

NOTICE OF PERSONNEL CHANGE

To: Hanoi Stock Exchange

Pursuant to Board of Directors Resolution No. 03/NQ-HĐQT dated July 1, 2026, of Ben Tre Water Supply Joint Stock Company;

Pursuant to Official Dispatch No. 14004/UBND-NC dated September 21, 2026, of the People's Committee of Vinh Long Province regarding personnel opinions for Ben Tre Water Supply Joint Stock Company;

We hereby announce the personnel change of Ben Tre Water Supply Joint Stock Company as follows:

1. Reappointment of Deputy General Director for the 2025-2030 term:

No.	Full name	Position before reappointment	Reappointed position	Reappointment start date	Effective date
1	Phan Thanh Nhan	Deputy General Director, 2020-2025 term	Deputy General Director, 2025-2030 term	September 21, 2026	September 21, 2026

This information has been disclosed on the company's website on September 22, 2026, at the following link: <https://bewaco.vn>

Attached documents:

- Reappointment decision.
- Information disclosure form according to Appendix III issued with Circular No. 96/2020/TT-BTC

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



Tran Hung

No.: 196/QĐ-HĐQT

Vinh Long, September 21, 2026

DECISION

**Regarding the reappointment of the Deputy General Director
Ben Tre Water Supply Joint Stock Company**

BOARD OF DIRECTORS

BEN TRE WATER SUPPLY JOINT STOCK COMPANY

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

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 Joint Stock Company;

Pursuant to Resolution No. 03/NQ-HĐQT dated July 1, 2026, of the Board of Directors of Ben Tre Water Supply Joint Stock Company;

Pursuant to Decision No. 14004/UBND-NC dated September 21, 2026, of the People's Committee of Vinh Long province regarding personnel approval for Ben Tre Water Supply Joint Stock Company.

DECIDES:

Article 1. To reappoint Mr. **Phan Thanh Nhan** to the position of Deputy General Director of Ben Tre Water Supply Joint Stock Company for the 2025-2030 term.

Effective from September 21, 2026, until the end of the term.

Article 2. Mr. **Phan Thanh Nhan** is responsible for exercising the rights and obligations of the Deputy General Director in charge of technical affairs as prescribed in the Company's Charter and relevant corporate governance regulations.

He shall be entitled to the salary for the position of Deputy General Director as approved by the General Meeting of Shareholders at the annual general meeting.

Article 3. Members of the Board of Directors, the Executive Board, Heads of departments and affiliated units of the Company, and Mr. **Phan Thanh Nhan** are responsible for implementing this Decision.

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

Recipients:

- As in Article 3;
- Board of Supervisors;
- Board Secretary;
- Archives, Office.

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



TRAN HUNG

Vinh Long, September 21, 2026

To: - State Securities Commission;
- Stock Exchange.

16/ List of related persons of the declarant:

No.	Ticker	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID (*) (ID Card/Passport/Business Registration Certificate)	ID Number (*)/ ID	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Shareholding ratio at the end of the period	Time of becoming a related person of the company/insider	Time of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Note (regarding not having an ID number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	Insider	Phan Thanh Nhan		Deputy General Director		Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.		17.115	0,06%	01/06/2023			
1.01	Insider	Le Thi Thanh Truc		Accountant	Wife	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.		3360	0,01%	01/06/2023			
1.02		Phan Van Ru			Biological father	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.03		Le Thi Diep			Biological mother	ID Card			Ben Tre Police				01/06/2023			
1.04		Le Van Hong			Father-in-law	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.05		Huynh Thi Chac			Mother-in-law	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.06		Phan Hoang Chau			Biological child	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1.07		Phan Ha Phuong			Biological child	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.08		Phan Kim Duyen			Younger sister	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.09		Phan Thanh Binh			Younger brother	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.10		Truong Van Loi			Brother-in-law	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.11		Phan Thi Truc Phuong			Sister-in-law	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.12		Le Hoang Viet			Brother-in-law	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			
1.13		Trinh Thi Kieu Lam			Sister-in-law	Citizen ID Card			Director of the Police Department for Administrative Management of Social Order.				01/06/2023			

17/ Related interests in public companies, public funds: none

18/ Conflicting interests with public companies, public funds: none

I hereby certify that the above declarations are true and correct, and I take full legal responsibility if they are false.

DECLARANT

A handwritten signature in blue ink, consisting of a stylized 'P' followed by 'TN' and a long horizontal stroke.

Phan Thanh Nhan