

ORGANIZATIONAL REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDER 2025
PHU MY WATER SUPPLY JOINT STOCK COMPANY

Based on:

- Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Charter of organization and operation of the Company,

The Board of Directors of Phu My Water Supply Joint Stock Company develops the Working Regulations at the Annual General Meeting of Shareholders in 2025 as follows:

Chapter 1: General Provisions

Article 1. Scope and Subjects

- These Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of Phu My Water Supply Joint Stock Company.
- These Regulations specifically define the rights and obligations of shareholders/their authorized representatives attending the Meeting and other participants, as well as the conditions and procedures for conducting the Meeting.
- Shareholders, their authorized representatives, and all participants are responsible for complying with the provisions of these Regulations.

Article 2. Interpretations of terms/abbreviations

- Company : Phu My Water Supply Joint Stock Company
- BoD : Board of Directors
- SB : Supervisory Board
- GSM : General Shareholders' Meeting
- Delegates : Shareholder, authorized representative

Article 3. Rights and Obligations of Shareholders/Authorized Representatives Attending the Meeting

- Conditions for Attending the Meeting: The attendees must be shareholders or their legally authorized representatives (as per the Company's authorization form) of one or more shareholders listed in the Company's shareholder registry as of February 12, 2025, as confirmed by Vietnam Securities Depository and Clearing Corporation (VSDC).
- Rights of Shareholders/Authorized Representatives Attending the Meeting:
 - Attend the Meeting in person or authorize another person in writing to attend on their behalf (using the Company's designated authorization form);
 - Discuss and vote on all matters within the authority of the AGM, in accordance with the Enterprise Law, relevant legal regulations, and the Company Charter;
 - Receive notifications about the Meeting's content and agenda from the Organizing Committee;



- Receive Voting Ballots and the Meeting agenda upon registration at the Meeting;

- Attend the Meeting at the designated time. If a shareholder arrives after the Meeting has commenced, they must complete the registration process before participating and voting. However, the Chairman is not responsible for pausing the Meeting for late registrants, and the effectiveness of previously voted matters remains unchanged;

- Comply strictly with the rules and regulations of the Meeting, follow the guidance and instructions of the Organizing Committee, and respect the Meeting's outcomes and the decisions of the Presidium;

- Dress appropriately when attending the Meeting;

- Ensure that all statements made align with the Meeting's agenda.

Article 4. Responsibilities of the Presidium

- Conduct the Meeting in accordance with the approved agenda and regulations. Guide discussions, collect votes, and decide on matters included in the Meeting agenda.

- Handle any arising issues throughout the Meeting.

Article 5. Responsibilities of the Meeting Secretary

- Accurately and truthfully record the entire proceedings of the General Meeting and all matters approved by the delegates or requiring attention from the General Meeting.

- Draft the Meeting Minutes and AGM Resolution on matters to be approved at the 2025 Annual General Meeting of Shareholders.

- Read and request approval of the Meeting Minutes and Resolution regarding the reports and proposals that have been approved by the AGM before its conclusion.

Article 6. Responsibilities of the Vote Counting Committee:

- Determine the voting results of the delegates on matters approved at the General Meeting.

- Promptly notify the Secretary of the vote counting results.

Chapter II: Conditions and Procedures for Conducting the General Meeting

Article 7. Conditions and Procedures for Conducting the General Meeting

- The first convening of the 2025 Annual General Meeting of Shareholders (AGM) shall proceed if shareholders attending represent more than 50% of the total voting shares, as per the shareholder list recorded at the cut-off date for the AGM.

- In the event that the first convening of the 2025 Annual General Meeting of Shareholders (AGM) does not meet the required quorum of shareholders representing more than 50% of the total voting shares, a second convening shall be held within thirty (30) days from the originally scheduled date of the first AGM. The second AGM shall proceed if shareholders representing at least 33% of the total voting shares are present.

- If the second convening of the 2025 AGM still does not meet the quorum requirement of shareholders representing 33% of the total voting shares, a third convening shall be held within twenty (20) days from the originally scheduled date of the second AGM. In this case, the AGM shall proceed regardless of the number of shareholders attending and the percentage of voting shares represented.

- The AGM shall be conducted in accordance with the approved agenda.

- Discussions shall take place after all reports and proposals have been presented.
- Voting on each agenda item shall be conducted in accordance with the approved voting rules.
- Nominations and elections for Board of Directors (BOD) and Supervisory Board (SB) members shall be conducted in accordance with the Company Charter, and the election and vote-counting rules shall also comply with the Company Charter.

Article 8. Voting Ballots

- Voting Ballots, stamped by the Company, shall be issued by the Shareholder Eligibility Verification Committee to shareholders or their authorized representatives attending the AGM.
- Each Voting Ballot shall include the shareholder code, name, number of shares owned or represented, number of voting shares, and voting items as per the AGM agenda.

Article 9. Voting Principles

- All matters in the AGM agenda shall be discussed and voted on publicly by raising Voting Ballots or by secret ballot, depending on the voting item.

Article 10. Voting Methods

10.1. Voting by Raising Voting Ballots

a. Shareholders shall vote by raising their Voting Ballots for the following matters:

- Approval of the Presidium and Secretary list;
- Approval of the Vote Counting Committee list;
- Approval of the Meeting agenda;
- Approval of the Meeting regulations;
- Approval of the nomination, candidacy, and election regulations;
- Approval of the AGM Minutes and Resolutions...

b. Procedure for Raising Voting Ballots:

- Shareholders or their authorized representatives vote (Approve/Disapprove/Abstain) by raising their Voting Ballots at the AGM.
- When voting at the General Meeting, under the direction of the Chairman, shareholders who approve the motion shall raise their Voting Ballots. The Vote Counting Committee members shall record the shareholder codes and the corresponding voting shares of those in favor. Similarly, shareholders who disapprove or have no opinion shall raise their Voting Ballots in turn;
- The Vote Counting Committee shall count and announce the results.

10.2. Voting by Secret Ballots

a. Secret ballots shall be used for the following items:

- Report on BOD activities, business performance in 2024, and business plan for 2025, as well as the capital utilization progress from the 2023 private placement;
- Report on BOD activities for the 2020-2025 term and orientation for the 2025-2030 term;
- Proposal for approval of the 2024 audited financial statements;



- Proposal for the distribution of 2024 profits and the 2025 profit distribution plan;
- Proposal for the settlement of BOD and SB remuneration for 2024 and the proposed remuneration for 2025;
- Proposal for the selection of the audit firm for 2025 financial statements;
- Report on SB activities for the 2020-2025 term and the 2025-2030 plan;
- Proposal for Approval of the Amendment and Supplementation of the Company's Charter on Organization and Operations, Internal Corporate Governance Regulations, and Operating Regulations of the Board of Directors and the Supervisory Board;
- Proposal for the election of BOD and SB members for the 2025-2030 term.

b. Procedure for Secret Ballots:

- Shareholders and/or their authorized representatives shall mark (X) or (V) in the “Approve/Disapprove/Abstain” box for the issue to be voted on, as stated in the Voting Ballot; sign and clearly write their full name on the Voting Ballot.
- After completing the ballot, shareholders and/or their authorized representatives shall place their ballots into one of the ballot boxes located at the front of the meeting hall.
- Once all shareholders and/or their authorized representatives participating in the AGM have submitted their ballots, the Vote Counting Committee shall proceed with the counting and announce the results to the entire General Meeting.

10.3. Voting Rules

- One (1) common share equals one (1) voting right. As of the closing date, the total number of shares of the company is 49,999,832 shares, of which 49,999,832 shares have voting rights.
- Matters shall be approved if they receive more than 50% of the total voting rights from shareholders present at the AGM, submitted by proxy, or voting remotely as per Company regulations.

Article 11. Discussions at the AGM

11.1. Principles:

- Discussions shall only be conducted within the allotted time and must pertain to matters presented in the AGM agenda;
- Shareholders may either ask questions directly or submit their questions in writing via a Question Submission Form, which must be handed to the AGM Secretariat;
- The AGM Secretariat shall organize and forward the questions to the Presidium in the order received.

11.2. Responses to Shareholders' Questions:

- The Chairman or a designated member shall answer shareholders' questions in real-time or based on written questions compiled by the AGM Secretariat.

Article 12. AGM Minutes and Resolutions

- The AGM Minutes shall be fully documented, capturing the entire proceedings and outcomes of the meeting. Based on the AGM results, the Secretary shall draft the AGM Resolution for all approved matters. The AGM Minutes and Resolutions shall be read and approved before the meeting adjourns. At the same time, the Minutes and Resolution shall be disclosed in accordance with State regulations.

- The AGM Minutes, Shareholder Eligibility Verification Report, Vote Counting Report, and all related documents shall be archived at the Company headquarters.

Article 13. Effective Date of the Regulations

These Regulations shall take effect immediately upon approval by the 2025 Annual General Meeting of Shareholders and shall expire at the conclusion of the 2025 AGM.

Recipient:

- Shareholder
- Archive: Clerical Department, BOD

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



ĐINH CHÍ ĐỨC



No. : 02/2025/BC-HDQT

Ba Ria - Vung Tau, March 13, 2025

REPORT

Activities of the Board of Directors, Business Performance in 2024, and Business Plan for 2025 Status of Capital Utilization for the Project Implemented from the 2023 Private Placement

The Board of Directors of Phu My Water Supply Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders the report on 2024 performance results and the 2025 business plan as follows:

I. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

1. Personnel:

Currently, the Board of Directors (BOD) consists of 07 members, including:

No.	FULL NAME	POSITION
1	Mr. Dinh Chi Duc	Chairman of the Board of Directors
2	Mr. Nguyen Luong Dien	Member of the Board of Directors
3	Mr. Pham Tan Luan	Member of the Board of Directors - General Director
4	Mr. Nguyen Van Manh	Member of the Board of Directors - Deputy General Director
5	Mrs. Nguyen Thi Ngoc	Member of the Board of Directors
6	Mr. Nguyen Tan Long	Member of the Board of Directors - Authorized Person for Information Disclosure
7	Mr. Dang Hong Dang	Member of the Board of Directors

The Supervisory Board consists of 03 members:

No.	FULL NAME	POSITION
1	Mrs. Le Minh Duc	Head of the Supervisory Board
2	Mrs. Chau Thi Thuy Anh	Member of the Supervisory Board
3	Mrs. Dinh Thi Quynh Trang	Member of the Supervisory Board

Ban điều hành Công ty gồm 04 thành viên:

No.	FULL NAME	POSITION
1	Mr. Pham Tan Luan	General Director
2	Mr. Nguyen Van Manh	Deputy General Director
3	Mr. Nguyen Canh Toan	Deputy General Director
4	Mrs. Vu Thi Nhu Trang	Chief Accountant

1. Activities of the Board of Directors in 2024:



- The Board of Directors (BOD) operates on the principle of collective decision-making, complying with the provisions of the law and the Company's Charter. Over the past year, the BOD has continued to leverage its strengths in management, implementation, and decision-making regarding matters related to the Company's business and production activities.
- The BOD has conducted regular inspections and supervision of management activities to ensure the execution of the Company's business and production plans, closely monitoring the Company's operations to make timely adjustments when necessary.
- In 2024, the BOD held 08 meetings with the full participation of BOD and Supervisory Board members to approve AGM-related matters, organize the Annual General Meeting of Shareholders (AGM), approve investment projects, and evaluate the performance of the Executive Board, as well as the Company's key business indicators.
- BOD members regularly oversee the implementation of Resolutions and Decisions of both the AGM and BOD, monitor the management and operations of the General Director and Executive Board, enhance proactiveness, and strengthen advisory roles. The BOD operates and makes decisions based on the interests of shareholders, the Company, and its employees.

2. Salaries, Remuneration, Bonuses, and Other Benefits of the Board of Directors:

The salaries, remuneration, bonuses, and other benefits of the Board of Directors are fully reflected in the 2024 Audited Financial Statements, audited by International Auditing Co., Ltd. (Section VII.1 – Notes to the Financial Statements), which is published on the Company's electronic information portal at www.pmw.vn.

3. Transactions Between the Company and BOD Members & Related Parties:

- Transactions between the Company and BOD members and their related persons: None.
- Transactions between the Company and entities where BOD members are founders or have been enterprise managers within the past three years before the transaction date:
Chau Duc Water Supply Joint Stock Company: According to Resolution No. 02/2024/NQ-HDQT dated January 22, 2024.

+ Clean water supply: VND 162,779,869,000

+ Construction and installation of water supply projects: VND 831,674,421

Ba Ria - Vung Tau Water Supply Joint Stock Company: According to Resolution No. 02/2024/NQ-HDQT dated January 22, 2024

+ Construction and installation of water supply projects: VND 44,108,220

+ Customer service fees: VND 64,814,815

I. SUMMARY OF BUSINESS PERFORMANCE IN 2024

1. Summary of Business Performance in 2024:

No.	ITEMS	UNIT	ACTUAL	PLAN	ACTUAL	ACTUAL/ PLAN	2024/2023
			2023	2024	2024	(%)	(%)
1	Distributed Water	m ³	31,061,197	30,180,800	30,549,770	101.22%	98.35%
2	Commercial Water	m ³	30,390,312	29,284,000	29,764,442	101.64%	97.94%

3	Total Revenue	VND millions	381,470	389,272	392,302	100.78%	102.84%
-	Water Production Revenue	"	340,900	352,872	362,615	102.76%	106.37%
-	Other Revenue	"	40,570	36,400	29,687	81.56%	73.17%
4	Net Profit After Tax	"	96,999	101,204	98,847	97.67%	101.91%

General Assessment: The company faced various difficulties in 2024, but key indicators such as water production, commercial water, and water production revenue exceeded the planned targets. Under the close supervision and direction of the Board of Directors and the Executive Board, despite rising costs, the company achieved an after-tax profit reaching 97.67% of the annual plan and 101.91% compared to 2023.

2. Key Tasks Implemented in 2024

- Organized the Annual General Meeting of Shareholders for 2024.
- Received 3,000 m of D600 ductile iron pipes and completed 8,140 m of the D600 pipeline along Route S.
- Installed water pipelines D63 - D225 totaling 48,509 m.
- Upgraded and reinforced the D800 pipeline between Chau Duc - My Xuan, a 96 m section crossing the Bien Hoa - Vung Tau highway.
- Conducted corporate culture training sessions, attended training courses and seminars with Bwaco.
- Implemented a feedback system with monthly written suggestions, developing a compact valve-opening tool.
- Organized plant visits for customers, hosted sports events with key clients, and held the September 2024 Tennis Tournament with partners..
- Resolved outstanding debts with My Xuan A2 Industrial Park and initiated legal action against Formosa International Development Co., Ltd. on July 1, 2024, with the first-instance court ruling in favor of Phu My Wasuco on September 30, 2024.
- Distributed the final 2023 dividend (4%) and advanced the first 2024 dividend (6%).
- Installed an HDPE D225 pipeline for China Steel (222 m) and an HDPE D160 pipeline for Tong Hong Company (580 m).
- Coordinate the renovation and replacement of corroded steel fittings due to saltwater intrusion at network connection points with stainless steel fittings; repair five D125 initial joint leaks to help CS PM3 Industrial Park manage the water supply system safely and efficiently.
- Community activities: Donated 50 gift packages to local families, installed drinking water fountains at My Xuan Primary School, provided rice donations, and supported disaster relief in northern Vietnam after Typhoon Yagi.
- Conducted regular health check-ups for employees and organized domestic and international exchange programs.



3. Activities of Invested Companies:

Ba Ria - Vung Tau Water Supply JSC:

- Charter Capital: VND 1,000,075,690,000;
- Phu My Water Supply's shareholding: 5.07% charter capital
- Dividend Distribution for 2024
+ Cash dividend: 10%/charter capital

Chau Duc Water Supply Joint Stock Company:

- Charter Capital: VND 575,000,000,000;
- Phu My Water Supply's shareholding: 19.73% charter capital
- Dividend Distribution for 2024
+ Cash dividend: 20%/charter capital

I. BUSINESS PLAN FOR 2025:

1. Summary of Business Plan for 2025:

No.	ITEMS	UNIT	ACTUAL 2024	PLAN 2025	% 2025/2024
1	Distributed Water	m ³	30,549,770	29,736,100	97.34%
2	Produced Water	m ³	6,430,779	6,488,600	100.90%
3	Commercial Water	m ³	29,764,442	28,847,150	96.92%
4	Total Revenue	VND millions	392,302	387,243	98.71%
-	<i>Water Revenue</i>	"	362,615	351,813	97.02%
-	<i>Financial & Other Revenue</i>	"	29,687	35,430	119.35%
5	Total Expenses	"	284,955	283,511	99.49%
-	<i>Water Production Costs</i>	"	280,104	281,061	100.34%
-	<i>Financial & Other Costs</i>	"	4,851	2,450	50.51%
6	Corporate Income Tax	"	8,500	7,070	83.18%
7	Net Profit After Tax	"	98,847	96,662	97.79%

2. Key Focus Areas for 2025:

- Upgrade server and network security systems, implement IT risk mitigation solutions.
- Develop strategies to become an environmentally sustainable water supply company.
- Complete investment procedures for a 2.7 km D800 ductile iron pipeline along National Highway 51.

- Install 2,500 smart water meters and pilot a cashless payment system in Ngoc Ha – Phu My Ward.
- Enhance employee training and continue corporate culture initiatives.
- Organize the 2025 Annual General Meeting of Shareholders and elect the Board of Directors and Supervisory Board for the 2025-2030 term.

IV. REPORT ON CAPITAL UTILIZATION FROM 2023 PRIVATE PLACEMENT

- Project Name: D600 Transmission Pipeline along Route S – Phu My Town, Ba Ria - Vung Tau Province.
- Investment Location: Along Route S, Phu My Town, Ba Ria - Vung Tau Province.
- Investment Scope: Construction of a 14,290 m D600 ductile iron pipeline.
- Name of securities: Shares of Phu My Water Supply JSC.
- Stock Code: PMW
- Type of securities: Common shares.
- Par Value: VND 10,000 per share.
- Offering Price: VND 15,000 per share.
- Planned Issued Shares: 3,000,000.
- Distributed Shares: 3,000,000
- Total Raised Capital: VND 45,000,000,000.
- Issuance Completion Date: April 27, 2023.
- According to Official Dispatch No. 2457/UBCK-QLCB dated May 9, 2023, from the State Securities Commission of Vietnam, the results of the private placement were approved as per the report No. 01/BCKQ-PHRL dated April 27, 2023, of Phu My Water Supply Joint Stock Company.
- Purpose of fund utilization: To supplement actual capital needs for the investment and construction project of the “D600 Clean Water Transmission Pipeline along Planning Road S – Phu My Town, Ba Ria – Vung Tau Province”.
- Capital utilization status as of the reporting date:
 - ✓ Cumulative disbursed amount as of December 31, 2024:
 - ✓ Disbursement purposes
 - Procurement of construction materials: VND
 - Payment to construction contractors: VND 8,887,826,600
 - Audit expenses: VND 93,144,600
 - ✓ Remaining undistributed funds: VND 0

Dear General Meeting of Shareholders,

This report presents the activities of the Board of Directors, the business performance results for 2024, and the business plan for 2025 of Phu My Water Supply Joint Stock Company.

We wish all shareholders good health and happiness and wish the General Meeting great success.

Sincerely,

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



ĐINH CHÍ ĐỨC

No.: 01/TTr-HĐQT

Ba Ria - Vung Tau, March 13, 2025

PROPOSAL

Re: Approval of the Audited Financial Statements for 2024

To : Annual General Meeting of Shareholders 2025

Phu My Water Supply Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of Organization and Operation of Phu My Water Supply

In accordance with the resolution of the Annual General Meeting of Shareholders 2024 and the resolution of the Board of Directors regarding the approval of selecting the International Auditing Company Limited to conduct the audit of the 2024 financial statements, the Board of Directors of Phu My Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the audited 2024 financial statements, as audited by the International Auditing Company Limited.

Summary of the 2024 Audited Financial Statements:

1. Balance Sheet:

No.	ITEMS	UNIT	ENDING BALANCE	BEGINNING BALANCE
I	TOTAL ASSETS	VND million	701,678	659,433
1	Short-term assets	"	104,064	91,588
	Cash and cash equivalents	"	41,534	9,330
	Short-term financial investment	"	-	30,000
	Short-term receivables	"	46,623	41,718
	Inventory	"	13,218	7,442
	Other short-term assets	"	2,689	3,098
2	Long-term assets	"	597,614	567,845
	Fixed assets	"	399,207	407,905
	Long-term unfinished assets	"	83,748	48,027
	Long-term financial investment	"	102,579	102,579
	Other long-term assets	"	12,081	9,335
II	TOTAL FUNDING	"	701,678	659,433
1	Liabilities	"	79,549	74,290
	Short-term debt	"	79,549	74,290

	Long-term debt	"	-	-
2	Equity	"	622,129	585,143
	Equity	"	622,129	585,143

2. Income Statement:

No.	ITEMS	UNIT	THIS YEAR	LAST YEAR
1	Total Revenue	VND million	392,301	381,470
	Production revenue	"	362,615	340,900
	Finance+other revenue	"	29,687	40,570
2	Total cost	"	284,955	275,497
3	Total profit before tax	"	107,347	105,973
4	Corporate Income Tax	"	8,500	8,974
5	Total profit after tax	"	98,847	96,999
6	Basic earnings per share	VND	1,740	1,740

The full text of the audited financial statements for 2024 is publicly disclosed on the company's website: <http://www.pmw.vn> and through information disclosure channels as required by law.

The Board of Directors respectfully submits to the General Meeting of Shareholders for Respectfully!

Recipient:

- Shareholder
- Archive: Clerical Department, BOD

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



ĐINH CHÍ ĐỨC

No.: 02/TTr-HĐQT

Ba Ria - Vung Tau, March 14, 2025

PROPOSAL

*Re: Approval of the 2024 Profit Distribution Plan
and the 2025 Profit Distribution Plan.*

**To: Annual General Meeting of Shareholders 2025
Phu My Water Supply Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on
- Pursuant to the Charter of Organization and Operation of Phu My Water Supply Joint
- Pursuant the audited financial statements for 2024;
- Pursuant the Company's production and business operation plan for 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2024 Profit Distribution Plan and the 2025 Profit Distribution Plan as follows:

1. 2024 Profit Distribution:

Unit: VND Million

No.	CONTENTS	PERCENT AGE (%)	AMOUNT (VND milion)
I	GROSS PROFIT AFTER TAX	-	98,847
II	PROFIT DISTRIBUTION	100	98,847
1	Appropriation to the investment and development fund: 3% of after-tax profit	3	2,965
2	Appropriation to the bonus and welfare fund: 12% of after-tax profit	12	11,861
3	Expected cash dividend distribution: 16% of charter capital	81	80,000
4	Retained earnings	4	4,021

2. Profit Distribution Plan for 2025:

- Allocate 3% of net profit to the Investment and Development Fund;
- Allocate 12% of net profit to the Reward and Welfare Fund;
- Dividend payment at a rate not lower than 15% of charter capital;
- Retained earnings: Net profit remaining after fund allocations and dividend payments..

To ensure flexibility in executing the 2025 profit distribution plan, the Board of Directors seeks authorization from the General Meeting of Shareholders to determine the timing and interim dividend rate for 2025, depending on business performance and the company's financial position.

The Board of Directors respectfully submits this proposal for approval by the General Meeting of Shareholders.
Sincerely!

Recipient:

- *Shareholder*
- *Archive: Clerical Department,
BOD*

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



ĐINH CHÍ ĐỨC

No.: 03/TTr-HĐQT

Ba Ria - Vung Tau, March 17, 2025

PROPOSAL

Re: Settlement of Remuneration for the Board of Directors and the Supervisory Board in 2024 and Proposal for Remuneration for the BOD and the SB in 2025

**To : Annual General Meeting of Shareholders 2025
Phu My Water Supply Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17,
- Pursuant to the Charter of Organization and Operation of Phu My Water Supply Joint Stock
- Pursuant to the 2025 Business Operation Plan of Phu My Water Supply Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration settlement for members of the Board of Directors and the Supervisory Board for 2024 and the approval of the remuneration levels for members of the Board of Directors and the Supervisory Board of Phu My Water Supply Joint Stock Company for 2025 as follows:

- The remuneration settlement for members of the Board of Directors and the Supervisory Board for 2024 is: **VND 1,240,000,000** (One billion two hundred forty million dong).
- The approved remuneration level for members of the Board of Directors and the Supervisory Board for 2025 is: **VND 1,420,000,000** (One billion four hundred twenty million dong).

The remuneration for members of the Board of Directors and the Supervisory Board will be paid at the beginning of each quarter.

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

Sincerely!

Recipient:

- Shareholder;
- Archive: Clerical Department, BOD.

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



ĐINH CHÍ ĐỨC

No. : 03/2025/BC-HĐQT

Ba Ria - Vung Tau, March 4, 2025

REPORT

***Activities of the Board of Directors for the 2020-2025 Term;
Operational Orientation of the Board of Directors for the 2025-2030 Term.***

Dear General Meeting of Shareholders,

The Board of Directors of Phu My Water Supply Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders the Report on Activities for the 2020-2025 Term and the Operational Orientation for the 2025-2030 Term as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS

1. Personnel:

The Annual General Meeting of Shareholders in 2020 elected five members to the Board of Directors for the 2020-2025 term. After two additional elections, the Board of Directors currently consists of seven members as follows:

No.	FULL	POSITION
1	Mr. Dinh Chi Duc	Chairman of the Board of Directors
2	Mr. Nguyen Luong Dien	Member of the Board of Directors
3	Mr. Pham Tan Luan	Member of the Board of Directors - General Director
4	Mr. Nguyen Van Manh	Member of the Board of Directors - Deputy General Director
5	Mrs. Nguyen Thi Ngoc	Member of the Board of Directors
6	Mr. Nguyen Tan Long	Member of the Board of Directors - Authorized Person for Information Disclosure
7	Mr. Dang Hong Dang	Member of the Board of Directors

The Company's Executive Board consists of 04 members:

No.	FULL NAME	POSITION
1	Mr. Pham Tan Luan	General Director
2	Mr. Nguyen Van Manh	Deputy General Director
3	Mr. Nguyen Canh Toan	Deputy General Director
4	Mrs. Vu Thi Nhu Trang	Chief Accountant

2. Activities of the Board of Directors for the 2020-2025 Term:

- The Board of Directors assigned specific tasks, regularly conducted inspections, and monitored the management and implementation of the company's business plan to stay informed about its operations and make timely adjustments.



- The Board of Directors consistently leveraged its strengths in management, execution, and decision-making on matters related to the company's business operations. Additionally, the Board reviewed and amended the Company's Charter, issued internal governance regulations, and established rules for the Board of Directors' operations to align with current regulations.

- The Board of Directors held at least four meetings annually, with full participation from all Board members and the Supervisory Board, to approve the agenda of the General Meeting of Shareholders, organize the Annual General Meeting of Shareholders, approve investment projects, assess the performance of the Executive Board, and evaluate the company's business performance indicators.

- Board members effectively fulfilled their roles, regularly monitoring the implementation of the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors, as well as overseeing the management of the General Director and the Executive Board. Their efforts enhanced proactive decision-making and advisory roles. The Board of Directors consistently operated and made decisions in the best interest of shareholders, the company, and employees.

II. SUMMARY OF BUSINESS OPERATIONS FOR THE 2020-2025 PERIOD:

1. Summary of Business Performance:

No.	CONTENT	UNIT	2020	2021	2022	2023	2024
1	Commercial Water	1000 m ³	23,924	29,982	30,936	30,390	29,764
2	Water Production Revenue	VND Million	265,834	332,281	344,105	340,900	362,615
3	Net Profit After Tax	"	78,494	77,586	78,279	96,999	98,847
4	Dividend Payment	%	16%	14%	12%	16%	16%
5	Charter Capital	VND Billion	400	400	470	500	500

General Assessment:

The 2020-2025 period was a challenging phase due to the impact of the COVID-19 pandemic and economic and social instabilities. As a result, the Company's business operations faced numerous difficulties. However, the Board of Directors, the Executive Board, and all employees made great efforts to overcome these challenges and achieved positive results during the term. Key indicators such as commercial water volume, water production revenue, and net profit after tax increased by over 20% compared to the previous term, ensuring stable dividend payments for shareholders.

2. Key Achievements During the 2020-2025 Term:

- Completed the D800 ductile iron pipeline from Chau Duc to Phu My 3 and effectively put it into operation.

- Invested in the HDPE D630 pipeline to supply water to Hyosung Vina Co., Ltd.
- Invested in the D600 ductile iron pipeline along Planning Road S to enhance the safety of the
- Constructed a wastewater treatment and sludge pressing system, ensuring environmentally friendly operation of the groundwater treatment plant.
- Fully automated the groundwater treatment plant, with well and network data monitored online.
 - Implemented billing and maintenance management through software and mobile applications.
- By the end of 2024, the Company had 31,500 customers, an increase of 9,000 compared to 2019. Strengthened engagement and support for secondary investors in industrial parks..
 - Focused on workforce training to enhance professional skills and expertise, meeting the growing demands of the job. Ensured stable salaries and income for employees, maintained a professional working environment, and upheld employee benefits and welfare policies.
 - Developed and implemented a corporate culture handbook to gradually establish a strong corporate culture.
 - Prioritized annual social charity activities using the welfare fund and corporate social responsibility fund contributed by the Company's employees.

I. BUSINESS AND OPERATIONAL ORIENTATION FOR THE 2025-2030 TERM:

1. Key Targets for the 2025-2030 Period:

- Water revenue to increase by 3% - 5% annually from 2026.
- Profit to grow by approximately 3% - 5% per year.
- Dividend payout of at least 12% annually.

2. Key Focus Areas for the 2025-2030 Term:

- Invest comprehensively in the water supply system in alignment with urban planning to meet the development needs of Phu My City.
- Complete the construction of the D600 ductile iron pipeline along Planning Road S to regulate network pressure and ensure a safe water supply.
- Invest in a 3 km D800 ductile iron pipeline along National Highway 51, from Long Son Junction to Road 991B, to supplement water sources with BWACO and WAS.
- Gradually install smart water meters for customers and automate meter reading.
- Invest in cybersecurity and implement IT risk mitigation solutions to support the company's digital transformation and integrate AI for process automation and customer service.
- Develop strategies to establish the company as an environmentally sustainable water supply enterprise.
- Continue building and fostering corporate culture while enhancing corporate governance efficiency;
- Issue shares to increase charter capital at an appropriate time.
- Maintain a commitment to corporate social responsibility and community charity activities.



Dear General Meeting of Shareholders, The above is the report on the activities of the Board of Directors for the 2020-2025 term and the operational orientation for the 2025-2030 term of Phu My Water Supply Joint Stock Company. We extend our best wishes for good health and happiness to all esteemed shareholders and wish the General Meeting great success.

Sincerely!

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



ĐINH CHÍ ĐỨC

No.: 04/TTr-HDQT

Ba Ria - Vung Tau, March 13, 2025

PROPOSAL

Regarding the Amendment and Supplementation of the Company's Charter on Organization and Operations, Internal Corporate Governance Regulations, and the Operating Regulations of the Board of Directors and the Supervisory Board

**To: The 2025 Annual General Meeting of Shareholders
Phu My Water Supply Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, guiding the implementation of certain provisions of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government on corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operations of Phu My Water Supply Joint Stock Company;
- Pursuant to the Internal Corporate Governance Regulations of Phu My Water Supply Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Directors of Phu My Water Supply Joint Stock Company;
- Pursuant to the Operating Regulations of the Supervisory Board of Phu My Water Supply Joint Stock Company;

Based on the practical requirements in the management and operation of the Company, in order to ensure that the management and business operations are in compliance with legal regulations, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the amendments and supplements to the Charter of the Company, the Internal Regulations on Corporate Governance, the Regulations on the operation of the Board of Directors, and the Board of Supervisor, in accordance with the provisions of the Enterprise Law, the Securities Law, Decree No. 155/2020/ND-CP, and other relevant legal regulations, with the following amended contents in the Charter and corresponding changes in the regulations:



No.	Current Provisions	Proposed Amendments
1	<p>Clause 3, Article 2: Name, Form, Head Office, Branches, Representative Offices, and Duration of Operation of the Company</p> <p>3. The Company's registered head office is:</p> <ul style="list-style-type: none"> - Address: No. 02 Doc Lap Street, Tan Ngoc Quarter, Phu My Town, Tan Thanh District, Ba Ria - Vung Tau Province. - Phone: 02543.876676 - Website: www.pmw.vn 	<p>Clause 3, Article 2: Name, Form, Head Office, Branches, Representative Offices, and Duration of Operation of the Company</p> <p>3. The Company's registered head office is:</p> <ul style="list-style-type: none"> - Address: No. 02 Doc Lap Street, Tan Ngoc Quarter, Phu My Ward, Phu My City, Ba Ria - Vung Tau Province. - Phone: 1900636656 - Website: www.pmw.vn
2	<p>Clause 3, Article 12: Shareholders' Rights</p> <p>3. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Directors and the Supervisory Board. The nomination process is as follows:</p>	<p>Clause 3, Article 12: Shareholders' Rights</p> <p>3. Shareholders or groups of shareholders holding at least 5% of the total ordinary shares have the right to nominate candidates for the Board of Directors and the Supervisory Board. The nomination process is as follows:</p>
3	<p>Clause 2, Article 24: Candidacy and Nomination of Board Members</p> <p>2. Shareholders holding ordinary shares may aggregate voting rights to nominate candidates for the Board of Directors as follows: those holding from 10% to under 20% may nominate up to 1 candidate; from 20% to under 30%, up to 2 candidates; from 30% to under 40%, up to 3 candidates; from 40% to under 50%, up to 4 candidates; from 50% to under 60%, up to 5 candidates; from 60% to under 70%, up to 6 candidates; and from 70% or more, up to 7 candidates.</p>	<p>Clause 2, Article 24: Candidacy and Nomination of Board Members</p> <p>2. Shareholders holding ordinary shares may aggregate voting rights to nominate candidates for the Board of Directors as follows: those holding from 5% to under 10% may nominate up to 1 candidate; from 10% to under 20%, up to 2 candidates; from 20% to under 30%, up to 3 candidates; from 30% to under 40%, up to 4 candidates; from 40% to under 50%, up to 5 candidates; from 50% to under 60%, up to 6 candidates; from 60% to under 70%, up to 7 candidates; from 70% to under 80%, up to 8 candidates; and from 80% or more, up to 9 candidates.</p>

4	<p>Clause 1, Article 25: Composition and Term of the Board of Directors</p> <p>1. The Board of Directors consists of seven (07) members. The term of office is not more than five (05) years; Board members may be re-elected for an unlimited number of terms.</p>	<p>Clause 1, Article 25: Composition and Term of the Board of Directors</p> <p>1. The Board of Directors consists of nine (09) members. The term of office is not more than five (05) years; Board members may be re-elected for an unlimited number of terms.</p>
5	<p>Clause 2, Article 35: Candidacy and Nomination of Supervisory Board Members</p> <p>Shareholders holding ordinary shares may aggregate voting rights to nominate candidates for the Supervisory Board as follows: those holding from 10% to under 20% may nominate up to 1 candidate; from 20% to under 40%, up to 2 candidates; and those holding over 40% may nominate the required number of candidates.</p>	<p>Clause 2, Article 35: Candidacy and Nomination of Supervisory Board Members</p> <p>Shareholders holding ordinary shares may aggregate voting rights to nominate candidates for the Supervisory Board as follows: those holding from 5% to under 20% may nominate up to 1 candidate; from 20% to under 40%, up to 2 candidates; and those holding over 40% may nominate the required number of candidates.</p>

The draft content of the Charter on Organization and Operations, Internal Corporate Governance Regulations, Board of Directors' Operating Regulations, and Supervisory Board's Operating Regulations of Phu My Water Supply Joint Stock Company has been publicly disclosed at least 21 days before the commencement of the General Meeting and is included in the 2025 Annual General Meeting documentation available on the company's website www.pmw.vn.

We respectfully submit this proposal for the General Meeting's consideration and approval.

Sincerely!

Recipient:

- Shareholder;
- Archive: Clerical Department, BOD.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF THE SUPERVISORY BOARD



ĐINH CHÍ ĐỨC

No: 05/TTr-HĐQT

Ba Ria - Vung Tau, March 4, 2025

PROPOSAL

Regarding the Election of Board of Directors and Supervisory Board Members for the 2025-2030 Term At the 2025 Annual General Meeting of Shareholders

To: The 2025 Annual General Meeting of Shareholders

Phu My Water Supply Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed on November 26, 2019;
- Pursuant to the Charter on Organization and Operations of Phu My Water Supply Joint Stock Company;
- Pursuant to Resolution No. 01/NQ-ĐHĐCĐ approved at the General Meeting of Shareholders on April 4, 2020.

In accordance with legal regulations, the term of office for the Board of Directors and the Supervisory Board for the 2020-2025 term has ended. The Board of Directors of Phu My Water Supply Joint Stock Company hereby submits to the General Meeting of Shareholders the election of new members for the Board of Directors and the Supervisory Board for the 2025-2030 term.

1. Election of Board of Directors Members for the 2025-2030 Term:

- Number of Board members: 09 members
- Term: 2025 - 2030
- Maximum number of Board candidates: unlimited
- Qualifications for Board candidates: As stipulated in Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14, Article 275 of Decree No. 155/2020/ND-CP, and the Company's Charter on Organization and Operations

2. Election of Supervisory Board Members for the 2025-2030 Term:

- Number of Supervisory Board members: 03 members
- Term : 2025 - 2030

- Maximum number of Supervisory Board candidates : unlimited

- Qualifications for Supervisory Board candidates: As stipulated in Article 169 of the Law on Enterprises No. 59/2020/QH14, Article 286 of Decree No. 155/2020/ND-CP, and the Company's Charter on Organization and Operations

3. Approval of the List of Candidates for the Board of Directors and the Supervisory Board

3.1 Approval of the List of Candidates for the Board of Directors for the 2025-2030 Term

- Ms Chau Thi Thuy Anh
- Mr Dang Hong Dang
- Mr Nguyen Luong Dien
- Mr Dinh Chi Duc
- Mr Vo Hien Hieu
- Mr Nguyen Xuan Kha
- Mr Nguyen Tan Long
- Mr Pham Tan Luan
- Mr Nguyen Canh Toan

3.2 Approval of the List of Candidates for the Supervisory Board for the 2025-2030 Term

- Ms Nguyen Thi Hong Hanh
- Mr Ho Dac Khuong
- Ms Nguyen Thi Nhung

The nomination, candidacy, and election procedures shall comply with the Regulations on the Nomination, Candidacy, and Election of Members of the Board of Directors and Supervisory Board for the 2025-2030 Term, as presented at the 2025 Annual General Meeting of Shareholders.

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

Sincerely!

Recipient:

- Shareholder;
- Archive: Clerical Department, BOD.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF THE SUPERVISORY BOARD



ĐINH CHÍ ĐỨC

No.: 02/2025/QC-CNPM

Ba Ria - Vung Tau, March 4, 2025

**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION
MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD
TERM 2025-2030**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Phu My Water Supply Joint Stock Company.

The Board of Directors of Phu My Water Supply Joint Stock Company has formulated the Regulations on Nomination, Candidacy, and Election for the Supplementary Election of Members of the Board of Directors and the Supervisory Board for the 2020-2025 Term at the 2023 Annual General Meeting of Shareholders as follows:

Article 1. Regulations on Nomination and Candidacy for the Board of Directors:

1. Number and Term of Board Members:

- The number of Board of Directors (BOD) members to be elected for the 2025-2030 term is 09 members.
- The term of the newly elected BOD members will commence from the effective date of their appointment until the end of the 2025-2030 term.

2. Qualifications of Candidates for the Board of Directors:

- Candidates for the Board of Directors must meet the requirements stipulated in Article 155 of the Enterprise Law No. 59/2020/QH14, specifically:
 - Must have full civil act capacity and not fall under the cases specified in Clause 2, Article 17 of the Enterprise Law.
 - Must have professional qualifications and experience in business administration or in the company's business sector and are not necessarily required to be shareholders of the company.
 - Other standards as required by law (if applicable).

3. Conditions for Nomination and Candidacy for the Board of Directors:

- Shareholders holding voting shares have the right to pool their voting rights to nominate candidates for the Board of Directors.



- Shareholders or groups of shareholders holding 5% to less than 10% of the total voting shares may nominate one (01) candidate; 10% to less than 20% may nominate up to two (02) candidates; 20% to less than 30% may nominate up to three (03) candidates; 30% to less than 40% may nominate up to four (04) candidates; 40% to less than 50% may nominate up to five (05) candidates; 50% to less than 60% may nominate up to six (06) candidates; 60% to less than 70% may nominate up to seven (07) candidates; 70% to less than 80% may nominate up to eight (08) candidates; and 80% or more may nominate up to nine (09) candidates. The nomination of candidates for the Board of Directors shall be carried out as follows:

- Ordinary shareholders forming a group to nominate candidates for the Board of Directors must notify other attending shareholders of their group formation before the opening of the General Meeting of Shareholders.

- Based on the number of Board of Directors' members, shareholders or groups of shareholders are entitled to nominate one or more candidates as determined by the General Meeting of Shareholders. If the number of candidates nominated by shareholders or shareholder groups is less than the number they are entitled to nominate as per the General Meeting of Shareholders' decision, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

Article 2. Regulations on Nomination and Candidacy for the Supervisory Board Members:

1. Number and Term of Supervisory Board Members:

- The number of Supervisory Board members to be elected for the 2025-2030 term is 03 members
- The term of the newly appointed Supervisory Board members shall be effective from the date of appointment until the end of the 2025-2030 term of the Supervisory Board.

2. Eligibility Criteria for Candidates for the Supervisory Board:

Candidates for the Supervisory Board must meet the requirements set forth in Article 169 of the Law on Enterprises No. 59/2020/QH14, specifically:

- Must have full civil act capacity and must not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises.
- Must have training in one of the fields of economics, finance, accounting, auditing, law, business administration, or other disciplines relevant to the company's business activities.
- Must not be a family member of a member of the Board of Directors, the General Director, or other managers; must not be a person working in the accounting or finance department of the company; and must not be a member or employee of the independent auditing company auditing the company's financial statements.
- Must not be a company manager and is not required to be a shareholder or employee of the company unless otherwise stipulated in the company's charter.
- Must meet other qualifications and conditions as prescribed by applicable laws and the company's charter.

3. Conditions for Nomination and Candidacy for the Supervisory Board Members:

- This election regulation takes effect immediately upon approval by the General Meeting of Shareholders and will expire at the conclusion of the 2025 Annual General Meeting.

This is the Election Regulation for Nomination, Candidacy, and Voting for Board of Directors and Supervisory Board Members of Phu My Water Supply Joint Stock Company for the 2025-2030 term, to be approved at the 2025 Annual General Meeting of Shareholders.

Recipient:

- Shareholder;
- Archive: Clerical Department, BOD.

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



ĐINH CHÍ ĐỨC



No.: 01/TTr-BKS

PROPOSAL

Re: Selection of the Audit Firm for the 2025 Financial Statements

**To : Annual General Meeting of Shareholders 2025
Phu My Water Supply Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to Decision No. 2730/QĐ-BTC dated November 15, 2024, issued by the Ministry of Finance, approving auditing firms and certified auditors eligible to audit public interest entities in 2025;
- Pursuant to the Charter of Organization and Operation of Phu My Water Supply Joint Stock Company.

To ensure that the operations of Phu My Water Supply Joint Stock Company comply with current legal regulations, the Supervisory Board of Phu My Water Supply Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the selection of the auditing firm for the Company's 2025 financial statements as follows:

1. Criteria for selecting an independent auditing unit

- Must be an independent auditing firm authorized by law and approved by the Ministry of Finance, listed among those eligible to conduct audits for enterprises;
- Must have a team of auditors who are licensed, honest, objective, reputable, and uphold professional ethics;
- Must meet the Company's requirements in terms of scope, timeline, and audit quality;
- Audit fees must be reasonable and align with the scope, content, and timeline required by the Company.

2. Proposal: Based on the selection criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms that meet the selection criteria and requests authorization for the Board of Directors to select one appropriate auditing firm from the list to audit the 2025 financial statements.

1. A&C Auditing And Consulting Company Limited

- Address: 02 Truong Son Street, Ward 2, Tan Binh District, Ho Chi Minh City
- Tel: 0283.547.2972

2. International Auditing Company Limited

- Address: 15th Floor, Center Building - Hapulico Complex, No. 01 Nguyen Huy Tuong Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi City



- Tel: 024 666 42 777

3. VACO Auditing Company Limited

- Address: 12A Floor, 319 Corporation Building, No. 63 Le Van Luong Street, Trung Hoa Ward, Cau Giay District, Hanoi City

- Tel: 0243 577 0781

Respectfully !

Recipient:

- *Shareholder;*

- *Archive: Clerical Department, BOD.*

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**

A handwritten signature in blue ink, appearing to read 'Le Minh Duc', with a horizontal line underneath.

Le Minh Duc

Ba Ria - Vung Tau, March 14, 2025

REPORT

*Company, Board of Directors, and Supervisory Board Activities for the 2020-2025 Term;
Supervisory Board Activity Plan for the 2025-2030 Term*

Dear General Meeting of Shareholders,

The Supervisory Board of Phu My Water Supply Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders the report on activities for the 2020-2025 term and the operational plan for the 2025-2030 term as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD

1. Personnel:

The Annual General Meeting of Shareholders in 2020 elected three members to the Supervisory Board for the 2020-2025 term. After two additional elections, as of now, the Supervisory Board consists of three members:

No.	FULL NAME	POSITIONS
1	Mrs. Le Minh Duc	Head of the Supervisory Board
2	Mrs. Dinh Thi Quynh Trang	Member of the Supervisory Board
3	Mrs. Chau Thi Thuy Anh	Member of the Supervisory Board

2. Remuneration, Operating Expenses, and Other Benefits:

Salaries, remuneration, bonuses, and other benefits of the Supervisory Board (BKS) are fully reflected in the 2024 audited Financial Statements, audited by the International Auditing Company Limited (Section VII.1 – Notes to the Financial Statements), published on the Company's website at www.pmw.vn.

3. Supervisory Board Activities:

- The Supervisory Board has performed its functions and duties in supervising the activities of the Board of Directors (BOD) and the Executive Board in compliance with the provisions of the Law and the Company's Charter.
- The Supervisory Board regularly inspects and supervises accounting and financial activities, as well as the Company's management and operations. In particular, it reviews accounting documents, monthly financial records, quarterly financial statements, and evaluates interim and annual financial audit reports issued by independent auditing firms.
- Fully participates in meetings of the Board of Directors, providing recommendations to the Board of Directors and the Executive Board on issues related to business operations.
- Supervises the activities of the Board of Directors and the Executive Board regarding the implementation of resolutions of the General Meeting of Shareholders.
- Monitors the Company's information disclosure in accordance with legal regulations.
- Performs other tasks within the authority of the Supervisory Board as prescribed by current laws.

Based on the above activities, the Supervisory Board reports the following work results:

▪ Board of Directors' Governance Activities:

- The Board of Directors has held regular quarterly meetings, as well as ad hoc meetings, to promptly issue Resolutions and Decisions related to the Company's investment and business operations within its scope of responsibility and authority, in accordance with the Resolutions of the General Meeting of Shareholders.
- The Board of Directors has fulfilled its duties and responsibilities as prescribed.

- Provided guidance to the Executive Board in successfully implementing the Resolutions of the General Meeting of Shareholders, ensuring timely strategic directions for the Company's development.
Executive Board Management Activities

▪ **Executive Board Management Activities:**

— The Executive Board has fully implemented the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.

- Financial Management: Efficient capital utilization, particularly in investment activities. Expenditures have been made rationally and in compliance with legal regulations and the Company's policies, with clear and transparent documentation.

- Human Resource Management and Training: The Executive Board continues to implement a task allocation mechanism for each employee, recruit new personnel with qualifications suited to job positions, and conduct professional training for staff to enhance work efficiency.

- Business Operations Management: Flexibility in managing production and business operations. Actively researching market trends and conducting site visits to companies within the industry to learn advanced management methods and apply new technologies to improve operational efficiency.

- Customer Service and Consulting: The Customer Service and Consulting Department has operated effectively, improving service quality for major clients.

- Water Quality Monitoring: Regular monitoring of water quality to ensure the supply of clean water to customers within the management area.

- Compliance with Legal and Financial Obligations: Adhering to legal regulations and fulfilling obligations to the state budget, ensuring employee welfare policies for stable workforce engagement.

▪ **General Assessment:**

- During the past term, the Supervisory Board received strong cooperation from the Board of Directors and the Executive Board. It was provided with complete and transparent information regarding business operations and the financial situation of the Company.

- The governance and management activities of the Company were implemented under the direction of the Board of Directors through resolutions and decisions.

- The Supervisory Board closely monitored the implementation of policies set by the General Meeting of Shareholders and the Board of Directors. During Board meetings, The SB contributed opinions based on a cautious approach, prioritizing the maximum benefit of shareholders and helping improve the Company's management policies.

- In its role, The SB assessed that the Board of Directors and the Executive Board successfully managed the Company's business operations in accordance with its functions and responsibilities under the Company's Charter, the Enterprise Law, and other applicable regulations.

- Despite economic difficulties, the Company achieved positive business results. It efficiently and rationally utilized human resources, capital, and the development investment fund while maintaining clear short-term and long-term growth objectives.

- The Company's scale expanded significantly, increasing its charter capital from VND 400 billion to nearly VND 500 billion.

- The Company has remained proactive in social and charitable activities.

- Financial management is transparent, and corporate governance ensures openness, strictly adhering to the outlined business strategies.

II. PLAN OF ACTIVITIES FOR THE SUPERVISORY BOARD DURING THE 2025-2030 PERIOD:

- Continue conducting inspections and monitoring the management and business operations of the Company, ensuring compliance with the resolutions and decisions of the General Meeting of Shareholders in accordance with legal regulations.

- Maintain regular coordination with the Executive Board to enhance the effectiveness of internal control efforts.
- Recommend to the Board of Directors measures for amending, supplementing, and improving the organizational structure, management, supervision, and business operations of the Company.

Dear General Meeting of Shareholders, the above is the complete report from the Supervisory Board on the operational status of the Company, the Board of Directors, the Executive Board, and the Supervisory Board for the 2020-2025 term, along with the planned activities of the Supervisory Board for the 2025-2030 term. We sincerely wish all shareholders good health and happiness and wish the General Meeting great success.

Sincerely,

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**



Le Minh Duc

