respond in writing to shareholders authorized representative of shareholders within 05 working days from the end of the General Meeting.

Article 12. Rules for voting on issues at the General Meeting

12.1. General principles

(a) All issues in the agenda and content of the meeting of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.

(b) Voting cards and voting slips are printed, stamped and sent directly to delegates at the General Meeting (shareholders download the set of documents for the General Meeting of Shareholders according to the notified QR Code). Each delegate is issued a Voting Card (pink), Voting Slips (white). On the Voting Card, the Voting Slips clearly states the delegate code, full name, number of shares owned and receiving the voting authorization of that delegate.

(c) The General Meeting of Shareholders discusses and votes on each issue in the program content. Voting is conducted by show of cards or by direct voting.

(d) Shareholders shall vote to “Approval”, “Disapproval” or “No comments” on certain issues put to the vote at the General Meeting by holding up the Voting Card or filling out options on the Voting Slips.

(e) The voting rate for the approval of the Resolution on each content at the General Meeting of Shareholders is specified in the Company's Charter.

12.2. Voting forms

a) Voting Card (pink):

- This card is used to vote the following contents:

+ Vote to approve the Presiding Group, the Vote Counting Committee;

+ Vote to approve Working Regulations at the General Meeting;

+ Vote to approve the General Meeting's Work Program;

+ Vote to to approve the Minutes of General Meeting and its Resolutions and some issues arising at the General Meeting.

Shareholders vote by holding up their **Voting Cards** at the control of the Presiding Group of the General Meeting for voting opinions. In case the delegate does

not raise the Voting Cards in all three votes: Approval or Disapproval or No comments of an issue, it is considered a vote to approve that issue. Where a delegate raises his Voting Card more than once when voting for Approval or Disapproval or No comments of an issue, it shall be considered as an Invalid Vote. In the form of voting by showing the Voting Card, members of the **the Shareholder Status Inspection Board** mark the shareholder code and the corresponding number of voting votes for each shareholder Approval, Disapproval and Invalid Vote.

b) Voting Slips (white):

- This slip represents the main contents of the General Meeting, collects shareholders' votes and is submitted at the ballot box after the end of the voted contents and the Vote Counting Committee recall and conduct counting votes and prepare minutes to announce before the closing of the General Meeting.

- After listening the report of the items to be voted on (contained in the shareholders' documents). Shareholders vote by filling out the Voting Slip, for each content, choose one of three options “Approval”, “Disapproval”, “No comments” pre-printed in the Voting Slip by tick “☐” or “☒” in the box for their choices. After completing all the contents that need to be voted on by the General Meeting, shareholders send the Voting Slips to the sealed ballot box at the General Meeting according to the instructions of the Vote Counting Committee.

- Voting Slips must be fully signed and clearly state the shareholder's full name. A valid voting slip is a pre-form slip issued by the General Meeting Organizing Committee, without erasing, scraping, tearing, or damage....do not write anything other than the regulations for this slip and must be signed under the signature, there must be all handwritten full names of participating delegates and sent to the Vote Counting Committee before the ballot box is unsealed. On the Voting Slips, the voting content is valid when delegates check one (01) of three (03) voting squares.

In a Voting Slip, the contents to be consulted shall be voted on independently of each other. The invalidity of this part of the voting on this content shall not affect the validity of the other contents.

12.3. How to count votes

The way of counting votes is conducted by aggregating Voting Cards, Voting Slips on a case-by-case basis “Approval”, “Disapproval”, “No comments” or “Invalid” of shareholders according to each content discussed in Shareholders' General Meeting.

Article 13. Approval of the Resolution of the General Meeting of Shareholders.

13.1. Issues according to the meeting agenda of the General Meeting are approved when the shareholders own at least 51% of the total votes of all shareholders/representatives as authorized by shareholders attending the meeting and

voting Approval, except for the cases specified in Clauses 13.2, 13.3 and 13.4 of this Regulation.

13.2. Voting on the issues specified in Clause 1, Article 25 of the Company's Charter is approved when the number of shareholders represents more than 65% of the total votes of all shareholders/representatives as authorized by the shareholders attend the meeting and voting Approval.

13.3. Voting to elect members of the Board of Directors must comply with the Regulations on additional election of members of the Board of Directors for the 2021-2026 term.

13.4 The voting on the issues that adversely affect the rights and obligations of preferred shareholders shall only be approved if at least 75% of the total number of preferred shares of the same kind of the preferred shareholders attending the meeting and approval or at least 75% of the total number of preferred shares of that kind of shareholder held by the preferred shareholders in the case of approval the resolution by form of written consultation.

Article 14. Minutes and Resolutions of the General Meeting of Shareholders.

14.1. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting ends.

14.2. Minutes of the General Meeting of Shareholders must be delivered by the General Meeting secretary and stored at the Finance and Accounting Department, Da Nang Water Supply Joint Stock Company.

14.3. The contents approved by the General Meeting of Shareholders will be summarized in the General Meeting of Shareholders Resolution in accordance with the provisions of the Company's Charter.

Chapter IV

IMPLEMENTING PROVISIONS

Article 15. Enforcement clause

15.1. This regulation includes 04 (four) Chapters, 15 (fifteen) Articles, read publicly before the General Meeting and takes effect immediately after being voted on by the General Meeting.

15.2. Shareholders, representatives under the shareholder's authorization and those attending the General Meeting are responsible for implementing the provisions of these Regulations./.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN



HỒ Hương

**REGULATIONS ON SUPPLEMENTARY ELECTION OF MEMBERS TO
THE BOARD OF DIRECTORS FOR THE 2021 - 2026 TERM**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- Pursuant to the Charter of Organization and Operation of Da Nang Water Supply Joint Stock Company;
- Pursuant to the Internal regulations on Corporate Governance of Da Nang Water Supply Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company hereby stipulates the Regulations on the supplementary election of members to the Board of Directors for the 2021 - 2026 term (“Regulations”) as follows:

Article 1. Scope of Application

These Regulations shall apply to the supplementary election of members to the Board of Directors and the Supervisory Board for the 2021-2026 term of Da Nang Water Supply Joint Stock Company (“Company”) at the 2025 Annual General Meeting of Shareholders (“AGM”).

Article 2. Eligible Voters at the AGM

Shareholders holding voting shares and their authorized representatives (as per the list of shareholders finalized on March 18, 2025) present at the AGM are eligible to vote.

Article 3. Election of Board of Directors Members

3.1. Number of Additional Members to the Board of Directors:

The number of additional members to be elected to the Board of Directors of Da Nang Water Supply Joint Stock Company for the 2021–2026 term is **01 (one) member**.

3.2. Term of the Additional Member of the Board of Directors:

The term of the additional member elected to the Board of Directors shall be the **remaining duration of the 2021–2026 term**.

3.3. Criteria and Conditions for Becoming a Member of the Board of Directors:

a) A member of the Board of Directors must meet the criteria and conditions stipulated in **Clauses 1 and 2, Article 155 of the Law on Enterprises, and Clause 1, Article 32 of the Company’s Charter**.

b) A member of the Board of Directors of a public company may concurrently hold the position of Board member in **no more than five (05) other companies**.

Article 4. Election of Supervisory Board Members

4.1. Number of supplementary elected members:

The number of Supervisory Board members to be additionally elected for the 2021-2026 term is 01 (one).

4.2. Term of the elected member:

The elected member's term shall be the remaining duration of the 2021-2026 term.

4.3. Qualifications and conditions:

A member of the Supervisory Board must meet the criteria and conditions stipulated in Clause 1 and Clause 2, Article 169 of the Law on Enterprises and Clause 2, Article 48 of the Company's Charter.

Article 5. Right to Nominate and Stand for Election to the Board of Directors and the Supervisory Board

The nomination and candidacy process shall comply with Article 30 and Article 47 of the Company's Charter.

Article 6. Nomination and Candidacy Documents

6.1. Shareholders or groups of shareholders meeting the nomination and candidacy requirements as per the Law on Enterprises and the Company's Charter and intending to nominate or apply for a position on the Board of Directors or Supervisory Board must submit the following documents to the Company:

- Nomination/application letter for Board of Directors or Supervisory Board membership;
- Candidate's resume (as per the prescribed form);
- Certified copy of ID card/Citizen ID/Passport;
- Copies of educational and professional qualifications (if any);
- Shareholding confirmation document verifying the shareholder/group of shareholders' eligibility to nominate (as per the prescribed form).

6.2. Individuals who nominate or self-nominate candidates for the Board of Directors or the Supervisory Board shall be legally and personally responsible before the General Meeting of Shareholders for the accuracy and truthfulness of the information provided in their application documents.

Article 7. Voting Ballots

7.1. Voting Ballot:

a) Each shareholder or authorized representative attending the meeting shall be given **01 (one)** Ballot for electing members of the Board of Directors (Blue) and 01 (one)

Ballot for electing members of the Supervisory Board (Yellow) corresponding to the total number of shares they own and/or are authorized to represent;

b) Each ballot shall indicate the Shareholder Code, Number of Owned or Represented Shares, and Total Number of Voting Rights;

c) Upon receiving the ballots, shareholders or their authorized representatives must verify the information printed on the ballots. In case of any error, the shareholder or authorized representative must notify and request the Vote Counting Committee to reprint the ballot, and return the incorrect ballot to be voided on the spot.

7.2 Valid Ballots:

A valid ballot is a pre-printed ballot issued by the Organizing Committee, without erasures, alterations, or any additional content outside of what is prescribed; it must be signed and clearly state the full name of the attending delegate, and be submitted to the Vote Counting Committee before the ballot box is unsealed.

7.3. Invalid Ballots:

a) Ballots that do not comply with the regulations for valid ballots;

b) Ballots in which the total number of votes cast for candidates by the shareholder or representative exceeds the number of votes they are entitled to;

7.4. Other cases (if any) shall be decided by the General Meeting of Shareholders.

Article 8. Voting Method

8.1. Voting for Board of Directors and Supervisory Board members must be conducted through secret ballot using the cumulative voting method.

8.2. Each shareholder or authorized representative has a total number of votes equal to their shares multiplied by the number of positions to be elected. They may allocate all or part of their votes to one or multiple candidates.

Article 9. Vote Counting Committee and Voting Procedures

9.1. Vote Counting Committee:

a) The Committee comprises 01 (one) Head and 05 (five) members, nominated by the Chairperson and approved by the AGM.

b) Responsibilities:

- Announce the voting rules and instructions.
 - Collect and count the ballots, prepare a report, and submit the results for approval.
 - Announce the results promptly.
 - Address any violations or complaints.
 - Ensure the accuracy and transparency of the vote counting process.
- c) Committee members must not be candidates for election.

9.2. Voting and counting principles:

a) The Committee must check the ballot box in front of the shareholders.

- b) Voting begins after all ballots have been distributed and ends after the last shareholder has cast their vote.
- c) Ballots are counted immediately after voting ends.
- d) Results are recorded and announced to the AGM.

Article 10. Election Criteria

10.1. Candidates with the highest votes will be elected until the required number of members is reached.

10.2. In case of a tie, a re-election shall be conducted among the tied candidates or selection shall follow the criteria outlined in these Regulations or the Company's Charter.

10.3. If the required number of members is not reached in the first round, additional voting rounds will be conducted until all positions are filled.

Article 11. Announcement of Election Results

11.1. Based on the vote counting report, the election results shall be announced immediately at the AGM.

11.2. The results will be recorded in the AGM's official resolution.

Article 12. Implementation Provisions

These Regulations, consisting of 12 (twelve) articles, are publicly read at the AGM, take effect immediately upon shareholder approval, and apply solely to the supplementary election of Board of Directors and Supervisory Board members for the 2021-2026 term at this AGM.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Hồ Hương



**DANANG WATER SUPPLY
JOINT STOCK COMPANY**

PART II

REPORTS APPROVED BY AGM

DaNang April 18,2025

DaNang , April 18th, 2025

REPORT
THE BOARD OF DIRECTORS' PERFORMANCE
DA NANG WATER SUPPLY JOINT STOCK COMPANY
THE YEAR 2024

To: The 2025 General Meeting of Shareholders

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
 - Pursuant to the Charter and Management Regulations of Da Nang Water Supply Joint Stock Company;
 - Pursuant to Resolution No. 01/NQ-AGM dated June 26, 2024 of the 2024 Annual General Meeting of Shareholders;
 - Based on production and business results in 2024 and audited financial statements in 2024.
- The Board of Directors (BOD) of Da Nang Water Supply Joint Stock Company reports to the General Meeting of Shareholders on the Company's management and administration in 2024 as follows:*

I. GENERAL INFORMATION

1. GENERAL INFORMATION

- Name of the Company: **DA NANG WATER SUPPLY JOINT STOCK COMPANY**
- Initial Name: **DAWACO**
- Stock Code: **DNN**
- Trading Platform : **UPCOM**
- Address: 57 Xo Viet Nghe Tinh, Hoa Cuong Nam Ward, Hai Chau District, Da Nang City.
- Telephone: 0236.3696632 Fax: 0236.3697222
- Email: capnuocdn@dawaco.com.vn Website: www.dawaco.com.vn

2. Business lines

- Business lines: Clean water production and supply; installation and construction of water supply projects; trading in specialized materials; production of pure bottled water; establishment of investment projects for construction, design and preparation of total estimates of small-scale water supply and drainage systems; topographic, geological and survey verify estimated design documents, supervise construction, and manage construction investment for projects from group B and below.

3. Corporate governance model:

- General Meeting;
- Board of Directors, Supervisory Board;
- Executive Board.

II. THE BOARD OF DIRECTORS PERFORMANCE IN 2024

1. The members of the Board of Directors (BOD):

Information about members of the Board of Directors (BOD):

No.	Member of BOD	Position (independent member of BOD, non-executive member of BOD)	Start date /no longer a member of Board of Directors	
			Appointed Date	Dismissed Date
1	Mr. Ho Huong	Chairman of the Board	29/10/2021	
2	Mr. Ho Minh Nam	Member of BOD, General Director	29/10/2021	
3	Mr. Dang Thanh Binh	Non-Executive member of BOD, Vice Chairman of the Board	29/10/2021	
4	Mr. Le Duc Quy	Member of BOD, Vice General Director	29/10/2021	
5	Mr. Nguyen Truong Anh	Non-Executive member of BOD	29/10/2021	

Number of the positions of member of BOD held by each member of the Company's Board of Directors at other Companies:

Mr. Dang Thanh Binh: Vice Chairman of the Board of Dawaco, is Chairman of DaNang Mien Trung Joint Stock Company ; is Chairman of KonTum Water Supply Joint Stock Company.

2. The activities of BOD:

2.1.Regarding the management and administration of the Board of Directors

The Board of Directors exercises the assigned rights and tasks in accordance with the provisions of the Enterprise Law, relevant legal documents, the Company's Charter, Internal Governance Regulations and Operating Regulations of the Company's Board of Directors; Resolution of the General Meeting of Shareholders (CPC).

Direct the Executive Board to carry out tasks according to prescribed functions and tasks and Resolutions of the Board of Directors. Closely monitor the activities of the Executive Board; Closely direct and promptly resolve the Executive Board's proposals to bring the most convenience to customers and the most economic efficiency to the Company. Closely monitor the management and administration as well as the implementation of the Resolution of the General Meeting of Shareholders.

The Board of Directors has performed well in supervising the executive work of the Company's General Director. Pursuant to the 2024 production and business plan, comply with the provisions of the Enterprise Law and the Charter of the Company's organization and operations. In order to ensure the interests of the State, shareholders and employees, the Board of Directors regularly monitors the management of production and business activities of the Company's General Director to monitor issues:

- Implement set production and business plan targets for 2024.

- Implement the Resolutions and Decisions of the Board of Directors issued on production and business and enterprise operations.

- Every month, the Company's General Director reports the main targets to the Board of Directors; At the same time, through meetings of the Board of Directors, the Company's General Director reports on the production and business situation up to now as well as directions in the coming time for the Board of Directors to consider evaluation of the implementation of production and business plans and economic and financial indicators...

Pursuant to the Enterprise Law, the Company's Charter, the Board of Directors' Operating Regulations and the actual situation of the Company, the Board of Directors has held meetings to promptly review and resolve work under the responsibility of the Board of Directors and issue resolutions and decisions.

Financial management in the past year has always been given due attention by the Board of Directors. Auditing and control of financial expenditure in business activities and in basic construction are regularly strengthened, and financial transparency is guaranteed in accordance with the law...

The company has carried out information disclosure and shareholder relations according to regulations.

2.2 The achieved results

The Board of Directors has directed the Executive Board to continue to promote the performance of established boards and operate actively and provide good support to the company including: Water Departments, Centers and Boards of the Company has had effective operations and taken on good professional work actively support the Board's activities to achieve many important goals such as:

- Continue to implement projects to increase the capacity of water plants/pump stations, develop and expand the main transmission pipe line network.

- Regularly direct the work of reducing losses, revenue loss, controlling pressure, flow, and water quality throughout the system, contributing to cost savings (management, operation, chemicals, labor, ...).

- Focus on investing in timely and popular online information channels to enhance customer service such as answering information via Customer Service Switchboard 1900 234522; interact with customers via linked data portal at DaNang Smart City App, Dawaco Official Account on Zalo, Facebook, etc Via the city's public service exchange 1022.

- Focus on building technical infrastructure of Red Bridge water plant; Replace electromagnetic meters with batteries for locations that ensure reduced losses on transmission and distribution pipes.

- Invest in developing and renovating the distribution pipeline network, installing and repairing and replacing electromagnetic meters to control water loss; Procure, maintain, maintain, repair machinery and equipment, renovate and upgrade treatment works at factories and water supply stations to ensure continuous and safe water supply production.

The Subcommittees that support the management activities of the Board of Directors and are affiliated with the Board of Directors include:

- Development Investment Subcommittee: Advise the Board of Directors on detailed plans and measures to effectively implement development investment; Direct, verify, and supervision and follow-up of the Executive Board ensures that the implementation of development investment work (from investment preparation to investment completion) complies with the provisions of law and brings high efficiency.

- Subcommittee on Prevention of Loss and Loss: Advise the Board of Directors on detailed plans to effectively implement the work of preventing loss of revenue and loss on a monthly, quarterly, and annual basis with the rates assigned by the Board of Directors plan from the beginning of the year; Proactively propose effective plans and options for loss prevention, revenue loss and monitoring and supervision of the plan after approval by the Board of Directors. Typically, the policy of monitoring the loss rate has made effective developments, contributing to reducing the loss rate across the Company.

2.3 Number of Board of Directors meetings:

Members of the Company's Board of Directors have fully participated in meetings and commented on issues within the authority of the Board of Directors with the highest sense of responsibility, promoting the leadership capacity of members, for the benefit of shareholders and the development of the Company.

In 2024, Board of Directors carried out 07 Board meetings and and repeatedly consulted the Board of Directors in writing. All Board of Directors meetings were fully attended by the Supervisory Board, details as follows:

No.	Member of BOD	Position	Number of Board meetings attended	Attendance rate %
1	Mr. Ho Huong	Chairman of the Board	7/7	100%
2	Mr. Ho Minh Nam	Member of BOD, General Director	7/7	100%
3	Mr. Dang Thanh Binh	Non-Executive member of BOD, Vice Chairman of the Board	7/7	100%
4	Mr. Le Duc Quy	Member of BOD, Vice General Director	7/7	100%
5	Mr. Nguyen Truong Anh	Non-Executive member of BOD	7/7	100%

2.4 Number of Resolutions and Decisions of BOD in year 2024:

No.	Number of Resolutions	Date	Content
• Resolutions:			
2	02/NQ-HĐQT	26/02/2024	Ref: The approval of the investment policy to build a factory at Cau Do Water Plant and invest in the project to build a sludge treatment cluster for the Sân bay Water Plant
3	03/NQ-HĐQT	10/4/2024	Ref: The change of time to hold the 2024 Annual General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company.
4	04/NQ-HĐQT	06/5/2024	Ref: The re-establishing the list of shareholders entitled to attend the 2024 Annual General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company....
5	05/NQ-HĐQT	23/7/2024	Ref: The Approval of the selection of an independent auditing company to audit the semi-annual financial statements and audit the 2024 financial statements.
6	06/NQ-HĐQT	24/7/2024	Ref: The reopening of business activities of Danang Water Supply and Drainage Construction One member Limited Company
7	07/NQ-HĐQT	30/9/2024	Ref: The adjustment of securities types for owners
8	08/NQ-HĐQT	10/10/2024	Ref: The approval of the first interim dividend payment in 2024 in cash to shareholders
9	09/NQ-HĐQT	18/12/2024	Ref: The approval of the policy of temporarily suspending the operation of Danang Water Supply and Drainage Construction One member Limited Company for the second time.
* Decisions:			
No.	Number of Decisions	Date	Content
1	01/QĐ-HĐQT	04/3/2024	Ref: Establishing sub committees to assist the Annual General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company
2	02/QĐ-HĐQT	18/6/2024	Ref: Promulgating the Regulations on Science and Technology
3	03/QĐ-HĐQT	15/8/2024	Ref: Establishing a working group to inspect the performance of tasks of affiliated units
4	04/QĐ-HĐQT	26/9/2024	Ref: Approval for staff to go on business trip abroad

5	05/QĐ-HĐQT	26/9/2024	Ref: Approval for staff to go on business trips abroad
6	06/QĐ-HĐQT	26/9/2024	Ref: Approval for staff to go on business trips abroad

2.5 Management and administration of the General Director

- The General Director has organized the implementation of Resolutions of the General Meeting of Shareholders and Resolutions, decisions, and guiding documents of the Board of Directors, and the General Director always implements the approved plan.

- Every month, the General Director reports on production and business activities as well as presents operational directions for the Board of Directors to consider at meetings of the Board of Directors and approve the Report Quarterly and annual financial. From there, the Board of Directors promptly grasps the situation of production and business activities and the Company's financial situation, always taking the initiative in directing, operating, and ensuring that resource requirements are met. for production and business activities.

2.6 Supervisory activities of the Board of Directors with the General Director

The Board of Directors regularly supervises the administration of management and directs the organization and implementation of production and business of the Executive Board according to the production and business plan approved by the General Meeting of Shareholders and the guiding resolutions of the Board of Directors during the execution of tasks.

Through the 2024 monitoring process, the Board of Directors evaluates the results as follows:

- The General Director has implemented the 2024 production and business plan in accordance with the actual situation of the unit, in accordance with the provisions of corporate law, Company Charter, Internal Regulations on management, Resolution of the General Meeting of Shareholders, Resolution of the Board of Directors.

- Quarterly, every 6 months, the General Director reports on the current operating situation and implementation directions in the coming time to the Board of Directors for consideration, evaluation and timely solutions to ensure Harmonize benefits for shareholders and income for employees.

- The Company's Executive Board has clearly assigned responsibilities for assigning tasks to members of the Executive Board. Thereby, it was found that the manager in each title had promoted the role of executive manager in the execution of tasks.

3. Information about members of the Board of Supervisors:

No.	Member of Supervisory Board	Position	Start date /no longer a member of Board of Supervisors	Professional Qualifications
1	Ms. Nguyen Thi Thu Ha	Head of the Supervisory Board	29/10/2021	Bachelor of Economics - Major in Accounting
2	Ms. Pham Thi Que Chi	Full-time Supervisor cum Manager of Administration and Human Resources Department	29/10/2021	Bachelor of Economics - Major in Accounting
3	Mr. Thai Quoc Khanh	Non-professional member of Board of Supervisors	29/10/2021	Bachelor of Economics, major in Accounting; Master of Finance; PhD of Business Administration

3.1 Number of Board of Supervisors meetings:

No.	Member of Supervisory Board	Position	Number of Board meetings attended	Attendance rate %	Approval Rate	Reason for not attending the meeting
1	Ms. Nguyen Thi Thu Ha	Head of the Supervisory Board	04/04	100%	100%	
2	Ms. Pham Thi Que Chi	Full-time Supervisor cum Manager of Administration and Human Resources Department	04/04	100%	100%	
3	Mr. Thai Quoc Khanh	Non-professional member of Board of Supervisors	04/04	100%	100%	

3.2. Supervisory activities of the Supervisory Board on the Board of Directors and Executive Board:

- Participate in all meetings of the Board of Directors. Supervise the activities of the Board of Directors, supervise the management of the General Board's business operations according to the Company's Business and Leaving Department.

- The Supervisory Board has inspected and supervised the promulgation of Resolutions and Decisions of the Board of Directors and Board of General Directors during the Company's governance process to ensure that the Company's regulations and travel policies are built in accordance with the law. and in accordance with the policies of the Great Council...

- The Supervisory Board has proposed a list of audit units to conduct audits of semi-annual and full-year financial statements in 2023.

- Financial Reporting Review Board 2024.

- Check and monitor the implementation of the Company's 2024 production and business plans, review reports evaluating the Company's management and administration in 2024, and review compliance and compliance regulations on ensuring safety in production and business, potential risks (if any).

4. Board of Executive:

No.	Member of Board of Executive	Date of birth	Professional Qualifications	Start date /no longer a member of Board of Executive
1	Mr. Ho Minh Nam	10/11/1975	Master of Infrastructure Engineering	01/11/2021
2	Mr. Le Duc Quy	01/01/1964	Bachelor of Economics- Major in Accounting	01/11/2021
3	Mr. Tran Phuoc Thuong	01/01/1966	Chemical Engineer, Bachelor of Economics	14/12/2021
4	Mr. Phan Thinh	04/01/1969	Bachelor of Economics- - Major in Accounting	01/11/2021

5. Chief Accountant:

Full name	Date of birth	Professional Qualifications	Appointment Date
Mr. Phan Thinh	04/01/1969	Bachelor of Economics - Major in Accounting	01/11/2021

6. Corporate governance training:

In 2024, the Company send the Chairman of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors to attend Information Disclosure and Corporate Governance Training Program on September 27th, 2024 in Ho Chi Minh City organized by the Hanoi Stock Exchange.

7. Changes of the list of the affiliated person the public company as regulations at Clause 46, Article 4, Securities Law 54/2019/QH14 The list of affiliated persons of the Company (According to the 2024 Corporate Governance Report published on January 23/2025)

- 8. Share transactions of internal persons and their affiliated persons:** None
- 8.1 The List of internal persons and their affiliated persons:**
- 8.2 Share transaction:** None
- 8.3 Other transactions (transactions of the internal shareholder/massive shareholder with the related person with the Company:** None
- 8.4 Other significant issues:** None

III. ASSESSEMENT OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024.

1. Main results of implementing planned targets:

No.	Targets	Unit	Year 2024			
			Planned	Implemented	Rate % vs Planned	In comparison with Year 2023
1	Produced Water (including Hòa Liên)	Million m ³	118,914	117,684	99,0%	102,2%
2	Revenue Water	Million m ³	101,416	103,666	102,2%	106,5%
3	Total revenue before tax	Billion Dong	709,374	672,756	94,8%	107,4%
	- Water Industry	Billion Dong	691,200	640,211	92,6%	108,2%
	- Construction Industry	Billion Dong	3,000	4,286	142,9%	100,8%
	- Materials Industry	Billion Dong	0,300	0,190	63,3%	64,8%
	- Financial activities	Billion Dong	12,374	24,822	200,6%	91,1%
	- Other incomes	Billion Dong	2,500	3,246	129,8%	106,5%
4	Profits before tax	Billion Dong	96,576	112,107	116,1%	74,2%
5	Dividend share ratio	%	12	14	116,7%	73,7%

2.Results of implementing the investment plan to serve production and business in 2024:

In 2024, Dawaco invested 64.397 billion VND for production and business services including: factory upgrades, network expansion, works maintenance and equipment procurement. For completed Dawaco key projects, hand over traffic, drainage, and lighting items at Red Bridge NMN, construction of temporary dam on Quang Hue River, installation of D300, D400, D800 pipe lines in many areas and repair

line D400 Hung Vuong Street. At the same time, Dawaco installed monitoring equipment, connected the water resource monitoring system and added a booster pump to Hoa Vang District Administrative Center.

3. Water production management and water supply operations:

Dawaco performs good maintenance and servicing of collection gates and equipment at factories and water supply stations, proactively responding to drought and saltwater intrusion, ensuring safe water supply. The SCADA system operates stably, well controlling water pressure and flow. The company also supports the reception of water resources from Hoa Lien Water Plant, operating the water supply network according to an appropriate scenario to ensure stability for the entire city.

4. Water quality management.

In 2024, the total number of salinity days is 172 days, with 125 days An Trach pumping station having to run pumps 24/7. Regularly check the quality of water sources, promptly treat and ensure that water supplied to the city is not saline, install semi-automatic chlorine pellet filling equipment for Hoa Bac water treatment projects, and periodically flush treatment projects at factories/the water supply station and on the pipeline network ensure that the quality of water supply meets hygiene requirements according to regulations.

5. Work to reduce non revenue water losses and revenue losses.

In 2024, Dawaco repaired 10,833 tank pipe points, replaced 23,021 incorrect water meters, and renovated 45.21 km of pipes. The water loss rate decreased to 11.33%, exceeding the set plan. The company also achieved high efficiency in water collection, with a collection rate of nearly 99.94%, exceeding the annual plan target.

6. Management, customer care, communication.

In 2024, Dawaco developed 7,476 customers, bringing the total number of management watches to 325,597, of which 3.78% did not issue invoices. The company deploys websites, customer care channels, vacation notice registration systems, and ensures IT safety. Reviewed and proposed to replace 137 electromagnetic meters according to the 2 G wave-cutting route, discontinue the use of SMS, and complete electronic contracts. At the same time, it promulgated the Regulations on the Expenditure and Use of the Science and Technology Development Fund.

7. Labor organization and management arrangements.

As of December 31, 2024, Dawaco has 520 employees, of which 155 are female workers, 45.3% have a university degree or higher. Labour management and timekeeping were in order, and the company issued internal spending regulations and collective labour agreements. At the same time, it organizes training courses to improve expertise, management skills, customer relations and vocational upgrading for workers.

8. Regarding implementing policies, taking care of life and participating in social activities.

In 2024, the average income of workers reached 17.93 million VND/month, an increase of 8.5% compared to 2023. The company fully implements insurance policies and hardship allowances for 420 employees, organizes periodic health checks and

equips labor protection. At the same time, actively participate in social work, support poor households, take care of VNAH mothers, organize resource activities, contribute to supporting people affected by natural disasters and support workers with serious diseases.

9. Dividend payments:

Implementing the Resolution approved by the General Meeting of Shareholders, based on the business results of 6 months of 2024, the Company has made advance payments of 2024 monetary dividends at a rate of 7%/share to Shareholders in accordance with current legal regulations.

10. Disclosure of information.

- The company's Board of Directors has strictly complied with the regulations on timely disclosure of information of public companies according to regulations of the Ministry of Finance on information disclosure instructions on the stock market.

- The entire process of production and business activities as well as the management and administration of the company are made public on the Company's website at: <https://dawaco.com.vn/thong-tin-co-dong/> and the information disclosure page of the Exchange Hanoi Stock Exchange (HNX).

11. Limitations.

Besides the results achieved, in the past year the Company's production and business activities still have some limitations as follows:

(1) Some of the small water supply pipes in the kiets and alleys no longer meet the demand due to the increase in population density, causing localized weak water. The review and treatment of water shortage areas is still passive, affecting output and revenue.

(2) The replacement of broken water meters, especially electromagnetic meters, is not timely, while many meters are still in people's homes, making management difficult.

(3) Degraded pipe network infrastructure and connection fittings reduce transmission capacity and potentially increase water loss.

(4) Appraisal, design documentation, and finalization of projects are still slow.

(5) Water quality management at the plants is not strict, and checks during the production shift are inadequate.

IV. PRODUCTION AND BUSINESS PLAN IN 2025 AND IMPLEMENTATION SOLUTIONS

1. MAIN GOALS AND TASKS

- Ensure supplying water safely in quality, flow and pressure.
- Maintain non revenue water rate at 11.33%.
- Complete the digital transformation of 2023-2025 and implement solutions to improve water supply management capacity using technology.

2. PRODUCTION AND BUSINESS DIRECTION IN 2025

1.Main indicators

No	Targets	Unit	Plan for Year 2025	In comparison with Year 2024
1	Produced Water (including Hòa Liên)	Million m ³	124,400	105,7%
2	Revenue Water	Million m ³	108,850	105,0%
3	Total revenue before tax	Billion Dong	763,599	113,5%
	- Water Industry	Billion Dong	747,861	116,8%
	- Construction Industry	Billion Dong	3,000	70,0%
	- Materials Industry	Billion Dong	0,200	105,3%
	- Financial activities	Billion Dong	11,184	42,9%
	- Other incomes	Billion Dong	1,354	41,7%
4	Profits before tax	Billion Dong	161,667	144,2%
5	Dividend share ratio	%	18	128,6%

- Depending on the production and business situation in the planned year, the General Meeting of Shareholders approves the Board of Directors to consider adjusting the above targets according to regulations. Pursuant to the Resolution of the Board of Directors, the Board of General Directors will implement it in accordance with regulations.

3. Main implementation solutions.

(1) Regarding organization & management: the General Director's Department advises on arranging a streamlined organizational structure, in accordance with the actual situation.

(2) On maintenance & operation: Periodically inspect and maintain equipment, treatment works, pipe lines; regulate water pump operation properly; strengthen meter inspection.

(3) Regarding investment & projects: Accelerate investment procedures, closely monitor and ensure progress, quality and operational efficiency of projects.

(4) Regarding water & service prices: Unify the way water prices are applied, raise employee awareness, strengthen customer service inspection, and replace consumption meters.

(5) Regarding water cutting and opening & Debt: Strictly implement the water cutting and opening process, actively recover debt, and promptly handle weak water shortages.

(6) Regarding operational management: Review processes, clearly assign responsibilities, monitor work progress and invest in basic construction according to new regulations.

(7) Regarding labor management: Ensure labor discipline, fairness in labor relations, build corporate culture and develop sustainable companies.

The Above content is an assessment of 2024 activities and the plan, goals and solutions for implementing the 2025 operating plan of the Board of Directors of Da Nang Water Supply Joint Stock Company, reporting on behalf of the Board of Directors to the General Meeting of Shareholders and we look forward to receiving your comments.

We respectfully submit this for consideration and approval by the General Meeting of Shareholders.

Yours sincerely./.

Recipients:

- As above;
- Archived: BOD Secretary.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN



Hồ Hương

DaNang , March 26th, 2025

**REPORT
PRODUCTION AND BUSINESS RESULTS IN 2024
PRODUCTION AND BUSINESS PLAN IN 2025
OF DA NANG WATER SUPPLY JOINT STOCK COMPANY**

After one year of implementing the Resolution of the 2024 Annual General Meeting of Shareholders, today Da Nang Water Supply Joint Stock Company organizes the 2025 Annual General Meeting of Shareholders to summarize production and business work in 2024, approving the direction and solutions to implement the 2025 plan.

For and on behalf of the Board of General Directors, I would like to report on the results of implementing the Resolution of the 2024 Annual General Meeting of Shareholders and propose production and business plan for 2025.

**PART 1
PERFORMANCE RESULTS IN 2024**

I. MAIN ADVANTAGES AND DIFFICULTIES.

*** About advantages:**

1. The attention and direction of the Party Committee, Board of Directors and Executive Board along with the efforts to overcome difficulties in completing assigned plans of employees.
2. Institutions, laws, mechanisms, and policies are focused on, and many innovations in leading and management have positively impacted the Company's production and business results.
3. Water supply projects invested in previous years have been completed and put into use, contributing to solving water shortages, weak water, and saline water.
4. The plan to reduce water loss (non revenue water) at Water Supply Enterprises from 2023 to 2024 has had clear effectiveness, reducing the Company's non revenue water rate to 11.33%, contributing to reducing water production costs and ensuring the rate of non revenue water according to the plan issued by the competent authority.
5. Urban upgrading projects (old street lines) have facilitated the Company in upgrading and renovating the old water supply network.

*** About Difficulties:**

1. The city's economic situation has not really stabilized, industrial production has recovered slowly, some businesses have dissolved and bankruptcy has increased; The prices of fuel, supplies, electricity, and labor are still fluctuating, increasing while water prices are

slowly adjusting in 2024 along with property rental costs, the cost of buying water from Hoa Lien Water Plant has affected the Company's revenue water's growth, water industry revenue and the Company's profits.

2. Raw water sources are always fluctuating, occurring oftenly (salinity, lowering water levels at pumping stations..), especially in the summer, affecting the Company's water production.

3. The implementation of investment in upgrading alleyways in districts at the end of the year makes the Company be passive in preparing manpower and supplies...

4. The city's rented properties in many areas have degraded quality that affect water quality on the network.

II. RESULTS OF IMPLEMENTING THE 2024 PLAN

1. Results of implementing main planned targets:

No.	Targets	Unit	Year 2024			
			Planned	Implemented	Rate % vs Planned	In comparison with Year 2023
1	Produced Water (including Hòa Liên)	Million m ³	118,914	117,684	99,0%	102,2%
2	Revenue Water	Million m ³	101,416	103,666	102,2%	106,5%
3	Total revenue before tax	Billion Dong	709,374	672,756	94,8%	471,4%
	- Water Industry	Billion Dong	691,200	640,211	92,6%	108,2%
	- Construction Industry	Billion Dong	3,000	4,286	142,9%	100,8%
	- Materials Industry	Billion Dong	0,300	0,190	63,3%	64,8%
	- Finacial activities	Billion Dong	12,374	24,822	200,6%	91,1%
	- Other incomes	Billion Dong	2,500	3,246	129,8%	106,5%
4	Profits before tax	Billion Dong	96,576	112,107	116,1%	74,2%
5	Dividend share ratio	%	12	14	116,7%	73,7%

2. Results of implementing the investment plan to serve production and business in 2024.

2.1. In 2024, the Company invested about 64.397 billion VND to serve production and business, of which: Disbursing 25.918 billion VND to carry out projects to increase water plant/pump station capacity and develop and expand the network main

transmission pipes; Invest 36,478 billion VND for new construction, renovation, repair and maintenance of projects at factories/water supply stations, transmission networks and distribution networks to ensure safe water supply production; Investing in purchasing machinery and equipment for water supply production is about 1,564 billion VND and about 467.7 million VND for construction, repair and renovation of architectural works (offices, factories,..).

2.2. Acceptance completed, handed over and put into use the electric drainage and lighting traffic item phase 2 – Red Bridge NMN Technical System construction project.

2.3. Implementing documentation of water supply network expansion projects: Pipe lines D500, D400, D300 and repayment D220-D63 National Highway 14B; Southeast pipe line; Pipe lines D500, D400 National Highway 14B (Hoa Cam overpass to Red Bridge - Tuy Loan); Water supply pipe line DT605; Pipe line D1200 across Red Bridge River; Pipe line D400-300 Truong Sa street (Vo Quy Huan to Cocobay section).

2.4. Completed construction of temporary dam on Quang Hue River, D400 pipe line collector road; Launching bidding for factory construction at Cau Do water plant. Repair and replacement of fire hydrants in the city. Repair and restore operation of Hoa Trung Lake NMN transformer station

2.5. New installation of line D300 Nguyen An Ninh street (section from Nguyen Tat Thanh to Nguyen Luong Bang); water supply pipe line at Hoang Van Thai node and Hoa Lien - Tuy Loan expressway; line D400 DI and electromagnetic meter D400 An Tu Princess street to connect D800 to D300 DI Chuong Duong; water supply pipe line group 5 Dai La villages, Hoa Son.

2.6. Construction and renovation of current water supply pipes within the scope of the Hoa Lien - Tuy Loan section expressway project under Dawaco's property; Water supply pipe route of University 4 route (Section from Bara An Trach to residential underground tunnel). Repair of the D400 DI transmission pipe line on Hung Vuong Road, which was broken.

2.7. Install monitoring equipment, program connection, and update data into the water resource exploitation and use monitoring system at some factories/water supply stations. Installation of booster backup pump for Hoa Vang District Administrative Center.

3. Water production management and water supply operations:

- Perform good maintenance and servicing of collection gates and production line equipment at factories and water supply stations to respond to drought and saltwater intrusion, ensuring safe and stable water supply. Ensure water levels at An Trach autumn gate, proactively respond to drought and saltwater intrusion on Cau Do River according to the 2024 safe water supply scenario. Check power consumption at An Trach Slanitty Prevent Pump Station, propose solutions to improve power efficiency.

- The SCADA system operates stably to ensure good control and operation of water plants and booster stations. Operate transmission network pipe lines according to suitable scenarios ensuring the pressure and flow of water supply to the city.

- In 2024, the total number of hours running the An Trach pumps was 14,553 hours with an additional amount of water from An Trach of 44.24 million m³. Electricity consumption is 4.86 million kWh.

- Support receiving water sources from Hoa Lien Water Plant and operating existing water supply plants and stations according to appropriate scenarios to ensure water supply stability.

In general, water production in 2024 is maintained stably, with good water quality, ensuring safe and adequate water supply to the city.

4. Water quality management.

In 2024, the total number of salinity days is 172 days, with 125 days An Trach pumping station having to run pumps 24/7. Regularly check the quality of water sources, promptly treat and ensure that water supplied to the city is not saline, install semi-automatic chlorine pellet filling equipment for Hoa Bac water treatment projects, and periodically flush treatment projects at factories/the water supply station and on the pipeline network ensure that the quality of water supply meets hygiene requirements according to regulations.

5. Work to reduce water loss and revenue loss.

- 10,833 tank pipe points were discovered to be repaired, including 320 large tank pipe points ($D \geq 100$) to fix losses; Replace 23,021 incorrect water meters. Renovate and replace 45.21 km of old and poor quality pipes.

- The cumulative non revenue water rate in 2024 is 11.33%, 2.47% lower than the annual plan and down 3.42% compared to 2023. The company has maintained good efficiency in reducing losses, exceeding the plan for non revenue water rate targets.

- Up to the time of reporting, the result of the ratio of % of receipts compared to total receivables according to invoices issued for the whole year reached nearly 99.94%, equal to 100.4% of the year plan; The ratio of % of invoices collected compared to the total number of invoices issued in 2024 reached 99.91%, equal to 100.9% compared to the year plan.

6. Management task, customer care, communication.

- In 2024, the Company developed 7,476 customers bringing the total number of customers currently the Company is managing is 325,597 water meters. Of these, the number of meter without invoices is 12,323 pcs, accounting for 3.78%.

- Officially deployed the Company Website, Customer Care's website and build the application for employee's leave notice registration and expansion off working time and implement measures to ensure the safety of information technology systems at the company.

- Reviewed devices using Cello 2G and proposed an alternative to 137 electromagnetic clock points using Cello 3s using 2G waves currently using 4G sim using datalogger and 4s cello according to the 2G wave cutting route of the Ministry Information - Communication ensures no data interruption.

- Completely discontinued SMS service. Completed the electronic contract form, completed the procedure for registering the form and implemented the electronic contract.

- Issuance of the Regulation on expenditure and use of the Fund for the development of science and technology.

7. Labor organization and management arrangements.

- As of December 31, 2024, the total number of employees including seasonal workers is 520 people (excluding: Board of Directors, Board of Directors, Chief Accountant, Supervisory Board). Of these, there are 155 female workers; employees with university and post-university degrees are 236 people, accounting for 45.3%; College and intermediate degrees are 133 people, accounting for 25.6%; Technical workers (with vocational degrees) are 42 people, accounting for 8.08%.

- Labor management and timekeeping are in order. Issued the Internal Expenditure Regulation and the Collective Labour Agreement.

- Organized short-term training courses for middle-level staff and employees in planning to improve professional expertise and management skills to serve production operations well at units. Organization of customer relations skills improvement classes for workers and vocational upgrading classes.

8. Regarding implementing policies, taking care of life and participating in social activities.

- Maintain income for employees on average 17.93 million VND/person/month, 8.5% higher than in 2023 and 7.4% higher than the yearly plan.

- Implement well the policies on labor law, social insurance, health insurance, and unemployment insurance for employees; Ensure that the income of employees next year is higher than the previous year. In addition, the Company also buys human insurance for all employees at a rate of 236,000 VND/person/year. Coordinate with the Trade Union to resolve hardship benefits for 420 employees or relatives (sickness, funeral) with a total amount of 277.5 million VND from the 2024 welfare fund. Pay attention to care and organize annual health checks for workers

- Ensure labor safety and fire safety conditions at office headquarters and production facilities. Fully equipped with labor protection and uniforms for employees.

- Do good social work and take care of the community through visiting, supporting, and taking care of VNAH's mother, helping poor households in Da Nang city and Quang Nam province.

- Organize activities on sources and find red addresses to educate revolutionary traditions for workers.

- Contribute one day's salary to support people in the North affected by storm No. 3 (Hurricane Yagi) through the Vietnam Fatherland Front, Da Nang City.

- Contribute support to workers with serious illnesses in the spirit of mutual love and quickly implement policies for sick workers to resign.

III. GENERAL REVIEW

In 2024, the Company maintained stable production and business activities and had good growth. In general, the Company has completed the targets assigned by the City People's Committee. Besides, the results achieved are fundamental; There are still limitations that need to continue to be focused on overcoming:

(1) Water supply pipes in some exhaustive areas and alleys have been installed for a long time, currently the construction density, scale of the water population, and equipment amenities in households have changed a lot, leading to Some small diameter distribution pipes no longer meet water needs causes local weakness in some areas.

(2) The review of areas with weak and lacking water is not good, and is still passive in proposing treatment solutions while increased water demand leads to untimely water supply, so output and revenue has increased but not much.

(3) There is still a standing consumption meter that does not operate stably but has not been promptly tested for replacement. The electromagnetic meter on the network failed, but was not repaired in time for replacement.

(4) Many watches are still in people's homes, inconvenient in managing and recording and reading watch indexes, difficult to control losses. Fittings installed on pipe lines still use deteriorated steel connection supplies which cause localized, leak-prone deterioration which reduces transmission capacity, increases losses on the network indirectly affecting consumption.

(5) Document appraisal is still slow, does not contribute to improving the quality of estimated design documents and limiting application adjustments. Design profiling still has a slow design profile. There has been a significant improvement in the work finalization of the works, but it is still outstanding compared to requirements.

(6) The management of water quality records at factories is still sketchy, and water production cases have not fully implemented regulations on water quality inspection.

Part 2

PRODUCTION AND BUSINESS DIRECTION IN 2025 AND IMPLEMENTATION SOLUTIONS

I. MAIN GOALS AND TASKS

- Ensure supplying water safely in quality, flow and pressure.
- Maintain non revenue water rate at 11.33%.
- Complete the digital transformation of 2023-2025 and implement solutions to improve water supply management capacity using technology.

II. PRODUCTION AND BUSINESS DIRECTION IN 2025

1.Main indicators

No .	Targets	Unit	Plan for Year 2025	In comparison with Year 2024
1	Produced Water (including Hòa Liên)	Million m ³	124,400	105,7%
2	Revenue Water	Million m ³	108,850	105,0%
3	Total revenue before tax	Billion Dong	763,599	113,5%
	- Water Industry	Billion Dong	747,861	116,8%

- Construction Industry		Billion Dong	3,000	70,0%
- Materials Industry		Billion Dong	0,200	105,3%
- Finacial activities		Billion Dong	11,184	45,1%
- Other incomes		Billion Dong	1,354	41,7%
4	Profits before tax	Billion Dong	161,667	144,2%
5	Dividend share ratio	%	18	128,6%

- Depending on the production and business situation in the planned year, the General Meeting of Shareholders approves the Board of Directors to consider adjusting the above targets according to regulations. Pursuant to the Resolution of the Board of Directors, the Board of General Directors will implement it in accordance with regulations.

2. Water production and supply work

- Regularly maintain and maintain machinery, equipment and treatment works at water supply plants/stations, promptly respond to drought and saltwater intrusion to ensure stable, safe and efficient water supply production operations.

- Control chemical and electricity consumption at water plants/stations is always low to save production costs.

- Develop a scenario to operate the Airport and Hoa Trung water plants in accordance with the amount of water received from the Hoa Lien water plant to ensure water supply.

- Effectively exploit and operate treatment works, transfer pipes, and booster pump stations through the SCADA system to meet water needs.

- Monitor water demand, adjust appropriate operating mode settings at the right time to ensure reasonable and harmonious pressure and flow throughout the water supply system to meet water demand and contribute to reduce water loss. Regulating the water supply network ensures optimal flow and pressure for each region and each area and adds online pressure monitoring points on the network.

- Study on the rehabilitation of pumping stations to ensure water supply in difficult water supply conditions.

3. Work of reducing non revenue water and enhancing revenue water

- Review the network separation partition, test the electromagnetic meter, check the locking valve system before and after the electromagnetic meter to ensure accurate loss calculation.

- Perform to check general control meters periodically ensuring accuracy in recording meter index. Test the meter for consumption according to current regulations, replacing meters that run incorrectly. Use quality materials, long life use.

- Review the water volume of big customers (restaurants, hotels, units with underground water tanks, parks,...) ensuring accurate measurement of water consumption.

- Regulate pressure in accordance with water usage needs, detect tank pipes in time to detect breakage points, receive information to report pipe tanks and repair promptly,

- Focus on handling losses in the direction of zoning from exhausts to areas, propose cluster separation options for control.

- Construction and renovation of the pipeline network for areas with weak water and uncertain quality, combined with drainage construction projects, upgrading the city's alleyways to save investment costs.

- Regularly update equipment on the network to serve asset management (through GIS software). Focus on renovating the network as planned, replacing steel pipe crossing points and poor quality pipes.

- Maintain the work of checking the water use situation to determine the right people to use water, organize and apply prices for the right water use purposes.

- Review cases where the water meter does not operate in two consecutive invoice periods, thoroughly stop supplying water to customers to recover debt.

4. Focus on investment and development in 2025

- Completion and finalization of project completion Raising capacity of An Trach pumping station to 420,000m³/day and raw water line D1200DI An Trach pumping station to Red Bridge NMN.

- Construction of airport water plant sludge treatment cluster.

- Accelerate the implementation of projects: Water supply pipes D500, D400 National Highway 14B (section from Hoa Cam overpass to Da Nang expressway intersection – National Highway 14B); Pipe lines D400, D300, DT605 road and pipe section D500 HDPE siphon across Red Bridge River; Line D1200 HDPE raw water siphon across Red Bridge River; D400, D300 Truong Sa (Doan Vo Quy Huan - Cocobay); Southeast pipeline.

- Cau Do Water Plant's Landscape Construction.

- Focus on designing and implementing investment projects to develop water supply networks according to the 2025 plan to ensure water supply.

5.Customer management and service.

- Promote the effectiveness of the Call Center, customer's service via Call system to promptly resolve customer complaints and questions.

- Good management of meter index recording, customer care, minimizing errors when recording meter index or poor service attitude.

- Continue to develop watch index reading application combined with customer care. Through existing social networks such as Zalo, Viber... to develop the Company's customer care and water collection section to aim for better interaction and service for customers.

- Development of management software, upgrading of Billing software, implementation of a digital transformation programme.

6. Employment, wages, life, policy.

- Ensure salaries, income for employees and pay full social, health, and unemployment insurance for employees; Make payments for social insurance, health insurance, retirement benefits and continue to buy 24/7 human insurance for employees.

- Decentralize, decentralize power, review and strengthen the apparatus' organization. Correct the situation of extrusion, fear of responsibility in performing tasks, encourage employees to be dynamic, creative, dare to think, dare to do, dare to take responsibility for the common good.

- Continue to improve the Salary Regulations, upgrade salary levels and software programs for human resource management, timekeeping, and salary calculation.

- Proposals for recruiting workers with appropriate, quality expertise to meet future human resources.

- Maintain annual health check-ups for employees, only employees with diseases that need to be monitored can be examined twice a year.

- Organize training and upgrading classes for workers and labor safety. Propagate and educate employees to comply with regulations on labor safety and fire prevention; Fully equipped with labor protection and uniforms for employees.

- Maintain discipline and discipline, well implement the Company's regulations and regulations. Plan staff sources, arrange and rearrange labor accordingly, perfect the organizational apparatus to improve working efficiency and increase labor productivity.

- Organize training sessions on related topics (customer care, loss reduction,...), train customer care and transaction skills, and leadership skills for middle managers.

- Continue to participate in social activities, patriotic emulation movements, etc...

III. MAIN IMPLEMENTATION SOLUTIONS.

1. The General Board of Directors advises the Party and the Board of Directors on rearranging the Company's organizational structure to streamline and suit current conditions.

2. Periodically inspect and maintain pumps, equipment, treatment works, main raw and clean water transfer pipes to ensure safe water supply operation. Continuously regulate water pump operating mode according to pressure, flow, and water usage hours. Strengthen the quality of design, construction, and project supervision. Periodically check accuracy, maintain and maintain regional and regional watches.

3. Accelerate the implementation of investment procedures for key projects. Strengthen the investor's technical supervision of projects to ensure completion on schedule, meet quality requirements and operate safely and effectively as soon as they are accepted and handed over for operation.

4. Unify the way water prices are applied. Equip water price pressure staff with basic knowledge and have sanctions for cases where water price pressure is not serious. Leaders of import-export companies regularly check the quality of customer service. Strengthening the inspection and replacement of consumption meters.

5. Seriously implement the water cutting and opening process, actively in debt recovery work, regularly review water shortages and weak water conditions to have timely treatment, ensure service quality, and increase consumption output and revenue.

6. Promote technical management of production and water supply operations, review operational management processes, and clearly assign responsibilities to ensure effective supervision. Strengthen monitoring of implementation progress to ensure