KHANH HOA WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No.: 11/TB-HĐQT	*Khanh Hoa, February 28th, 2026*

CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC KHÁNH HÒA

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Date: 2026.02.28 08:38:08 +07'00'

PERIODIC INFORMATION DISCLOSURE

To: Hanoi Stock Exchange.

1. Organization name: Khanh Hoa Water Supply and Sewerage Joint Stock Company

- Stock code: KHW;
- Address: 58 Yersin Street, Tay Nha Trang Ward, Khanh Hoa Province;
- Contact phone: (0258) 3828807 Fax: (0258) 3810740
- E-mail: support@ctnkh.com.vn

2. Content of disclosed information:

Annual report for 2025.

3. This information has been published on the company's website on February 28th, 2026 at the following link: http://ctnkh.com.vn/qhcd.aspx.

We hereby certify that the information disclosed above is true and we take full responsibility before the law for the content of the disclosed information.

**** Attached documents:***
Annual report for 2025

Representative of the organization
Legal Representative

M.S.D.N: 4200238007 - C.T.C.P
CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC KHÁNH HÒA
P. TÂY NHA TRANG - T. KHÁNH HÒA

TỔNG GIÁM ĐỐC

Nguyễn Văn Đàm

KHANH HOA WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY

No: 10/BC-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Khanh Hoa, February 28th, 2026

Annual report
(year 2025)

To:

- Shareholders;
- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

I. General Information.

1. Overview Information.

- Trading name: KHANH HOA WATER SUPPLY AND SEWERAGE JOINT STOCK COMPANY
- Business Registration Certificate No.: 4200238007
- Charter capital: 285.999.960.000 VND.
- Owner's capital: 285.999.960.000 VND.
- Address: 58 Yersin Street, Tay Nha Trang Ward, Khanh Hoa Province.
- Telephone: 0258 3822315
- Fax: 0258 3810740
- Website: http://ctnkh.com.vn/
- Securities code: KHW

2. Establishment and Development Process.

- The predecessor of Khanh Hoa Water Supply and Sewerage Joint Stock Company was Khanh Hoa Water Supply and Sewerage Company, established on October 29th, 1979, under Decision No. 2457/UB-TC of the People's Committee of Phu Khanh Province.

- In September 2010, the company was transformed from a state-owned enterprise into Khanh Hoa Water Supply and Sewerage Single-Member Limited Liability Company.

- On January 2, 2014, from Khanh Hoa Water Supply and Sewerage Single-Member Limited Liability Company, the company became Khanh Hoa Water Supply and Sewerage Joint Stock Company, inheriting all rights and obligations of Khanh Hoa Water Supply and Sewerage Single - Member Limited Liability Company.

- On January 10, 2017, the company registered its shares for custody, with the stock code "KHW" at the Vietnam Securities Depository (now is Viet Nam Securities Depository and Clearing Corporation).

- On February 20, 2017, the company held its first stock trading session on the Unlisted Public Company Market (UPCoM) at the Hanoi Stock Exchange. set up next to

3. Business Lines and Locations of the Business .

- Business Lines:

+ Production and supply of clean water;

+ Investment planning, consulting, design, supervision, and construction of water supply and sewerage projects;

+ Providing services related to sewerage and environmental sanitation activities.

- Business Area: Nha Trang Ward, Tay Nha Trang Ward, Nam Nha Trang Ward, Bac Nha Trang Ward, Dien Khanh Commune, Dien Dien Commune, Dien Lac Commune, Suoi Hiep Commune, Suoi Dau Commune, Khanh Vinh Commune, Khanh Son Commune.

4. Information about Governance Model, Business Organization, and Managerial Apparatus:

- Governance model.

Khanh Hoa Water Supply And Sewerage JSC operates under a joint-stock company model, with the organizational structure as follows:

+ General Meeting of Shareholders;

+ Board of Directors;

+ Board of Supervisors ;

+ Board of Managements;

+ 06 specialized departments: Administration, Accountant, Technical Planning, Network Management, Business, Water Quality Management;

+ 01 Team: Survey and Design;

+ 03 Enterprises:

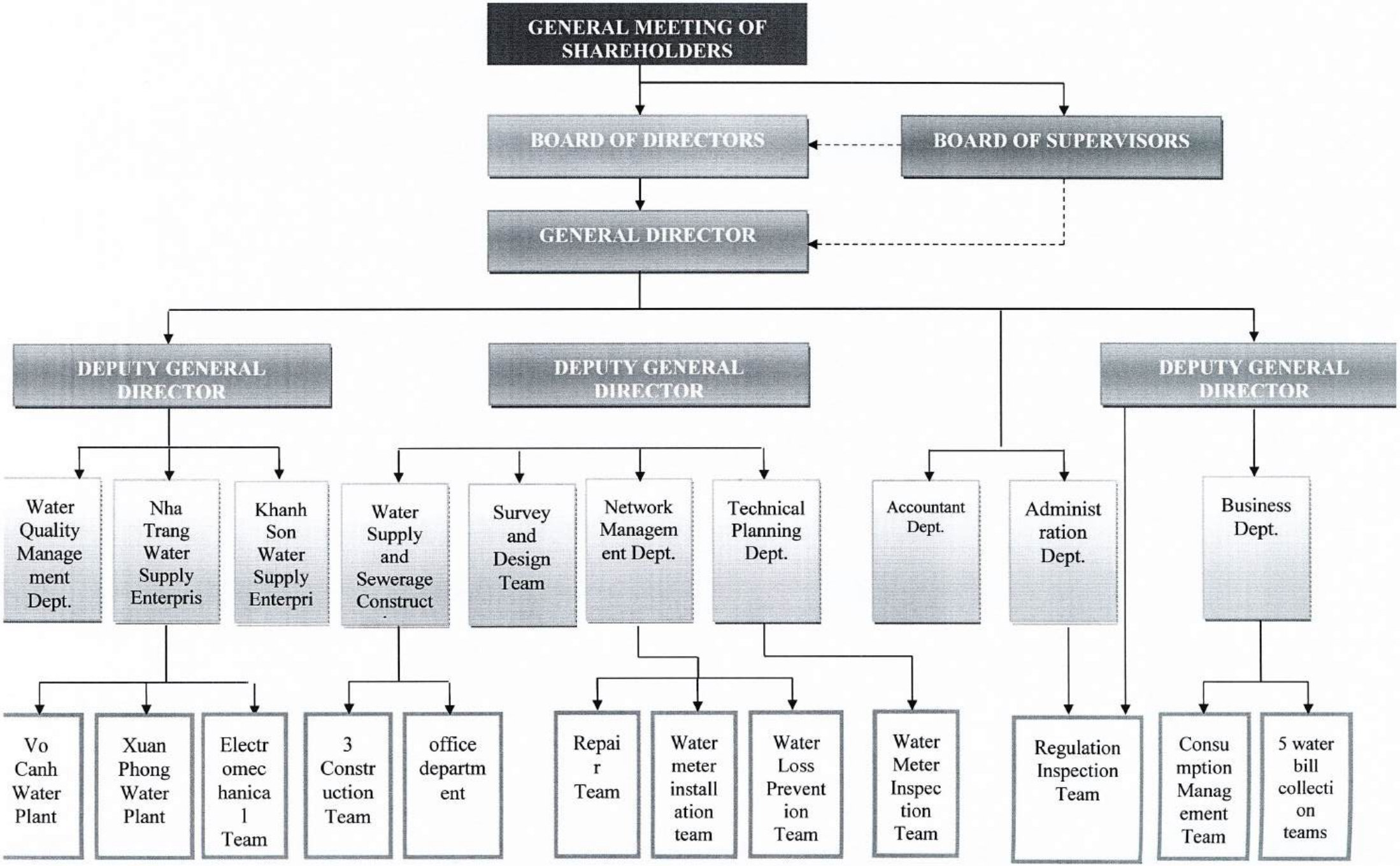
Nha Trang Water Supply Enterprise;

Water Supply and Sewerage Construction Enterprise;

Khanh Son Water Supply Enterprise.

- Management structure.

ORGANIZATION CHART OF KHANH HOA WATER SUPPLY AND SEWERAGE JSC



- Subsidiaries and Associated Companies.

+ Subsidiaries: None

+ Associated Companies:

STT	Company name	Address	Major fields of production and busines	Paid-in Charter Capital (VND)	Ownership Percentage of the Company
01	Suoi Dau Water Supply and Sewerage Construction Investment Joint Stock Company	Registered Address: 58 Yersin, Tay Nha Trang Ward, Khanh Hoa Province. Factory Address: Dau Son Village, Suoi Dau Commune, Khanh Hoa Province.	- Water extraction, treatment, and supply - Installation of water supply and sewerage systems - Consultancy services	24.000.000.000	30%

5. Development orientation.

5.1. The main objectives of the company.

- Provide safe water supply (ensuring stable pressure, continuous flow, sufficient quantity, and quality standards compliance) for customers.
- Strive to achieve 100% coverage of clean water supply within the company's service area.
- Aim to meet production, revenue, profit, and dividend payout as per the company's business plan.
- Ensure a 100% collection rate of water bills; promote online water bill payment through banks and e-wallets, with automatic debit registration at banks.
- Continue to implement effective measures to minimize water loss.
- Preserve, efficiently use, and develop the company's capital; ensure financial stability.
- Reform administrative procedures to improve customer service quality; promptly address supply service disruptions; aim to be a top-tier water service provider.

- Build and develop a professional and modern workforce; strengthen scientific and technological advancements in production, management, and operations.

- Establish the Company as a sustainable enterprise that protects the environment and fulfills social responsibilities, as well as the state obligations; ensure harmonious benefits for shareholders, partners, customers, employees, and the community.

5.2. Development Strategy in Medium and Long-term.

- Ensure efficient clean water supply to customer in Nha Trang Ward, Tay Nha Trang Ward, Nam Nha Trang Ward, Bac Nha Trang Ward, Dien Khanh Commune, Dien Dien Commune, Dien Lac Commune, Suoi Hiep Commune, Suoi Dau Commune, Khanh Vinh Commune, Khanh Son Commune, with the best service quality; provide 24/7 timely response in network management and promptly handle customer inquiries and water supply incidents as quickly as possible.

- Develop and implement investment plans to upgrade, repair, and replace all old pipelines to complete a 100% renewed network.

- Improve District Metered Areas (DMA) management efficiency.

- Balance profitability and investment to ensure stable dividend payments and financial growth.

- Stabilize and enhance the material and spiritual well-being of staff and workers, balancing company interests with lproductivity and income for employee.

- Enhance the governance and management capabilities of the enterprise by applying and adhering to current legal regulations.

5.3. Corporate objectives with regard to Corporate environment, society and community Sustainability

- Strictly comply with legal regulations in business operations and fulfill tax obligations to the State.

- Improve service quality to serve customers better; meet customers demand for clean water and ensure quality standards in accordance with current regulations, contributing to public health.

- Expand the water supply network within the operating area.

- Ensure a fair balance of interests among the business, employees, and shareholders of the company.

6. Risks.

- **Economic and Market Risks:** In 2025, amid the unpredictable and unfavorable global economic and political changes, the Vietnamese economy, including Khanh Hoa Province, maintained recovery and growth, with social life being prioritized and ensured. However, the socio-economic landscape still faces difficulties and challenges, such as: Ongoing difficulties in production and business activities, although the diseases in people is under control, the risk of outbreaks remained, public safety and social security continue to show complex developments,... Therefore, these impacts affect the company's production and business activities.

- **Market Penetration Limitations:** Nha Trang's urban areas have a fully developed water supply network, leaving little room for new customers. To increase clean water usage and ensure social welfare, the water supply network needs to be expanded to suburban areas and rural areas, where people still rely heavily on well water despite free water service installations.

- **Environmental and Resource Risks:** The Vo Canh and Xuan Phong water plant in utilizes water from the Cai River in Nha Trang. Rapid urbanization heightens the risk of water source contamination. The company's leadership pays special attention to water source protection. However, coordination with government agencies on environmental protection and water source protection remains inconsistent .

- **Natural disaster and climate change risks:** In November 2025, natural disasters and historic floods caused particularly severe damage to the lives of people in Khánh Hòa Province in general, and to the Company's officers and employees in particular; at the same time, they had a significant adverse impact on the province's socio-economic activities as well as on the Company's production and business. Furthermore, under the impact of climate change, drought and saltwater intrusion occur frequently. As a result, each year, the company must invest funds (over 1 billion VND/year) to repair temporary dams to retain freshwater.

- **Regulatory and Pricing Risks:** The price of clean water is regulated by the People's Committee of Khanh Hoa province, which limits the company's flexibility to proactively adjust its financial plans.

With various solutions and efforts to overcome challenges, the company's leadership and employees have worked collaboratively to meet business targets, ensure stable water supply, and provide safe, uninterrupted service to customers.

II. Operations in 2025.

1. Situation of production and business operations in 2025.

1.1. Results of business operations in 2025.

Although facing numerous intertwined difficulties and challenges alongside certain advantages, the Company's production and business operations in 2025 still achieved the following key results:

NO	Indicator	Unit	2025 Plan	2025 Actual	% Plan Achieved	2024 Actual	Change 2025 vs 2024	% Change
I	**Total Production Value (excluding VAT)**	**1000 VND**	**529.150.000**	**534.368.411**	**100,99%**	**527.450.687**	**6.917.724**	**1,31%**
1	Revenue from Water Supply	1000 VND	427.000.000	448.152.294	104,95%	418.501.968	29.650.326	7,08%
	Nha Trang area	-	427.000.000	446.807.498	104,64%	417.189.014	29.618.484	7,10%
	Khanh Son area	-		1.344.796		1.312.954	31.842	2,43%
2	Construction Value	1000 VND	89.000.000	71.047.253	79,83%	94.709.363	(23.662.110)	-24,98%
	Construction Revenue	-	10.000.000	7.824.293	78,24%	15.524.761	(7.700.468)	-49,60%
	Construction Volume (Company Capital)	-	79.000.000	63.222.960	80,03%	79.184.602	(15.961.642)	-20,16%
3	Design Survey Value	1000 VND	3.800.000	4.492.378	118,22%	4.109.977	382.401	9,30%
4	Financial Revenue	1000 VND	4.500.000	4.645.687	103,24%	4.324.731	320.956	7,42 %
5	Other revenue	1000 VND	4.850.000	6.030.799	124,35%	5.804.648	226.151	3,90%
II	**Main products**							
1	Produced Water	m3	**61.204.480**	**60.787.500**	**99,32%**	**57.259.279**	**3.528.221**	**6,16%**
	Vo Canh Water Plant	-	41.750.000	40.794.340	97,71%	41.147.790	(353.450)	-0,86%
	Xuan Phong Water Plant	-	5.190.480	4.595.320	88,53%	5.188.050	(592.730)	-11,42%
	Suoi Dau Water Plant	-	9.530.000	10.028.000	105,23%	9.530.000	498.000	5,23%
	To Hap Water Plant	-	534.000	510.640	95,63%	534.639	(23.999)	-4,49%
	Son Thanh Water Plant	-	4.200.000	4.859.200	115,70%	858.800	4.000.400	465,81%

NO	Indicator	Unit	2025 Plan	2025 Actual	% Plan Achieved	2024 Actual	Change 2025 vs 2024	% Change
3	Water consumption	m3	**52.634.000**	**53.491.177**	**101,63%**	**50.849.855**	**2.641.322**	**5,19%**
4	Water loss rate	%		12,01		11	1	7,33%
5	Outstanding receivables	1000đ		222.894		229.794	(6.900)	-3,00%
6	Customer development in the month	household		4.705		3.351	1.354	40,41%
7	Meter due for calibration	Meter		28.600		28.466	134	0,47%
IV	**Electricity Consumption**	**kwh/m3**		**11.876.576**		**12.219.814**	**(343.238)**	**-2,81%**
V	**Chemicals**						-	
1	Vo Canh Water Plant						-	
1.1	PAC	kg		440.450		464.205	(23.755)	-5,12%
1.2	Soda	kg		113.865		289.000	(175.135)	-60,60%
1.3	Clorine	kg		2.854		87.495	(84.641)	-96,74%
1.4	Javel	kg		1.491.591		452.004	1.039.587	230,00%
2	Xuan Phong Water Plant						-	
2.1	PAC	kg		38.000		41.650	(3.650)	-8,76%
2.2	Soda	kg		5.745		12.251	(6.506)	-53,11%
2.3	Clorine	kg				319		
2.4	Javel	kg		189.582		142.281	47.301	33,24%
3	To Hap Water Plant	kg					-	
3.1	PAC	kg		7.404		7.438	(34)	-0,46%
3.2	Clorine	kg		476,4		404,8	72	17,69%

NO	Indicator	Unit	2025 Plan	2025 Actual	% Plan Achieved	2024 Actual	Change 2025 vs 2024	% Change
VI	**Labor**						-	
1	Total workforce of the Company	Person		328		331		
VII	**Taxes payable to the state budget**	**1000đ**	**23.340.000**	**28.191.281**	**120,75%**	**20.994.827**	**7.188.562**	**34,24%**
1	Corporate income tax	1000đ	10.990.000	11.043.856	100,49%	8.800.000	2.243.819	25,50%
2	Value-added tax (VAT) for drainage services + VAT	1000đ	10.500.000	15.312.395	145,76%	10.319.636	4.984.907	48,31%
3	Natural resource tax	1000đ	1.850.000	1.835.035	99,19%	1.875.191	(40.164)	-2,14%
VIII	**Other contributions**	**1000đ**		**139.865.464**		**130.327.240**	**9.538.224**	**7,32%**

1.2. Evaluation of Performance.

a. Production and Water Quality Management.

- The volume of water production and consumption in 2025 increased compared to the same period in 2024 (water production increased by 6,2%, water consumption increased by 5,2%).

- Strengthening water quality control at Vo Canh, Xuan Phong, and To Hap Water Treatment Plants and across the entire distribution network; ensuring that post-treatment water quality consistently met the standards of the Ministry of Health.

- During the flood that occurred on the night of November 19 and throughout November 20, 2025, all raw water pumping stations, clean water pumping stations, chemical storage facilities, and administrative buildings at Vo Canh and Xuan Phong Plants were completely submerged. On November 21, as soon as floodwaters partially receded, the Company urgently mobilized personnel and equipment to carry out cleaning operations, pump water out of flooded pump pits, dismantle and clean the entire pumping system and control panels, and replace variable frequency drive (VFD) control equipment and power supply systems. By 8:30 p.m. on November 21, the Company had gradually restored part of the water supply system, ensuring operations at 80% of total capacity.

b. Water revenue and customer care services.

- In 2025, total water sales revenue reached VND 448,152,294,000, achieving 104.95% of the annual plan and increasing by 7.08% compared to the same period in 2024.

* Reasons:

+ Water consumption volume in 2025 increased by 5.2%.

+ In 2025, the proportion of water supplied for commercial and service purposes accounted for 27.02% (an increase of 2.21% compared to 2024).

- Accumulated outstanding receivables as of the end of December 2025: VND 222,894,000.

- Clean water revenue and outstanding receivables for the period 2021–2025.

(Unit: thousand VND)

Items	2021	2022	2023	2024	2025
Planned revenue	334.000.000	273.000.000	312.000.000	366.000.000	427.000.000
Actual Revenue Value	275.542.659	305.552.517	361.958.668	418.501.968	448.152.294
Achieved Rate	82,49%	111,92%	116,01%	114,34%	104,95%
Accumulated Receivables as of December Each Year	1.049.101	268.246	289.487	229.794	222.894

- Promoted online payment for water bills and registration for automatic debit services with 08 banks and 05 e-wallets. In December 2025, the total number of water bills paid online and through collection channels (banks and e-wallets) reached 66.537 invoices, accounting for 42,32% of the total number of invoices, with a corresponding amount of VND 30.385.504.226, representing 65,83% of the total invoiced amount for the month. Compared to December 2024, both the number of invoices and the total amount paid online and via collection channels increased by 6.449 invoices and VND 3,5 billion, respectively.

c. Investment and Construction.

- The total construction and installation value in 2025 reached VND 71,047 billion, achieving 79,83% of the annual plan. Of which:

+ Projects invested by the Company: VND 63,223 billion;

+ Projects contracted and executed by the Company: VND 7,824 billion.

- Investment activities: The production and business operations of Suoi Dau Water Supply and Drainage Investment Construction Joint Stock Company (an affiliated company) generated profit. In 2025, the Company received dividends amounting to VND 1.800.000.000.

2. Organization and Personnel.

2.1. Executive Board List.

No.	Name	Date of birth	Professional Qualification	Position	Appointment date	Directly Owned Shares		Representative Ownership Shares	
						Quantity	Percentage of charter capital	Quantity	Percentage of charter capital
1	Mr. Nguyen Van Dam	12/8/1967	Water Supply and Drainage Engineer	General Director	24/4/2024	22.357	0,078%	5.834.400 (Representative of the capital contribution from the People's Committee of Khanh Hoa Province)	20,40%
2	Mr. Vu Van Binh	04/5/1967	Master of Infrastructure Engineering	Deputy General Director	16/7/2024	25.547	0,089%	4.375.800 (Representative of the capital contribution from the People's Committee of Khánh Hòa Province)	15,30%

No.	Name	Date of birth	Professional Qualification	Position	Appointment date	Directly Owned Shares		Representative Ownership Shares	
						Quantity	Percentage of charter capital	Quantity	Percentage of charter capital
3	Ms. Vo Thi Khanh Hoa	12/6/1969	Food Technology Engineer	Deputy General Director	01/01/2022	15.647	0,055%		
4	Mr. Nguyen Van Quan	22/4/1972	Bachelor's Degree in Corporate Accounting	Deputy General Director	01/10/2025	12.127	0,042%	4.375.800 (Representative of the capital contribution from the People's Committee of Khánh Hòa Province)	15,30%
5	Ms. Hoang Thi Huong Giang	10/5/1974	Bachelor's Degree in Corporate Accounting	Chief Accoutant	01/10/2025	13.117	0,046%		

2.1. Changes in the Executive Board.

- Mr. Nguyen Hong Son – Deputy General Director, retired from December 1, 2025, in accordance with Decision No. 157/QĐ-CTN dated November 1, 2025.

- Mr. Nguyen Van Quan – Chief Accountant, was appointed as Deputy General Director effective from October 1, 2025, under Decision No. 133/QĐ-CTN dated September 25, 2025.

- Ms. Hoang Thi Huong Giang was appointed as Chief Accountant effective from October 1, 2025, under Decision No. 134/QĐ-CTN dated September 25, 2025.

2.2. Number of employees, staff, and labor policies.

- The total number of officials and employees as of December 31, 2025, is 328 people.

- The average number of officials and employees in 2025 is 331 people. Among them:

  - Management (Executive Board + Chief Accountant): 10 people;
  - Specialized staff: 103 people;
  - Operational and business staff: 212 people;
  - Support staff: 06 people.

- The number of new hires in 2025: 09 people. Among them:
  - Specialized staff: 05 people;
  - Operational and business staff: 02 people;
  - Support staff: 01 people.
- The number of departures in 2025: 12 people. Among them:
  - Professional technical staff: 03 people;
  - Operational and business staff: 09 people;
  - Support staff: 0 people.

The company always fully complies with labor policies and provides a comprehensive range of welfare benefits, including: salary, bonuses, social insurance, health insurance, unemployment insurance, accident insurance, meal allowances during shifts, uniforms, recreational trips and vacations, periodic health check-ups, assistance during illness and other welfare activities aimed at enhancing the material and mental well-being of employees.

3. Investment Situation and Project Implementation Status.

3.1. Major Investments.

- Invested in the construction of new water supply pipelines and the rehabilitation and replacement of existing pipelines with a total value of VND 55,1 billion; expanded the water supply coverage to remote and underserved areas with limited access to clean water, such as Khanh Vinh Commune.

- Installed new service water supply connections for 4.705 customers in accordance with Government Decree No. 117/2007/NĐ-CP dated July 11, 2007.

Invested VND 1,3 billion in equipment procurement, renovation, and repair of water treatment plants and pumping stations.

3.2. Associated companies.

Production and Business Results of Suoi Dau Investment and Construction Water Supply and Sewerage Joint Stock Company in 2024:

No	Items	Unit	2025 Plan	2025 Actual
I	**Value of Production and Business**	**Million VND**	**62.216**	**63.591,26**
1	Clean Water Supply		62.216	62.228,75
2	Construction			
3	Design Consultancy			1.254,18
4	Other Production and Business			108,33
II	**Value of Development Investment**	**Million VND**	**995**	**-**
III	**Total Revenue**	**Million**	**59.253**	**60.525,24**

No	Items	Unit	2025 Plan	2025 Actual
		VND		
1	Clean Water Supply		59.253	59.265,48
2	Construction			
3	Design Consultancy			1.161,28
4	Other Production and Business			98,48
IV	**Total State Budget Contribution**	**Million VND**	**441**	**620,93**
	Including: - VAT		441	620,93
V	**Pre-Tax Profit**	**Million VND**	**8.830**	**10.580,96**
VI	**Post-Tax Profit**	**Million VND**	**8.389**	**9.960,03**

4. Financial situation

4.1. Financial Performance Overview

Indicator	2025 (VND)	2024 (VND)	% changes
** Applicable for organization other than credit institutions and non-bank financial institutions:*			
Total assets	630.779.320.874	613.972.057.512	2,74%
Net revenue	456.322.690.491	436.046.153.569	4,65%
Profit from business activities	97.611.973.878	97.395.869.788	0,22%
Other profits	1.389.499.851	586.905.784	136,75%
Profit before tax	99.001.473.729	97.982.775.572	1,04%
Profit after tax	88.837.290.584	87.242.802.312	1,83%
Payout ratio *(Projected Dividend (2025) is 17,5% of charter capital)*	56,34%	55,73%	

4.2. Major financial indicators.

Indicator	2025	2024	Note
1. Solvency ratio			
+ Current Ratio: Short term Asset/Short term debt	1,96	1,83	

Indicator	2025	2024	Note
+ Quick ratio: (Short term Asset - Inventory) / Short term Debt	1,72	1,58	
+ Overall Solvency Ratio	3,06	2,83	
2. *Capital structure Ratio*			
+ Debt/Total assets ratio	32,69%	35%	
+ Debt/Owner's Equity ratio	48,57%	55%	
3. Operating Capacity Indicators			
+ Inventory turnover: Cost of goods sold/Average inventory	14,36	13,13	
+ Total asset turnover Net revenue/ Average Total Assets	0,73	0,75	
4. Profitability			
+ Profit after tax/ Net revenue Ratio	19,47%	20,01%	
+ Profit after tax/ total capital Ratio	20,92%	21,99%	
+ Profit after tax/ Total assets Ratio	14,08%	14,21%	
+ Profit from business activities/ Net revenue Ratio	21,39	22,34%	
5. Capital Preservation Ratio			
Ending Equity / Beginning Equity	1,07	1,13	

5. Shareholder Structure, Changes in Owner's Investment Capital

5.1. Shares.

- Total number of shares outstanding: 28.599.996 shares (par value of 10,000 VND/share).

- Type of shares outstanding: common shares.

5.2. Shareholder structure. (As of August 05, 2025).

- **By Ownership Proportion (Majority vs. Minority Shareholders).**

No	Shareholder Type	Quanity	Total Shares Held	% of Charter Capital
01	Major Shareholders (holding 5% or more of voting shares)	02	27.136.560	94,883%

No	Shareholder Type	Quanity	Total Shares Held	% of Charter Capital
02	Minor Shareholders (holding less than 5% of voting shares)	346	1.463.436	5,117%

- **By Type (Institutional vs. Individual Shareholders):**

No	Shareholder Type	Quanity	Total Shares Held	% of Charter Capital
01	Institutional	02	27.136.560	94,883%
02	Individual	346	1.463.436	5,117%

- **By Nationality (Domestic vs. Foreign Shareholders):**

No	Shareholder Type	Quanity	Total Shares Held	% of Charter Capital
01	Domestic shareholders	348	28.599.996	100%
02	Foreign shareholders	0	0	0

- **By Government Ownership.**

No	Shareholder Type	Quanity	Total Shares Held	% of Charter Capital
01	State Shareholders	01	14.586.000	51%
02	Other shareholders	347	14.013.996	49%

- **The maximum foreign ownership ratio in the company: 0%**

5.3. Changes in Owner's Equity Investment.

In 2022, the company conducted a share issuance to increase charter capital from the owner's equity..

- Source of Issuance: Development Investment Fund. The value of the Development Investment Fund was determined based on the audited 2021 financial statements of Khanh Hoa Water Supply and Sewerage Joint Stock Company.
- End date of the issuance: October 3, 2022.
- **Results of the Share issuance:**

Total number of distributed shares: 2.599.996 shares, including:

- Shares distributed to shareholders proportionally: 2.599.996 shares to 346 shareholders;

- Shares allocated for fractional shares handling: 0 shares.

Total number of shares after the issuance: 28.599.996 shares, including:

- Number of shares outstanding: 28.599.996 shares;
- Number of treasury shares: 0 shares.

After the share issuance, the company's charter capital increased from VND 260.000.000.000 to VND 285.999.960.000.

5.4. Treasury Stock Transactions: None

5.5. Other securities: None

6. Report on Environmental and Social Impact of the Company.

6.1. Environmental Impact:

The company's clean water production activities generate industrial wastewater and domestic wastewater. However, this wastewater is collected and treated to meet the standards specified in QCVN 40:2025/BTNMT (Column A), and is maximized for recirculation and reuse; therefore, its environmental impact is negligible.

The plants managed and operated by the company do not generate regular production emissions. Air emissions occur only occasionally from backup generators during power outages, with short operating durations and low emission volumes.

The company's clean water production does not emit direct greenhouse gases but does so indirectly through electricity consumption.

The result of the inventory of indirect greenhouse gas emissions from electricity consumption in 2025 was 8,576.08 tons of CO_2e, a decrease of 247.85 tons of CO_2e compared to 2024, due to reduced electricity consumption.

Based on this, the company plans to develop solutions to reduce energy and raw material consumption.

*** Measures to reduce electricity consumption, contributing to greenhouse gas emission reduction:**

- Upgrading the water supply network and effective pressure management to lower energy use.
- Replacing all lighting systems with energy-efficient LED bulbs.
- Installing inverters for machinery and equipment.

6.2. Material Resource Management

The materials used for water production by the company primarily consist of water treatment chemicals, with the following quantities in 2024:

PAC Alum: 485,854 tons

Soda: 119,610 tons

Chlorine: 3,330 tons

Javel: 1.681,173 tons

Chemicals usage is always carefully calculated to ensure chemical savings while maintaining water quality standards.

6.3. Energy consumption

The electricity consumption of the Vo Canh and Xuan Phong water plants in 2025 is 11.876.576 kWh.

In 2025, by implementing energy-saving measures, the company aims to maintain the electricity consumption rate at 0.2637 kWh/m^3 of water produced.

6.4. Water consumption.

The company uses an average of 2,000 m^3/day of water for cleaning sedimentation and filtration tanks. Wastewater from tank cleaning is processed in the sludge treatment system, with clarified water recycled back into the clean water production process.

6.5. Compliance with Environmental Protection Laws

The company consistently complies with all current environmental protection regulations.

6.6. Policies Related to Employees.

a. Workforce Quantity and Average Income.

The average number of employees working at the company in 2025 is 331.

The average income across the company in 2025 is approximately 19 million VND/month.

b. Labor Policies to Ensure Health, Safety, and Welfare

- The company leadership prioritizes investing in modern equipment and technology to improve working conditions for employees, enhancing work efficiency, minimizing manual and strenuous labor, and providing regular employment opportunities, ensuring no job shortages. Employee incomes are maintained at stable levels.
- The trade union committee collaborates with management to develop production and business plans, task assignments, income distribution, promotion and salary increases, rewards, disciplinary actions, staff planning, rest and health rehabilitation policies, uniform and protective equipment distribution as per state regulations, and protecting the legitimate rights and interests of employees as outlined in the collective labor agreement.

c. Employee Training Activities.

The company leadership focuses on training to enhance legal awareness, professional skills, expertise, and working skills of its staff. Over the past year, numerous training classes and workshops have been organized, and many

employees have been sent to participate in industry conferences and seminars. Specific activities include:

- Disseminating all Party resolutions and government policies and laws to employees.
- Regularly checking and educating employees to comply with: labor regulations, collective labor agreements, fire prevention and fighting regulations, etc.
- Periodic skill upgrading training for 54 employees.
- Organized training courses and workshops, including: a training course on enhancing customer communication capacity and customer experience care in the water supply sector (64 employees participated); and a course on improving skills in applying AI in business operations (79 employees participated);
- Conducting occupational safety and hygiene training for 299 managers, occupational safety officers, and employees engaged in tasks with strict safety and hygiene requirements.
- Training on chemical safety and chemical incident response drills for 51 employees.
- Organizing fire prevention and fighting drills for 12 employees at Vo Canh Water Plant.
- Sending 15 self-defense team members for political and military training at Nha Trang Military Headquarters.
- Sending more than 50 staff members to attend conferences, seminars, and international water industry exhibitions; a presentation on Itron's water operation management software; training on information security and cybersecurity in 2025; an advanced course on management capacity building and contractor selection organization; training on IBNET and digital transformation for water supply and drainage companies organized by the World Bank; a workshop on labor management, wages, remuneration, and bonuses in state-owned enterprises; briefings on new provisions of the Law on Social Insurance and Health Insurance; updates on new tax policies in 2025; a training course on consultancy for design, appraisal, and supervision in fire prevention and fighting; and a seminar on corporate governance.

6.7. Community Responsibility Reports.

In response to campaigns launched by authorities and sectors at all levels, over the past year the trade union and its members actively contributed to charitable and community activities, with a total amount of VND 531,6 million, specifically as follows:

Contributions were made to: the Khanh Hoa Fisheries Development Fund; the Gratitude Fund (for beneficiaries of meritorious services); the Red Cross; the Study Promotion Fund; the Fund for the Poor; and support for northern provinces affected by floods, with an amount of VND 316 million, among others.

In 2025, 100 employee participations were recorded in voluntary blood donation activities.

The company also organized visits and provided encouragement and gifts to elderly people and children at the Khanh Hoa Provincial Social Protection Center; the Social Protection Center in Khanh Son Commune; and the Khanh Hoa Nursing and Care Center for People with Meritorious Services.

In response to the Prime Minister's call to launch the emulation movement "Joining hands nationwide to eliminate temporary and dilapidated houses in 2025" and "For the Poor – Leaving No One Behind" for the 2021–2025 period, in May 2025 the Company coordinated with the Khanh Hoa Red Cross and the People's Committees of former Khanh Son and former Khanh Vinh districts to conduct surveys and agree on support for the construction of 10 houses for 10 households facing especially difficult housing conditions in Khanh Vinh, Trung Khanh Vinh, and Khanh Son Communes, with a total funding of VND 1,225 billion. The construction and handover of the houses were completed in June 2025.

III. Report and Evaluation from the General Director's Board.

1. Assessment of Business Operations.

1.1. Evaluation of Performance.

In 2025, the Executive Board implemented a range of effective management solutions, including: Enhancing measures to reduce water loss in the network and at water plants, Accelerating digital transformation, Cutting administrative costs, Conducting procurement of materials, equipment, and chemicals through extensive online bidding. As a result, business performance improved, with revenue and profit exceeding the planned targets (total revenue reached VND 468,774 billion, achieving 105,0% of the plan; profit after tax reached VND 88,837 billion, achieving 101% of the plan).

The supply and sale of clean water consistently ensured in terms of quantity, pressure, and quality, contributing to social welfare in the service area.

Ongoing investments in the management, renovation, and development of the water supply network and efforts to combat water loss have further improved the company's operational efficiency.

Additionally, the company fulfilled its tax obligations to the State and continued to enhance employee benefits and policies, significantly improving the living standards of its workforce.

1.2. Achievements of the Company.

- The company continued to refine the comprehensive "Management and Monitoring System for Operational and Business Activities," enabling:

+ Providing comprehensive information about the company's production and business activities: production, billing, high water consumption customers, water revenue, energy consumption, and chemical usage at the plants. Company leadership and managers can easily grasp the actual situation through visually understandable information displayed on dashboards without having to read multiple reports.

+ Facilitating data-driven insights to prevent revenue loss and water theft..

+ Key performance indicators displayed on dashboards allow leadership to monitor critical metrics efficiently without relying on multiple reports.

- Maintained and improved the ISO 9001:2015-certified Quality Management System.

- Sustained operations of a laboratory accredited to TCVN ISO/IEC 17025:2017 standards.

- Installed automatic monitoring equipment at water plants and throughout the network to monitor the quality of raw and treated water, flow rates, and pressure within the network. The equipment analyzes data continuously and updates information to the overall company monitoring system.

- Focused on protecting the environment and monitoring the quality of water source.

- Investing in leak detection equipment and machinery for pipeline repair work to promptly replace and repair broken pipes.

- Strengthened initiatives to combat water loss.

- Enhanced the SCADA system at the Vo Canh Water Plant, improving the company's ability to monitor and manage plant operations proactively..

2. Financial situation.

2.1. Asset situation.

Total assets in 2025 amounted to VND 630.779 million, an increase of VND 16.807 million, equivalent to a 2,74% rise compared to 2024. Of which:

Short-term assets in 2025 increased by 13,11% compared to 2024 (VND 198.768 million / VND 175.737 million), mainly due to increases in short-term financial investments and short-term receivables. Short-term financial investments in 2025 rose by 20,86% compared to 2024 (VND 120.717 million / VND 99.879 million).

Long-term assets decreased by 1,42%; of which fixed assets decreased by 3,59% (equivalent to a decrease of VND 14.614 million). Meanwhile, in 2025, construction in progress increased by 154,48% (equivalent to an increase of VND

2.985 million).

Inventory at the end of 2025 increased by 3,72% compared to 2024 (and the inventory turnover ratio increased to 14,36).

2.2. Debt Situation.

- Current debt situation and major fluctuations in liabilities: During the year, the Company signed 14 additional credit loan agreements with the Khanh Hoa Development Investment Fund at an interest rate of 7,9%/ year (excluding interest subsidies supported by the Provincial Budget) to finance various projects, with a total disbursement value of VND 28.442 million. At the same time, the Company repaid VND 33.532 million in loan principal. As a result, total outstanding loans as of the end of 2025 decreased by VND 5.090 million (equivalent to a 3,71% decrease compared to 2024). Total liabilities decreased by VND 10.937 million (equivalent to a 5,04% decrease compared to 2024).

As of December 31, 2025, the company has no overdue debts or overdue receivables.

- Current Ratio: 1,96 times.
- Quick Ratio: 1,72 times.
- Debt to Total Assets Ratio: 32,69%
- Debt to Equity Ratio: 48,57%
- Capital Preservation Ratio (Equity at year-end / Equity at year-start): 1,07 times.

3. Improvements in Organizational Structure, Policies, and Management.

- The company's leadership has prioritized improving customer service quality, identifying it as a core mission.
- Launching a customer care channel via Zalo to provide:

+ Customer service messages: Notifications about water bills, service interruptions, non-usage, and delinquent accounts...

+ Automated response bot:

- Answers to frequently asked questions
- Information on consumption history
- Information on debt history

+ Connecting customers directly to on-call staff via Zalo-integrated phone numbers.

- Assigned staff to integrate and connect data with the Khanh Hoa Provincial Administrative Service Center to facilitate online public administrative procedures.

- The company continues development and enhancement of applications based on GIS (Geographic Information System) data to support advanced management of network incidents; maintain a 24/7 Call Center to receive and resolve customer inquiries quickly and manage incidents in the network.

- Workforce restructuring efforts have streamlined operations, increasing labor productivity and improving employee incomes.

- The leadership team maintains a civilized and clean office environment, creating a friendly workplace that enhances awareness, work spirit, and customer service attitudes.

4. Plans for 2026. (The targets for 2026 will be presented at the Annual General Meeting of Shareholders scheduled for April 24, 2026.)

No.	Indicator	Unit	2025 Plan	2025 Actual	% of Achieved	2026 Plan	% of 2026 Plan – 2025 Achieved
I	**Total Production Value**	**VND 1,000**	**529.265.000**	**530.584.925**	**100,2%**	**544.510.000**	**102,6%**
1	Revenue from Water Supply	-	427.000.000	448.152.294	105,0%	462.000.000	103,1%
2	Revenue from design consultancy	-	3.800.000	4.492.378	118,2%	4.000.000	89,0%
3	Construction Value	-	89.000.000	71.047.253	79,8%	72.000.000	101,3%
3.1	Construction Revenue	-	*10.000.000*	*7.824.293*	78,2%	*5.000.000*	
3.2	Internal company projects	-	*79.000.000*	*63.222.960*	80,0%	*67.000.000*	
4	Financial Revenue	-	4.500.000	5.948.000	132,2%	5.500.000	
5	Other revenue	-	4.965.000	945.000	19,0%	1.010.000	
	Total revenue	-	**446.465.000**	**468.773.569**	**105,0%**	**473.510.000**	**102,4%**
II	**Main products**						
1	**Water production**	m^3	**61.204.480**	**60.787.500**	**99,3%**	**62.499.000**	**102,8%**
1.1	Vo Canh Water Plant	m^3	41.750.000	40.794.340	97,7%	42.000.000	103,0%
1.2	Xuan Phong Water Plant	m^3	5.190.480	4.595.320	88,5%	4.669.000	101,6%
1.3	Suoi Dau Water Plant	m^3	9.530.000	10.028.000	105,2%	10.326.000	103,0%
1.4	To Hap Water Plant	m^3	534.000	510.640	95,6%	531.000	104,0%
1.5	Son Thanh Water Plant	m^3	4.200.000	4.859.200	115,7%	4.973.000	102,3%
2	Water consumption	m^3	**52.634.000**	**53.491.177**	**101,6%**	**55.090.000**	**103,0%**
3	Water loss rate	%	**<15%**	**12,0%**		**<15%**	
III	**DIVIDEND RATIO**	%	**17,17**	**17,5**		18 (In case the charter capital has not been increased) 15,0 (In the case of	

No.	Indicator	Unit	2025 Plan	2025 Actual	% of Achieved	2026 Plan	% of 2026 Plan – 2025 Achieved
						issuing shares to increase charter capital by an additional 20%)	
IV	**Pre-tax profit**	**VND 1,000**	**99.000.000**	**99.001.474**	**100,0%**	**100.194.000**	**101,2%**
V	**Post-tax profit**	**VND 1,000**	**88.000.000**	**88.837.291**	**101,0%**	**89.194.000**	**100,4%**
VI	**Taxes payable to the state budget**	**VND 1,000**	**23.340.000**	**28.191.281**	**120,8%**	**25.670.000**	**91,1%**
1	Corporate income tax	-	10.990.000	11.043.856	100%	11.000.000	99,6%
2	Value-added tax	-	10.500.000	15.312.395	145,8%	12.770.000	83,4%
3	Resource tax	-	1.850.000	1.835.030	99,2%	1.900.000	103,5%

5. Explanation from the General Director's Board Regarding Audit Comments.

None

IV. Board of Directors' Assessment of the Company's Activities.

1. Board of Directors' Assessment of the Company's Operational Aspects.

- Based on the 2025 production and business plan approved by the General Meeting of Shareholders and the targets assigned by the People's Committee of Khanh Hoa province, the company exceeded most of its key performance indicators, as reflected in the presented data tables.

- Regarding management and operation, the company's production activities remain stable, ensuring safe and continuous water supply, with quality meeting the National Technical Standards under Circular No. 52/2024/TT-BYT.

- Expanding the water supply coverage to Dien Khanh Commune, Cam Lam Commune, Khanh Vinh Commune and the suburban areas of Nha Trang, Tay Nha Trang, Bac Nha Trang, Nam Nha Trang Wards.

- The company's financial management is stable and healthy financial management practices.

- Compliance with environmental protection regulations.

- The company has engaged in practical activities demonstrating its corporate social responsibility.

- The Executive Board and General Director regularly reported to the Board of Directors on matters requiring approval, which were decided under the supervision of the Supervisory Board. All members of the Board of Directors and Supervisory Board were promptly informed of the company's activities.

- Information disclosure was conducted in compliance with legal

regulations, ensuring transparency, objectivity, and accuracy in reflecting the company's operations.

2. Board of Directors' Assessment of the Executive Board's Activities

- The Executive Board fulfilled its assigned responsibilities and tasks delegated by the Board of Directors and the General Meeting of Shareholders in accordance with the company's charter and applicable laws.

- Ensured stable company operations with sound financial management, with no complaints or disputes from shareholders or partners..

- Protected the legitimate rights and interests of employees and shareholders.

3. Plans and Orientations of the Board of Directors.

To achieve the objectives set for 2026 and the 2024 – 2029 term, the Board of Directors will focus on the following strategies:

- Collaborate with the Executive Board to implement the resolutions of the 2024, 2025 Annual General Meeting of Shareholders, the 2024 – 2029 term, particularly ensuring water supply tasks and promoting business growth.

- Ensure safe and stable water supply; Meet the growing demand for clean water to contribute to social welfare; Fulfill obligations to the State budget and uphold rights for customers, shareholders, and employees;

- Enhancing management and corporate governance capabilities based on the application and compliance with current legal regulations: Streamline organizational structure and processes to increase productivity and efficiency; Research and adopt Industry 4.0 technologies in business and management for innovation and breakthroughs; Ensure transparency in reporting and operational activities.

V. Corporate Governance.

1. Board of Directors.

1.1. Members and Structure of the Board of Directors.

No.	Full Name	Position	Appointment Date	Directly owned shares		Representative ownership shares		Notes
				Quantity	% of Charter Capital	Quantity	% of Charter Capital	
1	Mr. Vu Van Binh	Chairman of the Board of Directors	24/4/2024	25.547	0,089%	4.375.800	15,30%	Representative of the People's Committee of Khanh Hoa province. Chairman of Suoi Dau Investment and Construction Water Supply and Sewerage JSC
2	Mr. Nguyen	Board Member	24/4/2024	22.357	0,078%	5.834.400	20,40%	Representative of the People's Committee of

No.	Full Name	Position	Appointment Date	Directly owned shares		Representative ownership shares		Notes
				Quantity	% of Charter Capital	Quantity	% of Charter Capital	
	Van Dam							Khanh Hoa province. Board member of the Board of Suoi Dau Investment and Construction Water Supply and Sewerage JSC
3	Mr. Nguyen Van Quan	Board Member	24/4/2024	12.127	0,042%	4.375.800	15,30%	Representative of the People's Committee of Khanh Hoa province. Member of the Supervisory Board of Suoi Dau Investment and Construction Water Supply and Sewerage JSC
4	Mr. Truong Khac Hoanh	Board Member	24/4/2024	0	0	12,550,560	43.88%	Representative of REE Clean Water Co., Ltd. Chairman of the Board of BOO Thu Duc Water JSC. Vice Chairman of the Board of Song Da Clean Water Investment JSC. Board Member at multiple companies: Khanh Hoa Water Supply and Sewerage JSC, Thu Duc Water Supply JSC, Sai Gon Clean Water Business JSC, and Tan Hiep Water Investment JSC.
5	Mr. Nguyen Anh Tuan	Board Member	24/4/2024	0	0			Board Member at multiple companies: Nha Be Water Supply JSC, Gia Dinh Water Supply JSC, Song Da Clean Water Investment JSC, and Suoi Dau Investment and Construction Water Supply and

No.	Full Name	Position	Appointment Date	Directly owned shares		Representative ownership shares		Notes
				Quantity	% of Charter Capital	Quantity	% of Charter Capital	
								Sewerage JSC.

1.2. Subcommittees of the Board of Directors: None.

1.3. Activities of the Board of Directors:

In 2025, the Board of Directors convened **8** meetings, utilizing a mix of direct meetings and written voting procedures. All voting procedures adhered to the regulations of the Law on Enterprises and related guiding documents. These also complied with the Charter on Organization and Operations of the Board of Directors. The Supervisory Board oversaw the process, ensuring that all voting documentation was shared with Supervisory Board members in the same format, content, and timeframe as provided to Board members.

In 2025, the Board of Directors issued 13 resolutions related to management and operational tasks within its authority, specifically as follows:

No.	Resolution/ Decision No.	Date	Content	Approval Rate
01	11/NQ-HĐQT	02/26/2025	Finalization of shareholder list for participation in the 2025 Annual General Meeting of Shareholders.	100%
02	17/NQ-HĐQT	03/4/2025	Approve the policy to: - Implement procedures for returning the land of the project to renovate the To Hap town water treatment plant (including the branch office building, working office, and material storage warehouse). - Implement procedures for acquiring land and expanding the premises of the Vo Canh water treatment plant to construct an additional backup water treatment unit to replace the degraded Unit A.	100%
03	18/NQ-HĐQT	03/4/2025	- Approval of production, business and basic construction investment results for the fourth quarter of 2024 and 2024;	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			- Approval of the production, business and basic construction investment plan for 2025; - Profit distribution for 2024; - Labor use plan for 2025; - Organization for the 2025 Annual General Meeting of Shareholders; - Other tasks related to investment, management, and operations falling under the authority of the General Director and the Executive Board.	
04	32/NQ-HĐQT	3/27/2025	Approval of the invitation and materials for the 2025 Annual General Meeting of Shareholders.	100%
05	40/NQ-HĐQT	5/30/2025	Approval of: - The production, business and basic construction investment results for the first quarter of 2025; - The production, business and capital construction investment plan for the second quarter of 2025 (according to the approved list); -Continue implementing the investment project to construct a backup facility to replace the deteriorated old Treatment Unit A at Vo Canh Water Plant, in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders. - Implement the upgrade of the accounting software to separately allocate costs for each water plant, to be completed in the fourth quarter of 2025.	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
06	43/NQ-HĐQT	6/07/2025	- Approval of the Executive Board's proposal as stated in Report No. 39/BC-HĐQT dated May 28, 2025, concerning the management and use of water treatment chemicals, including the proposed conversion from powdered PAC to liquid PAC, and the application of competitive contractor selection for liquid PAC and Javel.	100%
07	47/NQ-HĐQT	7/16/2025	Finalizing the list of shareholders for the 2024 cash dividend payment	100%
08	59/NQ-HĐQT	8/11/2025	Approved the following matters: - Business performance, production, and capital expenditure results for Q2/2025 and the first 6 months of 2025. - Business, production, and capital expenditure plans for Q3/2025 (in accordance with the approved list). - Continued implementation of the investment project for a backup treatment system to replace the degraded Unit A at Vo Canh Water Treatment Plant, as per the 2025 Annual General Meeting of Shareholders' Resolution. - Continued use of Javel (Sodium Hypochlorite) for water disinfection to ensure operational safety and the safety of residents near the plant; concurrently, reached a consensus on the plan to switch from powdered PAC to 17% liquid PAC. - Appointment of a Deputy General Director and a Chief Accountant. - Other investment, management, and operational activities within the authority of the General Director and the Board of Management.	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
09	60/NQ-HĐQT	8/11/2025	Approving the 2025 planned salary and remuneration fund for Khanh Hoa Water Supply and Sewerage Joint Stock Company	100%
10	63/NQ-HĐQT	9/10/2025	Approving the investment policy for the renovation of Vo Canh Water Treatment Plant, including the construction of a water treatment unit with a capacity of 40,000 m^3/day	100%
11	74/NQ-HĐQT	11/17/2025	Issuing the Bidding Regulations	100%
12	75/NQ-HĐQT	11/26/2025	Approved the following matters: - Business performance, production, and capital expenditure results for Q3/2025 and the first 9 months of 2025. - Business, production, and capital expenditure plans for Q4/2025 (in accordance with the approved list). - The 2026 Investment Portfolio. - The use of Javel (Sodium Hypochlorite) for water disinfection at treatment plants (Vo Canh, Xuan Phong). Piloting the use of liquid PAC at Xuan Phong plant; direct procurement shall be applied during the trial period. If proven safe and effective, implementation will proceed at Vo Canh plant. - Approval of the base salary at 5,500,000 VND/month, effective from January 1, 2026. - Salary scales, payroll tables, and compensation regulations for the Board of Management and employees: The Board of Directors (BOD) authorizes the General Director to approve these within their authority. - Consensus on the proposal to adjust and restructure the organizational model as per Report No. 69/BC-HĐQT dated October	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			29, 2025, by the Board of Management. - Consensus on the investment policy to renovate and replace the DN 900 cast iron pipeline on 23/10 Street (sections from Dua Bridge to Tran Huu Duyet intersection and from Cho Moi Bridge to Ma Vong) as per Report No. 73/BC-HĐQT dated November 1, 2025. The Board of Management shall complete investment procedures and documentation for approval in accordance with regulations. - Finalizing the project dossier for the construction of a backup treatment area to replace the degraded Unit A. - The Board of Management to finalize the 2026 Business and Production Plan within Q4/2025. - Other investment, management, and operational activities within the authority of the General Director and the Board of Management.	
13	77/NQ-HĐQT	12/31/2025	Issuing the salary scales and payroll tables for the Board of Management	100%

The Board of Directors ensured strict adherence to the company's Charter on Organization and Operations, the Regulations on Organization and Operations of the Board of Directors, and relevant legal provisions in management and governance. All matters under the authority of the Board were presented by the Chairman and the General Director to the Board of Directors for review and decision-making, with oversight from the Supervisory Board. Members of the Board of Directors and the Supervisory Board were promptly informed about the company's operational status.

The company consistently complied with legal requirements for information disclosure, ensuring transparency, objectivity, and accurate reflection of the company's activities.

The Board of Directors, in collaboration with the Executive Board, successfully organized the Annual General Meeting of Shareholders on April 18,

2025, in compliance with regulations, and issued a resolution with the main contents as follows:

No.	Resolution/Decision No.	Date	Content
01	02/NQ-ĐHĐCĐ	4/18/2025	Resolutions of the 2025 Annual General Meeting of Shareholder approved the following: 1.Report on production and business performance in 2024, the business and investment plan for 2025. 2. Report on Board of Directors' activities in 2024. 3. Report on Board of Supervisors's activities in 2024. 4. Proposal for the audited 2024 financial statements. 5. Proposal on profit distribution and dividend payment for 2024, and 2025 dividend plan. 6. Proposal on remuneration settlement for 2024, and remuneration payment plan for 2025 of Board of Directors, Board of Supervisors, and Secretary, Internal Governance. 7. Proposal on the selection of the financial auditing company for 2025. 8. Proposal on the signing and execution of contracts and transactions with related parties (Suoi Dau Water Supply and Drainage Construction Investment Joint Stock Company). 9. Proposal on the signing and execution of contracts and transactions with a total value within the authority of the General Meeting of Shareholders (Son Thanh Water Supply and Sewerage Construction Investment Joint Stock Company). 10. Proposal on amendments and supplements to the Charter of organization and operation and Internal Governance Regulations.

1.4. Activities of Independent Board Members.

The members of the Board of Directors perform their duties as assigned by the Board of Directors.

1.5. Activities of the subcommittees within the Board of Directors.

None

1.6. Training on corporate governance.

Training courses on corporate governance attended by members of the Board of Directors (BOD), members of the Supervisory Board (SB), the Chief Executive Officer (CEO), other managers, and the person in charge of corporate governance in accordance with corporate governance regulations:

On June 20, 2025, an accounting department officer of the Company attended the online conference titled "Compliance with Securities Laws and Common Errors in Preparing Financial Statements" organized by the State Securities Commission of Vietnam.

At the conference, participants were updated on regulations regarding information disclosure, corporate governance requirements, and common errors in the preparation and presentation of financial statements of public and listed companies.

On November 7, 2025, the person in charge of corporate governance attended the Corporate Governance Workshop and the 2025 Annual Business Conference organized by the Hanoi Stock Exchange.

At the same time, the representative also attended a conference in Da Nang to disseminate amendments and supplements to the Securities Law and its guiding regulations, organized by the State Securities Commission of Vietnam.

In addition, members of the BOD, the person in charge of corporate governance, and the Company Secretary regularly participated in seminars and online conferences on corporate governance and information disclosure obligations organized by FPT Securities Joint Stock Company. – Organized by Ho Chi Minh City branch.

2. Supervisory Board.

2.1. Members and structure of the Supervisory Board.

No	Full Name	Position in the Supervisory Board	Date of appointment as a member of the Supervisory Board	Directly owned shares		Representative ownership shares		Notes
				Quantity	Percentage of charter capital	Quantity	Percentage of charter capital	
1	Mr. Hoang Long	Head of the Supervisory Board	24/4/2024	6,380	0.022%			
2	Ms. Nguyen	Member of the	24/4/2024					

	Thi Thuy Ninh	Supervisory Board		6,160	0.022%			
3	Mr Quach Vinh Binh	Member of the Supervisory Board	24/4/2024	0	0			Internal Control Head & Risk Management Leader at REE Corporation; Head of the Supervisory Board at the following companies: Tra Vinh Power Development JSC, Suoi Dau Investment and Construction Water Supply and Sewerage JSC; Member of Supervisory Boards at the following companies: Khanh Hoa Water Supply and Sewerage JSC, Vinh Son-Song Hinh Hydropower JSC, and Pha Lai Thermal Power JSC.

2.2. Activities of the Supervisory Board:

- In 2025, the Supervisory Board monitored the implementation of production and business targets, construction projects, water supply and drainage projects, and reviewed the performance of the Executive Board in alignment with the resolutions of the General Meeting of Shareholders and the Board of Directors.

- Monitored the organization of the Annual General Meeting of Shareholders and the timely distribution of dividends to shareholders.

- Examined the reasonableness, legality, accuracy, and prudence of accounting practices through the semi-annual review report and the 2025 financial statements by ECOVIS AFA Vietnam Auditing – Appraisal and Consulting Co., Ltd.

- In 2025, the Supervisory Board held 2 meetings and was invited and participated in 7 meetings of the Board of Directors (both direct and written voting sessions). The Supervisory Board evaluated the financial and accounting activities, business results, governance, and the overall management of the company. oncluded that the Board of Directors had acted diligently, honestly, and prudently,

achieving the highest possible efficiency for the company.

- The Supervisory Board has successfully performed all duties in compliance with the Law and the company's Charter on Organization and Operations. It collaborated with the Board of Directors and the Executive Board to monitor and inspect company operations, particularly financial management, support compliance with state regulations on information disclosure.

3. Transactions, Remuneration, and Benefits of the Board of Directors, General Director, and Supervisory Board

3.1. Compensation, Salaries, Bonuses, and Benefits

*** Compensation:**

- The planned remuneration for members of the Board of Directors (BOD) and the Supervisory Board (SB) in 2025 was VND 672 million. The actual remuneration paid to members of the BOD and SB in 2025 was VND 672 million. The remuneration of each individual member of the BOD and SB is disclosed in the audited 2025 Financial Statements.

*** Salaries:**

- The salaries of the Company's executives (the General Director, three Deputy General Directors, the Chief Accountant, and other managerial positions) are implemented in accordance with the provisions of Decree No. 248/2025/ND-CP dated September 15, 2025.

- Detailed information on the salaries of the Company's executives is disclosed in the audited 2025 Financial Statements.

*** Bonuses:**

- Bonuses for management and executive staff are based on the profit after tax and after making appropriations to the funds as prescribed, the General Meeting of Shareholders shall decide on the specific bonus fund for managers and employees. Based on the bonus fund approved by the General Meeting of Shareholders, the Company will distribute it to the respective members..

*** Other Benefits:**

- In addition to the salary, compensation, and bonuses, company managers receive necessary equipment and tools to support their work in compliance with company regulations.

3.2. Insider trading:

None

3.3. Contracts or transactions with insiders:

No.	Name of organization/ individual	Relationship with the Company	Registration No.* date of issue, place of issue	Address	Time of transactions with the Company	No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if	Content, quantity, total value of transaction

						any, specifying date of issue)	
01	Suoi Dau Investment and Construction Water Supply and Sewerage JSC	Company holds **30% stake**; 3 representatives in the BOD, 1 in Supervisory Board	4201574467	58 Yersin, Tay Nha Trang Ward, Khanh Hoa	- Monthly in the year 2025. 7/25/2025 10/01/2025 6/30/2025 11/5/2025 12/23/2025	- Resolution No. 34/NQ-HĐQT dated September 13, 2022	- Clean water supply and consumption contract No. 51/2022. Unit price: VND 5.910/m³ (excl. VAT). The volume of water purchased and sold based on the consumption readings of the master meter. Total consumption in 2025: **10.028.000 m³**. Transaction value: **VND 62.228.754.000**. - Dividend received: **VND 1.800.000.000**. - Bonus received: **VND 173.000.000**.
02	People's Committee of Khanh Hoa Province	State shareholder with 51% stake	3382/QĐ-UBND	01 Tran Phu, Nha Trang Ward, Khanh Hoa	8/20/2025 9/25/2025 11/06/2025	- Resolution No. 02/NQ-ĐHĐCĐ dated April 18, 2025.	- Dividend payment for 2024: **VND 24.796.197.474** - Payment for asset handover: **VND** 4.056.357.408
03	REE Water Co., Ltd.	Major shareholder with **43.88% stake**	0312491547	364 Cong Hoa, Tan Binh Ward, Ho Chi Minh	8/12/2025 8/14/2025 8/28/2025 April, June, August, September, December	- Resolution No. 02/NQ-ĐHĐCĐ dated April 18, 2025.	- Dividend payment for 2024: **VND** 21.335.952.000. - Compensation and bonus for BOD and Supervisory Board:

				City	2025		**VND** 294.259.000.

3.4. Assessment of Compliance with Corporate Governance Regulations:

The company complies fully and correctly with the legal regulations on corporate governance

VI. Financial statements.

1. Audit opinion

Excerpts from Document No. 17/2026/BCKT-E.AFA dated February 06, 2026, issued by ECOVIS AFA Vietnam Auditing – Appraisal and Consulting Co., Ltd.

Audit Opinion:

"In our opinion, the accompanying financial statements present a true and fair view, in all material respects, of the financial position of the company as of December 31, 2025, as well as the results of its operations and cash flows for the fiscal year then ended, in accordance with Accounting Standards, Vietnamese Corporate Accounting Regulations, and relevant legal requirements for the preparation and presentation of financial statements."

2. 2025 Audited Financial Statements.

The audited financial statements for the year 2025of Khanh Hoa Water Supply Joint Stock Company have been disclosed in accordance with regulations and posted on the company's website at http://ctnkh.com.vn/qhcd.aspx as well as on the information disclosure system of the Hanoi Stock Exchange.

Above is the 2025 annual report on the activities of Khanh Hoa Water Supply Joint Stock Company submitted to our esteemed Shareholders, the State Securities Commission, and the Hanoi Stock Exchange.

Recipients:
- As above;
- Archive: VT, ...

LEGAL REPRESENTATIVE OF THE COMPANY
GENERAL DIRECTOR

CÔNG TY CỔ PHẦN CẤP THOÁT NƯỚC KHÁNH HÒA

NGUYEN VAN DAM