

No.: 121./2026/TB-VIW

Hanoi, 26 February, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Decision No. 216/QĐ-HĐQT dated 26/02/2026 by the Board of Director of Vietnam Water and Environment Investment Corporation – JSC, we would like to announce the change in personnel of Vietnam Water and Environment Investment Corporation – JSC as follows:

Appointment of:

- Mr.: **NGUYEN HUU THUY**
- Former position in the organization: None
- Newly appointed position: Deputy General Director
- Term: 5 years
- Effective date: 26/02/2026

This information was published on the company's website on 26 February 2026, 2025 as at the link: <https://viwaseen.com.vn/cbtt-bo-nhiem-pho-tong-giam-doc-2/>

Attachments:

- Board Decision No. 216/QĐ-HĐQT.
- Curriculum Vitae.

Organization's Representative
Person authorized to disclose information



Vu Thanh Cong



**VIETNAM WATER AND
ENVIRONMENT INVESTMENT
CORPORATION – JSC
(VIWASEEN)**

Ref: 216/QĐ - HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Hanoi, February 26, 2026

DECISION

**On Appointment of Deputy General Director
Vietnam Water and Environment Investment Corporation - JSC**

BOARD OF DIRECTORS

VIETNAM WATER AND ENVIRONMENT INVESTMENT CORPORATION – JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter on Organization and Operation of the Corporation;
- Pursuant to the Regulations on Organization and Operation of the Board of Directors of the Corporation;
- Pursuant to the Regulations on the Relationship and Coordination among the Party Committee, the Board of Directors and the General Director of the Corporation;
- Pursuant to Resolution No. 215/NQ-HĐQT dated 26 February 2026 of the Board of Directors regarding personnel matters.

DECIDES:

Article 1. To appoint Mr. Nguyen Huu Thuy, date of birth: _____, ID No. _____ issued by the Police Department for Administrative Management of Social Order on _____, to the position of Deputy General Director of Vietnam Water and Environment Investment Corporation - JSC, effective from 26 February 2026.

Term of appointment: 05 years.

Article 2. Mr. Nguyen Huu Thuy shall be entitled to salary and other benefits in accordance with the prevailing regulations of the Corporation.

Article 3. This Decision shall take effect from the date of signing.

Members of the Board of Directors, Deputy General Directors, Chief Accountant, Heads of departments, divisions, boards and affiliated units of the Corporation, and Mr. Nguyen Huu Thuy shall be responsible for implementation of this Decision./.

Recipients:

- As stated in Article 3;
- Party Committee of the Corporation (*for reporting*);
- Supervisory Board of the Corporation;
- Trade Union and Youth Union of the Corporation;
- Filed at the Records and Archives, Secretary to the Board./.

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

(signed and sealed)

Le Minh Duc