

**REPORT
ON CORPORATE GOVERNANCE
(2025)**

To:
- **The State Securities Commission;**
- **Ha Noi Stock Exchange.**

- Name of company: **VIETNAM WATER AND ENVIRONMENT
INVESTMENT CORPORATION - JSC**

- Address of head office: 52 Quoc Tu Giam, Van Mieu ward, Dong Da district, Ha
Noi city.

- Tel: 024. 37473576/37472982; fax: 024.38431346

- Email: info@viwaseen.com.vn

- Charter capital: VND 580,186,000,000

- Stock code: VIW

- Governance model: General Meeting of Shareholders, Board of Directors, Board
of Supervisor and General Director.

- The implementation of internal audit: Completed

I. Activities of the General Meeting of Shareholders

On June 20, 2025 Vietnam Water and Environment Investment Corporation – JSC
held its 2025 Annual General Meeting of Shareholders.

No.	Resolution/Decision Number	Date	Content
1	01/2025/NQ- ĐHĐCĐ	20/6/2025	<ul style="list-style-type: none">- Report on performance of production and business, investment and development in 2024 and the plan for production, business, investment and development for 2025- Report on performance of the Board of Directors in 2024 and its orientation and tasks for 2025.- Approval of the standalone financial statements of the parent company and the audited consolidated financial statements for 2024;- Approval of the 2025 business and production plan- Approval of the 2024 profit distribution

			plan; - Approval of the finalization of salaries and remuneration for the Board of Directors and the Board of Supervisors for 2024 and the plan for 2025 - Approval of the selection of the auditing firm for the 2025 financial statements
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II. Board of Directors of the 2025

1. Information about the members of the Board of Directors (BOD)

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Le Minh Duc	Chairman	26/02/2021	
2	Ngo Van Dung	Board Member	25/06/2014	
3	Vu Doan Chung	Board Member, Dep. G. Director, Person in charge of Corporate Governance	26/02/2021	
4	Nguyen Anh Tung	Board Member	26/02/2021	
5	Nguyen Duy Hung	Board Member	21/06/2024	

2. Meetings of the Board of Directors

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Le Minh Duc	06/06	100%	
2	Ngo Van Dung	06/06	100%	
3	Vu Doan Chung	06/06	100%	
4	Nguyen Anh Tung	06/06	100%	
5	Nguyen Duy Hung	06/06	100%	

3. Supervision of the Board of Management by the Board of Directors:

- Supervising the implementation of the Charter; Resolutions of the General Meeting of Shareholders, and resolutions/decisions issued by the Board of Directors (BOD); as well as internal regulations and management policies of the Corporation issued by the BOD.

- Directing and supervising the Executive Board in implementing measures/solutions for managing all production and business activities of the Corporation, such as: marketing and bidding, organizing construction and installation activities, acceptance, settlement of accounts, and capital recovery for projects; investment and construction of development projects; and solutions for restructuring the management apparatus, strengthening corporate governance, and consolidating human resources

- Monitoring the borrowing and utilization of funds, ensuring the provision of capital and financial resources for the Corporation's production and business activities.

- Overseeing the implementation of periodic inventories, addressing post-inventory results, financial settlements, and capital recovery for projects; as well as the preparation of financial statements.

4. Activities of the Board of Directors' subcommittees: None

5. Resolutions/Decisions of the Board of Directors for the year 2025

The Board of Directors (BOD) of the Corporation held 06 meetings (including 01 joint meeting with the Party Standing Committee) and conducted 38 rounds of written consultations to address matters under its jurisdiction.

In 2025, the Board of Directors issued 14 Resolutions and 32 Decisions, specifically as follows:

No.	Resolution/Decision No.	Date	Content	Approval rate
A	RESOLUTIONS			
1	417/NQ-HĐQT	23/01/2025	Resolution of the 6th meeting of the Board of Directors, held on January 17, 2025.	5/5
2	58/NQ-HĐQT	21/03/2025	Resolution on the approval of the plan for organizing the 2025 Annual General Meeting of Shareholders.	5/5
3	61/NQ-HĐQT	27/03/2025	Resolution of the 7th meeting of the Board of Directors, held on March 26, 2025.	5/5
4	79/NQ-HĐQT	14/05/2025	Resolution on personnel matters.	5/5
5	100/NQ-HĐQT	11/06/2025	Resolution on the approval of the audited 2024 financial statements for submission to the 2025 Annual General Meeting of Shareholders.	5/5
6	114/NQ-HĐQT	15/07/2025	Resolution of the 8th Meeting of the Board of Directors, session dated July 8, 2025	5/5
7	119/NQ-HĐQT	27/08/2025	Resolution on personnel matters	5/5
8	130/NQ-HĐQT	21/10/2025	Resolution approving the credit limit and loan plan for investment credit for the Project on Relocation of the Wastewater Treatment Plant supplying Deep C Industrial Zone,	5/5

			Phases I & II	
9	131/NQ-HĐQT	21/10/2025	Resolution of the 9th Meeting of the Board of Directors, session dated October 14, 2025	5/5
10	134/NQ-HĐQT	04/11/2025	Resolution approving the credit limit, collateral, and authorizing the General Director to sign invoices and documents related to loan and guarantee applications with banks	5/5
11	135/NQ-HĐQT	12/11/2025	Resolution on restructuring the organizational structure of the departments of the Corporation	5/5
12	164/NQ-HĐQT	08/12/2025	Resolution approving the plan to organize the Extraordinary General Meeting of Shareholders in 2026	5/5
13	166/NQ-HĐQT	08/12/2025	Resolution on the dismissal and appointment of the General Director and the change of the legal representative of Vietnam Water and Environment Investment Corporation – Joint Stock Company	5/5
14	172/NQ-HĐQT	12/12/2025	Resolution on changing the corporate seal specimen of the Corporation	5/5
B	DECISIONS			
1	46/QĐ-HĐQT	22/01/2025	Decision on approving the contractor selection plan for consultancy packages in the investment preparation phase of the project: Construction and installation of a raw water pipeline in Deep CI Industrial Park, Hai Phong City.	5/5
2	50/QĐ- HĐQT	12/03/2025	Decision on the issuance of the Information Disclosure Regulation.	5/5
3	60/QĐ-HĐQT	26/03/2025	Decision on approving the contractor selection plan for consultancy packages in the investment preparation phase of the project: Relocation of the wastewater treatment plant for Deep CI, CII Industrial Park, Hai Phong City.	5/5
4	66/QĐ-HĐQT	11/04/2025	Decision on establishing the Organizing Committee for the 2025 Annual General Meeting of Shareholders.	5/5

5	67/QĐ-HĐQT	11/04/2025	Decision on establishing the Shareholder Eligibility Verification Committee for the 2025 Annual General Meeting of Shareholders.	5/5
6	81/QĐ-HĐQT	15/05/2025	Decision on appointing the representative of the Corporation's capital contribution and nominating a member to the Board of Directors of Waseco Joint Stock Company.	5/5
7	84/QĐ-HĐQT	15/05/2025	Decision on appointing the representative of the Corporation's capital contribution and nominating a member to the Board of Directors of Viwaseen 3 Joint Stock Company.	5/5
8	87/QĐ- HĐQT	16/05/2025	Decision on approving the contractor selection results for several packages in the investment preparation phase of the project: Relocation of the wastewater treatment plant for Deep CI, CII Industrial Park, Hai Phong City.	5/5
9	88/QĐ- HĐQT	16/05/2025	Decision on appointing the representative of the Corporation's capital contribution and nominating a member to the Board of Directors of Viwaseen 14 Joint Stock Company.	5/5
10	91/QĐ-HĐQT	19/05/2025	Decision on appointing the representative of the Corporation's capital contribution and nominating a member to the Board of Directors of Viwaseen 6 Joint Stock Company.	5/5
11	94/QĐ-HĐQT	19/05/2025	Decision on appointing the representative of the Corporation's capital contribution and nominating a member to the Board of Directors of Suoi Dau Water Infrastructure Investment and Construction Joint Stock Company.	5/5
12	109a/QĐ-HĐQT	16/6/2025	Approval of the contractor selection results for the package of Appraisal of the Feasibility Study Report for the Project on Relocation of the Clean Water Treatment Plant supplying Deep C1 and Deep C2 Industrial Zones	5/5

13	113/QĐ-HĐQT	09/07/2025	Decision approving the final settlement of the completed project: Water Treatment Plant supplying Deep C I & II Industrial Zones, Phase II (capacity upgrade to 10,000 m ³ /day)	5/5
14	116/QĐ-HĐQT	22/07/2025	Decision approving the selection results of the auditing firm for the Corporation's 2025 Financial Statements	5/5
15	120/QĐ-HĐQT	05/09/2025	Decision approving the investment and construction project for installation of the raw water pipeline at Deep C I & II Industrial Zone, Phase II, Hai Phong	5/5
16	121/QĐ-HĐQT	08/09/2025	Decision on approval of the project for relocation of the water treatment plant supplying Deep C I & II Industrial Parks, Hai Phong.	5/5
17	122/QĐ-HĐQT	12/09/2025	Decision on the appointment of the person in charge of corporate governance of the Corporation and the additional assignment of duties to members of the Board of Directors of Vietnam Water and Environment Investment Corporation, term 2024–2029.	5/5
18	122a/QĐ-HĐQT	12/09/2025	Decision on approval of the contractor selection results for the package: Preparation of environmental registration dossier for the Project on relocation of the water treatment plant supplying Deep C I & II Industrial Parks.	5/5
19	125/QĐ-HĐQT	30/09/2025	Decision on approval of the contractor selection plan for the project on investment in construction and installation of the raw water pipeline at Deep C I Industrial Park, Hai Phong City.	5/5
20	126/QĐ-HĐQT	30/09/2025	Decision on approval of the contractor selection plan for workshop drawings and preparation of construction cost estimates for the project on relocation of the clean water treatment plant supplying Deep C I & II Industrial Parks.	5/5
21	127/QĐ-HĐQT	14/10/2025	Decision on approval of the contractor selection results for the consultancy package on preparation of workshop design drawings and cost estimates for the Project on relocation of the clean water	5/5

			treatment plant supplying Deep C I & II Industrial Parks.	
22	128/QĐ-HĐQT	16/10/2025	Decision on establishment of the Steering Committee for debt recovery and handling.	5/5
23	129/QĐ-HĐQT	21/10/2025	Decision on approval of the contractor selection results for the consultancy package for preparation of workshop design drawings and cost estimates for relocation of the water treatment plant supplying Deep C I & II Industrial Parks.	5/5
24	132/QĐ-HĐQT	28/10/2025	Decision approving the workshop design drawings and construction cost estimates for relocation of water treatment plant supplying Deep C I & II Industrial Parks.	5/5
25	133/QĐ-HĐQT	29/10/2025	Decision on approval of the contractor selection plan relocation of water treatment plant supplying Deep C I & II Industrial Parks.	5/5
26	133a/QĐ-HĐQT	30/10/2025	Decision on approval of the contractor selection results for the consultancy package on supervision of construction and installation of the pumping station relocation of water treatment plant supplying Deep C I & II Industrial Parks.	5/5
27	136/QĐ-HĐQT	12/11/2025	Decision on establishment of the Economic-Technical Department.	5/5
28	138/QĐ-HĐQT	12/11/2025	Decision on establishment of the Organization and Administration Department.	5/5
29	139/QĐ-HĐQT	12/11/2025	Decision on establishment of the Project Investment Department.	5/5
30	167/QĐ-HĐQT	08/12/2025	Decision on dismissal from the position of General Director of Vietnam Water and Environment Investment Corporation – Joint Stock Company.	5/5
31	168/QĐ-HĐQT	08/12/2025	Decision on appointment of the General Director of Vietnam Water and Environment Investment Corporation – Joint Stock Company.	5/5

32	179/QĐ-HĐQT	22/12/2025	Decision on appointment of the Deputy General Director of Vietnam Water and Environment Investment Corporation – Joint Stock Company.	5/5
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III. Board of Supervisors

1. Information about the Members of Board of Supervisors (BOS)

No.	Member of BOS	Position	The date becoming to be the member of the Board of Supervisors	The date ceasing to be the member of the Board of Supervisors	Qualification
1	Bui Khanh Linh	Head of the Board	22/06/2018		Master of International Accounting, Bachelor of International Business, Bachelor of Accounting
2	Nguyen Thi Ngoc Diep	Member	26/02/2021		Bachelor of Economics
3	Vu Thanh Cong	Member	21/06/2024		Bachelor of Foreign Languages, Bachelor of International Economics

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Bui Khanh Linh	01/01	100%	100%	
2	Nguyen Thi Ngoc Diep	01/01	100%	100%	
3	Vu Thanh Cong	01/01	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

Performing the functions, duties, and powers stipulated by the Law on Enterprises, the Charter of Organization and Operation of Vietnam Water and Environment Investment Corporation - JSC, and the Supervisory Board's Operational Regulations, the Board of Supervisors carried out the following activities:

- Monitored the implementation of the Corporation's business and investment plans.
- Supervised and evaluated the performance of the rights and obligations of the Board of Directors, the Executive Board, and other managerial personnel;
- Supervised and evaluated the effectiveness and compliance with the Corporation's internal regulations and protocols on risk management, governance, and prevention

- Examined and monitored the management activities of the Board of Directors and the Executive Board in implementing the Charter, Resolutions of the General Meeting of Shareholders (GMS), and internal regulations;

- Reviewed the legality, processes, and procedures for issuing resolutions and decisions by the Board of Directors and the Executive Board during the management process;

- Inspected financial and accounting activities; reviewed the financial statements of the first quarter, second quarter and the semi-annual period of 2025.

- Conducted regular meetings to evaluate the activities of the Board of Directors, the Executive Board, and the Corporation's business performance; provided feedback on draft charters and regulations; reviewed and verified documents submitted to the GMS;

- Attended meetings of the Board of Directors and the Corporation's executive regular meetings, providing opinions and recommendations to the Board of Directors and the Executive Board on corporate governance and management.

4. Coordination between the Board of Supervisors and the Board of Directors, Executive Board, and other managers:

The Board of Supervisors regularly collaborated with the Board of Directors, the Executive Board, and other management levels in performing its duties. During its operations, the Board of Supervisors received coordination and support from the Board of Directors, the Executive Board, and other managerial personnel. This included the provision of documents, records, and information by the Corporation's subsidiaries and units to ensure the Board could fulfill the tasks assigned by the GMS.

5. Other activities of the Board of Supervisors (if any): *NONE*

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Nguyen Thi Quynh Trang	21/02/1979	- Bachelor of Economics - Master of Economics - Bachelor of Foreign Languages	08/12/2025
2	Ngo Van Dung	07/12/1973	Electrical Engineer	08/12/2025
3	Truong Huy Hai	01/10/1971	Engineer of Water Supply, Sewerage, and Environmental Engineering	11/05/2023
4	Vu Doan Chung	24/11/1973	Master of Engineering	15/08/2017
5	Le Van Thang	02/09/1986	Bachelor of Engineering in Transportation and Bridge Engineering	22/12/2025

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Doan Vu Tien	16/06/1983	Master of Economics	24/05/2019

VI. Training courses on corporate governance:

Training courses on corporate governance attended by members of Board of Directors, the Board of Supervisors, Director (General Director), management officers, and the Company secretaries in accordance with corporate governance regulations: **NONE**.

VII. The list of affiliated persons of a listed company as prescribed in Clause 34, Article 6 of the Securities Law, and transactions involving related persons of the Corporation with the Corporation itself

1. The list of affiliated persons of the Company: *See the attachments for details – Appendix 1*

2. Transactions between the Corporation and its affiliated people or between the Company and its major shareholders, internal persons and affiliated persons: *See the attachments for details – Appendix 3*

3. Transaction between internal people of the Corporation, affiliated people of internal people and the Corporation's subsidiaries in which the Company takes controlling power: **NONE**

4. Transactions between the Corporation and other objects

4.1. Transactions between the Corporation and those companies that their members of Board of Directors, the Board of Supervisors, Director (General Director) have been being founding members or members of Board of Directors, or Director (General Director) in the last three (03) years (calculated at the time of reporting): **NONE**

4.2. Transactions between the Company and those companies that their affiliated people with members of Board of Directors, Board of Supervisors, Director (General Director) as a member of Board of Directors, Director (General Director): **NONE**

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director): **NONE**

VIII. Share transactions of internal persons and their related people in the year 2025:

1. The list of internal persons and their affiliated persons: *See the attachments for details – Appendix 2*

2. Transactions of internal persons and affiliated persons with shares of the company:

No.	Transaction executor	Relations hip with internal person	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Vietnam Construction and Import-Export JSC (VINACONEX)	Mother company	0	0	56.949.50	98,16%	Purchased from December 4, 2025 to December 29, 2025.
2	State Capital Investment Corporation (SCIC)	Mother company	56.949.50	98.16%	0	0	Sold from December 4, 2025 to December 29, 2025.
3	Bui Khanh Linh – Head of BOS	Internal person	5.000	0.0086%	800	0.0014%	Sold from 08/12/2025 to 31/12/2025

VIII. Other significant issues: *NONE***Recipients:**

- As above mentioned;
- BOD, BOS, GD;
- Authorized for Information Disclosure
- Filled at: Archives, Secretary to BOD.

FOR CHAIRMAN OF THE BOARD
OF DIRECTORS



Le Minh Duc



APPENDIX 1
LIST OF AFFILIATED PERSONS OF THE CORPORATION
(Attached to the Report on Corporate Governance for 2025)

Item	Name of the Company/Individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate No., date of issue, Issued by	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	State Capital Investment Corporation - Limited Liability Company (SCIC)					31/08/2020	30/12/2025		Parent Company
2	Vietnam Construction and Import-Export Joint Stock Corporation (VINACONEX)					30/12/2025			Parent Company
3	Water Supply Sewerage Construction and Investment Joint Stock Company (WASECO)					09/04/2008			Subsidiary
4	VIWASEEN.1 - Construction and Water Supply/Drainage JSC No. 1					21/02/2006			Subsidiary
5	VIWASEEN.2 - Mechanical Construction and Water					21/02/2006			Subsidiary
6	VIWASEEN3 Joint Stock Company					29/12/2006			Subsidiary
7	VIWASEEN.4 - Electrical and Water Installation and Construction JSC.					22/02/2006			Subsidiary
8	VIWASEEN6 - VIWASEEN6 Joint Stock Company					24/11/2009			Subsidiary
9	VIWASEEN.11 - Water Supply/Drainage Drilling and Construction JSC					13/07/2006			Subsidiary
10	VIWASEEN.12 - Construction and Water Supply/Drainage JSC No. 12					14/11/2005			Subsidiary
11	Water Equipment Manufacturing, Construction and Installation JSC (VIWASEEN.14)					03/02/2005			Subsidiary
12	VIWASEEN.15 - Construction and Water Supply/Drainage JSC No. 15					27/04/2006			Subsidiary
13	VIWASEEN.TMC - Human Resource, Trade, and Tourism Development JSC					10/8/2007			Subsidiary
14	VIWASEEN Phương Hướng - Environmental Investment and Development JSC					23/06/2008			Subsidiary
15	VIWASEEN.7 - Infrastructure Construction Investment JSC					01/06/2009			Affiliate Company
16	Suối Dầu - Water Supply/Drainage Construction Investment JSC					27/09/2013			Affiliate Company
17	Trường An - VIWASEEN - Investment and Construction JSC					28/09/2009			Affiliate Company



18	PETROWACO - PetroVietnam Real Estate Joint Stock Company				25/8/2006			Affiliate Company
19	TSC - Technical Services Joint Stock Company				2009			Affiliate Company
20	PV OIL Phú Thọ - Phú Thọ Petroleum Oil Joint Stock Company				02/11/2007			Affiliate Company
21	WAHSIN - Dai Viet Ductile Iron Pipe Co. Ltd.				2006			Affiliate Company
22	Le Minh Duc		BOD Chairman		26/02/2021			Internal person
23	Nguyễn Thị Quỳnh Trang		Tổng Giám đốc		8/12/2025			Internal person
24	Ngo Van Dung		BOD Member		25/06/2014	8/12/2025		Internal person
25	Nguyen Anh Tung		BOD Member		2/26/2021			Internal person
26	Vu Doan Chung		BOD Member, D. General Director, Person in charge of Corporate Governance		26/2/2021			Internal person
27	Nguyen Duy Hung		BOD Member		21/6/2024			Internal person
28	Lê Văn Thắng		Phó Tổng giám đốc		22/12/2025			Internal person
29	Truong Huy Hai		Deputy General Director		19/06/2019			Internal person
30	Doan Vu Tien		Chief Accountant		24/5/2019			Internal person
31	Bui Khanh Linh		Head of the Board of Supervisor		22/06/2018			Internal person
32	Nguyen Thi Ngoc Diep		Member of the Board		26/2/2021			Internal person
33	Vu Thanh Cong		Member of the Board, Authorized Person for Information Disclosure		21/6/2024			Internal person



APPENDIX 2
LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS
(Attached to the Report on Corporate Governance for 2025)

Item	Name of the Company/Individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate No., date of issue, place of issue	Address	Number of shares held at the end of the period	Share ownership percentage at the end of the	Notes
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Le Minh Duc		BOD Chairman			5000	0,0086%	
1,1	Le Trong Man					0	0	Father
1,2	Tran Thi Lien					0	0	Mother
1,3	Le Dang Lap					0	0	Father-in-law
1,4	Nguyen Thi Na					0	0	Mother-in-law
1,5	Le Thi Bao Yen					0	0	Wife
1,6	Le Minh Hoa					0	0	Son
1,7	Lai Thi Hoa					0	0	Daughter-in-law
1,8	Le Thi Bich Thuan					0	0	Daughter
1,9	Le Minh Long					0	0	Older brother



1,10	Le Minh Huyen				0	0	Older brother
1,11	Le Thi Minh Hanh				0	0	Younger sister
1,12	Le Thi Minh Thanh				0	0	Younger sister
1,13	Le Thi Minh Tam				0	0	Younger sister
1,14	Le Minh Khanh				0	0	Younger sister
1,15	Phung Huong Duy				0	0	Sister-in-law
1,16	Nguyen Thi Anh Tuyet				0	0	Sister-in-law
1,17	Nguyen Tran Thang				0	0	Brother-in-law
1,18	Duong Duc Bao				0	0	Brother-in-law
1,19	Nguyen Hong Son				0	0	Brother-in-law
1,20	Le Thi Anh				0	0	Sister-in-law

1,21	Water Supply Sewerage Childstruction and Investment Joint Stock Company (WASECO)				0	0	Vice Chairman of the Board of Directors
1,22	PetroVietnam Real Estate Joint Stock Company (PETROWACO)				0	0	Member of the Board of Directors
1,23	PV OIL Phú Thọ - Phú Thọ Petroleum Oil Joint Stock Company				0	0	Member of the Board of Directors
1,24	State Capital Investment Corporation - Limited Liability Company (SCIC)				0	0	SCIC's Capital Representative at VIWASEEN
2	Nguyen Thi Quynh Trang		General Director		0	0	
2,1	Nguyen Dang Binh				0	0	Father
2,2	Tran Bich Net				0	0	Mother
2,3	Dang Minh Duc				0	0	Husband
2,4	Dang Minh Anh				0	0	Child
2,5	Dang Minh Quang				0	0	Child
2,6	Nguyen Hong Lien				0	0	Older sister

2,7	Vietnam Childstruction and Import-Export Joint Stock Corporation (VINACHildEX)				56.949.500	98,16%	Deputy General Director cum Chief Financial Officer
2,8	VINACHildEX 16 Joint Stock Company				0	0	Head of the Supervisory Board
2,9	VIWACO Joint Stock Company				0	0	Head of the Supervisory Board
2,10	VINACHildEX 27 Joint Stock Company				0	0	Head of the Supervisory Board
2,11	Bach Thien Loc Joint Stock Company				0	0	Head of the Supervisory Board
2,12	Cam Pha Cement Joint Stock Company				0	0	Member of the Board of Directors
2,13	Northern Electricity Investment and Development Joint Stock Company No. 2 (NEDI 2)				0	0	Member of the Supervisory Board
2,14	EVN International Joint Stock Company				0	0	Capital Representative
2,15	VinaChildex Capital One One Member Limited Liability Company				0	0	Chairman
3	Ngo Van Dung		BOD Member		20000	0,0345%	
3,1	Ngo Van Thanh				0	0	Father

3,2	Tran Thi Sam				0	0	Mother
3,3	Le Van Phuc				0	0	Father-in-law
3,4	Nguyen Thi Bich Lan				0	0	Mother-in-law
3,5	Le Thu Thuy				0	0	Wife
3,6	Ngo Duc Trung				0	0	Son
3,7	Ngo Bao Trang				0	0	Daughter
3,8	Ngo Bao Anh				0	0	Daughter
3,9	Ngo Van Thanh				0	0	Older brother
3,10	Ngo Van Binh				0	0	Older brother
3,11	Ha Thi Tuyen Nhung				0	0	Sister-in-law
3,12	Nguyen Thi Thanh Huong				0	0	Sister-in-law
3,13	State Capital Investment Corporation - Limited Liability Company (SCIC)				0	0	SCIC's Capital Representative at VIWASEEN

4	Nguyen Anh Tung		BOD Member		0	0	
4,1	Nguyen Van Quat				0	0	Father
4,2	Cao Thi May				0	0	Mother
4,3	Pham Quang Duyen				0	0	Father-in-law
4,4	Vu Thi Chi				0	0	Mother-in-law
4,5	Pham Thi Luyen				0	0	Wife
4,6	Nguyen Anh Tuan				0	0	Child
4,7	Nguyen Anh Dung				0	0	Child
4,8	Nguyen Cao Phong				0	0	Older brother
4,9	Trinh Bich Diep				0	0	Sister-in-law
4,10	Pham Tuan An				0	0	Brother-in-law
4,11	Song Da Corporation				0	0	Member of the Board of Directors
4,12	Import-Export and Transport Investment Cooperation Joint Stock Company				0	0	Member of the Board of Directors

4,13	State Capital Investment Corporation - Limited Liability Company (SCIC)				0	0	SCIC's Capital Representative at VIWASEEN
5	Vu Doan Chung		BOD Member, D. General Director, Person in charge of Corporate Governance		0	0	
5,1	Vu Van Tuyen				0	0	Father
5,2	Doan Thi Kim Xuyen				0	0	Mother
5,3	Le Dinh Thi				0	0	Father-in-law
5,4	Duong Thi Thua				0	0	Mother-in-law
5,5	Le Thanh Ha				0	0	Wife
5,6	Vu Thanh Mai				0	0	Daughter
5,7	Pham Vu Minh Cuong				0	0	Son-in-law
5,8	Vu Mai Trang				0	0	Daughter
5,9	Vu Thu Huong				0	0	Older sister
5,10	Vu Thu Thuy				0	0	Older sister
5,11	Vu Chi Minh				0	0	Older brother

5,12	Tran Minh Tan				0	0	Brother-in-law
5,13	Ha Duy Giang				0	0	Brother-in-law
5,14	Vu Thanh Xuan				0	0	Sister-in-law
5,15	VIWASEEN3 Joint Stock Company				0	0	Chairman of the Board of Directors
5,16	VIWASEEN6 Joint Stock Company				0	0	Chairman of the Board of Directors, Director
5,17	State Capital Investment Corporation - Limited Liability Company (SCIC)				0	0	SCIC's Capital Representative at VIWASEEN
6	Nguyen Duy Hung		BOD Member		0	0	
6,1	Nguyen Duy Chi				0	0	Father
6,2	Do Thi Kim Thanh				0	0	Mother
6,3	Le Ngoc Thanh				0	0	Father-in-law
6,4	Mai Thi Suong				0	0	Mother-in-law
6,5	Le Hong Thom				0	0	Wife

6,6	Nguyen Thi Ngoc Mai				0	0	Younger sister
6,7	Nguyen Duy Hung				0	0	Younger brother
6,8	Nguyen Duy Minh				0	0	Child
6,9	Nguyen Duy Thao Lam				0	0	Child
6,10	Nguyen Duy Khang				0	0	Child
6,11	Water Supply Sewerage Childstruction and Investment Joint Stock Company (WASECO)				0	0	Chairman of the Board of Directors
6,12	State Capital Investment Corporation - Limited Liability Company (SCIC)				0	0	SCIC's Capital Representative at VIWASEEN
7	Le Van Thang				0	0	
7,1	Le Van Dung				0	0	Father
7,2	Le Thi Nhai				0	0	Mother
7,3	Dao Thuy Tien				0	0	Wife
7,4	Le Tung Lam				0	0	Son
7,5	Dao Trong Tam				0	0	Father-in-law
7,6	Nguyen Thi Huong Lan				0	0	Mother-in-law

7,7	Vietnam Childstruction and Import-Export Joint Stock Corporation (VINACHILD EX)				56.949.500	98,16%	Deputy Director of the Corporation's Construction Division; Deputy G. Director
7,8	VIWASEEN3 Joint Stock Company				0	0	Director
7,9	VinaChildex Childstruction One Member Company Ltd.				0	0	Deputy G. Director
7,10	VinaChildex Sai Gon				0	0	Member of SB
7,11	Bach Thien Loc Joint Stock Company				0	0	Member of the Board of Directors
8	Truong Huy Hai		Deputy General Director		10000	0,0172%	
8,1	Truong Huy Lam				0	0	Father
8,2	Bui Thi Hong				0	0	Mother
8,3	Pham Thi Thuy Vinh				0	0	Wife
8,4	Truong Huyen My				0	0	Child

8,5	Truong Quynh Dao				0	0	Child
8,6	Truong Huy Khang				0	0	Child
8,7	Truong Thi Ha				0	0	Sibling
8,8	Truong Huy Han				0	0	Sibling
8,9	Truong Huy Hoan				0	0	Sibling
8,10	Truong Huy Hoai				0	0	Sibling
8,11	VIWASEEN.1 - Childstruction and Water Supply/Drainage JSC No. 1		Chairman of the Board		0	0	Chairman of the Board of Directors
8,12	VIWASEEN.2 - Mechanical Childstruction and Water Supply/Drainage		Chairman of the Board		0	0	Chairman of the Board of Directors
8,13	VIWASEEN.11 - Water Supply/Drainage Drilling and Childstruction JSC		Chairman of the Board		0	0	Chairman of the Board of Directors
8,14	VIWASEEN.12 - Childstruction and Water Supply/Drainage JSC No. 12		Chairman of the Board		0	0	Chairman of the Board of Directors

8,15	Water Equipment Manufacturing, Childstruction and Installation JSC (YIWASEEN.14)		Chairman of the Board		0	0	Chairman of the Board of Directors
8,16	Suối Dầu - Water Supply/Drainage Childstruction Investment JSC		BOD member		0	0	Member of the Board of Directors
9	Doan Vu Tien		Chief Accountant		0	0	
9,1	Doan Thanh Ton				0	0	Father
9,2	Tran Thị Vinh				0	0	Mother
9,3	Luong Xuan Ry				0	0	Father-in-law
9,4	Le Thị Gai Em				0	0	Mother-in-law
9,5	Luong Thi Nhat Minh				0	0	Wife
9,6	Doan Gia Khiem				0	0	Son
9,7	Doan Minh Chau						Daughter
9,8	Doan Vu Thang				0	0	Older brother
9,9	Doan Thi Van				0	0	Sister-in-law

9,10	VIWASEEN.11 - Water Supply/Drainage Drilling and Childstruction JSC				0	0	Member of the Board of Directors
9,11	PETROWACO - PetroVietnam Real Estate Joint Stock Company				0	0	Member of the Board of Directors
10	Bui Khanh Linh		Head of the Board of Supervisor		1600	0,0028%	
10,1	Bui Diem				0	0	Father
10,2	Nguyen Thi Tho				0	0	Mother
10,3	Nguyen Minh Duc				0	0	Child
10,4	Nguyen Minh Khoi				0	0	Child
10,5	Bui Bao Ngoc				0	0	Sibling
10,6	Nguyen Quoc Huy				0	0	Brother-in-law
10,7	VIWASEEN3 Joint Stock Company				0	0	Head of the Supervisory Board Cty
10,8	VIWASEEN.4 - Electrical and Water Installation and Childstruction JSC				0	0	Head of the Supervisory Board Cty
10,9	VIWASEEN.11 - Water Supply/Drainage Drilling and Childstruction JSC				0	0	Head of the Supervisory Board Cty

10,11	VIWASEEN.12 - Childstruction and Water Supply/Drainage JSC No. 12				0	0	Head of the Supervisory Board
10,12	Công ty CP Xây lắp và Sản xuất thiết bị ngành nước (VIWASEEN.14)				0	0	Head of the Supervisory Board
10,13	VIWASEEN.15 - Childstruction and Water Supply/Drainage JSC No. 15				0	0	Head of the Supervisory Board
10,14	Water Supply Sewerage Childstruction and Investment Joint Stock Company (Waseco)				0	0	Head of the Supervisory Board
10,15	WAHSIN - Dai Viet Ductile Iron Pipe Co. Ltd.				0	0	Member of the Supervisory Board
11	Nguyen Thi Ngoc Diep		Member of the Board		0	0	
11,1	Nguyen Dinh Sinh				0	0	Father
11,2	Lo Thi Viet				0	0	Mother
11,3	Ngu Minh Vu				0	0	Child
11,4	Ngu Bao Hoang				0	0	Child
11,5	Nguyen Dinh Sang				0	0	Younger brother
11,6	Nguyen Thi Ha Van				0	0	Sister-in-law


11,7	Quang Ninh Thermal Power Joint Stock Company		Member of the Board of Supervisors		0	0	Member of the Supervisory Board
12	Vu Thanh Cong		Member of Supervisory Board, Information Disclosure Authorized Person		0	0	
12,1	Vu Huy Tam				0	0	Father
12,2	Pham Thi Ly				0	0	Mother
12,3	Do Duy Hoan				0	0	Father-in-law
12,4	Luong Thanh Hong				0	0	Mother-in-law
12,5	Do Thi Minh Ngoc				0	0	Wife
12,6	Vu Thanh Long				0	0	Son
12,7	Vu Minh Quan				0	0	Son
12,8	Vu Ngoc An Nhi				0	0	Daughter
12,9	Vu Huy Chuong				0	0	Older brother
12,10	Nguyen Thi Nham				0	0	Sister-in-law

12,11	Vu Thi To Uyen				0	0	Older sister
12,12	Bui Thanh Nam				0	0	Brother-in-law
12,13	Vu Quoc Trinh				0	0	Older brother
12,14	Tran Phuong Binh				0	0	Sister-in-law
12,15	Vu Thi Hai Yen				0	0	Older sister
12,16	Nguyen Van Tuan				0	0	Brother-in-law
12,17	VIWASEEN.TMC - Human Resource, Trade, and Tourism Development JSC				0	0	Chairman of the Board of Directors
12,18	TSC - Technical Services Joint Stock Company				0	0	Member of the Board of Directors
12,19	VIWASEEN3 Joint Stock Company				0	0	Member of the Supervisory Board

APPENDIX 3

VII.2 Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons;

(Attached to the Report on Corporate Governance for 2025)



	Name of the Organization/ Individual	Relationship with the Company	Owner's Certificate No., date of issue, place of issue	Address	Transaction time with the Company	Number of Resolutions/Decisions of the General Meeting Shareholders/Board of Directors	Details, quantity, total transaction value (VND)		Remarks
							Purchases of goods & services	Dividends	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)
1	Water Supply Sewerage Construction and Investment Joint Stock Company (WASECO)	Subsidiary			2025	Resolution No. 01/2025/NQ-DHDCD dated 06/06/2025 of VIWASEEN.3 Joint Stock Company (WASECO)	1.824.126.179	13.464.000.000	
2	VIWASEEN3 Joint Stock Company	Subsidiary			2025	Resolution No. 01/2025/NQ-DHDCD dated 22 May 2025 of VIWASEEN.3 Joint Stock Company		763.000.000	
3	VIWASEEN.11 - Water Supply/Drainage Drilling and Construction JSC	Subsidiary			2025	Resolution No. 38/DHDCD dated 23/05/2025 of Water Supply/Drainage Drilling and Construction JSC (VIWASEEN.11)		313.800.000	
4	Water Equipment Manufacturing, Construction and Installation JSC (VIWASEEN.14)	Subsidiary			2025	Resolution No 54/NQ-DHDCD dated 26/05/2025 of Water Equipment Manufacturing, Construction and Installation JSC (VIWASEEN.14)		3.000.000.000	
5	Suối Dầu - Water Supply/Drainage Construction Investment JSC	Affiliate Company			2025	Resolution No 01/2025/NQ-DHDCD dated 03/06/2025 of Suối Dầu Water Supply/Drainage Construction Investment JSC		3.000.000.000	