

ANNOUNCEMENT OF THE APPOINTMENT OF NEW PERSONNEL

**To: STATE SECURITIES COMMISSION OF VIETNAM
HANOI STOCK EXCHANGE**

Pursuant to Resolution No. 43/NQ-GD dated 28 August 2026 of the Board of Directors of Gia Dinh Water Supply Joint Stock Company, we hereby announce the following personnel appointment of Gia Dinh Water Supply Joint Stock Company:

Appointment:

1. Mr. Pham Bach Trieu

- Position prior to appointment: Deputy Director of Information Technology of Gia Dinh Water Supply Joint Stock Company.
- Appointed position: Deputy Director of Information Technology of Gia Dinh Water Supply Joint Stock Company.
- Term of appointment: Five (5) years.
- Effective date: September 1, 2026.

This information is disclosed on the Company's website: <https://giadinh.sawaco.com.vn/> (under the "Shareholder Information" section).

We hereby certify that the information disclosed herein is true and accurate and shall take full responsibility before the law for the contents of this disclosure.

Attachments:

- Resolution No. 43/NQ-GD dated August 28, 2026 on the fourth meeting of the Board of Directors in 2026 of Gia Dinh Water Supply Joint Stock Company;
- Decision No. 22/QĐ-GĐ dated August 28, 2026 on the appointment of the Deputy Director of Information Technology of Gia Dinh Water Supply Joint Stock Company.
- Information Disclosure Form of Internal Persons and Their Related Persons.

Recipients:

- As above;
- Head of the Supervisory Board;
- Board of Directors;
- CA; Depts., Divs. & Teams;
- Filed: Office, HR&A Dept., Corp. Gov.

**Legal Representative
Director**



Nguyen Ngoc Hung

No.: **43** /NQ-GD

Ho Chi Minh City, August 28, 2026

RESOLUTION
4th Meeting of the Board of Directors in 2026
Gia Dinh Water Supply Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Gia Dinh Water Supply Joint Stock Company and the Company's Internal Governance Regulations issued under Resolution No. 02/NQ-GD dated April 21, 2022 of the General Meeting of Shareholders of Gia Dinh Water Supply Joint Stock Company;

At the 4th meeting of the Board of Directors in 2026, held on August 28, 2026, the Board of Directors reviewed and considered the reports and proposals and approved the following matters:

1. Report on the business and production performance and financial results for the first six months of 2026 and key tasks for the last six months of 2026 (including the audited financial statements for the first six months of 2026 (covering the period from January 1, 2026 to June 30, 2026));
2. Report of the Supervisory Board on its operations and supervision results for the first six months of 2026;
3. Proposal on the planned salary fund and remuneration for members of the Board of Directors, Controllers, the Executive Management and employees in 2026;
4. Proposal on the organizational structure and position of Deputy Director of Information Technology;
5. Proposal on the appointment of the person in charge of corporate governance.

**The Board Of Directors Of Gia Dinh Water Supply Joint Stock Company
RESOLVES:**

1. To approve Report No. 2281/BC-GD dated August 17, 2026 (together with the Financial Statements for the period from January 1, 2026 to June 30, 2026) on the Company's business, production and financial results for the first six months of 2026, under which water consumption volume reached 27,450 million m³; total revenue reached VND 335,076 billion;



the average cumulative water loss rate was 9,79%; and profit before tax reached VND 14,699 billion. (*Attached: Appendix 1*).

In assessing the Company's operating results for the first six months of 2026, key business and production indicators, including water consumption volume and water revenue, decreased compared with the same period of the previous year, while profit before tax reached 28.82% of the 2026 plan. The Executive Management is requested to continue to maintain stable business and production operations and implement appropriate cost allocation measures to achieve the annual plan, with particular focus on allocating costs for investment in reducing water losses and non-revenue water and for procurement.

2. To approve the planned salary fund and remuneration for members of the Board of Directors, Controllers, the Executive Management and employees in 2026, in accordance with Proposal No. 945/TTr-GD dated May 6, 2026 of the Company's Director, as follows:

- Average number of employees: 319 employees;
- Planned salary fund for full-time members of the Board of Directors and full-time Controllers: VND 1.091.299.620;
- Planned salary fund for the Executive Management (Director, Deputy Directors and Chief Accountant): VND 2.026.313.000;
- Planned salary fund for employees: VND 72.211.907.000;
- Planned remuneration fund for non-full-time members of the Board of Directors and non-full-time Controllers: VND 696.000.000 (*already approved under Resolution No. 07/NQ-ĐHDCD dated April 22, 2026 of the 2026 Annual General Meeting of Shareholders*);
- Salaries for basic construction, repair and other activities shall be determined based on actual costs and applicable regulations.
- **Total planned salary fund for 2026: VND 76.025.519.620. (In words: Seventy-six billion twenty-five million five hundred nineteen thousand six hundred twenty Vietnamese dong).**

3. To approve in principle the addition of the position of Deputy Director in charge of Information Technology to the Company's Executive Management structure (comprising 01 Director and 03 Deputy Directors).

To approve the appointment of Mr. Pham Bach Trieu, born on February 18, 1979, holding a Bachelor's Degree in Business Administration and an Engineer's Degree in Information Technology, as Deputy Director of Information Technology of the Company. The Chairman of the Board of Directors is assigned to sign and issue the appointment decision for Mr. Pham Bach Trieu in accordance with applicable laws and the Company's Charter.

The Company's Director is assigned to organize and implement this Resolution; assign duties and arrange work; and implement the salary regime and other benefits for Mr. Pham Bach Trieu in accordance with applicable laws and the Company's internal regulations. The Company shall also disclose information in accordance with regulations applicable to listed companies.

4. To approve the appointment of Ms. Nguyen Le Minh Phuong, born on June 30, 1989, Head of the Human Resources and Administration Department of Gia Dinh Water Supply Joint Stock Company, as the Person in Charge of Corporate Governance of Gia Dinh Water Supply Joint Stock Company, effective from September 1, 2026.

The Chairman of the Board of Directors is assigned to sign and issue the appointment decision in accordance with applicable laws and the Company's Charter. The Company shall also disclose information in accordance with regulations applicable to listed companies.

Recipients:

- SSC, HNX;
- Chairman of the MC, CEO, Controllers of the Corporation;
- BOD Members;
- Head of the SB;
- BOM;
- CA of the Company;
- Filed: Office, Corp. Gov.16.

On Behalf Of The Board Of Directors



Hoang The Bao



APPENDIX 1

**RESOLUTION
BUSINESS AND PRODUCTION PERFORMANCE RESULTS
FOR THE FIRST SIX MONTHS OF 2026**
(Attached to Resolution No. 43/NQ-GD dated August 28, 2026)

Item	Unit	2026 Plan	Actual Results for the First Six Months		Percentage (%) Compared with	
			2025	2026	Same Period	Plan
A. BUSINESS AND PRODUCTION ACTIVITIES		(1)	(2)	(3)	(4= 3/2)	(5=3/1)
1. Water Consumption (Standard 1)	Million m ³	55,600	27,627	27,450	99,36%	49,37%
2. Installation and Reinstallation of Water Meters of All Sizes	Unit	300	218	297	136,24%	99,00%
3. Replacement and Upsizing/ Downsizing of Small Water Meters	Unit	29.233	18.046	18.153	100,59%	62,10%
4. Replacement and Upsizing/ Downsizing of Large Water Meters	Unit	85	18	50	277,78%	58,82%
5. Average Water Loss Rate	%	10,50	9,14	9,79	Higher by 0,65%	Lower by 0,71%
6. Percentage of Households Provided with Clean Water	%	100,00	100,00	100,00	100,00%	100,00%
B. CONSTRUCTION INVESTMENT AND PROCUREMENT						
1. Development of the Water Supply Network	Meter	600	-	600	0,00%	100%
Value of Work Completed	VND billion	1,620	-	1,620	0,00%	100%
Disbursement Value	VND billion	0,810	0,115	-	0,00%	0,00%
2. Completion of the Water Supply Network						
Disbursement Value (Carried-Over Projects)	VND billion	0,137	-	-	0,00%	0,00%
3. Investment in Replacement of Deteriorated Pipes	Meter	11.193	2.242	2.338	104,28%	20,89%
Value of Work Completed	VND billion	44,455	10,181	8,892	87,34%	20,00%
Disbursement Value	VND billion	27,689	8,045	13,068	162,44%	47,20%

Item	Unit	2026 Plan	Actual Results for the First Six Months		Percentage (%) Compared with	
			2025	2026	Same Period	Plan
4. Water Loss and Non-Revenue Water Reduction Projects	Meter	13,883	5,140	8,672	168,71%	62,46%
<i>Value of Work Completed</i>	VND billion	36,133	17,235	24,834	144,09%	68,73%
<i>Disbursement Value</i>	VND billion	23,360	1,132	9,449	834,72%	40,45%
5. Material Costs for Leak Repairs, Periodic Water Meter Replacement and New Water Meter Installation						
<i>Value of Work Completed</i>	VND billion	34,800	41,037	27,443	66,87%	78,86%
<i>Disbursement Value</i>	VND billion	31,320	14,118	19,558	138,53%	62,45%
6. Procurement of Water Supply Network Management and Information Technology Equipment						
<i>Value of Work Completed</i>	VND billion	37,450	33,609	14,319	42,60%	38,23%
<i>Disbursement Value</i>	VND billion	30,280	4,602	9,473	205,84%	31,28%
7. Procurement of Motor Vehicles						
<i>Value of Work Completed</i>	VND billion	1,264	-	1,170	0,00%	92,56%
<i>Disbursement Value</i>	VND billion	1,264	-	-	0,00%	0,00%
Procurement of Machinery, Office Repairs and Training						
<i>Value of Work Completed</i>	VND billion	6,837	0,533	0,622	116,70%	9,10%
<i>Disbursement Value</i>	VND billion	5,470	0,533	0,622	116,70%	11,37%
C. FINANCIAL						
1. Total Revenue, including:	VND billion	684,731	337,837	335,076	99,18%	48,93%
<i>Water Revenue (Standard I)</i>	VND billion	675,429	335,022	331,673	99,00%	49,11%
2. Profit Before Tax	VND billion	51,000	23,940	14,699	61,40%	28,82%
3. Payments to the State Budget + Drainage Service Fees	VND billion	264,499	130,235	127,358	97,79%	48,15%

No.: 22/QD-GD

Ho Chi Minh City, August 28, 2026

DECISION

***On the Appointment of the Deputy Director of Information Technology
Gia Dinh Water Supply Joint Stock Company***

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Decision No. 6658/QD-UB dated December 30, 2005 of the People's Committee of Ho Chi Minh City approving the plan for and conversion of Gia Dinh Water Supply Branch under Saigon Water Supply Corporation into Gia Dinh Water Supply Joint Stock Company;

Pursuant to the Charter on Organization and Operation of Gia Dinh Water Supply Joint Stock Company;

Pursuant to Resolution No. 43/NQ-GD dated August 28, 2026 of the Board of Directors on the appointment of the Deputy Director of Information Technology of the Company (Item 3);

Considering the working capacity and personnel needs of the Company,

**The Board of Directors of Gia Dinh Water Supply Joint Stock Company
HEREBY DECIDES:**

Article 1. *Mr. Pham Bach Trieu*, born on February 18, 1979, Citizen Identity Card No. 093079011687, is hereby appointed as Deputy Director of Information Technology of Gia Dinh Water Supply Joint Stock Company.

- Effective date: From September 1, 2026.
- Term of appointment: Five (5) years.

Article 2. Mr. Pham Bach Trieu shall be responsible for managing and directing operations in accordance with the assignments of the Director of the Company; and shall perform the functions, duties and powers stipulated in the Company's Charter, internal regulations and applicable laws.

The salary, allowances and applicable benefits shall be determined in accordance with the prevailing regulations:

Salary group: A3 - Level 1/2

Performance coefficient: 9,05

Basic salary: VND 16.680.000

Performance-based salary: VND 10.950.500

Total salary: VND 27.630.500



Article 3. The members of the Board of Directors, the Board of Management, the Departments, Divisions and Teams of Gia Dinh Water Supply Joint Stock Company, and *Mr. Pham Bach Trieu* shall be responsible for implementing this Decision.

This Decision shall take effect from the date of signing. 

Recipients:

- As above;
- Chairman of the Members' Council and Controllers of SAWACO;
- Head of the Supervisory Board;
- Chief Accountant, Internal Audit Department, Departments, Divisions and Teams, Trade Union, Youth Union
- Archived: Office, Corporate Governance Department.

ON BEHALF OF THE BOARD OF DIRECTORS



Chairman 

Hoang The Bao



Phụ lục III
Appendix III
BẢN CUNG CẤP THÔNG TIN
CIRRICULLUM VITAE

(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng Bộ Tài chính)

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

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

TP.HCM, ngày 28 tháng 8 năm 2026
TP.HCM day 28 month 8 year 2026

BẢN CUNG CẤP THÔNG TIN/CIRRICULLUM VITAE

Kính gửi: - Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán.

To: - The State Securities Commission;
- The Stock Exchange.

1/ Họ và tên/Full name: **PHẠM BẠCH TRIỀU**

2/ Giới tính/Sex: **Nam**

3/ Ngày tháng năm sinh/Date of birth: **18/02/1979**

4/ Nơi sinh/Place of birth: **Cần Thơ**

5/ Số CCCD (hoặc số hộ chiếu)/ID card No. (or Passport No.) :

Ngày cấp/Date of issue : **19/09/2024**

Nơi cấp/Place of issue : **Bộ Công An**

6/ Quốc tịch/Nationality: **Việt Nam**

7/ Dân tộc/Ethnic: **Kinh**

8/ Địa chỉ thường trú/Permanent residence:

9/ Số điện thoại/Telephone number: **0908537873**

10/ Địa chỉ email/Email: **trieu.pb@sawaco.com.vn**

11/ Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules: **Công ty Cổ phần Cấp nước Gia Định**

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/Current position in an organization subject to information disclosure: **Phó Giám đốc Công ty.**

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies:*
Không

14/ Số CP nắm giữ: 0 chiếm 0% vốn điều lệ, trong đó:*/Number of owning shares 0 , accounting for 0% of charter capital, of which:*

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu:*/Owning on behalf of (the State/strategic investor/other organisation):* **Không**

+ Cá nhân sở hữu/*Owning by individual:* **Không**

15/ Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any):*

16/ Danh sách người có liên quan của người khai*/*List of affiliated persons of declarant:*

[illegible]

[illegible]

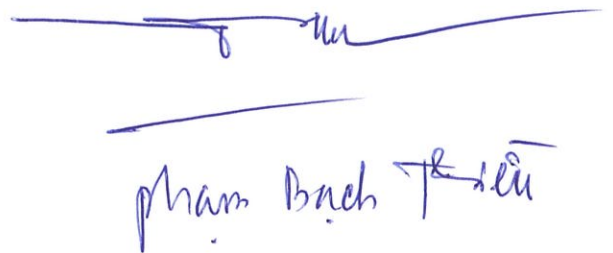
17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any)*: **không**

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/*Interest in conflict with public company, public fund (if any)*: **không**

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI/
DECLARANT**

(Ký, ghi rõ họ tên)
(Signature, full name)



phạm Bạch Tuyền