

No.: 01/2025/BC-HDQT

Gia Lai, April 1st, 2025

REPORT OF THE BOARD OF DIRECTORS ON COMPANY OPERATIONS IN 2024 AND BUSINESS PLAN FOR 2025

I. EVALUATION OF THE COMPANY'S ACTIVITIES IN 2024

1. General Overview

In 2024, Gia Lai Water Supply and Sewerage Joint Stock Company successfully completed all planned objectives, playing a crucial role in ensuring a stable and high-quality clean water supply for residents and businesses in Gia Lai Province. The Board of Directors and the Board of Management consistently guided the company's business activities, implementing effective management measures, and developed business plans for each phase to ensure the continuous and safe provision of water as mandated by the General Meeting of Shareholders (GMS).

2. Business Performance in 2024

The company set ambitious operational targets for 2024, achieving significant growth in both revenue and profit, surpassing the assigned plans. The primary business activity, clean water provision, began to generate profit for the company. Key achievements in 2024 include:

- Achieving a growth target for commercial water production, with core revenue reaching 102.02% of the planned target. The after-tax profit for 2024 amounted to 12.44 billion Dong, an increase of 183.67% compared to 2023 and a 111.75% increase over the 2024 target;
- Enhancing cashless payment methods, achieving a 95% cashless payment rate;
- Implementing projects in line with the 2024 budget, prioritizing investment in DMA setup for water loss reduction;
- Transitioning to DNPW's vertical organizational model and adopted the 3P salary policy to enhance labor productivity and motivate employees.

Key Performance Indicators in 2024:

No	Indicator	Unit	2024 Actual	2024 Plan	% of Plan Achieved
1	Revenue	Billion VND	74.55	74.65	99.86%
1.1	Revenue from water supply	Billion VND	64.84	63.81	101.62%
1.2	Construction revenue	Billion VND	6.99	6.54	106.95%
1.3	Revenue from water system relocation	Billion VND	0.83	2.8	29.78%
1.4	Financial income	Billion VND	1.27	0.86	147.53%
1.5	Other income	Billion VND	0.6	0.64	94.53%
2	Profit before tax	Billion VND	15.68	13.92	112.63%
3	Profit after tax	Billion VND	12.44	11.13	111.75%
4	Net profit margin	Billion VND	17.32%	15.83%	109.44%
5	Charter capital	Billion VND	180	180	100%

The overall results are comprehensively reflected in the 2024 Financial Statements.

II. REPORT ON CORPORATE GOVERNANCE AND BOD'S ACTIVITIES IN 2024

1. Evaluation of the BOD's Activities and Members

1.1 BOD Activities and Decisions

In 2024, the BOD held 7 meetings, including quarterly meetings and additional sessions to approve matters under its authority, guiding the Board of Management in investment procedures and improving business operations. Key BOD Resolutions include:

No	Resolution No.	Date	Content	Approval Rate
1	01/2024/NQ/HĐQT	08/01/2024	Appointed Ms. Nguyen Thi Hong Hanh as General Director	100%
2	02/2024/NQ/HĐQT	07/03/2024	Approved date, venue, and agenda for 2024 GMS; organizational restructuring	100%
3	03/2024/NQ/HĐQT	29/03/2024	Confirmed date and documents for 2024 GMS	100%
4	04/2024/NQ/HĐQT	30/06/2024	Selected audit firm for 2024 financial statements	100%
5	05/2024/NQ/HĐQT	15/10/2024	Dismissed Mr. Le Van Luyen (Deputy General Director); Appointed Mr. Trinh Ba Duy and re-appointed Mr. Nguyen Dinh Vinh as Deputy General Directors	100%

1.2 Organizational and Personnel Changes

- Dismissed Mr. Nguyen Van Thanh from General Director (effective from 09/01/2024)
- Appointed Ms. Nguyen Thi Hong Hanh as General Director (effective from 09/01/2024)
- Dismissed Mr. Le Van Luyen (Deputy General Director – effective from 01/11/2024)
- Appointed Mr. Trinh Ba Duy (Deputy General Director – effective from 01/11/2024)
- Replaced Ms. Nguyen Thi Hong Hanh with Ms. Ho Thi Xuan as Head of Supervisory Board
- Dismissed Board members Mr. Nguyen Van Thanh, Mr. Le Van Nam, and Mr. Vu Van Tuan (effective from 08/01/2024)
- Appointed Ms. Nguyen Thi Hong Hanh, Mr. Le Van Luyen, and Mr. Nguyen Khanh Duy as new Board members (effective from 08/01/2024)

1.3 Implementation of GMS Resolutions

The BOD strictly implemented the GMS-approved tasks in 2024:

Business Activities:

- Reviewed and approved quarterly business performance reports;
- Held regular meetings to evaluate quarterly results and directed timely improvements.

Investment Activities:

Investment projects executed in 2024 as approved by the GMS:

No.	Investment Item	Value (VND)
1	DMA setup & water loss reduction	1.683.116.976
2	Water network upgrade in Pleiku	3.392.952.065
3	Meter replacement	912.441.191
4	Fence for Bien Ho Plant & Booster Station	610.481.482
5	Ia Rbol Water Plant Renovation	29.286.111
	Total	6.628.277.825

1.4 Evaluation of the Board of Mangament's Performance

The Board of Mangament has operated in accordance with its defined functions, duties, and authority, and has strictly implemented the plans approved by the General Meeting of Shareholders. The Company's General Director and The Board of Mangament effectively carried out the Resolutions and Decisions issued by the GMS and the Board of Directors. The General Director closely monitored business operations and made appropriate adjustments in managing production and business activities to address timely challenges and issues.

The Board of Mangament collaborated with the vertical sectors of DNPW to implement comprehensive digital transformation and apply information technology in production management and customer management..

The Board of Mangament recognized the company's advantages and challenges, remaining flexible in managing daily business activities, and issuing documents within its authority to guide the company's production and business operations while effectively controlling risks. The Board also reported to the Board of Directors to ensure compliance with legal regulations and the company's charter..

2. BOD Remuneration in 2024

Board of Directors' Remuneration in 2024

No.	Position	Approved Monthly Remuneration	Paid in 2024	Note
1	Chairman of the BOD	VND 5.000.000	VND 5.000.000	
2	BOD Member	VND 3.000.000	VND 3.000.000	

III. BUSINESS PLAN FOR 2025

In 2025, the company will continue to focus its resources on customer growth, increasing water revenue, and reducing losses. We aim to optimize costs, enhance employee income, and increase profits for the company.

1. Key Targets

1.1 Business Targets

No	Indicator	Unit	2025 Plan	2024 Actual	% Growth
1	Revenue	Billion VND	81.29	74.55	109.05%
1.1	Water supply revenue		69.30	64.84	106.88%
1.2	Construction revenue		7.95	6.99	113.75%
1.3	Water system relocation		2.50	0.83	299.78%
1.4	Financial income		0.90	1.27	70.86%
1.5	Other revenue		0.63	0.60	104.45%
2	Profit before tax	Billion VND	17.15	15.68	109.41%
3	Profit after tax	Billion VND	13.67	12.44	109.89%
4	Net profit margin	%	17.70%	17.32%	102.18%
5	Dividends		To be decided by 2026 GMS		

1.2 Investment Plan

No	Item	Value (VND)
1	Meter replacement	1.800.000.000
2	Relocate meters from yards to streets	2.200.000.000
3	Pipe replacement in Pleiku and Ayunpa	4.000.000.000
4	Water network expansion	12.300.000.000
5	DMA setup & water loss reduction	4.700.000.000
6	Pipe replacement in Pleiku (managed by BQL)	2.500.000.000
7	Paint Bien Ho Plant & repair tanks	800.000.000
8	Network expansion in Dak Doa	10.440.000.000
Total		38.740.000.000

2. Implementation Solutions

- Prioritize water network expansion
- Invest in DMA setup and water loss control
- Finalize 3P salary system and performance-based policies
- Complete digital transformation by 2025
- Coordinate with the Department of Finance to propose water price adjustment to Gia Lai People's Committee

The following is the Report of the Board of Directors on its 2024 performance; the Company's 2024 business results; and the 2025 business plan, respectfully submitted to the General Meeting of Shareholders for approval.

On behalf of the Board of Directors
Chairman


Phạm Ngọc Tiên
PHAM NGOC TIEN

**REPORT ON BUSINESS RESULTS IN 2024
PRODUCTION AND BUSINESS PLAN FOR 2025**

I. General Situation:

In December 2023, the Gia Lai Water Supply and Sewerage Company was approved by the Provincial People's Committee to adjust the retail price of clean water. Therefore, the company developed an operational plan for 2024 with ambitious growth targets for revenue and profit, successfully exceeding the assigned goals. The primary business activity of providing clean water began to generate profits for the company. The key objectives for 2024 are as follows:

1. Establishing DMA zones in Pleiku City to combat water loss.
2. Implement comprehensive digital transformation and automation: apply electronic contracts and software for metering, human resource management, and network management to enhance customer convenience, labor efficiency, and management effectiveness.
3. Transition to the vertical model of the parent company, DNPW, and implement the 3P salary policy to boost labor productivity and motivate employees by linking performance to income.

II. Business Results for 2024:

1. Production and Business Performance:

Indicator	Unit	Actual 2023	Actual 2024	Plan 2024	2024/2023 (%)	2024/Plan (%)
Clean water consumption	m ³	7.077.509	7.619.103	7.425.193	107,652%	102,61%
Average price	VND	7.410	8.511	8.594	114,859%	99,03%
Water loss rate	%	36,5%	31,2%	28,9%	85,480%	107,73%
- Pleiku City	%	39,6%	35,2%	31,3%	88,965%	112,41%
- Ayun Pa Town	%	22,7%	11,1%	18,0%	48,994%	61,76%
TOTAL REVENUE	bn VND	62,55	74,55	75	119,169%	99,86%
Revenue from clean water	bn VND	52,44	64,84	63,81	123,648%	101,62%
Construction revenue	bn VND	6,27	6,99	6,54	111,471%	106,95%
Pipeline relocation	bn VND	1,18	0,83	2,80	70,614%	29,78%
Financial revenue	bn VND	2,17	1,27	0,86	58,876%	147,53%
Other revenue	bn VND	0,50	0,60	0,64	121,753%	94,53%
TOTAL COSTS	bn VND	56,98	58,87	60,73	103,320%	96,94%
Direct costs	bn VND	34,90	36,41	36,68	104,332%	99,27%
Indirect costs	bn VND	10,64	10,70	11,96	100,573%	89,41%
Depreciation costs	bn VND	11,44	11,75	12,09	102,749%	97,22%
Financial costs	bn VND	0,00	0,00	0,00		0,00%
Other costs	bn VND	0,00	0,01	0,00		0,00%
Profit before tax	bn VND	5,58	15,68	13,92	281,109%	112,63%

Indicator	Unit	Actual 2023	Actual 2024	Plan 2024	2024/2023 (%)	2024/Plan (%)
Corporate income tax	bn VND	1,19	3,23	2,78	271,672%	116,16%
Net profit after tax	bn VND	4,39	12,44	11,13	283,670%	111,75%

- Net profit after tax in 2024 reached 12.44 billion VND, an increase of 183.67% compared to 2023 and 111.75% of the 2024 plan:
 - ✓ Total revenue achieved 74.55 billion VND, achieving 99.86% of the plan. Due to prolonged heat in the first six months of the year, revenue from clean water sales and household meter installations increased compared to the planned targets. However, income from relocation compensation was lower than planned due to delays in the implementation of projects in Pleiku City.
- Total costs in 2024 were 96.94% of the planned target. The company aims to save on indirect costs and optimize operations to reduce electricity and operational expenses, resulting in lower total costs than planned.

2. Project Implementation Results:

No.	Investment Description	Investment Value (VND)
1	DMA establishment and water loss reduction	1.683.116.976
2	Network improvement in Pleiku City (2024)	3.392.952.065
3	Replacing expired and blurred water meters	912.441.191
4	Building fence for Bien Ho Plant and Pleiku Ro Booster Station	610.481.482
5	Ia Rbol Plant renovations	29.286.111
	Total	6.628.277.825

3. Other activities in 2024:

- Ensured 24/7 operation to produce and supply water.
- Managed financial resources closely to enhance capital efficiency.
- Collaborated with the parent company's divisions at DNPW to implement comprehensive digital transformation, applying IT in production management and customer management.
- Established 10 DMAs in Pleiku City to combat water loss. Form a loss prevention team, develop plans, and assess the effectiveness of reducing loss rates to implement across the network in 2025; replace malfunctioning and outdated meters; relocate and expand water supply pipelines; and upgrade the raw water pumping station at the Iarbol plant as planned.
- Maintained appropriate wages and bonuses for employees and ensured adequate equipment for all company departments.

III. Production and business plan for 2025:

1. Key production and business targets for 2025:

In 2025, the company will continue to focus resources on customer growth, increasing water revenue, and reducing losses. The plan includes optimizing costs, increasing employee income, and enhancing company profits. The action plan to achieve these goals includes:

- Prioritizing the development and expansion of the water supply network.
- Investing in DMA setup and enhancing loss reduction efforts.

- Completing the 3P wage system and work allocation regulations.
- Completing digital transformation initiatives and applying them comprehensively in 2025.
- Working with the Department of Finance to propose an adjustment of water prices to the Gia Lai Provincial People's Committee.

2. Business plan for 2025:

Indicator	Unit	Plan 2025	Actual 2024	Plan 2025/Actual 2024 (%)
Clean water consumption	m ³	8.141.617	7.619.103	106,86%
Average price	VND	8.512	8.511	100,02%
Water loss rate	%	26,5%	31,2%	85,12%
- Pleiku City	%	29,3%	35,2%	83,23%
- Ayun Pa Town	%	14,0%	11,1%	126,05%
TOTAL REVENUE	bn VND	81,29	74,55	109,05%
Revenue from clean water	bn VND	69,30	64,84	106,88%
Construction revenue	bn VND	7,95	6,99	113,75%
Pipeline relocation revenue	bn VND	2,50	0,83	299,78%
Financial revenue	bn VND	0,90	1,27	70,86%
Other revenue	bn VND	0,63	0,60	104,45%
TOTAL COSTS	bn VND	64,14	58,87	108,95%
Direct costs	bn VND	39,58	36,41	108,70%
Indirect costs	bn VND	11,60	10,70	108,49%
Depreciation costs	bn VND	12,96	11,75	110,24%
Financial costs	bn VND	0,00	0,00	0,00%
Other costs	bn VND	0,00	0,01	0,00%
Profit before tax	bn VND	17,15	15,68	109,41%
Corporate income tax	bn VND	3,48	3,23	107,58%
Net profit after tax	bn VND	13,67	12,44	109,89%

4. Investment Plan:

No.	Investment Description	Unit	Total Value (VND)
1	Replacing expired, damaged, and blurred water meters	Package	1.800.000.000
2	Relocating water meters from inside premises to outside	Package	2.200.000.000
3	Replacing old pipelines in Pleiku and Ayun Pa	Package	4.000.000.000
4	Expanding water supply network	Package	12.300.000.000
5	Establishing DMA zones and reducing leakage	Package	4.700.000.000
6	Replacing pipelines in Pleiku (Management Board funds)	Package	2.500.000.000
7	Painting Bien Ho Plant, repairing Pleiku Ro Station	Package	800.000.000
8	Expanding water supply network in Dak Doa	Package	10.440.000.000
Total			38.740.000.000

4. Management and Operational Plan:

- Collaborate with relevant departments to propose water price adjustments to the provincial People's Committee.
- Strictly controlling operating costs and implementing solutions to reduce losses and cut production costs.
- Coordinating with departments to replace malfunctioning or outdated meters to decrease losses.
- Enhance the application of information technology in metering management, network management, and equipment inventory management to improve efficiency.
- Inspect and replace malfunctioning equipment at pumping stations to reduce energy consumption. Expand the water supply network, increase customer connections, and improve business operations.
- Strengthen coordination with relevant departments to implement the Provincial People's Committee's policy on limiting groundwater extraction..
- Review the 3P salary regulations and performance-based contracts to ensure operational efficiency and compliance with legal regulations.
- Complying with directives from the General Meeting of Shareholders and the Board of Directors in company management.

This is the report on 2024 operations and the 2025 production and business plan for the company.



GENERAL DIRECTOR

NGUYEN THI HONG HANH





No. 01/2025/BC-BKS

Gia Lai, March 24th, 2025

REPORT OF THE SUPERVISORS BOARD

On the Company's Business Results, the Performance of the Board of Directors, the Board Of Management, the Board Of Supervisors in 2024, and the 2025 Plan

Dear Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company,
Pursuant to the provisions of the Law on Enterprises and the Charter of Gia Lai Water Supply Sewerage Joint Stock Company, the Board Of Supervisors of the Company has carried out its duties and responsibilities to monitor the company's business performance, as well as the activities of the Board of Directors and the Management Board in 2024. We hereby report the results as follows:

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

In 2024, the Board Of Supervisors (“BOS”) closely collaborated with the Board of Directors (“BOD”) and the General Director (“GD”) to oversee the implementation of resolutions from the General Meeting of Shareholders (“GMS”) and the BOD's resolutions. The BOD consists of five members, ensuring compliance with legal regulations and the company’s charter. The BOD organized meetings and obtained written opinions to pass decisions according to legal requirements and the company’s charter.

During the year, the BOD convened seven meetings and issued five Resolutions and Decisions to implement the business plan and other matters approved by the 2024 Annual GMS. The BOS assessed that these Resolutions/Decisions were consistent with the strategic direction and business plans approved by the GMS.

The Chairman and members of the BOD actively carried out assigned tasks, promptly researched and issued Resolutions and Decisions to support the GD in business operations and address challenges encountered in business activities.

Detailed performance results of the Company in 2024 are as follows:

Indicator	Unit	Actual 2023	Actual 2024	Planned 2024	2024 / 2023 (%)	2024 / Plan (%)
Clean water consumption	m ³	7,077,509	7,618,703	7,425,193	107.65%	102.61%
Average price	VND	7,410	2,137	8,594	28.84%	24.87%
Water loss rate	%	36.5%	31.2%	28.9%	85.48%	107.73%
- Pleiku City area	%	39.6%	35.2%	31.3%	88.97%	112.41%
- Ayun Pa Town area	%	22.7%	11.1%	18.0%	48.99%	61.76%
TOTAL REVENUE	bn VND	62.55	74.55	75.00	119.17%	99.86%
Revenue from clean water	bn VND	52.44	64.84	63.81	123.65%	101.62%
Construction revenue	bn VND	6.27	6.99	6.54	111.47%	106.95%
Pipeline relocation revenue	bn VND	1.18	0.83	2.80	70.61%	29.78%
Financial income	bn VND	2.17	1.27	0.86	58.88%	147.53%
Other income	bn VND	0.50	0.60	0.64	121.75%	94.53%

Indicator	Unit	Actual 2023	Actual 2024	Planned 2024	2024 / 2023 (%)	2024 / Plan (%)
TOTAL EXPENSES	bn VND	56.98	58.87	60.73	103.32%	96.94%
Direct expenses	bn VND	34.90	36.41	36.68	104.33%	99.27%
Indirect expenses	bn VND	10.64	10.70	11.96	100.57%	89.41%
Depreciation expenses	bn VND	11.44	11.75	12.09	102.75%	97.22%
Financial expenses	bn VND	0.00	0.00	0.00	–	0.00%
Other expenses	bn VND	0.00	0.01	0.00	–	0.00%
Profit before tax	bn VND	5.58	15.68	13.92	281.11%	112.63%
Corporate income tax	bn VND	1.19	3.23	2.78	271.67%	116.16%
Net profit after tax	bn VND	4.39	12.44	11.13	283.67%	111.75%

2. The Board Of Supervisors' assessment of the Company's operations and financial status

The company's 2024 financial statements were audited by Grant Thornton Vietnam. The audit firm confirmed that the financial statements accurately and fairly reflect the company's financial position as of December 31, 2024, as well as the business results and cash flow for the financial year ending on that date, in accordance with accounting standards, the Vietnamese accounting regime, and relevant legal regulations for preparing and presenting financial statements. The key indicators from the audited financial statements are as follows:

Unit: VND

Item	Year 2024
1. Revenue from sales and service provision	71,833,657,748
2. Deductions from revenue	–
3. Net revenue from sales and service provision (10 = 01 - 02)	71,833,657,748
4. Cost of goods sold	47,552,816,091
5. Gross profit from sales and service provision (20 = 10 - 11)	24,280,841,657
6. Financial income	1,274,820,108
7. Financial expenses	464,119
– of which: Interest expenses	–
8. Selling expenses	4,482,367,243
9. General and administrative expenses	6,823,129,335
10. Operating profit (30 = 20 + (21 - 22) – 25 – 26)	14,249,701,068
11. Other income	1,437,147,095
12. Other expenses	10,787,464
13. Other profit (40 = 31 - 32)	1,426,359,631
14. Total accounting profit before tax (50 = 30 + 40)	15,676,060,699
15. Current corporate income tax expenses	3,233,293,358
16. Deferred corporate income tax expenses	–
17. Net profit after corporate income tax (60 = 50 - 51 - 52)	12,442,767,341

3. Supervisory Board remuneration in 2024

In 2024, the Supervisory Board's remuneration was as follows:

No.	Position	Total Remuneration Approved by 2024 GMS (VND)	Actual Payment in 2024 (VND)	Note
	Total remuneration for Supervisory Board			
1	Head of Supervisory Board	36,000,000	36,000,000	
2	Member of Supervisory Board	24,000,000	24,000,000	

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

- The BOS received all necessary information and resolutions from the BOD, as well as the audited financial report for 2024.
- The members of BOS participated in BOD meetings, closely following the Company's activities and the implementation of GMS Resolutions.
- The BOS maintained independence in its monitoring activities. During the year, the BOS did not receive any complaints from shareholders regarding the directives or management of the BOD, BOS, GD, or other management personnel.

5. Assessment of the Board Of Supervisors' activities, summary of meetings, and recommendations

- Within the scope of its responsibilities, as defined in the Company Charter and the Law On Enterprises, the BOS has made efforts in 2024 to fulfill its functions and duties.
- The BOS held four meetings during the year to assign monitoring tasks to each member, ensuring high efficiency in the supervisory process.

CONCLUSION

From our oversight activities in 2024, the BOS concludes as follows:

- The Company, as well as members of the BOD, GD, BOS, and the Chief Accountant have complied with legal regulations, the company's charter, and internal regulations throughout 2024.
- In the future, the company needs to focus on strengthening its management system and human resources to align with its current scale and development trends.

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

Sincerely,

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

A handwritten signature in black ink, appearing to read 'huan', is written over a horizontal line.

Ho Thi Xuan



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

Tel: 0269 3871068
Website: capthoatnuocgialai.com

No.: 01/2025/TTr-HĐQT

Gia Lai, April 01st, 2025

PROPOSAL

Re: Approval of the Company's audited financial statements

To: **The 2025 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company**

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

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the financial statements audited by Grant Thornton (Vietnam) Co., Ltd. of Gia Lai Water Supply Sewerage Joint Stock Company as of December 31st, 2024, which include the following items:

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

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

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

Recipients:

- As above;
- BOD Secretary.



On behalf of the Board of Directors
CHAIRMAN

Pham Ngoc Tien



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

Tel: 0269 3871068
Website: capthoatnuocgiailai.com

No.: 02/2025/TTr-HĐQT

Gia Lai, April 01st, 2025

PROPOSAL

Re: Approval of the Profit Distribution Plan for 2024

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

Pursuant on the audited financial statements of Gia Lai Water Supply Sewerage Joint Stock Company for 2024, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Profit Distribution Plan for 2024, as follows:

No.	Content	Unit	Actual 2024
1	Revenue from sales and service provision	VND	71.833.657.748
2	Total profit before tax	VND	15.676.060.699
3	Net profit after corporate income tax	VND	12.442.767.341
4	Cumulative profit for 2024	VND	13.705.455.133
5	Profit distribution for 2024	VND	13.705.455.133
5.1	- Dividends for 2024 (5% of charter capital, paid in cash)	VND	9.000.000.000
5.2	- Allocation to the Development Investment Fund (20% of cumulative after-tax profit)	VND	2.741.091.027
5.3	- Allocation to the Bonus and Welfare Fund (15.79% of net profit for 2024), including:	VND	1.964.364.106
a	• Bonus fund for the management team (2% of net profit for 2024)	VND	248.855.347
b	• Bonus and welfare fund (13.79% of net profit for 2024)	VND	1.715.508.759
6	Profit carried forward to the following year	VND	0

- Dividends are to be distributed before July 31st, 2025.

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

Recipients:

- As above;
- BOD Secretary.

On behalf of the Board of Directors
CHAIRMAN



Pham Ngoc Tien



No.: 03/2025/TTr-HĐQT

Gia Lai, April 01st, 2025

PROPOSAL

Re: Approval of the Remuneration for the Board of Directors and The Board Of Supervisors for 2024, and the Remuneration Plan for 2025

To: The 2025 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders ("GMS") for approval the payment of remuneration for the Board of Directors ("BOD") and The Board Of Supervisors ("BOS") for 2024, and the total remuneration plan for the BOD and BOS for 2025 as follows:

1. Approval of remuneration for the Board of Directors (BOD) and The Board Of Supervisors (BOS) in 2024:

No.	Item	Planned total remuneration for 2024 (VND)	Actual remuneration for 2024 (VND)	Notes
I.	Board of Directors	204.000.000	204.000.000	
1	Chairman of BOD	60.000.000	60.000.000	5.000.000 VND/month
2	Members Of BOD	36.000.000	36.000.000	3.000.000 VND/month
II.	The Board of Supervisors	84.000.000	84.000.000	
1	Head of BOS	36.000.000	36.000.000	3.000.000 VND/month
2	Members of BOS	24.000.000	24.000.000	2.000.000 VND/month
III.	Total (I) and (II)	288.000.000	288.000.000	

2. Approval of remuneration plan for the BOD and BOS in 2025:

No.	Item	Planned total remuneration for 2025 (VND)	Notes
I.	Board of Directors	204.000.000	
	- Chairman	60.000.000	5.000.000 VND/month
	- Members	36.000.000	3.000.000 VND/month
II.	The Board of Supervisors	84.000.000	
	- Head	36.000.000	3.000.000 VND/month
	- Members	24.000.000	2.000.000 VND/month
III.	Total (I) and (II)	288.000.000	

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

Recipients:

- As above;
- BOD Secretary.

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



Pham
Pham Ngoc Tien





No.: 04/2025/TTr-HĐQT

Gia Lai, April 01st, 2025

PROPOSAL

Re: Approval of the 2025 Business Plan

To: The 2025 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company

- Pursuant to the Law on Enterprises and related implementing documents;
- Pursuant to the Charter of Gia Lai Water Supply Sewerage Joint Stock Company.

The Board of Directors of Gia Lai Water Supply Sewerage Joint Stock Company (“Company”) respectfully submits to the Annual General Meeting of Shareholders 2025 for approval the Company’s 2025 business plan, including the following contents:

I. 2025 BUSINESS PLAN

Indicator	Unit	Plan 2025	Actual 2024	2025 Plan vs 2024 Actual (%)
Clean water consumption volume	m³	8,141,617	7,619,103	106.86%
Average price	VND	8,512	8,511	100.02%
Water loss rate	%	26.5%	31.2%	85.12%
Pleiku city	%	29.3%	35.2%	83.23%
AyunPa town	%	14.0%	11.1%	126.05%
Total revenue	Billion VND	81.29	74.55	109.05%
Clean water revenue	Billion VND	69.30	64.84	106.88%
Construction revenue	Billion VND	7.95	6.99	113.75%
Relocation of water supply systems	Billion VND	2.50	0.83	299.78%
Financial revenue	Billion VND	0.90	1.27	70.86%
Other revenue	Billion VND	0.63	0.60	104.45%
Total expenses	Billion VND	64.14	58.87	108.95%
Direct costs	Billion VND	39.58	36.41	108.70%
Indirect costs	Billion VND	11.60	10.70	108.49%
Depreciation costs	Billion VND	12.96	11.75	110.24%
Financial expenses	Billion VND	0.00	0.00	0.00%
Other expenses	Billion VND	0.00	0.01	0.00%
Profit before tax	Billion VND	17.15	15.68	109.41%



Indicator	Unit	Plan 2025	Actual 2024	2025 Plan vs 2024 Actual (%)
Corporate income tax expense	Billion VND	3.48	3.23	107.58%
Net profit after tax	Billion VND	13.67	12.44	109.89%
Dividend		The 2025 dividend will be decided at the 2026 General Meeting of Shareholders.		

II. 2025 INVESTMENT PLAN

Alongside achieving the objectives to complete the proposed plan, the Board of Directors of Gia Lai Water Supply and Sewerage Joint Stock Company respectfully submits the investment plan for 2025, which includes the following main items:

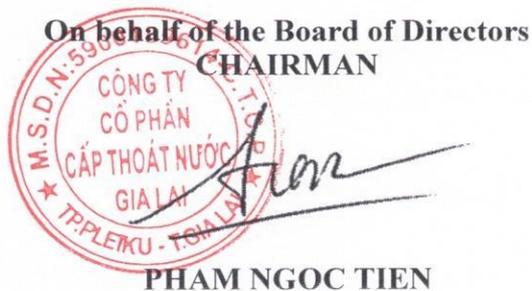
No.	Description	Unit	Total investment value (VND)
1	Replacing expired, dim, and standing meters	Package	1.800.000.000
2	Relocating meters from indoors to outdoors	Package	2.200.000.000
3	Upgrading the water supply network in 2025	Package	4.000.000.000
4	Expanding the water supply network in 2025 (Ly Thuong Kiet, Le Duan, Truong Trinh streets)	Package	12.300.000.000
5	Establishing DMA zones and reducing water loss	Package	4.700.000.000
6	Renovating and replacing pipelines in Pleiku (Project Management capital)		2.500.000.000
7	Painting and repairing Bien Ho plant and Pleiku Ro pump station	Package	800.000.000
8	Expanding the water supply network in 2025 (Chu A and An Phu communes)	Package	10.440.000.000
Total			38.740.000.000

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

Recipients:

- As above;
- BOD Secretary.

On behalf of the Board of Directors
CHAIRMAN



PHAM NGOC TIEN



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

Tel: 0269 3871068
Website: caphoatnuocgialai.com

No.: 05/2025/TTr-HĐQT

Gia Lai, April 01st, 2025

PROPOSAL

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

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

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

Based on the Proposal No. 01/2025/TTr-BKS dated March 24th, 2025, from the Board of Supervisors, and to prepare for selecting the audit firm for the 2025 financial statements, the Board of Management respectfully submits to the Board of Directors to present to the 2025 Annual General Meeting of Shareholders for approval the authorization for the Board of Directors to select one (1) out of the three (3) audit firms listed in the Proposal No. 01/2025/TTr-BKS dated March 24th, 2025 from the Board of Supervisors to audit the financial statements for the fiscal year 2025. The list of audit firms is as follows:

- (1) GRANT THORNTON (VIETNAM) LIMITED
- (2) INTERNATIONAL AUDITING COMPANY LIMITED
- (3) UHY AUDITING AND CONSULTING COMPANY LIMITED

Respectfully submitted.

Recipients:

- As above;
- BOD Secretary.

On behalf of the Board of Directors
CHAIRMAN



M.S.D.N.: 53001007
CÔNG TY
CỔ PHẦN
CẤP THOÁT NƯỚC
GIA LAI
TP. PLEIKU - T. GIA LAI

Pham Ngoc Tien