

No. 14/TB-HDQT

Dong Thap, 01 June 2026

LETTER OF NOTIFICATION
The Annual General Meeting of Shareholders 2026

To: Shareholders of Dong Thap Water Supply & Urban Environments Joint Stock company.

The Board of Management of Dong Thap Water Supply & Urban Environments Joint Stock Company cordially invite our esteemed shareholders to attend the 2026 Annual General Meeting of Shareholders as follows:

- 1. Time: From 07:30 AM Friday, 26 June 2026**
- 2. Voting and vote counting venue: Hall B, My Tra Tourist Area**
(No. 272, Le Duan Street, My Tra Ward, Dong Thap Province)
- 3. Participants:** All shareholders holding DWS shares per the list finalized on 20 May 2026 provided by the Vietnam Securities Depository and Clearing Corporation.
- 4. Contents of Meeting:** According to the agenda of the General Meeting attached and continuously updated in the **Investor Relations** section on the Company's website.

5. Agenda and Documents for the General Meeting:

Shareholders are kindly requested to download the General Meeting documents in the **Investor Relations** section on the Company's website at www.dowasen.com. The official documents will be provided to shareholders upon attending the General Meeting.

6. Requirements for Participation:

Shareholders or their authorized representatives attending the General Meeting are kindly requested to bring the following documents: Invitation Letter (with confirmation of attendance), Authorization Letter (if authorized), and Citizen Identification Card/Passport.

7. Register to attend and provide feedback

To ensure the General Meeting is well-organized, we kindly request our esteemed shareholders to confirm their attendance or authorize another person (*using the attached form*) and submit any discussion contributions (if any) **before 4:00 PM on 10 June 2026**, via the following contact details:

- Organization - Administration - Management Department Dong Thap Water Supply and Urban Environment Joint Stock Company.

- Address: No. 01, Ton Duc Thang Street, Cao Lanh Ward, Dong Thap Province.

- Phone: 0277. 3 853 332 or 0988 634 997 (Mr. Nhut) Fax: 0277. 3 852 825

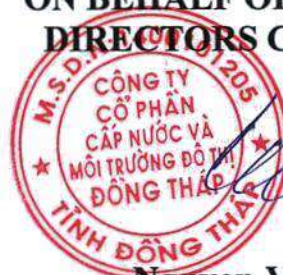
We sincerely look forward to your participation to ensure the success of the Annual General Meeting!

Best Regards./.

Recipients:

- As above;
- SSC, HNX;
- People's Committee of Dong Thap Province (for reporting);
- Members of the Board of Directors (BOD) and Supervisory Board (SB);
- Board of General Directors;
- Save: Office, Secretary of the Board, Ng.

**ON BEHALF OF BOARD OF
DIRECTORS CHAIRMAN**



Nguyen Van Ca



LIST OF DOCUMENTS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

DONG THAP URBAN WATER SUPPLY AND ENVIRONMENT JOINT STOCK COMPANY

- 01.** Agenda of the 2026 Annual General Meeting of Shareholders.
- 02.** Working Regulations of the 2026 Annual General Meeting of Shareholders.
- 03.** Templates for Voting Cards and Ballots.
- 04.** Report on the 2025 Activities and 2026 Plan of the Board of Directors.
- 05.** Report on the 2025 Activities and 2026 Plan of the Supervisory Board.
- 06.** Executive Board's Report on the 2025 Business Performance and 2026 Business Plan.
- 07.** Proposal for Approval of the Audited Financial Statements for 2025.
- 08.** Proposal for Approval of the 2025 Profit Distribution, Dividend Payment, and Salary Fund Allocation Plan.
- 09.** Proposal on the 2026 Business Plan, Salary Fund.
- 10.** Proposal for Approval of Remuneration for Non-Executive Members of the Supervisory Board, Corporate Governance Officer, Secretary to the Board of Directors, and the Information Disclosure Officer in 2026.
- 11.** Proposal for Selection of the Audit Firm for the 2026 Financial Statements.
- 12.** Proposal on the amendments and supplements to the Company's Charter (5th amendment and supplement).
- 13.** Proposal on the amendments and supplements to the Internal Regulations on Corporate Governance (2nd amendment and supplement).

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AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
ĐÔNG THẠP URBAN WATER SUPPLY AND ENVIRONMENT
JOINT STOCK COMPANY

07:30 AM, June 26, 2026



| Timeline | Content |
|--------------------------------|---|
| I | PREPARATION AND OPENING PROCEDURES |
| 07h30 – 08h00 (30 minutes) | <ul style="list-style-type: none"> - Reception of shareholders and delegates - Verification of shareholder eligibility and distribution of meeting materials |
| 08h00 – 08h30 (30 minutes) | <ul style="list-style-type: none"> - Statement of reasons and introduction of delegates - Report on verification of shareholder eligibility - Approval of the Presidium, Secretary, and Vote Counting Committee - Approval of the Meeting Agenda |
| II | MAIN CONTENT OF THE MEETING |
| 08h30 – 10h30 (120 minutes) | <p>APPROVAL OF ANNUAL REPORTS AND PROPOSALS</p> <p>A. Presentation of Reports and Proposals</p> <ul style="list-style-type: none"> - Presentation of Reports <ol style="list-style-type: none"> 1. Report on the activities of the Board of Directors in 2025 and the operational plan for 2026; 2. Report on the activities of the Supervisory Board in 2025 and the operational plan for 2026; 3. Report of the Board of Management on the summary of business operations in 2025 and orientation and tasks for 2026. - Presentation of Proposals <ol style="list-style-type: none"> 1. Proposal for the Audited Financial Statements for 2025; 2. Proposal on the 2025 profit distribution, dividend payment, and realized salary fund; |

| Timeline | Content |
|-------------------------------|---|
| | <p>3. Proposal for Approval of the 2026 Business Plan, Salary Fund.</p> <p>4. Proposal on the Remuneration for Non-Executive Members of the Supervisory Board, the Corporate Governance Officer, the Secretary to the Board of Directors, and the Information Disclosure Officer in 2026.</p> <p>5. Proposal on the selection of the Auditing Firm for the 2026 Financial Statements;</p> <p>6. Proposal on the amendments and supplements to the Company's Charter (5th amendment and supplement);</p> <p>7. Proposal on the amendments and supplements to the Internal Regulations on Corporate Governance (2nd amendment and supplement).</p> <p>B. Discussion and Voting</p> <p style="text-align: center;"><u>Break while awaiting vote counting results</u></p> <p>C. Announcement of Voting Results: The Vote Counting Committee announces the results of votes on reports and proposals.</p> |
| 10h30 – 10h50 (20 minutes) | Speech by the representative of the People's Committee of Dong Thap Province (if any) |
| III | CLOSING SESSION |
| 10h50 – 11h20 (30 minutes) | <p>- Approval of the AGM Minutes.</p> <p>- Approval of the AGM Resolution.</p> <p>- Closing statement and adjournment of the Meeting.</p> |

No. /2026/QC-HDQT-DWS

Dong Thap,

June 2026

DRAFT

**WORKING REGULATIONS
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the Law amending and supplementing several articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;

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

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

To ensure the success of the 2026 Annual General Meeting of Shareholders of Dong Thap Urban Environment and Water Supply Joint Stock Company, the Board of Directors establishes the regulations, working principles, conduct, and voting procedures for the General Meeting of Shareholders to approve as follows:

I. PURPOSE

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

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

II. SUBJECTS AND SCOPE

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

2. Scope of Application: This Regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Dong Thap Water Supply Urban and Environment Joint Stock Company.

III. EXPLANATION OF TERMS/ABBREVIATIONS

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

IV. CONTENT OF THE REGULATION

1. Conditions for Conducting the General Meeting of Shareholders

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

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

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

2. Conditions for Shareholders to Attend the General Meeting

Shareholders with voting rights of the Company, as per the finalized shareholder list on May 20, 2026, are entitled to attend the Annual General Meeting of Shareholders. They may attend in person or authorize a representative to attend on their behalf. In cases where more than one representative is authorized in accordance with legal regulations, the specific number of shares represented by each representative must be clearly determined.

3. Invited Guests at the General Meeting

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

b) Invited guests shall not speak at the General Meeting (*except when invited by the Chairperson of the General Meeting or when they have registered in*

advance with the Organizing Committee and received approval from the Chairperson).

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

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

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

- Invitation notice to the meeting;

- National ID card/Citizen ID card or passport;

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

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

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

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

f) Smoking is prohibited in the meeting room;

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

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

5. Organizing Committee:

5.1. Chairperson and Presidium

a) The Presidium consists of three members, including one Chairperson and two members. The Chairperson of the Board of Directors serves as the Chairperson of the Presidium and the Chairperson of the Annual General Meeting of Shareholders (AGM). The Chairperson of the Presidium manages the



proceedings of the General Meeting in accordance with the agenda and program approved by the AGM.

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

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

d) Duties of the Presidium:

- Manage the activities of the AGM in accordance with the agenda proposed by the Board of Directors and approved by the AGM.

- Guide delegates and the General Meeting in discussing the agenda items.

- Present draft resolutions and conclusions on necessary matters for the General Meeting to vote on.

- Address issues raised by the General Meeting.

- Resolve any issues arising during the course of the General Meeting.

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

5.2. Secretariat of the General Meeting

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

b) Duties and Powers:

- Record the proceedings of the General Meeting fully and accurately;

- Receive registration forms for speeches from delegates;

- Draft the minutes and resolutions of the AGM;

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

- Perform other tasks as requested by the Chairperson.

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

5.3. Shareholder Verification Committee

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

b) Duties of the Shareholder Verification Committee:

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

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

5.4. Vote Counting Committee

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

b) Duties of the Vote Counting Committee:

- Explain the principles, procedures, and guidelines for voting.
- Verify and record voting cards, prepare vote counting minutes, announce results, and submit the minutes to the Chairperson for approval of the voting results.
- Promptly report the voting results to the Secretariat.
- Review and report to the General Meeting any violations of voting principles or procedures, or complaints regarding voting results.

6. Speaking at the General Meeting

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

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

7. Voting on Matters at the General Meeting

7.1. Principles

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

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

c) Voting methods include:

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

➤ Voting by filling out ballots: Used for approving matters such as the Board of Directors' activity report, the Management Board's production and business performance report, the Supervisory Board's activity report, the audited financial statements for 2025, and proposals presented at the General Meeting.

7.2. Voting Procedure

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

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

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

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

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

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

7.3. *Validity of Ballots*

a) A valid ballot is one that:

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

b) Invalid ballots include:

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

7.4. *Voting Rules*

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

b) As of the shareholder list finalization date (May 20, 2026), the total number of voting shares of the Company is 25,918,130, equivalent to 25,918,130 voting rights.

c) Matters requiring a vote at the General Meeting are approved when they receive the approval of at least 51% of the voting shares present at the General Meeting. For certain matters specified in Clause 1, Article 21 of the Company’s Charter (e.g., types and total number of shares for each type; changes in business



lines and sectors; changes in the Company's organizational structure; investment projects or asset sales valued at 35% or more of the total asset value recorded in the most recent financial statements; or reorganization or dissolution of the Company), approval requires at least 65% of the voting shares present at the General Meeting.

- Note:

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

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

7.5. Recording Voting Results

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

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

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

8. Minutes and Resolutions of the General Meeting

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

V. IMPLEMENTATION

1. All delegates, representatives, and invited guests attending the General Meeting are responsible for fully complying with the provisions of this Regulation, the Company's current regulations, internal rules, and relevant legal provisions.

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

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

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

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

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

**BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Van Ca



No. /2026/BC-HDQT

Dong Thap, June 2026

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REPORT OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
On the Performance Results of 2025 and the Strategic Plan for 2026

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; and the Law amending and supplementing several articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;

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

Pursuant to Resolution No. 11/NQ-DHDCD dated June 10, 2025, of the 2025 Annual General Meeting of Shareholders;

Pursuant to the functions and duties of the Board of Directors of Dong Thap Water Supply & Urban Environment Joint Stock Company.

With a view to summarizing the corporate governance work and performance of the Board of Directors in 2025 and setting out the operational direction for 2026, the Board of Directors (BOD) of Dong Thap Water Supply & Urban Environment Joint Stock Company (the Company) hereby submits to the General Meeting of Shareholders the following core reports:

I. GENERAL INFORMATION

1. Overview

- Company Name: DONG THAP WATER SUPPLY JOINT AND URBAN ENVIRONMENT AND STOCK COMPANY
- Abbreviated Name: DOWASEN
- Address: No. 01, Ton Duc Thang Street, Cao Lanh Ward, Dong Thap Province
- Phone Number: (0277) 3 853 332
- Email: capnuocdt@dowasen.com

- Website: www.dowasen.com
- Business Registration Certificate Number: 1400101205
- Charter Capital: 259,181,300,000 VND; Number of Shares: 25,918,130 shares with a par value of 10,000 VND per share
- Stock Code: DWS
- Exchange: UPCoM

2. Business Sectors

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

- The Company's main business activities as per the Business Registration Certificate include: Production and trading of clean water for domestic use, manufacturing, and other needs (main business line); Collection and transportation of non-hazardous and hazardous waste; Treatment and disposal of non-hazardous and hazardous waste; Construction, exploitation, maintenance, and repair of urban and rural infrastructure (bridges, roads, drainage, pavements, parks, greenery, public cemeteries); Installation of water supply and drainage systems; Urban services; Production and trading of bottled and jarred drinking water.

3. Charter Capital Structure

3.1. At the Time of Equitization

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

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

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

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

¹ According to Decision No. 765/QĐ-UBND-HC dated July 09, 2018, of the Dong Thap Provincial People's Committee (downward adjustment of the Cao Lanh City Drainage Project).

3.2. As of May 20, 2026²

The Company had a total of **544** shareholders owning the Company's shares, detailed as follows:

| No. | Content | Number of Shares Held (Shares) | Percentage Held (%) |
|-----|---|--------------------------------|---------------------|
| I | Total Shares | 25,918,130 | 100 |
| II | Treasury Shares of the Company | 0 | 0 |
| III | Total outstanding shares | 25,918,130 | 100 |
| 1 | The State - Dong Thap Provincial People's Committee | 22,185,480 | 85.6 |
| 2 | 03 domestic organization | 3,200 | 14.4 |
| 3 | 542 domestic individual | 3,729,450 | |

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

a) The members of the Board of Directors for the 2024 - 2029 term and the State Capital Representatives at the Company consist of 03 members:

| No. | Fullname | Position | State Capital Representation Ratio |
|-----|---------------|------------------------------------|------------------------------------|
| 1 | Nguyen Van Ca | Chairman of the Board of Directors | 61% |
| 2 | Đinh Công Phú | BOD Member | 29% |
| 3 | Bui Tan Cuong | BOD Member | 10% |

5. Legal Representative of the Company

Mr. Dinh Cong Phu, General Director of the Company.

6. Organizational Structure of the Company's Management Apparatus

6.1. Board of Directors (BOD)

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

² The cut-off date for finalization of the list of shareholders attending the General Meeting.

6.2. Supervisory Board

The structure has **03** members, including: a full-time Head of the Supervisory Board, and the remaining **02** members concurrently serving as part-time members from the Company's employees.

| No. | Full Name | Position | Working Mode |
|------------|-------------------------|-------------------|---------------------|
| 1 | Ms. Ly Thu Cuc | Head of the Board | Full-time |
| 2 | Mr. Nguyen Thanh Hong | Member | Part-time |
| 3 | Ms. Dinh Thi Thanh Thuy | Member | Part-time |

6.3. Board of General Directors/Executive Board

Structure of **02** members, including: General Director and 01 Deputy General Director.

| No. | Full Name | Position |
|------------|-------------------|--|
| 1 | Ms. Dinh Cong Phu | BOD Member concurrently General Director |
| 2 | Mr. Bui Tan Cuong | BOD Member concurrently Deputy General Director |

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

Comprises 06 specialized departments and 05 dependent accounting branches.

6.5. Workforce:

The total number of employees at the Company as of December 31, 2025, is **797** people. These employees are arranged and assigned duties appropriate to their expertise, capabilities, and experience at the Company's office and its dependent units.

7. Date of Operation and Stock Trading:

- The Company officially began operating as a joint-stock company on April 26, 2017.
- On November 03, 2017, the Company officially became a public company.
- On January 24, 2019, the Company's shares officially began trading on the UPCoM stock market at the Hanoi Stock Exchange (HNX), with the stock code DWS, and have been continuously traded to date.

II. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Activities of the Board of Directors

1.1. Company Governance Situation in 2025

In 2025, the Board of Directors held **27** regular and extraordinary meetings and issued **27** Resolutions to promptly direct matters falling within the authority of the BOD (*details are attached to the Report*).

All BOD Resolutions in 2025 were seriously implemented, and their progress was reported at each monthly briefing and BOD meeting of the Company.

1.2. Evaluation of the Board of Directors' Activities

The Board of Directors has fully performed its governance, supervision, and strategic orientation functions; strictly complied with rights and obligations under legal regulations, the Company's Charter, and the Resolution of the GMS; and successfully fulfilled its role as the State Capital Representative, ensuring a harmony of interests among the State, shareholders, and employees.

The BOD closely monitored the Company's operations, issued timely resolutions and critical decisions, supervised and directed the efficient use of assets and capital, and executed key investment projects, focusing on renovating and upgrading water supply infrastructure, increasing plant capacity, and expanding networks to meet the demand for clean water in the Province.

Organizational and personnel management were executed in strict compliance with the appropriate authority, procedures, and regulations, aligning with governance requirements and strategic directions. The BOD continued to focus on three core areas: water supply, environmental services, and bottled water, while promoting the application of technology and digital transformation in operations and customer service.

Corporate governance, reporting, and information disclosure were fully and promptly implemented in compliance with the Law on Enterprises, Law on Accounting, Law on Securities, and Decree No. 155/2020/ND-CP, progressively enhancing transparency and corporate governance standards.

1.3. Supervision of the Board of Management by the BOD

Pursuant to the Company's Charter and the Internal Regulations on Corporate Governance, the BOD effectively performed its supervision and guidance role over the General Director and the Executive Board in implementing Resolutions of the GMS and BOD, and in directing, managing, and operating business activities according to the Company's 2025 plan.

Supervision activities were carried out regularly and systematically, focusing on key areas including business operations, finance, investment, and corporate governance. The BOD coordinated with the Supervisory Board in evaluating the 2025 performance results and developing the 2026 plan to submit to the GMS; it also monitored reporting and information disclosure compliance as required by state regulators, the State Capital Representative agency, and in line with the Law on Enterprises, the Company's Charter, and related regulations.

Through expanded BOD meetings and regular briefings with the Board of Management, the BOD discussed, reviewed, and directed the timely handling of arising issues; matters within the BOD's authority were decided in compliance with regulations, ensuring stable, transparent, and strategically aligned operations.

1.4. Performance Evaluation of the Board of Management

The Board of Management and the Executive Board fully and promptly implemented the Resolutions and Decisions of the GMS and BOD, and complied with State policies and legal regulations in managing and operating the Company.

In 2025, amidst volatile market conditions and high competitive pressure, the Board of Management proactively and flexibly organized the implementation of the business plan; proposed timely solutions to overcome difficulties, ensuring stable operations, progressively improving business efficiency, and meeting the BOD's governance requirements.

Management and operations strictly complied with the Company's Charter and related legal regulations; reporting and information disclosure were executed fully and promptly.

1.5. Detailed Implementation of Management and Governance by the BOD in 2025

Implementing Resolution No. 11/NQ-DHĐCĐ, the Company's Charter, and applicable legal regulations, the BOD directed, inspected, supervised, and coordinated with the Board of Management to deploy the following key tasks in 2025:

a) Directing 2025 business operations

The BOD focused on directing the Board of Management to execute the 2025 business plan; monitored and evaluated revenue, expenses, profit, and capital efficiency indicators.

Based on the audited 2025 Financial Statements, the BOD reports key business indicators compared to the plan approved by the GMS:

| No. | Indicator | Plan (million VND) | Actual (million VND) | Actual/ Plan Ratio (%) |
|-----|--|--------------------------|----------------------------|---------------------------------|
| 1 | Total revenue and other income | 532,200 | 482,140 | 90.59 |
| | Of which: | | | |
| 1.1 | Domestic water supply | 391,860 | 345,400 | 88.14 |
| 1.2 | Environmental Services Branch operations | 106,000 | 112,860 | 106.47 |
| 1.3 | Bottled and jarred water production & business | 14,600 | 11,740 | 80.41 |
| 1.4 | Other activities and income | 19,740 | 12,140 | 61.50 |
| 2 | Total profit before tax | 57,710 | 58,040 | 100.57 |
| 3 | Total profit after tax | 51,210 | 51,215 | 100.01 |
| 4 | Taxes and obligations to State Budget | 35,900 | 33,240 | 92.59 |
| 5 | Average Owner's Equity | 331,386 | 331,386 | 100.00 |
| 6 | Profit after tax / Owner's Equity (ROE) (%) | 15.453 | 15.455 | 100.01 |
| 7 | Dividend payout ratio (%) | 6.6 | 6.8 | 103.03 |

*** General comments on performance:**

- Total revenue and other income reached VND 482.14 billion (90.59 of the plan), a decrease of 2.5% compared to 2024, failing to meet the target.

- Profit after tax reached VND 51.215 billion (100.01% of the plan), an increase of 3.60% compared to 2024.

- Budget contributions reached VND 33.24 billion (92.59% of the plan), a decrease of 0.14% compared to 2024.

** Reasons for missing the revenue target:* Due to the impact of administrative restructuring, the implementation of the two-tier local government model, and the relocation of the provincial capital center to My Tho, business and service activities in the area slowed down, leading to a decline in water consumption. Since the Company's revenue is heavily reliant on water supply (accounting for over 70% of the structure), this drop directly affected total revenue, causing it to fall short of the plan.

b) Directing profit distribution and dividend payment for 2024 business results in 2025

Pursuant to the 2025 AGM Resolution, the BOD directed and supervised the General Director to implement the 2024 after-tax profit distribution:

- Allocation to the Development Investment Fund: 14,830,637,999 VND.
- Allocation to the Employee Bonus and Welfare Fund: 17,223,437,497 VND.
- Allocation to the Bonus Fund for Full-time Managers: 534,600,000 VND.
- Regarding dividend payment: The company has finalized the list of shareholders entitled to receive the 2024 dividend on September 26, 2025, and paid in cash from October 10, 2025, with the amount of 16,846,784,500 VND (equivalent to 6.5% of the charter capital of 259,181,300,000 VND).

c) Addition of business lines

Implementing the 2025 AGM Resolution, the BOD directed the procedures to expand and supplement the Company's business lines; the Company received the Confirmation of Change in Enterprise Registration Contents on June 24, 2025. Concurrently, the Company's Charter was finalized and issued (amended and supplemented for the 4th time on June 10, 2025).

d) Loan plan from Dong Thap Province Development Investment Fund

The BOD directed the execution of the loan plan from the Dong Thap Province Development Investment Fund (the Fund) to invest in source works, transmission pipelines, and transitioning water supply systems from groundwater to surface water according to the Provincial People's Committee's policy, with loan security as regulated.

Several projects have been completed and put into use but have not been disbursed because the Fund has not finalized its legal basis following its merger. Based on consensus with the Fund, the Company proactively advanced capital to pay contractors; once the loan procedures are completed and approved, the Fund will make disbursements to reimburse the Company's advanced funds, ensuring project progress and financial stability.

d) Implementation of other AGM and regulatory directives

- The BOD supervised the signing of a contract with UHY Auditing and Consulting Co., Ltd. - Ho Chi Minh City Branch to audit the 2025 Financial Statements and review the 2025 semi-annual Financial Statements.

- Directed accelerating the progress of connection and water source conversion projects; completed and put into operation 10 pipeline projects converting groundwater to surface water in assigned zones; coordinated with departments and local authorities to receive rural water stations or sell water through master meters in accordance with the Provincial People's Committee's roadmap.

- Strengthened directives on capital, assets, debts, investments, and tax obligations; reviewed, amended, and issued internal regulations; implemented instructions from the Provincial People's Committee and conclusions from audit and inspection bodies in a timely manner.

e) Highlights and outstanding achievements in 2025

Under the BOD's direction, the Company achieved several key results:

(1) *Completed and commissioned key source and investment works:* Truong Xuan Water Station project and Cao Lanh District Surface Water Plant with a total asset value formed of VND 5,146 million. Completed 03 projects: Upgrading the capacity of Dong Binh 2 Surface Water Plant; Upgrading My An Town Surface Water Plant; and the Wastewater Treatment and Reuse System at Sa Dec Water Plant.

(2) *Promoted water source transition:* Completed and commissioned 10 pipeline projects converting groundwater to surface water, with formed asset value of VND 41,300 million. Received 21 rural water supply stations with a network length of 170.6 km, serving 8,343 households, with total asset value exceeding VND 10 billion; received an additional 05 stations from the Center for Rural Clean Water (at VND 0 value). Handled strictly according to Plan No. 198/KH-UBND, No. 400/KH-UBND, and Notice No. 669/TB-VPUBND of the Provincial People's Committee.

(3) *Water price adjustment:* Implemented the water price adjustment under Decision No. 795/QD-UBND dated September 18, 2025, of the Provincial People's Committee, improving financial balances and generating reinvestment resources.

(4) *Thrift and anti-waste practices:* Saved over VND 21 billion through bidding for investments, materials, and equipment, enhancing capital efficiency.

(5) *Technology application and innovations*: Promoted digital transformation and innovations; 24 initiatives were registered, 19 recognized, including 01 provincial-level initiative. Completed 03 company-level R&D projects and finalized/accepted 01 project.

(6) *Restructuring and streamlining*: Streamlined the organization, reducing specialized departments from 07 to 06 (*down 15%*); water supply stations under branches were reduced by an average of 22%. Developed training and business plans adapted to the two-tier local government model; revised and issued internal regulations to enhance governance in the new context.

d) Advantages, difficulties, and limitations

i) Advantages

Timely direction and support from the Provincial People's Committee, departments, and local authorities, especially the water price adjustment decision;

Stable environmental sector from winning waste collection contracts;

High consensus among shareholders;

Capable, united, and technology-driven workforce.

ii) Difficulties

- Business impact of administrative boundary adjustments;

- Heavy investment pressure for network renovation and water transition against limited financial resources;

- Delayed loan disbursement from the Fund causing capital balancing issues;

- High water loss rates from old networks;

- Declining raw water quality due to climate change;

- Environmental sector costs increasing while service price frameworks remain under 2019 standards;

- Overloaded landfills (Dap Da, Sa Dec);

- Fierce bidding competition;

- Unstable bottled water market.

iii) General assessment:

Despite multi-faceted challenges, the BOD directed operations flexibly. As a public utility enterprise, the Company's performance is measured not only by

financial targets but also by socio-economic contributions. Capital was preserved, jobs/incomes secured, and a solid foundation laid for future growth.

2. Regarding transactions between the Company and members of the Board of Directors and related parties of BOD members; transactions between the Company and other companies in which members of the Board of Directors are founding members or business managers in the last 03 years before the time of the transaction:

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

3. Remuneration, operating expenses, and other benefits of the BOD and SB in 2025

a) Board of Directors:

| No. | Full Name | Position | Salary, bonuses, and other allowances (VND) |
|------------------|---------------|--|---|
| 1 | Nguyen Van Ca | Chairman of the BOD | 821,062,271 |
| 2 | Dinh Cong Phu | BOD Member, concurrently General Director | 754,627,363 |
| 3 | Bui Tan Cuong | BOD Member, concurrently Deputy General Director | 686,871,579 |
| Tổng cộng | | | 2,262,568,213 |

b) Supervisory Board:

| N o. | Full Name | Position | Salary, bonuses, and allowances (VND) | Remuneration (VND) |
|------------------|---------------------|---------------------------|---------------------------------------|--------------------|
| 1 | Ly Thu Cuc | Head of Supervisory Board | 715,471,513 | |
| 2 | Nguyen Thanh Hong | SB Member | | 66,000,000 |
| 3 | Dinh Thi Thanh Thuy | SB Member | | 66,000,000 |
| Tổng cộng | | | 715,471,513 | 132,000,000 |

III. ORIENTATION AND OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2026

1. Some economic indicators for the year

- Strive for an average revenue growth of **8.5%/year**.
- The ratio of profit after tax to total revenue is at least **4.66%**.
- The average ratio of profit after tax to owner's equity (ROE) is **15.46%**.
- Clean water consumption volume: **44,317,000 m³**, up **3.5%** compared to 2025.
- Water loss rate: **17%**.

2. Business production plan for 2026

| Basic indicators | Unit | 2025 Actual | 2026 Plan | Ratio |
|--|-------------|---------------|---------------|---------------|
| (1) | (2) | (3) | (4) | (5=4/3) |
| 1. Total revenue and other income | VND billion | 482.14 | 523.13 | 108.50 |
| Of which: | | | | |
| <i>a) Total revenue and other income</i> | // | <i>345.40</i> | <i>371.83</i> | <i>107.65</i> |
| <i>b) Environmental Services Branch operations</i> | // | <i>112.86</i> | <i>119.66</i> | <i>106.03</i> |
| <i>c) Bottled and jarred water production & business</i> | // | <i>11.74</i> | <i>12.68</i> | <i>108.01</i> |
| 2. Total profit before tax | // | 58.04 | 58.10 | 100.10 |
| 3. Total profit after tax | // | 51.215 | 53.60 | 104.66 |
| 4. Taxes and obligations to State Budget | VND billion | 33.24 | 34.00 | 102.29 |
| 5. Average Owner's Equity | VND billion | 331.386 | 346.66 | 104.60 |
| 6. ROE | % | 15.455 | 15.462 | 100.06 |
| 7. ROA | % | 8.302 | 8.540 | 102.86 |

3. Operating directions in 2026

In 2026, against high infrastructure and transition demands vs. limited resources, the BOD's focus is to consolidate finances, enhance capital efficiency, control costs, develop core segments, and modernize governance to be transparent, efficient, and sustainable, ensuring balanced interests.

Therefore, the Board of Directors sets out operating directions with specific goals and implementation solutions as follows:

➤ **Strategic Direction and Development Investment:**

(1) Formulate 2026-2030 development strategy; concentrate resources on core segments (water supply, environment, bottled water); meet GMS plans while balancing business and public services.

(2) Target focused investments: prioritize surface water plants, transmission pipelines, and regional connection projects in line with Dong Thap Province Planning; ensure water safety and capital balance.

(3) Rural water source transition: accelerate projects converting groundwater to surface water to meet Plan No. 198/KH-UBND, No. 400/KH-UBND, and Notice No. 669/TB-VPUBND roadmaps.

➤ **Enhancing Business Efficiency:**

(4) **Prevent water loss:** implement synchronic solutions; apply technology for zoning, pressure monitoring, and leak detection; strive to reduce the water loss rate below 17%.

(5) **Consolidate environmental segment:** protect existing markets, improve bidding competitiveness, invest in collection equipment, and operate wastewater treatment and crematories efficiently.

(6) **Develop bottled water:** restructure markets, enhance brand, and complete distribution channels.

➤ **Modernizing Governance, Finance, and Investments:**

(7) Formulate financial plans; control costs and debts; ensure financial safety and growth.

(8) Monitor project progress, quality, and transparency; mobilize preferential loan capitals.

(9) Promote R&D and digital transformation in assets, operations, and customer care.

➤ **Organizational, Personnel, and Corporate Culture:**

(10) Streamline the organization and labor structures.

(11) Develop human resources; emphasize professional skills and internal training.

(12) Foster a transparent workplace; promote "Dowasen Culture" and innovations.

➤ **Institutional Framework and Compliance:**

- (13) Review and perfect the Charter and internal rules.
- (14) Implement provincial instructions on financial treatment of state-funded assets.
- (15) Monitor reporting and stock market disclosure compliance.
- (16) Execute full governance, inspection, and supervisory functions.

Under the aforementioned orientations and tasks, the BOD will continue to elevate its governance role, strengthen supervision, and provide flexible executive direction to ensure the Company's stable and sustainable development, and the fulfillment of the 2026 planned targets.

The above is the report of the Board of Directors of Dong Thap Water Supply & Urban Environment Joint Stock Company on the performance results of corporate governance in 2025 and the plan for 2026. The BOD sincerely hopes to receive practical feedback from our Valued Shareholders to help us refine suitable orientations and strategies, contributing to the stable and sustainable development of the Company in the coming period.

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

Recipient:

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

**BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Van Ca

SUMMARY TABLE RESOLUTIONS RESOLUTIONS OF THE BOARD OF DIRECTORS IN 2025

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| No. | Decision No. | Date | Content | Approval rate |
|-----|--------------|------------|--|---------------|
| 1 | 30/NQ-HĐQT | 14/01/2025 | Approved the following contents: - Policy to reward company management and supporting units in 2024. - Policy to present gifts of appreciation to customers on the occasion of Lunar New Year 2025. | 100% |
| 2 | 31/NQ-HĐQT | 22/01/2025 | Approved the policy for purchasing spare parts and repairs in 2025. | 100% |
| 3 | 32/NQ-HĐQT | 12/02/2025 | Approved the 2025 production and business target plan for the Company and assigned targets to each branch and affiliated unit: - 2025 Company-wide total revenue target plan; - 2025 domestic water production target plan; - Detailed 2025 revenue plan assigned to each branch; - Detailed 2025 revenue plan assigned to the Environmental Services Branch and DOWASEN Bottled Water Branch. | 100% |
| 4 | 33/NQ-HĐQT | 25/02/2025 | Approved the following contents: - Policy to renovate and repair the Crematorium (covering structure); - Policy to purchase materials for bottled water production (February, March). | 100% |
| 5 | 34/NQ-HĐQT | 27/02/2025 | Approved the following contents: - Policy to merge the Company's Technical Department and the Company's Project Management Department into the Project Management Department directly under the Company, effective from March 1, 2025. - Policy to arrange and assign personnel for the Project Management Department according to the new organizational structure. | 100% |
| 6 | 35/NQ-HĐQT | 04/3/2025 | Approved the following contents: - Plan for organizing the 2025 Annual General Meeting of Shareholders. - Policy to purchase motor vehicle insurance and mandatory fire and explosion insurance in 2025. | 100% |
| 7 | 36/NQ-HĐQT | 14/3/2025 | Approved the following contents: - Regarding the liquidation of fixed assets and materials after inventory. - Regarding the 2025 renovation and repair plan. - Regarding the plan for use and purchase of meters and materials for meter cluster installation in 2025. | 100% |

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| No. | Decision No. | Date | Content | Approval rate |
|-----|--------------|-----------|--|---------------|
| | | | - Approved and promulgated the process for selecting contractors to provide goods, consulting services, and non-consulting services for the Company's production and business activities. | |
| 8 | 37/NQ-HDQT | 28/3/2025 | Approved the following contents: - Policy on human resource organization at the Company's affiliated units (Deputy Head of IT Dept., Deputy Head of Technical-Financial/Supply Chain/Production Technology Dept.) - Policy to purchase various types of tires for the Environmental Services Branch. | 100% |
| 9 | 38/NQ-HDQT | 03/4/2025 | Approved the following contents: - Regarding the extension of the time to organize the 2025 Annual General Meeting of Shareholders; - Approved the draft program and plan for organizing the 2025 Annual General Meeting of Shareholders; - Policy on the plan to organize a retreat and sightseeing tour for the Company's management and employees in 2025. | 100% |
| 10 | 39/NQ-HDQT | 11/4/2025 | Approved the following contents: - Preliminary evaluation of Q1 2025 production and business results; - Approved the 2025 production, business, and investment plan; - Determined the actual wage fund for 2024 for each unit; - Assigned the planned wage fund for 2025 and the 2025 unit wage price; - Assigned targets to the Environmental Services Branch and DOWASEN Bottled Water Branch; - Plan to assign entertainment expenses to branches in 2025; - Guiding opinions and proposing some policies and solutions for implementation in Q2 2025. | 100% |
| 11 | 40/NQ-HDQT | 11/4/2025 | Approved the following contents: - Policy to approve the Company's 2025 science and technology activity plan. - Agreed to appoint Mr. Nguyen Van Ca to be the Project Leader for "Researching synchronous technical and management solutions for preventing water loss and revenue loss in Cao Lanh City". | 100% |
| 12 | 41/NQ-HDQT | 15/4/2025 | Approved the following contents: - Approved the policy to invest in the project of renovating and upgrading the capacity of My An town surface water plant, part of the 2025 investment development- construction plan. | 100% |

| No. | Decision No. | Date | Content | Approval rate |
|-----|--------------|-----------|--|---------------|
| | | | <ul style="list-style-type: none"> - Policy to adjust the implementation time of the Vinh Thanh surface water plant construction project. - Amended and supplemented point 2, clause 35.6, Article 35 of the Company's Financial Management Regulations. | |
| 13 | 42/NQ-HDQT | 28/4/2025 | Approved the evaluation results and proposed classification level for leading cadres who are State Capital Representatives in the Company in 2024. | 100% |
| 14 | 43/NQ-HDQT | 12/5/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Issued raw water selling prices to the Management Board of markets and public services of Hong Ngu District; - Approved the Company's 2025 uniform provision plan; - Approved the draft content and promulgated the manual for operating surface water plants; - Policy to purchase materials for bottled and jarred water production. | 100% |
| 15 | 44/NQ-HDQT | 02/6/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Reappointed Mr. Ngo Van Hop as Head of the Company's Business Planning Department, effective from July 1, 2025. - Policy to add "Raw Water Pump Station" item to the Truong Xuan Water Supply Station Renovation project, under the 2024 Investment Development - Capital Construction Plan. - Policy to borrow capital and mortgage assets at the Dong Thap Provincial Development Investment Fund to invest in the Truong Xuan Water Supply Station Renovation project. - Policy to borrow capital under credit limits at Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) and Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank). | 100% |
| 16 | 45/NQ-HDQT | 11/6/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Approved the evaluation results and proposed classification level for leading cadres who are State Capital Representatives in the Company in 2024; - Policy and plan to borrow capital from the Dong Thap Provincial Development Investment Fund to implement investment projects on the provincial priority development list. | 100% |
| 17 | 46/NQ-HDQT | 22/7/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Policy on the appointment and re-appointment of personnel under the signing authority of the Chairman of the Board of Directors; | 100% |

| No. | Decision No. | Date | Content | Approval rate |
|-----|--------------|-----------|--|---------------|
| | | | <ul style="list-style-type: none"> - Policy on the restructuring and streamlining of water supply stations under the Company's affiliated water supply branches; - Policy on the management personnel structure for water supply stations and specialized departments within the water supply branches following restructuring and streamlining; - Policy on the assignment of management personnel for water supply stations and specialized departments within the water supply branches following restructuring and streamlining. | |
| 18 | 47/NQ-HDQT | 11/8/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Assessment of business and production results for the first 06 months of 2025; - Directional opinions and implementation of key policies and solutions for the last 06 months of 2025; - Policy on loan financing at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Dong Thap Branch; - Policy on the relocation/re-installation of the water supply pipeline across Hong Ngu Bridge, under the Northwest Tien River Water Supply Branch; - Policy on the relocation/re-installation of the water supply pipeline across Sa Dec Bridge, under the South Tien River Water Supply Branch; - Policy on the direct procurement of equipment, uniforms, and personal protective equipment (PPE) for employees in 2025; - Approval for the General Director to approve the bidding package: “Installation of zoning meter pits”; - Approval to cancel the policy for the renovation and repair of the project: “Renovation of HDPE D63, HDPE D110, and HDPE D160 pipelines” (water supply for An Khanh Commune area). | 100% |
| 19 | 48/NQ-HDQT | 25/8/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Policy on loan financing and asset mortgage at the Dong Thap Development Investment Fund; - Policy on the reception and transfer of 10 rural water supply stations from the list of 59 groundwater supply stations in sub-zones assigned to the Company by the local authorities. | 100% |
| 20 | 49/NQ-HDQT | 09/9/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Policy on loan financing and asset mortgage at the Dong Thap Development Investment Fund; - Policy on the reception and transfer of 10 rural water supply stations from the list of 59 groundwater supply stations in sub-zones assigned to the Company by the local authorities. | 100% |

| No. | Decision No. | Date | Content | Approval rate |
|-----|--------------|------------|---|---------------|
| 21 | 50/NQ-HDQT | 29/9/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Policy on the establishment and name adjustment of Zones and Water Supply Stations under the Northwest Tien River Water Supply Branch; - Policy on the establishment and name adjustment of Environmental Service Areas under the Environmental Services Branch; - Policy on organizational and personnel matters at the Environmental Services Branch. | 100% |
| 22 | 51/NQ-HDQT | 27/10/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Policy on the transfer of 04 personnel from the Company's Project Management Department to the Northeast Tien River Water Supply Branch; - Policy on the procurement of equipment and repair of 02 cremation furnaces; - Adjustment of the bidding package price for: "Installation of zoning meter pits". | 100% |
| 23 | 52/NQ-HDQT | 31/10/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Assessment of business and production results for the first 09 months of 2025; - Renovation and repair plan for 2026; - Policy and spending levels for the 2024 Reward Fund and Welfare Fund for employees and Company managers; - Policy on participating in combined personal insurance for employees in 2026. | 100% |
| 24 | 53/NQ-HDQT | 28/11/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Policy on the re-appointment of management personnel at affiliated units; - Policy on the issuance of Regulations on the procurement of assets, goods, and services within the Company; - Policy on the periodic internal water quality testing for 2026; - Approval of the Economic-Technical Report for the investment and construction of the My An Town Surface Water Plant Renovation and Capacity Expansion Project, under the 2025 Development Investment and Construction Plan; - Approval of the policy and plan for the procurement of gasoline, fuel, and lubricants for business and production operations in 2026; - Issuance of the decision to establish the Company's Debt Settlement Council. | 100% |
| 25 | 54/NQ-HDQT | 08/12/2025 | Approval of the Contractor Selection Plan for the My An Town Surface Water Plant Renovation and Capacity Expansion Project | 100% |

| No. | Decision No. | Date | Content | Approval rate |
|-----|--------------|------------|--|---------------|
| 26 | 55/NQ-HDQT | 17/12/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Plan for water meter utilization in 2026; - Policy on the procurement of water meters in 2026; - Policy on the procurement of materials for bottled and barreled water production in 2026; - Policy on the procurement of various types of trash bins in 2026; - Policy on the procurement of tires, inner tubes, and flaps for various motor vehicles of the Environmental Services Branch; - Policy on the procurement of water treatment chemicals for 2026; - Issuance of clean water tariffs via bulk meters. | 100% |
| 27 | 56/NQ-HDQT | 30/12/2025 | <p>Approved the following contents:</p> <ul style="list-style-type: none"> - Approval of the adjustment to the Economic-Technical Report for the Dong Binh 2 Surface Water Plant Renovation and Capacity Expansion Project; - Approval of the adjustment to the Contractor Selection Plan for the My An Town Surface Water Plant Renovation and Capacity Expansion Project; - Policy on adjusting the execution schedule for the Vinh Thanh Surface Water Plant Construction Project; - Policy on investment and the utilization of the Company's development investment capital in 2025; - Approval of the 2026 Water Loss and Non-Revenue Water (NRW) Prevention Plan; - Approval of the plan for visiting and sending Lunar New Year 2026 greetings to employees and retired officials. | 100% |

No. /BC-BKS

Dong Thap, June 2026

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**REPORT OF THE BOARD OF SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**
On the Performance Results of 2025 and the Strategic Plan for 2026

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; and the Law amending and supplementing several articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Charter and the Internal Regulations on Corporate Governance of Dong Thap Water Supply & Urban Environment Joint Stock Company (DOWASEN);

Pursuant to Resolution No. 11/NQ-DHDCD dated June 10, 2025, of the 2025 Annual General Meeting of Shareholders;

The Supervisory Board of DOWASEN hereby submits to the General Meeting of Shareholders the report on the results of inspection and supervision over the Company's business activities in 2025 and the operational orientation of the Supervisory Board for 2026 as follows:

**A. REPORT ON THE OPERATIONAL PERFORMANCE OF THE
SUPERVISORY BOARD IN 2025**

I. Performance of Duties by the Supervisory Board:

1. Supervisory Board Composition:

The Supervisory Board of DOWASEN currently consists of 03 members:

| No. | Full Name | Position | Working Mode |
|-----|-------------------------|-------------------|--------------|
| 1 | Ms. Ly Thu Cuc | Head of the Board | Full-time |
| 2 | Mr. Nguyen Thanh Hong | Member | Part-time |
| 3 | Ms. Dinh Thi Thanh Thuy | Member | Part-time |

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

2. Performance of Supervision and Inspection Tasks:

In the past year, based on their assigned duties, the members of the Supervisory Board (SB) carried out the inspection and supervision of the Company's activities as follows:

- Supervising the operations of the Board of Directors (BOD) and the General Director in their management and executive roles; controlling the sequence and procedures for issuing BOD documents to ensure compliance with legal regulations and the Company's Charter.

- Supervising the Company's stock transactions on the UPCoM exchange; monitoring information disclosure in accordance with legal regulations to secure transparency and protect shareholders' rights.

- Supervising the implementation of the Dong Thap Provincial People's Committee's directives on state capital divestment as per Decision No. 1479/QD-TTg dated November 29, 2022, of the Prime Minister approving the Plan for Restructuring State-owned Enterprises and State-invested Enterprises for the 2022 - 2025 period. Accordingly, the Company was in the plan to maintain the state capital ratio unchanged until the end of 2025.

- Attending meetings of the BOD, the General Director, and specialized departments; inspecting and supervising the implementation of Resolutions, Decisions, Regulations, and Rules issued by the Company's Party Committee, General Meeting of Shareholders (GMS), BOD, and Board of Management.

- Supervising and providing feedback to the BOD and the Board of Management on the restructuring and streamlining of the organizational apparatus.

- Reviewing and evaluating key operations of the Company to identify potential risks or deficiencies in business management and operations, thereby offering recommendations on corporate governance and proposing mitigation measures for risk control in business and investment activities.

- Checking the reasonableness, legality, truthfulness, and diligence in business management and operations; ensuring the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

- Reviewing the selection of the independent auditor: The GMS issued Resolution No. 11/NQ-DHDCD dated June 10, 2025, approving the selection of UHY Auditing and Consulting Co., Ltd. to provide services for the "Review of semi-annual Financial Statements, auditing of 2025 Financial Statements, and auditing of owner's equity"; participating in discussions on difficulties and issues arising from audit results, as well as any matters the independent auditor wished to discuss.

- Supervising and inspecting the implementation of salary and bonus policies, income distribution, and the appropriation and utilization of corporate funds in accordance with legal regulations; evaluating the efficiency of investment projects and capital utilization by the Company.

- Regular monitoring: During the year, the SB regularly inspected and supervised the Company's operations to promptly grasp the actual situation and operational efficiency of each unit.

- Other duties falling within the authority of the Supervisory Board.

3. Supervisory Board Meetings:

| No. | Date | Content | Participants |
|-----|------------|---|---------------|
| 1 | 26/3/2025 | Consultation and contribution: - Review and evaluation of the Company's 2024 Financial Statements; - SB's 2024 Performance Report and 2025 Action Plan. | 3 Controllers |
| 2 | 20/5/2025 | Consultation and contribution: Selection of the independent auditing firm to perform auditing and review of the Financial Statements for the 2025 fiscal year. | 3 Controllers |
| 3 | 28/5/2025 | Consultation and contribution: - Agenda and submissions for the 2025 Annual General Meeting of Shareholders held on June 10, 2025; - Finalizing documents and submissions to the GMS. | 3 Controllers |
| 4 | 29/9/2025 | Consultation and contribution: - Policy on establishing and renaming Water Supply Zones/Stations under branches; - Policy on the organizational structure of Environmental Service Zones and personnel organization at the Environmental Services Branch. | 3 Controllers |
| 5 | 25/12/2025 | Consultation and contribution: - Draft 2026 Action Plan of the Supervisory Board; - Formulation of individual operational plans for 2026 by each SB member; - Results and lessons learned from 2025 inspection and supervision activities. | 3 Controllers |

In addition, the SB fully attended meetings chaired by the BOD and the General Director when invited.

4. Participation in Professional Training:

Supervisory Board fully participated in training and professional development courses in finance, accounting, and tax policies, ensuring timely updates on new regulations to effectively perform assigned duties.

II. Results of Inspection and Supervision

1. Supervision of Board of Directors Activities

- The Board of Directors fully conducted regular monthly and quarterly meetings at the head office. Through these meetings, the BOD exercised its management rights over the Company by reviewing, discussing, and voting on critical matters related to corporate development, creating favorable conditions for the Board of Management to run business operations smoothly and in a timely manner. The BOD also collected written opinions from its members between meetings on urgent matters regarding business operations and corporate governance.

- The Board of Directors set strategic directions for short, medium, and long-term business development and investment with logical, convincing, and highly feasible planning. During execution, it made prompt and correct decisions to adjust to practical situations, overcoming limitations and establishing sustainable growth advantages for the Company.

- Over the past year, the BOD strictly performed its functions, tasks, and authorities in accordance with the Company's Charter, ensuring that corporate management and governance complied with legal regulations and corporate business targets.

2. Supervision of Management by the General Director and Other Managers:

- The General Director fully and promptly implemented BOD Resolutions; assigned duties to each member of the Board of Management to actively perform their functions; took the initiative in planning management, operations, capital utilization, assets, labor, and capital construction; and fully executed obligations to the State Budget and welfare policies for employees.

- The management and operations by the Board of Management, specialized departments, and branches were sharp and active in forecasting, planning, and organizing business and financial tasks; technology solutions were implemented in line with modern trends and generated high efficiency.

- The Board of Management coordinated closely and proactively in evaluating business performance, results achieved, and outstanding issues. Accordingly, solutions were developed to implement the Party and State's orientations and policies effectively.

- With the efforts of the entire workforce, high unity within the Board of Management, and timely direction from the BOD, the Company progressively overcame difficulties and obstacles, successfully achieving targets set by Resolutions of the General Meeting of Shareholders and the BOD.

3. Coordination among the SB, BOD, and General Director:

- Over the past year, the BOD provided full information on Resolutions and Decisions to the SB; the General Director facilitated the SB in gathering information and documents related to the Company's business activities.

- Meetings chaired by the BOD and the General Director invited the SB to participate fully. The BOD and the General Director created all necessary conditions for the SB to effectively perform its assigned duties in compliance with the Law on Enterprises and the Company's Charter.

4. Inspection and Supervision of State Capital Divestment:

The SB supervised the implementation of the Dong Thap Provincial People's Committee's directives on state capital divestment as per Decision No. 1479/2022/QĐ-TTg dated November 29, 2022, of the Prime Minister. Accordingly, the Company was in the plan to maintain the state capital ratio unchanged until the end of 2025.

5. Remuneration, Operating Expenses, and Other Benefits of the SB:

- The salary, remuneration, and bonuses of the Head of the Supervisory Board (full-time Controller) strictly complied with Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government; Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government; and Circular No. 003/2025/TT-BNV dated April 28, 2025, of the Minister of Home Affairs.

- Remuneration for part-time Supervisory Board members was implemented in accordance with Resolution No. 11/NQ-DHDCCD dated June 10, 2025.

III. Evaluation of the Implementation of Resolution No. 11/NQ-DHDCD dated June 10, 2025, of the 2026 Annual General Meeting of Shareholders

1. 2025 Business Performance Results

| No | Basic Indicator | Unit | Actual 2024 | Plan 2025 | Actual 2025 | Actual 2025/ 2024 (%) | Actual/ Plan (%) |
|-----|--|-------------------|-------------|-----------|-------------|-----------------------|------------------|
| A | B | C | (1) | (2) | (3) | (4=3/1) | (5=3/2) |
| 1 | Total Revenue and Other Income | VND billion | 492.75 | 532.20 | 482.14 | 97.85 | 90.59 |
| 1.1 | Domestic water supply | " | 362.49 | 391.86 | 345.40 | 95.29 | 88.14 |
| 1.2 | Waste collection, transport & treatment | " | 97.01 | 106.00 | 112.86 | 116.34 | 106.47 |
| 1.3 | Bottled and jarred water business | " | 13.04 | 14.60 | 11.74 | 90.03 | 80.41 |
| 1.4 | Other revenue and income | " | 20.21 | 19.74 | 12.14 | 60.07 | 61.50 |
| 2 | Total expenses | " | 437.34 | 474.49 | 424.10 | 96.97 | 89.38 |
| 3 | Profit before tax (PBT) | " | 55.41 | 57.71 | 58.04 | 104.75 | 100.57 |
| 4 | Profit after tax (PAT) | " | 49.435 | 51.210 | 51.215 | 103.60 | 100.01 |
| 5 | Tax Payable to State Budget ¹ (generated during the year) | " | 33.32 | 35.90 | 33.24 | 99.76 | 92.59 |
| 6 | PAT/Avg. Owner's Equity Ratio (ROE) | % | 15.593 | 15.453 | 15.455 | 99.11 | 100.01 |
| 7 | Dividend/Charter Capital Ratio | " | 6.50 | 6.60 | 6.80 | 104.62 | 103.03 |
| 8 | Average Employee Income/month/person | VND million/month | 14.57 | 14.96 | 14.96 | 102.66 | 100 |

*** Comments on performance:**

During 2025, due to administrative restructuring, the implementation of the two-tier local government model, and the relocation of the provincial capital center from Cao Lanh City (former) to My Tho Ward, Dong Thap Province (new), business and service activities in the area contracted. This led to a decline in water consumption and consequently affected total revenue, which failed to meet the targets assigned by the Owner.

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

2. Remuneration for Part-time SB Members, Person in Charge of Corporate Governance, Secretary of the BOD, and Authorized Person for Information Disclosure

The Company strictly complied with Clause 3, Article 2 of Resolution No. 11/NQ-DHDCD dated June 10, 2025, of the 2025 Annual General Meeting of Shareholders.

IV. External Stock Investment

The Company's capital is mainly concentrated on the primary sectors and tasks assigned by the Provincial People's Committee, such as water supply, environmental sanitation, bottled and jarred water production and trading. Non-core external stock investments are negligible and do not affect main business activities. Currently, the Company's only external investment is the purchase of shares in Ho Chi Minh City Water Supply, Sewerage and Environment Consulting Joint Stock Company, with an amount of VND 84,040,000 (10,000 shares), receiving annual dividends.

V. Conclusions and Recommendations

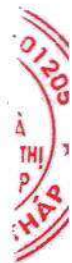
1 Conclusion:

In 2025, the Company operated amidst numerous difficulties due to climate change impacts, high raw material and fuel costs, and the transition to the two-tier government model. However, with timely directives from the Province, support from Departments and agencies, decisive execution by the BOD and Board of Management, and the efforts of the workforce, the Company proactively deployed appropriate solutions, flexibly resolved difficulties, and maintained stable operations.

The Company strictly complied with legal regulations, progressively enhanced governance efficiency, controlled expenses, and accelerated digital transformation. Although certain indicators regarding clean water consumption and revenue did not reach the plan, the Company secured profit growth, preserved capital, and fully met tax obligations to the State Budget.

The Supervisory Board assesses that:

- + Governance and management activities were carried out transparently, in compliance with regulations and strategic directions;
- + Internal control was progressively strengthened;
- + Supervisory Board members performed their duties with high responsibility, ensuring independence, truthfulness, and objectivity in supervision.



In the coming period, to ensure better corporate management, the Company should continue maintaining and strengthening the coordination between the SB, BOD, and Board of Management to enhance supervision and operational efficiency.

2. Recommendations:

To align with the Law on Enterprises, the Company's Charter, and to enhance operational efficiency and stabilize SB activities, the SB recommends the GMS, the BOD, and the Board of Management to address the following:

- Select an independent auditing firm for the 2026 fiscal year that is capable, reputable, and appropriate for the Company's operational scale and specific characteristics.
- Formulate and implement investment plans oriented toward balancing existing capital, investing efficiently, and limiting commercial loans; actively seek suitable funding sources when receiving and expanding rural water supply networks to enhance capital efficiency. Strengthen capital construction management, accelerate progress, and perform timely settlement, acceptance, and commissioning of completed works to bring them into operation.
- Continue promoting the application of science, technology, and digital transformation in management and production to enhance efficiency, reduce water loss, save expenses, and increase operational initiative for the BOD, Board of Management, and Branch Directors.
- Continue streamlining the organizational structure, enhancing human resource management; strictly control expense items, practice thrift, and manage cash flow effectively to reduce interest expenses while maintaining stable income for employees.
- Continue refining internal regulations, rules, and economic-technical norms to serve as a basis for inspection and supervision; strengthen internal control, prevent potential risks, and enhance business efficiency.

B. DIRECTIONS AND ACTIVITY PLAN FOR 2026

Based on the performance results in 2025 and the 2026 business plan of the Company, the Supervisory Board sets out its 2026 Action Plan with the following details:

1. Supervision

Supervise the governance and management activities of the BOD and Board of Management; control the issuance of documents to ensure compliance with legal regulations and the Company's Charter.

Supervise the BOD, Board of Management, specialized departments, and branches in implementing GMS Resolutions and the 2026 business plan.

Supervise the Company's stock transactions on UPCoM; ensure regulatory disclosure to secure transparency and protect shareholders' rights.

2. Evaluation and Assessment

Evaluate the Company's quarterly, semi-annual, and annual Financial Statements; assess the truthfulness, fairness, and regulatory compliance in accounting, statistics, and financial reporting.

Evaluate business operation reports and governance assessment reports of the BOD and General Director to submit to the Annual General Meeting of Shareholders.

Assess the efficiency of business operations, investment projects, and capital utilization.

3. Inspection and Control

Inspect the legality, reasonableness, truthfulness, and diligence in business management and operations; ensure the consistency of accounting, statistics, and financial reporting. Review key activities to promptly detect risks or deficiencies, and recommend corrective actions and risk management measures.

Inspect and supervise salary and bonus allocations, income distribution, and fund utilization in accordance with legal regulations.

Inspect and supervise the implementation of GMS and BOD Resolutions, Decisions, Regulations, and Rules.

Supervise organizational restructuring to ensure alignment with development goals.

4. Coordination and Governance Participation

Attend meetings chaired by the BOD, Board of Management, specialized departments, and branches.

Enhance coordination with the BOD and Board of Management in corporate governance, risk control, and efficiency improvement.

5. Other Matters

Propose the selection of an independent auditing firm for the 2026 Financial Statements.

Perform other tasks as requested by the General Meeting of Shareholders.

The above is the 2025 Report and 2026 Action Plan of the Supervisory Board of Dong Thap Water Supply and Urban Environment Joint Stock Company submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

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

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

Ly Thu Cuc

No. /BC-CN&MTDT

Dong Thap, June 2026

DRAFT

REPORT FROM THE EXECUTIVE BOARD

On summarizing business operations in 2025
and orientation and tasks for 2026

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
and the Law amending and supplementing several articles of the Law on
Enterprises No. 76/2025/ QH15 dated June 17, 2025;

Pursuant to the Charter and the Internal Regulations on Corporate
Governance of Dong Thap Water Supply & Urban Environment Joint Stock
Company (DOWASEN);

Pursuant to the 2025 business results and the 2025 Audited Financial
Statements;

Pursuant to the actual executive operations of the Board of Management of
DOWASEN.

The Board of Management of DOWASEN hereby submits to the 2026
Annual General Meeting of Shareholders (AGM) the report on the results of
managing and operating the Company's business activities in 2025 and the
business orientation and plan for 2026 as follows:

I. REPORT ON OPERATIONAL EXECUTIVE PERFORMANCE IN 2025

1. General Assessment of DOWASEN's Business Operations in 2025

In 2025, the Company operated in a context marked by the impacts of climate
change, high input costs, intense competitive pressure in the environmental
services sector, and structural shifts caused by transitioning to the two-tier local
government model. These elements directly affected our overall operational
efficiency.

Faced with these challenges, the Board of Management (BOM) proactively
and decisively executed plans tailored to the actual situation. We focused on
stabilizing production, accelerating digital transformation, and flexibly resolving
emerging issues. Although several clean water consumption volume and revenue
indicators did not meet the approved plan, the Company successfully controlled
expenses, maintained profit growth, and fully preserved state and shareholder
capital.



a) Advantages

The Company received constant, close direction from the Board of Directors (BOD) along with timely guidance and support from the Provincial People's Committee, departments, sectors, and local authorities. We successfully leveraged the high unity, consensus, and diligent efforts of the leadership team and the entire workforce in executing assigned tasks.

The clean water price adjustment implemented under Decision No. 795/ QD-UBND-KT dated September 18, 2025, of the Provincial People's Committee partially improved revenue balances and enhanced financial efficiency.

The environmental services segment remained highly stable due to successful bidding results and the expansion of service coverage areas.

b) Difficulties

The Company's business activities were concurrently affected by objective and subjective factors, such as administrative boundary adjustments that reduced consumption in certain traditional zones, complex legal procedures that delayed key infrastructure investments, limited financial resources, and rising market competition.

- *Regarding investment and project execution:* Several key projects experienced delays due to changing regulations on bidding, along with local difficulties in planning, licensing, and land clearance. Executing multiple construction projects simultaneously while taking over rural water supply networks placed heavy pressure on the management apparatus. Prolonged bidding and procurement timelines occasionally disrupted construction schedules.

- *Regarding water supply system operations:* Some distribution networks have deteriorated, and several water stations are running near maximum capacity, leading to localized low water pressure. Concurrently, raw water quality has deteriorated due to environmental impacts, resulting in higher treatment chemical costs. The water loss rate remains high. Implementation of anti-loss initiatives was inconsistent across some branches, funding for network renovation was limited, and cases of unauthorized water usage still persisted.

- *Regarding environmental services:* Some landfill sites have become overloaded, and poor local transport infrastructure has increased operational wear and tear on vehicles. Expanding waste collection into rural areas yielded lower-than-expected economic returns. Input costs (fuel, materials) rose while service price frameworks have not been adjusted dynamically. Fierce competition in public bidding packages directly pressured revenue margins, market share maintenance, and employee retention.

- *Regarding bottled and jarred water business:* Operations remained unstable due to contracting market demand in several segments and aggressive price competition.

2. Operational Performance of the Board of Management in 2025

2.1. Business and Production Results in 2025

| Indicator | 2024 (million VND) | 2025 | | | |
|---|-----------------------|-----------------------|-------------------------|---------------|-----------------------------|
| | | Plan (million VND) | Actual (million VND) | Growth (%) | Achieved vs. Plan (%) |
| (1) | (2) | (3) | (4) | (5)=(4)/(3) | (6)=(4)/(2) |
| 1. Total Revenue and Other Income | 492,754 | 532,200 | 482,140 | 90.59 | 97.85 |
| 1.1. Domestic water supply | 362,491 | 391,860 | 345,400 | 88.14 | 95.29 |
| 1.2. Waste collection, transport & treatment | 84,626 | 92,800 | 99,670 | 107.40 | 117.77 |
| 1.3. Bottled and jarred water business | 13,041 | 14,600 | 11,740 | 80.41 | 90.03 |
| 1.4. Other activities and income | 32,596 | 32,940 | 25,330 | 76.90 | 77.72 |
| 2. Profit before tax (PBT) | 55,414 | 57,710 | 58,040 | 100.57 | 104.75 |
| 3. Profit after tax (PAT) | 49,435 | 51,210 | 51,215 | 100.01 | 103.60 |
| 4. Obligations to State Budget¹ | 33,224 | 35,900 | 33,240 | 92.59 | 99.76 |
| 5. Dividend Payout Ratio (%) | 6.5 | 6.6 | 6.80 | 103.03 | 104.62 |

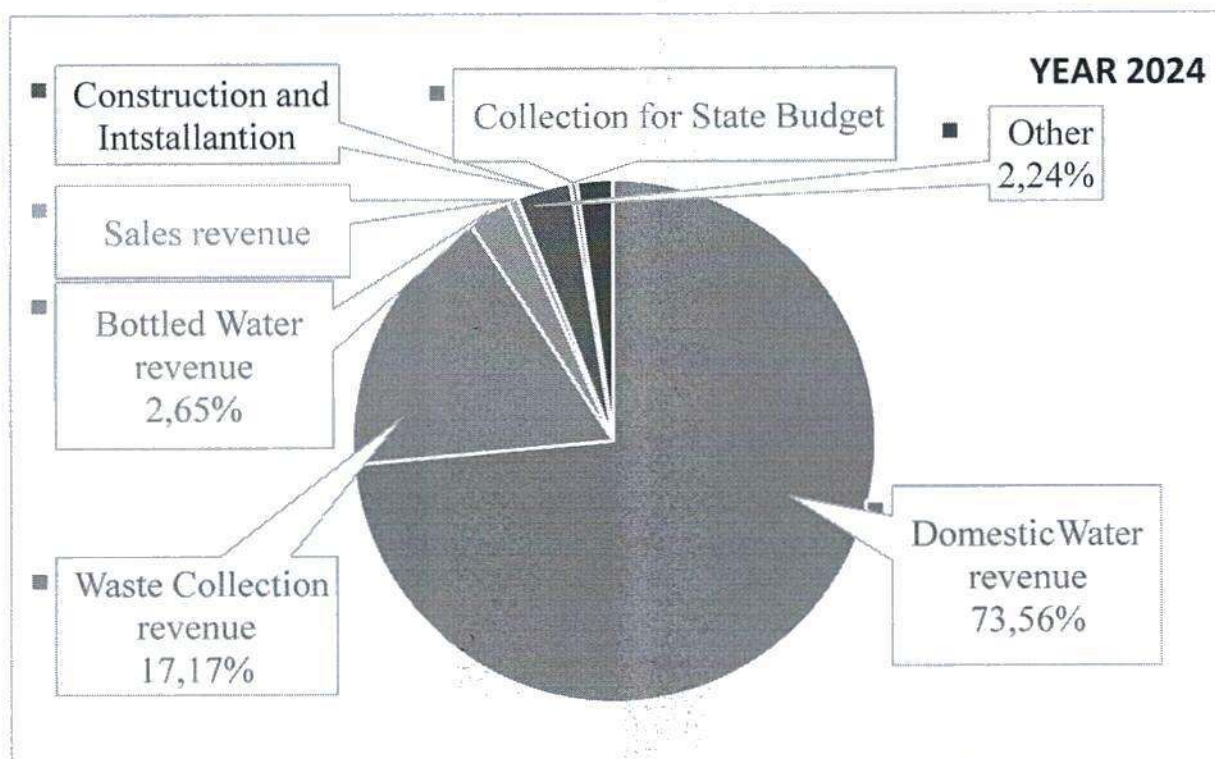
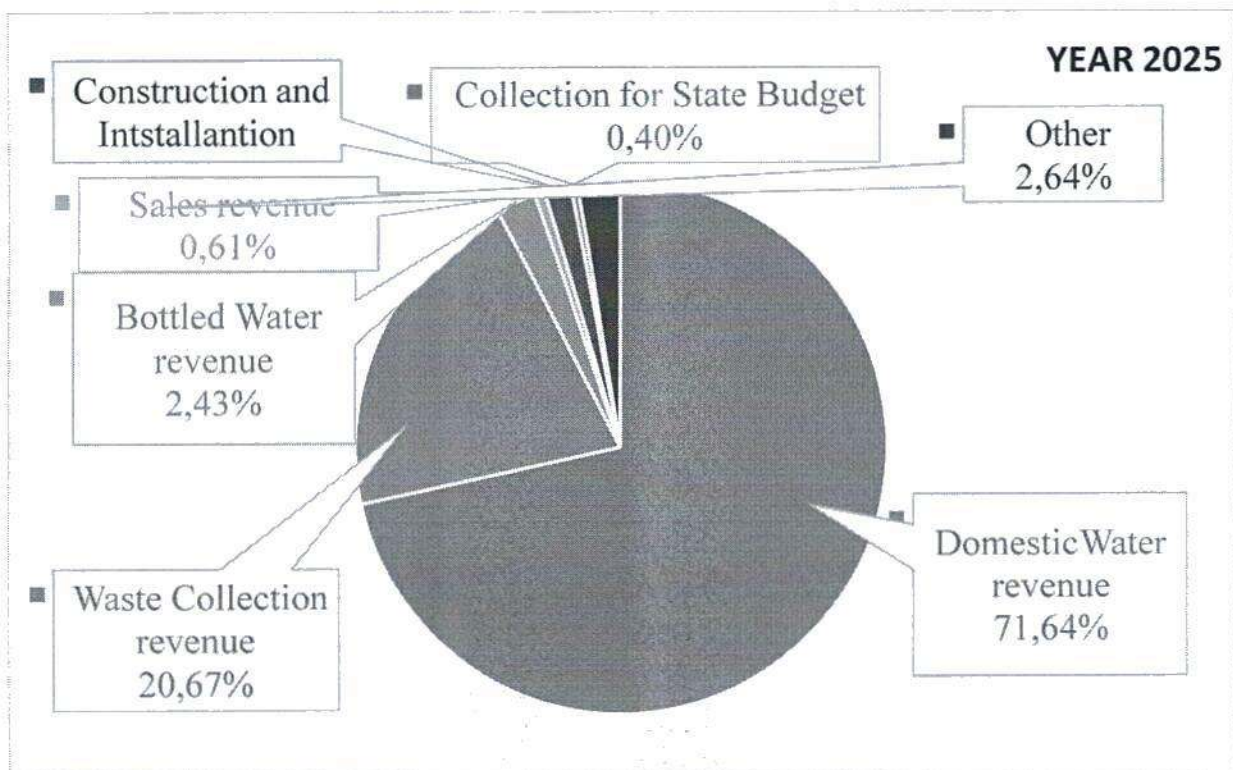
Structure of Total Net Revenue and Other Income:

| Indicator | 2024 | | 2025 | | Increase/Decrease | |
|--|------------------------|-------------------|------------------------|-------------------|------------------------|---------------|
| | Value (Million VND) | Proportion (%) | Value (Million VND) | Proportion (%) | Value (Million VND) | Ratio (%) |
| Domestic Water | 362.491 | 73.56 | 345.399 | 71.64 | (17.092) | (4.72) |
| Waste Collection ² | 84.806 | 17.21 | 99.670 | 20.67 | 15.047 | (17.53) |
| Bottled Water | 13.041 | 2.65 | 11.738 | 2.43 | (1.303) | (9.99) |
| Sales | 3.103 | 0.63 | 2.942 | 0.61 | (161) | (5.20) |
| Construction and Installation | 16.536 | 3.36 | 7.739 | 1.61 | (8.797) | (53.20) |
| Collection for State Budget ³ | 1.922 | 0.39 | 1.907 | 0.40 | (15) | (0.79) |
| Other | 10.854 | 2.20 | 12.745 | 2.64 | 1.708 | 17.42 |
| Total | 492.754 | 100.00 | 482.140 | 100.00 | (10.614) | (2.15) |

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

² Waste collection, transport, and treatment.

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



The Company's revenue structure maintained its long-term stability, with clean water supply serving as the primary anchor, supported by environmental services, engineering installations, and bottled water production.

Specifically:

a) Water Supply Activities

The Company worked closely with local administrations to ensure the continuous, safe, and regulatory-compliant supply of clean water to citizens. We

prioritized upgrading water treatment works and extending transmission networks, especially into rural territories:

- By the end of 2025, DOWASEN served 237,702 households, representing net additions of 10,637 customer connections (including 8,343 households integrated through the acquisition and transfer of 21 rural water supply stations).

- Total clean water consumption volume reached **42.82 m³** million, representing **86.61%** of the annual plan, down **2.91 m³** million (6.36%) compared to 2024 (45.73 m³ million).

- Revenue from domestic water supply stood at VND 345.39 billion, translating to 88.14% of the plan, a decrease of 4.71% compared to 2024 (VND 362.49 billion).

The Company proactively advanced capital to finance source works, plant capacity upgrades, rural network acquisitions, and master-meter wholesale distribution systems.

Anti-water loss activities remained a critical focus. We deployed unified solutions covering engineering, hydraulic monitoring, and systematic leak detection: Completed **03** corporate-level scientific research projects targeting water loss; Organized technical anti-loss symposiums and finalized digital mapping of the water supply network; Decreased reported pipeline leakages to **6,893** occurrences (a net reduction of 3,362 leaks compared to 2024). However, due to the rapid integration of rural water networks featuring aging pipes and low-quality household meters, the company-wide water loss rate stood at 20.89%.

We replaced **12,499** expired and depreciated meters, significantly improving billing precision.

Operational management at water plants remained reliable: average water pressure was maintained at **3.5 bar** to guarantee continuous supply, and water quality parameters strictly adhered to state health regulations. We systematically expanded the deployment of our automated SCADA software (Dowascada), optimized asset maintenance, and fulfilled all licensing obligations for water resource extraction.

b) Environmental Services and Public Cemeteries

DOWASEN successfully maintained and expanded environmental services, guaranteeing stable waste collection, transport, and treatment across contracted municipalities, managing a total waste volume of over 559.2 ton/day:

- By the end of 2025, environmental service customers totaled **136,857 households**, up **22,727 households (19%)** compared to 2024. This growth was driven by taking over new municipal areas (Hong Ngu District, Gao Giong, and Phuong Thinh Communes) alongside comprehensive customer reviews in Tan Hong and Thanh Binh.

- Realized revenue reached VND 112.86 billion, representing 106.47% of the annual plan, an increase of **16.34%** year-on-year.

Landfill sites were operated in compliance with environmental safety procedures. Street cleaning, pavement sweeping, green park maintenance, and public festive decoration packages were executed with high quality.

In the cemetery service segment, we managed \$908\$ cremations and \$159\$ burials. Operations at the wastewater treatment plant and scheduled environmental monitoring programs were carried out regularly.

c) Bottled and Jarred Water Business

The bottled water segment experienced revenue contractions due to overall changes in market demand, administrative boundary restructurings, and the relocation of provincial offices to My Tho Ward, which affected long-term supply contracts.

Segment Revenue: Total revenue from bottled water sales reached VND 11.74 billion, representing 80.41% of the plan and 90.03% of the previous year's actuals.

Quality control was strictly maintained across production lines, water filtration processes, and food safety protocols.

2.2. Capital Expenditures and Asset Procurement

In 2025, the Company focused its financial resources on capital investments, upgrading water stations, and constructing surface water plants to replace groundwater extraction in line with provincial directives.

a) Water Source Works and Transmission Systems:

- Completed 02 transitional projects from 2024 and put them into operation: Truong Xuan Water Station (commissioned November 2025) and Dong Binh 2 Surface Water Plant (commissioned March 2026).

- Approved, appraised, and selected contractors for 14 capital projects (13 projects completed, 01 ongoing):

- + 04 Water Source Projects: Completed and commissioned 03 projects, including Cao Lanh District Surface Water Plant (October 2025), Thanh Binh Town Surface Water Plant (June 2026), and the Filtration Wastewater Treatment and Reuse System at Sa Dec Water Plant (March 2026). The My An Town Surface Water Plant capacity upgrade is currently under construction.

- + 10 Pipeline Projects: Completed and put into use **10 pipeline** connection projects converting groundwater systems to surface water sources.

b) Network Acquisitions and Master-Meter Connections:

- Integrated 21 rural water supply stations with 170 km of pipelines serving 8,343 households, with a total asset valuation of over VND 10 billion (including 05 stations transferred from the Agriculture and Rural Development Center at VND 0 value).

- Successfully connected master-meter distribution systems for 04 rural stations (03 in My Qui Commune and 01 in My Tho Commune).

c) Procurement Accomplishments:

Completed the planned purchase, maintenance, and overhaul of specialized operational equipment:

- Procured 06 municipal waste collection and sweeping vehicles: completed 05 waste compactors (02 of 4.5-ton capacity and 03 of 3-ton capacity) valued at VND 7.0 billion, and 01 street sweeper (delivered March 2026) valued at VND 1.245 billion.

- Purchased water production equipment: completed acquisition of generators, pumps, ozone generators, filtration tanks, and settling basins valued at VND 7.714 billion.

d) Overhauls and Renovation Works:

Completed 12 transitional overhaul projects from 2024. In 2025, we initiated 63 renovation works, completing 59.

e) Investment Management and Bidding Compliance:

All completed projects where the Company served as the developer underwent formal final accounts settlement procedures in compliance with regulations, with a total settled value of VND 24.3 billion.

Bidding activities were carried out with transparency and high efficiency. Out of 148 bid packages, the total winning bid value was over VND **142 billion**, securing a net cost saving of over VND **21 billion** and maximizing capital usage efficiency.

2.3. Financial and Accounting Management

- Maintained accurate, timely, and complete accounting records, bookkeeping, and document archiving in strict compliance with state laws and internal company regulations.

- Fully collaborated with and addressed the auditing inquiries, reviews, and conclusions of the independent auditor (UHY Co., Ltd.) and state inspection bodies.

- Provided required financial data and operational reports to state capital management agencies in accordance with public utility regulations.

- Implemented rigorous internal controls over operational spending and capital disbursements, ensuring complete financial transparency. We maintained excellent investor relations and fulfilled information disclosure requirements for large-scale public companies traded on UPCoM.

- Fully achieved our objectives for capital preservation and growth:

- + Charter capital: VND 259,181,300,000, with state capital holding 85.6%.

+ Total owner's equity reached VND 386,309,343,290 as of December 31, 2025, a net increase of VND 16,610,618,760 (6.4% of charter capital) compared to 2024.

2.4. Organizational, Governance, and Human Resource Management

- Organization: Following streamlining initiatives in line with corporate governance plans, the Company's apparatus was consolidated to comprise 06 specialized departments and 05 dependent branches.

- Human Resources: By the end of 2025, DOWASEN's workforce stood at 797 employees (including 170 female employees), a decrease of 03 employees compared to 2024. We carried out strategic rotations, management appointments, and professional training programs to build a highly capable management team.

- Training: We organized targeted internal seminars, professional training sessions, and peer-learning field trips to other provinces to improve technical skills and prepare staff for digital workflows.

- Compensation and Benefits: We refined our performance-linked salary structure, ensuring full and timely wage payments. Quarterly and annual performance bonuses were distributed to motivate productivity and align employee interests with corporate targets.

2.5. Scientific Applications and Innovation Initiatives

- Continually promote the application of science, technology, and digital transformation in administrative governance and production operations. During the year, the Company completed and deployed self-developed software systems: DWSoffice (internal operations control), Non-Revenue Water (NRW) Reduction Software, Daily Water Resource Exploitation Reporting Software, and Payroll Management Software specialized for the Environmental Services Branch. Particular emphasis was placed on elevating data and information security.

- Successfully implemented significant enterprise-level research initiatives, most notably: "Research and Application of Digital Mapping Using GIS Technology Combined with Artificial Intelligence (AI) in Asset Management and Non-Revenue Water Reduction in the Water Supply Network"; "Solutions for Expanding and Upgrading the Automatic Management and Control System Through Dowascada Software"; "Solutions for Clean Water Loss and Revenue Water Reduction."

- Continued expanding automation in production, including inspecting and repairing control systems at water supply stations, verifying master meter errors, connecting and transmitting production data from the Truong Xuan Station directly to the SCADA system, and piloting smart leak detection equipment at the Northeast Song Tien Water Supply Branch.

-The Company's Science and Innovation Council officially recognized **19** technical improvement solutions and initiatives, including **01** initiative honored with Provincial-level recognition.

2.6. Initiatives Customer Management and Customer Care Activities

The Company's customer service quality has been steadily elevated through timely receipt and resolution of public feedback. Specifically, the Company successfully coordinated with the Provincial 1022 Hotline to respond to 21 citizens' feedback entries, while the Company's internal hotline handled and answered over 29,626 customer support requests.

Concurrently, the Company deployed its centralized Customer Care Hotline system across all affiliated water supply branches and the Environmental Services Branch, ensuring rapid, timely, and professional customer service

II. OPERATIONAL AND EXECUTIVE PLAN FOR 2026

1. General Goals and Tasks for Executive Management in 2026

In 2026, the Company expects to face sustained external and internal headwinds, including volatile raw material prices, substantial capital investment demands alongside limited financial resources, high non-revenue water rates in rural networks, and intensifying competition within the environmental services market.

Adhering to the core executive directive of "Consolidating Internal Strengths, Stabilizing Operations, and Elevating Efficiency," the Board of Management will focus on deploying synchronized, comprehensive solutions to ensure the complete fulfillment of the 2026 business plan while establishing a solid foundation for long-term sustainable growth.

Core Focus Tasks Include:

- Maintain highly stable business performance and optimize operational efficiency across all business segments, striving to achieve all 2026 planning targets.
- Accelerate basic capital construction investments, procurement bidding processes, and particularly infrastructure connection projects aimed at transitioning from groundwater to surface water sources, guaranteeing safe, continuous, and standard-compliant clean water supply to citizens.
- Prioritize water loss control and non-revenue water (NRW) reduction as a mission-critical task, striving to reduce the net water loss rate to $\leq 17\%$.
- Consolidate existing operational footprints, expand service areas, and drive customer acquisition within environmental services and the bottled/package drinking water business line.
- Preserve solid business margins to secure projected corporate profit and stable dividend payouts, while improving employee compensation and caring for the spiritual welfare of the workforce.
- Drive aggressive digital transformation by embedding information technology and Artificial Intelligence (AI) deeper into asset management, water network operation, and secondary administrative processes.

- Streamline the organizational apparatus, optimizing human resources toward a lean, efficient model that places the right person in the right job.

2. Executive Action Plan of the Board of Management for 2026

2.1. Investment, Development, and Business Orientations for 2026

a) Investment and Development Plan (Basic Capital Construction & Procurement) for 2026

The Company projects a total investment and development budget for 2026 estimated at **VND 99.673 billion** (comprising VND 50.690 billion sourced from internal owner's equity and the remaining portion funded through valid credit facility loans):

(1) Basic Capital Construction: Allocation of **VND 81.166 billion** to construct 06 water supply transmission pipeline projects.

(2) Asset Procurement: Allocation of **VND 18.507 billion** to purchase water production machinery, specialized water treatment equipment, and environmental sanitation vehicles.

The core focus of this investment cycle remains pipeline connection projects tied to the Provincial People's Committee's surface water transition mandate. Depending on local real-time variables, the Board of Directors and the Board of Management will continuously audit and prioritize specific projects, adjusting the 2026 plan dynamically to stay aligned with the Strategic Development Framework for the 2026–2030 Period.

b) Business and Production Directions for 2026

*** Clean Water Supply Activities:**

① Focus on executing raw water source development and utility infrastructure layout; optimize capital construction tenders and the procurement of top-grade network materials; prioritize the rapid commissioning of surface water source connection works to enhance clean water quality, support clean water tariff adjustments, and maximize capital efficiency.

② Proactively organize the rollout of the 2026 development plan while tracking long-term milestones under the 2026–2030 strategic cycle, implementing adjustments when required by real-world conditions..

③ Implement synchronized, aggressive non-revenue water (NRW) countermeasures, striving to bring the total water loss rate under 17% via targeted technical and managerial actions, including:

- Systematic pipeline auditing, acoustic leak pinpointing, and immediate fracture repair; reconstructing obsolete distribution segments; systematically replacing expired consumer meters; auditing illegal water tapping; and reclassifying commercial users to eliminate billing leakages.

- Expanding and standardizing District Metered Area (DMA) zoning methodologies across the entire water supply network to improve systematic grid monitoring.

- Strengthening operational supervision via synchronized system modeling; anchoring network management directly to dedicated, highly capable, and responsible technical personnel.

- Investing in advanced plant-level technologies to curtail net treatment plant losses during backwashing and processing.

④ Maintain close coordination with local authorities to survey and take over decentralized rural water supply stations to expand customer footprints, volume output, and net revenue.

⑤ Innovate operational paradigms by integrating digital mapping, modern information technology, and AI into remote network oversight to ensure secure, uninterrupted, and standard-compliant clean water distribution.

⑥ Refine chemical dosing and production steps via continuous tech upgrades to increase overall plant throughput while optimizing per-unit treatment costs.

⑦ Partner with provincial departments to leverage co-investment from municipal budgets, preferential financing from the Provincial Development Investment Fund, and internal corporate capital.

*** Waste collection, transport, and other environmental services:**

① Effectively perform environmental sanitation work in contracted areas.

② Partner with local governments to defend existing territorial footprints while adding new rural collection routes; engage rural residents to adopt organized sanitation services in sync with New Rural Area (Nông thôn mới) criteria; eliminate collection losses to bolster revenue.

③ Strengthen corporate bidding competitiveness; track and aggressively participate in public environmental sanitation procurement packages throughout the Province to secure balanced commercial and social returns.

④ Finalize and officially submit updated pricing structures for municipal solid waste collection, transportation, and treatment, alongside solidifying grave plot service rates at the My Tra Public Cemetery to match macro-economic adjustments.

⑤ Carry out planned procurement of specialized environmental maintenance fleets and waste compactors to maintain high fleet readiness.

⑥ Maintain professional execution of cremation and burial services; guarantee standard-compliant operation of the centralized municipal wastewater treatment plant; actively develop supplementary urban segments including park landscaping, botanical displays, septic tank pumping, street sweeping, and urban drainage clearance.

***Bottled and jarred water production and business activities:**

① Stabilize bottling plant output to satisfy market demand continuously; elevate customer service and product premiumization; optimize distribution lines and deploy flexible, competitive pricing metrics to capture diversified client groups.

② Deepen customer relationship management (CRM), expand communication footprints, and build strong brand equity; perform precise market segmentation to leverage unique product competitive advantages, broadening market share while matching competitor pressure without diluting profitability.

(The official quantifiable targets for these segments are consolidated within the Board of Directors' Proposal submitted to the AGM for the approval of the 2026 Business Plan and Planned Wage Fund).

2.2. Organizational Structure, Corporate Governance, and Human Resources Work

- *Apparatus Consolidation:* Restructure internal departments and labor allocation toward a highly lean and effective architecture under competent authority guidelines; align staff profiles with real-world technical requirements, leveraging deeper software integration and AI to unlock superior employee output.

- *Professional Training:* Execute targeted training programs with a primary focus on internal peer-led training and digital upskilling; broaden staff technical certifications while disseminating the core corporate tenets of the Dowasen Culture Handbook to foster a unified, creative, and highly accountable workforce.

- *Compensation and Payroll:* Refine the variable wage distribution matrix to link remuneration directly to per-capita output, scaling wages via performance-contracting tied to revenue, volume output, and net profit margins; combine timely salary disbursement with structured quarterly/annual bonus incentives to maximize labor motivation.

2.3. Supplementary Governance and Compliance Content

① Organize and fully execute all Resolutions and Decisions ratified by the General Meeting of Shareholders and the Board of Directors with absolute compliance.

② Proactively audit, draft, and submit amendments to internal rules, operational charters, and financial regulations to keep corporate governance aligned with modern joint-stock standards and prevailing national laws

③ Imbue digital tools deeper into operational control and administrative tracking; sustain technical innovation movements and ensure successful enterprise-level science and tech project deployment to enhance product quality and utility efficiency.

④ Enforce strict expense controls across all investment, procurement, and daily operational lines, driving structural cost-savings to lift net asset returns and optimize liquidity metrics.

⑤ Fulfill environmental and corporate social responsibility (CSR) benchmarks; sustain employee welfare funds, medical plans, and corporate team-building events to build a cohesive and highly stable workplace environment.

⑥ Maintain transparent coordination with the Supervisory Board and the State Capital Representative, providing complete documentation and clear explanations for all corporate oversight inquiries; execute all powers and duties in strict compliance with the Law on Enterprises, Corporate Charter, and internal bylaws.

⑦ Perform rigorous, completely accurate, and timely information disclosure across the public securities market.

⑧ Formulate and proactively present adaptive executive solutions and strategic adjustment proposals to the Board of Directors and the General Meeting of Shareholders to maximize capital utilization efficiency.

Under the guidance of the Board of Directors and the binding mandates of the General Meeting of Shareholders, the Board of Management will focus on executing these targets with maximum agility and thorough precision, securing corporate safety, and fully delivering the 2026 Corporate Plan./.

Recipient:

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

GENERAL DIRECTOR

Dinh Cong Phu



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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

No. /2026/TTr-HDQT

Dong Thap, June 2026

DRAFT

PROPOSAL

Re: Approval of the 2025 Audited Financial Statements

To: 2026 Annual General Meeting of Shareholders

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

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

Pursuant to the Audited Financial Statements for the fiscal year ended December 31, 2025.

The Board of Directors of the Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the 2025 Financial Statements of Dong Thap Water Supply and Urban Environment Joint Stock Company, audited by **UHY Auditing and Consulting Company Limited**.

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

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

Recipient:

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

**BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Van Ca



SUMMARY OF THE 2025 AUDITED FINANCIAL STATEMENTS

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval of the 2025 Financial Statements as follows:

I- The 2025 Financial Statements were audited by UHY Auditing and Consulting Company Limited (hereinafter referred to as UHY), reviewed by the DOWASEN Supervisory Board, and publicly disclosed in accordance with applicable regulations. The 2025 Audited Financial Statements comprise the following contents:

1. Report of the Board of Management;
2. Report of the Independent Auditor;
3. Balance Sheet as of December 31, 2025;
4. Income Statement;
5. Cash Flow Statement;
6. Notes to the Financial Statements.

The detailed 2025 Audited Financial Statements have been publicly disclosed on Dowasen's website (www.dowasen.com) under the Shareholder Relations section.

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

III- Key Financial Indicators in the 2025 Audited Financial Statements:

Unit: VND

| A. BALANCE SHEET AS OF DECEMBER 31, 2025 | |
|---|--------------------------|
| I. Assets | |
| 1. Current Assets | 158,300,707,257 |
| 2. Non-current Assets | 912,859,728,477 |
| Total Assets | 1,071,160,435,734 |
| II. Equity and Liabilities | |
| 1. Liabilities | 684,851,092,444 |
| 2. Owner's Equity | 386,309,343,290 |
| Total Equity and Liabilities | 1,071,160,435,734 |
| B. 2024 BUSINESS PERFORMANCE RESULTS | |
| 1. Revenue from sales of goods and rendering of services | 476,172,039,315 |
| 2. Net revenue from sales of goods and rendering of services | 476,059,929,130 |
| 3. Gross profit from sales of goods and rendering of services | 152,729,569,006 |
| 4. Net profit from business activities | 54,652,970,753 |
| 5. Profit before corporate income tax | 58,039,606,838 |
| 6. Profit after corporate income tax | 51,215,440,757 |

This concludes the basic content of DOWASEN's 2025 audited financial statements.

Sincerely./.



No: 49 /2026/UHYHCM-BCKTDL

INDEPENDENT AUDITOR'S REPORT

To: Shareholders, The Board of Management and The Board of General Directors of
Dong Thap Water Supply and Urban Environment Joint Stock Company

We have audited the accompanying financial statements as at 31/12/2025 of Dong Thap Water Supply and Urban Environment Joint Stock Company (hereinafter referred to as the "Company"), prepared on 26 March 2026, as set out on pages 07 to page 57, including the balance sheet as at 31 December 2025, the income statement and the cash flow statement for the year then ended and the accompanying notes.

The Board of Director's responsibility

The Board of General Directors of the Company is responsible for the preparation and fair presentation of the financial statements in a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and related legal regulations on the preparation and presentation of the financial statements, and for such internal control the Board of General Directors determines is necessary to enable the preparation and presentation of the financial statements that are free from material misstatements, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Financial Statements. The audit procedures selected depend on the auditor's judgment, including the assessments of the risk of material misstatement of the Financial Statements, whether due to fraud or error. In making those risks assessments, we consider internal control relevant to the Company's preparation of the Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of General Director, as well as evaluating the overall presentation of the Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

INDEPENDENT AUDITOR'S REPORT (CONT'D)

Auditor's Opinion

In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of Dong Thap Water Supply and Urban Environment Joint Stock Company as at 31 December 2025, and the results of its operations and its cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the related legal regulations on the preparation and presentation of the financial statements.



Mr. Phan Thanh Dien
Deputy General Director
Auditor's Practicing Certificate
No. 1496-2023-112-1

For and on behalf of

UHY AUDITING AND CONSULTING COMPANY LIMITED

Ho Chi Minh City, 26 March 2026

Ms. Nguyen Thi Tuyet Hoa
Auditor
Auditor's Practicing Certificate
No. 3558-2026-112-1

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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

No. /2026/TTr-HDQT

Dong Thap, June 2026

DRAFT

PROPOSAL

**Re: Approval of the 2025 Profit Distribution, Dividend Payment,
and Realized Salary Fund Plans**

To: 2026 Annual General Meeting of Shareholders

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

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

Pursuant to Document No. 4079/STC-DN&KTTT dated May 22, 2026, of the Department of Finance providing opinions on several voting contents at the 2026 Annual General Meeting of Shareholders for Dong Thap Water Supply and Urban Environment Joint Stock Company;

Pursuant to Document No. 3834/SNV-LĐVL dated May 26, 2026, of the Department of Home Affairs providing opinions on the 2025 realized salary fund of Dong Thap Water Supply and Urban Environment Joint Stock Company;

Pursuant to the Audited Financial Statements for the fiscal year ended December 31, 2025.

The Board of Directors of the Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the 2025 profit distribution, dividend payment, and realized salary fund plans as follows:

1. Profit Distribution Plan for 2025:

| No. | Content | Rate (%) | Amount (VND) |
|------------------|--|----------|-----------------|
| 1 | Charter capital (CC) | | 259,181,300,000 |
| 2 | Total revenue and income in 2025 | | 482,139,609,670 |
| 3 | Profit before tax in 2025 | | 58,039,606,838 |
| 4 | Corporate income tax in 2025 | | 6,824,166,081 |
| 5 | Profit after tax in 2025 [3-4] | | 51,215,440,757 |
| 6 | Undistributed profit carried forward from 2024 | | 0 |
| 7 | Undistributed profit as of 31/12/2025 [5+6] | | 51,215,440,757 |
| 8 | Profit to be distributed | 100,00 | 51,215,440,757 |
| 8.1 | Details of distribution: | | |
| a) | Development Investment Fund | 35,00 | 17,925,404,265 |
| b) | Employee Bonus and Welfare Fund | 30,59 | 15,665,708,092 |
| <i>In which:</i> | | | |

| No. | Content | Rate (%) | Amount (VND) |
|-----|--|----------|----------------|
| | + Bonus and Welfare Fund for Employees and the Executive Board | 30,02 | 15,375,308,092 |
| | + Bonus Fund for Full-time Managers (<i>including the Chairperson of the Board of Directors and the Head of the Supervisory Board</i>) | 0,57 | 290,400,000 |
| 8.2 | Cash dividend payment to shareholders | 34,41 | 17,624,328,400 |
| | - Equivalent to the dividend payout ratio of | | 6.8%/CC |
| | - Dividend payment for the State-owned capital ⁽¹⁾ | | 15,086,126,400 |
| 9 | Retained earnings carried forward to the following year | | 0 |

2. Dividend Payment Plan for 2025:

a) The cash dividend payout ratio is 6.8% of the charter capital (equivalent to VND 680/share).

b) The General Meeting of Shareholders authorizes the Board of Directors to determine the record date and payment date for the 2025 dividend, ensuring compliance with applicable regulations⁽²⁾.

3. Realized Salary Fund for 2025:

a) Realized salary fund for the full-time corporate managers (the Chairperson of the Board of Directors and the Head of the Supervisory Board) in accordance with applicable regulations⁽³⁾: VND 1,742,400,000.

b) Realized salary fund for employees and the Executive Board (including the General Director, Deputy General Director, and Chief Accountant of the Company): VND 143,080,000,000.

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

Recipient:

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

BOARD OF DIRECTORS CHAIRPERSON

Nguyen Van Ca



⁽¹⁾ 22,185,480 shares x VND 680 per share.

⁽²⁾ Within a period of 06 months from the date of closing of the 2026 Annual General Meeting of Shareholders.

⁽³⁾ Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government providing regulations on salaries, remuneration, and bonuses for direct owners' representatives, state capital representatives, and Supervisors in state-owned enterprises; Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises; and Circular No. 003/2025/TT-BNV dated April 28, 2025, of the Minister of Home Affairs guiding the implementation of labor, salary, remuneration, and bonus management in state-owned enterprises.

No. /2026/TTr-HDQT

Dong Thap, June 2026

DRAFT

PROPOSAL

Re: Approval of the 2026 Business Plan and Planned Salary Fund

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

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

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

Pursuant to Document No. 4079/STC-DN&KTTT dated May 22, 2026, of the Department of Finance providing opinions on several voting contents at the 2026 Annual General Meeting of Shareholders for Dong Thap Water Supply and Urban Environment Joint Stock Company;

Pursuant to Document No. 3834/SNV-LĐVL dated May 26, 2026, of the Department of Home Affairs providing opinions on the 2025 realized salary fund of Dong Thap Water Supply and Urban Environment Joint Stock Company;

Pursuant to Document No. /UBND-KT dated June , 2026, of the People's Committee of Dong Thap Province providing opinions on several voting contents at the 2026 Annual General Meeting of Shareholders for Dong Thap Water Supply and Urban Environment Joint Stock Company;

Pursuant to the Audited Financial Statements for the fiscal year ended December 31, 2025, the socio-economic development forecast, and the GRDP growth target of the Province^[1] for the year 2026.

The Board of Directors of the Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following contents:

1. Business Plan Targets and Profit Distribution for 2026:

| No. | Indicator | Rate (%) | 2026 Plan (VND million) |
|-----|---|----------|-------------------------|
| 1 | Total revenue and income ⁽¹⁾ | | 523,130 |

^[1] From 8% to 8.5%.

| No. | Indicator | Rate (%) | 2026 Plan (VND million) |
|-----|--|----------|-------------------------|
| 2 | Profit before tax ⁽²⁾ | | 58.100 |
| 3 | Profit before tax | 100.00 | 53.600 |
| 3.1 | Profit after tax to be distributed | | |
| | - Development Investment Fund ⁽³⁾ | 30.00 | 16.080 |
| | - Employee Bonus and Welfare Fund | 37.12 | 19,896 |
| 3.2 | Dividend payment ⁽⁴⁾ | 32.88 | 17,624 |

Notes:

(1) Growth rate of 8.5% compared to the actual performance in 2025.

(2) An increase of 0.68% (=58,100 / 57,710) compared to the 2025 plan.

(3) Equivalent to an allocation rate of 30% of profit after tax.

(4) The expected dividend payout ratio is 6.8% of the charter capital, equivalent to VND 680 per share.

(*) Based on the actual performance of the Company in 2026, the Board of Directors shall adjust the fund allocation rates and the dividend payout ratio accordingly to submit to the 2027 Annual General Meeting of Shareholders for approval.

2. Planned Salary Fund for 2026:

a) Salary fund for the Chairperson of the Board of Directors and the Head of the Supervisory Board: VND 1,632,000,000.

b) Salary fund for employees and the Executive Board: VND 157,300,000,000.

With the planned average headcount: 817 people (in which, the Executive Board consists of 03 people).

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

Recipient:

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

**BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Van Ca



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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

No. /2026/TTr-HDQT

Dong Thap, June 2026

DRAFT

PROPOSAL

**Re: Approval of Remuneration for the Non-executive Supervisory Board
Members, Corporate Governance Officer, Secretary to the Board, and
Authorized Information Disclosure Officer for 2026**



To: 2026 Annual General Meeting of Shareholders

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

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

Pursuant to the 2026 Business Plan and Planned Salary Fund.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the remuneration for Non-Executive Members of the Supervisory Board, Corporate Governance Officer, Board Secretary, and Authorized Person for Information Disclosure in 2026, with details as follows:

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

(*) The remuneration for 2026 will be recorded as operating expenses for the business activities in 2026.

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

Recipient:

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

**BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Van Ca

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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

No. /TTr-BKS

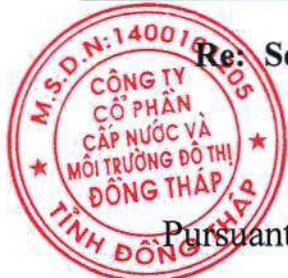
Dong Thap, June 2026

DRAFT

PROPOSAL

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

To: 2026 Annual General Meeting of Shareholders



Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to Circular No. 183/2013/TT-BTC dated December 4, 2013 of the
Ministry of Finance on independent auditing for public interest entities;

Pursuant to Decision No. 902/QĐ-UBCK dated November 19, 2025 of the
Chairperson of the State Securities Commission on the approval of auditing firms
and practicing auditors permitted to audit public interest entities in the securities
sector in 2026;

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

Recognizing UHY Auditing and Consulting Company Limited as a legally
operating entity in Vietnam that has successfully performed the audit of the
Company's Financial Statements over the past years in compliance with legal
regulations, step-by-step assisting the Company to enhance its professionalism in
governance and operation as well as public disclosure and transparency in its
business activities.

For greater convenience in selecting the auditing firm for the 2026 fiscal year,
the Supervisory Board hereby respectfully submits to the General Meeting of
Shareholders for approval to select UHY Auditing and Consulting Company
Limited to continue providing auditing services to the Company.

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

Recipients:

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

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF BOARD

Ly Thu Cuc

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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

No. /2026/TTr-HDQT

Dong Thap, June 2026

DRAFT

PROPOSAL

Re: Amendments and Supplements to the Company's Charter

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, which took effect on January 01, 2021, as amended and supplemented by Law No. 56/2024/QH15⁽¹⁾;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, which took effect on January 01, 2021, as amended and supplemented by Law No. 03/2022/QH15⁽²⁾ and Law No. 76/2025/QH15⁽³⁾;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities, which took effect on January 01, 2021, as amended and supplemented by Decree No. 245/2025/NĐ-CP⁽⁴⁾;

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

Pursuant to Document No. /UBND-KT dated June [Insert Date], 2026, of the People's Committee of Dong Thap Province providing opinions on the review of the Charter of Dong Thap Water Supply & Urban Environment Joint Stock Company.

The Board of Directors of the Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following:

⁽¹⁾ Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly on Amendments and Supplements to a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Property, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations, taking effect from January 01, 2025.

⁽²⁾ Law No. 03/2022/QH15 dated January 11, 2022, of the National Assembly on Amendments and Supplements to a number of articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments, taking effect from March 01, 2022.

⁽³⁾ Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly on Amendments and Supplements to a number of articles of the Law on Enterprises, taking effect from July 01, 2025.

⁽⁴⁾ Decree No. 245/2025-CP dated September 11, 2025, of the Government on Amendments and Supplements to a number of articles of the Government's Decree No. 155/2020-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities, taking effect from September 11, 2025.



1. Approve the amendments and supplements to the Charter of Dong Thap Water Supply & Urban Environment Joint Stock Company (*Detailed adjustments are attached herewith*).

2. Authorize the Board of Directors to:

a) Finalize the Company's Charter and officially issue it in accordance with regulations.

b) Review, decide, and supervise the implementation of adding or expanding business lines and sectors when practical needs arise, ensuring efficiency and compliance with applicable legal regulations, and report the results at the nearest General Meeting of Shareholders.

3. Assign the Legal Representative of the Company to organize and implement all necessary administrative procedures in compliance with the law.

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

Recipient:

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

**BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Van Ca





DRAFT

AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S CHARTER

Proposal No. /2026/TTr-HDQT dated June, 2026, of the Board of Directors of the Company)

| Current Provisions | | Proposed Amendments and Supplements |
|--|--|-------------------------------------|
| 1. Amendments and supplements to Clause 3, Article 2 | | |
| * Legal basis / Reason: <ul style="list-style-type: none">- Updated in accordance with regulations regarding changes in administrative boundaries effective July 01, 2025.- Synchronized with information on the Joint Stock Company Business Registration Certificate No. 1400101205, first registered on September 27, 2006, and revised for the 19 time on July 18, 2025, issued by the Business Registration Office of the Department of Finance of Dong Thap Province. | | |
| "3. Registered Head Office of the Company: - Main address: No. 01, Ton Duc Thang Street, Ward 1, Cao Lanh City, Dong Thap Province." | "3. Registered Head Office of the Company: - Main address: No. 01, Ton Duc Thang Street, Cao Lanh Ward, Cao Lanh City, Dong Thap Province." | |
| 2. Amendments and supplements to Clause 1, Article 16 | | |
| * Legal basis / Reason: <p>To facilitate organizational activities of the General Meeting of Shareholders, preventing individual shareholders from assigning too many authorized proxies, which disrupts meeting logistics and procedures.</p> | | |
| "Article 16. Proxy voting and Authorization to attend the General Meeting of Shareholders 1. Shareholders, or authorized institutional representatives, may attend in person or authorize one or several other individuals/organizations to attend, or participate via one of the methods specified in Clause 3, Article 144 of the Law on Enterprises." | | |
| "Article 16. Proxy voting and Authorization to attend the General Meeting of Shareholders 1. Shareholders, or authorized institutional representatives, may attend in person or authorize one or several other individuals/organizations to attend, or participate via one of the methods specified in Clause 3, Article 144 of the Law on Enterprises. The authorization is specifically regulated as follows: a) Individual shareholders may only authorize a maximum of one (01) proxy representative to attend the meeting. An | | |

| Current Provisions | Proposed Amendments and Supplements |
|---|---|
| | <p>individual shareholder who has issued this authorization shall not attend the meeting, even in the event of partial authorization.</p> <p>b) Institutional shareholders shall execute authorization as follows:</p> <ul style="list-style-type: none"> • Shareholders holding less than 1% of the total ordinary shares have the right to authorize a maximum of one (01) proxy to attend the General Meeting of Shareholders; • Shareholders holding from 1% to less than 10% of the total ordinary shares have the right to authorize a maximum of two (02) proxies to attend the meeting; • Shareholders holding 10% or more of the total ordinary shares have the right to authorize a maximum of three (03) proxies to attend the meeting. <p>In case there is more than one authorized proxy, the specific number of shares and voting cards represented by each proxy must be clearly defined. If no specific share and voting card allocation is defined for each proxy, the shares and voting cards will be divided equally among the proxies. Fractional shares (if any) will be prioritized in alphabetical order (A-B-C) of the proxies' names.</p> <p>.... "</p> |
| <p>3. Amendments and supplements to Clause 1 and Clause 3, Article 26</p> <p>* Legal basis / Reason:</p> <ul style="list-style-type: none"> - To align with the current number of members of the Board of Directors. The General Meeting of Shareholders for the 2024 - 2029 term, held on June 30, 2024, was approved by the People's Committee of Dong Thap Province with a Board structure consisting of 03 members: + 01 full-time, non-executive member serving as the Chairman of the Board of Directors. | |

| Current Provisions | Proposed Amendments and Supplements |
|--|---|
| <p>+ 02 members concurrently holding executive positions in the Board of Management (Executive Board) of the Company, including: 01 General Director, who is the Legal Representative of the Company, and 01 Deputy General Director. During the preparation of that General Meeting, the Organizing Committee requested an amendment to the Charter, but the Province's directive at that time did not permit Charter modifications.</p> <p>- The quantity of three (03) members is fully aligned with Clause 1, Article 154 of the Law on Enterprises, which stipulates: "<i>Article 154. Term and quantity of board members:</i></p> <p><i>1. The board of directors has from 03 to 11 members. The company charter shall specifically define the number of board members.</i>"</p> <p>To ensure compliance with the provisions of Clause 2, Article 276 of Decree No. 155/2020/ND-CP (as amended by Clause 79, Article 1 of Decree No. 245/2025/ND-CP), which stipulates:</p> <p><i>"The number of non-executive board members of a public company must comply with the following regulations:</i></p> <p><i>a) At least 01 non-executive member if the company has 03 to 05 board members;</i></p> <p><i>b) At least 02 non-executive members if the company has 06 to 08 board members;</i></p> <p><i>c) At least 03 non-executive members if the company has 09 to 11 board members."</i></p> | <p>"Article 26. Composition and Term of Members of the Board of Directors</p> <p>1. The number of members of the Board of Directors is three (03) people.</p> <p>...</p> <p>3. The structure of the Board of Directors is as follows: The structure of the Company's Board of Directors must ensure that at least one (01) member of the Board of Directors is a non-executive member. The Company shall minimize board members concurrently holding executive positions to ensure the independence of the Board of Directors.</p> <p>"</p> <p>...</p> |
| <p>"Article 26. Composition and Term of Members of the Board of Directors</p> <p>1. The number of members of the Board of Directors is four (04) people.</p> <p>...</p> <p>3. The structure of the Board of Directors is as follows: The structure of the Company's Board of Directors must ensure that at least one-third (1/3) of the total number of board members are non-executive members. The Company shall minimize board members concurrently holding executive positions to ensure the independence of the Board of Directors.</p> <p>"</p> <p>...</p> | <p>"Article 26. Composition and Term of Members of the Board of Directors</p> <p>1. The number of members of the Board of Directors is three (03) people.</p> <p>...</p> <p>3. The structure of the Board of Directors is as follows: The structure of the Company's Board of Directors must ensure that at least one (01) member of the Board of Directors is a non-executive member. The Company shall minimize board members concurrently holding executive positions to ensure the independence of the Board of Directors.</p> <p>"</p> <p>...</p> |

No. /2026/TTr-HDQT

Dong Thap, June 2026

DRAFT

PROPOSAL

**Re: Amendments and Supplements to the Internal Regulations on
Corporate Governance**

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, which took effect on January 01, 2021, as amended and supplemented by Law No. 56/2024/QH15⁽¹⁾;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, which took effect on January 01, 2021, as amended and supplemented by Law No. 03/2022/QH15⁽²⁾ and Law No. 76/2025/QH15⁽³⁾;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities, which took effect on January 01, 2021, as amended and supplemented by Decree No. 245/2025/NĐ-CP⁽⁴⁾;

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

The Board of Directors of the Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following:

1. Approve the amendments and supplements to the Internal Regulations on Corporate Governance of Dong Thap Water Supply & Urban Environment Joint Stock Company (*Detailed adjustments are attached herewith*).

⁽¹⁾ Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly on Amendments and Supplements to a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Property, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations, taking effect from January 01, 2025.

⁽²⁾ Law No. 03/2022/QH15 dated January 11, 2022, of the National Assembly on Amendments and Supplements to a number of articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments, taking effect from March 01, 2022.

⁽³⁾ Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly on Amendments and Supplements to a number of articles of the Law on Enterprises, taking effect from July 01, 2025.

⁽⁴⁾ Decree No. 245/2025-CP dated September 11, 2025, of the Government on Amendments and Supplements to a number of articles of the Government's Decree No. 155/2020-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities, taking effect from September 11, 2025.



2. Authorize the Board of Directors to finalize the Internal Regulations on Corporate Governance and officially issue them in accordance with regulations.

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

Recipient:

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

**BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Van Ca





DRAFT

AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE
(Attached to Proposal No. /2026/TTr-HĐQT dated June, 2026, of the Board of Directors of the Company)

| Current Provisions | Proposed Amendments and Supplements |
|---|---|
| 1. Amendments and supplements to Clause 20, Article 12 | |
| * Legal basis / Reason: Updated in accordance with Clause 84, Article 1 of Decree No. 245/2025/ND-CP | |
| " Article 12. Matters to be approved by the General Meeting of Shareholders | " Article 12. Matters to be approved by the General Meeting of Shareholders |
| | |
| 20. Approve transactions as specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities; | 20. Approve transactions specified in Clause 4, Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities (amended and supplemented in Clause 84, Article 1 of Decree No. 245/2025/ND-CP); |
| " | " |
| ... | ... |
| 2. Amendments to Article 42 | |
| * Legal basis / Reason: | |
| - To match the current headcount of the Board of Directors (BOD). At the General Meeting of Shareholders for the 2024–2029 term held on June 30, 2024, the Provincial People's Committee approved the structural plan for the BOD to consist of exactly 03 members: | |
| + 01 full-time, non-executive member acting as the Chairperson of the BOD. | |
| + 02 members concurrently holding positions in the Executive Board (the Company's Board of Management), including: 01 General Director (the Legal Representative of the Company) and 01 Deputy General Director. | |
| During the preparation phase of that General Meeting, the Organizing Committee requested to amend the Charter, but the Province's overarching policy did not permit Charter adjustments at that time. | |
| - To ensure compliance with Clause 2, Article 276 of Decree No. 155/2020/ND-CP (amended in Clause 79, Article 1 of Decree No. 245/2025/ND-CP), which regulates: | |
| <i>"The number of non-executive BOD members of a public company must comply with the following regulations:</i> | |

| Current Provisions | Proposed Amendments and Supplements |
|---|--|
| <p>a) <i>There must be at least 01 non-executive member if the company has between 03 and 05 BOD members;</i> b) <i>There must be at least 02 non-executive members if the company has between 06 and 08 BOD members;</i> c) <i>There must be at least 03 non-executive members if the company has between 09 and 11 BOD members.</i> "</p> | <p>a) <i>There must be at least 01 non-executive member if the company has between 03 and 05 BOD members;</i> b) <i>There must be at least 02 non-executive members if the company has between 06 and 08 BOD members;</i> c) <i>There must be at least 03 non-executive members if the company has between 09 and 11 BOD members.</i> "</p> |
| <p>"Article 42. Quantity, Term, and Composition of BOD Members (Pursuant to Article 26 of the Corporate Charter)</p> <p>1. The number of BOD members is 04 people.</p> <p>2. The term of the BOD is 05 years. The term of individual BOD members shall not exceed 05 years and they may be re-elected for an unlimited number of terms. In the event that all BOD members conclude their terms concurrently, such members shall remain in office until new members are elected to replace them and take over the responsibilities.</p> <p>3. The composition of BOD members is as follows:</p> <p>a) The composition of the Company's BOD must ensure that at least 1/3 of the total BOD members are non-executive members. The Company shall strictly minimize BOD members concurrently holding executive positions to ensure the independence of the BOD;</p> <p>b) A BOD member shall lose their status as a member of the Board of Directors if dismissed or replaced by the General Meeting of Shareholders (AGM) in accordance with Article 160 of the Law on Enterprises and the Corporate Charter;</p> <p>c) The appointment of BOD members must be publicly disclosed in accordance with the securities market laws on information disclosure;</p> <p>d) BOD members are not required to be shareholders of the Company."</p> | <p>" Article 42. Quantity, Term, and Composition of BOD Members (Pursuant to Article 26 of the Corporate Charter)</p> <p>1. The number of BOD members is 03 people.</p> <p>2. The term of the BOD is 05 years. The term of individual BOD members shall not exceed 05 years and they may be re-elected for an unlimited number of terms. In the event that all BOD members conclude their terms concurrently, such members shall remain in office until new members are elected to replace them and take over the responsibilities.</p> <p>3. Cơ cấu thành viên HĐQT như sau:</p> <p>a) <u>The composition of the Company's BOD must ensure that at least one (01) BOD member is a non-executive member.</u> The Company shall strictly minimize BOD members concurrently holding executive positions to ensure the independence of the BOD;</p> <p>b) A BOD member shall lose their status as a member of the Board of Directors if dismissed or replaced by the General Meeting of Shareholders (AGM) in accordance with Article 160 of the Law on Enterprises and the Corporate Charter;</p> <p>c) The appointment of BOD members must be publicly disclosed in accordance with the securities market laws on information disclosure;</p> <p>d) BOD members are not required to be shareholders of the Company."</p> |

| Current Provisions | Proposed Amendments and Supplements |
|--|---|
| 3. Amendments to Article 43 | |
| <p>* Legal basis / Reason: Updated in accordance with Clause 78, Article 1 of Decree No. 245/2025/ND-CP</p> <p>"Article 43. Criteria and Conditions for BOD Members (Pursuant to Clause 1 and Clause 2, Article 155 of the Law on Enterprises and Article 275 of Decree 155/2020/ND-CP)</p> <p>1. Board of Directors members must satisfy the criteria and conditions set forth in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the Corporate Charter.</p> <p>2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director of a public company.</p> <p>3. A Board of Directors member of a public company may only concurrently serve as a Board of Directors member at a maximum of 05 other companies."</p> | <p>"Article 43. Criteria and Conditions for BOD Members (Pursuant to Clause 1 and Clause 2, Article 155 of the Law on Enterprises and Article 275 of Decree 155/2020/ND-CP)</p> <p>1. Board of Directors members must satisfy the criteria and conditions set forth in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the Corporate Charter.</p> <p>2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director of a public company.</p> <p>3. <u>A Board of Directors member of a public company may only concurrently serve as a Board of Directors member or a Board of Members member at a maximum of 05 other companies."</u></p> |
| 4. Amendments to Article 76 | |
| <p>* Legal basis / Reason: Updated in accordance with Clause 83, Article 1 of Decree No. 245/2025/ND-CP</p> <p>"Article 76. Term, Criteria, and Conditions of the General Director (Pursuant to Clause 5, Article 162 of the Law on Enterprises and Clause 3, Article 36 of the Corporate Charter)</p> <p>The term of the General Director is 05 years and the General Director may be re-appointed for an unlimited number of terms. The General Director must satisfy the following criteria and conditions:</p> <p>a) Not fall within the categories specified in Clause 2, Article 17 of the Law on Enterprises;</p> | <p>"Article 76. Term, Criteria, and Conditions of the General Director (Pursuant to Clause 5, Article 162 of the Law on Enterprises and Clause 3, Article 36 of the Corporate Charter)</p> <p>The term of the General Director is 05 years and the General Director may be re-appointed for an unlimited number of terms. The General Director must satisfy the following criteria and conditions:</p> <p>a) Not fall within the categories specified in Clause 2, Article 17 of the Law on Enterprises;</p> |

| Current Provisions | Proposed Amendments and Supplements |
|--|--|
| <p>b) Not be a family member of any corporate manager or Supervisor of the Company, or of any state capital representative or corporate capital representative at the Company;</p> <p>c) Possess professional qualifications and practical experience in the business administration of the Company."</p> | <p>b) Not be a family member of any corporate manager or Supervisor of the Company, or of any state capital representative or corporate capital representative at the Company;</p> <p>c) <u>Not be an affiliated person of any corporate manager, Supervisor of the Company, state capital representative, or corporate capital representative at the Company as specified in Point d, Clause 46, Article 4 of the Law on Securities;</u></p> <p>d) Possess professional qualifications and practical experience in the business administration of the Company."</p> |
| <p>5. Amendments to Clause 1 and Clause 2 of Article 87</p> | |
| <p>* Legal basis / Reason: Adjusted to ensure strict cross-reference consistency with other clauses and articles within these Regulations.</p> | |
| <p>"Article 87. Matters the General Director Must Report and Provide Information on, and Methods of Notification to the BOD and the Supervisory Board (Pursuant to Clause 3, Article 291 of Decree No. 155/2020/ND-CP, Article 36, Clause 3 of Article 44, and Article 45 of the Corporate Charter)</p> <p>1. Matters the General Director must report, provide information on, and methods of notification to the BOD.</p> <p>2. The contents specified under Article 84 of these Regulations;</p> <p>3. The General Director is obligated to notify the BOD of transactions between the Company, its subsidiaries, or other companies over which the Company maintains control of 50% or more of the charter capital, with that very subject or with affiliated persons of that subject in accordance with the law.</p> <p>4. Other contents requiring opinions or reports to the BOD must be submitted at least seven (07) working days in advance, and the BOD shall respond within seven (07) working days. Particularly for the approval of contracts and transactions as</p> | <p>"Article 87. Matters the General Director Must Report and Provide Information on, and Methods of Notification to the BOD and the Supervisory Board (Pursuant to Clause 3, Article 291 of Decree No. 155/2020/ND-CP, Article 36, Clause 3 of Article 44, and Article 45 of the Corporate Charter)</p> <p>1. Matters the General Director must report, provide information on, and methods of notification to the BOD as specified under Article 85 and Article 87 of these Regulations;</p> <p>2. The General Director is obligated to notify the BOD of transactions between the Company, its subsidiaries, or other companies over which the Company maintains control of 50% or more of the charter capital, with that very subject or with affiliated persons of that subject in accordance with the law.</p> <p>3. Other contents requiring opinions or reports to the BOD must be submitted at least seven (07) working days in advance, and the BOD shall respond within seven (07) working days. Particularly for the approval of contracts and transactions as</p> |

| Current Provisions | Proposed Amendments and Supplements |
|---|---|
| <p>specified in Clause 1, Article 167 of the Law on Enterprises with a value of less than 35% of the total asset value of the enterprise recorded in the most recent financial statements (or a lower ratio or value specified in the Corporate Charter), the Company representative signing the contract or transaction must notify the BOD members and Supervisors of the affiliated subjects regarding such contract or transaction and attach the draft contract or main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the receipt of notification, unless the Corporate Charter provides a different timeframe; BOD members with related interests to the parties in the contract or transaction shall not have the right to vote. 5. Matters the General Director must report, provide information on, and methods of notification to the Supervisory Board: a) Reports of the General Director submitted to the BOD or other documents issued by the company must be sent to the Supervisors at the same time and via the same method as applied to BOD members.</p> <p>b) The General Director and other corporate managers must provide full, accurate, and timely information and documents regarding the management, executive operations, and business activities of the company upon request of the Supervisors or the Supervisory Board.</p> <p>c) The method of notification to the Supervisory Board shall be implemented in the same manner as applied to the Board of Directors."</p> | <p>specified in Clause 1, Article 167 of the Law on Enterprises with a value of less than 35% of the total asset value of the enterprise recorded in the most recent financial statements (or a lower ratio or value specified in the Corporate Charter), the Company representative signing the contract or transaction must notify the BOD members and Supervisors of the affiliated subjects regarding such contract or transaction and attach the draft contract or main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the receipt of notification, unless the Corporate Charter provides a different timeframe; BOD members with related interests to the parties in the contract or transaction shall not have the right to vote.</p> <p>4. Matters the General Director must report, provide information on, and methods of notification to the Supervisory Board:</p> <p>a) Reports of the General Director submitted to the BOD or other documents issued by the company must be sent to the Supervisors at the same time and via the same method as applied to BOD members.</p> <p>b) The General Director and other corporate managers must provide full, accurate, and timely information and documents regarding the management, executive operations, and business activities of the company upon request of the Supervisors or the Supervisory Board.</p> <p>c) The method of notification to the Supervisory Board shall be implemented in the same manner as applied to the Board of Directors."</p> |

No. /NQ-ĐHĐCĐ

Dong Thap, June 2026

DRAFT

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

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

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

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders
of Dong Thap Urban Water Supply and Environment Joint Stock Company dated
June 26, 2026.*

HEREBY RESOLVES:

Article 1. Approve the contents of the following reports:

1. The Report summarizing the operations of the Board of Directors in 2025 and the operational plan for 2026 (*Detailed attached documentation*).
2. The Report summarizing the operations of the Supervisory Board in 2025 and the operational plan for 2026 (*Detailed attached documentation*).
3. The Report of the Board of Management summarizing the 2025 business performance results and outlining the 2026 directions and tasks (*Detailed attached documentation*).
4. The 2025 Audited Financial Statements (*Detailed attached documentation*).

Article 2. Approve the 2026 annual proposals:

1. The 2025 plan for profit distribution, dividend payment, and realized salary fund (*Detailed attached documentation*), with the core contents as follows:
 - a) Profit Distribution Plan for 2025:

| No. | Content | Rate (%) | Amount (VND) |
|-----|--|----------|-----------------|
| 1 | Charter capital (CC) | | 259,181,300,000 |
| 2 | Total revenue and income in 2025 | | 482,139,609,670 |
| 3 | Profit before tax in 2025 | | 58,039,606,838 |
| 4 | Corporate income tax in 2025 | | 6,824,166,081 |
| 5 | Profit after tax in 2025 [3-4] | | 51,215,440,757 |
| 6 | Undistributed profit carried forward from 2024 | | 0 |
| 7 | Undistributed profit as of 31/12/2025 [5+6] | | 51,215,440,757 |
| 8 | Profit to be distributed | 100,00 | 51,215,440,757 |
| 8.1 | Details of distribution: | | |
| a) | Development Investment Fund | 35,00 | 17,925,404,265 |
| b) | Employee Bonus and Welfare Fund | 30,59 | 15,665,708,092 |
| | <i>In which:</i> | | |
| | + Bonus and Welfare Fund for Employees and the Executive Board | 30,02 | 15,375,308,092 |
| | + Bonus Fund for Full-time Managers (<i>including the Chairperson of the Board of Directors and the Head of the Supervisory Board</i>) | 0,57 | 290,400,000 |
| 8.2 | Cash dividend payment to shareholders | 34,41 | 17,624,328,400 |
| | - Equivalent to the dividend payout ratio of | | 6.8%/CC |
| | - Dividend payment for the State-owned capital ⁽¹⁾ | | 15,086,126,400 |
| 9 | Retained earnings carried forward to the following year | | 0 |

b) Dividend Payment Plan for 2025:

- The cash dividend payout ratio is 6.8% of the charter capital (equivalent to VND 680/share).

- The General Meeting of Shareholders authorizes the Board of Directors to determine the record date and payment date for the 2025 dividend, ensuring compliance with applicable regulations⁽²⁾.

c) Realized Salary Fund for 2025:

- Realized salary fund for the full-time corporate managers (the Chairperson of the Board of Directors and the Head of the Supervisory Board) in accordance with applicable regulations⁽³⁾: VND 1,742,400,000.

⁽¹⁾ 22,185,480 shares x VND 680 per share.

⁽²⁾ Within a period of 06 months from the date of closing of the 2026 Annual General Meeting of Shareholders.

⁽³⁾ Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government providing regulations on salaries, remuneration, and bonuses for direct owners' representatives, state capital representatives, and Supervisors in state-owned enterprises; Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises; and Circular No. 003/2025/TT-BNV dated April 28, 2025, of the Minister of Home Affairs guiding the implementation of labor, salary, remuneration, and bonus management in state-owned enterprises.

- Realized salary fund for employees and the Executive Board (including the General Director, Deputy General Director, and Chief Accountant of the Company): VND 143,080,000,000.

2. The 2026 business plan and planned salary fund (Detailed attached documentation), with the core contents as follows:

2.1. Business Plan Targets and Profit Distribution for 2026:

| No. | Indicator | Rate (%) | 2026 Plan (VND million) |
|-----|--|----------|-------------------------|
| 1 | Total revenue and income ⁽¹⁾ | | 523,130 |
| 2 | Profit before tax ⁽²⁾ | | 58,100 |
| 3 | Profit before tax | 100.00 | 53,600 |
| 3.1 | Profit after tax to be distributed | | |
| | - Development Investment Fund ⁽³⁾ | 30.00 | 16,080 |
| | - Employee Bonus and Welfare Fund | 37.12 | 19,896 |
| 3.2 | Dividend payment ⁽⁴⁾ | 32.88 | 17,624 |

Notes:

(1) Growth rate of 8.5% compared to the actual performance in 2025.

(2) An increase of 0.68% (=58,100 / 57,710) compared to the 2025 plan.

(3) Equivalent to an allocation rate of 30% of profit after tax.

(4) The expected dividend payout ratio is 6.8% of the charter capital, equivalent to VND 680 per share.

(*) Based on the actual performance of the Company in 2026, the Board of Directors shall adjust the fund allocation rates and the dividend payout ratio accordingly to submit to the 2027 Annual General Meeting of Shareholders for approval.

2.2. Planned Salary Fund for 2026:

a) Salary fund for the Chairperson of the Board of Directors and the Head of the Supervisory Board: VND 11,632,000,000.

b) Salary fund for employees and the Executive Board: VND 157,300,000,000.

With the planned average headcount: 817 people (in which, the Executive Board consists of 03 people).

3. The 2026 remuneration for non-executive Members of the Supervisory Board, the Person in Charge of Corporate Governance, the Secretary to the Board of Directors, and the Authorized Person for Information Disclosure (*Detailed attached documentation*) for:

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

(*) The remuneration for 2026 will be recorded as operating expenses for the business activities in 2026.

4. Approve the selection of UHY Auditing and Consulting Company Limited as the service provider for the audit of the Company's 2026 Financial Statements.

5. Amendments and Supplements to the Corporate Charter (*Attached documentation*), with the core contents as follows:

5.1. Approve the amendments and supplements to the Charter of Dong Thap Water Supply and Urban Environment Joint Stock Company (*Details of adjustments are attached to the Proposal*).

5.2. Authorize the Board of Directors to:

a) Finalize the Company's Charter and officially issue it in accordance with regulations.

b) Review, decide, and supervise the implementation of adding or expanding business lines and sectors when practical needs arise, ensuring efficiency and compliance with applicable legal regulations, and report the results at the nearest General Meeting of Shareholders.

5.3. Assign the Legal Representative of the Company to organize and implement all necessary administrative procedures in compliance with the law.

6. Amendments and Supplements to the Internal Regulations on Corporate Governance (*Attached documentation*), with the core contents as follows:

6.1. Approve the amendments and supplements to the Internal Regulations on Corporate Governance of Dong Thap Water Supply and Urban Environment Joint Stock Company (*Details of adjustments are attached to the Proposal*)

6.2. Authorize the Board of Directors to finalize the Regulations and officially issue them in compliance with applicable regulations

Article 3. The General Meeting of Shareholders authorizes the Board of Directors and the Supervisory Board to supervise, direct, and deploy the organization and execution of all approved contents specified in Article 1 and Article 2.

Article 4. Effectiveness:

1. This Resolution was unanimously approved by the 2026 Annual General Meeting of Shareholders with a rate of ...% of the total voting shares attending the Meeting and shall take effect from the date of signing.

2. Members of the Board of Directors, the Supervisory Board, and the Board of Management of Dong Thap Water Supply and Urban Environment Joint Stock Company are responsible for deploying and executing this Resolution, ensuring strict compliance with applicable laws and the Corporate Charter../.

Recipients:

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

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

Nguyen Van Ca