

**JOINT STOCK COMPANY
WATER SUPPLY AND
DRAINAGE IN PHU YEN**

Number: 01/BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, April 2, 2026

REPORT

**Regarding the results of operations in 2025 and the operational plan for 2026.
of the Board of Directors of Phu Yen Water Supply and Drainage Joint Stock
Company**

To: The General Meeting of Shareholders of Phu Yen Water Supply and Drainage
Joint Stock Company

Pursuant to the Charter of Organization and Operation of Phu Yen Water Supply and Drainage Joint Stock Company (Company Charter); and the Resolution of the Annual General Meeting of Shareholders 2025, the Board of Directors reports to the Annual General Meeting of Shareholders on the activities of the Board of Directors in 2025 and the operational plan for 2026 as follows:

1. Payment of remuneration to board members and related benefits:

During the year, the members of the Board of Directors receive full remuneration as per the Shareholders' General Meeting Resolution. The operating expenses of the Board of Directors are paid according to the internal expenditure regulations.

2. Summary of Board of Directors meetings and resolutions/decisions of the Board of Directors:

15 meetings, both in-person and through written voting as stipulated in the Company's Charter. They issued 14 resolutions and 8 decisions on matters within the Board's authority as defined in the Company's organizational and operational charter. Meeting minutes/vote counting minutes were fully prepared; records and documents were sent to the attending members of the Board of Directors and Supervisory Board as required.

3. Results of monitoring the activities of the Company's General Director:

The Board of Directors closely supervises and directs the General Director and the Company's Executive Board in the implementation of the 2025 plan approved by the General Shareholders' Meeting.

- The General Director and the Company's Executive Board have fulfilled their roles, demonstrated through timely and flexible management solutions that align with the Board of Directors' policies and directions. The policies and directives issued by the Board of Directors have been fully and promptly implemented by the Executive Board, with detailed reports on the results and a high sense of responsibility. The results achieved are reflected in several key indicators as follows:

No.	Target	Unit	Plan for 2025	To be implemented in 2025	Achieved compared to plan (%)
1	Water production output (TBII)	m ³	14,702,000	14,977,402	101.9
2	Water consumption output	m ³	12,500,000	12,603,672	100.8
3	Water loss and leakage rates	%	15.0%	15.5%	0.5
4	Total revenue and income	Tr.dong	137,619	139,233	101.2
5	Profit before tax	Tr.dong	25,000	26,670	106.7
6	Pay into the budget.	Tr.dong	13,565	13,094	96.5
7	Dividend yield	%	4	5.8	145.0

- Nevertheless, in 2025, the company's production and business activities faced numerous difficulties due to various objective and subjective reasons, most notably: The weather conditions in the first nine months of the year were characterized by heavy rainfall and infrequent heatwaves, leading to a decrease in commercial water production; at the same time, commercial water production for administrative agencies and public service units in the former Phu Yen province decreased sharply due to the central government's policy of merging provinces and organizing a two-tiered local government model. This resulted in the average selling price per cubic meterⁱⁿ the first nine months of the year not meeting the approved plan. Furthermore, in the latter part of the year, the company was severely affected by Typhoon No. 13 and the historic floods in November 2025, causing very serious damage to assets, machinery, materials, and equipment, disrupting production at the factories. Several key projects of the company with large investment values were delayed in completion, and some projects were slow to commence implementation, such as: the project to upgrade the water treatment plant in the Northeast of Song Cau area from 900 m³ / day to 10,000 m³ / day (Investment phasing: phase up to 2025: 5,000 m³ / day; phase up to 2030: 10,000 m³ / day); Project: Renovation, repair and replacement of distribution and service pipelines at Water Supply Branch No. 2; Investment project to develop water supply pipeline network for Dan Phu 1 Hamlet, Xuan Phuong Commune, Song Cau Town.

However, the Board of Directors acknowledges the efforts of the Company's General Management Board in proactively responding and promptly proposing solutions to manage production and business operations to overcome difficulties and challenges. At the end of the 2025 fiscal year, the Company maintained and exceeded key targets regarding: total revenue and income; after-tax profit; and a dividend payout ratio 1.8% higher than planned. The Company ensured employment and stable income for employees; implemented quarterly performance-based bonuses; strictly

complied with legal regulations on social insurance, health insurance, and unemployment insurance contributions; and ensured employee welfare payments as planned and in accordance with the signed collective labor agreement.

- In the coming period, the Board of Directors will continue to support, coordinate, and supervise, promptly providing guidance to the General Director to help the Company overcome difficulties and fulfill the tasks and targets set for 2026 as approved at the annual General Shareholders' Meeting.

4. Overall assessment of the Board of Directors' performance in 2025:

- In accordance with the Law on Enterprises and the Company's Charter, after the 2025 Annual General Meeting of Shareholders elected members of the Board of Directors and Supervisory Board for the 2025-2030 term, the new Board of Directors promptly organized the election of the Chairman of the Board of Directors and appointed positions in the Executive Board within its authority.

- In 2025, the Company's Board of Directors conducted its activities in accordance with the Company's Charter, ensuring the number of meetings, the number of Board members attending, and the participation of Supervisory Board members in the meetings to ensure the legality and effectiveness of the meetings.

- Timely provide specific and feasible guidance for the implementation of corporate governance and closely monitor the implementation of the Shareholders' General Meeting Resolution and the Company's production and business activities.

- The supervision of the General Director and members of the Executive Board is carried out seriously, effectively, and in compliance with legal regulations and the resolutions/decisions of the Board of Directors that have been approved.

- During the year, the Board of Directors approved the issuance of revised and supplemented Salary Regulations and Financial Management Regulations to ensure compliance with newly enacted legal regulations and to address shortcomings in management and operation practices.

- Overall, the Board of Directors' performance during the year basically met the shareholders' requirements as stated in the Resolution of the 2025 Annual General Meeting.

5. Action plan for 2026:

To maintain the stability and development of the Company, and to fulfill the production, business, and investment development targets and tasks as outlined in the Resolution of the 2026 Annual General Meeting of Shareholders, the Board of Directors sets forth the following directions and tasks:

- To direct and manage the Company's operations to continue to be stable and develop according to the plan targets approved by the General Meeting of Shareholders in 2026;

- Continue directing the Executive Board to review and amend existing

regulations and rules that are still inadequate in practice, focusing on submitting amendments and supplements to the Company Charter after approval for the revocation of its public company status. Maintain information disclosure activities on the stock market until the time of approval for the revocation of its public company status. Review and amend the regulations on the organizational structure and management system to ensure efficiency, decentralization, and delegation of authority in operations.

- Strengthen training programs to improve the professional skills and expertise of employees at the company. Strongly apply information technology in all production and business activities.

- Strengthen supervision and guidance of the Executive Board to promote investment and development activities as planned for 2026, focusing on completing and putting into operation the project: upgrading the Northeast Song Cau Water Treatment Plant and implementing related procedures for the project: investing in upgrading and expanding the water supply system of Tuy Hoa city and surrounding areas.

The above is the Board of Directors' activity report, submitted to the Annual General Meeting of Shareholders in 2026 for consideration and approval.

Best regards./.

TM. BOARD OF DIRECTORS
CHAIRPERSON



Nguyen Tan Thuan



**JOINT STOCK COMPANY
WATER SUPPLY AND
DRAINAGE IN PHU YEN**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, April 1, 2026

Number: 01/BC-BKS

REPORT

Regarding the Supervisory Board's activities in 2025 and its activity plan for 2026.

To: The General Meeting of Shareholders of Phu Yen Water Supply and Drainage Joint Stock Company.

Based on the functions and duties of the Supervisory Board as stipulated in the 2020 Enterprise Law; and the Charter of Organization and Operation of Phu Yen Water Supply and Drainage Joint Stock Company, which was approved by the General Meeting of Shareholders;

- Based on Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 28, 2025, of the 2025 Annual General Meeting of Phu Yen Water Supply and Drainage Joint Stock Company .

- Resolution No. 02/2025 /QD-HDQT dated January 2, 2024 of the Board of Directors "On agreeing on the contents to be presented at the 2025 Annual General Meeting of Shareholders."

- Decision No. 15/2024/QD-HDQT dated December 26, 2024, approving the business production plan and investment development plan for 2025.

- Decision 03/2025/QD-HDQT dated April 15, 2025, of the Board of Directors "Regarding the approval of the settlement of the remuneration fund and salary fund for 2024; the labor utilization plan for 2025 and the planned remuneration fund and salary fund for 2025 of the Company."

- Decision No. 02/2026/QD-HDQT dated January 20, 2026, on approving the adjustment of the 2025 production and business plan, and the 2026 production and business plan and investment and development plan;

According to the Minutes of the Supervisory Board Meeting dated April 1, 2026.

The Supervisory Board respectfully presents to the General Meeting of Shareholders of Phu Yen Water Supply and Drainage Joint Stock Company the report on the operational situation in 2025 and the operational plan for 2026 of the Supervisory Board, the contents of the report include :

* Activities of the Supervisory Board in 2025;

- * Results of the Supervisory Board's monitoring in 2025;
- * The Supervisory Board's operational plan for 2026;

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025:

The Supervisory Board is responsible for overseeing the financial situation and implementation of the Company's production and business plan, ensuring compliance with legal regulations and the Company Charter in the activities of the Board of Directors, the Executive Board, and other managers of the Company. The Supervisory Board coordinates its activities with the Board of Directors, the Executive Board, and performs other duties as stipulated by law and the Company Charter to protect the legitimate interests of the Company and its shareholders.

1. Members of the Supervisory Board:

- Mr. Do Minh Son, Head of the Supervisory Board, was reappointed on April 28, 2025;

- Ms. Nguyen Thi Thu, Member, was reappointed on April 28, 2025;

- Ms. Do Thi Kieu Trang Members reappointed on April 28, 2025;

* No members of the Supervisory Board are from the accounting or finance department of the Company. Furthermore, all members of the Supervisory Board are not members or employees of the independent auditing firm currently auditing the financial statements of Phu Yen Water Supply and Drainage Joint Stock Company, thus ensuring objectivity in the evaluation and control process.

+ First meeting on April 1, 2025: Approval of the Draft Report on the Supervisory Board's activities in 2025, the 2025 activity plan; Approval of the list of independent auditing firms to audit the 2024 financial statements to be presented at the 2025 Annual General Meeting of Shareholders.

+ Second meeting on April 26, 2025: Approval of the Draft Report on the Auditing of the 2024 Financial Statements audited by A&C Auditing and Consulting Company Limited, Nha Trang Branch, which was appointed as the auditor for the fiscal year ending December 31, 2024; Fulfillment of the Supervisory Board's obligations regarding matters related to the 2025 Annual General Meeting of Shareholders.

+ Third meeting on September 20, 2025: Approval of the Draft Report on the Assessment of the Financial Statements for the first six months of 2025, audited by A&C Auditing and Consulting Company Limited, Nha Trang Branch, which was appointed as the auditor for the fiscal year ending December 31, 2025;

+ Fourth meeting on December 27, 2025: Monitoring of records and minutes following the inventory of assets for the last six months of 2025, according to Plan 02/KH-CTN dated December 19, 2025, of the Inventory Council of Phu Yen Water Supply and Drainage Joint Stock Company.

- From June 20, 2025 to June 23, 2025, members of the Supervisory Board will participate in supervising the inventory of the company's assets and capital as prescribed to serve the preparation of the financial statements for the first six months of 2025. From December 20, 2025 to December 23, 2025, members of the Supervisory Board will participate in supervising the inventory of the company's assets and capital as prescribed to serve the preparation of the 2025 annual financial statements.

- Monitor the process by which board members obtain their opinions in writing.

- The members of the Supervisory Board attended the meetings in accordance with the regulations of Decree 155/2020/ND-CP and the Company's Charter.

2. Supervisory activities of the Supervisory Board over the Board of Directors and the General Management Board:

2.1. The Supervisory Board has regularly monitored the Board of Directors and the Executive Board, checking their compliance with the provisions of the Enterprise Law and the Company's Charter; including the implementation of resolutions of the General Meeting of Shareholders and resolutions and decisions of the Board of Directors :

- The Head of the Supervisory Board is assigned by the Supervisory Board to attend and participate in discussions at Board of Directors meetings when invited; one member of the Supervisory Board is assigned to supervise when a member of the Board of Directors seeks opinions in writing; to monitor investment results, production and business results, and review the appropriateness of resolutions and decisions of the Board of Directors; and to provide input on the management and operation of the General Director's Office.

- Monitoring the timely implementation of reporting and disclosure of periodic and extraordinary information in accordance with the Law on Enterprises, the Law on Securities, and other relevant legal documents.

- The Board of Directors, the Executive Board, the Heads of specialized departments, and the Company's branches shall create favorable conditions for the Supervisory Board to operate in accordance with regulations, regularly engaging in discussions based on the principle of serving the common interests of the Company and its shareholders, and complying with the law; the Supervisory Board's reports shall be reviewed and implemented by the Board of Directors and the General Director's Board to fulfill the tasks assigned by the General Meeting of Shareholders.

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- Coordinate with functional departments/units within the company to conduct inspections of the operations of affiliated branches in order to strengthen management and control of these units throughout the company.

In 2025, the Supervisory Board will not need to use external legal advisory services. Through its supervisory activities, the Supervisory Board believes that the Company's operations in 2025 have ensured development and compliance with the law, charter, resolutions of the General Meeting of Shareholders and the Board of Directors.

2.2 Coordination of activities between the Supervisory Board and the Board of Directors:

- The Supervisory Board coordinates with the Board of Directors and the Executive Board in monitoring and inspecting production, business, and investment activities; regularly exchanges information, evaluates performance data, and proposes measures to improve results while mitigating risks.

3. Salaries, remuneration, and other benefits of the Supervisory Board as stipulated by the General Meeting of Shareholders.

The Supervisory Board unanimously approved the Board of Directors' proposal on the settlement of salaries and remuneration for 2025 and the plan for 2026 to be submitted to the Annual General Meeting of Shareholders in 2026.

II. MONITORING RESULTS

1. Monitoring the implementation of the General Meeting of Shareholders and Board of Directors' resolutions for 2025:

1.1 Business performance results:

Unit: million VND

Target	The 2025 Plan (revised)	Perform 2025	Ratio of actual sales to actual sales
A	1	2	3 = 2/1
1. Total revenue and income	137,619	139,233	101.2%
- <i>Production and business activities</i>	132,613	133,644	
- <i>Financial activities</i>	5,000	5,181	
- <i>Other income</i>	6	408	

Target	The 2025 Plan (revised)	Perform 2025	Ratio of actual sales to actual sales
2. Profit before tax	25,000	26,670	106.7%
3. Net profit after tax	22,356	23,814	106.5%

- Revenue and income achieved in 2025: VND 139,233 million, reaching 101.2% of the 2025 plan.

- Profit before tax: VND 26,670 million, achieving 106.7% of the 2025 plan.

- Net profit after tax: 23,814 million VND.

- Return on Equity (ROE) = 5.97%

(=23.814/(383.636 + 15.000)*100%)

- Return on Assets (ROA) = 23,814 / 477,243 = 4.99%

The company has applied for corporate income tax incentives for income in the socialized sector - production and supply of clean water, from January 1, 2016 to December 31, 2019: 100% exemption, 50% reduction: from January 1, 2020 to December 31, 2024 for Tuy Hoa City. From January 1, 2020 to December 31, 2028 for the remaining districts and towns, and thereafter, a corporate income tax rate of 10% will be applied throughout the operation of the clean water production and supply sector; income from other activities will still be subject to the 20% tax rate as stipulated.

In 2025, the Corporate Income Tax (CIT) portion of the Company's income from supplying clean water will be exempted by VND 421,135,773. The remaining CIT payable will be paid by the Company to the State budget before March 31, 2026.

1.2 Fulfilling obligations to the state budget :

Unit: Million VND

Target	Plan 2025	To be implemented by 2025	Proportion
A	1	2	3 = 2/1
Submit to the budget:	13,565	13,974	103%
I. Taxes paid to the State budget:		4,832	

Target	Plan 2025	To be implemented by 2025	Proportion
<i>1. Value Added Tax</i>		434	
<i>2. Corporate income tax</i>		2,857	
<i>3. Personal income tax</i>		265	
<i>4. Resource tax</i>		1,209	
<i>5. Property tax, land rent</i>		60	
<i>6. Other payments</i>		7	
<i>II. Fees and charges paid to the State Budget</i>		9,142	

The company complies with all government regulations regarding tax laws.

1.3 Monitoring the company's financial performance :

- The Supervisory Board agrees with the financial figures presented in the Company's 2025 Financial Statements, which were audited by A & C Auditing and Consulting Co., Ltd. Central Branch (formerly A & C Auditing and Consulting Co., Ltd. Nha Trang Branch) , appointed as the auditor for the fiscal year ending December 31, 2025, and has no exceptions.

- The balance sheet for 2025 fairly and accurately reflects the financial position as of December 31, 2025, the results of business operations and cash flows in 2024, in accordance with Vietnamese accounting standards and relevant current regulations.

Key financial indicators:

Unit of measurement: Million VND

Target	Year-end issue	First issue of the year
A - Current assets	95,017	127,997
B - Long-term assets	382,226	367,274
TOTAL ASSETS	477,243	495,271
C - Liabilities	46,925	49,212
I. Short-term debt	27,089	19,459
II. Long-term debt	19,836	29,753
D - Equity	430,318	446,059

Target	Year-end issue	First issue of the year
I. Equity	430,318	446,059
1. Owner's equity contribution	383,636	383,636
2. Shareholder surplus	8,783	8,783
3. Treasury stock		
4. Development Investment Fund	15,000	15,000
5. Undistributed after-tax profit	22,899	38,640
- Undistributed net profit accumulated up to the end of the previous period	276	1,780
- Undistributed net profit for this period	22,623	36,860
TOTAL FUNDING	477,243	495,271

- Equity preservation ratio = Ending equity / Beginning equity

$$= (383,636 + 8,783 + 15,000) / (383,636 + 8,783 + 15,000) = 1$$

With a ratio of 1, the company has preserved its equity capital.

- Ability to repay debt:

* Debt-to-total assets ratio = Liabilities / Total assets

$$46.925 / 477.243 = 0.098$$

* Debt-to-equity ratio = Liabilities / Equity

$$46.925 / 430.318 = 0.109$$

* Current ratio = Current assets / Current liabilities

$$95,017 / 27,089 = 3,507$$

The company is able to pay its debts when they fall due.

1.4 Company's Cash Flow Situation (Summary)

Unit: Million VND

TARGETS	2025	2024
1. Net cash flow from operating activities	54,088	55,756
2. Net cash flow from investing activities	(4,072)	(15,871)
3. Net cash flow from financing activities	(48,256)	(40,390)
4. Net cash flow during the period (1+2+3)	1,761	(505)

TARGETS	2025	2024
5. Cash and cash equivalents at the beginning of the period (Code 110-CDKT)	6,384	6,889
6. Cash and cash equivalents at the end of the period (4+5)	8,145	6,384

The company has the ability to generate cash flow, pay its debts when due, and pay dividends.

The Supervisory Board requests that shareholders refer to the audited financial statements at the Company's website.

(Link: <http://www.caphoatnuocpy.com.vn/thongtincodong.aspx>).

1.5 Summary of labor management, wages, and wage-related income:

Target	Unit	Plan for 2025	To be implemented in 2025	% Obtain
A	B	1	2	3 = 2/1
I. For employees				
1. Labor utilization plan	People	240	242	100.8
2. The payroll fund is included in the expenses.	Million dong	27,429	28.104	102.5
II. For managers				
1. Labor utilization plan	People	5	5	100.0
2. Salary and remuneration fund	Million dong			
2.1. Salary Fund for Management Board and Chief Accountant	Million dong	1,632	1,705	104.5
2.2 Salary fund for the Head of the Supervisory Board + remuneration for the Board of Directors, Supervisory Board, and the person in charge of administration and secretary	Million dong	426	426	100.0

of the Company.				
III. Salary reserve fund	Million dong	1,000	222	

2. Results of monitoring the performance of the Board of Directors and the Executive Board:

- The Board of Directors has fully complied with legal regulations and the Company's charter regarding the organization of meetings, implementation of resolutions of the General Meeting of Shareholders, and the adoption of resolutions and decisions at Board of Directors meetings.

- The Chairman and members of the Board of Directors implement their duties in accordance with the Company Charter, promptly research and issue Resolutions and Decisions to support and facilitate the Executive Board in carrying out business activities and addressing existing problems, difficulties, and obstacles in production, business, and investment activities.

- The management board has implemented the resolutions and decisions, and exceeded the profit targets set by the General Shareholders' Meeting.

3. Comments:

- Overall, the Board of Directors' guidance and the General Director's management have been in accordance with current laws and regulations and the Company's Charter. The Company has perfected its internal regulations and a comprehensive delegation mechanism to improve productivity and maximize resource efficiency.

However, the Board of Directors and the General Management Board need to strengthen risk management, control and mitigate key risks, and accelerate the implementation of projects in the portfolio approved by the General Meeting in order to create conditions for the Company's stable development, achieve strategic goals, ensure maximum legitimate benefits for the Company's shareholders, and fulfill its social responsibilities.

C. ACTION PLAN OF THE SUPERVISORY BOARD FOR 2026:

1. Oversee the Board of Directors and the General Management Board in the management and operation of the Company.

2. Examine the reasonableness, legality, honesty, and level of prudence in the management and operation of production and business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

3. Assess the completeness, legality, and accuracy of the Company's production and business reports, six-month and annual financial statements, and the Board of Directors' management performance evaluation report, and present the assessment report at the annual General Meeting of Shareholders. Review contracts and transactions with related parties that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders and provide recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

4. To review the Company's accounting books, records, and other documents, as well as the Company's management and operational activities, when deemed necessary or as per the resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in the Company's Articles of Association.

5. Exercise other rights and obligations as stipulated in the Company's Charter and resolutions of the General Meeting of Shareholders; research and promptly update newly issued policies and mechanisms; monitor and propose amendments and additions to issues that are still inappropriate to ensure full and timely compliance with legal regulations.

In 2025, the Supervisory Board worked with objectivity, transparency, and openness to fulfill the tasks assigned by the General Shareholders' Meeting. The Supervisory Board did not need to use external legal advisory services to assist in carrying out its duties.

Based on the report presented above, the Supervisory Board respectfully proposes the following to the General Meeting of Shareholders:

- Select from the list of independent audit firms to review the interim financial statements and audit the 2026 annual financial statements.
- Through the audited financial statements for 2025.

Best regards!

Recipient:

- As above;
- Company Board of Directors;
- Board of Directors of the Company;
- Save: License Plate Number .

**TM. BOARD OF SUPERVISORS
PREFECT**


Do Minh Son

REPORT

Regarding the approval of the audited financial statements for 2025.

To: The General Meeting of Shareholders of Phu Yen Water Supply and Drainage
Joint Stock Company

Based on point m, clause 2, Article 26 and point b, clause 2, Article 15 of the Charter on Organization and Operation of Phu Yen Water Supply and Drainage Joint Stock Company (the Company);

As requested by the General Director of the Company in Submission No. 09/TTr-CTN dated March 25, 2026;

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited financial statements for 2025, with some key indicators in the financial statements as of December 31, 2025 as follows:

Unit: VND

No.	Target	According to the audited financial statements.
1	Total assets	477,242,646,437
1.1	Current assets	95,016,599,781
1.2	Long-term assets	382,226,046,656
2	Total capital	477,242,646,437
2.1	Liabilities	46,924,226,909
2.2	Equity	430,318,419,528
3	Total revenue and other income	139,233,310,176
3.1	- Revenue from sales and services	133,643,815,949
3.2	- Financial operating revenue	5,181,447,320
3.3	- Other income	408,046,907
4	Profit before tax	26,670,791,057
5	Net profit after tax	23,813,697,686

We respectfully request that the General Meeting of Shareholders consider and vote on this matter.

Best regards./.

Recipient:

- As above;
- Board of Directors;
- License plate;
- Saved: Board of Directors

TM. BOARD OF DIRECTORS
CHAIRPERSON



Nguyễn Tan Thuan

**JOINT STOCK COMPANY
WATER SUPPLY AND
DRAINAGE IN PHU YEN**

Number: 06/TTr -HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, April 23, 2026

REPORT

**Regarding the settlement of the Board of Directors' remuneration fund,
Board of Supervisors and the Head of Administration and Secretary of the
Company 2025 and 2026 plan (amended and supplemented)**

To: The General Meeting of Shareholders of Phu Yen Water Supply and
Drainage Joint Stock Company

Based on point i, clause 2, Article 15 of the Charter on Organization and
Operation of Phu Yen Water Supply and Drainage Joint Stock Company (the
Company);

Based on the Minutes of the Board of Directors meeting dated April 23,
2026,

The Board of Directors of Phu Yen Water Supply and Drainage Joint Stock
Company respectfully submits the following to the General Meeting of
Shareholders for approval:

**1. Settlement of the remuneration fund for the Board of Directors,
Supervisory Board, and the Chief Executive Officer/Secretary of the Company for
the year 2025:**

Content	Plan 2025	Settlement (VND)	Compared to the plan (%)
Remuneration for the Board of Directors, Supervisory Board, and the Chief Executive Officer/Secretary of the Company.	426,000,000	426,000,000	100.00

**2. Plan for the remuneration fund of Board of Directors members,
Supervisory Board members, and the Chief Executive Officer/Secretary of the
Company in 2026:**

a. Monthly remuneration for each position:

No.	Content	Monthly remuneration (copper)
1	Chairman of the Board	6,000,000
2	Board Member	5,000,000



No.	Content	Monthly remuneration (copper)
3	Head of the Supervisory Board	6,000,000
4	Controller	4,500,000
5	Company Administrator and Company Secretary	4,000,000

b. Plan for the Remuneration Fund for Members of the Board of Directors, Supervisory Board, and the Chief Executive Officer/Secretary of the Company in 2026:

No.	Content	2026 planned remuneration fund (VND)
1	Remuneration fund for members of the Board of Directors, Supervisory Board, and the person in charge of governance and company secretary.	540,000,000

This submission replaces Submission No. 02/TTr-HĐQT dated April 2, 2026, of the Company's Board of Directors.

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

Recipient:

- As above;
- Board of Directors;
- License plate;
- Saved: Board of Directors

TM. BOARD OF DIRECTORS
CHAIRPERSON



Nguyen Tan Thuan

Dak Lak, April 2, 2026

REPORT
Regarding the profit distribution plan for 2025 and
Profit distribution plan for 2026

To: The General Meeting of Shareholders of Phu Yen Water Supply and Drainage
Joint Stock Company

Based on point f, clause 2, Article 15 and point n, clause 2, Article 26 of the
Company Charter;

Based on the Resolution of the 2025 Annual General Meeting of
Shareholders of Phu Yen Water Supply and Drainage Joint Stock Company;

Based on the audited financial statements for 2025;

The Board of Directors of Phu Yen Water Supply and Drainage Joint Stock
Company respectfully submits to the General Meeting of Shareholders for approval
the profit distribution plan, dividend payment for 2025 and the profit distribution
plan for 2026 as follows:



1. Profit distribution and dividend payment plan for 2025:

No.	Interpretation	Unit	Adjustment plan	Perform
1	Profit before tax in 2025	copper	25,000,000,000	26,670,791,057
2	Pay corporate income tax for 2025	copper		2,857,093,371
2.1	Current Corporate Income Tax	copper		2,857,093,371
2.2	Deferred Corporate Income Tax	copper		
3	Net profit after tax in 2025	copper		23,813,697,686
4	Deduction from reward and welfare fund (5%)	copper		1,190,684,884
5	Remaining profit after deductions in 2025	copper		22,623,012,802
6	Profits remaining from the previous year			275,981,038
7	Dividend payment	copper		

7.1	Dividend yield	%	4.0%	5.8%
7.2	Dividends payable (Charter capital: VND 383,635,790,000)	copper	15,345,431,600	22,250,875,820
8	Accumulated profit (8 = 5 + 6 - 7.2)	copper		648.118.020

Payment methods: Cash or bank transfer.

Timeframe: as stipulated by law and the Company's Articles of Association.

2. Profit distribution plan for 2026:

According to the 2025 business plan, the projected use of after-tax profits in 2026 is as follows:

No.	Interpretation	Unit	Plan
1	Profit before tax in 2026	copper	17,500,000,000
2	Pay corporate income tax for 2026	copper	1,850,000,000
3	Net profit after tax in 2026	copper	15,650,000,000
4	Allocation of the Development Investment Fund for 2026: No allocation	copper	
5	Deduction from reward and welfare fund (5%)	copper	782,500,000
6	Remaining profit accumulated from the previous year	copper	648.118.020
7	Dividend yield	%	4.0%
8	Dividends payable (Charter capital: VND 383,635,790,000)	copper	15,345,431,600
9	The remaining profit is for accumulation. (9)=(3)-(4)-(5)+(6)-(8)	copper	170,186,420

We respectfully submit this to the General Meeting of Shareholders for consideration and voting.

Best regards./.

Recipient:

- As above;
- Board of Directors;
- License plate;
- Saved: Board of Directors.

TM. BOARD OF DIRECTORS
CHAIRPERSON



Nguyễn Tan Thuan

Number: 04/TTr-HĐQT

Dak Lak, April 2, 2026

REPORT
Business production and investment development plan for 2026

To: Annual General Meeting of Shareholders 2026

Based on the business performance in 2025 and the company's development strategy for the medium and long term;

Based on Decision No. 02/2026/QĐ-HĐQT dated January 20, 2026, approving the adjustment of the business production plan and investment development plan for 2025, and approving the business production plan and investment development plan for 2026.

The Company's Board of Directors respectfully submits to the Annual General Meeting of Shareholders the following Business Production and Investment Development Plan for 2026:

1. Business production plan for 2026

No.	Target	Unit	Plan for 2026
1	Total revenue and income	Million dong	144,506
2	Profit before tax	Million dong	17,500
3	Pay into the budget.	Million dong	13,195
4	Dividend yield	%	4

2. The investment and development plan for 2026 is as follows:

– The projected capital plan for 2026 is 389,800 million VND, including:

+ Capital raised from shareholders: 50,000 million VND.

The company's capital is 19,800 million VND.

+ Loan amount: 320,000 million VND.

Include:

*** Project carried over from 2025:**

– The planned capital investment is 374,700 million VND:

+ *Capital raised from shareholders: 50,000 million VND.*

The company's capital is 4,700 million VND.

+ *Loan amount: 320,000 million VND.*

*** New investment projects in 2026:**

– The planned capital investment is 15,100 million VND:

+ *Shareholder equity 0 million dong.*

+ *Business capital : 15,100 million dong.*

Loan amount: 0 million VND.

(Detailed project list is included in the Appendix attached to this submission.)

Respectfully submitted./.

Recipient:

- As above;
- License plate;
- Save: Board of Directors

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Tan Thuan



APPENDIX

Investment portfolio for development in 2026

(Attached is Report No 4 /TTr-HDQT April 2, 2026 of the Board of Directors of Phu Yen Water Supply and Drainage Joint Stock Company)

TT	Project name	Construction site	Total estimated investment (million VND)				Capital plan for 2026 (million VND)			
			Total	Shareholder fundraising	Business capital	Loan capital	Total	Shareholder fundraising	Business capital	Loan capital
I	The project will continue from 2025.		1,111,800	40,000	158,600	913,200	374,700	50,000	4,700	320,000
1	The project involves upgrading the water treatment plant in the Northeast of Song Cau River from 900 m ³ / day to 10,000 m ³ / day (Investment phasing: phase up to 2025: 5,000 m ³ / day; phase up to 2030: 10,000 m ³ / day).	Song Cau town (now: Xuan Canh commune and Xuan Loc commune)	110,000	40,000	0	70,000	20,000		0	20,000
2	Renovation, repair, and replacement of distribution and service pipelines at Water Supply Branch No. 2.	Song Cau Ward; Xuan Dai Ward, Tuy An Bac Commune	1,500	0	1,500	0	1,000	0	1,000	0
3	Investing in the development of a water supply pipeline network for Dan Phu 1 Hamlet, Xuan Phuong Commune, Song	Song Cau Ward	2,000	0	2,000	0	1,000	0	1,000	0

TT	Project name	Constructio n site	Total estimated investment (million VND)				Capital plan for 2026 (million VND)			
			Total	Shareholde r fundraising	Business capital	Loan capital	Total	Sharehold er fundraisi ng	Business capital	Loan capital
	Cau Town.									
4	Upgrading and expanding the water supply system for Tuy Hoa city and surrounding areas.	Son Thanh commune, Tay Hoa commune, Phu Hoa 1 commune, Tuy Hoa ward	992,000		148,800	843,200	350,000	50,000		300,000
5	Expanding the water supply pipeline network in Xuan Canh commune and surrounding areas.	Xuan Canh commune	2,500		2,500		800		800	
6	Invest in a system for monitoring and supervising water resource exploitation and water quality in accordance with the Law on Water Resources.	Factories under the Company	3,800		3,800		1,900		1,900	
II	Investment project in 2026		15,100	0	15,100	0	15,100	0	15,100	0
1	Renovation and replacement of the pipeline at Tuy Hoa Water Treatment Plant.	Tuy Hoa Ward, Phu Yen Ward	500		500		500		500	

TT	Project name	Construction site	Total estimated investment (million VND)				Capital plan for 2026 (million VND)			
			Total	Shareholder fundraising	Business capital	Loan capital	Total	Shareholder fundraising	Business capital	Loan capital
2	Developing the water supply pipeline network at Tuy Hoa Water Treatment Plant.	Wards: Dong Hoa, Phu Yen, Binh Kien, Dak Lak Province	5,000		5,000		5,000		5,000	
3	Renovation and replacement of the pipeline at Tuy An Water Treatment Plant.	Tuy An Bac commune	500		500		500		500	
4	Developing the water supply pipeline network at Water Supply Branch No. 2	O Loan commune, Tuy An Dong commune, Dak Lak province	1,100		1,100		1,100		1,100	
5	Renovation and replacement of the pipeline for the Song Cau water treatment plant.	NMN Song Cau	250		250		250		250	
6	Renovation and replacement of pipelines in the Dong Xuan water treatment plant area.	Dong Xuan commune	900		900		900		900	
7	Upgrading the HDPE D40 and D63 pipelines along both sides of the road to Suoi Bac and Da Bac	Son Hoa commune	650		650		650		650	

TT	Project name	Construction site	Total estimated investment (million VND)				Capital plan for 2026 (million VND)			
			Total	Shareholder fundraising	Business capital	Loan capital	Total	Shareholder fundraising	Business capital	Loan capital
	hamlets, Son Hoa commune.									
8	Purchasing crane trucks to support the company's production operations.	Tuy Hoa Ward	1,200		1,200		1,200		1,200	
9	Upgrading the water supply pipeline for the Hoa Tam Industrial Park Infrastructure Construction and Business Investment Project - Phase 1 (Area A)	Hoa Hiep Ward	5,000		5,000		5,000		5,000	
TOTAL: I + II			1,126,900	40,000	173,700	913,200	389,800	50,000	19,800	320,000



**JOINT STOCK COMPANY
WATER SUPPLY AND
DRAINAGE IN PHU YEN**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, April 1, 2026

Number: 01/TTr-BKS

REPORT

**Subject: Approval of the list of independent auditing firms to audit the
2026 financial statements of Phu Yen Water Supply and Drainage Joint Stock
Company**

To: The General Meeting of Shareholders of Phu Yen Water Supply and
Drainage Joint Stock Company.

- Based on the 2020 Enterprise Law;
- Based on the Charter of Organization and Operation of Phu Yen Water
Supply and Drainage Joint Stock Company.

To ensure timely review of the 2026 semi-annual financial statements, the
financial statements for the fiscal year ending December 31, 2026, and in accordance
with the proposal of the Supervisory Board at the meeting on April 1, 2026, the
Supervisory Board respectfully submits to the General Meeting of Shareholders the
selection of an independent auditing firm as follows:

1. Criteria for selecting an independent auditing firm :

reputable independent auditing firm , it is approved to audit entities with public
interest in accordance with securities laws;

- As an auditing firm with a team of honest, highly qualified, and experienced
auditors, we ensure the quality of financial statement audits.
- The audit fees are reasonable and appropriate to the content, scope , and
schedule of the audit requested by the Company.

**2. The following is a list of 03 independent auditing firms submitted to the
General Meeting of Shareholders for approval:**

No.	Unit Name	Address	Note
01	A & C Auditing and Consulting Company Limited, Central Vietnam Branch	Lot STH 06A.01, Street No. 13, Le Hong Phong II Urban Area, Nam Nha Trang Ward, Khanh Hoa	Audits were conducted for the company in 2019, 2023, 2024, 2025,

No.	Unit Name	Address	Note
		Province	and many years prior.
02	Deloitte Vietnam Co., Ltd. - Ho Chi Minh City Branch	18th Floor, Times Square Building, 57, 69F Dong Khoi Street, Saigon Ward, Ho Chi Minh City	
03	Ernst & Young Vietnam Co., Ltd. (EY)	20th Floor, Bitexco Tower, 02 Hai Trieu Street, Saigon Ward, Ho Chi Minh City	

3. Implementation:

The Board of Directors is tasked with selecting one of the three auditing firms, based on the criteria and list mentioned above, to review the semi-annual financial statements for 2026 and audit the financial statements for the fiscal year ending December 31, 2026, of the Company in accordance with regulations.

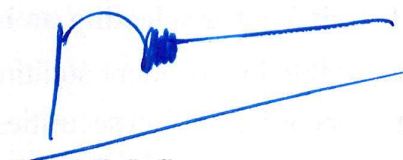
Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipient:

- As above;
- Company Board of Directors;
- Board of Directors of the Company
- Save the license plate number.

TM. BOARD OF SUPERVISORS

PREFECT



Do Minh Son