

Appendix V
REPORT ON CORPORATE GOVERNANCE
(Promulgated together with Circular No. 96/2020/TT-BTC dated November 16, 2020
of the Minister of Finance)

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

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

No.: 01/2026/BCQT-GLW

Gia Lai, July 30, 2026

REPORT ON CORPORATE GOVERNANCE
(First six months of 2026)

To: - State Securities Commission of Viet Nam
- Hanoi Stock Exchange

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| - Name of company: | GIA LAI WATER SUPPLY SEWERAGE JOINT STOCK COMPANY |
| - Head office address: | 388 Ly Thai To St., Dien Hong Ward, Gia Lai, Viet Nam |
| - Tel: | 02693 871068 |
| - Email: | Fax: |
| - Charter capital: | VND 180,000,000,000 |
| - Stock Code: | GLW |
| - Corporate governance model: | General Meeting of Shareholders, Board of Directors,
Supervisory Board and General Director/Director |
| - Implementation of the internal
audit function: | Not yet implemented |

I. Activities of the General Meeting of Shareholders

Information on GMS meetings and Resolutions/Decisions (including Resolutions adopted by written consultation):

No.	Resolution/Decision No.	Date	Contents	Notes
01	01/2026/NQ-ĐHĐCĐ	April 22, 2026	2026 AGM Resolution of Gia Lai Water Supply Sewerage Joint Stock Company. - Approval of the Board of Management's 2025 business performance report and 2026 plan. - Approval of the BOD's 2025 activity report and 2026 plan. - Approval of the Supervisory Board's 2025 report. - Approval of the audited 2025 financial statements. - Approval of the 2025 profit distribution plan. - Approval of 2025 remuneration and the 2026 plan for the BOD and Supervisory Board. - Approval of the 2026 business and investment plan. - Approval of auditor selection for the 2026 financial statements. - Approval of the BOD Regulations. - Approval of the Supervisory Board Regulations. - Approval of the Information Disclosure Regulations.	

II. Board of Directors (Report for the first six months of 2026)

1. Information on members of the Board of Directors (BOD):

No.	BOD member	Position (independent/non-executive member)	Start/end date as a BOD/independent BOD member	
			Appointed	Dismissed
1	Mr. Ha Phuoc Tuan	BOD Chairman, non-executive BOD member	April 24, 2025	
2	Ms. Nguyen Thi Hong Hanh	Executive BOD member	January 8, 2024	
3	Mr. Ho Anh Hong	Executive BOD member	April 24, 2025	
4	Mr. Trinh Ba Duy	Executive BOD member	April 24, 2025	
5	Mr. Le Van Luyen	Non-executive BOD member	January 8, 2024	

2. Meetings of the Board of Directors

No.	BOD member	Meetings attended	Attendance rate	Reason for absence
01	Mr. Ha Phuoc Tuan	6/6	100%	
02	Ms. Nguyen Thi Hong Hanh	6/6	100%	
03	Mr. Ho Anh Hong	6/6	100%	
04	Mr. Trinh Ba Duy	6/6	100%	
05	Mr. Le Van Luyen	6/6	100%	

3. Supervision by the BOD over the Board of Management

Currently, three of the five BOD members are involved in the Company's management. Information and reports are regularly and fully provided to non-executive members. The General Director regularly reports to the BOD on the Company's financial position, investment and business operations. Accordingly, the BOD is able to closely supervise and promptly direct corrective actions for the Board of Management's activities.

4. Activities of committees under the BOD (if any):

- None

5. Resolutions/Decisions of the BOD (Report for the first six months of 2026):

No.	Resolution/Decision No.	Date	Contents	Approval rate
1	01/2026/NQ-HĐQT	January 10, 2026	Approval of the 2026 AGM organization plan	100%
2	02/2026/NQ-HĐQT	January 15, 2026	Approval of the proposed list of audit firms for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval	100%

No.	Resolution/Decision No.	Date	Contents	Approval rate
3	03/2026/NQ-HĐQT	March 30, 2026	Approval of the time, venue and documents for the 2026 Annual General Meeting of Shareholders; appointment of the BOD Secretary and Person in charge of Corporate Governance	100%
4	04/2026/NQ-HĐQT	June 26, 2026	Approval of the execution of the audit contract for the 2026 financial statements	100%

III. Supervisory Board/Audit Committee

1. Information on members of the Supervisory Board (SB)/Audit Committee:

No.	SB/Audit Committee member	Position	Start/end date as an SB member	Professional qualification
01	Ms. Ho Thi Xuan	Head of the Supervisory Board		Bachelor of Economics
02	Mr. Le Huy Hoang	Supervisory Board member		Bachelor of Foreign Trade
03	Ms. Nguyen Thi Quynh	Supervisory Board member		College degree in Economics

2. Meetings of the Supervisory Board/Audit Committee:

No.	SB member	Meetings attended	Attendance rate	Voting rate	Reason for absence
01	Ms. Ho Thi Xuan	4/4	100%		
02	Mr. Le Huy Hoang	4/4	100%		
03	Ms. Nguyen Thi Quynh	4/4	100%		

3. Supervision by the Supervisory Board/Audit Committee over the BOD, Board of Management and shareholders:

During the first six months of 2026, the Supervisory Board regularly inspected and supervised the activities of the BOD, Board of Management and shareholders, specifically:

- Monitoring the formulation of the Company's regulations and the implementation of current regulations.

- Inspecting the implementation of BOD Resolutions concerning the 2026 General Meeting of Shareholders Resolution.
- Inspecting the Company's information disclosure to ensure completeness, truthfulness and legal compliance.
- Attending meetings of the BOD and Board of Management.

4. Coordination of the Supervisory Board/Audit Committee with the BOD, Board of Management and other managers:

Currently, one of the three Supervisory Board members works at the Company. The Supervisory Board proactively discusses and agrees with the BOD on inspection and supervision contents and plans, and coordinates with the Board of Management during these activities. Inspection and supervision results are reported to the BOD and Board of Management so that outstanding issues can be addressed promptly and management efficiency improved.

The Board of Directors promptly and fully provided its Resolutions and Decisions to the Supervisory Board. The Board of Management facilitated the Supervisory Board's collection of information and documents relating to the Company's business operations upon request.

5. Other activities of the Supervisory Board/Audit Committee (if any):

- None

IV. Board of Management

No.	Board of Management member	Date of birth	Professional qualification	Position	Appointment/dismissal date
01	Ms. Nguyen Thi Hong Hanh	January 7, 1980	Master of Business Administration	General Director	January 8, 2024
02	Mr. Nguyen Dinh Vinh	October 25, 1963	Bachelor of Economics in Business Administration	Deputy General Director	November 27, 2023
03	Mr. Pham Xuan Hao	May 25, 1987	Environmental Engineer	Deputy General Director	November 27, 2023
04	Mr. Trinh Ba Duy	September 24, 1985	Water Supply and Sewerage Engineer	Deputy General Director	November 1, 2024

V. Chief Accountant

Full name	Date of birth	Professional qualification	Position	Appointment/dismissal date
Ms. Truong Thi Thanh	March 8, 1987	Bachelor's degree in Finance and Accounting	Chief Accountant	November 27, 2023

VI. Corporate governance training:

Corporate governance training courses attended by BOD members, Supervisory Board members, the Director (General Director), other managers and the Company Secretary in accordance with corporate governance regulations:

- Relevant regulations are updated internally on a quarterly basis.

VII. Related persons of the public company and related-person transactions (First six months of 2026)

1. List of the Company's related persons

No	Organization/individual	Sec . A/ C	Position	ID No	Issue d	Pl	Addr	RP since	RP unti l	Reason	Relationshi p
01	Mr. Ha Phuoc Tuan		BOD Chairman					April 24, 2025		Appointe d	
02	Ms. Nguyen Thi Hong Hanh		BOD member/Gener al Director					January 8, 2024		Appointe d	
03	Mr. Ho Anh Hong		BOD member					April 24, 2025		Appointe d	
04	Mr. Nguyen Dinh Vinh		Deputy General Director					Decembe r 20, 2016		Appointe d	
05	Mr. Trinh Ba Duy		BOD member/Deput y General Director					Novembe r 1, 2024		Appointe d	
06	Mr. Le Van Luyen		BOD member					January 8, 2024		Appointe d	
07	Ms. Truong Thi Thanh		Chief Accountant					Novembe r 27, 2023		Appointe d	
08	Mr. Le Manh Tuan		BOD Secretary and Person in charge of Corporate Governance					March 30, 2026		Appointe d	

No	Organization/individual	Sec A/ C	Position	ID No	Issue d	Pl	Addr	RP since	RP unti l	Reason	Relationshi p
09	Mr. Pham Xuan Hao		Deputy General Director					October 7, 2021		Appointe d	
10	Ms. Ho Thi Xuan		Head of the Supervisory Board					April 15, 2022		Appointe d	
11	Mr. Le Huy Hoang		Supervisory Board member					April 15, 2022		Appointe d	
12	Ms. Nguyen Thi Quynh		Supervisory Board member					April 15, 2022		Appointe d	

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons and related persons of internal persons.

- Details are provided in Appendix VII.2 attached to this Report.

3. Transactions of internal persons and their related persons with subsidiaries or controlled companies.

- None

4. Transactions between the Company and other parties

4.1. Transactions with companies in which BOD/Supervisory Board members, the Director (General Director) or other managers are or were founders, BOD members or the Director (General Director) during the last three (03) years (as of the reporting date).

From January 1, 2026 to June 30, 2026	Unit: VND
Transactions with Saigon - Pleiku Water Supply JSC	
Bulk water purchase cost from Saigon - Pleiku Water Supply JSC	7,887,536,694

4.2. Transactions with companies in which related persons of BOD/Supervisory Board members, the Director (General Director) or other managers serve as BOD members or the Director (General Director).

- None

4.3. Other transactions (if any) that may provide material or non-material benefits to BOD/Supervisory Board members, the Director (General Director) or other managers.

- None

VIII. Share transactions by internal persons and their related persons (First six months of 2026)

1. List of internal persons and their related persons

- Details are provided in Appendix VIII.1 attached to this Report.

2. Transactions in Company shares by internal persons and related persons:

- None.

IX. Other matters requiring attention:

- None.

Recipients:

- As above;

- Filed by: BOD Secretary

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signature, full name and seal)



HA PHUOC TUAN

Appendix VII.2 - 2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons and related persons of internal persons.

No.	Organization/individual	Relationship with the Company	NSH No., date and place of issue	Head office/contact address	Transaction period with the Company	GMS/BOD Resolution/Decision No. (if any)	Content, quantity and total transaction value	Notes
01	DNP Hawaco Southern JSC	Related organization of an internal person of the Company	Enterprise Registration Certificate No. 0316388195	121 Tran Thai Tong Street, Tan Son Ward, Ho Chi Minh City	January 1-June 30, 2026		Purchase of goods and materials for business operations; total value: VND 381,064,000	
02	Dong Nai Plastic JSC	Related organization of an internal person of the Company	Enterprise Registration Certificate No. 4000434893	Lot 6, Dien Nam - Dien Ngoc Industrial Park, Dien Ban Dong Ward, Da Nang City, Viet Nam	January 1-June 30, 2026		Purchase of materials for water-supply operations; total value: VND 221,638,000	
03	Saigon - Pleiku Water Supply JSC	Related organization; Ms. Nguyen Thi Hong Hanh serves as BOD Chairwoman and Mr. Pham Xuan Hao serves as Director	Enterprise Registration Certificate No. 5900660255	86 Pho Duc Chinh Street, Bien Ho Commune, Gia Lai Province, Viet Nam	January 1-June 30, 2026		Purchase of bulk water; total value: VND 7,887,536,694	

Appendix VIII.1 - List of internal persons and their related persons.

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
1	2	3	4	5	6	7	8	9	10
1	GLW	Ha Phuoc Tuan	BOD Chairman		CID			April 24, 2025	
1.01	GLW	Thuan An Port JSC		BOD Chairman	ERC				
1.02	GLW	BINH THUAN CONSTRUCTION MATERIAL AND MINERAL JSC		BOD Chairman	ERC				
1.03	GLW	Mai Thi Minh Kim		Wife	CID				
1.04	GLW	Ha Phuoc Trinh		Father	CID				
1.05	GLW	Nguyen Thi Ba		Mother	CID				
1.06	GLW	Mai Xuan Thach		Father-in-law					Deceased
1.07	GLW	Le Thi Minh Huong		Mother-in-law	CID				
1.08	GLW	Ha Phuoc Tuan		Younger sibling	CID				
1.09	GLW	Nguyen Thi Hong Thao		Sister-in-law	CID				
1.10	GLW	Ha Mai Khue		Daughter					Minor
1.11	GLW	Ha Tuan Minh		Son					Minor

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
2		Nguyen Thi Hong Hanh	BOD member/General Director		CID			April 15, 2022	
2.01	GLW	Nguyen Van Phuoc		Father	ID card				
2.02	GLW	Le Thi Kim Lien		Mother	ID card				
2.03	GLW	Vo Thien An		Child					Minor
2.04	GLW	Vo Thien Kim		Child					Minor
2.05	GLW	Nguyen Thi Hong Anh		Older sister					Not provided
2.06	GLW	Nguyen Thi Hong Hoa		Older sister	ID card				
2.07	GLW	Nguyen Thi Hong Phuc		Younger sister					Not provided
2.08	GLW	Saigon Water Infrastructure JSC		Ms. Nguyen Thi Hong Hanh serves as Deputy General Director and Chief Financial Officer	ERC				
2.09	GLW	Saigon - Dan Kia Water Supply JSC		Ms. Nguyen Thi Hong Hanh serves as Head of the Supervisory Board	ERC				

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
2.10	GLW	Cu Chi Water Supply Sewerage JSC		Ms. Nguyen Thi Hong Hanh serves as BOD Chairman	ERC				
2.11	GLW	Saigon - An Khe Water Supply JSC		Ms. Nguyen Thi Hong Hanh serves as BOD Chairman	ERC				
2.12	GLW	Saigon - Pleiku Water Supply JSC		Ms. Nguyen Thi Hong Hanh serves as BOD Chairman	ERC				
2.13	GLW	CII Bridges and Roads Investment JSC		Ms. Nguyen Thi Hong Hanh serves as Head of the Supervisory Board	ERC				
3	GLW	Nguyen Dinh Vinh	Deputy General Director		CID			April 15, 2022	
3.01	GLW	Dang Thi Ha		Wife	CID				
3.02	GLW	Nguyen Dang Hong Anh		Child	CID				
3.03	GLW	Nguyen Dang Thu Huyen		Child	CID				
3.04	GLW	Nguyen Dinh Vu		Child	CID				

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
3.05	GLW	Nguyen Thi Hong		Older sister					
3.06	GLW	Nguyen Thi Oanh		Older sister	CID				
3.07	GLW	Nguyen Dinh Quang		Older brother	CID				
3.08	GLW	Nguyen Thi Phuong Hoa		Younger sibling	CID				
3.09	GLW	Nguyen Dinh Trung		Younger sibling	CID				
3.10	GLW	Nguyen Thi Kim Dung		Younger sibling	CID				
3.11	GLW	Nguyen Thi Ngoc Hoa		Younger sibling	CID				
4	GLW	Le Van Luyen	BOD member		CID			November 1, 2023	
4.01	GLW	Le Van Khanh		Father	CID				
4.02	GLW	Nguyen Thi Nho		Mother	CID				
4.03	GLW	Le Van Khuong		Older brother	CID				
4.04	GLW	Le Van Truong		Older brother	CID				
4.05	GLW	Le Van Tuyen		Older brother	CID				
4.06	GLW	Le Thi Hong		Older sister	CID				
4.07	GLW	Le Thi Hien		Older sister	CID				
4.08	GLW	Tran Thi Van Anh		Wife	CID				
4.09	GLW	Le Minh Dung		Child	CID				
4.10	GLW	Le Minh Quan		Child	CID				

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
4.11	GLW	Nguyen Van Dang		Brother-in-law	CID				
4.12	GLW	Nguyen Thi Hoa		Sister-in-law	CID				
4.13	GLW	Phung Thi Du		Sister-in-law	CID				
4.14	GLW	Truong Thi Tam		Sister-in-law	CID				
4.15	GLW	Hanoi No. 3 Clean Water Production and Trading JSC		BOD Chairman	ERC				
4.16	GLW	Binh Phuoc Water Supply Sewerage JSC		BOD Chairman	ERC				
4.17	GLW	Tay Ninh Water Supply Sewerage JSC		BOD Chairman	ERC				
4.18	GLW	Saigon Dankia Water Supply JSC		BOD Chairman	ERC				
4.19	GLW	Binh Thuan Water Supply Sewerage JSC		BOD Chairman	ERC				
5	GLW	Pham Xuan Hao	Deputy General Director		CID			October 7, 2021	
5.01	GLW	Pham Xuan Chien		Father	CID				
5.02	GLW	Nguyen Thi Chi		Mother	CID				
5.03	GLW	Nguyen Hong Ha		Wife	CID				
5.04	GLW	Pham Thien An		Child					Minor
5.05	GLW	Pham Thi Tranh		Older sister	CID				

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
5.06	GLW	Pham Thi Hoa		Younger sibling	CID				
5.07	GLW	Pham Xuan Bach		Child					Minor
5.08	GLW	Saigon - Pleiku Water Supply JSC		Director					
6	GLW	Trinh Ba Duy	BOD member/Deputy General Director		CID			November 1, 2024	
6.01	GLW	Trinh Huu Dung		Father	CID				
6.02	GLW	Tran Thi Xuan Huong		Mother	CID				
6.03	GLW	Trinh Quoc Quan		Younger brother	CID				
6.04	GLW	Nguyen Thi Quynh		Wife	CID				
6.05	GLW	Trinh Gia Hung		Son	CID				
6.06	GLW	Trinh Minh Anh		Daughter	CID				
6.07	GLW	Nguyen Van Thang		Father-in-law	CID				
6.08	GLW	Nguyen Thi Nhu		Mother-in-law	CID				
6.09	GLW	Hanoi No. 3 Clean Water Production and Trading JSC		Director	ERC				
6.10	GLW	DNP Water Investment JSC		Director	ERC				

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
7	GLW	Truong Thi Thanh	Chief Accountant		CID			February 20, 2019	
7.01	GLW	Do Mai Anh Tuan		Husband	CID				
7.02	GLW	Do Thi Thuy Tien		Child					Minor
7.03	GLW	Do Minh Triet		Child					Minor
7.04	GLW	Truong Van Dung		Father	CID				
7.05	GLW	Thai Thi Mai		Mother	CID				
7.06	GLW	Truong Van Tich		Younger sibling	CID				
7.07	GLW	Tran Thi Nhan		Sister-in-law					Not provided
7.08	GLW	Do Tien Dung		Father-in-law					Not provided
7.09	GLW	Mai Thi Toan		Mother-in-law					Not provided
7.10	GLW	Do Mai Anh Tin		Brother-in-law					Not provided
7.11	GLW	Do Thi Hong Hanh		Sister-in-law					Not provided
7.12	GLW	Do Thi Oanh		Sister-in-law					Not provided
8	GLW	Ho Thi Xuan	Head of the Supervisory Board		CID			April 15, 2022	
8.01	GLW	Ho Be		Father	CID				
8.02	GLW	Phan Thi Huong		Mother	CID				

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
8.03	GLW	Cao Minh Khanh		Husband	CID				
8.04	GLW	Cao Ho Hao Nhien		Child					Minor
8.05	GLW	Cao Ho Khanh Nhien		Child					Minor
8.06	GLW	Cao Thanh		Father-in-law	CID				
8.07	GLW	Ho Mui		Older brother	CID				
8.08	GLW	Ho Tan		Older brother	CID				
8.09	GLW	Ho Thi Lien		Younger sister	CID				
8.10	GLW	Ho Thi Linh		Younger sister	CID				
8.11	GLW	Saigon - Dan Kia Water Supply JSC		Ms. Ho Thi Xuan serves as a Supervisory Board member	ERC				
8.12	GLW	Cu Chi Water Supply Sewerage JSC		Ms. Ho Thi Xuan serves as Chief Accountant	ERC				
8.13	GLW	Saigon - An Khe Water JSC		Ms. Ho Thi Xuan serves as a Supervisory Board member	ERC				
8.14	GLW	Saigon Water Infrastructure JSC		Ms. Ho Thi Xuan serves as Chief Accountant	ERC				
9	GLW	Nguyen Thi Quynh	Supervisory Board member		CID			April 15, 2022	

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
9.01	GLW	Nguyen Phuc Tinh			CID				
9.02	GLW	Phan Thi Hao			CID				
9.03	GLW	Dang Thach Kim			CID				
9.04	GLW	Dang Nguyen An Khoi			CID				
9.05	GLW	Dang Nguyen Quynh Dan			CID				Minor
9.06	GLW	Nguyen Thi Hai Yen			ID card				
9.07	GLW	Nguyen Thi Duyen			CID				
10	GLW	Le Huy Hoang	Supervisory Board member					April 15, 2022	
10.01	GLW	Le Huy Van		Father					Not provided
10.02	GLW	Nguyen Thi Ngoc Bich		Mother					Not provided
10.03	GLW	Le Huy Nam		Younger sibling					Not provided
10.04	GLW	Dinh Thuy Trang		Wife					Not provided
11	GLW	Ho Anh Hong	BOD member/Head of Business & Customer Services		CID			April 24, 2025	

No.	Stock Code	Full name	Position at the Company	Relationship to internal person	ID type (ID card, CID, Passport, ERC)	ID/Registration No.	Date of issue	IP/RP since	Notes
11.0 ₁	GLW	Ho Xuan Son		Father	CID				
11.0 ₂	GLW	Nguyen Thi Lan		Mother	CID				
11.0 ₃	GLW	Ho Anh Dong		Older brother	CID				
11.0 ₄	GLW	Hoang My Linh		Wife	CID				
11.0 ₅	GLW	Ho Quynh Anh		Child					Minor
11.0 ₆	GLW	Ho Gia My		Child					Minor
11.0 ₇	GLW	Ho My Anh		Child					Minor
12	GLW	Le Manh Tuan	BOD Secretary and Person in charge of Corporate Governance		CID			March 30, 2026	
12.1	GLW	Le Trung Quang		Father	CID				
12.2	GLW	Nguyen Thi Nhuong		Mother	CID				
12.3	GLW	Le Trung Hieu		Older brother	CID				
12.4	GLW	Le Hoang		Older brother	CID				
12.5	GLW	Phan Thi My Hanh		Wife	CID				
12.6	GLW	Le An Nhlen		Child					Minor
12.7	GLW	Le Vu Tue Chi		Child					Minor