

**BAC GIANG CLEAN WATER
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 240/CV-NSBG

Bac Ninh, April 26th, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: - The State Securities Commission
Hanoi Stock Exchange

1. Name of Organization: Bac Giang Clean Water Joint Stock Company.
 - Stock Code: BGW
 - Address: No. 386 Xuong Giang Street, Bac Giang Ward, Bac Ninh Province
 - Telephone: (02043) 855 757
 - E-mail: ctnsbacgiang@bacninh.gov.vn

2. Content of Information Disclosure:

Announcement regarding the personnel changes of members of the Board of Directors (BOD) and the Supervisory Board of Bac Giang Clean Water Joint Stock Company.

Reason: On April 25th, 2026, Bac Giang Clean Water Joint Stock Company successfully held the 2026 Annual General Meeting of Shareholders, Thereby, the General Meeting resolved to dismiss the members of the Board of Directors and the Supervisory Board for the 2021–2026 term, and to elect members of the Board of Directors and the Supervisory Board for the 2026–2031 term. Immediately after the General Meeting, the BOD and the Supervisory Board convened to elect the Chairman of the BOD and the Head of the Supervisory Board for the 2026–2031 term.

3. This information was published on the Company's website on April 26th, 2026, at the following link:

<https://bacgiangwsc.com.vn/category/quan-he-co-dong/thong-tin-co-dong/>

We hereby undertake that the information disclosed above is true and that we are fully responsible before the law for the contents of the disclosed information./.

Recipients:

- As addressed above;
- Archive: Office

*** Attached Documents:**

- Personnel change announcement;
- Resolution of the 2026 Annual General Meeting of Shareholders;
- Resolution of the BOD on the election of the Chairman of the BOD;
- Resolution of the Supervisory Board on the election of the Head of the Supervisory Board;
- Appendix III – Information Provision Form (as per Circular No. 96/2020/TT-BTC).

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOD**



Huong Xuan Cong

No.: *289* /TB-NSBG

Bac Ninh, April 26th, 2026

NOTICE OF PERSONNEL CHANGES

**To: - The State Securities Commissio
- Hanoi Stock Exchange**

Pursuant to the General Meeting of Shareholders (GMS) Resolution No. *2.9./NQ/ĐHĐCĐTN-NSBG* dated April 25th, 2026, of Bac Giang Clean Water Joint Stock Company, we would like to formally announce the changes in the Company's personnel as follows:

Cases of Appointments / Re-appointments:

1/Mr. Huong Xuan Cong

- Position before appointment: Chairman of the Board of Directors
- Appointed position: Chairman of the Board of Directors
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

2/Mr. Tran Dang Dieu

- Position before appointment: Director - Member of the BOD
- Appointed position: Director - Member of the BOD
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

3/Mr. Bui Vinh Bac

- Position before appointment: Deputy Director - Member of the BOD
- Appointed position: Deputy Director - Member of the BOD
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

4/Mr. Bui The Binh

- Position before appointment: Deputy Director of the Company
- Appointed position: Deputy Director - Member of the BOD
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

5/Mr. Nguyen Trong Hieu

- Position before appointment: Member of the BOD
- Appointed position: Member of the BOD
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

6/Mrs. Nguyen Thi Thanh Thuy

- Position before appointment: Head of the Supervisory Board

- Appointed position: Head of the Supervisory Board
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

7/ Mrs. Hoang Le Thu

- Position before appointment: Staff Member
- Appointed position: Member of the Supervisory Board
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

8/ Mrs. Pham Thi Anh

- Position before appointment: None
- Appointed position: Member of the Supervisory Board
- Appointment term: Term 2026 - 2031
- Effective date: April 25th, 2026

Cases of Dismissal:

1/ Mrs. Nguyen Thi Phuong Thao

- No longer holding the position of: Member of the Board of Directors
- Reason for dismissal: Personal aspiration
- Effective date: April 25th, 2026

2/ Mr. Trinh Kien

- No longer holding the position of: Member of the Supervisory Board
- Reason for dismissal: Personal aspiration
- Effective date: April 25th, 2026

3/ Mrs. Vu Thi Thuy

- No longer holding the position of: Member of the Supervisory Board
- Reason for dismissal: Personal aspiration
- Effective date: April 25th, 2026

*** Attached Documents:**

- Resolution of the 2026 Annual General Meeting of Shareholders;
- Resolution of the Board of Directors on the election of the Chairman of the Board;
- Resolution of the Supervisory Board on the election of the Head of the Supervisory Board;
- Appendix III – Information Provision Form (as per Circular No. 96/2020/TT-BTC).

Recipients:

- As addressed above;
- Archive: Board of Directors, Supervisory Board;
- Archive: Office./.

**BAC GIANG CLEAN WATER
JOINT STOCK COMPANY
CHAIRMAN OF THE BOARD**



Huong Xuan Cong

GENERAL SHAREHOLDERS' MEETING
BAC GIANG CLEAN WATER
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 20/NQ-ĐHĐCĐTN-NSBG

Bac Ninh, April 25th, 2026

DRAFT:

RESOLUTION
THE 2026 ANNUAL GENERAL SHAREHOLDERS' MEETING, THE
2026–2031 TERM
BAC GIANG CLEAN WATER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;

Pursuant to the Charter on Organization and Operation of Bac Giang Clean Water Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Shareholders' Meeting for the 2026–2031 term.

DECIDE

On April 25th, 2026, the General Shareholders' Meeting of Bac Giang Clean Water Joint Stock Company was held with the participation of 217 shareholders and shareholder representatives, owning and representing 17,874,649 voting shares, accounting for 98.49% of the total voting shares of the Company.

After hearing the reports and proposals, the General Shareholders' Meeting discussed and voted to approve the resolution with the following contents:

Article 1: Approval of the Reports presented at the General Shareholders' Meeting

- Report on the Activities of the Board of Directors for the 2021–2026 term; orientations and tasks for the 2026–2031 term.
- Report on the Executive Board's operations in 2025 and business plan for 2026.
- Report on the Activities of the Supervisory Board for 2025 and the 2021–2026 term; orientations and tasks for 2026.

*** Business plan for 2026:**

- Water Revenue: VND 208.694 billion (inclusive of VAT)
- Billed water volume: 17.175 million m³
- Water loss rate:
 - + Distribution network supplied from Bac Giang Water Plant: 10.55%

+ Distribution network supplied from Doi Ngo Water Supply Enterprise: 11%

- Investment activities: VND 20.05 billion

*** Company Development Strategy for the 2026–2030 term:**

- Business targets: Output and revenue to increase by an average of 3% per year
- Profit before tax and after tax to increase by 10% per year
- Investment plan for 2026–2030: Total value of approximately VND 158 billion

Article 2: Approval of the Audited Financial Statement; The profit Distribution Plan.

*** In 2025:**

- Total revenue: VND 200.25 billion
- Total post-tax profit for 2025: VND 16.344 billion
- Dividend payout for 2025 (8.1%): VND 810 per share.

*** Profit Distribution Plan for 2026:**

1	Charter capital at year-end	VND 181.494 billion
2	Total revenue	VND 201 billion
3	Total expenses	VND 177 billion
4	Profit before tax	VND 24 billion
5	Profit after tax	VND 19.2 billion
6	Total profit after tax for 2026 to be distributed	VND 19.2 billion
7	Allocation to funds from after-tax profit + Welfare and Bonus Fund: (10%)	VND 1.920 billion
8	Dividend payment	VND 17.280 billion
9	Dividend payout ratio (9.52%)	VND 952 / share

Article 3: Approval of the Remuneration Report for the Board of Directors, Supervisory Board, and Corporate Governance Officer for 2025, and the Remuneration Plan for 2026.

*** Paid Remuneration for 2025:**

- Members of the Board of Directors: VND 3.0 million /person/month
- Head of Supervisory Board: VND 2.0 Million /person/month
- Members of the Supervisory Board: VND 1.5 million /person/month
- Corporate Governance Officer: VND 1.5 million /person/month

*** Remuneration Plan for 2026.**

- Members of the Board of Directors: VND 3.0 million /person/month
- Head of Supervisory Board: VND 2.0 Million /person/month

- Members of the Supervisory Board: VND 1.5 million /person/month
- Corporate Governance Officer: VND 1.5 million /person/month

Article 4: Approval of the Proposal on Amendments and Supplements to the Charter of Organization and Operation; and Approval of the Amendments and Supplements to the following Regulations:

1. Charter of Organization and Operation of Bac Giang Clean Water Joint Stock Company;
2. Internal Corporate Governance Regulations;
3. Operational Regulations of the Board of Directors;
4. Operational Regulations of the Supervisory Board.

Article 5: Approval of the Authorization for the Board of Directors to select the Audit Firm for the 2026 Financial Statements.

The General Shareholders' Meeting authorizes the Board of Directors, based on the capabilities, qualifications, and professional auditors of independent auditing firms that meet the standards for auditing listed companies on the stock exchange approved by the State Securities Commission, to proactively select the audit firm for the 2026 fiscal year.

Article 6: Approval of the dismissal of members of the Board of Directors and the Supervisory Board

Dismissal of Members of the Board of Directors and the Supervisory Board for the 2021–2026 Term

*** Board of Directors (BOD) comprises the following members:**

1. Mr. Huong Xuan Cong – Chairman of the BOD
2. Mr. Tran Dang Dieu – Member of the BOD
3. Mr. Bui Vinh Bac – Member of the BOD
4. Ms. Nguyen Thi Phuong Thao – Member of the BOD
5. Mr. Nguyen Trong Hieu – Member of the BOD

*** Supervisory Board comprises the following members:**

1. Mrs. Nguyen Thi Thanh Thuy – Head of the Supervisory Board
2. Mrs. Vu Thi Thuy – Member of the Supervisory Board
3. Mr. Trinh Kien – Member of the Supervisory Board

Article 7: Approval of the continued wholesale water purchase from DNP-Bac Giang Water Infrastructure Investment Co., Ltd. under Contract No. 14/2018/HDMB/DNP-Bac Giang.

Article 8: Approval of the election results for the Board of Directors and the Supervisory Board for the 2026–2031 term as follows:

1. Members of the Board of Directors include the following individuals:

1. Mr. Huong Xuan Cong

2. Mr. Tran Dang Dieu
3. Mr. Bui The Binh
4. Mr. Bui Vinh Bac
5. Mr. Nguyen Trong Hieu

2. Members of the Supervisory Board include the following individuals:

1. Mrs. Nguyen Thi Thanh Thuy
2. Mrs. Pham Thi Anh
3. Mrs. Hoang Le Thu

Article 9: Implementation

This resolution was approved in full text by the 2026 Annual General Shareholders' Meeting for the 2026-2031 term of Bac Giang Clean Water Joint Stock Company and takes effect from April 25th, 2026.

Members of the Board of Directors, Supervisory Board, and shareholders are responsible for implementing this Resolution and organizing its execution in accordance with their respective functions, in compliance with applicable laws and the Charter on Organization and Operation of Bac Giang Clean Water Joint Stock Company.

Recipients:

- Board of Directors, Supervisory Board;
- Shareholders;
- Archives: Administration Office, AGM Documents

**ON BEHALF OF GENERAL
SHAREHOLDERS' MEETING
CHAIRMAN**



[Signature]
Huong Xuan Cong

No.: 33/NQ-HĐQT-NSBG

Bac Ninh, April 26th, 2026

**RESOLUTION OF THE BOARD OF DIRECTORS
BAC GIANG CLEAN WATER JOINT STOCK COMPANY
(Regarding the Election of the Chairman of the Board of Directors
for the 2026-2031 Term)**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020;
- Pursuant to the Amended and Supplemented Charter of Bac Giang Clean Water Joint Stock Company approved by the Annual General Meeting of Shareholders on April 25th, 2026;
- Pursuant to Resolution No. 20 /NQ-ĐHĐCĐTN-NSBG dated April 25th, 2025, of Bac Giang Clean Water Joint Stock Company;
- Pursuant to Meeting Minutes No. 32 /BB-HĐQT-NSBG of the Board of Directors dated April 26th, 2026.

RESOLVES:

Article 1: To elect Mr. Huong Xuan Cong, a member of the Board of Directors, to hold the position of Chairman of the Board of Directors of Bac Giang Clean Water Joint Stock Company for the 2026-2031 term.

Article 2: This Resolution shall take effect from April 26th, 2026.

Article 3: Members of the Board of Directors, the Supervisory Board, the Board of Management, departments, and relevant individuals of Bac Giang Clean Water Joint Stock Company, and Mr. Huong Xuan Cong are responsible for the implementation of this Resolution./.

Recipients:

- As stated in Article 3;
- Archive: Secretary; Office.

**ON BEHALF OF THE BOD
CHAIRMAN**


Huong Xuan Cong



**BAC GIANG CLEAN WATER
JOINT STOCK COMPANY**

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

No.: 35 /NQ-BKS

Bac Ninh, April 26th, 2026

RESOLUTION

**Regarding the Election of the Head of the Supervisory Board Bac Giang Clean
Water Joint Stock Company for the 2026-2031 Term**

**THE SUPERVISORY BOARD OF BAC GIANG CLEAN WATER JOINT STOCK
COMPANY**

Pursuant to:

- *The Charter of Bac Giang Clean Water Joint Stock Company;*
- *The Operating Regulations of the Supervisory Board issued in conjunction with Resolution No. 20 /NQ-DHDCD dated April 25th, 2026;*
- *The Minutes of the Supervisory Board meeting regarding the election of the Head of the Supervisory Board for the 2026–2031 term of Bac Giang Clean Water Joint Stock Company - Minutes No. 34 /BB-BKS dated April 26th, 2026.*

RESOLVES:

Article 1. To elect Mrs. Nguyen Thi Thanh Thuy, Head of the Supervisory Board of Bac Giang Clean Water Joint Stock Company for the 2021–2026 term, to hold the position of Head of the Supervisory Board of Bac Giang Clean Water Joint Stock Company for the 2026-2031 term, effective from April 25th, 2026.

Article 2. Supervisors, relevant organizations, and individuals of Bac Giang Clean Water Joint Stock Company, and Mrs. Nguyen Thi Thanh Thuy shall be responsible for implementing this Resolution.

Recipients:

- Board of Directors, Supervisory Board;
- Board of Management;
- Shareholders;
- Archive: Office, General Meeting Records.

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF THE BOARD**

Nguyen Thi Thanh Thuy