

ANNUAL REPORT 2024
CANTHO WATER SUPPLY – SEWERAGE JOINT STOCK COMPANY
TABLE OF CONTENTS

I.	GENERAL INFORMATION	1
1.	General information:	1
2.	Establishment and development process:	1
3.	Outstanding events in 2024	2
4.	Business lines and locations of the business	3
5.	Information about governance model, business organization and managerial apparatus:	4
6.	Development orientation	6
7.	Risks	7
II.	Operations in the Year	10
1.	Situation of production and business operations	10
2.	Results of business operations in the year	11
3.	Investment status, project implementation status	19
4.	Financial situation	21
5.	Shareholder Structure and Changes in Owners' Equity	23
6.	Environment-Social-Governance (ESG) Report of the Company	25
III.	Reports and assessments of the Board of Management	29
1.	Assessment of operating results	29
2.	Financial situation	31
3.	Improvements in organizational structure, policies, and management	32
4.	Development plans in future	32
5.	Explanation of the Board of Management for auditor's opinions:	33
6.	Assessment Report related to environmental and social responsibilities of the Company.	33
IV.	Assessments of the Board of Directors on the Company's operation	34
1.	Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities	34
2.	Assessment of Board of Directors on Board of Management's performance	35
3.	Plans and orientations of the Board of Directors	35
V.	Corporate Governance	36
1.	Board of Directors	36

2. Board of Supervisors	40
3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors	42
VII. Financial statements	45
1. Auditor's Opinion	
2. Audited financial statements	

I. GENERAL INFORMATION

1. General information:

- Trading name: Cantho Water Supply – Sewerage Joint Stock Company
- Abbreviated name: CANTHOWASSCO
- Business registration certificate number: No. 1800155244 issued by the Department of Planning and Investment of Can Tho City, first issued on 28/06/2004, 12th revised registration on 15/07/2022.
- Charter capital: VND 280.000.000.000
- Owner's capital: VND 280.000.000.000
- Address: 2A Nguyen Trai, Tan An Ward, Ninh Kieu District, Can Tho City, Vietnam.
- Phone number: 0292 381 0188
- Fax number: 0292 381 0188
- Website: ctn-cantho.com.vn
- Securities code: CTW

2. Establishment and development process:

Time	Event
09/04/1927	The authority of Can Tho Province and the Indochina Electric and Water Company (S.C.E.E - France) signed an agreement granting S.C.E.E the rights to invest in and operate the Can Tho Water Plant.
1931	The first completed water treatment plant of the Company was put into operation.
13/03/1957	The second water plant began operation with an initial capacity of 3.700 m ³ /day.
1965	Can Tho Water Plant Management Unit was established.
1972	Can Tho Water Plant Management Unit was renamed Can Tho Water Supply Company.
1973	Can Tho Water Supply Company was renamed Can Tho Water Supply Center.
20/9/1973	Inauguration of Can Tho Water Plant (CT1) with a capacity of 30.000 m ³ /day.
1975 - 1986	The Company underwent five changes in governing authority.
1991	The Company transferred Soc Trang Water Supply Enterprise due to the separation of Hau Giang Province into Can Tho and Soc Trang provinces.
1998	Can Tho Water Plant 2 was put into operation with a capacity of 40.000 m ³ /day.
2002	The Company took over the drainage division and was renamed Can Tho Water Supply - Sewerage Company under Decision No. 2690/QD-CT.UB dated September 12, 2002 by the Chairman of the Can Tho Provincial People's Committee.
28/06/2004	The Chairman of the Can Tho City People's Committee issued Decision No. 1924/QD-CT.UB approving the transformation into Can Tho Water Supply -

	Sewerage Company Limited.
2008	The Company built Ba Lang Water Plant in Cai Rang District, Can Tho City. In 2012, the Company divested and privatized Can Tho 2 Water Supply Joint Stock Company. In addition, the Company built Hung Phu Water Plant and upgraded the capacity of Thot Not, Vinh Thanh, and Can Tho 1 Water Plants.
29/10/2012	Can Tho Water Supply - Sewerage Company Limited was renamed Can Tho Water Supply - Sewerage One Member Limited Liability Company. It initially operated with a total water plant capacity of 121.940 m ³ /day under a parent - subsidiary model.
01/07/2014	Can Tho Water Supply Company No. 2 officially completed equitization and became a Joint Stock Company. The State capital in Can Tho Water Supply Joint Stock Company No. 2 was transferred to Can Tho City People's Committee and officially separated from Can Tho Water Supply - Sewerage One Member Limited Liability Company.
20/05/2015	Can Tho Water Supply - Sewerage One Member Limited Liability Company successfully held its first public auction of shares at the Ho Chi Minh City Stock Exchange, offering 10.000 shares with an average successful bid price of VND 15.200 per share.
25/06/2015	The Company successfully held the General Meeting of Shareholders to establish Can Tho Water Supply - Sewerage Joint Stock Company.
01/07/2015	The Company officially began operating under the Joint Stock Company model under Enterprise Registration Certificate No. 1800155244, 9th amendment, issued by the Department of Planning and Investment of Can Tho City, with a charter capital of VND 280.000.000.000.
16/09/2015	Can Tho Water Supply - Sewerage Joint Stock Company was approved by the State Securities Commission of Vietnam as a public company.
23/02/2016	Can Tho Water Supply - Sewerage Joint Stock Company was granted a certificate of registration for 28.000.000 shares by the Vietnam Securities Depository, with a par value of VND 10,000 per share, and was assigned the stock code "CTW".
2017	The Company merged two subsidiaries – Tra Noc Water Supply Joint Stock Company and O Mon Water Supply Joint Stock Company – into Tra Noc - O Mon Water Supply Joint Stock Company.
2018	The Company upgraded the capacity of Bong Vang Water Plant from 2.500 m ³ /day to 10.000 m ³ /day.
2019	Can Tho City People's Committee divested State capital from the Company, reducing the ownership ratio from 64% to 51%.

3. Outstanding events in 2024

- Certificate of Merit for Outstanding Fulfillment of Tax Obligations in 2023
- Recognized as an Exemplary Unit in the Movement “All People Protect National Security” in 2024
- The Company was awarded the Emulation Flag by the Government for its outstanding and

comprehensive performance, leading the patriotic emulation movement of Can Tho City in 2023.

4. Business lines and locations of the business

a) Business lines

Currently, Cantho Water Supply – Sewerage Joint Stock Company mainly operates in the following fields:

- Exploitation, treatment and supply of domestic water
- Drainage and wastewater treatment
- Installation and transfer of materials and construction projects

b) Business location

Branch/Company	Business location	Telephone number	Note
Cantho Water Supply – Sewerage Joint Stock Company	Ninh Kieu District (6/8 wards): An Binh, An Khanh, Hung Loi, Tan An, Xuan Khanh wards, part of Thoi Binh ward. Cai Rang District (04/07 wards): Hung Phu, Hung Thanh, Tan Phu and Phu Thu wards. Phong Dien District: Phong Dien Town, My Khanh, Tan Thoi, Nhon Nghia Communes, and surrounding areas.	0292 3810 188	Parent company
TraNoc – Omon Water Supply Joint Stock Company	Tra Noc Industrial Parks 1 and 2, Tra Noc Ward, Thoi An Dong Ward – Binh Thuy District. Chau Van Liem Ward, part of Thoi Hoa, Phuoc Thoi, Long Hung, and Thoi Long Wards – O Mon District. Thoi Lai Town, part of Dinh Mon, Thoi Thanh, Tan Thanh, Dong Binh, and Xuan Thang Communes – Thoi Lai District. Co Do Town, part of Thanh Phu and Thoi Xuan Communes – Co Do District.	0292 3843 392	Subsidiary
Thot Not Water Supply JSC	Certain wards of Thot Not District and some communes/towns of Vinh Thanh District.	0292 3851 354	Subsidiary
Water Supply Branch No. 1	55 Tran Van Hoai, Xuan Khanh Ward, Ninh Kieu District, Can Tho City	0292 3839 946	Branch
An Binh Water Supply Branch	302 – 304 AB1, Hong Phat Residential Area, An Binh Ward, Ninh Kieu District, Can Tho City	0292 3914 757	Branch
Hung Phu Water Supply Branch	52A2 Bui Quang Trinh, Phu An Residential Area, Phu Thu Ward, Cai Rang District, Can Tho City	0292 3837 565 - 0292 3736 232	Branch

Branch/Company	Business location	Telephone number	Note
Bong Vang Water Supply Branch	No. 17, My Phuoc Hamlet, My Khanh Commune, Phong Dien District, Can Tho City	0292 3933 329	Branch + Water Plant
Can Tho Water Plant No. 1	298, 30/4 Street, Xuan Khanh Ward, Ninh Kieu District, Can Tho City	0292 3738 447	Branch
Hung Phu Water Plant	Thanh Hoa Area, Phu Thu Ward, Cai Rang District, Can Tho City	0292 3943 180	Branch

5. Information about governance model, business organization and managerial apparatus:

a) Governance model

The governance model of Cantho Water Supply – Sewerage Joint Stock Company is organized, managed and operated in accordance with the provisions of Point a, Clause 1, Article 137 of the 2020 Enterprise Law, specifically as follows:

- General Meeting of Shareholders
- Board of Directors
- Board of Supervisors
- Board of General Directors

b) Management structure

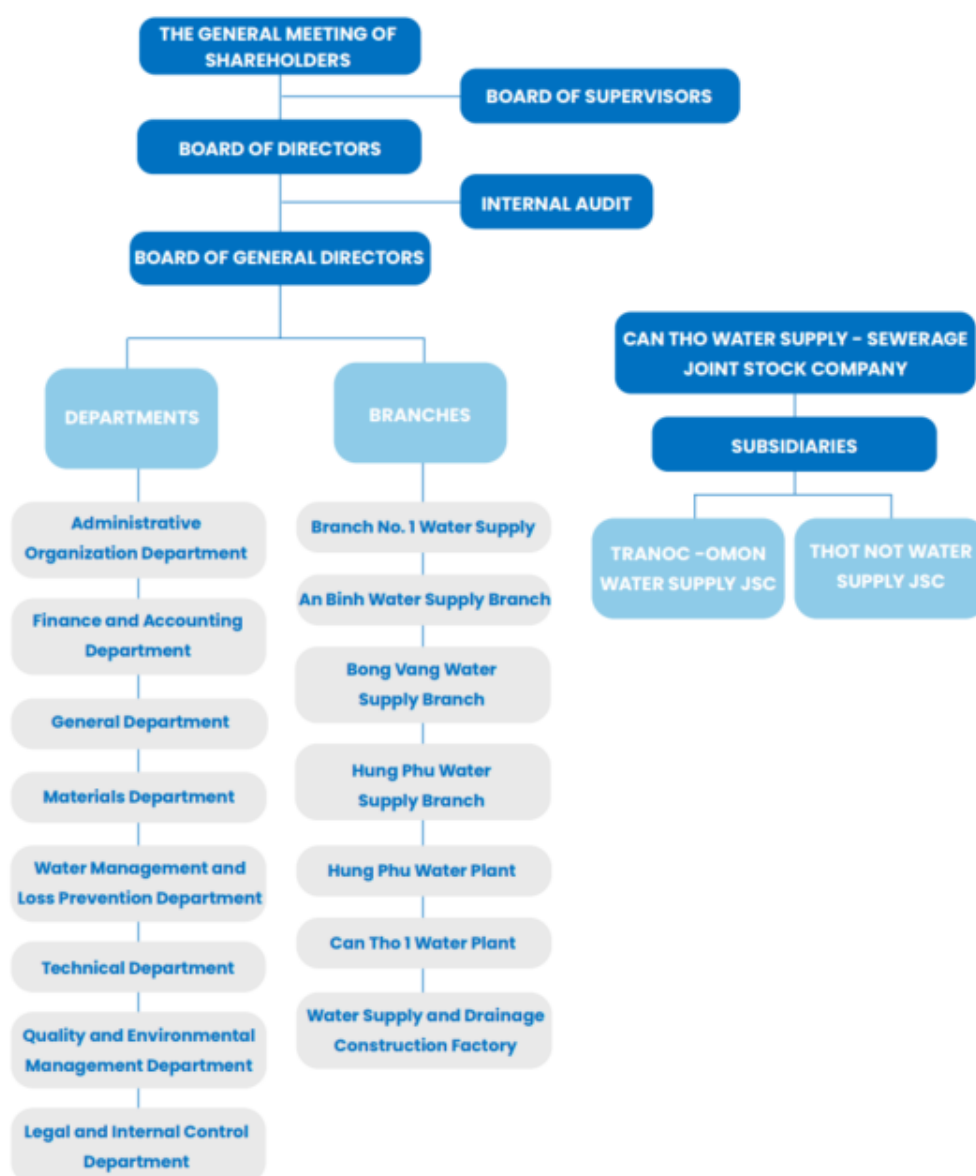


Figure 1: Governance model and management apparatus structure.

c) Subsidiaries, associated companies:

No.	Company Name	Address	Main Business Activities	Charter Capital Contributed	Ownership Ratio of the Company
<i>Company's subsidiaries</i>					
1	Tra Noc - O Mon Water Supply Joint Stock Company	Lot 12A, Tra Noc 2 Industrial Park, O Mon District, Can Tho City, Vietnam.	Extraction, treatment and supply of water; Installation of water supply and drainage systems	79.781.500.000 VND	65,42%

2	Thot Not Water Supply Joint Stock Company	No. 392, National Highway 91, Long Thanh A Ward, Thot Not District, Can Tho City, Vietnam.	Extraction, treatment and supply of water; Installation of water supply and drainage systems	34.500.710.000 VND	85,81%
<i>Affiliated company</i>					
1	Tan Tien Plastic Joint Stock Company (Can Tho) (<i>The company has ceased operations but has not yet completed tax code closure procedures</i>)	30/4 Street, Xuan Khanh Ward, Ninh Kieu District, Can Tho City, Vietnam.	Manufacturing and trading of uPVC pipes and HDPE fittings for the water supply and sewerage sector	10.000.000.000 VND	30,00%

6. Development orientation

a) Main objectives of the Company

Ensuring the production and supply of clean and safe water for the community remains the core objective of CTW in 2024. This includes optimizing the efficiency of the water supply system, improving water quality, and maintaining a flexible distribution network to meet the increasing demand of residents.

The key objectives for 2024 include:

Restructuring and streamlining the organizational apparatus to enhance corporate governance efficiency. The Company aims to attract and recruit qualified personnel to gradually improve the quality of its human resources. Emphasis will be placed on professional training and technical skill development for staff and technical workers, enabling them to master modern technological equipment and meet the Company's growth pace in the new development phase.

Developing a safe water supply plan, reducing water loss, and enhancing the water quality management system to deliver the cleanest and safest water to consumers. Additionally, the Company focuses on wastewater treatment to minimize negative environmental impacts while ensuring efficient water reuse, thereby contributing to the sustainable protection of water resources for the community.

Strengthening customer service development by closely monitoring actual demand to improve service quality. The Company also aims to expand its clean water supply coverage to new urban areas, residential zones, and rural districts. It will implement operation and management contracts for the drainage systems in Ninh Kieu and Binh Thuy districts while seeking new customers in other districts.

Lastly, the Company prioritizes technological development and research to continuously improve operational efficiency and reduce environmental impact in the water supply and sewerage sector. It will continue to invest intensively in advanced technological applications in production to reduce costs, improve product quality, lower prices, enhance public welfare, and increase the Company's overall performance.

b) Development strategies in medium and long term:

Cantho Water Supply - Sewerage Joint Stock Company sets forth detailed and flexible development strategies to maintain stable business operations:

By leveraging its existing strengths - including extensive experience, strong relationships with current customers, and potential to expand its customer base along with competitive advantages - CTW aims to expand its market reach. In addition to improving the quality of existing clean water services, the Company will focus on researching and developing new types of products and services to diversify its business operations.

In the long term, the demand for domestic water in concentrated residential areas across the city and its districts is expected to continue rising, accompanied by the expansion of drainage services to meet social development needs. In response to this trend, the Company will maximize its advantages and seize favorable opportunities to increase market presence, grow its market share, and enhance both revenue and profitability.

CTW continues to leverage its strengths in providing water supply and drainage products and services, supported by modern machinery, production equipment, technical means, and an advanced quality management system. With its longstanding industry experience and reputation, the Company benefits from an expanding customer service network and the capacity to maintain and grow customer relationships. This enables CTW not only to retain its current customer base but also to attract new customers. To this end, the Company will strengthen marketing efforts, build brand identity, implement customer care programs, maintain relationships with traditional customers, and reach out to potential clients.

Lastly, the Company is focused on reinforcing its internal capabilities by restructuring its organizational system, streamlining human resources, and enhancing the professional qualifications of both management and employees. This will form a solid foundation for the effective implementation of its market penetration and development strategy in the future.

c) Sustainable development goals

Cantho Water Supply - Sewerage Joint Stock Company is committed to sustainable development, ensuring that its business activities do not negatively impact the environment or society. In water resource management, the Company intensifies investment in modern technologies, including environmentally friendly wastewater treatment systems and energy-saving solutions during water supply and treatment processes, with the aim of optimizing costs in water production and extraction.

Furthermore, the Company focuses on organizing community awareness programs, encouraging efficient water usage and quality assurance. These efforts not only contribute to building a sustainable living and working environment but also generate long-term value for both the enterprise and the community.

7. Risks

a) Economic risks

In 2024, the global economy experienced relatively stable growth despite negative impacts from ongoing geopolitical tensions in Ukraine and the Middle East. Both the United States and China maintained their growth momentum, while the Eurozone faced the risk of a mild recession due to weakening demand. Financial markets remained highly volatile amid expectations of interest rate cuts by the U.S. Federal Reserve. Nevertheless, Vietnam's GDP in 2024 recorded an impressive growth rate, increasing by 7,09% compared to 2023. The country effectively controlled inflation, with the average Consumer Price Index (CPI) rising by 3,63% year-on-year. Deposit interest rates remained stable at low levels, with the 12-month deposit rate at major commercial banks ranging from 5,25% to 5,5% throughout 2024. In the context of ongoing global uncertainties, Vietnam's ability to sustain a growth rate above 7% reflects a significant

enhancement in its national competitiveness. By sector, the industry and construction sector recorded the highest growth rate of approximately 8,24%, contributing 45,17% to GDP; followed by the service sector with a growth of 7,38%, contributing 49,46%; and the agriculture, forestry, and fisheries sector grew by 3,27%, contributing 5,37%. The water supply, waste, and wastewater management industry alone saw a growth of 6,7%.

According to the Can Tho City Statistics Office, the total product in the area (GRDP) in 2024 is estimated to increase by 7,12% compared to the same period last year. This is the highest increase in the last 6 years, except for 2022 due to recovery after the epidemic. In 2025, Can Tho City sets a goal of achieving economic growth of at least 9,5% or higher.

Cantho Water Supply - Sewerage Joint Stock Company operates in the field of providing essential services, so it is less affected by macroeconomic fluctuations. However, the Company's Board of Directors always closely monitors economic developments, proactively assesses potential risks and potential opportunities to promptly adjust business strategies. This is to ensure the stability and sustainable development of the Company in the face of economic fluctuations.

b) Legal risks

As a public company operating in the field of clean water exploitation and distribution, Cantho Water Supply – Sewerage Joint Stock Company must comply with many legal regulations such as the Enterprise Law, Securities Law, Labor Law, Water Resources Law, Environmental Protection Law, etc., which are frequently amended to suit reality.

In 2024, the People's Committee of Can Tho City issued Decision No. 215/2024/QĐ-UBND adjusting the price of clean water, effective from February 1, 2024. Additionally, the environmental protection fee for domestic wastewater and the payment for forest environmental services have been separated. These adjustments are expected to contribute to improving the Company's profitability in the coming years. Moreover, in 2024, the Law on Water Resources No. 28/2023/QH15 came into effect. This law sets out provisions for the sustainable management, protection, exploitation, and use of water resources across Vietnam. It also addresses the regulation, allocation, and development of water resources as well as measures for prevention, control, and remediation of water-related damage.

To ensure stable and sustainable operations, the Company's Board of Directors assigns personnel to closely monitor and regularly update changes in the relevant legal framework. In addition, the Company organizes and participates in internal discussions to propose and revise policies and procedures in alignment with current regulations. CTW also works closely with legal consultants and regulatory authorities to promptly capture updates and amendments to the Vietnamese legal system, ensuring full compliance and efficient operations.

c) Risk of water loss

During the process of supplying water to customers through an underground pipeline system, the Company inevitably faces water loss and pipeline breakages. These issues may arise due to the wear and tear or deterioration of pipelines after long periods of use, the quality of pipeline materials, as well as unauthorized water usage outside the pipeline network. In addition, residential and public construction activities may unintentionally impact the Company's pipeline system during their implementation. Detecting and repairing damaged pipelines remains challenging, especially as the underground water system is located beneath various structures, leading to increased remediation costs.

To address this, the Company has invested in upgrading and renovating the clean water supply system based on community needs, expanding the pipeline network in response to requests from residents and local authorities. The Company's Board of Directors maintains close monitoring and strict supervision of system operations to ensure a green – clean – and beautiful living

environment for the community. Additionally, the Company's technology systems are regularly maintained to ensure machinery operates stably and efficiently in delivering clean water to customers.

d) Water source quality risk

The Company's water supply and drainage operations are increasingly affected by pollution from waste, which alters river water sources and complicates the water treatment process. This results in higher costs for labor, equipment, and chemicals to ensure effective water purification. Additionally, indiscriminate littering into drainage systems causes blockages that impede stormwater discharge and pose challenges to maintaining the functionality of the urban drainage network.

The Company primarily extracts water from the Hau River, Can Tho River, and their tributaries; however, the quality of raw water fluctuates over time. According to the environmental status report of Can Tho City, water pollution is mainly caused by untreated discharges from industrial zones and domestic activities. A major challenge lies in improving the wastewater treatment system and controlling pollution from discharge sources to protect water resources and public health.

In response, the Company continues to maintain an online monitoring system for river water and clean water quality and enhances sedimentation and filtration technologies to improve treatment efficiency. The Company's Board of Directors maintains close oversight of operational activities to ensure a green – clean – and beautiful living environment for the community. Additionally, the Company's technological systems are regularly maintained to ensure stable operation and optimal efficiency in supplying clean water to customers.

e) Risk Related to Output Pricing Framework

Clean domestic water is classified as an essential commodity with its selling price regulated by the State, specifically approved by the People's Committee of Can Tho City. Meanwhile, the Company's water production costs continue to rise, but price adjustments are often delayed, creating significant financial pressure. The price adjustment process requires the preparation of documentation and approval through multiple administrative levels, resulting in a rigid and inflexible pricing mechanism.

In addition, water loss risk continues to impact business efficiency and the ability to maintain stable profitability. In 2024, the People's Committee of Can Tho City issued Decision No. 215/QD-UBND on February 1, 2024, adjusting the price of domestic clean water in both urban and rural areas, with a maximum increase of 2,8% per year. Although the selling price was adjusted, this increase remains insufficient to offset rising input costs and investments in expanding plant capacity, continuing to place financial pressure on the Company.

In response, the Company continuously seeks effective business strategies to reduce costs and sustain its targeted profit levels. The focus is placed on improving clean water treatment technology and processes to enhance efficiency and lower production costs. The adoption of new technologies can help minimize water loss and operational expenses. These efforts help mitigate risks arising from the State's pricing regulations, while also opening up new opportunities for sustainable development and growth.

f) Other risks

The Company faces various risks during its business operations, including force majeure events such as natural disasters, epidemics, fires and explosions, climate change, hydrological shifts, and other unforeseen factors. Although such events do not occur frequently, they have the potential to cause significant damage to the Company's operations.

To mitigate these impacts, the Company has implemented a range of measures to safeguard

employees and assets, while ensuring business continuity and minimizing unnecessary losses. These measures include strict compliance with fire prevention and rescue regulations, regular equipment inspections, continuous monitoring of weather conditions and social developments. In addition, the Company maintains full participation in essential insurance plans to protect the interests of itself, its shareholders, customers, and partners. Through these efforts, the Company is well-equipped to respond effectively to risks, ensuring stable and uninterrupted business operations.

II. Operations in the Year

1. Situation of production and business operations

a) Results of business operations in the year: (consolidated)

Unit: million VND

Items	2023	2024	% Increase/decrease
Net revenue	328.560	495.576	50,80%
Profit before tax	53.221	131.617	147,30%
Profit after tax	41.533	103.347	148,83%

The Company achieved impressive growth in net revenue, with an increase of 50,80%, from 328.560 million VND in 2023 to 495.576 million VND in 2024. This growth was primarily driven by the water price adjustment effective from February 1, 2024. Notably, profit before tax rose by 147,30%, from 53.221 million VND to 131.617 million VND, and profit after tax also recorded a remarkable increase of 148,83%, from 41.533 million VND to 103.347 million VND. This reflects not only revenue growth but also a significant improvement in operational efficiency, increased consumption volume, and effective cost control.

Overall, 2024 was a successful year for the Company with strong growth in both revenue and profit. The notable improvement in profitability demonstrates an effective business strategy, prudent cost management, and the ability to capitalize on market opportunities. This has strengthened the Company's financial position, enhanced its competitiveness, and laid a solid foundation for future development.

b) Implementation status versus plan: (separate)

No.	Basic Items	Unit of calculation	2024 Plan	Implemented		Comparison (%)	
				2024	2023	2024 Plan	2023
1	Clean water production	Million m ³	26,50	26,84	25,94	101,28	103,47
2	Total Revenue	Million VND	335.251	356.198	238.304	106,25	149,47
3	Profit after tax	Million VND	59.864	63.031	29.800	105,29	211,51
4	Water loss rate	%	12,5	14	12,7	+1,5	+1,3
5	Number of new connected households	Household	2.570	2.796	2.386	108,79	117,18

6	Number of customers	Household	78.067	78.375	75.867	100,39	103,31
---	---------------------	-----------	--------	--------	--------	--------	--------

(*) *Revenue = Revenue from sales and service provision + Revenue from financial activities + Other income*

Comments:

Under the leadership of the Board of Directors and the Executive Board, along with the unity and efforts of all employees, Can Tho Water Supply - Sewerage Joint Stock Company has exceeded its business targets as set by the 2024 Annual General Meeting of Shareholders. Total revenue and profit after tax reached 356.198 million VND and 63.031 million VND, fulfilling 106,25% and 105,29% of the plan, respectively. The water price adjustment effective from 01/02/2024 contributed to this year's growth in business results. Total water consumption for the year reached 26,84 million m³, achieving 101,28% of the plan and increasing 3,47% compared to 2023. The number of new household connections reached 2.796 households, fulfilling 108,79% of the plan and increasing 17,18% over the previous year, reflecting the expansion of the water supply network. The total number of customers reached 78.375 households, an increase of 3,31% compared to 2023, demonstrating stable and sustainable business growth. These results highlight the Company's effective management capacity in improving service quality, expanding operational coverage, and optimizing production processes.

2. Results of business operations in the year

a) List of Board of Directors' members (as of 31/12/2024):

No.	Member	Position	Number of shares owned + authorized	Ownership Percentage
1	Mr. Nguyen Huu Loc	Chairman of the Board of Directors	10.085.100	36,02%
2	Mr. Nguyen Tung Nguyen	Board of Directors' members - General Director	4.211.600	15,04%
3	Mr. Nguyen Van Thien	Board of Directors' members	-	-
4	Mr. Tran Chien Cong (*)	Board of Directors' members	600	0,002%
5	Mr. Trinh Huu Phuc	Board of Directors' members - Deputy General Director	200	0,0007%

(*) *Submitted resignation letter on 14/02/2025, the Company will submit for approval of the dismissal at the nearest General Meeting of Shareholders.*

1. Mr. Nguyen Huu Loc – Chairman of the Board of Directors

- ◆ **Year of birth :** 1964
- ◆ **Hometown:** Kien Giang
- ◆ **Qualification:** Geological Engineer, Bachelor of Business Administration
- ◆ **Current position in other organizations:**

- ◆ Chairman of the Board of Directors of Thot Not Water Supply JSC
- ◆ Chairman of the Board of Directors of Tra Noc - O Mon Water Supply JSC
- ◆ **Number of shares currently held:** 10.085.100 shares, accounting for 36,02% of the charter capital

Representing capital of the People's Committee of Can Tho City	10.080.000	shares, accounting for 36,00% of the charter capital
Individually owned	5.100	shares, accounting for 0,02% of the charter capital

- ◆ **Number of shares currently held by related persons:** None

2. Mr. Nguyen Tung Nguyen – Member of the Board of Directors cum General Director

- ◆ **Date of birth:** 14/4/1972
- ◆ **Hometown:** Vinh Long
- ◆ **Qualification:** Master of Engineering
- ◆ **Current position in other organizations:** None
- ◆ **Number of shares currently held:** 4.211.600 shares, accounting for 15,04% of the charter capital

Representing capital of the People's Committee of Can Tho City	4.200.000	shares, accounting for 15,00% of charter capital
Individually owned	11.600	shares, accounting for 0,04% of charter capital

- ◆ **Number of shares currently held by related persons:** None

3. Mr. Nguyen Van Thien – Member of the Board of Directors

- ◆ **Date of birth:** 1957
- ◆ **Hometown:** Binh Duong
- ◆ **Qualification:** Master of Environmental Engineering, Hydraulic Engineer, Civil Engineer, Bachelor of Public Administration
- ◆ **Current position in other organizations:**
 - ◆ Chairman of the Board of Directors of Binh Duong Water – Environment Joint Stock Company
 - ◆ Chairman of the Board of Directors of Chanh Phu Hoa Construction Investment Joint Stock Company
 - ◆ Chairman of the Board of Directors of Gia Tan Water Supply Joint Stock Company
 - ◆ Member of the Board of Directors of Dong Nai Water Supply Joint Stock Company
 - ◆ Member of the Board of Directors of Binh Duong Production – Import – Export Corporation (JSC)
- ◆ **Number of shares currently held:** None
- ◆ **Number of shares currently held by related persons:**

No.	Name of Related Person	Relationship with Internal Person	Number of Shares Held	Ownership Ratio (%)
1	Binh Duong Water – Environment Joint Stock Company	Mr. Nguyen Van Thien is the Chairman of the Board of Directors of Binh Duong Water - Environment Joint Stock Company	6.900.000	24,64%

4. Mr. Tran Chien Cong – Member of the Board of Directors

- ◆ **Date of birth:** 1978
- ◆ **Hometown:** Binh Duong
- ◆ **Qualification:** Construction Engineer, Bachelor of Laws
- ◆ **Current Position in other organizations:**
 - ◆ General Director of Binh Duong Water – Environment Joint Stock Company
 - ◆ Chairman of the Board of Directors of Biwase Electrical – Construction Joint Stock Company
 - ◆ Chairman of the Board of Directors of Biwase Long An Water Joint Stock Company
 - ◆ Member of the Board of Directors of Chanh Phu Hoa Construction Investment Joint Stock Company
 - ◆ Member of the Board of Directors of Can Tho 2 Water Supply Joint Stock Company
 - ◆ Representative of State capital at Becamex IDC Corp.
- ◆ **Number of shares currently held:** 600 shares, accounting for 0,002% of the charter capital
 - Representing ownership 0 shares, accounting for 0% of charter capital
 - Individually owned 600 shares, accounting for 0,002% of charter capital

◆ **Number of shares currently held by related persons:**

No.	Name of Related Person	Relationship with Internal Person	Number of Shares Held	Ownership Ratio (%)
1	Binh Duong Water - Environment Joint Stock Company	Mr. Tran Chien Cong is the General Director of Binh Duong Water - Environment Joint Stock Company	6.900.000	24,64%

5. Mr. Trinh Huu Phuc – Member of the Board of Directors

- ◆ **Date of birth:** 1981
- ◆ **Hometown:** Lam Dong
- ◆ **Qualification:** Master of Mechatronics, Master of Business Administration
- ◆ **Current Position in other organizations:** None
- ◆ **Number of shares currently held:** 200 shares, accounting for 0,0007% of the charter capital

Representing ownership	0	shares, accounting for 0% of charter capital
Individually owned	200	shares, accounting for 0,0007% of charter capital

◆ **Number of shares currently held by related persons:** None

b) List of Board of Supervisors (as of 31/12/2024):

No.	Member	Position	Number of shares owned	Percentage of ownership
1	Ms. Lam Nguyet Thanh	Head of Member of the Board of Supervisors	5.300	0,02%
2	Ms. Ngo Hong Hanh	Member of the Board of Supervisors	1.300	0,005%
3	Mr. Mai Song Hao	Member of the Board of Supervisors	-	0,00%

1. Ms. Lam Nguyet Thanh – Head of Member of the Board of Supervisors

◆ **Year of birth:** 1976

◆ **Hometown:** Can Tho

◆ **Qualification:** Master of Economics

◆ **Current Position in other organizations:** Board of Directors' members of Tra Noc – O Mon Water Supply Joint Stock Company

◆ **Number of shares currently held:** 5.300 shares, accounting for 0,02% of the charter capital

Representing ownership	0	shares, accounting for 0% of charter capital
Individual owned	5.300	shares, accounting for 0.02% of charter capital

◆ **Number of shares held by affiliated persons at the present time:**

No.	Name of Related Person	Relationship with Internal Person	Number of Shares Held	Ownership Ratio (%)
1	Mr. Nguyen Giang Thanh	Husband	1.600	0,006%

2. Ms. Ngo Hong Hanh – Member of the Board of Supervisors

◆ **Year of birth:** 1978

◆ **Hometown:** Can Tho

◆ **Qualification:** Bachelor of Economics

◆ **Current Position in other organizations:** Head of the Supervisory Board of Tra Noc – O Mon Water Supply Joint Stock Company

- ◆ **Number of shares currently held:** 1.300 shares, accounting for 0,005% of the charter capital
 Representing ownership 0 shares, accounting for 0% of charter capital
 Individual owned 1.300 shares, accounting for 0,005% of charter capital

- ◆ **Number of shares currently held by related person:** None

3. Mr. Mai Song Hao – Member of the Board of Supervisors

- ◆ **Year of birth:** 1981
- ◆ **Hometown:** Binh Duong
- ◆ **Qualification:** Engineer in Environmental Technology, Intermediate degree in Water Supply and Sewerage
- ◆ **Current Position in other organizations:**
 - ◆ Chairman of the Members' Council, Biwase Binh Phuoc One Member Limited Liability Company
 - ◆ Member of the Board of Directors, Quang Binh Water Supply Joint Stock Company
 - ◆ Member of the Board of Directors, Gia Tan Water Supply Joint Stock Company
 - ◆ Member of the Board of Directors, Long An Water Supply and Sewerage Joint Stock Company
 - ◆ Vice Chairman of the Board of Directors cum General Director, Biwase Can Tho Joint Stock Company
 - ◆ Member of the Board of Directors, Can Tho 2 Water Supply Joint Stock Company
 - ◆ Deputy General Director, Binh Duong Water – Environment Joint Stock Company (BIWASE)
- ◆ **Number of shares currently held:** None
- ◆ **Number of shares currently held by related persons:**

No.	Name of Related Person	Relationship with Internal Person	Number of Shares Held	Ownership Ratio (%)
1	Binh Duong Water - Environment Joint Stock Company	Mr. Mai Song Hao is the Deputy General Director of Binh Duong Water - Environment Joint Stock Company	6.900.000	24,64%

c) List of Board of Management

No.	Member	Position	Number of shares owned	Percentage of ownership
1	Mr. Nguyen Tung Nguyen	Member of the Board of Directors – General Director	4.211.600	15,04%
2	Mr. Huynh Thien Dinh	Deputy General Director	6.900	0,025%

3	Mr. Nguyen Minh Phuong	Deputy General Director	1.300	0,005%
4	Mr. Trinh Huu Phuc	Member of the Board of Directors – Deputy General Director	200	0,0007%
5	Mr. Diep Ton Kien	Chief Accountant	-	0%

1. Mr. Nguyen Tung Nguyen – Member of the Board of Directors cum General Director

(Refer to the profile in the Board of Directors section.)

2. Mr. Huynh Thien Dinh - Deputy General Director

- ◆ **Year of birth:** 1967
- ◆ **Hometown:** Soc Trang
- ◆ **Qualification:** Food Technology Engineer
- ◆ **Current position at other organization:** Member of the Board of Directors of Thot Not Water Supply Joint Stock Company
- ◆ **Number of shares currently held:** 6.900 shares, accounting for 0,025% of the charter capital
 - Representing ownership 0 shares, accounting for 0% of charter capital
 - Individual owned 6.900 shares, accounting for 0.025% of charter capital
- ◆ **Number of shares currently held by related persons:** None

3. Mr. Nguyen Minh Phuong - Deputy General Director

- ◆ **Year of birth:** 1974
- ◆ **Hometown:** Can Tho
- ◆ **Qualification:** Bridge and Road Construction Engineer
- ◆ **Current position at other organization:** Member of the Board of Directors of Tra Noc – O Mon Water Supply Joint Stock Company
- ◆ ◆ **Number of shares currently held:** 1.300 shares, accounting for 0,05% of the charter capital
 - Representing ownership 0 shares, accounting for 0% of charter capital
 - Individual owned 1.300 shares, accounting for 0,05% of charter capital
- ◆ **Number of shares currently held by related persons:**

No.	Name of Related Person	Relationship with Internal Person	Number of Shares Held	Ownership Ratio (%)
1	Nguyen Minh Hoang	Younger brother	800	0,003%
2	Tran Nguyen Thi Kim Thoa	Sister-in-law	2.900	0,01%

4. Mr. Trinh Huu Phuc – Member of the Board of Directors cum Deputy General Director

(Refer to the profile in the Board of Directors section.)

5. Mr. Diep Ton Kien – Chief Accountant

- ◆ **Year of birth:** 1984
- ◆ **Hometown:** Hong Dan – Bac Lieu
- ◆ **Qualification:** Bachelor of General Accounting
- ◆ **Current position at other organization:** None
- ◆ **Number of shares currently held:** 0 shares, accounting for 0,00% of the charter capital
- ◆ **Number of shares currently held by related persons:** None

d) Changes in the Board of Management in 2024:

None

e) Number of staffs:

Personnel structure as of 31/12/2024:

No.	Criteria	2023		2024	
		Quantity (people)	Proportion (%)	Quantity (people)	Proportion (%)
I	By labor level	312	100%	311	100%
1	University and postgraduate level	152	48,72%	156	50,16%
2	College, Vocational Secondary Level	59	18,91%	56	18,01%
3	Primary and Technical Workers	56	17,95%	55	17,68%
4	General labor level	45	14,42%	44	14,15%
II	By gender	312	100%	311	100%
1	Male	261	83,65%	258	82,96%
2	Female	51	16,35%	53	17,04%
Total		312	100%	311	100%

Average income

Indicator	Year 2021	Year 2022	Year 2023	Year 2024
Total number of employees (people)	316	311	312	311
Average income (VND/person/month)	13.600.000	12.470.000	13.575.443	13.334.298

Human Resource Policy

- Training:

Cantho Water Supply – Sewerage Joint Stock Company considers human resources a key factor in its sustainable development strategy. As business operations continue to expand, improving the quality of staff and workers remains a top priority to meet increasing job requirements and enhance the Company's competitiveness.

To realize this objective, CTW regularly organizes training programs tailored to each level and position - from management to operational staff. Training contents include professional knowledge, practical skills, field experience, and updates on new technologies. The Company applies diverse training methods such as on-site training, centralized training, and sending employees to reputable vocational institutions.

In addition to internal training, CTW also facilitates employee participation in professional seminars, exchange activities, and experience-sharing programs with other water supply units both within and outside the region. These activities help employees broaden their knowledge and career vision while contributing to building a professional, proactive, and committed workforce.

- Recruitment

In the water supply and sewerage industry - which requires high levels of technical expertise, safety, and service quality - recruitment plays a crucial role in ensuring operational efficiency and system performance. Recognizing this, CTW has established a transparent recruitment policy based on actual competency, professional qualifications, and alignment with corporate culture.

The Company focuses on planning and selecting high-quality personnel for key positions in management, operations, and system development. Particular emphasis is placed on expertise in water supply and drainage, water treatment, mechanical engineering, electrical-electronics, information technology, project management, and system maintenance. Candidates with strong academic backgrounds, creative thinking, problem-solving abilities, teamwork, and communication skills are prioritized for recruitment and development.

Alongside its rigorous recruitment policy, CTW is committed to providing a clear career path for employees. Through in-depth training programs, skill enhancement, and access to new technologies, the Company ensures that its workforce continuously develops professional competencies and adapts swiftly to industry changes.

- Work environment:

CTW strives to foster a positive, professional, and humane working environment—where every individual is respected, encouraged to grow holistically, and inspired to remain with the organization long-term. The Company upholds the principle of equality, promotes a friendly and open workplace atmosphere, and encourages creativity, proactiveness, and responsibility in daily tasks.

In addition to financial incentives, CTW prioritizes employee well-being and mental health. It ensures full compliance with insurance policies, provides regular health check-ups, and offers timely financial support in cases of illness, maternity, or hardship. This reflects CTW's commitment to the comprehensive care and protection of its workforce.

The Company also organizes various internal cultural activities such as team-building trips, sports events, social gatherings, and corporate bonding programs on an annual basis. These activities not only enrich employees' emotional well-being and help them recharge and balance their lives, but also strengthen coworker relationships and promote job satisfaction and loyalty.

- Salary, Bonus, Welfare, and Benefits:

To attract and retain talent while recognizing contributions from experienced employees, CTW focuses on building an attractive, competitive, and fair compensation and benefits system.

- **Salary policy:** The Company commits to full and timely salary payments, with no delays or errors. Salary is based on labor productivity and individual performance. A new salary scale has been applied, linked to KPI evaluation results, accurately reflecting task completion and employee contribution. CTW also fulfills its obligations regarding social insurance, health insurance, unemployment insurance and other statutory entitlements.
- **Bonus policy:** The bonus scheme is transparent, widely implemented, and tied to performance. Individuals with outstanding achievements or positive contributions to business results are eligible for regular or ad hoc rewards. Bonuses are typically awarded at year-end and on special occasions, serving as a practical motivation for employees to strive and excel.
- **Welfare and Benefits policy:** CTW cares deeply for the material and spiritual well-being of its employees through specific and humane welfare policies. Activities such as visits during illness, funerals, weddings, hardship support, and gift-giving on special occasions like Tet, birthdays, weddings, International Women's Day (08/03), Vietnamese Women's Day (20/10), International Children's Day (01/06), and Mid-Autumn Festival are held regularly.

3. Investment status, project implementation status

a) Investment in Company's subsidiaries and affiliates

No.	Name of company	Address	Activity
Company's subsidiaries			
1	Thot Not Water Supply Joint Stock Company	392 Long Thanh A, National Road 91, Thot Not Ward, Can Tho City	<p>Manages 01 water plant and 02 water supply stations with a total design capacity of 16.200 m³/day-night, including:</p> <ul style="list-style-type: none"> • Thot Not Water Plant: 12.500 m³/day-night • Thanh An Water Station: 1.200 m³/day-night • Vinh Thanh Water Station: 2.500 m³/day-night <p>The company is responsible for supplying water to:</p> <ul style="list-style-type: none"> • The urban area of Thot Not district. • The urban area of Thanh An and Vinh Thanh town.
2	Tra Noc - O Mon Water Supply Joint Stock Company	Lot 12A, Tra Noc 2 Industrial Park, Phuoc Thoi Ward, O Mon District, Can Tho City	<p>Manages 03 water plants and 01 water supply station with a total design capacity of 30.000 m³/day-night, including:</p> <ul style="list-style-type: none"> • O Mon Water Plant: 2.500 m³/day-night • Tra Noc Water Plant: 20.000

No.	Name of company	Address	Activity
			m ³ /day-night <ul style="list-style-type: none"> Co Do Water Plant: 5.000 m³/day-night Thoi Lai Water Station: 2.500 m³/day-night The company directly manages the clean water supply area at: <ul style="list-style-type: none"> Tra Noc Industrial Parks 1 & 2, Tra Noc Ward, Thoi An Dong Ward – Binh Thuy District Chau Van Liem Ward and parts of Thoi Hoa, Phuoc Thoi, Long Hung, Thoi Long Wards – O Mon District Thoi Lai Town and parts of Dinh Mon, Thoi Thanh, Tan Thanh, Dong Binh, Xuan Thang Communes – Thoi Lai District Co Do Town and parts of Thanh Phu, Thoi Xuan Communes – Co Do District
Associated company			
3	Tan Tien Can Tho Plastic Joint Stock Company	30/4 Street, Xuan Khanh Ward, Ninh Kieu District, Can Tho City.	The company has currently ceased operations but has not completed the procedures for closing the tax code.

b) Project implementation status

The total investment capital in 2024 is 70,19 billion VND. In 2024, 65,18 billion VND was disbursed, mainly for the implementation of network expansion and water supply system renovation projects to meet the water usage needs as proposed by residents, local authorities, and directed by the City Leadership, including: (1) Renovation of HDPE D110 water supply network and replacement of old pipelines in KDC Company 8 area; (2) Installation of HDPE D225 water pipelines on both sides of Hoang Quoc Viet Street, replacement of old pipelines, and implementation of water meter policy; (3) HDPE D400 transmission pipeline – IC3 Phase 1; (4) HDPE D315 pipeline (connected to the old HDPE D400 pipeline on National Road 1A); (5) Renovation of 2.500 m³/day-night water cluster at Bong Vang Water Supply Branch; (6) Renovation and expansion projects of the water supply network in 2024; (7) Installation of HDPE D.225, D.180, D.110 pipelines, replacement of old pipelines – Implementation of water meter policy (Phase 1) for 32 streets in Ninh Kieu District; (8) HDPE D315 transmission pipeline along National Road 61C (section from Vam Xang Bridge connection road to Ba Lang Bridge); (9) HDPE D400 transmission pipeline Phase 1 on Vo Nguyen Giap Street (from Vu Dinh Lieu Street to Cai Sau Bridge), Cai Rang District; (10) Carried-over projects from 2023 for the renovation and expansion of the water supply network in Ninh Kieu District, Cai Rang District, and Phong Dien District.

Summary Table of Projects Executed in 2024:

Unit: VND

No.	Project/Item Name	Total Estimated Budget	Paid Amount	Estimated payment carried over to next year
I	Carried-over projects from previous year	32.455.094.488	28.895.678.259	5.080.525.429
II	Projects initiated and invested during the year	37.731.983.896	36.281.893.386	19.656.138.717
1	Expansion of Phong Dien District water supply network	9.500.000.000	8.210.077.371	3.758.958.618
2	Expansion of Cai Rang District water supply network	2.000.000.000	1.272.336.536	-
3	Renovation of Ninh Kieu District water supply network	4.000.000.000	5.477.615.446	13.111.651.711
4	New transmission pipeline installation	14.785.159.416	18.432.615.529	2.335.633.529
5	Renovation and repair of working offices; water plants	2.922.165.103	2.817.472.136	449.894.860
6	Basic construction projects	3.324.659.377	71.776.368	-
7	Other projects	1.000.000.000	-	-
8	Investment preparation	200.000.000	-	-
Total		70.187.078.385	65.177.571.645	24.736.664.147

4. Financial situation

a) Financial situation

Unit: million VND

No.	Items	2023	2024	% Increase/decrease
1	Total asset value	723.791	810.865	12,03%
2	Net revenue	328.560	495.576	50,83%
3	Operating profit	53.439	136.221	154,91%
4	Other profit	-218	-4.604	-
5	Profit before tax	53.221	131.617	147,30%
6	Profit after tax	41.533	103.347	148,83%
7	Dividend payout ratio (based on Charter Capital)	6,6%	14% (*)	-

(*) The Company plans to pay dividends for 2024 and will present this proposal at the upcoming 2025 Annual General Meeting of Shareholders.

The Company's total assets reached 810.865 million VND, increasing 12,03% from 723.791 million VND in 2023. Net revenue amounted to 495.576 million VND, marking a significant increase compared to the previous year, indicating rising demand for water and the Company's effective exploitation of business opportunities. Operating profit surged by 154,91%, from 53.439 million VND to 136.221 million VND, reflecting a substantial improvement in operational efficiency, cost optimization, and profit margin enhancement. However, other profit recorded a negative -4.604 million VND, a significant drop compared to -278 million VND in 2023. Additionally, profit before tax reached 131.617 million VND, up 147,30%, while profit after tax increased by 148,83%, from 41.533 million VND to 103.347 million VND. These figures reflect not only an expansion in revenue but also effective cost control and improved financial performance.

b) Major financial indicators

Indicator	Unit	2023	2024
Solvency ratio			
Current ratio (<i>Current assets/Current liabilities</i>)	Times	0,93	1,18
Quick ratio (<i>Current assets - Inventory</i>)/ <i>Current liabilities</i>	Times	0,42	0,82
Capital structure ratio			
Debt/Total assets ratio	%	31,96	29,84
Debt/Owner's Equity ratio	%	46,97	42,53
Operation capability Ratio			
Inventory turnover (<i>Cost of goods sold/Average inventory</i>)	Turns	2,90	4,16
Total asset turnover (<i>Net revenue/Average total assets</i>)	Turns	0,46	0,65
Profitability			
Profit after tax/Net revenue Ratio	%	12,64	20,85
Profit after tax/Total capital Ratio	%	8,52	19,47
Profit after tax/Total assets Ratio	%	5,77	13,47
Profit from business activities/Net revenue Ratio	%	16,26	27,49

a) Solvency ratio

By the end of 2024, the Company's current ratio reached 1,18 times, up from 0,93 times in 2023, reflecting an improved ability to meet short-term financial obligations. Similarly, the quick ratio rose significantly from 0,42 times to 0,82 times. Both current assets and current liabilities increased to 168.429 million VND and 142.495 million VND, respectively, up by 48.400 million VND (+40,32%) and 12.772 million VND (+9,85%) year-on-year. The increase in current assets was mainly driven by cash and cash equivalents, which rose from 14.727 million VND in 2023

to 33.814 million VND in 2024, up 19.087 million VND or +129,6%, thanks to favorable business conditions that improved operating cash flows. This resulted in higher cash collections from sales and the water price hike earlier in the year.

The Company also adopted a prudent borrowing strategy in 2024, with short-term debt rising only 9,85%, mainly from increased borrowings and finance leases at commercial banks. This indicates that in addition to increasing debt, the Company also built up reserves to mitigate liquidity risks. Furthermore, inventory levels declined, contributing to better short-term debt coverage.

b) Capital structure ratio

In 2024, the Company's debt-to-total-assets ratio dropped from 31,96% to 29,84% (down 6,62%), while the debt-to-average-equity ratio decreased from 46,97% to 42,53% (down 9,44%). Both declines are attributed to a modest increase in total debt by 10.665 million VND (+4,61%), while total assets and equity rose significantly by 87.074 million VND (+12,03%) and 76.409 million VND (+15,51%), respectively. This shows that in 2024, the Company did not significantly increase borrowings but instead focused on boosting equity, mainly to fund asset growth - specifically through increased investment in term deposits with original maturities of over 3 months but under 12 months.

c) Operation capability Ratio

The inventory turnover reached 4,16 times, up 43,45% from the previous year, indicating effective inventory management and control. This was achieved as cost of goods sold increased by 61.502 million VND (+33,73%), while inventory declined by 14.340 million VND (-21,78%).

Similarly, the total asset turnover improved to 0,65 times (+41,49%) in 2024, thanks to a 167.015 million VND increase in net revenue and an 87.074 million VND increase in total assets. This indicates more efficient use of assets, with each VND of asset generating more revenue than in the previous year.

d) Profitability

In 2024, the Company achieved remarkable improvements in profitability, with all profit-related ratios increasing year-on-year. The most significant increases were in return on equity (19,47%, up 128,45%) and return on assets (13,47%, up 133,43%), reflecting efficient use of equity and total assets. Other profitability metrics also posted strong growth, including the net profit margin, which rose from 12,64% to 20,85% (+64,97%) and the operating profit margin, which increased from 16,26% to 27,49% (+69,00%). These results indicate enhanced business performance, effective cost control, and improved profit generation per unit of revenue - demonstrating the Company's success in optimizing core operations and resource utilization throughout the year.

5. Shareholder Structure and Changes in Owners' Equity

a) Shares

Total number of shares issued: 28.000.000 shares

Number of outstanding shares: 27.998.600 shares

Number of freely transferable shares: 27.953.200 shares

Number of restricted shares: 45.400 shares

Number of treasury shares: 1.400 shares

Type of shares: common shares

Par value of shares: 10.000 VND/share

b) Shareholder structure

(As of May 31, 2024)

No.	Shareholder type	Number of shares	Value (million VND)	Ownership Ratio
I	State shareholders	14.280.000	142.800.000.000	51,00%
II	Domestic shareholders	27.995.500	279.955.000.000	99,98%
1	Individual	6.814.100	68.141.000.000	24,34%
2	Organization	21.181.400	211.814.000.000	75,65%
III	Foreign shareholders	4.500	45.000.000	0,02%
1	Individual	4.500	45.000.000	0,02%
2	Organization	-	-	-
Total (II+III)		28.000.000	280.000.000.000	100,00%

Maximum foreign ownership ratio: 0% in accordance with Official Letter No. 3110/UBCK-PTTT dated May 25, 2022 from the State Securities Commission of Vietnam regarding the maximum foreign ownership ratio of the Company.

c) List of major shareholders

(As of December 30, 2024)

Shareholder	Number of shares	Value (at par value)	Ownership Ratio
People's Committee of Can Tho City	14.280.000	142.800.000.000	51,00%
Binh Duong Water – Environment Joint Stock Corporation	6.900.000	69.000.000.000	24,64%
Thu Dau Mot Water Joint Stock Company (*)	6.429.900	64.299.000.000	22,96%

(*) According to the report on the results of the public tender offer by Thu Dau Mot Water Joint Stock Company dated December 27, 2024

d) Changes in owners' equity:

As of January 01, 2015, the Company operated as a single-member limited liability company with 100% State capital, equivalent to 179.061.983.755 VND.

From July 01, 2015, the Company was converted into a joint stock company under Enterprise Registration Certificate No. 1800155244 (9th amendment), issued by the Department of

Planning and Investment of Can Tho City. The charter capital after conversion was 280.000.000.000 VND. Since then, Can Tho Water Supply - Sewerage Joint Stock Company has not increased its charter capital, maintaining it at 280.000.000.000 VND. At that time, the State shareholder - represented by the People's Committee of Can Tho City- held 64% of the charter capital.

In 2019, the People's Committee of Can Tho City divested part of its capital, reducing the ownership ratio from 64% to 51%, which has been maintained up to the present.

Treasury share transactions: None

Other securities: None

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

Environmental Protection – The Foundation for Sustainable Development.

a) Environmental Impact

As a company operating in the water supply and sewerage sector - which directly affects both the environment and community life - CTW has always maintained a deep awareness of its environmental responsibilities across all production and operational activities. Clean water and wastewater treatment processes consume substantial energy and may generate emissions, impacting ecosystems and environmental quality. To mitigate these negative effects, CTW has implemented a comprehensive range of measures, including the application of energy-saving technologies, enhancing operational efficiency, using environmentally friendly equipment, and gradually shifting toward renewable energy sources such as solar power.

Simultaneously, the Company has accelerated digitalization and automation in managing the water supply and sewerage systems, helping optimize resources, reduce costs, and minimize resource waste. In addition to operational improvements, CTW continuously researches and applies advanced water treatment technologies to ensure post-treatment water meets regulatory standards, conserves resources, and protects water sources in the long term. Going forward, the Company will continue to prioritize green development strategies and increase investment in clean technologies, aiming for a modern, efficient, and environmentally friendly operating model. These are crucial foundations that help CTW not only improve performance but also reaffirm its commitment to sustainable development and environmental protection.

Regarding environmental control, CTW strictly complies with all regulations and standards issued by the Ministry of Natural Resources and Environment. At its plants, the Company assigns dedicated personnel to manage and operate wastewater treatment systems, ensuring prompt detection and resolution of arising issues. In the event of an environmental incident, the Company promptly activates emergency response plans to ensure the safety of employees and assets, and promptly notifies regulatory authorities. The Company also regularly monitors post-treatment wastewater and surface water to strictly supervise environmental indicators. The wastewater collection system is designed to be separate and ensures that all generated wastewater is treated centrally, contributing to the reduction of emissions causing climate change and improving the local environmental quality.

b) Raw Material Management

During the year, the Company consumed raw materials as follows:

Raw materials	Unit	Year 2023		Year 2024	
		Total usage	Calculated on g/m³	Total usage	Calculated on g/m³
Can Tho Water Plant 1					

PAC	Kg	193.559	8,749	169.125	7,383
Chlorine	Kg	42.949	1,941	46.016	2,008
Hung Phu Water Plant					
PAC	Kg	28.575	6,94	22.976	4,79
Chlorine	Kg	7.535	1,8	11.899	2,5
Bong Vang Water Plant					
PAC	Kg	21.610	6,7	23.490	6,5
Chlorine	Kg	8.890	2,8	9.680	2,7

In 2024, the Company allocated PAC usage targets to each water plant cluster, thereby reducing total PAC consumption compared to 2023. To ensure effective operations and sustainable development, Can Tho Water Supply - Sewerage Joint Stock Company has implemented various measures to manage materials, use water resources efficiently, and minimize waste.

The Company has invested in modern technology to monitor and control water usage in production and operations. Specifically, continuous monitoring programs and sensor technologies have been adopted to promptly detect and resolve pipeline and equipment leaks.

In addition, the Company emphasizes the preservation and treatment of clean water for households and businesses. Advanced water treatment technologies are applied to ensure high water quality and environmental safety. Establishing and maintaining water source protection zones is essential to maintaining a stable and safe supply.

The Company also recognizes the importance of enhancing employee knowledge and skills in resource management. Regular training programs are organized to help staff understand their responsibilities and use materials efficiently. As a result, the entire production and water supply team is well aware of the Company's sustainability goals and commitments.

Lastly, the Company encourages the use of recycled materials in water production and supply. This approach helps reduce environmental impact and fosters a sustainable supply chain. These material management efforts demonstrate the Company's determination to build a greener, cleaner, and more sustainable future for the community.

c) Energy consumption

In operating water treatment systems, pumps, and lighting equipment, Can Tho Water Supply - Sewerage Joint Stock Company primarily uses two main energy sources: electricity and diesel. Recognizing the environmental impacts and operational costs associated with its activities, the Company has placed strong emphasis on monitoring and optimizing energy consumption - both direct and indirect. Energy efficiency evaluation and management are embedded into the Company's sustainable development strategy, aiming to improve operational performance, reduce emissions, and cut costs.

In 2024, CTW's electricity and diesel consumption at its three water plants was as follows:

Energy source	Unit	Can Tho Water Plant 1		Hung Phu Water Plant		Bong Vang Water Plant	
		Total usage	Calculated in Wh/m ³	Total usage	Calculated in Wh/m ³	Total usage	Calculated in Wh/m ³

Electricity	Kwh	4.724.023	206,2	832.905	173,6	674.630	186,7
Diesel oil	Liters	4.437	-	3.291	-	1.594	-

In 2024, CTW consumed a total of 6.231.558 kWh of electricity and 9.322 litres of diesel across its three water plants (Can Tho 1, Hung Phu, and Bong Vang).

To gradually reduce direct energy consumption, the Company has invested in modern technologies and implemented renewable energy solutions, such as solar power systems at several operational facilities. At the same time, CTW continuously upgrades equipment and processes and increases maintenance efforts to ensure stable, efficient, and low-energy operations. Specific energy-saving targets are set and integrated into operational management plans, enabling proactive performance monitoring and outcome measurement.

In addition to technical improvements, the Company actively encourages staff involvement by promoting initiatives to save energy in daily work. Feasible suggestions are implemented and evaluated through periodic reporting. Publicly disclosing the results of these initiatives not only demonstrates CTW's commitment to energy management but also provides a foundation for building future solutions.

d) Water consumption:

As a company operating in the field of water supply, drainage, and wastewater treatment, CTW recognizes that water resources are both an essential input and the main output in its business operations. Raw water is mainly extracted from the Hau River and Can Tho River, then undergoes a strict treatment process including iron removal, sedimentation, filtration, and disinfection to produce clean water that meets the quality standards under QCVN 01-1:2018/BYT of the Ministry of Health, serving the residential and business communities.

Understanding the critical role of water in the context of increasingly scarce resources, CTW always prioritizes effective water management and usage. The Company continuously optimizes equipment systems and treatment processes to reduce losses, save resources, and improve operational efficiency. In addition, CTW implements communication programs and educational initiatives to raise awareness among employees and the community on saving and responsibly using water.

An important part of CTW's water-saving strategy is to gradually build and expand the internal water reuse system and promote the use of recycled water at suitable facilities. Water-saving targets are concretized by CTW through periodic monitoring indicators, along with performance assessment reports. These efforts not only help the Company effectively control resource usage but also contribute to environmental protection and sustainable development in the water supply and drainage sector.

e) Compliance with the law on environmental protection

Throughout the past year, Can Tho Water Supply - Sewerage Joint Stock Company has strictly complied with all applicable laws and regulations on environmental protection throughout its production and business operations. In addition to full compliance with mandatory standards, the Company proactively studies and updates new regulations and environmental management trends to flexibly adjust its operational strategies accordingly.

CTW commits that all activities related to water production, treatment, and supply strictly comply with environmental standards, especially clean water quality standards under QCVN 01-1:2018/BYT of the Ministry of Health, specifically:

+ Group A is tested monthly by the Center for Disease Control.

+ Groups B and AB are tested by the Center for Technical Standards, Measurement, and Quality in Can Tho.

+ Surface water and wastewater are monitored by the Center for Natural Resources and Environmental Monitoring of Can Tho City under QCVN 08:2023/BTNMT and QCVN 40:2011/BTNMT.

In addition to legal compliance, CTW actively cooperates with environmental management agencies and local authorities to propose improvements in production processes that reduce negative environmental impacts. The Company actively participates in workshops and industry forums to exchange experiences, stay updated on new trends, and expand cooperation with other units in the sector. Based on that, CTW has implemented numerous community education programs, social activities, and communication campaigns to raise awareness about water resource and environmental protection, while promoting practical actions from local citizens. This is an integral part of CTW's long-term sustainable development strategy.

f) Policies related to employees

- Number of employees, average salary for employees.

From 2021 to 2024, the number of employees remained stable, ranging from 311 to 316 per year. Specifically, in 2024, the number of employees was 311, with an average monthly income of 13,33 triệu đồng per person. The Company has made continuous efforts to maintain stable income levels, appropriate to production and business conditions, while ensuring competitive and reasonable welfare policies to retain and develop high-quality human resources.

- Labor policies to ensure the health, safety, and welfare of employees.

Can Tho Water Supply - Sewerage Joint Stock Company considers employees as a valuable asset, playing a key role in the sustainable development of the enterprise. Therefore, the Company's labor policies are designed to ensure comprehensive health, safety, and welfare for employees. The Company is committed to maintaining a safe and healthy working environment by regularly organizing occupational safety training sessions and fully equipping employees with personal protective equipment. These measures not only meet legal requirements but also demonstrate the Company's genuine concern for employees' well-being.

The Company also implements a comprehensive health insurance program, including periodic health checks and medical support services, to help employees maintain good health and detect early health risks. Activities promoting a healthy lifestyle and mental well-being are also integrated into internal programs, aiming for a work-life balance.

Moreover, CTW focuses on building a friendly working environment that encourages dedication and provides opportunities for individuals to develop both professionally and personally. This is also a foundation for retaining employees and building a strong team aligned with the Company's development direction.

- Employee training activities

CTW's labor policy is built to protect health, ensure occupational safety, and improve employee welfare. At the same time, the Company is committed to creating a positive work environment and supporting career development through skill training and continuous learning programs.

Besides social welfare programs, the Company pays special attention to developing employees' professional capabilities. Training programs are designed from basic to advanced levels, including specialized technical training, soft skills, and technology updates, to meet the increasing demands of work.

CTW regularly organizes internal workshops and training sessions, and enables employees to participate in online courses, webinars, and distance learning programs. For employees wishing

to further their education, the Company provides tuition support for university and postgraduate programs related to its field of operation.

g) Reports related to responsibilities to the local community

Can Tho Water Supply - Sewerage Joint Stock Company integrates production and business operations with social responsibility, particularly toward the local community. With a spirit of sharing and sustainable development, the Company frequently allocates a portion of its profits to charitable activities and support for disadvantaged families in Can Tho City.

Social responsibility is not only a commitment but also a core element of CTW's comprehensive business strategy. In 2024, the Company's Labor Union organized meaningful activities, including a Tet gift-giving program for union members with a total cost of 153.000.000 VND, contributing to a warm New Year. Additionally, the grassroots union organized the 2024 Sports Festival and Workers' Day, and participated in charitable activities such as donating one day's salary to support northern residents affected by storms and floods (139.340.909 VND), contributing to the "Golden Heart" Fund (18.660.000 VND), and supporting the "For the Poor" Fund (72.700.000 VND).

These contributions not only reflect a sense of responsibility but also spread humanitarian values, helping to improve the lives of local people. CTW believes that sustainable business development must go hand in hand with community partnership and sharing, aiming to build a compassionate, fair, and well-developed society.

h) Report on green capital market activities under the guidance of the SSC

The green capital market plays an increasingly important role in the global financial system, aiming to finance sustainable and environmentally friendly projects and promote green growth. Financial instruments such as green bonds, green stocks, and green investment funds are emerging investment trends that not only help businesses raise capital effectively but also demonstrate environmental and social responsibility.

Although CTW has not yet directly participated in the green capital market, the Company still prioritizes integrating sustainable development elements into its business strategy. Environmental protection is always defined as a core principle throughout CTW's operations, clearly demonstrated through process optimization, application of energy-saving technologies, emission reduction, gradual development of a water circular system, and transition to renewable energy sources.

These efforts not only help CTW improve operational efficiency, control costs, and minimize environmental impacts, but also establish a solid foundation for the Company to access green financial resources in the future. This is also an important step in meeting the increasing expectations of ESG-focused investors (Environment – Social – Governance) and affirms CTW's long-term sustainable development orientation.

III. Reports and assessments of the Board of Management

1. Assessment of operating results

a) General analysis of company's operations against the previous operating targets and results

In 2024, Can Tho Water Supply - Sewerage Joint Stock Company continued to make concerted efforts to implement the planned tasks amidst a context of both favorable conditions and emerging challenges. Under the resolute direction of the Board of Directors, the flexible management of the Executive Board, and the high sense of responsibility of all employees, the Company achieved positive results across various aspects.

- Advantages:

The adjustment of clean water prices from February 01, 2024, under Decision No. 215/QĐ-UBND created favorable conditions for the Company to improve its revenue. In addition, revenue from the operation of the wastewater treatment plant during the 2021 - 2023 period and the liquidation of long-term obsolete materials contributed positively to the year's financial results. Furthermore, the customer care work, the management of water supply and drainage networks, and the implementation of public utility services were effectively carried out, enhancing the Company's image and reputation.

Currently, Can Tho Water Supply - Sewerage Joint Stock Company has implemented 2.796 new household connections, bringing the total number of customers to 78.375 households. As a result, the Company continues to expand the coverage of clean water supply, contributing to the increase in the proportion of households with access to quality water sources, while effectively complying with the directives of the City Party Committee and the People's Committee of Can Tho City in developing the water supply network in the area.

- Difficulties:

Alongside favorable operating conditions, the Company also faced numerous difficulties and challenges. One of the most concerning issues is water loss. Currently, Can Tho City is undergoing urban refurbishment, with many roads being upgraded and expanded, affecting the water supply system and increasing the water loss rate. In addition, approximately 5% of the Company's water supply network has been operating for over 40 years, exceeding its intended lifespan, leading to leaks and pipe bursts, negatively affecting system performance. This requires the Company to allocate significant resources to renovate and upgrade the infrastructure to ensure service quality.

The raw water source also poses a major challenge. The Company's water extraction activities largely depend on natural conditions, especially during the dry season, when water flow significantly decreases due to the impact of climate change. This decline directly affects the water production and supply process, making it difficult to maintain a stable water source for customers.

Moreover, the Company must strictly comply with legal regulations on water extraction. According to the Law on Water Resources, if the water extraction exceeds the permitted capacity or does not reach 70% of the licensed flow rate, the Company may face penalties and be required to return the profits earned from non-compliant extraction activities. Compliance with these regulations requires the Company to have a proper monitoring and adjustment plan to avoid legal risks and ensure stable long-term operations.

b) The company's achievements.

Despite many challenges, CTW has achieved many outstanding results in 2024:

- Revenue and after-tax profit both exceeded the plan, with revenue increasing by 49,47% and after-tax profit rising by 115,09% compared to 2023.
- Completed and put into operation numerous projects to expand the water supply network, enhancing supply capacity and service quality.
- Established the Monitoring and Digital Transformation Technology Application Center (MDC Center) to accelerate digital transformation and centrally monitor software systems, plant SCADA, pressure/flow monitoring systems, and WebGIS for network asset management.
- Actively applied digital technology in management operations: implemented WebGIS, CTWCare, Power BI, electronic contracts, and online water quality monitoring systems, contributing to optimized operations and increased transparency.

- The cashless payment rate reached 90,6%, up by 5% compared to 2023, marking a significant step in digital transformation and improving customer experience.
- Maintained the water supply and drainage system in safe and stable operation; clean water quality met the QCVN 01-1:2018/BYT standard issued by the Ministry of Health.

2. Financial situation

a) Assets

Unit: million VND

Items	31/12/2023		31/12/2024		2024/ 2023
	Value	Percentage	Value	Percentage	
Short-term assets	120.029	16,58%	168.429	20,77%	140,32%
Long-term assets	603.762	83,42%	642.437	79,23%	106,41%
Total assets	723.79	100,00%	810.865	100,00%	112,03%

By the end of 2024, the Company recorded a significant increase in total assets. The Company's total assets reached 810.865 million VND, up 12,03% compared to the same period last year. There was a notable shift in the asset structure, with current assets increasing sharply from 120.029 million VND to 168.429 million VND, equivalent to an increase of 40,32%. The most significant increase was in held-to-maturity investments, specifically a 33.871 million VND increase in term deposits. Meanwhile, non-current assets slightly increased by 6,41% compared to the previous year, from 603.762 million VND to 642.437 million VND, mainly due to continued investments in long-term assets. This indicates that the Company has maintained its investment in infrastructure and water supply systems to ensure long-term service quality. The Company is expanding its operations, investing heavily in infrastructure, and strengthening its financial capacity to meet the growing demand for water. With a sound development strategy, the Company is solidifying its position in the water supply and drainage industry, aiming for sustainable growth in the coming years.

b) Liabilities

Unit: VND million

Target	31/12/2023		31/12/2024		2024/ 2023
	Value	Percentage	Value	Percentage	
Short-term liabilities	129.723	56,08%	142.495	58,89%	109,85%
Long-term liabilities	101.576	43,92%	99.469	41,11%	97,93%
Total liabilities	231.299	100,00%	241.965	100,00%	104,61%

The Company recorded a slight increase in total liabilities in 2024, reflecting a prudent financial strategy to maintain stable operations and expand investments. Total liabilities reached 241.965 million VND, up 4,61% from 231.299 million VND at the end of 2023, while still maintaining a reasonable debt structure.

Short-term liabilities rose from 129.723 million VND to 142.495 million VND, equivalent to a 9,85% increase, accounting for 58,89% of total liabilities. The Company is increasingly using short-term debt to finance operating activities and expand its water supply network. Meanwhile, long-term liabilities slightly declined from 101.576 million VND to 99.469 million VND, a 2,07% decrease, reducing the proportion of long-term liabilities from 43,92% to 41,11%.

With a stable debt structure, Can Tho Water Supply - Sewerage Joint Stock Company continues to ensure strong financial capacity for sustainable development and to meet the growing demand for clean water and sewerage services.

3. Improvements in organizational structure, policies, and management

In 2024, Can Tho Water Supply - Sewerage Joint Stock Company implemented various organizational, policy, and management improvements to enhance operational efficiency, improve service quality, and promote digital transformation across the entire system. The key initiatives include:

- Continued efficient operation of the online clean water quality monitoring system, with 08 devices installed at water treatment plants and on the network to monitor key parameters such as turbidity, pH, and chlorine in real time. In addition, the upstream river water quality monitoring system at 03 plants has been operating stably, controlling indicators such as color, iron, ammonium, total mineral oil, and salinity.
- Maintaining the water bill collection partnership, in cooperation with 15 banks and implementing 08 forms of payment through e-wallets, contributing to an increase in cashless payment rate and convenience for customers.
- Completed the upgrade of the customer service software (CTWCare) on both mobile and web platforms, including improved access speed, enhanced login security, and compatibility updates for newer operating system versions.
- Official implementation of the document management software (incoming and outgoing correspondence) since August 2024, enhancing internal governance and digitizing administrative processes.
- Strengthened the customer service channel on Zalo, while also completing the customer transition plan from Zalo to the CTWCare app and customer care website under the digital transformation roadmap. Water bill inquiry service via Zalo was officially discontinued on June 30, 2024.
- Continued application of electronic contracts in signing agreements for domestic water supply services, contributing to streamlined processes, cost savings, and increased transaction transparency.
- Deployed Power BI for data management, building an intuitive Dashboard system to support data consolidation, reporting, and business performance analysis—especially in the water revenue segment.
- Restructured the information technology unit, upgrading the IT Team to the Monitoring and Digital Transformation Application Center (MDC), in order to enhance technical capacity and meet technological development requirements in the new phase.

4. Development plans in future

2025 production business plan:

Target	Unit	Year 2025
Output	million m ³	27,55
Revenue	million VND	338.224
Profit after tax	million VND	53.797
Tax obligations	-	Full, accurate, and timely compliance
Water loss Percentage	%	<13%

- Review and restructure some affiliated units to improve labor productivity and business efficiency.
- Continue negotiating the water supply service area with Phong Dien District.
- Continue implementing the investment plan, focusing on the following projects:
 - Water supply pipeline D225 HDPE on both sides of Hoang Quoc Viet Street, replacement of old pipes, implementation of water metering policy; pipelines D.225, D.180, D.110 HDPE on 32 streets of Ninh Kieu District (Phase 1); transmission pipeline D400 HDPE - IC3 (Phase 1); National Highway 61C pipeline; pipeline D315 HDPE (connected to the old D400 pipeline along National Highway 1A); upgrade of Bông Vang branch with capacity of 2.500 m³/day-night; clean water reservoir of 5.000 m³/day-night at Hung Phu Water Plant; sludge recovery and reuse system at Plant No.1; solar power system at CT1 Water Plant; projects continued from 2024 to improve and expand the water network in Ninh Kieu District, Cai Rang District, and Phong Dien District.
 - Renovation projects to reduce water loss and upgrade/expand the water supply network as proposed by local authorities and customer management units to meet the clean water demand.
- Enhance water loss prevention efforts following the completion of pressure boosting across the entire network.
- Drainage and Wastewater Treatment Project: complete project handover as directed by the Can Tho People's Committee and proceed with the procedures for signing operation contracts for 2024 and 2025.
- Continue operating the sewer lines, pumping stations, and Can Tho City Wastewater Treatment Plant with a capacity of 30.000 m³/day-night in accordance with the approved plan.
- Continue performing public utility services in 2025 (e.g., drainage maintenance, dredging, WWTP operation) across the city.
- Continue cooperating with related units to inspect, survey, propose, and implement drainage system maintenance and repair as per signed contracts and investors' requests.
- Make continuous efforts to enhance wastewater and drainage service quality to maintain loyal customers and expand the customer base in Can Tho City.
- Bring the Monitoring and Digital Transformation Application Center (MDC) into full operation.
- Continue promoting electronic and bank-based water bill payment (target $\geq 90\%$) to reduce cash usage; upgrade the automatic water loss calculation software and WebGIS; increase customer adoption of CTWCare app; and develop a virtual customer service assistant.

5. Explanation of the Board of Management for auditor's opinions:

The audit opinion on the separate and consolidated audited financial statements for 2024 of Can Tho Water Supply - Sewerage Joint Stock Company is an unqualified opinion. Therefore, the Board of General Directors has no further explanation.

6. Assessment Report related to environmental and social responsibilities of the Company.

a. Assessment concerning the environmental indicators (water consumption, energy, emissions, etc.).

As the unit in charge of managing, supplying clean water, and treating wastewater for Can Tho City, Can Tho Water Supply - Sewerage Joint Stock Company is fully aware of its role and

responsibility in environmental protection and ensuring the quality of water sources for the community. During its operations, the Company constantly faces numerous challenges, especially in maintaining output water quality and ensuring wastewater treatment meets standards, amid increasing urbanization and climate change impacts.

Clean water quality and wastewater treatment efficiency are identified as two core factors in the Company's operations. In 2024, periodic monitoring results showed that CTW effectively applied modern technologies and stringent control procedures, ensuring that the water supply met the safety standards stipulated by the Ministry of Health. At the same time, the Company invested in upgrading the wastewater treatment system using advanced technical solutions, helping to reduce negative environmental impacts, improve post-treatment water quality, and promote water reuse and recycling – in line with the sustainable water resource development orientation.

In parallel, CTW actively implemented measures to mitigate environmental impacts from water extraction and distribution activities, including optimizing energy use, applying renewable energy sources, and controlling greenhouse gas emissions. Energy-saving programs were synchronously implemented across the Company, with the active participation of staff.

b. Assessment concerning the labor issues

In 2024, Can Tho Water Supply - Sewerage Joint Stock Company continued to focus on building a positive working environment, ensuring employee rights, and improving quality of life for workers. The Company organized professional training programs and experience-sharing activities to enhance working capacity and help employees adapt to increasingly demanding production and business operations. The total budget for employee welfare, social support, and trade union activities during the year reached 5.065.990.074 VND, of which 153.000.000 VND was allocated to Lunar New Year gifts for trade union members. In addition, the Union successfully organized the 2024 Sports Festival and Workers' Day, fostering solidarity and enhancing team spirit. The Company also ensured full implementation of wage, bonus, and welfare policies, contributing to the creation of a stable, committed workforce aligned with the Company's sustainable development goals.

c. Assessment concerning the corporate responsibility for the local community

Can Tho Water Supply - Sewerage Joint Stock Company always upholds the role and responsibility of the enterprise in accompanying the development of the local community. In 2024, the Company actively participated in charity activities and social welfare support, contributing to improving the lives of disadvantaged individuals. Specifically, the Company donated 90.367.886 VND to the "For the Poor" Fund launched by the Vietnam Fatherland Front Committee, and 18.840.000 VND to the "Golden Heart Fund" of the Can Tho City Labor Federation. Additionally, the Company implemented various support programs in healthcare, education, environmental protection, and clean water awareness, demonstrating its commitment and long-term connection with the community where it operates. These contributions not only spread humanitarian values but also reinforce CTW's image as a responsible enterprise actively contributing to the sustainable development of Can Tho City.

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

1. Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities

In 2024, the Board of Directors highly appreciated the efforts of the Executive Board and all employees in fulfilling their production and business tasks, ensuring a stable, safe, and high-quality clean water supply for the residents of Can Tho City. The Company successfully achieved its revenue and profit targets while simultaneously implementing a range of measures to enhance

productivity, improve operational efficiency, adopt technological innovations, and accelerate digital transformation.

Despite certain challenges in project implementation progress and the impacts of climate change, Can Tho Water Supply - Sewerage Joint Stock Company achieved positive business results in 2024. Revenue and profit both exceeded targets, reflecting effective management and cost control. Financial indicators improved significantly compared to the previous year, with revenue increasing by 49,47% and profit after tax rising by 111,41% compared to 2023. In addition, the Company continued expanding its water supply network, enhancing service quality, and maintaining a non-cash payment rate of 90,6%, contributing to operational optimization and improved customer experience.

In terms of environmental responsibility, the Company continued to strictly comply with legal regulations, invest in the modernization of wastewater treatment systems, and monitor input-output water quality. Energy-saving solutions, use of renewable energy, and emission reduction initiatives were effectively implemented, contributing to environmental protection and climate change response.

Regarding social responsibility, the Company demonstrated strong community engagement through charity activities, employee support, and active contributions to local welfare programs. During the year, the Company allocated over 5 billion VND to employee welfare and community responsibility activities, affirming its role as a state-owned enterprise in promoting sustainable development associated with social benefits.

The Board of Directors evaluates that CTW has maintained stable business operations, ensured internal welfare, fulfilled its social and environmental responsibilities, and laid a solid foundation for the next development phase.

2. Assessment of Board of Directors on Board of Management's performance

The Board of General Directors and the Company's management have comprehensively and seriously implemented the Company Charter, Resolutions of the General Meeting of Shareholders, and the Law on Enterprises. During management, the General Director and Executive Board members adhered strictly to the hierarchical structure and internal management regulations of the Company. The General Director effectively fulfilled the role as the head, directing and orienting key matters and coordinating the Executive Board to ensure timely execution of business activities. During the year, the Executive Board successfully developed plans for expanding and upgrading the water supply network to meet the local population's water usage needs.

3. Plans and orientations of the Board of Directors

In the context of the global economy in 2025 expected to recover positively but still facing risks such as geopolitical tensions, interest rate and exchange rate volatility, supply chain disruptions, and inflationary pressures, the Government of Vietnam has set a GDP growth target of 8%. Locally, Can Tho City aims for an economic growth rate of at least 9,5%, striving toward double-digit growth. This presents both opportunities and major challenges for business operations, including those of Can Tho Water Supply - Sewerage Joint Stock Company.

Based on this, the Board of Directors outlines the 2025 operational orientation of the Company as follows:

- Continue performing governance functions and duties in accordance with the authority defined in the Company's Charter and related regulations.
- Direct and oversee production, business, and investment activities toward stability and development, ensuring the fulfillment of the 2025 plan targets approved by the General Meeting of Shareholders.

- Proactively adjust business and investment strategies to align with actual conditions; focus on securing water sources and strengthening the interconnection of regional water supply networks to ensure safe and stable water supply operations throughout the city.
- Promote technology application and accelerate digital transformation in operations, governance, and customer service to improve management efficiency, reduce costs, and enhance labor productivity.

V. Corporate Governance

1. Board of Directors

a) Members and structure of the Board of Directors

The Board of Directors consists of 05 members, including 02 executive members and 03 non-executive members.

As of December 31, 2024:

No.	Member	Position	Number of shares owned	Ownership ratio
1	Mr. Nguyen Huu Loc	Chairman of the Board of Directors	10.085.100	36,02%
2	Mr. Nguyen Tung Nguyen	Member of the Board cum General Director	4.211.600	15,04%
3	Mr. Nguyen Van Thien	Member of the Board of Directors	0	0%
4	Mr. Tran Chien Cong	Member of the Board of Directors	600	0,002%
5	Mr. Trinh Huu Phuc	Member of the Board cum Deputy General Director	200	0,0007%

b) Subcommittees of the Board of Directors:

None

c) Activities of the Board of Directors:

- Number of Board of Directors meetings

No.	Board of Directors' members	Number of meetings attended	Attendance rate	Reason for absence
1	Mr. Nguyen Huu Loc	7/7	100%	
2	Mr. Nguyen Tung Nguyen	7/7	100%	
3	Mr. Nguyen Van Thien	7/7	100%	
4	Mr. Tran Chien Cong	7/7	100%	
5	Mr. Trinh Huu Phuc	7/7	100%	

- Contents and results of the meetings.

The Board of Directors held a total of 07 meetings. The specific contents and corresponding Resolutions issued are as follows:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2024/NQ-HDQT	31/01/2024	Q1/2024 Resolutions	100%
2	01A/2024/NQ-HDQT	31/01/2024	Resolution approving the policy to allow minor internal transactions for production purposes between CanThoWassco and its subsidiaries (Tra Noc-O Mon Water Supply JSC and Thot Not Water Supply JSC), excluding financial transactions.	100%
3	01B/2024/NQ-HDQT	31/01/2024	Resolution approving the following matters for Thot Not Water Supply JSC: - Policy approval for investment in constructing the booster pump station for the Vinh Thanh Industrial Park. Thot Not Water Supply JSC is assigned to comply with legal investment procedures. - Policy approval for issuing shares to increase charter capital for 2024–2025. The capital increase will be implemented in two phases (2024 and 2025), and Thot Not Water Supply JSC must finalize a detailed plan for the next Board of Directors meeting.	100%
4	02/2024/NQ-HDQT	02/4/2024	Q2/2024 Resolutions.	100%
5	03/2024/NQ-HDQT (Excerpt)	02/4/2024	Resolution approving the performance evaluation of the state capital representative at Can Tho Water Supply - Sewerage JSC for 2023.	100%
6	04/2024/NQ-HDQT (Excerpt)	02/4/2024	Resolution approving the appointment of Ms. Nguyen Le Thu Hoai as Head of Internal Audit.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
7	05/2024/NQ-HDQT (Excerpt)	02/4/2024	Resolution approving matters related to Tra Noc-O Mon Water Supply JSC for the 2024 Annual General Meeting of Shareholders.	100%
8	06/2024/NQ-HDQT (Excerpt)	02/4/2024	Resolution approving matters related to Thot Not Water Supply JSC for the 2024 Annual General Meeting of Shareholders.	100%
9	07/2024/NQ-HDQT	26/4/2024	<p>Resolution approving the following:</p> <ul style="list-style-type: none"> - The Board of Directors does not oppose the public tender offer for Can Tho Water Supply - Sewerage JSC shares by Thu Dau Mot Water JSC, which is based on the latter's business needs. - The public tender offer does not impact production, business activities, or the state ownership ratio at the company. - Thu Dau Mot Water JSC is requested to carry out the public tender offer in accordance with current Vietnamese regulations. 	100%
10	08/2024/NQ-HDQT	27/6/2024	<p>Resolution approving the following:</p> <ul style="list-style-type: none"> - The Board of Directors does not oppose the public tender offer for Can Tho Water Supply - Sewerage JSC shares by Thu Dau Mot Water JSC, which is based on the latter's business needs. - The public tender offer does not impact production, business activities, or the state ownership ratio at the company. - Thu Dau Mot Water JSC is requested to carry out the public tender offer in accordance with current Vietnamese regulations 	100%
11	09/2024/NQ-HDQT	29/7/2024	Resolution of the Board of Directors for Q3/2024.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
12	10/2024/NQ-HDQT	24/10/2024	Resolution of the Board of Directors for Q4/2024.	100%
13	11/2024/NQ-HDQT	24/10/2024	<p>Resolution affirming no objection to the public tender offer for CTW shares by Thu Dau Mot Water JSC, as outlined in Official Letter No. 197/CPNTDM-NSQT dated October 14, 2024:</p> <ul style="list-style-type: none"> - The Board of Directors does not oppose the public tender offer for Can Tho Water Supply - Sewerage JSC shares by Thu Dau Mot Water JSC, which is based on the latter's business needs. - The public tender offer does not impact production, business activities, or the state ownership ratio at the company. - Thu Dau Mot Water JSC is requested to comply with all legal requirements for the public tender offer. 	100%
14	12/2024/NQ-HDQT	24/10/2024	Resolution approving the policy to increase the charter capital of Thot Not Water Supply JSC. The company must finalize the necessary procedures for the state capital representative to submit the plan to the People's Committee for approval.	100%
15	13/2024/NQ-HDQT	20/12/2024	Resolution approving the Science and Technology Regulation, Expenditure Regulation, and the use of the Science and Technology Development Fund.	60%
16	01/2024/QĐ-HDQT	02/4/2024	Approval to issue the Internal Audit Regulation for Can Tho Water Supply - Sewerage JSC.	100%
17	02/2024/QĐ-HDQT	02/4/2024	Approval for the appointment of the Head of Internal Audit.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
18	03/2024/QĐ-HDQT	29/10/2024	Approval to amend and supplement the Financial Management Regulation of Can Tho Water Supply - Sewerage JSC.	100%
19	04/2024/QĐ-HDQT	20/12/2024	Approval to issue the Science and Technology Regulation for Can Tho Water Supply - Sewerage JSC.	100%
20	05/2024/QĐ-HDQT	20/12/2024	Approval to issue the Expenditure and Utilization Regulation for the Science and Technology Development Fund of Can Tho Water Supply - Sewerage JSC.	100%

d) Activities of independent Board of Directors members.

The company does not have independent Board of Directors members.

e) The list of members of the Board of Directors possessing certificates on corporate governance

The Board of Directors of Can Tho Water Supply - Sewerage Joint Stock Company is composed of members with many years of experience in corporate governance. In order to enhance governance capacity and operational efficiency, the Company consistently facilitates and encourages members of the Board of Directors, the Executive Board, and the management team to participate in training programs, specialized seminars, and professional dialogue forums organized by regulatory authorities, water industry associations, and professional organizations.

2. Board of Supervisors

a) Members and Structure of the Board of Supervisors

As of December 31, 2024:

No.	Member	Position	Number of shares owned	Ownership ratio
1	Mrs. Lam Nguyet Thanh	Head of the Board of Supervisors	5.300	0,019%
2	Ms. Ngo Hong Hanh	Member of the Board of Supervisors	1.300	0,005%
3	Mr. Mai Song Hao	Member of the Board of Supervisors	-	0,00%

- **Review of changes in members of the Board of Supervisors during the year:** None

b) Activities of the Board of Supervisors

- Evaluation of the Board of Supervisors' activities during the year.

In 2024, the Board of Supervisors fully performed its supervisory functions in accordance with the Law on Enterprises, the Company's Charter, and current legal regulations. Supervisory activities were proactively conducted, focusing on compliance with the law, adherence to the Company's Charter and internal regulations during corporate governance, management, and business operations.

The Board of Supervisors supervised the activities of the Board of Directors and Executive Board, especially in implementing resolutions, strategies, and business plans approved by the General Meeting of Shareholders. The quarterly and annual financial statement reviews were conducted seriously, ensuring transparency and compliance with accounting standards. In addition, the Board assessed the effectiveness of the internal control system and monitored the Company's financial – accounting activities, including reviewing significant items and the efficiency of the accounting software.

Throughout its duties, the Board of Supervisors received close coordination from the Board of Directors, the General Director, and relevant departments. Governance and financial information, including Board resolutions and decisions, were provided fully and promptly, facilitating inspection and evaluation.

Members of the Board of Supervisors actively attended all meetings of the Board of Directors, thereby comprehensively grasping the Company's operations and providing constructive advice and recommendations to support transparent and effective governance. The Board of Supervisors consistently maintained objectivity, independence, and adherence to its functions.

- Number of meetings of the Board of Supervisors

No.	Member	Number of meetings attended	Attendance rate	Voting rate
1	Ms. Lam Nguyet Thanh	04/04	100%	100%
2	Ms. Ngo Hong Hanh	04/04	100%	100%
3	Mr. Mai Song Hao	04/04	100%	100%

- Performance evaluation of the Board of Supervisors in 2024

In 2024, the Board of Supervisors monitored the activities of the Board of Directors, the General Director, and shareholders in accordance with the Law on Enterprises, the Company's Charter, and relevant regulations. Supervisory members actively participated in all meetings of the Board of Directors to understand the Company's actual operations, while also providing observations and proposals to support management.

Additionally, the Board of Supervisors continued to strengthen collaboration with the Board of Directors and the General Director. Attendance at Board meetings allowed the Board of Supervisors to gain a comprehensive perspective on the governance model as well as the Company's short- and long-term business strategies, thereby contributing to the decision-making process. All resolutions and decisions of the Board of Directors were shared promptly with the Board of Supervisors and the Executive Board. The support and timely information provided by the Board of Directors, General Director, and other departments enabled the Board of Supervisors to effectively fulfill its assigned supervisory responsibilities.

- Content and results of meetings

The Board of Supervisors held 04 meetings, with specific contents and issued documents as follows:

No.	Date	Content
1	31/01/2024	<ul style="list-style-type: none"> - Review and appraisal of the Q4/2023 financial statements and the 2023 business performance report. - Discussion and feedback on matters related to the Board of Directors' meeting in January 2024. - Other related matters.
2	02/04/2024	<ul style="list-style-type: none"> - Review and appraisal of the audited separate and consolidated financial statements for 2023, and Q1/2024 business performance report. - Discussion on the Supervisory Board's activity report for the 2024 Annual General Meeting of Shareholders. - Discussion and approval of the proposal to select the audit firm for the 2024 financial statements. - Discussion and feedback on the Board of Directors' meeting in April 2024. - Other related matters.
3	29/07/2024	<ul style="list-style-type: none"> - Review and appraisal of the separate and consolidated financial statements for Q2/2024; Q2/2024 business performance report. - Discussion and feedback on the Board of Directors' meeting in July 2024. - Other related matters.
4	24/10/2024	<ul style="list-style-type: none"> - Review and appraisal of the Q3/2024 financial statements and the 9-month business performance report of 2024. - Review and feedback on the Internal Audit Department's proposal on the Q4/2024 inspection plan. - Discussion and feedback on the Board of Directors' meeting in October 2024. - Other related matters.

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors

a) Salary, rewards, remuneration and benefits

Unit: VND

No.	Name	Title	Income, remuneration, salary, bonus
Board of Directors			
1	Mr. Nguyen Huu Loc	Chairman of the Board of Directors	913.593.600
2	Mr. Nguyen Tung Nguyen	Member of the BOD	139.100.000

3	Mr. Nguyen Van Thien	Member of the BOD	117.500.000
4	Mr. Tran Chien Cong	Member of the BOD	117.500.000
5	Mr. Trinh Huu Phuc	Member of the BOD	117.500.000
Board of Supervisors			
1	Ms. Lam Nguyet Thanh	Head of the Board of Supervisors	680.745.600
2	Ms. Ngo Hong Hanh	Members of Board of Supervisors	572.189.808
3	Mr. Mai Song Hao	Members of Board of Supervisors	85.250.000
Board of General Directors			
1	Mr. Nguyen Tung Nguyen	General Director	597.166.000
2	Mr. Trinh Huu Phuc	Deputy General Director	489.948.709
3	Mr. Huynh Thien Dinh	Deputy General Director	666.075.600
4	Mr. Nguyen Minh Phuong	Deputy General Director	680.745.600
Total			5.177.314.917

b) Stock transactions of internal persons

No	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage/Quantity of Issued Shares	Number of shares	Percentage/Quantity of Issued Shares	
1	Thu Dau Mot Water Joint Stock Company	An affiliated organization to Binh Duong Water - Environment Corporation (a major	0 share	0%	6.429.900 shares	22,96%	Purchase Transaction

		shareholder)					
--	--	--------------	--	--	--	--	--

c) Contracts or transactions with internal persons:

- **Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons**

ST T	Name of organization/ individual	Time of transactions with the Company	Content, quantity	Total value of transaction	Resolution No. approved by Board of Directors
1	Thot Not Water Supply Joint Stock Company	From 01/02/2024 to 31/01/2025	Economic Contract (excluding borrowing and lending)	171.052.560	Resolution: No. 01A/2024/NQ-HDQT dated January 31, 2024, issued by the Board of Directors of Can Tho Water Supply - Sewerage Joint Stock Company
2	Tra Noc - O Mon Water Supply Joint Stock Company			17.304.300	

- **Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.**

None.

d) Assessment of the implementation of regulations on corporate governance:

The Company always strictly complies with the laws related to governance and business operations. In terms of training and human resource development, Can Tho Water Supply - Sewerage Joint Stock Company actively participates in training courses, seminars, and knowledge updates on corporate governance organized by the State Securities Commission and Stock Exchanges to improve the knowledge and skills of its workforce. The Company also continuously improves and maintains ongoing training programs to adapt to new trends in this field.


- On June 28, 2024, the Company participated in an online conference on “Legal compliance in securities and stock market regulations of public and listed companies; Common mistakes in preparing and presenting financial statements of public and listed companies” organized by the State Securities Commission and the Vietnam Association of Certified Public Accountants.
- On August 21, 2024, the Company participated in a training seminar on “Legal provisions on corporate governance, disclosure obligations, and the importance of IR for public companies” co-organized by the State Securities Commission and Yuanta Securities Company.
- On September 13, 2024, the Company attended the workshop “Enhancing effectiveness in public company governance through internal regulations” jointly held by HOSE and FPT Securities JSC.

In addition, the Company strictly complies with legal provisions to ensure transparency in information disclosure to shareholders. This not only protects shareholders' interests but also reinforces trust in the Company. We are committed to fully and punctually disclosing accurate

and objective information, which helps safeguard shareholder interests and minimizes legal risks, facilitating the Company's business operations.

VII. Financial statements

The audited financial statements for 2024 (Consolidated and Separate) of Cantho Water Supply - Sewerage Joint Stock Company have been disclosed in accordance with regulations and published on the official websites of the State Securities Commission, the Ha Noi Stock Exchange, and the Company via the following link: <https://ctn-cantho.com.vn/>



Legal Representative
General Director

The image shows a handwritten signature in black ink over a red circular stamp. The stamp contains the following text: "M.S.D.N: 1800153" at the top, "CÔNG TY CỔ PHẦN" in the center, "CẤP THOÁT NƯỚC" below it, and "CẦN THƠ" at the bottom. The signature is written over the stamp and extends to the right. Below the signature, the name "Nguyen Tung Nguyen" is printed in bold black text.

Nguyen Tung Nguyen