Phụ lục I
Appendix I
THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

(Ban hành kèm theo Quyết định số 31/QĐ-HĐTV ngày 31/3/2026 của Hội đồng thành viên Sở Giao dịch Chứng khoán Việt Nam về việc sửa đổi, bổ sung Quy chế công bố thông tin tại Sở Giao dịch Chứng khoán Việt Nam và công ty con ban hành kèm theo Quyết định số 21/QĐ-SGDVN ngày 21 tháng 12 năm 2021 của Tổng Giám đốc Sở Giao dịch Chứng khoán Việt Nam)
(Issued with the Decision No. 31/QĐ-HĐTV dated 31/3/2026 by the Board of Members of Vietnam Exchange on the amendments and supplements to the Information Disclosure Regulation of the Vietnam Exchange and its subsidiaries, issued with Decision No. 21/QĐ- SGDVN dated December 21, 2021 by the CEO of the Vietnam Exchange)

Water Supply and Sewerage Investment and Construction Joint Stock Company

Số: 1103/VSI-CBTT
No.: 1103/VSI-CBTT

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

TPHCM, ngày 03 tháng 11 năm 2026
HCM, day 03 month 11 year 2026

THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

Kính gửi: Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh
To: Hochiminh Stock Exchange

Căn cứ Quyết định số 31/2026/QĐ-HĐQT ngày 03/11/2026 của Hội đồng quản trị, căn cứ Quyết định số 453/2026/QĐ-WSC ngày 03/11/2026 của Tổng Giám đốc Công ty Cổ phần Đầu tư và Xây dựng Cấp thoát nước, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần Đầu tư và Xây dựng Cấp thoát nước như sau:

Pursuant to Decision No. 31/2026/QĐ-HĐQT dated November 3, 2026, of the Board of Directors, and Decision No. 453/2026/QĐ-WSC dated November 3, 2026, of the General Director of the Water Supply and Drainage Investment and Construction Joint Stock Company, we hereby announce changes in the personnel of the Water Supply and Drainage Investment and Construction Joint Stock Company as follows:

- Ông /*Mr.*: Nguyễn Duy Hùng

- Chức vụ trước khi miễn nhiệm/*Former position in the organization*: Phó Tổng Giám đốc Công ty/*Deputy General Director of the Company.*

- Không còn đảm nhận chức vụ/*No longer holding the position:* Phó Tổng Giám đốc Công ty/*Deputy General Director of the Company.*

- Sau khi miễn nhiệm, Ông Nguyễn Duy Hùng không còn là người nội bộ của công ty/*Following his dismissal, Mr. Nguyen Duy Hung is no longer considered an insider of the company.*

- Lý do miễn nhiệm/ *Reason*: Theo nguyện vọng cá nhân/*In accordance with personal wishes.*

- Ngày bắt đầu có hiệu lực/*Effective date*: 03/11/2026

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 03/11/2026 tại đường dẫn waseco.com.vn/*This information was published on the company's website on 03/11/2026, as in the link* waseco.com.vn

Tài liệu đính kèm/Attached documents:
- Quyết định số 31/2026/QĐ-HĐQT ngày 03/11/2026 của HĐQT/ *Decision No. 31/2026/QĐ-HĐQT dated November 3, 2026, of the Board of Directors.*
- Quyết định số 453/2026/QĐ-WSC ngày 03/11/2026 của Tổng Giám đốc/ *Decision No. 453/2026/QĐ-WSC dated November 3, 2026, issued by the General Director.*

Đại diện tổ chức
Organization representative
Người UQ CBTT/*Person authorized to disclose information*

M.S.D.N: 0300393538 - C.T.C.P
CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG CẤP THOÁT NƯỚC
THÀNH PHỐ HỒ CHÍ MINH

Nguyễn Ngọc Đài

THE WATER SUPPLY & SEWERAGE CONSTRUCTION AND INVESTMENT JOINT-STOCK COMPANY
WASECO

No. 31/2026/QD-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, 03 November 2026

DECISION

Dismissal of the title of Deputy General Director of the Company

BOARD

WATER SUPPLY & SEWERAGE CONSTRUCTION AND INVESTMENT JOINT-STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Company's Charter and Internal Regulations on Governance;
- Pursuant to the Regulation on appointment, re-appointment, election recommendation, resignation, and dismissal of officials issued together with Decision No. 15/2026/QD-HDQT dated June 5, 2026 of the Board of Directors of the Company.
- Pursuant to Decision No. 03/2026/QD-HDQT dated April 22, 2026 of the Board of Directors of the Company on the appointment of the Deputy General Director of the Company;
- Pursuant to the Petition for termination of the labor contract and resignation from the position of Deputy General Director of Mr. Nguyen Duy Hung.
- Pursuant to Report No. 436/2026/BC-WSC dated 23/10/2026 of the General Director of the Company on the proposal of Mr. Nguyen Duy Hung, Deputy General Director to terminate the Labor Contract and resign from his position from 01/11/2026.
- Pursuant to the Request for Opinion of the Board of Directors No. 30/2026/PYK-HDQT dated 27/10/2026 on approving the dismissal of the title of Deputy General Director of the Company for Mr. Nguyen Duy Hung.
- Pursuant to the Record of vote counting for opinions of members of the Board of Directors in writing dated 03/11/2026.

DECISION

Article 1. Dismissal from office

1. Dismissal of the title of Deputy General Director of Water Supply & Sewerage construction and investment joint-stock company for:
- Mr. Nguyen Duy Hung.
- Date of birth: .
- ID: , issued on , the Police Department for administrative management of social order is issued.

2. **Time of dismissal**: From **01/11/2026**.
3. **Reason for dismissal:** According to the personal wishes stated in the Application for termination of the labor contract and resignation from office of Mr. Nguyen Duy Hung.

Article 2. Handover of work and related responsibilities

1. Mr. Nguyen Duy Hung is responsible for coordinating with the General Director and relevant departments, departments and units to hand over work, records, documents, assets, tools and other contents within the scope of assigned responsibility according to the Company's regulations.
2. The rights, obligations and responsibilities arising during the time Mr. Nguyen Duy Hung holds the title of Deputy General Director shall comply with the provisions of law, the Company's Charter and relevant internal regulations.

Article 3. Related regimes and benefits

1. The regimes, rights and obligations of Mr. Nguyen Duy Hung are settled in accordance with the provisions of law, labor contracts, relevant agreements and current regulations of the Company.
2. The termination of labor contracts shall be carried out according to the dossiers, procedures and time of termination of labor relations in accordance with current laws.

Article 4. Organization of implementation

General Director, Organization-Administration Department, Finance and Accounting Department, relevant departments, departments and units and Mr. Nguyen Duy Hung are responsible for implementing this Decision.

Article 5. Enforcement effect

This Decision takes effect from the date of signing.

BOARD OF DIRECTORS
CHAIRMAN
SIGNED

Nguyen Thi Quynh Trang

Recipients:
- As in Article 4;
- Swing the Company *(to b/c);*
- The Control Board;
- Save: VT, TK.

THE WATER SUPPLY & SEWERAGE CONSTRUCTION AND INVESTMENT JOINT-STOCK COMPANY
WASECO
No: 453/2026/QD-WSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, 03 November 2026

DECISION
Termination of labor contracts

GENERAL DIRECTOR OF THE WATER SUPPLY & SEWERAGE CONSTRUCTION AND INVESTMENT JOINT-STOCK COMPANY

- Pursuant to the Charter of Water Supply and Sewerage Investment and Construction Joint Stock Company-WASECO;
- Pursuant to the Labor Code No. 45/2019/QH14 approved by the National Assembly on 20/11/2019; Decree 145/2020/ND-CP dated 14/12/2020 of the Government detailing and guiding the implementation of a number of articles of the Labor Code on working conditions and labor relations;
- Considering the application for termination of the labor contract of Mr. Nguyen Duy Hung, the proposal of the Head of the Organization-Administration Department of the Company.

DECISION

Article 1. Termination of labor contract

Termination of the labor contract with Mr. Nguyen Duy Hung, Civil Engineer, Master of Business and Management, Deputy General Director of the water supply & sewerage construction and investment joint-stock, from 01/11/2026.

Article 2. Responsibilities for settlement of regimes

The water supply & sewerage construction and investment joint-stock company is responsible for paying salaries, other lawful benefits and settling the severance allowance (if any) for Mr. Nguyen Duy Hung in accordance with the provisions of law and the legal agreement between the two parties.

Mr. Nguyen Duy Hung is responsible for handing over work, records, documents, assets and related contents according to the Company's handover requirements.

Article 3.- Organization of implementation

The Deputy General Director, Chief Accountant, Head of Organization-Administration Department, Head of relevant departments/departments/units and Mr. Nguyen Duy Hung are responsible for implementing this decision.

Article 4. Enforcement effect

This Decision takes effect from November 1, 2026.

GENERAL DIRECTOR

Recipients:
As in article 3;
Save the Administrative Procedure.

SIGNED

Nguyen Anh Cuong