

No.: 21 /CNPM

Phu My, February 4, 2026

NOTICE OF PERSONNEL CHANGES

This template is used for appointments and/or dismissals/resignations.

To: Vietnam Exchange/ Hanoi Stock Exchange

- Based on Resolution No. 04/2026/NQ-HĐQT dated February 3, 2026, of the Company's Board of Directors.
- Based on Resolution No. 05/2026/NQ-HĐQT dated February 3, 2026, of the Company's Board of Directors.
- Based on Resolution No. 06/2026/NQ-HĐQT dated February 3, 2026, of the Company's Board of Directors.

Phu My Water Supply Joint Stock Company respectfully announces the following personnel changes:

***Case of Dismissal:**

- Mr. Pham Tan Luan
- No longer holds the position of Director of Phu My Water Supply Joint Stock Company
- Effective Date: February 3, 2026

***Appointment Cases:**

1. Mr. Nguyen Canh Toan

- Previous position before appointment: Deputy Director
- Appointed position: Company Director
- Appointment term: 5 years
- Effective date: 03/02/2026



2. Ms. Nguyen Thi Hoang Ngoc

- Previous position before appointment:
- Appointed position: Deputy Director of the Company
- Appointment term: 5 years

** Attached document:*
BOD Resolution

Authorized Information Discloser



NGUYEN TAN LONG



No.: 04/2026/NQ-HĐQT

Phu My, February 03, 2026

RESOLUTION

Re: Dismissal of the Company Director position

**BOARD OF DIRECTORS OF
PHU MY WATER SUPPLY JOINT STOCK COMPANY**

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company;

Pursuant to Board of Directors Meeting Minutes No. 03/2026-BBHDQT dated February 03, 2026,

RESOLVES:

Article 1. To dismiss Mr. Pham Tan Luan from the position of Company Director, effective February 03, 2026.

Article 2. Mr. Pham Tan Luan is responsible for handing over the work in accordance with the provisions of Law and the Company's Charter on Organization and Operation.

Article 3. The Board of Directors, Board of Supervisors, Board of Management, relevant units, individuals, and Mr. Pham Tan Luan are responsible for implementing this resolution. This Resolution takes effect from the date of signing.

Recipients:

- As per Article 3;
- Archive: AD.

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



NGUYỄN LƯƠNG ĐIỀN

No.: 05/2026/NQ-HĐQT

Phu My, February 03, 2026

RESOLUTION

Re: Appointment of the Company Director

BOARD OF DIRECTORS OF PHU MY WATER SUPPLY JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter on Organization and Operation of Phu My Water Supply Joint Stock Company;

Pursuant to the Minutes of the Board of Directors Meeting No. 03/2026-BBHDQT dated February 03, 2026 of the Board of Directors of Phu My Water Supply Joint Stock Company.

RESOLVES:

Article 1. Appointing Mr. Nguyen Canh Toan

- Citizen Identification Number: 077095001213
Date of Issue: November 30, 2022, Place of Issue: Police Department for Administrative Management of Social Order
- Qualification: Construction Engineer

To hold the position of Company Director. The term of appointment is 5 years starting from February 03, 2026.

Article 2. Mr. Nguyen Canh Toan shall have the rights and duties:

- To be the legal representative of the Company
- To organize and manage the Company's operations in accordance with the provisions of the Law and the Company's Charter on Organization and Operation; To be responsible before the Law and the Company's Board of Directors for exercising his rights and duties;
- To be entitled to allowances and other benefits as stipulated by the Company;

Article 3. This Resolution shall take effect from the date of signing. Members of the Board of Directors, Board of Supervisors, Board of Management, relevant departments, and individuals are responsible for implementing this Resolution.

Recipients:

- *As per Article 3;*
- *Archive: AD.*

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



NGUYỄN LƯƠNG ĐIỀN

No.: 06/2026/NQ-HĐQT

Phu My, February 03, 2026

RESOLUTION

Re: Appointment of the Company Deputy Director

**BOARD OF DIRECTORS OF
PHU MY WATER SUPPLY JOINT STOCK COMPANY**

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 Charter on Organization and Operation of Phu My Water Supply Joint Stock Company;

Pursuant to the Minutes of the Board of Directors Meeting No. 03/2026-BBHDQT dated February 03, 2026 of the Board of Directors of Phu My Water Supply Joint Stock Company.

RESOLVES:

Article 1. To appoint Ms. Nguyen Thi Hoang Ngoc

- Citizen Identity Card No.: 079183004254
Date of issue: October 02, 2021, Place of issue: Department of Police Management of Administrative Order
- Qualification: Bachelor of Accounting.

To hold the position of Company Deputy Director. The term of appointment is 5 years starting from February 03, 2026.

Article 2. Ms. Nguyen Thi Hoang Ngoc shall have the rights and duties:

- In accordance with the provisions of the Law on Enterprises and the Company's Charter on organization and operation; To be responsible before the Law, the Board of Directors, and the Board of Management for exercising her rights and duties;
- To enjoy allowances and other benefits as stipulated by the Company;
- The specific duties of Ms. Nguyen Thi Hoang Ngoc shall be assigned by the Board of Directors and the Board of Management.

Article 3. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of Supervisors, the Board of Management, relevant departments, and individuals are responsible for implementing this Resolution.

Recipients:

- *As per Article 3;*
- *Archive: AD.*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



NGUYỄN LƯƠNG ĐIỀN