

*Appendix I*

**CHANGE IN PERSONNEL**

*(Issued with the Decision No21/QĐ-SGDVN on 21/12/2021 of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)*

**DANANG WATER SUPPLY  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

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No.: 526/TB-CTCN

*Da Nang, April 21, 2025*

**CHANGE IN PERSONNEL**

*(Applied to cases of appointment and/or dismissal/resignation)*

**To: Hanoi Stock Exchange**

*Based on General Shareholder's Resolution No 01/NQ-ĐHĐCĐ dated April 18, 2025 of Da Nang Water Supply Joint Stock Company, we would like to announce the change in personnel of Da Nang Water Supply Joint Stock Company as follows:*

***In case of appointment (\*):***

- Mr. Phan Thinh
- Former position in the organization: Chief Accountant cum Manager of Finance and Accounting Department
- Newly appointed position: Member of Board of Directors cum Deputy Director
- Term: the rest time of 2021-2026 Term
- Effective date: May 01, 2025

***In case of appointment (\*):***

- Ms. Tan Thi Mien Thao
- Former position in the organization: Head of Business Registration Division, Da Nang Department of Finance.
- Newly appointed position: Member of Board of Supervisory.
- Term: the rest time of 2021-2026 Term
- Effective date: April 18, 2025

***In case of dismissal:***

- Mr. Le Duc Quy
- Dismissed position: Member of Board of Directors cum Deputy Director
- Reason (if any): retirement

- Effective date: May 01, 2025

***In case of dismissal:***

- Mr.Thai Quoc Khanh
- Dismissed position: Member of Board of Supervisory
- Reason (if any): to assigned another job.
- Effective date: April 18, 2025.

This information was published on the company's website on April 21, 2025, as in the link <https://dawaco.com.vn/category/co-dong/>

***Attached documents:***

- General Shareholders' Resolutions No 01/NQ-DHĐCĐ dated April 18, 2025
- List of insiders and their related persons).

**Organization representative**

*Legal representative*

**General Director**



**Hồ Minh Nam**

No: 01/ NQ-ĐHĐCĐ

*Da Nang, April 18, 2025*

**RESOLUTION**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF DA  
NANG WATER SUPPLY JOINT STOCK COMPANY**

*Pursuant to the Enterprise Law No. 59/2021/QH14 dated June 17, 2020;*

*Pursuant to the Charter on organization and operation of Da Nang Water Supply Joint  
Stock Company;*

*Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Da  
Nang Water Supply Joint Stock Company dated April 18, 2025;*

**RESOLVES:**

**Article 1. Approving the following matters:**

1. Report of the Board of Directors (BOD) on governance and performance results  
of the BOD in 2024 and the operational plan for 2025.

2. Report of the Executive Board on the business performance in 2024 and the  
business direction for 2025 with the following targets:

**2.1 Business results in 2024:**

No.	Indicators	Unit	2024			
			Plan	Actual	% Achieved	Compared to 2023
1	Produced water (including Hoa Lien)	Million m <sup>3</sup>	118,914	117,684	99,0%	102,2%
2	Billed water	Million m <sup>3</sup>	101,416	103,666	102,2%	106,5%
3	Total revenue before tax	VND Billion	709,374	672,755	94,8%	107,4%
	- Water supply	VND Billion	691,200	640,211	92,6%	108,2%
	- Construction	VND Billion	3,000	4,286	142,9%	100,8%
	- Materials	VND Billion	0,300	0,190	63,3%	64,8%
	- Financial activities	VND Billion	12,374	24,822	200,6%	91,1%
	- Other income	VND Billion	2,500	3,246	129,8%	106,5%
4	Profit before tax	VND Billion	96,576	112,107	116,1%	74,2%
5	Dividend payout ratio	%	12	14	116,7%	73,7%

## 2.2 Business Plan for 2025:

No	Indicators	Unit	Plan 2025	Compared to Actual 2024
1	Produced water (including Hoa Lien)	Million m <sup>3</sup>	124,400	105,7%
2	Billed water	Million m <sup>3</sup>	108,850	105,0%
3	Total revenue before tax	Billion VND	763,599	113,5%
	- Water supply	Billion VND	747,861	116,8%
	- Construction	Billion VND	3,000	70,0%
	- Materials	Billion VND	0,200	105,3%
	- Financial activities	Billion VND	11,184	45,1%
	- Other income	Billion VND	1,354	41,7%
4	Profit before tax	Billion VND	161,667	144,2%
5	Dividend payout ratio	%	18	128,6%

- Depending on the business performance in the planned year, the General Meeting of Shareholders authorizes the Board of Directors to consider adjusting the above targets in accordance with regulations. Based on the BOD's resolutions, the Executive Board shall implement accordingly.

3. Report of the Supervisory Board on activities in 2024 and the operational plan for 2025.

4. Financial statements and profit distribution for 2024, and financial plan and profit distribution for 2025:

### 4.1 Profit distribution for 2024:

- Profit before tax	112.106.770.599 VND
- Corporate income tax	11.751.903.237 VND
- Profit after tax	100.354.867.362 VND
- Profit distribution for 2024	100.354.867.362 VND
- Development investment fund	5.030.081.962 VND
- Reward and welfare fund	13.600.000.000 VND
- BOD, Executive Board, and Supervisory Board bonus fund	575.100.000 VND
- Dividend distribution	81.149.685.400 VND
- Dividend payout ratio	14.00%

### 4.2. Profit distribution plan for 2025:

- Revenue :	763.074 VND Billion
- Profit before tax :	159.535 VND Billion
- Profit after tax :	141.986 billion VND Billion

- Allocation to funds : 37.651 VND Billion
- Dividend distribution: 104.335 VND Billion
- Dividend payout ratio: 18%

5. Approval of the audited 2024 financial statements. *(Proposal No.01/TTr-HĐQT dated 17/4/2025)*

6. Approval of the allocation of funds, profit distribution, and dividend payout for 2024 and the plan for 2025. *(Proposal No 02/TTr-HĐQT dated 17/4/2025)*

7. Approval of the salary and remuneration report of the BOD and Supervisory Board for 2024 and the plan for 2025. *(Proposal No.03/TTr-HĐQT dated 17/4/2025)*

8. Approval of the selection of an independent auditing firm for the 2025 financial statements. *(Proposal No.02/2025/TTr-BKS dated 14/4/2025).*

9. Approval of the dismissal of a BOD member and Approval of the election results for supplementary BOD members for the 2021-2026 term

10. Approval of the dismissal of a Supervisory Board member and Approval of the election results for supplementary Supervisory Board member for the 2021-2026 term.

11. Approval of the election results for supplementary BOD member for the 2021-2026 term is Mr Phan Thinh.

12. Approval of the election results for Supervisory Board member for the 2021-2026 term is Ms Tan Thi Mien Thao.

**Article 2.** The Board of Directors and the Executive Board shall, based on their functions and responsibilities, implement the contents in Article 1 in accordance with the company's charter and applicable laws.

**Article 3.** Execution valid

1. This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Da Nang Water Supply Joint Stock Company and shall take effect from the date of signing.

2. The provision specified in Clause 11, Article 1 of this Resolution shall take effect from May 1, 2025.

**Recipients:**

- Da Nang People's Committee;
- BOD; Executive Board;
- Supervisory Board;
- Disclosed on State Securities Commission; Hanoi Stock Exchange,
- Disclosed on Company Website
- Archived: VT, Secretary..

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS**

CHAIRMAN



**Hồ Hương**