

## **ANNUAL REPORT Year 2024**

**To: Ha Noi Stock Exchange**

### **I. General Information:**

#### **1. General Information:**

- Trading name: PHU MY WATER SUPPLY JOINT STOCK COMPANY
- Business Registration Certificate No.: 3500677525 issued by the Department of Planning and Investment of BR-VT province, initially registered on 2004-11-29, 20th amendment registered on 2025-03-07.
- Charter capital: VND 499,998,320,000
- Owner's investment capital: 499,998,320,000 VND
- Address: 02 Doc Lap, Tan Ngoc Hamlet, Phu My Ward, Phu My City, BR-VT Province
- Phone number: 1900636656
- Website: <http://www.pmw.vn>
- Stock code: PMW

#### ***Establishment and development process***

- On 27/8/2004, the People's Committee of Ba Ria - Vung Tau province issued Decision No. 6023/QD.UB on transforming Phu My Water Supply Enterprise under Ba Ria - Vung Tau Water Supply Company into a joint stock company;
- On 01/01/2005, the company officially transformed into a joint stock company named: Phu My Water Supply Joint Stock Company of BR-VT province, operating under Business Registration Certificate No.: 3500677525 issued by the Department of Planning and Investment of BR-VT province on 29/11/2004 with a charter capital of 24.5 billion VND;
- On 30/12/2016, the company changed its name to Phu My Water Supply Joint Stock Company;
- From 2005-2022, the company increased its charter capital 12 times, and the

charter capital as of 31/12/2023 was 469,998,320,000 VND.

- In 2023, the Company successfully offered private placement of shares to strategic investors, the charter capital as of 31/12/2023 was 499,998,320,000 VND.
- Currently listed on the Upcom.

**2. Business lines and locations of the business:**

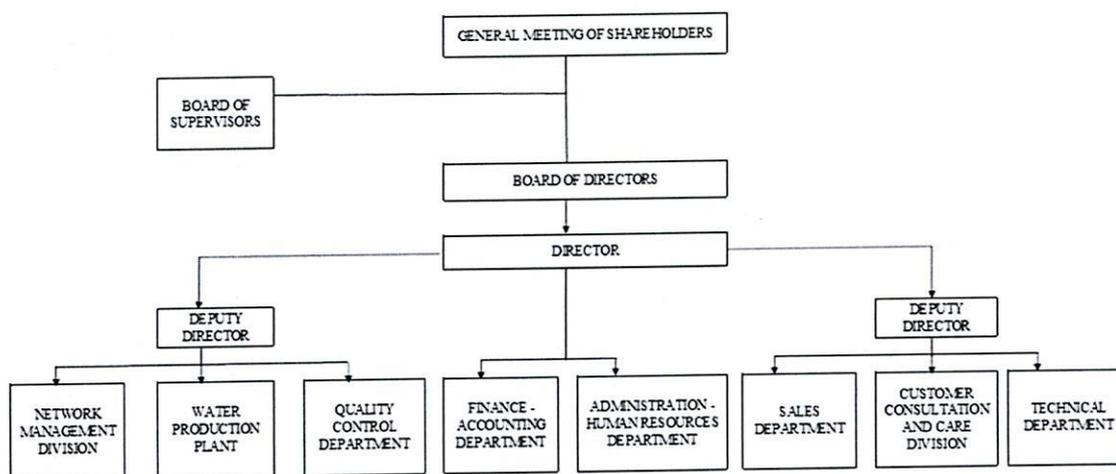
- **Business lines:**

No.	INDUSTRY NAME	INDUSTRY CODE
1	Water exploitation, treatment, and supply	3600 (Main)
2	Construction of other civil engineering works Details: Construction of water supply and drainage pipeline works	4299
3	- Business of materials and equipment for the water sector	4669

- **Locations of the business:** Providing water for production and domestic use for people in Phu My Town.

**3. Information on governance model, business organization and management apparatus:**

**3.1. Governance model:**



Phu My Water Supply Joint Stock Company is organized and operates in accordance with the Enterprise Law, the Company's Charter, and other relevant regulations.

❖ **General Meeting of Shareholders (GMS)**

The General Meeting of Shareholders (GMS) is the highest decision-making body of the Company, deciding the development orientation, annual production and business

plan, and finances of the company. The GMS elects the Board of Directors (BOD) and the Board of Supervisors (BOS).

❖ **Board of Directors (BOD)**

The highest governing body of the Company, having full authority to exercise all rights on behalf of the Company except for the rights belonging to the General Meeting of Shareholders. The BOD consists of 7 members, including 01 Chairman and 06 members.

The company's Board of Directors consists of 07 (seven) members:

1.	Mr. Dinh Chi Duc	Chairman
2.	Mr. Nguyen Luong Dien	Members
3.	Mr. Pham Tan Luan	Members
4.	Mr. Nguyen Van Manh	Members
5.	Mrs. Nguyen Thi Ngoc	Members
6.	Mr. Nguyen Tan Long	Members
7.	Mr. Dang Hong Dang	Members

❖ **Board of Supervisors**

The organization representing shareholders to supervise all production and business activities, management and administration of the company. The Board of Supervisors consists of 03 members: 01 full-time Head and 02 members.

The Company's Board of Supervisors consists of 03 (three) members:

1.	Ms. Le Minh Duc	Head of the BoS
2.	Ms. Chau Thi Thuy Anh	Member
3.	Ms. Dinh Thi Quynh Trang	Member

❖ **The Board of Directors**

The Board of Directors consists of 04 members: 01 Director and 02 Deputy Directors, 01 Chief Accountant appointed by the Board of Directors. The Company's Director is the legal representative of the company in all transactions, manages all business production activities of the company, and is responsible to the Board of Directors and

the General Meeting of Shareholders for the management of the company. The Deputy Director and Chief Accountant assist the Director as assigned.

1. Mr. Pham Tan Luan - Director
2. Mr. Nguyen Van Manh - Deputy Director
3. Mr. Nguyen Canh Toan - Deputy Director
4. Ms. Vu Thi Nhu Trang - Chief Accountant

❖ **Departments/Divisions/Functional Units:**

Departments/Divisions/Functional Units assist the Board of Management in implementing the Company's production and business plans. The Company consists of 01 water production plant and 07 functional departments: Quality Management Department, Finance - Accounting Department, Technical Department, Sales Department, Administration - Human Resources Department, Network Management Division, and Customer Consultation and Care Division.

▪ **Water production plant**

The water production plant is the company's water production facility with the following tasks and functions:

- Clean water production;
- Managing the quality of produced water, including from the water source, the factory's produced water, to the customer's point of consumption, ensuring standards;

▪ **Quality Management Department:**

The Quality Management Department is responsible for monitoring the water quality of the entire company, including from raw water, water produced at the factory, and clean water to the point of consumption, meeting current state management standards. The department has the following tasks:

- Purchasing equipment and chemicals for water quality testing
- Supporting the Director in building, managing, and developing the quality management system
- Sample inspection: Finished product inspection.
- Process inspection: Inspection of tools, operations, documents, and records on the production line.
- Organizing activities to improve quality;

- Orienting activities in departments to comply with the content of the company's quality standard certification;
- Scientific research on water treatment and water quality analysis.

- **Technical Department**

The Technical Department is responsible for monitoring operations and proposing to the Board of Directors on matters related to business production management in accordance with the law. Advising on the organization of economic contracts in accordance with state regulations. Developing the overall plan of the entire company, analyzing the situation, and conducting professional work to serve effective business production activities. Developing technical processes and consumption norms for new items as required,...

The Technical Department has the following functions and tasks:

- Planning and controlling the design of the water supply system
- Construction supervision
- Equipment management
- Material supply
- Economic contract management
- Construction of water supply works

- **Business Department**

The Business Department is responsible for developing business production plans and business activities. At the same time, it is responsible for organizing and managing customer care services for water users, monitoring, entering data, creating and printing water bills; organizing the management of meter readings and water collection, managing water meters, resolving customer inquiries and complaints related to tap water usage, new installation applications, renovation applications, meter inspection and removal, monitoring for contract renewal when there is a change in name, purpose of water use, or discontinuation of water supply for customers who do not comply with regulations.

The business Department has the following main functions and duties:

- Business production planning
- Business operations
- Customer management
- Collection coordination
- Monitoring and handling of water bill receivables

- **Finance - Accounting Department**

The Finance – Accounting Department is responsible for collecting and processing accounting information and data by subject and accounting task, in accordance with accounting standards and regulations. They inspect and supervise financial receipts and expenditures, collections, payments, debt settlements, and the management and use of assets and sources of asset formation. They ensure the security of financial receipts and payments, detect and prevent violations of financial and accounting laws. They analyze accounting information, data, and capital utilization, and advise and propose solutions to serve management requirements and financial and economic decisions for the Board of Management..

Main functions: Finance, accounting, and statistics.

▪ **Administration - Human Resources Department**

The Administration – Human Resources Department is responsible for developing personnel plans and training plans to supplement the succession team throughout the company. They advise the Board of Directors on organizational matters, personnel organization, promotion, appointment of personnel, and other policy regimes throughout the company. They implement labor norms, develop salary scales for each type of product and service, monitor, inspect, and advise the Board of Directors on salary distribution within the company, etc.

The following functions and duties:

- Administrative tasks
- Labor organization and salary tasks
- Human resource management

▪ **Network Management Department**

The Network Management Department is responsible for managing the entire water distribution network to each customer. They develop the overall plan of the company, analyze the situation, and carry out professional work to serve business production activities effectively.

Functions and duties:

- Water meter warranty replacement
- Installation, repair, and maintenance
- Coordination of the water supply network from the company to customers.

▪ **Customer Consulting and Care Department**

The Customer Consulting and Care Department is responsible for consulting and caring for water users in Industrial Parks, managing the water supply network of Industrial Parks, and managing the company's main meters and regional management meters with the following main tasks:

- Consulting and customer care for Industrial Parks.
- Supporting the management and operation of the water supply system in Industrial Parks.
- Understanding the development orientation of investors in industrial parks.
- Planning to create links between partners and high-volume water customers of the company.
- Developing and implementing monthly, quarterly, and annual plans according to the Department's functions.
- Material warehouse management.
- Other tasks as required.

**3.2. First associate: Chau Duc Water Supply Joint Stock Company**

Address	Chau Duc Urban Industrial Park, Suoi Nghe Commune, Chau Duc District, BR-VT Province
Telephone	0254.383.9780
Date of establishment	06/11/2007
Business Registration Certificate	No. 3500823617 issued by the Department of Planning and Investment of Ba Ria - Vung Tau province for the first time on 06/11/2007, amended for the 11th time on 26/10/2023.
Main operating activities	<ul style="list-style-type: none"> <li>+ Production and business of clean water</li> <li>+ Prepare investment projects, design and construct water supply and drainage works</li> <li>+ Construction of civil, industrial and technical infrastructure works</li> <li>+ Supervising the construction of civil, industrial, and technical infrastructure works</li> <li>+ Manufacturing and trading specialized water supply and drainage materials</li> </ul>

Charter capital VND 575,000,000,000

Percentage of ownership in Phu My Water Supply Joint Stock Company 40.48%

Ownership Percentage of Phu My Water Supply Joint Stock Company in Chau Duc Water Supply Joint Stock Company 19.73%

**3.3. First associate: Ba Ria – Vung Tau Water Supply Joint Stock Company**

Address No. 14, 30/4 Street, Ward 9, Vung Tau City, Ba Ria - Vung Tau Province

Telephone 0254.3595959

Date of establishment 17/11/2007

Business Registration Certificate No. 3500101386 issued by the Department of Planning and Investment of Ba Ria - Vung Tau province for the first time on 17/11/2007, changed for the 22nd time on 26/08/2024.

Main operating activities + Producing and supplying clean water for domestic use, production, services, and commerce  
+ Manufacturing specialized water supply and drainage products

- + Constructing water supply and drainage works
- + Constructing civil and industrial works
- + Trading specialized water supply and drainage materials
- + Business of tourism services and sports activities
- + Designing water supply and drainage works

Charter capital VND 1,000,075,690,000 VND

Percentage of ownership in Phu My Water Supply Joint Stock Company 16.69%

Ownership Percentage of Phu My Water Supply Joint Stock Company in BR-VT Water Supply Joint Stock Company 5.07%

#### **4. Development orientation:**

##### **4.1. Main objectives of the Company:**

- Striving to achieve the title of a leading water supply company in Vietnam in terms of business production efficiency.
- Focusing on human resource training and improving customer service quality.
- Continuously improve and apply information technology for management.
- Prioritize building and promoting corporate culture.
- Continuously improve: The lives of employees within the Company and the benefits of Shareholders.

##### **4.2. Medium and long-term development strategy:**

- Promote strengths in the water supply sector, focusing investment on expanding the water supply network. Fully meet the water demand for

production and daily life within the Company's water supply area.

- Increase water supply capacity to 120,000 m<sup>3</sup>/day by 2025.
- Comprehensive cooperation with Ba Ria - Vung Tau Water Supply Joint Stock Company and Chau Duc Water Supply Joint Stock Company: Enhance water supply capacity, ensure water supply safety to meet customer water needs.

**4.3. The Company's environmental, social, and community objective  
Corporate objectives with regard to Corporate environment, society  
and community Sustainability.**

- Develop a safe water supply plan and contingency scenarios.
- Clean water production and business ensuring environmental hygiene (strictly comply with regulations on waste management, discharge procedures in accordance with environmental laws).
- Promote clean water source protection and economical water use.

**5. Risks:**

- Environmental pollution due to untreated wastewater discharge into rivers and streams or the widespread use of uncontrolled plant protection chemicals has affected the water supply source;
- Climate change also significantly affects the water supply source;
- The domestic and international economic and political situation may affect the production and business activities of enterprises in Industrial Zones in the area, thereby affecting customer water consumption and the company's revenue.

**II. Operational Status during the year**

**1. Situation of production and business operations:**

No.	INDICATOR	UNIT	ACTUAL 2023	PLAN 2024	ACTUAL 2024	ACTUAL / PLAN (%)	2024/2023 (%)
1	Distributed Water	m <sup>3</sup>	31,061,197	30,180,800	30,549,770	101.22%	98.35%
2	Commercial Water	m <sup>3</sup>	30,390,312	29,284,000	29,764,442	101.64%	97.94%
3	Total revenue	Million VND	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	Profit after tax	"	96,999	101,204	98,847	97.67%	101.91%

**\* Overall assessment of the production and business situation in 2024**

The Company's production and business situation in 2024 faced many difficulties, but the targets for produced water, commercial water, and water production revenue still exceeded the plan. Under the close supervision and direction of the Board of Directors and the Board of Management, despite high incurred costs, the Company still achieved a profit after tax of 97.67% compared to the annual plan and 101.91% compared to 2023.

**2. Organization and Human resource:**

**– List of Board of Management:**

No.	Name	Year of birth	Qualification	Position	Percentage of share ownership
1	Pham Tan Luan	1975	Mechanical Engineer	Director	0,25%
2	Nguyen Van Manh	1965	Mechanical and Forestry Engineer	Deputy Director	0,26%
3	Nguyen Canh Toan	1995	Construction Engineer	Deputy Director	0,01%
4	Vu Thi Nhu Trang	1989	Bachelor of Finance	Chief Accountant	0,06%

**Director: Pham Tan Luan**

- Name: Pham Tan Luan
- Gender: Male
- Date of birth: 1975-07-09
- Place of birth: Ba Ria - Vung Tau
- Nationality: Vietnamese
- Current permanent residence address: Long Nguyen Hamlet, Long Dien Town, Long Dat District, Ba Ria - Vung Tau Province
- Citizen Identity Card No: 077075002222
- Place of issue: Police Department of Administrative Management of Social Order

- Date of issue: 29/04/2021
- Qualification: Oil and Gas Drilling Equipment Mechanical Engineer - University of Mining and Geology
- Work experience:

Time	Working unit	Position
1999 to present	Ba Ria - Vung Tau Water Supply Joint Stock Company	<ul style="list-style-type: none"> <li>- From 1999: Technical staff</li> <li>- From 2004: Head of Chau Duc Water Supply Branch</li> <li>- From 2009: Director of Long Dien Water Supply Enterprise</li> <li>- From 2011: Director of Vung Tau Water Supply Enterprise</li> <li>- In 2017: Head of Organization and Administration Department</li> <li>- From 2018-04: Member of the Board of Supervisors</li> <li>From 2019 to present: Board of Director' member</li> </ul>
2019 to present	Chau Duc Water Supply Joint Stock Company	<ul style="list-style-type: none"> <li>- Board of Director' member</li> </ul>
2018 to present	Phu My Water Supply Joint Stock Company	<ul style="list-style-type: none"> <li>- Board of Director' member - Director</li> </ul>

- Position held at the Company: Member of the Board of Directors - Director
- Positions held in other organizations:
  - Board of Directors' members - Ba Ria - Vung Tau Water Supply Joint Stock Company
  - Board of Directors' members - Chau Duc Water Supply Joint Stock Company

***Deputy Director: Nguyen Van Manh***

- Name: Nguyen Van Manh
- Gender: Male

- Date of birth: 24/12/1965
- Place of birth: Nam Dinh
- Nationality: Vietnamese
- Current permanent address: 435 27/4 Street, Hamlet 4, Phuoc Hung, Ba Ria City, Ba Ria - Vung Tau Province
- Citizen Identity Card No.: 036065019272
- Place of issue: Police Department for Administrative Management of Social Order
- Date of issue: 10/5/2021
- Qualification: Engineer
- Work experience:

Time	Working unit	Position
1987 - 1991	Konplong Enterprise Union	Cluster Leader
1991 - 2004	Ba Ria - Vung Tau Water Supply Joint Stock Company	Head of Chau Duc Water Supply Branch
2004 to present	Phu My Water Supply Joint Stock Company	- From 2004: Deputy Director - From 2015: Board of Director' member and Deputy Director

- Position held at the Company: Member of the Board of Directors - Deputy Director

Positions held at other organizations: None

***Deputy Director: Nguyen Canh Toan***

- Full name: Nguyen Canh Toan
- Gender: Male
- Date of birth: 01/09/1995
- Place of birth: Ba Ria - Vung Tau
- Nationality: Vietnamese
- Current permanent address: 19/2 30/4 Street, Thang Nhi Ward, Vung Tau City, BR-VT Province

- Citizen Identity Card No.: 077095001213
- Place of issue: Police Department for Administrative Management of Social Order
- Date of issue: 30/11/2022
- Qualification: Construction Engineering - Water Resources Engineer
- Work experience:

Time	Working unit	Position
2018 to 2024	Ba Ria - Vung Tau Water Supply Joint Stock Company	- From 2018: Technical staff - From 2022 to 2024: Deputy Director of Vung Tau Water Supply Enterprise
2024-11 to present	Phu My Water Supply Joint Stock Company	- Deputy Director

- Position held at the Company: Deputy Director

Positions held at other organizations: None

**Chief Accountant: Vu Thi Nhu Trang**

- Full name: Vu Thi Nhu Trang
- Gender: Female
- Date of birth: 01/11/1989
- Place of birth: Nam Dinh
- Nationality: Vietnamese
- Current permanent address: 2/14 Luong Van Can, Ward 2, Vung Tau City, Ba Ria - Vung Tau Province
- Citizen Identity Card No.: 036189022401
- Place of issue: Police Department for Administrative Management of Social Order
- Date of issue: 11/08/2021
- Qualification: Bachelor of Business Finance - Academy of Finance
- Work experience:

Time	Working unit	Position
2011- 2018	Ba Ria - Vung Tau Water Supply Joint Stock Company	Accountant

Time	Working unit	Position
2018-2020	Ba Ria - Vung Tau Water Supply Joint Stock Company	Payroll - Human Resources Specialist
2021 - present	Phu My Water Supply Joint Stock Company	In 2021: Board of Director' member - Acting Chief Accountant From 2022-01 to 2023-04: Board of Director' member - Chief Accountant From 2023-04 to present: Chief Accountant and Person in charge of administration

- Position held at the Company: Chief Accountant

Positions held at other organizations: Head of the Supervisory Board at Chau Duc Water Supply Joint Stock Company

- **Changes in the Board of Management:** Appointment of Mr. Nguyen Canh Toan as Deputy Director of the Company from 01/11/2024.

- **Number of staffs:**

\* Total number of staffs: 71 people

\* Employee policy:

+ Employees are arranged, allocated, and assigned tasks suitable to the Company's needs and each employee's qualifications and professional competence.

+ 100% of employees are fully entitled to benefits and policies according to current state regulations (labor contracts, social insurance, health insurance, unemployment insurance, sick leave, annual leave... and other reward and welfare regimes).

### ***3. Investment activities, project implementation:***

#### **a) Major investments:**

- Received 3000 m of D600 cast iron pipe and currently has constructed 8,140 m of D600 cast iron pipeline on S Road
- Constructed 48,509m of D63 – D225 water supply pipelines
- Renovated and reinforced 96m of the D800 Chau Duc – My Xuan cast iron pipeline section intersecting with the Bien Hoa – Vung Tau Expressway.

b) Subsidiaries, associated companies:

**BR-VT Water Supply Joint Stock Company:**

- Charter capital 1000 billion VND;
- Phu My Water's capital contribution accounts for 5.07% of Charter capital;
- 2024 dividends distribution:
  - + Cash dividends: 10%/Charter capital.

**Chau Duc Water Supply Joint Stock Company:**

- Charter capital 575 billion VND;
- Phu My Water Supply's capital contribution accounts for 19.73% of Charter capital;
- 2024 dividends distribution:
  - + Cash dividends: 20%/Charter capital

**4. Financial Status**

**a) Financial status:**

*Unit: million VND*

Target	2023	2024	Percentage 2024/2023
Total asset value	659,433	701,678	106.41%
Net revenue	341,754	363,848	106.46%
Operating profit	103,288	108,456	105.00%
Other profit	2,685	(1,109)	-41.30%
Earnings Before Interest and Taxes	105,973	107,347	101.30%
Profit after tax	96,999	98,847	101.91%
Percentage of profit paid as dividends	16%	16%	100.00%

**b) Key financial indicators:**

Indicator	Year 2023	Year 2024	Note
<i>1. Liquidity Indicators</i>			
+ Current Ratio Current asset/Current Liabilities	1.23	1.31	
+ Quick Ratio (Current asset - Inventory)/Current Liabilities	1.13	1.14	
<i>2. Capital Structure Indicators:</i>			
+ Debt/Total asset Percentage	0.11	0.11	

+ Debt/Owners's equity Percentage	0.13	0.13	
<b>3. Operating Capacity Indicators</b>			
+ Inventory Turnover Costs of goods sold/Average Inventory	31.40	22.90	
+ Total asset Turnover: revenue/Total asset	0.52	0.52	
<b>4. Profitability Indicators:</b>			
+ Profit after tax/revenue Percentage:	0.28	0.27	
+ Profit after tax/Owners's equity Percentage:	0.17	0.16	
+ Profit after tax/Total asset Percentage:	0.15	0.14	
+ Operating Profit/revenue Percentage:	0.30	0.30	

**5. Shareholder structure, changes in owner's investment capital:**

**a) Shares:**

Total outstanding shares: 49,999,832 shares, of which:

- Number of freely transferable shares: 33,999,832 shares
- Number of restricted shares: 16,000,000 shares

**b) Shareholder structure:** recore date 12/02/2025

Shareholder	Number (people)	Number of shares	Percentage (%)
<b>Total Shareholders</b>	<b>358</b>	<b>49,999,832</b>	<b>100</b>
1. State Shareholder (BRVT Water Supply Joint Stock Company)	01	8,346,064	16.69
2. Institutional Shareholder	05	21,674,444	43.35
3. Individual Shareholder	352	19,979,324	39.96

Including: 357 domestic shareholders, 1 foreign shareholder

**c) Change in the owner's equity:**

No.	Time of Capital Increase/Decrease	Value of Capital Increase/Decrease	Charter capital after Increase/Decrease	Form of Capital Increase/Decrease	Licensing Authority
1	01/2007	13,315.6	37,893.60	Issuance to existing shareholders and dividend payment in shares	Department of Planning and Investment of Ba Ria - Vung Tau Province (Business Registration Certificate No. 4903000133 issued for the first time on 19/11/2024, amended for the first time on 27/02/2007)
2	04/2007	15,000	52,893.60	Issuance to existing shareholders and employees	Department of Planning and Investment of Ba Ria - Vung Tau Province (Business Registration Certificate amended for the second time on 19/04/2007)
3	05/2009	13,222.94	66,116.54	Bonus share issuance to existing shareholders	Department of Planning and Investment of Ba Ria - Vung Tau Province and SSC (Business Registration Certificate amended for the third time on 04/06/2009; SSC's approval for issuance and notification of issuance results posted on the SSC's website on 21/04/2009)

No.	Time of Capital Increase/Decrease	Value of Capital Increase/Decrease	Charter capital after Increase/Decrease	Form of Capital Increase/Decrease	Licensing Authority
4	10/2011	23,883.46	90,000	Share issuance for dividend payment and share issuance to company employees	Department of Planning and Investment of Ba Ria - Vung Tau Province and SSC (Business Registration Certificate amended for the fourth time on 02/11/2011; SSC's approval for issuance and notification of issuance results posted on the SSC's website on 14/09/2011)
5	05/2014	27,000	117,000	Share issuance to increase Charter capital from Owners's equity	Department of Planning and Investment of Ba Ria - Vung Tau Province and SSC (Business Registration Certificate amended for the fifth time on 30/05/2014; SSC's approval for issuance and notification of issuance results posted on the SSC's website on 15/04/2014 and 22/05/2014)
6	09/2015	43,000	160,000	Issuance of shares to increase capital from equity	Department of Planning and Investment of Ba Ria - Vung Tau province and the State Securities Commission (Business Registration Certificate

No.	Time of Capital Increase/Decrease	Value of Capital Increase/Decrease	Charter capital after Increase/Decrease	Form of Capital Increase/Decrease	Licensing Authority
					amended for the 6th time on 19/10/2015; Approval for issuance from the State Securities Commission and notification of issuance results posted on the State Securities Commission's website on 01/09/2015 and 14/10/2015)
7	10/2016	40,000	200,000	Issuance of shares to increase capital from equity and issuance to employees of the company	Department of Planning and Investment of Ba Ria - Vung Tau province and the State Securities Commission (Business Registration Certificate amended for the 7th time on 24/11/2016; Approval for issuance from the State Securities Commission and notification of issuance results posted on the State Securities Commission's website on 30/09/2016 and 28/10/2016)
8	06/2017	60,000	260,000	Private placement of shares to strategic investors	Department of Planning and Investment of Ba Ria - Vung Tau province and the State Securities Commission

No.	Time of Capital Increase/Decrease	Value of Capital Increase/Decrease	Charter capital after Increase/Decrease	Form of Capital Increase/Decrease	Licensing Authority
					(Business Registration Certificate amended for the 9th time on 17/10/2017; Approval for issuance from the State Securities Commission and notification of issuance results posted on the State Securities Commission's website on 26/06/2017 and 07/07/2017)
9	03/2019	40,000	300,000	Share issuance for dividend payment	Department of Planning and Investment of Ba Ria - Vung Tau province and the State Securities Commission  (Business Registration Certificate amended for the 12th time on 25/03/2019; Approval for issuance from the State Securities Commission and notification of issuance results posted on the State Securities Commission's website on 21/02/2019 and 22/03/2019)
10	2019-07	100,000	400,000	Issuance of shares to increase capital from	Department of Planning and Investment of Ba Ria - Vung Tau province and the State

No.	Time of Capital Increase/Decrease	Value of Capital Increase/Decrease	Charter capital after Increase/Decrease	Form of Capital Increase/Decrease	Licensing Authority
				equity and private placement of shares to strategic investors	Securities Commission (Business Registration Certificate amended for the 14th time on 05/07/2019; Approval for issuance from the State Securities Commission and notification of issuance results posted on the State Securities Commission's website on 07/05/2019 and 04/06/2019 - Issuance of shares to increase capital from equity; Approval for issuance from the State Securities Commission and notification of issuance results posted on the State Securities Commission's website on 27/06/2019 and 04/07/2019 - Private placement)

(Unit: Million VND)

In 2022, the Company completed 2 issuances:

- Issuance to increase capital from owner's equity: 29,998,320,000 VND, equivalent to 2,999,832 shares, approved by the SSC on 08/12/2022.
- Share issuance to existing shareholders: 40,000,000,000 VND, equivalent to 4,000,000 shares, approved by the SSC on 05/01/2023.

In 2023, the company completed the distribution of 3,000,000 shares to strategic investors, increasing capital to 30,000,000,000 VND, approved by the SSC on 09/05/2023 according to official dispatch No. 2457/UBCK-QLCB.

d) Transaction of treasury stocks: None

e) Other securities: None

## ***6. Environment-Social-Governance (ESG) Report of the Company***

### ***6.1. Environmental impact:***

Total direct and indirect GHG emissions: None

Measures and initiatives to reduce GHG emission: None

### ***6.2. Management of raw materials:***

Total amount of raw materials used to produce and package the organization's main products and services during the year

- Chlorine: 3,438 kg

The percentage of materials recycled to produce products and services of the organization: None

### ***6.3. Energy consumption:***

Energy consumption - directly and indirectly:

- Electricity: 2,583,479 Kwh

Energy savings through initiatives of efficiently using energy: None

The report on energy saving initiatives (providing products and services to save energy or use renewable energy); report on the results of these initiatives: None.

### ***6.4. Water consumption:***

Water supply source: Self-produced

Percentage and total amount of recycled water and water used: None

### ***6.5. Compliance with the law on environmental protection:***

a) Number of times the company is fined for failing to comply with laws and regulations on environment: 0 times

b) Total amount of fines for violating environmental laws and regulations: 0 VND

### ***6.6. Policies related to employees:***

a) Number of employees, average salary for employees:

- Total number of company employees: 71 people
- Average salary of employees: 12,900,000 VND/month

b) Labor policies to ensure health, safety and welfare of workers:

- The company is fully equipped with labor safety equipment such as fire prevention and fighting equipment, chlorine poisoning prevention equipment, and labor protection clothing tailored with durable, beautiful fabrics, in the right size, creating comfort for employees while working.
- Annually, the company organizes periodic health check-ups for all company employees to detect diseases promptly and facilitate treatment. Annual health check-up costs are covered by the company.
- Other employee welfare regimes are implemented in accordance with the company's collective labor agreement, signed by representatives of the trade union organization with the employer.

c) Employee training activities:

- 100% of the company's employees are trained at least once a year;
- Focus on training to improve management capacity for middle-level cadres and professional skills and work skills for employees.

#### **6.7. Report on responsibility for local community**

Community investment activities and other community development activities, including financial support to serve the community: social security support expenses: 100 million VND, support for compatriots affected by Typhoon Yagi: 100 million VND. In addition, the company also supports pagodas, parishes, and wards/communes to give gifts to the poor and disadvantaged in the area.

#### **6.8. Report related to green capital market activities according to the guidance of the SSC**

None

### **III. Reports and assessments of the Board of Management:**

#### **1. Assessment of operating results**

Indicator	Unit	Actual 2023	Plan 2024	Actual 2024	Actual/Plan (%)	2024/2023 (%)
Total Revenue	Million	381,470	389,272	392,302	100.78	102.84
Profit after tax	"	96,999	101,204	98,847	97.67	101.91

The year 2024 presented numerous difficulties and challenges that severely impacted livelihoods and directly affected the company's production and business situation. The Board of Directors and the Executive Board have been extremely flexible and proactive in management, strengthening management measures to achieve the best possible results for the

set targets. Total revenue exceeded the plan by 100.78%, and although costs increased significantly, profit after tax still reached 101.91% compared to 2023.

**2. Financial situation:**

No.	INDICATOR	Unit	End of Year	Beginning of Year
<b>I</b>	<b>TOTAL ASSETS</b>	Million VND	<b>701,678</b>	<b>659,433</b>
<b>1</b>	<b>Current asset</b>	"	<b>104,064</b>	<b>91,588</b>
	Cash and cash equivalents	"	41,534	9,330
	Short-term financial investments	"	-	30,000
	Short-term Receivables	"	46,623	41,718
	inventories	"	13,218	7,442
	Other current asset	"	2,689	3,098
<b>2</b>	<b>Long-term assets</b>	"	<b>597,614</b>	<b>567,845</b>
	Fixed assets	"	399,207	407,905
	Long-term unfinished assets	"	83,748	48,027
	Long-term financial investments	"	102,579	102,579
	Other long-term assets	"	12,081	9,335
<b>II</b>	<b>TOTAL LIABILITIES AND OWNERS' EQUITY</b>	"	<b>701,678</b>	<b>659,433</b>
<b>1</b>	<b>liability</b>	"	<b>79,549</b>	<b>74,290</b>
	Current liabilities	"	79,549	74,290
	Non-current liabilities	"	-	-
<b>2</b>	<b>Owners's equity</b>	"	<b>622,129</b>	<b>585,143</b>
	Owners's equity	"	622,129	585,143

**Liability situation:**

Current debt situation: Current liability is short-term debt.

Short-term liabilities in 2024 are debts for purchasing input materials, payable taxes, salaries and bonuses, in addition to:

- Short-term working capital loan at Vietcombank - Vung Tau Branch according to the credit limit contract No. 01-2023/HDCVHM/PMW dated 13/02/2023.

+ Credit limit: 50 billion VND

- + Loan purpose: Supplementing legal, reasonable, and valid working capital to serve production and business activities.
- + Interest rate: fixed at the time of loan disbursement and according to the Bank's loan interest rate announcement in each period and recorded on the IOU.
- + Loan term: 04 months (from the day following the disbursement date recorded on each IOU)
  - Working capital loan at BIDV Bank - Phu My Branch according to loan agreement 01/2024/611439/HĐTD dated 14/06/2024, the credit limit is 35 billion VND, the contract term is 12 months from the contract signing date but not exceeding 15/05/2025.
- + Loan purpose: Supplement working capital, open L/C, issue guarantees to serve production-business activities
- + Interest rate: determined in each specific credit contract according to the bank's interest rate regime in each period.
- + No secured assets

**3. Improvements in organizational structure, policies, and management:** the company is currently applying new technologies:

- Automatic data transmission system for pressure and flow throughout the network system.
- Automatic chlorine leak processing system.
- Scada automation system in operation and management of level 2 pumping stations, treatment areas, and exploitation well systems.
- Installing an online monitoring system for the exploitation well pumping station and monitoring wells.
- Performing water meter reading by phone
- In management: Repair App, Personnel Management App, Web GIS...

**4. Future development plan:**

**a) Production-business plan for 2025:**

- Commercial water: 28,847,150 m<sup>3</sup>
- Revenue: 387,243 million VND
- Profit after tax: 96,662 million VND

**b) Development investment plan.**

- Investment in upgrading the server system and network security equipment, development of solutions to mitigate information technology risks;
- Orientation, building solutions to become a green water supply company;

- Complete investment procedures for 2,7 km of D800 cast iron pipe along QL51 from Long Son intersection to 991B road;
- Development of 2,500 smart meters and pilot non-cash collection for customers in Ngoc Ha - Phu My Ward;
- Focus on training and continue development of corporate culture;
- Organize the 2025 Annual General Meeting of Shareholders and elect the Board of Directors and Board of Supervisors for the 2025-2030 term;
- Planning the water supply network to prepare for water demand until 2035;
- Renovating the water supply system in Industrial Parks;
- As a unit operating in the field related to the environment, the Company focuses on environmental and social responsibility, participates with companies in the area to protect water sources, and invests in wastewater treatment systems. Income and regimes for employees are always stable, focusing on social responsibility.

#### **IV. Assessments of the Board of Directors on the Company's operation:**

##### **1. Assessments of the Board of Directors on the Company's operation:**

The Board of Directors highly appreciates what the company has achieved in 2024:

- Investing in renovating the treatment area with new technology that does not use chemicals and is environmentally friendly;
- Improving the quality of water supplied to customers;
- Ensuring safe water supply, good water quality control;
- Applying information technology in management,...;
- Focusing on social responsibility through sponsorship activities, supporting the poor, Agent Orange victims, victims affected by epidemics,... especially those in the locality.

##### **2. Assessment of Board of Directors on Board of Management's performance:**

- In 2024, the Board of Management has carried out its duties with integrity and made every effort to maximize benefits for the Company and its shareholders;
- The work and income of employees in the Company are always stable, the lives of employees are taken care of, creating a good relationship between employees and employers.

##### **3. Plans and orientations of the Board of Directors:**

- Enhance the quality of clean water supply services
- Expand the clean water supply network while protecting the environment. Invest synchronously in a water supply system in accordance with planning, meeting the development needs of Phu My City.

- Continuously improve and apply information technology for management.
- Prioritize building and promoting corporate culture.
- Develop solutions to build the company into a green water supply enterprise.
- Train and improve the qualifications of middle-level managers and employees to keep up with the general development of the water supply industry in society.

## V. Corporate Governance:

### 1. Board of Directors:

#### a) Members and structure of the Board of Directors:

No.	Member	Position	Number of positions held in other organizations	Number of shares held	Percentage
1	Dinh Chi Duc	Chairman of the Board of Directors	02	386,301	0.77%
2	Nguyen Luong Dien	Board of Directors' members	02	277,983	0.56%
3	Pham Tan Luan	Board of Directors' members and Director	02	125,137	0.25%
4	Nguyen Van Manh	Board of Directors' members and Deputy Director	0	130,354	0.26%
5	Nguyen Thi Ngoc	Board of Directors' members	01	158,508	0.32%
6	Nguyen Tan Long	Board of Directors' members and Person authorized for information disclosure	0	13,489	0.03%

7	Dang Hong Dang	Board of Directors' members	0	88,188	0.18%
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b) The committees of the Board of Director: None.

c) Activities of the Board of Directors:

The Board of Directors organizes regular inspections and supervision of the management and implementation of the Company's production and business plan (4 times/year) to grasp the Company's operational situation for timely adjustments.

In 2024, the Board of Directors held 8 meetings:

- Quarterly meetings on 03/01/2024, 03/04/2024, 07/07/2024, 04/10/2024, attendees included: Board of Directors, Board of Supervisors, Director, Chief Accountant. At the meeting, the Company Director reported on the results of the production and business plan, the work that has been done in the quarters; anticipated work to be done in the next quarter and the production and business plan for the last 6 months of 2024 and the following year; Proposed to seek the Board of Directors' guidance.
- In addition, the Board of Directors also held 4 meetings:
  - + Date 22/01/2024: Approved borrowing from Vietcombank, transactions with related parties;
  - + Date 29/05/2024: Approved borrowing from BIDV.
  - + Date 12/06/2024: Approved the selection of the 2024 financial statement audit unit, approved the dividend payment level and time; Approved the issuance of information disclosure regulations.
  - + Date 01/07/2024: Approved the initiation of a lawsuit against Formosa International Development Co., Ltd. to recover debts.

d) Activities of independent members of the Board of Directors. Activities of sub-committees within the Board of Directors: None.

e) List of Board of Directors members with corporate governance training certificates. List of Board of Directors members participating in corporate governance programs during the year: None.

## 2. Board of Supervisors:

a) Members and structure of the Board of Supervisors:

No.	Member	Position	Number of shares held	Percentage
1	Le Minh Duc	Head of the BoS	222,667	0.45%
2	Chau Thi Thuy Anh	Member of the Board of Supervisors	25,080	0.05%

3	Dinh Thi Quynh Trang	Member of the Board of Supervisors	179,443	0.36%
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b) Activities of the Board of Supervisors:

Members of the Board of Supervisors fully attended regular and on-demand Board of Directors meetings to grasp the Company's operational situation. The Board of Supervisors has implemented:

- Supervised the Board of Directors and the Board of Management in operating and managing the company, ensuring compliance with legal regulations and the company's charter;
- Inspected and supervised the development of the 2024 General Meeting of Shareholders' resolutions by the Board of Directors and the Board of Management;
- Supervised the Company's business activities and financial situation;
- Reviewed quarterly, semi-annual, and annual financial reports;
- Supervised the Company's information disclosure and implementation in accordance with the Securities Law and relevant legal documents.

**3. Transactions, remuneration, and benefits of the Board of Directors, Board of Management, and Board of Supervisors:**

a) Salary, bonuses, remuneration, and benefits

The income of the Board of Directors, Board of Directors, Supervisory Board and other managers during the period is as follows:

Name	Position	Salary VND	Bonus VND	Remuneration VND	Total VND
<b>Current year</b>					
Mr. Dinh Chi Duc	Chairman of the Board of Directors	-	290,000,000	160,000,000	450,000,000
Mr. Nguyen Luong Dien	Member of the Board of Directors	-	250,000,000	120,000,000	370,000,000
Mrs. Nguyen Thi Ngoc	Member of the Board of Directors	-	230,000,000	120,000,000	350,000,000
Mr. Dang Hong Dang	Member of the Board of Directors	732,768,900	420,800,000	120,000,000	1,273,568,900
Mr. Nguyen Tan Long	Member of the Board of Directors	673,611,922	408,800,000	120,000,000	1,202,411,922
Mr. Pham Tan Luan	Director and Member of the Board of Directors	1,008,262,800	513,200,000	120,000,000	1,641,462,800
Mr. Nguyen Van Manh	Deputy Director and Member of the Board of Directors	944,687,300	473,800,000	120,000,000	1,538,487,300
Mr. Nguyen Canh Toan	Deputy Director	42,130,000	-	-	42,130,000
Mrs. Le Minh Duc	Head of the Supervisory Board	-	210,000,000	120,000,000	330,000,000
Mrs. Dinh Thi Quynh Trang	Member of the Supervisory Board	-	200,000,000	80,000,000	280,000,000
Mrs. Chau Thi Thuy Anh	Member of the Supervisory Board	588,867,800	359,600,000	80,000,000	1,028,467,800
Ms. Vu Thi Nhu Trang	Chief Accountant and Administrator	673,635,200	378,800,000	80,000,000	1,132,435,200
<b>Total</b>		<b>4,663,963,922</b>	<b>3,735,000,000</b>	<b>1,240,000,000</b>	<b>9,638,963,922</b>
<b>Prior year</b>					
Mr. Dinh Chi Duc	Chairman of the Board of Directors	-	250,000,000	160,000,000	410,000,000
Mr. Nguyen Luong Dien	Member of the Board of Directors	-	210,000,000	120,000,000	330,000,000
Mrs. Nguyen Thi Ngoc	Member of the Board of Directors	-	210,000,000	120,000,000	330,000,000
Mr. Dang Hong Dang	Member of the Board of Directors	718,576,000	349,200,000	120,000,000	1,187,776,000
Mr. Nguyen Tan Long	Member of the Board of Directors	704,490,000	322,000,000	100,000,000	1,126,490,000
Mr. Pham Tan Luan	Director and Member of the Board of Directors	1,056,735,000	416,000,000	120,000,000	1,592,735,000
Mr. Nguyen Van Manh	Deputy Director and Member of the Board of Directors	986,286,000	385,200,000	120,000,000	1,491,486,000
Mrs. Le Minh Duc	Head of the Supervisory Board	-	190,000,000	120,000,000	310,000,000
Mrs. Dinh Thi Quynh Trang	Member of the Supervisory Board	-	180,000,000	80,000,000	260,000,000
Mrs. Chau Thi Thuy Anh	Member of the Supervisory Board	441,071,100	133,400,000	60,000,000	634,471,100
Ms. Vu Thi Nhu Trang	Chief Accountant and Administrator	635,582,700	329,600,000	100,000,000	1,065,182,700
<b>Total</b>		<b>4,542,740,800</b>	<b>2,975,400,000</b>	<b>1,220,000,000</b>	<b>8,738,140,800</b>

b) Share transactions by internal shareholders

No.	Transaction executor	NSH No.*, date of issue, place of issue	Relationship with internal persons	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reasons for increase/decrease
				Number of shares	Percentage	Number of shares	Percentage	

10	Dinh Thi Phuong Anh	077194001190, 03/05/2023, at the Department of Social Evil Prevention and Control	Child in law of Mr. Nguyen Luong Dien - Member of the Board of Directors	0	0.00%	400	0.001%	Purchase
11	Vo Thi Tuyet Thanh	046182009636, 02/07/2021, Department of Social Evil Prevention and Control	Wife of Mr. Dang Hong Dang - Member of the Board of Directors	0	0.00%	7,000	0.01%	Purchase

c) Contracts or transactions with internal persons

No.	Organization name	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transaction	Resolution No./Issuance date	Content, quantity, total value of transaction	Note
1	Chau Duc Water Supply Joint Stock Company	Related to internal persons	3500823617	Chau Duc Urban Industrial Park, Suoi Nghe Commune, Chau Duc District, BRVT Province	Transactions in 2024	02/2024/NQ-HĐQT, dated January 22, 2024	- Clean water supply: 162,779,869,000 VND - Construction of water supply related works and construction works: 831,674,421 VND	
2	Ba Ria - Vung Tau Water Supply Joint Stock Company	Related to internal persons	3500101386	14 30/4 Street, Ward 9, Vung Tau City, BRVT Province	Transactions in 2024	02/2024/NQ-HĐQT, dated January 22, 2024	- Construction of water supply related works and construction works: 44,108,220 VND - Customer care service fee: 64,814,815 VND	
3	Saigon Water, Environment and Technical Infrastructure Joint Stock Company	Related to internal persons	0303173114	179 Dinh Tien Hoang, Da Kao Ward, District 1, Ho Chi Minh City	Transactions in 2024	02/2024/NQ-HĐQT, dated January 22, 2024	- Consulting, supervising and designing water supply works: 1,098,148,148 VND,	

d) Assessment of the implementation of regulations on corporate governance

The company complies with legal regulations on corporate governance

## VI. Financial Statements

### 1. Audit Opinion

“In our opinion, the financial statements give a true and fair view of, in all material respects, the financial position of Company as at 31 December 2024, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.”

### 2. Audited Financial Statements

*Including: Balance Sheet; Income Statement; Statement of Cash Flows; Notes to the Financial Statements in accordance with accounting and auditing regulations, Audit Report. All of the above reports have been submitted Hanoi Stock Exchange, information disclosure website <https://cims.hnx.vn> and [www.pmw.vn](http://www.pmw.vn).*

**CONFIRMATION OF THE COMPANY'S LEGAL  
REPRESENTATIVE**



**GIÁM ĐỐC**  
**Phạm Tấn Luận**