

No.: 01 /CNPM

Phu My, January 5, 2026

INFORMATION DISCLOSURE

Regarding the approval of the unit price of labor for water production

To: Hanoi Stock Exchange.

1. Name of organization: Phu My Water Supply Joint Stock Company (**Stock Code: PMW**)
- Address: *02 Doc Lap, Tan Ngoc Quarter, Phu My Ward, Ho Chi Minh City*
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- Type of information disclosure: extraordinary 24h

2. Content of disclosed information:

Phu My Water Supply Joint Stock Company discloses the Board of Directors' Decision regarding the approval of the unit price of labor for water production starting from 2026.

Effective time: starting from January 05, 2026

3. This information was disclosed on the Company's website on January 05, 2026 via the link: www.pmw.vn

We hereby commit that the information disclosed above is true and we take full legal responsibility for the content of the disclosed information mentioned above.

** Attached document:*
BOD Resolution

Authorized Information Discloser



NGUYEN TAN LONG

DECISION

On Approval of unit labor costs for water production

BOARD OF DIRECTORS OF PHU MY WATER SUPPLY JOINT STOCK COMPANY

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

Pursuant to the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company;

Pursuant to the Meeting Minutes of the Board of Directors (“BOD”) No. 01/2026-BBHDQT dated January 05, 2026 of Phu My Water Supply Joint Stock Company..

DECIDES:

Article 1. Approve the unit labor costs for water production and supply from 2026 as follows:

No.	Indicator	Unit Labor Cost (VND/m3)	Notes
1	Commercial water produced at the plant	950	<i>Water loss rate = Commercial water volume / Distributed water volume</i>
2	Commercial water from purchased water	650	

Article 2. This Decision shall take effect from the date of signing. Members of the Board of Directors, the Supervisory Board, the Board of Directors (Management Board), relevant units, and individuals are responsible for the implementation of this Decision.

Recipients:

- As in Article 2;
- Filing: VT.

On behalf of the Board of Directors

CHAIRMAN

NGUYỄN LƯƠNG ĐIỀN