

No.: 18.../CBTT-CMW

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

## **INFORMATION DISCLOSURE**

To:

- The State Securities Commissions;
- Hanoi Stock Exchange.

Pursuant to the Circular No. 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance guiding information disclosure on the stock market, Ca Mau Water Supply Joint Stock Company shall disclose information as follows:

### **I. ABOUT ORGANIZATION IMPLEMENTING INFORMATION DISCLOSURE**

1. Name of company: Ca Mau Water Supply Joint Stock Company.
2. Enterprise code: 2000101918.
3. Stock symbol: CMW.
4. Address: 204 Quang Trung Street, Ward 5, Ca Mau City, Ca Mau Province.
5. Telephone: 0290 3836723 - Fax: 0290 3836723.
6. Type of information disclosed:  
☒ 24 hours      ☐ Request      ☐ Periodic      ☐ Unusual

### **II. DISCLOSURE CONTENTS**

Ca Mau Water Supply Joint Stock Company shall disclose information:

1. Minutes and Resolutions of Annual General Meeting of Shareholders (AGM) on 2025.
2. The election results of the Board of Directors and Chairman of the Board; Supervisory Board and Head of the Board, term 2025 – 2030.
3. The appointment results of Executive Board (General Director, Deputy General Director, and Chief Accountant) and Person in charge of Corporate Governance cum Secretary of the Board of Directors, term 2025 – 2030.

#### **\* Attached documents:**

- (1). Minutes No. 08/BB-ĐHĐCĐ dated June 6, 2025, of Annual General Meeting of Shareholders (*and documents attached*).
- (2). Resolutions No. 09/NQ-ĐHĐCĐ dated June 6, 2025, of the AGM regarding the approval of meeting documents.

(3). Resolutions No. 10/NQ-ĐHĐCĐ dated June 6, 2025, of the AGM regarding the approval of election results of Board of Directors, term 2025 – 2030.

(4). Resolutions No. 11/NQ-ĐHĐCĐ dated June 6, 2025, of the AGM regarding the approval of election results of Supervisory Board, term 2025 – 2030.

(5). Resolutions No. 04/NQ-HĐQT dated June 6, 2025, of the Board of Directors regarding the election results of Chairman of the Board, term 2025 – 2030.

(6). Resolutions No. 01/NQ-HĐQT dated June 6, 2025, of the Supervisory Board regarding the election results of Head of the Board, term 2025 – 2030.

(7). Resolutions No. 05/NQ-HĐQT dated June 6, 2025, of the Board of Directors regarding the appointment of Executive Board and Person in charge of Corporate Governance cum Secretary of the Board of Directors, term 2025 – 2030.

The above contents have been published on the website of Ca Mau Water Supply Joint Stock Company at: <http://ctncamau.com.vn>.

We hereby commit that these contents are true. We shall take full responsibility for the information disclosure./.

***Recipients:***

- As above;
- Company's website;
- Affiliated units;
- Archived: VT, TK, CBTT.

**LEGAL REPRESENTATIVE**



**Chairman of the Board of Director  
Ho Tan Luat**



No: 08 /BB-DHĐCĐ

**MINUTES**  
**2025 Annual General Meeting of Shareholders**

**I. ABOUT THE COMPANY**

- Name of company: Ca Mau Water Supply Joint Stock Company (CAWACO).
- Business code: 2000101918.
- Stock symbol: CMW.
- Ratio of state capital in the Company: 71,49% of charter capital.
- Head office address: No. 204, Quang Trung Street, Hamlet 3, Ward 5, Ca Mau City, Ca Mau Province.

**II. TIME AND VENUE**

- 1. Time:** At 7:30 a.m., June 6<sup>th</sup>, 2025.
- 2. Venue:** At the head office of Ca Mau Water Supply Joint Stock Company.

**III. PARTICIPANTS**

**1. Shareholders:** As "List of securities owners exercising rights" prepared by Vietnam Securities Depository and Clearing Corporation on May 15, 2025

**2. Members of the Board of Directors, Supervisory Board and Executive Board:**

2.1. The Board of Directors (BOD):

- |                       |           |
|-----------------------|-----------|
| - Mr. Ho Tan Luat,    | Chairman; |
| - Mr. Pham Phuoc Tai, | Member;   |
| - Mr. Pham Tan Phong, | Member;   |
| - Mr. Le Chanh Huy,   | Member;   |
| - Mr. Tran The Hung,  | Member.   |

2.2. The Supervisory Board (SB):

- |                           |                    |
|---------------------------|--------------------|
| - Mrs. Mai Thi Hien,      | Head of the Board; |
| - Mrs. Van Hai Ly,        | Member;            |
| - Mrs. Phan Thi Ha Thanh, | Member.            |

### 2.3. Executive Board (EB):

- Mr. Pham Phuoc Tai, General Director;
- Mr. Pham Tan Phong, Deputy General Director.

### 3. Guest delegates:

- Mr. Nguyen Thien Phu - Representative of Provincial People's Committee Office.
- Mr. Pham Thanh Tuan and Mr. Nguyen Trang - Representative of Finance Department.
- Mr. Nguyen Huu Danh and Mr. Nguyen Duc Toan - Representative of A&C Auditing and Consulting Company Limited.

## IV. CONTENTS

### A. OPENING PROCEDURES

#### 1. Announcement of the meeting purpose and introduction of delegates

#### 2. Report on the eligibility of shareholder qualifications to attend the meeting:

Mrs. Mai Thi Hien, the Head of Shareholder Eligibility Verification Committee, presents the verification results of shareholders eligible to attend the meeting until 7:30 a.m., June 6<sup>th</sup>, 2025, as follows:

- Total number of shareholders invited to the 2025 Annual General Meeting of Shareholders (AGM) is **167** people, including 02 organizations and 165 individuals (*as "List of securities owners exercising rights" prepared by Vietnam Securities Depository and Clearing Corporation on May 15, 2025*).

- Total number of voting shares of the Company: 15.534.900 shares.

- Total number of shareholders attending in-person and appointed proxies: 35 people, holding 14,983,900 voting shares, accounting 96.45% of total voting shares.

- Shareholders and delegates are fully qualified to attend the meeting.

In accordance with the provisions of the Enterprise Law and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Ca Mau Water Supply Joint Stock Company is eligible to proceed.

#### 3. Approval of the meeting's agenda; Regulations on proposals for meeting items; Regulations on voting procedures and expressing opinions at the meeting:

Mr. Pham Tan Phong presents:

- Agenda of the 2025 Annual General Meeting of Shareholders;



- Regulations on proposals for agenda items of the 2025 Annual General Meeting of Shareholders;

- Regulations on voting procedures and expressing opinions at the 2025 Annual General Meeting of Shareholders.

*The meeting approved three (03) contents above with the approval rate of 100% of total voting shares present.*

#### **4. Approval of members of the Presidium, the Vote Counting Committee, and the Secretariat:**

##### **4.1. The election of the Presidium:**

- Mr. Ho Tan Luat, Chairman of the BOD – Chairman of the AGM;
- Mr. Pham Phuoc Tai, BOD member, General Director;
- Mr. Pham Tan Phong, BOD member, Deputy General Director;
- Mr. Le Chanh Huy, BOD member;
- Mr. Tran The Hung, BOD member.

*The meeting voted to approve the Presidium with the approval rate of 100% of total voting shares present.*

##### **4.2. The election of the Vote Counting & Election Committee:**

- Mr: Tran Quoc Tuan, Head of Business Planning Department – Head of Committee;
- Mrs. Phan Thi Ha Thanh, Member of SB – Deputy Head of Committee;
- Mr. Duong Tan Vinh, Staff of Business Planning Department – Member;
- Mrs. Nguyen Hoang Phuong Vy, Staff of HR Department – Member;
- Mrs. Luu Thi Cam Tu, Staff of Finance and Accounting Department – Member.

*The meeting voted to approve the Vote Counting and Election Committee with the approval rate of 100% of total voting shares present.*

##### **4.3. The Presidium introduced the Secretariat, including:**

- Mrs. Le Nhan Quyen, Secretary of the BOD, Head of the HR Department - Head of the Board;
- Mrs. Tran Cam Hieu, Deputy Head of HR Department - Member.

## **B. MAIN CONTENTS OF THE MEETING**

### **1. Presentation of reports and proposals:**

- Mr. Pham Phuoc Tai presents: 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*).

- Mrs. Tran Ngoc Thuy – Deputy Head of Finance and Accounting Department presents: Report No.05/BC-HĐQT dated May 8, 2025, of the BOD on the summary of audited Financial Statements in 2024 (*attached*).

- Mr. Ho Tan Luat presents: Report No.02/BC-HĐQT dated January 17, 2025, of the BOD on the performance of the Board of Directors in 2024, the plan and orientation for 2025 (*attached*).

- Mr. Ho Tan Luat presents: Report No.06/BC-HĐQT dated May 8, 2025, of the BOD on the performance results of the Board of Directors, Supervisory Board, Executive Board for 2020 – 2025 term (*attached*).

- Mrs. Mai Thi Hien presents: Report No.02/BC-BKS dated April 5, 2025, of the SB on the Supervisory Board's activities in 2024 and orientational operation for 2025 (*attached*).

- Mrs. Tran Ngoc Thuy presents: Proposal No.07/TTr-HĐQT dated May 8, 2025, of the BOD regarding the approval of the 2024 audited Financial Statement (*attached*).

- Mr. Pham Phuoc Tai presents: Proposal No.08/TTr-HĐQT dated May 8, 2025, of the BOD regarding the approval of Plan for profit and dividend distribution in 2024 (*attached*).

- Mr. Pham Phuoc Tai presents: Proposal No.03/TTr-HĐQT dated January 17, 2025, of the BOD regarding the approval of Plan for production and business activities, profit distribution and salary fund in 2025 (*attached*).

- Mr. Pham Phuoc Tai presents: Proposal No.04/TTr-HĐQT dated January 17, 2025, of the BOD regarding the approval of the salary, remuneration for the Board of Directors and Supervisory Board in 2024 and the Plan for 2025 (*attached*).

- Mrs. Mai Thi Hien presents: Proposal No.05/TTr-HĐQT dated January 17, 2025, regarding the selection of an audit firm for the 2025 Financial Statements (*attached*).

- Mr. Ho Tan Luat presents: Proposal No.06/TTr-HĐQT dated January 17, 2025, regarding the election of members of the Board of Directors and the Supervisory Board, office term 2025 – 2030 (*attached*).

## **2. Discussion:**

### **2.1. Summary of written feedback from shareholders:**

Shareholders have no written feedback on five reports and six proposals mentioned above.

2.2. Comments of A&C Auditing and Consulting Company Limited: No comment.



### 2.3. Comments of shareholders at the meeting:

Shareholders at the meeting have no comment on five reports and six proposals mentioned above.

### 3. Vote on the AGM documents:

The meeting voted to approve the 2025 AGM documents as follows:

(1). 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

*The meeting approved with the approval rate of 100% of total voting shares present.*

(2). Report No.05/BC-HĐQT dated May 8, 2025, of the BOD on the summary of audited Financial Statements in 2024

*The meeting approved with the approval rate of 100% of total voting shares present.*

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

*The meeting approved with the approval rate of 100% of total voting shares present.*

(4). Report No.06/BC-HĐQT dated May 8, 2025, of the BOD on the performance results of the Board of Directors, Supervisory Board, Executive Board for 2020 – 2025 term

*The meeting approved with the approval rate of 100% of total voting shares present.*

(5). Report No.02/BC-BKS dated April 5, 2025, of the SB on the Supervisory Board's activities in 2024 and orientational operation for 2025.

*The meeting approved with the approval rate of 100% of total voting shares present.*

(6). Proposal No.07/TTr-HĐQT dated May 8, 2025, of the BOD regarding the approval of the 2024 audited Financial Statement.

*The meeting approved with the approval rate of 100% of total voting shares present.*

(7). Proposal No.08/TTr-HĐQT dated May 8, 2025, of the BOD regarding the approval of Plan for profit and dividend distribution in 2024.

*The meeting approved with the approval rate of 100% of total voting shares present.*

(8). Proposal No.03/TTr-HĐQT dated January 17, 2025, of the BOD regarding the approval of Plan for production and business activities, profit distribution and salary fund in 2025.

*The meeting approved with the approval rate of 100% of total voting shares present.*

(9). Proposal No.04/TTr-HĐQT dated January 17, 2025, of the BOD regarding the approval of the salary and remuneration for the Board of Directors and Supervisory Board in 2024 and the Plan for 2025.

*The meeting approved with the approval rate of 100% of total voting shares present.*

(10). Proposal No.05/TTr- HĐQT dated January 17, 2025, regarding the selection of an audit firm for the 2025 Financial Statements.

*The meeting approved with the approval rate of 100% of total voting shares present.*

(11). Proposal No.06/TTr- HĐQT dated January 17, 2025, regarding the election of members of the Board of Directors and the Supervisory Board, office term 2025 – 2030.

*The meeting approved with the approval rate of 100% of total voting shares present.*

#### **4. The election of the Board of Directors and the Supervisory Board, office term 2025 – 2030:**

4.1. Approval of the Regulations on the election of the Board of Directors and Supervisory Board members:

Mr. Pham Tan Phong presents the Regulations on the election of Board of Directors and Supervisory Board members (office term 2025 – 2030) at the 2025 Annual General Meeting of Shareholders (*attached*).

*The meeting approved with the approval rate of 100% of total voting shares present.*

4.2. Approval of the number of BOD and SB members, the List of candidates and nominees for election to the BOD, SB for the 2025 - 2030 term:

Mr. Ho Tan Luat present:

- Total number: + Members of BOD : 05 people.

+ Members of SB : 03 people.

- The List of candidates and nominees for election to the BOD, SB for the 2025 - 2030 term (*List No.04/DS-HĐQT dated May 15, 2025 as attached*).

*The meeting approved with the approval rate of 100% of total voting shares present.*



4.3. Mr. Tran Quoc Tuan – Head of Election Committee provided instructions on how to vote, and then the Election Committee carried out voting procedures.

4.4. The election results:

Mr. Tran Quoc Tuan announces the election results of Board of Directors and Supervisory Board, office term 2025 – 2030 as follow:

TT	Full name	Total of votes (vote)	Total of voting shares present (share)	Total shares in favor (share)	Rate (%)	Note
<b>I</b>	<b>BOD members</b>					
1	Le Chanh Huy	34	14.983.900	14.963.250	99,86	Re-elected
2	Tran The Hung	34	14.983.900	14.965.950	99,88	Re-elected
3	Ho Tan Luat	34	14.983.900	15.002.800	100,13	Re-elected
4	Pham Tan Phong	34	14.983.900	14.987.350	100,02	Re-elected
5	Pham Phuoc Tai	34	14.983.900	14.990.350	100,04	Re-elected
<b>II</b>	<b>SB members</b>					
1	Nguyen Thi My Huyen	33	14.972.800	15.038.600	100,43	New
2	Quach Huynh Huong	33	14.972.800	14.981.300	100,05	New
3	Van Hai Ly	33	14.972.800	14.982.500	100,06	Re-elected

*(Minutes of Vote counting as attached)*

#### **5. The Board of Directors held its first meeting to elect the Chairman of the Board:**

Mr. Ho Tan Luat, on behalf of the BOD, reported to the meeting the election results of the Chairman of the Board as follows:

The BOD members unanimously elected **Mr. Ho Tan Luat** as Chairman of the Board for the 2025 - 2030 term, with the approval rate of 100% of total members present.

**6. The Supervisory Board held its first meeting to elect the Head of the Board:**

Mrs. Nguyen Thi My Huyen, on behalf of the SB, reported to the meeting the election results of the Head of the Board as follows:

The SB member unanimously elected **Mrs. Nguyen Thi My Huyen** as Head of the Board for the 2025 - 2030 term, with a approval rate of 100% total members present.

**7. The Board of Directors held its second meeting to appoint members of the Executive Board and the Corporate Governance Officer cum Company secretary:**

Mr. Ho Tan Luat, on behalf of the BOD, reported to the meeting the appointment results of Executive Board members and the Corporate Governance Officer cum Company secretary for the 2025 - 2030 term as follows:

TT	Full name	Positions	Approval rate	Note
1	Pham Phuoc Tai	General Director	100%	Re-appointed
2	Pham Tan Phong	Deputy General Director	100%	Re-appointed
3	Huynh Thien Tri	Chief Accountant	100%	Re-appointed
4	Le Nhan Quyen	Corporate governance officer cum Company secretary	100%	Re-appointed

**V. APPROVE MINUTES AND RESOLUTIONS OF MEETING**

Mrs. Le Nhan Quyen, Head of the Secretariat, presents Minutes of 2025 General Meeting of Shareholders and draft resolutions as follows:

- (1). Minutes of 2025 Annual General Meeting of Shareholders.
- (2). Resolutions of the 2025 Annual General Meeting of Shareholders regarding the approval of AGM documents.
- (3). Resolutions of the 2025 Annual General Meeting of Shareholders regarding the approval of election results of BOD member, 2025 – 2030 term.
- (4). Resolutions of the 2025 Annual General Meeting of Shareholders regarding the approval of election results of SB member, 2025 – 2030 term.
- (5). Resolutions of the Board of Directors regarding the election of Chairman of the Board, 2025 – 2030 term.



(6). Resolutions of the Supervisory Board regarding the election of Head of the Board, 2025 – 2030 term.

(7). Resolutions of the Board of Directors regarding the appointment of the Executive Board and Corporate governance officer cum Company secretary, 2025 – 2030 term.

*The meeting approved the Minutes of meeting, and three Resolutions of the AGM mentioned above with the approval rate of 100% of voting shares present.*

The meeting unanimously approved that the full text of the Minutes and Resolution of the General Meeting of Shareholders will be sent to shareholders by Ca Mau Water Supply Joint Stock Company via the Company's website within the legally prescribed time.

The Minutes were prepared at 11 a.m., on June 06, 2025./.

**THE SECRETARIAT**

**CHAIRMAN OF THE GENERAL  
MEETING OF SHAREHOLDERS**



**Tran Cam Hieu**



**Le Nhan Quyen**



**Ho Tan Luat**

No: 09 /NQ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**Regarding the approval of the AGM documents**

*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;  
Pursuant to the Minutes No. 08/BB-ĐHĐCĐ dated June 6, 2025,  
regarding the 2025 Annual General Meeting of Shareholders;*

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

**APPROVED:**

**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: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.

**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: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.



**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: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.

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

Approval rate: 100% of total voting shares present.

**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 the approval rate of 100%/.

**Recipients:**

- Company shareholders (on website);
- State Securities Commission;
- Hanoi Stock Exchange;
- State-owned enterprise portal;
- People's Committee of Ca Mau Province (owner);
- Related parties;
- Archived: VT, TK.

**On behalf of GENERAL MEETING  
OF SHAREHOLDERS  
CHAIRMAN**



**Ho Tan Luat**

No: 10/ NQ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**Re: The approval of election results 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 2021 Charter of Ca Mau Water Supply Joint Stock Company;*  
*Pursuant to the Minutes No.08/BB-ĐHĐCĐ dated June 6, 2025 regarding*  
*the 2025 Annual General Meeting of Shareholders;*  
*Pursuant to the Minutes of Vote counting 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.*

**APPROVED:**

**Article 1.** Approve the election results 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. Ho Tan Luat**, year of birth: 1970.  
Approval rate: 100.15% of total voting share present.
2. **Mr. Pham Phuoc Tai**, year of birth: 1974.  
Approval rate: 100.04% of total voting share present.
3. **Mr. Pham Tan Phong**, year of birth: 1978.  
Approval rate: 100.02% of total voting share present.
4. **Mr. Tran The Hung**, year of birth: 1977.  
Approval rate: 99.88% of total voting share present.
5. **Mr. Le Chanh Huy**, year of birth: 1982.  
Approval rate: 99.86% of total voting share present.



**Article 2.** Members of the Board of Directors shall exercise their rights and obligations according to Laws on Enterprise, the Charter of Ca Mau Water Supply Joint Stock Company, and other relevant regulations. They shall receive salaries, remuneration, and benefits as prescribed by the current regulations of Ca Mau Water Supply Joint Stock Company.

**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 100%/.

***Recipients:***

- Company shareholders (on website);
- State Securities Commission;
- Hanoi Stock Exchange;
- State-owned enterprise portal;
- People's Committee of Ca Mau Province (owner);
- Related parties;
- Archived: VT, TK.

**On behalf of GENERAL MEETING  
OF SHAREHOLDERS  
CHAIRMAN**



**Ho Tan Luat**

No: 11 /NQ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**Re: The approval of election results 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 2021 Charter of Ca Mau Water Supply Joint Stock Company;*  
*Pursuant to the Minutes No.08/BB-ĐHĐCĐ dated June 6, 2025, regarding*  
*the 2025 Annual General Meeting of Shareholders;*  
*Pursuant to the Minutes of Vote counting 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.*

**APPROVED:**

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

1. Mrs: **Nguyen Thi My Huyen**, year of birth: 1981.

Approval rate: 100.43% of total voting share present.

2. Mrs: **Van Hai Ly**, year of birth: 1982.

Approval rate: 100.06% of total voting share present

3. Mrs: **Quach Huynh Huong**, year of birth: 1981.

Approval rate: 100.05% of total voting share present.

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



receive salaries, remunerations, and benefits as prescribed by the current regulations of Ca Mau Water Supply Joint Stock Company.

**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 100%./.

***Recipients:***

- Company shareholders (on website);
- State Securities Commission;
- Hanoi Stock Exchange;
- State-owned enterprise portal;
- People's Committee of Ca Mau Province (owner);
- Related parties;
- Archived: VT, TK.

**On behalf of GENERAL MEETING  
OF SHAREHOLDERS  
CHAIRMAN**



**Ho Tan Luat**

No: 04 /NQ-HĐQT

*Ca Mau, June 6, 2025*

**RESOLUTION**

**Re: The election results of the Chairman of Board of Directors  
Ca Mau Water Supply Joint Stock Company  
Office term 2025–2030**

*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;  
Pursuant to the Minutes No.04/BB-HĐQT dated June 6, 2025 of the Board  
of Directors of Ca Mau Water Supply Joint Stock Company;  
The Board of Directors of Ca Mau Water Supply Joint Stock Company.*

**APPROVED:**

**Article 1.** Elect **Mr. Ho Tan Luat**, member of the Board of Directors, to the position of Chairman of the Board of Ca Mau Water Supply Joint Stock Company, for the 2025 - 2030 term; and as the legal representative of Ca Mau Water Supply Joint Stock Company.

*The Board of Directors voted in favor: 05/05 members with the approval rate of 100%.*

**Article 2.** Mr. Ho Tan Luat shall exercise his rights and obligations in accordance with the Law on Enterprises, the Charter of Ca Mau Water Supply Joint Stock Company, and other relevant regulations.

Salary, remuneration, and other benefits shall be implemented according to the current regulations of Ca Mau Water Supply Joint Stock Company.

**Article 3.** Members of the Board of Director of Ca Mau Water Supply Joint Stock Company, relevant individuals and organizations, and Mr. Ho Tan Luat are responsible for implementing this Resolution.

This Resolution takes effect from the signing date./.

**Recipients:**

- As Article 3;
- General Meeting of Shareholders (report);
- SB, EB of the Company;
- Departments of the Company;
- Archived: VT, TK.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**





**CÀ MAU WATER SUPPLY  
JOINT STOCK COMPANY**

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

No: 01 /NQ-BKS

*Ca Mau, June 6, 2025*

## **RESOLUTION**

**Re: The election results of the Head of Supervisory Board  
Ca Mau Water Supply Joint Stock Company  
Office term 2025–2030**

*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;  
Pursuant to the Minutes No.02/BB-BKS dated June 6, 2025 of the  
Supervisory Board of Ca Mau Water Supply Joint Stock Company;  
The Supervisory Board of Ca Mau Water Supply Joint Stock Company.*

### **APPROVED:**

**Article 1.** Elect **Mrs. Nguyen Thi My Huyen**, member of the Supervisory Board, to the position of Head of the Board of Ca Mau Water Supply Joint Stock Company, for the 2025 - 2030 term.

*The Supervisory Board voted in favor: 03/03 members with the approval rate of 100%.*

**Article 2.** Mrs. Nguyen Thi My Huyen shall exercise her rights and obligations in accordance with the Law on Enterprises, the Charter of Ca Mau Water Supply Joint Stock Company, and other relevant regulations.

Salary, remuneration, and other benefits shall be implemented according to the current regulations of Ca Mau Water Supply Joint Stock Company.

**Article 3.** Members of the Supervisory Board of Ca Mau Water Supply Joint Stock Company, relevant individuals and organizations, and Mrs. Nguyen Thi My Huyen are responsible for implementing this Resolution.

This Resolution takes effect from the signing date./.

**On behalf of SUPERVISORY BOARD  
HEAD OF THE BOARD**

**Recipients:**

- As Article 3;
- General Meeting of Shareholders (report);
- BOD, EB of the Company;
- Departments of the Company;
- Archived: VT, TK.

**Nguyen Thi My Huyen**

No: 02 /CTr-HĐQT

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

**AGENDA**  
**The 2025 Annual General Meeting of Shareholders**

No.	AGENDA
<b>I</b>	<b>OPENING PROCEDURES</b>
1	Registration, hand out documents and Voting cards to shareholders
2	Announce the purpose of the meeting and introduce delegates
3	Report on the eligibility of shareholder qualifications to attend the meeting
4	Approve: The meeting's agenda; Regulations on proposals for agenda items of the meeting; Regulations on voting procedures and expressing opinions at the meeting.
5	Vote to approve the members of the Chair Committee, the Vote Counting Committee, and the Secretary Committee
<b>II</b>	<b>CONTENTS</b>
1	The results of production and business in 2024 and orientation, mission for 2025.
2	Report on financial summary 2024
3	Report on the performance of the Board of Directors in 2024, the plan and orientation for 2025
4	Report on the performance results of the Board of Directors, Supervisory Board, Executive Board for 2020 – 2025 term
5	Report on the Supervisory Board's activities in 2024 and orientational operation for 2025
6	Proposal regarding the approval of the 2024 audited financial statement
7	Proposal regarding the approval of Plan for profit and dividend distribution in 2024



No.	AGENDA
8	Proposal regarding the approval of Plan for production and business activities, profit distribution and salary fund in 2025
9	Proposal regarding the approval of the salary and remuneration for the Board of Directors and Supervisory Board in 2024 and the Plan for 2025
10	Proposal regarding the selection of an audit firm for the 2025 Financial Statements
11	Proposal regarding the election of members of the Board of Directors and the Supervisory Board, office term 2025 – 2030
<b>III</b>	<b>PROCEDURES AND CONCLUSION</b>
1	Discussion, voting, and election procedures for the Board of Directors and Supervisory Board, office term 2025 – 2030
2	Approve the Resolutions of the 2025 General Meeting of Shareholders
3	Closing ceremony

**Recipients:**

- Shareholders of CAWACO (website);
- BOD, SB, EB;
- Archived: VT, TK

**On the behalf of BOARD OF DIRECTORS****Ho Tan Luat**

No: 05/QyĐ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

**REGULATION**  
**On Proposals for Agenda Items of**  
**the 2025 Annual General Meeting of Shareholders**

Pursuant to Article 142 of the Enterprise Law 2020.

Pursuant to Clauses 4 and 5, Article 16 of the Charter of Ca Mau Water Supply Joint Stock Company 2021, which stipulates: “A shareholder or group of shareholders owning at least 5% of the total common shares (as per the list of securities holders issued by the Vietnam Securities Depository and Clearing Corporation on May 15, 2025) is granted to propose agenda items used in the General Meeting of Shareholders (GMS). Such proposals must be made in writing and sent to the Company no later than three (3) working days before the opening of the meeting. The convener of the GMS has the right to reject the proposals of shareholders in the following cases:

1. The proposal is submitted late and lacks sufficient or appropriate content.
2. The shareholder or group of shareholders does not hold at least 5% of common shares at the time of the proposal.
3. The proposed issue is beyond the jurisdiction of the General Meeting of Shareholders.”

As of the statutory deadline, Ca Mau Water Supply Joint Stock Company has not received any proposals from shareholders for inclusion in the GMS agenda. Therefore, we kindly request shareholders to discuss only the matters already included in the agenda of the 2025 Annual General Meeting of Shareholders.

***Recipients:***

- General Meeting of Shareholders;
- BODs, SB;
- Archived: Office, Secretary.

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



**Ho Tan Luat**



No: 06/QyĐ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

## **REGULATION**

### **Voting Procedures and Expressing Opinions at the 2025 Annual General Meeting of Shareholders**

Ensure the public, equality, and democracy principles and create favorable conditions for the 2025 Annual General Meeting of Shareholders (GMS) convention. The organizing committee provides the following regulations on voting procedures and discusses them at the meeting as follows:

#### **I. REGULATION OF VOTING TO APPROVE THE MATTERS OF THE GENERAL MEETING OF SHAREHOLDERS**

##### **1. General principles:**

All agenda items in the General Meeting of Shareholders on June 6, 2025 approval through voting. Each shareholder is entitled to voting rights corresponding to the number of voting shares (owned or represented) and seal by Ca Mau Water Supply Joint Stock Company in the top-left corner.

##### **2. Form of voting:**

- Shareholders have three options for voting: “Agree”, “Disagree”, or “Abstain” at the GMS

- When voting on an issue at the GMS, if shareholders agree to “Approve”, they will raise their Voting Card. Members of the Vote Counting Committee will be marked with the participation code and the corresponding number of votes agreeing

- The guidance of the Meeting Chairperson and Shareholder with “Disapprove” or “Abstain” will sequentially raise their Voting Card.

##### **3. Voting method:**

- Each shareholder or authorized representative corresponds to a voting unit.

- A decision of the General Meeting of Shareholders shall be adopted when it is approved by shareholders holding more than 50% of the total voting shares of all attending shareholders.

- For decision of the General Meeting of Shareholders related to the following: types and total number of shares per class, changes in the industry,

business sector, significant projects, or asset transactions valued at 35% or more of the company's total asset value as per the latest financial report, and company reorganization or dissolution—these will be approved if they are approved by shareholders representing 65% of the total number of votes cast by all shareholders attending the meeting and voting.

## **II. REGULATIONS ON DISCUSSIONS AT THE GENERAL MEETING OF SHAREHOLDERS**

### **1. General principles:**

Shareholders attending the General Meeting of Shareholders can express their opinions by registering their speech content or raising their voting cards to ask to speak after receiving approval from the Host.

### **2. Method of Speaking**

Shareholders should speak concisely and focus on key issues that need to be discussed, consistent with the agenda or proposals of the meeting announced. The chairperson will address questions from shareholders in order. The chairperson may remind or request shareholders to focus on critical points to save time and ensure the quality of the discussion.

The Chairperson is authorized to implement necessary measures to maintain order and guide the meeting according to the approved agenda, reflecting the majority's wishes.

If shareholders make contributions beyond the scope of the 2025 Annual General Meeting of Shareholders, they are encouraged to submit written feedback, to which the company will respond later.

This regulation on voting and expressing opinions at the 2025 Annual General Meeting of the Ca Mau Water Supply Joint Stock Company Shareholders.

Respectfully submitted for the consideration and

Respectfully submitted for the consideration and approval of the General Meeting of Shareholders./.

#### ***Recipients:***

- General Meeting of Shareholders;
- BODs, SB;
- Archived: Office, Secretary.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**



No: 07/QyĐ-ĐHĐCĐ

*Ca Mau, June 6, 2025*

## **REGULATION**

### **On Election of the Board of Directors and Supervisory Board members (office term 2025 – 2030) at the 2025 Annual General Meeting of Shareholders**

#### **1. Objectives:**

- Ensure compliance with legal regulations and the Charter of Ca Mau Water Supply Joint Stock Company ( the Company);
- Ensure the public, equality and democracy of the General Meeting of Shareholders;
- Ensure the concentration and organizational stability of the General Meeting of Shareholders.

#### **2. Number of members:**

##### **2.1. Members of the Board of Directors (BOD):**

- Clause 1, Article 24 of the Company Charter stipulates: “The number of the members of the Board of Directors shall be a minimum of 3 and a maximum of 5”;
- The number of members of the Board of Directors to be elected for the term 2025 – 2030 is five (5) members.

##### **2.2. Members of the Supervisory Board (SB):**

- Clause 1, Article 34 of the Company Charter stipulates: “The number of the members of the Supervisory Board shall be three (3)”.
- The number of members of the Supervisory Board to be elected for the term 2025 – 2030 is three (3) members.

#### **3. Office term:**

- The official term of BOD and SB members is five (5) years (2025 – 2030); BOD and SB members can be re-elected for unlimited terms.

- The end of the office term 2025 – 2030 is the time of the Annual General Meeting of Shareholders in 2030.

#### **4. Conditions for nomination and candidacy to BOD:**

Clause 1, 2, 3 of Articles 23 and 33 of the Company Charter stipulate:

- A shareholder or groups of shareholders holding ten percent (10%) or more of the total ordinary shares have the right to nominate candidates for the Board of Directors and Supervisory Board.

- Ordinary shareholders form a group to nominate individuals to the Board of Directors, and the Supervisory Board must notify the shareholders who attend the meeting before the opening of the General Meeting of Shareholders.

- Based on the number of members of the Board of Directors and the Board of Supervisors to be elected, shareholders or groups have the right to nominate one or more candidates as decided by the General Meeting as candidates for the BODs, specifically:

A shareholder or group of shareholders holding:

- + From 10% to less than 30% may nominate a maximum of 01 (one) candidate;

- + From 30% to less than 40% may nominate a maximum of 02 (two) candidates;

- + From 40% to less than 50% may nominate a maximum of 03 (three) candidates;

- + From 50% to less than 60% may nominate a maximum of 04 (four) candidates;

- + Over 60% may nominate a maximum of 05 (five) candidates.

- If shareholders or groups nominate fewer candidates than the number of candidates, the incumbent of the Board of Directors, Supervisory Board, or other shareholders will nominate the remaining candidates.

- In accordance with the law, any additional candidates introduced by the incumbent of the Board of Directors or the Supervisory Board must be disclosed before the election at the General Meeting.

#### **5. Criteria and conditions:**

##### **5.1. Criteria and conditions to become a member of the Board of Directors:**



Members of the Board of Directors must meet the criteria and conditions of Clause 4, Article 23 of the Charter of Ca Mau Water Supply Joint Stock Company 2021, specifically:

- Must not be the object as stipulated in Clause 2, Article 17 of the 2020 Enterprise Law;

- Have qualifications and experiences in business management or relevant majors of the Company and are not required to be shareholders of Ca Mau Water Supply Joint Stock Company;

- Members of Board of Directors of Ca Mau Water Supply Joint Stock Company may simultaneously serve as the Board of Directors members of other companies;

- The members of the Board of Directors are not family-related to the General Director or the Manager of Ca Mau Water Supply Joint Stock Company.

## **5.2. Criteria and conditions to become a member of the Supervisory Board:**

Members of the Supervisory Board must meet the following criteria and conditions:

- Must not be the object as stipulated in Clause 2, Article 17 of the 2020 Enterprise Law;

- Have received training in one of the following majors in economics, finance, accounting, auditing, law, business management, or a field relevant to the Company's business activities;

- Must not be related to family relationship of the Board of Directors members, the General Director, or other managers of the Company;

- Must not concurrently be a member of the Company managers; not required to be shareholders or employees of the Company.

Additionally, they **must not** be involved in the following cases:

- Working in the accounting or finance departments of the Company;

- Being members or employees of the independent auditing firm conducting audits of the Company's financial statements for three consecutive years.

## **6. Application for nomination and candidacy**

- Form of nomination or candidacy to BODs/ SB members;

- Minutes of a representative for capital share (for organization);

- Curriculum vitae;
- Notarized copy of ID card, degrees, and certificates;
- Other relevant documents (if any).

## **7. Principles and methods for electing members of the Board of Directors and Supervisory Board:**

### **7.1. Election principles:**

Members of the BODs and SB shall be elected by the General Meeting of Shareholders (GMS) at the 2025 Annual General Meeting of Shareholders through direct voting and secret ballots.

### **7.2. Election Methods:**

Article 10 of the 2021 Internal Corporate Governance Regulations stipulates the method for electing members of the Board of Directors and Supervisory Board as follows:

- The list of candidates for the Board of Directors and Supervisory Board positions must be approved by the GMS before the election process begins.

Before the election, shareholders or their representatives will receive a ballot containing their registration number, the full name of the shareholder or representative, the number of votes, and the list of candidates.

- Voting for the Board of Directors and Supervisory Board members will be conducted using a cumulative voting method. Each shareholder will have a total number of votes equal to the number of shares they own multiplied by the number of members to be elected. Shareholders may allocate all or part of their votes to one or multiple candidates.

#### **(Notes:**

- A shareholder owning 1,000 shares attending the 2025 Annual GMS, where five members of the BOD are to be elected, will have a total of 5,000 votes (1,000 shares × 5 members).

*In which:*

- + Candidate 1 = 1,000 votes.
- + Candidate 2 = 500 votes.
- + Candidate 3 = 1,000 votes.
- + Candidate 4 = 500 votes.
- + Candidate 5 = 2,000 votes.



- Alternatively, votes can be consolidated for one (01) or two (02) candidates.

+ Candidate 1 = 2,000 votes.

+ Candidate 2 = 0 votes.

+ Candidate 3 = 1,000 votes.

+ Candidate 4 = 0 vote.

+ Candidate 5 = 2,000 votes.)

## **8. Ballot Regulations:**

### **8.1. Valid Ballots:**

- Ballots must be issued by the Organizing Committee of the General Meeting of Shareholders according to a unified format, stamped with the seal of Ca Mau Water Supply Joint Stock Company, and free from erasures or alterations.

- Votes for candidates whose names are on the list approved by the Annual General Meeting of Shareholders.

- The total voting are less than or equal to the total number of votes allowed by that shareholder.

### **8.2. Invalid Ballots:**

- Ballots not issued by the Organizing Committee of the General Meeting of Shareholders.

- Ballots exceeding the number of elected members of the Board of Directors or Supervisory Board approved by the General Meeting of Shareholders.

- The total number of votes off shareholders for all candidates is greater than the total number of votes of shareholders.

- Shareholders cross out candidates or add other names to the list.

- Number of votes expressed in percentages (%).

### **8.3. Blank Ballots:** Ballots not selecting any candidate.

## **9. Conditions for qualification of General Meeting of Shareholders and Supervisory Board members and Resolution of Complaints Regarding Election Results:**

### **9.1. Conditions for Election of Board Members:**

Articles 10 and 16 of the Company's Internal Governance Regulations state:

- Board of Directors and Supervisory Board members are elected in descending order of votes received, starting from the candidate with the highest votes until the required number of members is filled.

- If two or more candidates receive the same number of votes for the final position on the Board, a re-election will be held among those candidates.

## **9.2. Resolution of Complaints:**

- Complaints regarding election results will only be considered at the Annual General Meeting of Shareholders on **June 6, 2025**; any subsequent inquiries or complaints will not be addressed.

- If there is a disagreement regarding the election process or results, the Election Committee will review the matter and seek a decision from the General Meeting of Shareholders.

- Shareholders may not object to the validity of the election results at any time after the meeting.

## **10. Implementation Effectiveness:**

This regulation is read at the GMS and resolutions are obtained from shareholders before the election is conducted.

Upon approval by the GMS, this regulation provides the basis for conducting the procedures for electing the Board of Directors and Supervisory Board members for the 2025-2030 term at the Annual General Meeting of Shareholders in 2025./.

### **Recipients:**

- General Meeting of Shareholders;
- BODs, SB;
- Archived: Office, Secretary.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**



No.: 47/BC-CNCM

*Ca Mau, May 8<sup>th</sup>, 2025*

**REPORT ON  
THE RESULTS OF PRODUCTION AND BUSINESS IN 2024 AND  
ORIENTATION, MISSION FOR 2025**

**Part 1**

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

**1. General situation:**

Ca Mau Water Supply Joint Stock Company (CAWACO), which operates in the business 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 the 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 enhanced employee income.

**2. Results achieved:**

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

In detail:

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

**2.1.1. Technical targets:**

No	Criteria	Unit	2024 Plan	Implemented in 2024	Planned-to-done ratio
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
3	New customer development	Set	2.000	2.050	102,5%
4	Replacement of water meters	Set	15.000	15.030	100,2%
5	Online payment	%	50%	48%	96%

### 2.1.2 Financial targets:

No.	Criteria	Unit	2024 Plan	Implemented in 2024	Planned-to-done ratio	Note
1	Total revenue	VND Million	131.500	137.908	104,87%	
2	Total expenses	VND Million	114.200	119.598	104,73%	
3	Profit before tax	VND Million	17.300	18.310	105,84%	
4	Profit after tax	VND Million	13.840	14.208	102,66%	
5	Payable of state budget	VND Million	28.500	32.716	114,79%	
6	Dividends	%	6,45	6,63	102,79%	

### 2.1.3. Profit distribution:

No.	Distribution contents	2024 Plan		Implemented in 2024	
		Proportion	Total amount (Million VND)	Proportion	Total amount (Million VND)
1	Investment and development fund	1,5%	207,6	1,5%	213
2	Bonus fund for managers	3%	415,2	3%	426
3	Financial provision fund	3%	415,2	3%	426
4	Bonus and welfare fund	20%	2.768	20%	2.842
5	Dividends	72,5%	10.034	72,5%	10.301
	<b>Total</b>	<b>100%</b>	<b>13.840</b>	<b>100%</b>	<b>14.208</b>

### 2.1.4. Comparison of 2024 targets and the results for consecutive years:

According to the business strategy, the Company completed and exceeded the established targets of financial, technical, tax, and fee compliance, following state regulations in 2024. Furthermore, with a rational workforce arrangement, productivity and employee income are expected to increase, contributing to an improved quality of life to motivate employees.

No	Interpretation	Unit	2022 results	2023 results	2024 results
1	Average of labor	Person	232	242	248



No	Interpretation	Unit	2022 results	2023 results	2024 results
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	137.908
6	Profit after tax	VND Million	9.152	11.016	14.208
7	Payable of state budget	VND Million	28.565	26.089	32.716
8	Dividends	%	4,41%	5,14%	6,63%
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	10,9

## ***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 according to assigned duties.

- Regularly update, amend and supplement rules and internal management regulations in a timely manner, in accordance with the specific conditions of the Company.

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

- Salaries: The Company has paid monthly salaries based on job positions and advances salary in accordance with its policies.
- Salary determination methods: The managers evaluate, assess, and categorize employees to determine monthly salaries. Payment timelines comply with the Collective labor agreement signed.



- The planned average salary for 2024 is 10.5 million dong/person/month, while the actual average salary for 2024 is 10.9 million dong/person/month (due to exceeding the production and business targets).

- Other policies (according to state and Company's regulations): Fully implemented in regulations.

### *2.2.3. About social security:*

- Employee welfare is a matter of special concern. The Company supports employees with illnesses, periodic health examinations, sightseeing tours, uniforms, workwear, Tet and holiday gift-giving, etc.

- The Company also supports and nurtures Vietnamese Heroic Mothers, donates to war invalids, builds charity houses and rural transportation, supports flood relief, delivers water tanks to families in difficult circumstances 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, investment, upgrading and expanding pipelines, drilling wells 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 ensure a safe and continuous customer 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 hygiene and protection zones, water intake areas at water plants, and stations. Ensure the security of water sources in accordance with regulations and strictly handle any violations.

- Monitor and update water extraction permits for wells to carry out renewals and new submissions timely. Strengthening 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, it cooperates with third-party units and the Center for Disease Control of Ca Mau City to perform External Quality Assessments (EQA) to maintain water quality as prescribed standards.



- Collaborate with the Quality Assurance and Testing Center to calibrate water meters as models when installing to ensure compliance with regulations.
- Water loss prevention is a main concern with synchronized solutions implemented to reduce loss rates by 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 the 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 tax, fee, insurance, dividend, and state budget contribution regulations.
- Ensure compliance with independent audit regime and timely submission of required reports.
- Disclose periodic and extraordinary information promptly in accordance with regulations.

### ***2.7. Investment, procurement, and construction projects for business and production:***

- Investment and procurement: Regular purchases are balanced according to the monthly capital of the Company, procurement as planned, or urgent investment and procurement to promptly serve the water supply needs. The Executive Board conducts bidding, direct procurement, and simplified contractor appointments for materials, equipment, and chemicals; construction investment; technology, wells drilling and plugging, meter replacement, consulting, non-consulting services, etc.



The Executive Board has implemented these activities in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders, the Resolution of the BODs, the Procurement process, or the directions of the Chairman of the Board for routine or urgent tasks. This aims to ensure sufficient and timely supply of the correct types of materials and equipment suitable for local conditions, no interruption, safe water supply, and contingency planning to promptly meet needs in production and business. In addition, the Company continues to advance capital for investment and repair works of the water supply system in the Nam Can urban area to maintain safe supply.

- The Company implemented the construction of numerous water supply projects in line with local urban development needs. The completed projects include: renovating, upgrading, and expanding the supply network; investing in new technologies to reduce water loss; drilling wells for additional resources; plugging unused boreholes; flushing filter tanks and replacing filter gravel; repairing station buildings and offices of units; and maintaining and servicing boreholes, generators, and pump control cabinets to increase exploitation capacity and water quality in Ca Mau City and districts.

#### **2.8. 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 giving, providing water tanks, etc.
- Implement social security policies in the province based on initiatives of authorities, organizations, 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**

### **ORIENTATION AND MISSION IN 2025**

#### **1. Objectives:**

##### **1.1. General objectives:**

- The quality of water supplied to customers continues to improve, following 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, online contracts, 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, etc.

- Develop a plan for customer service and management, 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:**

ur	Items	Unit	2024 Plan	Implemented in 2024	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
3	Customer development	Person	2.000	2.050	2.000
4	Replacement & renovation of meters	Set	15.000	15.030	13.000
5	Online payment	%	50%	50%	60%

### **2.2. Financial targets:**

No	Items	Unit	2024 Plan	Implemented in 2024	2025 Plan
1	Total revenue	VND Million	131.500	137.908	153.600

No	Items	Unit	2024 Plan	Implemented in 2024	2025 Plan
2	Total expense	VND Million	114.200	119.598	131.600
3	Profit before tax	VND Million	17.300	18.310	22.000
4	Profit after tax	VND Million	13.840	14.208	17.600
5	Payable of state budget	VND Million	28.500	32.716	30.000
6	Dividend	%	6,45	6,63	8,21

### 2.3. Profit distribution:

Unit: VND Million.

No	Distribution content	2024			2025 Plan	
		Prop.	Plan	Results	Prop.	Total
1	Investment and development fund	1,5%	207,6	213	1,5%	264
2	Bonus fund for managers	3%	415,2	426	3%	528
3	Financial provision fund	3%	415,2	426	3%	528
4	Bonus and welfare fund	20%	2.768	2.842	20%	3.520
5	Dividend	72,5%	10.034	10.301	72,5%	12.760
	<b>Total:</b>	<b>100%</b>	<b>13.840</b>	<b>14.208</b>	<b>100%</b>	<b>17.600</b>

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

### 3.1. Labor 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 : 06 people.
- + Head of the Supervisory Board : 01 person.
- + Employees : 261 people.

(Refer to Labor Plan as attached)



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

- Based on the 2024 production and business results and the 2025 production targets for revenue, profit, and labor productivity, the Company has developed the planned 2025 salary fund for managers and employees. This plan was approved by the People's Committee of Ca Mau province (the owner's representative agency) as stated in Dispatch No. 1598/UBND-KT dated March 6, 2025, specifically as follows:

The total wage fund: 41.985 VND million.

+ Average salary for managers and Head of the Supervisory Board (SB): 31,178 VND million/person/month.

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

+ Remuneration for BODs members: 6 million/person/month.

+ Remuneration for SB members: 3 million/person/month

*(Refer to Salary Plan as attached)*

- Based on Decree No. 44/2025/ND-CP; Circular No. 03/2025/TT-BNV; and the increased business targets for revenue, profit, and labor productivity in 2025, the Board of Directors and the Executive Board will adjust the 2025 Salary Plan and planned salary fund and remuneration for the BODs members, supervisors, the Executive Board, and employees in 2025 (with the adjustment effective from January 1, 2025).

- Once the owner's representative agency provides its opinion, the Company will implement the regulations accordingly. Monthly, the Company will provisionally advance 93% of salaries, remuneration, etc., for payment to the BODs members, supervisors, the Executive Board, and employees. At the end of the year, based on the actual results of production and business targets, the Company will finalize the actual salary payments in accordance with regulations.

### **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 and Ca Mau City water supply station, bottling plant, specialized vehicles, equipment, and consulting/non-consulting services.

- Invest in land, build water stations, expand supply services, and purchase materials, equipment, technologies, and chemicals to meet production and business demands.

- Invest and install water filtering equipment; 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, clean up or plug wells, replace or relocate expired water meters, etc., by Company's regulations.

- Procure two new specialized vehicles for repair, maintenance, and services, as the current vehicles are deteriorating (over 15 years of use), and repair costs are high.

- Acquire one 16-seater Ford Transit vehicle for operational purposes.

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

- Continue to advance business capital from Ca Mau Water Supply Joint Stock Company and repay it using the annual profits of the Nam Can Urban Area Water Supply System. The funds will be used to invest in the renovation and expansion of water pipelines, customer development, replacement, upgrading, and relocation of expired water meters, technology systems, water treatment, and well drilling - all aimed at maintaining safe and reliable supply for residents.

During implementation, the Executive Board shall balance capital sources and follow the Procurement Procedures to carry out bidding, direct purchasing or simplified contract appointments for production and business: water resource investment, regular procurement, materials, chemicals, equipment, water treatment technologies, consulting and non-consulting services, replacement, upgrading, or relocation of water meters, renovation and expansion of water pipelines, construction and maintenance of wells, technologies, generators, well plugging, etc., in accordance with the Company's business conditions.

In urgent cases, to ensure safe water supply, serve the local population, or meet local authority requirements, the Executive Board is authorized to seek guidance from the Board of Directors or the Chairman for timely decision-making and implementation.

## **5. The implementation of operational targets:**

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

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

- Continue reviewing, revising, and supplementing rules, processes, policies, internal corporate governance regulations in compliance with laws and the Company's actual operating conditions.



- Build a qualified workforce to meet the demands of organizational orientations.

- Create favorable conditions and a positive working environment for employees, improving their well-being. 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 rules, processes, policies, internal corporate governance regulations and legal requirements in terms of labor safety, fire prevention, etc., at all units of the Company.

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

- Apply science and technology in business management and production to optimize operational processes, management to maintain 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 four new testing parameters.

- Installing in plants and stations 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 for customers to connect 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 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 water usage needs of residents 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 work, assets, 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 work, wages, and 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 standardized installations of heights and positions for ease of access and to shorten the time for reading.

- 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.

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

- The Company pays employees based on their job position, individual capabilities, and work performance, with the aim of encouraging them to enhance their responsibility, productivity, and actively contribute to the business operations.

- The Executive Board conducts monthly evaluations of employees' performance based on feedback and ratings (A, B, C) provided by their peers and direct leaders. These evaluation results serve as the basis for salary and bonus payments in accordance with the Company's regulations, ensuring fairness, transparency, and alignment with each employee's job responsibilities and contributions. At the end of the year, based on the achievement of production and business targets, the Company will allocate and finalize actual salary payments as per the applicable regulations.

- In cases where an employee repeatedly receives a performance rating of B or C without significant improvement or in cases of prolonged recurrence, the



Company will take appropriate disciplinary actions or consider terminating the labor contract based on its internal rules, regulations, and applicable laws, to maintain workplace discipline and enhance overall work efficiency.

- Implement social welfare policies within the province.
- Continue to make provisions for doubtful debts related to customers with overdue water bills for which the Company has already suspended services; review, reconcile, and handle outstanding receivables and payables; payments to the state budget and other debts from the pre-equitization period.
- Dispose of long-unused or obsolete assets, materials, supplies, tools, and scrap in accordance with regulations, through reuse, liquidation, or destruction.
- Continue reviewing and adjusting norms and unit prices for activities such as water treatment, repair, operation, and customer management to align with actual conditions and operational requirements.
- Research solutions to adjust water billing cycles to calendar months and provision electricity expenses in the relevant accounting period.
- Apply the depreciation and allocation periods for certain types of assets, tools, and equipment according to Decision No. 22/2024/QĐ-UBND dated July 18, 2024, issued by the Ca Mau Provincial People's Committee, which regulates depreciation timeframes and rates for urban clean water infrastructure assets in the province.
- Carry out the disposal of long-stored records and documents in accordance with applicable regulations.
- Continue preparing documentation and procedures to obtain short-, medium-, and long-term loans from banks and credit institutions to support business operations.
- The Executive Board continues to balance monthly cash inflows and develop budget forecasts for the water resource investment, the procurement of materials, supplies, chemicals, equipment, treatment technology, consulting and non-consulting services, replacement and relocation of water meters, renovation and expansion of water pipes, construction and maintenance wells, technology, generators, etc., for water supply or urgent needs, following Company regulations.

#### **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 2025 Business Plan, as approved by the Annual General Meeting of Shareholders, shall be implemented by the Executive Board based on their assigned functions and responsibilities, ensuring the principle of publicity and transparency with all affiliated units. In case of any difficulties or obstacles, it is advisable to promptly seek guidance for resolution.

For investment, construction, procurement, consulting, non-consulting, water treatment, well drillings projects that exceed regulatory thresholds or fall outside the 2025 Plan but are deemed urgent, the General Meeting of Shareholders authorizes the Board of Directors or the Chairman of the Board to provide timely guidance to the Executive Board to ensure safe and uninterrupted water supply services for customers. For other cases, the Executive Board is permitted to balance available funding and proceed immediately, ensuring that business operations continue effectively, and targets are met as planned.

*(Note: The data in this report has been audited and replaces Report No. 05/BC-CNCM dated January 17, 2025.)*

Above are the Report on the results of production and business performance in 2024 and orientations, missions for 2025 of Ca Mau Water Supply Joint Stock Company./.

**GENERAL DIRECTOR**

**Recipients:**

- Annual General Meeting of Shareholders;
- Owner (replacing reports);
- BODs, SB, EB;
- Departments and branches;
- Archived: VT, KHKD, iO.



**Pham Phuoc Tai**



No: 05/BC-HĐQT

*Ca Mau, May 8<sup>th</sup>, 2025*

## REPORT

### Regarding the summary of the audited Financial Statements in 2024

Pursuant to the 2024 Financial Report of the Ca Mau Water Supply Joint Stock Company audited by A&C Auditing and Consulting Co., Ltd. on March 6, 2025.

The Board of Directors of Ca Mau Water Supply Joint Stock Company reports a summary of some key indicators of the audited 2024 Financial Statements.

Specifically:

*Unit: Million dong.*

No.	Interpretation	Opening balance	Ending balance
<b>A</b>	<b>ASSETS</b>		
<b>I</b>	<b>Current asset</b>	<b>70.100</b>	<b>56.289</b>
	Cash and cash equivalents	21.986	1.460
	Short-term financial investments	500	500
	Short-term receivables	33.797	33.144
	Inventories	13.817	20.613
	Other short-term assets		572
<b>II</b>	<b>Long-term assets</b>	<b>257.120</b>	<b>270.118</b>
	Fixed assets	202.530	202.738
	Long-term assets in progress	5.645	8.108
	Other long-term assets	48.945	59.272
	<b>Total assets</b>	<b>327.220</b>	<b>326.407</b>
<b>B</b>	<b>RESOURCES</b>		
<b>I</b>	<b>Liabilities</b>	<b>156.468</b>	<b>151.965</b>
	Current liabilities	139.283	131.165
	Non-current liabilities	17.185	18.800
<b>II</b>	<b>Owner's equity</b>	<b>170.752</b>	<b>174.442</b>
	Owner's capital	155.349	155.349
	Other capital	15.403	19.093

No.	Interpretation	Opening balance	Ending balance
	<b>Total owners' equity</b>	<b>327.220</b>	<b>326.407</b>
<b>C</b>	<b>CHARTER CAPITAL</b>		
	Charter capital	155.349	155.349
	+ State capital	111.057	111.057
	+ Capital of other shareholders	44.292	44.292
<b>D</b>	<b>INCOME STATEMENT</b>		
<b>I</b>	<b>Total revenue</b>		<b>137.908</b>
	Net revenue from sale of goods and provision of services		135.975
	Financial income		34
	Other income		1.899
<b>II</b>	<b>Expenses</b>		<b>119.589</b>
	Costs of sales		85.284
	Financial expenses		2.185
	Selling expenses		5.446
	General administration expenses		26.484
	Other expenses		199
<b>III</b>	<b>Net profit before tax</b>		<b>18.310</b>
<b>IV</b>	<b>Corporate income tax expenses</b>		<b>4.102</b>
<b>V</b>	<b>Profit after tax</b>		<b>14.208</b>
<b>E</b>	<b>BASIC FINANCIAL INDICATORS</b>		
<b>I</b>	<b>Asset structure (times)</b>		
	Fixed assets/ Total assets	0,62	0,62
	Current assets/ Total assets	0,21	0,17
<b>II</b>	<b>Capital structure (times)</b>		
	Liabilities/ Total capital	0,48	0,47
	Equity/ Total capital	0,52	0,53
<b>III</b>	<b>Liquidity ratio (times)</b>		
	Total assets/ Total liabilities	2,09	2,14
	Current assets/ Current liabilities	0,51	0,42



No.	Interpretation	Opening balance	Ending balance
<b>IV</b>	<b>Profit margin (%)</b>		
	Profit before tax/ Revenue	11,08%	13,28%
	Profit after tax/ Revenue	8,86%	10,30%
	Profit before tax/ Total assets	4,21%	5,61%
	Profit after tax/ Total assets	3,37%	4,35%
	Profit after tax/ Equity	6,45%	9,15%
<b>V</b>	<b>EXPECTED DIVIDENDS</b>		
	Expected dividends	6.851	10.299
	Dividends/Charter capital	4,41%	6,63%

*(Note: The data in this report has been audited and replaces Report No. 01/BC-CNCM dated January 17, 2025.)*

The Board of Directors of Ca Mau Water Supply Joint Stock Company reports to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- General Meeting of Shareholders (report);
- Owner (replacing report);
- BODs, SB, EB;
- Archived: VT, TK, KTTV.

**On behalf of BOARD OF DIRECTORS  
CHAIRMAN**



**Ho Tan Luat**

No.: 02 /BC-HĐQT

*Ca Mau, January 17<sup>th</sup>, 2025*

**REPORT**

**The performance of the Board of Directors in 2024,  
the plan and orientation for 2025**

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

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

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

Pursuant to Article 280 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 detailing the implementation of some articles of the Securities Law. The Board of Directors (BOD) of Ca Mau Water Supply Joint Stock Company (the Company) reports to the General Meeting of Shareholders (GMS) on the performance in 2024, the plan and orientation for 2025 as follows:.

**I. PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024**

**1. About shareholders:**

No	Shareholders	The number of shares owned	Percentage/ Charter capital	Note
<b>I</b>	<b>Organization</b>	<b>11.108.000</b>	<b>95,88%</b>	
1	State shareholder (People's Committee of Ca Mau Province)	11.105.700	71,49 %	
2	Thu Dau Mot Water Joint Stock Company	3.789.600	24,39%	
<b>II</b>	<b>Individual</b>	<b>639.600</b>	<b>4,12%</b>	
1	Small shareholders (owning less than 5% of shares)	639.600	4,12%	
	<b>Total</b>	<b>15.534.900</b>	<b>100 %</b>	

\* **Note:** On May 9, 2024, the Company received the Report No. 123/BC-CPNTDM dated May 8, 2024 of Thu Dau Mot Water Supply Joint Stock Company on becoming a major shareholder. Accordingly, Thu Dau Mot Water



Supply Joint Stock Company has made a purchase transaction: 3.780.600 shares (24.36%) of CMW.

## 2. About the Board of Directors:

No	Full name	Position	Note
1	Mr. Ho Tan Luat	Chairman	
2	Mr. Pham Phuoc Tai	Member, General Director	Appointed General Director on April 15, 2024
3	Mr. Pham Tan Phong	Member, Deputy General Director	Appointed BOD member on June 25, 2024
4	Mr. Tran The Hung	Member	Appointed BOD member on June 25, 2024
5	Mr. Le Chanh Huy	Member	Appointed BOD member on June 25, 2024
6	Mr. Tran Hoang Khen	Member, General Director	- Dismissed from General Director on April 15, 2024. - Dismissed from the BOD on June 25, 2024.
7	Mr. Trinh Kien	Member	Dismissed from the BOD on June 25, 2024

## 3. Remuneration, operating expenses and other benefits for the Board of Directors and its members as prescribed in Clause 3, Article 163 of the Law on Enterprises and the Company Charter:

Remuneration and salary of the BOD members are implemented in accordance with Resolution No. 06/2024/NQ-ĐHĐCĐ dated June 25, 2024 of the General Meeting of Shareholders.

In details:

*Unit: Million dong/person/month.*

No	Positions	Remuneration	Implemented salary level in 2024		
			Actual salary as planned	Additional payment (due to increased profit)	Total salary
1	Chairman	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
3	Non - executive members	3,6	0	0	0

#### 4. Summary of the meetings, resolutions and decisions of the Board of Directors:

##### 4.1. Meetings of the BOD:

The Board of Directors operates through quarterly meetings and holds extraordinary meetings as required. The meetings are attended by the Supervisory Board as observers and some relevant professional staff.

In 2024, the Board of Directors convened 07 meetings. These events were dedicated to approving decisions related to the evaluation of the Company's production and business performance; discussing and approving issues under the authority of the Board of Directors, personnel organization and other management tasks to promptly direct the Executive Board in the conduct of Company operations.

Below is the summary of attendance records at Board of Directors meetings in 2024:

No	Full name	Position	Number of meetings attended	Attendance rate	Note
1	Mr. Ho Tan Luat	Chairman	7/7	100%	
2	Mr. Pham Phuoc Tai	Member	7/7	100%	
3	Mr. Pham Tan Phong	Member	4/7	57,14%	Appointed BOD member on June 25, 2024



No	Full name	Position	Number of meetings attended	Attendance rate	Note
4	Mr. Tran The Hung	Member	4/7	57,14%	Appointed BOD member on June 25, 2024
5	Mr. Le Chanh Huy	Member	4/7	57,14%	Appointed BOD member on June 25, 2024
6	Mr. Tran Hoang Khen	Member	3/7	42,85%	Dismissed from the BOD on June 25, 2024
7	Mr. Trinh Kien	Member	2/7	28,57%	- One meeting missed due to business trip. - Dismissed from the BOD on June 25, 2024.

#### 4.2. Resolution/ Decisions of the Board of Directors:

##### 4.2.1. Resolutions:

No.	Date	Content	Approval rate
01	January 8, 2024	Nominating candidates for the positions of State capital representatives and elect members of the Board of Directors and General Director	100%
02	March 26, 2024	The extension of holding the 2024 General Meeting of Shareholders	100%
03	March 26, 2024	Approving the personnel planning list for the 2020 – 2025 and 2026 – 2031 term	100%
04	March 26, 2024	Approving the audited financial statements and contents related to financial work	100%
05	March 26, 2024	Approving urgent measures to serve production and business	100%
06	March 26, 2024	Approving some amended and supplemented regulations of the Company	100%
07	April 15, 2024	The dismissal and appointment of the CAWACO General Director	100%

No.	Date	Content	Approval rate
08	April 24, 2024	Nominating candidates for the Board of Directors for the 2020 – 2025 term	100%
09	April 25, 2024	Approving the documents of the 2024 General Meeting of Shareholders	100%
10	July 17, 2024	Approving the Plan of job responsibility allowance for managers of the Company	100%
11	October 19, 2024	Approving contents of the BOD's meeting on October 19, 2024	100%
12	October 19, 2024	Nominating candidates for managerial titles of CAWACO (2025 – 2030 term)	100%
13	December 21, 2024	Approving time of organization, agenda and documents for the 2025 Annual General Meeting of Shareholders	100%
14	December 21, 2024	Approving the Business and Production Plan, Labor Plan, and Salary Plan in 2025	100%
15	December 21, 2024	Approving the Plan of job responsibility allowance for managers of CAWACO	100%

*4.2.2. Solutions:*

No	Date	Content	Note
01	March 26, 2024	Promulgating the Democratic Regulation at workplace	
02	March 26, 2024	Promulgating the Internal Expenditure Management Regulation	
03	March 26, 2024	Promulgating the Information Disclosure Regulation	
04	April 15, 2024	The dismissal of Mr. Tran Hoang Khen from the position of General Director	
05	April 15, 2024	Appointment of Mr. Pham Phuoc Tai as General Director	

**5. Transactions between the Company, its subsidiaries, companies in which the public company controls over 50% of the Charter capital with the BOD members and their affiliated persons; transactions between the Company and the companies in which BOD members are founders or managers within the lastest 3 years before the date of transaction:**



In 2024, the Company did not record such transactions.

#### **6. Activities of the Board of Directors' subcommittees:**

The Company have not established sub-committee yet.

#### **7. Supervision results of the Board of Directors for the Executive Board:**

The Board of Directors' supervision over the operations of the Executive Board is carried out regularly, in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on the BOD's Operations. Thereby, the Board of Directors discussed and assessed:

- In 2024, the General Directors and the Executive Board conducted production and business activities in accordance with the Resolutions of the General Meeting of Shareholders, the Resolutions and Decisions of the Board of Directors; managed finances and optimized the operational efficiency; at the same time, demonstrated flexibility in overseeing business activities and issuing legal documents within its authority to ensure the Company's smooth and successful operation.

- The Executive Board also promptly reported and proposed to the Board of Directors for consideration when issues arose beyond its authority.

- Besides advantages, the Company also encountered many difficulties; however, the General Director and the Executive Board maintained the stable operations, ensured jobs for employees, and strictly complied with laws and Company's regulations.

### **II. PLAN AND ORIENTATION FOR OPERATION IN 2025**

In order to promote advantages and overcome difficulties in 2024, the Board of Directors, the General Director and the Executive Board strive to manage the Company's operation, complete the goals and tasks assigned by the General Meeting of Shareholders in 2025.

In details:

1. Implement resolutions, policies and strategies for production and business development assigned by the General Meeting of Shareholders.

2. Timely issue resolutions and decisions in the management of production and business activities towards the goal of sustainable development.

3. Promote inspection, supervision, monitoring and management of implementing tasks assigned by the General Meeting of Shareholders and the Board of Directors.

4. Promote activities to strengthen shareholder relations and protect the interests of investors.

5. Continue to direct the improvement of the organizational structure, enhance management capacity, improve the quality of human resources to meet the work qualifications in accordance with job position and the sustainable development goals of the Company.

The above is the activities of the Board of Directors of Ca Mau Water Supply Joint Stock Company in 2024 and the plan and orientation for 2025; report to the General Meeting of Shareholders for approval./.

***Recipients:***

- The GMS (report);
- BOD, SB, EB;
- Archived: VT, TK.

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



**Ho Tan Luat**