

Appendix I
REPORT ON CORPORATE GOVERNANCE

(Issued in conjunction with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 03/2026/BC/GLW

Gia Lai, January 29th, 2026

**REPORT ON THE CORPORATE GOVERNANCE SITUATION
OF THE LISTED COMPANY**
(Year 2025)

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

- Name of the listed company: Gia Lai Water Supply and Sewerage Joint Stock Company
- Head office address: 388 Ly Thai To Street, Pleiku City, Gia Lai Province
- Telephone: 02693 871068 Fax: ... Email: ...
- Charter capital: VND 180,000,000,000
- Stock code: GLW
- Governance model:
+ General Meeting of Shareholders, Board of Directors, Supervisory Board and Chief Executive Officer/Director.
- Regarding the implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders.

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions passed by way of collecting written opinions):

No.	Resolution/ Decision Number	Date	Content
01	01/2025/NQ-ĐHĐCĐ	24/04/2025	<ul style="list-style-type: none">- • Approval of the Regulation on Organizing the 2025 Annual General Meeting of Shareholders of Gia Lai Water Supply Sewerage Joint Stock Company;• Approval of the Report of the Board of Directors of Gia Lai Water Supply Sewerage Joint Stock Company (“the Company”) on the 2024 business results and the 2025 plan;

No.	Resolution/ Decision Number	Date	Content
			<ul style="list-style-type: none"> • Approval of the 2024 activity report and 2025 activity plan of the Board of Directors and the Supervisory Board; • Approval of the audited financial statements for 2024; • Approval of the 2024 profit distribution plan, remuneration for the Board of Directors and Supervisory Board for 2024, and the 2025 plan; • Approval of the selection of the audit firm for the Company's 2025 financial statements; • Approval of the Company's 2025 business plan; • Approval of the dismissal and additional election of members of the Board of Directors for the 2022–2027 term.

II. BOARD OF DIRECTORS (2025)

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

No.	BOD Member	Position (Independent/Non-executive BOD member)	Date started/no longer a member of the Board of Directors / Independent Board Member	
			Appointment Date	Dismissal Date
01	Mr. Pham Ngoc Tien	Chairman of the Board of Directors	15/04/2022	24/04/2025
02	Mr. Ha Phuoc Tuan	Chairman of the Board of Directors	24/04/2025	
03	Ms. Nguyen Thi Hong Hanh	BOD Member	08/01/2024	
04	Mr. Ho Anh Hong	BOD Member	24/04/2025	
05	Mr. Nguyen Dinh Vinh	BOD Member	15/04/2022	
06	Mr. Vu Van Tuan	BOD Member	08/01/2024	24/04/2025
07	Mr. Trinh Ba Duy	BOD Member	24/04/2025	
08	Mr. Le Van Luyen	Independent Member of the Board of Directors	08/01/2024	
09	Mr. Nguyen Khanh Duy	BOD Member	08/01/2024	24/04/2025

2. Board of Directors (BOD) Meetings:

No.	BOD Member	Number of BOD Meetings Attended	Attendance Rate	Reason for Non-Attendance
01	Mr. Pham Ngoc Tien	2/2	100%	—
02	Mr. Ha Phuoc Tuan	4/4	100%	—
03	Ms. Nguyen Thi Hong Hanh	6/6	100%	—
04	Mr. Ho Anh Hong	4/4	100%	—
05	Mr. Nguyen Dinh Vinh	4/4	100%	—
06	Mr. Vu Van Tuan	2/2	100%	—
07	Mr. Trinh Ba Duy	4/4	100%	—
08	Mr. Le Van Luyen	6/6	100%	—
09	Mr. Nguyen Khanh Duy	2/2	100%	—

3. Oversight activities of the Board of Directors (BOD) over the Management Board:

Currently, 2 out of the 5 BOD members are directly involved in the Company's management. The provision of information and reports to non-executive members is carried out regularly and comprehensively. The Chief Executive Officer (CEO) frequently reports to the Board of Directors on the Company's financial status, investment, and business activities. Therefore, the Company's BOD is able to closely supervise and promptly direct corrective actions for the Management Board's activities.

4. Activities of the BOD's subcommittees (if any):

None.

5. Resolutions/Decisions of the Board of Directors (2025):

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	01/2025/NQ/HĐQT	15/01/2025	Approval of the time, venue, and agenda for the 2025 Annual General Meeting of Shareholders	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
2	02/2025/NQ/HĐQT	31/03/2025	Agreement on the time, venue, and documents for the 2025 Annual General Meeting of Shareholders	100%
3	03/2025/NQ/HĐQT	24/04/2025	Approval of the election of Mr. Ha Phuoc Tuan as Chairman of the Board for the 2022–2027 term	100%
4	04/2025/NQ/HĐQT	29/04/2025	Approval of adjustments to the Company's organizational structure	100%
5	05/2025/NQ/HĐQT	26/05/2025	Approval of the reward fund distribution plan for the Executive Board	100%
6	06/2025/NQ/HĐQT	02/06/2025	Approval of the audit firm for the 2025 financial statements	100%
6	07/2025/NQ/HĐQT	30/12/2025	Approval of the reappointment of the Executive Management Board	100%

III. Supervisory Board / Audit Committee (Report for the First Half of 2025)

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

No.	SB/AC Member	Position	Date Started/No Longer SB Member	Professional Qualification
01	Ms. Ho Thi Xuan	Head of the Supervisory Board	Member of the SB from 08/01/2024	Bachelor's Degree in Economics
02	Mr. Le Huy Hoang	Supervisory Board Member	Member of the SB from 15/04/2022	Bachelor's Degree in Foreign Trade
03	Ms. Nguyen Thi Quynh	Supervisory Board Member	Member of the SB from 15/04/2022	Associate's Degree in Economics

2. Meetings of the Supervisory Board / Audit Committee:

No.	SB Member	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Non-Attendance
01	Ms. Ho Thi Xuan	4/4	100%	100%	—
02	Mr. Le Huy Hoang	4/4	100%	100%	—
03	Ms. Nguyen Thi Quynh	4/4	100%	100%	—

3. Supervisory activities of the Supervisory Board / Audit Committee over the Board of Directors (BOD), Executive Board, and Shareholders:

In 2025, the Supervisory Board conducted regular inspections and supervision of all activities of the Board of Directors, the Executive Board, and the shareholders, specifically:

- Monitored the development of the Company's internal rules and regulations, as well as compliance with existing rules and regulations.
- Examined the implementation of the BOD's Resolutions related to carrying out the 2025 General Meeting of Shareholders' Resolution.
- Verified that the Company's information disclosure was complete, accurate, and in compliance with legal regulations.
- Participated in the BOD and Management Board meetings.

4. Coordination between the Supervisory Board / Audit Committee and the Board of Directors, Executive Board, and other management personnel:

Currently, 1 out of the 3 members of the Supervisory Board is employed at the Company. The Supervisory Board proactively discussed and agreed with the Company's BOD on the content and plans for inspections and supervision. It coordinated with the Executive Board during these supervisory activities. The Supervisory Board reports its inspection and supervision results to the BOD and the Executive Board, enabling timely resolution of any existing issues to improve management efficiency.

The Company's Board of Directors has promptly and fully provided the Supervisory Board with the BOD's Resolutions and Decisions. The Executive Board has facilitated the Supervisory Board in gathering information and documents related to the Company's business operations whenever requested.

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

None.

IV. Executive Board

No.	Executive Board Member	Date of Birth	Professional Qualification	Date of Appointment / Dismissal
1	Ms. Nguyen Thi Hong Hanh	07/01/1980	Master's Degree in Business Administration	Appointed on 08/01/2024
2	Mr. Nguyen Dinh Vinh	25/10/1963	Bachelor's Degree in Economics (Business Administration)	Appointed on 15/10/2024*
3	Mr. Pham Xuan Hao	25/05/1987	Engineer in Environmental Engineering	Appointed on 27/11/2023

No.	Executive Board Member	Date of Birth	Professional Qualification	Date of Appointment / Dismissal
4	Mr. Trinh Ba Duy	24/09/1985	Engineer in Water Supply and Sewerage	Appointed on 01/11/2024

V. Chief Accountant

Full Name	Date of Birth	Professional Qualification	Date of Appointment / Dismissal
Ms. Truong Thi Thanh	08/03/1987	Bachelor's Degree in Finance – Accounting	27/11/2023

VI. Corporate Governance Training:

Corporate governance training courses that the Board of Directors (BOD) members, Supervisory Board members, General Director (CEO), other management personnel, and the Corporate Secretary have participated in, as required by corporate governance regulations:

- Periodic quarterly internal updates on relevant regulations.

VII. List of Related Parties of the Public Company (2025 Report) and Related-Party Transactions with the Company

1. List of the Company's Related Persons

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	ID Number*, Date & Place of Issue	Head Office / Contact Address	Start Date of Being a Related Person	End Date of Being a Related Person	Reason	Relationship with the Company
1	Pham Ngoc Tien		Chairman of the BOD	52079007979		23/06/2020	24/04/2025	Resignation	
2	Ha Phuoc Tuan		Chairman of the BOD			24/04/2025		Appointment	
3	Nguyen Thi Hong Hanh		BOD Member & General Director	64180000019		08/01/2024		Appointment	
4	Nguyen Dinh Vinh		Deputy General Director	64063000284		20/12/2016			
5	Le Van Luyen		BOD Member	35073000060		08/01/2024		Appointment	
6	Nguyen Khanh Duy		BOD Member	79081025242		08/01/2024	24/04/2025	Resignation	
7	Ho Anh Hong		BOD Member & Head of Sales & Customer Service	64089006661		24/04/2025		Appointment	
8	Pham Xuan Hao		Deputy General Director	24087014948		05/01/2018		Appointment	
9	Trinh Ba Duy		BOD Member & Deputy General Director	1085005852		01/11/2024		Appointment	
10	Truong Thi Thanh		Chief Accountant; Board of Directors' Secretary; Person in charge of Corporate Governance	64187000581		01/01/2024		Appointment	
11	Ho Thi Xuan		Head of Supervisory Board	66187000600		27/12/2021		Appointment	
12	Le Huy Hoang		Supervisory Board Member	201474738		23/06/2020		Appointment	
13	Nguyen Thi Quynh		Supervisory Board Member	40186029587		18/05/2018			

*Note: *“ID/Business Registration No.” means:ID/Passport (for individuals),or Business Registration Certificate, Operating License, or equivalent legal documentation (for organizations).*

2. Transactions between the Company and its related parties; or between the Company and major shareholders, insiders, or persons related to insiders

No such transactions occurred.

(Note: “ID/Business Registration No.” means ID/Passport (for individuals) or Business Registration Certificate, Operating License, or equivalent legal documentation (for organizations).)

3. Transactions between insiders of the Company or persons related to insiders with subsidiaries or entities under the Company’s control

No such transactions occurred.

4. Transactions between the Company and other parties

4.1. Transactions between the Company and any enterprise in which a member of the Board of Directors (BOD), Supervisory Board (SB), Chief Executive Officer (CEO), or other managers are or were founders or members of the BOD/CEO within the last three (03) years (from the date of this report)

Period: From January 1 st to June 30 th , 2025	Unit: VND
Transactions with Saigon-Pleiku Water Supply Joint Stock Company	
Cost of bulk water purchased from Saigon-Pleiku Water Supply JSC:	13.447.060.095
Transactions with Enviro Engineering JSC	
Consulting expenses	14.413.284.783

4.2. Transactions between the Company and any enterprise where persons related to the BOD members, SB members, CEO, or other managers are members of the BOD/CEO

No such transactions occurred.

4.3. Other transactions of the Company (if any) that could bring material or non-material benefits to BOD members, SB members, CEO, or other managers

No such transactions occurred.

VIII. Share Transactions by Insiders and Persons Related to Insiders (2025 Report)

1. List of insiders and persons related to insiders

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
1	GLW	Hà Phước Tuấn	Chairman of the Board		17/06/2022	24/04/2025	
1.01	GLW	Thuan An Port JSC		Chairman of the Board	13/02/2025		
1.02	GLW	Mai Thi Minh Kim		Wife	30/05/2022		
1.03	GLW	Ha Phuoc Trinh		Father	15/08/2021		
1.04	GLW	Nguyen Thi Ba		Mother	17/02/2023		
1.05	GLW	Mai Xuan Thach		Father-in-law			Deceased
1.06	GLW	Le Thi Minh Huong		Mother-in-law	27/04/2021		
1.07	GLW	Ha Phuoc Tuan		Brother	22/09/2021		
1.08	GLW	Nguyen Thi Hong Thao		Sister-in-law	22/02/2021		
1.09	GLW	Ha Mai Khue		Daughter			Minor
1.10	GLW	Ha Tuan Minh		Son			Minor
2	(blank)	Ms. Nguyen Thi Hong Hanh	Board Member cum General Director	—	12/10/2022	15/04/2022	
2.01	GLW	Nguyen Van Phuoc	—	Father	—	—	
2.02	GLW	Le Thi Kim Lien	—	Mother	—	—	
2.03	GLW	Vo Thien An	—	Child	—	—	Minor
2.04	GLW	Vo Quang Tam	—	Husband	—	—	
2.05	GLW	Vo Thien Kim	—	Child	—	—	Minor
2.06	GLW	Nguyen Thi Hong Anh	—	Older sister	—	—	Information not provided

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
2.07	GLW	Nguyen Thi Hong Hoa	—	Older sister	—	—	
2.08	GLW	Nguyen Thi Hong Phuc	—	Younger sister	—	—	Information not provided
2.09	GLW	Saigon Water Infrastructure JSC	Ms. Nguyen Thi Hong Hanh serves as Deputy General Director and Chief Financial Officer.	—	01/11/2010	—	
2.10	GLW	Saigon – Dan Kia Water Supply JSC	Ms. Hanh serves as Head of the Supervisory Board	Business Registration (ĐKKD)	—		
2.11	GLW	Cu Chi Water Supply JSC	Ms. Hanh serves as Chair of the Board of Directors	Business Registration (ĐKKD)	—		
2.12	GLW	Saigon – An Khe Water Supply JSC	Ms. Hanh serves as Chair of the Board of Directors	Business Registration (ĐKKD)	—		
2.13	GLW	CH Bridge & Road Investment JSC	Ms. Hanh serves as Head of the Supervisory Board	Business Registration (ĐKKD)	—		
3	GLW	Nguyen Dinh Vinh	Deputy General Director		09/04/2021	15/10/2024	
3.01	GLW	Dang Thi Ha	—	Wife	09/04/2021	—	

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
3.02	GLW	Nguyen Dang Hong Anh	—	Child	25/09/2021	—	
3.03	GLW	Nguyen Dang Thu Huyen	—	Child	12/08/2021	—	
3.04	GLW	Nguyen Dinh Vu	—	Child	09/04/2021	—	
3.05	GLW	Nguyen Thi Hong	—	Older sister	—	—	
3.06	GLW	Nguyen Thi Oanh	—	Older sister	09/01/2022	—	
3.07	GLW	Nguyen Dinh Quang	—	Older brother	07/04/2021	—	
3.08	GLW	Nguyen Thi Phuong Hoa	—	Younger sister	27/12/2021	—	
3.09	GLW	Nguyen Dinh Trung	—	Older brother	27/12/2021	—	
3.10	GLW	Nguyen Thi Kim Dung	—	Younger sister	29/03/2021	—	
3.11	GLW	Nguyen Thi Ngoc Hoa	—	Younger sister	21/04/2021	—	
4	GLW	Le Van Luyen	Board Member		30/03/2023	01/11/2023	
4.01	GLW	Le Van Khanh		Father		—	
4.02	GLW	Nguyen Thi Nho		Mother		—	
4.03	GLW	Le Van Khuong		Brother		—	
4.04	GLW	Le Van Truong		Brother		—	
4.05	GLW	Le Thi Hien		Sister		—	
4.06	GLW	Tran Thi Van Anh		Wife		—	
4.07	GLW	Le Minh Dung		Child		—	
4.08	GLW	Le Minh Quan		Child		—	
4.09	GLW	Nguyen Van Dang		Brother-in-law			
4.10	GLW	Le Thi Hien		Biological Sister		—	
4.11	GLW	Nguyen Thi Hoa		Sister-in-law		—	
4.12	GLW	Phung Thi Du		Sister-in-law		—	

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
4.13	GLW	Truong Thi Tam		Sister-in-law		—	
4.14	GLW	HA NOI WATER MANUFACTURING JOINT STOCK COMPANY NO 3		Chairwoman of the Board of Directors		—	
4.15	GLW	Binh Phuoc Water Supply and Sewerage JSC		Chairwoman of the Board of Directors		—	
4.16	GLW	Tay Ninh Water Supply Sewerage Joint Stock Company		Chairwoman of the Board of Directors		—	
4.17	GLW	Binh Thuan Water Supply Sewerage JSC		Chairwoman of the Board of Directors			
5	GLW	Pham Xuan Hao	Deputy General Director			07/10/2021	
5.01	GLW	Pham Xuan Chien		Father			
5.02	GLW	Nguyen Thi Chi		Mother			
5.03	GLW	Nguyen Hong Ha		Wife			
5.04	GLW	Pham Thien An		Son			Minor
5.05	GLW	Pham Thi Tranh		Sister			
5.06	GLW	Pham Thi Hoa		Younger Sister			
5.07	GLW	Pham Xuan Bach		Son			Minor
5.08	GLW	Sai Gon – Pleiku Water Supply Joint Stock Company		Director			
6	GLW	Pham Xuan Hao	Deputy General Director	—	—	07/10/2021	
6.01	GLW	Pham Xuan Chien	—	Father	—	—	
6.02	GLW	Nguyen Thi Chi	—	Mother	—	—	

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
6.02 *	GLW	Nguyen Hong Ha	—	Wife	—	—	
6.03	GLW	Pham Thien An	—	Child	—	—	Minor
6.04	GLW	Pham Thi Tranh	—	Older sister	—	—	
6.05	GLW	Pham Thi Hoa	—	Younger sister	—	—	
6.06	GLW	Pham Xuan Bach	—	Child	—	—	Minor
6.07	GLW	Saigon – Pleiku Water Supply JSC	Director	—	—	—	
7	GLW	Truong Thi Thanh	Chief Accountant cum Board Secretary	—	13/04/2021	20/02/2019	
7.01	GLW	Do Mai Anh Tuan	—	Husband	15/06/2021	—	
7.02	GLW	Do Thi Thuy Tien	—	Child	—	—	Minor
7.03	GLW	Do Minh Triet	—	Child	—	—	Minor
7.04	GLW	Truong Van Dung	—	Father	26/03/2021	—	
7.05	GLW	Thai Thi Mai	—	Mother	13/04/2021	—	
7.06	GLW	Truong Van Tich	—	Younger brother	28/06/2021	—	
7.07	GLW	Tran Thi Nhan	—	Sister-in-law	—	—	Information not provided
7.08	GLW	Do Tien Dung	—	Father-in-law	—	—	Information not provided
7.09	GLW	Mai Thi Toan	—	Mother-in-law	—	—	Information not provided

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
7.10	GLW	Do Mai Anh Tin	—	Younger brother-in-law	—	—	Information not provided
7.11	GLW	Do Thi Hong Hanh	—	Sister-in-law	—	—	Information not provided
7.12	GLW	Do Thi Oanh	—	Sister-in-law	—	—	Information not provided
8	GLW	Ho Thi Xuan	Head of Supervisory Board			15/04/2022	
8.01	GLW	Ho Be		Father			
8.02	GLW	Phan Thi Huong		Mother			
8.03	GLW	Cao Minh Khanh		Husband			
8.04	GLW	Cao Ho Hao Nhon		Child			
8.05	GLW	Cao Ho Khanh Nhon		Child			
8.06	GLW	Cao Thanh		Father-in-law			
8.07	GLW	Ho Mui		Brother			
8.08	GLW	Ho Tan		Brother			
8.09	GLW	Ho Thi Lien		Younger Sister			
8.10	GLW	Ho Thi Linh		Younger Sister			
8.11	GLW	Sai Gon – Dan Kia Water Supply JSC		Ho Thi Xuan is a member of Supervisory Board			

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
8.12	GLW	Cu Chi Water Drainage JSC		Ho Thi Xuan is Chief Accountant			
8.13	GLW	Sai Gon – An Khe Water Supply JSC		Ho Thi Xuan is a member of Supervisory Board			
8.14	GLW	Sai Gon Water Infrastructure JSC		Ho Thi Xuan is Chief Accountant			
9	GLW	Nguyen Thi Quynh	Supervisory Board Member	—	—	15/04/2022	
9.01	GLW	Nguyen Phuc Tinh	—	—	—	—	
9.02	GLW	Phan Thi Hao	—	—	—	—	
9.03	GLW	Dang Thach Kim	—	—	—	—	
9.04	GLW	Dang Nguyen An Khoi	—	—	—	—	Minor
9.05	GLW	Dang Nguyen Quynh Dan	—	—	—	—	Minor
9.06	GLW	Nguyen Thi Hai Yen	—	—	—	—	
9.07	GLW	Nguyen Thi Duyen	—	—	—	—	
9.08	GLW	Nguyen Phuc Tinh	—	—	—	—	
10	GLW	Le Huy Hoang	Supervisory Board Member	—	—	15/04/2022	
10.01	GLW	Le Huy Van	—	Father	—	—	Information not provided
10.02	GLW	Nguyen Thi Ngoc Bich	—	Mother	—	—	Information not provided

No.	Stock Code	Full Name	Position in the Company	Relationship to the Insider	Date of ID Issuance	Time of Appointment / Becoming a Related Person	Notes
1	2	3	4	5	8	9	10
10.03	GLW	Le Huy Nam	—	Younger brother	—	—	Information not provided
10.04	GLW	Dinh Thuy Trang	—	Wife	—	—	Information not provided
11	GLW	Ho Anh Hong	Member of the Board of Directors cum Head of Sales and Customer Service Dept.			24/04/2025	
11.01	GLW	Ho Xuan Son		Father			
11.02	GLW	Nguyen Thi Lan		Mother			
11.03	GLW	Ho Anh Dong		Brother			
11.04	GLW	Hoang My Linh		Wife			
11.05	GLW	Ho Quynh Anh		Child			
11.06	GLW	Ho Gia My		Child			

2. Transactions of Insiders and Related Persons in the Company's Shares

None

IX. Other Notable Issues

(No additional notes)

Recipients:

- *As above*
- *File: BOD Secretary*

CHAIRMAN OF THE BOARD

(Signed and sealed)



Hà Phước Tuan