

**Phụ lục I**

**Appendix 1**

(Ban hành kèm theo Quyết định số 21/QĐ-SGDVN ngày 21/12/2021 của Tổng Giám đốc Sở Giao dịch Chứng khoán Việt Nam về Quy chế Công bố thông tin tại Sở Giao dịch CKVN)  
(Issued together with Decision No. 21/QĐ-SGDVN dated December 21, 2021 of the CEO of Vietnam Stock Exchange regarding Information Disclosure Regulations at Vietnam Stock Exchange)

**CÔNG TY CỔ PHẦN  
NƯỚC  
THỦ DẦU MỘT  
THU DAU MOT  
WATER  
JOINT STOCK COMPANY**

Số/No.: 14/CBTT/2026

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness**

Phủ Lợi, ngày 25 tháng 03 năm 2026  
Phu Loi, March 25, 2026



**THÔNG BÁO THAY ĐỔI NHÂN SỰ  
CHANGE IN PERSONNEL**

**Kính gửi:** - Ủy ban chứng khoán Nhà nước  
- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh  
**To:** - The State Securities Commission Vietnam Exchange  
- Ho Chi Minh City Stock Exchange

Căn cứ theo Nghị quyết ĐHĐCĐ số: 02/NQ-ĐHĐCĐ ngày 24 tháng 03 năm 2026 của Công ty Cổ phần Nước Thủ Dầu Một, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần Nước Thủ Dầu Một như sau:

*Pursuant to Resolution of the General Meeting of Shareholders No. 02/NQ-ĐHĐCĐ dated March 24, 2026 of Thu Dau Mot Water Joint Stock Company, we hereby respectfully announce the personnel changes of the Company as follow:*

**1. Trường hợp bổ nhiệm/In case of appointment:**

- Ông Nguyễn Hoàng Ân/Mr. Nguyen Hoang An
- Chức vụ trước khi bổ nhiệm/ Position before appointment: Không có/None
- Chức vụ được bổ nhiệm/ Appointed position: Thành viên Hội đồng quản trị độc lập/Independent Member of the Board of Directors

(Thành viên Hội đồng quản trị đáp ứng các tiêu chuẩn và điều kiện Thành viên Hội đồng quản trị độc lập/The member meets all criteria and conditions for an Independent Member of the Board of Directors).

- Thời gian bổ nhiệm/*Term of appointment*: Nhiệm kỳ năm 2025-2030/*The 2025-2030 term*.
- Ngày bắt đầu có hiệu lực/*Effective date*: 24/03/2026/*March 24, 2026*

**2. Trường hợp miễn nhiệm/*In case of dismissal*:**

- Ông Nguyễn Hữu Nghĩa/*Mr. Nguyen Huu Nghia*
- Không còn đảm nhận chức vụ/*Dismissed resigned position*: Thành viên Hội đồng quản trị độc lập/*Independent Member of the Board of Directors*
- Lý do/*Reason*: Từ nhiệm/*Resignation*
- Ngày bắt đầu có hiệu lực/*Effective date*: 24/03/2026/*March 24, 2026*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 25/03/2026 tại đường dẫn/*This information was published on the Company's website on March 25, 2026 at: [www. TDMWATER.VN](http://www.TDMWATER.VN)*

**Tài liệu đính kèm/*Attachments*:**  
Tài liệu liên quan đến nội dung thông tin công bố/*Documents related to the content of the disclosed information.*

**ĐẠI DIỆN TỔ CHỨC  
NGƯỜI ỦY QUYỀN CÔNG BỐ THÔNG TIN  
ORGANIZATIONAL REPRESENTATIVE  
AUTHORIZED PERSON TO DISCLOSE INFORMATION**



**TỔNG GIÁM ĐỐC/*GENERAL DIRECTOR*  
Trần Thế Hưng/*Tran The Hung***



# THU DAU MOT WATER JOINT STOCK COMPANY

No. 11B Ngo Van Tri Street, Phu Loi Ward, Ho Chi Minh City, Vietnam  
Tel:0274 3842255-3842277 Fax:0274 3841838 Email:contact@tdmwater.vn- Website:tdmwater.vn

No.: 02/NQ-ĐHĐCĐ

Phu Loi, March 24, 2026

## RESOLUTION ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026 THU DAU MOT WATER JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam adopted on June 17, 2020 and effective on January 1, 2021;
- Pursuant to the Charter of Thu Dau Mot Water Joint Stock Company;
- Pursuant to the documents of the 2026 Annual General Meeting of Shareholders of Thu Dau Mot Water Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/BB-ĐHĐCĐ dated March 24, 2026 of Thu Dau Mot Water Joint Stock Company.

### RESOLUTIONS:

**Article 1:** Through the Board of Directors', Executive Board's, and Supervisory Board's activity reports on the 2025 operating results; the audited financial statements for 2025 and the plan for distributing after-tax profits for 2025 of Thu Dau Mot Water Joint Stock Company, with some basic indicators as follows:

#### I. Performance results in 2025

No.	Contents	Unit	Actual 2025	2025 Plan (revised)	Compared to the 2025 plan (%)
1	Total revenue	Billion vnd	655,902	533,865	123%
2	Profit after tax	Billion vnd	209,882	195,637	107%
3	Water consumption output	m <sup>3</sup>	65,580,678	72,950,770	90%
4	Dividends	%	13%	13%	108%

#### II. Proposed distribution plan for after-tax profits in 2025

The distribution of net profit and allocation of funds in 2025 will be in accordance with the 2025 Annual General Meeting Resolution, with the following targets

No.	Contents	Amount (CND)
1	Net profit after corporate income tax on the 2025 financial statements	209,881,718,632

2	Net profit after corporate income tax for 2025 will be distributed	209,881,718,632
3	Retained earnings after corporate income tax from previous years	170,167,760,504
4	Total profit after corporate income tax is distributed (4)=(2)+(3)	380.049,479,136
5	Proposed Profit Distribution Plan for 2025:	196,900,429,658
	- Cash dividend distribution in 2025: + 13% of charter capital (Each share receives 1,300 VND) + Closing date: April 15 <sup>th</sup> 2026 + Payment date: From May 29 <sup>th</sup> 2026	144,430,000,000
	- Deduction of funds	52,470,429,658
	+ Development Investment Fund (17% P.a.t)	35,679,892,167
	+ Reward and welfare fund (5% P.a.t)	10,494,085,932
	+ Manager's Bonus Fund (3% P.a.t)	6,296,451,559
6	Retained after-tax profit carried over to the following year (6)=(4)-(5)	183,149,049,478

**III. Report on the progress of capital utilization from the public offering as per certificate No. 426/GCN-UBCK dated December 11, 2023, cumulative to December 31, 2025 (audited):**

- Total amount of money collected under the capital use plan : 300,000,000,000 VND
- The amount of money used accumulated on 31/12/2025 : 273,470,000,000 VND
- Unused amount as of 31/12/2025 : 26,530,000,000 VND

In order to optimize cash flow, while waiting for principal repayment according to the principal repayment schedule of Binh Duong Development Investment Fund, the Company is allowed to use the remaining money to invest in short-term financial business, by savings, short-term loans to ensure capital preservation, etc bringing more benefits to the Company, complying with the law and the Company's internal regulations, regulations, and decentralization.

The General Meeting of Shareholders authorizes the Board of Directors to be flexible in changing the plan to use the capital obtained from the above offering with a change value of less than 50% of the capital obtained on the principle of ensuring capital preservation, cash flow optimization, compliance with laws and internal regulations of the Company.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the change of the plan to use the capital raised from the above offering with the remaining amount after the Company has fulfilled the obligation to pay principal to Binh Duong Development Investment Fund until the 2027 Annual General Meeting of Shareholders takes place.

**IV. Report on the progress of capital utilization from the 2025 employee stock option program as of December 31, 2025 (audited):**

- Total amount of money collected under the capital use plan : 27,500,000,000 VND
- The amount of money used accumulated on 31/12/2025 : 27,500,000,000 VND
- Unused amount as of 31/12/2025 : 0 VND

**Article 2:** Approve the content of the report on the evaluation of the Independent Board of Directors activities in 2025.

**Article 3:** Approval the operational plan for 2026 của TDMWater, the main contenta are as follow:

**I. Plan for 2026**

- Commercial water production  $\geq 75,000,000\text{m}^3$
- Total revenue  $\geq$  VND 500 billion
- Profit after tax  $\geq$  VND 225 billion
- Total water supply capacity: 260,000 m<sup>3</sup>/day-night
- Ensure the maintaintent, repair and procurement of equipment to secure business production and plans.

**II. Approving the Plan on after-tax profits distribution and allocated funds in 2026**

The plan for distributing net profit and allocating funds for 2026 has been finalized with the following key indicators:

\* Expected after-tax profit for 2026:  $\geq$  VND 225 billion.

1. Expected dividend payout for 2026 in cash (100%): with a minimum dividend payout of 14% on contributed charter capital.

2. Appropriation of Funds:

- a. Reward and welfare fund : 5% P.a.t
  - *Reward Fund* : 4% P.a.t
  - *Welfare Fund* : 1% P.a.t
- b. Manager's Bonus Fund : 3% P.a.t
- c. Development Investment Fund :  $\geq 17\%$  P.a.t

3. Any remaining undistributed profits are carried over to the following year.

**III. The salary of employees fund, the salary of leaders fund and managers directly operating the Company in 2026**

- 1. Employee's salary fund: 2% of Revenue
- 2. The salary fund of leaders and: 2% of Revenue
  - Direct executive management

**IV. Plan for payment of salaries and remuneration to the Board of Directors, Supervisory Board, and Company Secretary in 2026.**

In accordance with legal regulations, with the following specific number of members:

**Remuneration**

- + Non-executive Chairman of the BOD : 01 person
- + Non-executive Head of the BOS : 01 person

**Remuneration**

- + Non-executive Member of the BOD : 04 person
- + Non-executive Member of the BOS : 02 person
- + Company Secretary : 01 person

**Article 4:** Through the plan to issue shares to increase charter capital in 2026 of TDM as detailed in Proposal No. 17/TTr-HĐQT dated March 23, 2026.

**Proposed solution: Increase charter capital by 10%, summary**

Current charter capital	: 1,111,000,000,000 VND
Current charter capital	: 111,100,000 shares
Number of shares offered	: 11,110,000 shares
Total number of shares after issuance	: 122,210,000 shares
Offering price	: 43,500 VND/share
Principles of price determination	: Average of the last 30 trading sessions, form 21/01/2026 to 10/03/2026
Expected revenue	: 483,285,000,000 VND

No.	Content	Expected investment amount (VND)	Estimated usage time
1	Investing in BWE shares during the public offering to existing shareholders of Binh Duong Water and Environment Corporation	433,685,000,000	From 2026, after BWE is authorized to distribute shares to existing shareholders
2	Repayment of bank loans due	49,600,000,000	From 2026, when the company is allowed to use the capital raised from the offering
	<b>TOTAL</b>	<b>483,285,000,000</b>	

*Detailed content in Proposal No. 17/TTr-HĐQT dated 23/3/2026 attached.*

**Article 5:** Through the dismissal and election of additional Independent of the BOD Member of Thu Dau Mot Water Joint Stock Company for the term 2025-2030, as follows:

Dismissal of Mr. Nguyen Huu Nghia from his position as an Independent BOD Member for the 2025-2030 term.

We hereby elect Mr. Nguyen Hoang An to the Board of Directors of Thu Dau Mot Water Joint Stock Company for the term 2025-2030. The term of the newly elected Board member is the remaining period of the 2025-2030 term.

**Article 6:** Through updating and adjusting some contents in the Charter of Thu Dau Mot Water Joint Stock Company.

*Detailed amendments are made in Proposal No. 13/TTr-HĐQT dated 03/03/2026 and attached appendices.*

**Article 7:** Through the authorization granted by the General Meeting of Shareholders to the Board of Directors of Thu Dau Mot Water Joint Stock Company, the Board selects one of the following three independent auditing firms to conduct the audit of the 2026 financial statements, the capital utilization progress report, the audit of equity capital after issuance, and other audit reports (if any) of Thu Dau Mot Water Joint Stock Company, including: PwC Vietnam Co., Ltd.; or AASC Auditing Firm Co., Ltd.; or A&C Auditing and Consulting Co., Ltd.

**Article 8: Implementation Terms**

1. The 2026 Annual General Meeting of Shareholders assigns the Board of Directors and the Supervisory Board the responsibility to organize, direct, manage, and monitor the Executive Board's implementation in accordance with the contents of this Resolution, ensuring compliance with legal regulations and the Charter of TDMWATER.
2. This Resolution was fully adopted by the General Meeting of Shareholders of Thu Dau Mot Water Joint Stock Company at the 2026 Annual General Meeting and takes effect from March 24, 2026.

**Recipient:**

- Shareholders,
- SSC;
- HCMC Stock Exchange;
- BOD of the Company;
- Board of GD of the Company;
- Supervisory Board;
- Save: adm. BOM.

**On behalf of GM OF SHAREHOLDERS  
CHAIRMAN - CHAIRMAN OF THE BOD**



*Nguyen Van Tri*











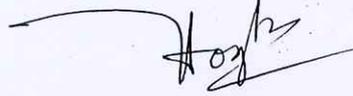
17. Related benefits for public companies and public funds (if any): Nil .....

18. Conflicting interests with public companies or public funds (if any): Nil.....

I assure you that the above testimonies are true, if they are wrong, I will take full responsibility before the law.

**DECLARANT**

*(Sign, specify full name)*



**Nguyễn Hoàng Ân**