

EXTRAORDINARY INFORMATION DISCLOSURE

To: Ho Chi Minh Stock Exchange

1. Name of the organization: **THU DUC WATER SUPPLY JOINT STOCK COMPANY**

- Stock code: TDW
- Address: 08 Khong Tu Street, Binh Tho Ward, Thu Duc City, Ho Chi Minh City
- Telephone: 19001012 Fax: 028 3896 0241
- Email: idsentd@gmail.com

2. Content of the disclosed information

Resolution No. 14/NQ-CNTĐ-HĐQT dated 25/03/2025 of the Board of Directors of Thu Duc Water Supply Joint Stock Company.

3. This information has been published on the Company's website on 25/03/2025 at: www.thuducwater.vn

We hereby certify that the above information is true and accurate and take full responsibility before the law for the content of the disclosed information.

Attached documents:

- Resolution of the Board of Directors.

Organization representative
Legal representative
DIRECTOR

Nguyen Cong Minh

No: 14/NQ-CNTĐ-HĐQT

Ho Chi Minh City, March 25th, 2025

RESOLUTION
BOARD OF DIRECTORS
OF THU DUC WATER SUPPLY JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decision No. 6662/QĐ-UBND on December 30, 2005 of the People's Committee of Ho Chi Minh City, on approving the plan and transforming Thu Duc Branch belonging to SaiGon Water Corporation into Thu Duc Water Supply Joint Stock Company;
- Pursuant to the Charter of Thu Duc Water Supply Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors meeting on March 25, 2025.

RESOLVES:

Article 1. Approving the following contents:

1. Audited financial statements for the year 2024

No.	Criteria	Unit	Plan 2024	Actual 2024	Percentage AT/PL
1	Total revenue	Million VND	1,316,656	1,333,815	101.30
2	Profit before tax	Million VND	64,853	70,299	108.40
3	Profit after tax	Million VND	51,883	56,083	108.10
4	Profit after tax/Average equity ratio	%	21.20	23.63	111.50
4.1	Profit after tax/Average equity ratio (According to Circular No. 200/2015/TT-BTC)	%	38.9	42.05	108.10

2. Salary and remuneration fund implemented in 2024; Salary and remuneration fund plan for 2025

No .	Content	Unit	Plan 2024	Actual 2024	Percentage/ PL	Plan 2025
A	Manager					
1	Number of managers	Person	7	7	100.00	7
2	Average monthly salary	Million VND	39,60	45,36	114.55	39,60
3	Implemented salary fund	Million VND	3,326,40	3,810,24	114.55	3,326,40
4	Remuneration (Non - executive members), including:	Million VND	696,00	696,00	100.00	696,00
	Board of Directors' members	Million VND/person/month	8	8	100.00	8
	Member of the Board of Supervisors	Million VND/person/month	6	6	100.00	6
B	Employees					
1	Average number of employees	Person	450	446	99.11	456
2	Average monthly salary	Million VND/person/month	20,617	21,648	105.00	21,648
3	Implemented salary fund	Million VND	111,330	115,858	104.07	118,456

The planned salary and remuneration fund for 2025 is provisionally calculated according to Circular No. 28/2016/TT-BLĐTBXH. The Company is requested to adjust the planned salary and remuneration fund for 2025 according to Decree No. 44/2025/NĐ-CP dated 28/02/2025 and submit it to the competent authority for approval as regulated.

At the 2025 Annual General Meeting of Shareholders, the Salary and Remuneration Fund of the (non-executive) Manager will be submitted to the shareholders for review and approval and authorize the Board of Directors to consider and decide on adjustments to the plan according to the actual situation at the unit and report the implementation results at the next Annual General Meeting of Shareholders.

3. Profit distribution plan (submitted to the 2025 Annual General Meeting of Shareholders)

No.	Content	Amount (VND)
1	Undistributed profit this year	56,082,986,917
2	Dividend distribution	
2.1	Dividend distribution from 2024 business profit Percentage: 14.00% of charter capital	11,900,000,000
2.2	Dividend distribution from undistributed profit from 2021 and earlier.	614,741,924

No.	Content	Amount (VND)
	Percentage: 0.72% of charter capital	
3	Fund appropriation	
3.1	Development investment	16,824,896,075
3.2	Reward – Welfare	18,000,000,000
3.3	Manager Reward	476,280,000
4	Remaining undistributed profit this period	8,881,810,842
5	Accumulated undistributed profit up to the end of the previous period	48,337,772,029
6	Total remaining undistributed profit	57,219,582,871

The Company will develop a plan to pay the remaining undistributed profit in 2024 appropriately and submit it to the 2025 Annual General Meeting of Shareholders for approval after the Capital Representative of Saigon Water Corporation consults the Board of Members of the Corporation.

4. Financial plan for 2025 (Submitted to the 2025 Annual General Meeting of Shareholders)

No.	Content	Unit	Actual 2024	Plan 2025	Percentage PL/AT
1	Total revenue	Million VND	1,333,815	1,379,925	103.46
2	Profit before tax	Million VND	70,299	72,507	103.14
3	Profit after tax (PAT)	Million VND	56,083	58,006	103.43
4	PAT/Average equity ratio	%	23.63	22.67	95.90
4.1	PAT/Average equity ratio (According to Circular No. 200/2015/TT-BTC)	%	42.05	38.67	91.97
5	Dividends	%	14.00	12.00	85.71

This financial plan replaces the content approved in Resolution No. 04/NQ-CNTĐ-HĐQT dated 21/01/2025 and will be submitted to the General Meeting of Shareholders at the annual meeting on 17/4/2025.

5. Signing a contract with SaiGon Water Corporation.

5.1. Draft contract for wholesale of clean water in 2025; Wholesale price in 2025 with SaiGon Water Corporation.

- Wholesale price of clean water in 2025 (provisional): 6,884.26 VND/m³

- Wholesale price as a basis for building the 2025 financial plan: (provisional) price of 6,884.26 VND/m³ plus a contingency increase of 0.91%.

During the contract implementation, the two parties will negotiate and recalculate the price to suit the actual situation.

- 5.2. Draft contract for leasing operating assets in 2025 with Saigon Water Corporation with a total lease value of VND 9,373,318,450 (excluding VAT).

During the contract implementation, for assets using borrowed capital to form fixed assets, in case of increase or decrease in interest expenses, the two parties will adjust the operating asset lease price on the basis of ensuring the interests of both parties and expressed through signing an appendix to the contract in 2025.

- 5.3. Contracts with related parties will be reported at the nearest Annual General Meeting of Shareholders.

6. Evaluation of operating efficiency and enterprise classification in 2024.

- Enterprise classification: Type A.
- Performance rating of the Manager: Successfully completed tasks.

7. Approve the policy of bank loan, the loan limit for investment and implementation of the 2025 production and business plan.

- 7.1. Approve the loan limit: VND 170 billion, specifically:

- Loan limit of VND 80 billion: For projects according to the list attached to Resolution No. 04/NQ-CNTĐ-HĐQT dated 21/01/2025, the capital source has been approved: 80% loan capital, 20% company capital.
- Maximum loan limit of VND 90 billion: For urgent projects and for working capital loans. The Board of Managements is assigned to proactively select projects to implement loans for urgent projects and for working capital, report progress to the Board of Directors during the implementation process, and ensure the completion of the 2025 production and business plan.

- 7.2. Assign the Director to select banks, sign loan contracts and future asset mortgage contracts (if any) to carry out production and business in 2025 and carry out related tasks, but must ensure that the loan interest rate is in line with the general level, the loan ratio is appropriate, and the interests of the Company are guaranteed; comply with relevant current legal regulations.

- 7.3. Assign the Director to report in detail clarifying the contents of the loan repayment plan, the business plan on future formed assets, and report to the Board of Directors in the next meeting.

8. Dismissal of Members of the Board of Directors.

- Accept the resignation letter from the position of member of the Board of Directors, Chairman of the Board of Directors of Mr. Nguyen Tong Dang. Dismissal time: 17/04/2025 (After the 2025 General Meeting of Shareholders approves).

- The dismissal and election of additional members of the Board of Directors will be carried out at the 2025 Annual General Meeting of Shareholders.

9. Documents of the 2025 Annual General Meeting of Shareholders.

The main contents of the 2025 Annual General Meeting of Shareholders documents include:

- Relevant Regulations; Rules and the 2025 Annual General Meeting of Shareholders Program;
- Reports of the Board of Directors and the Board of Supervisors on 2024 activities and 2025 operating directions;
- Report on business performance results in 2024; business plan for 2025;
- Proposal of contents: Approving the audited 2024 financial statements; Profit distribution plan for 2024; Manager's salary fund, Remuneration for the Board of Directors, Board of Supervisors in 2024 and planned salary fund and remuneration in 2025; Related party transaction contracts; Selection of an audit firm for 2025; Dismissal and election of additional members of the Board of Directors (members of the Board of Directors and independent members of the Board of Directors) for the 2022-2027 term and other matters under the authority of the General Meeting of Shareholders.

10. Report on the 2024 performance and the 2025 operating plan of the Internal Audit Department: Acknowledged the content and approved the report of the Internal Audit Department.

Article 2. This Resolution takes effect from the date of signing. Board of Directors' members, the Board of Supervisors, and functional departments directly under the Company and related individuals are responsible for implementing this Resolution.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- As article 2;
- Board of Supervisors;
- SSC;
- HOSE;
- Website;
- Archives: BOD Office.

Nguyen Tong Dang Khoa