

**THAI NGUYEN WATER JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Số: 17/TTTr- HDQT

Thai Nguyen, April 6, 2026

SUBMISSION

Re: Profit Distribution Plan for 2025 and Supplement to the Financial Regulation on the Use of Funds

To: The General Meeting of Shareholders of Thai Nguyen Water Joint Stock Company

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of Thai Nguyen Water Supply Joint Stock Company;

Pursuant to the Financial Management Regulation of Thai Nguyen Water Supply Joint Stock Company;

Pursuant to Resolution No. 24/NQ-ĐHĐCD dated June 27, 2025 of the 2025 Annual General Meeting of Shareholders for the term 2025–2030;

Pursuant to the 2025 audited financial statements audited by AASC Auditing Firm Company Limited;

Pursuant to Minutes No. 14/BB-HĐQT dated April 6, 2026 of the Board of Directors of Thai Nguyen Clean Water Joint Stock Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Profit Distribution Plan for 2025 and the supplement to the Financial Regulations regarding the use of funds.

1. Profit Distribution Plan

No.	Item	Unit	Amount
	After-tax profit (corporate income tax) – equitized sector	VND	25,811,543,876
1	Development investment fund (30%)	VND	7,743,463,163
2	Bonus fund (3%)	VND	774,346,316
3	Welfare fund (6.8718%)	VND	1,773,734,397
4	Dividend payment (VND 970/share)	VND	15,520,000,000
5	Dividend rate	%	9.7

- Payment method:

+ Undeposited securities: Cash payment at the Company.

+ Deposited securities: Dividends received at depository members (where custody accounts are opened).

- Dividend level: VND 970/share (equivalent to a dividend rate of 9.7%).

2. Supplement to the Financial Regulation on the Use of Funds

It is proposed to supplement Point b, Article 35 of the Financial Regulation as follows:

2.1. Development Investment Fund:



To be used for investment, expansion of production and business scale, or intensive investment of the Company. Expenditure levels and beneficiaries shall be approved by the Board of Directors or the Chairman of the Board of Directors as a basis for the General Director to implement.

2.2. Bonus and Welfare Funds

- To be used for year-end or ad hoc bonuses for collectives and individuals who have contributed to the Company's business performance.

- Expenditures for construction or repair of the Company's welfare facilities.

- Support for employees' educational and training activities at educational institutions.

- Support for travel expenses during holidays and Tet.

- Expenditures for employees' welfare activities such as culture, arts, sports, etc.

- Expenditures for recuperation, sightseeing, and vacation to restore working capacity for the Board of Directors, Board of Management, and employees, specifically:

- + Board of Directors members: Domestic trips: up to 2 times/year, VND 50,000,000 per trip; Overseas trips: up to 2 times/year, VND 150,000,000 per trip.

- + Board of Management members: Up to 2 times/year, VND 20,000,000 per trip.

- + Employees: To be decided by the Board of Directors and General Director from time to time.

- Funeral expenses:

- + Beneficiaries: Employees, their parents, the Company's partners, and other cases.

- + Minimum level: VND 1,300,000, including wreaths and condolence offerings.

- Emergency hardship allowances for employees.

- Charity activities:

- + Contributions to funds for the poor.

- + Visits and support for families in especially difficult circumstances.

- + Contributions for disaster and epidemic relief.

- + Support for patients with serious illnesses.

- Educational promotion and talent encouragement activities:

- + Contributions to study promotion funds of educational organizations and learning families.

- + Support for educational activities in disadvantaged areas.

- + Support for disadvantaged students with good academic performance.

- + Awards for students achieving high results in national and international competitions.

- Other welfare-related expenditures.

- Expenditure levels and beneficiaries shall be approved by the Board of Directors or the Chairman of the Board of Directors as a basis for the General Director to implement.

- All expenditures must be included in the monthly revenue and expenditure plan approved by the Chairman of the Board of Directors.

Other provisions of the Financial Regulation remain unchanged.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As above;
- Archived at: Administration Office, Board of Directors.

**ON BEHALF OF THE BOARD OF
DIRECTORS
AUTHORIZED BY THE CHAIRMAN
MEMBER OF THE BOARD OF DIRECTORS**



Nguyen Xuan Hoc

