

**DONG THAP WATER SUPPLY
& URBAN ENVIRONMENT
JOINT - STOCK COMPANY**

No: 520/CBTT-CN&MTĐT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Thap, June 10th, 2025

**DISCLOSURE OF INFORMATION ON THE ELECTRONIC PORTAL
OF THE STATE SECURITIES COMMISSION AND HANOI
STOCK EXCHANGE**

To:

- State Securities Commission;
- Hanoi Stock Exchange.

1. Name of organization: Dong Thap Water Supply & Urban Environment Joint – Stock Company.

- Stock code: DWS.

- Address: 01, Ton Duc Thang Street, Ward 1, Cao Lanh City, Dong Thap Province.

- Tel: (0277) 3853332

Fax: (0277) 3852825.

- E-mail: capnuocdt@dowasen.com.

2. Contents of disclosure:

Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

3. This information was published on the company's website on June 10th, 2025 as in the link: <http://dowasen.com/ezData.aspx>.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law./.

***Attached documents:**

Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

Organization representative
Person authorized to disclose information



Phan Van Sang
Phan Van Sang

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS
DONG THAP URBAN WATER SUPPLY AND ENVIRONMENT
JOINT STOCK COMPANY

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

Pursuant to the Charter of Dong Thap Water Supply and Urban Environment Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Dong Thap Urban Water Supply and Environment Joint Stock Company dated June 10, 2025.

IT IS HEREBY RESOLVED THAT:

Article 1. Approval of the following reports:

1. Report on the 2024 activities and the 2025 work plan of the Board of Directors (*attached*).

2. Report on the 2024 activities and the 2025 work plan of the Supervisory Board (*attached*).

3. Report by the Executive Board summarizing business operations in 2024 and orientation and tasks for 2025 (*attached*).

4. Audited financial statements for 2024 (*attached*).

Article 2. Approval of the following proposals for 2025:

1. Proposal on profit distribution, dividend payment, and salary fund for 2024 (*attached*), including:

a) 2024 Profit Distribution Plan:

No.	Content	Rate (%)	Amount (VND)
1	Charter capital (VDL)		259,181,300,000

2	Total revenue and income		492,753,556,025
3	Profit before tax		55,413,850,159
4	Corporate income tax		5,978,390,163
5	Profit after tax [3-4]		49,435,459,996
6	Undistributed profit carried forward from 2023		0
7	Undistributed profit as of 31/12/2024 [5+6]		49,435,459,996
8	Profit to be distributed	100.00	49,435,459,996
8.1	Details of distribution:		
	- Development Investment Fund	30.00	14,830,637,999
	- Employee Bonus and Welfare Fund	34.84	17,223,437,497
	- Bonus Fund for Full-time Managers	1.08	534,600,000
8.2	Dividend payment	34.08	16,846,784,500
9	Retained earnings carried forward to the following year		0

b) Dividend Payment Plan for 2024:

- The cash dividend payout ratio is 6.5% of the charter capital (equivalent to VND 650/share).

- The General Meeting of Shareholders authorizes the Board of Directors to determine the record date and payment date for the 2024 dividend, ensuring compliance with applicable regulations¹.

c) Wage Fund Implementation for 2024:

- Salary fund for full-time managers as per regulations ² (6 managers for the first 6 months and 5 managers for the last 6 months): VND 4,276,800,000.

- Salary fund for employees: VND 137,800,000,000.

¹ Within a period of 06 months from the date of closing of the 2025 Annual General Meeting of Shareholders.

² Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government, and Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Minister of Labor, Invalids and Social Affairs, providing regulations and guidance on labor, salaries, remuneration, and bonuses applicable to companies with dominant state-owned shares or capital contributions.

2. Business plan, salary fund for 2025, and borrowing plan from Dong Thap Province Development Investment Fund (*attached*), including:

2.1. 2025 Business and Profit Distribution Plan:

No.	Indicator	Rate (%)	2025 Plan (VND million)
1	Total revenue and income ⁽¹⁾		532,200
1.1	Domestic water supply		391,860
1.2	Waste collection, transportation, and treatment		92,800
1.3	Bottled water		14,600
1.4	Others		32,940
2	Profit before tax ⁽²⁾		57,710
3	Profit before tax	100.00	51,210
3.1	Profit after tax to be distributed		
	- Development Investment Fund ⁽³⁾	30.00	15,363
	- Employee Bonus and Welfare Fund & Managerial Bonus Fund	36.60	18,741
3.2	Dividend payment ⁽⁴⁾	33.40	17,106

Notes:

(1) 8.01% growth compared to 2024 actual performance.

(2) 14.5% increase (=57,710/50,200) compared to the 2024 plan.

(3) Equivalent to 30% of net profit after tax, the same rate as in 2024.

(4) Expected dividend payout ratio is 6.6% of charter capital, equivalent to VND 660/share.

(*) At the end of the 2025 financial year, based on the Company's actual business results, the Board of Directors shall adjust the fund allocation rates and the dividend payout ratio accordingly and submit them to the 2026 Annual General Meeting of Shareholders for approval.

2.2. 2025 Planned Wage Fund:

The General Meeting of Shareholders authorizes the Board of Directors to determine the 2025 wage fund based on the consensus of competent authorities,

ensuring compliance with Decree No. 44/2025/ND-CP of the Government and Circular No. 003/2025/TT-BNV of the Minister of Home Affairs.

2.3. Loan Plan from Dong Thap Province Development Investment Fund:

a) Borrow to invest in priority provincial projects:

(1) Total loan: **VND 125,010,000,000** (*in words: One hundred twenty-five billion, ten million dong*).

- **VND 17,710,000,000** for source works (secured by mortgage)

- **VND 107,300,000,000** for pipeline connection projects (unsecured)

(2) Loan term: Medium and long-term.

(3) Interest rate: As regulated for environmental projects per Decision No. 962/QĐ-UBND-HC (16/7/2021) and 269/QĐ-UBND-HC (08/3/2021).

(4) Disbursement period: 2025 - 2026

(5) Purpose: Fund water source and connection works to convert from groundwater to surface water.

b) Authorize the Board of Directors to implement the plan, ensure efficient use of funds and compliance with credit agreements.

3. Remuneration for 2025 (*attached*):

The remuneration for 2025 will be accounted as operating expenses, specifically:

- Non-executive Supervisory Board Members: VND 5,500,000/month.

- Corporate Governance Officer: VND 5,500,000/month.

- Authorized Information Disclosure Officer: VND 5,500,000/month.

- Secretary to the Board: VND 5,500,000/month.

4. Appointment of UHY Auditing and Consulting Co., Ltd. as the auditor for the 2025 financial statements..

5. Business lines expansion (*attached*):

5.1. Addition of business lines:

(1) Landscape care and maintenance services.

(2) Installation of electrical systems, specifically: "*Construction, operation, maintenance of public lighting systems*".

5.2. Amend Clause 1, Article 4 of the Company Charter to reflect the above additions (*details attached*)

5.3. Authorize the Board of Directors to:

- a) Finalize and issue amended Charter.
- b) Review and decide future expansion of business lines if needed, and report at the next AGM.

5.4. Assign the Legal Representative to carry out the registration of new business activities as per regulations.

Article 3. Authorization:

The General Meeting authorizes the Board of Directors and Supervisory Board to oversee and implement Articles 1 and 2 of this Resolution.

Article 4. Effectiveness:

1. This Resolution was unanimously approved by **100%** of voting shares at the 2025 Annual General Meeting and takes effect from the date of signing.

2. The Board of Directors, Supervisory Board, and Executive Board of Dong Thap Urban Water Supply and Environment Joint Stock Company shall be responsible for the implementation in accordance with the law and the Company Charte./.

Recipients:

- As in Article 4;
- State Securities Commission;
- Hanoi Stock Exchange;
- Dong Thap Provincial People's Committee (for reporting);
- Company Party Committee (for reporting);
- All shareholders (published on Company Website);
- Corporate Governance Officer;
- Authorized Information Disclosure Officer;
- Archives: Office, BOD. *nm*

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



Nguyen Van Ca

Dong Thap, 10 June 2025

**DONG THAP URBAN WATER SUPPLY AND ENVIRONMENT JOINT
STOCK COMPANY MINUTES OF
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Enterprise name: **Dong Thap Urban Water Supply and Environment Joint Stock Company**

Enterprise Registration Certificate No.: 1400101205, initially issued on September 27, 2006, by the Department of Planning and Investment of Dong Thap Province, and amended for the 18th time on July 01, 2024.

At 08:00 AM on June 10, 2025, at Hall B, My Tra Tourist Area – No. 272, Le Duan Street, My Phu Ward, Cao Lanh City, Dong Thap Province, the 2025 Annual General Meeting of Shareholders of Dong Thap Urban Water Supply and Environment Joint Stock Company was convened with the following agenda:

A. Opening of the General Meeting

Ms. Tu Thi Cam Tu, on behalf of the Organizing Committee, chaired the Meeting:

1. The opening ceremony included:

Statement of purpose and introduction of delegates.

Participants included:

Representative of the Department of Home Affairs:

- Mr. Nguyen Van Vu Minh Position: Director of the Department

Representative of the Department of Finance:

- Ms. Nguyen Dinh Phuong Uyen Position: Deputy Director of the Department

- Ms. Nguyen Thi Thuy Hoa Position: Officer of the Business Department

Along with the entire Board of Management, Executive Board, Supervisory Board, shareholders, and authorized representatives of shareholders of Dong Thap Urban Water Supply and Environment Joint Stock Company.

2. Introduction of the Shareholder Eligibility Verification Committee Attending the Meeting:

The Organizing Committee sought shareholders' opinions on the composition of the Shareholder Eligibility Verification Committee attending the General Meeting, consisting of the following members:

- | | |
|---------------------------|-------------------------|
| - Mr. Nguyen Trung Hieu | - Head of the Committee |
| - Mr. Nguyen Thanh Hong | - Member |
| - Ms. Dinh Thi Thanh Thuy | - Member |
| - Ms. Nguyen Thi Thu Nga | - Member |
| - Mr. Le Hoang Quan | - Member |

3. Report on the Results of Shareholder Eligibility Verification:

On behalf of the Shareholder Eligibility Verification Committee, Mr. Nguyen Trung Hieu, Head of the Committee, reported the results of shareholder eligibility verification as follows:

- Total number of shareholders invited to attend the Meeting: 545 shareholders, holding 25,918,130 shares.
- Total number of voting shares of the Company: 25,918,130 shares.
- Total number of attending shareholders and authorized representatives as of 07:50 AM: **92** shareholders/authorized representatives.
- Total number of authorizations submitted: **159**
- Total number of shares represented by attending shareholders and authorized representatives: **24,218,627** shares, accounting for **93.44%** of the total outstanding shares (*According to the First Verification Minutes of Shareholder Eligibility*).

Based on the verification results above, on behalf of the Shareholder Eligibility Verification Committee, Mr. Nguyen Trung Hieu announced that the conditions are met to proceed with the General Meeting in accordance with the regulations.

B. Meeting Agenda and Proceedings

I. Approval of the Meeting Working Regulations:

Ms. Tu Thi Cam Tu – on behalf of the Organizing Committee – presented and chaired the approval of the Meeting Working Regulations (*attached document*).

100% of the voting shares represented at the Meeting approved the Working Regulations.

II. Approval of the number and list of members of the Presidium, Secretary, and Vote Counting Committee:

The Meeting approved the number and list of members of the Presidium, Secretary, and Vote Counting Committee with a 100% approval rate, as follows:

❖ Presidium (03 members):

1. Mr Nguyen Van Ca, Chairman of the Board of Directors - Chair
2. Mr Dinh Cong Phu, Member of the Board of Directors - Member
3. Mr Bui Tan Cuong, Member of the Board of Directors - Member

❖ Secretary (01 member):

1. Mr. Nguyen Van Nhut - Member

❖ Vote Counting Committee (05 members):

1. Mr. Nguyen Trung Hieu - Head of the Committee
2. Mr. Nguyen Thanh Hong - Member
3. Ms. Dinh Thi Thanh Thuy - Member
4. Ms. Nguyen Thi Thu Nga - Member
5. Mr. Le Hoang Quan - Member

III. Meetin Agenda:

Mr. Bui Tan Cuong presented and chaired the approval of the Meeting Agenda.

100% of the voting shares represented at the Meeting agreed to the proposed Agenda.

IV. Presentation of Reports, Proposals, Discussions, and Voting:

1. Board of Directors' Report:

Mr. Nguyen Van Ca - Chairman of the Board of Directors, presented the 2024 performance report and the 2025 operational plan.

2. Executive Board's Business Operations Report:

Mr. Dinh Cong Phu - General Director, presented the Executive Board's summary of 2024 business operations and the proposed plan for 2025.

3. Supervisory Board's Report:

Ms. Ly Thu Cuc - Head of the Supervisory Board, presented the 2024 performance report and the 2025 plan; proposal for selecting the auditing firm for the 2025 financial statements.

4. Proposals to the General Meeting of Shareholders:

Mr. Dinh Cong Phu and Mr. Bui Tan Cuong – on behalf of the Presidium, successively presented the following proposals:

- (1) Proposal for approval of the audited 2024 financial statements;
- (2) Proposal for profit distribution, dividend payment, and salary fund for 2024;
- (3) Proposal for the 2025 business plan, salary fund, and loan plan from the Dong Thap Province Development Investment Fund;
- (4) Proposal for remuneration of non-executive Supervisory Board members, the Corporate Governance Officer, Secretary of the Board, and Authorized Information Discloser for 2025;
- (5) Proposal for expansion and supplementation of the Company's business lines.

5. Discussion, Voting, and Q&A:

Mr. Nguyen Van Ca – on behalf of the Presidium, chaired the discussion.

The Meeting reached consensus on all reports and proposals from the Board of Directors, the Supervisory Board, and the Executive Board.

6. Update on Shareholder Eligibility Check (Second Round) and Voting Instructions:

Mr. Nguyen Trung Hieu – Head of the Shareholder Eligibility Committee – reported on shareholder attendance as of **09:30 AM**: Total shareholders and authorized representatives: **93**; representing **24,218,927** voting shares, equivalent to **93.44%** of total outstanding shares (*per the second eligibility check minutes*). He then guided the shareholders in voting via ballot.

7. Voting by Shareholders and Authorized Representatives:

The shareholders and authorized representatives proceeded to vote by ballot on all reports and proposals.

V. Announcement of Voting Results and Approval of Reports and Proposals

1. Voting Results:

After discussion and voting, the Meeting reached consensus on all contents presented at the 2025 Annual General Meeting of Shareholders.

Mr. Nguyen Trung Hieu – Head of the Vote Counting Committee – announced the results (*per the Ballot Counting Minutes*), as follows:

No.	Item	Agree		Disagree		Abstain	
		Quantity (shares)	Rate % (*)	Quantity (shares)	Rate % (*)	Quantity (shares)	Rate % (*)
1.	2024 BOD Performance Report and 2025 Plan	24,218,927	100	0	0	0	0
2.	2024 Supervisory Board Report and 2025 Plan	24,218,927	100	0	0	0	0
3.	Executive Board Report on 2024 Operations and 2025 Plan	24,218,927	100	0	0	0	0
4.	Audited 2024 Financial Statements	24,218,927	100	0	0	0	0
5.	2024 Profit Distribution, Dividend Payment and Salary Fund Plan	24,218,927	100	0	0	0	0
6.	2025 Business Plan, Salary Fund, and Loan Plan	24,218,927	100	0	0	0	0
7.	2025 Remuneration for Non-executive Supervisory Members, Governance Officer, Board Secretary, and Authorized Discloser	24,218,927	100	0	0	0	0
8.	Auditor Selection for 2025 Financial Statements	24,218,927	100	0	0	0	0
9.	Expansion and Addition of Business Lines	24,209,427	99.96	0	0	9,500	0.04

(*) Voting rate: Based on total voting shares of attending and authorized shareholders.

2. Resolutions Passed by the General Meeting of Shareholders:

Based on the ballot counting results, the following contents were approved:

2.1. Board of Directors' Performance Report:

Approved with 100% of the voting shares (*Details attached*).

2.2. Supervisory Board's Performance Report:

Approved with 100% of the voting shares (*Details attached*).

2.3. Executive Board's Business Performance Report:

Approved with 100% of the voting shares (*Details attached*).

2.4. Audited 2024 Financial Statements:

Approved with 100% of the voting shares (*Details attached*).

2.5. 2024 Profit Distribution, Dividend Payment, and Salary Fund Plan:

Approved with 100% of the voting shares (*Details attached*), main contents:

a) Profit Distribution Plan 2024:

No.	Content	Rate (%)	Amount (VND)
1	Charter capital (VDL)		259,181,300,000
2	Total revenue and income		492,753,556,025
3	Profit before tax		55,413,850,159
4	Corporate income tax		5,978,390,163
5	Profit after tax [3-4]		49,435,459,996
6	Undistributed profit carried forward from 2023		0
7	Undistributed profit as of 31/12/2024 [5+6]		49,435,459,996
8	Profit to be distributed	100.00	49,435,459,996
8.1	Details of distribution:		
	- Development Investment Fund	30.00	14,830,637,999
	- Employee Bonus and Welfare Fund	34.84	17,223,437,497
	- Bonus Fund for Full-time Managers	1.08	534,600,000
8.2	Dividend payment	34.08	16,846,784,500
9	Retained earnings carried forward to the following year		0

b) Dividend Payment Plan for 2024:

- The cash dividend payout ratio is 6.5% of the charter capital (equivalent to VND 650/share).

- The General Meeting of Shareholders authorizes the Board of Directors to determine the record date and payment date for the 2024 dividend, ensuring compliance with applicable regulations¹.

c) Wage Fund Implementation for 2024:

- Salary fund for full-time managers as per regulations ² (6 managers for the first 6 months and 5 managers for the last 6 months): VND 4,276,800,000.

- Salary fund for employees: VND 137,800,000,000.

2.6. 2025 Business Plan, Salary Fund, and Loan Plan from Dong Thap Development Investment Fund:

Approved with 100% of the voting shares (*Details attached*), main contents:

2.6.1. 2025 Business and Profit Distribution Plan:

No.	Indicator	Rate (%)	2025 Plan (VND million)
1	Total revenue and income ⁽¹⁾		532,200
1.1	Domestic water supply		391,860
1.2	Waste collection, transportation, and treatment		92,800
1.3	Bottled water		14,600
1.4	Others		32,940
2	Profit before tax ⁽²⁾		57,710
3	Profit before tax	100.00	51,210
3.1	Profit after tax to be distributed		
	- Development Investment Fund ⁽³⁾	30.00	15,363
	- Employee Bonus and Welfare Fund & Managerial Bonus Fund	36.60	18,741
3.2	Dividend payment ⁽⁴⁾	33.40	17,106

¹ Within a period of 06 months from the date of closing of the 2024 Annual General Meeting of Shareholders

² Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government, and Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Minister of Labor, Invalids and Social Affairs, providing regulations and guidance on labor, salaries, remuneration, and bonuses applicable to companies with dominant state-owned shares or capital contributions.

Notes:

- (1) 8.01% growth compared to 2024 actual performance.
- (2) 14.5% increase (=57,710/50,200) compared to the 2024 plan.
- (3) Equivalent to 30% of net profit after tax, the same rate as in 2024.
- (4) Expected dividend payout ratio is 6.6% of charter capital, equivalent to VND 660/share.

(*) At the end of the 2025 financial year, based on the Company's actual business results, the Board of Directors shall adjust the fund allocation rates and the dividend payout ratio accordingly and submit them to the 2026 Annual General Meeting of Shareholders for approval.

2.6.2. 2025 Planned Wage Fund:

The General Meeting of Shareholders authorizes the Board of Directors to determine the 2025 wage fund based on the consensus of competent authorities, ensuring compliance with Decree No. 44/2025/ND-CP of the Government and Circular No. 003/2025/TT-BNV of the Minister of Home Affairs.

2.6.3. Loan Plan from Dong Thap Province Development Investment Fund:**a) Borrow to invest in priority provincial projects:**

(1) Total loan: **VND 125,010,000,000** (*in words: One hundred twenty-five billion, ten million dong*).

- **VND 17,710,000,000** for source works (secured by mortgage)

- **VND 107,300,000,000** for pipeline connection projects (unsecured)

(2) Loan term: Medium and long-term.

(3) Interest rate: As regulated for environmental projects per Decision No. 962/QD-UBND-HC (16/7/2021) and 269/QD-UBND-HC (08/3/2021).

(4) Disbursement period: 2025 - 2026

(5) Purpose: Fund water source and connection works to convert from groundwater to surface water.

b) Authorize the Board of Directors to implement the plan, ensure efficient use of funds and compliance with credit agreements.

2.7. Proposal on the Remuneration for the Part-time Members of the Supervisory Board, the Company Governance Officer, the Secretary of the Board of Directors, and the Authorized Information Disclosure Person in 2025

With 100% of the voting shares in agreement, the General Meeting of Shareholders unanimously approved the Proposal on the 2025 remuneration for the part-time Members of the Supervisory Board, the Company Governance Officer, the Secretary of the Board of Directors, and the Authorized Information Disclosure Person (*Detailed document attached*), with the main contents as follows:

The remuneration for 2025 will be accounted as operating expenses, specifically:

- Non-executive Supervisory Board Members: VND 5,500,000/month.
- Corporate Governance Officer: VND 5,500,000/month.
- Authorized Information Disclosure Officer: VND 5,500,000/month.
- Secretary to the Board: VND 5,500,000/month.

2.8. Proposal on Selecting the Auditing Firm for the 2025 Financial Statements:

With 100% of the voting shares in agreement, the General Meeting of Shareholders unanimously approved the Proposal on selecting the auditing firm for the 2025 fiscal year (*Detailed document attached*).

Accordingly, UHY Auditing and Consulting Company Limited was selected as the auditing firm for the Company's 2025 financial statements.

2.9. Proposal on Expanding and Adding Business Lines of the Company:

With 99,96% of the voting shares in agreement, the General Meeting of Shareholders unanimously approved the Proposal on expanding and adding business lines of the Company (*Detailed document attached*), with the main contents as follows:

a) Approval of the addition and expansion of specific business lines of the Company, including:

- (1) Landscaping services and maintenance.
- (2) Electrical system installation, with specific content: “Construction, operation, maintenance, and repair of public lighting systems”.

b) Approval of amendments and supplements to relevant provisions in Clause 1, Article 4 (*regulations on business lines*) of the current Charter of the Company to

reflect the additions and expansions mentioned in item **a** above. (*Details of amendments are attached*).

c) Authorization to the Board of Directors to:

- Finalize and issue the amended Charter in accordance with regulations.
- Review, decide, and supervise the implementation of the addition and expansion of business lines as new demands arise, ensuring efficiency and compliance with regulations. The results will be reported at the next General Meeting of Shareholders.

d) Assign the Company's legal representative to organize and implement the registration of the additional business lines in accordance with regulations.

VI. Approval of the 2025 Annual General Meeting Minutes and Resolution

Mr. Nguyen Van Nhut presented the Minutes and the Resolution of the 2025 Annual General Meeting of Shareholders.

The Presidium presided over the Meeting and submitted the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders of Dong Thap Water Supply and Urban Environment Joint Stock Company for approval.

With 100% of the votes in favor, the General Meeting approved the Minutes and the Resolution of the 2025 Annual General Meeting.

C. Conclusion

The Minutes of the General Meeting of Shareholders consists of **10** pages and was read aloud to all shareholders before the Meeting was adjourned.

The 2025 Annual General Meeting of Shareholders of Dong Thap Water Supply and Urban Environment Joint Stock Company was adjourned at **10:40 AM** on the same day.

SECRETARY



Nguyen Van Nhut

**ON BEHALF OF THE
SUPERVISORY BOARD**

HEAD OF BOARD



Nguyen Van Ca

No. 10/2025/QC-HĐQT

Dong Thap, 06 June 2025

**WORKING REGULATIONS
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Based on the Charter of Dong Thap Urban Environment and Water Supply Joint Stock Company.

To ensure the success of the 2025 Annual General Meeting of Shareholders of Dong Thap Urban Environment and Water Supply Joint Stock Company, the Board of Directors establishes the regulations, working principles, conduct, and voting procedures for the General Meeting of Shareholders to approve as follows:

I. PURPOSE

1. To ensure the procedures, conduct principles, and voting at the Annual General Meeting of Shareholders of Dong Thap Urban Environment and Water Supply Joint Stock Company are carried out in accordance with regulations and achieve successful outcomes.

2. The resolutions of the General Meeting of Shareholders reflect the unified will of the shareholders, fulfill the aspirations and interests of shareholders, and comply with the law.

II. SUBJECTS AND SCOPE

1. Subjects: All shareholders, representatives (authorized persons), and invited guests attending the Annual General Meeting of Shareholders of Dong Thap Urban Environment and Water Supply Joint Stock Company must comply with and adhere to the provisions of this Regulation, the Company's Charter, and current legal regulations.

2. Scope of Application: This Regulation applies to the organization of the 2025 Annual General Meeting of Shareholders of Dong Thap Urban Environment and Water Supply Joint Stock Company.

III. EXPLANATION OF TERMS/ABBREVIATIONS

- Company: Dong Thap Urban Environment and Water Supply Joint Stock Company;
- BOD: Board of Directors;
- SB: Supervisory Board;
- Supervisor: Member of the Supervisory Board;
- OC: Organizing Committee of the General Meeting;
- AGM: Annual General Meeting of Shareholders;
- Delegate: Shareholder, representative (authorized person).

IV. CONTENT OF THE REGULATION

1. Conditions for Conducting the General Meeting of Shareholders

a) The General Meeting of Shareholders of the Company shall be conducted when the number of attending delegates represents at least 51% of the total voting shares.

b) If the required number of delegates is not met, the General Meeting must be reconvened within thirty (30) days from the intended date of the first General Meeting. The reconvened General Meeting can only proceed if the attending members represent at least 33% of the voting shares.

c) If the second General Meeting cannot be conducted due to failure to meet the required conditions, a third General Meeting may be convened within twenty (20) days from the intended date of the second General Meeting. In this case, the General Meeting shall proceed regardless of the total number of voting shares represented by the attending shareholders.

2. Conditions for Shareholders to Attend the General Meeting

Shareholders with voting rights of the Company, as per the finalized shareholder list on March 24, 2025, are entitled to attend the Annual General Meeting of Shareholders. They may attend in person or authorize a representative to attend on their behalf. In cases where more than one representative is authorized in accordance with legal regulations, the specific number of shares represented by each representative must be clearly determined.

3. Invited Guests at the General Meeting

a) Invited guests include the Company's management personnel, guests, and members of the Organizing Committee who are not shareholders of the Company but are invited to attend the General Meeting.

b) Invited guests shall not speak at the General Meeting (*except when invited by the Chairperson of the General Meeting or when they have registered in advance with the Organizing Committee and received approval from the Chairperson*).

4. Delegates Attending the General Meeting Must Comply with the Following Regulations:

a) Be punctual, dress in formal and respectful attire, and comply with security checks (if any).;

b) Shareholders attending the General Meeting must present the following documents:

- Invitation notice to the meeting;

- National ID card/Citizen ID card or passport;

- Authorization letter (in case of authorized attendance, the letter must be signed by the individual shareholder or, for corporate/organizational shareholders, signed and stamped by the legal representative of that entity).

c) Collect meeting documents and materials at the reception desk before entering the meeting venue;

d) Shareholders arriving late have the right to register immediately and thereafter participate and vote at the General Meeting. The Chairperson is not responsible for pausing the General Meeting to allow late shareholders to register; the results of votes on matters decided before the late shareholder's arrival will remain unaffected;

e) Refrain from private conversations and using mobile phones during the General Meeting. All mobile phones are requested to be turned off or set to silent mode;

f) Smoking is prohibited in the meeting room;

g) Comply with the regulations set by the Organizing Committee and the Chairperson conducting the General Meeting;

h) In case any delegate fails to comply with the regulations regarding checks or the aforementioned rules, the Chairperson, after careful consideration, may refuse or expel said delegate from the meeting venue to ensure the General Meeting proceeds normally according to the planned agenda.

5. Organizing Committee:

5.1. Chairperson and Presidium

a) The Presidium consists of three members, including one Chairperson and two members. The Chairperson of the Board of Directors serves as the Chairperson of the Presidium and the Chairperson of the Annual General Meeting of Shareholders (AGM). The Chairperson of the Presidium manages the proceedings of the General Meeting in accordance with the agenda and program approved by the AGM.

b) In case the Chairperson of the Board of Directors is absent, temporarily incapacitated, or unexpectedly absent during the General Meeting for more than 30 minutes, the remaining members of the Board of Directors shall elect one among them to act as the Chairperson of the General Meeting based on a majority vote. If no one is able to serve as Chairperson, the Head of the Supervisory Board shall preside to allow the AGM to elect a Chairperson from among the attendees, and the person with the highest number of votes shall act as the Chairperson of the meeting..

c) In other cases, the person who signed the notice to convene the AGM shall preside to allow the AGM to elect a Chairperson, and the person with the highest number of votes shall be appointed as the Chairperson of the meeting.

d) Duties of the Presidium:

- Manage the activities of the AGM in accordance with the agenda proposed by the Board of Directors and approved by the AGM.
- Guide delegates and the General Meeting in discussing the agenda items.
- Present draft resolutions and conclusions on necessary matters for the General Meeting to vote on.
- Address issues raised by the General Meeting.
- Resolve any issues arising during the course of the General Meeting.

e) Working Principles of the Presidium: The Presidium operates on the principles of collective decision-making, democratic centralism, and majority rule.

5.2. Secretariat of the General Meeting

a) The Chairperson of the General Meeting appoints one or more individuals to serve as the Secretariat of the AGM.

b) Duties and Powers:

- Record the proceedings of the General Meeting fully and accurately;
- Receive registration forms for speeches from delegates;
- Draft the minutes and resolutions of the AGM;

- Assist the Chairperson in announcing information related to the AGM and notifying shareholders in accordance with legal regulations and the Company's Charter;

- Perform other tasks as requested by the Chairperson.

c) The Chairperson and the Secretariat of the AGM have the authority to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of attendees.

5.3. Shareholder Verification Committee

a) The Shareholder Verification Committee consists of five members, including one Head and four members, nominated by the Presidium to the General Meeting.

b) Duties of the Shareholder Verification Committee:

- Verify the eligibility and status of shareholders and their representatives attending the meeting.

- The Head of the Shareholder Verification Committee reports to the AGM on the status of attending shareholders. The AGM can proceed if the number of attending shareholders and authorized representatives represents at least 51% of the voting shares.

5.4. Vote Counting Committee

a) The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting through a show of voting cards.

b) Duties of the Vote Counting Committee:

- Explain the principles, procedures, and guidelines for voting.

- Verify and record voting cards, prepare vote counting minutes, announce results, and submit the minutes to the Chairperson for approval of the voting results.

- Promptly report the voting results to the Secretariat.

- Review and report to the General Meeting any violations of voting principles or procedures, or complaints regarding voting results.

6. Speaking at the General Meeting

a) Delegates wishing to speak at the General Meeting must obtain the approval of the Chairperson. Speeches should be concise, focused on key discussion points, and aligned with the approved agenda. Alternatively, delegates

may submit written opinions to the Secretariat for compilation and reporting to the Chairperson.

b) The Chairperson will arrange for delegates to speak in the order of registration, address shareholders' questions during the General Meeting, or record them for written responses later.

7. Voting on Matters at the General Meeting

7.1. Principles

a) All matters in the agenda and content of the General Meeting must be discussed and voted on publicly by the AGM.

b) Voting cards and ballots are printed, stamped with the Company's seal, and distributed directly to delegates at the General Meeting (along with the meeting materials). The voting cards and ballots clearly indicate the delegate's code, name, number of owned shares, and authorized voting shares.

c) Voting methods include:

➤ Voting by raising voting cards: Used for approving matters such as the General Meeting agenda, working regulations, composition of the Presidium, Secretariat, and Vote Counting Committee; approval of the General Meeting minutes and resolutions; related regulations, proposals, and other matters at the General Meeting (as guided by the Organizing Committee).

➤ Voting by filling out ballots: Used for approving matters such as the Board of Directors' activity report, the Management Board's production and business performance report, the Supervisory Board's activity report, the audited financial statements for 2024, and proposals presented at the General Meeting.

7.2. Voting Procedure

a) Delegates vote to approve, disapprove, or abstain on matters presented for voting at the General Meeting by raising their voting cards or marking their choices on the ballots, as applicable to the matters specified in Section 7.1 above.

b) When voting by raising voting cards, the front of the card must be raised high and directed toward the Presidium.

➤ If a delegate does not raise their voting card for any of the three options (approve, disapprove, or abstain) on a matter, it is considered a vote in favor of that matter.

➤ If a delegate raises their voting card more than once for a single matter (approve, disapprove, or abstain), the vote is considered invalid.

➤ For voting by raising voting cards, members of the Shareholder Verification Committee or Vote Counting Committee record the delegate's code and the corresponding number of votes for approval, disapproval, abstention, or invalid votes.

c) When voting by filling out ballots, for each matter, delegates select one of the three options ("Approve," "Disapprove," or "Abstain") printed on the ballot by marking an "X" in the chosen box. After completing all voting matters, delegates submit their ballots to a sealed ballot box at the General Meeting as guided by the Vote Counting Committee. Ballots must be signed and include the delegate's full name.

7.3. Validity of Ballots

a) A valid ballot is one that:

- Is in the pre-printed format issued by the Organizing Committee.
- Is free of erasures, corrections, tears, or damage, and contains no additional content beyond the specified requirements.
- Is signed, with the delegate's full name handwritten below the signature.
- For a voting matter (report or proposal) to be valid, the delegate must mark only one of the three boxes (Approve, Disapprove, or Abstain). Invalid voting matters are those that do not comply with the requirements for valid voting.

b) Invalid ballots include:

- Ballots with additional content written on them.
- Ballots not in the pre-printed format issued by the Organizing Committee, lacking the Company's red stamp, or containing erasures, corrections, or additional content beyond the specified requirements; in such cases, all voting matters on the ballot are invalid.
- Ballots that do not clearly indicate the shareholder's opinion, lack any marked opinion, or have two or more opinions marked for a single matter; in such cases, the vote for that matter is invalid.

7.4. Voting Rules

a) Each common share corresponds to one voting right. Each delegate representing one or more voting rights will be issued voting cards and ballots.

b) As of the shareholder list finalization date (March 24, 2025), the total number of voting shares of the Company is 25,918,130, equivalent to 25,918,130 voting rights.

c) Matters requiring a vote at the General Meeting are approved when they receive the approval of at least 51% of the voting shares present at the General Meeting. For certain matters specified in Clause 1, Article 21 of the Company's Charter (e.g., types and total number of shares for each type; changes in business lines and sectors; changes in the Company's organizational structure; investment projects or asset sales valued at 35% or more of the total asset value recorded in the most recent financial statements; or reorganization or dissolution of the Company), approval requires at least 65% of the voting shares present at the General Meeting.

- Note:

+ Shareholders or authorized representatives with related interests are not allowed to vote on contracts or transactions valued at 35% or more of the Company's total asset value recorded in the most recent financial statements. Such contracts or transactions are only approved if at least 65% of the remaining voting shares approve (pursuant to Clause 4, Article 167 of the Enterprise Law No. 59/2020/QH14).

+ Shareholders or their authorized representatives holding 51% or more of the total voting shares, or their related persons, are not allowed to vote on contracts or transactions valued at more than 10% of the Company's total asset value recorded in the most recent financial statements with that shareholder (pursuant to Point b, Clause 3, and Clause 4, Article 167 of the Enterprise Law No. 59/2020/QH14).

7.5. Recording Voting Results

a) At the General Meeting, the AGM will approve the Vote Counting Committee.

b) The Vote Counting Committee is responsible for collecting ballots.

c) The Vote Counting Committee verifies the number of votes for approval, disapproval, and abstention for each matter, records, compiles, and reports the voting results at the AGM.

8. Minutes and Resolutions of the General Meeting

The minutes and resolutions of the AGM must be read and approved before the General Meeting concludes.

V. IMPLEMENTATION

1. All delegates, representatives, and invited guests attending the General Meeting are responsible for fully complying with the provisions of this

Regulation, the Company's current regulations, internal rules, and relevant legal provisions.

2. The person convening the AGM has the authority to:

a) Require all attendees to undergo security checks or other security measures;

b) Request competent authorities to maintain order at the meeting; expel individuals who fail to comply with the Chairperson's authority, intentionally disrupt order, obstruct the normal progress of the meeting, or fail to comply with security check requirements from the AGM.

3. Matters not detailed in this Regulation shall be uniformly applied in accordance with the Company's Charter, the Enterprise Law No. 59/2020/QH14, and current legal regulations of the State..

This Regulation takes effect immediately upon approval by the General Meeting of Shareholders./.

**BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Van Ca

No.12/2025/BC-HĐQT

Dong Thap, 06 June 2025

REPORT OF THE BOARD OF DIRECTORS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
On the Performance Results of 2024 and the Strategic Plan for 2025

To: 2025 Annual General Meeting of Shareholders

Based on Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based The Charter of Dong Thap Urban Environment and Water Supply Joint Stock Company;

Based The functions and duties of the Board of Directors of Dong Thap Urban Environment and Water Supply Joint Stock Company.

In order to review the activities of the Board of Directors in 2024 and propose the strategic plan for 2025, the Board of Directors (“BOD”) of Dong Thap Urban Environment and Water Supply Joint Stock Company (“the Company”) hereby submits the following key contents to the General Meeting of Shareholders:

I. GENERAL INFORMATION

1. Overview

- Company Name: DONG THAP URBAN ENVIRONMENT AND WATER SUPPLY JOINT STOCK COMPANY
- Abbreviated Name: DOWASEN
- Address: No. 01, Ton Duc Thang Street, Ward 1, Cao Lanh City, Dong Thap Province
- Phone Number: (0277) 3 853 332
- Email: capnuocdt@dowasen.com
- Website: www.dowasen.com
- Business Registration Certificate Number: 1400101205
- Charter Capital: 259,181,300,000 VND; Number of Shares: 25,918,130 shares with a par value of 10,000 VND per share
- Stock Code: DWS

- Trading Floor: UPCoM

2. Business Sectors

- The Company's business activities include the production and supply of clean water, waste collection, environmental services, and other consulting services in Dong Thap Province.

- The Company's main business activities as per the Business Registration Certificate include: Production and trading of clean water for domestic, industrial, and other purposes; installation of water supply and drainage systems; urban services; production and trading of bottled and packaged drinking water, among others.

3. Charter Capital Structure

3.1. At the Time of Equitization

a) The charter capital for conversion into a joint stock company, as per Decision No. 263/QĐ-UBND-HC dated March 20, 2017, issued by the Dong Thap Provincial People's Committee, was 355.57 billion VND, structured as follows:

- State-owned capital: 89.51%.
- Capital for employees with preferential purchase: 4.03%.
- Capital from other shareholders through public auction: 6.46%.

b) As of June 30, 2018¹, the Company's charter capital was 259.18 billion VND, structured as follows:

- State-owned capital: 85.60%.
- Capital from other shareholders: 14.40%.

3.2. As of March 24, 2025²

The Company had a total of **545** shareholders owning the Company's shares, detailed as follows:

No.	Content	Number of Shares Held (Shares)	Percentage Held (%)
I	Total Shares	25,918,130	100
II	Treasury Shares of the Company	0	0

¹ Theo Quyết định số 765/QĐ-UBND-HC ngày 09/7/2018 của UBND tỉnh Đồng Tháp (điều chỉnh giảm Dự án thoát nước thành phố Cao Lãnh).

² Thời điểm chốt danh sách cổ đông tham dự Đại hội.

III	Total outstanding shares	25,918,130	100
1	The State - Dong Thap Provincial People's Committee	25,918,130	85.6
2	02 domestic organization	1,200	14.4
3	542 domestic individual	3,731,450	

4. Structure of the Board of Directors (BOD) and State Capital Representative at the Company

a) Relieve members of the Board of Directors for the 2017 - 2021 term and cease to be the state capital representatives at the Company, effective June 30, 2024, including:

No.	Fullname	Position	State Capital Representation Ratio
1	Nguyen Van De	Chairman of the Board of Directors	51%
<i>(Relieved from BOD membership and Chairman of the Board position effective June 30, 2024)</i>			
2	Tran Van Tan	BOD Member	29%
<i>(Relieved from BOD membership effective June 30, 2024 and relieved from General Director position of the Company⁵ effective July 01, 2024)</i>			
3	Nguyen Anh Dung	BOD Member	10%
<i>(Relieved from BOD membership effective June 30, 2024 and relieved from Deputy General Director position of the Company⁷ effective July 01, 2024)</i>			
4	Nguyen Thuong Vu	BOD Member	10%
<i>(Relieved from BOD membership effective June 30, 2024 and relieved from Deputy General Director position of the Company⁷ effective July 01, 2024)</i>			

b) Members of the Board of Directors for the 2024 - 2029 term and State Capital Representatives at the Company from June 30, 2024, include:

No.	Fullname	Position	State Capital Representation Ratio
1	Nguyen Van De	Chairman of the Board of Directors	61%
<i>(Elected as a member of the Board of Directors and Chairman of the Board of Directors effective June 30, 2024).</i>			
2	Đinh Công Phú	BOD Member	29%
<i>(Elected as a member of the Board of Directors effective June 30, 2024, and appointed to the position of General Director of the Company effective July 01, 2024).</i>			

3	Bui Tan Cuong	BOD Member	10%
<i>(Elected as a member of the Board of Directors effective June 30, 2024, and appointed to the position of Deputy General Director of the Company effective July 01, 2024).</i>			

5. Legal Representative of the Company

- Mr. Tran Van Tan, General Director of the Company, served as the representative from October 01, 2021, until the end of June 30, 2024

- Mr. Dinh Cong Phu, General Director of the Company, has been serving as the representative from July 01, 2024, to date.

6. Organizational Structure of the Company's Management Apparatus

6.1. Board of Directors (BOD)

a) 2017 - 2021 Term (prior to July 01, 2024)

The structure had 04 members, including: a full-time Chairman of the Board of Directors, and the remaining 03 members concurrently holding the positions of General Director and Deputy General Director.

b) 2024 - 2029 Term (from July 01, 2024)

The structure has 03 members, including: a full-time Chairman of the Board of Directors, and the remaining 02 members concurrently holding the positions of General Director and Deputy General Director.

6.2. Supervisory Board

The structure has 03 members, including: a full-time Head of the Supervisory Board, and the remaining 02 members are employees of the Company serving concurrently.

Full Name	Position	Working Mode	Notes
Ms. Ly Thu Cuc	Head of the Board	Full-time	Appointed June 30, 2024
Ms. Nguyen Thi Thu Trang	Head of the Board	Full-time	Relieved June 30, 2024
Mr. Nguyen Thanh Hong	Member	Part-time	
Ms. Dinh Thi Thanh Thuy	Member	Part-time	

6.3. Board of General Directors / Executive Board

- Structure of 03 members, including: General Director and 02 Deputy General Directors (*prior to July 01, 2024*).

- Structure of 02 members, including: General Director and 01 Deputy General Director (*from July 01, 2024*).

6.4. Departments, Divisions, and Dependent Units of the Company

Comprises 07 specialized departments and 05 dependent accounting branches.

6.5. Workforce:

The total number of employees at the Company as of December 31, 2024, is **800** people. These employees are arranged and assigned duties appropriate to their expertise, capabilities, and experience at the Company's office and its dependent units.

7. Date of Operation and Stock Trading:

- The Company officially began operating as a joint-stock company on April 26, 2017.

- On November 03, 2017, the Company officially became a public company.

- On January 24, 2019, the Company's shares officially began trading on the UPCoM stock market at the Hanoi Stock Exchange (HNX), with the stock code DWS, and have been continuously traded to date.

II. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Activities of the Board of Directors

1.1. Company Governance Situation in 2024

In 2024, the Board of Directors held **71** regular and extraordinary meetings and issued **71** Resolutions to promptly direct matters falling within the authority of the BOD (*details are attached to the Report*).

1.2. Evaluation of the Board of Directors' Activities

- The Board of Directors has successfully fulfilled multiple roles simultaneously (state capital representative at the Company and also a BOD member), thereby consistently demonstrating a high sense of responsibility, effectively performing duties, and protecting the legitimate interests of the Company, shareholders, and employees. It has supervised and inspected management, operations, recruitment, planning, arrangement, rotation, deployment, training, appointment, and re-appointment of personnel and employees, ensuring

adherence to processes, regulations, and suitability for the actual operational and business production situation at the unit.

- The Board of Directors has closely monitored the actual situation, effectively utilized existing assets and facilities, maximized the capacity of factories to produce and supply clean water to the public; managed and efficiently used the enterprise's capital to invest in expanding the water supply network, renovating and upgrading the capacity of water plants to promptly meet the clean water usage needs of residents in the Province.

- Continuously directed the promotion of information technology application, digitalization, and digital transformation in water supply system management, customer care, and work processing. Therefore, the Company has maintained necessary stability, leveraged available resources and strengths, limited risks, achieved effective business production operations, enhanced service quality, and consistently and stably increased revenue and profit year by year.

- The Board of Directors focused its operations on 03 core areas: water supply, environment, and bottled water, while also orienting to continue expanding the service area and enhancing service quality, to implement and organize the Province's directive on establishing large water supply projects, concretizing the Dong Thap Provincial Digital Transformation Project, and contributing to achieving the target of 98% of rural households using clean water as per the Provincial People's Council Resolution.

- Reporting regimes were fully and promptly prepared in accordance with the Accounting Law and Securities Law, effectively serving leadership, operations, and internal governance; effectively organized implementation according to the provisions of Decree No. 155/2020/ND-CP, gradually improving and enhancing company governance, and complying with information disclosure regulations.

- Exercised rights and obligations in strict accordance with the provisions of the Enterprise Law, relevant laws, the Company's Charter, and Resolutions of the General Meeting of Shareholders.

1.3. Evaluation of the Company's Executive Board's Activities

Based on the 2024 Business Production Plan ("SXKD"), implemented according to the provisions of the Enterprise Law and the Company's Charter, to ensure the interests of shareholders and employees. The Company's Board of General Directors has fully implemented the Resolutions and Decisions of the Board of Directors and has adopted many good solutions to improve the efficiency of the Company's business production activities; complied with policies and laws as

prescribed by the State in managing and operating the Company, ensuring the rights of shareholders and employees.

The Board of Directors regularly monitored the General Director's business production operations, coordinating with the Company's Supervisory Board to oversee:

- Implementation of the 2024 Annual General Meeting of Shareholders Resolution and other Resolutions and decisions of the Board of Directors.

- Directing and supervising the Board of General Directors in implementing measures/solutions to manage all business production activities of the Company.

- Reporting and disclosing information periodically and extraordinarily or as required by the State Securities Commission, Stock Exchange, State Capital Representation Agency, inspection and examination agencies as stipulated.

- Preparing the 2024 annual report and developing the 2025 business production plan for approval by the Annual General Meeting of Shareholders.

- Việc tuân thủ và thực hiện các quy định của Luật doanh nghiệp, Điều lệ Công ty và các quy định pháp luật đúng theo quy định hiện hành.

Compliance with and implementation of the provisions of the Enterprise Law, the Company's Charter, and legal regulations in accordance with current regulations. Additionally, the Chairman of the Board of Directors and BOD members attended and organized expanded Board of Directors meetings, regular briefings with the Board of General Directors and key personnel of the Company to monitor the business production situation at the unit and evaluate the implementation of the Board of Directors' policies and Resolutions. This has reduced the time for review, discussion, and decision-making regarding difficult issues that require the BOD's approval. Through evaluation, the General Director and the entire Executive Board have fully implemented the Resolutions and Decisions of the Board of Directors; complied with State policies and laws in managing and operating the Company, ensuring the rights of shareholders and employees, as well as the operational efficiency of the unit.

1.4. Detailed situation of Board of Directors' work implementation in 2024

Implementing Resolution No. 10/NQ-ĐHĐCĐ, the Company's Charter, and current legal regulations. The Board of Directors directed, inspected, supervised, and coordinated with the Board of General Directors to deploy and organize the implementation of important contents, specifically as follows:

a) Directing business production operations in 2024

Regarding 2024 business results, based on the audited 2024 financial statements, the BOD would like to report the Company's business results with some key indicators compared to the plan approved by the GMS as follows:

No.	Indicator	Plan (million VND)	Actual (million VND)	Actual/ Plan Ratio (%)
1	Total revenue and other income	491,000	492,754	100.36
Of which:				
1.1	Household water	356,900	362,491	101.57
1.2	Garbage collection, transportation, and treatment	92,100	84,626	91.88
1.3	Bottled water	13,200	13,041	98.80
1.4	Other	28,800	32,596	113.18
2	Profit before tax	50,200	55,414	110.39
3	Profit after tax	44,300	49,435	111.59
4	Charter capital	259,181.3	259,181.3	100.00
5	Ratio of profit after tax/Charter capital (%)	13.52	15.41	113.98

b) Directing the implementation of the profit distribution plan and dividend payment for the 2023 business results in 2024

Implementing the consensus of the 2024 Annual General Meeting of Shareholders, the BOD directed and supervised the General Director to implement the plan to distribute after-tax profit of 2023, specifically as follows:

- Allocation to the Development Investment Fund: 12,934,448,890 VND.
- Allocation to the Reward and Welfare Fund for employees: 14,240,702,743 VND.
- Allocation to the bonus fund for full-time company managers: 388,800,000 VND.
- Regarding dividend payment: The company has finalized the list of shareholders entitled to receive the 2023 dividend on September 27, 2024, and paid

in cash from October 10, 2024, with the amount of 15,438,934,500 VND (equivalent to 6.0% of the charter capital of 259,181,300,000 VND).

c) Implementing other tasks of the General Meeting of Shareholders' resolution and some related contents

- Based on the Supervisory Board's proposal and the GMS's approval, the BOD supervised and directed the Company's General Director to sign a contract with UHY Auditing and Consulting Co., Ltd. - Ho Chi Minh City Branch to audit the 2024 financial statements and review the 2024 semi-annual financial statements in accordance with the law on accounting and securities activities.

- Continue to supervise and direct coordination with departments, branches, and local authorities in implementing the Clean Water Supply Plan in Dong Thap province for the 2021-2025 period, such as: Shifting the exploitation source from groundwater to surface water according to the roadmap; selling clean water through master meters or receiving (transferring) rural water stations according to the requirements of the owners of rural clean water stations and local authorities.

- The Board of Directors has consistently paid close attention to and promptly directed and coordinated the implementation of several key matters, including organizational management; capital, asset, and debt management; investment activities; fulfillment of obligations to the state budget; and the protection of the rights and interests of employees and shareholders. The Board has also reviewed, developed, amended, supplemented, and issued internal regulations and rules; implemented directives from the Provincial authorities; and complied in a timely and lawful manner with conclusions from inspection and audit agencies.

d) Advantages, difficulties, and limitations

i) Advantages

- The Company always receives the attention, support, and best possible conditions from the Dong Thap Provincial People's Committee, departments, branches, and local authorities for the Company's business production activities.

- The state capital representatives at the Company, who are also members of the Company's BOD, always perform their assigned responsibilities and duties well.

- There is a high consensus among shareholders in voting on issues presented before the General Meeting of Shareholders.

- Receives the cooperation of local authorities in propagating and raising people's awareness of environmental protection and the benefits of using clean water, creating favorable conditions for the Company to receive additional garbage collection areas, as well as expanding the water supply network in suburban and rural areas.

- The majority of employees in the Company have good professional qualifications, a high sense of responsibility, internal solidarity, creativity, and apply information technology in performing tasks for the Company's sustainable development.

- Due to the specific nature of the water industry, there is little market competition, especially in urban areas, so business production activities in this field are stable and developing but do not have sudden growth like other fields.

- Being able to borrow preferential capital from the Provincial Development Investment Fund for development investment, helping the Company expand its water supply area and purchase equipment for business services as assigned.

- The increasing number of customers making online payments has increased the rate of non-cash payments in accordance with the Government's policy, contributing to saving time and costs, and effectively managing receivables.

ii) Difficulties

- The well-filling in accordance with the policy of shifting from groundwater to surface water by the Provincial People's Committee, but the construction of surface water exploitation plants has not been timely, so the supplied water output has decreased, affecting the output plan.

- Large-scale investment projects for plants and pipelines and long payback periods make it difficult for the Company to find and mobilize capital for investment.

- The rate of water loss in rural areas is still high due to the large area and the poor quality of distribution pipeline network materials, which often causes leaks, takes a lot of time, manpower, and costs to repair. In addition, water loss combined with water supply interruptions due to leak repairs significantly reduces the supplied water output.

- The demand for household water supply services from customers in urban areas is almost saturated, so to expand the business network, it is necessary to invest in expanding the water supply network in rural and suburban areas; however, due to

the low population density in suburban areas and high investment costs, the efficiency is not high.

- The impacts of climate change and the pollution of surface water sources are threatening the safety of water sources, increasing treatment costs, and adversely affecting the efficiency and sustainability of water supply operations.

- Some areas such as garbage collection and transportation; construction; and flower and tree care are facing fierce competition with many private economic organizations inside and outside the Province. Especially in the environmental sector, with a large number of employees but low qualifications, mainly general labor, with the expansion of bidding by localities, the Company has faced many difficulties in ensuring employment and income for this workforce.

- The landfills such as Đập Đá, Sa Đéc, and Phú Thọ currently operated by the Company are overloaded, leading to significant difficulties and increased operational costs. Additionally, the severely deteriorated transportation infrastructure around the waste treatment sites causes frequent damage to garbage compactor trucks entering and exiting the landfills, resulting in additional expenses for the Company.

- In many localities implementing advanced new rural criteria, there have been requests to expand privatized waste collection routes in rural areas. However, coordination with the Company to mobilize public participation in sanitation services has been lacking, leading to revenue losses and unpaid sanitation fees.

- Although the bottled and barreled water segment has seen growth, the factory space remains limited. Moreover, the Company faces fierce competition from many low-cost alternatives, making it difficult to expand into rural areas due to pricing challenges, with the market still primarily confined to urban regions.

iii) General assessment:

In general, although 2024 still had many difficulties affecting the Company's business production activities, with the attention and support from all levels and sectors in the Province, along with the consensus of the leadership and employees, the Company has strived to complete the planned targets and assigned tasks.

2. Regarding transactions between the Company and members of the Board of Directors and related parties of BOD members; transactions between the Company and other companies in which members of the Board of Directors

are founding members or business managers in the last 03 years before the time of the transaction:

The company did not have any transactions of the above cases.

3. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors in 2024

Unit: VND

No.	Full Name	Position	Salary, bonuses, allowances, and other income
1	Nguyen Van Ca	Chairman of the BOD (Appointed July 01, 2024)	260,384,387
2	Nguyen Van De	Chairman of the BOD (Relieved June 30, 2024)	469,960,870
3	Đinh Cong Phu	BOD Member, concurrently General Director (Appointed July 01, 2024)	239,019,355
4	Tran Van Tan	BOD Member, concurrently General Director (Relieved July 01, 2024)	429,839,130
5	Bui Tan Cuong	BOD Member, concurrently Deputy General Director (Appointed July 01, 2024)	217,390,323
6	Nguyen Anh Dung	BOD Member, concurrently Deputy General Director (Relieved July 01, 2024)	393,717,391
7	Nguyen Thuong Vu	BOD Member, concurrently Deputy General Director (Relieved July 01, 2024)	393,717,391
Tổng cộng			2.404.028.847

III. ORIENTATION AND OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2025

1. Some economic indicators for the year

- Strive for an average revenue growth of 8.01%/year.
- The ratio of profit after tax to total revenue is at least 3.73%.
- The average ratio of profit after tax to owner's equity (ROE) is 15.45%.

2. Business production plan for 2025

Basic indicators	Unit	2024 Actual	2025 Plan	Ratio
		(1)	(2)	(3=2/1)
1. Total revenue and other income	million VND	492,754	532,200	108.01
1.1. Household water	//	362,491	391,860	108.10
1.2. Garbage collection, transportation, and treatment	//	84,626	92,800	109.66
1.3. Bottled water	//	13,041	14,600	111.95
1.4. Other activities	//	32,596	32,940	101.06
2. Profit before tax (PBT)	//	55,414	57,710	104.31
3. Profit after tax (PAT)	//	49,435	52,210	103.73
4. Payables to the State budget during the year	million VND	33,324	35,900	108.05
5. Charter capital (VĐL)	million VND	259,181,30	259,181,30	100.00
6. PAT/VĐL ratio	%	15.41	15.45	100.19

3. Operating directions in 2025

The tasks for 2025 will continue to face many difficulties and challenges. The demand for investment and renovation of factories and network infrastructure is large, but the Company's resources are limited. Therefore, in 2025, the Board of Directors sets out operating directions with specific goals and implementation solutions as follows:

➤(1) **Đầu tư phát triển hạ tầng cấp nước:** Invest in developing water supply infrastructure: Continue to develop an investment plan and direct the acceleration of investment in modern machinery and equipment, technology innovation, and the renovation and upgrading of surface water plants and the water supply system to ensure a stable and efficient supply of clean water. In particular, focus on researching investment in large-scale plant and transmission pipeline projects that are interconnected and connected to the province's water supply infrastructure, in accordance with the Dong Thap Provincial Plan for the period 2021 - 2030, with a vision to 2050³, to contribute to achieving the target of 98% of rural households

³ Approved by the Prime Minister in Decision No. 39/QĐ-TTg dated January 11, 2024.

using clean water as per the Provincial People's Council Resolution⁴, and at the same time create a major source of revenue and profit for the Company, contributing to local socio-economic development and improving the quality of life for the people.

➤ **(2) Change the water source in rural areas:** Actively direct the development of an investment plan and implement projects to connect the water supply system, and closely coordinate with departments, branches, and local authorities in implementing the change from groundwater to surface water in the assigned water supply zones, to help improve the quality of household water supply and expand the service coverage to difficult and water-scarce areas, ensuring the completion of the transition roadmap according to Plan No. 198/KH-UBND, Plan No. 400/KH-UBND of the Provincial People's Committee and Notice No. 669/TB-VPUBND.

➤ **(3) Prevent water loss:** Focus on directing and effectively implementing the project "Preventing clean water loss" on a pilot basis in Cao Lanh city; promote the management and investment in upgrading infrastructure systems, using high-quality materials and smart meters; integrate advanced technology in monitoring and operating the water supply system to limit losses and increase output. Strive to reduce the water loss rate to **15%** by the end of 2025 in accordance with the general orientation of the Government, thereby contributing to improving the Company's production and business efficiency.

➤ **(4) Apply technology and digital transformation:** Strengthen the direction and implementation of scientific and technological solutions, digitalization in management and operations, optimize production, customer care, and work processing. Focus on researching and applying new technologies in operating the production system, and at the same time implement projects in the science and technology plan, organized for implementation at units in 2025; to help improve the quality of clean water supply, improve operational efficiency and services, increase labor productivity, and gradually streamline the apparatus. This will help the Company operate more efficiently, creating a solid foundation for sustainable development and meeting the increasing demands of customers.

➤ **(5) Receive or sell water through master meters to rural stations:** Direct and supervise the receipt or sale of water through master meters to rural stations in the province, especially the receipt of 59 groundwater supply stations in the zones assigned by the local authorities to the Company for management and operation.

➤ **(6) Expand the service area for garbage collection and transportation:** Direct the review and proactively approach to understand the needs and actual

⁴ Resolution No. 372/2020/NQ-HDND dated December 08, 2020.

situation in the locality to identify areas with demand and potential for service development. At the same time, closely coordinate with localities to expand collection routes, develop plans and register to participate in bidding, to improve and increase the rate of participation in garbage collection services in rural areas and expand the service area in the remaining areas of the province.

➤ **(7) Develop Dowasen bottled water products:** Invest, expand business, diversify types of bottled water products; enhance customer care, seek distributors to supply to agencies, analyze the market to develop customers and expand the service area; to ensure the achievement of revenue growth, contributing to improving business efficiency.

➤ **(8) Stabilize and develop corporate governance:** Continue to direct corporate governance activities to be stable and sustainably developed, focusing on reviewing and evaluating the Company's business activities, with strategic orientations to focus on investing and developing core areas such as water supply, environmental sanitation and bottled water, to ensure the completion of planned targets approved by the General Meeting of Shareholders each year and for the whole period; and at the same time, balance harmoniously between business efficiency and social service functions.

➤ **(9) Enhance financial management capacity**

The Company continues to balance, exploit and effectively use financial resources; strengthen forecasting and planning to enhance financial management capacity. At the same time, promote the supervision and management of debts, develop capital sources to optimize the efficiency of asset use, ensure financial safety and achieve the revenue growth target of at least 8% in 2025.

To meet the capital needs for investment in transmission pipelines connecting surface water supply, the Company has proposed that the Provincial People's Committee consider and allocate preferential loan capital from the Provincial Development Investment Fund to promptly implement the policies and orientations of the Provincial People's Committee in Plan No. 198/KH-UBND, No. 400/KH-UBND and Notice No. 669/TB-VPUBND.

➤ **(10) Strengthen management and improve investment management efficiency:** Direct and accelerate investment preparation; closely monitor the progress and quality of investment projects, procurement, and capital construction to ensure cost-effectiveness, transparency, and timely commissioning in order to meet or exceed planned targets. At the same time, apply appropriate bidding methods, select qualified

contractors, and use contract types and payment terms in accordance with legal regulations and the Company's financial capacity to enhance investment efficiency.

➤ **(11) Streamline the organizational structure:** Direct the completion of the plan to streamline the apparatus according to Resolution No. 18-NQ/TW, review and arrange personnel suitable for each department to ensure streamlining, efficiency and quality. Develop a mechanism to evaluate work based on work efficiency and the prestige of managers and employees through voting to ensure fairness and transparency.

➤ **(12) Build a team of professional personnel:** Focus on developing human resources, building a team of professional, dynamic, and creative employees with innovative thinking and a spirit of solidarity. Focus on building and promoting the Dowasen Cultural spirit, emphasizing the development of moral qualities, behavior, and the spirit of serving the people, to create a healthy cultural environment and work motivation. At the same time, organize a reasonable training and recruitment plan, especially internal training, to gradually improve professional capacity and work efficiency according to the Company's production and business requirements, thereby creating a solid foundation for long-term, sustainable development and helping the Company adapt to the trend of digital transformation and technological development.

➤ **(13) Enhance the sense of responsibility and practice thrift:** Focus on propagating to raise the sense of responsibility, labor discipline and the spirit and attitude of positive work of employees; emphasize promoting the exemplary role and leadership responsibility of the management team and the ownership role of employees as shareholders of the Company; promote the movement of initiatives, technical innovations and practice thrift in all production and business activities, to strictly manage costs, reduce product costs, improve the efficiency of capital use and contribute to the sustainable development of the Company.

➤ **(14) Improve the operational mechanism:** Continue to promote the improvement of the Company's operational institutional framework, including internal rules, regulations, governance charters, and operational mechanisms, ensuring alignment with the joint stock company model and compliance with current legal regulations.

➤ **(15) Continue to implement the direction of the Dong Thap Provincial People's Committee,** coordinate with relevant departments, branches, and localities to handle

the financial issues of assets related to projects invested with funds originating from the state budget as stipulated.

➤ **(16) Disclose information on the securities market:** Continue to supervise and direct the implementation of reports and information disclosure on the securities market in compliance with the regulations of the Ministry of Finance, the State Securities Commission, and the Stock Exchange, to ensure the legitimate rights and interests of shareholders and investors of the Company.

➤ **(17) Perform the functions of governance, inspection, and supervision of the Company's operations** in accordance with the scope of powers and obligations of the Board of Directors as stipulated in the Company's Charter and current legal regulations.

The above is the report of the Board of Directors of Dong Thap Urban Water Supply and Environmental Joint Stock Company on summarizing the implementation of governance work in 2024 and the plan for 2025. The BOD hopes that shareholders will contribute practical ideas to help the BOD have appropriate strategies and policies to lead the Company to strong, stable, and sustainable development.

Sincerely submit to the General Meeting of Shareholders for consideration and approval./.

Recipient:

- As above;
- Shareholders;
- Members of the Board of Directors;
- Supervisory Board;
- Board of General Directors;
- Archive: Office, Finance Department, Board of Directors Secretary^(Ng).

**BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Van Ca

SUMMARY TABLE RESOLUTIONS RESOLUTIONS OF THE BOARD OF DIRECTORS IN 2024

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No.	Resolution No.	Date	Content
1	150/NQ- HĐQT Term 2017– 2021	10/01/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - 2024 Production and Business Plan: Approve the plan and assign specific targets to each branch and affiliated unit. - 2023 Actual Salary Fund: Approve the actual salary fund for each unit in 2023. - 2024 Planned Salary Fund and 2024 Salary Unit Price: Approve the planned salary fund for each unit for 2024 and the 2024 salary unit price applicable to water supply branches. - Policy to Support Staff Costs: Agree to implement a policy to support costs for certain staff members who are seconded, appointed, etc., to work at departments or units located far from their families. - Support Allowance for Operation - On-call, Leak Repair Department: Approve the support allowance for the operation - on-call, leak repair department on Sundays, holidays, Tet, etc., at water supply branches. - 2024 Occupational Safety, Health, and Fire Prevention Plan: Approve the occupational safety, health, and fire prevention plan for 2024. - Policy to Resolve Issues in the Implementation of the Dong Binh Surface Water Plant Renovation and Capacity Upgrade Project: Agree to resolve issues in the implementation of this project, which is part of the 2023 Investment and Development Plan. - Policy to Invest in Purchasing Electrical Materials and 02 INVT GD270-110Kw Inverter Devices: Agree to the policy of investing in purchasing electrical materials and 02 INVT GD270-110Kw inverter devices for installing control cabinets for pumps at Hong Ngu City Water Plant and Industrial Zone C Water Plant.
2	151/NQ- HĐQT	15/01/2024	<p>Approve the adjustment of the Feasibility Study Report (second adjustment) for the following construction investment projects:</p> <ul style="list-style-type: none"> - Ø315 pipeline on N2 Road from My An Town to My Dong Commune center. - Ø168 pipeline on DT.850 Road from N2 Road to Lang Bien Commune People's Committee.
3	152/NQ- HĐQT	19/01/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Review of the Company's Q4 2023 Financial Report: Approve the entire content of the Company's Q4 2023 Financial Report. - Policy for Repair and Maintenance of Wastewater Submersible Pumps: Approve the policy for repairing and maintaining 03 wastewater submersible pumps at Pumping Station 4, part of the Cao Lanh City Wastewater Treatment Plant's treatment system. - Policy for Adjusting Costs of Crematory Renovation and Repair: Approve the policy for adjusting the costs of renovating and repairing crematory furnace No. 02. - Policy for Investing in Materials, Equipment, Lamella Settlers, and Standby Pumps: Approve the policy for investing in equipping materials, equipment, lamella settlers, and new standby pumps for water treatment plants affiliated with water supply branches.

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> - Policy for Internal Water Quality Control and Environmental Monitoring in 2024: Approve the policy for performing internal water quality control and environmental monitoring in 2024. - Policy for Water Meter Verification and Replacement Plan in 2024: Approve the policy for the plan to verify and replace water meters in 2024. - Policy for Allocating Verification and Replacement Costs into 2024 Production Costs: Approve the policy for allocating water meter verification and replacement costs into the 2024 production costs.
4	153/NQ-HDQT	02/02/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to borrow capital and mortgage assets. - Policy to continue maintaining connections and collecting fees for inspection and maintenance of water meter clusters. - Policy to continue suspending water supply services for customers who do not use water for 02 months or more. - Approve the draft new water supply service contract template between the Company and customers for seeking comments from the Department of Industry and Trade as regulated. - Policy to continue participating in the bidding package for the collection, transportation, and sweeping of domestic solid waste in Lap Vo district.
5	154/NQ-HDQT	21/02/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Review of some key indicators of the 2023 business performance results. - Policy to invest in equipping an additional 03 filter tanks and 06 vertical sedimentation tanks for Nha Man Water Plant. - Policy to invest in equipping an additional 02 filter tanks and 04 vertical sedimentation tanks for Binh Phu Water Plant. - Policy to invest in upgrading the capacity of My An Water Plant's transformer station. - Some policies and directions for implementing tasks in 2024.
6	155/NQ-HDQT	21/02/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy on contract award and contract value for construction, labor value, and machine-shift contract for the project "D160 Pipeline on An Hoa - Hoa Binh District Road from the end of Hamlet 4 Residential Area to Ca No Residential Area, Tam Nong District."
7	156/NQ-HDQT	07/3/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Review of the Draft Amended and Supplemented Regulations to replace the Company's Regulations on Organization and Personnel Work. - Review of the Draft Amended and Supplemented Regulations to replace the Company's Financial Management Regulations.
8	157/NQ-HDQT	08/3/2024	<p>Approve the policy for organizing and managing personnel at the Company's Technical Department and Nam Song Tien Water Supply Branch, with the following contents:</p> <ul style="list-style-type: none"> - Temporary suspension of duties pending investigation results as regulated, for the following personnel: Mr. Tran Tien Dat, Mr. Ho Minh Cuong, Mr. Chau Vinh Loc. - Arrangement of work positions/assignments pending investigation results as regulated, for: Mr. Tran Tien Dat, Mr. Ho Minh Cuong, Mr. Chau Vinh Loc. - Temporary assignment of Mr. Tran Ngoc Can to be in charge of managing and operating the Company's Technical Department.

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> - Temporary assignment of Mr. Nguyen Trung Cang to be in charge of overall management and operation of the Nam Song Tien Water Supply Branch. - Temporary assignment of Mr. Vo Ba Phong to concurrently be in charge of managing and operating the Technical - Construction Department, Nam Song Tien Water Supply Branch.
9	158/NQ-HĐQT	13/3/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Plan for organizing the 2024 Annual General Meeting of Shareholders. - Policy to adjust the budget for hiring the Center for Natural Resources and Environment Monitoring to conduct environmental monitoring at the Cao Lanh City Wastewater Treatment Plant in 2024.
10	159/NQ-HĐQT	14/3/2024	Approve the policy for Adjusting the economic-technical report for construction investment projects.
11	160/NQ-HĐQT	15/3/2024	<p>Approve the policy for personnel adjustment regarding the temporary assignment of general management and operation of the Tay Bac Song Tien Water Supply Branch:</p> <ul style="list-style-type: none"> - Relieve Mr. Nguyen Anh Dung, Member of the Board of Directors, Deputy General Director of the Company, from concurrently holding the position of managing and operating the Tay Bac Song Tien Water Supply Branch. - Temporarily assign Mr. Tran Van Dung, Deputy Director of Tay Bac Song Tien Water Supply Branch, to be in charge of the general management and operation of the Tay Bac Song Tien Water Supply Branch while awaiting the completion of the Director position.
12	161/NQ-HĐQT	18/3/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Regarding the policy of using the Company's Science and Technology Fund to implement the investment and equipment of GIS software and build a GIS database. - Policy to support the construction cost of one "Dowasen Home" in 2024 for Ms. Nguyen Thi Trinh.
13	162/NQ-HĐQT	20/3/2024	Approve the policy and direct, requesting some contents related to the DOWASEN Bottled Water Branch.
14	163/NQ-HĐQT	21/3/2024	Approve the policy to second and appoint Mr. Nguyen Phuoc Thanh Lam, Technical Staff, Project Management Department of the Company, to hold the position of Deputy Head of Technical - Construction Department, Nam Song Tien Water Supply Branch.
15	164/NQ-HĐQT	22/3/2024	Approve the issuance of the Company's Organizational Regulations.
16	165/NQ-HĐQT	25/3/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Adjustment of the economic-technical report for construction investment projects. - Policy to renovate the foundation of the treatment cluster at Nha Man surface water plant. - Policy to invest in equipping 02 new vertical sedimentation tanks and renovating the floating filter treatment cluster for Muong Dieu Water Plant.

No.	Resolution No.	Date	Content
			- Policy to select HDPE pipes manufactured by Binh Minh Plastics Joint Stock Company for the construction of the D225 Pipeline project from Binh Thanh Water Plant to Lap Vo town, phase 2.
17	166/NQ-HDQT	26/3/2024	Approve the contents related to not winning the bidding package for environmental sanitation in Lap Vo district.
18	167/NQ-HDQT	27/3/2024	Appoint Mr. Tran Van Tan, Member of the Board of Directors, General Director, as the Company's representative to participate in the legal proceedings in accordance with the content and scope of the recommendations of the Investigation Police Agency in Document No. 231/CSKT dated March 25, 2024.
19	168/NQ-HDQT	27/3/2024	Approve the policy for contract award and the contract value for construction, labor value, and machine-shift contract for the project "Ø225 Pipeline from Binh Thanh Water Plant to Lap Vo Town Phase 2," which is part of the 2023 Capital Construction Investment Plan.
20	169/NQ-HDQT	01/4/2024	Approve the following contents: - Policy to issue the Operating Regulations for the network of occupational safety and hygiene workers as recommended by the Company's General Director. - Policy to renovate and upgrade pipelines in Tan Phu Trung commune, Chau Thanh district. - Policy to use and purchase water treatment chemicals in Q2 2024. - Policy to liquidate and settle the cost of purchasing auxiliary materials for the repair of Khanh My surface water plant, An Long surface water plant, and My Hiep surface water plant. - Policy to equip new dosing pumps, dosing pump accessories, and submersible rocket pumps, inverters for stations/water plants under the Northeast Song Tien Branch. - Policy to invest in upgrading the capacity of the Mương Điều Water Plant's primary pump station transformer station and Khanh My Water Plant's transformer station. - Policy to issue a new Water Supply Service Contract template between the Company and customers in accordance with the provisions of the Civil Code as recommended by the Company's General Director.
21	170/NQ-HDQT	08/4/2024	Approve the following contents: - Policy to participate in supporting domestic water supply for people in Tien Giang province during the 2024 dry and saline season. - Policy on the plan to organize recreational trips and tourism for the Company's management and employees in 2024. - And other contents within the authority.
22	171/NQ-HDQT	12/4/2024	Approve the following contents: - Brief assessment of Q1 2024 business performance results. - Directing opinions and proposing some policy solutions for implementation in Q2 2024.
23	172/NQ-HDQT	15/4/2024	Approve the evaluation results and propose the classification level for leadership cadres who are State capital representatives at Dong Thap Urban Water Supply and Environment Joint Stock Company in 2023 for Dong Thap Provincial People's Committee to evaluate and classify.

No.	Resolution No.	Date	Content
24	173/NQ-HĐQT	19/4/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Company's 2023 Supplementary Salary Fund Distribution Plan. <p>Adjustment of the economic-technical report for construction investment projects.</p> <ul style="list-style-type: none"> - Policy to implement the renovation and repair of the D160, D60 water supply pipelines on Nguyen Chi Thanh Street in Tram Chim Town, Tam Nong District. - Policy to implement the renovation and upgrade of the Khem Nam Can pipeline on both sides in Tan Phu Trung Commune, Lap Vo District. - Policy to equip My An station with a D-320S industrial ozone machine with a capacity of 320 g/h. - Policy to borrow capital under credit limits from Vietnam Joint Stock Commercial Bank for Industry and Trade and Vietnam Joint Stock Commercial Bank for Foreign Trade. - Regarding the resolution of difficulties and obstacles in settling labor costs for branches undertaking capital construction investment projects. - Approval of the entire Q1 2024 Financial Report. <p>Regarding the cessation of well exploitation at Chau Thanh Water Supply Station.</p> <ul style="list-style-type: none"> - Policy to implement the process of extending the term of office for Mr. Hoang Quoc Hung, Chief Accountant cum Head of Finance Department.
25	174/NQ-HĐQT	24/4/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Company's 2023 Supplementary Salary Fund Distribution Plan. - Extend the term of office for Mr. Hoang Quoc Hung as Chief Accountant cum Head of the Company's Finance Department, effective from May 1, 2024. - Policy on organization and personnel matters at the Bottled Water Branch.
26	175/NQ-HĐQT	02/5/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Issuance of the Machine Operation Safety Regulations. - Policy to invest in the project of relocating the water supply pipeline within the site clearance area of Main Road No. 4 - Thong Linh Road, My Tho town, Cao Lanh district. - Policy to invest in equipping an additional 03 filter tanks and 04 vertical sedimentation tanks for Phu Huu surface water plant. - Policy to adjust and reduce the item "Renovation and capacity upgrade of Phu Huu surface water plant." - Policy to adjust and supplement the Company's 2024 science and technology activity plan.
27	176/NQ-HĐQT	03/5/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to execute the repair of the HDPE D110 pipeline in Nam Hang residential cluster, Hamlet 3, Thuong Phuoc 2 commune, Hong Ngu district. - Policy to execute the repair of the D110 pipeline in Tan Cong Chi commune, Tan Hong district. - Policy to execute the D110 pipeline construction along National Highway 30 from Phu Ninh residential cluster to the North Bank of An Phong Canal border residential area in Phu Ninh commune, Tam Nong district.

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> - Policy to temporarily sign lease contracts for the system and customer network of several rural water stations. - Policy to renovate and upgrade the water supply pipeline along the East bank of Phu Thanh canal residential area in An Phuoc commune, Tan Hong district. - Policy to construct an HDPE D225 water supply pipeline approximately 252m long across Sa Dec 2 bridge, Tan Qui Dong ward, Sa Dec city. - Policy to execute the repair of the pipeline leading to the Phu Huu Water Supply Station network, Phu Huu commune, Chau Thanh district. - Policy to execute the repair of the D160 pipeline (Phu Long Residential Area - National Highway 80) in Tan Phu Dong commune, Sa Dec city. - Policy to execute the repair of the D225 pipeline (DT 848 - National Highway 80) in Tan Phu Dong commune, Sa Dec city. - And other contents within the authority.
28	177/NQ-HDQT	07/5/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Wholesale price framework for each product of the Bottled Water Branch. - Policy and directing opinions on developing the Regulations for salary and bonus distribution to employees at the Bottled Water Branch. - Table of duties and authorities assignments for the departments of Dowasen Bottled Water Branch. - And other contents within the authority.
29	178/NQ-HDQT	10/5/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Adjust the plan for organizing the 2024 Annual General Meeting of Shareholders. - Promote the Company's image at the 2nd Dong Thap Lotus Festival in 2024.
30	179/NQ-HDQT	10/5/2024	Approve the policy for borrowing capital according to the credit limit at Vietnam Joint Stock Commercial Bank for Industry and Trade.
31	180/NQ-HDQT	13/5/2024	Approve the proposed plan to seek investment policy for the Project of Upgrading and Expanding Major Plants.
32	181/NQ-HDQT	16/5/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to repair the pipeline on Phan Van Bay district road, in Tan Duong commune, Lai Vung town, Lai Vung district. - Issuance of Regulations on the storage and use of Chlorine.
33	182/NQ-HDQT	20/5/2024	<p>Approve the Company's 2024 Production and Business Plan, Investment and Development Plan, and Labor Utilization Plan, including:</p> <ul style="list-style-type: none"> - 2024 Production and business - financial plan; - 2024 Investment and development plan; - 2024 Labor utilization plan.
34	183/NQ-HDQT	22/5/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to renovate the treatment cluster of Nha Man surface water plant, Chau Thanh district. - Policy to invest in 05 projects for renovating and upgrading D315 HDPE pipes across Xeo Can bridge, Dat Do bridge, Ut Dai bridge, Kenh Xang bridge, and Bang Lang bridge on the D315 transmission pipeline from Tan Duong to Lai Vung town, Lai Vung district.

No.	Resolution No.	Date	Content
			- Policy to invest in the project of renovating and upgrading the D168 pipeline along DT 852 road from Sa Dec 2 bridge to Ong Ho market.
35	184/NQ-HĐQT	29/5/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to invest in equipping 04 sedimentation tanks and 02 pressure filter tanks for supplementary installation for the Tram Chim surface water plant's treatment cluster. - Policy to invest in equipping 01 new filter washing pump and 04 standby raw water submersible pumps for Nam Song Tien Water Supply Branch. - Policy to implement the project of relocating the water supply pipeline belonging to the extended CMT.8 road embellishment project. - Policy to renovate the D300 water supply pipeline across Hong Ngu - Vinh Hung canal.
36	185/NQ-HĐQT	31/5/2024	Approve the policy of issuing the Company's Financial Management Regulations.
37	186/NQ-HĐQT	04/2024	Approve the policy of issuing forms to serve the Company's construction work in the form of self-implementation and assignment to branches for execution.
38	187/NQ-HĐQT	06/6/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to construct and renovate the HDPE D225 pipeline from Sao Mai Residential Area to Nguyen An Ninh Road, Lap Vo town. - Policy to invest in the HDPE D225 transmission pipeline project from National Highway 30 to Phu Loi bridge, which is part of the Company's 2024 investment and development - capital construction plan.
39	188/NQ-HĐQT	07/6/2024	Approve the issuance of the Company's Dowasen Culture Handbook. Effective from June 7, 2024.
40	189/NQ-HĐQT	11/6/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - To relieve Ms. Ly Thu Cuc, Deputy Head of Finance Department, Head of Internal Administration Team cum Person in charge of Company Administration, from holding the positions of Deputy Head of Finance Department, Head of Internal Administration Team cum Person in charge of Company Administration, and temporarily reassign her to be a Staff Member of the Company's Organization - Administration - Administration Department. - Appoint Mr. Duong Tu Dang Khoa, currently the Company's Board of Directors Secretary, to hold the position of Person in charge of Company Administration cum Company's Board of Directors Secretary.
41	190/NQ-HĐQT	17/6/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy for the Board of Directors to assign the head of the branch to use the branch's seal and bank account to perform tasks assigned by the Company and specific tasks authorized by the Company's legal representative. - Policy to invest in the HDPE D225 transmission pipeline project on An Hoa - Hoa Binh district road from Ca No Residential Area to Phu Hiep market, which is part of the Company's 2024 investment and development - capital construction plan. - Policy to invest in the HDPE D225 + D160 transmission pipeline project from Duc Bridge to Tan Ho Co commune center, which is part of the Company's 2024 investment and development - capital construction plan.

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> - Policy to renovate and relocate the HDPE D63 water supply pipeline (from Xeo Trau bridge to the border of An Phu Thuan commune) under Nam Song Tien Water Supply Branch. - Policy to issue fuel consumption norms for motorized vehicles operating at the Environmental Services Branch. - Policy to use and purchase water treatment chemicals in Q3 2024. - Policy to purchase chemicals for Q4 2024. - Policy to temporarily sign lease contracts for the system and customer network of some rural water stations as requested by localities: <ol style="list-style-type: none"> (1) Hoa Binh - Binh Thanh Cooperative Water Supply Station, Thanh Binh district; (2) Binh Thuan - Binh Thanh Water Supply Station, Thanh Binh district; (3) Binh Thanh - Binh Tan residential area pipeline Water Supply Station, Thanh Binh district. - Policy to resolve and organize the implementation of relocation projects for the Project Management Board and Land Fund Development of Cao Lanh City. - And other contents within the authority.
42	191/NQ-HDQT	27/6/2024	<p>Approve the policy to invest in the project of renovating and upgrading the D225 pipeline on DT 843 road from Phu Hiep market to DH An Hoa</p> <ul style="list-style-type: none"> - Hoa Binh road, under the Tay Bac Song Tien Water Supply Branch.
RESOLUTIONS OF THE BOARD OF DIRECTORS FOR THE TERM 2024–2029			
43	01/NQ-HDQT Term 2024-2029	30/6/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Elect Mr. Nguyen Van Ca to hold the position of Chairman of the Board of Directors for the term 2024 - 2029, effective from June 30, 2024. - Members of the Board of Directors for the term 2024 – 2029 <ol style="list-style-type: none"> 1) Mr. Nguyen Van Ca, Chairman of the Board of Directors. 2) Mr. Dinh Cong Phu, Member of the Board of Directors. 3) Mr. Bui Tan Cuong, Member of the Board of Directors.
44	02/NQ-HDQT	30/6/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Dismiss Mr. Tran Van Tan from the position of General Director and Legal Representative of the Company. Effective from July 1, 2024. - Dismiss Mr. Nguyen Anh Dung from the position of Deputy General Director of the Company. Effective from July 1, 2024. - Dismiss Mr. Nguyen Thuong Vu from the position of Deputy General Director of the Company. Effective from July 1, 2024. - Appoint Mr. Dinh Cong Phu, Member of the Board of Directors for the term 2024 - 2029, to hold the position of General Director and Legal Representative of the Company. Term: 05 years. Effective from July 1, 2024. - Appoint Mr. Bui Tan Cuong, Member of the Board of Directors for the term 2024 - 2029, to hold the position of Deputy General Director of the Company. Term: 05 years. Effective from July 1, 2024.
45	03/NQ-HDQT	04/7/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy on the purchase price of water treatment chemicals in Q3 2024. - Adjustment and supplementation of some contents of the Regulations on salary - remuneration - bonuses for the Company's management staff.

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> - Issuance of the Decision and the content of the Draft Decision on assigning duties to members of the Company's Board of Directors for the term 2024 - 2029. - Draft content of the assignment of duties for the Company's General Director and Deputy General Director.
46	04/NQ-HDQT	08/7/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to organize and consolidate professional councils, boards, and teams related to the Company's operations to align with the management structure of the 2024 - 2029 term. - Immediately issue decisions to consolidate professional councils, boards, and teams related to the Company's operations.
47	05/NQ-HDQT	19/7/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to choose the form of open bidding to select contractors to supply goods, materials, equipment, and execute 03 projects under the Company's 2024 investment and development - capital construction plan as regulated. - Policy to choose the form of open bidding to select contractors to execute construction, supply and install equipment for the Dong Binh 2 Surface Water Plant Renovation and Capacity Upgrade Project, which is part of the 2023 investment and development - capital construction plan. - Policy to implement procedures for supplementing the Company's 2024 investment and development - capital construction plan for the Truong Xuan Water Supply Station Renovation Project. - Policy to adjust, supplement the plan, and deploy the purchase of specialized garbage compactors and trucks under the Company's 2024 investment and development - procurement plan. - Policy to implement procedures for supplementing the receipt and transfer of 05 rural water supply stations in Tam Nong district and Thap Muoi district into the Company's 2024 investment and development - procurement plan. - Policy to implement the renovation, upgrade, and repair of the Company's water supply pipeline projects. - Policy to temporarily transfer 02 sedimentation tanks and 01 filter tank from An Long Water Supply Station to supplement Tram Chim Water Supply Station as proposed by the Branch. - Policy to organize the procurement of multi-jet cold water meters, DN15mm, anti-magnetic type - class B, which have been verified for the Company's affiliated water supply branches, to serve installation and replacement in Q3 and Q4 2024. - Policy to purchase 02 ozone machines for My An Water Supply Station and Binh Phu Water Supply Station. <p>Plan to purchase water treatment chemicals, for use for approximately 110 days.</p> <ul style="list-style-type: none"> - The entire content of the Q2 2024 consolidated financial report and the consolidated financial report for the first 6 months of 2024 of the Company.
48	06/NQ-HDQT	12/8/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy on personnel organization matters under the signing authority of the Chairman of the Board of Directors (Director of Tay Bac Song Tien

No.	Resolution No.	Date	Content
			<p>Water Supply Branch, Deputy Head of Finance Department, Deputy Director of Bottled Water Branch).</p> <ul style="list-style-type: none"> - Policy to implement personnel organization procedures at some affiliated units of the Company.
49	07/NQ-HDQT	15/8/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Draft content and issuance of the Charter of Organization and Operation of the Company's Science and Technology Development Fund, replacing Decision No. 669/QD-CN&MTDT dated December 29, 2017 of the Company. - Draft content and issuance of the Regulations on Spending and Use of the Company's Science and Technology Development Fund, replacing Decision No. 383/QD-CN&MTDT dated October 8, 2018 of the Company. - Policy to purchase water treatment chemicals, for use for approximately 60 days (from August 24, 2024 to October 24, 2024). - Policy to purchase materials for the D400 Sa Dec bridge water supply pipeline relocation project.
50	08/NQ-HDQT	22/8/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Issuance of regulations on functions and duties of specialized departments and affiliated branches of the Company. - Issuance of procedures for selecting contractors to supply goods, consulting services, non-consulting services for the Company's production and business activities. - Approval of the settlement of completed investment capital for the Khanh My Water Plant Renovation and Capacity Upgrade project. - Approval of the Plan and financial support for the activities of political-social organizations affiliated with the Company's Party Committee. - Policy to support the construction cost of one "Dowasen Home" in 2024 for the family of Mr. Luu Van Hoi Em and Ms. Le Thi Ha, workers of the Environmental Services Branch. - Appoint Mr. Nguyen Van Nhut, Staff of the Organization - Administration - Management Department, concurrently as the Company's Board of Directors Secretary from September 1, 2024. - Mr. Duong Tu Dang Khoa, Deputy Head of Finance Department, Person in charge of Company Administration concurrently as the Board of Directors Secretary, shall cease concurrently holding the position of Board of Directors Secretary from September 1, 2024.
51	09/NQ-HDQT	30/8/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Approve the adjustment of the economic-technical report for construction investment for the renovation and capacity upgrade project of Dong Binh 2 surface water plant. - Approve the settlement of completed investment capital for the project of Ø315 pipeline on N2 road from My An town to My Dong commune center + Ø168 pipeline on DT850 road from N2 road to Lang Bien commune People's Committee. - Approve the policy to invest in the HDPE D315 raw water pipeline project from Tam Nong water supply station to the raw water intake bridge, which is part of the Company's 2024 investment and development - capital construction plan.

No.	Resolution No.	Date	Content
52	10/NQ-HĐQT	12/9/2024	Approve the plan to pay dividends to shareholders for 2023.
53	11/NQ-HĐQT	18/9/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to renovate and repair the project of renovating the HDPE D110 water supply pipeline at Tan Le Communal House - Hoi Xuan bridge. - Policy to renovate and repair the project of renovating and repairing the D110 pipeline on DT 843 road from electricity pole 209 to Phu Hiep market. - Policy to adjust the investment policy for the project of upgrading the capacity of the primary pump station transformer station of Muong Dieu Water Plant and the Khanh My Water Plant transformer station. - Policy to borrow capital from Dong Thap Provincial Investment and Development Fund to invest in the project of renovating and upgrading the Tan Phu Trung surface water plant, Tan Phu Trung commune. - Policy to renovate and repair the project of installing a 3P-22kV medium voltage branch and a 3P-100KVA transformer station in Tram Chim town, Tam Nong district. - Policy to adjust the investment policy for equipping an additional 03 filter tanks and 04 vertical sedimentation tanks for Phu Huu surface water plant in Clause 3, Article 1 of Resolution No. 175/NQ-HĐQT dated May 2, 2024 to "Policy to invest in renovating and repairing Phu Huu water plant."
54	12/NQ-HĐQT	25/9/2024	Approve the policy to adjust and supplement the Company's 2024 Science and Technology Activity Plan (2nd time).
55	13/NQ-HĐQT	26/9/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy on reappointment of personnel under the signing authority of the Chairman of the Company's Board of Directors. - Policy on reappointment of personnel under the signing authority of the Company's General Director.
56	14/NQ-HĐQT	02/10/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to purchase tires for reserve replacement in the last months of 2024. - Policy on the estimated purchase of HDPE pipes D225, D160, D110, D63 and accessories.
57	15/NQ-HĐQT	08/10/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Approve the settlement of completed investment capital for the D220 pipeline on Tram Doi road (from National Highway 30 to Le Hoang gas station) + D114 pipeline on My Tho residential area road (from Tram Doi road to Pumping Station culvert). - Policy to renovate and repair the project of relocating the HDPE D315 transmission pipeline from Binh Thanh water plant to Lap Vo town. - Policy to purchase materials for bottled water production for Q4 2024.
58	16/NQ-HĐQT	11/10/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Regarding the estimated progress of investment and development activities under the 2023 and 2024 plans. - Regarding the adjustment and supplementation of the 2024 investment and development plan.

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No.	Resolution No.	Date	Content
59	17/NQ-HĐQT	21/10/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to receive the clean water supply pipeline system and connect domestic water supply for residents in An Lac ward resettlement area, Hong Ngu city. - Policy to purchase liquefied petroleum gas (LPG) to serve the operation of the crematory for the last 02 months of 2024 and 2025. - Policy to renovate and repair the project of renovating HDPE D63; HDPE D110; HDPE D160 pipelines (water supply for An Khanh commune area). - Approve the settlement of completed investment capital for the renovation and capacity upgrade project of My Hiep surface water plant. - Policy to purchase spare parts in Q4 2024.
60	18/NQ-HĐQT	24/10/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Regarding the re-appointment of personnel holding the position of Director of DOWASEN Bottled Water Branch. - Policy to rent motorized vehicles to serve waste treatment in Hong Ngu city and Thanh Binh district.
61	19/NQ-HĐQT	31/10/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to purchase water treatment chemicals for 2025. - Policy to renovate and repair the HDPE D63 pipeline on Ong Dai ditch road (right bank). - Policy to invest in the Truong Xuan water supply station renovation project. - Policy to purchase fuel for 02 crematories. - Policy to purchase materials for the upgrading and widening project of Pham Huu Lau road, Cao Lanh city. - Approve the settlement of completed investment capital for the renovation and capacity upgrade project of An Long water plant.
62	20/NQ-HĐQT	15/11/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to renovate and repair the project of dismantling 02 water towers at the Department of Construction station and Duc Bridge. - Policy to invest in purchasing 06 standby raw water submersible pumps for water supply branches. - Policy to purchase goods and materials for bottled water production in 2025. - Policy to deploy the procurement of specialized vehicles under the Company's 2024 procurement plan (adjusted, supplemented). - Policy to choose Bao Viet Nhan Tho Dong Thap Company to participate in life insurance for the Company's eligible managers and employees from 2021 to 2024.
63	21/NQ-HĐQT	25/11/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy on personnel organization at the Company's Environmental Services Branch. - Approve the settlement of completed investment capital for the project of Ø160 pipeline from Long An hamlet water supply station, Long Thang commune to Tan Phu Trung commune People's Committee; The project

No.	Resolution No.	Date	Content
			of renovating the Ø220 pipeline from Phu Huu water plant to Cai Tau Ha town. - Policy to purchase various types of garbage bins in 2025.
64	22/NQ-HDQT	26/11/2024	Approve the policy to assign branches to execute the construction package for 02 projects under the 2024 Capital Construction Investment and Development Plan: (1) For the HDPE D315 raw water pipeline from Tam Nong water supply station to the raw water intake bridge; (2) For the Truong Xuan Water Supply Station Renovation Project.
65	23/NQ-HDQT	27/11/2024	Approve the following contents: - Policy on spending and spending level of the Reward Fund and Welfare Fund for employees in 2023. - Policy to renovate and repair the project of renovating the Truong Xuan Water Supply Station's electrical system; Item: Medium voltage branch of 3P-22KV transformer station and 3x1P-50kVA transformer station.
66	24/NQ-HDQT	29/11/2024	Approve the issuance of the Company's Financial Management Regulations.
67	25/NQ-HDQT	06/12/2024	Approve the following contents: - Policy to purchase goods and materials for the construction of Le Dai Hanh road (section from Phu Dong road to National Highway 30) My Phu ward. - 2025 Occupational Safety, Health, and Fire Prevention Plan. - Policy to renovate and repair the project of building the foundation for 02 500m3 clean water tanks at Dong Binh surface water plant. - Policy to purchase materials for the renovation and repair of the Northeast Song Tien Water Supply Branch's water supply network.
68	26/NQ-HDQT	17/12/2024	Approve the following contents: - Policy to support expenses for visiting and wishing Tet to employees and retired cadres on the occasion of Tet Nguyen Dan 2025. - Policy on the selling price of materials and goods at affiliated branches, and the price of materials used as a basis for estimating the construction of the Company's projects. - Policy on the estimated purchase of gasoline and oil for production and business activities in 2025. - Policy to deploy the monitoring of water resource exploitation and use. Adjustment of the investment policy for the construction project of renovating and upgrading the Tan Phu Trung surface water plant. - Adjustment of the investment policy for the construction project of renovating and upgrading the Dong Binh 2 surface water plant.
69	27/NQ-HDQT	18/12/2024	Approve the appointment of Mr. Bui Tien Thanh as Deputy Director of Tay Bac Song Tien Water Supply Branch.
70	28/NQ-HDQT	24/12/2024	Approve the following contents: - Policy on mid-shift meal allowance, supplementary uniform allowance in 2024, and bonus for full-time managers in 2023. - Approve the settlement of completed investment capital for the renovation and capacity upgrade project of An Hiep surface water plant - Capacity 1,500m3/day.

No.	Resolution No.	Date	Content
71	29/NQ-HĐQT	30/12/2024	<p>Approve the following contents:</p> <ul style="list-style-type: none"> - Policy to adjust the policy for deploying the construction package for the Truong Xuan Water Supply Station Renovation project. - Policy to install 02 500m3 clean water tanks at Dong Binh Water Plant. - Policy to purchase human combined insurance in 2025. - Policy to purchase materials for bottled water production for use in January 2025.

No. 510/BC-CN&MTĐT

Dong Thap, 06 June 2025

REPORT FROM THE EXECUTIVE BOARD

**Re: Summary of Business and Production Activities in 2024
and Directions and Tasks for 2025**

To: The Annual General Meeting of Shareholders 2025

Based on Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based The Charter of Dong Thap Urban Environment and Water Supply Joint Stock Company;

Based The functions and duties of the Board of Directors of Dong Thap Urban Environment and Water Supply Joint Stock Company;

Based on the actual operating activities of the Company's General Director Board.

The Executive Board of Dong Thap Urban Water Supply and Environment Joint Stock Company (DOWASEN) hereby reports to the Annual General Meeting of Shareholders 2025 on the results of DOWASEN's business and production activities in 2024 and proposes directions for business and production activities in 2025, as follows:

I. REPORT ON OPERATING ACTIVITIES IN 2024

1. General Assessment of DOWASEN's Business and Production Activities in 2024

In 2024, despite numerous challenges and difficulties, thanks to the attention and support from provincial authorities and sectors, along with the determination of the leadership and employees, the Company made efforts to complete its planned targets and assigned tasks. This opened up opportunities for investment in developing centralized water production systems and networks, as well as expanding customer base and increasing consumption output. Furthermore, the economic efficiency achieved in 2023 served as a driving force for all Company leaders and employees to strive even harder, contributing to the Company's sustainable development.

a) Advantages

- Received attention, support, and favorable conditions from the People's Committee of Dong Thap Province and provincial departments for the Company's business and production activities.

- The water supply sector experienced stable growth; environmental activities received attention for investment in purchasing collection vehicles and equipment, contributing to gradually improving service quality; bottled and jarred water production and business grew well.

- The number of customers making online payments increased, raising the cashless payment rate in line with the Government's policy, contributing to saving time and costs, and effectively managing receivables.

- Received preferential loans from the Provincial Investment and Development Fund for development investments, helping the Company expand its water supply area and purchase equipment for service business, achieving the assigned plan.

- Due to the specific nature of the water industry, with less competition, business and production activities in this sector always maintain stable growth.

b) Difficulties

- The closure of wells in accordance with the Provincial People's Committee's policy to shift from groundwater to surface water sources has not been accompanied by the timely construction of a surface water treatment plant. As a result, the volume of water supplied has decreased, affecting the planned production targets.

- The water loss rate in rural areas remained high due to wide geographical coverage and mostly low-quality distribution pipe networks, which frequently caused leaks and breaks, requiring significant time, human resources, and costs for repairs. Additionally, water loss combined with supply interruptions due to leak repairs significantly reduced the water supply output.

- The Company is implementing a policy to switch from exploiting groundwater to surface water sources in some localities. This poses difficulties in finding suitable land for investment and construction of replacement plants as planned. Furthermore, because surface water sources are at high risk of pollution, treatment costs must increase to ensure the best possible water quality.

- The demand for new domestic water supply services in urban areas is gradually reaching saturation. Therefore, to expand its business, the Company

primarily relies on investing in developing water supply networks in rural areas as required by local authorities. However, due to the low population density in these areas and high investment costs, the efficiency of this expansion is not high, and capital recovery is slow.

- In urban development, when implementing road renovation and expansion projects, the Company's water supply pipelines are often affected, forcing the Company to relocate and reconnect individual households, incurring relatively high costs for this activity.

- The environmental service sector developed, but local authorities continued to expand waste collection routes to rural areas, incurring many costs without corresponding revenue; some localities did not support resolving customer debts and were not actively involved in encouraging residents to register for sanitation services, leading to continued indiscriminate waste dumping and revenue loss for the Company. Additionally, the Company had to participate in bidding, facing competition from many other companies, making it difficult to maintain and expand its operating areas. Increased operational costs due to overloaded main landfills (Dap Da and Sa Dec) and rising fuel prices also affected the stability and efficiency of operations.

- Bottled and jarred water experienced growth, but the factory area remained cramped, facing competition from many similar low-cost products, and expanding into rural areas faced price difficulties, with the market still confined to urban areas.

2. Implementation of Executive Board's Tasks in 2024

2.1. Business and Production Results in 2024

Indicator	2023 (million VND)	2024			
		Plan (million VND)	Actual (million VND)	Growth (%)	Achieved vs. Plan (%)
1. Total Revenue and Other Income	456,717	491,000	492,754	7.89	100.36
<i>1.1. Domestic Water</i>	331,354	356,900	362,491	9.40	101.57
<i>1.2. Waste Collection, Transport & Treatment</i>	85,680	92,100	84,626	(1.23)	91.88
<i>1.3. Bottled Water</i>	11,306	13,200	13,041	15.35	98.80
<i>1.4. Others</i>	28,377	28,800	32,596	14.87	113.18

Indicator	2023 (million VND)	2024			
		Plan (million VND)	Actual (million VND)	Growth (%)	Achieved vs. Plan (%)
2. Profit Before Tax	48,854	50,200	55,414	13.43	110.39
3. Profit After Tax	43,115	44,300	49,435	14.66	111.59
4. Payments to State Budget ¹	30,927	33,700	33,224	7.75	98.88
5. Dividend Payout Ratio (%)	6.0	6.2	6.5	8.33	104.84

With the following structure of total net revenue and other income:

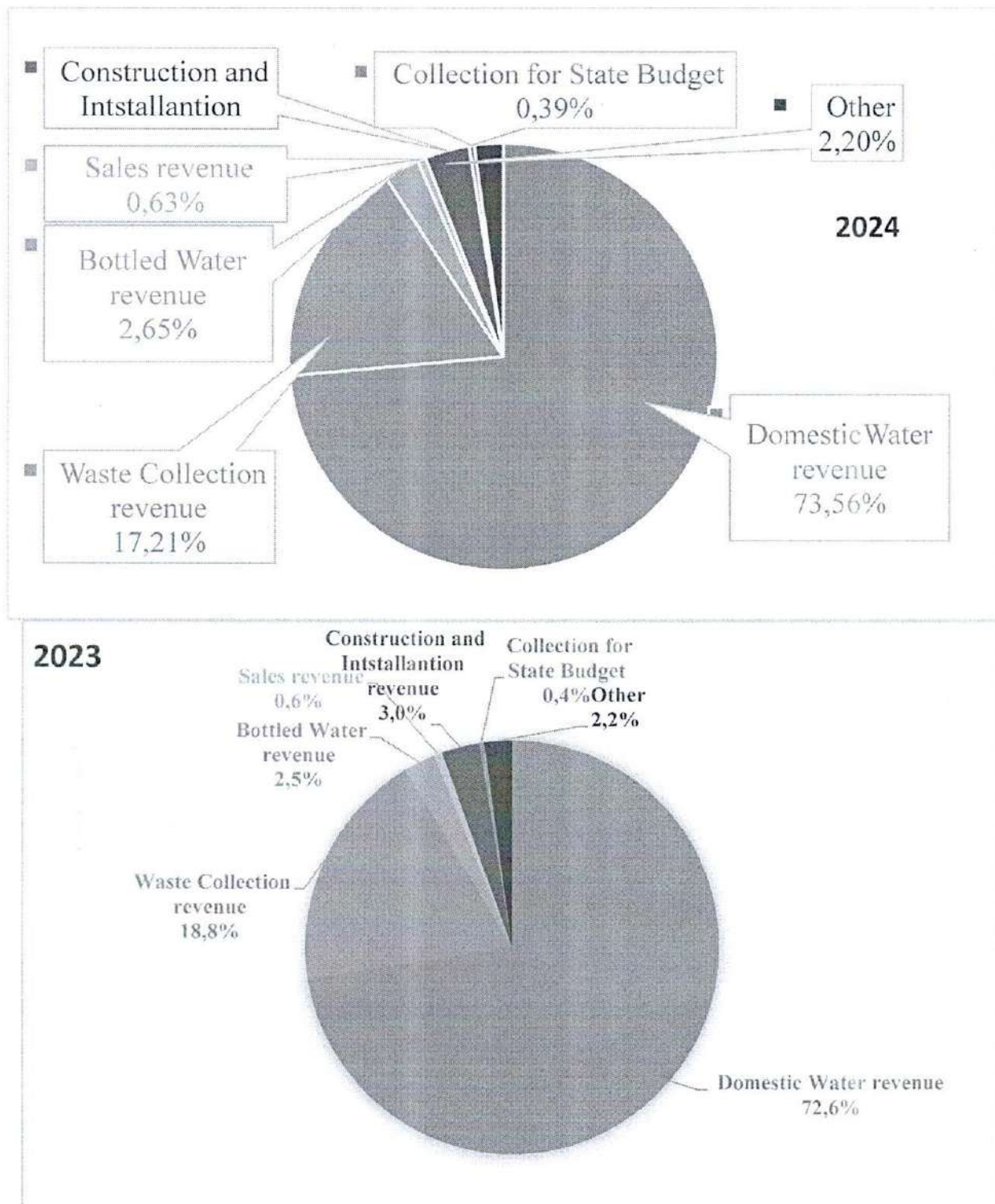
Unit: Million VND

Indicator	2023		2024		Increase/Decrease	
	Value	Proportion	Value	Proportion	Value	Ratio
Domestic Water	331,354	72.55%	362,491	73.56%	31,137	9.40%
Waste Collection ²	85,745	18.77%	84,806	17.21%	(939)	(1.09%)
Bottled Water	11,306	2.48%	13,041	2.65%	1,735	15.34%
Sales	2,956	0.65%	3,103	0.63%	147	4.98%
Construction and Installation	13,635	2.99%	16,536	3.36%	2,901	21.28%
Collection for State Budget ³	1,788	0.39%	1,922	0.39%	134	7.51%
Other	9,933	2.17%	10,854	2.20%	921	9.27%
Total	456,717	100.00%	492,754	100.00%	36,037	7.89%

¹ Excludes dividends payable to state capital, personal income tax, domestic wastewater fees, and other collections for the state budget.

² Waste collection, transport, and treatment.

³ Collection of domestic wastewater fees according to Decree No. 53/2020/ND-CP dated May 5, 2020, of the Government.



The Company's revenue structure remained stable as in previous years, with main revenue sources from domestic water supply activities; waste collection, transport, and treatment services; construction and installation activities; and bottled and jarred water production and business.

Specifically:

a) Water Supply Activities

The Company coordinated with local authorities to continue providing timely, stable, and quality domestic water to the people in the province, investing in new

construction, renovating, increasing plant capacity, expanding pipelines, optimizing water supply plant operations, and particularly focusing on promoting water supply expansion to rural areas as required by local authorities and the actual needs of the people, contributing to improving the quality of life for rural residents. Specifically:

- Clean water consumption in 2024 was 45.736 million m³, reaching 101.32% of the plan (45.14 million m³), an increase of 9.09% (41.924 million m³) compared to 2023.

- Domestic water revenue in 2024 was 362.5 billion VND, reaching 101.57% of the plan, an increase of 9.4% compared to 2023.

- The total number of water users by the end of the year was 227,065 households, with 9,150 new households compared to the end of 2023.

- The Company proactively implemented basic construction investment, renovation, plant capacity increase, and received rural water supply stations and water supply through master meters according to the plan, completing settlement procedures for some outstanding projects.

- Water loss prevention work was always emphasized by the Company's leadership and water supply branches, from design, installation, reading, to leak detection and timely handling, organizing workshops on water loss prevention, etc.

However, the overall Company's water loss rate remained at 21.02% (due to receiving many rural water supply stations with poor quality pipe networks and meters, etc.).

- The replacement and calibration of expired meters were carried out annually. Quality management of clean water and wastewater at water supply stations was performed according to regulations, and the safe water supply plan and procedures for water resource exploitation permits continued to be implemented.

- Water production operations were maintained at optimal efficiency, ensuring clean water supply to customers. Continuous improvement of treatment technology, application of Dowascada, increased capacity, and resource development. Timely maintenance of equipment, provision of backup equipment, and installation of inverters were carried out; establishing management and operation handbooks and fuel norms to save chemical and electricity costs.

b) Collection and Transport of Domestic Waste Activities

- In 2024, the Company continued to effectively execute environmental sanitation (VSMT) contracts in 08 localities (including: Cao Lanh City, Cao Lanh District, Thap Muoi District, Sa Dec City, Hong Ngu City, Tam Nong District,

Tan Hong District, and Thanh Binh District) with a total waste volume of over 567 tons/day, along with operating waste treatment areas periodically.

- By the end of 2024, the total number of customers using the service reached 114,133 households, an increase of 11,692 households, up 11.41% compared to the end of 2023.

- Revenue from waste collection, transport, and treatment in 2024 was 84.6 billion VND, reaching 91.88% of the plan, a decrease of 1.23% compared to 2023.

Although the Company took over 02 new localities, Tan Hong District (from June 2024) and Thanh Binh District (from October 2024), VSMT revenue did not meet the set plan. The main reasons were the termination of waste collection and transport activities in Lap Vo District (from April 2024) and the fact that the value of waste treatment work at Dap Da Waste Treatment Area had not yet been recorded as revenue.

c) Bottled and Jarred Water Production and Business Activities

- Revenue from bottled and jarred water in 2024 was 13.04 billion VND reaching 98.8% of the plan (13.20 billion VND), falling short of the set plan. The reason was limited customer care by the business department, which failed to clearly analyze the consumption market.

- Furthermore, participation in and sponsorship of bottled drinking water at festivals and fairs organized by the Province and local authorities gradually enhanced the effectiveness of promoting and communicating DOWASEN's image and brand to the people in the Province and tourists.

d) Other Activities

Construction and installation activities, park and green tree services, flower display, spring street decorative lights, installation of decorative lettering for holidays, public cemeteries and crematories, septic tank pumping, street sweeping, sidewalk cleaning, and drain clearing, etc., maintained stable business, bringing in revenue and profit for the Company.

- e)* In addition, the Company's customer care has been enhanced, with timely reception and resolution of feedback. Specifically, coordination with Hotline 1022 to respond to 31 public feedbacks, and the Company's hotline received and answered over 6,916 support requests from customers.

2.2. Implementation of Investment, Development, and Asset Procurement

- In 2024, the Company focused on renovating and increasing the capacity of surface water stations and plants to replace groundwater plants in line with the Province's policy on changing exploitation sources, ensuring the needs of the people are met and contributing to local socio-economic development.

- + Completed the construction of 9 pipeline projects under the 2023 Investment and Development Plan with an estimated value of 25.688 billion VND, adding 44.4 km of pipes with diameters ranging from 63 to 225mm.

- + Tendered and selected contractors for the construction of 04 pipeline projects at Tay Bac Song Tien Water Supply Branch and 01 water plant project at Dong Bac Song Tien Water Supply Branch under the 2024 Investment and Development Plan.

- The Company continued to invest in receiving water supply stations as requested by local authorities to address urgent needs and improve the quality of life for rural residents, while also contributing to customer development, expanding the service area, and increasing output and revenue for the Company.

- The Company implemented the reception and transfer of water supply stations as approved in the 2024 plan: 10 out of 11 rural water supply stations with 4,156 customer households were completed, with a total pipeline length of over 87.2 km and a total reception value of over 6.5 billion VND; 01 out of 11 stations for water sales through master meters.

- timely maintenance, upkeep, and repair of vehicles and equipment; concurrently equipping some new vehicles to meet work requirements, purchasing 05 new waste compactors and 01 self-dumping truck with a total value of over 8.15 billion VND.

- Supervised the construction of 54 projects (of which: 21 projects were completed, 33 projects are under construction) under the Renovation and Repair Plan

2.3. Financial - Accounting Work

- Organized the storage of documents and accounting records accurately, fully, and promptly according to legal regulations and the Company's processes and regulations.

- Organized the provision and implementation of requests and conclusions from independent audits, state audits, and inspection teams as stipulated.

- Reported and provided necessary data and documents to management agencies, auditing units; and units monitoring the management and use of state capital as stipulated.

- Controlled financial expenditures in business and production activities, ensuring public transparency in accordance with legal regulations... Continued to perform well in information disclosure and investor relations as required for large public companies listed on the stock exchange and state-owned enterprises.

- Continued to perform well in capital preservation and development, meeting the Company's business needs.

- + The Company's charter capital is 259,181,300,000 VND, of which state capital accounts for 85.6%

- + The Company performed well in preserving and developing owner's equity. Total owner's equity as of December 31, 2024, was 369,698,724,530 VND, an increase of 19,255,079,253 VND compared to 2023 (equivalent to approximately 7.4% of charter capital).

2.4. Organization - Administration - Human Resources Work

- Organization: After restructuring and streamlining the apparatus to align with the Company's development orientation and the Party and State's policies, the Company currently has 07 specialized departments and 05 affiliated branches.

- Human Resources: The total number of managers and employees of the Company at the end of 2024 was 800 people (178 female), an increase of 9 people compared to the end of 2023. Continued to organize and implement deployments, appointments, training, and fostering of cadres, gradually improving the Company's human resources and consolidating management personnel in the Company in the new situation.

- Training: Over 19,743 lượt Party members and employees participated in workshops, training courses, and specialized studies, organized both online and in-person. The Company particularly focused on training employees to enhance production capacity, including courses on occupational safety, fire prevention and control, professional training, and bidding-related content.

- Salary: Adjusted salary levels for cadres and employees according to productivity and work efficiency, maintaining full and timely salary payments to cadres and staff. Developed timely support and reward policies to motivate employees to leverage their strengths and contribute more to the Company.

- Complete and supplement the Organizational Regulation, Financial Management Regulation, Dowasen Culture Handbook, and issue the functions and duties of specialized departments and affiliated units.

2.5. Application of Science and Technology and Innovation Movement in Business and Production Activities

- Continued to apply science and technology and digitalization in customer care, production management, and work processing (such as systems: CRM, DOWASEN customer care App, DOWASCARE, Caresoft, DOWAMETER, DOWASCADA, DweOffice,...). This year, software was completed and put into application, such as: Company emulation and commendation, Shareholder Meeting, Company mobile operating application. Special attention was paid to upgrading the security of Company information and data.

- The Company continued to implement automation technology in production activities, focusing on checking and repairing control systems of water supply stations; designing hardware and programming software for waste collection service management for the Environmental Service Branch. Notably, smart devices are being tested to detect leaks, aiming to improve the efficiency of water loss prevention.

- The Company is currently implementing projects under the 2024 Science and Technology Activity Plan, which will be completed and deployed at units in 2025, including: “Research and application of digital mapping using GIS technology combined with artificial intelligence (AI) in asset management and non-revenue water reduction in the water supply network,” “Solutions for expanding and upgrading the management and automatic control system through Dowascada software,” “Solutions for preventing water loss,” among others.

- During the year, the Company's Science and Innovation Council recognized 12 technical improvement solutions and initiatives.

II. EXECUTIVE BOARD'S WORK PLAN FOR 2025

1. Overall Goals and Tasks for Executive Work in 2025

- Continue to invest in new construction, renovate, increase plant capacity, expand pipelines, optimize water supply plant operations, particularly focusing on promoting water supply expansion to rural areas as required by local authorities and the people, aiming to improve the quality of domestic water supply and expand the water supply service area to difficult and water-scarce regions, ensuring the completion of the conversion roadmap according to Plan No. 198/KH-UBND.

- Continue to implement the construction of surface water plants, supplementing surface water sources in a timely manner to replace groundwater stations that will cease exploitation according to the roadmap of the Provincial People's Committee and each locality.

- Increase water consumption output, strive to operate with low costs, but with high and sustainable efficiency.

- Focus on implementing water loss and revenue loss prevention, striving to reduce the water loss rate to 15% in line with the Government's general orientation, and developing a reasonable plan for water supply network maintenance and repair and meter replacement, suitable to the Company's financial capacity.

- Pay attention to promoting the application of information technology, digitalization, and digital transformation in water supply network management.

- Maintain profitable business operations, with increasing dividends year by year, ensuring income and improving the spiritual life of employees.

- Continue to ensure the quality of clean water for domestic, production, and service needs as regulated, gradually increasing the proportion of households using clean water in the Province.

- Focus on investing in equipment, expanding waste collection services, environmental services, and developing customers in remaining districts, routes, and areas in the Province.

- Continue to promote production and business activities, customer development, and promotion of bottled and jarred water products in localities inside and outside the Province.

2. Executive Board's Work Implementation Plan for 2025

2.1. Organization - Administration - Human Resources Work

- Organization: The Company will continue to consolidate and streamline the organizational structure as directed by competent authorities; review and assign personnel appropriately for each department to ensure a lean, efficient, and quality structure aligned with the actual situation and the Company's development orientation, aiming to enhance operational efficiency and ensure good performance of assigned tasks.

- Human Resources: Organize the implementation of a reasonable recruitment plan, focusing on personnel with professional competence suitable for the Company's requirements; build a work performance evaluation mechanism based on work efficiency and the reputation of management cadres and employees through confidence votes to ensure fairness and transparency.

- Training: Continue to implement training programs and plans, especially internal training, to gradually improve professional competence and work

efficiency for employees. At the same time, disseminate regulations and core values in the Dowasen Culture Handbook to build a creative, united, and responsible working environment.

- Salary: Continue to reform salary policies based on work efficiency and productivity, through salary contracting based on revenue, output, and profit margin. Maintain full and timely salary payments and timely rewards, creating motivation for employees to leverage their strengths and contribute more to the Company's overall development.

2.2. Investment, Development, and Business and Production Directions for 2025

In 2025, the Company continues to face significant investment pressure, high water loss in rural areas, and competition in the environmental sector. However, with support from the Province, technology application, and the efforts of the Executive Board, the Company aims for sustainable growth, cost optimization, and improved service quality.

a) Investment and Development Plan (Basic Construction and Procurement) for 2025

The Company projects an investment and development plan with an estimated total investment of 147.945 billion VND, specifically:

- (1) Investment in constructing source projects and water supply pipeline groups: 129.800 billion VND.

- (2) Investment in asset procurement: reception of rural water supply stations; procurement of street sweepers, garbage compactors, and water production machinery and equipment: 18.145 billion VND.

Depending on the specific time, the Company's Board of Directors and Executive Board will prioritize individual projects, as well as adjust and supplement the 2025 investment and development plan to align with the situation and the water source conversion roadmap of each locality according to the provincial water supply development plan, period 2021-2025.

Especially, the Company will implement the political task assigned by the Provincial People's Committee in Plan No. 400/KH-UBND, which is to invest in connection projects to convert from groundwater to surface water for stations under the Company's management and exploitation areas in the Province according to Plan No. 198/KH-UBND.

b) Business and Production Directions in 2025

*** Regarding water supply activities:**

❶ Continue to closely coordinate with departments, sectors, and local authorities to invest in developing water supply networks from local budgets, preferential loans from the Provincial Investment and Development Fund, and the Company's capital.

❷ Actively direct and implement the investment and development plan, especially focusing on coordinating with localities to receive and implement connection projects to supply water to 59 groundwater supply stations in the areas assigned to the Company for management and exploitation; ensuring the completion of the groundwater to surface water conversion roadmap in the Province according to Plan No. 198/KH-UBND.

❸ Focus on implementing the project "Prevention of clean water loss and revenue loss" piloting in Cao Lanh City, applying information technology, smart leak detection devices, monitoring, analyzing, and evaluating water loss rates to find solutions, aiming to reduce the water loss rate to 15% by the end of 2025 in line with the Government's general orientation; thereby limiting losses and increasing output, contributing to improving the Company's business and production efficiency.

❹ Continue to strengthen leadership and management of clean water production and supply, research and apply new technologies in production and operation to increase capacity and production output supplied to the water supply network at stations and plants, ensuring both safe water supply meeting technical quality standards and efficient and cost-effective operations to help the Company achieve its set plan.

❺ Establish projects for large, centralized water supply plants to invest in the sustainable development of the Company's water supply sector in the future.

❻ Implement the 2025 Investment and Development Plan and monitor the progress of the 2021-2025 plan.

*** Regarding waste collection, transport, and other environmental services:**

❶ Effectively perform environmental sanitation work in contracted areas.

② Continue to complete capability profiles to prepare for bidding for environmental sanitation projects throughout the Province, aiming to ensure a balance and harmony of economic and social benefits among residents, businesses, and local authorities.

③ Continue to review, understand the areas, contact and coordinate with localities to expand waste collection routes, develop customers to improve and increase the participation rate in waste collection services in rural areas, and simultaneously improve the efficiency of collecting waste collection fees, etc., contributing to increasing revenue.

④ Implement the Investment and Development Plan (procurement) to ensure equipment and vehicles for environmental sanitation work in 2025.

***Regarding bottled and jarred water production and business activities:**

① Continue to stabilize production to supply the market, improve product and service quality, and develop reasonable pricing policies to meet diverse customer needs.

② Invest in and expand business, diversify bottled water products; strengthen customer care, promote product advertising through appropriate communication channels, actively seek distributors to supply agents, and analyze the market to develop customers and expand areas; aiming to achieve revenue growth, contributing to improving business efficiency.

③ Continue to improve management and production processes, research and apply new technologies to increase labor productivity and reduce product costs, ensuring improved business efficiency and contributing to the Branch's sustainable and long-term development.

(The main business and production targets for the year are presented in the Board of Directors' Proposal to the General Meeting of Shareholders for approval of the 2025 business and production plan and the 2025 planned payroll fund).

*** Regarding other activities:**

① Continue to maintain construction and installation activities, park and green tree services, flower display, public cemeteries and crematories, septic tank pumping, street sweeping, sidewalk cleaning, and drain clearing, etc., contributing to increasing revenue.

② Actively direct the application of science and technology and digitalization in various fields, including: customer care, production management, work processing, promoting innovation and technical improvement movements. Specifically, implement projects under the Science and Technology Activity Plan and deploy them at units in 2025,... to ensure the quality of clean water supply and enhance the quality of the Company's products and services.

2.3. Other Contents

① Fully and strictly implement the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.

② Continue to propose and recommend reviewing, adjusting, amending, supplementing, and perfecting regulations, internal rules, etc., to align with the joint-stock company model and current regulations.

③ Continue to pay more attention to the practice of thrift, anti-negativity, and waste in all business and production activities, from appraisal, supervision, design, investment in project works, procurement to expenditure according to the Company's financial management regulations to manage management costs, promote efficient use of capital; improve solvency ratios and profit margins year by year.

④ Pay more attention to activities related to environmental and social responsibility; welfare activities, tours, vacations, sports festivals, bringing together Company employees to create a cheerful and enthusiastic atmosphere, creating conditions for leaders, managers, and employees to be close, connected, and coordinate well in work.

⑤ Coordinate coordinated with the Supervisory Board and the State Capital Representative in providing documents and explaining supervision contents as required; other functions and duties as stipulated by the Enterprise Law, the Charter, and the Company's internal management regulations, as well as other relevant regulations.

⑥ Organize information disclosure as regulated.

⑦ Concurrently, report and make timely proposals to the General Meeting of Shareholders and the Board of Directors on issues and solutions to improve the Company's business and production efficiency.

This concludes the report from the Executive Board./.

Recipient:

- As above;
- Shareholders;
- Members of the Board of Directors;
- Supervisory Board;
- Board of General Directors;
- Archive: Office, Finance Department, Board of Directors Secretary^(Ng).

GENERAL DIRECTOR



Đinh Cong Phu

No. 11/BC-BKS

Dong Thap, 06 June 2025

**REPORT OF THE BOARD OF SUPERVISORY BOARD
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**
On the Performance Results of 2024 and the Strategic Plan for 2025

To: 2025 Annual General Meeting of Shareholders

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Charter of Dong Thap Urban Water Supply and Environment Joint Stock Company (3rd amendment and supplement dated June 18, 2021);

Based on Resolution No. 10/NQ-ĐHĐCĐ dated June 30, 2024, of the 2024 Annual General Meeting of Shareholders;

Based on Decision No. 224/QĐ-BKS dated June 14, 2021, on the promulgation of the Organizational and Operational Regulations of the Supervisory Board of Dong Thap Urban Water Supply and Environment Joint Stock Company.

The Supervisory Board of Dong Thap Urban Water Supply and Environment Joint Stock Company respectfully reports to the General Meeting of Shareholders on the results of inspection and supervision of the Company's business production activities in 2024 and the orientation of the Supervisory Board's work for 2025 as follows:

A. 2024 SUPERVISORY BOARD ACTIVITY REPORT

I. Supervisory Board's Performance of Duties:

1. Supervisory Board Composition:

The Supervisory Board of Dong Thap Urban Water Supply and Environment Joint Stock Company consists of 3 members:

- From January 1, 2024 to June 30, 2024, including:

+ Ms. Nguyen Thi Thu Trang - Head of Board.

+ Ms. Dinh Thi Thanh Thuy - Member (part-time).

+ Mr. Nguyen Thanh Hong - Member (part-time).

- From June 30, 2024 to December 31, 2024 and to date, including:

+ Ms. Ly Thu Cuc - Head of Board.

+ Ms. Dinh Thi Thanh Thuy - Member (part-time).

+ Mr. Nguyen Thanh Hong - Member (part-time).

During the year, the Head of the Supervisory Board directed each member to develop an inspection and supervision plan for their respective areas of responsibility.

2. Performance of Duties:

Over the past year, based on their assigned duties, the members of the Supervisory Board conducted inspections and supervised the Company's operations as follows:

- Supervised the activities of the Board of Directors and the General Director in management and operation; controlled the procedures for issuing documents by the Board of Directors in compliance with legal regulations and the Company's Charter.

- Supervised the Company's trading of DOWASEN shares on the UPCoM floor; ensured information disclosure was in accordance with legal regulations, maintaining transparency in information disclosure to serve the interests of shareholders.

- Supervised the implementation of the Dong Thap Provincial People's Committee's directive regarding state capital divestment, as per Decision No. 1479/2022/QĐ-TTg dated November 29, 2022, by the Prime Minister, which approved the Plan for restructuring state-owned enterprises and enterprises with state capital for the 2022-2025 period. Accordingly, the Company is included in the plan to retain state capital until the end of 2025.

- Participated in meetings of the Board of Directors, the General Director, and specialized departments; inspected and supervised the deployment and implementation of Resolutions, Decisions, Regulations, etc., issued by the Company's Party Committee, the General Meeting of Shareholders, the Board of Directors, and the Board of General Directors.

- Supervised and advised the Board of Directors and the Executive Board on the arrangement of the organizational structure for operations.

- Reviewed and evaluated key activities of the Company to identify potential risks or shortcomings in the management and operation of production and business activities, thereby providing input on corporate governance and proposing measures to mitigate risks in the unit's business and investment activities.

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

- Implemented Resolution No. 10/NQ-DHĐCĐ dated June 30, 2024, of the 2024 Annual General Meeting of Shareholders, which agreed to select UHY Auditing and Consulting Co., Ltd. to provide "Semi-annual financial statement review, 2024 annual financial statement audit, and equity audit" services. The Supervisory Board participated in discussing difficulties and issues identified from audit results, as well as any matters the independent auditor wished to discuss; reviewed the independent auditor's management letter and the Company Management's feedback.

- Supervised and inspected the implementation of salary and bonus policies within the Company; the distribution of income, and the appropriation and use of Company funds in accordance with legal regulations; evaluated the effectiveness of investment projects and the efficiency of using the Company's investment capital.

- Throughout the year, the Supervisory Board regularly inspected and supervised the Company's operations to promptly grasp the actual situation and effectiveness of the unit's activities.

- Other work contents under the authority of the Supervisory Board.

3. Supervisory Board Meetings:

No.	Date	Content	Attendees
1	08/03/2024	Discussion for contribution: Review of 3 recommendations from the investigative agency to temporarily suspend the duties of 3 defendants.	3 Controllers
2	06/06/2024	Discussion for contribution: 1. Draft Report of the Supervisory Board at the 2024 Annual General Meeting of Shareholders; 2. Selection of an independent audit firm to audit and review financial statements for the 2024 fiscal year.	3 Controllers
3	10/06/2024	Discussion for contribution: Program and documents to be presented at the 2024 Annual General Meeting of Shareholders, held on 30/06/2024.	3 Controllers

No.	Date	Content	Attendees
4	30/06/2024	Discussion for contribution: Election of the Head of the Company's Supervisory Board for the 2024-2029 term.	3 Controllers
5	20/11/2024	Discussion for contribution: - Draft 2025 activity plan of the Supervisory Board - Each Supervisory Board member to develop their 2025 activity plan.	3 Controllers

In addition, the Supervisory Board fully attended all meetings chaired by the Board of Directors and the General Director when invited.

4. Participation in Training and Development Courses:

Supervisory Board members fully participated in all professional training and development sessions on finance, accounting, tax policies, etc., to ensure timely updates on new policies and regulations and to effectively perform their assigned duties.

II. Results of Inspection and Supervision Work

1. Supervision of the Board of Directors' Operations:

- The Company's Board of Directors fully complied with regular monthly and quarterly meetings at the Company's headquarters. Through these meetings, the Board of Directors exercised its management rights by reviewing, discussing, and voting on important issues related to the Company's development, facilitating smooth and timely production and business operations for the Board of General Directors. They also sought opinions from Board members between meetings on urgent matters related to production, business operations, and corporate governance.

- The Board of Directors formulated strategic directions for production and business development, including short, medium, and long-term strategic investments, which were comprehensively planned, well-founded, and highly feasible. Furthermore, the implementation process involved timely and accurate decisions that adapted to the practical situation, thereby overcoming limitations and challenges, and creating advantages for the Company's sustainable development.

- Over the past year, the Company's Board of Directors accurately performed its functions, duties, and powers as stipulated in the Charter on organization and operation of Dong Thap Urban Water Supply and Environment Joint Stock Company, ensuring the Company's direction and governance adhered to legal regulations and the Company's business objectives.

2. Supervision of the Executive Management by the Board of General Directors and Other Management Personnel:

- The Company's General Director fully and promptly implemented the resolutions of the Board of Directors. Duties were assigned to each member of the Company's Board of General Directors to enable them to proactively and effectively perform their functions and responsibilities. They proactively developed plans for management, operation, utilization of capital, assets, labor, basic construction investment, etc., and fully complied with obligations to the State and policy regimes for employees.

- The management and executive work of the Company's Board of General Directors, leaders of departments, divisions, and branches demonstrated agility and dynamism in forecasting, planning, and executing production, business, and financial tasks; technological solutions, etc., were implemented according to modern trends and yielded effectiveness.

- The Company's Board of General Directors maintained close, proactive, and active coordination in evaluating the unit's production and business situation and achieved results, especially regarding existing challenges and shortcomings. Accordingly, solutions were sought to overcome these issues and effectively implement the Party's and the State's policies.

- With the collective efforts of all employees throughout the Company, strong unity within the Company's Board of General Directors, and timely guidance from the Board of Directors, the Company gradually overcame difficulties and challenges, successfully achieving the targets set forth in the resolutions of the General Meeting of Shareholders and the Board of Directors.

3. Evaluation of Operational Coordination among the Supervisory Board, Board of Directors, and General Director:

- Over the past year, the Board of Directors provided complete information on resolutions and decisions to the Supervisory Board. The General Director facilitated the Supervisory Board's activities in collecting information and documents related to the Company's production and business operations.

- The Supervisory Board was fully invited to and attended all meetings chaired by the Board of Directors and the General Director. The Board of Directors and the General Director provided all necessary conditions for the Supervisory Board to effectively perform its functions and duties as stipulated by the Enterprise Law and the Company's Charter.

4. Inspection and Supervision of State Capital Divestment at the Company:

Supervised the implementation of the Dong Thap Provincial People's Committee's directive regarding state capital divestment, as per Decision No. 1479/2022/QĐ-TTg dated November 29, 2022, by the Prime Minister, which approved the Plan for restructuring state-owned enterprises and enterprises with state capital for the 2022-2025 period. Accordingly, the Company is included in the plan to retain state capital until the end of 2025.

5. Remuneration, Operating Costs, and Other Benefits of the Supervisory Board:

- Salaries and remuneration for the Head of the Supervisory Board and full-time Supervisory Board members were implemented in accordance with Decree No. 53/2016/NĐ-CP dated June 13, 2016, of the Government, which regulates labor, wages, remuneration, and bonuses for companies with state-controlled shares or contributed capital, and Circular No. 28/2016/TT-LĐTBXH dated September 1, 2016, of the Minister of Labor, War Invalids and Social Affairs, which provides guidance on implementing regulations regarding labor, wages, remuneration, and bonuses for companies with state-controlled shares or contributed capital.

- Remuneration for part-time Supervisory Board members was implemented in accordance with Resolution No. 10/NQ-ĐHĐCĐ dated June 30, 2024.

III. Evaluation of the Implementation of Resolution No. 10/NQ-ĐHĐCĐ dated June 30, 2024, of the 2024 Annual General Meeting of Shareholders

1. 2024 Production and Business Situation

No.	Basic Indicator	Unit	Actual 2023	Plan 2024	Actual 2024	Actual 2024/2023 (%)	Actual/Plan (%)
A	B	C	(1)	(2)	(3)	(4=3/1)	(5=3/2)
1	Total Revenue and Other Income	VND million	456,717	491,000	492,754	107.89	100.36
1.1	Household Water	"	331,354	356,900	362,491	109.40	101.57
1.2	Waste Collection, Transportation, and Treatment	"	85,680	92,100	84,626	98.77	91.88
1.3	Bottled Water	"	11,306	13,200	13,041	115.35	98.80
1.4	Other Revenue and Income	"	28,377	28,800	32,596	114.87	113.18
2	Profit Before Tax	"	48,854	50,200	55,414	113.43	110.39
3	Corporate Income Tax	"	5,739	5,900	5,978	104.16	101.32
4	Profit After Tax (PAT)	"	43,115	44,300	49,435	114.66	111.59

5	Tax Payable to State Budget ¹ (generated during the year)	"	30,496	33,700	33,324	109.27	98.88
6	Average Owner's Equity	"	307,830	327,663	320,737	104.19	97.89
7	PAT/Avg. Owner's Equity Ratio (ROE)	%	14.01	13.52	15.41	109.99	113.98
8	Dividend/Charter Capital Ratio	"	6.00	6.20	6.50	108.33	104.84
9	Average Employee Income/month/person	VND million/month	13.62	13.64	14.57	107.01	106.83
10	Total Average Workforce	persons	771	817	788	102.20	96.45

*** Comments and Evaluation on Production and Business Results:**

In 2024, the Company operated efficiently, with all planned targets set by the General Meeting of Shareholders being met and exceeded, specifically in areas such as revenue, profit, and budget contributions. This led to an increase in the dividend payout ratio from 6% in 2023 to an estimated 6.5% in 2024, contributing to stable income and ensuring employee peace of mind.

2. Remuneration for Part-time Supervisory Board Members; Person in Charge of Corporate Governance; Secretary of the Board of Directors; and Authorized Information Disclosure Officer

The Company fully complied with Clause 3, Article 3 of Resolution No. 09/NQ-ĐHĐCĐ of the 2023 Annual General Meeting of Shareholders for the period from January 1, 2024, to June 30, 2024, and Article 3, Clause 3 of Resolution No. 10/NQ-ĐHĐCĐ of the 2024 Annual General Meeting of Shareholders for the period from July 1, 2024, to December 31, 2024.

IV. Regarding equity investment (external)

The Company's capital sources are primarily focused on the main areas and tasks assigned by the Provincial People's Committee, such as water supply, environmental sanitation, production and trading of bottled water, etc. Investments outside the Company's main industry and operating areas are negligible and do not affect primary production and business activities. Currently, the Company only invests in purchasing shares of Ho Chi Minh City Water Supply, Drainage, and Environment Consulting Joint Stock Company, amounting to VND 84,040,000 (10,000 shares), which consistently yields annual dividends.

¹ Excluding dividends payable to state capital; Personal Income Tax and household wastewater fees collected by the Company on behalf of others.

V. Conclusion and Recommendations

1 Conclusion:

- Overall, despite numerous difficulties remaining throughout the year, with the close guidance of the Province and the attention and favorable conditions provided by departments and sectors, the Company consistently adhered to local and central policies and laws. It proactively engaged in production and business activities, gradually improving management and operational efficiency, and implementing numerous solutions and initiatives in management and production to meet and exceed set targets. The economic efficiency achieved in 2024 also serves as a driving force for the Company's leadership and employees to strive further, contributing to the Company's development and sustainability, and marking a significant victory for the Party Committee, Board of Directors, Board of General Directors, and all employees of the Company.

- In general, production and business activities in the past year were profitable and highly efficient, ensuring the achievement of production and business targets and budget contributions assigned by the Province. This was supported by the Provincial People's Committee and functional agencies, coupled with the efforts and close coordination in the direction and operation of the Board of Directors and the Company's Board of General Directors, and the unity and support of all Company employees, successfully completing the planned production and business.

- The members of the Supervisory Board demonstrated a high sense of responsibility in performing their duties, showing honesty and objectivity in their work.

- To further enhance the Company's management and operational work in the coming period, it is essential to continue maintaining and further promoting close coordination between the Supervisory Board, the Board of Directors, and the Company's Board of General Directors.

2. Recommendations:

To comply with the Enterprise Law, the Company's Charter, and to ensure stable operations for the Supervisory Board, on behalf of the Supervisory Board, the Head of the Supervisory Board respectfully proposes the following to the General Meeting of Shareholders, the Board of Directors, and the Board of General Directors:

- Select an audit firm for the 2025 fiscal year.
- Continue to accelerate the application of scientific and technical advancements in management, operation, and production, etc., to minimize losses

and waste, save labor costs, and enable proactive management and operation by the Board of Directors, the Board of General Directors, and affiliated Branch Directors.

- Develop basic construction investment plans based on existing capital sources, limiting commercial borrowing and focusing on effective investments. Seek suitable funding sources for receiving and expanding the rural water supply network to enhance capital efficiency for the company. Effectively manage basic construction investments, promptly settle completed projects, and accelerate the acceptance and handover of projects for use.

- The Board of Directors and the Company's Board of General Directors should continue to strengthen personnel, rigorously scrutinize expenses, reduce spending, and maintain stable employee incomes; effectively manage cash flow to reduce pressure from interest expenses.

- Continue to improve regulations, rules, economic-technical norms, etc., to provide a basis for inspecting and supervising production and business activities, limiting potential risks, and increasing economic efficiency.

B. DIRECTIONS AND ACTIVITY PLAN FOR 2025

Based on the Supervisory Board's activities in 2024 and the Company's 2025 production and business plan, the Supervisory Board proposes the following directions and activity plan for 2025:

- Supervise the activities of the Board of Directors and the General Director in management and operation; control the procedures for issuing documents by the Board of Directors in compliance with legal regulations and the Company's Charter.

- Supervise the Board of Directors, the Board of General Directors, departments, and affiliated branches in implementing the production and business plan approved by the 2025 General Meeting of Shareholders. Evaluate the business situation reports; annual, semi-annual (6 months), and quarterly financial statements of the Company; reports evaluating the management and operational work of the Board of Directors and the Company's General Director, and submit the evaluation reports to the General Meeting of Shareholders at the annual meeting.

- Supervise the implementation of the Dong Thap Provincial People's Committee's directive regarding state capital divestment as per Decision No. 1479/2022/QĐ-TTg dated November 29, 2022, by the Prime Minister, which approved the Plan for restructuring state-owned enterprises and enterprises with state capital for the 2022-2025 period. Accordingly, the Company is included in the plan to retain state capital until the end of 2025.

- Supervise the Company's share trading on the UPCoM floor; ensure information disclosure is in accordance with legal regulations, maintaining transparency in information disclosure to serve the interests of shareholders.

- Inspect the reasonableness, legality, honesty, and prudence in the management and operation of production and business activities; and the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting. Review and evaluate key activities of the Company to identify potential risks or shortcomings in the management and operation of production and business activities, thereby providing input on governance and proposing measures to mitigate risks in the unit's business and investment activities.

- Supervise and inspect the implementation of salary and bonus policies within the Company; the distribution of income, and the appropriation and use of Company funds in accordance with legal regulations; evaluate the effectiveness of investment projects and the efficiency of using the Company's investment capital.

- Participate in meetings of the Board of Directors, the Company's General Director, and specialized departments; inspect and supervise the deployment and implementation of Resolutions, Decisions, Regulations, etc., issued by the Company's Party Committee, the General Meeting of Shareholders, the Board of Directors, and the Company's Board of General Directors.

- Propose the selection of an independent audit firm to audit the 2025 financial statements.

- Inspect and supervise the implementation of changes to the Company's organizational structure.

- Perform other tasks as required by the General Meeting of Shareholders.

This concludes the 2024 Report of the Supervisory Board of Dong Thap Urban Water Supply and Environment Joint Stock Company and the directions and plan for 2025, respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely./.

Recipients:

- As above;
- Esteemed Shareholders;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Board of General Directors;
- Archive: Office.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF BOARD



Ly Thu Cuc

PROPOSAL

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

To: 2025 Annual General Meeting of Shareholders

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

Pursuant to Circular No. 183/2013/TT-BTC dated December 4, 2013 of the Ministry of Finance on independent auditing for public interest entities;

Pursuant to Decision No. 1255/QĐ-UBCK dated November 19, 2024 of the Chairman of the State Securities Commission;

Pursuant to the Charter of Dong Thap Water Supply and Urban Environment Joint Stock Company.

Recognizing that UHY Auditing and Consulting Co., Ltd. – Ho Chi Minh City Branch is a legally operating entity in Vietnam, which has performed well in auditing the Company's financial statements over the past years in compliance with the law, progressively helping the Company improve professionalism in management and enhance transparency in business operations.

For the convenience of selecting the auditing unit for the year 2025, the Board of Directors hereby submits to the General Meeting of Shareholders for approval to continue appointing UHY Auditing and Consulting Co., Ltd. – Ho Chi Minh City Branch to provide auditing services for the Company.

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

Recipients:

- As above;
- Esteemed Shareholders;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Board of General Directors;
- Archive: Office.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF BOARD



Ly Thu Cuc

**DONG THAP WATER SUPPLY
& URBAN ENVIRONMENT
JOINT STOCK COMPANY**

No. 01/2025/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

Dong Thap, 10 June 2025

PROPOSAL

Re: Approval of the Audited Financial Statements for the Year 2024

To: 2025 Annual General Meeting of Shareholders

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

Pursuant to The Charter of Dong Thap Urban Environment and Water Supply Joint Stock Company;

Pursuant to the audited financial statements for the fiscal year ending December 31, 2024.

The Company's Board of Directors respectfully presents the 2025 financial report of Dong Thap Urban Water Supply and Environment Joint Stock Company, audited by **UHY Auditing and Consulting Co., Ltd. - Ho Chi Minh City Branch**, for **consideration and approval by the 2024 Annual General Meeting of Shareholders.**

(Audited report and summarized financial statement content are attached.)

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

Recipient:

- As above;
- Shareholders;
- Members of the Board of Directors;
- Supervisory Board;
- Board of General Directors;
- Archive: Office, Finance Department,
Board of Directors Secretary^(Ng).

**BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Van Ca



SUMMARY OF THE 2024 AUDITED FINANCIAL REPORT

The Board of Directors respectfully presents the 2024 Financial Report for approval at the 2025 Annual General Meeting of Shareholders, as follows:

I- The 2024 Financial Report was audited by UHY Auditing and Consulting Co., Ltd. Ho Chi Minh City Branch (hereinafter referred to as UHY), reviewed by the DOWASEN Supervisory Board, and publicly disclosed in accordance with regulations.

The 2024 Audited Financial Report includes the following contents:

1. Report of the Board of Management;
2. Report of the independent audit firm;
3. Balance Sheet as of December 31, 2024;
4. Income Statement;
5. Cash Flow Statement;
6. Notes to the Financial Statements.

The detailed 2024 Audited Financial Report has been publicly disclosed on Dowasen's Website (www.dowasen.com) under the Shareholder Relations section.

II- Independent Auditor's Opinion: UHY did not express any qualified opinion, adverse opinion, or disclaimer of opinion on the Financial Report.

III- Key Financial Indicators in the 2024 Audited Financial Report:

Unit: VND

A. BALANCE SHEET AS OF DECEMBER 31, 2024	
I. Assets	
1. Current Assets	177,395,136,569
2. Non-current Assets	887,650,795,162
Total Assets	1,065,045,931,731
II. Equity and Liabilities	
1. Liabilities	695,347,207,201
2. Owner's Equity	369,698,724,530
Total Equity and Liabilities	1,065,045,931,731
B. 2024 BUSINESS PERFORMANCE RESULTS	
1. Revenue from sales of goods and rendering of services	488,990,923,551
2. Net revenue from sales of goods and rendering of services	488,807,515,091
3. Gross profit from sales of goods and rendering of services	149,609,459,197
4. Net profit from business activities	57,406,330,269
5. Profit before corporate income tax	55,413,850,159
6. Profit after corporate income tax	49,435,459,996

This concludes the basic content of DOWASEN's 2024 audited financial report..

Sincerely./.

PROPOSAL

**Re: Approval of the Plan for Profit Distribution, Dividend Payment,
and Wage Fund for the Year 2024**

To: 2025 Annual General Meeting of Shareholders

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

Pursuant to The Charter of Dong Thap Urban Environment and Water Supply
Joint Stock Company;

Pursuant to the audited financial statements for the fiscal year ending
December 31, 2024.

The Board of Directors respectfully submits to the Annual General Meeting of
Shareholders in 2025 for consideration and approval of the profit distribution plan,
dividend payment, and wage fund implementation for the year 2024, specifically as
follows:

1. Profit Distribution Plan for 2024:

No.	Content	Rate (%)	Amount (VND)
1	Charter capital (VĐL)		259,181,300,000
2	Total revenue and income		492,753,556,025
3	Profit before tax		55,413,850,159
4	Corporate income tax		5,978,390,163
5	Profit after tax [3-4]		49,435,459,996
6	Undistributed profit carried forward from 2023		0
7	Undistributed profit as of 31/12/2024 [5+6]		49,435,459,996
8	Profit to be distributed	100.00	49,435,459,996
8.1	Details of distribution:		

- Development Investment Fund	30.00	14,830,637,999
- Employee Bonus and Welfare Fund	34.84	17,223,437,497
- Bonus Fund for Full-time Managers	1.08	534,600,000
8.2 Dividend payment	34.08	16,846,784,500
9 Retained earnings carried forward to the following year		0

2. Dividend Payment Plan for 2024:

a) The cash dividend payout ratio is 6.5% of the charter capital (equivalent to VND 650/share).

b) The General Meeting of Shareholders authorizes the Board of Directors to determine the record date and payment date for the 2024 dividend, ensuring compliance with applicable regulations¹.

3. Wage Fund Implementation for 2024:

a) Salary fund for full-time managers as per regulations² (6 managers for the first 6 months and 5 managers for the last 6 months): VND 4,276,800,000.

b) Salary fund for employees: VND 137,800,000,000.

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

Recipient:

- As above;
- Shareholders;
- Members of the Board of Directors;
- Supervisory Board;
- Board of General Directors;
- Archive: Office, Finance Department,
- Board of Directors Secretary^(Ng).

BOARD OF DIRECTORS CHAIRPERSON



Nguyen Van Ca

¹ Within a period of 06 months from the date of closing of the 2025 Annual General Meeting of Shareholders

² Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government, and Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Minister of Labor, Invalids and Social Affairs, providing regulations and guidance on labor, salaries, remuneration, and bonuses applicable to companies with dominant state-owned shares or capital contributions.

PROPOSAL

**Re: Approval of the 2025 Business Plan, Salary Fund, and Loan Plan from the
Dong Thap Provincial Development Investment Fund**

To: 2025 Annual General Meeting of Shareholders

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

Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;

Pursuant to circular No. 003/2025/TT-BNV dated April 28, 2025 of the Minister of Home Affairs guiding the implementation of labor, salary, remuneration, and bonus management in state-owned enterprises;

Pursuant to The Charter of Dong Thap Urban Environment and Water Supply Joint Stock Company;

Pursuant to Official Letter No. 82/UBND-KT dated February 19, 2025, from the People's Committee of Đồng Tháp Province regarding the adjustment of Plan No. 198/KH-UBND dated June 18, 2021, and licensing for groundwater exploitation in the province;

Pursuant to Official Letter No. 205/UBND-KTN dated May 20, 2025, from the People's Committee of Đồng Tháp Province providing opinions on the list of 14 investment projects for converting connections from groundwater to surface water, for which the Company is seeking loans from the Provincial Development Investment Fund;

Pursuant to the audited financial statements for 2024 and the projected socio-economic development situation of the province in 2025.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following contents:

I. 2025 Business Plan and Planned Salary Fund

1. Business Plan Targets and Profit Distribution for 2025:

No.	Indicator	Rate (%)	2025 Plan (VND million)
1	Total revenue and income ⁽¹⁾		532,200
1.1	Domestic water supply		391,860
1.2	Waste collection, transportation, and treatment		92,800
1.3	Bottled water		14,600
1.4	Others		32,940
2	Profit before tax ⁽²⁾		57,710
3	Profit before tax	100.00	51,210
3.1	Profit after tax to be distributed		
	- Development Investment Fund ⁽³⁾	30.00	15,363
	- Employee Bonus and Welfare Fund & Managerial Bonus Fund	36.60	18,741
3.2	Dividend payment ⁽⁴⁾	33.40	17,106

Notes:

(1) Growth rate of 8.01% compared to actual results in 2024.

(2) 14.5% increase (=57,710 / 50,200) compared to the 2024 plan.

(3) Equivalent to 30% of net profit after tax, the same rate as in 2024.

(4) Expected dividend payout ratio is 6.6% of charter capital, equivalent to VND 660/share.

(*) At the end of the 2025 financial year, based on the Company's actual business results, the Board of Directors shall adjust the fund allocation rates and the dividend payout ratio accordingly and submit them to the 2026 Annual General Meeting of Shareholders for approval.

2. Planned Salary Fund for 2025: The General Meeting of Shareholders authorizes the Board of Directors to determine the 2025 wage fund based on the consensus of competent authorities, ensuring compliance with Decree No. 44/2025/ND-CP of the Government and Circular No. 003/2025/TT-BNV of the Minister of Home Affairs.

II. Loan Plan from the Dong Thap Provincial Development Investment Fund

1. Proceed with borrowing from the Dong Thap Provincial Development Investment Fund to invest in projects listed as development priorities of Dong Thap Province.

1.1. Total Loan Amount: VND 125,010,000,000 (In words: One hundred twenty-five billion and ten million dong), including:

a) Loan for investment in source infrastructure projects under the 2025 Development Investment Plan: VND 17,710,000,000, with loan security by mortgage.

b) Loan for investment in connection projects to convert the water supply system from groundwater to surface water for stations under the Company's management and operation zones: VND 107,300,000,000, with unsecured credit (credit-based guarantee).

1.2. Interest Rate: Medium and long-term.

1.3. Lãi suất: Apply the interest rate for environmental investment projects¹ (listed as provincial development priorities) in accordance with Decision No. 962/QĐ-UBND-HC dated July 16, 2021, and Decision No. 269/QĐ-UBND-HC dated March 8, 2021, of the People's Committee of Dong Thap Province.

1.4. Implementation and Disbursement Period: 2025 - 2026.

1.5. Purpose of Use: To cover the investment costs for constructing source infrastructure and connection works to convert the water supply system from groundwater to surface water for stations within the Company's management and operation zones (*see attached project list*).

2. Authorize the Board of Directors to implement the above plan, ensuring proper and effective use of the loan and fulfillment of debt repayment obligations in accordance with signed credit agreements.

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

Recipient:

- As above;
- Shareholders;
- Members of the Board of Directors;
- Supervisory Board;
- Board of General Directors;
- File: Office, Finance Department, Board of Directors Secretary_(Ng).

**BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Van Ca

¹ Including: Investment in clean water supply systems, drainage, wastewater treatment, solid waste and gas emission treatment; investment in waste recycling and reuse systems; and investment in the production of environmentally friendly products.

Dong Thap, 10 June 2025

PROPOSAL

Re: Approval of Remuneration for the Non-executive Supervisory Board Members, Corporate Governance Officer, Secretary to the Board, and Authorized Information Disclosure Officer for 2025

To: 2025 Annual General Meeting of Shareholders

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

Pursuant to the Charter of Dong Thap Water Supply and Urban Environment Joint Stock Company;

Pursuant to the 2025 Business Plan and Planned Wage Fund.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the remuneration for Non-Executive Members of the Supervisory Board, Corporate Governance Officer, Board Secretary, and Authorized Person for Information Disclosure in 2025, with details as follows:

1. Non-executive Supervisory Board Members: VND 5,500,000 per month
2. Corporate Governance Officer: VND 5,500,000 per month
3. Secretary to the Board: VND 5,500,000 per month
4. Authorized Information Disclosure Officer: VND 5,500,000 per month

(*) The remuneration for 2025 will be recorded as operating expenses for the business activities in 2025.

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

Recipient:

- As above;
- Shareholders;
- Members of the Board of Directors;
- Supervisory Board;
- Board of General Directors;
- Archive: Office, Finance Department, Board of Directors Secretary_(Ng).

**BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Van Ca

PROPOSAL

Re: Approval for Expansion and Addition of the Company's Business Lines

To: 2025 Annual General Meeting of Shareholders

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

Pursuant to the Charter of Dong Thap Water Supply and Urban Environment Joint Stock Company.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following:

1. Approval of the expansion and addition of specific business lines of the Company, as follows:

(1) Landscaping services and maintenance.

(2) Installation of electrical systems, specifically: *"Construction, operation, maintenance of public lighting systems"*.

2. Approval of the amendment and supplementation of relevant provisions in Clause 1, Article 4 (*regulations on business lines*) of the current Company Charter to reflect the above changes. (*Detailed adjustments are attached herewith*).

3. Authorization for the Board of Directors to:

a) Finalize and issue the amended Charter in accordance with regulations.

b) Review, decide, and supervise the implementation of the addition and expansion of business lines as new demands arise, ensuring efficiency and compliance with regulations. The results will be reported at the next General Meeting of Shareholders.

4. Assignment of the Company's Legal Representative to organize and carry out the registration of the additional business lines in accordance with applicable laws and regulations.

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

Recipient:

- As above;
- Shareholders;
- Members of the Board of Directors;
- Supervisory Board;
- Board of General Directors;
- Archive: Office, Finance Department,
- Board of Directors Secretary(Ng).

BOARD OF DIRECTORS
CHAIRPERSON



Nguyen Van Ca

AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S CHARTER

(Attached to Submission No. 05/2025/TTr-HĐQT dated June 10, 2025 of the Board of Directors)

Current Content	Proposed Amendments and Supplements
Amendment and supplementation of Clause 1, Article 4 of the Charter of Dong Thap Water Supply and Urban Environment Joint Stock Company	
<p>Article 4. Objectives of the Company's operations</p> <p>1. Business lines of the Company:</p> <ul style="list-style-type: none"> - Production and trading of clean water for domestic use, manufacturing, and other needs (main business line); - Installation of water supply and drainage systems; - Drainage and wastewater treatment; - Collection and transportation of non-hazardous waste; - Treatment and disposal of non-hazardous waste; - Collection and transportation of hazardous waste; - Treatment and disposal of hazardous waste; - Construction, exploitation, maintenance, and repair of urban and rural infrastructure (bridges, roads, drainage, pavements, parks, greenery, public lighting, cemeteries); <ul style="list-style-type: none"> - Office and household cleaning services; - Septic tank pumping services, construction debris transportation, moving services for offices, households, and construction sites; 	<p>Article 4. Objectives of the Company's operations</p> <p>1. Business lines of the Company:</p> <ul style="list-style-type: none"> - Production and trading of clean water for domestic use, manufacturing, and other needs (main business line); - Installation of water supply and drainage systems; - Drainage and wastewater treatment; - Collection and transportation of non-hazardous waste; - Treatment and disposal of non-hazardous waste; - Collection and transportation of hazardous waste; - Treatment and disposal of hazardous waste; - onstruction, exploitation, maintenance, and repair of urban and rural infrastructure (bridges, roads, drainage, pavements, parks, greenery, cemeteries); - <u>Construction, exploitation, maintenance, and repair of public lighting systems;</u> - Office and household cleaning services; - Septic tank pumping services, construction debris transportation, moving services for offices, households, and construction sites;



Current Content	Proposed Amendments and Supplements
<ul style="list-style-type: none"> - <u>Flower and ornamental plant care services for offices and households;</u> - Plant nursery; - Funeral services, tomb construction, grave care, flower and ornamental plant planting; - Construction of traffic works (bridges, roads, culverts); - Construction of civil works; - Construction of industrial and irrigation works; - Construction of hazardous and non-hazardous waste treatment works and systems; - Construction of hazardous and non-hazardous wastewater treatment works and systems; - Construction of pipelines and waterway systems such as irrigation systems (canals), reservoirs, etc.; - Construction of sewerage works such as wastewater drainage systems, including repair works; wastewater treatment plants; pumping stations; - Construction of sludge treatment works; - Water source drilling; - Construction of other public utility works; - Trading of construction materials, water supply and drainage materials and products, and urban services; - Production of construction materials; 	<ul style="list-style-type: none"> - <u>Landscape care and maintenance services;</u> - Plant nursery; - Funeral services, tomb construction, grave care, flower and ornamental plant planting; - Construction of traffic works (bridges, roads, culverts); - Construction of civil works; - Construction of industrial and irrigation works; - Construction of hazardous and non-hazardous waste treatment works and systems; - Construction of hazardous and non-hazardous wastewater treatment works and systems; - Construction of pipelines and waterway systems such as irrigation systems (canals), reservoirs, etc.; - Construction of sewerage works such as wastewater drainage systems, including repair works; wastewater treatment plants; pumping stations; - Construction of sludge treatment works; - Water source drilling; - Construction of other public utility works; - Trading of construction materials, water supply and drainage materials and products, and urban services; - Production of construction materials;

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Current Content	Proposed Amendments and Supplements
<ul style="list-style-type: none"> - Production of water supply and drainage materials and products, and urban service products; - Office and household cleaning services; - Septic tank pumping services, construction debris transportation, moving services for offices, households, and construction sites; - Landscape care and maintenance services; - Plant nursery; - Funeral services, tomb construction, grave care, flower and ornamental plant planting; - Construction of traffic works (bridges, roads, culverts); - Construction of civil works; - Construction of industrial and irrigation works; - Construction of hazardous and non-hazardous waste treatment works and systems; - Construction of hazardous and non-hazardous wastewater treatment works and systems; - Construction of pipelines and waterway systems such as irrigation systems (canals), reservoirs, etc.; - Construction of sewerage works such as wastewater drainage systems, including repair works; wastewater treatment plants; pumping stations; - Construction of sludge treatment works; - Water source drilling; 	<ul style="list-style-type: none"> - Production of water supply and drainage materials and products, and urban service products; - Office and household cleaning services; - Septic tank pumping services, construction debris transportation, moving services for offices, households, and construction sites; - Landscape care and maintenance services; - Plant nursery; - Funeral services, tomb construction, grave care, flower and ornamental plant planting; - Construction of traffic works (bridges, roads, culverts); - Construction of civil works; - Construction of industrial and irrigation works; - Construction of hazardous and non-hazardous waste treatment works and systems; - Construction of hazardous and non-hazardous wastewater treatment works and systems; - Construction of pipelines and waterway systems such as irrigation systems (canals), reservoirs, etc.; - Construction of sewerage works such as wastewater drainage systems, including repair works; wastewater treatment plants; pumping stations; - Construction of sludge treatment works; - Water source drilling;

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Current Content	Proposed Amendments and Supplements
<ul style="list-style-type: none"> - Construction of other public utility works; - Trading of construction materials, water supply and drainage materials and products, and urban services; - Production of construction materials; - Production of water supply and drainage materials and products, and urban service products; - Construction consultancy. Geological engineering survey. Hydrogeological survey. Design of civil, light industrial (food processing, construction materials), and technical infrastructure works. Supervision of civil, light industrial (food processing, construction materials), and technical infrastructure works; equipment installation, construction, and finishing supervision. Design of water supply and drainage works. Construction consultancy services: project development, project management consultancy, appraisal of civil, industrial (light, food processing, construction materials), technical infrastructure, and water supply and drainage design dossiers. Preparation and evaluation of bidding dossiers. Topographic surveys within the scope of investment projects. Structural design for traffic works (bridges, roads). Irrigation project design. Appraisal of irrigation project design. Supervision of construction and finishing of traffic (bridges, roads) and irrigation works. Design of energy works (power lines and transformer stations), electrical systems in construction works. Supervision of installation of construction 	<ul style="list-style-type: none"> - Construction of other public utility works; - Trading of construction materials, water supply and drainage materials and products, and urban services; - Production of construction materials; - Production of water supply and drainage materials and products, and urban service products; - Construction consultancy. Geological engineering survey. Hydrogeological survey. Design of civil, light industrial (food processing, construction materials), and technical infrastructure works. Supervision of civil, light industrial (food processing, construction materials), and technical infrastructure works; equipment installation, construction, and finishing supervision. Design of water supply and drainage works. Construction consultancy services: project development, project management consultancy, appraisal of civil, industrial (light, food processing, construction materials), technical infrastructure, and water supply and drainage design dossiers. Preparation and evaluation of bidding dossiers. Topographic surveys within the scope of investment projects. Structural design for traffic works (bridges, roads). Irrigation project design. Appraisal of irrigation project design. Supervision of construction and finishing of traffic (bridges, roads) and irrigation works. Design of energy works (power lines and transformer stations), electrical systems in construction works. Supervision of installation of construction

Current Content	Proposed Amendments and Supplements
<p>and technological equipment for energy works (power lines and transformer stations), electrical systems in construction works. Consulting on planning, project proposals, and water resource reports; (No change)</p> <p>- Environmental impact assessment reports, environmental protection commitments; preparation of monitoring and environmental observation reports; planning for zoning, network separation, prevention and control of water loss, asset management; (No change)</p> <p>- Production of bottled and jarred drinking water; (No change)</p> <p>- Trading of bottled and jarred drinking water. (No change)</p> <p>When necessary, the General Meeting of Shareholders shall decide on the transfer or expansion of the Company's business lines in accordance with the law.</p>	<p>and technological equipment for energy works (power lines and transformer stations), electrical systems in construction works. Consulting on planning, project proposals, and water resource reports; (No change)</p> <p>- Environmental impact assessment reports, environmental protection commitments; preparation of monitoring and environmental observation reports; planning for zoning, network separation, prevention and control of water loss, asset management; (No change)</p> <p>- Production of bottled and jarred drinking water; (No change)</p> <p>- Trading of bottled and jarred drinking water. (No change)</p> <p>When necessary, the General Meeting of Shareholders shall decide on the transfer or expansion of the Company's business lines in accordance with the law.</p>