

INVITATION TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**To: Valued Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company**

The Board of Directors of Gia Lai Water Supply Sewerage Joint Stock Company (“the Company”) is pleased to announce and cordially invite all shareholders to attend the **2026 Annual General Meeting of Shareholders** (“the AGM”) with the following details:

1. **Time:** 08:00 AM, April 22nd, 2026
2. **Venue:** Khanh Linh Hotel, No. 232 Nguyen Tat Thanh Street, Pleiku Ward, Gia Lai Province
3. **Agenda of the Meeting:**
 - Approval of the Board of Directors’ Report on 2025 activities and 2026 plan;
 - Approval of the Board of Management’s Report on 2025 business results and 2026 business plan;
 - Approval of the Board of Supervisors’ Report for 2025;
 - Approval of the Proposals of the Board of Directors;
 - Approval of other matters in accordance with the Company’s Charter and relevant laws.

Detailed information is available in the Meeting Program published on the Company's website: <https://capthoatnuocgialai.com>

4. **Conditions for Attending the AGM:**
 - Shareholders eligible to attend the AGM are those listed in the **Shareholder Register as of March 18th, 2026**;
 - Individual shareholders or Legal Representatives/Capital Representatives of institutional shareholders who are unable to attend may authorize another person to attend on their behalf (using the Power of Attorney attached to this Invitation). The authorized person may not delegate further;
 - When attending the AGM, shareholders or authorized persons are kindly requested to bring the following documents for registration:
 - (1) This Invitation Letter;
 - (2) Original ID card/Passport (for individuals);
 - (3) Certified true copy of Enterprise Registration Certificate or Establishment Decision (for organizations);
 - (4) Original Authorization Letter (if attending as an authorized person).
 - Shareholders or authorized persons must comply with the current regulations on disease prevention (if applicable) during the AGM;

- Attendees must also comply with safety and order regulations at the meeting venue as required by the Organizing Committee.

Additional Notes:

- For the overall benefit of the Meeting, the Organizing Committee reserves the right to deny participation to any shareholder or authorized person who fails to comply with health safety or venue regulations;
- Shareholders are responsible for all cost of accommodation, and meals and transportation when attending the Meeting.

5. Attached Documents:

- This Invitation Letter includes a Power of Attorney template;
- Other AGM materials: Kindly download/view from the Company's website under the "Investor Relations" section: <https://capthoatnuocgialai.com/>. (Printed documents will also be provided at the AGM.)

- 6. RSVP and Registration:** To facilitate the organization of the Meeting, we kindly request shareholders to confirm attendance (or provide authorization) by **4:00 PM, April 21st, 2026** via telephone, fax, or email to Gia Lai Water Supply Sewerage Joint Stock Company.

For further information, please contact:

Mr. Le Manh Tuan – Secretary of the Board of Directors

Phone numbers: 0908.417468 | Email: letuanglew@gmail.com

We respectfully invite your attendance.

Sincerely,

Gia Lai, the 31st of March, 2026

**On behalf of the Board of Directors
Chairman**



HA PHUOC TUAN

**REGULATIONS ON ORGANIZATION AND VOTING
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**To: The Annual General Meeting of Shareholders 2026
GIA LAI WATER SUPPLY SEWERAGE JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law 2020 and guiding documents for implementation;
- Pursuant to the Charter on Organization and Operation of the Company.

In order for the Annual General Meeting of Shareholders 2026 ("the Meeting") of Gia Lai Water Supply Sewerage Joint Stock Company ("the Company") to be conducted quickly, smoothly, achieve successful results, ensure the rights of shareholders, and comply with the provisions of the Enterprise Law and the Company's Charter,

The Organizing Committee of the Meeting respectfully submits to the General Meeting of Shareholders for approval the "Regulations on Organization and Voting at the Annual General Meeting of Shareholders 2026" ("the Regulations") with the following main contents:

Article 1. Tasks of the Meeting

- To vote on the Regulations on Organization and Voting at the Meeting; Vote Counting Committee.
- To discuss and vote on the report of the Board of Directors and the General Director on activities in 2025 and the implementation plan for 2026; Report on the activities of the Supervisory Board in 2025;
- To discuss and vote on the Audited Annual Financial Statements for 2025;
- To discuss and vote on the Submission on the Plan for Profit Distribution in 2025;
- To discuss and vote on the Submission on the payment of remuneration to the Board of Directors and the Supervisory Board in 2025 and the plan for 2026;
- To discuss and vote on the Submission on the selection of the Auditing Firm for the Financial Statements in 2026;
- To discuss and vote on the Submission on the Production and Business Plan for 2026;
- To discuss and vote on the Submission on other matters within the authority of the General Meeting of Shareholders;
- To discuss other issues arising at the Meeting;
- To vote on the Meeting Minutes and Resolutions of the Meeting;
- Other matters at the Meeting.

Article 2. Shareholders Attending the General Meeting of Shareholders:

All shareholders of the Company whose names are on the list of shareholders established on March 18, 2025, have the right to attend the Annual General Meeting of Shareholders 2025 of the Company.

1. Shareholders or authorized persons, when attending the Meeting, must register with the Shareholder Qualification Verification Committee to receive Voting Ballots, Election Ballots, Voting Cards, and Discussion Ballots, which include the name of the shareholder or authorized person, voting code, and the corresponding number of voting shares of the shareholder.
2. Shareholders or authorized representatives, when entering the Meeting room, must be present at the specified time and complete the registration procedures with the Organizing Committee of the Meeting. Shareholders or authorized representatives must bring the following documents to prove their eligibility to attend and complete the registration and confirmation procedures with the Organizing Committee of the Meeting:

(A) In case the shareholder is an individual directly attending the Meeting, they must bring:

- Original ID card/Citizen Identification Card/Passport that is still valid.

(B) In case the shareholder is an individual authorizing another person to attend the Meeting, the authorized representative must bring:

- Original ID card/Citizen Identification Card/Passport that is still valid; and
- Valid Power of Attorney in accordance with the Company's form.

(C) In case the shareholder is an organization whose legal representative directly attends the AGM, the legal representative of the organization must bring:

- A certified true copy of the Business Registration Certificate/Establishment Decision; and
- Original ID card/Citizen Identification Card/Passport of the legal representative that is still valid.

(D) In case the shareholder is an organization that authorizes another person who is not the legal representative of the organization to attend the Meeting, this authorized person must bring:

- Original ID card/Citizen Identification Card/Passport of the authorized person that is still valid;
- A certified true copy of the Business Registration Certificate/Establishment Decision; and
- Valid Power of Attorney in accordance with the Company's form.

In case the Shareholder or authorized representative cannot present the documents to prove their eligibility to attend in accordance with the cases (A), (B), (C), and (D) above, the Organizing Committee of the Meeting has the right and will refuse the Shareholder or authorized representative to attend the Meeting.

3. The person authorized to attend the Meeting must use the Power of Attorney form sent by the Company with the Notice of Meeting, and is not allowed to re-authorize a third person to attend the Meeting;
4. No smoking in the Meeting room;

5. Do not engage in private conversations, do not use mobile phones during the Meeting. All mobile phones must be turned off or set to silent mode;
6. Recording audio or video at the Meeting must be permitted by the Chair and/or agreed upon by all shareholders attending the Meeting.
7. Shareholders/authorized persons attending the Meeting, during the entire duration of the Meeting, must sit in the correct positions and areas designated by the Organizing Committee of the Meeting, comply with the guidance of the Presidium, behave civilly and politely, and comply with the security and order regulations at the meeting venue as required by the Organizing Committee of the Meeting.
8. For the common benefit of the Meeting, Shareholders/authorized persons attending the Meeting may be refused attendance by the Organizing Committee of the Meeting if they violate or fail to comply with the safety and security regulations at the meeting.

Article 3. Presidium

1. The Presidium consists of a maximum of 03 people, including 01 Chair who is the Chairman of the Board of Directors and a maximum of 02 members appointed by the Chairman of the Board of Directors. The Chairman of the Board of Directors is the Chair of the General Meeting of Shareholders. The Presidium manages the work of the Meeting according to the content and program presented by the Board of Directors ("BOD") and approved by the Meeting.
2. Tasks of the Presidium:
 - a. Manage the activities of the Company's General Meeting of Shareholders according to the expected program of the BOD that has been approved by the General Meeting of Shareholders;
 - b. Guide shareholders and/or authorized representatives and the Meeting to discuss the contents in the program;
 - c. Present draft conclusions on issues that need to be voted on by the Meeting;
 - d. Discuss and clarify issues related to the Meeting agenda at the request of shareholders;
 - e. Decide and handle issues arising during the Meeting.
3. Principles of Operation of the Presidium:

The Chair is the highest authority in managing and deciding at the Meeting. Members of the Presidium perform the tasks assigned/authorized by the Chair.

Article 4. Secretariat of the Meeting

1. The Secretariat of the Meeting consists of a maximum of 02 people appointed by the Chair; responsible to the Chair, the Presidium, and the General Meeting of Shareholders for their tasks and under the direction of the Chair.
2. Tasks of the Secretariat:
 - a. Assist the Presidium in announcing the contents of the program, draft documents, conclusions, Resolutions of the Meeting, and announcements of the Presidium to the shareholders when requested;
 - b. Receive and arrange registration forms for shareholders' opinions, and forward them to the Presidium for decision;

- c. Record fully and accurately the entire content of the Meeting and issues that have been approved or noted by the shareholders in the Meeting Minutes;
- d. Draft Resolutions on issues approved at the Meeting;
- e. Read the contents of the Meeting Minutes as a basis for the Meeting to approve;
- f. Perform other tasks as requested or assigned by the Chair.

Article 5. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the General Meeting consists of a maximum of 3 members, including 1 Chairman and up to 2 members appointed by the Chairman of the Board of Directors of the Company.
2. Responsibilities of the Shareholder Eligibility Verification Committee:
 - Verify the eligibility of shareholders and authorized representatives attending the General Meeting.
 - The committee reports to the General Meeting of Shareholders on the status of shareholders present at the meeting. If the meeting has a sufficient number of shareholders/authorized representatives holding over 51% of the voting shares attending, then the General Meeting can be conducted in accordance with regulations.
 - The Shareholder Eligibility Verification Committee must prepare minutes of the eligibility verification and report on its duties to the General Meeting of Shareholders.
 - After the General Meeting, the committee must hand over the eligibility verification minutes along with the list of shareholders attending the meeting to the Organizing Committee for archiving purposes.
 - Perform other tasks as requested or assigned by the Chairperson.

Article 6. Ballot Committee

1. The Ballot Committee of the General Meeting consists of a maximum of 3 members, including 1 Chairman and up to 2 members nominated by the Chairperson and approved by the General Meeting.
2. Responsibilities of the Ballot Committee:
 - Disseminate the voting rules, electoral regulations, and guide shareholders in the voting and/or election process;
 - Accurately determine the voting results on each matter up for voting, and determine the number of votes for members of the Board of Directors at the General Meeting.
 - Review and report to the General Meeting on any violations of the voting rules, electoral regulations, or petitions related to voting results.
 - Announce the voting and election results to the Secretary for updating in the minutes of the meeting.
 - The Ballot Committee must prepare minutes of the voting process, report on its responsibilities, and be accountable to the General Meeting of Shareholders.

- After the General Meeting, the Ballot Committee must hand over the minutes of the voting process along with all ballot papers to the Organizing Committee for archiving purposes.
- Perform other tasks as requested or assigned by the Chairperson.

Article 7. Discussion at the General Meeting

1. Principles:

- Discussions shall only be conducted within the designated time frame and within the scope of issues presented in the agenda of the General Meeting of Shareholders. If more time for discussion is needed, the Chairperson has the authority to decide on this matter.
- Shareholders or authorized representatives wishing to speak must fill in their complete information and clearly state their discussion points on the Discussion Form provided and submit it to the Secretary of the meeting.
- The Secretary will organize the Discussion Forms and forward them to the Presidium.
- Shareholders or authorized representatives wishing to make a statement or argument must raise their hands and must adhere to the following rules:
 - Obtain approval from the Chairperson;
 - State their name and voting code before speaking;
 - Keep the statement brief and relevant to the agenda of the General Meeting.

2. Response to opinions from shareholders or authorized representatives:

- Based on the Discussion Forms from shareholders, the Chairperson or an appointed representative will respond to the opinions expressed.
- In cases of multiple discussion topics and insufficient time, the Chairperson has full authority to select priority topics for discussion that are most relevant and practical for shareholders.

Article 8. Voting on Issues at the General Meeting

1. Principles:

- All issues on the agenda of the General Meeting must be discussed and voted on publicly by raising voting cards or secret ballot (depending on the voting content) by all shareholders and/or authorized representatives.
- Voting cards/ballots are printed by the Company and distributed to shareholders/authorized representatives at the start of the meeting and will be collected by the Organizing Committee at the end of the General Meeting. Each shareholder/authorized representative is issued one voting card and one ballot. The voting card clearly states the shareholder's code, full name, and number of votes entitled. The ballot includes the voting issues as recorded on the voting card along with the signature of the shareholder/authorized representative.

2. Voting Methods:

2.1. Voting by raising voting cards

- Issues voted on by raising voting cards:
 - Approving the organization regulations and voting at the General Meeting;
 - Approving the agenda of the meeting;
 - Approving the composition of the Ballot Committee;
 - Approving the election regulations (additional) for members of the Board of Directors for the term 2022-2027;
 - Approving the meeting minutes, resolutions of the General Meeting of Shareholders;
 - Other matters within the authority of the General Meeting as decided by the Chairperson.
- Voting procedure using voting cards:
 - Shareholders and/or authorized representatives (in favor, against, or abstaining) for a particular issue will indicate their vote by directly raising the voting card at the General Meeting;
 - When voting is conducted at the General Meeting, shareholders or authorized representatives voting in favor will raise their voting cards high. Members of the Ballot Committee will mark the shareholder's code and the corresponding number of voting shares of each approving shareholder or representative. Similarly, under the direction of the Chairperson, shareholders or authorized representatives who are against or abstaining will sequentially raise their voting cards;
 - Immediately after the voting for each issue proposed by the Chairperson is completed, the Ballot Committee will conduct the vote counting, and the Ballot Committee/Chairperson will announce the voting results to the entire General Meeting.

2.2. Secret Ballot Voting

- Matters subject to voting by secret ballot:
 - Report of the Board of Directors on its activities in 2025; the Company's business performance in 2025 and business plan for 2026;
 - Report of the Supervisory Board on the Company's business performance, supervisory activities, and management activities in 2025 and the plan for 2026;
 - Proposal on approval of the audited Financial Statements of the Company;
 - Proposal on approval of the profit distribution plan for 2025 and the profit distribution plan for 2026;
 - Proposal on approval of remuneration for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026;
 - Proposal on selection of the independent auditor for the 2026 Financial Statements;
 - Proposal on amendments and supplements to the Company's Charter;
 - Proposal on other matters within the authority of the General Meeting of Shareholders;
 - Other matters falling within the authority of the General Meeting of Shareholders.

○ **Voting method by ballot:**

- Shareholders and/or their authorized representatives shall mark (X) or (✓) in the appropriate box (For / Against / Abstention) for each matter to be voted on, as indicated on the ballot;
- Shareholders and/or their authorized representatives shall sign and clearly state their full name on the voting ballot;
- Upon completion, shareholders and/or their authorized representatives shall cast their ballots in accordance with the instructions of the Vote Counting Committee at the Meeting.

3. Voting Regulations:

- **3.1.** Each one (01) share shall carry one (01) voting right. Each shareholder and/or authorized representative attending the General Meeting of Shareholders shall be issued one (01) voting ballot, representing the corresponding voting rights.
- **3.2** Matters submitted to the General Meeting of Shareholders shall be approved when they receive affirmative votes representing more than 51% of the total voting shares of all shareholders attending and voting at the Meeting, including:
 - Report of the Board of Directors on its activities in 2025; the Company's business performance in 2025 and business plan for 2026;
 - Report of the Supervisory Board on the Company's business performance, supervisory activities, and management activities of the Board of Directors and the Executive Board in 2025 and the plan for 2026;
 - Proposal on approval of the audited Financial Statements of the Company;
 - Proposal on approval of the profit distribution plan for 2025 and the profit distribution plan for 2026;
 - Proposal on approval of remuneration for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026;
 - Proposal on selection of the independent auditor for the 2026 Financial Statements;
 - Proposal on other matters within the authority of the General Meeting of Shareholders;
 - Other matters falling within the authority of the General Meeting of Shareholders, except for those specified in Clause 3.3, Article 3 of this Regulation.

3.3. Issues voted on at the General Meeting shall be approved if 65% or more of the votes represented by the shareholders participating in the meeting agree:

- Proposal to amend and supplement the Company's Charter;
- And some other issues according to the provisions of the Company's Charter (if any).

Article 09. Minutes and Resolutions of the General Meeting of Shareholders: The meeting minutes and resolutions of the General Meeting of Shareholders must be prepared, read, and approved by the Secretary before the meeting is adjourned.

Article 10. Implementation of the Regulations:

Shareholders and authorized representatives attending the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders. Shareholders or authorized representatives who violate these regulations will be considered by the Presidium depending on the severity of the violation and may face sanctions according to the Company's Charter and the Enterprise Law.

These working and voting regulations at this General Meeting were presented to the Company's General Meeting of Shareholders and were approved when more than 51% of the shareholders participating in the meeting and voting agreed.

These regulations take effect from the time they are approved by the Company's Annual General Meeting of Shareholders in 2026 and will expire after the conclusion of the meeting.

The Chairman of the Board of Directors – the Chairperson of the Meeting will sign and issue these regulations after the General Meeting of Shareholders approves the full text of the regulations.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOD**



HA PHUOC TUAN

**REPORT ON BUSINESS RESULTS IN 2025
PRODUCTION AND BUSINESS PLAN FOR 2026**

I. General Situation:

In 2025, Gia Lai Water Supply and Sewerage Joint Stock Company successfully fulfilled its key business objectives, including ensuring 24/7 water supply, expanding the water supply network toward increasing the rate of clean water usage in Pleiku City and surrounding communes, while improving service quality and strengthening governance efficiency.

The main business results achieved in 2025 include:

- Water production and supply operations were maintained continuously and safely, meeting the water demand of residents and organizations in the area;
- Revenue and profit continued to grow compared to 2024, reflecting effective management, cost control, and efficient utilization of system capacity;
- Non-revenue water reduction continued to be emphasized through the expansion of DMA establishment, enhanced network monitoring, and application of technology in operation and management;
- Labor efficiency improved, productivity increased, and employees' income was maintained and gradually enhanced;
- Investment, repair, and upgrading of water supply infrastructure were implemented as planned, creating a foundation for stable and sustainable development.
- In addition to the achieved results, the Company still faced several challenges, including: a relatively high level of water loss; water consumption volume and revenue not meeting targets due to prolonged rainy weather and the relocation of the administrative center to Quy Nhon; pressure from rising input and investment costs; and increasing requirements for digital transformation and improvement of customer service quality.

II. Business Results for 2025:

1. Production and Business Performance:

Indicator	Unit	Actual 2024	2025		Comparison	
			Actual	Plan	2025/2024	2025/Plan 2025
Domestic water consumption volume	m ³	7,619,103	7,663,057	8,141,617	100.58%	94.12%
Average water tariff	VND/m ³	8,511	8,474	8,512	99.57%	99.55%
Non-revenue water (NRW)	%	31.2%	25.4%	26.5%	81.33%	95.55%
TOTAL REVENUE	VND billion	74.55	77.16	81.29	103.50%	94.92%

Indicator	Unit	Actual 2024	2025		Comparison	
			Actual	Plan	2025/2024	2025/Plan 2025
Domestic water revenue	VND billion	64.84	64.94	69.30	100.14%	93.70%
Construction & other revenue	VND billion	9.70	12.22	11.99	125.95%	101.97%
TOTAL COSTS	VND billion	58.87	59.88	64.14	101.72%	93.37%
Direct costs	VND billion	36.41	36.29	39.58	99.67%	91.69%
Indirect costs	VND billion	10.70	11.06	11.60	103.37%	95.28%
Depreciation expenses	VND billion	11.75	12.53	12.96	106.61%	96.70%
Financial expenses	VND billion	0.00	—	0.00	—	0.00%
Other expenses	VND billion	0.01	0.01	0.00	—	0.00%
Profit before tax (PBT)	VND billion	15.68	17.27	17.15	110.18%	100.70%
Corporate income tax (CIT) expense	VND billion	3.23	3.52	3.48	108.78%	101.12%
Profit after tax (PAT)	VND billion	12.44	13.75	13.67	110.55%	100.60%

2025 Business Performance Results

- In 2025, the Company maintained stable production and business operations and achieved positive results. Profit after corporate income tax (PAT) reached VND 13.75 billion, representing an increase of 10.55% compared to 2024 and achieving 100.6% of the 2025 plan approved by the General Meeting of Shareholders.
- The Company's total revenue reached VND 77.16 billion, equivalent to 94.92% of the annual plan. Due to prolonged periods of heavy rainfall during the year, domestic water demand declined; additionally, the relocation of the provincial administrative center to Quy Nhon affected water demand in central areas. As a result, revenue from domestic water supply did not meet the planned target.
- In terms of costs, total expenses in 2025 amounted to VND 59.88 billion, equivalent to 93.36% of the annual plan. During the year, the Company implemented a range of measures to strengthen cost control, reduce indirect expenses, optimize water supply system operations, and manage electricity consumption and administrative costs. As a result, total costs were maintained below plan, contributing to improved operational efficiency and ensuring the achievement of the targeted profit.

2. Project Implementation Results:

No.	Implementation Items	Unit	Total Investment Value (VND)	Actual (VND)
1	Replacement of outdated, blurred, and expired water meters	Package	1,800,000,000	1,750,000,000

No.	Implementation Items	Unit	Total Investment Value (VND)	Actual (VND)
2	Relocation of water meters from inside premises to outside	Package	2,200,000,000	414,327,297
3	Rehabilitation of the water supply network in 2025	Package	4,000,000,000	3,457,978,770
4	Investment in expansion of the water supply network in 2025 (Ly Thuong Kiet, Le Duan, Truong Trinh streets)	Package	12,300,000,000	15,797,224,788
5	Establishment of DMA zones and implementation of non-revenue water (NRW) reduction	Package	4,700,000,000	7,948,937,393
6	Rehabilitation and replacement of pipelines in Pleiku (PMU-funded)		2,500,000,000	2,302,591,750
7	Painting and repair works at Bien Ho Water Plant and Pleiku Ro Pumping Station	Package	800,000,000	705,883,500
8	Investment in expansion of the water supply network in 2025 (Chu A and An Phu communes)	Package	10,440,000,000	0
9	Automation of Pleiku Ro Pumping Station	Package	0	120,000,000
10	Installation of public drinking water fountains	Package	0	67,256,224
	Total		38,740,000,000	32,564,199,722

3. Other activities in 2025:

- The Company basically achieved its new customer development target, reaching 97% of the plan, with a cumulative total of 42,078 customers.
- Strongly promoted network segmentation (DMA zoning) and continued expanding the application of automation in network operations.
- The non-revenue water (NRW) ratio in 2025 averaged 25.4% (plan: 26.53%). The Company continued to implement DMA establishment and NRW reduction measures in the former Pleiku service area.
- Continued to advance digital transformation, expanding from customer services, plant operations, network operations, and asset management to work management, budget and project management, as well as organizational and HR management, including compensation and payroll policies.
- Basically completed the transition to the vertically integrated ONE DNPW model; continued to streamline and progressively improve internal processes and regulations, while monitoring and optimizing operations based on data from digital transformation applications.

III. Production and business plan for 2026:

1. Key production and business targets for 2026:

In 2026, the Company will continue to focus its resources on expanding the customer base, increasing domestic water revenue, and reducing non-revenue water (NRW). It will also optimize costs, improve employees' income, and enhance overall profitability. The action plan to achieve these objectives includes:

- Prioritizing the expansion of the water supply network;
- Investing in the establishment of DMA zones and strengthening NRW reduction efforts;
- Finalizing the 3P salary system (Position – Person – Performance) and task-based remuneration mechanisms;

- Completing digital transformation and ensuring full-scale implementation across the Company in 2026;
- Submitting to the Gia Lai Provincial People's Committee for consideration and approval of adjustments to water tariffs.

3. Business plan for 2026:

Indicator	Unit	Plan 2026	Actual 2025	Comparison (Plan 2026 / Actual 2025)
Domestic water consumption volume	m ³	8,219,739	7,663,057	107.26%
Average water tariff	VND/m ³	8,681	8,474	102.44%
Non-revenue water (NRW)	%	21.8%	25.4%	86.12%
TOTAL REVENUE	VND billion	81.42	77.16	105.52%
Domestic water revenue	VND billion	71.36	64.94	109.89%
Construction & other revenue	VND billion	10.06	12.22	82.35%
TOTAL COSTS	VND billion	66.19	59.88	110.53%
Direct costs	VND billion	38.38	36.29	105.75%
Indirect costs	VND billion	11.74	11.06	106.22%
Depreciation expenses	VND billion	15.70	12.53	125.27%
Financial expenses	VND billion	0.38	0.00	—
Other expenses	VND billion	—	0.01	0.00%
Profit before tax (PBT)	VND billion	15.23	17.27	88.16%
Corporate income tax (CIT) expense	VND billion	3.09	3.52	87.95%
Profit after tax (PAT)	VND billion	12.13	13.75	88.21%

3. Investment Plan:

No.	Description	Unit	Total Investment Value (VND)
1	Replacement of outdated, blurred, and expired water meters	Package	4,000,000,000
2	Relocation of water meters from inside premises to outside and replacement of D27 steel pipes before meters	Package	8,180,000,000
3	Rehabilitation and replacement of old pipelines in Pleiku and Ayun Pa	Package	10,300,000,000
4	Investment in expansion of the water supply network in Thong Nhat, An Phu, Hoi Phu, and Ayun Pa wards	Package	28,114,000,000
5	Establishment of DMA zones and implementation of non-revenue water reduction	Package	4,300,000,000
6	Waterproofing of the treatment complex at Bien Ho Water Plant (formerly: construction of treatment cluster and chemical house with capacity of 10,000 m ³ /day-night at Bien Ho Plant)	Package	800,000,000

No.	Description	Unit	Total Investment Value (VND)
7	Replacement of raw water pumps at Bien Ho pumping station (formerly: construction of booster pumping station at Bien Ho Plant)	Package	2,400,000,000
8	Replacement of DN500 raw water pipeline at Bien Ho Water Plant	Package	1,890,000,000
9	Installation of raw water monitoring equipment at Bien Ho Water Plant	Package	800,000,000
10	Interior painting and repairs at Bien Ho Water Plant	Package	700,000,000
11	Installation of public drinking water fountains in Pleiku (04 units)	Package	160,000,000
12	Construction and repair of the fence at Iarbol Water Plant	Package	150,000,000
	Total		61,794,000,000

The total proposed investment budget is VND 61,794,000,000, of which:

- Investment from equity: VND 36,794,000,000;
- Investment from borrowings: VND 25,000,000,000.

4. Management and Operational Plan:

- Work with relevant departments and agencies to seek approval from the Provincial People's Committee for adjustments to the domestic water tariff;
- Strictly control operating expenses, and implement solutions to reduce non-revenue water (NRW) and optimize production costs;
- Strengthen the application of information technology in meter reading and billing, network management, and the management of meters, materials, and equipment to enhance operational efficiency;
- Inspect and replace damaged equipment at pumping stations to reduce electricity consumption; expand the water supply network, increase new customer connections, and improve business performance;
- Enhance coordination with relevant authorities to implement the Provincial People's Committee's policy on limiting groundwater exploitation;
- Review and refine the 3P salary system and task-based remuneration mechanisms to improve operational efficiency while ensuring compliance with legal regulations;
- Strictly implement the directives of the General Meeting of Shareholders and the Board of Directors in management and operations.

This report presents the Company's operational performance in 2025 and the production and business plan for 2026, respectfully submitted by the Executive Board to the Board of Directors.

GENERAL DIRECTOR



NGUYEN THI HONG HANH

No.: 01/2026/BC-HĐQT

Gia Lai, April 1st, 2026

REPORT OF THE BOARD OF DIRECTORS ON COMPANY OPERATIONS IN 2025 AND BUSINESS PLAN FOR 2026

I. COMPANY PERFORMANCE REVIEW IN 2025

1. General Overview

In 2025, Gia Lai Water Supply and Sewerage Joint Stock Company continued to maintain stable operations in the field of water extraction, treatment, and supply across Gia Lai Province. The Board of Directors and the Executive Board closely followed the development orientation and proactively implemented flexible management and operational solutions, thereby ensuring effective business performance and providing safe, continuous clean water services to residents and businesses.

In addition to favorable conditions, during the year the Company was also affected by external factors impacting its business operations, including prolonged heavy rainfall and the reorganization and merger of administrative units associated with the relocation of the provincial administrative center to Quy Nhon. These factors reduced water demand in certain areas, thereby affecting water consumption volume and sales revenue compared to the planned targets.

2. Business Performance in 2025

In 2025, despite the impact of external factors, the Company maintained stable business operations and improved efficiency, as reflected in the following key indicators:

- Clean water consumption reached **7.66 million m³**, up **0.58%** compared to 2024, but achieving **94.12% of the annual plan** due to decreased demand in certain areas.
- Average selling price reached **VND 8,474/m³**, equivalent to **99.57% of 2024** and **99.55% of the plan**, remaining stable under the current pricing framework.
- Non-revenue water (NRW) decreased significantly to **25.4%** (from **31.2% in 2024**), achieving **95.55% of the plan**, reflecting the effectiveness of technical and management solutions, particularly DMA implementation.
 - o Pleiku City: reduced to **28.5%** (from **35.2%**)
 - o Ayun Pa Town: maintained at **10.6%**, significantly lower than planned
- Total revenue reached **VND 77.16 billion**, up **3.50%** compared to 2024 but achieving **94.92% of the plan**. The main reason was that water sales revenue did not meet the plan (**93.70%**) due to weather conditions and administrative changes.
- Total expenses were well controlled at **VND 59.88 billion**, equivalent to **93.37% of the plan**, in which:
 - + Direct costs slightly decreased compared to the previous year
 - + Indirect costs and depreciation increased but remained under control

- + The Company effectively implemented cost-saving measures, particularly in operations and electricity consumption

In addition, the Company continued to enhance management efficiency through:

- ✓ Promoting non-cash payment for water bills
- ✓ Implementing DMA zones to reduce water loss
- ✓ Improving governance in line with DNP Water's vertical management model
- ✓ Applying the 3P salary system to improve labor productivity and performance
- ✓ Profit before tax reached **VND 17.27 billion**, up **10.18%** compared to 2024 and exceeding the plan by **0.70%**
- ✓ Profit after tax reached **VND 13.75 billion**, up **10.55%** compared to 2024 and exceeding the plan by **0.60%**

Although revenue did not meet the plan due to external factors, the Company proactively managed operations, controlled costs effectively, and improved operational efficiency, particularly in reducing water loss. As a result, profit growth was maintained, and profit targets were exceeded, demonstrating strong governance and management capability under challenging conditions.

No.	Indicators	Unit	Actual 2025	Plan 2025	% Achievement
1	Total Revenue	VND billion	77.16	81.29	95%
1.1	Water Sales Revenue	VND billion	64.94	69.30	94%
1.2	Construction Revenue	VND billion	7.96	7.95	100%
1.3	Relocation Revenue	VND billion	2.06	2.50	82%
1.4	Financial Income	VND billion	1.41	0.90	156%
1.5	Other Income	VND billion	0.79	0.63	126%
2	Profit Before Tax	VND billion	17.27	17.15	101%
3	Profit After Tax	VND billion	13.75	13.67	101%
4	Net Profit Margin	%	17.82%	16.82%	106%
5	Charter Capital	VND billion	180	180	100%

The overall results are comprehensively reflected in the 2025 Financial Statements.

II. REPORT ON CORPORATE GOVERNANCE AND BOD ACTIVITIES IN 2025

1. Evaluation of the BOD's Activities and Members

1.1 BOD Activities and Decisions

In 2025, the Board of Directors fully performed its roles and responsibilities in accordance with the Law on Enterprises, the Company's Charter, and resolutions of the General Meeting of Shareholders.

The Board maintained regular meetings and organized ad-hoc meetings when necessary to promptly consider and decide on important matters related to business operations, investment, organizational structure, and development orientation.

During the year, the Board held **08 meetings**, including periodic and thematic meetings. All meetings were conducted in compliance with regulations, with full participation and high consensus in decision-making.

Through its resolutions, the Board effectively directed the Executive Board, strengthened supervision and control, and ensured the achievement of business objectives set by the General Meeting of Shareholders.

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	01/2025/NQ/HĐQT	15/01/2025	Approval of the time, location, and agenda for the 2025 Annual General Meeting of Shareholders	100%
2	02/2025/NQ/HĐQT	31/03/2025	Agreement on the time, location, and materials for submission to the 2025 Annual General Meeting of Shareholders	100%
3	03/2025/NQ/HĐQT	24/04/2025	Agreement to elect Mr. Ha Phuoc Tuan as Chairman of the Board of Directors for the 2022–2027 term	100%
4	04/2025/NQ/HĐQT	29/04/2025	Approval of the adjustment of the Company’s organizational structure	100%
5	05/2025/NQ/HĐQT	26/05/2025	Agreement on the distribution of the Executive Board’s reward fund	100%
6	06/2025/NQ/HĐQT	02/06/2025	Agreement on the selection of the auditor for the 2025 financial statements	100%
7	07/2025/NQ/HĐQT	30/12/2025	Agreement on the re-appointment of the Company’s Executive Board	100%

1.2 Organizational and Personnel Changes

- Organizational structure: On April 29, 2025, the Board of Directors approved the change in the Company’s organizational structure to align with its development orientation and the vertical governance model of the DNP Water system.
- Personnel: Approved the dismissal of Mr. Pham Ngoc Tien, Mr. Nguyen Dinh Vinh, and Mr. Nguyen Khanh Duy from their positions as members of the Board of Directors, and the appointment of Mr. Ha Phuoc Tuan, Mr. Ho Anh Hong, and Mr. Trinh Ba Duy as members of the Board of Directors for the term 2022–2027.
- Approved the resignation of Mr. Pham Ngoc Tien from the position of Chairman of the Board of Directors and the election of Mr. Ha Phuoc Tuan as Chairman of the Board of Directors for the term 2022–2027.
- In 2025, there was no change in the personnel of the Supervisory Board.

Implementation of GMS Resolutions

In 2025, the Board of Directors seriously implemented the tasks and plans approved by the 2025 Annual General Meeting of Shareholders:

Regarding the Company’s business activities:

- Reviewed and approved quarterly business performance reports submitted by the Executive Board;
- Held regular meetings to evaluate quarterly results and directed the Executive Board to promptly take measures to improve the Company's operational efficiency in order to achieve the plans assigned by the General Meeting of Shareholders.

Regarding the Company's investment activities:

In 2025, based on the investment plan approved by the General Meeting of Shareholders, the Executive Board focused on implementing projects to renovate and expand the water supply network, while promoting solutions to reduce water losses and improve system operation efficiency. The total planned investment value was VND 38.74 billion, and the actual implementation value reached VND 32.56 billion, equivalent to 84.05% of the plan.

Among them, some key investment projects were executed with actual costs exceeding the planned budget; however, certain projects did not meet the planned schedule due to objective factors and actual implementation conditions. In addition, some small-scale supplementary investment projects arose to meet system operation requirements. Overall, the investment activities still ensured the intended objectives and did not affect the overall effectiveness of the annual plan.

In addition to the achieved results, the Board of Directors requests the Management to continue strengthening internal control and risk management in the Company's operations; improve the quality of forecasting, planning, and implementation of business plans to ensure efficient use of capital.

In particular, based on the review of the audited Financial Statements for 2025, the Board of Directors noted the occurrence of transactions between the Company and its related parties. The Management is requested to review, consolidate, and fully report these transactions, and to carry out any necessary additional procedures (if any) to ensure compliance with applicable regulations.

The implementation of transactions with related parties must comply with the provisions of Article 167 of the Law on Enterprises 2020, relevant provisions of Decree No. 155/2020/ND-CP, and the Company's Charter; and must fully comply with information disclosure obligations as well as approval procedures within the competent authority, ensuring transparency and legal validity of such transactions.

The Board of Directors requests the Management to further improve internal procedures, strengthen control mechanisms, and perform periodic reporting on related-party transactions to ensure full compliance with applicable regulations in the coming period.

No.	Implementation Content	Unit	Total Investment Value (VND)	Actual Implementation (VND)
1	Replacement of standing, faded, or expired meters	Package	1,800,000,000	1,750,000,000
2	Relocation of meters from inside yards to outside	Package	2,200,000,000	414,327,297
3	Renovation of the water supply network in 2025	Package	4,000,000,000	3,457,978,770

No.	Implementation Content	Unit	Total Investment Value (VND)	Actual Implementation (VND)
4	Investment in expanding the water supply network in 2025 (Ly Thuong Kiet, Le Duan, Truong Trinh streets)	Package	12,300,000,000	15,797,224,788
5	Establishment of DMA and implementation of water loss reduction	Package	4,700,000,000	7,948,937,393
6	Rehabilitation and replacement of pipelines in Pleiku (funded by the Provincial Project Management Unit).		2,500,000,000	2,302,591,750
7	Painting and repair of Bien Ho plant and Pleiku Ró pumping station	Package	800,000,000	705,883,500
8	Investment in expanding the water supply network 2025 (Chu A and An Phu communes)	Package	10,440,000,000	0
9	Automation of Pleiku Ró pumping station	Package	0	120,000,000
10	Installation of public drinking water fountains	Package	0	67,256,224
Total			38,740,000,000	32,564,199,722

1.3 Evaluation of Executive Board Performance

The Executive Board properly performed its assigned functions and duties; fully and promptly implemented the resolutions of the General Meeting of Shareholders and the Board of Directors, thereby contributing to maintaining stable business operations.

During the course of management, the General Director closely monitored the actual situation and demonstrated proactiveness and flexibility in administration; promptly introduced appropriate solutions to address arising difficulties and challenges. At the same time, the Executive Board actively coordinated with relevant units under DNP Water to implement digital transformation programs and progressively applied information technology in production management and customer management, thereby enhancing governance efficiency and service quality.

Reporting activities were carried out in a relatively complete and timely manner; coordination between the Executive Board and the Board of Directors was maintained closely, ensuring effective support for governance, supervision, and decision-making in compliance with applicable laws and the Company's Charter.

Overall, the Executive Board demonstrated proactive, flexible, and effective management capacity; effectively controlled business operations; and implemented synchronized solutions to optimize costs, improve operational efficiency, and enhance service quality. These efforts contributed significantly to the achievement of the Company's business plan targets for 2025 and the maintenance of its stable development.

In addition to the achieved results, the Board of Directors requests the Executive Board to continue strengthening internal control and risk management in the Company's operations; improve the quality of forecasting, planning, and implementation of business plans to ensure efficient use of capital.

In particular, based on the review of the audited Financial Statements for 2025, the Board of Directors noted the occurrence of transactions between the Company and its related parties. The Executive Board is requested to review, consolidate, and fully report these transactions, and to carry out any necessary additional procedures (if any) to ensure compliance with applicable regulations.

The implementation of transactions with related parties must comply with the provisions of Article 167 of the Law on Enterprises 2020, relevant provisions of Decree No. 155/2020/ND-CP, and the Company's Charter; and must fully comply with information disclosure obligations as well as approval procedures within the competent authority, ensuring transparency and legal validity of such transactions.

The Board of Directors requests the Executive Board to further improve internal procedures, strengthen control mechanisms, and perform periodic reporting on related-party transactions to ensure full compliance with applicable regulations in the coming period.

2. BOD Remuneration in 2025

Board of Directors' Remuneration in 2025

No.	Position	Approved Monthly Remuneration	Paid in 2025	Note
1	Chairman of the BOD	VND 5.000.000	VND 5.000.000	
2	BOD Member	VND 3.000.000	VND 3.000.000	

III. BUSINESS PLAN FOR 2026

In 2026, the Company will continue to focus its resources on expanding its customer base, increasing water sales revenue, and reducing water losses. It will also optimize costs, improve employees' income, and enhance the Company's overall profitability.

1. Key Targets

1.1 Business Targets

No.	Indicators	Unit	Plan 2026	Actual 2025	% vs Plan
1	Revenue	VND billion	81.42	77.16	105.52%

No.	Indicators	Unit	Plan 2026	Actual 2025	% vs Plan
1.1	Clean water revenue	VND billion	71.36	64.94	109.89%
1.2	Construction revenue	VND billion	8.29	7.96	104.22%
1.3	Revenue from relocation of water supply systems	VND billion	0.63	2.06	30.78%
1.4	Financial income	VND billion	0.49	1.41	34.58%
1.5	Other income	VND billion	0.65	0.79	81.99%
2	Profit before tax	VND billion	15.23	17.27	88.16%
3	Profit after tax	VND billion	12.13	13.75	88.21%
4	Net profit margin	%	14.90%	17.82%	83.70%
5	Charter capital	VND billion	180	180	100%

1.2 Investment Plan

No.	Description	Unit	Total Investment Value (VND)
1	Replacement of outdated, blurred, and expired water meters	Package	4,000,000,000
2	Relocation of water meters from inside premises to outside and replacement of D27 steel pipes before meters	Package	8,180,000,000
3	Rehabilitation and replacement of old pipelines in Pleiku and Ayun Pa	Package	10,300,000,000
4	Investment in expansion of the water supply network in Thong Nhat, An Phu, Hoi Phu, and Ayun Pa wards	Package	28,114,000,000
5	Establishment of DMA zones and implementation of non-revenue water reduction	Package	4,300,000,000
6	Waterproofing of the treatment complex at Bien Ho Water Plant (formerly: construction of treatment cluster and chemical house with capacity of 10,000 m ³ /day-night at Bien Ho Plant)	Package	800,000,000
7	Replacement of raw water pumps at Bien Ho pumping station (formerly: construction of booster pumping station at Bien Ho Plant)	Package	2,400,000,000
8	Replacement of DN500 raw water pipeline at Bien Ho Water Plant	Package	1,890,000,000
9	Installation of raw water monitoring equipment at Bien Ho Water Plant	Package	800,000,000
10	Interior painting and repairs at Bien Ho Water Plant	Package	700,000,000
11	Installation of public drinking water fountains in Pleiku (04 units)	Package	160,000,000
12	Construction and repair of the fence at Iarbol Water Plant	Package	150,000,000
	Total		61,794,000,000

Here is the English translation in a formal, report-ready style:

The total proposed investment budget is VND 61,794,000,000, of which:

- Investment from equity: VND 36,794,000,000
- Investment from borrowings: VND 25,000,000,000

(As proposed by the Company's Board of Management in Submission No. 06/2026/GLW/BGD-TTr dated March 19th, 2026 on the 2026 production and business plan.)

2. Implementation Solutions

To achieve the 2026 targets, the Company will focus on implementing the following key solution groups:

- Prioritize the rehabilitation and replacement of old and deteriorated pipelines to minimize leakage, reduce water loss, and ensure water supply safety;
- Strengthen the replacement, inspection, and standardization of water meters to improve the accuracy of consumption measurement;
- Prioritize investment in expanding the water supply network in areas with strong potential for customer growth;
- Accelerate the establishment of District Metered Areas (DMA) to enhance monitoring and reduce non-revenue water;
- Improve the salary system based on the 3P model (Position – Person – Performance) and task-based remuneration mechanisms to enhance labor productivity;
- Continue to implement and finalize digital transformation programs, ensuring synchronized application across the Company;
- Proactively work with regulatory authorities (Department of Construction, Gia Lai Provincial People's Committee) to propose appropriate adjustments to water tariffs in line with input costs and actual conditions.

In addition, based on the 2025 business results with profit after tax reaching VND 13.75 billion, the Board of Directors has agreed with the proposal of the Executive Board to submit to the General Meeting of Shareholders for consideration and approval of a 2025 dividend payment plan at a rate of 5% of charter capital.

This report presents the Board of Directors' activities, the Company's 2025 performance results, and the 2026 business plan, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of Directors
Chairman



HA PHUOC TUAN



Gia Lai Water Supply Sewerage Joint Stock Company
Address: 388 Ly Thai To Street – Dien Hong Ward - Gia Lai
Province

Tel: 0269 3871068
Website: capthoatnuocgialai.com



No. 01/2026/BC-BKS

Gia Lai, March 21th, 2026

REPORT OF THE SUPERVISORY BOARD

On the Company's Business Results, the Performance of the Board of Directors, the Management Board, the Supervisory Board in 2025, and the 2026 Plan

Dear Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company,
Pursuant to the provisions of the Enterprise Law and the Charter of Gia Lai Water Supply Sewerage Joint Stock Company, the Supervisory Board of the Company has carried out its duties and powers to monitor the company's business performance, as well as the activities of the Board of Directors and the Management Board in 2025. We hereby report the results as follows:

1. Monitoring activities of the Board of Directors and the Management Board in managing the Company

In 2025, the Supervisory Board ("SB") closely cooperated with the Board of Directors ("BoD") and the Management Board ("MB") to monitor the implementation of resolutions from the General Meeting of Shareholders ("GMS") and BoD resolutions. The BoD, comprising five members, maintained a structure in compliance with legal requirements and the Company Charter, holding meetings and conducting written consultations to pass decisions as required.

In 2025, the Board of Directors held eight meetings and issued seven resolutions and decisions to implement the business plan as well as the matters approved by the 2025 Annual General Meeting of Shareholders. According to the assessment of the Supervisory Board, the resolutions and decisions of the Board of Directors were consistent with the strategic orientation and business plan approved by the General Meeting of Shareholders.

The Chairman and members of the BoD actively carried out assigned tasks, promptly researched and made resolutions and decisions to support the MB in conducting business activities or addressing challenges in operations.

Detailed performance results of the Company in 2025 are as follows:

Indicator	Unit	Actual 2024	2025		Comparison	
			Actual	Plan	2025/2024	2025/Plan 2025
Domestic water consumption volume	m ³	7,619,103	7,663,057	8,141,617	100.58%	94.12%
Average water tariff	VND/m ³	8,511	8,474	8,512	99.57%	99.55%
Non-revenue water (NRW)	%	31.2%	25.4%	26.5%	81.33%	95.55%
TOTAL REVENUE	VND billion	74.55	77.16	81.29	103.50%	94.92%
Domestic water revenue	VND billion	64.84	64.94	69.30	100.14%	93.70%
Construction & other	VND billion	9.70	12.22	11.99	125.95%	101.97%

Indicator	Unit	Actual 2024	2025		Comparison	
			Actual	Plan	2025/2024	2025/Plan 2025
revenue						
TOTAL COSTS	VND billion	58.87	59.88	64.14	101.72%	93.37%
Direct costs	VND billion	36.41	36.29	39.58	99.67%	91.69%
Indirect costs	VND billion	10.70	11.06	11.60	103.37%	95.28%
Depreciation expenses	VND billion	11.75	12.53	12.96	106.61%	96.70%
Financial expenses	VND billion	0.00	—	0.00	—	0.00%
Other expenses	VND billion	0.01	0.01	0.00	—	0.00%
Profit before tax (PBT)	VND billion	15.68	17.27	17.15	110.18%	100.70%
Corporate income tax (CIT) expense	VND billion	3.23	3.52	3.48	108.78%	101.12%
Profit after tax (PAT)	VND billion	12.44	13.75	13.67	110.55%	100.60%

2. Supervisory Board's assessment of the Company's operations and financial status

The 2025 financial statements, audited by Grant Thornton Vietnam Co., Ltd., were confirmed to provide a true and fair view of the Company's financial position as of December 31, 2025, as well as its operational results and cash flows for the year ended in compliance with Vietnamese accounting standards and relevant legal regulations. Key figures from the audited financial statements include:

		Unit: VND
Item	Year 2025	
1. Revenue from sales and service provision	72,892,265,567	
2. Deductions from revenue		
3. Net revenue from sales and service provision (10 = 01 - 02)	72,892,265,567	
4. Cost of goods sold	48,241,826,739	
5. Gross profit from sales and service provision (20 = 10 - 11)	24,650,438,828	
6. Financial income	1,413,005,479	
7. Financial expenses	-	
– of which: Interest expenses	4,351,698,205	
8. Selling expenses	7,281,671,290	
9. General and administrative expenses	14,430,074,812	
10. Operating profit (30 = 20 + (21 - 22) – 25 – 26)	2,851,551,532	
11. Other income	9,517,825	
12. Other expenses	2,842,033,707	
13. Other profit (40 = 31 - 32)	17,272,108,519	
14. Total accounting profit before tax (50 = 30 + 40)	3,517,124,277	
15. Current corporate income tax expenses		
16. Deferred corporate income tax expenses	13,754,984,242	
17. Net profit after corporate income tax (60 = 50 - 51 - 52)	72,892,265,567	

Based on the review of the audited Financial Statements for 2025, the Supervisory Board has noted that during the period from January 1, 2024 to December 31, 2025, the Company had transactions with related parties (as defined in Clause 23, Article 4 of the Law on Enterprises 2020 and Clause 46, Article 4 of the Law on Securities 2019). However, the Company has not performed extraordinary information disclosure for these transactions in accordance with the provisions of Article 11 of Circular No. 96/2020/TT-BTC, and has not fully disclosed such information in the management report in accordance with the template prescribed in Appendix V issued together with Circular No. 96/2020/TT-BTC. This may result in legal risks and affect transparency and shareholders' access to information.

3. Supervisory Board remuneration in 2025

In 2025, the Supervisory Board's remuneration was as follows:

No.	Position	Total Remuneration Approved by 2025 GMS (VND)	Actual Payment in 2025 (VND)	Note
	Total remuneration for Supervisory Board			
1	Head of Supervisory Board	36,000,000	36,000,000	
2	Member of Supervisory Board	24,000,000	24,000,000	

4. Coordination between the Supervisory Board, the Board of Directors, the Management Board, and shareholders

- The SB received full information and resolutions from the BoD, including the business results report and the 2025 audited financial statements.
- SB members participated in BoD meetings, closely following the Company's activities and the implementation of GMS resolutions.
- The SB maintained independence in its monitoring activities. During the year, the SB did not receive any complaints from shareholders regarding the directives or management of the BoD, SB, MB, or other key personnel.

5. Assessment of the Supervisory Board's activities, summary of meetings, and recommendations

- Within the scope of its responsibilities, as defined in the Company Charter and the Enterprise Law, the SB strived to fulfill its duties in 2025.
- The SB held four meetings during the year to assign monitoring tasks to each member, ensuring high efficiency in the supervisory process.

CONCLUSION

From our oversight activities in 2025, the SB concludes:

- The Company, as well as members of the BoD, MB, SB, and the Chief Accountant, largely adhered to legal regulations, the Company Charter, and internal regulations in 2025.
- Going forward, the Company should focus on enhancing its management system and human resources framework to match its current scale and future growth plans.

We respectfully submit this report to the GMS for consideration and approval.

Sincerely,

**For and on behalf of the Supervisory Board
Head of the Board**

A handwritten signature in black ink, appearing to read 'ho thi xuan', with a long horizontal stroke extending to the left.

Ho Thi Xuan

REGULATIONS ON ORGANIZATION AND VOTING AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

**To: The Annual General Meeting of Shareholders 2026
GIA LAI WATER SUPPLY SEWERAGE JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law 2020 and guiding documents for implementation;
- Pursuant to the Charter on Organization and Operation of the Company.

In order for the Annual General Meeting of Shareholders 2026 ("the Meeting") of Gia Lai Water Supply Sewerage Joint Stock Company ("the Company") to be conducted quickly, smoothly, achieve successful results, ensure the rights of shareholders, and comply with the provisions of the Enterprise Law and the Company's Charter,

The Organizing Committee of the Meeting respectfully submits to the General Meeting of Shareholders for approval the "Regulations on Organization and Voting at the Annual General Meeting of Shareholders 2026" ("the Regulations") with the following main contents:

Article 1. Tasks of the Meeting

- To vote on the Regulations on Organization and Voting at the Meeting; Vote Counting Committee.
- To discuss and vote on the report of the Board of Directors and the General Director on activities in 2025 and the implementation plan for 2026; Report on the activities of the Supervisory Board in 2025;
- To discuss and vote on the Audited Annual Financial Statements for 2025;
- To discuss and vote on the Submission on the Plan for Profit Distribution in 2025;
- To discuss and vote on the Submission on the payment of remuneration to the Board of Directors and the Supervisory Board in 2025 and the plan for 2026;
- To discuss and vote on the Submission on the selection of the Auditing Firm for the Financial Statements in 2026;
- To discuss and vote on the Submission on the Production and Business Plan for 2026;
- To discuss and vote on the Submission on other matters within the authority of the General Meeting of Shareholders;
- To discuss other issues arising at the Meeting;
- To vote on the Meeting Minutes and Resolutions of the Meeting;
- Other matters at the Meeting.

Article 2. Shareholders Attending the General Meeting of Shareholders:

All shareholders of the Company whose names are on the list of shareholders established on March 18, 2025, have the right to attend the Annual General Meeting of Shareholders 2025 of the Company.

1. Shareholders or authorized persons, when attending the Meeting, must register with the Shareholder Qualification Verification Committee to receive Voting Ballots, Election Ballots, Voting Cards, and Discussion Ballots, which include the name of the shareholder or authorized person, voting code, and the corresponding number of voting shares of the shareholder.
2. Shareholders or authorized representatives, when entering the Meeting room, must be present at the specified time and complete the registration procedures with the Organizing Committee of the Meeting. Shareholders or authorized representatives must bring the following documents to prove their eligibility to attend and complete the registration and confirmation procedures with the Organizing Committee of the Meeting:

(A) In case the shareholder is an individual directly attending the Meeting, they must bring:

- Original ID card/Citizen Identification Card/Passport that is still valid.

(B) In case the shareholder is an individual authorizing another person to attend the Meeting, the authorized representative must bring:

- Original ID card/Citizen Identification Card/Passport that is still valid; and
- Valid Power of Attorney in accordance with the Company's form.

(C) In case the shareholder is an organization whose legal representative directly attends the AGM, the legal representative of the organization must bring:

- A certified true copy of the Business Registration Certificate/Establishment Decision; and
- Original ID card/Citizen Identification Card/Passport of the legal representative that is still valid.

(D) In case the shareholder is an organization that authorizes another person who is not the legal representative of the organization to attend the Meeting, this authorized person must bring:

- Original ID card/Citizen Identification Card/Passport of the authorized person that is still valid;
- A certified true copy of the Business Registration Certificate/Establishment Decision; and
- Valid Power of Attorney in accordance with the Company's form.

In case the Shareholder or authorized representative cannot present the documents to prove their eligibility to attend in accordance with the cases (A), (B), (C), and (D) above, the Organizing Committee of the Meeting has the right and will refuse the Shareholder or authorized representative to attend the Meeting.

3. The person authorized to attend the Meeting must use the Power of Attorney form sent by the Company with the Notice of Meeting, and is not allowed to re-authorize a third person to attend the Meeting;
4. No smoking in the Meeting room;

5. Do not engage in private conversations, do not use mobile phones during the Meeting. All mobile phones must be turned off or set to silent mode;
6. Recording audio or video at the Meeting must be permitted by the Chair and/or agreed upon by all shareholders attending the Meeting.
7. Shareholders/authorized persons attending the Meeting, during the entire duration of the Meeting, must sit in the correct positions and areas designated by the Organizing Committee of the Meeting, comply with the guidance of the Presidium, behave civilly and politely, and comply with the security and order regulations at the meeting venue as required by the Organizing Committee of the Meeting.
8. For the common benefit of the Meeting, Shareholders/authorized persons attending the Meeting may be refused attendance by the Organizing Committee of the Meeting if they violate or fail to comply with the safety and security regulations at the meeting.

Article 3. Presidium

1. The Presidium consists of a maximum of 03 people, including 01 Chair who is the Chairman of the Board of Directors and a maximum of 02 members appointed by the Chairman of the Board of Directors. The Chairman of the Board of Directors is the Chair of the General Meeting of Shareholders. The Presidium manages the work of the Meeting according to the content and program presented by the Board of Directors ("BOD") and approved by the Meeting.
2. Tasks of the Presidium:
 - a. Manage the activities of the Company's General Meeting of Shareholders according to the expected program of the BOD that has been approved by the General Meeting of Shareholders;
 - b. Guide shareholders and/or authorized representatives and the Meeting to discuss the contents in the program;
 - c. Present draft conclusions on issues that need to be voted on by the Meeting;
 - d. Discuss and clarify issues related to the Meeting agenda at the request of shareholders;
 - e. Decide and handle issues arising during the Meeting.
3. Principles of Operation of the Presidium:

The Chair is the highest authority in managing and deciding at the Meeting. Members of the Presidium perform the tasks assigned/authorized by the Chair.

Article 4. Secretariat of the Meeting

1. The Secretariat of the Meeting consists of a maximum of 02 people appointed by the Chair; responsible to the Chair, the Presidium, and the General Meeting of Shareholders for their tasks and under the direction of the Chair.
2. Tasks of the Secretariat:
 - a. Assist the Presidium in announcing the contents of the program, draft documents, conclusions, Resolutions of the Meeting, and announcements of the Presidium to the shareholders when requested;
 - b. Receive and arrange registration forms for shareholders' opinions, and forward them to the Presidium for decision;

- c. Record fully and accurately the entire content of the Meeting and issues that have been approved or noted by the shareholders in the Meeting Minutes;
- d. Draft Resolutions on issues approved at the Meeting;
- e. Read the contents of the Meeting Minutes as a basis for the Meeting to approve;
- f. Perform other tasks as requested or assigned by the Chair.

Article 5. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the General Meeting consists of a maximum of 3 members, including 1 Chairman and up to 2 members appointed by the Chairman of the Board of Directors of the Company.
2. Responsibilities of the Shareholder Eligibility Verification Committee:
 - Verify the eligibility of shareholders and authorized representatives attending the General Meeting.
 - The committee reports to the General Meeting of Shareholders on the status of shareholders present at the meeting. If the meeting has a sufficient number of shareholders/authorized representatives holding over 51% of the voting shares attending, then the General Meeting can be conducted in accordance with regulations.
 - The Shareholder Eligibility Verification Committee must prepare minutes of the eligibility verification and report on its duties to the General Meeting of Shareholders.
 - After the General Meeting, the committee must hand over the eligibility verification minutes along with the list of shareholders attending the meeting to the Organizing Committee for archiving purposes.
 - Perform other tasks as requested or assigned by the Chairperson.

Article 6. Ballot Committee

1. The Ballot Committee of the General Meeting consists of a maximum of 3 members, including 1 Chairman and up to 2 members nominated by the Chairperson and approved by the General Meeting.
2. Responsibilities of the Ballot Committee:
 - Disseminate the voting rules, electoral regulations, and guide shareholders in the voting and/or election process;
 - Accurately determine the voting results on each matter up for voting, and determine the number of votes for members of the Board of Directors at the General Meeting.
 - Review and report to the General Meeting on any violations of the voting rules, electoral regulations, or petitions related to voting results.
 - Announce the voting and election results to the Secretary for updating in the minutes of the meeting.
 - The Ballot Committee must prepare minutes of the voting process, report on its responsibilities, and be accountable to the General Meeting of Shareholders.

- After the General Meeting, the Ballot Committee must hand over the minutes of the voting process along with all ballot papers to the Organizing Committee for archiving purposes.
- Perform other tasks as requested or assigned by the Chairperson.

Article 7. Discussion at the General Meeting

1. Principles:

- Discussions shall only be conducted within the designated time frame and within the scope of issues presented in the agenda of the General Meeting of Shareholders. If more time for discussion is needed, the Chairperson has the authority to decide on this matter.
- Shareholders or authorized representatives wishing to speak must fill in their complete information and clearly state their discussion points on the Discussion Form provided and submit it to the Secretary of the meeting.
- The Secretary will organize the Discussion Forms and forward them to the Presidium.
- Shareholders or authorized representatives wishing to make a statement or argument must raise their hands and must adhere to the following rules:
 - Obtain approval from the Chairperson;
 - State their name and voting code before speaking;
 - Keep the statement brief and relevant to the agenda of the General Meeting.

2. Response to opinions from shareholders or authorized representatives:

- Based on the Discussion Forms from shareholders, the Chairperson or an appointed representative will respond to the opinions expressed.
- In cases of multiple discussion topics and insufficient time, the Chairperson has full authority to select priority topics for discussion that are most relevant and practical for shareholders.

Article 8. Voting on Issues at the General Meeting

1. Principles:

- All issues on the agenda of the General Meeting must be discussed and voted on publicly by raising voting cards or secret ballot (depending on the voting content) by all shareholders and/or authorized representatives.
- Voting cards/ballots are printed by the Company and distributed to shareholders/authorized representatives at the start of the meeting and will be collected by the Organizing Committee at the end of the General Meeting. Each shareholder/authorized representative is issued one voting card and one ballot. The voting card clearly states the shareholder's code, full name, and number of votes entitled. The ballot includes the voting issues as recorded on the voting card along with the signature of the shareholder/authorized representative.

2. Voting Methods:

2.1. Voting by raising voting cards

- Issues voted on by raising voting cards:
 - Approving the organization regulations and voting at the General Meeting;
 - Approving the agenda of the meeting;
 - Approving the composition of the Ballot Committee;
 - Approving the election regulations (additional) for members of the Board of Directors for the term 2022-2027;
 - Approving the meeting minutes, resolutions of the General Meeting of Shareholders;
 - Other matters within the authority of the General Meeting as decided by the Chairperson.
- Voting procedure using voting cards:
 - Shareholders and/or authorized representatives (in favor, against, or abstaining) for a particular issue will indicate their vote by directly raising the voting card at the General Meeting;
 - When voting is conducted at the General Meeting, shareholders or authorized representatives voting in favor will raise their voting cards high. Members of the Ballot Committee will mark the shareholder's code and the corresponding number of voting shares of each approving shareholder or representative. Similarly, under the direction of the Chairperson, shareholders or authorized representatives who are against or abstaining will sequentially raise their voting cards;
 - Immediately after the voting for each issue proposed by the Chairperson is completed, the Ballot Committee will conduct the vote counting, and the Ballot Committee/Chairperson will announce the voting results to the entire General Meeting.

2.2. Secret Ballot Voting

- Matters subject to voting by secret ballot:
 - Report of the Board of Directors on its activities in 2025; the Company's business performance in 2025 and business plan for 2026;
 - Report of the Supervisory Board on the Company's business performance, supervisory activities, and management activities in 2025 and the plan for 2026;
 - Proposal on approval of the audited Financial Statements of the Company;
 - Proposal on approval of the profit distribution plan for 2025 and the profit distribution plan for 2026;
 - Proposal on approval of remuneration for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026;
 - Proposal on selection of the independent auditor for the 2026 Financial Statements;
 - Proposal on amendments and supplements to the Company's Charter;
 - Proposal on other matters within the authority of the General Meeting of Shareholders;
 - Other matters falling within the authority of the General Meeting of Shareholders.

○ **Voting method by ballot:**

- Shareholders and/or their authorized representatives shall mark (X) or (✓) in the appropriate box (For / Against / Abstention) for each matter to be voted on, as indicated on the ballot;
- Shareholders and/or their authorized representatives shall sign and clearly state their full name on the voting ballot;
- Upon completion, shareholders and/or their authorized representatives shall cast their ballots in accordance with the instructions of the Vote Counting Committee at the Meeting.

3. Voting Regulations:

- **3.1.** Each one (01) share shall carry one (01) voting right. Each shareholder and/or authorized representative attending the General Meeting of Shareholders shall be issued one (01) voting ballot, representing the corresponding voting rights.
- **3.2** Matters submitted to the General Meeting of Shareholders shall be approved when they receive affirmative votes representing more than 51% of the total voting shares of all shareholders attending and voting at the Meeting, including:
 - Report of the Board of Directors on its activities in 2025; the Company's business performance in 2025 and business plan for 2026;
 - Report of the Supervisory Board on the Company's business performance, supervisory activities, and management activities of the Board of Directors and the Executive Board in 2025 and the plan for 2026;
 - Proposal on approval of the audited Financial Statements of the Company;
 - Proposal on approval of the profit distribution plan for 2025 and the profit distribution plan for 2026;
 - Proposal on approval of remuneration for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026;
 - Proposal on selection of the independent auditor for the 2026 Financial Statements;
 - Proposal on other matters within the authority of the General Meeting of Shareholders;
 - Other matters falling within the authority of the General Meeting of Shareholders, except for those specified in Clause 3.3, Article 3 of this Regulation.

3.3. Issues voted on at the General Meeting shall be approved if 65% or more of the votes represented by the shareholders participating in the meeting agree:

- Proposal to amend and supplement the Company's Charter;
- And some other issues according to the provisions of the Company's Charter (if any).

Article 09. Minutes and Resolutions of the General Meeting of Shareholders: The meeting minutes and resolutions of the General Meeting of Shareholders must be prepared, read, and approved by the Secretary before the meeting is adjourned.

Article 10. Implementation of the Regulations:

Shareholders and authorized representatives attending the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders. Shareholders or authorized representatives who violate these regulations will be considered by the Presidium depending on the severity of the violation and may face sanctions according to the Company's Charter and the Enterprise Law.

These working and voting regulations at this General Meeting were presented to the Company's General Meeting of Shareholders and were approved when more than 51% of the shareholders participating in the meeting and voting agreed.

These regulations take effect from the time they are approved by the Company's Annual General Meeting of Shareholders in 2026 and will expire after the conclusion of the meeting.

The Chairman of the Board of Directors – the Chairperson of the Meeting will sign and issue these regulations after the General Meeting of Shareholders approves the full text of the regulations.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOD**



HA PHUOC TUAN

MEETING AGENDA

THE 2026 ANNUAL GENERAL SHAREHOLDERS' MEETING GIALAI WATER SUPPLY SEWERAGE JOINT STOCK COMPANY

- Time: 08:00 AM, April 22nd, 2026
- Venue: Khanh Linh Hotel, No. 232 Nguyen Tat Thanh Street, Pleiku Ward, Gia Lai Province.

No.	Time	Content	Chairperson
1	08:00–08:30	- Welcome participants; - Registration procedures, verification of shareholder/attendee eligibility; - Distribution of meeting materials.	Organizing Committee
2	08:30–08:45	- Opening of the Meeting; - Report on verification of shareholder/attendee eligibility.	Eligibility Verification Committee
3	08:45–09:00	- Introduction of the Presidium, appointment of the Secretary/Secretariat & approval of the Vote Counting Committee; - Approval of the Meeting Agenda; - Approval of the Regulation on Organization and Voting at the Meeting.	Chairperson
4	09:00–09:10	Report of the Board of Directors on 2025 performance and 2026 plan	Chairman of the Board of Directors
5	09:10–09:20	Report of the Management on 2025 business performance and 2026 business plan	Chief Executive Officer
6	09:20–09:35	Report of the Supervisory Board on 2025 performance	Head of the Supervisory Board
7	09:35–10:05	Proposals including: - Approval of the audited Financial Statements for 2025; - Approval of the 2025 profit distribution plan; - Approval of remuneration for the Board of Directors and Supervisory Board in 2025 and plan for 2026; - Selection of the auditing firm for 2026 financial statements; - Approval of the 2026 business and investment plan; - Approval of the Regulation on operation of the Board of Directors; - Approval of the Regulation on operation of the Supervisory Board; - Approval of the Information Disclosure Regulation; - Other matters (if any).	Members of the Presidium
8	10:05–10:35	Discussion on reports and proposals	Presidium
9	10:35–10:50	Voting on matters presented at the Meeting	General Meeting of Shareholders
10	10:50–11:00	Vote counting Break	Vote Counting Committee
11	11:00–11:10	Announcement of voting results	Vote Counting Committee
12	11:10–11:20	Adoption of the Resolution of the 2026 Annual General Meeting of Shareholders	Chairman of the Board of Directors

Gia Lai, date... month... year 2026

POWER OF ATTORNEY**TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
GIA LAI WATER JOINT STOCK COMPANY**

*To: The Organizing Committee of the Annual General Meeting of Shareholders 2026
Gia Lai Water Supply Sewerage Joint Stock Company*

1. AUTHORIZING PERSON:

Name of Organization or Individual:

ID Card/Business Registration Number: Date of
Issue: Place of Issue:

Permanent Address/Registered Address:

Phone: Fax:

Shareholder Code: Number of Shares Held: stock

(In words: shares)

2. AUTHORIZED PERSON:

Full Name:

ID Card/Passport Number: Date of Issue: Place of
Issue:

Permanent Address:

Phone: Fax:

Number of Shares Being Authorized: stock

(In words: shares)

3. SCOPE OF AUTHORITY:

The Authorized Person is authorized to represent the Authorizing Person at the Annual General Meeting of Shareholders 2026 of Gia Lai Water Supply Sewerage Joint Stock Company, to exercise all rights and fulfill all obligations of a shareholder at the meeting corresponding to the number of shares being authorized.

This Power of Attorney is effective from the date of signing until the conclusion of the aforementioned Annual General Meeting of Shareholders 2026. The Authorized Person is not permitted to sub-delegate this authority to another person.

We take full responsibility for this authorization and commit to strictly complying with the current regulations of the law and Gia Lai Water Supply Sewerage Joint Stock Company.

Authorized Person
(Signature and Full Name, Seal)

Authorizing Person
(Signature and Full Name)

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

VOTING VOTES

SHAREHOLDER CODE:

Shareholder Name:

ID/Passport No.:

Number of shares owned:

Shares

Number of shares authorized from other
shareholders:

Shares

Total number of voting representative shares

Shares

(Shareholders mark X or √ in the comment box according to each voting content)

TT	CONTENTS	Tán thành	Disapprove	No Comments
1	Report of the Executive Board on the results of production and business activities in 2025 and production and business and investment plans in 2026			
2	Report of the Board of Directors on 2025 performance and 2026 plan			
3	2025 Operating Report and 2026 Operational Plan of the Supervisory Board of the Company			
4	Proposal for approval of the 2025 Audited Financial Statements			
5	Proposal to approve the profit distribution plan in 2025			
6	Proposal to approve the remuneration of the Board of Directors, Supervisory Board in 2025 and the plan for 2026			
7	Proposal to select an auditor for the 2026 financial statements			
8	Proposal for approval of the 2026 production and business plan			
9	Proposal for approval of the Regulation on operation of the Board of Directors			
10	Proposal for approval of the Operation Regulation of the Supervisory Board			
11	Proposal for approval of the Regulation on Information Disclosure			

Instructions:

Delegates vote by selecting and marking (X) or (√) on **one** of the options: "Approve", "Disapprove", "No opinion" for each voting content.

Gia Lai, date..... month.....year 2026

SHAREHOLDERS

(Sign and specify full name)



Gia Lai Water Supply Sewerage Joint Stock Company
Address: 388 Ly Thai To Street – Dien Hong Ward - Gia Lai
Province

Tel: 0269 3871068
Website: capthoatnuocgialai.com

No.: 01/2026/TTr-HĐQT

Gia Lai, April 01st, 2026

PROPOSAL

Re: Approval of the Company's audited financial statements

To: The 2026 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

- Based on the Enterprise Law 2020 and its implementing documents;
- Based on the Charter on the Organization and Operation of Gia Lai Water Supply Sewerage Joint Stock Company.

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the financial statements audited by Grant Thornton (Vietnam) Co., Ltd. of Gia Lai Water Supply Sewerage Joint Stock Company as of December 31st, 2025, which include the following items:

- Audit report;
- Balance sheet;
- Income statement;
- Cash flow statement;
- Notes to the financial statements.

(The detailed content can be found in the summary of the audited financial statements attached hereto, with the full version available on the company's website: capthoatnuocgialai.com)

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

Recipients:

- As above;
- BOD Secretary.

**On behalf of the Board of Directors
CHAIRMAN**



HA PHUOC TUAN



Gia Lai Water Supply Sewerage Joint Stock Company
Address: 388 Ly Thai To Street – Dien Hong Ward - Gia Lai
Province

Tel: 0269 3871068
Website: capthoatnuocgialai.com

No.: 02/2026/TTr-HĐQT

Gia Lai, April 01st, 2026

PROPOSAL

Re: Approval of the Profit Distribution Plan for 2025

To: The General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

Based on the audited financial statements of Gia Lai Water Supply Sewerage Joint Stock Company for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Profit Distribution Plan for 2025, as follows:

No.	Content	Unit	Actual 2025 (VND)
1	Revenue from sales and service provision	VND	72,892,265,567
2	Profit before tax (PBT)	VND	17,272,108,519
3	Profit after corporate income tax (PAT)	VND	13,754,984,242
4	Accumulated profit after tax for 2025	VND	13,754,984,242
5	Profit distribution for 2025	VND	
5.1	– Dividends for 2025 (5% of charter capital, paid in cash)	VND	9,000,000,000
5.2	– Allocation to the Development Investment Fund (20% of accumulated PAT for 2025)	VND	2,750,996,848
5.3	– Allocation to the Bonus and Welfare Fund (14.57% of PAT), including:	VND	2,003,987,394
a	• Bonus for the Executive Board (2.18% of PAT)	VND	300,000,000
b	• Bonus and Welfare Fund (12.39% of PAT)	VND	1,703,987,394
6	Retained earnings carried forward to the following year	VND	0

- Dividends are to be distributed before July 31st, 2026.

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

Recipients:

- As above;
- BOD Secretary.

On behalf of the Board of Directors
CHAIRMAN



HA PHUOC TUAN



Gia Lai Water Supply Sewerage Joint Stock Company
Address: 388 Ly Thai To Street - Yen Do Ward - Pleiku City -
Gia Lai Province

Tel: 0269 3871068
Website: capthoatnuocgialai.com

No.: 03/2026/TTr-HĐQT

Gia Lai, April 01st, 2026

PROPOSAL

Re: Approval of the Remuneration Payment for the Board of Directors and Supervisory Board for 2025, and the Remuneration Plan for 2026

To: The 2026 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders ("GMS") for approval the payment of remuneration for the Board of Directors ("BOD") and the Supervisory Board ("SB") for 2025, and the total remuneration plan for the BOD and SB for 2026 as follows:

1. Approval of remuneration for the Board of Directors (BOD) and Supervisory Board (SB) in 2025:

No.	Item	Planned total remuneration for 2025 (VND)	Actual remuneration for 2025(VND)	Notes
I.	Board of Directors	204.000.000	204.000.000	
1	BOD Chairman	60.000.000	60.000.000	5.000.000 VND/month
2	BOD Members	36.000.000	36.000.000	3.000.000 VND/month
II.	Supervisory Board	84.000.000	84.000.000	
1	SB Chairman	36.000.000	36.000.000	3.000.000 VND/month
2	SB Members	24.000.000	24.000.000	2.000.000 VND/month
III.	Total (I) and (II)	288.000.000	288.000.000	

2. Approval of remuneration plan for the BOD and SB in 2026:

No.	Item	Planned total remuneration for 2026 (VND)	Notes
I.	Board of Directors	204.000.000	
	- Chairman	60.000.000	5.000.000 VND/month
	- Members	36.000.000	3.000.000 VND/month
II.	Supervisory Board	84.000.000	
	- Chairman	36.000.000	3.000.000 VND/month
	- Members	24.000.000	2.000.000 VND/month
III.	Total (I) and (II)	288.000.000	

We respectfully submit this matter to the General Meeting of Shareholders for review and approval.

Recipients:

- As above;
- BOD Secretary.

On behalf of the Board of Directors
CHAIRMAN



HA PHUOC TUAN

No.: 04/2026/TTr-HĐQT

Gia Lai, April 01st, 2026

PROPOSAL

Re: Approval of the 2026 Business Plan

To: The 2026 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

- Based on the Enterprise Law 2020 and related implementing documents;
- Based on the Charter of Gia Lai Water Supply Sewerage Joint Stock Company.

The Board of Directors of Gia Lai Water Supply Sewerage Joint Stock Company (“Company”) respectfully submits to the Annual General Meeting of Shareholders 2026 for approval the Company’s 2026 business plan, including the following contents:

I. 2026 BUSINESS PLAN

Indicator	Unit	Plan 2026	Actual 2025	Comparison (Plan 2026 / Actual 2025)
Domestic water consumption volume	m ³	8,219,739	7,663,057	107.26%
Average water tariff	VND/m ³	8,681	8,474	102.44%
Non-revenue water (NRW)	%	21.8%	25.4%	86.12%
TOTAL REVENUE	VND billion	81.42	77.16	105.52%
Domestic water revenue	VND billion	71.36	64.94	109.89%
Construction & other revenue	VND billion	10.06	12.22	82.35%
TOTAL COSTS	VND billion	66.19	59.88	110.53%
Direct costs	VND billion	38.38	36.29	105.75%
Indirect costs	VND billion	11.74	11.06	106.22%
Depreciation expenses	VND billion	15.70	12.53	125.27%
Financial expenses	VND billion	0.38	0.00	—
Other expenses	VND billion	—	0.01	—
Profit before tax (PBT)	VND billion	15.23	17.27	88.16%
Corporate income tax (CIT) expense	VND billion	3.09	3.52	87.95%
Profit after tax (PAT)	VND billion	12.13	13.75	88.21%
Dividend		To be determined by the 2026 General Meeting of Shareholders		

II. 2025 INVESTMENT PLAN

In parallel with achieving the objectives to meet the set targets, the Management Board of Gia Lai Water Supply Sewerage Joint Stock Company proposes the 2026 investment plan with the following main items:

No.	Description	Unit	Total Investment Value (VND)
1	Replacement of outdated, blurred, and expired water meters	Package	4,000,000,000
2	Relocation of water meters from inside premises to outside and replacement of D27 steel pipes before meters	Package	8,180,000,000
3	Rehabilitation and replacement of old pipelines in Pleiku and Ayun Pa	Package	10,300,000,000
4	Investment in expansion of the water supply network in Thong Nhat, An Phu, Hoi Phu, and Ayun Pa wards	Package	28,114,000,000
5	Establishment of DMA zones and implementation of non-revenue water reduction	Package	4,300,000,000
6	Waterproofing of the treatment complex at Bien Ho Water Plant (formerly: construction of treatment cluster and chemical house with capacity of 10,000 m ³ /day-night at Bien Ho Plant)	Package	800,000,000
7	Replacement of raw water pumps at Bien Ho pumping station (formerly: construction of booster pumping station at Bien Ho Plant)	Package	2,400,000,000
8	Replacement of DN500 raw water pipeline at Bien Ho Water Plant	Package	1,890,000,000
9	Installation of raw water monitoring equipment at Bien Ho Water Plant	Package	800,000,000
10	Interior painting and repairs at Bien Ho Water Plant	Package	700,000,000
11	Installation of public drinking water fountains in Pleiku (04 units)	Package	160,000,000
12	Construction and repair of the fence at Iarbol Water Plant	Package	150,000,000
	Total		61,794,000,000

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

Recipients:

- As above;
- BOD Secretary.

On behalf of the Board of Directors
CHAIRMAN



HA PHUOC TUAN

**GIA LAI WATER SUPPLY
SEWERAGE JOINT STOCK
COMPANY**

No.: 06/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April 1st, 2026

PROPOSAL

Re: Promulgation of the Regulation on the Operation of the Board of Directors

To: The General Meeting of Shareholders of Gia Lai Water Supply and Sewerage Joint Stock Company

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Charter on organization and operation of Gia Lai Water Supply and Sewerage Joint Stock Company;

In order to improve the corporate governance mechanism and enhance the operational efficiency of the Board of Directors in accordance with legal regulations and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Regulation on the Operation of the Board of Directors of Gia Lai Water Supply and Sewerage Joint Stock Company.

The Regulation mainly provides for the following contents:

- Principles of operation of the Board of Directors;
- Rights and responsibilities of the Board of Directors;
- Working procedures, meetings, and adoption of resolutions of the Board of Directors;
- Responsibilities of the Chairman and members of the Board of Directors;
- Coordination between the Board of Directors, the Executive Board, and relevant departments.

(Detailed contents are provided in the attached Draft Regulation on the Operation of the Board of Directors.)

The Board of Directors respectfully submits this matter to the General Meeting of Shareholders for consideration and approval for issuance and implementation throughout the Company.

Recipients:

- As above;
- Filed: Board of Directors' Secretariat.

On behalf of the Board of Directors
CHAIRMAN



HA PHUOC TUAN



Tel: 0269 3871068
Website: capthoatnuocgialai.com

Số: 01/2026/TTr-BKS

Gia Lai, April 1st, 2026



Re: Selection of the Auditor for the 2026 Financial Statements

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Charter of Gia Lai Water Supply and Sewerage Joint Stock Company and relevant legal regulations, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the selection of auditing firms to conduct the audit of the Company's 2026 financial statements, as follows:

1. Selection Criteria

- Legally operating in Vietnam;
- Having a reputable audit quality and experience in auditing companies in the same industry in Vietnam;
- Possessing a team of highly qualified and experienced auditors;
- Meeting the Company's requirements in terms of audit scope and timeline;
- Offering reasonable audit fees commensurate with audit quality.

2. List of Auditing Firms

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the following list of auditing firms to audit the Company's 2026 financial statements:

1. Grant Thornton (Vietnam) Co., Ltd.
2. International Auditing Company Limited (iCPA)
3. UHY Auditing and Consulting Company Limited (UHY)

3. Implementation Plan

The Supervisory Board proposes that the General Meeting of Shareholders authorize the Board of Directors to proceed under the following options:

- **Option 1:** Select one (01) auditing firm from the above list to audit the Company's 2026 financial statements;
- **Option 2:** In case all auditing firms in the above list fail to meet the required criteria or legal regulations, authorize the Board of Directors (and/or the Chairman of the Board of Directors) to select another qualified auditing firm that fully meets the criteria and legal requirements to conduct the audit of the Company's 2026 financial statements.



Công ty Cổ phần Cấp thoát nước Gia Lai
Trụ sở: 388 Lý Thái Tổ, P.Diên Hồng, tỉnh Gia
Lai, Việt Nam.

Tel: 0269 3871068
Website: capthoatnuocgialai.com

The Supervisory Board respectfully submits this matter to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Filed at the Office of the Board of Directors' Secretariat.

**On behalf of the Supervisory Board
Head of Supervisory Board**

HO THI XUAN



Gia Lai Water Supply Sewerage Joint Stock Company
Address: 388 Ly Thai To Street – Dien Hong Ward - Gia Lai
Province

Tel: 0269 3871068
Website: capthoatnuocgialai.com

No.: 05/2026/TTr-HĐQT

Gia Lai, April 01st, 2026

PROPOSAL

Re: Selection of the Audit Firm for the 2026 Financial Statements

To: General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

- Based on the Enterprise Law 2020 and its implementing documents;
- Based on the Charter on the Organization and Operation of Gia Lai Water Supply Sewerage Joint Stock Company.

Based on Submission No. 01/2026/TTr-SB dated March 24th, 2026 of the Supervisory Board, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the authorization for the Board of Directors to select one (01) of the three (03) auditing firms proposed by the Supervisory Board to conduct the audit of the Company's 2026 financial statements.

Respectfully submitted.

Recipients:

- As above;
- BOD Secretary.

On behalf of the Board of Directors

CHAIRMAN



HA PHUOC TUAN

**GIA LAI WATER SUPPLY
SEWERAGE JOINT STOCK
COMPANY**

No.: 07/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April 1st, 2026

PROPOSAL

Re: Promulgation of the Charter on the Operation of the Supervisory Board

To: General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

Pursuant to the Law on Enterprises 2020 and its guiding documents;
Pursuant to the Charter of Organization and Operation of Gia Lai Water Supply Sewerage Joint Stock Company;

In order to ensure the mechanism for inspection and supervision of the Company's governance and management activities in accordance with the law and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Charter on the Operation of the Supervisory Board of Gia Lai Water Supply Sewerage Joint Stock Company. The Charter includes the following main contents:

- Principles of organization and operation of the Supervisory Board;
- Rights and responsibilities of the Supervisory Board;
- Working regime and supervision methods of the Supervisory Board;
- Coordination mechanism between the Supervisory Board, the Board of Directors, the Executive Board, and relevant departments.

(Detailed contents are provided in the attached Draft Charter on the Operation of the Supervisory Board.)

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

Recipients:

- As above;
- Filed: Board of Directors' Secretariat.

**On behalf of the Board of Directors
CHAIRMAN**



HÀ PHUOC TUAN

**GIA LAI WATER SUPPLY
SEWERAGE JOINT STOCK
COMPANY**

No.: 08/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April 1st, 2026

PROPOSAL

Re: Promulgation of the Information Disclosure Regulation

To: Board of Directors of Gia Lai Water Supply Sewerage Joint Stock Company

Pursuant to the Law on Enterprises 2020 and its guiding documents;
Pursuant to the Charter of Organization and Operation of Gia Lai Water Supply Sewerage Joint Stock Company;

In order to ensure transparent, complete, and timely information disclosure in accordance with legal regulations, and to enhance corporate governance efficiency and accountability to shareholders and investors, the Board of Directors has prepared the Draft Information Disclosure Regulation of Gia Lai Water Supply Sewerage Joint Stock Company.

The Regulation sets out the principles, authority, responsibilities, and procedures for periodic, ad hoc, and upon-request information disclosure as required by competent state authorities; and defines the responsibilities of relevant individuals and departments in providing and disclosing the Company's information.

(Detailed contents are provided in the attached Draft Information Disclosure Regulation.)

The Board of Directors respectfully submits to the Board of Directors for consideration and approval for promulgation and implementation.

Recipients:

- As above;
- Filed: Board of Directors' Secretariat.

**On behalf of the Board of Directors
CHAIRMAN**



HA PHUOC TUAN