

Appendix I
CHANGE IN PERSONNEL

(Issued together with Decision No. 21/QĐ-SGDVN dated December 21, 2021 of the
CEO of Vietnam Exchange on Information Disclosure Regulation)

**GIA LAI WATER SUPPLY
SEWERAGE JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 07/2026

Gia Lai, March 30th, 2026

INFORMATION DISCLOSURE
CHANGE IN PERSONNEL

(Applied to cases of appointment and/or dismissal/resignation)

To: Hanoi Stock Exchange

Pursuant to the Board of Directors' Resolution No. 03/2026/NQ-HĐQT dated March 30th, 2026 of Gia Lai Water Supply Sewerage Joint Stock Company, the Company hereby announces the change in personnel as follows:

In case of appointment:

Full name: Le Manh Tuan

Former position:

Newly appointed position: Secretary of the Board of Directors and Person in charge of Corporate Governance

Term of appointment: From March 30th, 2026 until the end of the term of the Board of Directors (2022–2027)

Effective date: March 30th, 2026

Case of Dismissal/Resignation:

Ms. Truong Thi Thanh

No longer holding the position of Secretary of the Board of Directors cum Person in charge of Corporate Governance

Reason for dismissal: Personal request

Effective date: March 30, 2026

Attached documents:

- Board of Directors' Resolution;

Organization representative

Legal representative / Person authorized to
disclose information

GENERAL DIRECTOR



Nguyễn Thị Hồng Hạnh

**GIA LAI WATER SUPPLY
SEWERAGE JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
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No.: ~~03~~/2026/NQ/HĐQT

Gia Lai, March 30th, 2026

RESOLUTION OF THE BOARD OF DIRECTORS
GIA LAI WATER SUPPLY SEWERAGE 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 17th, 2020;
- Pursuant to the Charter of Gia Lai Water Supply Sewerage Joint Stock Company approved by the General Meeting of Shareholders on August 27th, 2021;
- Pursuant to the Meeting Minutes of the Board of Directors of Gia Lai Water Supply Sewerage Joint Stock Company ("the Company") dated March 30th, 2026.

RESOLVED

Article 1. Approval of the time and venue for the 2026 Annual General Meeting of Shareholders (AGM) as per Proposal No. 01/2026/GLW/BGD-TTr dated March 19th, 2026, by the Board of Management:

- Time: 08:00 AM, April 22nd, 2026.
- Venue: Khanh Linh Hotel, No. 232 Nguyen Tat Thanh Street, Pleiku Ward, Gia Lai Province.

Article 2. Approval of the Board of Management's Report on 2025 business results and 2026 business plan as per Report No. 02/2026/BC-GLW dated March 17th, 2026, for submission to the 2026 AGM.

Article 3. Approval of the Board of Directors' Report on 2025 activities and 2026 plan, for submission to the 2026 AGM.

Article 4. Approval of the 2025 Financial Statements, audited by Grant Thornton (Vietnam) Limited, for submission to the 2026 AGM.

Article 5. Approval of the 2025 Profit Distribution Plan as per Proposal No. 03/2026/GLW/BGD-TTr dated March 19th, 2026, by the Board of Management, for submission to the 2026 AGM, specifically:

No.	Content	Unit	2025 Results
1	Net revenue from goods and services	VND	72.892.265.567
2	Total accounting profit before tax	VND	17.272.108.519
3	Profit after corporate income tax	VND	13.754.984.242
4	Undistributed profit for 2025	VND	13.754.984.242
5	2025 Profit Distribution	VND	
5.1	2025 Dividend (5% of Charter Capital in cash)	VND	9.000.000.000
5.2	Investment and Development Fund (20% of 2025 PAT)	VND	2.750.996.848
5.3	Bonus and Welfare Fund (14.57% of 2025 PAT), of which:	VND	2.003.987.394
a	Management Bonus Fund (2.18% of 2025 PAT)	VND	300.000.000
b	Bonus and Welfare Fund (12.39% of 2025 PAT)	VND	1.703.987.394
6	Retained profit for the following year	VND	0

- Timeline for dividend payment: Before July 31st, 2026.

Article 6. Approval of the 2025 remuneration and 2026 plan for the Board of Directors and Board of Supervisors as per Proposal No. 04/2026/GLW/BGD-TTr dated March 19th, 2026, by the Board of Management, specifically:

No.	Title	Remuneration for 2025	Remuneration Plan for 2026
I	Board of Directors		
1	Chairman	5.000.000 VND/month	5.000.000 VND/month
2	Member	3.000.000 VND/month	3.000.000 VND/month
II	Board of Supervisors		
1	Head of the Board	3.000.000 VND/month	3.000.000 VND/month
2	Member	2.000.000 VND/month	2.000.000 VND/month

No.	Content	Total Remuneration for 2025 (VND)	Total Remuneration Plan for 2026 (VND)
1	Board of Directors	204.000.000	204.000.000
2	Board of Supervisors	84.000.000	84.000.000
	Total	288.000.000	288.000.000

Article 7. Approval of the 2026 Business and Investment Plan as per Proposal No. 06/2026/GLW/BGD-TTr dated March 19th, 2026, for submission to the 2026 AGM with the following key targets:

- Total Revenue: **81.42 billion VND.**
- Profit After Tax: **12.13 billion VND.**
- Dividend: **The dividend for 2026 shall be determined by the General Meeting of Shareholders in 2027.**

Article 8. Approval of the dismissal of Ms. Truong Thi Thanh from the position of Board Secretary and Person in Charge of Corporate Governance. Simultaneously, the Board approves the appointment of Mr. Le Manh Tuan as Board Secretary and Person in Charge of Corporate Governance for the 2022-2027 term.

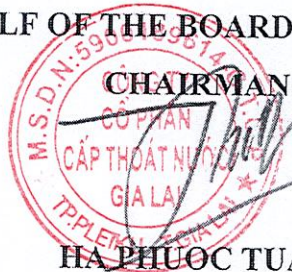
Article 9. The Chairman of the Board of Directors shall, on behalf of the Board, organize the implementation of the General Meeting of Shareholders in accordance with regulations.

Article 10. This Resolution shall take effect from the date of signing. Members of the Board of Directors, Board of Supervisors, and Board of Management are responsible for the implementation of this Resolution.

Recipients:

- *As stated in Article 10;*
- *Archived at the Board of Directors' Secretariat.*

ON BEHALF OF THE BOARD OF DIRECTORS



HA PHUOC TUAN