

No: 2/CBTT/2026

Phu Loi, January 17<sup>th</sup>, 2026

## **CHANGE IN PERSONNEL**

**To:**

- **The State Securities Commission;**
- **HCM Stock Exchange.**

Pursuant to Decision No. 40/QĐ-TCTBWE dated January 16<sup>th</sup>, 2025, regarding the dismissal of Mr. Pham Thanh Hung from the position of Deputy General Director of Binh Duong Water – Environment Corporation - Joint Stock Company.

We would like to formally announce the personnel changes at Binh Duong Water – Environment Corporation - Joint Stock Company as follows:

**Dismissal Decision: Mr. Pham Thanh Hung:**

- Dismissed position: Deputy General Director – Binh Duong Water – Environment Corporation - Joint Stock Company.
- Effective date: January 16<sup>th</sup>, 2026.
- Upon the effective date of this decision, Mr. Pham Thanh Hung shall no longer be an Insider of Binh Duong Water – Environment Corporation - Joint Stock Company.

This information was published on the company's website on January 17<sup>th</sup>, 2026, as in the link: <http://www.biwase.com.vn>.

**Organization representative**

*Person authorized to disclose information*

*(Signature, full name, position, seal)*



**Duong Anh Thu**

No: 40/QĐ-TCTBWE

*Phu Loi, January 16<sup>th</sup>, 2026*

**DECISION  
On the dismissal of the Deputy General Director**

**THE BOARD OF DIRECTORS  
OF BINH DUONG WATER – ENVIRONMENT CORPORATION - JSC**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Labor Code No. 45/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 20, 2019;
- Pursuant to the charter and operational Regulations of Binh Duong Water – Environment Corporation - JSC;
- Pursuant to the Proposal dated January 16<sup>th</sup>, 2026, by the General Director of Binh Duong Water – Environment Corporation - JSC regarding the dismissal of Mr. Pham Thanh Hung from the position of Deputy General Director.

**HEREBY DECIDES:**

- Article 1.** To dismiss **Mr. Pham Thanh Hung** from the position of **Deputy General Director** of Binh Duong Water – Environment Corporation - JSC.
- Article 2.** This Decision shall take effect from **January 16<sup>th</sup>, 2026**. Upon the effective date of this Decision, Mr. Pham Thanh Hung shall no longer be an internal person of Binh Duong Water – Environment Corporation - JSC.
- Article 3.** The Board of Directors, the Executive Board, the Board of Supervisors, Heads of departments and subsidiaries, and Mr. Pham Thanh Hung shall be responsible for the implementation of this Decision.

**FOR THE BOARD OF DIRECTORS**

**CHAIRMAN**

**Recipients:**

- As Article 3;
- Office archive.



*[Signature]*  
**Nguyen Van Thien**