



№192/CNBT-TCHC

Ho Chi Minh City, August 10, 2026

NOTICE OF PERSONNEL CHANGE

Kind attention:

- State Securities Commission;
- Vietnam Exchange;
- Hanoi Stock Exchange.

Pursuant to Resolution No. 24/NQ-CNBT-HDQT dated August 10, 2026, and Decision No. 01/QD-CNBT-HDQT dated August 10, 2026 of the Board of Directors of Ben Thanh Water Supply Joint Stock Company regarding the signing of an employment contract, appointment of the Deputy Director of the Company, and salary grading for Mr. Bui Hoai Nam, Ben Thanh Water Supply Joint Stock Company respectfully announces the following personnel change:

1. Case of appointment:

Mr.: Bui Hoai Nam

- Position prior to appointment: Deputy Chief of Office of Saigon Water Supply Corporation - One Member Limited Liability Company.
- Appointed position: Deputy Director of Ben Thanh Water Supply Joint Stock Company.
- Term of appointment: 05 (five) years.
- Effective date: From August 10, 2026.

2. Case of dismissal: None

This information has been published on the electronic information portal of Ben Thanh Water Supply Joint Stock Company on August 10, 2026 at the link: **www.capnuocbenthanh.com**

*** Attachments:**

- Resolution of the Board of Directors No. 24/NQ-CNBT-HDQT dated August 10, 2026 regarding the signing of an employment contract, appointment of the Deputy Director of the Company, and salary grading for Mr. Bui Hoai Nam.
- Decision of the Board of Directors No. 01/QD-CNBT-HDQT dated August 10, 2026 regarding the appointment of Mr. Bui Hoai Nam to the position of Deputy Director of the Company.
- Information disclosure form of the internal person according to Appendix III issued with Circular No. 96/2020/TT-BTC.

Recipients:

- As above;
- Saigon Water Supply Corporation (for reporting);
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Board of Management;
- Chief Accountant;
- Archived at: Admin/Record Dept., HR/Admin Dept.

**REPRESENTATIVE OF THE ORGANIZATION
DIRECTOR**

Nguyen Hoai Nam



Ho Chi Minh City, August 10, 2026

RESOLUTION

Regarding the signing of an employment contract, appointment of the Deputy Director, and salary grading for Mr. Bui Hoai Nam

BOARD OF DIRECTORS OF BEN THANH WATER SUPPLY JOINT STOCK COMPANY

Pursuant to the 2020 Law on Enterprises and its amending and supplementing documents;

Pursuant to the 2019 Law on Securities and its amending and supplementing documents;

Pursuant to Decision No. 6652/QĐ-UBND dated December 30, 2005 of the People's Committee of Ho Chi Minh City on approving the plan and converting Ben Thanh Water Supply Branch under Saigon Water Supply Corporation into Ben Thanh Water Supply Joint Stock Company;

Pursuant to the Charter of Organization and Operation of Ben Thanh Water Supply Joint Stock Company;

Pursuant to the Internal Corporate Governance Regulations of Ben Thanh Water Supply Joint Stock Company;

Considering Proposal No. 2128/TTr-CNBT-TCHC dated July 30, 2026 of the Director of Ben Thanh Water Supply Joint Stock Company regarding the signing of an employment contract, appointment of the Deputy Director, and salary grading for Mr. Bui Hoai Nam;

Pursuant to the Vote Counting Minutes dated August 7, 2026 regarding the counting of voting ballots of the members of the Board of Directors according to Voting Ballot No. 11/CNBT-HDQT dated July 30, 2026 of the Chairman of the Board of Directors,

RESOLVES:

Article 1. Approve the signing of an employment contract, the appointment of Mr. Bui Hoai Nam to hold the position of Deputy Director of the Company, and salary grading according to the contents of Proposal No. 2128/TTr-CNBT-TCHC dated July 30, 2026 of the Director of Ben Thanh Water Supply Joint Stock Company and the attached dossiers and documents.

Article 2. Assign the Chairman of the Board of Directors, on behalf of the Company, to sign the Employment Contract and issue the Decision on appointing Mr. Bui Hoai Nam in accordance with the provisions of law, the Charter, and the internal corporate governance regulations of the Company.

Article 3. Assign the Director of the Company to organize the implementation of this Resolution; carry out the reception, assignment of tasks, and arrangement of work; implement the salary regime and other regimes and benefits for Mr. Bui Hoai Nam in accordance with the provisions of law and the internal regulations of the Company; at the same time, implement information disclosure in accordance with regulations for public companies.

Article 4. Members of the Board of Directors, the Director, members of the Supervisory Board, the Chief Accountant, Mr. Bui Hoai Nam, and related units and individuals are responsible for implementing this Resolution.

Recipients:

- As in Article 4;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Board of Management;
- Chief Accountant;
- Archived at: Admin/Record Dept., Board of Directors.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Pham Tuan Anh

SAIGON WATER SUPPLY CORPORATION
ONE MEMBER LIMITED LIABILITY
COMPANY

BEN THANH WATER SUPPLY JOINT
STOCK COMPANY



No. 01/QD-CNBT-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, August 10, 2026

DECISION

Regarding the appointment of Mr. Bui Hoai Nam to the position of Deputy Director of the Company

BOARD OF DIRECTORS OF BEN THANH WATER SUPPLY JOINT STOCK COMPANY

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

Pursuant to the Charter of Organization and Operation of Ben Thanh Water Supply Joint Stock Company;

Pursuant to the Internal Corporate Governance Regulations of Ben Thanh Water Supply Joint Stock Company;

Pursuant to Resolution No. /NQ-CNBT-HDQT dated August 10, 2026 of the Board of Directors of Ben Thanh Water Supply Joint Stock Company regarding the signing of an employment contract, appointment of the Deputy Director, and salary grading for Mr. Bui Hoai Nam.

DECIDES:

Article 1. Appoint Mr. Bui Hoai Nam to hold the position of Deputy Director of Ben Thanh Water Supply Joint Stock Company.

- Effective date: From August 10, 2026.

- Term of appointment: 05 (five) years.

Article 2. Mr. Bui Hoai Nam is entitled to the salary regime, other rights, and benefits according to Resolution No. /NQ-CNBT-HDQT dated August 10, 2026 of the Board of Directors, the Employment Contract signed with the Company, the Remuneration Regulations for Company Managers, and relevant provisions of law.

Article 3. Assign the Director of the Company to organize the implementation of this Decision; carry out the reception, assignment of tasks, and arrangement of work; carry out related procedures and disclose information in accordance with the provisions of law.

Article 4. Implementation effect

1. This Decision takes effect from the date of signing.

2. The Director, Chief Accountant, Heads of relevant units, and Mr. Bui Hoai Nam are responsible for executing this Decision.

Recipients:

- As in Article 4;
- Secretary of the Company Party Committee;
- Members of the Board of Directors;
- Members of the Supervisory Board;
- Mr. Bui Hoai Nam;
- Archived at: Admin/Record Dept., Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Pham Tuan Anh

