

**2025 ANNUAL REPORT**

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the  
Minister of Finance)*

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**To:**

- State Securities Commission of Vietnam;
- Ha Noi Stock Exchange.

**I. General Information**

**1. General overview**

- Trading name: SOC TRANG WATER SUPPLY JOINT STOCK COMPANY
- Business Registration Certificate No.: 2200107297
- Charter capital: 158.631.330.000 VND
- Owner's investment capital: 158.631.330.000 VND
- Address: No. 16 Nguyen Chi Thanh, Ward 8, Can Tho City
- Phone number: (0299) 3820 943
- Fax number: (0299) 3820 286
- Website: [www.soctrangwaco.vn](http://www.soctrangwaco.vn)
- Stock code: STW
- Formation and development process:

Soc Trang Water Supply Joint Stock Company is a joint stock company established under Decision No. 1504/QĐ-UBND dated June 26, 2017 of the People's Committee of Soc Trang Province, approving the plan to convert Soc Trang Water Supply One Member Limited Liability Company into a joint stock company. On December 28, 2017, the Company held its first General Meeting of Shareholders and officially operated under the joint stock company model according to the Enterprise Registration Certificate No. 2200107297 issued by the Department of Planning and Investment of Soc Trang Province for the first time on December 23, 2009; 10th amendment registered on August 17, 2025, issued by the Business Registration Office - Department of Finance of Can Tho City.

**2. Business lines and areas:**

- Business lines: *(Business lines or main products and services accounting for over 10% of total revenue in the last 02 years).*

The main business line of the Company is the extraction, treatment, and supply of water (code 3600); production of bottled drinking water and investment in water supply projects to meet the demand for clean water for domestic use and production and business activities according to the price policy prescribed by the State.

- Operating areas: Centers of communes and wards in Can Tho City *(formerly part of Soc Trang Province)* and surrounding areas.

**3. Information on corporate governance model, business organization, and management apparatus**

### *3.1. Corporate governance model:*

The Company operates under the model prescribed in Point a, Clause 1, Article 137 of the 2020 Law on Enterprises, including: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.

### *3.2. Management structure:*

- General Meeting of Shareholders;
- Board of Directors: 05 members;
- Board of Supervisors: 03 members;
- General Director: 01 member.
- Management apparatus under the direction of the General Director:
  - + Deputy General Director: 03 members;
  - + Chief Accountant: 01 member;
  - + Functional departments: Accounting and Finance Department; Organization and Administration Department; Planning and Materials Department; Technical Department.
  - + Directly affiliated water supply enterprises: Nguyen Chi Thanh; An Nghiep; Phu Loi; My Xuyen; Thanh Tri; Vinh Chau; Long Phu; Tran De; My Tu; Ke Sach; Nga Nam; Dai Ngai.
  - + Directly affiliated branch: Sotraco Bottled Drinking Water Enterprise Branch.

### *3.3. Subsidiaries and associates*

- Name of company: Soc Trang Water Joint Stock Company
- Address: D4 Street, An Nghiep Industrial Zone, Ward 8, Can Tho City
- Main business line: Extraction, treatment, and supply of water.
- Business Registration Certificate No. 2200680885.
- Charter capital: 41,600,000,000 VND (Forty-one billion, six hundred million VND)
- Share ownership: 1,206,400 shares, accounting for 29% of charter capital.

## **4. Development orientation**

### *4.1. Main objectives*

- Ensure the safe, continuous, and stable supply of clean water to meet the domestic and production needs in the area.
  - Improve water quality to meet current technical standards; use water resources efficiently, and increase the rate of water recycling and reuse.
  - Protect the environment, reduce emissions, and adapt to climate change.
  - Reduce the rate of water loss and revenue loss;
  - Develop human resources, and improve management and professional capacity.
  - Improve production and business efficiency, increase commercial water output and revenue, strive to complete and exceed plan targets, and increase profits and dividends for shareholders.
- Ensure the rights of shareholders and employees; preserve and develop owner's equity.

### *4.2. Medium and long-term development strategy*

In the context of increasing demand for clean water and higher requirements for water resource protection, the Company aims to build a medium and long-term development strategy towards sustainable development; gradually convert water extraction sources from

groundwater to surface water, in line with the orientation of managing and protecting water resources and gradually reducing groundwater extraction.

Balance equity and commercial bank loans, continue to invest in new construction, upgrade and expand water treatment plants, and increase design capacity to meet the growing water demand of residents, urban areas, industrial zones, and newly developed areas. Simultaneously, step-by-step renovate and replace old, degraded pipelines, and expand the water supply network to areas that do not yet have access to clean water.

*4.3 Sustainable development goals (environmental, social, and community) and related short-term and medium-term programs of the Company*

- Implement reasonable management, extraction, and use of water resources, limit losses, and use water resources sustainably; strengthen control of environmental impacts during the production and supply of clean water.

- Strictly control water quality from source to distribution network according to current standards, contributing to protecting public health and improving the quality of life for residents.

- Actively participate in social security activities and support the community, especially in difficult areas; accompany local authorities in developing water supply infrastructure, contributing to improving living conditions for residents.

**5. Risks**

- Raw water sources may be reduced in reserves or contaminated due to climate change, saltwater intrusion, drought, or upstream production and domestic activities, which may affect the process of treating and supplying clean water.

- Prices of electricity, gasoline, chemicals, and materials for production may fluctuate upwards, increasing production costs and affecting the business efficiency of the Company.

- Changes in administrative management boundaries and socio-economic factors may affect water demand and revenue; changes in water pricing management mechanisms, legal policies related to the water supply sector, and requirements for water quality standards may impact the production and business activities of the Company.

- Geopolitical conflicts and tensions, the impact of the global economy, global inflation, and supply chain disruptions may affect the supply schedule of equipment and materials for investment, repair, and upgrading of the water supply system.

**II. Operating situation during the year**

**1. Production and business activities**

- Commercial water: 23.438.315 m<sup>3</sup>, reaching 96,7% of the 2025 plan, an increase of 0.68% compared to 2024.

- Total revenue: 228.937.531.006 VND, reaching 95,0% of the 2025 plan, an increase of 4,02% compared to 2024.

- Profit after tax: 21.415.423.286 VND, reaching 71,4% of the 2025 plan, achieving 52,2% compared to 2024.

**2. Organization and personnel**

- List of Board of Executives:

No.	Name	Position	Year of birth	Professional qualification and training	Number of voting shares	No.
1	Dang Van Ngo	General Director	1965	Water Supply and Sewerage Engineer	7.900	0,049%

2	Tran Anh Hoa	Deputy General Director	1972	Water Supply and Sewerage Engineer, Bachelor of Law	3.893.768	24,546%
3	Ong Hai Phuoc	Deputy General Director	1965	Water Supply and Sewerage Engineer	3.894.967	24,553%
4	Tran Thanh Nhan	Deputy General Director	1976	Bachelor of Informatics	51.832	0,326%
5	Vo Thi Phuong Dieu	Chief Accountant	1981	Bachelor of Accounting, Bachelor of Law	200	0,001%

- Changes in the Board of Executives

On March 5, 2025, the Board of Directors issued Resolution No. 07/2025/NQ-HĐQT appointing Mr. Tran Thanh Nhan as Deputy General Director.

- Number of employees (*data as of December 31, 2025*)

Criteria	Quantity	Percentage
<b>I. Classified by labor level</b>	<b>301</b>	<b>100%</b>
- Postgraduate	06	2,0%
- University, College	141	46,8%
- Intermediate	40	13,3%
- Primary level, technical worker	114	37,9%
<b>II. Classified by labor contract</b>	<b>301</b>	<b>100%</b>
- Indefinite-term labor contract	296	98,34%
- Fixed-term contract (under 36 months)	05	1,66%

- Policies and changes in policies for employees:

The Company fully implement all policies for employees in accordance with regulations, resulting in 100% of employees having signed labor contracts, participating in health insurance, social insurance, unemployment insurance, sick leave, annual leave, periodic health check-ups, provision of labor protection equipment, and salary, bonus, sightseeing, vacation, and other welfare regimes... which are implemented promptly and fully. The average monthly salary of employees in 2025 was 14.104.938 VND/person/month.

### **3. Investment status, project implementation status**

#### **3.1. Major investments**

No.	Name of project/work
1	- 500 m <sup>3</sup> clean water tank at My Xuyen 3 Water Plant
2	- 500 m <sup>3</sup> sedimentation tank at My Xuyen 3 Water Plant

3	- Technology renovation, improving clean water quality at Nguyen Chi Thanh Enterprise, capacity 3,000 m <sup>3</sup> /day
4	- Renovation of pipeline on Quan Lo Phung Hiep road
5	- Technology, improving clean water quality at Ward 8 Water Supply Station
6	- Installation, technological pipelines, foundation for pressure filter tanks, gravity filter tanks at An Nghiep Industrial Park Water Plant
7	- Technological pipelines, raw water and control system for Long Duc 2 well
8	- Hung Loi 1 groundwater extraction well (capacity 1,440 m <sup>3</sup> /day)
9	- Hung Loi 2 groundwater extraction well (capacity 1,440 m <sup>3</sup> /day)
10	- VC9 extraction well (capacity 960 m <sup>3</sup> /day)
11	- Exploration - Extraction well G7 at My Xuyen 3 Water Plant
12	- Exploration - Extraction well NN4 with a capacity of 960 m <sup>3</sup> /day at Nga Nam Water Supply Station
13	- Sludge dewatering system at Nguyen Chi Thanh Enterprise
14	- Sludge dewatering system at Phu Loi Enterprise
15	- Automatic monitoring system for groundwater and surface water extraction at Nguyen Chi Thanh, Phu Loi, and An Nghiep Enterprises
16	- Collection and treatment system for filter backwash wastewater at Nga Nam Enterprise
17	- Rainwater collection and drainage system at Nguyen Chi Thanh Enterprise
18	- 204 m <sup>3</sup> sedimentation tank, hazardous and common industrial waste storage facility at Cao Thang Station
19	- Expansion of the pipeline from Nhon My inter-commune road to Ke Sach District Road 5
20	- Upgrade and renovation of the low-voltage power line at Nguyen Chi Thanh Enterprise
21	- Upgrade and renovation of the transformer station and low-voltage power line for My Xuyen 3 Station
22	- Groundwater treatment equipment with a capacity of 100 m <sup>3</sup> /h at My Xuyen 3 Water Plant
23	- Water supply pipeline on Nam Song Hau road (near Tran De Industrial Park) from Canal 1 to Ngan Ro bridge, Tran De
24	- Water supply pipeline on Nam Song Hau road (near Tran De Industrial Park), from the Industrial Park gate to Canal 2 (connected to D60), Tran De
25	- Secondary pumping station at My Xuyen 3 Water Plant
26	- Water supply pipeline on Thanh Nien road connecting to Dong Khoi road, Ward 1, Vinh Chau
27	- Water supply pipeline on Luu Khanh Duc road, Soc Trang City

28	- Water supply pipeline on Provincial Road 933C from KM0+670 to KM1+190, Long Phu
29	- Water supply pipeline in Me Song alley, Ba Xam canal, Hamlet 3, Long Phu town
30	- Water supply pipeline on National Highway NSH (section connecting Long Phu commune and Long Duc commune)
31	- Pipeline from Hai Ba Trung 4 to Me Song 5 road, Nam Chanh LHT hamlet
32	- Pipeline in Bac Ky alley extending to Tiep Nhat dam, Tai Van, Can Tho
33	- Pipeline in Vinh An quarter, Ward 2 (Vinh Chau ward), Can Tho
34	- Pipeline from Y-shaped bridge to Hung Vuong road, Soc Trang

3.2. *Subsidiaries and associates*: Have not received reports from the associate.

#### 4. Financial status

##### 4.1. Financial status

INDICATOR	From January 01, 2024 to December 31, 2024	From January 01, 2025 to December 31, 2025	% Increase/decrease
- Total assets	307.259.567.099	275.686.646.448	-10,3%
- Net revenue	220.089.037.479	221.150.566.701	0,5%
- Operating profit	60.218.930.826	43.590.321.989	-27,6%
- Other profit	1.844.286.442	-12.630.908.844	-784,9%
- Profit before tax	62.06.3217.268	30.959.413.145	-50,1%
- Profit after tax	41.019.732.951	21.412.556.752	-47,8%
- Dividend payout ratio	11,07%	(*)	-

(\*) *The dividend payout ratio for 2025 will be submitted to the 2026 Annual General Meeting of Shareholders*

##### 4.2. Key financial indicators

INDICATOR	Unit	From January 01, 2024 to December 31, 2024	From January 01, 2025 to December 31, 2025
<i>1. Liquidity Ratios</i>			
+ Current Ratio	Times	4,2	3,4
+ Quick Ratio	Times	3,8	2,9
<i>2. Capital structure indicators</i>			
+ Debt/Total assets ratio	%	11,2%	13,5%
+ Debt/Owner's equity ratio	%	12,6%	15,6%
<i>3. Operating capacity indicators</i>			
+ Inventory turnover	Times	9,2	7,8
+ Net revenue/Total assets	Times	0,7	0,8

INDICATOR	Unit	From January 01, 2024 to December 31, 2024	From January 01, 2025 to December 31, 2025
<i>4. Profitability indicators</i>	%	18,6%	9,7%
+ Profit after tax/Net revenue ratio	%	15,0%	9,0%
+ Profit after tax/Owner's equity ratio	%	13,4%	7,8%
+ Profit after tax/Total assets ratio	%	27,4%	19,7%
+ Operating profit /Net revenue ratio ....			

**5. Shareholding structure, shareholders, and changes in owner's investment capital**

**5.1. Shareholding structure**

Share structure	Quantity	Par value of shares (VND)	Ratio/Charter capital (%)
<b>1. Freely transferable</b>	<b>15.758.201</b>	<b>157.582.010.000</b>	<b>99,34%</b>
<b>2. Restricted transfer, including:</b>	<b>104.932</b>	<b>1.049.320.000</b>	<b>0,66%</b>
- Shares owned by the Trade Union	7.932	79.320.000	0,05%
- Shares purchased by employees under long-term employment commitment	97.000	970.000.000	0,61%
<b>Total</b>	<b>15.863.133</b>	<b>158.631.330.000</b>	<b>100%</b>

**5.2. Shareholder structure**

- As of December 31, 2025, the shareholder structure is as follows:

No.	Subject	Number of shares	Par value of shares (VND)	Ratio to charter capital (%)
<b>I</b>	<b>Domestic</b>	<b>15.863.133</b>	<b>158.631.330.000</b>	<b>100%</b>
1	State-owned shareholders	7.772.935	77.729.350.000	49,00%
2	Institutional shareholders	3.811.145	38.111.450.000	24,025%
3	Individual shareholders	4.279.053	42.790.530.000	26,975%
<b>II</b>	<b>Foreign</b>	<b>0</b>	<b>0</b>	<b>0%</b>
	<b>Total</b>	<b>15.863.133</b>	<b>158.631.330.000</b>	<b>100%</b>

- List of shareholders holding over 5% of charter capital

No.	Full name	ID card/Business Registration Certificate	Number of shares	Percentage of ownership (%)
1	People's Committee of Soc Trang province <i>(now the People's Committee of Can Tho city)</i>		7.772.935	49,00%
2	Nghiem Thi Le Hang	019197010040	2.617.152	16,5%
3	VBIC Vietnam Joint Stock Company	0108307727	3.803.213	23,98%

5.3. *Changes in owner's investment capital:* None

5.4. *Treasury stock transactions:* None

5.5. *Other securities:* None

### **6. Report on the environmental and social impact of the Company**

Throughout its operations, the Company strictly complies with legal regulations on environmental protection, water resources, and social security; fully implements regulations on water exploitation and usage; treats wastewater and sludge; and monitors the quality of supplied water according to current standards. Simultaneously, it implements solutions to conserve resources, reduce water loss, and protect water sources.

#### *6.1. Environmental impact:*

a) Total direct and indirect greenhouse gas (GHG) emissions: None.

b) Initiatives and measures to reduce greenhouse gas emissions: None.

#### *6.2. Management of raw materials*

a) Total amount of raw materials used for the production and packaging of the organization's main products and services during the year

The Company uses raw materials and water treatment chemicals such as Chlorine (70% powder, 60% granules, tablets), PAC, filter sand, foam beads, etc., for the water treatment process to produce clean water that meets the public's water consumption needs. These are common chemicals that do not require complex supporting substances, equipment, or operations, yet they are highly effective in the water filtration process, stabilize the water pH, and contribute to producing high-quality water.

b) Report on the percentage of recycled raw materials used to produce the organization's main products and services: None.

#### *6.3. Energy consumption*

a) Direct and indirect energy consumption: including direct electricity consumption of 11,258,223 kW

b) Energy saved through energy efficiency initiatives: None.

c) Reports on energy-saving initiatives: None.

#### *6.4. Water consumption*

a) Water supply sources and water usage: self-produced by the company and used for the daily activities and living needs of employees.

b) Percentage and total amount of recycled and reused water: None.

#### *6.5. Compliance with environmental protection laws*

a. Number of penalties for non-compliance with environmental laws and regulations:

- Decision No. 06/QĐ-XPHC, dated January 24, 2025, regarding administrative penalties for the lack of an approved appraisal result for the environmental impact assessment report under the authority of the Provincial People's Committee for the Sung Dinh Water Plant. The penalty amount is 300.000.000 VND.

- Decision No. 07/QĐ-XPHC, dated January 24, 2025, regarding administrative penalties for the lack of an approved appraisal result for the environmental impact assessment report under the authority of the Provincial People's Committee for the Tran De Water Supply Enterprise. The penalty amount is 300.000.000 VND.

- Decision No. 08/QĐ-XPHC, dated January 24, 2025, regarding administrative penalties for the lack of an approved appraisal result for the environmental impact assessment report under the authority of the Provincial People's Committee for the Vinh Chau Water Supply Enterprise. The penalty amount is 300.000.000 VND.

- Decision No. 09/QĐ-XPHC, dated January 24, 2025, regarding administrative penalties for the lack of an approved appraisal result for the environmental impact assessment report under the authority of the Provincial People's Committee for the Thanh Tri Water Supply Enterprise. The penalty amount is 300.000.000 VND.

b) Total amount of penalties for non-compliance with environmental laws and regulations: 1.200.000.000 VND.

#### *6.6. Labor-related policies*

a) Number of employees, average salary for employees

Total number of employees is 301, with an average salary of 14.104.938 VND/person/month.

b) Labor policies to ensure the health, safety, and welfare of employees: The Company implements labor policies for employees in accordance with regulations; as a result, 100% of employees have signed labor contracts, participate in health insurance, social insurance, and unemployment insurance, and are paid in a timely and full manner; occupational health and safety work is implemented according to regulations. During the year, the company organized periodic health check-ups to detect diseases for employees at risk of occupational diseases at Soc Trang General Hospital, with a total cost of 397.000.000 VND, and requested the issuance of health monitoring books as prescribed.

c) Training activities

The Company sent the Board of Supervisors, the Person in Charge of Corporate Governance, and the Company Secretary to attend the "Corporate Governance" course organized by the Institute of Human Resource Development and Business - University of Economics Ho Chi Minh City on June 26-27, 2025. In addition, the Company sent officers and employees to participate in seminars organized by the Southern Water Supply and Sewerage Association and the State Securities Commission (in both in-person and online formats); and participated in internal training sessions on operating procedures, water treatment, electronic invoices, etc.

#### *6.7. Report on responsibilities to the local community*

The Company always identifies the stable, safe, and continuous supply of clean water to the public as an important task linked to its responsibility to the community and the

sustainable development of the locality. Over the past time, the Company has focused on investing in, renovating, and expanding the water supply system to enhance the capacity to supply clean water to residential areas, urban areas, and surrounding areas.

In 2025, the Company also performed well in social charity contributions such as: contributing to the "For the Poor" fund, responding to the movement to join hands in eradicating temporary and dilapidated houses nationwide; supporting compatriots affected by Storm No. 10 - Bualoi, etc., and actively participating in emulation movements launched by the locality.

*6.8. Report related to green capital market activities according to the guidance of the State Securities Commission: None.*

### **III. Report and assessment of the Board of Executives**

#### **1. Assessment of business activities results**

- Commercial water output reached 23,438,315 m<sup>3</sup>, equivalent to the output achieved in 2024 and reaching 96.7% of the 2025 plan of 24,250,000 m<sup>3</sup>.

- Total revenue reached 228,937,531,006 VND, a decrease of 5% compared to the performance in 2024 and reaching 95% of the 2025 plan of 241,000,000,000 VND.

- Profit after tax reached 21,415,423,286 VND, a decrease of 47.8% compared to 2024 and reaching 71.4% of the 2025 plan of 30,000,000,000 VND.

#### **\* Explanation of operating indicators in 2025.**

a) In the last 6 months of 2025, output and revenue decreased due to the relocation of the headquarters of provincial administrative agencies to Can Tho city; simultaneously, business establishments, services, restaurants, and hotels also reduced their usage volume. Consequently, revenue and profit according to the plan were significantly affected and decreased.

b) Besides that, projects planned for investment to increase capacity and output as proposed by the company (increasing by 20,000 m<sup>3</sup>/day) have not been considered for licensing, so they could not be implemented in 2025, while the situation of climate change and water scarcity in the area has become serious. Consequently, the output set from the beginning of the year was not achieved as expected due to the lack of exploited water sources for supply.

c) Expenses related to investment and upgrading of the water supply and treatment system, such as automation in operational management, water quality monitoring, and depreciation costs, have increased to ensure water quality and long-term water supply safety.

Due to the objective reasons mentioned above, the indicators set from the beginning of the year did not meet the plan. However, the Company still tried to maintain profitability and preserve owner's equity.

### **2. Financial status**

#### **2.1. Asset status**

Indicator	From January 01, 2024 to December 31, 2024	From January 01, 2025 to December 31, 2025	Proportion January 01, 2024 to December 31, 2024	Proportion January 01, 2025 to December 31, 2025
- Current assets	141.751.884.297	124.480.267.310	46,1%	45,2%
- Non-current assets	165.507.682.802	151.206.379.138	53,9%	54,8%
<b>Total assets</b>	<b>307.259.567.099</b>	<b>275.686.646.448</b>	<b>100%</b>	<b>100%</b>

### 2.2. Liabilities status

Indicator	From January 01, 2024 to December 31, 2024	From January 01, 2025 to December 31, 2025	Proportion January 01, 2024 to December 31, 2024	Proportion January 01, 2025 to December 31, 2025
- Current liabilities	33.503.279.723	36.154.551.006	97,4%	97,4%
- Non-current liabilities	898.189.370	981.189.370	2,6%	2,6%
<b>Total liabilities</b>	<b>34.401.469.093</b>	<b>37.135.740.376</b>	<b>100%</b>	<b>100%</b>

### 3. Improvements in organizational structure, policies, and management

Over the past year, the Company continued to review and complete its organizational structure towards being lean, efficient, and suitable for the scale and development requirements in the new phase. Specialized departments and affiliated units were arranged with clear task assignments, enhancing the responsibility of each department and individual in the process of performing tasks. In parallel, the Company gradually completed its system of internal regulations and policies to improve management and operational efficiency and ensure the Company's activities.

### 4. Future development plan

Over the past time and according to upcoming forecasts, the climate situation and saltwater intrusion phenomenon continue to develop complexly, affecting the water source serving the public's consumption needs. Given the requirements for water source conditions to serve political, economic, socio-cultural goals, and the need for clean water for public consumption in the coming period, the Board of Directors continues to submit to the General Meeting of Shareholders the plan for investing in the construction of water supply projects with the goal of ensuring the capacity to supply clean water safely to the public in 2026 and subsequent years.

Balance equity and commercial bank loans to implement projects for developing the water supply system, increase the clean water extraction capacity of plants with a suitable and effective investment roadmap, and ensure a safe and sufficient water supply for residents and businesses in the operating area.

Strengthen management, supervision, and direction of the enterprise's activities, ensuring strict compliance with the contents approved by the Resolutions of the General

Meeting of Shareholders and the Board of Directors; maintain profitability and preserve shareholders' capital.

**5. Explanation of the Board of Executives regarding audit opinions:** The auditor has no request for explanation.

**6. Assessment report related to the environmental and social responsibility of the Company**

*6.1. Assessment related to environmental indicators*

The Company focuses on management and strict supervision of energy and water conservation; maintains good environmental sanitation and protects the exploited water sources.

*6.2. Assessment related to labor issues*

The Company has been creating stable employment for workers, always strictly complying with legal regulations, and creating conditions for employees to demonstrate their capabilities and learn to improve their professional knowledge. The collective and employees are always conscious of their responsibilities toward assigned tasks, wishing to commit to long-term employment and build a company that develops increasingly.

*6.3. Assessment related to the business's responsibility to the local community*

The Company always identifies the provision of stable, safe, and continuous clean water to the public as an important task tied to its responsibility toward the community and the sustainable development of the locality. Over the past time, the Company has focused on investing in, renovating, and expanding the water supply system to enhance the ability to provide clean water to residential areas, urban areas, and surrounding regions, contributing to improving living conditions and enhancing the quality of life for the people.

**IV. Evaluation of the Board of Directors on the operation of the Company**

**1. Evaluation of the Board of Directors on the operational aspects Company**

Unanimously in accordance with the evaluation report of the Board of Executives.

**2. Evaluation of the Board of Directors on the operations of the Board of**

**Executives**

Based on the Company Charter, the Board of Directors has supervised the Board of Executives through the monthly reporting regime and the preparation of production, business, and monthly revenue/expenditure plans submitted to the Board of Directors for approval; for matters beyond their authority, the Board of Executives sends written requests for approval from the Board of Directors.

**3. Plans and orientations of the Board of Directors**

Strengthen management, supervision, and direction of the activities of units, ensuring strict compliance with the contents approved in the Resolutions of the General Meeting of Shareholders and the Board of Directors.

Balance equity and commercial bank loans to implement projects for developing the water supply system, increase the clean water extraction capacity of plants with a suitable and effective investment roadmap, and ensure a safe and sufficient water supply for residents and businesses in the operating area.

Apply science and information technology in the management and operation of the water supply system, striving to reduce the rate of water loss and leakage.

**V. Corporate governance**

**1. Board of Directors**

*1.1. Members and structure of the Board of Directors (as of December 31, 2025)*

No.	Full name	Position	Number of shares owned		Number of shares represented	
			Quantity	Ratio %	Number quantity	Ratio %
1	Tran Anh Hoa	Chairman of the Board of Directors	7.300	0,046%	3.886.468	24,55%
2	Dang Van Ngo	Member of the Board of Directors	7.900	0,05%	0	0%
3	Ong Hai Phuoc	Member of the Board of Directors	8.500	0,054%	3.886.467	24,49%
4	Nguyen Trong Kien	Member of the Board of Directors	0	0%	0	0%
5	Duong Ngo Hiep	Member of the Board of Directors	0	0%	0	0%

*1.2. Sub-committees under the Board of Directors:* The Board of Directors has not established any sub-committees.

*1.3. Activities of the Board of Directors*

During the year, the Board of Directors issued 14 Resolutions, specifically:

No.	Resolution/Decision No.	Date	Content	Approval rate
1.	Resolution No. 07/2025/NQ-HĐQT	March 05, 2025	Appointing Mr. Tran Thanh Nhan as Deputy General Director of the Company for the term 2024-2029	Approved by 100% of Members of the Board present at the meeting
2.	Resolution No. 08/2025/NQ-HĐQT	March 05, 2025	Appointing Ms. Nguyen Ngoc My Hong as an additional member of the Secretariat of the Company	Approved by 100% of Members of the Board present at the meeting
3.	Resolution No. 09/2025/NQ-HĐQT	March 05, 2025	Consolidating the Vote Counting Committee to record opinions from the Board of Directors and the Board of Supervisors through written and email consultations	Approved by 100% of Members of the Board present at the meeting
4.	Resolution No. 10/2025/NQ-HĐQT	March 5, 2025	Terminating the operations of the Business Department	Approved by 100% of Members of the Board present at the meeting

No.	Resolution/Decision No.	Date	Content	Approval rate
5.	Resolution No. 11/2025/NQ-HĐQT	March 6, 2025	Convening the 2025 Annual General Meeting of Shareholders	Approved by 100% of Members of the Board present at the meeting
6.	Resolution No. 12/2025/NQ-HĐQT	April 4, 2025	Extending the convening time of the 2025 Annual General Meeting of Shareholders of Soc Trang Water Supply Joint Stock Company	60% approved, in which: - Approve: Mr. Hoa, Mr. Ngo, Mr. Phuoc. - No opinion: Mr. Kien, Mr. Hiep.
7.	Resolution No. 26/NQ-HĐQT	May 20, 2025	Implementing the contents approved at the meeting of the Board of Directors on May 20, 2025	Approved by 100% of Members of the Board present at the meeting
8.	Resolution No. 31/NQ-HĐQT	June 13, 2025	Approving the Salary Fund for 2025 of the Company	Approved by 100% of Members of the Board present at the meeting
9.	Resolution No. 32/NQ-HĐQT	June 13, 2025	Approving the profit distribution plan for 2024 of Sotraco Bottled Water Production Enterprise	60% approved, in which: - Approve: Mr. Hoa, Mr. Ngo, Mr. Phuoc. - No opinion: Mr. Kien, Mr. Hiep.
10.	Resolution No. 33/NQ-HĐQT	June 13, 2025	Approving the agreement on volume and wholesale unit price of clean water	60% approved, in which: - Approve: Mr. Hoa, Mr. Ngo, Mr. Phuoc. - No opinion: Mr. Kien, Mr. Hiep.
11.	Resolution No. 36/NQ-HĐQT	September 10, 2025	Implementing the contents approved at the Board of Directors meeting on 10/09/2025	Approved by 100% of Members of the Board present at the meeting
12.	Resolution No. 37/NQ-HĐQT	September 10, 2025	Issuing Regulation on Welfare Fund Management of the Company	Approved by 100% of Members of the Board present at the meeting
13.	Resolution No. 38/NQ-HĐQT	September 10, 2025	Issuing Regulation on Reward Fund Management of the Company	Approved by 100% of Members of the

No.	Resolution/Decision No.	Date	Content	Approval rate
				Board present at the meeting
14.	Resolution No. 39/NQ-HĐQT	September 15, 2025	Paying the cash dividend of 2024 to shareholders of the Company	Approved by 100% of Members of the Board present at the meeting

*1.4. Activities of independent non-executive members of the Board of Directors:* The Company has no independent members of the Board of Directors.

*1.5. Activities of sub-committees under the Board of Directors:* The Company has not established any sub-committees under the Board of Directors.

*1.6. List of Board of Directors members participating in governance training:* During the year, members of the Board of Directors participated in governance training through seminars organized by the Southern Water and Sewerage Association and the State Securities Commission in both in-person and online formats. In addition, the Board of Directors proactively researched and updated their knowledge on corporate governance, securities law, and governance practices, contributing to improving the operational efficiency of the Board of Directors.

## **2. Board of Supervisors**

### *2.1. Members and structure of the Board of Supervisors*

No.	Full name	Position	Number of shares owned		Number of shares represented	
			Quantity	Ratio	Quantity	Ratio
1	Nguyen Hoai Bao Khanh	Head of Board of Supervisors	2.000	0,0126%	0	0%
2	Tran Thanh Nhan	Member of Board of Supervisors (until January 21, 2025)	43.900	0,277%	7.932	0,05%
3	Nguyen Minh Phuong	Member of Board of Supervisors	637.301	4,02%	0	0%
4	Nguyen Van Ghip	Member of Board of Supervisors	5.000	0.031%	0	0%

### *2.2. Activities of the Board of Supervisors*

- Organize periodic Board of Supervisors meetings and meetings for unexpected tasks to implement work according to assigned functions, duties, and powers; always adhere to the Company Charter and the Resolution of the General Meeting of Shareholders during the performance of duties;

- Frequent exchange between Board of Supervisors members as well as with the Board of Directors and the Board of Executives to ensure that the Company's activities are appropriate and meet the interests of shareholders;

- Inspect compliance with regulations on accounting standards, tax laws, and evaluate the validity of accounting vouchers in accordance with the regulations of the Company;

- Review periodic quarterly financial statements, 6-month financial statements, and annual consolidated financial statements of the Company which have been reviewed by A&C Auditing and Consulting Co., Ltd.;

- Attend all meetings of the Board of Directors; provide feedback to the Board of Directors within the authority of the Board of Supervisors;

- Supervise the activities of the Board of Directors, the Board of Executives, and other managers of the Company to ensure compliance with the functions and duties of each department;

- The Head of the Board of Supervisors attended the “Corporate Governance” course organized by the Institute of Business and Human Resource Development – University of Economics Ho Chi Minh City on June 26-27, 2025.

- The Board of Supervisors for the 2024-2029 term organized 02 Board of Supervisors meetings in 2025, in which Member of Board of Supervisors Nguyen Minh Phuong has not participated in any Board of Supervisors activities since the election of the Board of Supervisors according to Resolution No. 01/2024/NQ-ĐHĐCĐ dated May 16, 2024, to date.

### **3. Transactions, remuneration, and benefits of the Board of Directors, Board of Executives, and Board of Supervisors.**

*3.1. Salaries, bonuses, remuneration, and benefits: Income of key management members and the Board of Supervisors.*

#### *a) Board of Directors, Board of Executives*

No.	Full name	Position	Salary	Remuneration	Total
1	Tran Anh Hoa	Chairman of Board of Directors, Deputy General Director	561.848.575	299.987.564	861.836.139
2	Dang Van Ngo	Member of Board of Directors General Director	555.939.000	285.727.870	841.666.870
3	Ong Hai Phuoc	Member of Board of Directors Deputy General Director	464.348.760	285.727.870	750.076.630

No.	Full name	Position	Salary	Remuneration	Total
4	Duong Ngo Hiep	Member of Board of Directors	-	256.674.647	256.674.647
5	Nguyen Trong Kien	Member of Board of Directors	-	256.674.647	256.674.647

*b) Board of Supervisors*

No.	Full name	Position	Salary	Remuneration	Total income
1	Nguyen Hoai Bao Khanh	Head of Board of Supervisors	-	323.376.988	323.376.988
2	Nguyen Minh Phuong	Member of Board of Supervisors	-	138.263.226	138.263.226
3	Tran Thanh Nhan	Member of Board of Supervisors	300.000.000	60.873.806	360.873.806
4	Nguyen Van Ghip	Member of Board of Supervisors	51.832.762	90.000.000	141.832.762

*3.2. Stock transactions of internal persons:*

No.	Transaction executor	Relationship with the Company	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase/decrease
			Shares	Ratio	Shares	Ratio	
1	Nguyen Minh Phuong	Member of Board of Supervisors	801.401	5,05%	637.301	4,02%	Sell

*3.3. Contracts or transactions with internal shareholders*

Related parties	Transaction content	Value (VND)
Soc Trang Water Supply Joint Stock Company	Purchase of clean water	15,451,991,550 VND

*3.4. Evaluation of compliance with corporate governance regulations:* Operating in accordance with the provisions of law and the Charter of the Company.

## VI. Financial statements

### 1. Audit opinion

In the auditor's opinion, the Financial Statements present fairly and reasonably, in all material respects, the financial position of Soc Trang Water Supply Joint Stock Company as of December 31, 2025, as well as the business results and cash flows for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations regarding the preparation and presentation of financial statements.

### 2. Audited financial statements

The audited financial statements for 2025 of the company were prepared on March 9, 2026, posted on the company's website, and disclosed in accordance with regulations.

The above is the Annual Report for 2025 of Soc Trang Water Supply Joint Stock Company. This report is prepared and disclosed concurrently in Vietnamese and English. In case of any discrepancy or differing interpretation between the Vietnamese and English information, the Vietnamese information shall be applied.

Sincerely./.

#### **Recipient:**

- Shareholders;
- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Directors, Board of Executives;
- Information Disclosure;
- Archived: Admin, Information Disclosure Documents.

**LEGAL REPRESENTATIVE  
CHAIRMAN OF THE BOARD OF DIRECTORS**



**Tran Anh Hoa**

