CA MAU WATER SUPPLY JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence – Freedom – Happiness**
No: 33/BC-CNCM	*Ca Mau, May 8, 2026*

REPORT
THE BUSINESS AND PRODUCTION RESULTS IN 2025 ORIENTATIONS AND MISSIONS FOR 2026

Part 1
BUSINESS AND PRODUCTION RESULTS IN 2025

1. Overview

Ca Mau Water Supply Joint Stock Company (the Company) is a state-owned enterprise with the State holding 71.49% of the charter capital. The Company operates in the sector of clean water production and supply. Currently, it operates with a production capacity of approximately 60,000 m^3/day and serves nearly 80,000 customers (including households, provincial agencies, and businesses). The pipeline system spans approximately 680 km, with pipe diameters ranging from D42 mm to D400 mm installed across various wards and communes in Ca Mau Province. The Company's primary objectives are to control water security and quality, ensure a safe water supply for the public, and contribute to the socio-economic development of Ca Mau Province.

In 2025, the Company's operations faced numerous adverse impacts from climate change, rising tides, prolonged extreme weather, and a decline in the quantity and quality of raw water. However, under the timely guidance of the Party Committee, the Board of Directors, and the Executive Board, along with the solidarity and efforts of the entire workforce, the Company proactively implemented synchronized solutions to overcome challenges and exceed nearly all targets set by the 2025 Annual General Meeting of Shareholders. Growth remained high according to registered targets, while labor productivity and employee income increased for stable living conditions. The workforce is united, committed, and secure in their roles, contributing to the achievements of 2025 and development goals in 2026.

2. Operation results:

2.1. Performance against key targets:

2.1.1. Technical targets:

- The consumption of water: 17,287,166 m^3, achieving 98.22% of the plan.
- Water loss rate: 13.81%, reduced by 1.19% compared to the plan.
- Customer development: 2,319 new customers, achieving 115.95% of the plan.
- Water meter replacement: 13,085 units, achieving 100.65% of the plan.
- Non-cash bill payment rate: 60%, achieving 100% of the plan.

2.1.2. Financial targets:

- Total revenue: 156,248 million VND, achieving 101.72% of the plan.
- Profit before tax: 23,724 million VND, achieving 107.84% of the plan.
- Profit after tax: 18,790 million VND, achieving 106.76% of the plan.
- State budget payable: 38,969 million VND, achieving 129.90% of the plan.
- Dividend payout: 8.76%, achieving 106.70% of the plan.

2.1.3. Profit distribution:

Profit after tax is distributed according to the following structure:

- Investment and Development Fund: 1.5%, equivalent to 282 million VND.
- Bonus Fund for Managers: 3%, equivalent to 564 million VND.
- Financial Reserve Fund: 3%, equivalent to 564 million VND.
- Bonus and Welfare Fund: 20%, equivalent to 3,758 million VND.
- Dividend payout: 72.5%, equivalent to 13,622 million VND.

** Detailed figures of the 2025 business results are presented in the attached **Appendix 1**.*

2.2. Implementation results of labor policy and utilization:

2.2.1. Labor utilization:

- Total workforce: **254** persons. Of which:
  - + Chairman of the Board of Directors (full-time) : 01 person.
  - + Head of the Supervisory Board (full-time) : 01 person.
  - + Employees (including the Executive Board) : 252 persons.

- The Company arranges and utilizes workforce based on job positions, ensuring the maximum capacity of each, clear and non-overlapping task assignments. The organizational structure is regularly reviewed and adjusted to enhance productivity and operational efficiency.

2.2.2. Salaries and state-regulated benefits for employees:

- Salaries are paid based on job positions and performance evaluation, ensuring fairness and transparency:

- Planned salary level in 2025: 12.5 million VND/person/month; actual average salary: 13.25 million VND/person/month.

- The Company implements social insurance, health insurance, unemployment insurance, and other welfare benefits in accordance with regulations.

- Salaries and bonuses are paid on time, strictly following the collective labor agreement and internal regulations.

2.2.3. Social welfare:

The Company collaborates closely with the Trade Union and Youth Union to take care of the material and spiritual lives of employees. It fully implements social security policies, participates in community activities and charity, and supports poor households and welfare recipient families, demonstrating corporate social responsibility.

2.3. Internal management:

- Review, amend, and supplement internal governance regulations and policies to ensure alignment with legal requirements and actual operations.

- Successfully organized the 2025 Annual General Meeting of Shareholders (on June 6, 2025), passing several key resolutions regarding business operations and strategic directions of the Company.

- Enhance occupational safety and fire prevention, foster a disciplined, safe, and united working environment.

2.4. Business and production activities:

- Enhance the application of science and technology in production, digital transformation in accordance to Resolution No.57-NQ/TW of the Political Bureau; manage and invest in renovation, upgrading, expansion of pipeline systems; drill wells to supplement water source; install technological filtration systems at supply stations and plants; conduct flushing of pipelines, storage tanks, and filtration tanks; repair supply stations and offices of affiliated units to ensure stable water supply for the public.

- Strictly adhere to the operational procedures of the Company through rotating shifts, and maintain a safe and continuous water supply for customers.

- Monitor, manage, and conduct handovers before, during, and after operational shifts. Perform regular maintenance of equipment and technology for constant readiness for operations.

- Regularly inspect and monitor operations, exterior hygiene, protection zones, and water intake areas at plants and stations to ensure water security in accordance with current regulations while strictly handling any violations.

- Frequently monitor and update extraction licenses for wells at water plants and stations for timely renewals or new applications. Strengthen the management and control of online monitoring systems (flow rate, water levels, and quality) to ensure compliance with permit requirements.

2.5. Management of water quality, measuring equipment and water loss:

- The ISO/IEC 17025:2017 certified laboratory performs internal testing and contracts external agencies for external testing. Additionally, coordinates with the Ca Mau Center for Disease Control (CDC) to conduct periodic and ad-hoc external testing; ensures that clean water meets quality standards before reaching customers.

- Coordinate with Quality Assurance and Testing Center to conduct meter inspection according to samples, ensure compliance with regulations when installing for customers.

- Water loss prevention remains a core and ongoing task with various synchronized solutions applied, such as enhancing management, network zoning, leak detection, utilization of materials, and technologies to reduce the water loss rate in accordance with regulations of the Government.

2.6. Application of technology in digital transformation and customer service:

- Enhance digital transformation in accordance with Resolution No.57-NQ/TW of the Political Bureau, apply customer management software, install smart meters, utilize online recording of water meters, non-cash bill payment, online invoices, etc., to simplify the management and bring convenience for customers.

- Develop the customer service app and official website so that customers have easy access to information and services of the Company, such as: water quality, supply issues, bill payments, requests for repairs. and meter installation, etc. Currently, the Company is monitoring and handling customers' complaints via CaMau-G on time, even on holidays and weekdays.

- Strictly comply with administrative procedures in the water supply sector to give the best advantages to customers in installing, repairing, upgrading, and replacing water meters; the paperwork is processed within a stipulated timeline to ensure a safe, continuous water supply to customers.

2.7. Finance, assets, and information disclosure:

- Strictly implemented regulated practices of accounting, financial supervision, internal auditing, revenue and expenditure management, cost savings, salary payment, financial settlement and planning, and transparency in financial operations.

- Make good use of fixed assets, materials, tools, and equipment in production and business.

- Comply with regulations of tax, fee, insurance, dividend, and state budget payable.

- Disclose information periodically or ad hoc, ensuring timeliness and compliance with regulations.

2.8. Investment, procurement, and projects serving production and business:

- Investment and procurement: Regular procurement is carried out in balance with the Company's monthly revenue, following planned programs or addressing urgent needs to ensure safe and timely water supply for the public. The Executive Board has conducted bidding, direct procurement, and direct contracting for essential operational needs such as water treatment, raw materials, chemicals, construction, technology, well drilling and sealing, water meter replacement, consulting/ non-consulting services, etc. The Executive Board has operated in accordance with resolutions of the 2025 Annual General Meeting of Shareholders, resolutions of the Board of Directors, internal procurement procedure, or the Chairman's directives for urgent tasks. The objective is to maintain a monthly revenue balance, investment efficiency, full, timely, and appropriate supplies tailored to local conditions, a continuous and safe water supply, and sufficient reserves for business demands. Besides, the Company continues to advance operational capital to invest in and repair the Nam Can urban supply system, ensuring safe water services for residents.

- The Company focuses on water supply projects that align with urban development needs. Projects already executed include: social housing and resettlement areas, renovation, upgrading, and expansion of supply network, investment in new technologies to reduce water loss, drilling additional wells to supplement water source, water treatment, sealing unused wells, flushing filtration tanks, replacing filter media, repairing stations and offices of affiliated units, maintenance of wells, generators, and pump control panels to increase their capacity and water quality.

2.9. The inspection and supervision over business activities:

Regularly conduct inspections regarding compliance with internal regulations and legal requirements, monitor water quality and network pressure, replace expired water meters, coordinate with local authorities to handle fraud and water loss, and maintain efficient and lawful operations.

The Supervisory Board and the Executive Board collaborate to develop periodic, ad-hoc, monthly, and quarterly plans to inspect management practices at affiliated units. Meetings are then organized to evaluate operational results, promptly analyze any existing shortcomings or limitations, propose corrective solutions (if any), and direct the appropriate adjustments to ensure the fulfillment of assigned growth targets.

2.10. Other tasks:

The Company collaborates closely with the Party Committee, the Trade Union, and the Youth Union to implement political activities, launch emulation movements, and care for the material and spiritual well-being of the employees. Additionally, the Company organizes various social and charitable activities, spreading the spirit of humanitarian and community responsibility. The Company also coordinates with local authorities and competent agencies to maintain a stable and timely water supply to residential areas, resettlement zones, and new urban areas, aligning with provincial urban infrastructure and socio-economic development plans.

The Company provides the subsidy of water price for social policy families under the Resolution No. 28/NQ-HĐND dated December 6, 2023, of the Provincial People's Council, ensuring these subsidies reach the correct recipients fully and promptly.

In general, in 2025, the Ca Mau Water Supply Joint Stock Company has already implemented the production and business plan effectively, completed and exceeded all material targets, maintained stable growth, increased financial efficiency, stabilized employees' well-being, and enhanced the Company's reputation. However, several ongoing tasks will be transitioned to 2026, striving to pursue growth objectives and sustainable development.

Part 2

ORIENTATION AND MISSIONS FOR 2026

1. Objectives:

1.1. General objectives:

- Ensure a safe, uninterrupted, stable water supply, meet the ever-increasing demands of the public and the socio-economic development of Ca Mau Province.

- Foster digital transformation in management, operation, inspection, and customer care, aiming for a smart corporate model.

- Enhance administration and labor productivity, save operational expenses, optimize resources, and protect water resources and the environment.

- Improve reputation, status of the Company in the field of clean water supply, serving the interests of the community, and ensuring the health of users.

1.2. Specific objectives:

- Develop a qualified workforce in fields of automation, information technology, and water network management; gradually standardize the system of job positions, enhance job responsibility, efficiency, and labor productivity.

- Finalize the digital system of management with the aim of data synchronization throughout the Company to serve governance, production, and business activities; deploy management systems for human resources, customers, non-cash bill collection, water network, online monitoring, smart meters, leak detection, and apply new technology in water treatment.

- Strengthen technical management, control water loss through solutions such as network zoning, leak detection, repair, renovation of substandard pipelines, replacement of non-compliant water meters, and handling fraudulent water usage.

- Enhance customer service through the application of information technology (internal call center, customer care apps, Zalo OA, website, social media, etc.). Promptly receive and resolve customer feedback to ensure a safe, stable, and continuous water supply.

- Promote administrative reform in the water supply sector toward simplicity, transparency, and speed to facilitate citizens, organizations, and businesses.

- Continue to carry out investment and procurement items transitioned from 2025 upon arrival of competent authorities, including the handover of Nam Can urban water system, construction of Nam Can water plant and expanding its supply system, construction of surface water treatment plant at the fresh reservoir and the pipelines in Khanh An Commune, construction of Phan Ngoc Hien supply station, land acquisitions or purchase to build stations at wards and communes, procuring equipment, hiring consulting/ non-consulting services.

- Execute synchronously and effectively the 2026 production and business targets in line with the Company's strategic direction as well as the socio-economic growth orientation of the province.

2. Production and business targets in 2026:

2.1. Technical targets:

- The consumption of water: 17,800,000 m^3,
- Water loss rate: 14.5%
- Customer development: 2,500 customers.
- Replacement and renovation of water meters: 14,500 units.
- Non-cash bill collection: 70%.

2.2. Financial targets:

- Total revenue: 158,700 million VND.
- Expenditure: 132,775 million VND.
- Profit before tax: 25,925 million VND.
- Profit after tax: 20,740 million VND.
- State budget payable: 35,000 million VND.
- Dividend payout: 9.68%.

2.3. Profit distribution:

- Development and Investment Fund: 1%, equivalent to 207 million VND.
- Bonus Fund of managers: 2.5%, equivalent to 519 million VND.
- Other provisions: 1%, equivalent to 207 million VND.
- Bonus and Welfare Fund: 23%, equivalent to 4,770 million VND, in which the Bonus Fund accounts for 2,862 million VND and the Welfare Fund accounts for 1,908 million VND.
- Dividend: 72.5%, equivalent to 15,037 million VND.

** Detailed figures of business targets in 2026 are presented in* ***Appendix 1*** *as attached.*

3. Targets for labor utilization and salary budget in 2026:

3.1. Labor plan in 2026:

- The Company continues to enhance organizational structure and assign personnel properly to leverage individual strengths and optimize labor productivity and operational efficiency.

- Total workforce: **262** persons. In which:

+ Chairman of the Board of Directors (full-time) : 01 person.

+ Head of the Supervisory Board (full-time) : 01 person.

+ Employees (including the Executive Board) : 260 persons.

In which:

. The Executive Board : 05 persons.

. Employees : 255 persons.

3.2. Salary plan in 2026:

- Based on the business results in 2025, the completion of targets and increased labor productivity, the Company determines the planned salary budget in 2026 as follows:

- Total salary budget: **46,811.4** million VND.

In which:

+ Salary budget of the Chairman of the BOD: 843.6 million VND.

+ Salary budget for the Head of the SB: 436.8 million VND.

+ Salary budget for employees (including the Executive Board): 45,531 million VND.

In which:

. The Executive Board : 2,844 million VND.

. Employees : 42,687 million VND.

- Total remuneration budget: **528** million VND.

4. Solutions to execute planned targets:

4.1. Internal governance:

- Review, update, and finalize internal regulations and rules in compliance with law and the actual situation.

- Enhance management efficiency, personnel qualifications, and working environment, and implement all policies and regulations as prescribed.

- Improve the working environment and material and spiritual well-being of employees.

- Effectively execute grassroots democracy regulations and collective labor agreements, strengthen supervision of occupational safety, fire prevention, and labor discipline.

4.2. Development and investment:

- Foster the technological application and digital transformation in accordance with Resolution No.57/NQ-TW in the administrative, business, and water supply.

- Continue to carry out investment and procurement items transitioned from 2025, including the construction of Nam Can water plant and expanding its supply system (estimated value of 80.7 billion VND), the surface water treatment plant at the fresh reservoir and the pipelines in Khanh An Commune (estimated value of 192 billion VND with a split of 50% by the Company and 50% by Duc Hung Company), Phan Ngoc Hien supply station; land acquisitions or purchase to build stations in Tan Thanh, Hoa Thanh, An Xuyen and Ly Van Lam wards, investment in a bottled water plant; procurement of specialized vehicles and equipment; deployment of consulting/ non-consulting services as planned.

- Invest in expanding the supply network, purchase and request land allocations for the construction of new water stations, drill wells, upgrade pipelines, and renovate substandard infrastructure. Collaborate with local authorities to renovate and develop supply infrastructure to serve the public in a timely manner. Simultaneously, procure materials, equipment, technology, and chemicals for business activities to maintain the stable, safe, and efficient operation of the water supply system.

- Invest in and install modern equipment and technology: water treatment systems, monitoring systems for water level, flow, quality, network pressure, SCADA, variable frequency drives, smart meters, leak detection devices, solar energy, etc.

- Execute consulting/ non-consulting services for land procedures, extraction permits, project formulation, surveys, design, price appraisal, specialized software, insurance, and more.

- Renovate and repair offices, plants, stations; maintain electrical and mechanical equipment, generators, pumps, and control cabinets according to regulations.

- Hand over the water supply system from the Provincial People's Committee (if any), ensure safe and efficient operation.

- Continue to advance the business capital of the Company and reimburse from the annual profits of the Nam Can urban supply system to invest in renovation and expansion of water pipelines; develop new customers, replace, upgrade, and relocate expired water meters; upgrade technological systems, water treatment, and drill wells to increase supply capacity, etc., to maintain safe water service for the locals.

During implementation, the Executive Board is authorized to balance the Company's monthly revenue and comply with the issued Process of material procurement to conduct bidding, direct procurement, or direct contracting to serve business operations. This includes investment in water resources, regular procurement of materials, chemicals, equipment, treatment technology, consulting/non-consulting services, water meter replacement/relocation, pipeline renovation/expansion, the construction and maintenance of wells, technological systems, and generators, etc., all in accordance with the Company's financial and business situations. In case of urgent cases where a safe water supply for the public or local requirements demands immediate action, the Executive Board shall seek direction from the Board of Directors or the Chairman of the Board for timely execution.

4.3. The organization of operations and the management of production and business:

- Continue the inspection and supervision of water quality at plants, stations, and across the pipeline systems following the current technical standards, and enhance internal and external testing to control the quality of water supplied to customers as regulated.

- Expand the coverage of online monitoring via cameras, quality sensors, signal transmission equipment, and SCADA systems; install additional pressure sensors to supervise flow pressure and promptly detect and address incidents. At the same time, strictly enforce regulations on protecting the water intake zone and maintaining the stability and security of the water supply.

- Continue implementing network zoning and installation of master meters to monitor and control water loss rate and provide specific response plans; proactively conduct leak detection, timely repairs, and pressure adjustment to minimize loss, reduce cost, and prevent the waste of water resources.

- Synchronize types of materials and equipment across the entire supply system; replace water meters that fail to meet technical requirements or expire, and utilize plastic seals with QR codes to update customer information instead of traditional sealing methods.

- Strengthen communication to raise customer awareness regarding proper usage of water, water savings, and

4.4. Customer services:

- Continue to refine a professional customer care team to handle customer feedback promptly. Expand customer service channels (mobile apps, the Company's website, etc.), allowing customers easy access to information on water quality, supply incidents, bill payment, requests for repairs, meter installation, etc.

- Periodically survey customer demand and establish network expansion plans to meet water usage needs.

- Integrate AI into the reading of mechanical meters for faster and more accurate data recording, minimizing unnecessary errors. Maintain the installation, replacement, and relocation of water meters as regulated and ensure convenient, efficient, and precise meter readings.

- Implement mandatory cashless bill payment for urban areas; simultaneously, encourage customers in remaining areas to use this method via banking, e-wallets, and mobile apps for the best convenience and towards ending door-to-door collection.

4.5. Solutions to increase revenue and profit:

- Focus on effectively tapping into the existing customer base while aggressively developing new customers in social housing projects, residential areas, urban zones, industrial clusters, and public facilities. Strengthen communication efforts to encourage customers to switch from self-extracted water sources to centralized clean water, thereby increasing connection rates, consumption volume, and stable revenue.

- Implement resolute solutions to reduce non-revenue water and control expenses; focus on network zoning, leak detection and repair, renovation and replacement of degraded pipelines; optimize operations to save electricity, water treatment chemicals, and costs of regular repairs, contributing to enhanced business efficiency.

- Strengthen the management of meter reading, bill collection, invoices, and accounts receivable. Closely control meter readings, determine accurate usage purposes, maintain proper, full, timely bill collection, reduce bad debt, increase capital utilization, and cash flow of the Company.

- Refine corporate governance towards transparency and efficiency, and enhance the quality of forecasting, planning, and operations. Link the responsibilities of unit heads to the achievement of revenue and profit targets. Utilize existing resources to strive for meeting and exceeding the 2026 production and business plan.

- Develop and exploit auxiliary services in the water supply sector, such as installation, relocation, replacement, and verification of water meters, repair, and technical consultancy services. Standardize procedures and service prices, diversify income sources beyond water sales, contributing to increased revenue and profit for the Company.

4.6. Finance, assets, and accounts payable:

- Continuously update and adhere to accounting standards and functions of financial management and internal control. Supervise revenue, expenditures, and liabilities; develop plans for finance and salary; implement cost-saving solutions, accelerate account settlements, and ensure the transparent disclosure of business results in accordance with regulations.

- Effectively manage and utilize capital, assets, materials, and tools; make use of internal capital and flexibly utilize loan sources.

- Strictly comply with tax law, conduct full and timely declaration and payment of taxes, fees, insurances, dividends, and other obligations to the state budget.

- Concentrate investment capital on essential projects that support production and business. Focus on investment in modern technology, research management measures; apply science and technology, and increase labor productivity.

- Continue to review and handle inventories, goods, materials, and scrap that are no longer suitable for use through disposal, liquidation, or write-offs as regulated.

4.7. Information disclosure:

- Conduct periodic or extraordinary information disclosure in accordance with the law and the Company's Charter.

- Ensure publicity and transparency, meet the requirements of bilingual (Vietnamese - English) documentation and disclosure for public companies.

4.8. Supervision and inspection of the implementation of production and business:

- The Supervisory Board often conducts supervision and inspection over the compliance with law and internal regulations of the Company at affiliated units; promptly detects and rectifies existing shortcomings and limitations for stable and enhanced operations.

- Maintain periodic and ad-hoc water quality testing at plants, stations, distribution networks, and water sources. As a result, safety parameters such as pH level, turbidity, microbial content, heavy metals, etc. shall comply with national standards, providing customers with a safe, stable, and continuous water supply.

- Regularly monitor water pressure at plants, stations, and bottleneck points across the network for timely operational adjustments to maintain a stable and continuous water supply that meets customer demand.

- Verify water usage purposes and customer categories for regulatory adjustments. This helps reduce revenue loss while ensuring fairness, transparency, and a balance of interests between customers and the Company.

- Organize timely inspection and replacement of water meters that are expired or technically non-compliant. The primary goal is to standardize the meter system, installation heights, and positions to facilitate fast, convenient, and accurate meter reading.

- Regularly inspect and maintain pipeline network, wells, treatment stations, variable frequency drives, submersible pumps, and backup generators. Promptly detect and resolve incidents so that the system can operate stably, safely, and efficiently.

- Closely coordinate with local authorities and competent agencies to inspect, monitor, detect, and handle cases of fraudulent or non-compliant water usage for the legitimate rights of both the Company and consumers.

- On a monthly and quarterly basis, the Executive Board organizes meetings to evaluate business results, analyze the causes of any difficulties or limitations, thereby proposing corrective measures and providing timely direction to fulfill all assigned tasks.

4.9. Other tasks:

- Coordinate with the Party Committee to build and develop the organization, ensuring the alignment between political orientation and the Company's operations. Foster a united, democratic, and transparent working environment, while maintaining performance evaluation and resolving arising issues.

- Collaborate with the Trade Union and Youth Union to spread legal policies, internal rules, and regulations of the Company. Launch emulation movements that encourage employees to propose technical innovations and cost-saving initiatives. care for the well-being of employees, organize charitable activities, etc.

- Continue to actively participate in social, charitable, and humanitarian activities; demonstrate the corporate social responsibility, spreading humanitarian values and positive corporate status to the public.

- Provide the subsidy of water price for social policy families under the Resolution No. 28/NQ-HĐND dated December 6, 2023, of the Provincial People's Council, ensuring these subsidies reach the correct recipients fully and promptly.

5. Funding source:

- Production and business capital of the Company (revenue from water supply, pipeline installation, water disconnection/reconnection services).

- Funds retained from collections made on behalf of the state budget as per current regulations.

- Deprecation funds.

- Other lawful sources.

- Mobilized sources: Short-term, medium-term, or long-term loans from credit institutions and banks aligned with the business plans of the Company (subject to review and consideration of the Board of Directors).

Chapter 3
IMPLEMENTATION

Upon approval of the General Meeting of Shareholders, the Executive Board shall proceed with the implementation of this Plan in accordance with its assigned functions and duties, ensuring the principles of publicity, transparency, and efficiency throughout the Company. Affiliated units are responsible for strict implementation and must proactively develop detailed plans to materialize targets and missions tailored to their practical conditions. Any issues or difficulties arising beyond authority, the Executive Board shall report to the Board of Directors for consideration and directions.

In case of projects of investment, construction, procurement, consulting/non-consulting services, water treatment, well drillings, etc. that exceed prescribed limits or fall beyond the 2026 production and business plan but are deemed urgent to serve customer, the General Meeting of Shareholders authorize the Board of Directors and the Chairman of the Board to direct the Executive Board with the aim to safe and continuous water supply. For other cases, the Executive Board is permitted to balance monthly revenue and proceed immediately with direct contracting for the timely execution of operations and fulfilment of the assigned plans.

Above is the report on production and business results in 2025, orientations and missions for 2026 of Ca Mau Water Supply Joint Stock Company. Respectfully submit to the General Meeting of Shareholders for consideration, review, and approval.

Recipients:
- The GMS;
- BOD, SB, and EB;
- Departments and affiliated units;
- Archived: VT, KHKD.

GENERAL DIRECTOR

M.S.D.N: 2000101918-C.T.C.P
CÔNG TY CỔ PHẦN CẤP NƯỚC CÀ MAU
P. TÂN THÀNH - T. CÀ MAU

Pham Phuoc Tai

CÔNG TY CỔ PHẦN CẤP NƯỚC CÀ MAU

Appendix 1

SUMMARY SHEET
PRODUCTION AND BUSINESS RESULTS IN 2025
ORIENTATIONS AND MISSIONS IN 2026

(Attached to Report No. 33/BC-CNCM dated May 8, 2026 of Ca Mau Water Supply Joint Stock Company)

I. PERFORMANCE RESULTS AGAINST KEY TARGETS IN 2025

1. Technical targets:

No	Target	Unit	Plan in 2025	Results in 2025	Planned-to-done rate	Note
1	The consumption of water	m^3	17,600,000	17,287,166	98.22%	
2	Water loss rate	%	15.00	13.81	Reduced by 1.19%	
3	Customer development	Customer	2,000	2,319	115.95%	
4	Water meter replacement	Unit	13,000	13,085	100.65%	
5	Non-cash bill payment	%	60%	60%	100%	

2. Financial targets:

No	Target	Unit	Plan in 2025	Results in 2025	Planned-to-done rate	Note
1	Total revenue	Million VND	153,600	156,248	101.72%	
2	Total expense	Million VND	131,600	132,524	100.70%	
3	Profit before tax	Million VND	22,000	23,724	107.84%	
4	Profit after tax	Million VND	17,600	18,790	106.76%	

No	Target	Unit	Plan in 2025	Results in 2025	Planned-to-done rate	Note
5	State budget payable	Million VND	30,000	38,969	129.90%	
6	Divident payout	%	8.21%	8.76%	106.70%	

3. Profit distribution:

No	Distribution	Plan in 2025		Implementation in 2025	
		Ratio	Amount *(Million VND)*	Ratio	Amount *(Million VND)*
1	Investment and Development Fund	1.5%	264	1.5%	282
2	Bonus Fund for Managers	3%	528	3%	564
3	Financial Reserve Fund	3%	528	3%	564
4	Bonus and Welfare Fund	20%	3,520	20%	3,758
5	Dividends	72.5%	12,760	72.5%	13,622
	Total	**100%**	**17,600**	**100%**	**18,790**

II. PRODUCTION AND BUSINESS TARGETS IN 2026

1. Technical targets:

No	Target	Unit	Plan in 2025	Results in 2025	Plan in 2026
1	The consumption of water	m^3	17,600,000	17,287,166	17,800,000
2	Water loss rate	%	15.00	13.81	14.50
3	Customer development	Customer	2,000	2,319	2,500
4	Water meter replacement	Unit	13,000	13,085	14,500
5	Non-cash bill payment	%	60%	60%	70%

2. Financial targets:

No	Target	Unit	2025 plan	2025 resutls	2026 plan	2026 plan/ 2025 result
1	Total revenue	Million VND	153,600	156,248	158,700	101.57%
2	Total expense	Million VND	131,600	132,524	132,775	100.19%
3	Profit before tax	Million VND	22,000	23,724	25,925	109.28%
4	Profit after tax	Million VND	17,600	18,790	20,740	110.38%
5	State budget payable	Million VND	30,000	38,969	35,000	89.81%
6	Divident payout	%	8.21	8.76	9.68	110.50%

3. Profit distribution:

Unit: Million VND.

No	Distribution	2025			2026 Plan	
		Ratio	Plan	Result	Ratio	Amount
1	Development and Investment Fund	1.5%	264	282	1%	207
2	Bonus Fund for Managers	3%	528	564	2.5%	519
3	Other provisions	3%	528	564	1%	207
4	Bonus and Welfare Fund	20%	3,520	3,758	23%	4,770
	- Bonus Fund (estimated 60%)	*10%*	*1,760*	*1,879*		*2,862*
	- Welfare Fund (estimated 40%)	*10%*	*1,760*	*1,879*		*1,908*
5	Dividend	72.5%	12,760	13,622	72.5%	15,037
	Total	**100%**	**17,600**	**18,790**	**100%**	**20,740**