

## NOTICE OF PERSONNEL CHANGES

To: Hanoi Stock Exchange

*Pursuant to Resolution No. 01/NQ-DHDCD 2026 dated March 31, 2026 of the 2026 Annual General Meeting of Shareholders of Dong Nai Water Joint Stock Company.*

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

### 1. Appointment Cases

- Mr. Nguyen Ba Chuyen
- Position before appointment: Member of the Board of Directors, General Director of Sonadezi Long Binh Joint Stock Company.
- Appointed position: Member of the Board of Directors of Dong Nai Water Joint Stock Company.
- Term of appointment: for the 2025-2030 term of the Board of Directors of Dong Nai Water Joint Stock Company.
- Effective date: March 31, 2026.

### 2. Dismissal Cases

- Mr. Nguyen Cong Hieu
- Reason: Mr. Nguyen Cong Hieu submitted a letter of resignation from the position of Member of the Board of Directors of the Company for the 2025-2030 term, and such resignation was approved by the General Meeting of Shareholders under Resolution No. 01/NQ-DHDCD 2026 dated March 31, 2026 of the 2026 Annual General Meeting of Shareholders of Dong Nai Water Joint Stock Company.
- Effective date: March 31, 2026.

This information was disclosed on the Company's website on 01/04/2026 at <https://dowaco.vn/quan-he-co-dong>.

#### \* Attached documents:

- Resolution No. 01/NQ-DHDCD 2026 dated March 31, 2026 of the 2026 Annual General Meeting of Shareholders of Dong Nai Water Joint Stock Company;
- Information Disclosure Form - Appendix III - Circular 96.



**AUTHORIZED INFORMATION  
DISCLOSURE OFFICER**

*Nguyễn Cao Ha*  
**Nguyễn Cao Ha**

**RESOLUTION**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**GENERAL MEETING OF SHAREHOLDERS**  
**DONG NAI WATER 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 Minutes of the Annual General Meeting of Shareholders 2026 No. 01 / BB-ĐHĐCĐ 2026 dated March 31, 2026 of Dong Nai Water Joint Stock Company.*

**RESOLUTION:**

**Article 1:** The 2026 Annual General Meeting of Shareholders of Dong Nai Water Joint Stock Company shall vote to approve the following contents:

1. Through Report No.20/ BC-HĐQT dated 10/3/2026 of the Board of Directors on the governance situation; results of the Board of Directors' activities in 2025; Operational direction for 2026.

2. Through Report No.21/BC-HĐQT dated 10/3/2026 of the Board of Directors on the results of production and business activities in 2025; Business Production Plan for 2026:

**2.1. Results of production and business activities in 2025:**

No.	Indicators	Unit	2025 Plan	To be implemented by 2025	Percentage of customers
<b>1</b>	<b>Water production</b>				
	- Water production output	m <sup>3</sup>	145,863,000	142,910,354	98.0
	- Recorded water production	m <sup>3</sup>	124,000,000	120,102,044	96.9
<b>2</b>	<b>Average loss rate</b>	%	<b>15</b>	<b>16.0</b>	<b>1.0</b>
<b>3</b>	<b>Total revenue (Type CLTG)</b>	<b>Million</b>	<b>1,190,000</b>	<b>1,174,524</b>	<b>98.7</b>
	- Water revenue	Million	1,130,000	1,091,578	96.6
	- Construction revenue	Million	24,900	28,426	114.2
	- Revenue from Financial Activities	Million	25,000	43,599	174.4
	- Doriv water revenue	Million	4,100	4,155	101.3
	- Other revenue	Million	6,000	6,766	112.8
<b>4</b>	<b>Profit before tax</b>	<b>Million</b>	<b>300,000</b>	<b>300,896</b>	
	- Profit from business operations	Million	300,000	322,242	107.4
	- Profit from exchange rate	Million	-	-21,346	
<b>5</b>	<b>Net profit after tax</b>	<b>Million</b>	<b>270,000</b>	<b>271,449</b>	
	- Profit from business operations	Million	270,000	290,660	107.7
	- Profit from exchange rate	Million	-	-19,211	
<b>6</b>	<b>Tax payments due</b>	<b>Million</b>	<b>120,000</b>	<b>122,391</b>	<b>101.9</b>
<b>7</b>	<b>Capital construction investment</b>	<b>Million</b>	<b>497,000</b>	<b>202,738</b>	<b>40.8</b>





## 2.2. Business Production Plan for 2026:

No.	Content	Unit	Plan for 2026
<b>1</b>	<b>Revenue</b>	<b>VND</b>	<b>1,182,600,000,000</b>
	- Water revenue	VND	1,125,760,000,000
	- Construction revenue	VND	20,000,000,000
	- Revenue from Financial Activities	VND	26,740,000,000
	- Revenue from Doriv + other sources	VND r	10,100,000,000
<b>2</b>	<b>Profit before tax</b>	<b>VND</b>	<b>310,700,000,000</b>
	- Profit before tax (excluding trade surplus)	VND	310,700,000,000
<b>3</b>	<b>Net profit after tax</b>	<b>VND</b>	<b>279,630,000,000</b>
	- Net profit after tax (excluding foreign exchange	VND	279,630,000,000
<b>4</b>	<b>Budget payments</b>	<b>VND</b>	<b>120,000,000,000</b>
<b>5</b>	<b>Basic construction</b>	<b>VND</b>	<b>428,000,000,000</b>

3. Through the audited financial statements for the year 2025 of the Company, which were audited by RSM Vietnam Audit and Consulting Company Limited.

4. Through Report No.21/BC-CN-BKS dated 09/3/2026 of the Supervisory Board on the inspection and supervision of the Company's production and business activities in 2025.

5. Through the Submission No.03/TTr-HDQT dated 10/3/2026 of the Board of Directors on the plan for profit distribution, fund allocation, and dividend payment for 2025; the plan for profit distribution, fund allocation, and dividend payment for 2026 is as follows:

### 5.1. Profit distribution plan, fund allocation, and dividend payment for 2025:

Unit: VND

No.	Target	Amount
<b>1</b>	<b>Registered capital</b>	<b>1,200,000,000,000</b>
<b>2</b>	<b>Net profit after corporate income tax in 2025 (Financial Statement):</b>	<b>271,449,235,496</b>
<b>3</b>	<b>Total profits distributed</b>	<b>279,337,295,360</b>
3.1	- Net profit after corporate income tax in 2025	271,449,235,496
3.2	CLTG's profits have been used to repay debt and transferred to.	7,888,059,864
<b>4</b>	<b>Settling funds</b>	<b>114,591,044,000</b>
4.1	- Development investment fund (30%)	83,801,189,000
4.2	- Reward and welfare fund ( 10.02 25 %)	27,996,482,000
4.3	- Community social work fund (1%)	2,793,373,000
<b>5</b>	<b>Remaining profit after setting aside funds (5)=(3)-(4)</b>	<b>164,746,251,360</b>
<b>6</b>	<b>Remaining profits from previous years carried over.</b>	<b>66,805,135,818</b>
<b>7</b>	<b>Total remaining profit</b>	<b>231,551,387,178</b>
<b>8</b>	<b>Dividend payout ratio/equity</b>	<b>15 %</b>
	- Dividend payout amount	180,000,000,000
<b>9</b>	<b>The remaining profit will be carried over to 2026.</b>	<b>51,551,387,178</b>

(\*) Authorize the Board of Directors to organize the payment of dividends for the year 2025.



## 5.2. Profit distribution plan, fund allocation, and dividend payment for 2026:

Unit: VND

No.	Target	Amount
1	Registered capital	1,200,000,000,000
2	Profit from business operations after corporate income tax:	279,630,000,000
3	Settling funds	112,899,000,000
3.1	- Development investment fund (30%)	83,889,000,000
3.2	- Reward and welfare fund (9.3744%)	26,213,700,000
3.3	- Community social work fund (1%)	2,796,300,000
4	Remaining profit in 2026 after provisions for reserves.	166,731,000,000
5	Remaining profits from the previous year carried over.	51,551,387,178
5	Total remaining profit in 2026	218,282,387,178
6	Dividend payout ratio/equity (expected)	14%
	- Dividend payout amount	168,000,000,000
7	The remaining total profit is carried over to the following year.	50,282,387,178

6. Through the Submission No.04/TTr-HĐQT dated 10/3/2026 of the Board of Directors on the settlement of the salary and remuneration fund of the Board of Directors and Supervisory Board for the year 2025; the operating budget, the plan for paying salaries of the Chairman of the Board of Directors and the Head of the Supervisory Board (full- time), and remuneration of the Board of Directors and Supervisory Board (part-time) for the year 2026 as follows:

6.1. Settlement of the Salary and Remuneration Fund for the Chairman of the Board of Directors and the Supervisory Board in 2025:

- Salaries of the Chairman of the Board of Directors and the Head of the Supervisory Board: 2,584,000,000 VND

- Remuneration for non-executive members of the Board of Directors and Supervisory Board: 1,535,000,000 VND

6.2. Operating budget, salary payment plan for the Chairman of the Board of Directors and the Head of the Supervisory Board (full-time), and remuneration for the Board of Directors and the Supervisory Board (part-time) in 2026:

6.2.1. Operating budget (*excluding salaries and remuneration*).

a) Operating budget of the Board of Directors : 750,000,000 VND

b) Operating budget of the Supervisory Board : 300,000,000 VND

6.2.2. Salary payment plan for the Chairman of the Board of Directors and the Head of the Supervisory Board (full-time), and remuneration for the Board of Directors and the Supervisory Board (part-time) in 2026

a) Planned remuneration fund for the Board of Directors and the non-executive Supervisory Board: VND 1,392,000,000.

b) Monthly provisional expenditure amount:



No.	Content	Quant	Monthly provisional
<b>1</b>	<b>Salary of the Chairman of the Board of Directors</b>		
a	Chairman of the Board	1	70,400,000
b	Head of the Supervisory Board	1	48,400,000
<b>2</b>	<b>Remuneration of non-executive members of the</b>		
a	Board Member	6	8,000,000
b	Member of the Supervisory Board	2	5,000,000

*The Salaries and remuneration for the Board of Directors and the Supervisory Board in 2026 will be settled in accordance with current regulations and the Company's business results for 2026.*

7. Through the Submission No.02/TTr- BKS dated 10/3/2026 of the Supervisory Board on the selection of an auditing firm for the 2026 financial statements:

The General Meeting of Shareholders authorizes the Board of Directors of the Company to select one of the auditing firms from the list below to audit the 2026 financial statements of Dong Nai Water Joint Stock Company:

- A& C Auditing and Consulting Company Limited;
- RSM Vietnam Auditing & Consulting Company Limited;
- VACO Auditing Company Limited.

8. Through the Submission No.05/TTr- HĐQT dated 10/3/2026 of the Board of Directors on amending and supplementing the Company's Charter.

9. Through the Submission No.06/TTr- HĐQT dated 10/3/2026 of the Board of Directors on amending and supplementing the Operating Regulations of the Board of Directors of the Company.

10. Through the Submission No.07/TTr- HĐQT dated 10/3/2026 of the Board of Directors on amending and supplementing the Internal Regulations on Corporate Governance.

11. Through the Submission No.08/TTr- HĐQT dated 10/3/2026 of the Board of Directors on amending and supplementing the Regulations on the operation of the Supervisory Board of the Company.

12. Through the Submission No.09/TTr-HĐQT dated 26/3/2026 of the Company's Board of Directors regarding the dismissal and additional election of Board members for the 2025-2030 term, specifically:

a) Approval of the dismissal of Mr. Nguyen Cong Hieu as a member of the Board of Directors of Dong Nai Water Joint Stock Company for the 2025-2030 term.

b) Approval of the additional election of the following candidate as a member of the Board of Directors for the 2025-2030 term:

- Mr. Nguyen Ba Chuyen

13. Approval of the results of the supplementary election of Board members for the 2025-2030 term:

- \* Elected Board member: Mr. Nguyen Ba Chuyen.

**Article 2.** The General Meeting of Shareholders assigns the Board of Directors and the Supervisory Board the responsibility to monitor, supervise, and direct the Company's Management Board to properly implement the contents of this Resolution.



**Article 3.** This Resolution shall take effect from March 31, 2026.

The Board of Directors, the Supervisory Board, the Company's Management Board, and all relevant units and individuals are responsible for implementing this Resolution.

**Cc:**

- As stated;
- File.

**FOR GENERAL MEETING OF  
SHAREHOLDERS 2026**

**CHAIRPERSON**



**Phạm Thị Hong**

