

No. 03/BC-HĐQT

Thai Nguyen, 20 January, 2026

**CORPORATE GOVERNANCE REPORT  
FOR THE YEAR 2025**

*(According to Appendix V of Circular No. 96/2020/TT-BTC  
dated November 16, 2020 of the Minister of Finance)*

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- *Company name:* THAI NGUYEN WATER JOINT STOCK COMPANY
- *Head office address:* Ben Oanh Road, Group 101, Phan Dinh Phung Ward, Thai Nguyen Province, Viet Nam
- *Phone:* (+84).02083.851537
- *Fax:* (+84).02083.852976
- *Charter capital:* VND 160,000,000,000 (One hundred and sixty billion Vietnamese Dong)
- *Ticker symbol:* TNW
- *Governance model:* General Meeting of Shareholders, BOD, Supervisory Board, General Director.
- *Performance of internal audit function:* Independent audit.

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS**

Information on meetings and resolutions/decisions of the General Meeting of Shareholders:

No.	Resolution/ Decision No.	Date	Subject:
1	24/NQ- ĐHĐCĐ	June 27, 2025	<b>Resolution of the Annual General Meeting of Shareholders 2025 and the term 2025–2030:</b>

		<p>1. Approval of Report No. 159/BC-CTCPNS dated May 26, 2025 of the Company's Board of General Directors on the results of the implementation of the 2024 production and business plan and the orientation and tasks of the 2025 production and business plan.</p> <p>Approval rate: 100%.</p> <p>2. Approval of Report No. 29/BC-BOD dated May 26, 2025 of the Board of Directors on corporate governance and activities of the Board of Directors in 2024, results of the implementation of the production and business plan for the period 2020–2024, and orientation for the period 2025–2030.</p> <p>Approval rate: 100%.</p> <p>3. Approval of Report No. 01/BC-SB dated March 25, 2025 of the Supervisory Board on its activities in 2024 and the summary of the audited 2024 financial statements.</p> <p>Approval rate: 100%.</p> <p>4. Approval of Report No. 02/BC-SB dated March 25, 2025 of the Supervisory Board on its activities for the term 2020–2025.</p> <p>Approval rate: 100%.</p> <p>5. Approval of Proposal No. 30/TTr-BOD dated May 26, 2025 of the Board of Directors on the settlement of remuneration for the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for 2025.</p> <p>Approval rate: 100%.</p> <p>6. Approval of Proposal No. 31/TTr-BOD dated May 26, 2025 of the Board of Directors on the profit distribution plan for 2024.</p> <p>Approval rate: 100%.</p> <p>7. Approval of Proposal No. 03/TTr-SB dated March 25, 2025 of the Supervisory Board on the selection of the auditor for the 2025 financial statements.</p> <p>Approval rate: 100%.</p> <p>8. Approval of Proposal No. 32/TTr-BOD dated May 26, 2025 of the Board of Directors on amendments and supplements to certain contents of the Company's</p>
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		<p>Charter and additional opinions at the General Meeting of Shareholders.</p> <p>Approval rate: 100%.</p> <p>9. Approval of Proposal No. 33/TTr-BOD dated May 26, 2025 of the Board of Directors on the promulgation of the Internal Regulations on Corporate Governance and additional opinions at the General Meeting of Shareholders.</p> <p>Approval rate: 100%.</p> <p>10. Approval of Proposal No. 34/TTr-BOD dated May 26, 2025 of the Board of Directors on the promulgation of the Regulations on the Operation of the Board of Directors and additional opinions at the General Meeting of Shareholders.</p> <p>Approval rate: 100%.</p> <p>11. Approval of Proposal No. 05/TTr-SB dated May 26, 2025 of the Supervisory Board on the promulgation of the Regulations on the Operation of the Supervisory Board and additional opinions at the General Meeting of Shareholders.</p> <p>Approval rate: 100%.</p> <p>12. Assignment to the Board of Directors to strengthen management activities; proactively study and implement solutions to organize production and business activities to reduce water loss rates, expand the consumption network; properly account for depreciation and amortization of fixed assets and determine salary and labor costs in accordance with legal regulations; save costs and improve production and business efficiency for non-equitized areas; propose to competent authorities mechanisms for subsidizing domestic water prices for urban areas in accordance with Decree No. 117/2007/NĐ-CP dated July 11, 2007 of the Government and solutions under Decision No. 2502/QĐ-TTg dated December 22, 2016 of the Prime Minister to address accumulated losses in district areas assigned by the State to the Company for management since 2010 at non-equitized water supply enterprises assigned by the Provincial People's Committee, thereby enabling the Company to supplement capital sources for investment in expansion and development of water supply systems and</p>
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			<p>implementation of programs to reduce non-revenue water.</p> <p>Approval rate: 100%.</p> <p>13. Approval of the election results of the Board of Directors for the term 2025–2030.</p> <p>Approval rate: 100%.</p> <p>14. Approval of the election results of the Supervisory Board for the term 2025–2030.</p> <p>Approval rate: 100%.</p>
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## II. BOARD OF DIRECTORS

### 1. Information on Members of the Board of Directors (BOD)

No.	Member of the Board	Position	Start Date/ No Longer Available Member of the Board	
			Start date	The Day Is Gone
1	Mr. Nguyen Quang Mai	Chairman	May 29, 2015	
2	Mr. Nguyen Xuan Hoc	Member	June 16, 2020	
3	Mr. Nguyen Van Tien	Member	January 12, 2017	
4	Mr. Le Quang Hai	Member	April 21, 2023	
5	Mr. Nguyen Ba Quyet	Member	May 29, 2015	June 27, 2025
6	Mr. Nguyen Van Nam	Member	June 27, 2025	

### 2. Meetings of the Board of Directors

No.	Member of the Board	Number of BOD meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Nguyen Quang Mai	41/41	100%	



2	Mr. Nguyen Xuan Hoc	41/41	100%	
3	Mr. Nguyen Van Tien	41/41	100%	
4	Mr. Le Quang Hai	41/41	100%	
5	Mr. Nguyen Ba Quyet	22/41	53.7%	Ceased to be a member of the BOD from June 27, 2025
6	Mr. Nguyen Van Nam	19/41	46.3%	Became a member of the BOD from June 27, 2025

### 3. Supervisory Activities of the Board of Directors over the Board of General Directors

The Board of Directors supervises the Board of General Directors through periodic reports and thematic reports; through monitoring weekly and monthly financial plans; through participation in meetings of key managerial staff chaired by the Board of General Directors; and through review of reports, directives, and executive documents issued by the Board of General Directors.

### 4. Activities of Sub-committees under the Board of Directors

The Board of Directors has not established any sub-committees.

### 5. Resolutions/Decisions of the Board of Directors

No.	Resolution/ Decision No.	Date	Main Contents	Approval Rate
1	01/BB- HDQT	20/01/2025	1. Approval of the 2024 Corporate Governance Report; 2. Assessment of governance quality of Board members in 2024; 3. Assessment of performance of the Supervisory Board members in 2024. 4. Assessment of management and executive performance of the Board of Management and the Chief Accountant in 2024.	100%

2	01a/BB-HĐQT	21/01/2025	1. Approval of Proposal No. 20a/TTr-CTCPNS dated 15/01/2025 of the Board of Management regarding the payment of the 13th-month salary for 2024.	100%
3	01b/BB-HĐQT	27/02/2025	1. Approval in principle of investment in the water supply pipeline project on Ngo Si Lien Street, Song Cong City under Proposal No. 56/TTr-CTCPNS dated 24/02/2025; 2. Authorization to Mr. Nguyen Xuan Hoc – Board member and General Director – to sign relevant documents and decisions.	100%
4	02/BB-HĐQT	28/02/2025	1. Approval of the 2025 construction investment and repair plan pursuant to Proposal No. 57/TTr-CTCPNS dated 24/02/2025; 2. Authorization to Mr. Nguyen Xuan Hoc to sign approval decisions; 3. Assignment to the Board of Management to organize implementation in accordance with regulations.	100%
5	04/NQ-HĐQT	04/03/2025	1. Approval of the shareholder list record date for attendance at the 2025 Annual General Meeting of Shareholders (AGM) and the 2025–2030 term; 2. Authorization to Mr. Nguyen Xuan Hoc to sign and issue relevant resolutions and documents.	100%
6	05/BB-HĐQT	10/03/2025	1. Approval of the plan to organize the 2025 AGM for the 2025–2030 term, scheduled for 26/04/2025 at the Company's office; 2. Assignment to the General Director to establish the Organizing Committee and prepare AGM documents.	100%
7	06/BB-HĐQT	25/03/2025	1. Approval of the agenda of the Annual General Meeting of Shareholders ("AGM") 2025 and the AGM for the 2025–2030 term. 2. Approval of the draft Working Regulations of the AGM 2025 and the AGM	



			<p>for the 2025–2030 term.</p> <p>3. Approval of the draft Election Regulations for members of the Board of Directors (“BOD”) and the Board of Supervisors (“BOS”) for the 2025–2030 term.</p> <p>4. Approval of Report No. 86a/BC-CTCPNS dated 25 March 2025 of the Executive Management on the results of implementation of the 2024 production and business plan and orientations and tasks of the production and business plan for 2025.</p> <p>5. Approval of Report No. 07/BC-HĐQT dated 25 March 2025 of the Board of Directors on corporate governance and activities of the Board of Directors in 2024, results of implementation of the production and business plan for the 2020–2024 period, and orientations for the 2025–2030 period.</p> <p>6. Approval of Report No. 01/BC-BKS dated 25 March 2025 of the Board of Supervisors on the activities of the Board of Supervisors in 2024 and the summary of the audited financial statements for 2024.</p> <p>7. Approval of Report No. 02/BC-BKS dated 25 March 2025 of the Board of Supervisors on the activities of the Board of Supervisors for the 2020–2025 term.</p> <p>8. Approval of Submission No. 08/TTr-HĐQT dated 25 March 2025 of the Board of Directors regarding the finalization of remuneration for the Board of Directors and the Board of Supervisors in 2024 and the remuneration payment plan for 2025.</p> <p>9. Approval of Submission No. 09/TTr-HĐQT dated 25 March 2025 of the Board of Directors regarding the profit distribution plan for 2024.</p> <p>10. Approval of Submission No. 03/TTr-BKS dated 25 March 2025 of the Board of Supervisors regarding the selection of the auditor for the 2025 financial statements.</p>	
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			<p>11. Approval of Submission No. 10/TTr-HDQT dated 25 March 2025 of the Board of Directors regarding amendments and supplements to certain provisions of the Company's Charter.</p> <p>12. Approval of Submission No. 11/TTr-HDQT dated 25 March 2025 of the Board of Directors regarding the issuance of the Internal Regulations on Corporate Governance.</p> <p>13. Approval of Submission No. 12/TTr-HDQT dated 25 March 2025 of the Board of Directors regarding the issuance of the Regulations on Operation of the Board of Directors.</p> <p>14. Approval of Submission No. 04/TTr-BKS dated 25 March 2025 of the Board of Supervisors regarding the issuance of the Regulations on Operation of the Board of Supervisors.</p> <p>15. Approval of Submission No. 13/TTr-HDQT dated 25 March 2025 of the Board of Directors regarding the nomination of candidates for election to the Board of Directors and the Board of Supervisors of the Company for the 2025–2030 term.</p> <p>16. Approval of the draft Resolution of the Annual General Meeting of Shareholders 2025 and the General Meeting of Shareholders for the 2025–2030 term.</p> <p>17. Authorization granted to Mr. Nguyen Xuan Hoc, Member of the Board of Directors and General Director of the Company, acting on behalf of the Board of Directors and the Chairman of the Board of Directors, to sign the Notice of Meeting and relevant documents and materials for the organization and implementation of the Annual General Meeting of Shareholders 2025 and the General Meeting of Shareholders for the 2025–2030 term, and to act as Chairman of the Annual General Meeting of Shareholders 2025 and the General Meeting of Shareholders for the 2025–2030</p>	
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			<p>term.</p> <p>18. Agreement on submitting to the People's Committee of Thai Nguyen Province the appointment of the group of representatives of State capital at Thai Nguyen Clean Water Joint Stock Company for the 2025–2030 term.</p>	
8	07/BB-HĐQT	25/03/2025	<p>1. Approval of Submission No. 83/TTr-CTCPNS dated 20 March 2025 of the Executive Management of Thai Nguyen Clean Water Joint Stock Company regarding the approval of the bidding plan for the project “Water Supply Pipeline along Ngo Si Lien Street, Song Cong City.”</p> <p>2. Authorization granted to Mr. Nguyen Xuan Hoc, Member of the Board of Directors and General Director of the Company, to sign relevant documents, dossiers and decisions in accordance with the resolutions adopted at this meeting of the Board of Directors.</p>	100%
9	07a/BB-HĐQT	26/03/2025	<p>1. Approval of Submission No. 83a/TTr-CTCPNS dated 20 March 2025 of the Executive Management regarding the distribution of the remaining salary for the year 2024.</p> <p>2. Approval of the financial figures presented in the draft Audit Report of the 2024 Financial Statements.</p>	100%
10	08/BB-HĐQT	3. 04/04/2025	<p>1. Approval of the contractor selection plan for the construction works of the project “Investment in installation of the water supply pipeline at Nha Tho Hamlet, Phuc Triu Commune, Thai Nguyen City,” as proposed in Submission No. 97/TTr-CTCPNS dated 02 April 2025 of the Executive Management of Thai Nguyen Clean Water Joint Stock Company.</p> <p>2. Mr. Nguyen Xuan Hoc, Member of the Board of Directors, is assigned to sign the decision approving the contents agreed at this meeting.</p>	100%

			3. The Executive Management is responsible for organizing the implementation of the project, ensuring progress, quality and cost efficiency.	
11	09/BB-HĐQT	14/4/2025	<p>1. Approval of the contractor selection plan for the construction works of the project “Replacement of steel pipes upstream of water meters,” as proposed in Submission No. 106/TTr-CTCPNS dated 11 April 2025 of the Executive Management of Thai Nguyen Clean Water Joint Stock Company.</p> <p>Approval of the final settlement of investment capital and repair costs for projects completed in 2024, pursuant to Submission No. 107a/TTr-CTCPNS dated 11 April 2025 of the Executive Management of Thai Nguyen Clean Water Joint Stock Company.</p> <p>Mr. Nguyen Xuan Hoc, Member of the Board of Directors, is assigned to sign the decisions approving the contents agreed at this meeting.</p> <p>The Executive Management is responsible for organizing the implementation of the construction works, ensuring progress, quality and cost efficiency.</p>	100%
12	10/BB-HĐQT	17/4/2025	<p>1. Approval of the Annual Report for the year 2024.</p> <p>The Board of Directors and the Chairman of the Board authorize Mr. Nguyen Xuan Hoc, Member of the Board of Directors and concurrently General Director of the Company, to sign the Annual Report on behalf of the Board of Directors and the Chairman of the Board.</p>	100%
13	12/NQ-HĐQT	25/4/2025	<p>1. Approval of the change in the time for holding the Company’s Annual General Meeting of Shareholders (AGM) for the year 2025 and the term 2025–2030, from 26 April 2025 to the end of June 2025. The reason for the change is to collect and incorporate</p>	100%



			<p>shareholders' opinions and to better prepare the documents to be submitted to the AGM.</p> <p>2. Cancellation of the list of securities holders entitled to attend the Company's Annual General Meeting of Shareholders for the year 2025 and the term 2025–2030, with the record date of 26 March 2025, pursuant to List No. V523/2025-TNW/VSDC-DK issued by the Vietnam Securities Depository and Clearing Corporation dated 28 March 2025. Reason for the cancellation: the change in the time for holding the AGM from 26 April 2025 to the end of June 2025.</p> <p>3. Assignment to the General Director of the Company to carry out the procedures for changing the time of holding the AGM in accordance with regulations; to direct the collection of shareholders' opinions, and to properly prepare documents and conditions for organizing the Company's Annual General Meeting of Shareholders for the year 2025 and the term 2025–2030 for submission to the Board of Directors for approval.</p>	
14	13/BB-HDQT	05/5/2025	<p>1. Approval of the contractor selection plan for the construction works of the project on investment in installation of the DN300 water pipeline on Viet Bac Street (Luu Xa Station area), as proposed in Proposal No. 122/TTr-CTCPNS dated 26 April 2025 submitted by the Board of General Directors of Thai Nguyen Clean Water Joint Stock Company.</p> <p>Mr. Nguyen Xuan Hoc, Member of the Board of Directors, is assigned to sign the decision approving the matters agreed upon in this meeting minutes.</p> <p>The Board of General Directors shall organize and implement the construction of the project, ensuring progress, quality, and cost efficiency.</p>	100%

15	15/NQ-HĐQT	07/5/2025	<p>1. Approval of the record date for finalizing the list of shareholders entitled to attend the Annual General Meeting of Shareholders in 2025 and for the 2025–2030 term.</p> <p>2. The Board of Directors and the Chairman of the Board unanimously authorize Mr. Nguyen Xuan Hoc, Member of the Board of Directors and General Director of the Company, to sign and issue the Resolution and relevant documents in order to implement the resolutions adopted by the Board of Directors at this meeting.</p>	100%
16	16/BB-HĐQT	08/5/2025	<p>1. Approval of the contractor selection plan for the construction works of the projects on renovation of the administrative building of Song Cong Water Plant and renovation of the working office of Vo Nhai Clean Water Enterprise, as proposed in Proposal No. 128a/TTr-CTCPNS dated 05 May 2025 submitted by the Board of General Directors of Thai Nguyen Clean Water Joint Stock Company.</p> <p>Mr. Nguyen Xuan Hoc, Member of the Board of Directors, is assigned to sign the decision approving the matters agreed upon in this meeting minutes.</p> <p>The Board of General Directors shall organize and implement the construction works, ensuring progress, quality, and cost efficiency.</p>	100%
17	17/BB-HĐQT	26/5/2025	<p>1. Approval of the agenda of the Annual General Meeting of Shareholders (AGM) 2025 and for the 2025–2030 term.</p> <p>2. Approval of the draft Rules of Procedure for the AGM 2025 and the 2025–2030 term.</p> <p>3. Approval of the draft Regulations on the election of members of the Board of Directors (BOD) and the Supervisory Board</p>	100%



			<p>(SB) for the 2025–2030 term.</p> <p>4. Approval of Report No. 159/BC-CTCPNS dated 26 May 2025 of the Board of General Directors on the results of implementation of the 2024 business and production plan and the orientations and tasks of the 2025 business and production plan.</p> <p>5. Approval of Report No. 29/BC-HĐQT dated 26 May 2025 of the Board of Directors on corporate governance and activities of the Board of Directors in 2024, results of implementation of the business and production plan for the 2020–2024 period, and orientations for the 2025–2030 period.</p> <p>6. Approval of Report No. 01/BC-BKS dated 25 March 2025 of the Supervisory Board on its activities in 2024 and the summary of the audited 2024 financial statements.</p> <p>7. Approval of Report No. 02/BC-BKS dated 25 March 2025 of the Supervisory Board on its activities for the 2020–2025 term.</p> <p>8. Approval of Proposal No. 30/TTr-HĐQT dated 26 May 2025 of the Board of Directors on the finalization of remuneration for the Board of Directors and the Supervisory Board in 2024 and the remuneration payment plan for 2025.</p> <p>9. Approval of Proposal No. 31/TTr-HĐQT dated 26 May 2025 of the Board of Directors on the profit distribution plan for 2024.</p> <p>10. Approval of Proposal No. 03/TTr-BKS dated 25 March 2025 of the Supervisory Board regarding the selection of the auditing firm for the 2025 financial statements.</p> <p>11. Approval of Proposal No. 32/TTr-HĐQT dated 26 May 2025 of the Board of Directors on amendments and supplements to certain contents of the Company’s Charter.</p> <p>12. Approval of Proposal No. 33/TTr-HĐQT dated 26 May 2025 of the Board of</p>	
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			<p>Directors on the issuance of the Internal Corporate Governance Regulations.</p> <p>13. Approval of Proposal No. 34/TTr-HĐQT dated 26 May 2025 of the Board of Directors on the issuance of the Regulations on the operation of the Board of Directors.</p> <p>14. Approval of Proposal No. 05/TTr-BKS dated 26 May 2025 of the Supervisory Board on the issuance of the Regulations on the operation of the Supervisory Board.</p> <p>15. Approval of Proposal No. 35/TTr-HĐQT dated 26 May 2025 of the Board of Directors on the nomination of candidates for election to the Board of Directors and the Supervisory Board for the 2025–2030 term.</p> <p>16. Approval of the draft Resolution of the AGM 2025 <b>and the</b> 2025–2030 term.</p> <p>17. Assignment of Mr. Nguyen Xuan Hoc, Member of the Board of Directors and General Director of the Company, to act on behalf of the Board of Directors and the Chairman of the Board to sign the meeting invitation notice and related documents, <b>to</b> organize the AGM 2025 and the 2025–2030 term, and to serve as the Chairperson of the AGM.</p>	
18	18/BB-HĐQT	26/5/2025	<p>1. Approval in principle of the additional investment to supplement water supply sources for the water distribution network in several areas of Thai Nguyen City, and the installation of booster pump units to ensure water supply for Dong Cao Ward and Tan Phu Ward, Pho Yen City, in accordance with Proposal No. 158/TTr-CTCPNS dated 23 May 2025 of the Board of General Directors of Thai Nguyen Clean Water Joint Stock Company.</p> <p>2. Authorization for Mr. Nguyen Xuan Hoc, Member of the Board of Directors, to act on behalf of the Board of Directors to approve and sign decisions on the contents agreed upon</p>	100%



			<p>in this meeting minutes.</p> <p>3. Assignment to the Board of General Directors to organize and implement the investment and construction in compliance with applicable procedures and regulations, ensuring quality, schedule, cost efficiency, and effectiveness.</p>	
19	19/BB-HĐQT	30/5/2025	<p>1. Approval of Proposal No. 161a/TTr-CTCPNS dated 28 May 2025 of the General Director of the Company regarding the appointment of Mr. Duong Ngo Hiep (born 13 July 1977), holding a Master's degree in Hydraulic Construction Engineering, currently an employee of the Investment Management Department, to the position of Deputy Head of the Investment Management Department.</p> <p>2. Approval of the plan to organize the Congress of Delegates of the Party Committee of the Company for the 2025–2030 term, as approved by the Thai Nguyen City Party Committee.</p>	100%
20	20/BB-HĐQT	02/06/2025	<p>Approval of the contractor selection plan for construction works including: ) supplementary connection of water supply sources for several areas in Thai Nguyen City; and (ii) installation of booster pump systems on distribution pipelines supplying the central area of Tan Phu Ward, Pho Yen City, in accordance with Proposal No. 165/TTr-CTCPNS dated 30/05/2025 of the Board of Management. Authorization to Mr. Nguyen Xuan Hoc, Board member, to sign approval decisions. The Board of Management is assigned to organize project implementation ensuring progress, quality, economy, and efficiency.</p>	100%
21	21/BB-HĐQT	16/06/2025	<p>Approval of Proposal No. 180/TTr-CTCPNS dated 13/06/2025 of the General Director regarding amendments and supplements to certain provisions of the Emulation and Reward Regulation issued together with Decision No. 12/QĐ-HĐQT</p>	100%

			dated 15/04/2020 of the Board of Directors. Authorization to Mr. Nguyen Xuan Hoc, Board member, to sign relevant documents for implementation.	
22	22/BB-HĐQT	18/06/2025	Approval of Proposals No. 186/TTr-CTCPNS and No. 187/TTr-CTCPNS both dated 16/06/2025 of the Board of Management regarding the contractor selection plans for: (i) investment in the water supply pipeline project in Diem Thuy Industrial Park; and (ii) installation of an automatic monitoring system for water resource exploitation. Authorization to Mr. Nguyen Xuan Hoc, Board member and General Director, to sign relevant documents, dossiers, and decisions.	100%
23	27/NQ-HĐQT	27/06/2025	Election of Mr. Nguyen Quang Mai as Chairman of the Board of Directors of Thai Nguyen Clean Water Joint Stock Company for the 2025–2030 term.	100%
24	27a/BB-HĐQT	28/06/2025	Approval of Proposal No. 206a/TTr-CTCPNS dated 27/06/2025 of the Board of Management regarding the selection of the auditor for the 2025 financial statements.	100%
25	28/BB-HĐQT	01/07/2025	Approval of Proposal No. 210/TTr-CTCPNS dated 30/06/2025 of the General Director regarding salary payments for the Board of Management and the Chief Accountant; approval of remuneration levels and payment methods for the Board of Directors and the Supervisory Board; authorization to Mr. Nguyen Xuan Hoc to sign and issue the Board's resolution; approval of the assignment of duties to Board members for the 2025–2030 term.	100%
26	29/BB-HĐQT	01/07/2025	Approval of the Regulation on Non-Cash Payments applicable at the Company pursuant to Proposal No. 14/TTr-KTTC dated 01/07/2025 of the Finance and Accounting Department. Authorization to Mr. Nguyen Xuan Hoc, Board member and General	100%



			Director, to sign and issue the Regulation and relevant documents.	
27	31a/BB-HĐQT	23/07/2025	Approval of the Corporate Governance Report for the first six months of 2025; authorization to Mr. Nguyen Xuan Hoc, Board member and General Director, to sign and issue the report.	100%
28	32/BB-HĐQT	28/07/2025	Approval of the contractor selection plan for construction works including: (i) replacement of steel pipes upstream of water meters for customers in Quang Vinh and Quan Trieu Wards, Thai Nguyen City; and (ii) investment in tertiary water distribution pipelines – Ninh Huong Residential Group, Luong Son Ward, Song Cong City and surrounding areas, pursuant to Proposals No. 229/TTr-CTCPNS dated 23/07/2025 and No. 235/TTr-CTCPNS dated 25/07/2025 of the Board of Management. Authorization to Mr. Nguyen Xuan Hoc to sign approval decisions. The Board of Management is assigned to organize implementation ensuring progress, quality, economy, and efficiency.	100%
29	32a/BB-HĐQT	31/07/2025	Assignment to the General Director to direct the drafting of a plan for organizational restructuring, appointment, dismissal, transfer, and rotation of managerial staff and personnel of the Company for submission to the Board of Directors for review, comments, and approval in August 2025.	100%
30	32b/BB-HĐQT	31/07/2025	Approval to open one VISA Debit Platinum EMV Business card for the Company's account at Vietnam Joint Stock Commercial Bank for Industry and Trade – Thai Nguyen Branch to meet work requirements. Authorization to Mr. Nguyen Xuan Hoc to sign documents related to card issuance pursuant to Request No. 28/ĐN-KTTC dated 28/07/2025 of the Finance and Accounting Department. The card shall be assigned to Mr. Nguyen Quang Mai –	100%

			Chairman of the Board – for management and use in compliance with the Company’s Non-Cash Payment Regulation.	
31	33/BB-HĐQT	20/08/2025	Approval of Proposal No. 255/TTr-CTCPNS dated 19/08/2025 of the General Director regarding approval of the plan for organizational restructuring, appointment, dismissal, transfer, and rotation of managerial staff and personnel of the Company.	100%
32	34/NQ-HĐQT	21/08/2025	Re-appointment of the Board of Management of Thai Nguyen Clean Water Joint Stock Company for the 2025–2030 term, including: (i) Mr. Nguyen Xuan Hoc – Board member – General Director; (ii) Mr. Nguyen Van Tien – Board member – Deputy General Director; (iii) Mr. Le Huy Phu – Deputy General Director; and re-appointment of Mr. Nguyen Minh Phuong as Chief Accountant for the 2025–2030 term.	100%
33	35/NQ-HĐQT	21/08/2025	Appointment of Mr. Le Dinh Phat as Assistant to the Chairman of the Board of Directors; appointment of Company Secretaries including Mr. Nguyen Van Nam, Mr. Le Quang Hai, and Mr. Dao Manh Truong.	100%
34	36/NQ-HĐQT	25/08/2025	Appointment of Mr. Le Dinh Phat as the Officer in charge of Corporate Governance of Thai Nguyen Clean Water Joint Stock Company.	100%
35	37/BB-HĐQT	20/10/2025	Approval of the adjustment to the contractor selection plan for the package “Supply and installation of equipment” under the project “Installation of an automatic monitoring system for water resource exploitation,” pursuant to Submission No. 316a/TTr-CTCPNS dated 20/10/2025; authorization granted to Mr. Nguyen Xuan Hoc to sign relevant documents and decisions.	100%
36	38/BB-	21/10/2025	Approval in principle of investment projects, including: HDPE D110 pipeline at	100%



	HĐQT		Trang Hoc, Phu Luong Commune; construction of water supply pipelines for the social housing area in Tich Luong Ward; repair of the Company's Administration Building and Conference Hall; authorization granted to Mr. Nguyen Xuan Hoc to sign relevant documents.	
37	39/BB-HĐQT	04/11/2025	Approval of the contractor selection plan for construction of tertiary pipeline network projects in Phan Dinh Phung, Tich Luong, Quyet Thang and Quan Trieu Wards, pursuant to Submission No. 337/TTr-CTCPNS dated 31/10/2025; authorization granted to Mr. Nguyen Xuan Hoc to implement subsequent steps.	100%
38	39a/BB-HĐQT	11/11/2025	Agreement with the plan to organize the Grassroots Trade Union Congress of Thai Nguyen Clean Water JSC for the 2025–2030 term and related personnel arrangements; assignment of Mr. Nguyen Xuan Hoc to coordinate with the Grassroots Trade Union Executive Committee.	100%
39	40/BB-HĐQT	24/11/2025	Approval of the investment policy for the project “Construction of water supply pipelines for Song Cong II Industrial Park and Ba Xuyen Industrial Cluster,” pursuant to Submission No. 358/TTr-CTCPNS dated 18/11/2025; authorization granted to Mr. Nguyen Xuan Hoc to sign relevant documents.	100%
40	41/BB-HĐQT	25/11/2025	Approval of the contractor selection plan for the project “Investment in HDPE D110 water supply pipeline at Trang Hoc, Phu Luong Commune, Thai Nguyen Province,” pursuant to Submission No. 361/TTr-CTCPNS dated 21/11/2025; authorization granted to Mr. Nguyen Xuan Hoc to implement subsequent steps.	100%
41	42/BB-HĐQT	26/11/2025	Approval of the shareholder record date for payment of dividends for fiscal year 2024; authorization granted to Mr. Nguyen Xuan Hoc to sign and issue the relevant resolution and	100%

			documents.	
42	44/BB-HĐQT	27/11/2025	Approval in principle of investment projects including dredging of the drainage ditch in the Company's headquarters area and replacement of the D200 cast-iron pipeline in the high-rise area (from Y Cu intersection to Song Cong High School); authorization granted to Mr. Nguyen Xuan Hoc to sign relevant documents.	100%
43	45/BB-HĐQT	08/12/2025	Approval of the contractor selection plan for construction projects: HDPE D225 pipeline for Ben Oanh area; dredging of the drainage ditch at the Company's headquarters; replacement of the D200 cast-iron pipeline in the high-rise area; authorization granted to Mr. Nguyen Xuan Hoc to implement subsequent steps.	100%
44	46/BB-HĐQT	15/12/2025	Supplementation of information regarding the change of nationality of the Company's legal representative; authorization granted to Mr. Nguyen Xuan Hoc to sign decisions and dossiers related to the nationality change of Mr. Nguyen Quang Mai.	100%

### III. BOARD OF SUPERVISION

#### 1. Information about Board of Supervisors (BOS) members:

No.	Board Member	Position	Start date as a member of the Board of Supervisors	Date of no longer being a member of the BOD	Professional qualifications
1	Mr. Vu Khanh Lam	Head of Supervisory Board	16/6/2020		Master of Economics
2	Ms. Hoang Thi Hue	Member of Supervisory Board	29/5/2015		Master of Economics



3	Mrs. Nguyen Thi Mai	Member of Supervisory Board	01/6/2022		Bachelor of Foreign Languages
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## **2. Board of Supervisors Meeting:**

No.	Board Member	Number of meetings attended by the Board of Supervisors	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mr. Vu Khanh Lam	06/06	100%	100%	
2	Ms. Hoang Thi Hue	06/06	100%	100%	
3	Mrs. Nguyen Thi Mai	06/06	100%	100%	

## **3. Supervisory Activities of the Board of Supervisors over the Board of Directors, the Executive Management and Shareholders**

In 2025, the Board of Supervisors (“BOS”) attended the Annual General Meeting of Shareholders in 2025 and the General Meeting of Shareholders for the 2025–2030 term. Representatives of the BOS participated in and supervised meetings of the Board of Directors (“BOD”), monthly key management meetings, as well as reviewed reports, directives and executive documents issued by the Executive Management, in order to timely monitor the Company’s business and operational performance.

The BOS conducted inspections and supervision over the Company’s financial status, business operations and procedures related to the Company’s activities in accordance with regulations. Through the supervision process, the BOS confirmed that the activities of the BOD and the Executive Management were in compliance with the Company’s Charter and relevant laws and regulations.

During 2025, the BOS regularly received and monitored feedback from shareholders; however, no petitions or complaints were received from shareholders regarding the governance activities of the BOD, the executive management of the Executive Management, or other matters related to the Company’s operations.

## **4. Coordination between the Board of Supervisors and the Board of Directors, the Executive Management and Other Management Personnel**

In the performance of its duties, the BOS received close cooperation and facilitation from the BOD, the Executive Management and the Company’s functional departments in providing information and documents, enabling the BOS to promptly update the Company’s operational status for inspection and supervision purposes.

The BOS maintained regular internal information exchange with the BOD and the Executive Management to ensure that the Company's activities were conducted in compliance with regulations, in a transparent manner, and in the best interests of shareholders.

The BOS provided opinions and recommendations on the governance, management and executive activities of the BOD, the Executive Management and other management personnel in accordance with its assigned functions and responsibilities.

**5. Other Activities of the Board of Supervisors: None.**

**IV. BOD**

No.	Full Name	Date of Birth	Professional Qualifications / Field of Training	Date of Appointment
1	Mr. Nguyen Xuan Hoc	22 March 1971	Bachelor of Economics	03 November 2017 (Reappointed on 21 August 2025)
2	Mr. Nguyen Van Tien	28 April 1969	Engineer in Business Administration	01 February 2017 (Reappointed on 21 August 2025)
3	Mr. Le Huy Phu	22 July 1983	Water Supply and Drainage Engineer; Automation Engineer	04 October 2023 (Reappointed on 21 August 2025)

**Chief Accountant**

No.	Full Name	Date of Birth	Professional Qualifications / Field of Training	Date of Appointment / Reappointment
1	Mr. Nguyen Minh Phuong	30 October 1984	Bachelor of Accounting	01 April 2020 (Reappointed on 21 August 2025)

**VI. Corporate Governance Training: None.**

**VII. List of Related Persons of the Public Company and Transactions with Related Persons**

1. List of related persons of the Company: (Details are provided in Appendix 1 – Section VII).
2. Transactions between the Company and its related persons; or between the Company and major shareholders, insiders, or related persons of insiders: None.



3. Transactions between the Company's insiders, related persons of insiders and subsidiaries or companies under the Company's control: None.

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and entities in which members of the Board of Directors, members of the Board of Supervisors, the General Director and other managers have been founders or have served as members of the Board of Directors or executive managers within the past three (03) years: The Company entered into a framework contract with Thai Nguyen Clean Water Construction Company Limited (a subsidiary) for the construction and development of new water service connections for the Company.

4.2. Transactions between the Company and entities in which related persons of members of the Board of Directors, members of the Board of Supervisors, the General Director and other managers serve as members of the Board of Directors or executive executives: None.

4.3. Other transactions of the Company (if any) that generate material or non-material benefits for members of the Board of Directors, members of the Board of Supervisors, directors and other managers: None.

### **VIII. Share Transactions of Insiders and Related Persons of Insiders**

1. List of insiders and related persons of insiders: (Details are provided in Appendix 1 – Section VIII).

2. Share transactions by insiders and related persons of insiders in the Company's shares None.

### **IX. OTHER ISSUES TO BE NOTED:**

None./.

#### ***Recipients:***

- As above;
- Board of Directors of the Company;
- Board of Supervisors of the Company;
- Executive Management of the Company;
- Company Secretary;
- Filed: Administration Department.

**PP. CHAIRMAN OF THE BOARD OF  
DIRECTORS  
BOARD MEMBER – GENERAL DIRECTOR**



**Nguyen Xuan Hoc**

**APPENDIX 01: SECTION VII: THE LIST AFFILIATED PERSONS OF THE COMPANY**

*(Attached to the Company's Governance Report No. 03/BC-HDQT dated 20/01/2026)*

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. (ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
1	Nguyen Quang Mai		Chairman of the Board - Legal representative	ID card					29/05/2015			Internal person
1.1	Nguyen Thi Cuc			Passport					29/05/2015			Wife
1.2	Nguyen Linh Phuong			Passport					29/05/2015			Daughter
1.3	Nguyen Khanh Van			Passport					29/05/2015			Daughter
1.4	Nguyen Bao Anh			N/A					25/09/2018		Minor	Daughter
1.5	Nguyen Quang An			N/A					10/01/2022		Minor	Son
1.6	Nguyen Quang Uyen			N/A					29/05/2015		Dead	Biological father
1.7	Duong Thi Cuc			ID card					29/05/2015			Biological mother
1.8	Nguyễn Xuan Got			ID card					29/05/2015			Father in law
1.9	Nguyen Thi Ngoan			ID card					29/05/2015			Mother in law
1.10	Nguyen Thi Yen			ID card					29/05/2015			Older sister
1.11	Nguyen Thi Uy			ID card					29/05/2015			Older sister



No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
1.12	Nguyen Thi Mai Hoa			ID card					29/05/2015			Older sister
1.13	Nhu Van Khoa			ID card					29/05/2015			Brother in law
1.14	Dear Lam			ID card					29/05/2015			Brother in law
1.15	Nguyen Huu Tan			ID card					29/05/2015			Brother in law
1.16	Dong A International Corporation (Mr. Nguyen Quang Mai is a member of the Board and General Director)			Business Registration Certificate					29/05/2015			Related organization
1.17	Viet Nam Corn Investment and Development Joint Stock Company (Mr. Nguyen Quang Mai is Chairman of the Board)			Business Registration Certificate					29/05/2015			Related organization
1.18	Friend Limited Company (Mr. Nguyen Quang Mai is Chairman of the Company)			Business registration Certificate					14/04/2017			Related organization
1.19	Vietnam VBIC Joint Stock Company (Mr. Nguyen Quang Mai is Chairman of the Board)			Business Registration Certificate					04/06/2018			Related organization
1.20	Vietnam DOINCO Joint Stock Company (Mr. Nguyen Quang Mai is Chairman of the Board)			Business Registration Certificate					05/04/2019			Related organization

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( (ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
2	Nguyen Xuan Hoc		Member of the Board / General Director	ID card					08/08/2017			Internal person
2.1	Thai Nguyen Provincial People's Committee		State shareholders						01/2/2020 (Cũ lại ngày 19/6/2025)			Mr. Nguyen Xuan Hoc (State capital representative, holding ratio of 21.55% equivalent to 3,449,232 shares)
2.2	Nguyen Thi Nham			ID card					08/08/2017			Wife
2.3	Nguyen Xuan Tien			ID card					08/08/2017			Son
2.4	Nguyen Thi Khanh Linh			ID card					08/08/2017			Daughter
2.5	Nguyen Thi Tung Lam			ID card					08/08/2017			Daughter in law
2.6	Nguyen Xuan Khoa			ID card					08/08/2017			Biological father
2.7	La Thi Bich Hang			N/A					08/08/2017		Dead	Biological mother
2.8	Nguyen Van Ty			ID card					08/08/2017			Father in law
2.9	Nguyen Thi Huong			ID card					08/08/2017			Mother in law



No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( (ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
2.10	Nguyen Xuan Khuong			ID card					08/08/2017			Younger brother
2.11	Nguyen Xuan Chuong			ID card					08/08/2017			Younger brother
2.12	Le Thi Hong Phuong			ID card					08/08/2017			Sister in law
2.13	Vu Thi Tuyen Nhung			ID card					08/08/2017			Sister in law
3	Nguyen Van Tien		Member of the Board/Deputy General Director	ID card					05/02/2016			Internal person
3.1	Thai Nguyen Provincial People's Committee		State shareholders						05/2/2016 (Cứ lại ngày 30/6/2025)			Mr. Nguyen Van Tien (State capital representative, holding ratio of 10.36% equivalent to 1,656,984 shares)
3.2	Nguyen Thi Thuy			ID card					05/02/2016			Wife
3.3	Nguyen Thao Nguyen			ID card					05/02/2016			Daughter
3.4	Nguyen Minh Quan			N/A					05/02/2016		Minor	Son
3.5	Nguyen Van Van			ID card					05/02/2016			Biological father
3.6	Nguyen Thi Hanh			ID card					05/02/2016			Biological mother

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
3.7	Nguyen Van Xuan			ID card					05/02/2016			Father in law
3.8	Nguyen Thi Sinh			N/A					05/02/2016			Mother in law
3.9	Nguyen Anh Tuan			ID card					05/02/2016			Older brother
3.10	Nguyen Cam Tu			ID card					05/02/2016			Older sister
3.11	Nguyen Thi Tuyet Mai			ID card					05/02/2016			Sister in law
3.12	Nguyen Duc Quang			N/A					05/02/2016		Dead	Brother in law
4	Le Quang Hai		Member of the Board/Company's Secretary	ID card					21/04/2023			Internal person
4.1	Luu Thi Nhu Hoa			ID card					21/04/2023			Wife
4.2	Le Quang Duong			ID card					14/07/2024			Son
4.3	Le Quang Hung			ID card					21/04/2023			Older brother
4.4	Le Quang The			ID card					21/04/2023			Biological father



No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
4.5	Nguyen Thi Hien			ID card					21/04/2023			Biological mother
4.6	Luu Van Hoai			ID card					21/04/2023			Father in law
4.7	Pham Thi Nhai			ID card					21/04/2023			Mother in law
4.8	Pham Mai Ca			ID card					21/04/2023			Sister in law
5	Nguyen Van Nam		Member of the Board	ID card					27/06/2025		Resigned from the position of Deputy General Director of the Company at personal request, effective December 1, 2024.	Internal person
5.1	Ha Thi Hoan			ID card					27/06/2025			Wife
5.2	Nguyen Thuy Anh			N/A					27/06/2025		Minor	Daughter
5.3	Nguyen Ngoc Anh			N/A					27/06/2025		Minor	Daughter

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
5.4	Nguyen Phuong Linh			N/A					27/06/2025		Minor	Daughter
5.5	Nguyen Anh Duc			N/A					27/06/2025		Minor	Son
5.6	Nguyen Thi Lien			ID card					27/06/2025			Biological father
5.7	Ha Thanh Quyen			ID card					27/06/2025		Dead	Biological mother
5.8	Nguyen Thi Nhu			ID card					27/06/2025			Father in law
5.9	Nguyen Thi Hang			ID card					27/06/2025		Dead	Mother in law
5.10	Duong Van Dung			ID card					27/06/2025			Younger sister
5.11	Nguyen Ba Thang			ID card					27/06/2025			Brother in law
5.12	Dong A International Corporation (Mr. Nguyen Van Nam is a Head of Supervisory Board)			Business registration Certificate					27/06/2025			Related organization



No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
6	Le Huy Phu		Deputy General Director	ID card					01/02/2020 (Cử lại ngày 19/6/2025)			Internal person
6.1	Thai Nguyen Provincial People's Committee		State shareholders						01/02/2020			Mr. Le Huy Phu (State capital representative, holding ratio of 10.36% equivalent to 1,656,984 shares)
6.2	Tran Thi Thu Huyen			ID card					01/02/2020			Wife
6.3	Le Tran Minh			N/A					01/02/2020		Minor	Son
6.4	Le Nhat Linh			N/A					01/02/2020		Minor	Daughter
6.5	Le Van Ngoc			ID card					01/02/2020			Biological father
6.6	Trinh Thi Hoa			ID card					01/02/2020			Biological mother
6.7	Tran Van Vinh			ID card					01/02/2020			Father in law
6.8	Nguyen Thi Tam			ID card					01/02/2020		Dead	Mother in law
6.9	Le Ke Phong			ID card					01/02/2020			Older brother

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
6.10	Le Phuong Lan			ID card					01/02/2020			Older sister
6.11	Pham Thi Thu Huong			ID card					01/02/2020			Sister in law
6.12	Vu Tuan Giang			ID card					01/02/2020			Brother in law
7	<b>Vu Khanh Lam</b>		<b>Head of Supervisory Board</b>	<b>ID card</b>					<b>16/06/2020</b>			<b>Internal person</b>
7.1	Pham Thanh Huong			ID card					16/06/2020			Wife
7.2	Vu Minh Quang			N/A					01/09/2022		Minor	Son
7.3	Vu Quang Minh			N/A					01/09/2022		Minor	Son
7.4	Vu Minh Tam			ID card					16/06/2020			Biological father
7.5	Pham Thi Lan			ID card					16/06/2020			Biological mother
7.6	Pham Van Ho			ID card					16/06/2020			Father in law
7.7	Tran Thi Binh			ID card					16/06/2020			Mother in law
7.8	Vu Quang Huy			ID card					16/06/2020			Younger brother
7.9	Tran Thi Mai Lien			ID card					16/06/2020			Sister in law



No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID-card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
8	Nguyen Thi Mai		Member of Supervisory Board	ID card					01/06/2022			Internal person
8.1	Pham Van Khai			ID card					01/06/2022			Husband
8.2	Pham Duc Minh			ID card					01/06/2022			Son
8.3	Pham The Vinh			N/A					01/06/2022		Minor	Son
8.4	Nguyen Minh Hieu			ID card					01/06/2022			Biological father
8.5	Nguyen Thi Ly			ID card					01/06/2022			Biological mother
8.6	Pham Van Dong			ID card					01/06/2022			Father in law
8.7	Hoang Thi My			ID card					01/06/2022			Mother in law
8.8	Nguyen Van Cuong			ID card					01/06/2022			Older brother
8.9	Nguyen Thi Hue			ID card					01/06/2022			Older sister
8.10	Nguyen Thi Huong			ID card					01/06/2022			Older sister

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( (ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
8.11	Nguyen Thi Hoa			ID card					01/06/2022			Older sister
8.12	Pham Thi Tam			ID card					01/06/2022			Sister in law
8.13	Dao Van Tuyen			ID card					01/06/2022			Brother in law
8.14	Nguyen Phuc Huong			ID card					01/06/2022			Brother in law
9	Hoang Thi Hue		Member of Supervisory Board	ID card					29/05/2015			Internal person
9.1	Nguyen Huy Bien			ID card					29/05/2015			Husband
9.2	Nguyen Thu Ha			ID card					29/05/2015			Daughter
9.3	Nguyen Cong Trang			N/A					29/05/2015		Minor	Son
9.4	Hoang Van Uan			ID card					29/05/2015			Biological father
9.5	Nguyen Thi Lanh			ID card					29/05/2015			Biological mother
9.6	Nguyen Hong Diep			N/A					29/05/2015		Dead	Father in law
9.7	Trinh Thi Chanh			N/A					29/05/2015		Dead	Mother in law
9.8	Hoang Van Hai			ID card					29/05/2015			Younger brother



No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
9.9	Ta Thi Mai Loan			ID card					29/05/2015			Sister in law
10	Nguyen Minh Phuong		Chief Accountant	ID card					01/04/2020			Internal person
10.1	Pham Thanh Huyen			ID card					01/04/2020			Wife
10.2	Nguyen Khanh Chi			N/A					01/04/2020		Minor	Daughter
10.3	Nguyen Minh Quang			N/A					01/04/2020		Minor	Son
10.4	Nguyen Van Bui			ID card					01/04/2020			Biological father
10.5	Nguyen Thi Lap			ID card					01/04/2020			Biological mother
10.6	Pham Dang Phat			ID card					01/04/2020			Father in law
10.7	Vu Thi Thoa			ID card					01/04/2020			Mother in law
10.8	Nguyen Thi Ngoc Mai			ID card					01/04/2020			Younger sister
10.9	Nguyen Hong Truong			ID card					01/04/2020			Brother in law

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
10.10	Soc Trang Water Supply Joint Stock Company (Mr. Nguyen Minh Phuong is a member of the Supervisory Board)			Business Registration Certificate					16/05/2024			Related organization
11	<b>Do Thi Thanh Huong</b>		<b>Authorized person to disclose Company's information</b>	<b>ID card</b>					<b>03/12/2019</b>			<b>Internal person</b>
11.1	Tran Quoc Tuan			ID card					03/12/2019			Husband
11.2	Tran Quoc Thai			ID card					03/12/2019			Son
11.3	Tran Xuan Bach			N/A					03/12/2019		Minor	Son
11.4	Do Van Binh			N/A					03/12/2019		Dead	Biological father
11.5	Dao Thi Thuan			ID card					03/12/2019			Biological mother
11.6	Tran Quoc Tap			ID card					03/12/2019			Father in law
11.7	Dong Thi Hao			ID card					03/12/2019			Mother in law
11.8	Do Minh Nguyen			ID card					03/12/2019			Younger brother



No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( (ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
11.9	Bui Thi Van Anh			ID card					03/12/2019			Sister in law
12	Dao Manh Truong		Company Secretarial Team	ID card					19/06/2019		appointed by the Chairman of the Board	Internal person
12.1	Hoang Thi Hue			ID card					10/12/2024			Wife
12.2	Dao Manh Thanh			ID card					19/06/2019			Biological father
12.3	Nguyen Thi Hoa			ID card					19/06/2019			Biological mother
12.4	Hoang Trong Hiep			ID card					10/12/2024			Father in law
12.5	Le Thi Nguyet			ID card					10/12/2024			Mother in law
12.6	Dao Thi Phuong			ID card					19/06/2019			Older sister
12.7	Dao Manh Luan			ID card					19/06/2019			Younger brother
12.8	Vu Trung Kien			ID card					19/06/2019			Brother in law
13	Thai Nguyen Provincial People's Committee		State shareholders	Business registration Certificate					29/05/2015			Percentage of shares held is 42.27%

No.	Name of Organization/ individual	Securities trading account	Position in Company	No. ( (ID card, Passport, Business Registration Certificate)				Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue					
14	Dong A International Corporation		Major shareholders	Business registration Certificate					29/05/2015			Percentage of shares held is 41%
15	Nguyen Quang Mai		Major shareholders	ID card					16/06/2020			Percentage of shares held is 10,05%
16	Trade Union of Thai Nguyen Water Joint Stock Company		Socio-political organization of public company						25/12/1962			
17	Youth Union of Thai Nguyen Water Joint Stock Company		Socio-political organization of public company						25/12/1962			



# APPENDIX 01 - SECTION VIII: THE LIST INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Attached to the Company's Governance Report No. 03/BC-HDQT dated 20/01/2026)

No.	Full name	Securities trading account	Position in Company	No. (ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
1	Nguyen Quang Mai		Chairman of the Board - Legal representative	ID card					617.546	3,86%	Sold in December 2025 Internal person
1.1	Nguyen Thi Cuc			Passport					-	0,00%	Wife
1.2	Nguyen Linh Phuong			Passport					-	0,00%	Daughter
1.3	Nguyen Khanh Van			Passport					-	0,00%	Daughter
1.4	Nguyen Bao Anh			N/A					-	0,00%	Daughter
1.5	Nguyen Quang An			N/A					-	0,00%	Son
1.6	Nguyen Quang Uyen			N/A					-	0,00%	Biological father
1.7	Duong Thi Cuc			ID card					-	0,00%	Biological mother
1.8	Nguyễn Xuan Got			ID card					-	0,00%	Father in law
1.9	Nguyen Thi Ngoan			ID card					-	0,00%	Mother in law
1.10	Nguyen Thi Yen			ID card					-	0,00%	Older sister
1.11	Nguyen Thi Uy			ID card					-	0,00%	Older sister
1.12	Nguyen Thi Mai Hoa			ID card					-	0,00%	Older sister
1.13	Nhu Van Khoa			ID card					-	0,00%	Brother in law
1.14	Dear Lam			ID card					-	0,00%	Brother in law
1.15	Nguyen Huu Tan			ID card					-	0,00%	Brother in law

No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
1.16	Dong A International Corporation (Mr. Nguyen Quang Mai is a member of the Board and General Director)			Business Registration Certificate					6.560.000	41,00%	Related organization
1.17	Viet Nam Corn Investment and Development Joint Stock Company (Mr. Nguyen Quang Mai is Chairman of the Board)			Business Registration Certificate					-	0,00%	Related organization
1.18	Friend Limited Company (Mr. Nguyen Quang Mai is Chairman of the Company)			Business registration Certificate					-	0,00%	Related organization
1.19	Vietnam VBIC Joint Stock Company (Mr. Nguyen Quang Mai is Chairman of the Board)			Business Registration Certificate					795.100	4,97%	Purchased in December 2025 Related organization
1.20	Vietnam DOINCO Joint Stock Company (Mr. Nguyen Quang Mai is Chairman of the Board)			Business Registration Certificate					-	0,00%	Related organization
2	Nguyen Xuan Hoc		Member of the Board / General Director	ID card					0	0,00%	Internal person
2.1	Thai Nguyen Provincial People's Committee		State shareholders						6.763.200	42,27%	Mr. Nguyen Xuan Hoc (State capital representative)
2.2	Nguyen Thi Nham			ID card					-	0,00%	Wife
2.3	Nguyen Xuan Tien			ID card					-	0,00%	Son
2.4	Nguyen Thi Khanh Linh			ID card					-	0,00%	Daughter



No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
2.5	Nguyen Thi Tung Lam			ID card					-	0,00%	Daughter in law
2.6	Nguyen Xuan Khoa			ID card					-	0,00%	Biological father
2.7	La Thi Bich Hang			N/A					-	0,00%	Biological mother
2.8	Nguyen Van Ty			ID card					-	0,00%	Father in law
2.9	Nguyen Thi Huong			ID card					-	0,00%	Mother in law
2.10	Nguyen Xuan Khuong			ID card					-	0,00%	Younger brother
2.11	Nguyen Xuan Chuong			ID card					-	0,00%	Younger brother
2.12	Le Thi Hong Phuong			ID card					-	0,00%	Sister in law
2.13	Vu Thi Tuyet Nhung			ID card					-	0,00%	Sister in law
3	Nguyen Van Tien		Member of the Board/Deputy General Director	ID card					-	0,00%	Internal person
3.1	Thai Nguyen Provincial People's Committee		State shareholders						6.763.200	42,27%	Mr. Nguyen Van Tien (State capital representative, holding ratio of 10.36% equivalent to 1,656,984 shares)
3.2	Nguyen Thi Thuy			ID card					-	0,00%	Wife
3.3	Nguyen Thao Nguyen			ID card					-	0,00%	Daughter
3.4	Nguyen Minh Quan			N/A					-	0,00%	Son

No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
3.5	Nguyen Van Van			ID card					-	0,00%	Biological father
3.6	Nguyen Thi Hanh			ID card					-	0,00%	Biological mother
3.7	Nguyen Van Xuan			ID card					-	0,00%	Father in law
3.8	Nguyen Thi Sinh			N/A					-	0,00%	Mother in law
3.9	Nguyen Anh Tuan			ID card					-	0,00%	Older brother
3.10	Nguyen Cam Tu			ID card					-	0,00%	Older sister
3.11	Nguyen Thi Tuyen Mai			ID card					-	0,00%	Sister in law
3.12	Nguyen Duc Quang			N/A					-	0,00%	Brother in law
4	<b>Le Quang Hai</b>		<b>Member of the Board/Company's Secretary</b>	<b>ID card</b>					-	0,00%	<b>Internal person</b>
4.1	Luu Thi Nhu Hoa			ID card					-	0,00%	Wife
4.2	Le Quang Duong			ID card					-	0,00%	Son
4.3	Le Quang Hung			ID card					-	0,00%	Older brother
4.4	Le Quang The			ID card					-	0,00%	Biological father
4.5	Nguyen Thi Hien			ID card					-	0,00%	Biological mother
4.6	Luu Van Hoai			ID card					-	0,00%	Father in law
4.7	Pham Thi Nhai			ID card					-	0,00%	Mother in law
4.8	Pham Mai Ca			ID card					-	0,00%	Sister in law



No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
5	Nguyen Van Nam		Member of the Board	ID card					-	0,00%	Internal person
5.1	Ha Thi Hoan			ID card					-	0,00%	Wife
5.2	Nguyen Thuy Anh			N/A					-	0,00%	Daughter
5.3	Nguyen Ngoc Anh			N/A					-	0,00%	Daughter
5.4	Nguyen Phuong Linh			N/A					-	0,00%	Daughter
5.5	Nguyen Anh Duc			N/A					-	0,00%	Son
5.6	Nguyen Thi Lien			ID card					-	0,00%	Biological father
5.7	Ha Thanh Quyen			ID card					-	0,00%	Biological mother
5.8	Nguyen Thi Nhu			ID card					-	0,00%	Father in law
5.9	Nguyen Thi Hang			ID card					-	0,00%	Mother in law
5.10	Duong Van Dung			ID card					-	0,00%	Younger sister
5.11	Nguyen Ba Thang			ID card					-	0,00%	Brother in law
5.12	Dong A International Corporation (Mr. Nguyen Van Nam is a Head of Supervisory Board)			Business registration Certificate					6.560.000	41,00%	Related organization
6	Le Huy Phu		Deputy General Director	ID card					48	0,0003%	Internal person
6.1	Thai Nguyen Provincial People's Committee		State shareholders						6.763.200	42,27%	Mr. Le Huy Phu (State capital representative,

No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
6.2	Tran Thi Thu Huyen			ID card					-	0,00%	Wife
6.3	Le Tran Minh			N/A					-	0,00%	Son
6.4	Le Nhat Linh			N/A					-	0,00%	Daughter
6.5	Le Van Ngoc			ID card					-	0,00%	Biological father
6.6	Trinh Thi Hoa			ID card					-	0,00%	Biological mother
6.7	Tran Van Vinh			ID card					-	0,00%	Father in law
6.8	Nguyen Thi Tam			ID card					-	0,00%	Mother in law
6.9	Le Ke Phong			ID card					-	0,00%	Older brother
6.10	Le Phuong Lan			ID card					-	0,00%	Older sister
6.11	Pham Thi Thu Huong			ID card					-	0,00%	Sister in law
6.12	Vu Tuan Giang			ID card					-	0,00%	Brother in law
7	<b>Vu Khanh Lam</b>		<b>Head of Supervisory Board</b>	<b>ID card</b>					-	0,00%	<b>Internal person</b>
7.1	Pham Thanh Huong			ID card					-	0,00%	Wife
7.2	Vu Minh Quang			N/A					-	0,00%	Son
7.3	Vu Quang Minh			N/A					-	0,00%	Son
7.4	Vu Minh Tam			ID card					-	0,00%	Biological father
7.5	Pham Thi Lan			ID card					-	0,00%	Biological mother
7.6	Pham Van Ho			ID card					-	0,00%	Father in law



No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
7.7	Tran Thi Binh			ID card					-	0,00%	Mother in law
7.8	Vu Quang Huy			ID card					-	0,00%	Younger brother
7.9	Tran Thi Mai Lien			ID card					-	0,00%	Sister in law
8	Nguyen Thi Mai		Member of Supervisory Board	ID card					-	0,00%	Internal person
8.1	Pham Van Khai			ID card					-	0,00%	Husband
8.2	Pham Duc Minh			ID card					-	0,00%	Son
8.3	Pham The Vinh			N/A					-	0,00%	Son
8.4	Nguyen Minh Hieu			ID card					-	0,00%	Biological father
8.5	Nguyen Thi Ly			ID card					-	0,00%	Biological mother
8.6	Pham Van Dong			ID card					-	0,00%	Father in law
8.7	Hoang Thi My			ID card					-	0,00%	Mother in law
8.8	Nguyen Van Cuong			ID card					-	0,00%	Older brother
8.9	Nguyen Thi Hue			ID card					-	0,00%	Older sister
8.10	Nguyen Thi Huong			ID card					-	0,00%	Older sister
8.11	Nguyen Thi Hoa			ID card					-	0,00%	Older sister
8.12	Pham Thi Tam			ID card					-	0,00%	Sister in law
8.13	Dao Van Tuyen			ID card					-	0,00%	Brother in law

No.	Full name	Securities trading account	Position in Company	No. ( (ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
8.14	Nguyen Phuc Huong			ID card					-	0,00%	Brother in law
9	Hoang Thi Hue		Member of Supervisory Board	ID card					13.611	0,09%	Internal person
9.1	Nguyen Huy Bien			ID card					9.632	0,06%	Husband
9.2	Nguyen Thu Ha			ID card					-	0,00%	Daughter
9.3	Nguyen Cong Trang			N/A					-	0,00%	Son
9.4	Hoang Van Uan			ID card					-	0,00%	Biological father
9.5	Nguyen Thi Lanh			ID card					-	0,00%	Biological mother
9.6	Nguyen Hong Diep			N/A					-	0,00%	Father in law
9.7	Trinh Thi Chanh			N/A					-	0,00%	Mother in law
9.8	Hoang Van Hai			ID card					-	0,00%	Younger brother
9.9	Ta Thi Mai Loan			ID card					-	0,00%	Sister in law
10	Nguyen Minh Phuong		Chief Accountant	ID card					-	0,00%	Internal person
10.1	Pham Thanh Huyen			ID card					-	0,00%	Wife
10.2	Nguyen Khanh Chi			N/A					-	0,00%	Daughter
10.3	Nguyen Minh Quang			N/A					-	0,00%	Son
10.4	Nguyen Van Bui			ID card					-	0,00%	Biological father
10.5	Nguyen Thi Lap			ID card					-	0,00%	Biological mother



No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
10.6	Pham Dang Phat			ID card					-	0,00%	Father in law
10.7	Vu Thi Thoa			ID card					-	0,00%	Mother in law
10.8	Nguyen Thi Ngoc Mai			ID card					-	0,00%	Younger sister
10.9	Nguyen Hong Truong			ID card					-	0,00%	Brother in law
10.10	Soc Trang Water Supply Joint Stock Company (Mr. Nguyen Minh Phuong is a member of the Supervisory Board)			Business Registration Certificate					-	0,00%	Related organization
11	<b>Do Thi Thanh Huong</b>		<b>Authorized person to disclose Company's information</b>	<b>ID card</b>					-	<b>0,00%</b>	<b>Internal person</b>
11.1	Tran Quoc Tuan			ID card					-	0,00%	Husband
11.2	Tran Quoc Thai			ID card					-	0,00%	Son
11.3	Tran Xuan Bach			N/A					-	0,00%	Son
11.4	Do Van Binh			N/A					-	0,00%	Biological father
11.5	Dao Thi Thuan			ID card					-	0,00%	Biological mother
11.6	Tran Quoc Tap			ID card					-	0,00%	Father in law
11.7	Dong Thi Hao			ID card					-	0,00%	Mother in law
11.8	Do Minh Nguyen			ID card					-	0,00%	Younger brother
11.9	Bui Thi Van Anh			ID card					-	0,00%	Sister in law
12	<b>Dao Manh Truong</b>		<b>Company Secretarial Team</b>	<b>ID card</b>					-	<b>0,00%</b>	<b>Internal person</b>

No.	Full name	Securities trading account	Position in Company	No. ( ID card, Passport, Business Registration Certificate)				Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Type of NSH Documents	NSH Document No.	Date of issue	Place of issue				
12.1	Hoang Thi Hue			ID card					-	0,00%	Wife
12.2	Dao Manh Thanh			ID card					-	0,00%	Biological father
12.3	Nguyen Thi Hoa			ID card					-	0,00%	Biological mother
12.4	Hoang Trong Hiep			ID card					-	0,00%	Father in law
12.5	Le Thi Nguyet			ID card					-	0,00%	Mother in law
12.6	Dao Thi Phuong			ID card					-	0,00%	Older sister
12.7	Dao Manh Luan			ID card					-	0,00%	Younger brother
12.8	Vu Trung Kien			ID card					-	0,00%	Brother in law
13	Thai Nguyen Provincial People's Committee		State shareholders	Business registration Certificate					6.763.200	42,27%	Percentage of shares held is 42.27%
14	Dong A International Corporation		Major shareholders	Business registration Certificate					6.560.000	41,00%	Percentage of shares held is 41%
15	Trade Union of Thai Nguyen Water Joint Stock Company		Socio-political organization of public company						-	0,00%	
16	Youth Union of Thai Nguyen Water Joint Stock Company		Socio-political organization of public company						-	0,00%	