

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

**THE GENERAL MEETING OF SHAREHOLDERS  
OF THAI NGUYEN WATER JOINT STOCK COMPANY**

*Pursuant to the Law on Enterprises 2020, the Law on Securities and guiding documents for implementation thereof;*

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

*Pursuant to Minutes No. 18/BB-AGM dated April 29, 2026 of the 2026 Annual General Meeting of Shareholders of Thai Nguyen Water Joint Stock Company, which was voted for approval by the General Meeting of Shareholders;*

**RESOLVES:**

**Article 1.** To approve Report No. 89/BC-CTCPNS dated April 02, 2026 of the Board of Management on implementation results of the 2025 production and business plan and orientations/tasks for the 2026 production and business plan.

Including:

1.1. Results of implementation of the 2025 production and business plan:

No.	Items	Unit	2025 Plan	2025 Actual	% Completion of 2025 Plan	2025 Actual/2024
1	<b>Commercial water output</b>	<b>m3</b>	<b>17,380,000</b>	<b>18,301,414</b>	<b>105.3%</b>	<b>107.4%</b>
	- Equitized area	m3	16,758,000	17,670,449	105.4%	107.6%
	- Non-equitized area	m3	622,000	630,965	101.4%	102.9%
2	<b>Water loss ratio</b>	<b>%</b>	<b>18.80</b>	<b>18.43</b>	<b>-0.37</b>	<b>-3.30</b>
	- Equitized area	%	18.83	18.33	-0.50	-3.36
	- Non-equitized area	%	17.39	20.77	3.38	-1.93
3	<b>New customer connections</b>	<b>Households</b>	<b>2,250</b>	<b>2,828</b>	<b>125.7%</b>	<b>126.6%</b>



4	<b>Total revenue</b>	<b>VND'000</b>	<b>234,937,344</b>	<b>251,991,346</b>	<b>107.3%</b>	<b>109.3%</b>
5	<b>State budget remittance</b>	<b>VND'000</b>	<b>6,494,335</b>	<b>6,401,962</b>	<b>98.6%</b>	<b>64.9%</b>
6	<b>Profit after corporate income tax</b>	<b>VND'000</b>	<b>246,484</b>	<b>18,459,410</b>	<b>7,489.1%</b>	<b>Increase by VND 23.032 billion</b>
	- Equitized area	VND'000	7,403,379	25,811,543	348.6%	947.6%
	- Non-equitized area	VND'000	-7,156,895	-7,352,133	102.7%	100.8%
7	<b>Dividend payout ratio</b>	<b>%</b>	<b>2.78</b>	<b>9.70</b>	<b>348.9%</b>	<b>866.1%</b>
8	<b>Total employees</b>	<b>Persons</b>	<b>450</b>	<b>445</b>	<b>98.9%</b>	<b>99.1%</b>
9	<b>Average monthly income/person</b>	<b>VND'000</b>	<b>11,500</b>	<b>11,650</b>	<b>101.3%</b>	<b>102.0%</b>

## 1.2. Targets of the 2026 production and business plan:

No.	Items	Unit	2025 Actual	2026 Plan	2026 Plan/2025 Actual
1	<b>Commercial water output</b>	<b>m3</b>	<b>18,301,414</b>	<b>18,800,000</b>	<b>102.7%</b>
	- Equitized area	m3	17,670,449	18,160,000	102.8%
	- Non-equitized area	m3	630,965	640,000	101.4%
2	<b>Water loss ratio</b>	<b>%</b>	<b>18.43</b>	<b>17.59</b>	<b>-0.84%</b>
	- Equitized area	%	18.33	17.56	-0.77%
	- Non-equitized area	%	20.77	18.10	-2.67%
3	<b>New customer connections</b>	<b>Households</b>	<b>2,828</b>	<b>2,850</b>	<b>100.8%</b>
4	<b>Total revenue</b>	<b>VND'000</b>	<b>251,991,346</b>	<b>255,890,111</b>	<b>101.5%</b>
5	<b>State budget remittance</b>	<b>VND'000</b>	<b>6,401,962</b>	<b>12,849,508</b>	<b>200.7%</b>
6	<b>Profit after corporate income tax</b>	<b>VND'000</b>	<b>18,459,410</b>	<b>9,929,704</b>	<b>53.8%</b>
	- Equitized area	VND'000	25,811,543	17,182,283	66.6%
	- Non-equitized area	VND'000	-7,352,133	-7,252,579	98.6%
7	<b>Dividend ratio</b>	<b>%</b>	<b>9.70</b>	<b>6.44</b>	<b>66.4%</b>
8	<b>Total employees</b>	<b>Persons</b>	<b>445</b>	<b>450</b>	<b>101.1%</b>
9	<b>Average monthly income/person</b>	<b>VND'000</b>	<b>11,650</b>	<b>11,800</b>	<b>101.3%</b>

*Note: The 2026 planned figures are temporarily calculated based on the exchange rate of USD 1 = VND 26,700.*



**Article 2.** To approve Report No. 15/BC-BOD dated April 06, 2026 of the Board of Directors on corporate governance and operation of the Board of Directors in 2025.

**Article 3.** To approve Report No. 01/BC-SB dated April 02, 2026 of the Supervisory Board on its activities in 2025 and a summary of the audited 2025 Financial Statements.

**Article 4.** To approve Submission No. 16/TTr-BOD dated April 06, 2026 of the Board of Directors on final settlement of remuneration for the Board of Directors and Supervisory Board in 2025 and the remuneration payment plan for 2026, including:

Final settlement of remuneration for the Board of Directors and Supervisory Board in 2025: VND 1,667,352,000 (One billion six hundred sixty-seven million three hundred fifty-two thousand Vietnam Dong).

Planned remuneration payment for the Board of Directors and Supervisory Board, estimated on the basis of achieving 100% of the profit ratio against the planned profit in 2026: VND 2,064,192,000 (Two billion sixty-four million one hundred ninety-two thousand Vietnam Dong).

**Article 5.** To approve Submission No. 17/TTr-BOD dated April 06, 2026 of the Board of Directors on the 2025 profit distribution plan and supplementation of the Financial Regulation on the use of funds, including:

No.	Items	Unit	Amount
	Profit after Corporate Income Tax – Equitized area	VND	25,811,543,876
1	Allocation to Development Investment Fund (30%)	VND	7,743,463,163
2	Allocation to Reward Fund (3%)	VND	774,346,316
3	Allocation to Welfare Fund (6.8718%)	VND	1,773,734,397
4	Dividend payment (VND 970/share)	VND	15,520,000,000
5	Dividend ratio	%	9.7

**5.2. Dividend payment method:**

- + For undeposited securities: cash payment at the Company.
- + For deposited securities: dividend payment through depository members (where shareholders open depository accounts).
- Payment rate: VND 970/share (equivalent to a dividend ratio of 9.7%).

**Article 6.** To approve Submission No. 02/TTr-SB dated April 02, 2026 of the Supervisory Board on the selection of the auditing firm for the 2026 Financial Statements.

**Article 7.** The General Meeting of Shareholders assigns the Board of Directors to study and absorb the opinions of the Group of State Capital Representatives stated in Official Letter No. 127/CV-DDVNN dated April 29, 2026 in order to direct and integrate them into the implementation of the solutions set out in 2026.

**Article 8.** This Resolution shall take effect from April 29, 2026. The Board of Directors, the Board of Management, the Supervisory Board, all shareholders of the Company and all departments, divisions and affiliated units of the Company shall be responsible for implementation hereof.

**Recipients:**

- As stated in Article 8;
- State Securities Commission;
- Hanoi Stock Exchange;
- Thai Nguyen Provincial People's Committee;
- Shareholders (published on the Company's Website);
- Archived: Administration Office.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRPERSON  
MEMBER OF THE BOARD OF  
DIRECTORS**



**Nguyen Xuan Hoc**