

No: 72 /TB-CN

Dong Nai, March 26, 2026

NOTICE OF PERSONNEL CHANGES

To: Hanoi Stock Exchange

Based on Decision No. 21/QD-HDQT dated March 26, 2026, of the Company's Board of Directors regarding the appointment of the Company's Deputy Director.

We are pleased to announce the following personnel changes at our company. as follows:

I. Appointment Cases

- Mr. Ho Ngoc Long

- Previous positions before appointment : Member of the Board of Directors, Director of Long Khanh Water Supply Joint Stock Company; Director of Xuan Loc Water Supply Branch.

- Appointed position : Deputy Director of Dong Nai Water Joint Stock Company

- Term of appointment: The appointment is for a term of 5 years, corresponding to the 2025-2030 term of the Board of Directors of Dong Nai Water Joint Stock Company.

- Effective date: April 1, 2026 .

This information was published on the company's website on 26./3/2026 at the following link: <https://dowaco.vn/quan-he-co-dong>.

Attached documents :

- Decision No. 21/QD-HDQT dated March 26, 2026, of the Company's Board of Directors;
- Information sheet - Appendix III of Circular 96

**AUTHORIZED INFORMATION
DISCLOSURE OFFICER**



Nguyen Cao Ha

No: 24 /QD-HDQT

Tran Bien, March 26, 2026

DECISION

**Regarding the appointment of the Deputy Director
of Dong Nai Water Joint Stock Company.**

**BOARD OF DIRECTORS
DONG NAI WATER SUPPLY JOINT STOCK COMPANY**

Based on the Enterprise Law No. 59/2020/QH14, amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;

Based on the Charter of Dong Nai Water Joint Stock Company;

Based on the Regulations on the operation of the Board of Directors of Dong Nai Water Joint Stock Company;

Based on Resolution No. 04/NQ-HDQT - Resolution of the 8th session dated March 9, 2026 of the Company's Board of Directors;

Based on document No. 68-CV/DU dated March 18, 2026, from the Party Committee of the Company regarding personnel matters;

Considering the content of Report No. 320/TTr-CN dated March 20, 2026, from the Director of the Company regarding the consideration and decision on the appointment of the Deputy Director of the Company;

Based on the Minutes of the Opinion Counting Report No. 05/BB-HDQT dated March 25, 2026, of the Company's Board of Directors;

Based on the duties and powers of the Board of Directors of Dong Nai Water Joint Stock Company.

DECISION:

Article 1. Appoint Mr. Ho Ngoc Long; born on June 2, 1972; Civil Engineer, Master of Civil Engineering, to the position of Deputy Director of Dong Nai Water Supply Joint Stock Company effective from April 1, 2026.

Article 2. The term of appointment is 05 years and is for the 2025-2030 term of the Board of Directors of Dong Nai Water Joint Stock Company.

If Mr. Ho Ngoc Long's term ends without a replacement, he will continue to perform his assigned duties until a new person is appointed and takes over the work.

Article 3. Mr. Ho Ngoc Long's salary, bonuses, remuneration, and other supplementary payments shall be in accordance with the regulations of Dong Nai Water Joint Stock Company.

Article 4. The following individuals: Members of the Board of Directors, the Management Board, the Board of Directors' Office, the Company's subsidiaries and branches, the representatives of Dong Nai Water Joint Stock Company's capital in its subsidiaries and affiliated companies, and Mr. Ho Ngoc Long based on the implementing decision.

**FOR BOARD OF DIRECTORS
CHAIRPERSON**

Cc:
- As stated;
- File. *RV*



Phạm Thi Hong