

**PRODUCTION AND BUSINESS PLAN FOR 2025**

**Part 1**

**THE RESULTS OF PRODUCTION AND BUSINESS IN 2024**

**1. General situation:**

Ca Mau Water Supply Joint Stock Company (CAWACO) with the business in line of water production and supply strives to ensure safe and continuous water usage to serve the residents in central areas of Ca Mau districts and city.

In recent years, the market economy has faced many difficulties due to epidemics, climate change, and saline intrusion, which have greatly affected the Company's production and business. However, with the efforts of the managers and employees, the Company has overcome challenges, completed and exceeded the planned targets with higher performance in the following year compared to the previous year, and enhance employee income.

**2. Results achieved:**

Thanks to the solidarity of managers and employees and the guidance of the Board of Directors, the Company have completed assigned missions.

In details:

***2.1. Results of implementing plan and targets:***

***2.1.1. Technical targets:***

No	Items	Unit	2024 Plan	2024 estimated implementation	Estimated performance compared to plan (%)	Note
1	Commercial water	m <sup>3</sup>	17.300.000	17.350.000	100,29%	
2	Water loss rate	%	16,00	15,60	Reduced by 0,40	

No	Items	Unit	2024 Plan	2024 estimated implementation	Estimated performance compared to plan (%)	Note
3	New customer development	Set	2.000	2.000	100%	
4	Replacement of water meters	Set	15.000	15.000	100%	
5	Online payment	%	50%	50%	100%	

*2.1.2 Financial targets:*

No	Items	Unit	2024 Plan	2024 estimated implementation	Estimated performance compared to Plan (%)	Note
1	Total revenue	VND Million	131.500	134.500	102,28%	
2	Total expenses	VND Million	114.200	115.600	101,23%	
3	Profit before tax	VND Million	17.300	18.900	109,25%	
4	Profit after tax	VND Million	13.840	15.120	109,25%	
5	Payable of state budget	VND Million	28.500	28.500	100%	
6	Dividends	%	6,45	7,05	109,30%	

*2.1.3. Profit distribution:*

No	Distribution content	2024 Plan		Estimated implementation 2024	
		Proportion	Total amount (Million)	Proportion	Total amount (Million)
1	Investment and development fund	1,5%	207,6	1,5%	226,8
2	Bonus fund for managers	3%	415,2	3%	453,6
3	Financial provision fund	3%	415,2	3%	453,6
4	Bonus and welfare fund	20%	2.768	20%	3.024
5	Devidend	72,5%	10.034	72,5%	10.962
	<b>Total</b>	<b>100%</b>	<b>13.840</b>	<b>100%</b>	<b>15.120</b>



#### *2.1.4. Comparision of 2024 targets and the results of consecutive years:*

According to business strategy, the company will complete and exceed the established targets in areas such as financial, technical, tax, and fee compliance in accordance with state regulations in 2024. Furthermore, with a rational workforce arrangement, both productivity and employee income are anticipated to increase, contributing to an improved quality of life to motivate employees.

No	Interpretation	Unit	2022 results	2023 results	2024 estimated
1	Average of labor	Person	232	242	248
2	Commercial water	m <sup>3</sup>	16.495.633	16.934.414	17.350.000
3	Water loss rate	%	17,73%	16,00%	15,60%
4	Number of customers	Customer	77.884	80.458	82.373
5	Total revenue	VND Million	110.612	124.281	134.500
6	Profit after tax	VND Million	9.152	11.016	15.120
7	Payable of state budget	VND Million	28.565	26.089	28.500
8	Dividends	%	4,41%	5,14%	7,05%
9	Average planned salary (person/month) of labor	VND Million	8,9	8,9	10,5
10	Implement salary (person/month) of labor	VND Million	8,9	9,7	11,4

#### *2.2. Results of policy implementation and labor utilization:*

##### *2.2.1. Labor utilization:*

- Total workforce: **257 employees**. In which:
  - + Managers : 05 people;
  - + Employees : 252 people (226 employees with indefinite-term labor contracts and 26 employees with definite-term labor contracts).
- Based on customer development needs and annual business strategy objectives, labor requirements are allocated appropriately for each stage across the departments and subordinate units. Tasks are assigned clearly and transparently, avoiding overlap and ensuring work is handled as per assigned duties.

- Regular updates, amendments, additions to internal rules and regulations are promptly carried out to suit the company's specific conditions.

#### *2.2.2. Salaries and implementation of state-regulated benefits for employees*

- Salaries: The company has paid monthly salaries based on job positions and salary advances in accordance with company policies.

- Salary determination methods: The company's leadership evaluates, assesses, and categorizes employees to determine monthly salaries. Payment timelines comply with the collective labor agreement.

- The planned average salary for 2024 is 10.5 million dong/person/month, while the actual average salary for 2024 is 11.4 million dong/person/month (due to exceeding the production and business targets).

- Other policies (according to the regulations of state and company): Fully implemented in regulations.

#### *2.2.3. About social security:*

- Employee welfare is a matter of special concern. The company support employees with illnesses, periodic health examinations, sightseeing tours, uniforms, workwear, holidays and Tet's gifts, etc.

- The Company also supports and nurtures Vietnamese Heroic Mothers, donates to war invalids, builds charity houses and rural transportation, supports flood relief and school supplies, and commemorates the province's traditional days, etc.

### ***2.3. Solutions for production and business activities:***

- Enhance the application of science and technology in production, management and investment, upgrading and expanding pipeline, drilling well to increase supplement sources, installing filter systems, cleaning pipelines and tanks, and maintaining facilities to ensure a stable supply for the public.

- Adhere strictly to the Company's operational procedures with rotational shifts to serve customers a safe and continuous supply.

- Monitor and manage operations before, during, or after shifts. Regularly perform maintenance and upkeep of equipment and technology, always ensuring readiness for operation.

- Regularly inspect and supervise operations, environmental hygien and protection zones, water intake areas at water plants and stations. Ensure the



security of water sources in accordance with regulations and, at the same time, strictly handle any violations.

- Monitor and update water extraction permits for wells to timely carry out renewals and new submissions. Strengthen the management and control of online monitoring systems (flow and water levels) per regulatory requirements.

***2.4. Solutions for water quality management, measuring devices, and loss prevention:***

- The ISO/IEC 17025:2017-compliant laboratory conducts internal quality checks. At the same time, cooperate with third-party units and the Center for Disease Control of Ca Mau City to perform External Quality Assessment (EQA) to maintain water quality as prescribed standards.

- Collaborate with the Quality Assurance and Testing Center to calibrate water meters when installing to ensure compliance with regulations.

- Water loss prevention is a main concern with synchronized solutions implemented to reduce loss rates per government guidelines.

***2.5. Digital transformation and customer service:***

- Utilize customer management software, install smart meters, apply online water consumption recording, online payment and online invoicing to optimize management processes for improved customer satisfaction.

- Develop customer service channels, such as mobile apps and websites. These are crucial elements for customers to access information on water quality, supply problems, payments, repair requirements, and meter installation, etc. Currently, the Company is following to solve customer feedback through CaMau-G platform, even holidays within the prescribed time.

- Strictly implement administrative procedures in the water supply sector to facilitate meter installations, repairs, and upgrades within the regulated timeframes, ensuring safe and continuous water supply.

***2.6. Finance, asset, and information disclosure:***

- Comply with accounting standards, financial supervision, and internal control; manage revenues and expenditures efficiently, prepare budgets, process payroll, and maintain financial transparency.

- Effectively utilize fixed assets, materials, tools, and equipment in production and business activities.

- Adhere to regulations of tax, fee, insurance, dividend, and state budget contribution.
- Ensure compliance with independent audit regime and timely submission of required reports.
- Disclose periodic and extraordinary information promptly in accordance to regulations.

**2.7. Other activities:**

- The Party Committee collaborates closely with the Board of Directors to direct unions and other organizations to achieve outstanding performance.
- Collaborate with the Grassroots Trade Union and the Youth Union to support rural construction, gift givings, providing water tanks, etc.
- Implement social security policies in the province based on initiatives of authorities, organizations and local communities, etc.

In general, despite the challenges, the company successfully implemented its production and business plan, exceeding set targets through the collective efforts of the Board of Directors and employees in 2024. However, there is still some unfinished work that will carry over into 2025.



## Part 2

### PRODUCTION AND BUSINESS PLAN FOR 2025

#### 1. Objectives:

##### 1.1. General objectives:

- The quality of water supplied to customers continues to improve, using the motto **“Quality first, customer first.”**
- Utilize modern equipment and technologies in production and business activities to maintain a safe and uninterrupted water supply.
- Enhance the Company’s reputation and position in providing clean water, serving public interests, and ensuring community health.

##### 1.2. Specific objectives:

- Develop a skilled workforce by job positions suitable for the production and business requirements.
- Establish a management and operational system for production and business activities, including human resource management, customer management, online payment, water network management, Scada system, online monitoring, smart meters, filtering technology, and leak detection equipment aiming toward the general development of the Company’s goal.
- Strengthen technical management, prevent losses and leakage through measures such as applying district meter area (DMA), checking connection points, detecting leaks for timely repairs, renovating degraded pipelines, meter replacement, and water fraud detection,...
- Develop a plan for customer service, expand support channels, solve feedback and requirements, and ensure a safe and continuous water supply for customer needs.
- Implement the 2025 production and business targets approved by the relevant authorities.

#### 2. Production and business plan indicators for 2025:

##### 2.1. Technical targets:

No	Items	Unit	2024 Plan	2024 Estimate implementation	2025 Plan
1	Commercial water	m <sup>3</sup>	17.300.000	17.350.000	17.600.000
2	Water loss rate	%	16,00	15,60	15,00

No	Items	Unit	2024 Plan	2024 Estimate implementation	2025 Plan
3	Customer development	Person	2.000	2.000	2.000
4	Replacement & renovarian of meters	Set	15.000	15.000	13.000
5	Online payment	%	50%	50%	60%

## 2.2. Financial targets:

No.	Items	Unit	2024 Plan	2024 estimated implementation	2025 Plan
1	Total revenue	VND Million	131.500	134.500	153.600
2	Total expense	VND Million	114.200	115.600	131.600
3	Profit before tax	VND Million	17.300	18.900	22.000
4	Profit after tax	VND Million	13.840	15.120	17.600
5	Payable of state budget	VND Million	28.500	28.500	30.000
6	Dividend	%	6,45	7,05	8,21

## 2.3. Profit distribution:

Unit: VND Million.

No	Distribution content	2024			2025 Plan	
		Proportion	Plan	Estimated implementation	Proportion	Total
1	Investment and development fund	1,5%	207,6	226,8	1,5%	264
2	Bonus fund for managers	3%	415,2	453,6	3%	528
3	Financial provision fund	3%	415,2	453,6	3%	528
4	Bonus and welfare fund	20%	2.768	3.024	20%	3.520
5	Dividend	72,5%	10.034	10.962	72,5%	12.760
	<b>Total:</b>	<b>100%</b>	<b>13.840</b>	<b>15.120</b>	<b>100%</b>	<b>17.600</b>



### **3. Targets for labor utilization and wage fund plan for 2025:**

#### ***3.1. Labor utilization plan for 2025:***

- The orientation of labor planning is an important part to ensure efficient utilization of human resources towards the annual goals.

- The Company continues to optimize its organizational structure and personnel align with capabilities, strengths, and business operational requirements.

- Total workforce: 268 employees. In which:

+ Management : 6 people.

+ Head of the Supervisory Board : 1 person.

+ Employees : 261 people.

- Refer to the attached Labor utilization plan.

#### ***3.2. Salary plan for 2025:***

- Based on the 2024 production and business results that specifies exceeding targets and increasing labor productivity, the Company establishes the Salary plan for 2025.

The total wage fund: **41.769 VND** million. In which:

+ Average salary for managers and Head of the Supervisory Board: 31,554 VND million

+ Average salary for employees: 12,5 VND million.

- Refer to the attached Salary plan for 2025.

### **4. Investment, procurement, and advisory activities for 2025:**

- Continue investment and procurements activities in 2024, such as Nam Can water plant, U Minh surface water factory, Ngoc Hien water supply station, water supply station of Ca Mau City, head office, bottling plant, specialized vehicles, equipment, and consulting/non-consulting services.

- Invest in lands, build water station, expand supply services, purchase materials, equipment, technologies, and chemicals for production and business demands.

- Invest and install water filtering equipments; monitor water levels, flow, quality, and supervise network pressure; SCADA systems, inverters, water meters (mechanical and smart), detection devices, and solar energy solutions.

- Conduct consulting and non-consulting activities for exploitation licenses, insurance, land procedures, investment projects, surveys, valuation, and specialized software development.

- Renovate the head office and water supply stations, maintain technological equipment, control cabinets, submersible pumps, and electric generators, and clean up well bores by Company's regulations.

- Obtain the water supply systems assigned by the People's Committee of Ca Mau province.

During implementation, the Executive Board will balance the capital to ensure investments and procurements align with the Company's production and business conditions. In urgent cases requiring safe water supply or serving the public, the Executive Board will seek approval from the Board of Directors for decision-making.

## **5. Operational plan implementation:**

### ***5.1. Internal management:***

- Continue to apply organizational and human resource strategies aligned with the Company's development needs and sustainable production objectives.

- Review, amend, and supplement regulations to comply with current legal provisions and the Company's practical conditions.

- Build a qualified workforce to meet the demands of an organization's orientations.

- Create favorable conditions, a positive working environment and improve well-being for employees. Moreover, ensure full compliance with labor policies and regulations.

- Implement grassroots democracy regulations and collective labor agreement in accordance with the law.

- Strengthen the inspection and supervision of compliance with internal regulations and law in terms of labor safety, fire prevention, etc., at all units of the Company.

### ***5.2. Investment, equipment applications and technologies:***

- Applying science and technology in production to optimize operational processes, ensure stable supply with consistent quality across all areas.

- Focus on investing in supply stations to enhance water sources and expand networks in potential areas; at the same time, upgrade and renovate



degraded pipelines. Besides, coordinate with local authorities to gather information on construction planning, land-use planning, water demands, and urban renovation to invest in development proactively.

- Develop plans to take over water supply systems assigned by the People's Committee of Ca Mau province. Proposing for the People's Committee about investment in a surface water plant at U Minh Reservoir.

### ***5.3. Water quality and safety:***

- Strengthen the management and inspection of water quality at factories, supply stations, and pipeline networks to meet local technical standards. Increase the frequency of internal tests for Group A at the Company's ISO/IEC 17025:2017-certified laboratory. Additionally, hire qualified units to conduct external tests for Groups B and C. Ensure quality water supply to customers.

- Fully equipped with monitoring devices, cameras, and signal transmitters to enhance inspection and supervision of operations, external sanitation, and sanitary protection zones of water intake areas at factories and supply stations to ensure water security and adherence to regulations.

- Reassess the certified ISO/IEC laboratory and collaborate with consultants to plan upgrades, adding three new testing parameters.

- Installing water treatment filter tank system, treatment technology system for Ammonium ( $\text{NH}_4^+$ ) and other indicators exceeding the permissible limit.

### ***5.4. Water loss prevention in supply systems:***

- Carry out district meter area (DMA) and install master meters to monitor the loss rate in each area; enhance leak detection and timely pipe repairs; check for fraudulent water use; and regulate pressure appropriately based on customer demand. Aim to reduce the Company's water loss rate to 15% by 2025, as per the Decision 2147/QĐ-TTg dated November 24, 2010.

- Continue standardizing materials and equipment across the water supply system, replacing water meters that do not meet technical standards or have expired calibration periods. Strengthen public awareness to encourage proper usage and prevent wastage of water resources.

- Collaborate with the Department of Fire Prevention and Control to determine the water volume needed for firefighting activities and drills. Conduct technical inspections or maintenance of fire hydrants in Ca Mau city and town



centers of districts. Moreover, work with local authorities and relevant agencies to recover debts from customers using the Company's services.

#### ***5.5. Customer service and management:***

- Develop professional customer service teams to solve customer feedback; utilize digital transformation connect customers with Company's service. Additionally, expand customer service channels (mobile apps, websites, etc.) for customers to access information on water quality, supply problems, payments, repair requirements, and meter installation, etc.

- Resolve cases where multiple meters are installed at a single address or customers use dual water sources with one from the Company for the wrong purposes. Manage meters of over 15 mm (including post-meter systems), eliminate fictitious customers from the records, and address cases of non-usage for over three months.

- Build a brand image that is trustworthy, environmentally responsible, and socially conscious through organizing events, educational programs on water conservation and protection; conduct advertising and marketing activities to enhance the Company's reputation and brand position in the water supply industry.

#### ***5.6. Customer development and billing management:***

- Regularly survey residents' water usage needs to forecast demand and plan network expansions accordingly. Invest in necessary pipelines to develop new customers within the Company's resources.

- Continue installing, replacing, or relocating water meters per regulations to ensure accurate and efficient meter recordings. Optimize the use of smart recording applications that automatically transmit data to reduce errors and improve efficiency.

- Promote cashless water payments through banks, e-wallets, and mobile apps. Establish payment points at supply units, stations, and remote residential areas for customer convenience, aiming to eliminate in-home bill collections.

- Regularly coordinate with banks and payment agencies to reconcile cross-check, and settle water bill payments collected and transferred to the Company. Confirm balances with collection agencies by the fiscal year-end.



### ***5.7. Financial works, asset, and information disclosure:***

- Strictly implement updated accounting standards, financial management and inspection, internal control, and expense monitoring. Additionally, monitor revenue and expenditure, accounts payable; develop plans for financial works, wages, cost-saving measures; accelerate settlement processes; and transparently disclose business operation results in compliance with regulations.

- Efficiently manage and utilize fixed assets, capital, materials, and tools to support production and business activities.

- Comply with tax laws, ensuring timely and full declarations and payments of taxes, fees, insurance, dividends, and other state budget obligations.

- Conduct accounting and independent auditing regime; periodic report and disclose information in compliance with regulations on the Company's operations.

- Utilize the existing capital while flexibly managing funds base on the principle of efficiency and repayment. When internal sources are insufficient to meet the capital needs for business operations, external capital mobilization (including short-term and long-term loans) shall be taken into consideration.

- Concentrate on capital for investment on essential production projects. In addition, invest in modern technology and management solutions to improve labor productivity.

- Promptly handle assets, goods, inventory, and scrap unutilized for disposal or liquidation as per regulations increase inventory turnover. Simultaneously, implement new purchases to improve utilization and reduce repair costs which enhance business effectiveness.

### ***5.8. Inspection and supervision:***

- Regularly inspect and monitor all units' compliance with legal and Company's regulations to promptly address issues and maintain stable business.

- Continuously examine water quality at both the source and pipeline network to meet safety standards, including pH levels, turbidity, bacteria, and harmful substances.

- Monitor water pressure at plants, supply stations, and distribution points to adjust operations for safe, uninterrupted delivery.

- Review water usage purposes and customer categories to ensure accurate classification, reduce revenue loss, maintain fairness and harmony between customers and the Company.

- Examine and replace expired or technically inadequate meters to meet standardize installations of heights and positions for ease of access and to shorten the time for readings.

- Inspect pipelines, wells, treatment stations, inverters, pumps, and backup generators for timely maintenance to maintain stable operations.

- Collaborate with local authorities to address fraudulent water usage.

- Monthly or quarterly, the Executive Board will evaluate the performance of all units and provide specific directives to achieve targets effectively.

#### **5.9. Other activities:**

- Collaborate with the Party Committee to build and develop organizational structures, ensuring alignment between political orientation and business operations while fostering a transparent and democratic working environment.

- Combine with the Grassroots Trade Union and Youth Union to promote laws, Company's rule and regulations, encourage innovative ideas for production improvement and cost-saving, support employee welfare, and engage in charitable activities.

- Support social welfare policies within the province.

#### **6. Capital:**

- Revenue from business activities (water bill, lateral pipe installation for water supply, and other services).

- Depreciation funds.

- Other legitimate sources.

- Mobilized capital: short-term or medium and long-term loans must be suitable with production and business plan of the company as approved by the Board of Directors.



### Part 3

## IMPLEMENTATION ORGANIZATION

The competent authorities have approved the 2025 Production and Business Plan. The Executive Board shall organize to implement this Plan following the principles of transparency and openness to affiliated units. In case of difficulties or obstacles, ensure to promptly reported for further instruction.

Should any investment or procurement project surpass the assigned limit or fall outside the scope of the 2025 Plan but is considered crucial, the Executive Board will seek approval from the Board of Directors or the Chairman of the Board for prompt execution to ensure safe and uninterrupted water supply to customers./.

**\* Attachments:**

- *Appendix 1: Labor Plan for 2025;*
- *Appendix 2: Salary Plan for 2025.*

**Recipients:**

- People's Committee of Ca Mau Province;
- Board of Directors;
- Supervisory Board, Executive Board;
- Departments, Dependent Units;
- Archived: Document, Business Planning department, iO.



**GENERAL DIRECTOR**

**Pham Phuoc Tai**

**CA MAU WATER SUPPLY  
JOINT STOCK COMPANY**

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

## **LABOR PLAN FOR 2025**

*(Attached to Plan No. 02/KH-CNCM dated January 17<sup>th</sup>, 2025  
of Ca Mau Water Supply Joint Stock Company)*

### **1. Foundation of Labor Plan:**

- Decree No. 53/NĐ-CP dated June 31, 2024 of the Government regulating on management of labor, salary, remuneration and bonuses by joint-stock companies with State controlling stakes;
- Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, of the Ministry of Labor – Invalids and Social Affairs guiding the implementation of regulations on labor, salary, compensation, and bonus for companies whose shares and capital contributions controlled by the State;
- The Charter and Internal management regulations of Ca Mau Water Supply Joint Stock Company;
- The production and business activities of Ca Mau Water Supply Joint Stock Company.

### **2. Objectives:**

- Labor utilization is fulfilled in alignment with the Company's production and business strategy.
- Labor shall be assigned based on the employees' expertise, skills, capabilities, and strengths, ensuring effective labor utilization in various units.

### **3. Assessment of the labor situations in 2024:**

#### **3.1. Workforce (estimated implementation):**

- Total workforce (as of November 30, 2024): **257 employees**. In which:
  - + Managers : 5 people;
  - + Employees : 252 people.

In details:



No	Total workforce	Staff quantity in 2023	New recruits	Staff quitting or retiring	Estimated labor force at 31/12	Average work-force in 2024
<b>I</b>	<b>Managers</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>5,29</b>
<b>II</b>	<b>Employees</b>	<b>246</b>	<b>11</b>	<b>5</b>	<b>252</b>	<b>248</b>
1	Human Resources Department	16	1	1	16	15
2	Accounting & Finance Dept	9			9	9
3	Business Planning Department	43	2	1	43	43
4	Water Quality Management Dept	20			19	19
5	Technical Department	11	1		13	13
6	Ca Mau Water Supply Unit 1	31	2		34	33
7	Ca Mau Water Supply Unit 2	36	1	1	36	36
8	Electrical Installation Unit	19		2	17	17
9	Song Doc Branch	15			15	15
10	Tran Van Thoi Branch	5			5	5
11	U Minh Branch	10	1		11	11
12	Thoi Binh Branch	6	1		7	7
13	Phu Tan Branch	8			8	8
14	Dam Doi Branch	6	1		7	6
15	Cai Nuoc Branch	6			6	6
16	Ngoc Hien Branch	5	1		6	5
	<b>Total (I + II):</b>	<b>252</b>	<b>11</b>	<b>06</b>	<b>257</b>	

- Average workforce in 2024:

+ Managers : 5,29 people;

+ Employees : 248 people.

### 3.2. Qualifications and Training:

#### 3.2.1. Qualifications:

- Managers:

+ Master's Degree : 03 people (60% of total employers);

+ Bachelor's Degree : 02 people (40% of total employers).

- Employees:

- + Master's Degree : 02 people (0,79% of total employees);
- + Bachelor's Degree : 99 people (39,29 % of total employees);
- + College and Intermediate : 49 people (19,44 % of total employees);
- + Skilled labor : 22 people (8,73% of total employees);
- + Unskilled labor : 80 people (31,75 % of total employees).

**3.2.2. Training:**

- Political training: 04 people. In which:

- + Advanced level : 02 people;
- + Intermediate : 02 people.

- Professional training: 12 classes with 89 participants.

**3.3. Employees structure:**

**3.3.1. Gender:**

- Woman : 41 people (16,27 % of total employees);
- Man : 211 people (83,73 % of total employees).

**3.3.2. Indirect and direct employees:**

- Indirect employees : 67 people (26,59 % of total employees);
- Direct employees : 185 people (73,41 % of total employees).

**3.3.3. Employee turnover rate:**

- Number of employee turnover: 5 people (1,98% of total employees).

**3.4. Labor utilization efficiency:**

**3.4.1. Strengths:**

- High labor productivity: The Company efficiently arranges and assigns employees in accordance with job positions, achieving and surpassing the annual targets for 2024. Moreover, the quality of work has significantly improved.

- Utilize human resources effectively: Employees are selected and assigned based on their expertise, skills, strengths, and job requirements.

- Low turnover rate: Mainly older employees with poor health conditions voluntarily resign.

- Compliance with labor laws: The Executive Board and Grassroots Trade Union has disseminated information on occupational safety and hygiene,



organized training sessions, and provided protective equipment as required. As a result, no labor safety incidents occurred throughout the year.

#### **3.4.2. Weaknesses:**

- The proportion of older employees is high due to the inheritance of labor from the previous stage of development.
- Training activities are still challenging due to the lack of policies applicable to joint-stock companies.
- Modern infrastructure and equipment are limited, failing to meet the usage demands

\* **Conclusion:** The Company's efforts to organize and assign employees based on job positions have improved labor utilization efficiency in 2024. The Company will maintain this approach while making necessary adjustments to align with its sustainable development goals for 2025.

### **4. Labor Plan for 2025:**

#### **4.1. Total workforce:**

The Labor Plan for 2025 is developed according to the 2024 labor utilization, including operational scale, organizational structure, job positions, and requirements for fulfilling the production and business targets in 2025. Specifically:

Total planned workforce for 2025: **268** employees.

In which:

- Managers : 06 people;
- Head of the Supervisory Board : 01 person;
- Employees : 261 people.

(**Note:** The total workforce is estimated to grow 3.5% by 2025 compared to the average labor in 2024, equivalent to 09 additional employees).

#### **4.2. Training and Development:**

To meet the production and business requirements for 2025, the Company will organize both short-term and long-term training programs, workshops, and courses to enhance professional expertise and improve the skills of its workforce. These initiatives aim to strengthen employees' expertise, improve workplace performance, and contribute to the Company's sustainable development.

**5. Implementation:**

Upon approval by the competent authority, the Executive Board and the Grassroots Trade Union will implement this Plan under the Company's regulations and applicable laws./.

**HUMAN RESOURCES  
DEPARTEMENT**

**GRASSROOTS  
TRADE UNION**

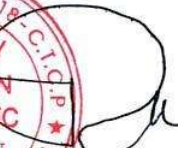
**GENERAL DIRECTOR**



**Le Nhan Quyen**



**Tran Quoc Tuan**



**Pham Phuoc Tai**



**CA MAU WATER SUPPLY  
JOINT STOCK COMPANY**

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

## **SALARY PLAN FOR 2025**

*(Attached to Plan No. 02/KH-CNCM dated on January 17<sup>th</sup>, 2024  
of Ca Mau Water Supply Joint Stock Company)*

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### **1. Foundation of Salary Plan:**

- Decree No. 53/NĐ-CP dated June 31, 2024 of the Government regulating on management of labor, salary, remuneration and bonuses by joint-stock companies with State controlling stakes;
- Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labor – Invalids and Social Affairs providing guidance on the implementation of regulations on labor, salary, compensation and bonus for companies whose shares and capital contributions controlled by the State;
- The Charter of Ca Mau Water Supply Joint Stock Company (the Company);
- The salary systems in accordance with job positions and Regulations on salary, bonuses for employees working at Ca Mau Water Supply Joint Stock Company (first amendment and supplement) in 2024;
- Production and business activities of the Company.

### **2. Objectives:**

- To develop a planned salary level in accordance with financial capacity, production and business results of the Company.
- To ensure the salary system that reflects the labor productivity and the contribution of employees and managers to the Company.
- To comply with regulations on minimum wage, social insurance and other labor policies as prescribed by Company's regulations and law.

### **3. The fund for implemented salaries and remuneration in 2024 (estimated):**

#### **3.1. The salary fund and salary level in 2024:**

##### **3.1.1. The salary fund for managers and employees:**

No.	Contents	Estimated implementation in 2024		Note
		Quantity (person)	Total amount (million VND)	
1	Salary fund for managers	06	2.267	
1.1	- Managers serving as State capital representatives	03	1.373	
1.2	- Managers not serving as State capital representatives	03	894	
2	Salary fund for employees	248	32.438	
	<b>Total</b>	<b>254</b>	<b>34.705</b>	

The salary fund for managers (full-time) includes: implemented salary as planned and addition payment due to increased profit compared to planned one (estimated profit achieved of 105.89%).

**3.1.2. The salary levels for managers and employees in 2024:**

No.	Positions	Salary level (Million VND/month)	Note
<b>I</b>	<b>Board of Directors</b>		
1	Chairman	36	State capital representative
<b>II</b>	<b>Executive Board</b>		
1	General Director	35	State capital representative
2	Deputy General Director	33	State capital representative
3	Deputy General Director	30	Not State capital representative
4	Chief Accountant	29	
<b>III</b>	<b>Supervisory Board</b>		
1	Head of the SB	30	
<b>IV</b>	<b>Employees</b>	10,9	Average salary

**3.2. The remuneration fund in 2024:**

**3.2.1. The remuneration fund:**



No.	Positions	Estimated implementation in 2024		Note
		Quantity (person)	Total amount (million VND)	
1	Board of Directors members	3	52	
2	Supervisory Board members	2	36	
3	Corporate Secretary and Person in charge of Corporate Governance	1	24	
	<b>Total</b>	<b>06</b>	<b>112</b>	

### 3.2.2. Remuneration level:

No.	Positions	Remuneration level (Million VND/month)	Note
1	Board of Directors members	3,6	
2	Supervisory Board members	1,5	
3	Corporate Secretary and Person in charge of Corporate Governance	2	

\* **Note:** The salary and remuneration funds is calculated based on the actual number of months managers and employees working for the Company.

## 4. Plan for salary and remuneration funds in 2025:

Given the production and business results in 2024 and plans for 2025; assessment of the labor force in 2024 and projections for 2025; requirements for work volume and performance of managers, employees, the Company have established Plan for salary and remuneration funds in 2025 as follow:

### 4.1. Salary funds and levels in 2025:

#### 4.1.1. Salary funds of managers and employees:

No.	Contents	Plans for 2025		Note
		Quantity (person)	Total amount (Million VND)	
1	Salary funds for managers	06	2.316	
1	- Managers serving as State capital representatives	03	1.248	
	- Managers not serving as State capital representatives	03	1.068	
2	Salary fund for Supervisory Board	01	303	

No.	Contents	Plans for 2025		Note
		Quantity (person)	Total amount (Million VND)	
3	Salary funds for employees	261	39.150	
	<b>Total</b>	<b>268</b>	<b>41.769</b>	

#### 4.1.2. Salary levels of managers and employees:

No	Positions	Salary levels (Million VND/month)	Note
<b>I</b>	<b>Board of Directors</b>		
1	Chairman	36	State capital representative
<b>II</b>	<b>Executive Board</b>		
1	General Director	35	State capital representative
2	Deputy General Director	33	State capital representative
3	Deputy General Director	30	Not State capital representative
4	Chief Accountant	29	
<b>III</b>	<b>Supervisory Board</b>		
1	Head of the SB	30	Applied until the end of 2020 – 2025 term (at the time of the 2025 General Meeting of Shareholders)
2	Head of the SB	20,5	Applied for new office term (2025 – 2030)
<b>IV</b>	<b>Employees</b>	12,5	Average salary

#### 4.2. Remuneration funds and levels in 2025

##### 4.2.1. Remuneration funds for managers and employees:

No.	Positions	Plans for 2025		Note
		Quantity (person)	Total amount (Million VND)	
1	Board of Directors members	2	144	
2	Supervisory Board members	2	72	



No.	Positions	Plans for 2025		Note
		Quantity (person)	Total amount (Million VND)	
3	Corporate Secretary and Person in charge of Corporate Governance	1	48	
	<b>Total</b>	<b>05</b>	<b>264</b>	

**4.2.2. Remuneration levels for managers and employees:**

No.	Positions	Remuneration levels (Million VND/month)	Note
1	Board of Directors members	6	
2	Supervisory Board members	3	
3	Corporate secretary and Person in charge of Corporate Governance	4	

**5. Implementation:**

- The Company distributes salaries and remuneration based on the Salary systems in accordance with job positions and Regulations on salary, bonuses for managers and employees; complies with the salary payment deadline as described in the Collective Labor Agreement.

- Given the planned Salary fund approved by the competent authorities, the Company advances 93% monthly to pay salaries for managers and employees. At the end of the year, according to the production and business results, the Company will make a final settlement of the salary fund as regulated and the remaining amount (if any) within the prescribed period.

- The Executive Board coordinates with the Grassroots Trade Union implement this Salary Plan in accordance with regulations of the Company and laws after it is approved by the competent authorities./.

**HUMAN RESOURCE  
DEPARTMENT**

**GRASSROOTS  
TRADE UNION**

**GENERAL  
DIRECTOR**





**Le Nhan Quyen**

**Tran Quoc Tuan**

**Pham Phuoc Tai**

No: 04 /TTr-HĐQT

*Ca Mau, January 17, 2025*

## **PROPOSAL**

### **On approving the salary and remuneration for the Board of Directors and the Board of Supervisors in 2024 and the Plan for 2025**

Pursuant to Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, War Invalids, and Social Affairs, providing guidance on labor, salaries, remuneration, and bonuses for companies with state-owned shares or capital;

Pursuant to the 2021 Charter of Ca Mau Water Supply Joint Stock Company;

Pursuant to the production and business results of Ca Mau Water Supply Joint Stock Company in 2024 and the Plan for 2025,

The Board of Directors of Ca Mau Water Supply Joint Stock Company (the Company) reports on the payment of remuneration, salaries for members of the Board of Directors (BOD) and the Supervisory Board (SB) in 2024 and propose to the General Meeting of Shareholders for consideration and approval of the remuneration and salary plan for 2025 as follows:

#### **1. Payment of salaries, remuneration, and other expenses for members of Board of Directors and Supervisory Board in 2024:**

##### **1.1. Remuneration and salaries:**

*Unit: Million/person/month.*

No	Position	Remuneration	Salary levels		
			Implemented salary as planned	Additional payment (due to increased profit)	Total
<b>I</b>	<b>Board of Directors</b>				
1	Chairman (full-time)	0	36	3,6	39,6
2	Executive members				
	- General Director	0	35	3,5	38,5
	- Deputy General Director	0	33	3,3	36,3



No	Position	Remuneration	Salary levels		
			Implemented salary as planned	Additional payment (due to increased profit)	Total
3	Non-executive members	3,6	0	0	0
<b>II</b>	<b>Supervisory Board</b>				
1	Head of the Board (full-time)	0	30	3	33
2	Members	1,5	0	0	0

### 1.2. Other expenses:

Besides remuneration and salaries, full-time managers, including Chairman of the BOD, Executive members of the BOD, and the Head of Supervisory Board, receives additional bonuses as stipulated in Resolution No. 06/2024/NQ-DHĐCĐ dated June 25, 2024, of the General Meeting of Shareholders.

## 2. Plan for payment of remuneration, salaries, and other expenses for members of the BOD and SB in 2025:

### 2.1. Remuneration and salaries:

*Unit: Million/person/month.*

No.	Position	Remuneration	Salaries
<b>I</b>	<b>Board of Directors</b>		
1	Chairman (full-time)	0	36
2	Executive members:		
	- General Director	0	35
	- Deputy General Director	0	33
3	Non-executive members	6	0
<b>II</b>	<b>Supervisory Board</b>		
1	Head of the Board (full-time)		
	- Office term 2020 – 2025	0	30
	- Office term 2025 - 2030	0	20,5
2	Members	3	0

**2.2. Other expenses:**

Based on the Company's business performance and profit distribution in 2025, full-time managers, including Chairman of the BOD, Executive members of the BOD, and the Head of Supervisory Board, can receive additional bonuses as stipulated in the Resolution of the General Meeting of Shareholders.

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

***Recipients:***

- General Meeting of Shareholders;
- BOD, SB, EB;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**



No: 05 /TTr-HĐQT

*Ca Mau, January 17, 2025*

## **PROPOSAL**

### **Regarding the selection of an audit firm for the 2025 Financial Statements**

Pursuant to the Law on Enterprises 2020;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government, detailing the implementation of specific provisions of the Securities Law;

Pursuant to the 2021 Charter of Ca Mau Water Supply Joint Stock Company.

The Board of Directors of Ca Mau Water Supply Joint Stock Company (the Company) respectfully propose to the General Meeting of Shareholders for approval of selecting an independent audit firm to audit the Financial Statements for 2025.

Specifically:

#### **1. Criteria for selecting the audit firm:**

The independent audit firm must meet the criteria as follows:

- Being a reputable auditing firm licensed to operate in Vietnam, and approved by the State Securities Commission to conduct audits for public companies;
- A team of auditors possessing strong professional expertise and extensive experience, enabling them to meet the requirements of the Company's operations and public interest entities in Vietnam. Ensure audit of Financial Statements according to Vietnamese accounting standards and system.
- Having no conflict of interest in performing the audit of the Company's Financial Statements;
- Having a responsibility to cooperate with the Company in responding to inquiries or providing an explanation as required by shareholders and competent authorities;
- The service price is reasonable and appropriate to the content, scope, and schedule required by the Company.

## 2. Proposed selection of independent audit firm:

Following the above criteria, the Board of Directors respectfully propose to General Meeting of Shareholders the list of independent audit firms for approval and authorize the Executive Board to select, negotiate, and sign a contract with one of the three firms to audit the 2025 Financial Statements.

Specifically:

### (1). A&C Auditing and Consulting Co., Ltd.

Address: No. 02, Truong Son Street, Ward 2, Tan Binh District, Ho Chi Minh City.

### (2). Sao Viet Auditing Co., Ltd.

Address: No. 386/51, Le Van Sy Street, Ward 14, District 3, Ho Chi Minh City.

### (3). Chuan Viet Auditing and Consulting Co., Ltd.

Address: No. 33, Phan Van Khoe Street, Ward 13, District 5, Ho Chi Minh City.

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

#### *Recipients:*

- General Meeting of Shareholders;
- BODs, SB, and EB;
- Archived: VT, TK.

On behalf of BOARD OF DIRECTORS  
CHAIRMAN



**Ho Tan Luat**



## **PROPOSAL**

### **The election of the Board of Directors and the Supervisory Board Office term 2025-2030**

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company issued in 2021.

As the end of the 2020 – 2025 terms, the Board of Directors of Ca Mau Water Supply Joint Stock Company (the Company) respectfully propose to the General Meeting of Shareholders the election of the Board of Directors and the Supervisory Board for the 2025 – 2030 terms as follows:

#### **1. Office term:**

Office term: Five (05) years (2025 – 2030), from the date of the 2025 General Meeting of Shareholders to the 2030 Annual General Meeting of Shareholders.

#### **2. Structure and amount:**

- Board of Directors:

+ Structure: At least one-third (1/3) of the total members of the Board of Directors must be non-executive members.

+ Number of members: 5 members.

- Supervisory Board:

+ Structure: More than half (1/2) of the members must reside permanently in Vietnam.

+ Number of members: 3 members.

#### **3. Standard, condition, and procedure:**

Comply with the provisions of the Law in Enterprise, the Company's Charter, and the Internal Corporate Governance Regulations.

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

**Attached:** List of nominated and self-nominated candidates for the Board of Directors and the Supervisory Board for the office term 2025-2030./.

**Recipients:**

- General Meeting of Shareholders;
- BODs, SB, EB;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**



**LIST OF NOMINATED AND SELF-NOMINATED CANDIDATES FOR THE BOARD OF DIRECTORS AND THE  
SUPERVISORY BOARD OF CA MAU WATER SUPPLY JOINT STOCK COMPANY  
OFFICE TERM 2025-2030**

*(Attached to Proposal No. 06/TTr-HDQT dated January 17, 2025, of the Board of Directors of Ca Mau Water Supply Joint Stock Company)*

No.	Full name	Date of birth	Degree	Address	Individuals/Organization introduces and nominate
<b>I</b>	<b>Board of Directors</b>				According to the Minutes of the Board of Directors meeting No. 09/BB-HDQT dated October 19, 2024, of the Company's Board of Directors
1	Ho Tan Luat	07/10/1970	- Master of Hydraulic Construction; - Hydraulics Engineering.	Ca Mau City, Ca Mau Province	As above
2	Pham Phuoc Tai	09/10/1974	- Master of Economics - Construction Engineer.	Ca Mau City, Ca Mau Province	As above
3	Pham Tan Phong	10/01/1978	- Master of Economic Management; - Engineer of Irrigation - Hydroelectricity - Water Supply and Drainage Construction.	Ca Mau City, Ca Mau Province	As above
4	Le Chanh Huy	03/01/1982	- Construction Engineer	Gia Rai Town, Bac Lieu Province	As above

No.	Full name	Date of birth	Degree	Address	Individuals/Organization introduces and nominate
5	Tran The Hung		- Master of Laws; - Bachelor of Business Administration	Thu Dau Mot City, Binh Duong Province	As above
<b>II Supervisory Board</b>					
1	Van Hai Ly	21/03/1982	- Bachelor of Accounting	Ca Mau City, Ca Mau Province	As above
2	Nguyen Thi My Huyen	27/05/1981	- Bachelor of Economics	Ca Mau City, Ca Mau Province	As above
3	Quach Huynh Huong	25/11/1981	- Bachelor of Business Administration	Ca Mau City, Ca Mau Province	As above

### On behalf of BOARD OF DIRECTORS

**CHAIRMAN**



**Ho Tan Luat**



No.: 03 /TB-CNCM

*Ca Mau, May 15<sup>th</sup>, 2025*

**NOTICE**

**Regarding the nomination, candidacy for the Board of Directors and  
Supervisory Board of Ca Mau Water Supply Joint Stock Company  
for the 2025 – 2030 term**

To: Valued shareholders of Ca Mau Water Supply Joint Stock Company.

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

Pursuant to the 2021 Charter of Ca Mau Water Supply Joint Stock Company;

Ca Mau Water Supply Joint Stock Company (CAWACO) hereby notifies shareholders on the nomination and candidacy for the Board of Directors (BOD) and Supervisory Board (SB) for the 2025 – 2030 term at the 2025 General Meeting of Shareholders as follow:

**1. Objectives:**

- Ensure strict adherence to laws, usual practices in Vietnam and Company's Charter;
- Uphold the principles of transparency, democracy and legitimate rights of shareholders;
- Maintain the centralized structure and operational stability of the General Meeting of Shareholders.

**2. Requirements for nomination and candidacy:**

Following the Clause 1, 2, 3, Article 23 of the 2021 Charter of CAWACO:

- Individual shareholders or group of shareholders holding at least 10% of the total common shares can nominate candidates or self-run for the Board of Directors and Supervisory Board.
- Adhering to the number of required members for Board of Directors and Supervisory Board, individual shareholders or group of shareholders have the right to propose/self-nominate one or more candidates by decision of the General Meeting of Shareholders. If the number of nominated candidates falls

short of the requirement, the Board of Directors, Supervisory Board, or other shareholders have the right to nominate additional candidates.

### **3. Criteria and conditions for BOD and SB membership:**

#### **3.1. Criteria and conditions for BOD membership:**

Members of the Board of Directors must fullfill the following requirements as described in Clause 4, Article 23 of the 2021 Charter of CAWACO:

- Must not fall under the categories outlined in Clause 2, Article 17 of the Law on Enterprise 2020;
- Possess relevant professional qualifications and experience in business administration or other majors related to the Company's operation; not required to be shareholders of the Company;
- Be able to serve on the Board of Directors of other companies;
- Must not have any familial ties with current General Director and other managers of the Company.

#### **3.2. Criteria and conditions for SB membership:**

Members of the Supervisory Board must fullfill the following requirements:

- Must not fall under the categories outlined in Clause 2, Article 17 of the Law on Enterprise 2020;
- Possess relevant professional qualifications in economics, finance, accounting, auditing, law, business administration, or another major relevant to the Company's operation.
- Must not have any familial ties with current Board of Directors, General Director and other managers of the Company;
- Must not occupy any managerial roles within the Company; not required to be shareholders or employees of the Company.

Cases **banned** from running for Supervisory Board:

- Those who are working at the accounting/finance department of the Company;
- Those who are working for the independent auditing firm that has audited the Company's financial statements for the past three consecutive years.

### **4. Dossiers for BOD and SB nomination/candidacy:**

- Candidate application form or nomination form (*as attached on Company's website*);



- Documents regarding the appointment of legal representative (for organization);

- A self-declared curriculum vitae provided by the candidate (as per the attached on Company's website);

- Copies of ID card and professional certificates, degrees (notarized);

- Other relevant documents (if any).

**5. Time and location for dossiers application:**

- Submission deadline: By May 31<sup>st</sup>, 2025.

- Submission location:

+ Ca Mau Water Supply Joint Stock Company.

+ Address : No. 204 Quang Trung Street, Hamlet 3, Ward 5, Ca Mau City, Ca Mau Province.

+ Tel: (0290) 3 836 723 - Fax: (0290) 3 836 723.

+ Please ensure that the dossiers are enclosed in a sealed envelope with "BOD/SB Nomination/Candidacy Dossier" clearly written on the outside.

Candidates or nominees for the Board of Directors and Supervisory Board of Ca Mau Water Supply Joint Stock Company are legally accountable to the Law and General Meeting of Shareholders for the veracity and accuracy of their dossiers.

Ca Mau Water Supply Joint Stock Company duly notifies all shareholders of this critical information./.

**Recipients:**

- Shareholders of CAWACO;
- BOD, SB, EB;
- Archived: VT, TK.

**On the behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**

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

**CANDIDATE APPLICATION FORM**

**Board of Directors of Ca Mau Water Supply Joint Stock Company  
for the 2025 – 2030 term**

---

To: Ca Mau Water Supply Joint Stock Company.

I am:.....

ID/Passport No.:.....issued on ..... at.....

Contact address: .....

Professional qualification: .....

Number of shares owned: ..... shares, equals to .....%

(In writing:.....)

I hereby submit my application for candidacy of the Board of Directors of Ca Mau Water Supply Joint Stock Company of 2025 – 2030 term at the 2025 Annual General Meeting of Shareholders.

I commit to contribute all my abilities and enthusiasm to the development of Ca Mau Water Supply Joint Stock Company if elected as a member of the Board of Directors.

Your sincerely./.

**Attached:** Candidate curriculum vitae.

....., day ..... month ..... 2025

**DECLARANT**

(Signed, full name, and sealed (if any))



THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom - Happiness

**CANDIDATE APPLICATION FORM**  
**Supervisory Board of Ca Mau Water Supply Joint Stock Company**  
**for the 2025 – 2030 term**

---

To: Ca Mau Water Supply Joint Stock Company.

I am:.....

ID/Passport No.:.....issued on ..... at.....

Contact address: .....

Professional qualification: .....

Number of shares owned: ..... shares, equals to .....%

(In writing:.....)

I hereby submit my application for candidacy of the Supervisory Board of Ca Mau Water Supply Joint Stock Company of 2025 – 2030 term at the 2025 Annual General Meeting of Shareholders.

I commit to contribute all my abilities and enthusiasm to the development of Ca Mau Water Supply Joint Stock Company if elected as a member of Supervisory Board.

Your sincerely./.

**Attached:** Candidate curriculum vitae.

....., day ..... month ..... 2025

**DECLARANT**  
(Signed and full name)

THE SOCIALIST REPUBLIC OF VIETNAM  
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**NOMINATION FORM**

**Candidate for the Board of Directors of Ca Mau Water Supply  
Joint Stock Company, the 2025 – 2030 term**

---

To: Ca Mau Water Supply Joint Stock Company.

Name of shareholder:.....

Name of legal representatives:.....

ID card No./Business Registration No.:..... issued on  
..... at .....

Number of shares owned: ..... shares, equals to .....%.

(In writing:.....).

***I hereby submit my application to nominate:***

Name of candidate:.....

ID/Passport No.:..... issued on ..... at.....

Contact address: .....

Professional qualification: .....

Number of shares owned: ..... shares, equals to .....%.

(In writing:.....).

Owning on behalf of:.....

as a candidate for the Board of Directors of Ca Mau Water Supply Joint Stock  
Company, the 2025 – 2030 term.

***Attached:*** Candidate curriculum vitae.

....., day ..... month ..... 2025

**DECLARANT**

(Signed, full name, and sealed (if any))



THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom - Happiness

**NOMINATION FORM**

**Candidate for the Supervisory Board of Ca Mau Water Supply  
Joint Stock Company, the 2025 – 2030 term**

To: Ca Mau Water Supply Joint Stock Company.

Name of shareholder:.....

Name of legal representatives:.....

ID card No./Business Registration No.:..... issued on  
..... at .....

Number of shares owned: ..... shares, equals to .....%.

(In writing: .....).

***I hereby submit my application to nominate:***

Name of candidate:.....

ID/Passport No.:.....issued on ..... at.....

Contact address: .....

Professional qualification: .....

Number of shares owned: ..... shares, equals to .....%.

(In writing: .....).

Owning on behalf of:.....

as a candidate for the Supervisory Board of Ca Mau Water Supply Joint Stock  
Company, the 2025 – 2030 term.

***Attached:*** Candidate curriculum vitae.

....., day ..... month ..... 2025

**DECLARANT**

(Signed and full name)

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

**CURRICULUM VITAE**

**Candidate for the Board of Directors of Ca Mau Water Supply  
Joint Stock Company, the 2025 – 2030 term**

---

1. Name of candidate:..... Gender:.....
2. Date of birth:.....
3. ID No.:..... issued on ..... by.....
4. Ethnic:..... Nationality:.....
5. Permanent residence:.....
6. Contact address:.....
7. Telephone:..... Email:.....
8. Professional qualification:.....
9. Employment history:.....  
.....
10. Current position at Ca Mau Water Supply Joint Stock Company:.....  
.....
11. Other managerial titles (including the positions of Boards of Directors,  
Supervisory Board in other companies):.....
12. Number of owned shares at Ca Mau Water Supply Joint Stock  
Company: ..... shares, accounting for ..... % of charter capital.
13. Number of authorized shares owing on behalf of other organization at  
Ca Mau Water Supply Joint Stock Company: ..... shares, accounting for  
..... % of charter capital.
  - Name of authorizing organization:.....
  - Address:.....
14. Related interests and benefits in conflict with Ca Mau Water Supply  
Joint Stock Company and its stakeholders:.....
15. Other information (if any):.....



16. List of affiliated persons of declarant <sup>(1)</sup>:

No	Name of individual/organization	ID/Passport/Business Registration Certificate			Address	Number of shares owned at CMW		Note
		No	Date of issue	Place of issue		Quantity	Percentage	
1								
2								
3								
...								

17. Illegal acts (if any):.....

18. Candidate's commitment:

- I hereby certify that all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties honestly, prudently and in the best interest of the Company if elected as the member of Board of Directors of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term.

....., day .... month ..... 2025

**DECLARANT**  
(Signed and full name)

<sup>(1)</sup> As described in Clause 46, Article 4, Law on Securities 2019.

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

**CURRICULUM VITAE**

**Candidate for the Supervisory Board of Ca Mau Water Supply  
Joint Stock Company, the 2025 – 2030 term**

---

1. Name of candidate:..... Gender:.....
2. Date of birth:.....
3. ID No.:..... issued on ..... by.....
4. Ethnic:..... Nationality:.....
5. Permanent residence:.....
6. Contact address:.....
7. Telephone:..... Email:.....
8. Professional qualification:.....
9. Employment history:.....  
.....
10. Current position at Ca Mau Water Supply Joint Stock Company:.....  
.....
11. Other managerial titles (including the positions of Boards of Directors,  
Supervisory Board in other companies):.....
12. Number of owned shares at Ca Mau Water Supply Joint Stock Company:  
..... shares, accounting for ..... % of charter capital.
13. Number of authorized shares owing on behalf of other organization at Ca  
Mau Water Supply Joint Stock Company: ..... shares, accounting for  
..... % of charter capital.
  - Name of authorizing organization:.....
  - Address:.....
14. Related interests and benefits in conflict with Ca Mau Water Supply Joint  
Stock Company and its stakeholders:.....
15. Other information (if any):.....



16. List of affiliated persons of declarant <sup>(1)</sup>:

No	Name of individual/organization	ID/Passport/Business Registration Certificate			Address	Number of shares owned at CMW		Note
		No	Date of issue	Place of issue		Quantity	Percentage	
1								
2								
3								
...								

17. Illegal acts (if any):.....

18. Candidate's commitment:

- I hereby certify that all the information listed above is truthful and accurate.  
I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties honestly, prudently and in the best interest of the Company if elected as the member of Supervisory Board of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term.

....., day ..... month ..... 2025

**DECLARANT***(Signed and full name)*

<sup>(1)</sup> As described in Clause 46, Article 4, Law on Securities 2019.

**CÀ MAU WATER SUPPLY  
JOINT STOCK COMPANY**

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

No: 04 /DS-HĐQT

*Ca Mau, May 15, 2025*

**LIST OF CANDIDATES NOMINATED FOR ELECTION OF ADDITIONAL MEMBERS OF THE  
BOARD OF DIRECTORS, SUPERVISORY OF CA MAU WATER SUPPLY JOINT STOCK  
COMPANY, OFFICE TERM 2020-2025**

No.	Full name	Date of birth	Qualification	Address	Individuals/ Organization introduces and nominate	Note
<b>I Board of Directors' members</b>						
3	Ho Tan Luat	07/10/1970	Master of Hydraulic Construction; Hydraulics Engineering	Ward 5, Ca Mau City, Ca Mau Province	State shareholder (People's Committee of Ca Mau province)	Decision 768/QĐ- UBND dated April 22, 2025
1	Le Chanh Huy	03/01/1982	Construction Engineer	Ho Phong Ward, Gia Rai Town, Bac Lieu Province	Board of Directors of Ca Mau Water Supply Joint Stock Company	Resolution No. 12/2024/NQ- HĐQT dated October 19, 2024



No.	Full name	Date of birth	Qualification	Address	Individuals/ Organization introduces and nominate	Note
5	Pham Phuoc Tai	09/10/1974	Master of Economics; Construction Engineer	Ward 5, Ca Mau City, Ca Mau Province	State shareholder (People's Committee of Ca Mau province)	Decision 768/QĐ- UBND dated April 22, 2025
4	Pham Tan Phong	10/01/1978	Master of Economic Management; Engineer of Irrigation - Hydroelectricity - Water Supply and Drainage Construction.	Ward 5, Ca Mau City, Ca Mau Province	State shareholder (People's Committee of Ca Mau province)	Decision 768/QĐ- UBND dated April 22, 2025
2	Tran The Hung	05/9/1977	Master of Laws; Bachelor of Business Administration	Chanh Nghia Ward, Thu Dau Mot City, Binh Duong Province	Thu Dau Mot Water Joint Stock Company	Resolution ...../NQ-HĐQT dated.....
<b>II Supervisory's members</b>						
1	Nguyen Thi My Huyen	27/5/1981	Bachelor of Economics	Ward 2, Ca Mau City, Ca Mau Province	Board of Directors, Board of Supervisors of Ca Mau Water Supply Joint Stock Company	Resolution No. 12/2024/NQ- HĐQT dated October 19, 2024
2	Quach Huynh Huong	25/11/1981	Bachelor of Science in Business Administration	Ward 1, Ca Mau City, Ca Mau Province	Board of Directors, Board of Supervisors of Ca Mau Water Supply Joint Stock Company	Resolution No. 12/2024/NQ- HĐQT dated October 19, 2024

No.	Full name	Date of birth	Qualification	Address	Individuals/ Organization introduces and nominate	Note
3	Van Hai Ly	21/3/1982	Bachelor of Accounting	Ward 7, Ca Mau City, Ca Mau Province	Board of Directors, Board of Supervisors of Ca Mau Water Supply Joint Stock Company	Resolution No. 12/2024/NQ- HĐQT dated October 19, 2024

*Note: Full name arranged in alphabetical order, A, B, C.*

**\* Attachments:**

- (1). Curriculum vitae for the Board of Directors, office term 2020 - 2025 of Mr. Le Chanh Huy, Mr. Tran The Hung, Mr. Ho Tan Luat, Mr. Pham Tan Phong, and Mr. Pham Phuoc Tai.
- (2). Curriculum vitae for the Board of Supervisors, office term 2020 - 2025 of Ms. Nguyen Thi My Huyen, Ms. Quach Huynh Huong, and Ms. Van Hai Ly.

**Recipients:**

- Company Shareholders (on Website);
- BOD, SB, Executive Board of the Company;
- Related parties;
- Archived: Office, Secretary.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**



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**CURRICULUM VITAE OF THE BOARD OF DIRECTORS  
OF CA MAU WATER JOINT STOCK COMPANY  
OFFICE TERM 2025 - 2030**

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1. Full name: **Le Chanh Huy**                      Gender: Male
2. Date of birth: 03/01/1982.
3. ID Card No.:                      , issued on July 30, 2024, by the Ministry of Public Security.
4. Ethnic: Kinh.                      Nationality: Viet Nam.
5. Permanent residence: Hamlet 2, Ho Phong Ward, Gia Rai Town, Bac Lieu Province.
6. Address: Hamlet 2, Ho Phong Ward, Gia Rai Town, Bac Lieu Province.
7. Telephone number:                      Email: Lehuycm@yahoo.com.vn
8. Professional qualification: Construction engineer.
9. Employment history: Worked at the Ca Mau Water Supply Joint Stock Company from 2008 to the present.
10. Current position in Ca Mau Water Supply Joint Stock Company: Deputy Director of the Electromechanical Construction Enterprise under Ca Mau Water Supply Joint Stock Company.
11. Other management positions (including Board of Directors positions at other companies): None.
12. Number of shares owned by Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.
13. Number of shares authorized owing on behalf of other organization at Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.
14. Related or conflicting interests with Ca Mau Water Supply Joint Stock Company and related parties: None.
15. Other information (if any): None.
16. List of affiliated persons of declarant <sup>(1)</sup>

No	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Quantity	Ratio	
1	Tran Hong Hang					0	0%	Wife
2	Le Hong Khanh					0	0%	Father
3	Bui Thi Dai					0	0%	Mother
4	Tran Van Xeo					0	0%	Father in law
5	Tran Thi Ha					0	0%	Mother in law
6	Le Hoang Chuong					0	0%	Sibling
7	Le Thi Khanh My					0	0%	Sibling
8	Le Chanh Hoang					0	0%	Sibling
9	Vu Thi My Huong					0	0%	Sister in law
10	Huynh Thanh Tung					0	0%	Brother in law
11	Do Thi Thuc Trinh					0	0%	Sister in law

17. Violation of the law (if any): None.

18. Candidate's commitment:

- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Board of Directors of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Ca Mau, May 15, 2025*

**DECLARANT**

*(Sign, full name)*



**Le Chanh Huy**

<sup>(1)</sup> Affiliated persons are as stipulated in Article 4, clause 46 of the Law on Securities in 2019



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**CURRICULUM VITAE OF THE BOARD OF DIRECTORS  
OF CA MAU WATER JOINT STOCK COMPANY  
OFFICE TERM 2025 - 2030**

1. Full name: **Tran The Hung**, Gender: Male.
2. Date of birth: 05/09/1977.
3. ID Card No.: ....., issued on ....., by .....
4. Ethnic: Kinh. Nationality: Viet Nam.
5. Permanent residence: .....
6. Address: .....
7. Telephone number: ..... Email: .....
8. Professional qualifications: Bachelor of Economics, Master of Laws.
9. Employment history:

Period	Place of working	Position	Reward	Discipline
01/7/2002	Binh Duong Water Supply - Sewerage - Environment Company Limited (Biwase)	Employee of the Business Department		
2003	Di An Water Supply Enterprise (Biwase)	Head of Business Department		
2005	Di An Water Supply Enterprise (Biwase)	Deputy General Director		
2006	Lien Hop Water Supply Enterprise (Biwase)	General Director		
2008-2009	My Phuoc Water Supply Enterprise (Biwase)	Head of Business Department		
2010	Lien Hop Water Supply Enterprise (Biwase)	Head of Business Department		
04/2011	Thu Dau Mot Water Supply Enterprise	Deputy General Director		
04/2013	Lien Hop Water Supply Enterprise	Deputy General Director		
16/11/2013 to present	Thu Dau Mot Water Supply Enterprise	General Director		
18/10/2017 to present	Thu Dau Mot Investment and Development Company Limited	General Director		



Period	Place of working	Position	Reward	Discipline
24/04/2018 to present	Water Supply and Environment Consulting JSC	Members of the Board of Management		
28/07/2022 to present	Phu Hoa Construction Design Investment Trading Joint Stock Company	Members of the Board of Management		
17/11/2022	Gia Tan – Cam My Water Supply Service Joint Stock Company	Members of the Board of Management		
06/10/2023 to present	Biwase Quang Binh Joint Stock Company	Members of the Board of Management		
25/06/2024 to present	Ca Mau Water Supply Joint Stock Company	Members of the Board of Management		

10. Current position in Ca Mau Water Supply Joint Stock Company:  
Member of the Board of Directors.

11. Other management positions (including Board of Directors positions  
at other companies):

- General Director of Thu Dau Mot Water Joint Stock Company.
- Director of Thu Dau Mot Investment and Development Company Limited.
- Member of the Board of Directors of Water Supply and Drainage and  
Environment Consulting Joint Stock Company.
- Member of the Board of Directors of Phu Hoa Construction Design  
Investment Trading Joint Stock Company.
- Member of the Board of Directors of Gia Tan - Cam My Water Supply  
Services Joint Stock Company.
- Member of the Board of Directors of Biwase Quang Binh Joint Stock  
Company.

12. Number of shares owned at Ca Mau Water Supply Joint Stock  
Company: 0, accounting for 0% of charter capital.

13. Number of shares authorized owing on behalf of other organization at  
Ca Mau Water Supply Joint Stock Company: 3.789.600 shares, accounting for  
24.4% of charter capital.

- Name of authorizing organization: Thu Dau Mot Water Joint Stock  
Company.

- Address: No. 11B Ngo Van Tri, Phu Loi Ward, Thu Dau Mot City, Binh  
Duong Province.



14. Related or conflicting interests with Ca Mau Water Supply Joint Stock Company and related parties: None.

15. Other information (if any): None.

16. List of affiliated persons of declarant <sup>(1)</sup>:

No.	Full name	Citizen ID card			Address	Owner's shares		Note
		Number	Date of issue	Place of issue		Qty.	Pct	
1	Tran Van Ich			Police department of administrative management				
2	Bui Thi Khanh			Police department of administrative management				
3	Nguyen Van Quan			Police department of administrative management				
4	Nguyen Thi Meo			Police department of administrative management				
5	Nguyen Thi Huong Tra			Police department of administrative management				
6	Tran Nguyen Thanh Ha			Police department of administrative management				
7	Tran Nguyen Minh Khoi			Police department of administrative management				
8	Tran Kim Lan			Police department of administrative management				
9	Tran Duc Tho			Police department of administrative management				
10	Tran Thi Dinh			Police department of administrative management				
11	Nguyen Thanh Dat			Police department of administrative management				

No.	Full name	Citizen ID card			Address	Owner's shares		Note
		Number	Date of issue	Place of issue		Qty.	Pct	
12	Nguyen Thi Thanh Xuan			Police department of administrative management				
13	Nguyen Tan Dung			Police department of administrative management				
14	Thu Dau Mot Water Supply Joint Stock Company	370222677 2	03/04/2024	Department of Planning and Investment of Binh Duong province	No. 11B, Ngo Van Tri Street, Phu Loi Ward, Thu Dau Mot City, Binh Duong Province	3.789.600	24.4%	
15	Consulting Water Supply and Environment Joint Stock Company	300394676	23/05/2017	Department of Planning and Investment of Ho Chi Minh City	No. 10, Pho Quang Street, Ward 2, Tan Binh District, Ho Chi Minh City			
16	Phu Hoa Construcion Design Investment Trading Joint Stock Company	370306979 4	08/12/2022	Department of Planning and Investment of Binh Duong province	No. 11B, Ngo Van Tri Street, Phu Loi Ward, Thu Dau Mot City, Binh Duong Province			
17	Thu Dau Mot Development Investment Company Limited	370260973 6	19/08/2022	Department of Planning and Investment of Binh Duong province	No. 29/15, Hamlet 9, Quarter 12, Chanh Nghia Ward, Thu Dau Mot City, Binh Duong Province			
18	Gia Tan-Cam My Water Supply Service Joint Stock Company	360387985 1	01/08/2022	Department of Planning and Investment of Dong Nai province	Gia Tan 1 Street, Doc Mo 3 Hamlet, Gia Tan 1 Commune, Thong Nhat District, Dong Nai Province			
19	Biwase Quang Binh Joint Stock Company	310109178 5	23/10/2023	Department of Planning and Investment of Quang Binh province	Tung Giang Hamlet, Quang Chau Commune, Quang Trach District, Quang Binh Province			
20	Ca Mau Water Supply Joint Stock Company	200010191 8	07/12/2022	Department of Planning and Investment of Ca Mau Province	No. 204, Quang Trung Street, Hamlet 3, Ward 5, Ca Mau City. Ca Mau Province			

17. Violation of the law (if any): None.

18. Candidate's commitment:

- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.



- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Board of Directors of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Binh Duong, April 25, 2025*

**DECLARANT**

*(Sign, full name)*

A handwritten signature in black ink, consisting of several fluid, connected strokes, representing the name Tran The Hung.

**Tran The Hung**

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<sup>(1)</sup> Affiliated persons are as stipulated in Article 4, clause 46 of the Law on Securities in 2019.

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**CURRICULUM VITAE OF THE BOARD OF DIRECTORS OF**  
**CA MAU WATER JOINT STOCK COMPANY**  
**OFFICE TERM 2025 - 2030**

1. Full name: **Ho Tan Luat**, Gender: Male.
2. Date of birth: 07/10/1970.
3. ID Card No.: issued on August 14, 2021, by the Director General of the Police Department for Administrative Management.
4. Ethnic: Kinh. Nationality: Viet Nam.
5. Permanent residence: Quarter 7, Ward 5, Ca Mau City, Ca Mau Province.
6. Address: Quarter 5, Ward 5, Ca Mau City, Ca Mau Province.
7. Telephone number: Email:
8. Professional qualification: Master of Hydraulic Construction.
9. Employment history:
  - From May 1990 to November 1994: Technical officer of Irrigation Construction Enterprise in Tran Van Thoi District.
  - From December 1994 to March 1996: Technical officer of Minh Hai Irrigation Department.
  - From April 1996 to July 1997: Technical officer of the Department of Agriculture and Rural Development, Ca Mau Province.
  - From August 1997 to July 1998: Technical officer of Ca Mau Irrigation Construction Project Management Unit.
  - From August 1998 to July 2004: Deputy Director of the Project Management Unit under the Department of Agriculture and Rural Development.
  - From July 2007 to February 2009: Deputy Director of the Project Management Unit No. 1 – Department of Agriculture and Rural Development.
  - From March 2009 to July 2013: Director of Project Management Unit No. 1 – Department of Agriculture and Rural Development.
  - From August 2013 to October 2017: Deputy Director of Ca Mau Agricultural and Rural Development Project Management Unit.
  - October 2017: Officer of Ca Mau Water Supply Joint Stock Company.
  - From December 2017 to the present: Chairman of the Board of Directors of Ca Mau Water Supply Joint Stock Company.



10. Current position in Ca Mau Water Supply Joint Stock Company: Chairman of the Board of Directors; Legal Representative; Representative of State Capital (accounting for 28.59% of charter capital).

11. Other management positions (including Board of Directors positions at other companies): None.

12. Number of shares owned by Ca Mau Water Supply Joint Stock Company: 0, accounting for 0% of charter capital.

13. Number of shares authorized to represent another organization at Ca Mau Water Supply Joint Stock Company: 4,441,300 shares, accounting for 28.59% of charter capital.

- Name of authorizing organization: People's Committee of Ca Mau Province.

- Address: No. 2, Hung Vuong Street, Ward 5, Ca Mau City, Ca Mau Province.

14. Related or conflicting interests with Ca Mau Water Supply Joint Stock Company and related parties: None.

15. Other information (if any): None.

16. List of affiliated persons of declarant <sup>(1)</sup>:

No.	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Quantity	Ratio	
1	Ho Tan Sy					0	0%	Father
2	Tran Thi Bay					0	0%	Mother
3	Tran Thu Hien					0	0%	Wife
4	Ho Quoc Quy					0	0%	Child
5	Ho Quoc Quyen					0	0%	Child
6	Ho Minh Tuan					0	0%	Sibling
7	Ho Tan Cuong					0	0%	Sibling
8	Ho Kim Thoai					0	0%	Sibling
9	Ho Tan Phap					0	0%	Sibling
10	Ho Tan Bao					0	0%	Sibling
11	Ho Thien Chua					0	0%	Sibling

No.	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Quantity	Ratio	
12	People's Committee of Ca Mau Province					4.441.300	28,59 %	Owner

17. Violation of the law (if any): None.

18. Candidate's commitment:

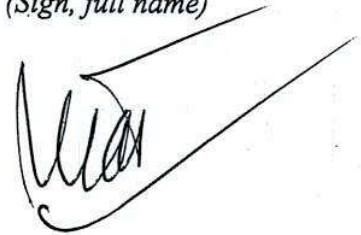
- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Board of Directors of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Ca Mau, May 15, 2025*

**DECLARANT**

*(Sign, full name)*



**Ho Tan Luat**

<sup>(1)</sup> Affiliated persons are as stipulated in Article 4, clause 46 of the Law on Securities in 2019.



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**CURRICULUM VITAE OF THE BOARD OF DIRECTORS  
OF CA MAU WATER JOINT STOCK COMPANY  
OFFICE TERM 2025 - 2030**

1. Full name: **Pham Tan Phong**, Gender: Male.
2. Date of birth: 10/01/1978.
3. ID Card No.: issued on August 10, 2021, by the Director General of the Police Department for Administrative Management.
4. Ethnic: Kinh. Nationality: Viet Nam.
5. Permanent residence: Quarter 5, Ward 5, Ca Mau City.
6. Address: Quarter 5, Ward 5, Ca Mau City, Ca Mau Province.
7. Telephone number: Email:
8. Professional qualifications: Master of Economic Management; Engineer. Construction of Irrigation - Hydropower - Water Supply and Drainage.
9. Employment history:
  - From September 2003 to April 2005: Worked at Duong Nhat Construction Investment and Environmental Technology Company Limited, Ho Chi Minh City.
  - From June 2005 to September 2010: Employee of Ca Mau Water Supply and Urban Works Company.
  - From September 2010 to September 2014: Deputy manager of the Technical Planning Department - Ca Mau Water Supply and Urban Works Company Limited.
  - From September 2014 to July 2015: Acting Director of Ca Mau City Water Supply Enterprise under Ca Mau Water Supply and Urban Works Company Limited.
  - From July 2015 to February 2016: Head of Water Quality Management Department under Ca Mau Water Supply and Urban Works Company Limited.
  - From February 2016 to April 2018: Head of Technical Department of Ca Mau Water Supply Joint Stock Company.
  - From April 2018 to April 2024: Deputy General Director of Ca Mau Water Supply Joint Stock Company.

- From April 2024 to June 25, 2024: Deputy General Director; Representative of the state capital of Ca Mau Water Supply Joint Stock Company (accounting for 21.45% of charter capital).

- From June 25, 2024, to the present: Member of the Board of Directors; Deputy General Director; Representative of state capital at Ca Mau Water Supply Joint Stock Company (accounting for 21.45% of charter capital).

10. Current position in Ca Mau Water Supply Joint Stock Company: Member of the Board of Directors; Deputy General Director; Representative of State Capital (accounting for 21.45% of charter capital).

11. Other management positions (including Board of Directors positions at other companies): None.

12. Number of shares owned by Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.

13. Number of shares authorized owing on behalf of other organization at Ca Mau Water Supply Joint Stock Company: 3.332.200 shares, accounting for 21,45% of charter capital.

- Name of authorizing organization: People's Committee of Ca Mau Province.

- Address: No. 2, Hung Vuong Street, Ward 5, Ca Mau City, Ca Mau Province.

14. Related or conflicting interests with Ca Mau Water Supply Joint Stock Company and related parties: None.

15. Other information (if any): None.

16. List of affiliated persons of declarant <sup>(1)</sup>:

No.	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Quantity	Ratio	
1	Pham Tan Buu					0	0%	Father
2	Nguyen Thi Can					0	0%	Mother
3	Nguyen Hoang Tong					0	0%	Father in law
4	Tran Ngoc Pha					0	0%	Mother in law
5	Nguyen Hong Le					0	0%	Wife
6	Pham Minh Phuong					0	0%	Child
7	Pham Viet Long					0	0%	Child



No.	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Quantity	Ratio	
8	Pham Thi Nuong					0	0%	Sibling
9	Pham Thuy Kieu					0	0%	Sibling
10	Pham Thi Mau					0	0%	Sibling
11	Pham Thi Cam					0	0%	Sibling
12	Pham Thi Ngan					0	0%	Sibling
13	Tran Van Tien					0	0%	Brother in law
14	To Van Ho					0	0%	Brother in law
15	Nguyen Van Truong					0	0%	Brother in law
16	People's Committee of Ca Mau Province					3.322.000	21,45 %	Owner

17. Violation of the law (if any): None.

18. Candidate's commitment:

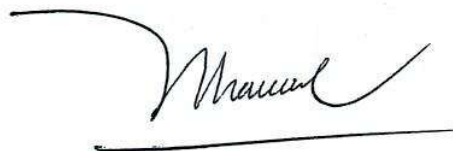
- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Board of Directors of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Ca Mau, May 15, 2025*

**DECLARANT**

*(Sign, full name)*



**Pham Tan Phong**

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**CURRICULUM VITAE OF THE BOARD OF DIRECTORS OF**  
**CA MAU WATER JOINT STOCK COMPANY**  
**OFFICE TERM 2025 - 2030**

1. Full name: **Pham Phuoc Tai**, Gender: Male.
2. Date of birth: 09/10/1974.
3. ID Card No.: issued on August 14, 2021, by the Director General of the Police Department for Administrative Management.
4. Ethnic: Kinh. Nationality: Viet Nam.
5. Permanent residence: Quarter 8, Ward 5, Ca Mau city, Ca Mau Province.
6. Address: Quarter 8, Ward 5, Ca Mau City, Ca Mau Province.
7. Telephone number: Email:
8. Professional qualifications: Master of Economics; Construction Engineer.
9. Employment history:
  - From March 1995 to June 1997: Employee of Ca Mau Urban Construction Company.
  - From July 1997 to June 2001: Deputy Head of the Technical Department of Ca Mau Urban Construction Company.
  - From July 2001 to February 2004: Deputy Head of Technical Appraisal Department under Ca Mau Water Supply and Urban Works Company.
  - From March 2004 to June 2007: Head of Construction Management Department of Ca Mau Water Supply and Urban Works Company.
  - From July 2007 to September 2010: Head of Technical Appraisal Department of Ca Mau Water Supply and Urban Works Company.
  - From October 2010 to February 2010: Head of Technical Planning Department of Ca Mau Water Supply and Urban Works Company Limited.
  - From March 2016 to March 2024: Member of the Board of Directors; Deputy General Director; Representative of state capital at Ca Mau Water Supply Joint Stock Company.
  - From April 15, 2024 to the present: Member of the Board of Directors; General Director; Representative of state capital at Ca Mau Water Supply Joint Stock Company.



10. Current position in Ca Mau Water Supply Joint Stock Company: Member of the Board of Directors; General Director; Representative of State Capital (accounting 21,45% charter capital).

11. Other management positions (including Board of Directors positions at other companies): None.

12. Number of shares owned by Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.

13. Number of shares authorized owing on behalf of other organization at Ca Mau Water Supply Joint Stock Company: 3.332.200 shares, accounting for 21,45% of charter capital.

- Name of authorizing organization: People's Committee of Ca Mau Province.

- Address: No. 2, Hung Vuong Street, Ward 5, Ca Mau City, Ca Mau Province.

14. Related or conflicting interests with Ca Mau Water Supply Joint Stock Company and related parties: None.

15. Other information (if any): None.

16. List of affiliated persons of declarant <sup>(1)</sup>:

No	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Quantity	Ratio	
1	Nguyen Thi Xinh					0	0%	Mother
2	Nguyen Tan Van					0	0%	Father in law
3	Tang Thi Kieu Tho					0	0%	Mother in law
4	Nguyen Thi Thanh Kieu					0	0%	Wife
5	Pham Nguyen Lan Phuong					0	0%	Child
6	Pham Nguyen Tung Phuong					0	0%	Child
7	Pham Phuoc Luu					0	0%	Sibling
8	Pham Phuoc Truyen					0	0%	Sibling
9	Nguyen Thi Diep					0	0%	Sister in law
10	Nguyen Cam Binh					0	0%	Sister in law

No	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Quantity	Ratio	
11	People's Committee of Ca Mau Province					3.332.200	21,45 %	Owner

17. Violation of the law (if any): None.

18. Candidate's commitment:

- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Board of Directors of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Ca Mau, May 15, 2025*

**DECLARANT**

*(Sign, full name)*



**Pham Phuoc Tai**

<sup>(1)</sup> Affiliated persons are as stipulated in Article 4, Clause 46 of the Law on Securities in 2019.



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**CURRICULUM VITAE OF THE BOARD OF DIRECTORS  
OF CA MAU WATER JOINT STOCK COMPANY  
OFFICE TERM 2025 - 2030**

1. Full name: **Nguyen Thi My Huyen**, Gender: Female.
2. Date of birth: 27/05/1981.
3. ID Card No.: issued on March 27, 2021, by the Director General of the Police Department for Administrative Management.
4. Ethnic: Kinh. Nationality: Viet Nam.
5. Permanent residence: No. Nguyen Thien Nang Street, Quarter 9, Ward 2, Ca Mau City, Ca Mau Province.
6. Address: No. Nguyen Thien Nang Street, Quarter 9, Ward 2, Ca Mau City, Ca Mau Province.
7. Telephone number: Email: [nguyenhuyencm@yahoo.com](mailto:nguyenhuyencm@yahoo.com)
8. Professional qualification: Bachelor of Economics.
9. Employment history:
  - From August 2004 to May 2014: Employee of the Accounting and Finance Department.
  - From May 2014 to present: Deputy Head of Accounting and Finance Department.
10. Current position in Ca Mau Water Supply Joint Stock Company: Deputy Head of Accounting and Finance Department.
11. Other management positions (including Board of Directors positions at other companies): None.
12. Number of shares owned by Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.
13. Number of shares authorized owing on behalf of other organization at Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.
14. Related or conflicting interests with Ca Mau Water Supply Joint Stock Company and Related parties: None.
15. Other information (if any): None.
16. List of affiliated persons of declarant <sup>(1)</sup>:

No	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Qty	Pct	
1	Nguyen Tan Loc					0	0	Father
2	To My Linh					0	0	Mother
3	Huynh Cop					0	0	Father in law
4	Le Thi Den					0	0	Mother in law
5	Huynh Van Hot					0	0	Husband
6	Nguyen Thi Ngoc Tuyen					0	0	Sibling
7	Nguyen Pham Phu					0	0	Brother in law
8	Nguyen Khanh Huy					0	0	Sibling
9	Tran Pham Anh Thu					0	0	Sister in law

17. Violation of the law (if any): None.

18. Candidate's commitment:

- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Supervisory Board of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Ca Mau, May 15, 2025*

**DECLARANT**

*(Sign, full name)*



**Nguyen Thi My Huyen**



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

**CURRICULUM VITAE OF THE BOARD OF DIRECTORS OF**  
**CA MAU WATER JOINT STOCK COMPANY**  
**OFFICE TERM 2025 - 2030**

1. Full name: **Quach Huynh Huong**, Gender: Female
2. Date of birth: 25/11/1981.
3. ID Card No.: issued on August 10, 2021, by the Director General of the Police Department for Administrative Management.
4. Ethnic: Kinh Nationality: Viet Nam.
5. Permanent residence: No. Ly Van Lam Street, Hamlet 2, Ward 1, Ca Mau City, Ca Mau Province.
6. Address: No. Ly Van Lam Street, Hamlet 2, Ward 1, Ca Mau City, Ca Mau Province.
7. Telephone number: Email: huynhhuongquach@gmail.com
8. Professional qualification: Bachelor of Science in Business Administration.
9. Employment history:
  - From October 2003 to February 2004: Administrative employee of Ca Mau Water Supply and Urban Works Company.
  - From March 2004 to November 2007: Employee of the Business Planning Department of Ca Mau Water Supply and Urban Works Company.
  - From December 2007 to present: Administrative employee of the Business Planning Department of Ca Mau Water Supply Joint Stock Company (the Human Resource Department of Ca Mau Water Supply Joint Stock Company at present).
10. Current position in Ca Mau Water Supply Joint Stock Company: Employee of the Human Resource Department of Ca Mau Water Supply Joint Stock Company.
11. Other management positions (including Board of Directors positions at other companies): None.
12. Number of shares owned by Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.
13. Number of shares authorized owing on behalf of other organization at Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of charter capital.
14. Affiliated or conflicting interest between Ca Mau Water Supply Joint Stock Company and related parties: None.

15. Other information (if any): None.

16. List of affiliated persons of declarant <sup>(1)</sup>:

No.	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Qty	Pct	
1	Quach Hong Tet					0	0%	Father
2	Huynh Kim Oanh					0	0%	Mother
3	Vo Nhat Minh					0	0%	Child
3	Quach Nguyen Chan					0	0%	Sibling
4	Nguyen Thi Tu Quyen					0	0%	Sister in law

17. Violation of the law (if any): None.

18. Candidate's commitment:

- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Supervisory Board of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Ca Mau, May 15, 2025*

**DECLARANT**

*(Sign, full name)*



**Quach Huynh Huong**

<sup>(1)</sup> Affiliated persons are as stipulated in Article 4, clause 46 of the Law on Securities in 2019.



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

**CURRICULUM VITAE OF THE BOARD OF DIRECTORS  
OF CA MAU WATER JOINT STOCK COMPANY  
OFFICE TERM 2025 - 2030**

1. Full name: **Van Hai Ly**, Gender: Female
2. Date of birth: 21/03/1982
3. ID Card No.: issued on April 13, 2021, by the Director  
General of the Police Department for Administrative Management.
4. Ethnic: Kinh Nationality: Viet Nam.
5. Permanent residence: No. Quang Trung Street, Quarter 2, Ward 7,  
Ca Mau City, Ca Mau Province.
6. Address: No. Quang Trung Street, Quarter 2, Ward 7, Ca Mau  
City, Ca Mau Province.
7. Telephone number: Email:
8. Professional qualification: Bachelor of Accounting.
9. Employment history: Worked at Ca Mau Water Supply Joint Stock  
Company from July 2010 to the present.
10. Current position in Ca Mau Water Supply Joint Stock Company:  
Employee of the Planning and Business Department.
11. Other management positions (including Board of Directors positions  
at other companies): None.
12. Number of shares owned by Ca Mau Water Supply Joint Stock  
Company: 0 shares, accounting for 0% of charter capital.
13. Number of shares authorized owing on behalf of other organization at  
Ca Mau Water Supply Joint Stock Company: 0 shares, accounting for 0% of  
charter capital.
14. Related or conflicting interests with Ca Mau Water Supply Joint Stock  
Company and related parties: None.
15. Other information (if any): None.
16. List of affiliated persons of declarant <sup>(1)</sup>:

No.	Full name	Citizen ID card			Address	Number of shares owned		Note
		Number	Date of issue	Place of issue		Qty	Pct	
1	Huynh Ngoc Tiep					0	0	Mother
2	Tran Van Muon					0	0	Father in law
3	Nguyen Thi Dung					0	0	Mother in law
4	Tran Quoc Minh					0	0	Husband
5	Tran Thuy An					0	0	Child
6	Van Thi Hai Linh					0	0	Sibling
7	Van Ngoc Huynh					0	0	Sibling
8	Huynh Quang So					0	0	Brother in law
9	Ly Dong Khoi					0	0	Brother in law

17. Violation of the law (if any): None.

18. Candidate's commitment:

- I hereby certify all the information listed above is truthful and accurate. I will bear full responsibility in case of any untruthful declaration.

- I commit to perform all duties with honesty, prudence, and in the best interests of the Company if elected as a member of the Supervisory Board of Ca Mau Water Supply Joint Stock Company for the 2025 – 2030 term./.

*Ca Mau, May 15, 2025*

**DECLARANT**

*(Sign, full name)*



**Van Hai Ly**

<sup>(1)</sup> Affiliated persons are as stipulated in Article 4, clause 46 of the Law on Securities in 2019.



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## **BALLOTS**

### **The 2025 General Meeting of Shareholders Ca Mau Water Supply Joint Stock Company**

- Shareholder/Representative: .....
- Total of common shares: .....
- Delegate code: .....

Shareholders voted on the documents of the 2025 Annual General Meeting of Shareholders as follows:

No	Contents	Voting options		
		For	Against	Abstain
1	Report No. 47/BC-CNCM dated May 8, 2025, on the results of production and business in 2024, orientation and missions for 2025			
2	Report No. 05/BC-HĐQT dated May 8, 2025, regarding the summary of the audited Financial Statements in 2024			
3	Report No. 02/BC-HĐQT dated January 17 , on the performance of the Board of Directors in 2024, the plan and orientations for 2025			
4	Report No. 06/BC-HĐQT dated May 8, 2025, on the performance results of the Board of Directors, Supervisory Board, Executive Board for 2020 – 2025 term			
5	Report No. 02/BC-BKS dated April 5, 2025, on the Supervisory Board's activities in 2024 and orientational operation for 2025			
6	Proposal No. 07/TTr-HĐQT dated May 8, 2025, regarding the approval of the 2024 audited Financial Statement			
7	Proposal No. 08/TTr-HĐQT dated May 8, 2025, regarding the approval of the Plan of profit and dividend distribution in 2024			

No	Contents	Voting options		
		For	Against	Abstain
8	Proposal No. 03/TTr-HĐQT dated January 17, 2025, regarding the approval of Plan for production and business activities, profit distribution and salary fund in 2025			
9	Proposal No. 04/TTr-HĐQT dated January 17, 2025, regarding the approval of the salary and remuneration for the Board of Directors and the Supervisory Board in 2024 and the Plan for 2025			
10	Proposal No. 05/TTr-HĐQT dated January 17, 2025, regarding the selection of an audit firm for the 2025 Financial Statement			
11	Proposal No. 06/TTr-HĐQT dated January 17, 2025, regarding the election of the Board of Directors and Supervisory Board, office term 2025 – 2030			

**Note:**

- Shareholders check (✓) in the appropriate box.
- A ballot is considered invalid if it is blank or contains more than two voting options.

*Ca Mau, June 6<sup>th</sup>, 2025*

**Shareholder/Representative**

*(signed and full name)*

.....



No:...../NQ-DHĐCĐ

*Ca Mau, June 6, 2025*

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**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;  
Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company 2021;  
Pursuant to the Minutes No. .... /BB-DHĐCĐ dated June 6, 2025 on the  
2025 Annual General Meeting of Shareholders;  
The General Meeting of Shareholders of Ca Mau Water Supply Joint  
Stock Company.*

**RESOLUTION:**

**Article 1.** Approve the Report No. 47/BC-CNCM dated May 8, 2025, of the Executive Board on the results of production and business in 2024 and orientation, mission for 2025 (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 2.** Approve the Report No. 05/BC-HĐQT dated May 8, 2025, of the Board of Directors on the 2024 audited financial summary report (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 3.** Approve the Report No. 02/BC-HĐQT dated January 17, 2025, on the performance of the Board of Directors in 2024, the plan and orientation for 2025(*attached*).

Approval rate: .....% of total voting shares attending.

**Article 4.** Approve the Report No. 06/BC-HĐQT dated May 8, 2025, of the Board of Directors on the operational results of the Board of Directors, Supervisory Board, and Executive Board for the office term 2020-2025 (*attached*).

**Article 5.** Approve the Report No. 02/BC-BKS dated April 5, 2025, of the Supervisory Board on its activities in 2024 and its operational plan 2025 (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 6.** Approve the 2024 audited Financial statements in the Proposal No. 07/TTr-HĐQT dated May 8, 2025, of the Board of Directors (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 7.** Approve the Proposal No. 08/TTr-HĐQT dated May 8, 2025, of the Board of Directors on the profit and dividend distribution 2024 (*attached*).

Approval rate: ..... % of total voting shares attending.

**Article 8.** Approve the Proposal No. 03/TTr-HĐQT dated January 17, 2025, of the Board of Directors on approving the Plan for production and business activities, profit distribution, and salary fund (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 9.** Approve the Proposal No. 04/TTr-HĐQT dated January 17, 2025, of the Board of Directors on the remuneration and salary plan for the Board of Directors and the Supervisory Board in 2024, and the plan for 2025 (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 10.** Approve the Proposal No. 05/TTr-HĐQT dated January 17, 2025 regarding selecting an audit firm for the 2025 Financial statements (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 11.** Approve the Proposal No. 06/TTr-HĐQT dated January 17, 2025 of the Board of Directors on the election of members of the Board of Directors and the Supervisory Board, office term 2025-2030 (*attached*).

Approval rate: .....% of total voting shares attending.

**Article 12.** The General Meeting of Shareholders authorizes the Board of Directors and the Supervisory Board of Ca Mau Water Supply Joint Stock Company to organize the implementation and supervise the execution of this Resolution.

This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company, which was held on June 06, 2025, with an approval of: .....%./.

**Recipients:**

- Company Shareholders (on Website);
- State Securities Commission;
- Hanoi Stock Exchange;
- State-owned enterprise information portal
- Related parties;
- Internal Company;
- Archived: Office, Secretary.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN OF THE MEETING**

.....



No:...../NQ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

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**RESOLUTION**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**Re: Approval of the election results of Members of the Supervisory Board**  
**Office term 2025–2030**

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

*Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company 2021;*

*Pursuant to the Minutes No. .... /BB-ĐHĐCĐ dated June 6, 2025 of the  
2025 Annual General Meeting of Shareholders;*

*Pursuant to the Vote Counting Minutes dated June 6, 2025, of the Vote  
Counting Committee – 2025 Annual General Meeting of Shareholders;*

*The General Meeting of Shareholders of Ca Mau Water Supply Joint  
Stock Company.*

**RESOLUTION:**

**Article 1.** Approve the election results of the Members of the Supervisory Board of Ca Mau Water Supply Joint Stock Company for the 2025–2030 term, including the following elected members:

1. Mr./Ms: .....

Approval rate: ..... % of total voting share attending.

2. Mr./Ms: .....

Approval rate: ..... % of total voting share attending.

3. Mr./Ms: .....

Approval rate: ..... % of total voting share attending.

**Article 2.** Members of the Board of Directors shall exercise their rights and obligations according to the Charter of Ca Mau Water Supply Joint Stock Company, the Law on Enterprises, and other relevant regulations. They shall

receive salaries, allowances, and benefits as prescribed by the current regulations of Ca Mau Water Supply Joint Stock Company and applicable laws (if any).

**Article 3.** This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company, which was held on June 06, 2025, with an approval rate of: .....%./.

***Recipients:***

- Company Shareholders (on Website);
- State Securities Commission;
- Hanoi Stock Exchange;
- State-owned enterprise information portal;
- Related parties;
- Internal Company;
- Archived: Office, Secretary.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN OF THE MEETING**

.....



No:...../NQ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

DRAFT

**RESOLUTION**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**Re: Approval of the election results of Members of the Board of Directors**  
**Office term 2025–2030**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*  
*Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company 2021;*  
*Pursuant to the Minutes No. .... /BB-ĐHĐCĐ dated June 6, 2025 of the*  
*2025 Annual General Meeting of Shareholders;*  
*Pursuant to the Vote Counting Minutes dated June 6, 2025, of the Vote*  
*Counting Committee – 2025 Annual General Meeting of Shareholders;*  
*The General Meeting of Shareholders of Ca Mau Water Supply Joint*  
*Stock Company.*

**RESOLUTION:**

**Article 1.** Approve the election results of the Members of the Board of Directors of Ca Mau Water Supply Joint Stock Company for the 2025–2030 term, including the following elected members:

1. Mr./Ms: .....  
Approval rate: ..... % of total voting share attending.
2. Mr./Ms: .....  
Approval rate: ..... % of total voting share attending.
3. Mr./Ms: .....  
Approval rate: ..... % of total voting share attending.
4. Mr./Ms: .....  
Approval rate: ..... % of total voting share attending.
5. Mr./Ms: .....  
Approval rate: ..... % of total voting share attending.

**Article 2.** Members of the Board of Directors shall exercise their rights and obligations according to the Charter of Ca Mau Water Supply Joint Stock Company, the Law on Enterprises, and other relevant regulations. They shall receive salaries, allowances, and benefits as prescribed by the current regulations of Ca Mau Water Supply Joint Stock Company and applicable laws (if any).

**Article 3.** This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company, which was held on June 06, 2025, with an approval rate of: .....%./.

***Recipients:***

- Company Shareholders (on Website);
- State Securities Commission;
- Hanoi Stock Exchange;
- State-owned enterprise information portal;
- Related parties;
- Internal Company;
- Archived: Office, Secretary.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN OF THE MEETING**

.....