

No.: 04/CTN-TB

Vinh Long, July 2, 2026



CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Pursuant to the Board of Directors' Resolution No. 03/NQ-HĐQT dated July 1, 2026 of Ben Tre Water Supply and Sewerage Joint Stock Company, we respectfully announce the personnel changes of Ben Tre Water Supply and Sewerage Joint Stock Company as follows:

1. Re-appointment of the Deputy General Director for the 2025–2030 term:

No.	Full name	Position before appointment	Re-appointed position	Effective date of re-appointment	Effective date
1	Phan Thanh Binh	Member of the Board of Directors, Deputy General Director, 2020–2025 term	Deputy General Director, 2025–2030 term	01/7/2026	01/7/2026

2. Re-appointment of the Chief Accountant for the 2025–2030 term:

No.	Full name	Position before appointment	Re-appointed position	Effective date of re-appointment	Effective date
1	Vo Thi Thien Trang	Chief Accountant, 2020–2025 term	Chief Accountant, 2025–2030 term	01/7/2026	01/7/2026

3. Re-appointment of the Person in Charge of Corporate Governance for the 2025–2030 term:

No.	Full name	Position before appointment	Re-appointed position	Effective date of re-appointment	Effective date
1	Nguyen Trung Hieu	Person in Charge of Corporate Governance cum Secretary of the Board of Directors	Person in Charge of Corporate Governance	01/7/2026	01/7/2026

4. Appointment of the Secretary of the Board of Directors for the 2025–2030 term:

No.	Full name	Appointed position	Effective date of appointment	Effective date
1	Le Tran Bao Tran	Secretary of the Board of Directors	01/7/2026	01/7/2026

This information was disclosed on the Company's website on July 2, 2026, at Bewaco.vn.

Attachments:

- Board of Directors' Resolution.
- Information Disclosure Form in accordance with Appendix III enclosed with Circular No. 96/2020/TT-BTC

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOARD OF
DIRECTORS**

Signed

Tran Hung



No.: 03 /NQ-HĐQT

Vinh Long, July 1, 2026

RESOLUTION

**On the Approval of the Appointment of Members of the Executive Board,
the Person in Charge of Corporate Governance, and the Secretary to the
Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock
Company for the 2025–2030 Term**

**BOARD OF DIRECTORS
BEN TRE WATER SUPPLY AND SEWERAGE JOINT STOCK
COMPANY**

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

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26,
2019;*

*Pursuant to the Law Amending and Supplementing a Number of Articles of
the Law on Securities, the Law on Accounting, the Law on Independent Audit, the
Law on State Budget, the Law on Management and Use of Public Assets, the Law
on Tax Administration, the Law on Personal Income Tax, the Law on National
Reserves, and the Law on Handling of Administrative Violations No.
56/2024/QH15 dated November 29, 2024;*

*Pursuant to the Law Amending and Supplementing a Number of Articles of
the Law on Public Investment, the Law on Investment in the Form of Public-
Private Partnership, the Law on Investment, the Law on Housing, the Law on
Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special
Consumption Tax, and the Law on Civil Judgment Enforcement No.
03/2022/QH15 dated January 11, 2022;*

*Pursuant to the Law Amending and Supplementing a Number of Articles of
the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;*

*Pursuant to the current Charter of Ben Tre Water Supply and Sewerage
Joint Stock Company;*

*Pursuant to Minutes No. 02/BB-HĐQT dated June 30, 2026 of the meeting
of the Board of Directors of Ben Tre Water Supply and Sewerage Joint Stock
Company;*

RESOLVES:

Article 1. The Board of Directors unanimously approves the proposal on the reappointment of members of the Company's Board of Management as follows:

+ To reappoint **Mr. Phan Thanh Binh**, Member of the Board of Directors and Deputy General Director for the 2020–2025 term, to continue serving as Deputy General Director of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025–2030 term, effective from July 1, 2026.

+ To reappoint **Mr. Phan Thanh Nhan**, Deputy General Director for the 2020–2025 term, to continue serving as Deputy General Director of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025–2030 term. The reappointment of Mr. Phan Thanh Nhan shall be implemented after obtaining the personnel approval from the People's Committee of Vinh Long Province.

+ To reappoint **Ms. Vo Thi Thien Trang** to continue serving as Chief Accountant of Ben Tre Water Supply and Sewerage Joint Stock Company for the 2025–2030 term, effective from July 1, 2026.

Article 2. The Board of Directors unanimously approves the appointment of the following positions:

+ To reappoint **Mr. Nguyen Trung Hieu**, Head of the Planning and General Affairs Department, who is concurrently serving as the Person in Charge of Corporate Governance and Secretary to the Board of Directors, to continue serving as the Person in Charge of Corporate Governance for the term of the Board of Directors, effective from July 1, 2026.

+ To appoint **Ms. Le Tran Bao Tran**, an employee of the Planning and General Affairs Department, to concurrently serve as the Secretary to the Board of Directors for the term of the Board of Directors, effective from July 1, 2026.

Article 3. The Board of Management, the Person in Charge of Corporate Governance, the Secretary to the Board of Directors, and the Company's relevant functional departments shall be responsible for implementing the above contents in accordance with the applicable laws and regulations and for making information disclosures in compliance with the prevailing regulations.

Article 4. The appointed individuals, members of the Board of Directors, the Board of Supervisors, the Board of Management, the Secretary to the Board of Directors, and heads of the relevant departments shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing./.

Recipients:

- Company's Website;
- As stated in Article 3;
- Archived: Administration Office, Office of the Secretary to the Board of Directors.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Tran Hung

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Vinh Long, July 01, 2026



CIRRICULLUM VITAE

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

1/ Full name: Phan Thanh Binh

2/ Gender: Male

3/ Date of birth: 12/4/1985

4/ Place of birth: Ba Tri Commune, Vinh Long Province

5/ Citizen Identity Card No.: 083085002614 Issued on: 14/4/2025 Place of issuance: Police Department for Administrative Management of Social Order.

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent residential address: 49/AH, An Hoa Hamlet, Ba Tri Commune, Vinh Long Province

9/ Telephone: 0912.223.823

10/ Email address: thanhbinh.cdn1@gmail.com

11/ Name of the organization subject to information disclosure: Ben Tre Water Supply and Sewerage Joint Stock Company.

12/ Current position at the organization subject to information disclosure: Member of the Board of Directors and Deputy General Director.

13/ Current positions held at other organizations: None.

14/ Number of shares held: 1.365 shares, representing 0,0046% of the charter capital, including:

+ Shares held as representative of (the State/strategic shareholder/other organization): 0 shares.

+ Personally owned shares: 1,365 shares.

15/ Shareholding commitments (if any): None.

16/ List of related persons of the declarant:

No.	Stock code	Full name	Securities trading account, if any	Position at the company, if any	Relationship with the company/internal person	Type of legal identification document (*) (Identity Card/Passport/Business Registration Certificate)	Legal identification document No. (*)	Date of issuance	Place of issuance	Head office address/Contact address	Number of shares owned at the end of the period	Share ownership ratio at the end of the period	Date of commencement as a related person of the company/internal person	Date of cessation as a related person of the company/internal person	Reason, upon the occurrence of changes relating to Items 13 and 14	Notes regarding the absence of a legal identification document number and other notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	NBT	Phan Thanh Binh	001C507441	Member of the Board of Directors, Deputy General Director	Insider	CITIZEN IDENTITY CARD		14/04/2025	Ministry of Public Security		1.365	0,0046 %	03/01/2019			
1.01		Tran Thi Thanh Thi	None	None	Wife	CITIZEN IDENTITY CARD		06/02/2024	Police Department for Administrative Management of Social Order							
1.02		Phan Nguyen Duc	None	None	Son											Còn nhỏ
1.03		Phan Nguyen Khang	None	None	Son											Còn nhỏ
1.04		Nguyen Thi Diep	None	None	Mother	CITIZEN IDENTITY CARD		01/11/2022	Police Department for Administrative							

									Management of Social Order							
1.05		Phan Thi Thuy Hoa	001C507359	None	Younger Sister	CITIZEN IDENTITY CARD			Police Department for Administrative Management of Social Order	7	420	0,001%				
1.06		Nguyen Van Dong	001C507488	None	Younger Sister's Husband	CITIZEN IDENTITY CARD			Police Department for Administrative Management of Social Order	7	2.415	0,008%				
1.07		Nguyen Thi Kim Huong	None	None	Mother-in-law	CITIZEN IDENTITY CARD	083163012840	26/8/2021	Police Department for Administrative Management of Social Order	1						
1.08		Tran Quang Chien	None	None	Brother-in-law	CITIZEN IDENTITY CARD	083082000936	31/3/2021	Police Department for Administrative Management of Social Order	1						

1.09		Nguyen Thi Ngoc Han	None	None	Elder Brother's Wife	CITIZEN IDENTITY CARD		10/4/2021	Police Department for Administrati ve Management of Social Order						
1.10		Tran Thi Thanh Tram	None	None	Elder Sister- in-law	CITIZEN IDENTITY CARD		16/5/2023	Police Department for Administrati ve Management of Social Order						

17/ Related interests in the public company or public fund: None

18/ Interests that conflict with those of the public company or public fund:
None

I hereby certify that the above information is true and accurate. I shall take full legal responsibility for any false declaration.

DECLARANT

Signed

Phan Thanh Binh



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Vinh Long, July 01, 2026



CIRRICULLUM VITAE

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

1/ Full name: VO THI THIEN TRANG

2/ Gender: Female

3/ Date of birth: 15/03/1973

4/ Place of birth: Ben Tre

5/ Citizen Identity Card No.: 083173002352 Issued on: 28/04/2021. Place of issuance: Police Department for Administrative Management of Social Order.

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent residential address: 509 A/2, Quarter 2, Son Dong Ward, Vinh Long Province.

9/ Telephone: 0916038946

10/ Email address: thientrang.ctnbt@gmail.com

11/ Name of the organization subject to information disclosure: Ben Tre Water Supply and Sewerage Joint Stock Company.

12/ Current position at the organization subject to information disclosure: Chief Accountant.

13/ Current positions held at other organizations: None.

14/ Number of shares held: 20.865 shares, representing 0,071% of the charter capital, including:

+ Shares held as representative of (the State/strategic shareholder/other organization): 0 shares.

+ Personally owned shares: 20.865 shares.

15/ Shareholding commitments (if any): ...

16/ List of related persons of the declarant:

No.	Stock code	Full name	Securities trading account, if any	Position at the company, if any	Relationship with the company/internal person	Type of legal identification document (*) (<i>Identity Card/Passport/Business Registration Certificate</i>)	Legal identification document No. (*)	Date of issuance	Place of issuance	Head office address/Contact address	Number of shares owned at the end of the period	Share ownership ratio at the end of the period	Date of commencement as a related person of the company/internal person	Date of cessation as a related person of the company/internal person	Reason, upon the occurrence of changes relating to Items 13 and 14	Notes regarding the absence of a legal identification document number and other notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	NBT	Vo Thi Thien Trang	001C507573	Chief Accountant	Internal Person	CITIZEN IDENTITY CARD		28/4/2021	Police Department for Administrative Management of Social Order							
1.01		Pham Van Nghiep	001C507429	Worker	Husband	CITIZEN IDENTITY CARD		25/04/2021	Police Department for Administrative Management of Social Order							
1.02		Pham Gia Phuc	None	None	Son	CITIZEN IDENTITY CARD		05/06/2022	Police Department for Administrative Management of Social Order							

1.03		Pham Ngoc Nhan An	None	None	Daughter	<i>CITIZEN IDENTITY CARD</i>
1.04		Nguyen Thi Yen	None	None	Mother	<i>CITIZEN IDENTITY CARD</i>
1.05		Vo Viet Luu	None	None	Elder Brother	<i>CITIZEN IDENTITY CARD</i>
1.06		Vo Thi Thuy Trang	None	None	Elder Sister	<i>CITIZEN IDENTITY CARD</i>
1.07		Tran Hue Hung	None	None	Brother-in- law	<i>CITIZEN IDENTITY CARD</i>

20/05/2022	Police Department for Administrati ve Management of Social Order						
28/06/2021	Police Department for Administrati ve Management of Social Order						
27/04/2021	Police Department for Administrati ve Management of Social Order						
10/05/2021	Police Department for Administrati ve Management of Social Order						
10/05/2021	Police Department for Administrati						

1.08		Vo Anh Vu	None	None	Elder Brother	CITIZEN IDENTITY CARD
1.09		Le Huyen Linh	None	None	Sister-in-law	CITIZEN IDENTITY CARD
1.10		Vo Duy Bao	None	None	Elder Brother	CITIZEN IDENTITY CARD
1.11		Le Thi Trang	None	None	Sister-in-law	CITIZEN IDENTITY CARD

	ve Management of Social Order
10/05/2021	Police Department for Administrati ve Management of Social Order
10/05/2021	Police Department for Administrati ve Management of Social Order
12/08/2021	Police Department for Administrati ve Management of Social Order
12/08/2021	Police Department for Administrati ve Management of Social Order

1.12		Vo Duc Duy	None	None	Younger Brother	<i>CITIZEN IDENTITY CARD</i>		10/05/2021	Police Department for Administrati ve Management of Social Order							
1.13		Nguyen Thi Thu Loan	None	None	Younger Brother's Wife	<i>CITIZEN IDENTITY CARD</i>		06/09/2021	Police Department for Administrati ve Management of Social Order							

17/ Related interests in the public company or public fund: None

18/ Interests that conflict with those of the public company or public fund:
None

I hereby certify that the above information is true and accurate. I shall take full legal responsibility for any false declaration.

DECLARANT

Signed

Vo Thi Thien Trang

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SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Vinh Long, July 01, 2026



CIRRICULLUM VITAE

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

1/ Full name: Nguyen Trung Hieu

2/ Gender: Male

3/ Date of birth: 23/8/1983

4/ Place of birth: Vinh Long Province

5/ Citizen Identity Card No.: 083083009737 Issued on: 09/01/2022 Place of issuance: Police Department for Administrative Management of Social Order.

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent residential address: 53C Truong Dinh Street, Binh Thang Quarter, Son Dong Ward, Vinh Long Province

9/ Telephone: 0919.240240

10/ Email address: trunghieucnbt@yahoo.com

11/ Name of the organization subject to information disclosure: Ben Tre Water Supply and Sewerage Joint Stock Company.

12/ Current position at the organization subject to information disclosure: Person in charge of corporate governance cum Secretary, Head of Planning and General Affairs Department.

13/ Current positions held at other organizations: None.

14/ Number of shares held: 6.405, representing 0,022% of the charter capital, including:

+ Shares held as representative of (the State/strategic shareholder/other organization): 0 shares.

+ Personally owned shares: 6.405 shares.

15/ Shareholding commitments (if any): None.

16/ List of related persons of the declarant:

No.	Stock code	Full name	Securities trading account, if any	Position at the company, if any	Relationship with the company/internal person	Type of legal identification document (*) (Identity Card/Passport/Business Registration Certificate)	Legal identification document No. (*)	Date of issuance	Place of issuance	Head office address/Contact address	Number of shares owned at the end of the period	Share ownership ratio at the end of the period	Date of commencement as a related person of the company/internal person	Date of cessation as a related person of the company/internal person	Reason, upon the occurrence of changes relating to Items 13 and 14	Notes regarding the absence of a legal identification document number and other notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	NBT	Nguyen Trung Hieu		Person in charge of Corporate Governance cum Board Secretary	Internal Person	CITIZEN IDENTITY CARD		09/01/2022	Police Department for Administrative Management of Social Order		6405	0,022%	01/01/2023			
1.01		Bui Thi Thuy Hang	None	None	Wife	CITIZEN IDENTITY CARD		14/10/2022	Police Department for Administrative Management of Social Order							
1.02		Nguyen Van Phai	None	None	Father	CITIZEN IDENTITY CARD		16/4/2021	Police Department for Administrative Management of Social Order							

1.03		Le Thi Ly	None	None	Mother	CITIZEN IDENTITY CARD		08/2/2021	Police Department for Administrati ve Management of Social Order						
1.04		Bui Van Dien	None	None	Father-in-law	CITIZEN IDENTITY CARD		09/08/2021	Police Department for Administrati ve Management of Social Order						
1.05		Nguyen Thi Nhan	None	None	Mother-in-law	CITIZEN IDENTITY CARD		10/7/2021	Police Department for Administrati ve Management of Social Order						
1.06		Nguyen Thai Hung	None	None	Child	CITIZEN IDENTITY CARD		25/12/2023	Police Department for Administrati ve Management of Social Order						
1.07		Nguyen The Hao	None	None	Child	CITIZEN IDENTITY CARD									Minor

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17/ Related interests in the public company or public fund: None

18/ Interests that conflict with those of the public company or public fund:
None

I hereby certify that the above information is true and accurate. I shall take full legal responsibility for any false declaration.

DECLARANT

Signed

Nguyen Trung Hieu



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Vinh Long, July 01, 2026



CIRRICULLUM VITAE

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

- 1/ Full name: Le Tran Bao Tran
- 2/ Gender: Female
- 3/ Date of birth: 02/10/1993
- 4/ Place of birth: An Hoi Ward, Vinh Long Province.
- 5/ Citizen Identity Card No.: 083193001787 Issued on: 28/4/2021 Place of issuance: Police Department for Administrative Management of Social Order.
- 6/ Nationality: Vietnamese
- 7/ Ethnicity: Kinh
- 8/ Permanent residential address: 144B10, Quarter 12, An Hoi Ward, Vinh Long Province.
- 9/ Telephone: 0907.766.614
- 10/ Email address: baotranxdbt@gmail.com
- 11/ Name of the organization subject to information disclosure: Ben Tre Water Supply and Sewerage Joint Stock Company.
- 12/ Current position at the organization subject to information disclosure: Board Secretary, Staff of the Planning and General Affairs Department.
- 13/ Current positions held at other organizations: None.
- 14/ Number of shares held: 9.555, representing 0,0325% of the charter capital, including:
 - + Shares held as representative of (the State/strategic shareholder/other organization): 0 shares.
 - + Personally owned shares: 9.555 shares.
- 15/ Shareholding commitments (if any): None.
- 16/ List of related persons of the declarant:

No.	Stock code	Full name	Securities trading account, if any	Position at the company, if any	Relationship with the company/internal person	Type of legal identification document (*) (<i>Identity Card/Passport/Business Registration Certificate</i>)	Legal identification document No. (*)	Date of issuance	Place of issuance	Head office address/Contact address	Number of shares owned at the end of the period	Share ownership ratio at the end of the period	Date of commencement as a related person of the company/internal person	Date of cessation as a related person of the company/internal person	Reason, upon the occurrence of changes relating to Items 13 and 14	Notes regarding the absence of a legal identification document number and other notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	NBT	Le Tran Bao Tran	001C507511	Board Secretary	Internal Person	CITIZEN IDENTITY CARD	083193001787	28/4/2021	Police Department for Administrative Management of Social Order	144B10, Quarter 12, An Hoi Ward, Vinh Long Province	9.555	0.0325%				
1.01		Le Xuan An	001C507476	None	Father	CITIZEN IDENTITY CARD	083063017972	05/6/2022	Police Department for Administrative Management of Social Order	162B6, Quarter 12, An Hoi Ward, Vinh Long Province	3.990	0.0136%				
1.02		Tran Thi Anh Dao	None	None	Mother	CITIZEN IDENTITY CARD	083160010364	05/6/2022	Police Department for Administrative Management of Social Order	162B6, Quarter 12, An Hoi Ward, Vinh Long Province						

1.03		Dang Thanh Minh	None	None	Father-in-law	CITIZEN IDENTITY CARD	083062000311	25/3/2021	Police Department for Administrati ve Management of Social Order	D3, Quarter 6, Phu Khuong Ward, Vinh Long Province						
1.04		Van Thi Phung	None	None	Mother-in-law	CITIZEN IDENTITY CARD	083163011313	11/3/2025	Ministry of Public Security	D3, Quarter 6, Phu Khuong Ward, Vinh Long Province						
1.05		Dang Duy Quang	001C5074 92	Staff of Phu Tan Water Supply Branch	Husband	CITIZEN IDENTITY CARD	083089001854	28/4/2021	Police Department for Administrati ve Management of Social Order	144B10, Quarter 12, An Hoi Ward, Vinh Long Province	1.155	0.0039%				
1.06		Dang Xuan Vinh	None	None	Son	Personal Identificatio n Number	083217005540			144B10, Quarter 12, An Hoi Ward, Vinh Long Province						
1.07		Dang Thanh Vinh	None	None	Son	Personal Identificatio n Number	083221000303			144B10, Quarter 12, An Hoi Ward, Vinh Long Province						
1.08		Lc Xuan Truong Giang	009C2060 59	None	Elder Brother	CITIZEN IDENTITY CARD	083087000886	13/04/2021	Police Department for Administrati ve Management	162B6, Quarter 12, An Hoi Ward, Vinh Long Province						

									of Social Order							
1.09		Nguyen Thi Tuong Vy	None	None	Sister-in-law	CITIZEN IDENTITY CARD	083190008629	09/08/2021	Police Department for Administrati ve Management of Social Order	6Đ1, Binh Thanh Quarter, Ben Tre Ward, Vinh Long Province						



17/ Related interests in the public company or public fund: None

18/ Interests that conflict with those of the public company or public fund:
None

I hereby certify that the above information is true and accurate. I shall take full legal responsibility for any false declaration.

DECLARANT

Signed

Le Tran Bao Tran

