

No.: 02 /BC-HĐQT

Ca Mau, January 17th, 2025

REPORT

**The performance of the Board of Directors in 2024,
the plan and orientation for 2025**

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

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

Pursuant to the Charter of Ca Mau Water Supply Joint Stock Company in 2021.

Pursuant to Article 280 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 detailing the implementation of some articles of the Securities Law. The Board of Directors (BOD) of Ca Mau Water Supply Joint Stock Company (the Company) reports to the General Meeting of Shareholders (GMS) on the performance in 2024, the plan and orientation for 2025 as follows:.

I. PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024

1. About shareholders:

No	Shareholders	The number of shares owned	Percentage/ Charter capital	Note
I	Organization	11.108.000	95,88%	
1	State shareholder (People's Committee of Ca Mau Province)	11.105.700	71,49 %	
2	Thu Dau Mot Water Joint Stock Company	3.789.600	24,39%	
II	Individual	639.600	4,12%	
1	Small shareholders (owning less than 5% of shares)	639.600	4,12%	
	Total	15.534.900	100 %	

* **Note:** On May 9, 2024, the Company received the Report No. 123/BC-CPNTDM dated May 8, 2024 of Thu Dau Mot Water Supply Joint Stock Company on becoming a major shareholder. Accordingly, Thu Dau Mot Water

Supply Joint Stock Company has made a purchase transaction: 3.780.600 shares (24.36%) of CMW.

2. About the Board of Directors:

No	Full name	Position	Note
1	Mr. Ho Tan Luat	Chairman	
2	Mr. Pham Phuoc Tai	Member, General Director	Appointed General Director on April 15, 2024
3	Mr. Pham Tan Phong	Member, Deputy General Director	Appointed BOD member on June 25, 2024
4	Mr. Tran The Hung	Member	Appointed BOD member on June 25, 2024
5	Mr. Le Chanh Huy	Member	Appointed BOD member on June 25, 2024
6	Mr. Tran Hoang Khen	Member, General Director	- Dismissed from General Director on April 15, 2024. - Dismissed from the BOD on June 25, 2024.
7	Mr. Trinh Kien	Member	Dismissed from the BOD on June 25, 2024

3. Remuneration, operating expenses and other benefits for the Board of Directors and its members as prescribed in Clause 3, Article 163 of the Law on Enterprises and the Company Charter:

Remuneration and salary of the BOD members are implemented in accordance with Resolution No. 06/2024/NQ-ĐHĐCĐ dated June 25, 2024 of the General Meeting of Shareholders.

In details:

Unit: Million dong/person/month.

No	Positions	Remuneration	Implemented salary level in 2024		
			Actual salary as planned	Additional payment (due to increased profit)	Total salary
1	Chairman	0	36	3,6	39,6
2	Executive members:				
	- General Director;	0	35	3,5	38,5
	- Deputy General Director.	0	33	3,3	36,3
3	Non - executive members	3,6	0	0	0

4. Summary of the meetings, resolutions and decisions of the Board of Directors:

4.1. Meetings of the BOD:

The Board of Directors operates through quarterly meetings and holds extraordinary meetings as required. The meetings are attended by the Supervisory Board as observers and some relevant professional staff.

In 2024, the Board of Directors convened 07 meetings. These events were dedicated to approving decisions related to the evaluation of the Company's production and business performance; discussing and approving issues under the authority of the Board of Directors, personnel organization and other management tasks to promptly direct the Executive Board in the conduct of Company operations.

Below is the summary of attendance records at Board of Directors meetings in 2024:

No	Full name	Position	Number of meetings attended	Attendance rate	Note
1	Mr. Ho Tan Luat	Chairman	7/7	100%	
2	Mr. Pham Phuoc Tai	Member	7/7	100%	
3	Mr. Pham Tan Phong	Member	4/7	57,14%	Appointed BOD member on June 25, 2024

No	Full name	Position	Number of meetings attended	Attendance rate	Note
4	Mr. Tran The Hung	Member	4/7	57,14%	Appointed BOD member on June 25, 2024
5	Mr. Le Chanh Huy	Member	4/7	57,14%	Appointed BOD member on June 25, 2024
6	Mr. Tran Hoang Khen	Member	3/7	42,85%	Dismissed from the BOD on June 25, 2024
7	Mr. Trinh Kien	Member	2/7	28,57%	- One meeting missed due to business trip. - Dismissed from the BOD on June 25, 2024.

4.2. Resolution/ Decisions of the Board of Directors:

4.2.1. Resolutions:

No.	Date	Content	Approval rate
01	January 8, 2024	Nominating candidates for the positions of State capital representatives and elect members of the Board of Directors and General Director	100%
02	March 26, 2024	The extension of holding the 2024 General Meeting of Shareholders	100%
03	March 26, 2024	Approving the personnel planning list for the 2020 – 2025 and 2026 – 2031 term	100%
04	March 26, 2024	Approving the audited financial statements and contents related to financial work	100%
05	March 26, 2024	Approving urgent measures to serve production and business	100%
06	March 26, 2024	Approving some amended and supplemented regulations of the Company	100%
07	April 15, 2024	The dismissal and appointment of the CAWACO General Director	100%

No.	Date	Content	Approval rate
08	April 24, 2024	Nominating candidates for the Board of Directors for the 2020 – 2025 term	100%
09	April 25, 2024	Approving the documents of the 2024 General Meeting of Shareholders	100%
10	July 17, 2024	Approving the Plan of job responsibility allowance for managers of the Company	100%
11	October 19, 2024	Approving contents of the BOD's meeting on October 19, 2024	100%
12	October 19, 2024	Nominating candidates for managerial titles of CAWACO (2025 – 2030 term)	100%
13	December 21, 2024	Approving time of organization, agenda and documents for the 2025 Annual General Meeting of Shareholders	100%
14	December 21, 2024	Approving the Business and Production Plan, Labor Plan, and Salary Plan in 2025	100%
15	December 21, 2024	Approving the Plan of job responsibility allowance for managers of CAWACO	100%

4.2.2. Solutions:

No	Date	Content	Note
01	March 26, 2024	Promulgating the Democratic Regulation at workplace	
02	March 26, 2024	Promulgating the Internal Expenditure Management Regulation	
03	March 26, 2024	Promulgating the Information Disclosure Regulation	
04	April 15, 2024	The dismissal of Mr. Tran Hoang Khen from the position of General Director	
05	April 15, 2024	Appointment of Mr. Pham Phuoc Tai as General Director	

5. Transactions between the Company, its subsidiaries, companies in which the public company controls over 50% of the Charter capital with the BOD members and their affiliated persons; transactions between the Company and the companies in which BOD members are founders or managers within the lastest 3 years before the date of transaction:

In 2024, the Company did not record such transactions.

6. Activities of the Board of Directors' subcommittees:

The Company have not established sub-committee yet.

7. Supervision results of the Board of Directors for the Executive Board:

The Board of Directors' supervision over the operations of the Executive Board is carried out regularly, in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on the BOD's Operations. Thereby, the Board of Directors discussed and assessed:

- In 2024, the General Directors and the Executive Board conducted production and business activities in accordance with the Resolutions of the General Meeting of Shareholders, the Resolutions and Decisions of the Board of Directors; managed finances and optimized the operational efficiency; at the same time, demonstrated flexibility in overseeing business activities and issuing legal documents within its authority to ensure the Company's smooth and successful operation.

- The Executive Board also promptly reported and proposed to the Board of Directors for consideration when issues arose beyond its authority.

- Besides advantages, the Company also encountered many difficulties; however, the General Director and the Executive Board maintained the stable operations, ensured jobs for employees, and strictly complied with laws and Company's regulations.

II. PLAN AND ORIENTATION FOR OPERATION IN 2025

In order to promote advantages and overcome difficulties in 2024, the Board of Directors, the General Director and the Executive Board strive to manage the Company's operation, complete the goals and tasks assigned by the General Meeting of Shareholders in 2025.

In details:

1. Implement resolutions, policies and strategies for production and business development assigned by the General Meeting of Shareholders.

2. Timely issue resolutions and decisions in the management of production and business activities towards the goal of sustainable development.

3. Promote inspection, supervision, monitoring and management of implementing tasks assigned by the General Meeting of Shareholders and the Board of Directors.

4. Promote activities to strengthen shareholder relations and protect the interests of investors.

5. Continue to direct the improvement of the organizational structure, enhance management capacity, improve the quality of human resources to meet the work qualifications in accordance with job position and the sustainable development goals of the Company.

The above is the activities of the Board of Directors of Ca Mau Water Supply Joint Stock Company in 2024 and the plan and orientation for 2025; report to the General Meeting of Shareholders for approval./.

Recipients:

- The GMS (report);
- BOD, SB, EB;
- Archived: VT, TK.

**On the behalf of THE BOARD OF DIRECTORS
CHAIRMAN**



Ho Tan Luat