

Số/No: 692/CBTT-HWS

Độc lập – Tự do – Hạnh phúc
Independence – Freedom – Happiness

Huế, ngày 25 tháng 04 năm 2025
Hue, April 25, 2025

CÔNG BỐ THÔNG TIN
INFORMATION DISCLOSE

Về Biên bản và Nghị quyết Đại hội đồng cổ đông thường niên năm 2025
Regarding Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders

Kính gửi:

- Ủy ban Chứng khoán Nhà nước;
- Sở giao dịch Chứng khoán Hà Nội.

To:

- The State Securities Commission;
- The Hanoi Stock Exchange.

1. Tên Công ty: Công ty Cổ phần Cấp nước Huế (HueWACO)

Organization name: Hue Water Supply Joint Stock Company

2. Trụ sở chính: 103 Bùi Thị Xuân, Phường Phường Đức, Quận Thuận Hóa, TP. Huế

Address of head office: 103 Bui Thi Xuan street, Phuong Duc ward, Thuan Hoa district, Hue city.

3. Điện thoại/Telephone: 0234.3815555

Email: info@huewaco.com.vn

4. Mã chứng khoán/Securities code: HWS

5. Người thực hiện công bố thông tin/Spokeswoman:

- Họ và tên: Bà Trương Nữ Như Ngọc – Người quản trị công ty.

Full name: Mrs Truong Nu Nhu Ngoc – Person in charge of corporate governance

- Địa chỉ: 102 Điện Biên Phủ, Phường Trường An, Quận Thuận Hóa, TP Huế.

Address: 102 Dien Bien Phu street, Truong An ward, Thuan Hoa district, Hue city

6. Loại thông tin công bố/ Information disclosure type:

☒24h ☐72h ☐Yêu cầu/Request ☐Bất thường/Abnormal ☐Định kỳ/Periodicity

7. Nội dung thông tin công bố/Contents of information disclosure:

Đại hội đồng cổ đông thường niên 2025 của Công ty Cổ phần Cấp nước Huế được tổ chức vào ngày 25/04/2025. Qua đó, Đại hội đồng cổ đông đã thông qua Biên bản họp và Nghị quyết của Đại hội.

The 2025 Annual General Meeting of Shareholders of Hue Water Supply Joint Stock Company was held on April 25, 2025. There by, the General Meeting of Shareholders approved the Minutes and Resolution of the meeting.

8. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty cổ phần

Cấp nước Huế vào ngày 25/04/2025 tại địa chỉ www.huewaco.com.vn.

This information was published on the company's website on April 25, 2025, as the link www.huewaco.com.vn.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./.

We hereby certify that the above information is accurate and we accept full legal responsibility for the information disclosed here in.

Nơi nhận/Recipients:

- Như trên/As stated above;
- HĐQT, BKS/BOD,SB;
- Lưu/Save: VT/CA.

**NGƯỜI THỰC HIỆN CÔNG BỐ
THÔNG TIN**

Spokeswoman



Trương Nữ Như Ngọc

Trường hợp có sự khác nhau về nội dung giữa báo cáo bằng tiếng Việt và bằng tiếng nước ngoài thì nội dung trong báo cáo bằng tiếng Việt được áp dụng.

In case there is a difference in content between a report in Vietnamese and a foreign language, the content in the Vietnamese report shall apply.

**MINUTES
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Today, at 08:10 AM on April 25, 2024, at the Head Office of Hue Water Supply Joint Stock Company (“the Company”):

- Address: No. 103 Bui Thi Xuan street, Phuong Duc ward, Thuan Hoa district, Hue city.

- Registration Number: 3300101491.

The 2025 Annual General Meeting of Shareholders (“the Meeting”) of the Company was held to discuss and vote on matters under its authority.

I. Attendees

- The Meeting was attended by 19 shareholders, either in person or by proxy, representing a total of 72.292.462 shares, accounting for 82.74% of the Company’s total voting shares.

- Accordingly, pursuant to Clause 2, Article 145 of the Law on Enterprises 2020 and the Company’s Charter, the 2025 Annual General Meeting of Shareholders was validly convened.

II. Approval of the Presidium, Secretariat, and Shareholder Eligibility Verification Committee

1. Presidium of the Meeting:

- Mr. Le Quang Minh – Chairman of the BoD – Chairperson

- Mr. Duong Quy Duong – Member of the BoD, Director General

- Mr. Truong Cong Han – Member of the BoD, Vice Director General

2. Secretariat:

- Ms. Truong Nu Nhu Ngoc – Head

- Ms. Phan Thi Nhu Phuong – Member

3. Shareholder Eligibility Verification and Vote Counting Committee:

- Ms. Nguyen Thi Vui – Head

- Mr. Phan Gia Nhat – Member

- Ms. Phan Thi Minh Tam – Member

The above structure was unanimously approved by 100% of attending shareholders with no objections or differing opinions.

III. Agenda and Meeting Contents

1. The Meeting adopted the Agenda (*attached*).
2. The Meeting adopted the Meeting Regulations (*attached*).
3. The Meeting heard presentations of the following reports and proposals:
 - 3.1. Business results for 2024, business plan for 2025 and the 2025–2027 period presented by Mr. Duong Quy Duong – Director General, Member of the Board of Directors (*Proposal attached*).
 - 3.2. Financial statements and profit distribution plan for 2024; financial plan and profit distribution plan for 2025 presented by Mr. Vuong Dinh Nam – Member of the Board of Directors, Chief Accountant (*Including the plan to address the independent auditor's qualified opinion in the 2024 financial statements to Report attached*).
 - 3.3. Proposal on remuneration implementation for the Board of Directors, Supervisory Board, and Company Secretary in 2024 and the remuneration and salary plan for 2025 by Mr. Vuong Dinh Nam – Member of the Board of Directors, Chief Accountant (*Proposal attached*).
 - 3.4. Report of the Board of Directors on governance in 2024 and operational orientation for 2025 presented by Mr. Truong Cong Han – Member of the Board of Directors, Vice Director General (*Report attached*).
 - 3.5. Report of the Supervisory Board on 2024 activities, 2025 operational plan, and proposal for selection of the 2025 financial statement auditor presented by Mr. Truong Ngu Binh – Head of the Supervisory Board (*Report and Proposal attached*).
4. The Meeting discussed the presented reports and proposals.
5. Following the discussions, the Meeting conducted a vote on each matter, with the following results:
 - 5.1. Report on 2024 Business Results, 2025 Plan and 2025–2027 Orientation (*Proposal No.14/TTr-HĐQT dated April 24, 2025*).
 - Total votes : 19 (100%)
 - Votes in favor : 19 (100%)
 - Votes against : 0 (0%)
 - Abstentions : 0 (0%)
 - 5.2. Summary of Financial Statements and Profit Distribution Plan for 2024; Financial Plan and Profit Distribution for 2025, Including the plan to address the independent auditor's qualified opinion in the 2024 financial statements (*Proposal No.14/TTr-HĐQT dated April 24, 2025 and Report No.16/BC-HĐQT dated April 24, 2025*).
 - Total votes : 19 (100%)
 - Votes in favor : 19 (100%)
 - Votes against : 0 (0%)

- Abstentions : 0 (0%)

5.3. Report on Remuneration Implementation in 2024 and the remuneration and salary plan for 2025 (*Proposal No.17/TTr-HĐQT dated April 24, 2025*).

- Total votes : 19 (100%)

- Votes in favor : 19 (100%)

- Votes against : 0 (0%)

- Abstentions : 0 (0%)

5.4. Report of the Board of Directors on Governance in 2024 and 2025 Orientation (*Report No.15/BC-HĐQT dated April 24, 2025*)

- Total votes : 19 (100%)

- Votes in favor : 19 (100%)

- Votes against : 0 (0%)

- Abstentions : 0 (0%)

5.5. Supervisory Board's 2024 Report and 2025 Activity Plan (*Report No.18/BC-BKS dated April 24, 2025*).

- Total votes : 19 (100%)

- Votes in favor : 19 (100%)

- Votes against : 0 (0%)

- Abstentions : 0 (0%)

5.6. Proposal on Auditor Selection for 2025 Financial Statements (*Proposal No.19/TTr-BKS dated April 24, 2025*).

- Total votes : 19 (100%)

- Votes in favor : 19 (100%)

- Votes against : 0 (0%)

- Abstentions : 0 (0%)

IV. Approved Resolutions

1. Based on the voting results above, the 2025 Annual General Meeting of Shareholders approved the following resolutions:

No.	Approved resolutions	Approval Rate (%)
1	2024 Business Results and 2025 Business Plan (Proposal No.14/TTr-HĐQT dated April 24, 2025)	100%
2	The financial performance and profit distribution in 2024; financial plan and profit distribution plan for 2025 (Including the plan to address the independent auditor's	100%

No.	Approved resolutions	Approval Rate (%)
	qualified opinion in the 2024 financial statements as per Proposal No.14/TTr-HĐQT dated April 24, 2025 and as per Report No.16/BC-HĐQT dated April 24, 2025)	
3	Remuneration for the Board of Directors, Supervisory Board, and Company Secretary in 2024 and the remuneration and salary plan for 2025 (Proposal No.17/TTr- HĐQT dated April 24, 2025)	100%
4	Governance in 2024 and Orientation for 2025 (Report No.15/BC- HĐQT dated April 24, 2025)	100%
5	Activities of the Supervisory Board in 2024 and Plan for 2025 (Report No.18/BC-BKS dated April 24, 2025)	100%
6	Auditor Selection for 2025 Financial Statements (Proposal No.19/TTr-BKS dated April 24, 2025)	100%

V. Closing

The 2025 Annual General Meeting of Shareholders of Hue Water Supply Joint Stock Company concluded at 10:00 AM on the same day.

All matters discussed during the Meeting have been recorded in the Minutes and were unanimously adopted by the General Meeting of Shareholders.

The Minutes is prepared in three (03) copies to be disclosed and filed as part of the official documentation of the 2025 Annual General Meeting of Shareholders in accordance with regulations.

The Resolutions of the 2025 Annual General Meeting of Shareholders shall be issued in writing, published on the Company's official website, and disclosed in accordance with applicable laws./.

**ON BEHALF OF THE
SECRETARIAT**

**ON BEHALF OF THE GENERAL
MEETING
CHAIRPERSON**

Truong Nu Nhu Ngoc

**Le Quang Minh
Chairman of the Board of Directors**

RESOLUTIONS
ON THE APPROVAL OF THE MATTERS UNDER THE AUTHORITY OF
THE GENERAL MEETING OF SHAREHOLDERS

THE GENERAL MEETING OF SHAREHOLDERS
HUE WATER SUPPLY JOINT STOCK COMPANY

Pursuant to the Law on Enterprises 2020 and its guiding documents;

Pursuant to the Law on Securities 2019 and its guiding documents;

Pursuant to the Charter of Hue Water Supply Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Hue Water Supply Joint Stock Company, No.21/BB-ĐHĐCĐ dated April 25, 2025;

HEREBY RESOLVES:

Article 1. The 2025 Annual General Meeting of Shareholders of Hue Water Supply Joint Stock Company (the “Company”) unanimously approves the following matters:

1.1. The business performance in 2024, and the business plan for 2025 and the period of 2025–2027 (as per Proposal No.14/TTr-HĐQT dated April 24, 2025).

1.2. The financial performance and profit distribution in 2024; financial plan and profit distribution plan for 2025 (Including the plan to address the independent auditor's qualified opinion in the 2024 financial statements as per Proposal No.14/TTr-HĐQT dated April 24, 2025 and as per Report No.16/BC-HĐQT dated April 24, 2025).

1.3. The remuneration and salary scheme for the Board of Directors, the Supervisory Board, and the Company Secretary in 2024, and the remuneration and salary plan for 2025 (as per Proposal No.17/TTr-HĐQT dated April 24, 2025).

1.4. The governance activities in 2024 and the operational orientation for 2025 of the Board of Directors (as per Report No.15/BC-HĐQT dated April 24, 2025).

1.5. Activities of the Supervisory Board in 2024 and the operational plan for 2025 (as per Report No.18/BC-BKS dated April 24, 2025).

1.6. Selection of the independent audit firm for the 2025 financial statements (as per Proposal No.19/TTr-BKS dated April 24, 2025).

Article 2. This Resolution shall take effect from the date of signing.

Article 3. Members of the Board of Directors, Supervisory Board, Executive Management, Department Heads, affiliated units, and relevant departments of the Company shall be responsible for the implementation of this Resolution./.

Recipients:

- As Article 3;
- SSC, VSDC, HNX;
- HueWACO Website;
- Filed: Office, Governance Officer, Secretary.

ON BEHALF OF THE GMS
CHAIRPERSON

Le Quang Minh
CHAIRMAN OF THE BOD

PROPOSAL

“on the Results of Business Operations in 2024 and Strategic Plan for 2025”

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and its guiding regulations;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and its guiding regulations;

Pursuant to the Charter of Hue Water Supply Joint Stock Company,

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

1. Business Results and Key Activities in 2024

1.1. Key Business Indicators in 2024

- Commercial water output: 63.16 million m³ (an increase of 2.18 million m³, corresponding to a 3.57% increase);
- Net profit after tax: VND 134.99 billion (an increase of VND 2.86 billion, corresponding to a 2.16% increase);
- Contribution to the state budget: VND 157.69 billion;
- New customer development: 6,471 customers (a decrease of 1,558 customers, corresponding to a 19.4% decrease);
- Average employee income: VND 17.37 million (an increase of VND 0.14 million, corresponding to a 0.82% increase).

1.2. Main Activities

To achieve these results, the Company has implemented a series of determined and synchronized measures to ensure both the completion of the water supply mission and the improvement of the Company's business efficiency. Specifically:

1.2.1. Organizational Structure and Personnel

The Company continues to strengthen its restructuring efforts and adjust its organizational structure to create breakthroughs. This includes improving the operational efficiency of departments within the Company, reducing overlaps in roles between departments and employees, and optimizing resources in line with the Company's development strategy up to 2030 and vision for 2045, as well as aligning with the provincial development direction. In 2024, the following key restructuring activities took place: Separation of functions in Planning and Technical Department into two distinct entities: Planning and Research Development Department and Technical Department; Restructuring of enterprises: Construction Enterprise, Electromechanic Enterprise, and Network Management Enterprise were restructured into a Maintenance Enterprise (Network Management Enterprise and Maintenance Team of the

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Electromechanic Enterprise) and a new Construction Enterprise (old Construction Enterprise and the Mechanical Team of the Electromechanic Enterprise); Administrative Management Department and IT-Communications Department were merged into a new entity called Company Office.

The Company has also continued to review and supplement the personnel planning for the 2022-2026 period, with a vision toward 2030. This ensures that the leadership and management staff are aligned with the Company's strategic goals. Specifically, 117 positions were appointed, relocated, and rotated, including 48 key staff positions, 103 team/department managers, and 20 employees. This has positively contributed to streamlining the organizational structure, reducing redundancies, strengthening advisory functions, and improving the quality, effectiveness, and scientific management of operations.

Human Resources Training and Development: The Company has always prioritized and regularly implemented training programs for key personnel and young staff. This aims to build a team of capable, intelligent, and resilient management staff to contribute continuously to the Company's growth. In 2024, the Company organized 40 training courses, with 1,243 employees participating.

Personnel and Recruitment: Recruitment continues to be carried out openly and extensively through various media channels, and the Company has established a bank of test questions with the involvement of relevant specialized departments. In 2024, the Company attracted 19 high-quality staff members with high expertise, including 1 Master's degree holder, 6 Engineers, and 12 Bachelor's degree holders. Additionally, performance evaluations were conducted following the completion of their probation period.

1.2.2. Enhancing Management and Operational Control, Operational Efficiency, and Risk Management

In 2024, the Company continued to implement various strategic components under its overall development strategy, HueWACO Vision 2030. The Company maintained its focus on improving management and operational control, leveraging digital platforms such as eOffice for management and automated operations through the Automated Operations Center. Additionally, the Company continued implementing three key modules (Contract Management, Activity Management, and Payroll) with an emphasis on simplicity, ease of use, and easy tracking.

The Company also intensified its focus on risk management, especially concerning issues related to safe water supply and financial management:

- **Water Supply Safety:** The Company developed various scenarios to ensure safe water supply during critical periods such as the Lunar New Year, summer months, salinity intrusion, and during events like floods, storms, and oil spills. Regular assessments were made on risks related to water sources, such as salinity intrusion, water shortages, and wastewater discharge. These risks were periodically reviewed and updated in the Safe Water Supply Plan, with appropriate solutions proposed to manage these risks effectively.

- **Financial Management:** The Company continued to decentralize decision-making, delegate authority, and implement financial accounting within subsidiary units. Regular forecasting of financial indicators was conducted to monitor progress and performance. Plans for investment and financial management were also developed for

the periods 2024-2026 and 2027-2030. These efforts are aimed at ensuring sufficient capital to support the Company's operations, effectively managing financial risks, and maintaining sustainable growth.

1.2.3. Creating a Foundation for Breakthroughs in Infrastructure, Plants, and Modern Equipment, Operating on a Digital Technology Platform

The Company continues to implement investment projects for construction, upgrading, and technological improvements of its plants, aiming to increase the total water supply capacity to 300,000 m³/day. This is to ensure the achievement of the goal of safe water supply and water source security. Over the past year, there have been no significant incidents affecting the Safe Water Supply (SWS) operations. Minor incidents were promptly resolved, particularly ensuring SWS for the Chan May - Lang Co area during the hot and dry period of 2024. Additionally, the Company has proactively implemented various solutions, such as installing decentralized water supply systems to provide free clean water to households located far from the centralized water supply system. As a result, the percentage of people using clean water across the province reached 97.62%, ensuring safe water supply during prolonged heat, climate change, and extreme weather conditions.

The Company continues to drive the digital transformation strategy both internally (in production and management) and externally (customer service).

Production and Operations: The Company operates an automatic water supply system through the Automated Water Supply Control Center. The system monitors and controls large plants (Van Nien, Quang Te), pressure regulating stations, and various monitoring points for flow rate, pressure, and water quality across the network.

Enhancing Customer Service: The Company has strengthened customer care by implementing two strategic projects: Digital Customer Service and 09 customer service offices meeting standard requirements.

Furthermore, the Company has executed its Mid-term Plan for 2022-2026, which includes investment projects for the construction/upgrading of plants and pipelines. Specific projects include the Loc Thuy Plant (22,000 m³/day), upgrading the Phong Thu Plant (20,000 m³/day), Loc An Plant (16,000 m³/day), upgrading storage tanks for the Phu Bai, Tu Ha, and Sia plants, and constructing transmission pipelines such as D600 Pipeline Vo Van Kiet (Hue - Phu Bai), D600 Pipeline QL1A (Hue - Tu Ha), and the D450 HDPE Pipeline through Tam Giang (Loc An - Vinh Ha - Vinh Hung, etc.).

The Company also continues to promote IT applications, digitization, and asset management, notably through the ongoing enhancement of HueWACO eOffice system, which manages documents and operations electronically. Various modules on the Management Information System (MIS) have been integrated, improving overall document and operational management in the Company. In 2024, the Company received impressive awards, including "Vietnam Green Water Line 2024" Award, Sao Khue Award 2024, Certificate of Merit from the Provincial People's Committee for "Outstanding Achievements in Digital Transformation in 2024", Top 4.0 Industrial Vietnam Award 2024, Award at Vietnam Science and Technology Innovation Contest.

1.3. Other contents:



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1.3.1. Final settlement of investment capital for the Thua Thien Hue Province Water Supply Project for the period 2011-2015, with a view to 2020 under the Vietnam Water Sector Development Program with ADB loans

Since the end of 2021, the company has prepared a report on the final settlement of investment capital for the completed project and sent it to the Department of Finance for appraisal and submission to the competent authority for approval. However, up to now, the Department of Finance has not completed the appraisal because there are no regulations on the final settlement of investment capital for completed projects using state capital other than public investment capital (Currently, the Ministry of Finance is developing a guiding Circular).

1.3.2. On resolving existing problems in Inspection Conclusion No. 1209/KL-TTr

- ***Regarding the data except according to Audit:*** In the period 2022-2024, the Independent Auditor has issued an exception opinion for 03 consecutive years and the Hanoi Stock Exchange has issued Decision No. 144/QD-SGDHN dated March 13, 2025 on putting the Company's shares on warning due to the following exception factors:

Projects are not tracked in detail with balances over the years:

- In 2012 and earlier, the Company did not track in detail the costs incurred for each project (Inspection Conclusion No. 1209/KL-TTr dated November 4, 2022 is 54,406 billion VND).

- Through active review (2023: 28,109 billion VND; 2024: 24,506 billion VND); however, by the end of 2024, there is still **24,506 billion VND** that cannot be detailed for each project (mostly before equitization in 2017, construction records are long-standing).

Therefore, it is proposed to allow the Company to allocate costs over the years; and exclude them when calculating corporate income tax .

- Regarding the adjustment according to the Inspection conclusion: 35,462 billion VND:

- According to the Inspection Conclusion, the Company's profit increased by VND 37,275,551,864 (1) (after paying corporate income tax of VND 9,318,887,966).

- During the review process to implement the Inspection Conclusion, the Company found that the expenses were recorded twice in production and business costs and increased fixed assets, specifically: The projects that the Company self-performed in the period 2017-2019 with the amount: VND 27,843,035,589; projects with investment capital from the State budget in 2017, 2018: VND 3,083,203,011 (The Company reported to the City Inspectorate and the City People's Committee in Official Dispatch No. 355/HWS-TCKT dated March 17, 2023; No. 1615/HWS-TCKT dated July 30, 2024); The projects self-performed in 2020 were also recorded similarly: VND 4,535,778,397 (newly reviewed and supplemented); But the company only records revenue once .

The total duplicate accounting cost mentioned above is **35,462,016,997 VND** as **excluded by the auditor's opinion (2)** . This cost is excluded when calculating corporate income tax because the Company has accounted for internal revenue incorrectly according to the accounting regime, but it is still the company's actual cost..

From (1) and (2) above; the actual accounting profit after paying corporate income tax is **1,813,534,867 VND** .

Therefore, it is recommended that Deduct the remaining after-tax profit discovered through the Inspection from the period 2021 and earlier: **VND 1,813,534,867** into the Development Investment Fund to create investment resources.

2. Strategic Plan for Business Operations in 2025

2.1. Key Business Performance Targets for 2025

In the spirit of Resolution No. 25/NQ-CP, Hue city sets a growth target of over 8.5% in 2025, and production and business units across the city set a growth rate of over 10%; Therefore, the Company forecasts that the demand for water for production and service business purposes will increase sharply (over 20%) and builds a production and business growth plan for 2025. Specifically as follows:

- Water Production Volume: 66.74 million cubic meters (an increase of 3.59 million cubic meters, equivalent 5.7%);
- Total Revenue: VND 717.45 billion (a decrease of VND 27.36 billion, equivalent 4.0%); Within: Water revenue amounted to 669.05 billion VND (increased by 49.74 billion VND, equivalent to an increase of 8.0 %);
- Net Profit After Tax: VND 141.699 billion (an increase of VND 6.71 billion, equivalent 4.97%);
- Tax Contribution: VND 152.35 billion.

2.2. Strategic Direction and Key Objectives for 2025

To achieve the set targets for 2025 and the period of 2025-2027, the company will continue to focus on three breakthrough objectives and five strategic solutions. These will include the implementation of key initiatives as follows:

2.2.1. Continued Organizational and Personnel Restructuring

The Company will continue to assess and adjust the structure and responsibilities of various departments to ensure alignment with the goal of a leaner, more efficient, and stronger operational model that supports the company's long-term strategy for the 2025-2027 period.

To enhance efficiency, the company will further decentralize decision-making and empower staff by clearly defining roles and responsibilities. This will ensure that the right people are assigned to the right tasks, avoiding overlaps and ensuring optimal use of individual and team strengths. Enhancing Management Capacity: Every member of the Executive Board will take full responsibility for managing their respective divisions. Additionally, department heads will be granted more authority, directly tied to performance metrics, including cost management and oversight of personnel and payroll within their departments. This will encourage accountability and align operational goals with performance outcomes.

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Integrating training with specific operational needs: The Company will continue to prioritize training programs that are directly linked to its operational needs. Leadership will focus on developing dynamic managers who excel in their specific roles while being adaptable and knowledgeable across various functions. The goal is to cultivate a workforce of highly skilled engineers, technicians, and professionals who can drive innovation and contribute to the company's success during this growth phase.

2.2.2. Strengthening Management and Operational Control, Efficiency Management, and Risk Management

In the period from 2025 to 2027, the Company will continue to intensify its focus on management and operational control, with an emphasis on implementing the Company's development strategy through 2030 and its vision for 2045. This includes executing component strategies such as the Financial, Business, Human Resources, and Technology strategies.

The Company will continuously review and update its policies, regulations, procedures, handbooks, and economic-technical standards; The Company will further decentralize decision-making and authority to foster greater autonomy within departments. This will encourage a proactive approach to operational management, enabling more responsive and agile decision-making. Emphasis will be placed on increasing efforts in monitoring, auditing, and post-implementation checks. This ensures the effective implementation of processes and adherence to the Company's regulations, guaranteeing that all departments are aligned with the established operational standards.

2.2.3. Continued Breakthrough in Operational Management, Efficiency Management, and Risk Management

HueWACO will continue to leverage its management strengths through its first breakthrough platform. In operational management, the company will adhere to its core principles of operation: working according to plan, solving tasks based on established processes, and managing in accordance with regulations, technical standards, and economic benchmarks. A key focus will be on the quality of analysis and forecasting customer demand, as well as production and business data. In 2025, the company will implement production scheduling for water production and, by 2026, will expand to include the coordination of human and material resources across the entire Company.

The Company will continue to reduce costs by optimizing operational processes and adopting advanced and green technologies in production. Efforts will include increasing the efficiency of cost control, reducing waste, and applying strategic methods such as tenders and auctions. The Company will also focus on optimizing large cost categories like electricity and chemicals, while managing cash flow effectively and optimizing capital resources.

During this phase, HueWACO will place significant emphasis on risk management, with a primary focus on the risks related to safe water supply management (climate change, environmental issues), financial stability, and market dynamics. The overarching goal is to establish robust controls over these risks, ensuring the company's resilience in the face of external challenges and securing long-term sustainable operations.

2.2.4. Continued Breakthroughs in Infrastructure, Modernized Plants, and Equipment, Operating on a Digital Platform

HueWACO aims to become a fully digital enterprise by 2027, aligning with the Digital Government and Smart City framework of Hue. The Company will focus on three main pillars of development:

First Pillar: Digital Customer Service, HueWACO will enhance the customer experience by creating a fully digital environment. This includes innovating the way customer satisfaction is measured regarding water quality and services. A key focus will be on **two-way interaction**, allowing for continuous feedback and engagement from customers. By doing so, HueWACO will improve the quality of customer service and move toward offering a perfect service experience.

Second Pillar: Intelligent Automated Water Supply Operations
HueWACO will accelerate the automation of its water supply systems, ensuring **safe and secure water supply**. The company will collaborate with both domestic and international partners to transfer and integrate technology, guided by the principle of: **TECHNOLOGY – AUTOMATION – SMART WATER SUPPLY SYSTEMS**. This will enable real-time, automated control, ensuring efficient, reliable, and safe water distribution, even during challenging circumstances.

Third Pillar: Digital Governance System HueWACO aims to establish a **comprehensive digital governance system** where all management processes are executed entirely on a **digital platform**.

We respectfully submit to the 2025 Annual General Meeting of Shareholders for discussion and approval of the above-mentioned contents./.

Recipients:

- 2025 Annual General Meeting of Shareholders;
- BOD, SB;
- Filed: Office, Company's Executive.

ON BEHALF OF THE BOD
CHAIRMAN



Le Quang Minh



No.: 15/BC-HWS

Hue, April 24, 2025

REPORT
on the Activities of the Board of Directors for 2024
and the Strategic Direction and Plan for 2025

Kindly to: 2025 Annual General Meeting of Shareholders

In accordance with the provisions of the Articles of Association of Hue Water Supply Joint Stock Company (HueWACO) and Resolution No. 40/NQ-ĐHĐCĐ dated April 26, 2024, regarding the approval of matters under the authority of the Annual General Meeting of Shareholders in 2024, the Board of Directors (BOD) of HueWACO hereby reports on the operational results of 2024 and the strategic direction and plans for 2025 as follows:

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1.1. Board of Directors Personnel

The Board of Directors of Hue Water Supply Joint Stock Company (HueWACO) consists of 5 members, including: 1 Chairman and 4 Board Members.

No.	Members of the BOD	Title	Start Date
1	Mr. Le Quang Minh	BOD Chairman	24/12/2021
2	Mr. Duong Quy Duong	BOD Member	01/01/2017
3	Mr. Truong Cong Han	BOD Member	01/01/2017
4	Mr. Vuong Dinh Nam	BOD Member	17/6/2022
5	Mr. Nguyen Trong Hieu	BOD Member	30/5/2023

The Board of Directors operates under the principle of collective leadership, individual responsibility, majority decision-making, and acts in accordance with the Company's Charter, the Board's operational regulations, and applicable laws. Each Board member is assigned direct management and operational responsibility for specific areas and departments in accordance with the Company's delegation of authority for business operations and investments, with clear duties and rights. In collaboration with the effective functioning of the Supervisory Board, the Board of Directors has successfully carried out its oversight role, directing business activities through the General Director and management team to implement the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.

1.2. Directive on the Implementation of the 2024 Annual General Meeting Resolutions

In 2024, due to the impact of climate change and the El Nino phenomenon, the average temperature was higher than in previous years, resulting in an increased demand

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for water, particularly during the peak summer months. Through a range of sustainable and integrated solutions, most notably the inauguration and official operation of the Vạn Niên wastewater treatment plant with a capacity of 120,000m³/day (Stage 1: 60,000 m³/day), HueWACO has successfully met the water supply demand. As a result, HueWACO achieved its business and production targets for 2024, surpassing the set goals and outperforming the figures from 2023, as evidenced by the following results:

In 2024, the recorded water volume reached 63.16 million m³ (a 3.57% increase, equivalent to 2.26 million m³) compared to 2023. Water revenue amounted to VND 619.28 billion (a 3.56% increase, equivalent to VND 21.31 billion) compared to 2023. Pre-tax profit was VND 155.02 billion (a 1.24% increase, equivalent to VND 1.90 billion) compared to 2023. The company contributed VND 157.69 billion to the state budget (a 0.42% increase, equivalent to VND 0.66 billion).

The company continued to enhance its customer development efforts, increasing the percentage of people using clean water. This included the installation of 6,640 new customers, raising the total connections across the province to 309,824. In addition, various solutions were proactively implemented, such as the installation of decentralized water supply systems to provide free clean water to households far from centralized water systems. As a result, the percentage of people using clean water across the province reached 97.62%, ensuring safe water supply even during prolonged heatwaves, climate change, and extreme weather conditions.

Service quality indicators remained a key focus for the company, with a continued shift towards customer service. The company further strengthened customer care by implementing two strategic initiatives: the Digital Customer Service and standardized customer service centers. The cashless payment rate for the entire company reached 86.30% by the end of 2024 (an 8.87% increase compared to the same period last year).

To achieve these results, the Board of Directors (BOD) implemented a series of determined and coordinated measures to ensure the successful fulfillment of water supply tasks while also improving the operational efficiency of the joint-stock company, specifically:

1.2.1. Organizational Structure and Human Resources

- Organizational Restructuring: In 2024, the company continued with its organizational restructuring, modifying and adjusting the roles and responsibilities of each department to ensure that the organizational structure aligns with the company's scale and its development strategy towards 2030, with a vision for 2045. This restructuring aims to foster sustainable and long-term development. Specifically, five departments were restructured in 2024, including: Planning and Technical Department, Electromechanic Enterprise, Network Management Enterprise, Construction Enterprise, and Materials - Vehicles Enterprise. Key changes included: splitting Planning and Technical Department into two separate departments: Planning, Research and Development Department and Technical Department; merging the Electromechanic

Enterprise with Network Management Enterprise and renaming it as Maintenance Enterprise; transferring the electrical inspection function from Electromechanic Enterprise and the consultancy role for the electronic meter from Network Management Enterprise to Materials - Vehicles Enterprise for management; and relocating the mechanical team from Electromechanic Enterprise to Construction Enterprise.

- **Training and Human Resources Development:** The Company consistently emphasizes the training and development of key staff and young professionals. Ongoing training programs are implemented to build a team of capable, intellectual, and resilient managers and young professionals. The goal is to ensure that these individuals continue to contribute to the company's growth, helping HueWACO become increasingly strong and successful.

1.2.2. Enhancing Management and Operational Control, Operational Efficiency, and Risk Management

The Company continued to implement various strategic components under its overall development strategy and HueWACO to 2030; vision 2045. In particular, continue to innovate management work, comply with the operating principles: work according to plans, solve tasks according to procedures, operate according to regulations, regulations, economic and technical norms, associated with the quality of planning forecasts.

The Company maintained its focus on improving management and operational control, leveraging digital platforms such as eOffice for management and automated operations through the Automated Operations Center. Additionally, the Company continued implementing three key modules (Contract Management, Activity Management, and Payroll) with an emphasis on simplicity, ease of use, and easy tracking.

The Company also intensified its focus on risk management, especially concerning issues related to safe water supply and financial management:

- **Water Supply Safety:** The Company developed various scenarios to ensure safe water supply during critical periods such as the Lunar New Year, summer months, salinity intrusion, and during events like floods, storms, and oil spills. Regular assessments were made on risks related to water sources, such as salinity intrusion, water shortages, and wastewater discharge. These risks were periodically reviewed and updated in the Safe Water Supply Plan, with appropriate solutions proposed to manage these risks effectively.

- **Financial Management:** The Company continued to decentralize decision-making, delegate authority, and implement financial accounting within subsidiary units. Regular forecasting of financial indicators was conducted to monitor progress and performance. Plans for investment and financial management were also developed for the periods 2024-2026 and 2027-2030. These efforts are aimed at ensuring sufficient capital to support the Company's operations, effectively managing financial risks, and maintaining sustainable growth.

1.2.3. Creating the Foundation for Breakthroughs in Infrastructure, Factories, and Modern Equipment Operated on a Digital Platform

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The company continues to implement investment projects for the construction, upgrading, and technological improvements of its water treatment plants. This will raise the total water supply capacity to 230,000 m³ per day to ensure the needs of the city center and surrounding areas after 2030 to ensure the implementation of the goal of safe water supply and water source security. In the past year, there have been no major incidents affecting the Safe Water Supply operations. Minor issues were resolved promptly, especially ensuring the Safe Water Supply for the areas of Chan May – Lang Co during the 2024 dry season. Additionally, the Company is executing the Mid-term Plan for the period 2022-2026, involving the construction/upgrade projects for the plants and pipeline systems.

The company continues to strengthen efficient production operations based on a digital platform and is actively implementing the digital transformation strategy both internally (production and management operations) and externally (customer service).

Production and Management Operations: The company operates the water supply system autonomously through the Automated Water Supply Control Center. It oversees and centrally controls large plants (Van Nien, Quang Te), pressure regulating stations, and various monitoring points for flow, pressure, and water quality across the network.

Customer Service Enhancement: The Company is intensifying its customer service efforts by implementing two strategic projects: Digital Customer Service and standardized service transaction points.

In addition, the company also implements the Mid-term Plan for the period 2022-2026 of investment projects to build/upgrade factories and pipelines.

Furthermore, the company is continuing to apply information technology and digitization to asset management, notably by further enhancing and upgrading the HueWACO eOffice system, the modules on the Management Information System (MIS), executive document management, and the integration of additional modules to strengthen management through a digital platform.

1.3. Board of Directors' Activities in 2024

In 2024, the Board of Directors (BOD) successfully chaired and organized both the Annual General Meeting (AGM) and the Extraordinary General Meeting (EGM), ensuring the supervision and dissemination of information with the goal of maintaining transparency and accuracy in accordance with the relevant regulations.

- Meetings Held in 2024 by the BOD: Throughout 2024, the BOD held 4 regular quarterly meetings to address matters within the BOD's jurisdiction (details in Appendix 1).

- Resolutions/Decisions Made in 2024 by the BOD: In 2024, the BOD issued 10 resolutions and 34 decisions (details in Appendix 2).

- Inspection and Monitoring Efforts: In 2024, inspection and supervision activities were strengthened by the establishment of inspection teams to monitor the implementation of key tasks at the subsidiaries and departments.

1.5. Results of the 2024 Supervision of the Board of Executives by the Board of Directors (BOD)

With a sense of responsibility to the shareholders and employees of the company, the Board of Directors has fulfilled its duties and obligations according to legal regulations by supervising the Board of Executives (BE) in the process of implementing the resolutions and decisions of the BOD in managing and operating HueWACO. The supervision was carried out through the following activities:

- The BOD consistently organized, chaired, and participated in meetings with the BE to direct, assess progress, review solutions, and monitor activities in production and business operations, investment in construction, financial matters, organizational structure, human resources, and company restructuring.
- The BOD maintained frequent discussions and exchanges with the BE during the implementation of resolutions and decisions from both the General Assembly and the BOD.
- In 2024, the BOD established an inspection team to monitor the performance of subsidiary units. This inspection team was formed under Decision No. 50/QD-HWS dated July 26, 2024, regarding the inspection and supervision of the subsidiary units of the Company.

1.6. Activities of the Subcommittees of the Board of Directors (BOD)

The Board of Directors did not establish any subcommittees. Instead, the members of the BOD carried out their duties according to Resolution No. 625/NQ-HĐQT dated July 19, 2022, on the assignment of duties to the BOD members for the 2022-2026 term, and Resolution No. 90/NQ-HĐQT dated June 10, 2023, on the adjustment of Resolution No. 625/NQ-HĐQT regarding the assignment of duties to the BOD members for the 2022-2026 term.

1.7. Remuneration, Operating Costs, and Other Benefits of the Board of Directors

In accordance with the guidance of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, Invalids, and Social Affairs, the remuneration for the members of the Board of Directors is set at 5 million VND per person per month.

II. BOARD OF DIRECTORS' ACTIVITIES PLAN FOR 2025

2.1. Organization of Board Meetings in 2025

- Quarterly meetings will be held in accordance with the company's Charter, the Board's Operational Regulations, and the Enterprise Law:
 - + Quarter I meeting: February 2025;
 - + Quarter II meeting: June 2025;
 - + Quarter III meeting: September 2025;
 - + Quarter IV meeting: December 2025;
- In addition to the regular meetings, the Chairman of the Board will convene extraordinary Board meetings as required by law, the Company's Charter, and the Board's regulations.

2.2. Organization of the 2025 Annual Shareholders' Meeting: Expected in April 2025.

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2.3. Implementation of the 2025 Annual Shareholders' Meeting Resolution and Key Plan for 2025

To achieve the planned targets for 2025 and the period 2025-2027, the Board of Directors directs and manages the Company's operations to continue to orient development with 3 breakthrough goals and 5 key solutions, focusing on implementing specific key tasks as follows:

2.3.1. Main production and business plan targets for 2025

- Water sales volume to reach **66.74 million m³** (increase of 3.59 million m³, equivalent 5,7%);
- Total revenue to reach **717,45 billion VND** (increase of 27.36 billion VND, equivalent 4.0%); Within, Water revenue amounted to **669.05 billion VND** (increased by 49.74 billion VND, equivalent to an increase of 8.0 %);
- Net profit after tax: **141.699 billion VND** (increase of 6.71 billion VND, equivalent 4,97%);
- Contribution to the state budget: **152.350 billion VND**
- The proportion of uncollected debts to be under **0.9%**;
- Cashless payment rate across the company to exceed **91.33%**;

2.3.2. Investment plan 2025:

Continue to invest according to the Company's medium-term investment plan for the period 2024 - 2026. In particular, focus on key projects as follows:

- Continuing the implementation of Phase 2 of the Van Nien Water Treatment Plant Project with a capacity of 120,000m³/day, along with investments to other plants like Lộc Thủy (22,000 m³/day), Loc Bon, Loc An, Phong Thu.
- Tank: Sia 3000m³ sedimentation tank, and Phu Bai and Tu Ha storage tanks.
- Implementing pipeline projects such as: D600 QL1A bypass section Hue (Hue - Tu Ha); D600 Vo Van Kiet (Hue - Phu Bai); DN800 pipeline of Hue beltway 3.
- Moving forward with the Rural Water Supply Project in Hue city for the period 2021-2025;

2.3.3. Regarding organizational structure and personnel

- Continue to research and re-evaluate the organizational model and functions and tasks of some departments to restructure and build a Lean - Lean - Strong operating model in line with the Company's development goals and strategies for the period of 2025 - 2027.
- Strengthen decentralization and delegation of authority in management work, assigning the right people to the right jobs; not missing or duplicating work to promote the strengths of each individual and unit in the strengths of the collective. Improve the capacity of the executive apparatus; each member of the Board of Directors will gradually take responsibility for operating the entire block under their charge; Attach responsibility to the authority of the Department Head; attach to cost allocation, take primary responsibility for the personnel and salary of the department based on work efficiency.
- Linking training with specific functions and tasks, closely following the Company's production and business activities; Dynamic managers, good at one thing, knowledgeable in many things; Team of skilled and professional engineers and workers; aiming to improve

the quality of human resources, promote innovation throughout the Company, and meet the tasks of the Pre-Tension period.

2.3.4. Regarding management and administration, operational efficiency management, and risk management

- In the period of 2025-2027, the Company will continue to promote management and administration, focusing on implementing the Company's development strategy to 2030, with a vision to 2045; Deploying component strategies including: Finance, Business, Human Resources and Technology Strategy.

- Continue to promote management strengths on the basis of the first breakthrough. Regarding management and operation, comply with the operating principles: work according to plan, solve work according to procedures, operate according to regulations, rules, technical and economic norms, associated with the quality of analysis and forecasting of customer demand, production and business data. deploy production coordination, including water production coordination in 2025; human and material resources coordination throughout the Company from 2026.

- The Company continues to reduce costs through optimizing operating processes, applying advanced technologies and green technologies to the production process; promote contracting, apply reasonable and effective cost control, prevent waste through bidding and auction activities; optimize norms for large costs such as electricity, chemicals, ... manage cash flow well, optimize capital sources.

- Pay more attention to risk management; focusing on managing risks related to Safe Water Supply (climate change, environment); finance and market; the general goal is to Control.

- Continue to review, supplement and complete regulations, rules, procedures, handbooks, technical economic norms; further strengthen decentralization and delegation of authority to increase more initiative in management and administration, improve the effectiveness of operational management. In addition, focus on strengthening inspection, supervision, and post-inspection to ensure the implementation of company procedures and regulations.

2.3.5. Regarding facilities, factories and equipment are increasingly modern, operating on a digital technology platform.

- HueWACO must become a digital enterprise before 2027 in the platform of Digital Government and Hue Smart City; Focus on 3 main pillars:

- The first pillar, Digital Customer Service aims to improve customer experience through the digital environment, innovate customer satisfaction assessment for water quality and HueWACO's services on the basis of TWO-WAY interaction, thereby improving customer service quality, moving towards providing perfect service.

- The second pillar, Intelligent automatic operation of water supply system, safe water supply, water security. Promote cooperation, transfer, and acquisition of technological knowledge with domestic and foreign partners according to the guideline: TECHNOLOGY - AUTOMATIC - SMART WATER SUPPLY SYSTEM.

- The third pillar, building a Digital Management system with the goal of all management work being performed entirely on the DIGITAL PLATFORM.



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2.3.6. Other tasks:

- Organizing important conferences and ceremonies of the company: Labor Conference; Annual CNAT Conference; Fire prevention and fighting drills, oil spill incidents at industrial parks.

Continue to implement tasks according to the 2025 foreign affairs plan, social charity activities, ...

3. Division of Responsibilities for the Board of Directors and Coordination with the Supervisory Board

- Responsibilities will follow Decision No.153/QĐ-HĐQT dated September 28, 2023 regarding the assignment of duties for the Board members for the 2022-2026 term..

- Board members are responsible for managing and overseeing the implementation of plans within their assigned areas of responsibility, while also collaborating with other Board members to implement the Board's resolutions.

- The Supervisory Board will work closely with the Board in achieving the company's external objectives.

This report outlines the BOD's activities in 2024 and the direction and tasks for 2025.

Recipients:

- As above;
- BOD members, SB;
- Filed: Office, BOD.

ON BEHALF OF THE BOD
CHAIRMAN



Le Quang Minh



APPENDIX 1 - The Board of Directors meetings for 2024

No.	Member of the Board of Directors (BOD)	Position	The start/termination date of membership in the BoD	Number of BoD meetings attended	Attendance (%)	Reasons of absence
1	Mr. Le Quang Minh	BoD's Chairman	24 th December 2021	4/4	100%	
2	Mr. Duong Quy Duong	BoD's member	1 st January 2017	4/4	100%	
3	Mr. Truong Cong Han	BoD's member	1 st January 2017	4/4	100%	
4	Mr. Vuong Dinh Nam	BoD's member	17 th June 2022	4/4	100%	
5	Mr. Nguyen Trong Hieu	BoD's member	30 th May 2023	3/4	75%	

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APPENDIX 2 - The Resolutions, Decisions, and other documents issued by the Board of Directors in 2024

No.	Reference No. of Resolution/ Decision	Date	Content	Progress
I	RESOLUTIONS: 10			
1	11/NQ-HĐQT	09/01/2024	The solicitation of shareholder opinions in writing to approve the Resolution of the General Meeting of Shareholders	Completed
2	15/NQ-HĐQT	07/02/2024	The cancellation of the list of securities holders for the purpose of soliciting shareholder opinions in writing	Completed
3	26/NQ-HĐQT	04/3/2024	The organization of the 2024 Annual General Meeting of Shareholders	Completed
4	40/NQ-ĐHĐCĐ	26/4/2024	The approval of matters within the authority of the General Shareholders' Meeting	Completed
5	41/NQ-ĐHĐCĐ	26/4/2024	The addition of business lines	Completed
6	46/NQ-HĐQT	10/7/2024	The distribution of dividends for 2023 in cash	Completed
7	47/NQ-HĐQT	10/7/2024	The adjustment of the Mid-term Investment Plan for 2024-2026	Completed
8	48/NQ-HĐQT	10/7/2024	The approval of key performance targets for the second half of 2024	Completed
9	53/NQ-HĐQT	12/9/2024	The support for recovery efforts from Typhoon No.3 (Super Typhoon Yagi) for the Northern provinces	Completed
10	58/NQ-HĐQT	11/10/2024	The restructuring of the Company's organizational structure	Completed
I	DECISIONS: 34			
1	1/QĐ-HĐQT	01/01/2024	The assignment of production and business plan targets for the Automated Operations Center for the period 2024 - 2026	Completed
2	2/QĐ-HĐQT	01/01/2024	The assignment of production and business plan targets for Hue Enterprise for the period 2024 - 2026	Completed
3	3/QĐ-HĐQT	01/01/2024	The assignment of production and business plan targets for Huong Dien Enterprise for the period 2024 - 2026	Completed

No.	Reference No. of Resolution/ Decision	Date	Content	Progress
4	4/QĐ-HĐQT	01/01/2024	The assignment of production and business plan targets for Huong Phu Enterprise for the period 2024 - 2026	Completed
5	5/QĐ-HĐQT	01/01/2024	The assignment of planning targets for the period 2024 - 2026 to Network Management Enterprise	Completed
6	6/QĐ-HĐQT	01/01/2024	The assignment of planning targets for the period 2024 - 2026 to the Electromechanic Enterprise	Completed
7	7/QĐ-HĐQT	01/01/2024	The assignment of planning targets for the period 2024 - 2026 to the Materials - Vehicles Enterprise	Completed
8	8/QĐ-HĐQT	01/01/2024	The assignment of planning targets for the period 2024 - 2026 to Construction and Installation Enterprise	Completed
9	9/QĐ-HĐQT	01/01/2024	Assigning planning targets for the period 2024 - 2026 to the Design - Project Department	Completed
10	10/QĐ-HĐQT	01/01/2024	Assigning planning targets for the period 2024 - 2026 to the Business Center - Customer Service	Completed
11	12/QĐ-HĐQT	25/01/2024	The amendment of the internal spending regulations	Completed
12	16/QĐ-HĐQT	22/02/2024	Additional functions and tasks of Technical Planning Department	Completed
13	17/QĐ-HĐQT	22/02/2024	The amendment and supplementation of the decision to establish the Automated Operations Center for the Water Supply System	Completed
15	42/QĐ-HĐQT	03/6/2024	The amendment and supplementation of several provisions of the Regulations on water fee reductions and exemptions for customers, issued together with Decision No. 1596/QĐ-HĐQT dated December 29, 2022	Completed
17	50/QĐ-HĐQT	26/7/2024	The decision to establish the Board of Directors' Supervision Team for 2024	Completed
18	57/QĐ-HĐQT	11/10/2024	The amendment and supplementation of the Decision to establish the Automated Operations Center for the Water Supply System	Completed
19	60/QĐ-HĐQT	22/11/2024	The transfer of the function and responsibility for meter test from the	Completed



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No.	Reference No. of Resolution/ Decision	Date	Content	Progress
			Electromechanic Enterprise to Materials - Vehicles Enterprise	
20	61/QĐ-HĐQT	22/11/2024	Restructuring Construction Enterprise	Completed
21	62/QĐ-HĐQT	22/11/2024	Merging Maintenance Team from Electromechanic Enterprise into Network Management Enterprise renaming it as Maintenance Enterprise	Completed
22	66/QĐ-HĐQT	31/12/2024	Merging Administration and Management Department and Information Technology and Communications Department, renaming it as Company Office	Completed
23	67/QĐ-HĐQT	31/12/2024	Establishment of Planning, Research & Development Department	Completed
24	68/QĐ-HĐQT	31/12/2024	Establishment of Technical Department	Completed
25	69/QĐ-HĐQT	31/12/2024	The establishment of the Research and Development Team	Completed
26	70/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Finance and Accounting Department	Completed
27	71/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Organization and Personnel Department	Completed
28	72/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Design and Project Department	Completed
29	73/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Water Quality Management Department	Completed
30	74/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Business and Customer Service Center	Completed
31	75/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Automated Operations Center of Water Supply System	Completed
32	76/QĐ-HĐQT	31/12/2024	Renaming of Hue Enterprise to Huong Giang Enterprise	Completed

No.	Reference No. of Resolution/ Decision	Date	Content	Progress
33	77/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Huong Dien Enterprise	Completed
34	78/QĐ-HĐQT	31/12/2024	Regulations on the functions, responsibilities, and organizational structure of Huong Phu Enterprise	Completed
III OTHER DOCUMENTS				
1	18/KH-HĐQT	26/2/2024	Board of Directors meeting plan for Q1.2024	Completed
2	19/CT-HĐQT	26/2/2024	Agenda for the Board of Directors meeting in Q1.2024	Completed
3	25/BB-HĐQT	04/3/2024	Minutes for the Board of Directors meeting in Q1.2024	Completed
4	27/BB-HĐQT	05/3/2024	Evaluation of the state capital representative for 2023	Completed
5	28/CT-HĐQT	05/4/2024	2024 Annual General Meeting of Shareholders Agenda	Completed
6	29/TTr-HĐQT	25/4/2024	Results of business operations in 2023 and the strategic plan for 2024	Completed
7	30/BC-HĐQT	25/4/2024	Summary of the financial statements, profit distribution for 2023, and financial plan for 2024	Completed
8	31/TTr-HĐQT	25/4/2024	Salary and remuneration policies for the BOD members, members of the Supervisory Board, Company Executive and Company Secretary	Completed
9	32/BC-HW	25/4/2024	Activities of the Board of Directors in 2023 and the operational direction and plan for 2024	Completed
10	33/BC-BKS	25/4/2024	Report of the Supervisory Board presented at the 2024 Annual General Shareholders' Meeting	Completed
11	34/TTr-BKS	25/4/2024	Approval of the selection of the auditing firm for the 2024 financial statements	Completed
12	35/TTr-HĐQT	25/4/2024	Request for opinions on the addition of business lines and the plan for handling treasury shares at Thua Thien Hue Water Supply Joint Stock Company	Completed
13	36/TTr-HĐQT	25/4/2024	The amendment and supplementation of certain provisions of the Charter of Thua Thien Hue Water Supply Joint Stock Company	Completed

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No.	Reference No. of Resolution/ Decision	Date	Content	Progress
14	37/QC-HĐQT	26/4/2024	Working regulations and voting procedures for the 2024 Annual General Meeting of Shareholders	Completed
15	38/BB-ĐHĐCĐ	26/4/2024	Report on the verification of shareholder eligibility for attending the 2024 Annual General Shareholders' Meeting	Completed
16	39/BB-ĐHĐCĐ	26/4/2024	Minutes of the 2024 Annual General Shareholders' Meeting	Completed
17	43/KH-HĐQT	01/7/2024	BOD meeting plan for QII.2024	Completed
18	44/Ctr-HĐQT	01/7/2024	Agenda for the BOD meeting in QII.2024	Completed
19	45/BB-HĐQT	10/7/2024	Minutes for the Board of Directors meeting in QII.2024	Completed
20	51/CV-HĐQT	11/9/2024	Obtaining the written and online opinions of the Board of Directors members on supporting the people of Northern provinces in overcoming the aftermath of natural disasters	Completed
21	51/CV-HĐQT	11/9/2024	Obtaining the written and online opinions of the Board of Directors members on supporting the people of Northern provinces in overcoming the aftermath of Typhoon No.3 (Super Typhoon Yagi)	Completed
22	52/BB-HĐQT	12/9/2024	Minutes of the verification of the voting cards for the Board of Directors' members regarding support for the recovery from Typhoon No. 3 (Super Typhoon Yagi)	Completed
23	54/KH-HĐQT	01/10/2024	Plan for the BOD meeting in QIII.2024	Completed
24	55/Ctr-HĐQT	01/10/2024	Agenda for the BOD meeting in QIII.2024	Completed
25	56/BB-HĐQT	11/10/2024	Minutes for the Board of Directors meeting in QIII.2024	Completed
26	80/TBKL-HĐQT	31/12/2024	Notice of the conclusion by the Chairman of the Board of Directors regarding the inspection and supervision activities for 2024	Completed

REPORT
SUMMARY OF THE 2024 FINANCIAL REPORT, PROFIT DISTRIBUTION,
AND THE 2025 FINANCIAL PLAN

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and the guiding documents for its implementation;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and the guiding documents for its implementation;

Pursuant to the Charter of Hue Water Supply Joint Stock Company;

Pursuant to the Audited Financial Report for the year 2025.

The Board of Directors of Hue Water Supply Joint Stock Company ("the Company") respectfully submits to the Annual General Shareholders' Meeting for consideration and approval of the Audited Financial Report for the year 2024, the profit distribution plan, and the financial plan for 2025, as follows:

I. SOME KEY INDICATORS FOR THE YEAR 2024

1. Some key indicators and results achieved in 2024

No.	Key indicators	Unit	Implemented in 2023	Plan for 2024	Implemented in 2024	Achieved compared to the plan
1	Commercial water production	M.m3	60,98	62,44	63,16	101,1%
2	Total revenue + other income	B.VND	668,54	673,03	690,09	102,5%
	- Revenue from clean water operations	B.VND	597,97	619,14	619,32	100,0%
	- Others	B.VND	70,56	53,89	70,77	131,3%
3	Profit before tax	B.VND	153,12	156,42	155,02	99,1%
4	Profit after tax	B.VND	132,13	138,00	134,99	97,8%
5	Profit for dividend payment	B.VND	83,01	83,01	83,01	100,0%
6	Dividend payment	%	9,50%	9,50%	9,50%	100,0%
7	Total assets	B.VND	2.031,94	2.042,74	1.992,63	97,5%
8	Charter capital	B.VND	876,00	876,00	876,00	100,0%
9	Payments to the state budget	B.VND	158,35	151,74	157,69	103,9%

The commercial water production in 2024 reached 63.16 million m³, an increase of 2.18 million m³ (equivalent to a 3.57% increase) compared to 2023. Total revenue and other income in 2024 amounted to 690.09 billion VND, an increase of 21.55 billion VND (equivalent to a 3.22% increase) compared to 2023; of which,



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revenue from clean water operations reached 619.32 billion VND, an increase of 21.34 billion VND (equivalent to a 3.57% increase) compared to 2023. After-tax profit reached 134.99 billion VND, an increase of 2.86 billion VND (equivalent to a 2.16% increase). Payments to the state budget amounted to 157.69 billion VND, a decrease of 661.74 million VND (equivalent to a 0.42% decrease).

2. Report on the business performance and profit distribution for 2024

No.	Targets	Unit	2023	2024	2024 vs 2023	
					(+/-)	(%)
I	Report on business performance					
1	Revenue from sales and services	B.VND	635,01	670,18	35,17	5,5%
2	Cost of goods sold	B.VND	370,17	376,79	6,62	1,8%
3	Gross profit from sales and services	B.VND	264,84	293,39	28,55	10,8%
4	Revenue from financial activities	B.VND	10,18	5,86	-4,32	-42,4%
5	Financial expenses	B.VND	59,16	72,15	12,99	22,0%
6	Selling expenses	B.VND	21,64	23,12	1,48	6,8%
7	Administrative expenses	B.VND	52,47	58,76	6,29	12,0%
8	Profits from business activities	B.VND	141,76	145,24	3,48	2,5%
9	Other profits	B.VND	11,36	9,78	-1,58	-13,9%
10	Total accounting profit before tax	B.VND	153,12	155,02	1,90	1,2%
11	Current corporate income tax expenses	B.VND	20,99	20,03	-0,96	-4,6%
12	After-tax profit	B.VND	132,13	134,99	2,86	2,2%
14	Basic earnings per share (EPS)	Đ/CP	1.267	1.283		
II	PROFIT DISTRIBUTION					
1	After-tax profit	B.VND	132,13	141,02	8,89	6,7%
	Undistributed after-tax profit for the current year	B.VND	132,13	134,99	2,86	2,2%
	Undistributed after-tax profit for the previous year	B.VND	0,00	4,22		
	Undistributed after-tax profit for the period from 2021 onward	B.VND	0,00	1,81		
2	Distribution of after-tax profit	B.VND	127,91	141,02	13,11	10,3%
2.1	Development Investment Fund	B.VND	23,51	35,14	11,62	49,4%
	- From profit of 2024	B.VND	23,51	29,10		
	- From remaining profit of 2023	B.VND	0,00	4,22		
	- From remaining profit of 2021 onward	B.VND	0,00	1,81		
2.2	The reward and welfare fund	B.VND	20,71	22,20	1,49	7,2%
2.3	The management bonus fund	B.VND	0,67	0,67	0,00	0,2%
2.4	Dividend distribution	B.VND	83,01	83,01	0,00	0,0%
	- Dividend payout ratio	%	9,50%	9,50%		
3	Undistributed remaining profit	B.VND	4,22	0,00		

The Company's production and business targets for water production, revenue, and profit in 2024 all exceeded the planned goals.

The dividend payout ratio for 2024 is 9.50%, which is the same as the payout ratio in 2023. The Company has allocated 35.137 billion VND to the Development Investment Fund for 2024 in order to accumulate resources for water supply projects and increase the proportion of people using clean water in the area.

3. Key financial indicators

No.	Indicators	Unit	2023	2024	(+/-) 2024 vs 2023
1	Liquidity ratio				
	- Current payment ratio	time	1,65	1,76	0,12
	- Quick payment ratio	time	1,47	1,54	0,07
	- Cash payment ratio	time	0,76	0,84	0,08
2	Capital structure indicators				
	- Debt/total assets ratio	%	46,39%	43,80%	-2,59%
	- Debt/equity ratio	%	86,54%	77,93%	-8,61%
3	Performance indicators				
	- Inventory turnover	ring	8,00	7,06	-0,94
	- Total asset turnover	ring	0,31	0,33	0,02
4	Profitability ratio				
	- Profit after tax ratio/ Net revenue	%	20,81%	20,14%	-0,67%
	- Profit after tax/Equity ratio	%	12,13%	12,05%	-0,08%
	- Profit after tax coefficient/ Total assets	%	6,50%	6,77%	0,27%
	- Gross profit ratio/ Net revenue	%	41,71%	43,78%	2,07%

* Liquidity Ratios: In 2024, the liquidity ratios increased, particularly the quick ratio and current ratio, both of which are above 1, indicating the Company's ability to meet its short-term debt obligations.

* Debt Ratio: The Company's debt ratio in 2024 continued to decrease compared to 2023, demonstrating that the capital structure is being allocated effectively, with the Company's profit margins increasing. This also shows that the Company remains proactive in managing its capital for business operations.

* Inventory Turnover: The inventory turnover ratio improved in 2024, indicating that the Company continues to implement effective and optimized inventory management policies. Additionally, the total asset turnover ratio increased slightly compared to 2023.

* Profitability: In 2024, through efforts to drive revenue growth and control costs, the Company's profit margin has remained strong, reflecting its ability to sustain profitability.



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II. THE FINANCIAL PLAN FOR 2025

STT	Chỉ tiêu	ĐVT	Thực hiện năm 2024	Kế hoạch năm 2025	So sánh	
					(+/-)	(%)
1	Commercial water production	M.m3	63,16	66,74	3,59	5,7
2	Total revenue + other income	B.VND	690,09	717,45	27,36	4,0
	Clean water revenue	B.VND	619,32	699,05	49,74	8,0
	Other revenue	B.VND	70,77	48,39	-22,37	-31,6%
3	Profit before tax	B.VND	155,02	160,00	4,98	3,2%
4	Profit after tax	B.VND	134,99	141,70	6,71	5,0%
5	Dividend payout ratio	%	9,50%	9,50%		
6	Charter capital	B.VND	876,00	876,00	0,00	0,0%
7	Payments to the state budget (payables)	B.VND	157,69	152,35	-5,34	-3,4%

- The estimated water sales volume for 2025 is 66.74 million m³, an increase of 3.59 million m³ (equivalent to a 5.7% increase) compared to the same period in 2024.

- The total revenue and other income for 2025 is projected to reach 717.45 billion VND, a decrease of 27.36 billion VND (equivalent to a 4.0% decrease). In which: Clean water revenue: VND 669,05 billion (an increase of VND 49,74 billion, or 8,0%);

- The pre-tax profit for 2025 is estimated to be 160.00 billion VND, an increase of 3.2% (equivalent to an increase of 4.98 billion VND) compared to the same period in 2024.

- The dividend payout ratio for 2025 is projected to be 9.5%.

This report covers the business performance results for 2024 and the plan for 2025. It is respectfully submitted to the General Shareholders' Meeting for consideration and approval./.

Recipients:

- 2025 General Meeting of Shareholders;
- BOD, SB;
- Filed: Office, Company's Executive.

ON BEHALF OF THE BOD
CHAIRMAN



Le Quang Minh

PROPOSAL

On the Remuneration and Compensation Policy for Members of the Board of Directors, Supervisory Board, Company Secretary, and Governance Officer

Pursuant to the Law on Enterprises No.59/2020/QH14 passed by the National Assembly on June 27, 2020;

Pursuant to the Decree No.53/2016/ND-CP dated June 13, 2016 of the Government on regulations concerning labor, salaries, remuneration, and bonuses applicable to joint stock companies and limited liability companies with dominant State capital;

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

Pursuant to the Circular No.28/2016/TT-BLĐTBXH dated September 1, 2016 issued by the Ministry of Labor – Invalids and Social Affairs providing guidance on the implementation of labor, salary, remuneration, and bonus policies for companies with dominant State capital contributions;

Pursuant to the Official Letter No.3282/UBND-DN dated March 24, 2025 from the People's Committee of Hue City on the approved labor, salary, and remuneration implementation for 2024 and the proposed plan for 2025 of HueWACO (Hue Water Supply Joint Stock Company);

Pursuant to the current Charter of Hue Water Supply Joint Stock Company;

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval the implementation costs for 2024 and the proposed remuneration plan for 2025 for members of the Board of Directors, members of the Supervisory Board, the Company Secretary, and Governance Personnel, with details as follows:

I. 2024 Report on Salaries and Allowances for the Board of Directors (BoD), Supervisory Board (SB), Governance Officer and the Company Secretary

1. Company Management Personnel

1.1. Full-time management personnel: 07 individuals

1.2. Part-time management personnel: 06 individuals

2. Salaries and Allowances in 2024



2.1. Salaries:

- Total salary paid to full-time management personnel: **VND 5,382,720,000.**
- Total salary of the Employee: **VND 106,507,810,000**

2.2. Allowances:

- Non-executive Members of the BoD: VND 3,000,000/person/month
- Governance Officer: VND 3,000,000/person/month
- Non-executive Members of the SB: VND 2,000,000/person/month
- Company Secretary: VND 2,000,000/person/month

- **Total allowance fund** for the Board of Directors, Supervisory Board (non-executive members), Governance Officer, and Company Secretary in 2024: **VND 162,600,000**

II. 2025 Plan for Salaries and Allowances for the Board of Directors, Supervisory Board, Governance Officers, and the Company Secretary

1. Company Management Personnel

- 1.1. Full-time management personnel: **02 individuals**
- 1.2. Part-time management personnel: **09 individuals**

2. Proposed Salaries and Allowances in 2025

2.1. Salaries:

- The total salary fund for full-time management personnel is projected at **VND 1,746,624,000**
- Total salary of the Employee: **VND 113,895,740,000**
- The determination of salaries for members of the Board of Directors and Supervisory Board in 2025 will follow the provisions of **Decree No. 44/2025/ND-CP dated February 28, 2025**, regarding labor, wages, and remuneration in state-owned enterprises, and in accordance with the Company's internal regulations.

2.2. Allowances:

- Non-executive Members of the BoD: VND 3,000,000/person/month
- Governance Officer: VND 3,000,000/person/month
- Non-executive Members of the SB: VND 2,000,000/person/month
- Company Secretary: VND 2,000,000/person/month

- **Total proposed allowance fund** for the Board of Directors, Supervisory Board (non-executive), Governance Officer, and Company Secretary in 2025: **VND 276,000,000**

Recipients:

- 2025 General Meeting of Shareholders;
- BOD, SB;
- Governance Officer;
- Company Secretary.

ON BEHALF THE BOD
CHAIRMAN



Le Quang Minh

No.: 18/BC-BKS

Hue city, April 25th 2025

REPORT FROM THE SUPERVISORY BOARD
To be presented at the 2025 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No.59/2020/QH14 passed by the National Assembly on June 27, 2020;

Pursuant to the functions, tasks and powers of the Board of Supervisors as stipulated in the Charter of Hue Water Supply Joint Stock Company;

Pursuant to the production and business activities and the audited financial statements for 2024 of Hue Water Supply Joint Stock Company.

The Board of Supervisors would like to report to the 2025 Annual General Meeting of Shareholders the following main contents:

A. SUPERVISORY BOARD ACTIVITIES IN 2024

1. Board Composition

As of 2024, the Supervisory Board of Hue Water Supply Joint Stock Company (HueWACO) comprises three members: one Head and two part-time members. All were elected at the 2023 Annual General Meeting of Shareholders

2. Meeting Summary

The Supervisory Board held its meetings in accordance with the Company's Charter and the Supervisory Board's internal rules of operation. All scheduled meetings for the year were conducted as planned.

In addition to formal meetings, the Board maintained ongoing communication through phone and email to coordinate its oversight work and stay informed on company matters.

All meetings were convened by the Chair of the Supervisory Board, with full attendance by all members. Meeting minutes were prepared and archived in line with applicable procedures.

3. Oversight of Company Operations and Financial Position

The Supervisory Board carried out its oversight function over the activities of the Board of Directors and the Executive Management team, focusing on the implementation of business targets approved by the General Meeting of Shareholders and monitoring transactions involving related parties.

The Board also submitted regular oversight reports on the execution of shareholder and board resolutions, allowing the Board of Directors to monitor progress against planned objectives and issue timely guidance to relevant departments and management.



In 2024, the Supervisory Board conducted Follow-up on corrective actions arising from findings in the 2023 audit and supervision review. (Refer to Supervisory Board Meeting Minutes No.81/BB-BKS dated December 31, 2024, for full details).

4. Monitoring of Related-Party Transactions

The Supervisory Board also oversaw all contracts and transactions involving members of the Board of Directors, Supervisory Board, General Director, governance officer, and other insiders. All transactions were disclosed in accordance with regulatory requirements and publicly released through the Company's designated securities agent.

5. Evaluation on the coordination with the Board of Directors, Executive Management, and Shareholders

The Supervisory Board received full cooperation from the Board of Directors and the Executive Management throughout the year.

Supervisory Board members were invited to attend internal briefings and company review sessions, ensuring they remained well-informed on business operations and implementation of shareholder resolutions.

No complaints or concerns were raised by shareholders during the year regarding company management or governance practices.

B. EVALUATION ON THE COMPANY PERFORMANCE

1. Some key indicators in 2024

No.	Key indicators	Unit	Implemented in 2023	Plan for 2024	Implemented in 2024	Achieved compared to the plan
1	Commercial water production	M.m3	60,98	62,44	63,16	101,1
2	Total revenue + other income	B.VND	668,54	673,03	690,09	102,5
	- Revenue from clean water operations	B.VND	597,97	619,14	619,32	100,0
	- Others	B.VND	70,56	53,89	70,77	131,3
3	Profit before tax	B.VND	153,12	156,42	155,02	99,1
4	Profit after tax	B.VND	132,13	138,00	134,99	97,8
5	Profit for dividend payment	B.VND	83,01	83,01	83,01	100,0
6	Dividend payment	%	9,50	9,50	9,50	100,0
7	Total assets	B.VND	2.031,94	2.042,74	1.992,63	97,5
8	Charter capital	B.VND	876,00	876,00	876,00	100,0
9	Payments to the state budget	B.VND	158,35	151,74	157,69	103,9

The commercial water production in 2024 reached 63.16 million m³, an increase of 2.18 million m³ (equivalent to a 3.57% increase) compared to 2023.

Total revenue and other income in 2024 amounted to 690.09 billion VND, an increase of 21.55 billion VND (equivalent to a 3.22% increase) compared to 2023; of

which, revenue from clean water operations reached 619.32 billion VND, an increase of 21.34 billion VND (equivalent to a 3.57% increase) compared to 2023.

After-tax profit reached 134.99 billion VND, an increase of 2.86 billion VND (equivalent to a 2.16% increase). Payments to the state budget amounted to 157.69 billion VND, a decrease of 661.74 million VND (equivalent to a 0.42% decrease).

2. Appraisal of 2024 Financial Statement

Evaluation on the performance of the independent audit company: The audit conducted by Chuan Viet Auditing and Consulting Co., Ltd. (Danang branch) was carried out in an objective and independent manner, consistent with the defined scope of work.

The Supervisory Board has reviewed and concurs with the qualified opinion expressed by the independent auditor. Including: Some projects arising before 2022, the Company did not monitor in detail for each project with the balance as of December 31, 2024 being 24.056.136.226 VND and the adjustment according to the conclusion of the Inspectorate of Thua Thien Hue province in conclusion No. 1209/KL-TTr dated November 4, 2022 as presented in point B of note No. V.10 being 35.462.016.997 VND.

However, during the year, the Company made efforts to review and monitor in detail 14.42% of the value of projects that had not been monitored in detail in the previous year. At the same time, regarding the adjustment according to the conclusion of the Provincial Inspectorate, the Company has sent many reports to the Thua Thien Hue Provincial Inspectorate (now the Hue City Inspectorate) and the Thua Thien Hue Provincial Department of Finance (now the Hue City Department of Finance) to request handling and guidance on accounting, but so far has not received guidance from the above two units. The Company will continue to review and make recommendations for handling related to this issue in 2025.

Key financial indicators of the Company for fiscal year 2024 are summarized as follows:

No.	Indicators	Unit	2023	2024	(+/-) 2024 vs 2023
1	Liquidity ratio				
	- Current payment ratio	time	1,65	1,76	0,12
	- Quick payment ratio	time	1,47	1,54	0,07
	- Cash payment ratio	time	0,76	0,84	0,08
2	Capital structure indicators				
	- Debt/total assets ratio	%	46,39	43,80	-2,59
	- Debt/equity ratio	%	86,54	77,93	-8,61
3	Performance indicators				
	- Inventory turnover	ring	8,00	7,06	-0,94
	- Total asset turnover	ring	0,31	0,33	0,02
4	Profitability ratio				



No.	Indicators	Unit	2023	2024	(+/-) 2024 vs 2023
	- Profit after tax ratio/ Net revenue	%	20,81	20,14	-0,67
	- Profit after tax/Equity ratio	%	12,13	12,05	-0,08
	- Profit after tax coefficient/ Total assets	%	6,50	6,77	0,27
	- Gross profit ratio/ Net revenue	%	41,71	43,78	2,07

* Liquidity Ratios: In 2024, the liquidity ratios increased, particularly the quick ratio and current ratio, both of which are above 1, indicating the Company's ability to meet its short-term debt obligations.

* Debt Ratio: The Company's debt ratio in 2024 continued to decrease compared to 2023, demonstrating that the capital structure is being allocated effectively, with the Company's profit margins increasing. This also shows that the Company remains proactive in managing its capital for business operations.

* Inventory Turnover: The inventory turnover ratio improved in 2024, indicating that the Company continues to implement effective and optimized inventory management policies. Additionally, the total asset turnover ratio increased slightly compared to 2023.

* Profitability: In 2024, through efforts to drive revenue growth and control costs, the Company's profit margin has remained strong, reflecting its ability to sustain profitability.

C. THE FINANCIAL PLAN FOR 2025

1. Recommendations

Based on the Supervisory Board's oversight of business operations, corporate governance, and executive management, as well as the reviewed 2024 audited financial statements, we offer the following recommendations:

- Continue strengthening oversight and follow-up on the implementation of recommendations made by inspection, audit, and supervisory bodies, in order to address any outstanding issues and ensure safe and effective company operations.
- Regularly review and update internal policies, procedures, and regulations to align with changes in legal requirements and evolving business practices..
- Embrace digital transformation by adopting new technologies and IT solutions to improve the efficiency and effectiveness of internal controls and monitoring.
- Maintain focus on the implementation and completion of the medium-term investment projects planned for 2024–2026, as a foundation for future development phases.

2. Work Plan for 2025

- In the coming year, the Supervisory Board will continue its oversight activities with the following key priorities:
- Monitor the execution of resolutions passed by the General Meeting of Shareholders and decisions of the Board of Directors.
- Review and evaluate the preparation and publication of the semi-annual and

annual financial statements for 2024.

- Oversee the Company's compliance with periodic and ad-hoc disclosure obligations.
- Address and review any proposals or concerns submitted by shareholders to the Supervisory Board (if any).
- Carry out all duties assigned under the Company Charter, Supervisory Board regulations, and relevant internal policies and legal requirements.

This concludes the Supervisory Board's report on 2024 operations and outlines the work plan for 2025. We respectfully submit this report to the General Meeting of Shareholders for review./.

Recipients:

- As above;
- Members of BOD, SB;
- Filed: Office, SB.

**ON BEHALF OF THE SB
HEAD**



Truong Ngu Binh



Hue, April 24, 2025

PROPOSAL
Approval of the Selection of the Independent Auditor
for the 2025 Financial Statements

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No.59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Pursuant to the Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of certain provisions of the Law on Securities;

Pursuant to Charter of Hue Water Supply Joint Stock Company (HueWACO);

The Supervisory Board of Hue Water Supply Joint Stock Company respectfully submits for approval by the Annual General Meeting of Shareholders the proposed list of eligible independent auditing firms to perform the audit of the Company's 2025 financial statements, as follows:

1. PwC (Vietnam) Limited
2. VACO Auditing Company Limited
3. Vietvalues Auditing and Consulting Co., Ltd.

All the above firms are legally licensed to operate in Vietnam and are included in the official list of audit firms qualified to provide financial statement audit services for 2025, as well as for listed companies, in accordance with regulatory requirements.

We respectfully request the General Meeting of Shareholders to approve this shortlist and authorize the Chairman of the Board of Directors to negotiate and appoint one of the listed firms to conduct the audit of the Company's 2025 financial statements.

Kindly submit this for the General Meeting's review and formal approval./.

Recipients:

- As above;
- Board of Directors;
- Filed: Office, Governance Officer

ON BEHALF OF THE SB
HEAD

Truong Ngu Binh