



**BINH DUONG WATER - ENVIRONMENT
CORPORATION - JOINT STOCK COMPANY**

2025

**SUSTAINABLE DEVELOPMENT
REPORT**

**Heart in all actions
Vision in every step.**



biwase.com.vn

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Wastewater management			
Environmental compliance and management			
Energy management			
Emissions management			
Economic efficiency			



Abbreviation

APEC	Asia-Pacific Economic Cooperation Forum
BIWASE	Binh Duong Water - Environment Coporation - JSC
BOD	Board of Directors
BIWASE P.T.S	BIWASE Production - Trading - Service One member Limited Company
BIWASE E.T.S	BIWASE Environment - Technology - Science Complex One member Limited Company
BRC	Business registration certificate
C	Capacity
CP	Stock
FSH	Food safety and hygiene
GRI	GRI Index
HCMC	Ho Chi Minh City
HOSE	Ho Chi Minh City Stock Exchange
JSC	Joint Stock Company
LC	One member Limited Company
NU	National University
PC	People's Committee
PB	Production and Business
SASB	SASB Index
SD	Sustainable Development
SDR	Sustainable Development Report
TDM	Thu Dau Mot
VIOD	Vietnam Institute of Board Members
VND	Vietnamese Dong
W-E	Water - Environment
WS	Water supply
WSE	Water supply enterprise



REPORT OVERVIEW

Chapter 1

BIWASE officially releases its SDR (in conjunction with its Annual Report beginning in 2023, underscoring its firm commitment to a sustainable business strategy and its contributions toward achieving the objectives set for the 2018–2025 period and its vision for 2030.

Chapter 2

The SDR presents the outcomes of business operations that generate long-term value, while also recognizing the Company's initiatives in environmental stewardship, social responsibility, and governance. Additionally, it functions as a crucial reference document for shareholders and stakeholders to evaluate BIWASE's strategic direction and implementation processes.

Chapter 3

The information presented in this report is compiled in compliance with Vietnamese law, referencing international standards such as GRI and SASB. The 2025 report marks the third publication. All information contained within this report is assured to be consistent with the data published by the Corporation.

Chapter 4

Reporting period: The 2025 Sustainable Development Report presents information and data for the period spanning January 1, 2025, to December 31, 2025, and is prepared on an annual basis.

Chapter 5

Scope of reporting: All information and data presented in this report are sourced from Binh Duong Water and Environment Corporation and its affiliated units.

Chapter 6

This report is prepared in both Vietnamese and English. In the event of discrepancies between the language versions, the Vietnamese version shall take precedence.

Chapter 7

Data explanation: All information and figures presented in this report were gathered and compiled internally by the Corporation and its subsidiaries. Unless otherwise indicated, the currency used in this report is Vietnamese Dong (“VND”).

Chapter 8

Content responsibility and review: This report received review and approval from the Chairman and Board of Executives on March 15, 2026. BIWASE welcomes feedback from stakeholders regarding the Company's Sustainable Development initiatives and report content.

For inquiries regarding the Sustainable Development Report, please contact: **Ms. Duong Anh Thu.**

Title: Head of the Supervisory Board - **Email:** anhthuctn@yahoo.com - **Phone number:** 02743.824.245



CHAIRMAN’S STATEMENT

Year 2025 will mark a period of intricate global transformations. Reciprocal tariff measures between the United States and Vietnam, along with numerous other nations, are heightening trade tensions, significantly affecting the flow of goods, supply chains, and corporate investment strategies. The global economic landscape remains laden with uncertainty, characterized by ongoing inflation, rising production costs, and emerging economies grappling with various pressures.

Simultaneously, climate change has transitioned from a distant threat to a palpable, evident, and grave reality. Storms such as Ragasa, Bualoi, Matmo, and other recent natural disasters serve as proof of the escalating instability of the global climate; this underscores the urgent necessity to safeguard the environment. In this regard, sustainable development is no longer merely a trend but has evolved into a critical imperative for businesses with a long-term perspective.

At BIWASE, we acknowledge that the journey toward sustainable development is intrinsically linked to three fundamental pillars: Environment, Society, and Corporate Governance (ESG). As a leader in the domain of clean water and environmental treatment in Binh Duong, BIWASE is dedicated to proactively enhancing its operations through the implementation of green technologies, efficient resource management, the establishment of responsible supply chains, and the promotion of positive values within the community.

Our 2025 Sustainable Development Report, titled “Heart in Everything – Vision in Every Step,” articulates our long-term vision and dedication to achieving our objectives. Embracing the ethos of “Think Well – Live Green – Act Sustainable,” we are confident that each action we undertake today will help forge a more harmonious future for generations to follow.

On behalf of the Board of Directors of the Corporation, I wish to extend my heartfelt appreciation to all BIWASE employees—those who diligently and quietly commit themselves day and night. I also extend my gratitude to our Shareholders, Customers, Partners, and the Community for their unwavering trust, support, and companionship throughout our developmental journey over the years.

Let us persist in promoting green values collectively, fostering a sustainable Vietnam and a more habitable planet for everyone.

Wishing you robust health and abundant prosperity,

Best regards!


Chairman

Nguyen Van Thien



BIWASE AND 17 SUSTAINABLE DEVELOPMENT GOALS FOR 2025

Chapter 1

Chapter 2

Chapter 3

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ERADICATE POVERTY

Establishing stable income and exceptional benefits for thousands of workers, assisting employees' families in constructing a robust economic foundation; emphasizing the recruitment of local labor in areas affected by mergers and acquisitions. Allocating over VND 974.5 million to social welfare initiatives.



QUALITY EDUCATION

Elite training initiatives: Dispatching key personnel for study in advanced nations; organizing internal training programs on AI, ESG, and intelligent operational methodologies for employees at all levels.



AFFORDABLE CLEAN ENERGY

In 2025, BIWASE utilized solar energy for its production and clean water supply operations. Internal production and utilization of ...MW of waste-to-energy electricity.



SUSTAINABLE URBAN AREAS AND SOCIETIES

The staff actively engage in environmental sanitation initiatives and tree planting within the complexes, thereby contributing to the development of a green and clean urban landscape.



LAND RESOURCES AND ENVIRONMENTAL MANAGEMENT

The team of specialists is engaged in research initiatives that utilize sewage sludge as fertilizer, converting waste into a valuable resource for the agricultural sector.



HUNGER ELIMINATION

Ensuring access to clean water for all demographics. Over 692 million VND was allocated to assist individuals in the Northern and Central regions impacted by storms and floods. Total community support amount: 2,821,510 VND.



GENDER EQUALITY

Enhance the representation of women in leadership and senior technical roles; establish targeted support policies for female employees during maternity leave and while caring for young children.



EXCELLENT EMPLOYMENT OPPORTUNITIES AND ECONOMIC DEVELOPMENT

Establish a well-defined career progression pathway; employees participate in the company's growth through bonus structures and key employee stock ownership plans (ESOP).



SUSTAINABLE CONSUMPTION AND PRODUCTION

Educate employees on circular economy principles, foster awareness of resource conservation, and encourage proper waste sorting within the office and factory.



PEACE, JUSTICE, AND ROBUST INSTITUTIONS

Training employees in professional ethics, adherence to securities laws, and legal risk management to safeguard BIWASE's brand reputation.



HEALTH AND GOOD LIFE

Facilitate regular health assessments, accident insurance, and supply contemporary personal protective equipment for employees working in incinerators and water treatment facilities; guarantee a secure working environment and reduce occupational hazards. Total number of blood units donated: 350 units.



SAFE WATER AND SANITATION

BIWASE has undertaken a variety of large-scale initiatives to guarantee access to clean, high-quality water for rural communities and industrial sectors. The company consistently invests in state-of-the-art water treatment systems, employing cutting-edge technologies to enhance efficiency, minimize losses, and optimize water resources.



INDUSTRY, INNOVATION AND INFRASTRUCTURE DEVELOPMENT

Fostering creativity and "technical innovation initiatives" among employees to enhance the 24MW incineration system and water treatment facilities.



CLIMATE INITIATIVE

Each employee serves as a vital link in the emission control chain; ESG specialists precisely quantify the carbon footprint in accordance with ISO 14064/14067 standards.



PARTNERSHIP FOR POSITIVE OUTCOMES

The committed staff members collaborate closely with and gain insights from specialists at the World Bank and ADB to improve their international project management skills.



INEQUALITY MITIGATION

Fostering a culture of "BIWASE Solidarity" by eradicating discrimination between existing and newly hired employees from M&A units; standardizing compensation and benefits throughout the entire organization.



MARINE RESOURCES AND ENVIRONMENTAL SCIENCE

Operators of wastewater treatment plants are dedicated to rigorously complying with Vietnamese National Technical Regulations (QCVN), safeguarding the water sources of the Dong Nai and Saigon rivers for the benefit of future generations.



The Inauguration ceremony for the Nhi Thanh Water Treatment Plant - Phase 3 enhanced its capacity to 120,000 m³ per day.



Finalized the acquisition of shares (90% of the charter capital) of Phu Hung Long Water Supply Joint Stock Company, located in Tay Ninh province, focusing on the retail distribution network.

KEY MILESTONES IN 2025



The inaugural ceremony for the BIWASE Capacity of 24MW waste-to-energy facility, involving a total investment of 45 million USD (approximately 1.15 trillion VND), took place.



BIWASE Waste-to-Energy Plant Inauguration Ceremony: 24MW
GD 1 CS: 12MW



Establishment of BIWASE Kien Giang Water - Environment One member Limited Company



Attended the groundbreaking ceremony for a series of infrastructure projects supporting the APEC 2027 High-Level Week in the Phu Quoc Special Economic Zone and was chosen to execute four key initiatives: Cua Can Lake Water Treatment Plant – Capacity: 50,000 m³/day, Bai Bon Waste Treatment Plant (Ham Ninh) – Capacity: 250 tons/day.



KEY MILESTONES IN 2025

The Di An Water Treatment Plant's capacity will be expanded to 150,000 m³/day in An Phu Ward, Ho Chi Minh City.

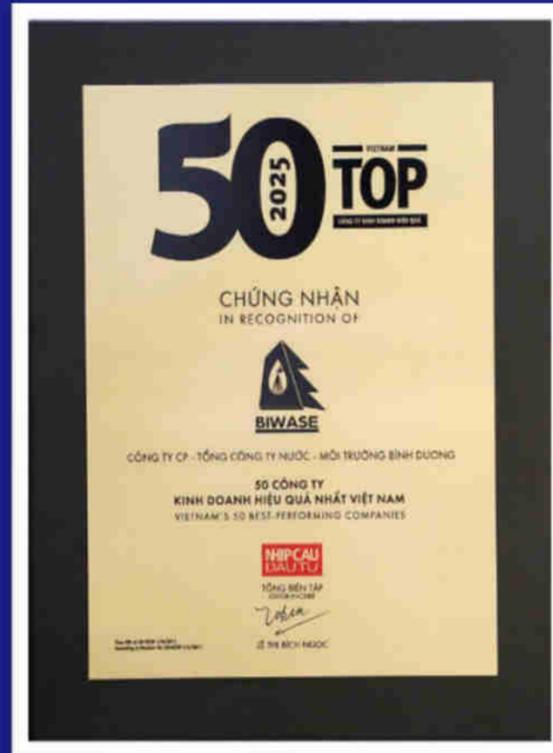
The Can Tho 3 Water Treatment Plant, boasting a capacity of 50,000 m³ per day and a total investment of 300 billion VND, has commenced operations.



Establish BIWASE Wastewater and Drainage One member LC operates as a wholly owned subsidiary of BIWASE Corporation.



TITLES AND AWARDS 2025



- Honored for the 6th consecutive year in the "Top 50 Best Listed Companies in Vietnam" by Forbes Vietnam.
- Recognized among the "Top 50 Best Performing Companies in Vietnam 2025" as voted by Nhip Cau Dau Tu Magazine.
- Ranked in the "Top 10 Famous Brands in Vietnam 2025 - Environmental Sector" by the Vietnam Intellectual Property Association.
- Top 10 Exemplary Enterprises in "Studying and Following Ho Chi Minh's Ideology, Ethics, and Lifestyle" for building corporate culture in 2025, awarded by the Vietnam Federation of UNESCO Associations.
- Commended by the Regional Tax Office XVI for overcoming challenges and making significant contributions to the State Budget during the 2023 period.
- The "Dong xanh nước Viet 2025" award is conferred by the Vietnam Water Supply and Sewerage Association.





**BINH DUONG WATER - ENVIRONMENT
CORPORATION - JOINT STOCK COMPANY**

CHAPTER I

BIWASE INFORMATION



CHAPTER 1: INFORMATION OF BIWASE

Chapter 1



Binh Duong Water - Environment Corporation - JSC (BIWASE) serves as the primary water supply entity for Zone II in Ho Chi Minh City. Its three principal business sectors include the production and distribution of potable water, waste treatment, and the collect and treatment of wastewater.

Chapter 2



Chapter 3



Chapter 4



Chapter 5



Chapter 6



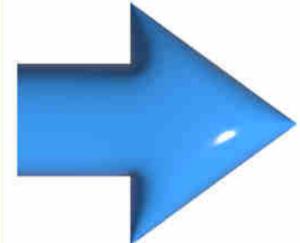
Chapter 7



Chapter 8



Right here in Binh Duong Province (formerly), BIWASE guarantees clean water and a secure environment through:



Simultaneously, the company collaborates with numerous localities nationwide, engaging in the operation of over 17 water treatment facilities, thereby promoting sustainable values and fostering trust within the community.

✓ **08 Water Supply Facilities**

✓ **The distribution network extends across nearly 7,000 kilometers.**

✓ **100-hectare waste management facility**

✓ **O & M 04 Wastewater Treatment Facilities**



BIWASE

▶ ENGLISH NAME	Binh Duong Water - Environment Corporation - Joint Stock Company	▶ BRC	3700145694
▶ ABBREVIATION	BIWASE	▶ LEGAL REPRESENTATIVES	Nguyen Van Thien Tran Chien Cong
▶ STOCK CODE	BWE	▶ TOTAL ASSETS	14.201.402.063.208 VNĐ
▶ CHARTER CAPITAL	2,199,286,440,000 VNĐ	▶ MARKET CAPITALIZATION	10.226.681.946.000 VNĐ
▶ OUTSTANDING SHARES	219,928,644	▶ CAPACITY	Water supply: 1,000,000 m ³ /day Waste treatment: 4.400 tons/day Wastewater: 87,000 m ³ /day
▶ ADDRESS	No 11, Ngo Van Tri, Phu Loi ward, HCMC	▶ WEBSITE	http://biwase.com.vn
▶ EMAIL	binhduong@biwase.com.vn ctyctnbd@hcm.vnn.vn	▶ PHONE NUMNER	02743.835679 , 02743.824245

HISTORY AND DEVELOPMENT OF BIWASE



Decision issued to establish a State-owned enterprise with independent accounting, a private corporate seal, and under the direct management of the Song Be Provincial People's Committee

The first surface water treatment plant commenced operations with a capacity of **7,500 m³/day**



1975

Thu Dau Mot Water Plant (formerly Binh Duong Water Supply Center)

Transferred state ownership representation to Investment and Industrial Development Corporation (Becamex IDC)

Establishment:

- Tan Uyen Water Supply Enterprise
- Thu Dau Mot Wastewater Treatment Enterprise



2005

Renamed as Binh Duong Water Supply and Sewerage – Environment One Member Limited Company.

Officially listed BWE shares on the HOSE

In Q3/2017, a divestment of **10%** of the charter capital held by the State was carried out; after the divestment, the State held **41%** of the charter capital



2016

Officially converted from a 100% State-owned limited company to a joint-stock company under the name Binh Duong Water – Environment Joint Stock Company

Inauguration of Tan Hiep Water Plant, capacity increased by an additional **100,000 m³/day**.

Issuance of shares to increase charter capital by **25%**. The State's capital contribution up to the present time is **20%**



2019

Reduced the State's ownership from **41%** to **25%** of the charter capital in BIWASE

Launch of 5 subsidiaries.

Restart of the Sai Gon – Mekong Water Plant project with a capacity of 50,000 m³/day.

Inauguration of a waste incineration plant with a capacity of 200 tons/day – generating 5 MW of electricity.



2023

Renamed as Binh Duong Water – Environment Corporation - Joint Stock Company. Announced the corporate brand identity after more than 45 years of operation. The Company has expanded beyond Binh Duong, Binh Phuoc and part of Ho Chi Minh City to **Can Tho, Dong Nai, Long An, Quang Binh, and Vinh Long**



2025

Inauguration of BIWASE Long An and BIWASE Can Tho
Groundbreaking of the 24 MW waste-to-energy plant.
Establishment of BIWASE Kien Giang Water – Environment One Member Limited Company
Thành lập Công ty TNHH Establishment of BIWASE Wastewater and Drainage One Member Limited Company (BIWAS).

VISION, MISSION & BUSINESS PHILOSOPHY

At BIWASE, every drop of clean water supplied and every ton of waste treated carries the aspiration for a cleaner living environment for future generations. We believe that business is not only about growth figures, but also about dedicated service to the community

To achieve outstanding accomplishments and maintain customers' trust throughout its long journey, BIWASE has always operated based on a consistent and enduring set of values. This is the harmonious combination of economic objectives and environmental responsibility

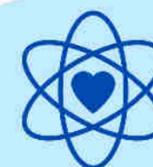
Therefore, BIWASE's Vision, Mission, and Business Philosophy have been crystallized as a commitment and a guiding compass directing all our activities on the journey of spreading positive values and building a sustainable future



To become a leading enterprise in Vietnam in the fields of water supply, wastewater treatment, environmental services, and recycling, contributing to the creation of a civilized, green, and sustainable society, enhancing the quality of life for the community, and affirming its position in the international arena.



A civilized, livable city.
People living in happiness
and well-being.



Serving people, serving
customers, and serving
society is the happiness of
all employees of the
Company



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CORE BUSINESS ACTIVITIES

Through decades of development, BIWASE has affirmed its position as a leading enterprise in urban technical infrastructure by establishing a comprehensive and sustainable environmental ecosystem. We do not view our business segments as separate activities, but rather as an organic and mutually supportive system to comprehensively address resource and environmental challenges arising from the process of urbanization.

BIWASE's internal strength is crystallized through systematic investment in technology, strong project management capabilities, and a pioneering spirit in circular economy solutions. We have established a closed-loop process, from ensuring the security of clean water supply for daily life and production to collecting and treating wastewater, and transforming waste into valuable resources.

This infrastructure system is not only the foundation for the Company's growth but also BIWASE's commitment to community health and the safety of the regional ecosystem. To realize the goal of becoming a symbol of green development, BIWASE concentrates all its resources and dedication on three core business pillars, forming a solid "three-legged foundation" for long-term development.



◆ Clean water

- 9 water treatment plants.
- A capacity of nearly 1,000,000 m³/day, ensuring the supply of clean water to millions of households, agencies, businesses, and industrial parks.
- Meeting the increasing water demand of customers within the province and in neighboring areas.

◆ Waste treatment

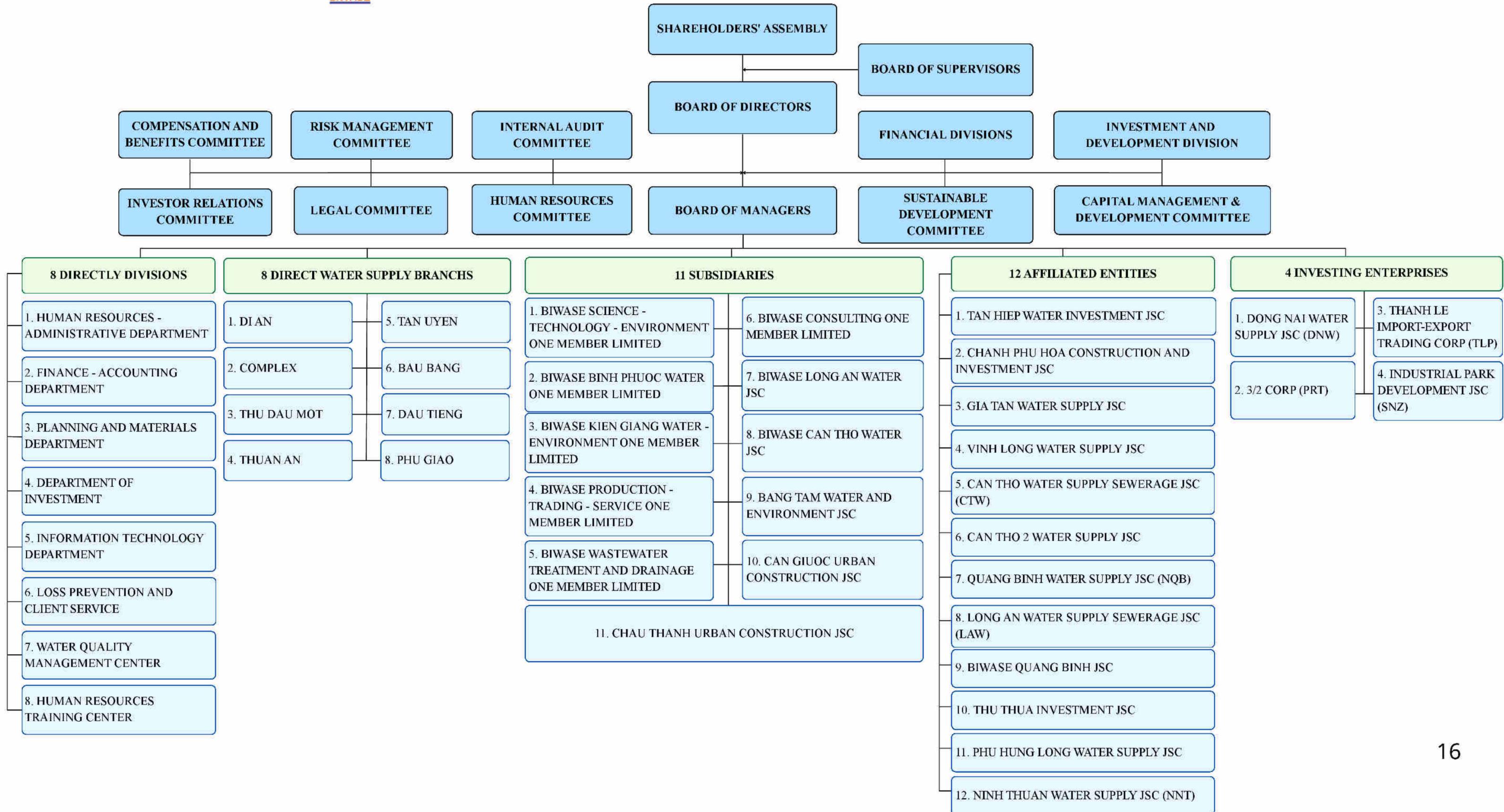
- Capacity:
- 3,000 tons of domestic waste/day.
 - 700 tons of industrial waste/day.
 - 700 tons of hazardous waste/day.
 - Waste treatment and compost production using advanced technology, contributing to the promotion of a circular economy and the reduction of landfill waste.

◆ Wastewater collection & treatment

- 4 centralized wastewater treatment plants
- Treatment capacity of 87,000 m³/day
- Reuse of treated wastewater, contributing to water resource conservation and protection of the living environment.



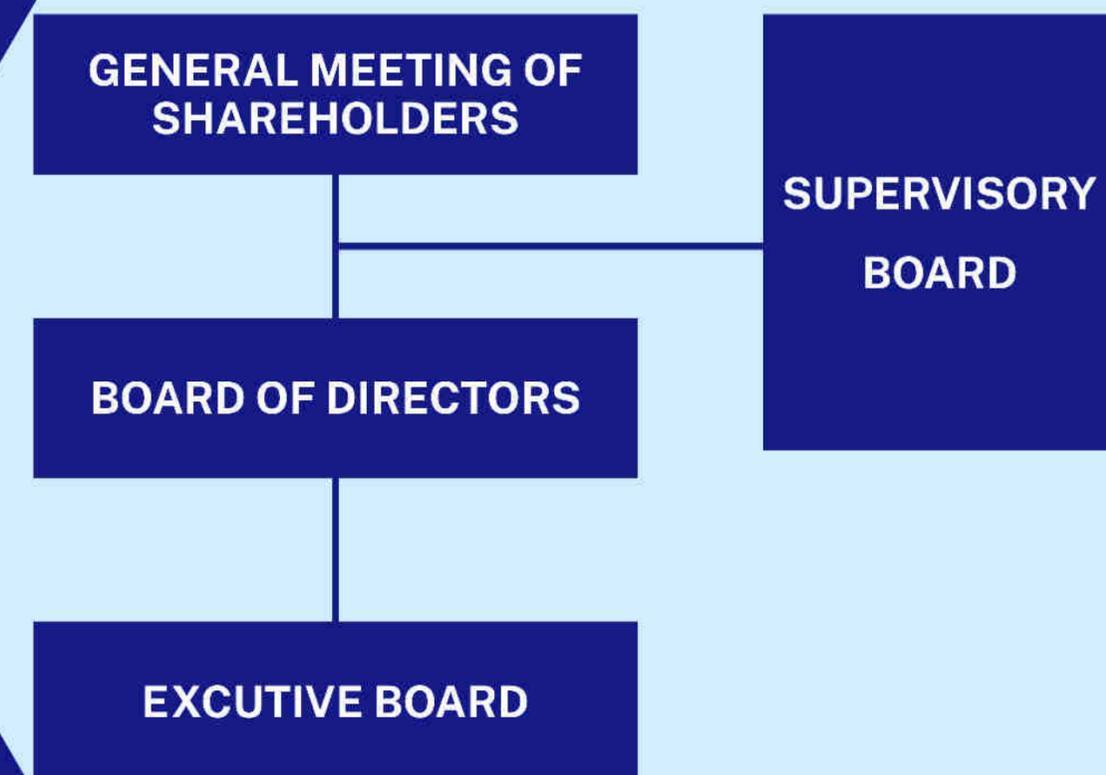
BIWASE Organizational Structure and Affiliates



GOVERNANCE STRUCTURE

Over the past year, BIWASE has continued to strengthen its governance framework by enhancing the role of the Board of Directors (BOD) in supervising and supporting the Executive Management. The BOD has not only monitored business operations but has also guided strategic investment decisions, particularly investments in companies within the same industry, in order to leverage and maximize the company's core competencies.

To ensure effective and transparent management, the BOD consistently facilitates the Supervisory Board in performing its oversight functions across all areas of operation. Meetings of the BOD are attended by both the Executive Management and the Supervisory Board. Their participation not only enables all parties to contribute ideas to improve management mechanisms and policies, but also allows them to jointly propose timely solutions to emerging challenges. All resolutions of the BOD are adopted with a high level of consensus, reflecting BIWASE's commitment to a transparent and effective governance system.



BOARD OF DIRECTORS

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Mr. Nguyen Van Thien
Chairman



Mr. Tran Chien Cong
Vice Chairman



Mr. Duong Hoang Son
Member



Mr. Nguyen Van Tri
Member



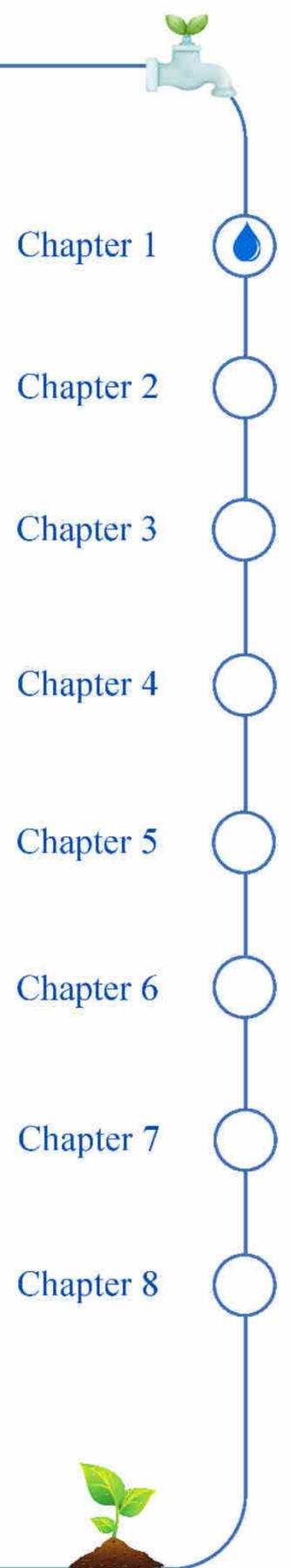
Mr. Nguyen Thanh Phong
Member



Mr. Ta Trong Hiep
Independent member



Mr. Pham Thanh Vu
Independent member



MR. NGUYEN VAN THIEN

Chairman

Born in 1957.

Join BIWASE since 1990.

Qualifications

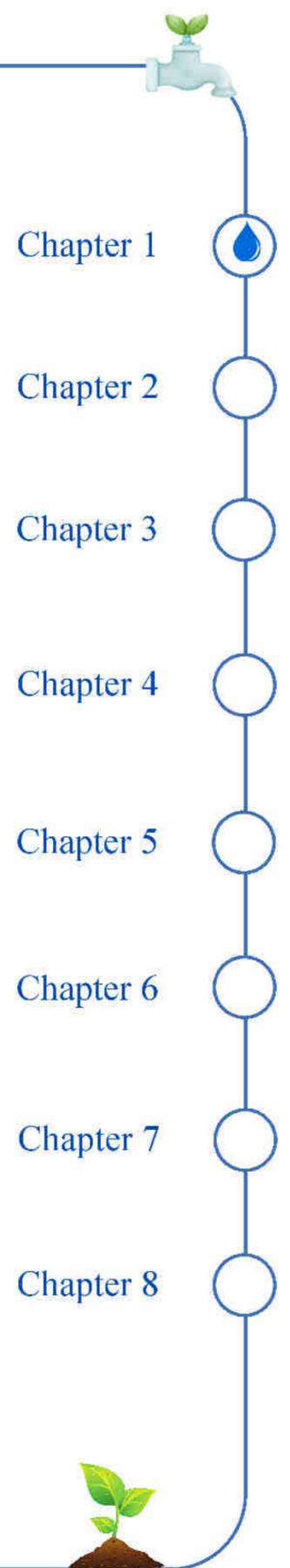
- Hydraulic Engineering Engineer, Thuy Loi University (1989).
- Civil Engineering Engineer, Ho Chi Minh City University of Technology (1995).
- Master of Environmental Engineering, Ho Chi Minh City University of Technology (1995).
- Bachelor of Public Administration, National Academy of Public Administration (2002).

Positions and titles

- **2006 - present:** Chairman of the BOD, Chanh Phu Hoa Construction Investment JSC.
- **2015 - present:** Vice member of the BOD, Dong Nai Water Supply JSC.
- **2018 - present:** Member of the BOD, Binh Duong Production – Import Export Corporation.
- **2021 - present:** Chairman of the BOD, Gia Tan Water Supply JSC.
- Member of the BOD, Can Tho Water Supply and Sewerage JSC.

Experience

- **1990 - 1996:** Vice Director of Thu Dau Mot Town Water Supply Enterprise, Song Be Province.
- **1996 - 2005:** Director of Binh Duong Water Supply and Sewerage Company.
- **2006 - 2016:** Chairman and General Director of Binh Duong Water – Environment One Member Limited Company. (BIWASE).
- **2016 - present :** Chairman of Binh Duong Water – Environment Joint Stock Company (later renamed Binh Duong Water – Environment Corporation - Joint Stock Company).



TRAN CHIEN CONG

Vice Chairman

Borned in 1978.
Join BIWASE since 2004.



Qualifications

- Civil Engineering Engineer, Binh Duong University (2003).
- Bachelor of Law, Da Lat University (2014).
- Advanced Degree in Political Theory and Public Administration, Ho Chi Minh National Academy of Politics – Region II (2014).

Experience

- **2008 - 2015:** Director of Di An Water Supply Enterprise.
- **2015 - 2016:** Vice General Director, Binh Duong Water – Environment JSC.
- **2016 - nay :** Member of the BOD and General Director, Binh Duong Water – Environment JSC (later renamed Binh Duong Water – Environment Corporation - JSC).
- **2020 -** Member of 3R Green Material Recycling JSC (3R).
- **2020 - 2025 :** Chairman of the BOD, BIWASE Investment - Electric - Construction JSC (BIWELCO)
- **2022- present:** Re-elected as Member of the BOD, Binh Duong Water – Environment Corporation - JSC (Term 2022–2027)

Positions and titles

- **2021 - present:** Member of the BOD, Chanh Phu Hoa Construction - Investment JSC.
- **2021 - present:** Member of the BOD, Gia Tan Water Supply JSC.
- **2022- present:**
- Chairman of the BOD, BIWASE Long An Water JSC
- Member of the BOD, Can Tho 2 Water Supply JSC.
- Member of the BOD, Can Tho Water Supply JSC.

DUONG HOANG SON

Board Member

Borned in 1965.
Join BIWASE since 1997.



Qualifications

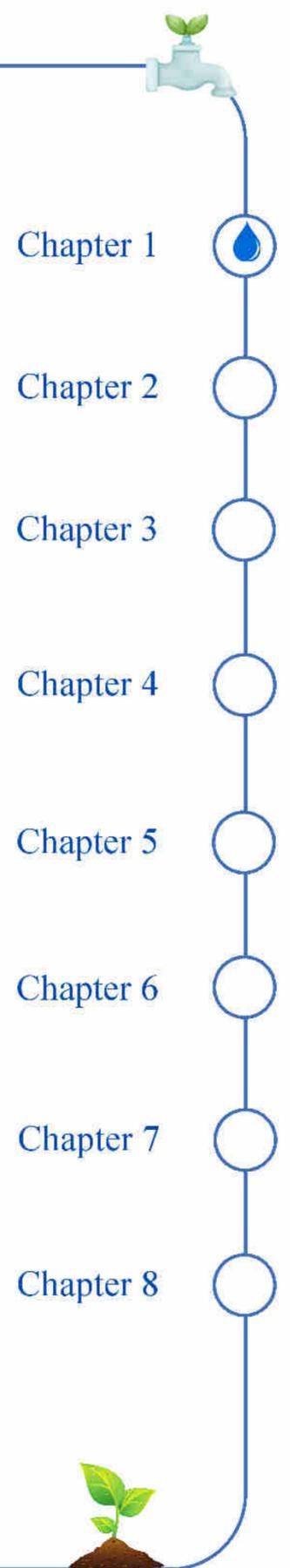
- Mechanical Engineer, Ho Chi Minh City University of Technology (1991).
- Advanced Degree in Political Theory, Ho Chi Minh City National Academy of Politics (2004).

Experience

- **1997 - 2000:** Operational employee at Thu Dau Mot Water Plant.
- **2000 - 2002:** Production Shift Head of Thu Dau Mot Water Plant.
- **2002 - 2004:** Foreman of Thu Dau Mot Water Plant.
- **2004 - 2007:** Director of Di An Water Supply Enterprise.
- **2007 - 2008:** Vice General Director, concurrently Director of Di An Water Supply Enterprise (WSE)
- **2008 - 2009:** Vice General Director, cocurrently Director of My Phuoc WSE.
- **2009 - 2011:** Vice General Director, cocurrently Director of Khu Lien Hop WSE.
- **2011 - present:** Vice General Director of BIWASE.
- **2016 - present:** Member of the BOD and Vice General Director of Binh Duong Water - Environment JSC (renamed as Binh Duong Water - Environment Corporation - JSC).
- **2022- present:** Re-elected as Member of the BOD and Vice General Director of Binh Duong Water - Environment JSC (renamed as Binh Duong Water - Environment Corporation - JSC)

Positions and titles

- **2024- present:** Member of the Member Board of BIWASE Environment - Technology - Science Complex One member LC (BIWASE E.T.S)



NGUYEN VAN TRI



Member

Borned in 1973.
Join BIWASE in 2016.

Qualifications

- Civil Engineer, Danang University of Technology (1996).

Experience

- **2016 – present:** Member of the BOD, Binh Duong Water - Environment JSC (now Binh Duong Water - Environment Corporation - JSC).
- **2022- present:** Re-elected as Member of the BOD for the 2022–2027 term

Positions and titles

- **2006 – present:** Director of Quynh Phuc Production - Trading LC.
- **2013 - present:** Member of the BOD of Thu Dau Mot Water JSC.

NGUYEN THANH PHONG



Member

Borned in 1972.
Join BIWASE in 1997

Qualifications

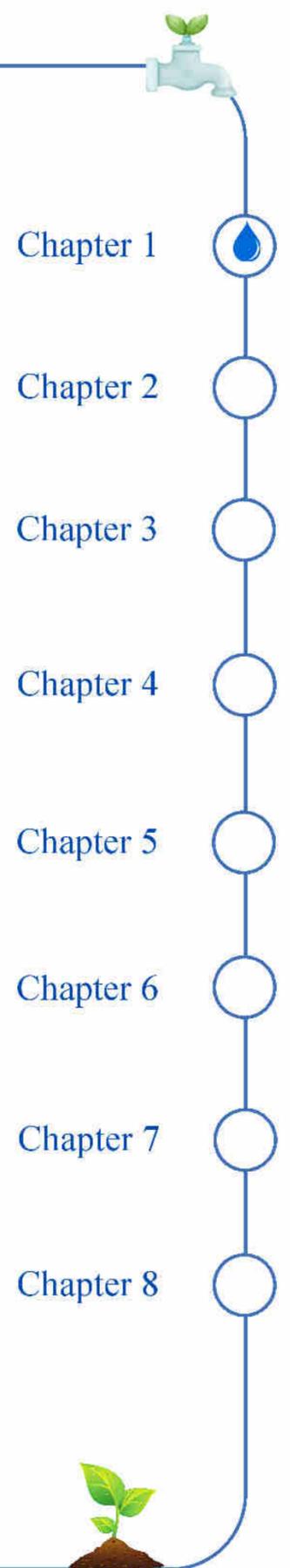
- Engineer in Seafood Processing Technology – Specialized in Refrigeration Engineering.
- Marketing Management – MTC Professional and Technical Training Center (1993).

Experience

- **2016 - present:** Member of the BOD of BIWASE.
- **2022- present:** Re-elected as Member of the BOD for the 2022–2027 term.

Positions and titles

- **1999 - present:** Director of N.T.P Trading LC.
- **2013 - present:** Member of the BOD of Thu Dau Mot Water JSC.
- **2017 - present:** Member of the BOD of Trung An Water Supply JSC.
- **2017 - present:** Member of the BOD of Cho Lon Water Supply JSC.
- **2018 - present:** Chairman of the BOD of Phu An Clean Water JSC.
- **2020 - present:** Chairman of the BOD, Kien An Clean Water JSC .



TA TRONG HIEP

Member

Borned in 1982.
Join BIWASE in 2016.



PHAM THANH VU

Member

Borned in 1983.
Join BIWASE in 2022.



Qualifications

- Bachelor of Economics, National Economics University (2010).
- CEO Program, PACE (2010).

Experience

- **2016 - present:** Independent Member of the BOD of BIWASE
- **2022- present:** Re-elected as Independent Member of the BOD (2022–2027 Term)

Positions and titles

- **2008 - present:** General Director of Hiep Thanh Phu Import-Export-Trading JSC
- **2017 - present:** Member of the BOD of Gia Tan Water Supply JSC.

Qualifications

- Bachelor of Economics, University of Economics and Law, VNU-HCM.
- Master of Business Administration (MBA), Ho Chi Minh City University of Technology (HUTECH).

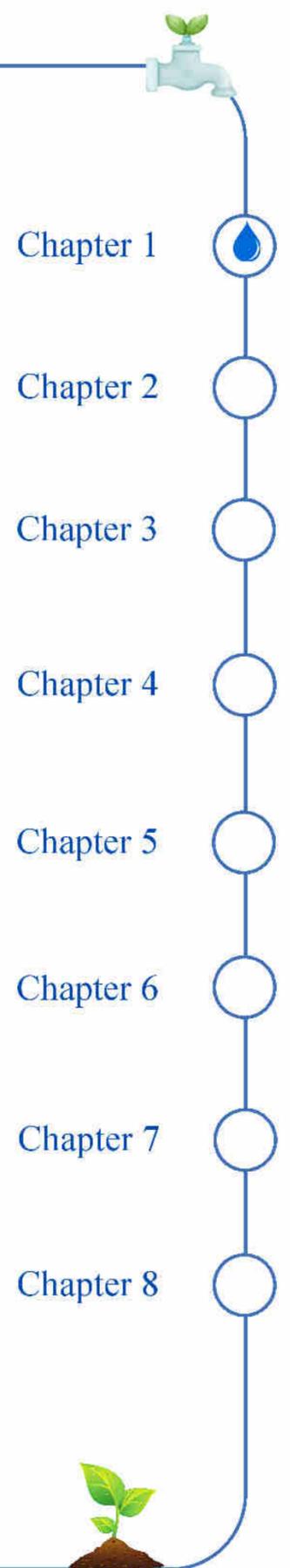
Experience

- **2009 - present:** Director of Viet Capital Securities JSC.
- **2022 - present:** Independent Member of the BOD of BIWASE (2022–2027 Term).

Positions and titles

- **2021 - present:** Independent Member of the BOD, Nam Bay Bay Investment JSC.

BOARD OF EXECUTIVES



Mr. Tran Chien Cong
General Director



Mr. Duong Hoang Son
Vice General Director



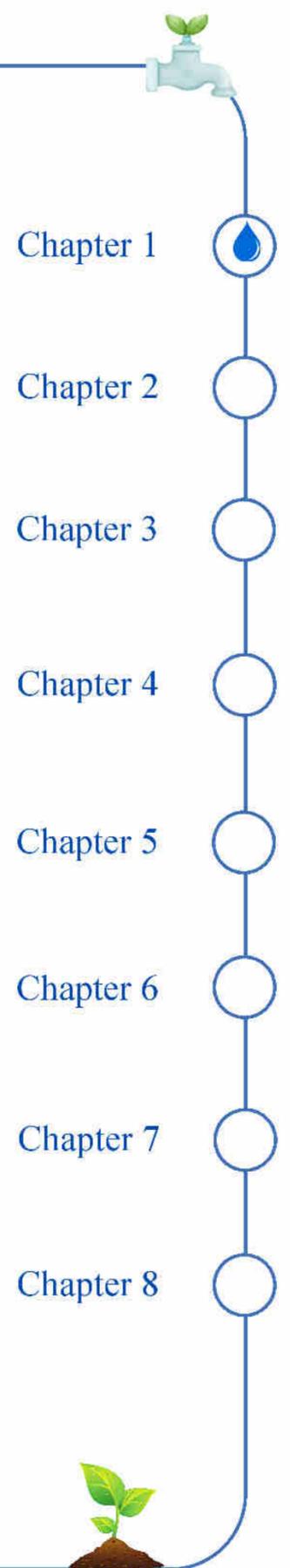
Mr. Ngo Van Lui
Vice General Director



Mr. Mai Song Hao
Vice General Director



Mr. Tran Tan Duc
Vice General Director



Qualifications

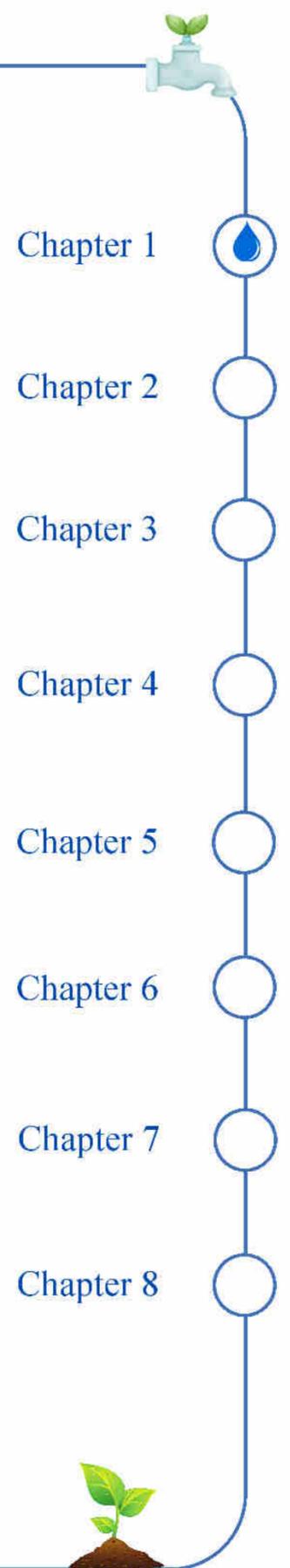
- Civil Engineering Engineer, Binh Duong University (2003).
- Bachelor of Law, Da Lat University (2014).
- Advanced Degree in Political Theory and Public Administration, Ho Chi Minh National Academy of Politics – Region II (2014).

Experience

- **2008 - 2015:** Director of Di An Water Supply Enterprise.
- **2015 - 2016:** Vice General Director of Binh Duong Water - Environment JSC.
- **2016 - present :** General Director, Binh Duong Water - Environment JSC (now renamed Binh Duong Water - Environment Corporation - JSC; Appointment Date: October 1, 2016).
- **2020 - 2022:** Chairman of the BOD of 3R Green Material Recycling JSC.
- **2020 - 2025:** Chairman of the BOD of BIWELCO Investment - Electric - Construction JSC

Positions and titles

- **2021 - present:**
- Member of the BOD Chanh Phu Hoa Construction - Investment JSC.
- Member of the BOD of Gia Tan Water Supply JSC.
- Chairman of the BOD of BIWASE Long An Water JSC
- Member of the BOD of Can Tho 2 Water Supply JSC.
- Member of the BOD of Can Tho Water Supply JSC.



DUONG HOANG SON

Vice General Director

Borned in 1965.
Join BIWASE in 1997.



NGO VAN LUI

Vice General Director

Borned in 1967.
Join BIWASE in 1990.



Qualifications

- Bachelor of Mechanical Engineering, Ho Chi Minh City University of Technology (1991).
- Advanced Degree in Political Theory, Ho Chi Minh City Academy of Politics (2004).

Experience

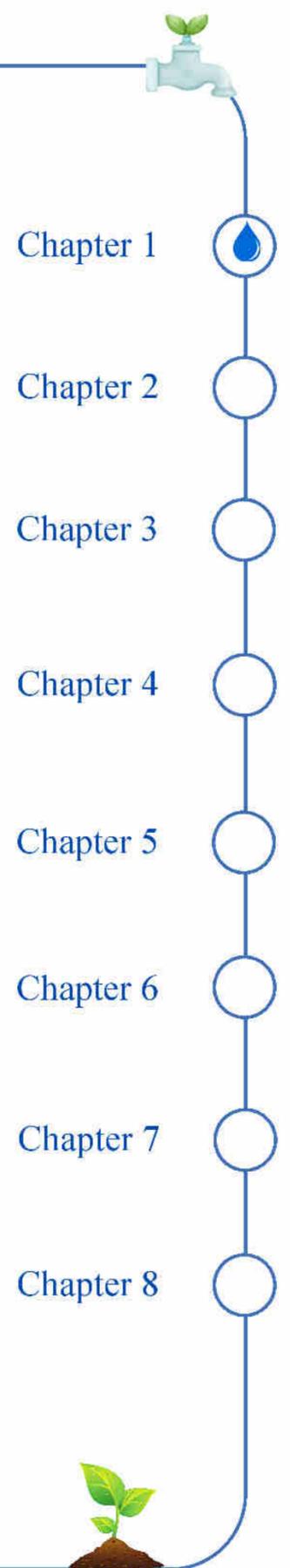
- **1997 - 2000:** Operator of Thu Dau Mot Water Treatment Plant.
- **2000 - 2002:** Production Shift Head of Thu Dau Mot Water Treatment Plant.
- **2002 - 2004:** Foreman of Thu Dau Mot Water Treatment Plant.
- **2004 - 2007:** Director of Di An Water Supply Enterprise.
- **2007 - 2008:** Deputy General Director, and cocurrently Director of Di An Water Supply Enterprise.
- **2008 - 2009:** Deputy General Director, and cocurrently Director of My Phuoc Water Supply Enterprise.
- **2009 - 2011:** Deputy General Director, and cocurrently Director of Khu Lien Hop Water Supply Enterprise.
- **2011 - nay :** Vice General Director of BIWASE (*Appointment Date: October 1, 2016*).

Positions and titles

- Bachelor of Business Administration, University of Economics and Law (1999)
- Master of Business Administration, UBI Business School (2008).

Experience

- **1990 - 2016:** Vice Director of the Company and concurrently as Director of the Southern Binh Duong Solid Waste Treatment Project.
- **2016 - present :** Vice General Director of BIWASE (*Date of appointment: October 1, 2016*).



MAI SONG HAO

Vice General Director

Borned in 1982.
Join BIWASE in 2004.



Qualifications

- Associate Degree in Water Supply and Sewerage, Construction College No. 2.
- Bachelor of Environmental Engineering, Hanoi University of Science and Technology (2016).
- Engineer's Degree in Water Supply and Sewerage, Hanoi University of Civil Engineering (2025).

Experience

- **2004 - 2013:** Head of Thuan An Business Department, Thu Dau Mot Water Enterprise.
- **2013 - 2017:** Vice Director of Khu Lien Hop Enterprise.
- **2017 - 2018:** Director of Thuan An Enterprise.
- **2018 - 2022:** Director of Di An Enterprise.
- **2022 - nay :** Vice General Director of BIWASE (*Appointed on March 8, 2022*).

Positions and titles

- Member of the Supervisory Board, Can Tho Water Supply and Sewerage JSC.
- Member of the BOD, Long An Water Supply and Sewerage JSC.
- Member of the BOD, Quang Binh Water Supply JSC.
- Chairman of the BOD, BIWASE Quang Binh JSC.
- Member of the BOD, Can Tho 2 Water Supply JSC
- Member of the BOD, BIWASE Can Tho Water JSC.

TRAN TAN ĐUC

Vice General Director

Borned in 1977.
Join BIWASE in 2003.



Qualifications

- Bachelor of Business Administration, Ho Chi Minh City Open University (1999).
- Certificate in Wastewater Service Pricing Calculation, BIWASE Human Resources Training Center (2017).

Experience

- **2003 - 2005:** Accountant at BIWASE.
- **2005 - 2015:** Chief Accountant, South Thu Dau Mot Water Supply and Environmental Sanitation Project Management Board.
- **2016 - 2023:** Chief Accountant of BIWASE.
- **2023 - nay :** Vice General Director and Chief Financial Officer (CFO) of BIWASE (*Appointed on March 31, 2023*).

Positions and titles

- Member of the BOD, BIWASE Long An Water JSC.
- Member of the BOD, Vinh Long Water Supply JSC.
- Member of the BOD, Quang Binh Water Supply JSC.
- Member of the Members' Council, BIWASE Production - Trading - Service One member LC.

SUPERVISORY BOARD



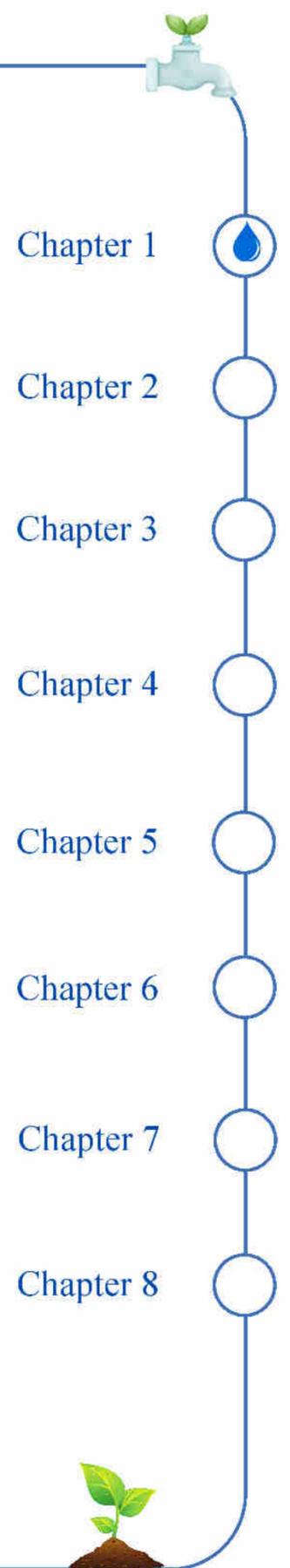
Ms. Duong Anh Thu
Head



Ms. Nguyen Thi Thu Trang
Member



Mr. Nguyen Duc Bao
Member



DUONG ANH THU

Head of Supervisory Board

Borned in 1976.

Join BIWASE since 1999.

Qualifications

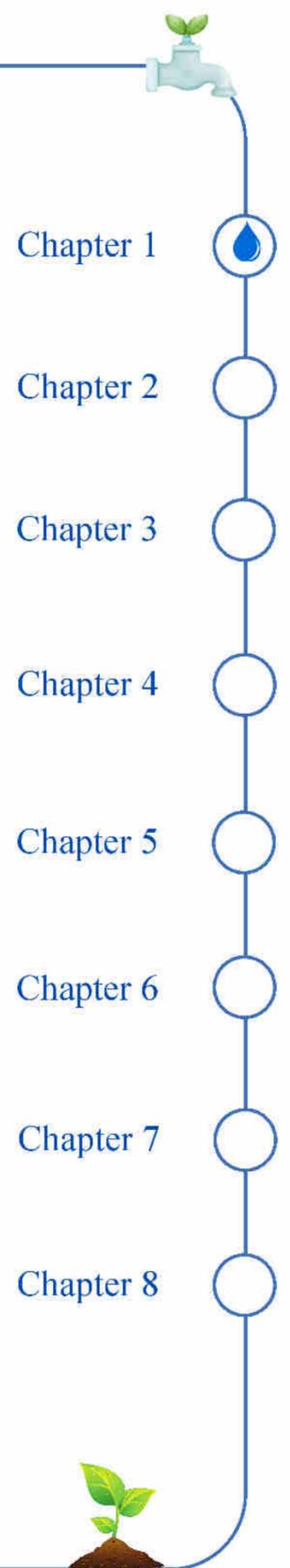
- Bachelor of Economics, University of Economics Ho Chi Minh City.
- Certificate in Planning and Investment Operations, Ministry of Planning and Investment.
- Certificate in Foreign Affairs Operations, Diplomatic Academy of Vietnam.
- Certificate in Financial Management for Executives, Academy of Finance.
- Certificate in Project Appraisal, Ho Chi Minh City Open University.
- Certificate in Financial Management and Bidding Operations, Center for Enterprise Training and Support.
- Certificate in Corporate Culture, PACE Institute of Management.
- Certificate in Project Management, Institute of Construction Economics and Science.
- Certificate in Leadership and Management Skills, Hanoi University of Science and Technology.
- Certificate in Accounting and Financial Management for Executives, Hanoi University of Science and Technology.

Experience

- **1999 -2005:** Officer at the Personnel and Administration Department, Binh Duong Water Supply, Sewerage and Environment One member LC.
- **2005-2008:** Officer at the Project Management Board, Binh Duong Water Supply, Sewerage and Environment One member LC.
- **2008-2010:** Head of the Planning and Materials Department, Binh Duong Water Supply, Sewerage and Environment One member LC.
- **2010 - 2016:** Internal Supervisor, Binh Duong Water Supply, Sewerage and Environment LC.
- **2016 - present :** Head of the Supervisory Board, BIWASE (*Appointed on September 22.*

Positions and titles

- **2023 - present:** Member of the BOD, BIWASE Long An Water JSC.



NGUYEN THI THU TRANG

Member of Supervisory Board

Borned in 1984.
Join BIWASE in 2015.



NGUYEN DUC BAO

Member of Supervisory Board

Borned in 1978.
Join BIWASE in 2014.



Qualifications

- Bachelor of Economics

Experience

- **Aug 2006 – Aug 2010:** Customer Service Specialist, Bank for Investment and Development of Vietnam (BIDV) – Binh Phuoc Branch
- **Sep 2010 – Jan 2012:** Import-Export Officer, Mai Khoi Trading LC.
- **Nov 2015 – present:** Specialist at the Planning and Materials Department, BIWASE, cocurrently: Member of the Information Disclosure Team; Shareholder and Investor Relations (IR); Legal Support of BIWASE
- **2023 – present:** Member of the Supervisory Board, BIWASE (*Appointed on March 31, 2023*).

Qualifications

- Bachelor of Accounting and Auditing, University of Economics Ho Chi Minh City
- Bachelor of Laws, University of Economics Ho Chi Minh City
- Master of Accounting, University of Economics Ho Chi Minh City

Experience

- **2001–2004:** Professional Department Head, FAST Accounting Software Company.
- **2004–2010:** Professional Consulting Head; Member of the BOD, V6 Accounting Software Company.
- **2010–2012:** Accounting and Auditing Consultant, DCPA Auditing and Consulting LC.
- **2010–2014:** General Director, Nhat Nam Enterprise Management Software JSC.
- **2014 – present:** Officer at the Planning and Materials Department, BIWASE.
- **2015 – present:** Director, Khoa Tuyen Tax and Accounting Services JSC.
- **2018 - present:** Member of the Supervisory Board, BIWASE (*Appointed on March 20, 2018*).

CORPORATE GOVERNANCE STRUCTURE

Throughout this period, the BIWASE leadership team engaged in various advanced training courses focused on sustainable business management, organized by esteemed partners. They also attended workshops, conferences, and seminars to stay informed about emerging trends and legal regulations enacted by state management agencies.

The majority of the Board of Directors, Supervisory Board, Management Board, Chief Financial Officer, Chief Accountant, and Head of Corporate Governance/Secretary have successfully completed training courses on public company governance (DCP) and obtained certificates from the Vietnam Institute of Directors (VIOD) following the course.

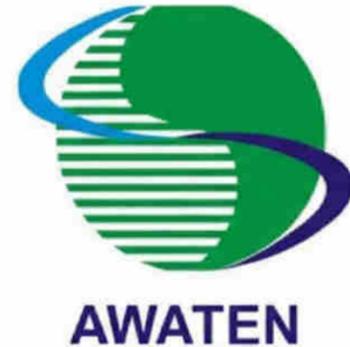


Members of the Board of Directors, Supervisory Board, Executive Board, management team, and Corporate Governance Officer/Secretary engaged in various training programs conducted by VIOD, including the Board Member Orientation Program, Board Member Certification Program, Internal Audit Program for Boards of Directors, In-depth Program on Audit Committees, and the thematic workshop "Good Corporate Governance Practices Beyond Compliance."

MEMBERSHIP ENTITLEMENTS IN ASSOCIATIONS



Vietnam Water
Supply and
Sewerage
Association



Vietnam Association
for Safe Water and
Environmental
Sanitation
(AWATEN)



The Vietnam
Association of Urban
Environment and
Industrial Parks
(VUIZEA)



International
Water Association
(IWA)

ORGANIZATIONAL STRUCTURE OF THE SUSTAINABLE DEVELOPMENT DEPARTMENT

Chapter 1

Chapter 2

Chapter 3

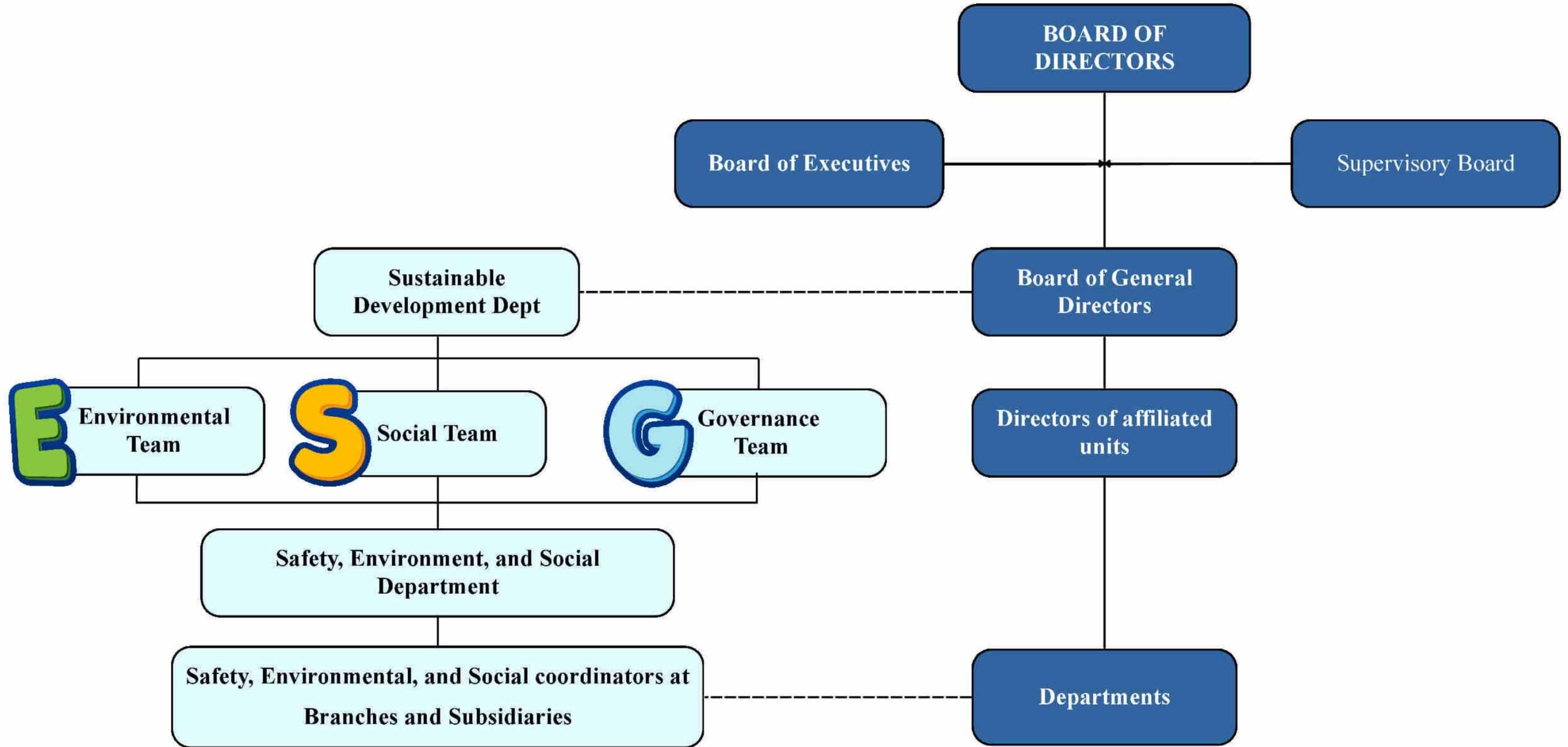
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BIWASE AND ITS AFFILIATED COMPANIES

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Chapter 2

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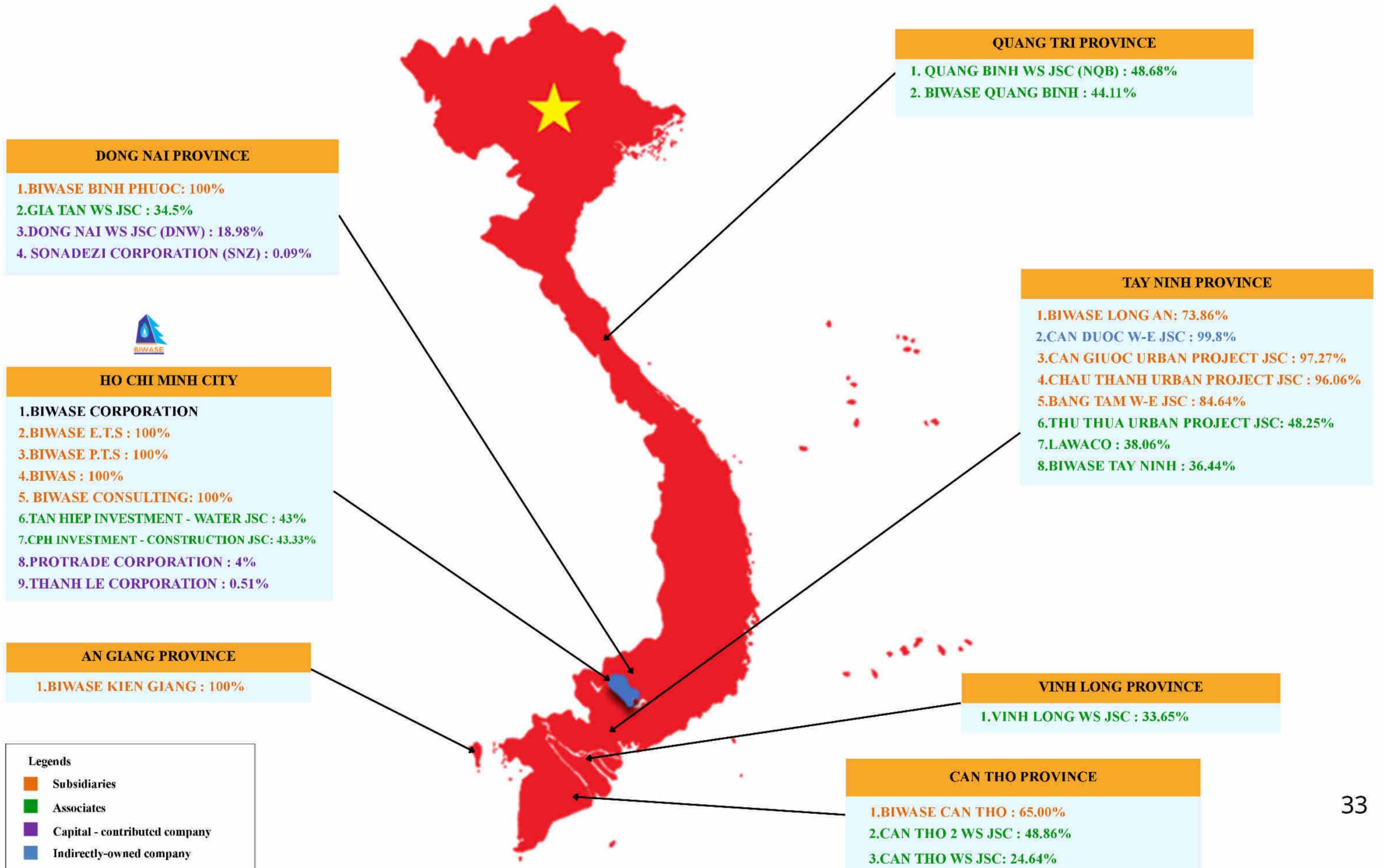
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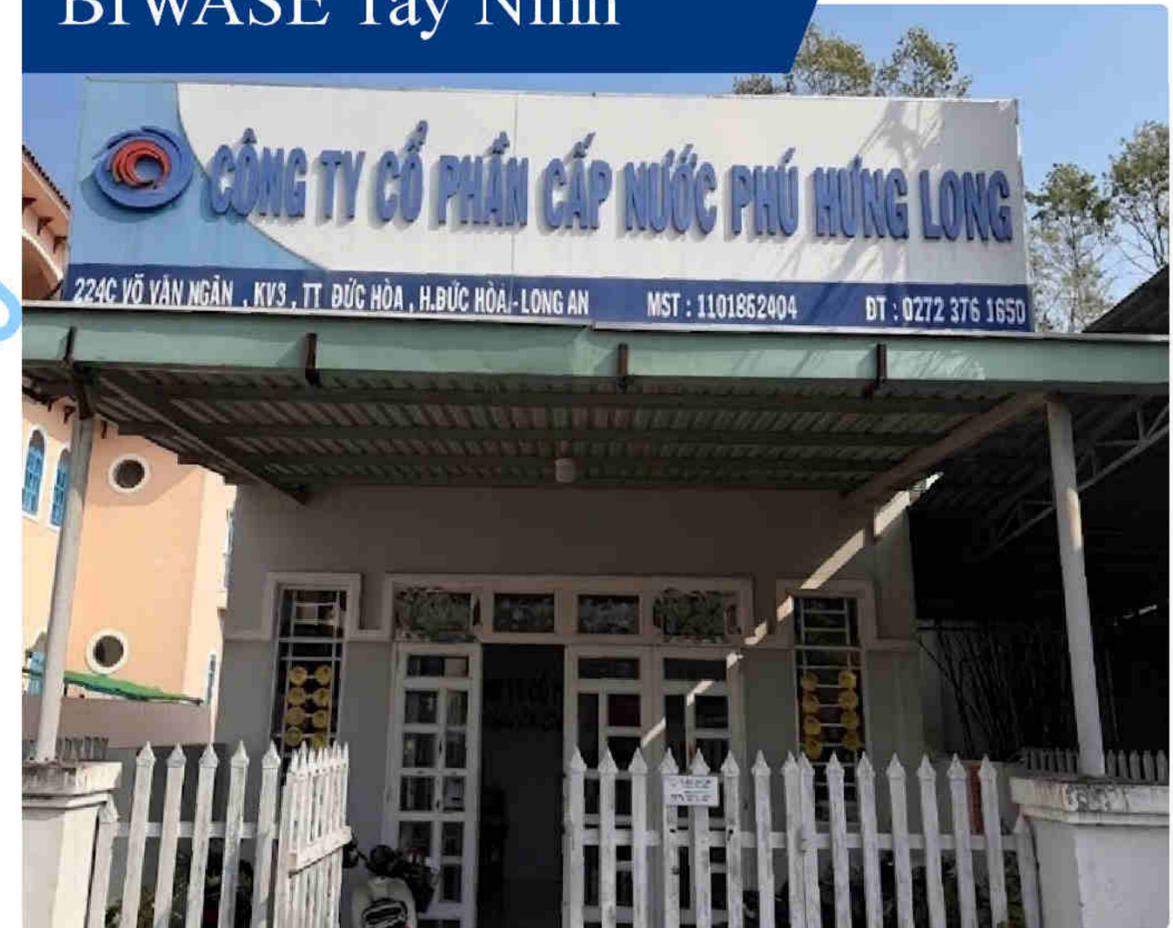


The financial investment activities of BIWASE

BIWASE Kien Giang



BIWASE Tay Ninh



Binh Duong Province

This encompasses the complete urban area and roughly 70% of the suburban and rural regions, specifically: Thu Dau Mot City, Thuan An City, Di An, Tan Uyen, Ben Cat Town, Bac Tan Uyen, Bau Bang District, Phu Giao District, and Dau Tieng District.

01

Long An Province

Tan An City, Thu Thua District, Ben Luc District, Tan Tru District, Can Duoc District, Can Giuoc District

05

Binh Phuoc Province

Chon Thanh, Hon Quan District

02

Dong Nai Province

Thong Nhat District, Dinh Quan District, Long Khanh District, Cam My District, Xuan Loc District

03

Ho Chi Minh City

Regions adjacent to Ho Chi Minh City, including Linh Trung Ward, Thu Duc District, and Hoc Mon District.

04

Long An Province

It comprises four lower-lying communes: Long Phung, Dong Thanh, Tan Tap, and Phuc Vinh Tay.

06

Can Tho Province

03 wards belonging to Ninh Kieu district: A portion of Thoi Binh ward (due to merger), Cai Khe, and An Hoa.
The six wards of Binh Thuy district are An Thoi, Bui Huu Nghia, Binh Thuy, Tra An, Long Hoa, and Long Tuyen.
- A section of Phong Dien district.

07

Quang Binh Province

Ba Don Town, Cam Duong Commune, Quang Hung Commune, Quang Tung Commune, Quang Tien Commune, Quang Chau Commune, Quang Trach District, Quang Phu Commune, Quang Phuong Commune, and Quang Luu Commune.
- Presently investing in Hon La 1 Industrial Park.

08



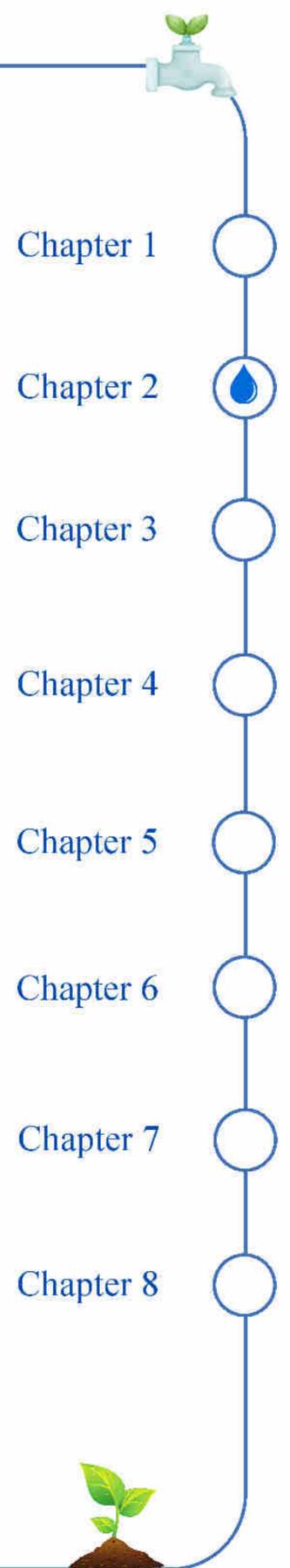


**BINH DUONG WATER - ENVIRONMENT
CORPORATION - JOINT STOCK COMPANY**

CHAPTER 2

SUSTAINABLE DEVELOPMENT FOUNDATION





STRATEGIC VISION FOR SUSTAINABLE DEVELOPMENT

As a utility service business serving the community, BIWASE is committed to sustainable development through the application of the ESG model (Environmental, Social, Governance).

Mission

Continuously improve the quality of water supply services, protect the environment and promote social values, creating a green, clean and sustainable ecosystem for the community.

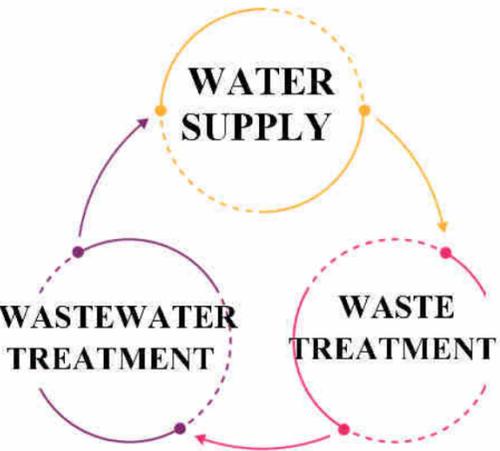
Business philosophy

Serving people, serving customers, serving society is the happiness of every employee of the company.

Always at the top in water supply service quality
As a clean water business unit, we ensure to provide adequate water to all customers with the best quality and service.

Collecting and treating wastewater with the highest quality, civilization

Being the unit that operates and maintains the best wastewater collection and treatment system; ensuring that many households have their wastewater systems connected to the common system with an advanced, civilized collection system, and the highest quality of treatment (type A).



Always applying optimal and environmentally safe technologies to ensure thorough and clean treatment

To become the leading organization in Binh Duong Province and nationwide in the collection, treatment, and recycling of waste, utilizing circular treatment technologies to create many useful products for society; maintaining its position as a pioneer and leading entity in the environmental treatment sector across the country.

THE PILLARS OF SUSTAINABLE DEVELOPMENT AT BIWASE

To achieve the goal of Sustainable Business, BIWASE implements projects and activities revolving around the following 3 pillars of Sustainable Development:

Environmental

- Develop a closed circular economic model, optimize resource use and minimize waste.
- Applying advanced technology in water, wastewater and waste treatment, mastering waste incineration technology to generate electricity to reduce greenhouse gas emissions.
- Maintain 100% water reuse rate in production and reduce water loss rate to below 5%.
- Invest in renewable energy, such as solar power systems at factories, to reduce dependence on non-renewable energy sources.



Social

- Ensuring customer safety and health by providing clean water of the highest standards.
- Create a safe and friendly working environment for employees, with training programs to improve capacity and attractive benefits.
- Actively contribute to social security activities, expand water supply to disadvantaged areas and support vulnerable groups in the community.

Governance

- Perfecting the corporate governance model according to international standards, ensuring transparency and efficiency in all activities.
- Establish a strict internal control system and comprehensive risk management, ensure compliance with legal regulations and commit to anti-corruption.
- Strengthen stakeholder participation in decision-making and implementation of sustainable development strategies.

SUSTAINABLE DEVELOPMENT GOALS 2025

01

- Continue to improve the governance model, enhance transparency, responsibility and efficiency in business operations.
- Strengthening the management and executive staff with high professional standards, enhancing training and developing leadership capacity.
- Apply technology and digitalization to management processes to optimize performance and minimize operating costs.

Governance

02

- Achieve revenue and profit growth according to the set targets across the BIWASE system, in line with BIWASE's long-term strategy.
- Ensure stable production and business and expand development in main areas of operation.
- Mobilize more capital to invest in clean water projects, environmental treatment and green technology development.
- Focused and effective investment
- Manage business operations effectively and deliver economic value to the company and its stakeholders

Economy

03

- Ensure safe working conditions, protect the health and rights of workers.
- Enhance customer service to match the price of the service provided.
- Joining hands with the community, ensuring social responsibility
- Implement educational programs and raise awareness of environmental protection for people.
- Sharing value with stakeholders

Society

04

- Increase the rate of people using products and services provided by BIWASE
- Percentage of people using clean water provided by the company by 2025: 100% of urban population, 75% of rural population
- Increase the rate of waste collection and treatment to meet environmental standards, aiming for over 90% of urban waste to be collected and treated properly.
- Invest and apply advanced technology in waste and wastewater treatment to minimize pollution and maximize resource reuse.
- Implement plans to reduce water loss to < 4% by 2027.

Environment

BIWASE is committed to implementing these sustainable development goals to ensure economic growth, protect the environment and improve the quality of life of the community.



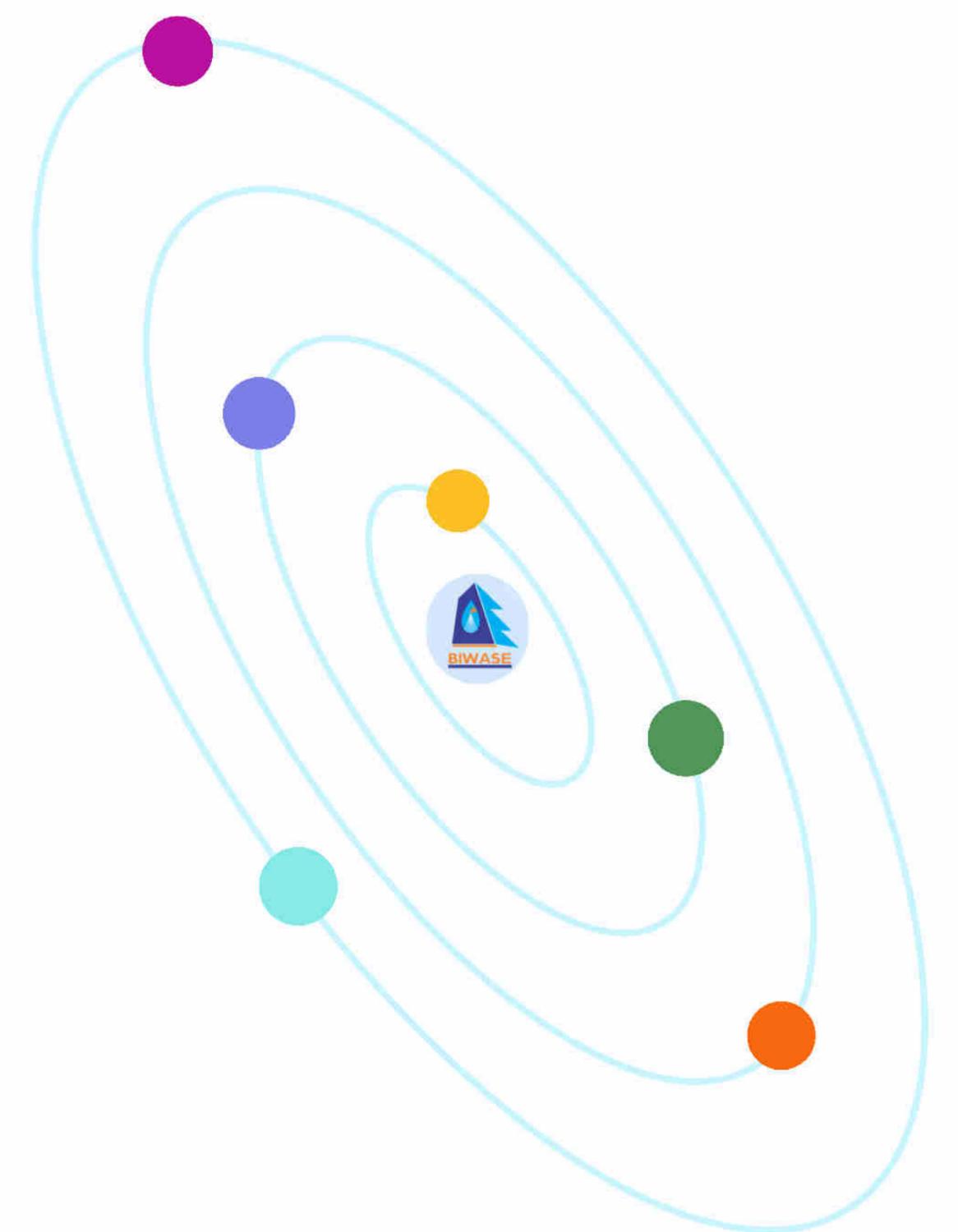
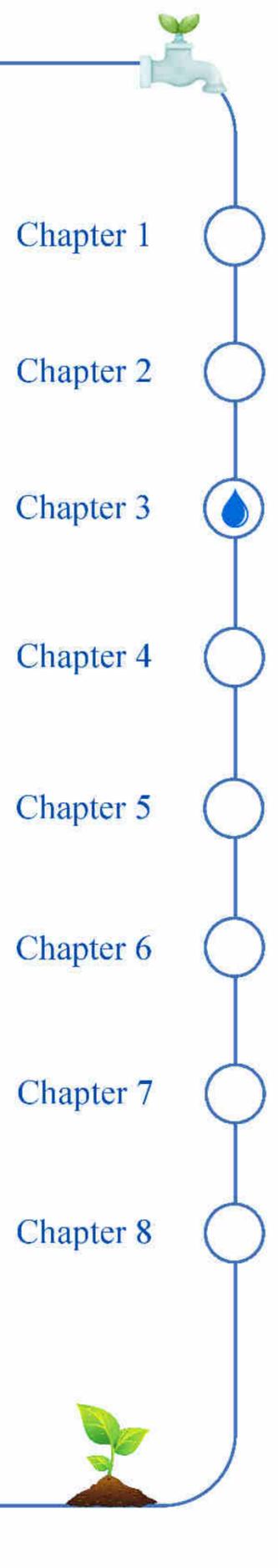
**BINH DUONG WATER - ENVIRONMENT
CORPORATION - JOINT STOCK COMPANY**

Chapter 3

SHAREHOLDER ENGAGEMENT



STAKEHOLDER IDENTIFICATION



The process of identifying stakeholders and critical issues.

Stakeholder Survey

Conduct surveys among investors, customers, employees, and the community to collect insights regarding their priority ESG issues through various materials, meetings, and other methods.

Analysis

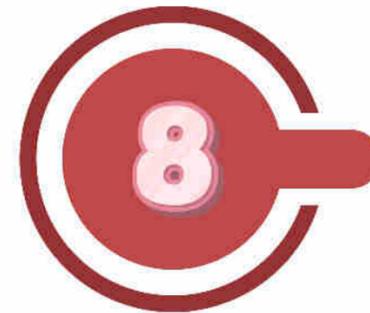
Examine industry reports and publications to gain insights into ESG trends and challenges prevalent in the sector. Identify recurring key issues and opportunities for enhancement by benchmarking against peers and competitors.

Critical evaluation

Utilize a materiality matrix to evaluate the significance of ESG issues in relation to their influence on business operations and stakeholder interests. Prioritize material factors by assessing their alignment with corporate strategy, brand reputation, and the creation of long-term value.

Identify risks and opportunities.

Evaluate financial and reputational risks associated with factors such as climate change, labor practices within the supply chain, and data privacy. Recognize opportunities for innovation and cost-saving strategies that set you apart in the market through sustainable business practices and responsible governance.



Establish mechanisms for the ongoing monitoring and evaluation of ESG performance, which should encompass regular stakeholder engagement, internal audits, and external assurance processes. Consistently update materiality assessments to align with shifts in business priorities, stakeholder expectations, and emerging sustainability trends.

Oversight and assessment

Adhere to reporting obligations.

Monitor the evolution of regulations and compliance requirements pertaining to disclosure and Sustainable Development Reporting, including mandatory emissions reporting, wastewater discharge, waste management, and employee training hours. Comply with international reporting frameworks and standards to improve transparency and accountability in the disclosure of essential ESG issues.

Incorporate into the business strategy.

Integrating essential ESG themes into the strategic planning process guarantees alignment with the organization's objectives and values. Incorporating sustainability criteria into investment decisions, product development, and supply chain management strategies is crucial.

Quantitative assessment

Utilize KPIs and metrics to assess ESG performance across multiple dimensions, including carbon emissions, workforce diversity, and community involvement. Perform scenario analysis to quantify the potential financial implications of ESG-related risks and opportunities on business results.

STAKEHOLDER SURVEY METHODOLOGY

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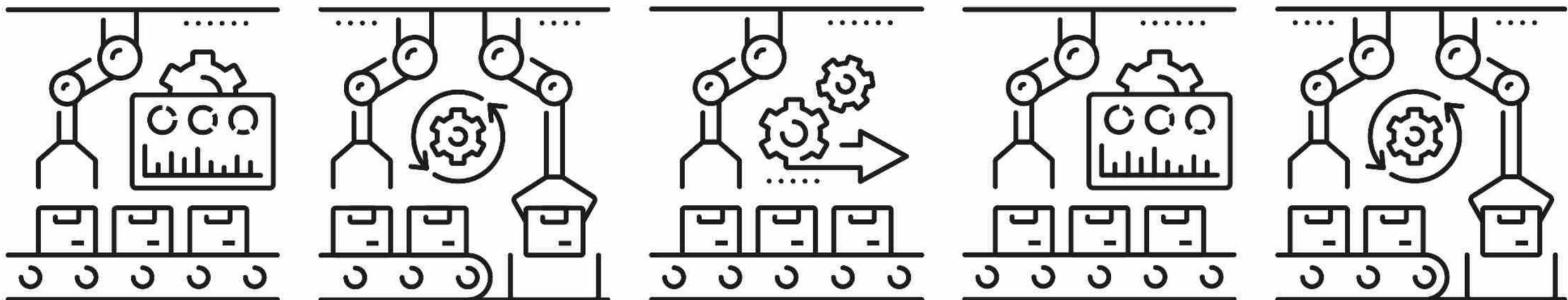
Chapter 7

Chapter 8



To guarantee objectivity and transparency in establishing strategic priorities for sustainable development, BIWASE has instituted a stakeholder consultation process that incorporates direct written feedback. This approach was selected to facilitate extensive and effective engagement with a diverse array of stakeholders, including employees, factory workers, local communities, and partners—individuals who are directly involved with and impacted by the company's operations.

Through a scientifically designed survey system adhering to GRI standards, BIWASE has captured real-world evaluations of the significance of environmental, social, and governance (ESG) issues. Directly gathering opinions not only allows the company to accurately gauge community interest in pivotal projects such as the Circular Economy but also reflects BIWASE's commitment to valuing stakeholder perspectives. The outcomes from these paper surveys serve as essential input data for constructing the Key Value Matrix, empowering BIWASE to allocate resources effectively towards core values and align the interests of the business with societal goals in its pursuit of sustainable green development.



TYPICAL CLIENTS AND PARTNERSHIPS

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Chapter 8



- Households and residential communities
- Shareholders - Stakeholders
- Investment fund - financial entity
- Industrial District
- Administrative and public service departments
- Foreign Direct Investment enterprises and multinational corporations
- Firms within the same sector
- Research Institute - University

ENGAGING STAKEHOLDERS

RELATED PARTIES	CONCERNS	APPROACH	BIWASE ENGAGEMENT ACTIVITIES
<p>Client</p>	<ul style="list-style-type: none"> • About water supply: Ensure the quality of water supply services. As a clean water business unit, ensure adequate water supply for all customers with the best quality and service. • About waste treatment: Ensure optimal technology, environmental safety, thorough and clean treatment in waste collection, treatment and recycling. • About wastewater treatment: Ensure high quality collection and treatment; operate and maintain a good wastewater collection and treatment system; advanced, civilized collection system, treatment quality meets the highest standards (type A). • About BIWASE products: Products such as bottled water, elephant fertilizer, recycled bricks and ensuring product quality as well as absolute safety for users. 	<ul style="list-style-type: none"> • Receive and respond to customer related issues, information or infrastructure/system incidents from water supply/waste treatment/wastewater treatment from residents via 24-hour customer service hotline: When they arise. • Exchange, agree, negotiate and sign contracts to provide services/goods with customers as a basis for water and product consumption: When arising. • Interact, exchange, and collect customer information about needs and desires through the customer service team: when they arise. 	<ul style="list-style-type: none"> • The receiving department will notify and coordinate with the incident handling unit to ensure that water supply is not interrupted for more than 24 hours. • Take customer trust and satisfaction as a measure of product quality and brand reputation in the market. • Ensure clean water supply, wastewater and waste treatment meeting the world's advanced science and technology at reasonable prices, suitable to customers' capabilities and needs. • Continuously applying advanced science to BIWASE products to ensure the best possible quality when reaching customers.
<p>Shareholders – Investors</p>	<ul style="list-style-type: none"> • Ensure effective use of investment capital. • Ensure information is public, transparent and provided promptly. • Stabilize and increase the value of the business and the value of shares on the stock exchange. • Continuously improve corporate governance capacity. • Equal treatment, ensuring the rights of shareholders and investors. 	<ul style="list-style-type: none"> • Organize annual or extraordinary shareholders' meetings according to law: At least 01/year. • Receive and exchange via email, phone, etc.: When there is an issue. • Regularly meet and discuss with stock investors. • Meet with investors and shareholders to report on the summary and business performance of the Company so that shareholders and investors can clearly understand the Company's information as well as promptly update the Company's business performance report. • Publish information on monthly production and business results on the Company's website. • Participate in investor forums and seminars to share information and investment opportunities. 	<ul style="list-style-type: none"> • Always be aware of fully implementing information disclosure procedures according to regulations to ensure timely provision of information to shareholders, investors and transparency in production and business activities. • Proactively disclose important information that may affect the rights and investment decisions of investors, closely following the operations of BIWASE. • Information exchange and disclosure must be fair, ensuring equal investment opportunities for all investors.

ENGAGING STAKEHOLDERS

RELATED PARTIES

CONCERNS

APPROACH

BIWASE ENGAGEMENT ACTIVITIES

Community - Society

- Ensuring fire prevention and fighting safety (PCCC) and environmental safety (ATMT) at water plants, waste treatment plants, and factories producing bottled water and fertilizers.
- Economic value, facilities, healthcare, education,... Contribution to the locality.
- BIWASE volunteer activities support people in difficult circumstances in BD province and neighboring areas.
- The projects constructed during the year ensure environmental standards, the land prepared for construction does not have to be cleared, and does not affect the lives of households in the project's clearance areas.

- Coordinate with local authorities to inspect and urge factories to implement safety regulations such as fire prevention and fighting, and environmental safety periodically and upon request.
- Organize and sponsor social security activities and communicate to raise awareness of environmental safety in the locality.

- Carry out production and business activities in conjunction with the responsibility of protecting the environment, safety and social security.
- Implement annual social security programs and activities according to the Company's plan for the community such as: building charity houses, building boarding houses for students in mountainous areas, giving scholarships, bringing fresh water to saline water areas in Ben Tre, giving cows to people in difficult circumstances,...
- Organize activities to share and support the poor and disadvantaged.
- Sponsor events and activities of relevant agencies in the field of water and environment.

Government - State agencies

- Contribute to the state budget.
- Implement corporate social responsibility.
- Implement and support state policies.
- Rule of law.
- Local economic development and industry development.

- Contribute opinions on documents, decisions and laws issued by state agencies.
- Coordinate with inspection teams of Ministries, Departments, Branches, and specialized management departments throughout the operation process.
- Participate in conferences and specialized seminars organized by ministries, departments and branches.

- Propose appropriate adjustments to policies and regulations that are still inconsistent when implemented, helping the government and authorities at all levels to increasingly perform better management work.
- Strictly comply with legal regulations on tax, securities, environmental protection, labor safety,...
- Actively coordinate closely with local authorities in the construction and execution of pipelines, factories, pumping stations, etc.

Workers

- Income, welfare and occupational safety.
- Civilized working environment, no discrimination.
- Receive training to improve capacity, skills and opportunities for personal development
- Recognized for dedication and contribution.

- Annual survey on working environment: once a year.
- Workers' conference: annual.
- Summary meetings: annually.
- Organize subject transfer training classes: Annually.

- Effective internal communication through collective labor agreements signed between the Company's leadership and employee representatives.
- Establish trade unions, veterans' associations, youth unions, etc. to receive information and provide two-way consultation.
- Issue and implement appropriate policies.
- Build a mechanism for direct exchange and transparent complaint resolution.
- Organize internal company activities, culture, arts, sports, tourism,...

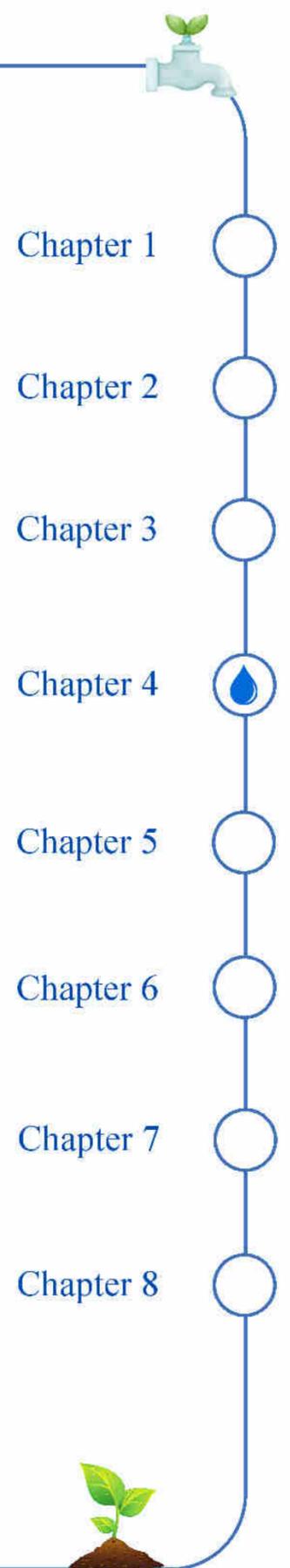


**BINH DUONG WATER - ENVIRONMENT
CORPORATION - JOINT STOCK COMPANY**

Chapter 4

MATERIAL TOPICS





Chapter 1

At BIWASE, our mission goes beyond providing clean water and environmental solutions. We aim to build a sustainable ecosystem where economic growth is combined with the responsibility to protect the planet and bring prosperity to the community. This belief stems from our core values: environmental health and social prosperity are the solid foundation for the sustainable development of the enterprise.

Chapter 2

To realize this strategic vision, BIWASE applies the ESG Framework - a proven international standard system, which not only measures business performance but also guides the management of long-term impacts on the environment and community. As one of the leading enterprises in the field of water supply, drainage and environmental treatment in Binh Duong, we understand that sustainable development cannot be separated from responsibility for natural resources, public health and transparent governance.

Chapter 3

From that deep understanding, BIWASE has identified MATERIALITIES, "sources" closely connected to the three ESG pillars. Prioritizing these topics ensures the harmonious development between business, environment and community - a solid commitment for the future.

Chapter 4



Action for the environment, protect life

BIWASE is a pioneer in applying advanced technology, minimizing environmental impact and protecting precious water resources. Every drop of clean water given, every waste stream treated, is a testament to our green commitment.

Chapter 5



Circular economy, green growth

We do not only pursue profits, but also create sustainable value for our stakeholders. BIWASE's economic goals are linked to optimizing resources, minimizing waste and promoting a circular economy.

Chapter 6



Social responsibility, community building

We do not only build water supply and drainage systems, but also build healthy and prosperous communities. BIWASE focuses on improving the quality of life, creating jobs and spreading human values.

Chapter 7

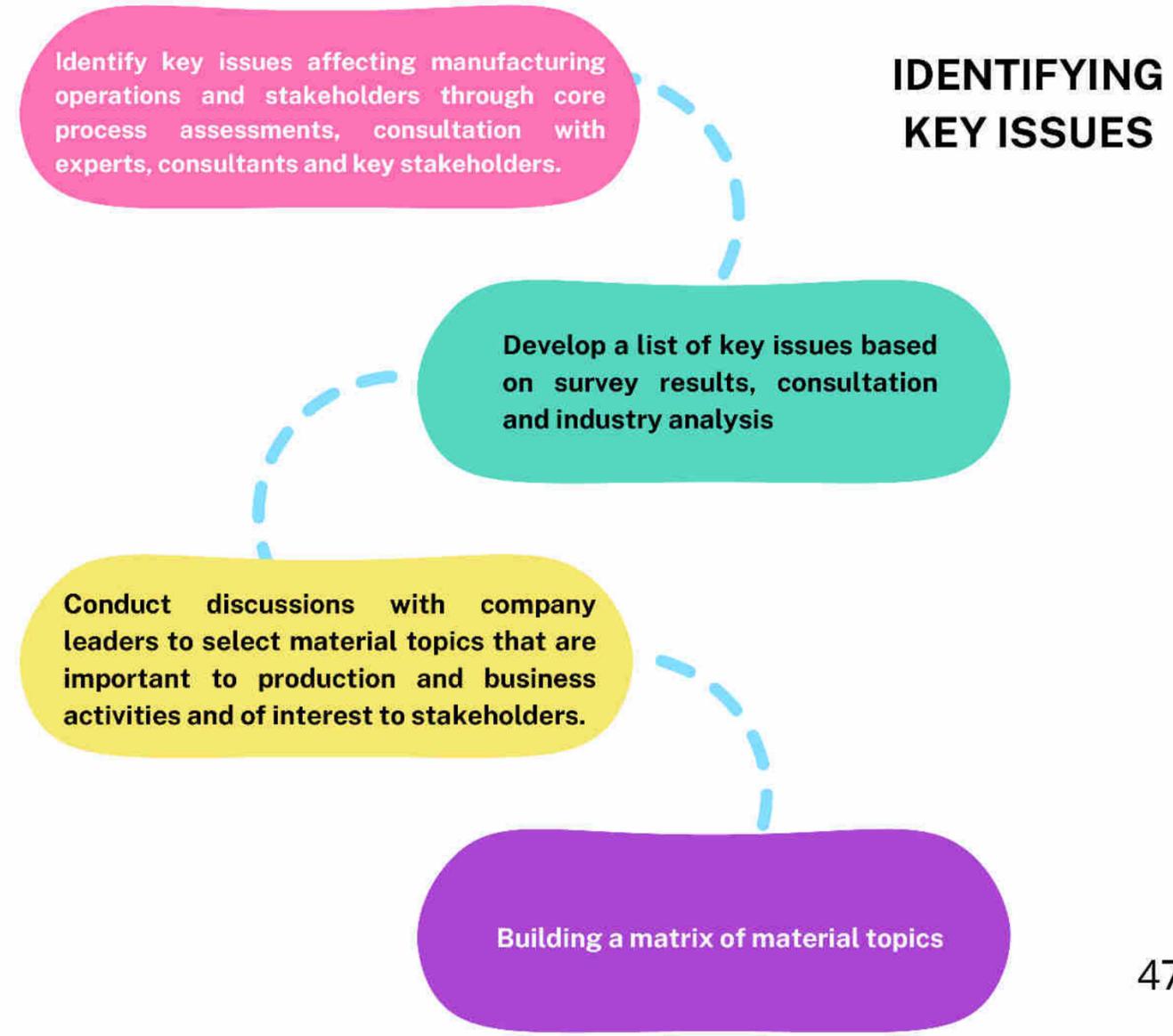


Transparent governance, building trust

Transparency and accountability are the guiding principles for all BIWASE activities. We build an open governance environment where trust is fostered and accountability is enforced.

MATERIALITY ASSESSMENT MECHANISM

In 2025, BIWASE will continue to update and review materialities in sustainable development, identifying areas that have the greatest impact on business operations, stakeholders and society as a whole. This identification not only helps BIWASE better manage risks and opportunities but also ensures that every action and decision brings practical value and positive contributions to the community.



The Company conducts consultation, review, assessment and approval of material issues annually before preparing the sustainability report.

The survey results will be input for setting future sustainable development goals and strategies and sustainability reporting.

BIWASE is always ready to listen to the wishes and concerns of stakeholders on the topic of sustainable development, with the goal of increasing the Company's operational efficiency and bringing more value to the community and society.

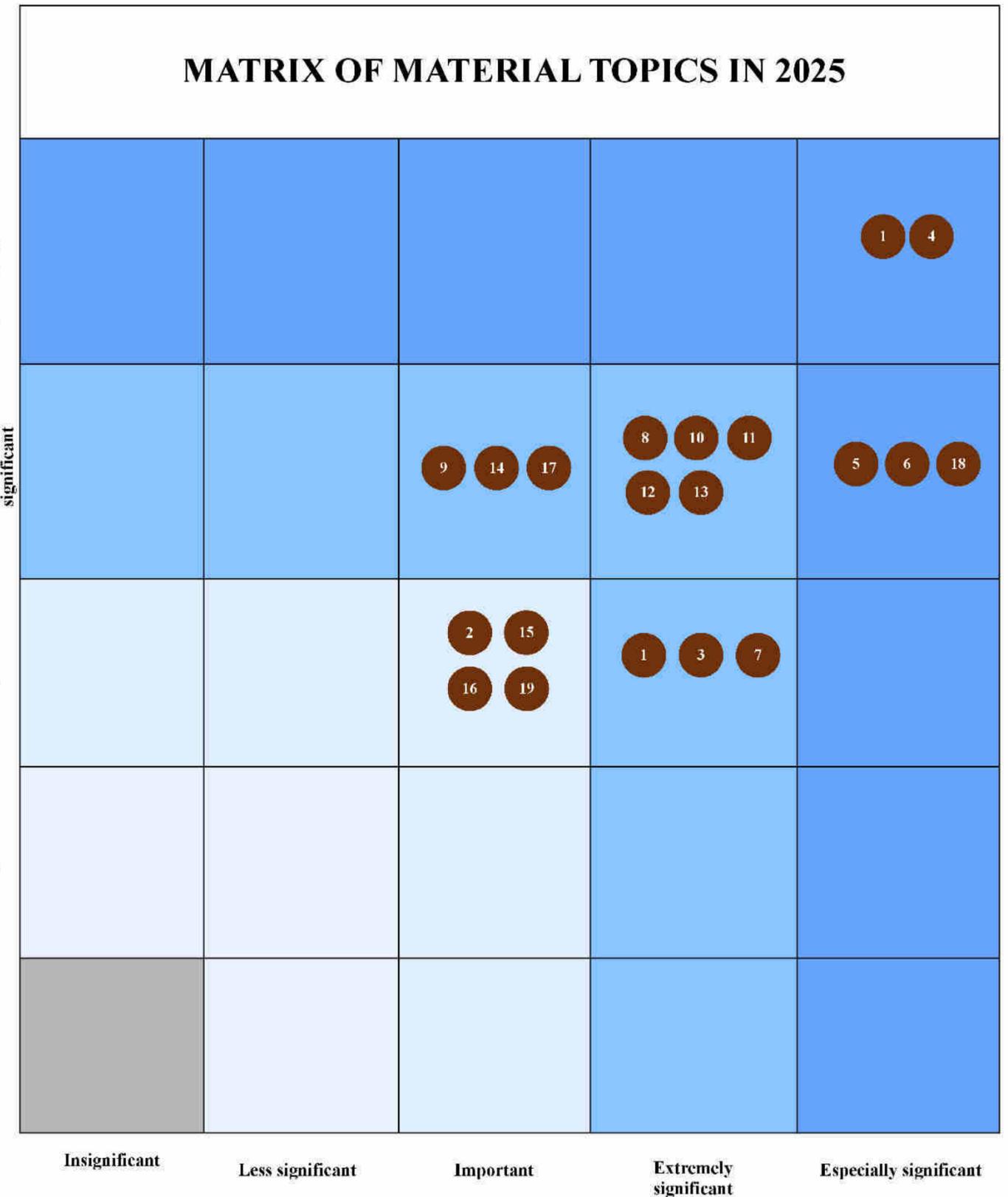
MATERIAL TOPICS 2025

- The 2025 material topic matrix is presented according to two criteria:
- The extent of influence of the material topics on BIWASE's production and business operations.
- The degree of interest that stakeholders, including investors and employees, possess regarding the topic.
- Materiality is assessed on a scale from 1 to 5, characterized as follows:

NO	DESCRIBE
1	Especially significant
2	Extremely significant
3	Important
4	Less significant
5	Minimal significance



For the stakeholders involved

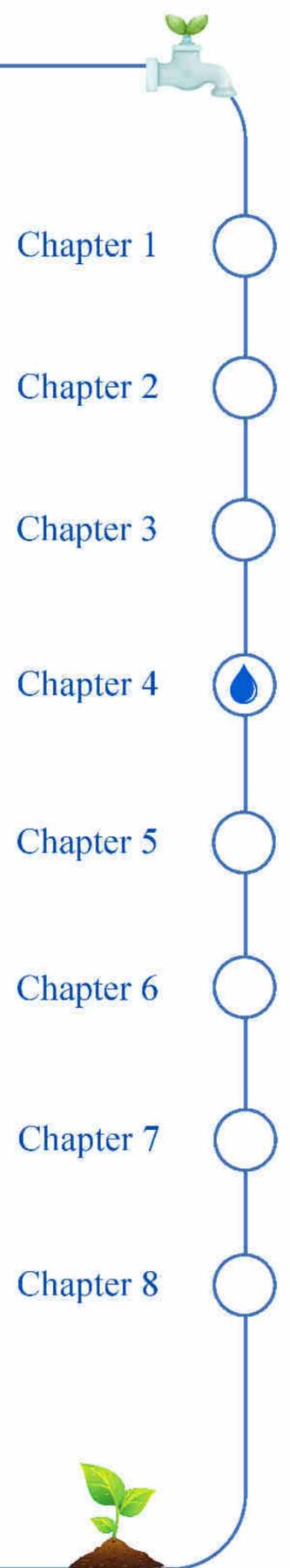


For BIWASE

Material subjects:

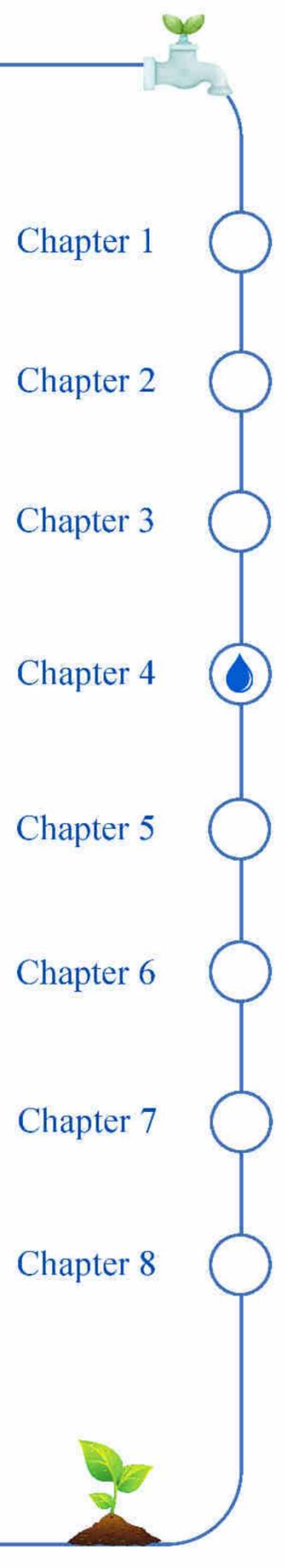
- | | |
|--|--|
| 1. Water supply network administration | 11. The utilization of science and technology |
| 2. Circular economy, sustainable production | 11. Applications of digital transformation in businesses |
| 3. Water resource management and water purification | 11. Occupational safety, health, and stakeholders. |
| 4. Waste management | 11. Human resources training and development |
| 5. Wastewater management | 11. Equity, esteem, and inclusivity |
| 6. Energy management | 11. Social and community engagement activities |
| 7. Environmental Compliance and Management Practices | 11. Sustainable supply chain management |
| 8. Risk management | 11. Transparent and prompt information disclosure. |
| 9. Emission control, greenhouse gas emissions | 11. Anti-corruption |
| 10. Economic performance | |

LIST OF MATERIAL TOPICS IN 2025



No.	Topic	Sustainable Development Objectives	Subject description
Chapter 1 1	Water supply network administration		Managing a sustainable water distribution system and mitigating water loss within the network.
Chapter 2 2	Circular economy, sustainable production		The circular economy model at BIWASE: Initiatives for minimization, recycling, and reuse in water, wastewater, and waste treatment processes.
Chapter 3 3	Water resource management and water purification		Monitoring and managing water quality, overseeing and regulating water availability and stability, and administering optimal and efficient water treatment processes.
Chapter 4 4	Waste management		Waste management initiatives seek to alleviate adverse environmental effects, minimize odors, emissions, and other forms of pollution during treatment, manage leachate and hazardous waste, and ensure adherence to regulations and standards for treated waste.
Chapter 5 5	Wastewater management		Oversee and execute wastewater treatment at branches prior to discharge, utilizing advanced technology for the treatment of domestic wastewater and odor management, while adhering to regulations and standards governing wastewater discharge.
Chapter 6 6	Energy administration		Optimize electrical energy consumption during operation, harness renewable energy, and minimize or decrease the share of non-renewable energy utilized.
Chapter 7 7	Environmental Compliance and Management		Adhere to environmental protection regulations by implementing procedures and systems to monitor, prevent, and address environmental and pollution incidents, thereby ensuring that operations do not adversely affect the environment.
Chapter 8 8	Risk management		Establish and maintain a comprehensive risk management system that addresses financial, operational, compliance, and environmental risks. Employ contemporary technology and sophisticated risk assessment methodologies to identify, mitigate, and manage risks that may affect business operations. Incorporate risk management into sustainable development strategies to ensure stability and long-term viability.

LIST OF MATERIAL TOPICS IN 2025



Chapter 1

Chapter 2

Chapter 3

Chapter 4

Chapter 5

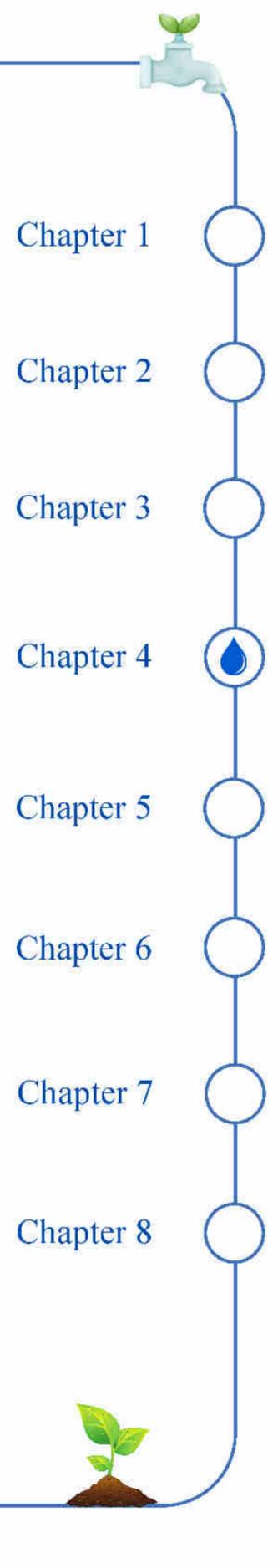
Chapter 6

Chapter 7

Chapter 8

No.	Topic	Sustainable Development Objectives	Subject description
9	Emission control, greenhouse gas emissions		The factory's emissions reduction strategy encompasses the implementation of measures to decrease emissions and the monitoring of greenhouse gases (GHG) in compliance with local regulations.
10	Economic performance		Allocate economic value to stakeholders.
11	Application of science and technology		Investigate emerging technologies and scientific advancements for potential application within the company.
12	Applications of digital transformation (AI) in enterprises		Leverage artificial intelligence and digital technology to automate processes, analyze data, and enhance decision-making.
13	Occupational safety, health, and stakeholders		Implement workplace accident prevention strategies, along with compensation and benefits for employees at BIWASE. Policies centered on quality and consumer protection, guaranteeing safe products that deliver value to both the community and customers.
14	Human resources training and development		Policies and strategies for training leadership teams and successor personnel, policies and strategies for employee training, and the development of compatible human resources for the advancement of new technologies.
15	Equity, esteem, and inclusivity		Policies promoting non-discrimination and honoring diversity in ethnicity, gender, and region within the workplace; systems for lodging complaints regarding discrimination and processes for addressing instances of discrimination.
16	Social and community engagement activities		Providing clean water to underserved communities and remote regions, while sponsoring and engaging in social welfare initiatives to assist and uplift these populations.

LIST OF MATERIAL TOPICS IN 2025



No.	Topic	Sustainable Development Objectives	Subject description
17	Sustainable supply chain management	    	Select suppliers that adhere to environmental and social standards and are dedicated to prohibiting the use of forced labor or child labor.
18	Information must be disclosed transparently and in a timely manner.	  	Transparent, accurate, and timely disclosure of information not only adheres to existing legal regulations but also proactively offers insights beyond the minimum requirements, thereby fostering trust among stakeholders, particularly customers, partners, and the community.
19	Anti-corruption	   	Policies aimed at combating corruption, along with communication and training initiatives for corruption prevention, as well as mechanisms and measures for addressing corruption.



**BINH DUONG WATER - ENVIRONMENT
CORPORATION - JOINT STOCK COMPANY**

Chapter 5

CIRCULAR ECONOMY IN THE ERA OF SUSTAINABILITY





Circular economy

Recirculation in waste treatment

Chapter 1

Chapter 2

Chapter 3

Chapter 4

Chapter 5

Chapter 6

Chapter 7

Chapter 8

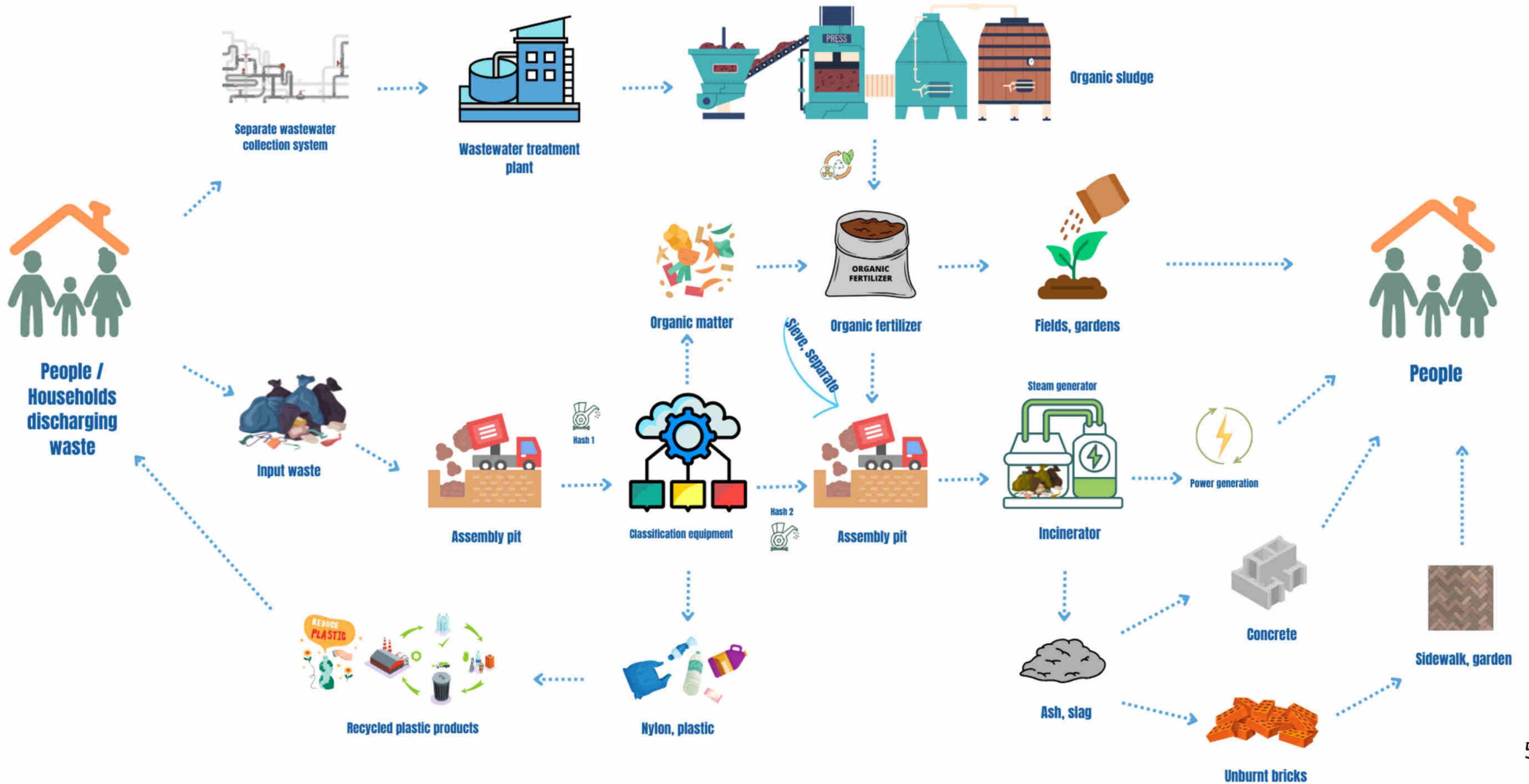
In the context of increasingly depleted natural resources, increasing environmental pollution and climate change becoming an urgent challenge, the world is witnessing a strong shift from the linear economic model to the circular economy. No longer a distant concept, the circular economy has become an inevitable roadmap, helping to balance economic development and environmental protection. This model does not stop at reducing waste, but also opens up enormous opportunities in optimizing resources, improving technology and promoting sustainable growth.

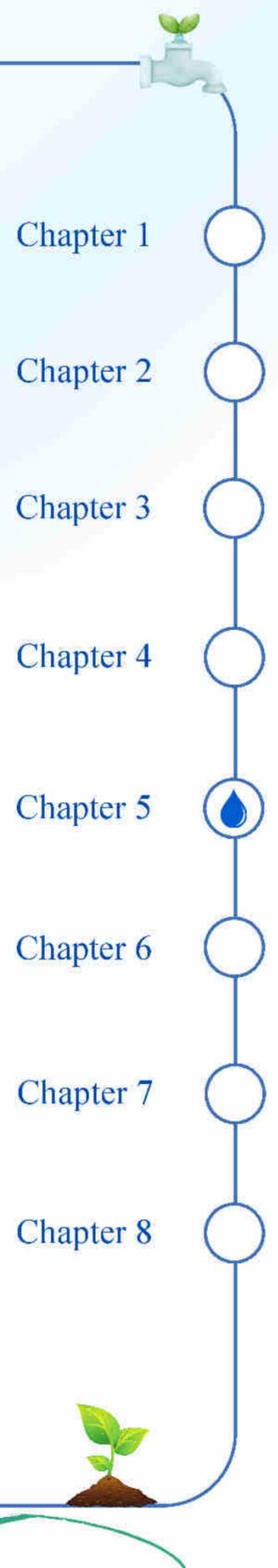
As a pioneer in the field of environment and water resources, Binh Duong Water and Environment Corporation (BIWASE) has identified circular economy as not only a global trend, but also a core strategy in the long-term vision. More than a business model, this is a sustainable commitment, helping BIWASE both realize its development goals and contribute to reducing pressure on the ecosystem. With the mission of "turning environmental challenges into development opportunities", BIWASE has been implementing a series of water treatment solutions, waste recycling and applying modern technology to create a green, environmentally friendly business ecosystem.

Not only does BIWASE focus on reusing resources and minimizing pollution, it also focuses on optimizing the value chain, closing the production process to reduce negative impacts on the environment, while creating renewable energy sources and useful raw materials for the economy. This is not only a solution, but also a revolution in business management and operation thinking, as every step of BIWASE is aimed at green growth, sustainable development and improving the quality of life for the community.

According to the leader of BIWASE, "The circular economy is not just an option, but an important link that helps us develop sustainably. Our commitment does not stop at large projects, but also lies in every small action—every drop of water reused, every ton of waste recycled, every optimized process contributes to creating a greener, cleaner and more sustainable future for future generations."

Closed-loop waste treatment technology at BIWASE



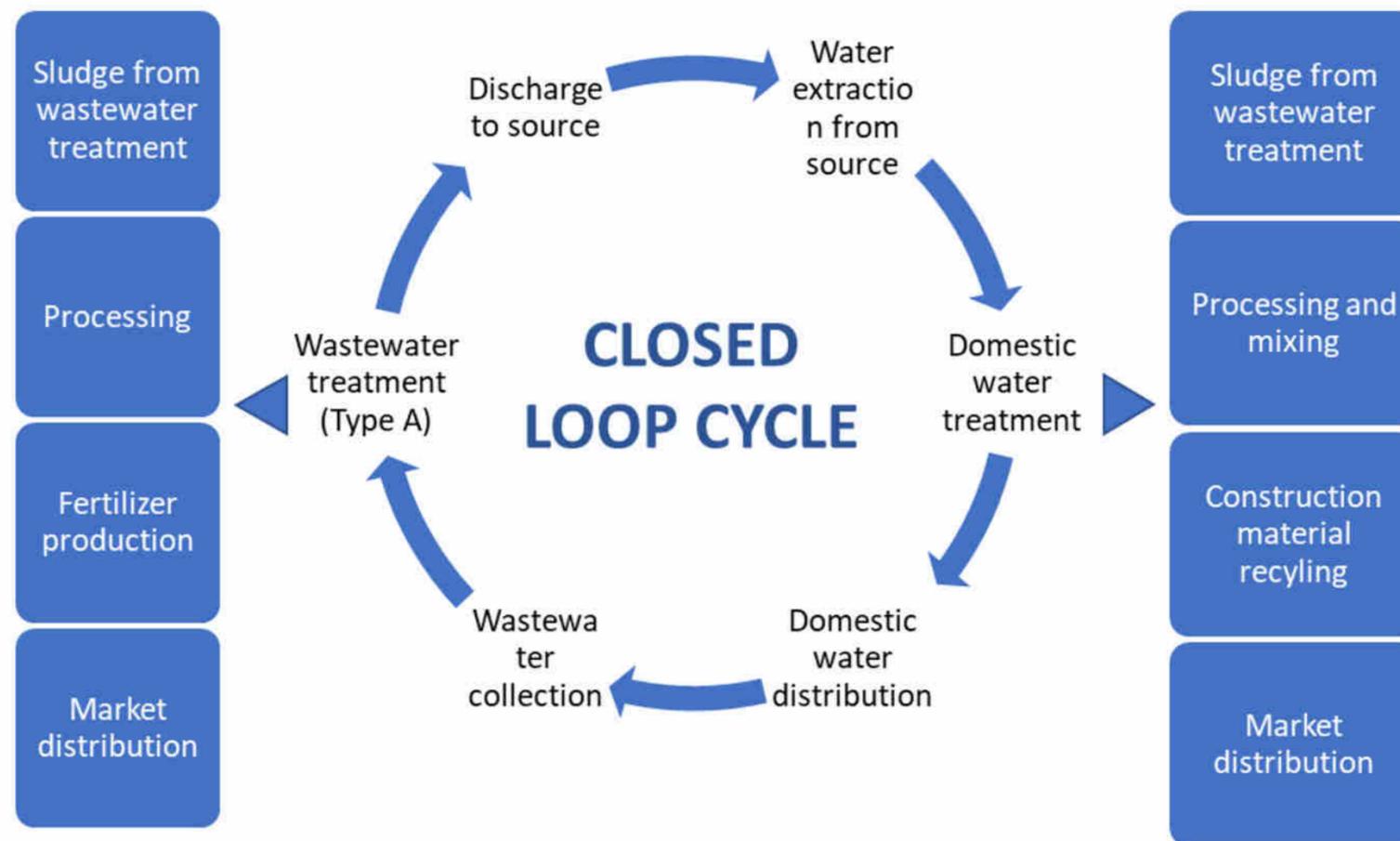


Circular economy

Circulation in wastewater treatment

In addition to operating a collection system and domestic wastewater treatment plant, which plays an important role in cleaning wastewater before returning it to the natural cycle, this demonstrates the company's strong commitment to protecting and maintaining harmony with the natural environment.

Not only stopping at the economic and environmental aspect, this is also the awareness of businesses in protecting the environment to improve the health of people and the community, while aiming for the goal of sustainable development in the localit.



“Persistently build and develop an environmental ecosystem, taking professional knowledge and creative dynamism, approaching, selecting and applying modern science and technology as the center to develop a green economy, a circular economy, following the general trend of the world, contributing to mitigating climate change and natural disasters.”

UNLOCKING VALUE FROM CIRCULAR RESOURCES

Chapter 1

Chapter 2

Chapter 3

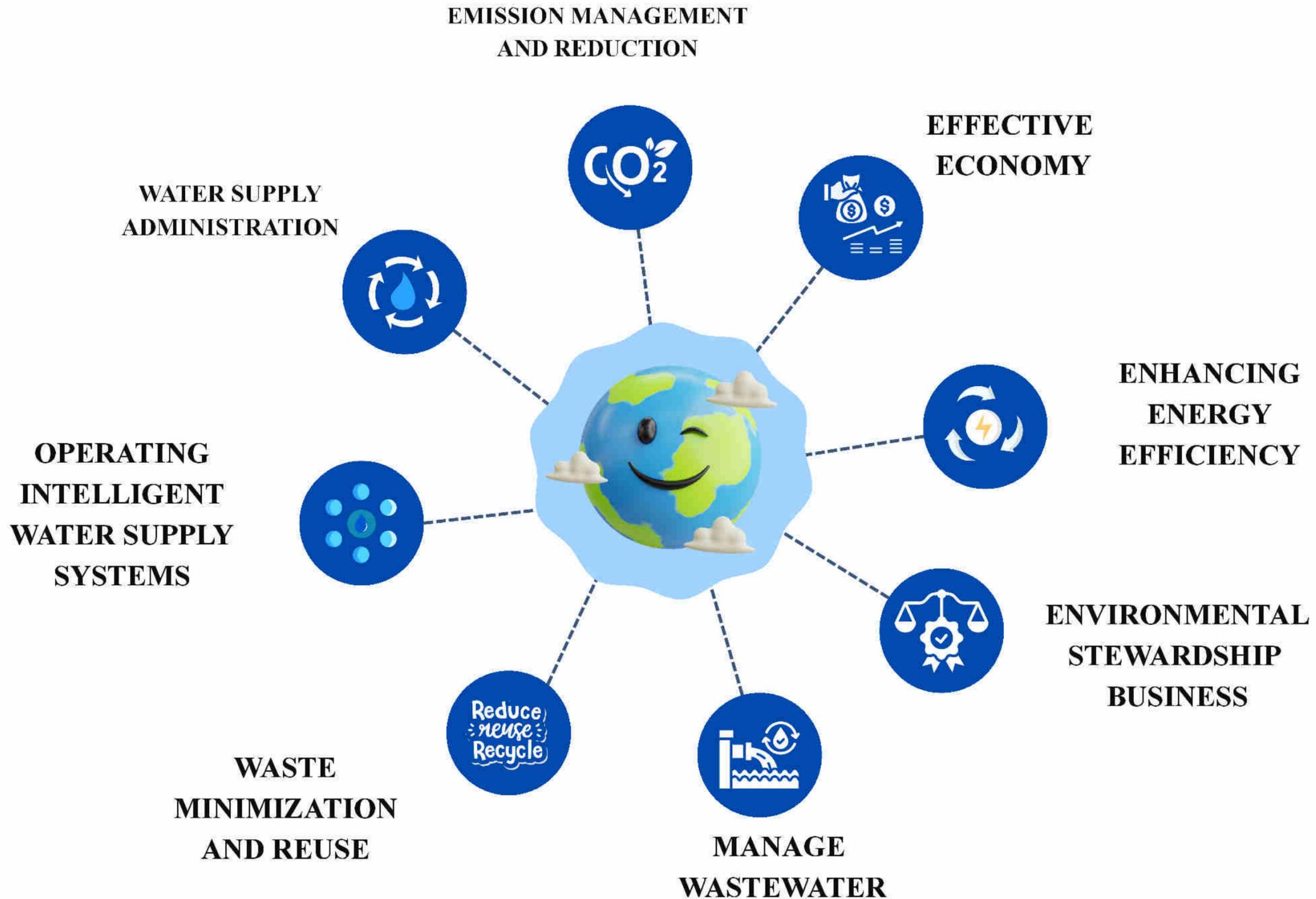
Chapter 4

Chapter 5

Chapter 6

Chapter 7

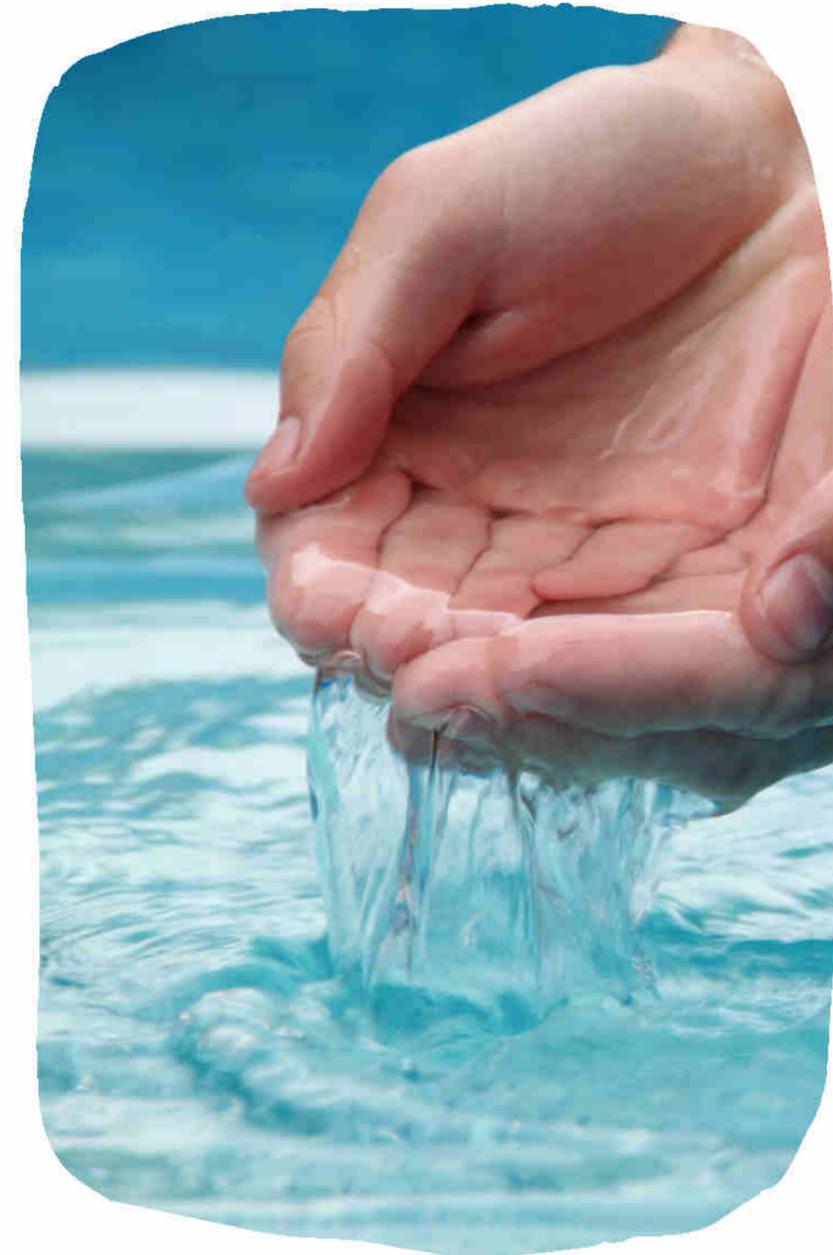
Chapter 8



WATER RESOURCE MANAGEMENT

Water is a vital resource for life and development. Efficient management and conservation of water are imperative to guarantee a stable and sufficient supply for both current and future generations.

At BIWASE, we are dedicated to fostering responsible water usage across the entire value chain. We actively motivate our customers to embrace efficient water utilization through strategic initiatives and practical incentive policies. Our objective is to enhance awareness, encourage sustainable practices, and contribute to the preservation of this invaluable resource for a prosperous future.



Chapter 1

Chapter 2

Chapter 3

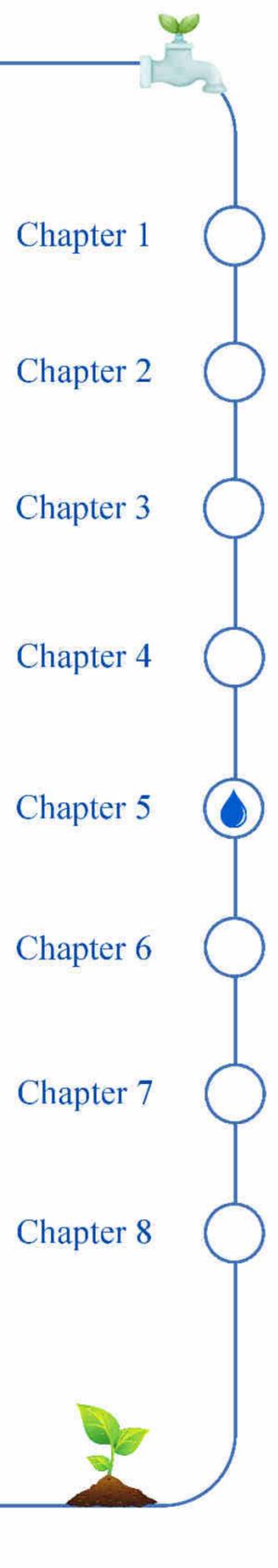
Chapter 4

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BIWASE has invested in a state-of-the-art water extraction and treatment system to ensure a reliable supply of clean water. The company primarily sources raw water from rivers and groundwater, subsequently implementing a comprehensive treatment process that includes sedimentation, filtration, and disinfection to guarantee quality. Clean water is distributed through an extensive network exceeding 7,300 km of pipelines, employing SCADA technology for automated control and monitoring, which aids in maintaining a water loss rate of approximately 5% and ensures an efficient water supply to every household and business.

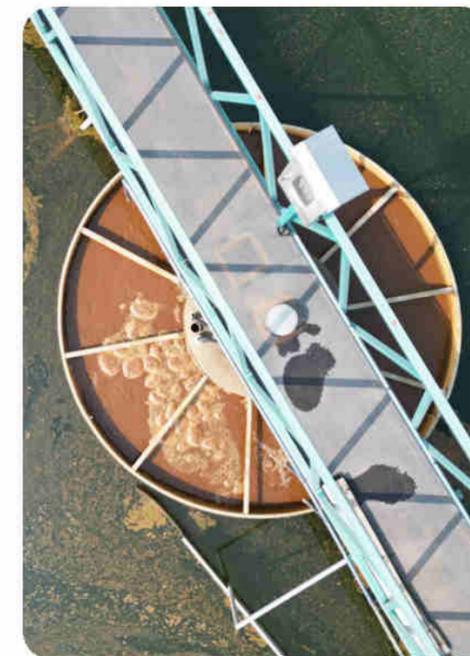
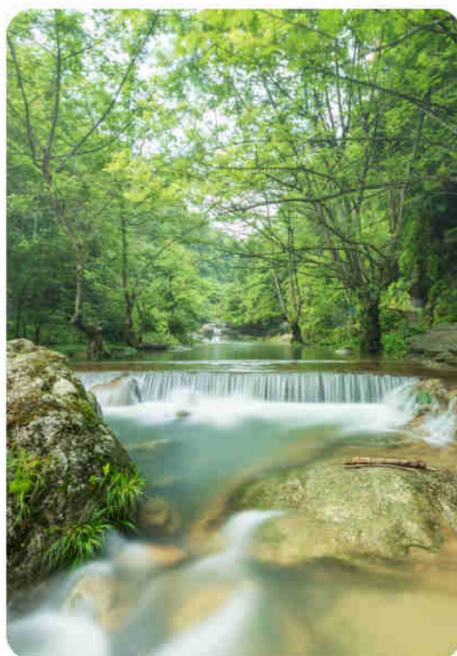
PROTECTING EXTRACTED WATER RESOURCES

ENSURING SUSTAINED STABILITY

CONSERVE AND MINIMIZE WATER LOSS

ENSURING WATER PURITY

SLUDGE MANAGEMENT



PROTECTING WATER RESOURCES

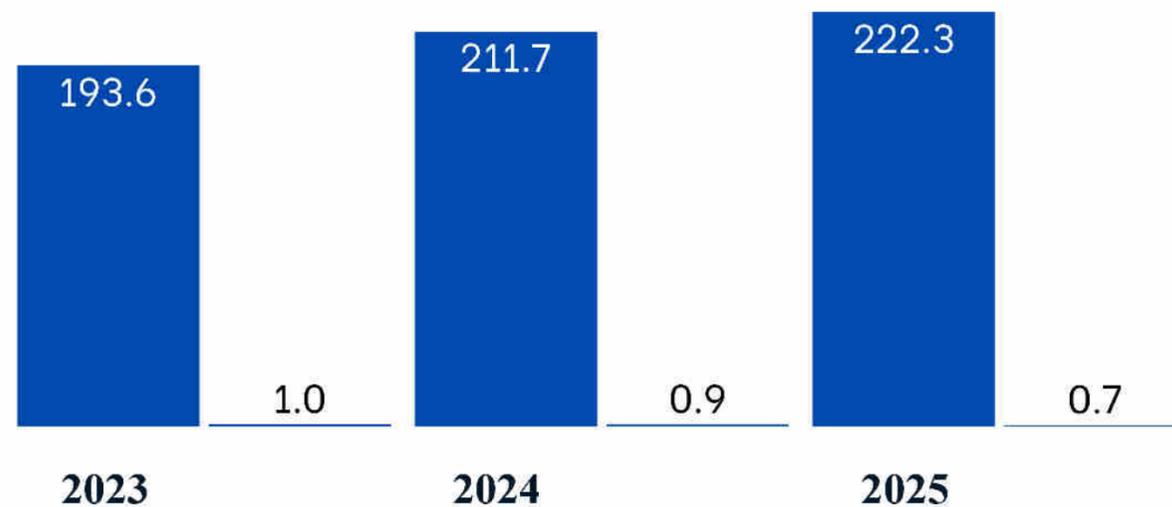
BIWASE is implementing decisive measures to safeguard and manage water resources, positioning this as a central element of our sustainable development strategy. With our vision for 2025, we are enhancing our commitment, incorporating technology, and fortifying partnerships.

We conduct comprehensive research and apply water resource legislation, coordinating cross-sectoral initiatives to safeguard water sources. BIWASE is committed to establishing a water source protection system utilizing advanced monitoring technology, while consistently monitoring pollution levels and assessing the quality of raw water.

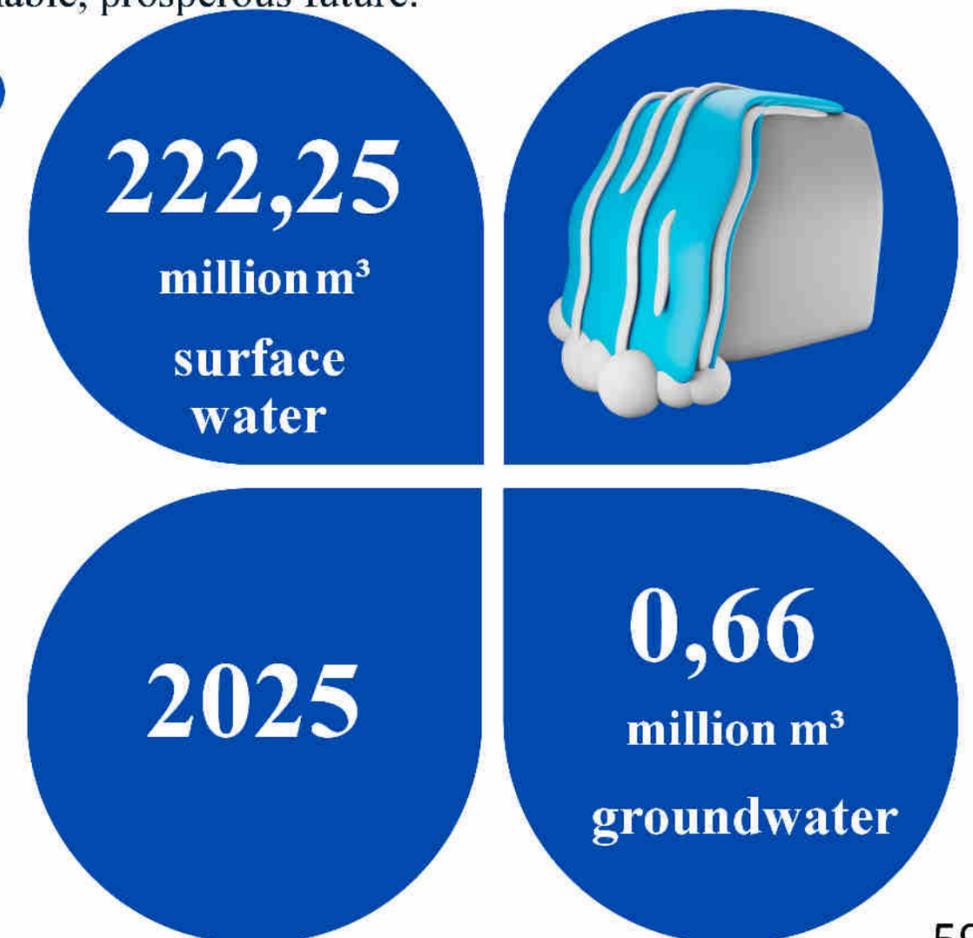
Transparency is fundamental: we extensively disseminate information regarding clean water quality via digital platforms, guaranteeing a secure water supply strategy utilizing IoT technology that meticulously regulates the entire process from source to distribution, thereby minimizing losses.

To proactively mitigate pollution, BIWASE establishes strategic partnerships with governmental bodies and communities, investing in innovative awareness campaigns. We oversee the relocation of wastewater discharge facilities, engage in watershed planning, and provide substantial financial support for reforestation and forest conservation – all aimed at ensuring water security and fostering a sustainable, prosperous future.

TOTAL WATER EXTRACTION VOLUME 2023-2025 (million m³)



The volume of groundwater extracted is merely 0.66 million m³, a stark contrast to the 222.25 million m³ of surface water. Surface water is rapidly renewable owing to its closed-loop cycle, whereas groundwater regenerates slowly and is susceptible to over-extraction, resulting in subsidence and degradation. The judicious use of surface water promotes enhanced sustainability, alleviates pressure on groundwater resources, and aids in the long-term protection of water resources.



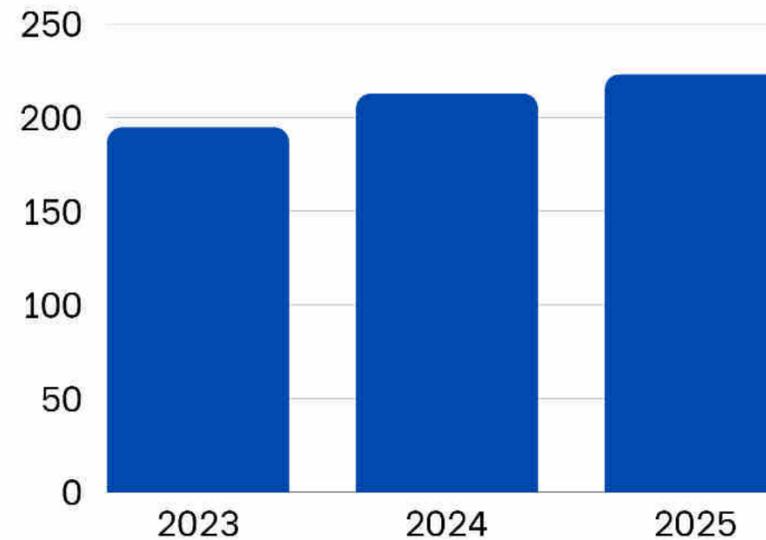
ENSURING STABILITY AND CONTINUITY

To guarantee a stable and uninterrupted water supply, BIWASE proactively undertakes comprehensive risk assessments, subsequently developing and implementing timely response strategies. Detailed safety contingency plans are established, which include ensuring a continuous power supply, promptly addressing pipeline incidents, and effectively managing water contamination risks. We enhance inspection and rigorous monitoring of the entire process, from the source to each customer, and swiftly implement corrective measures for any emerging risks and incidents.

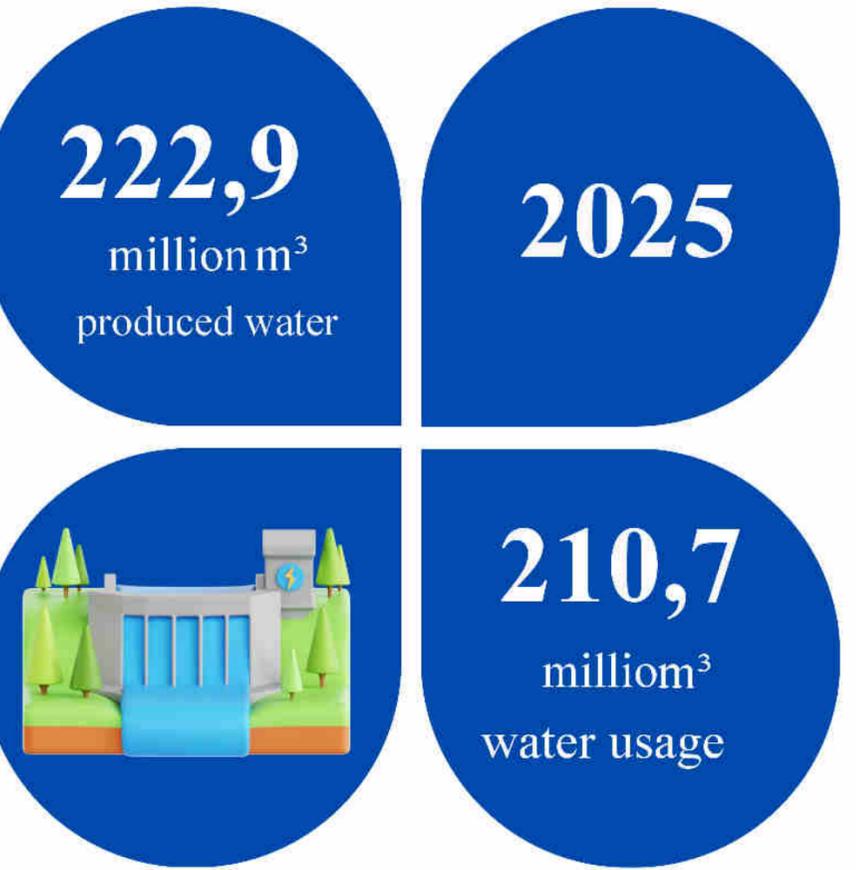
A fundamental component of BIWASE's operational strategy is the implementation of a SCADA (Supervisory Control and Data Acquisition) system across the water treatment and supply process. SCADA facilitates real-time monitoring of operations and offers early detection of potential risks, thereby promoting sustainable water management.

This system gathers and analyzes extensive data, establishing a robust foundation for management, operations, and prompt decision-making in all circumstances. This not only improves data transparency but also facilitates responsible decision-making, while acting as a vital resource for the ongoing enhancement of the system and the refinement of plans for a secure and uninterrupted water supply.

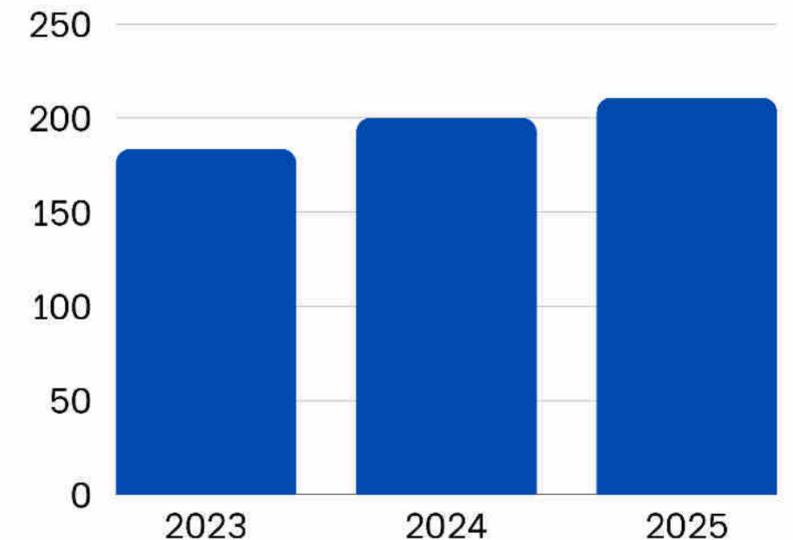
TOTAL WATER PRODUCTION (million m³)



	2023	2024	2025
Produced water	194,6	212,6	222,9



TOTAL WATER CONSUMPTION (million cubic meters)



	2023	2024	2025
Water usage	183,5	200	210,7

WATER EFFICIENCY AND QUALITY OPTIMIZATION

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Water loss rate 5%

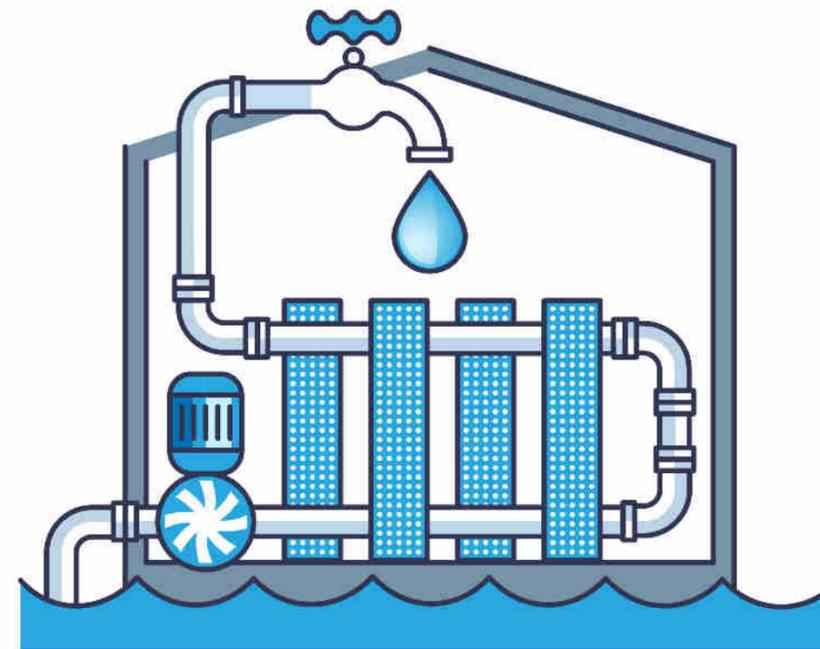
BIWASE is at the forefront of integrating modern science and technology, particularly through the implementation of the SCADA system. This system facilitates online data transmission, real-time leak monitoring, and enhanced efficiency, thereby minimizing water loss.



Water quality meets QCVN 01-1:2018/BYT standards

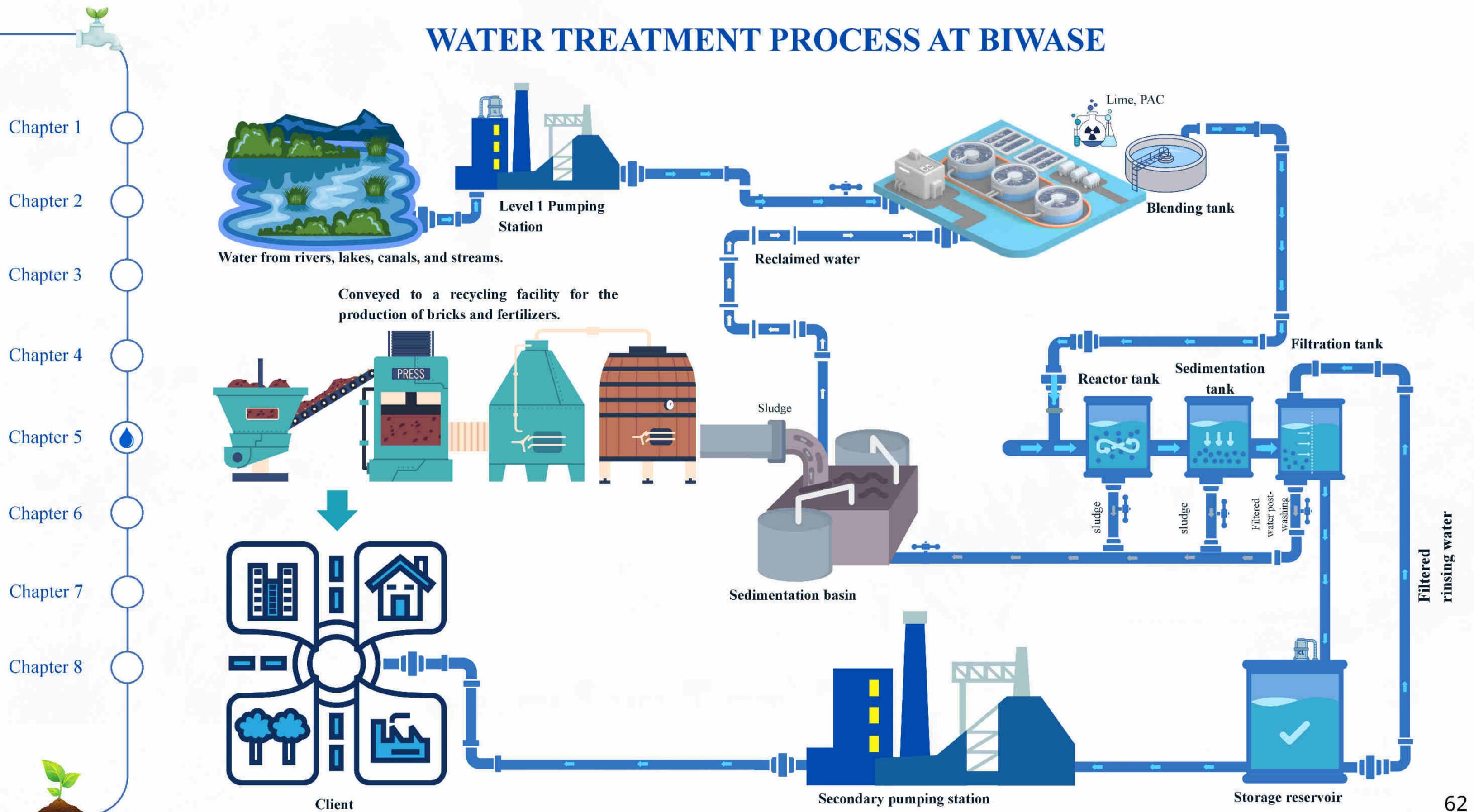
Circulation throughout processing

Our facilities are at the forefront of implementing circular treatment technology to enhance water resource management. By 2025, all wastewater from water treatment will be fully recycled within the system. This initiative not only conserves water but also exemplifies BIWASE's dedication to embracing a circular economy and advancing sustainable development.



BIWASE is dedicated to ensuring that water quality adheres to QCVN 01-1:2024/BYT standards. We rigorously enforce regulations, safeguard water sources, perform regular monitoring of raw water quality, and transparently disclose information. With a comprehensive safe water supply plan and stringent system control, BIWASE consistently guarantees optimal service.

WATER TREATMENT PROCESS AT BIWASE



RECYCLING AND REPURPOSING

Chapter 1

Chapter 2

Chapter 3

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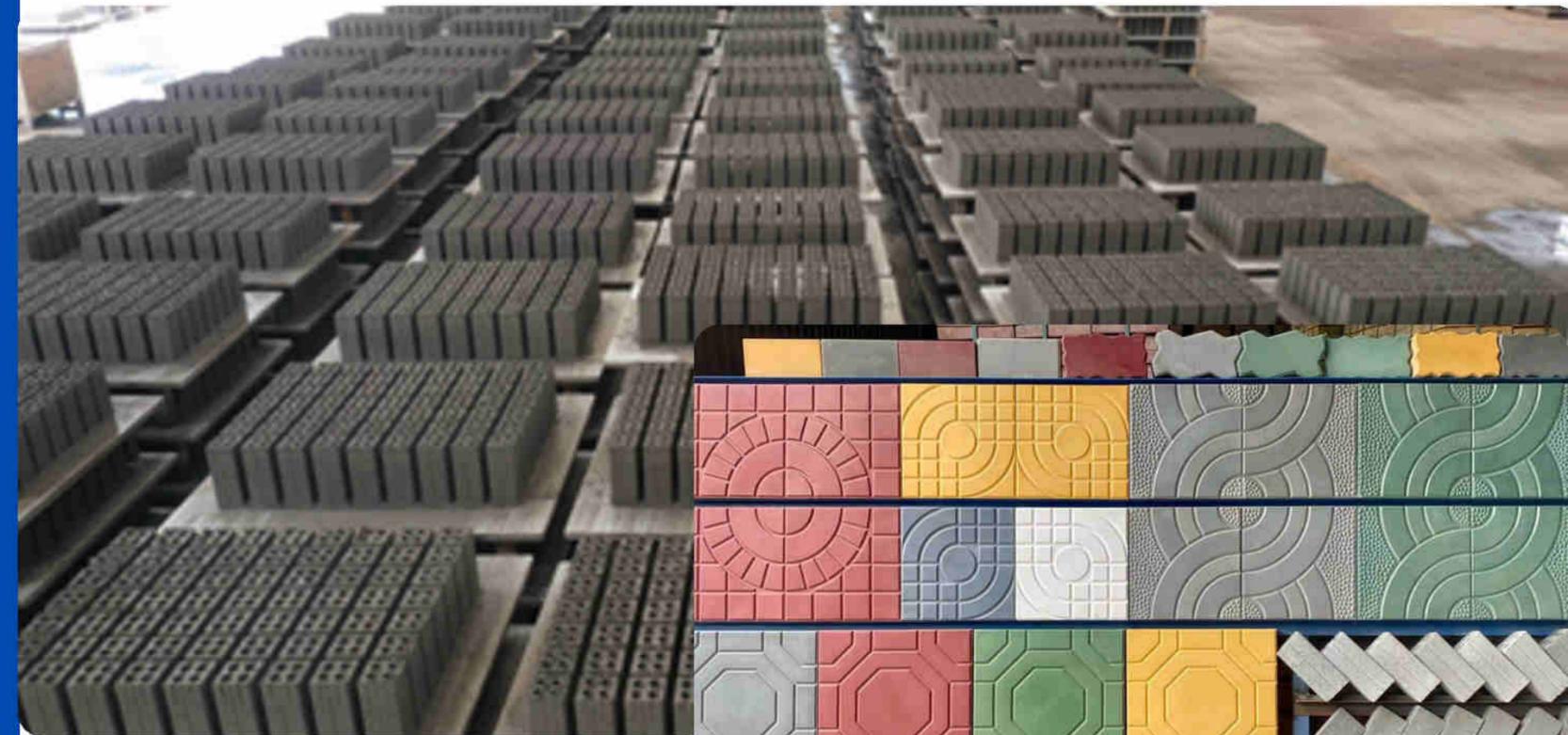
BIWASE not only emphasizes water treatment but also leads in converting wastewater sludge into a valuable resource. The wastewater sludge produced from the water treatment processes at BIWASE's companies and branches is transferred to BIWASE E.TS.

In this context, wastewater sludge is examined and processed to serve as input material for the brick manufacturing facility. This approach not only assists BIWASE in addressing the wastewater sludge issue and reducing environmental impact but also aids in the creation of valuable products and the advancement of the circular economy.

In pursuit of a more sustainable future, in 2025, BIWASE, through BIWASE E.T.S, continued its comprehensive research into enhancing agricultural land through the utilization of sewage sludge. The objective is to convert sewage sludge into valuable materials, thereby improving soil quality and fostering agricultural advancement. This initiative underscores BIWASE's long-term vision and steadfast commitment to optimizing the resource cycle, thereby contributing to the sustainable development of both the community and the environment.



RECYCLED BRICKS





RESEARCH IS BEING CONDUCTED ON THE POTENTIAL REUSE OF SLUDGE FORM WATER PROCESSING AS FERTILIZER.

- ✓ Reduce environmental pollution
- ✓ Lower agricultural input costs.
- ✓ Soil enhancement and fertility improvement.
- ✓ Promoting sustainable agriculture



UBND TỈNH BÌNH DƯƠNG CÔNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
 SỞ KHOA HỌC VÀ CÔNG NGHỆ Độc lập - Tự do - Hạnh phúc
 Số: 02 /XNKQKHCH-SKHCH

GIẤY XÁC NHẬN

**KẾT QUẢ THỰC HIỆN NHIỆM VỤ KHOA HỌC VÀ CÔNG NGHỆ
 KHÔNG SỬ DỤNG NGÂN SÁCH NHÀ NƯỚC**

Trên cơ sở Biên bản họp Hội đồng tư vấn đánh giá kết quả thực hiện nhiệm vụ khoa học và công nghệ được thành lập theo Quyết định số 194/QĐ-SKHCH ngày 23 tháng 6 năm 2025 của Sở Khoa học và Công nghệ.

Sở Khoa học và Công nghệ cấp Giấy xác nhận kết quả thực hiện nhiệm vụ khoa học và công nghệ không sử dụng ngân sách nhà nước đối với:

1. Tên nhiệm vụ khoa học và công nghệ: Nghiên cứu tài sử dụng bùn thải của các nhà máy cấp nước mặt làm nguyên liệu trồng trồng trọt.
2. Tổ chức đề nghị xác nhận kết quả nhiệm vụ: Công ty Cổ phần - Tổng Công ty Nước - Môi trường Bình Dương (Hivacse).

Địa chỉ Số 11, đường Nguyễn Văn tr, phường Phú Lợi, thành phố Thủ Dầu Một, tỉnh Bình Dương.

Điện thoại: 0274.3825172 Fax: 0274.3827735

3. Danh mục kết quả hình thành từ nhiệm vụ khoa học và công nghệ:
 - Quy trình sản xuất phân hữu cơ từ bùn thải của nhà máy cấp nước.
 - Sản phẩm đất sạch từ bùn thải của nhà máy cấp nước dùng trong nông nghiệp.
 - Sản phẩm phân bón hữu cơ (dạng bột và dạng viên).

Nơi nhận: KT. GIÁM ĐỐC
 - Công ty Cổ phần - Tổng Công ty Nước - Môi trường Bình Dương PHÓ GIÁM ĐỐC
 - P. QUẢN LÝ KỸ THUẬT Nguyễn Hoàng Báo Trần
 - Lưu VT.

Bình Dương, ngày 27 tháng 6 năm 2025

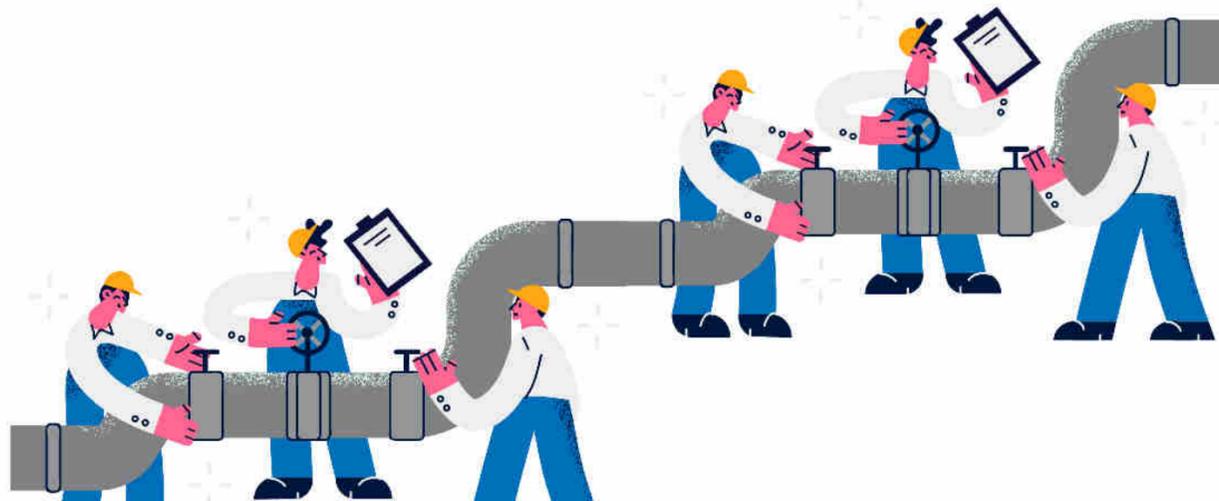
IMPROVE WATER SECURITY

Proactive incident management at BIWASE

BIWASE is dedicated to improving water security and ensuring the uninterrupted provision of water supply services by 2025 through a sophisticated and proactive incident response system. We not only react but also foster resilience, converting challenges into opportunities to enhance operational sustainability. This system includes the protection of essential assets, such as pumping stations, treatment plants, and the distribution network.

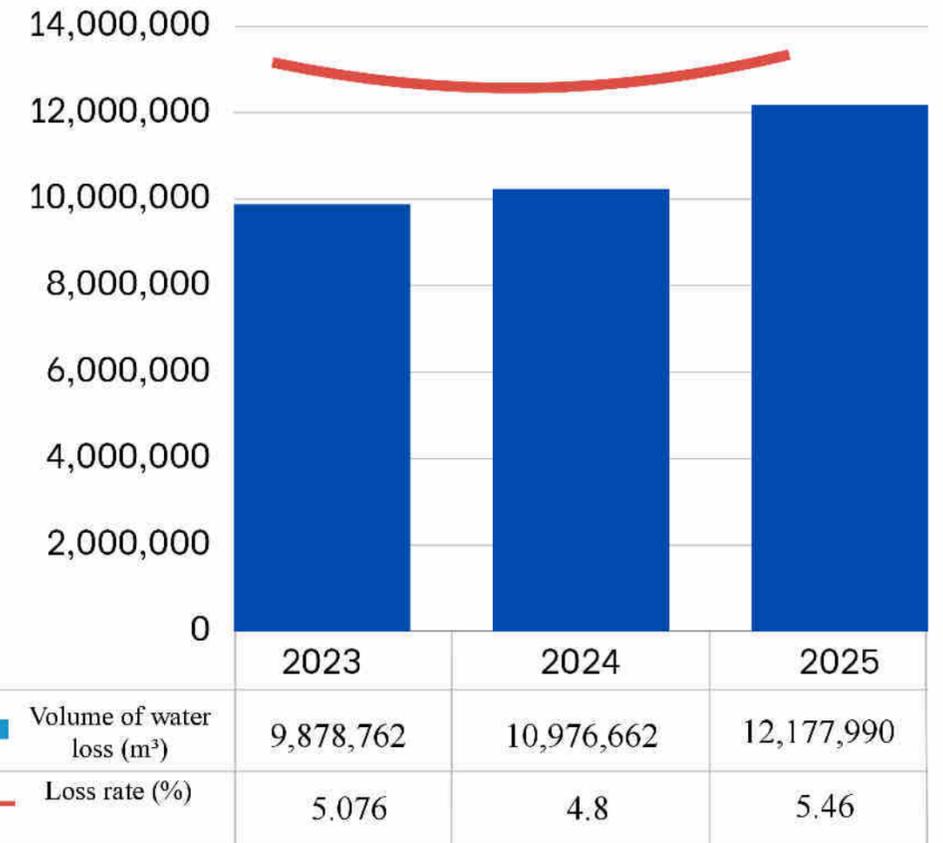
To effectively address issues, we adopt a comprehensive strategy that leverages cutting-edge technology. Our automated pressure monitoring system and intelligent control valves continuously oversee the situation, averting pipe ruptures and pressure fluctuations, thereby ensuring a stable flow. Upon identifying any anomalies, ranging from alterations in water quality to equipment failures or network contamination, BIWASE's protocols are promptly activated. Pre-established corrective measures, including pressure adjustments, fault localization, and the mobilization of repair teams, are executed swiftly, guaranteeing the consistent quality and safety of the water supply.

The true strength of the system resides in the professional and dedicated staff of BIWASE. Each member undergoes comprehensive training to respond swiftly, promptly report any emergencies to management, and accurately execute corrective procedures. Close collaboration among departments guarantees that all incidents are managed effectively, with a commitment to maintaining an uninterrupted water supply for no more than 24 hours. This exceptional response capability serves not only as a risk management tool but also as a testament to BIWASE's profound commitment to sustainable development, providing enduring value to both the community and the environment.

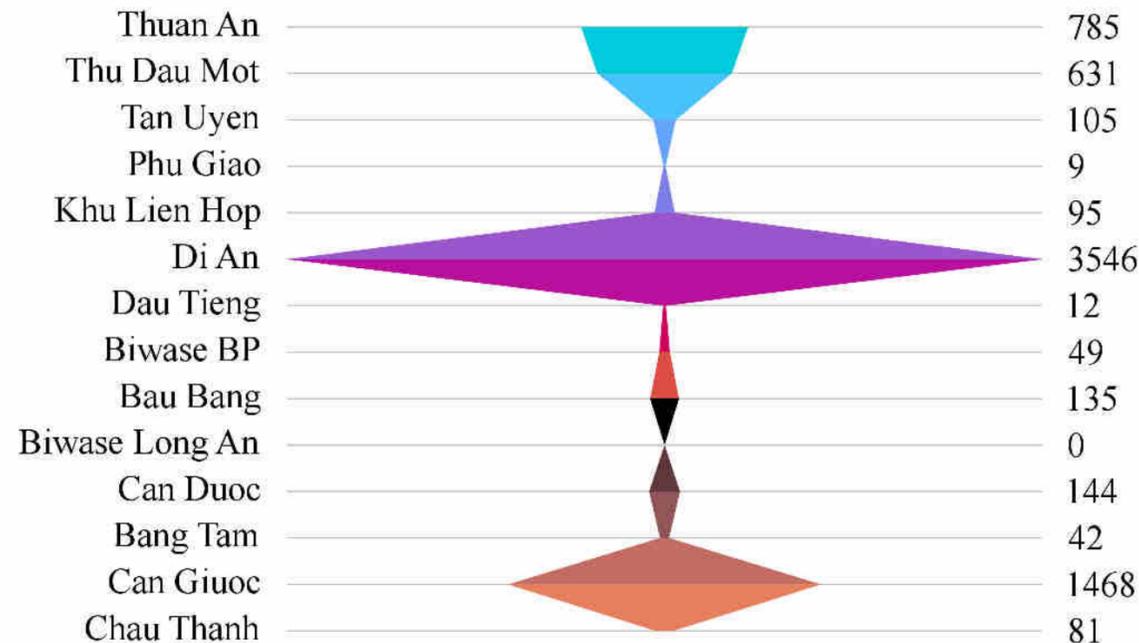


VOLUME AND RATE OF WATER LOSS

During the period from 2023 to 2025, BIWASE consistently showcased its exceptional operational management capabilities by sustaining a water loss rate at an optimal level of approximately 5%. This metric reflects the quality of the Corporation's sustainable infrastructure and its stringent technical management processes. Despite the expansion of service scale resulting in a minor increase in water loss volume, the ability to maintain a low percentage underscores the strategic stability of BIWASE's efforts in controlling water loss.



TOTAL NUMBER OF WATER LOSS CASES RESOLVED IN 2025



The figures presented in the chart represent statistical data from water supply companies and their respective branches.

The figures presented in the chart represent statistical data from BIWASE's water supply subsidiaries and branches.

This accomplishment is underscored by proactive and decisive measures in managing on-site incidents. In 2025 alone, the leak detection system functioned with remarkable efficiency, facilitating the detection and swift resolution of over 5,000 incidents across branches and subsidiaries. The substantial number of incidents addressed in major urban areas does not indicate failing infrastructure; rather, it exemplifies the ethos of "proactive prevention"—the early identification and immediate remediation of underground leaks to safeguard resources.

TRAINING PROGRAM FOR ENHANCING WATER SECURITY BY 2025

Chapter 1

Chapter 2

Chapter 3

Chapter 4

Chapter 5

Chapter 6

Chapter 7

Chapter 8

March

Propaganda regarding water security and cyber terrorism.
Manage your water meter using AI software.
PM ArcGIS incorporates the WGS84 and VN2000 coordinate systems.

A total of
237
individuals
were in
attendance.

April

National standards and regulations for the testing and monitoring of clean water quality for domestic use.
Customer service application solution - BIWASE

14
individuals
attended.

September

Introducing equipment that focuses on water quality to ensure an adequate water supply for the generator turbine.

34
individuals
attended.

October

Instructions for the installation and maintenance of Pegsus valves, loggers, and devices.

24
individuals
attended.

BIWASE consistently invests in human development, with its Training Center actively establishing capacity-building pathways for all levels, from technical workers to engineers. Notably, in 2025, we executed a series of intensive training sessions and workshops aimed at enhancing network management and incident response capabilities. Concurrently, BIWASE diligently sends staff to engage in training courses on safe water supply planning and implementation organized by the Vietnam Water Supply and Sewerage Association, reaffirming our steadfast commitment to delivering safe and sustainable clean water services to the community.

MANAGEMENT OF BOTTLED WATER PRODUCTION AND DISTRIBUTION

Chapter 1

Chapter 2

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Chapter 8



Sustainable manufacturing process



Not limiting itself to the domestic and industrial water sectors, BIWASE continues to reinforce its position in the bottled water market with high-quality, environmentally friendly product lines. Through its advanced treatment system, BIWASE P.T.S's water sources strictly comply with the QCVN 6-1:2010/BYT standard set by the Ministry of Health, while also fulfilling its commitment to sustainable development by effectively integrating business efficiency with social responsibility.

Water source

BIWASE P.T.S procures its input water from a treated clean water supply system, thereby safeguarding against the depletion of groundwater and surface water resources.

Water resource conservation

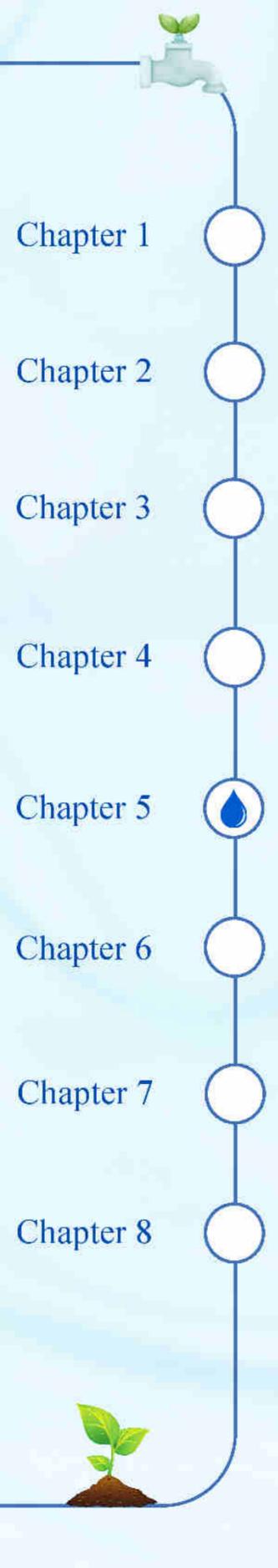
The production system is refined to minimize water loss and repurpose filtered wastewater in suitable processes.

Manufacturing technology

By employing reverse osmosis filtration technology alongside sterilization through ultraviolet rays and ozone, we guarantee clean, pure water without the application of harmful chemicals.

Quality certification

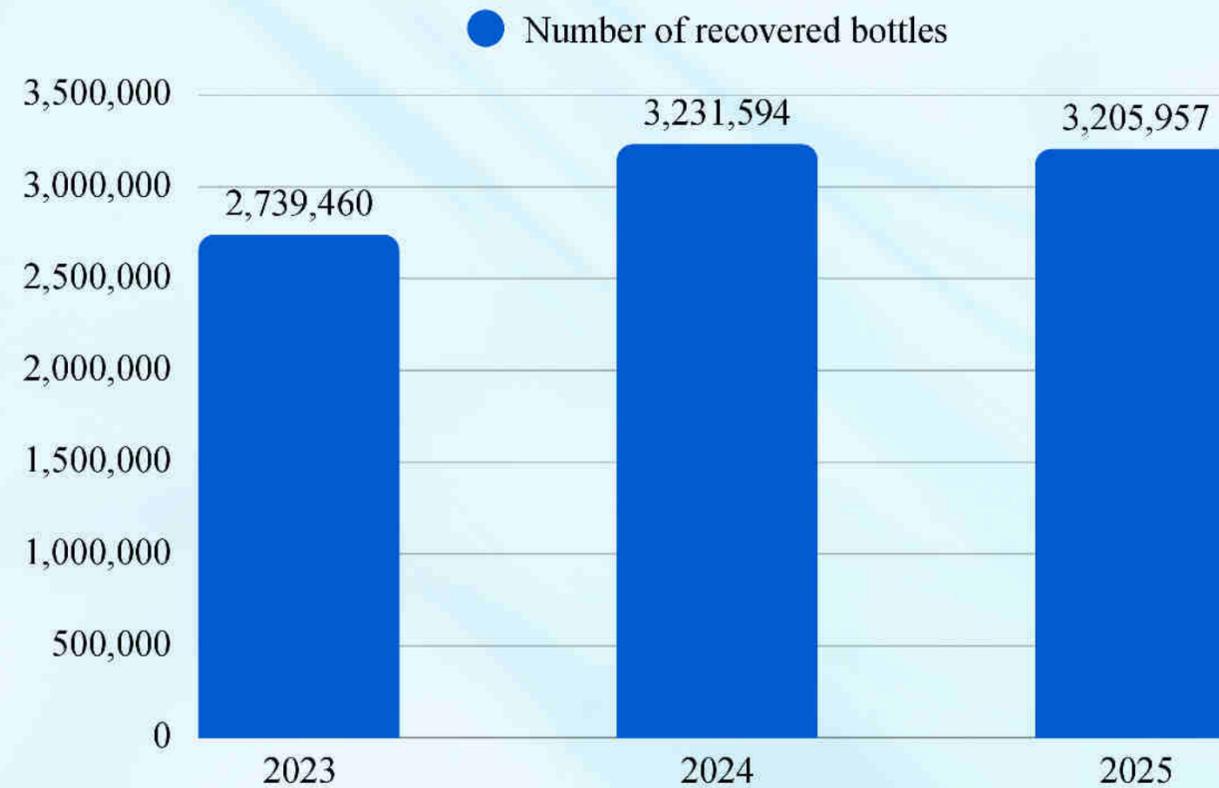
BIWASE P.T.S.' bottled water products rigorously comply with food safety and drinking water quality standards and are certified ISO 9001:2015 for quality management systems.



Sustainable production practices

Recognizing the consequences of plastic waste, BIWASE adopts strategies to minimize and recycle plastic packaging through the following methods:

- Utilizing recyclable PET plastic bottles promotes collection and reuse.
- Minimize the thickness of plastic bottles and enhance the design to decrease plastic usage.
- We urge customers to exchange their old plastic bottles for recycling, thereby contributing to the reduction of plastic waste in the environment.



Number of bottles retrieved over the years

- The installation of rooftop solar power systems, in conjunction with advanced pumping equipment and production lines, seeks to enhance energy efficiency and eradicate unnecessary waste.
- Reducing CO₂ emissions: Enhancing logistics and transportation systems to optimize the distribution process and minimize fuel consumption.

Strategies for mitigating greenhouse gas emissions in the transportation sector.

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Integrating multi-tasking transportation

When supplying water to retail customers, used water bottles can be gathered for recycling. This approach diminishes the frequency of individual deliveries and enhances the efficiency of the "resource cycle."

Route optimization

By strategically allocating routes, consolidating orders based on a predetermined schedule, and combining trips, this solution effectively minimizes empty journeys, enhances vehicle load capacity, and substantially reduces fuel consumption.

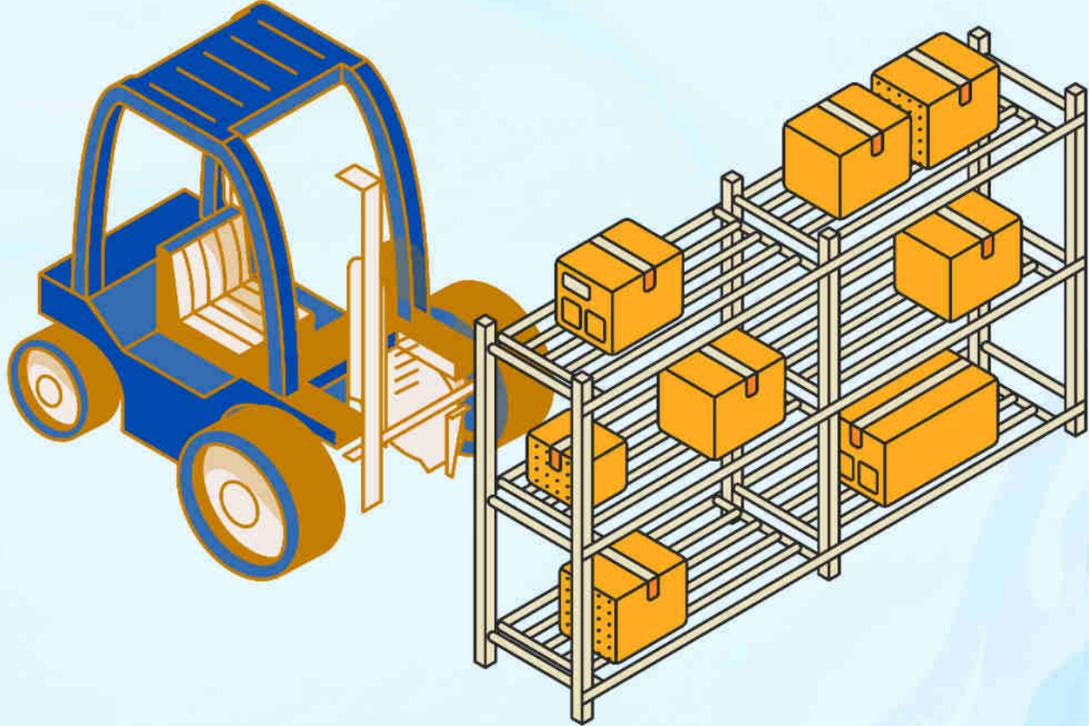
Improve vehicle maintenance.

Diligently observe the status of the engine and tires. Drivers should also sustain a consistent speed, avoid abrupt braking or acceleration, and refrain from shutting off the engine during extended stops. These practices contribute to lower fuel expenses, prolonged vehicle longevity, and diminished greenhouse gas emissions.

Forklift operations are conducted with a scientific approach, encompassing the planning of precise travel routes, the integration of lifting, lowering, and transporting within a single operation, and the application of suitable accessories for various types of goods. This methodology aids in minimizing empty travel distances and enhancing handling efficiency. Concurrently, regular maintenance and driver training focused on safe and fuel-efficient operation are implemented to decrease energy consumption and prolong equipment lifespan. Through these initiatives, BIWASE PTS optimizes operational costs, fosters a safe working environment, and positively contributes to sustainable development goals.

In its warehousing operations, BIWASE PTS emphasizes the efficient utilization of forklifts to enhance labor productivity while minimizing indirect emissions from its activities.

The company allocates forklifts tailored to each specific task, prioritizing engine-powered models for substantial outdoor loads and electric variants for confined warehouse environments.





TITLES AND CERTIFICATIONS OBTAINED BY BOTTLED DRINKING WATER.



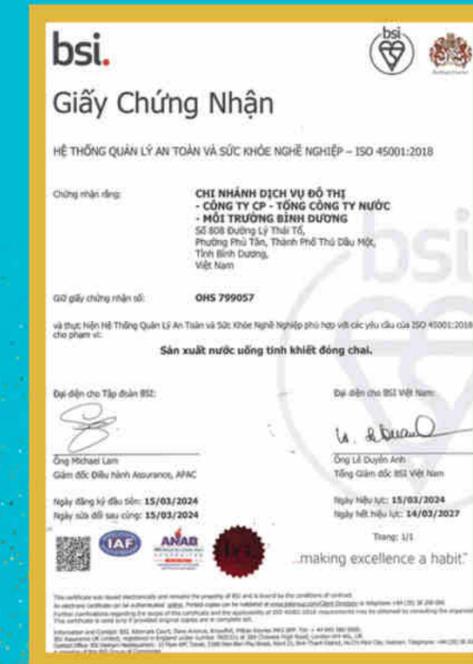
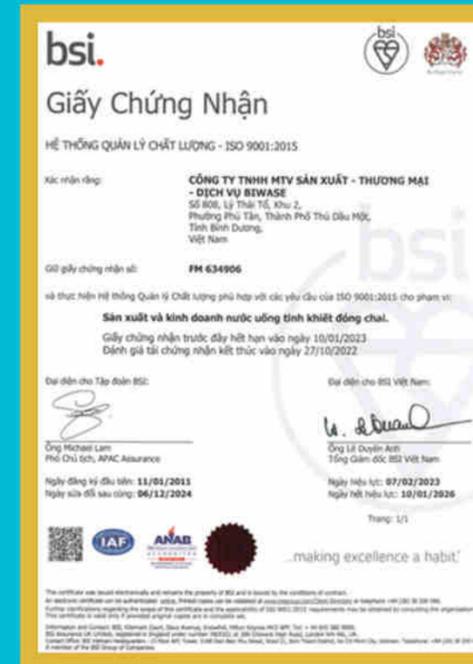
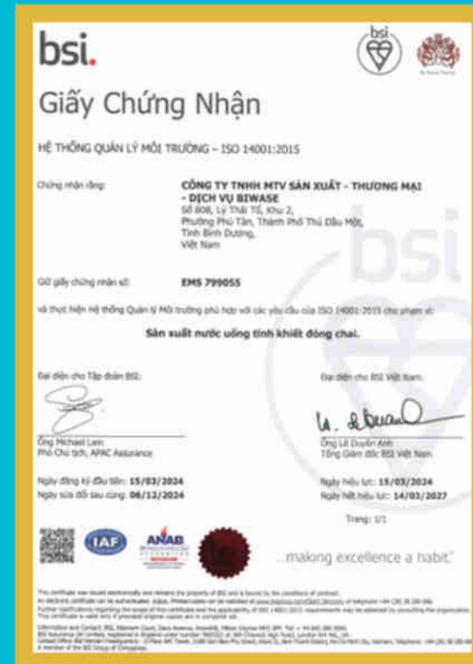
GOLD OFFERINGS, GOLD SOLUTIONS

2020



RENOWNED VIETNAMESE BRANDS

2023



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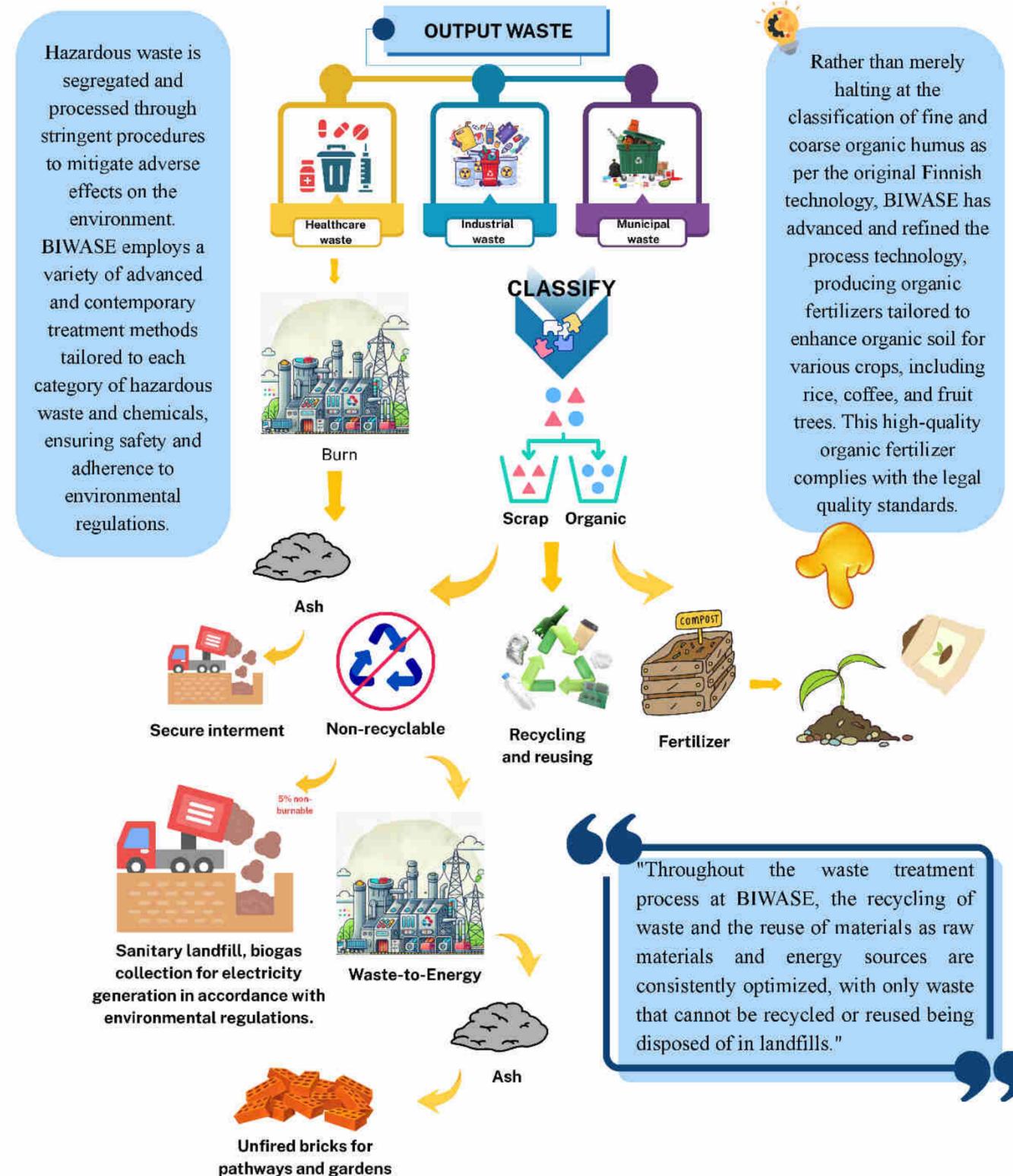
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Chapter 6

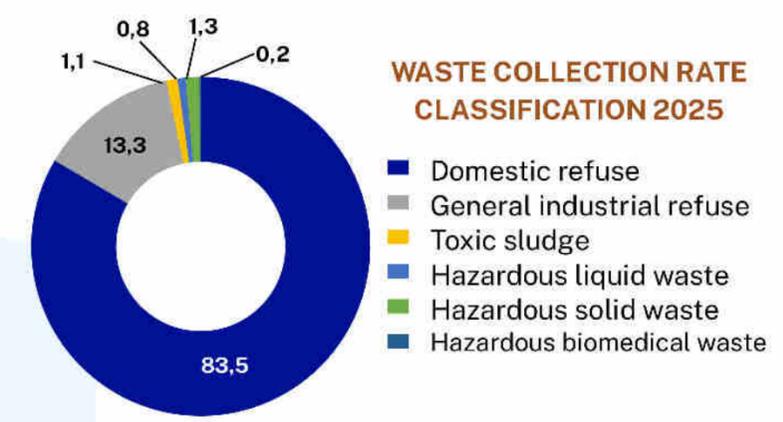
Chapter 7

Chapter 8

More than any other entity, BIWASE recognizes the potential risks that waste and solid waste pose to the environment. Consequently, BIWASE has consistently enhanced and implemented its waste treatment technologies to ensure compliance with environmental regulations while also improving treatment efficiency and minimizing adverse environmental impacts. This commitment is grounded in three fundamental principles: Minimize, Reuse, and Recycle waste. Furthermore, solutions for managing odors and dust are also prioritized to mitigate the release of odors into the environment.

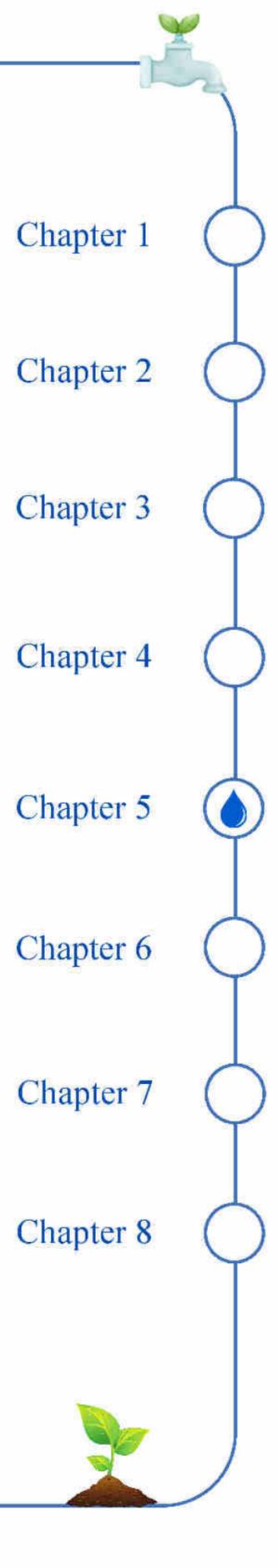


WASTE MANAGEMENT



Problem recognized	Action executed	Effective classification facilitates: <ul style="list-style-type: none"> Maximize waste recycling from refuse. Reduce the burden of waste requiring treatment through incineration and landfilling in accordance with the Government's strategic direction.
Ensure proper management of waste during its transportation to the factory.	Deodorizing, functional bucket, depositing waste into the tank, sorting. Incorporating a waste measurement tank.	
Waste reception	From the camera, identify which garbage collection lake can accommodate it, and coordinate the vehicle's entry into that collection lake.	
Eliminate the odor.	Ongoing deodorization	
Organic humus waste is transported to the composting area.	Equipment for loading into the compost pit	
Behind the floor of the organic waste separator tank	Sort and gather recyclable materials: plastic bottles, nylon, and others.	

Pre-recycling sorting and processing operations



Chapter	Waste category	Therapeutic approach
Chapter 1	 <p>Waste solvents</p>	Waste solvents generated from industrial production processes are stored in drums within solvent storage areas, away from heat sources. Subsequently, electric distillation is performed. The sludge and residues resulting from the distillation process are collected in a storage tank and treated in accordance with the licensed method.
Chapter 2	 <p>Packaging, plastic, and metal containers for chemicals</p>	Used packaging and drums are transported to the factory and categorized based on the types of chemicals they contain. Following classification, the drums undergo processing to recover and eliminate the chemicals and impurities present. Subsequently, they are directed through a rinsing line utilizing appropriate cleaning solvents, such as acid, acetone, or water. The choice of cleaning solvent is determined by the specific chemicals adhered to the packaging and drums. Wastewater produced by the rinsing system is collected and processed at the industrial liquid waste treatment facility, which has a capacity of 30 m ³ /day and complies with type B, QCVN40:2011/BTNMT. It is subsequently transferred to the treatment system of the Wastewater Treatment Plant, which has a capacity of 960 m ³ /day and night, adhering to type A, QCVN 40:2011/BTNMT, prior to being released into the environment.
Chapter 3		
Chapter 4		
Chapter 5	 <p>Hazardous metallic component of the bulb</p>	The mixture, following the crushing of the bulbs, will be processed through a vibrating screen to classify the bulb bases for collection as recycled scrap, while the fine decomposition will serve as raw material for the solidification process. The fluorescent powder and mercury vapor will be directed through a suction fan to a mercury vapor adsorption device utilizing activated carbon.
Chapter 6		
Chapter 7	 <p>E-waste</p>	Electronic waste is segregated to recover metals and non-metallic materials. Recyclable components, including machine casings, plastics, and metals, can be processed, while non-recyclable elements, such as electronic circuit boards and insulating glass screens, are treated and incinerated, with the resulting ash being solidified.
Chapter 8	 <p>Used batteries</p>	Waste plastic from batteries, following rinsing, will be recycled. The collected lead plates will be sent to a facility designated for recycling or safe disposal. Acid vapor is captured via a hood and a chemical vapor exhaust fan; the gas stream containing acid vapor is directed through a pipe into a tank filled with NaOH solution to neutralize the released acid vapor, thereby minimizing the impact of acid chemical vapor on operational personnel. Wastewater resulting from acid neutralization and rinsing is processed at a liquid industrial waste treatment plant with a capacity of 30 m ³ per day and night, compliant with type B, QCVN 40:2011/BTNMT. Subsequently, it is transferred to a wastewater/liquid waste treatment facility with a capacity of 960 m ³ per day and night, adhering to type A, QCVN 40:2011/BTNMT, prior to being discharged into the environment.

Investing in the enhancement of processing capacity and the recycling of waste materials.

Following the commissioning of Compost Plant No. 4 in 2024, BIWASE has fully mastered organic waste recycling technology, boasting an impressive total capacity of 2,520 tons per day. This accomplishment not only enables the comprehensive processing of the daily volume of household waste received but also establishes a robust foundation for BIWASE to advance further in its mission of converting waste into valuable resources.



Not satisfied with merely producing fertilizer, BIWASE is now directing its resources toward a pivotal initiative: a waste-to-energy plant with a total capacity of 24MW. This project aims to optimize the use of non-recyclable waste materials, converting them into clean energy for internal consumption and integration into the national power grid.



1,150 Billions VND
TOTAL INVESTMENT

Initiatives to minimize, repurpose, and recycle waste materials

90%

Waste designated for recycling and reprocessing encompasses materials that are scheduled for incineration in 2025.

10%

Waste is processed through an alternative method.

80%

Organic waste for the production of fertilizer

42%

Fly ash serves as a fundamental component in the production of concrete.

1%

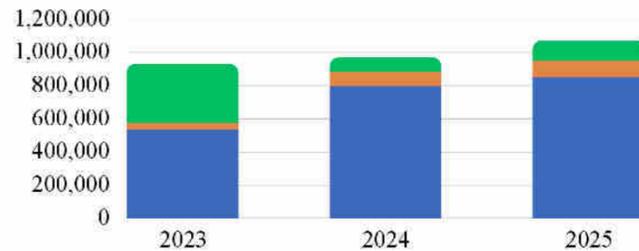
The product is designated for recycling as scrap.

39%

Fly ash is utilized in the manufacturing of various construction materials, including non-fired bricks.

The quantity of waste received and processed through various methods during the years 2023-2025.

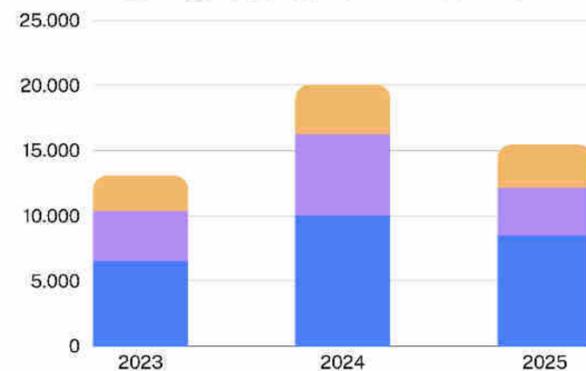
- Fertilizer manufacturing techniques
- Combustion technique
- An alternative approach



Year	2023	2024	2025
Fertilizer manufacturing techniques	541,120	796,767	856,014
Combustion technique	37,512	91,345	97,745
An alternative approach	353,434	83,136	120,247



The quantity of fly ash extracted from waste incineration during the period from 2023 to 2025.



Year	2023	2024	2025
Total volume of ash and slag resulting from waste incineration	6,540	10,019	8,537
Fly ash is incorporated into the formulation of ready-mix concrete.	3,863	6,201	3,592
Fly ash is utilized in the manufacturing of various construction materials, including non-fired bricks.	2,677	3,818	3,316



TOTAL INTERNAL WASTE AND WASTEWATER GENERATED IN 2025

MUNICIPAL WASTE (TONS/YEAR)	INDUSTRIAL WASTE (TONS/YEAR)	HAZARDOUS WASTE (KG/YEAR)	MUNICIPAL WASTEWATER (M ³ /YEAR)
586.51	5,312.25	1,362	2,422.3

At BIWASE, we recognize that effective waste management is not merely a legal obligation but also an essential component of sustainable development and the circular economy strategy. As a leader in environmental infrastructure, BIWASE has developed and maintains a comprehensive waste management process, ensuring that all sources of waste generation are meticulously regulated from the outset.

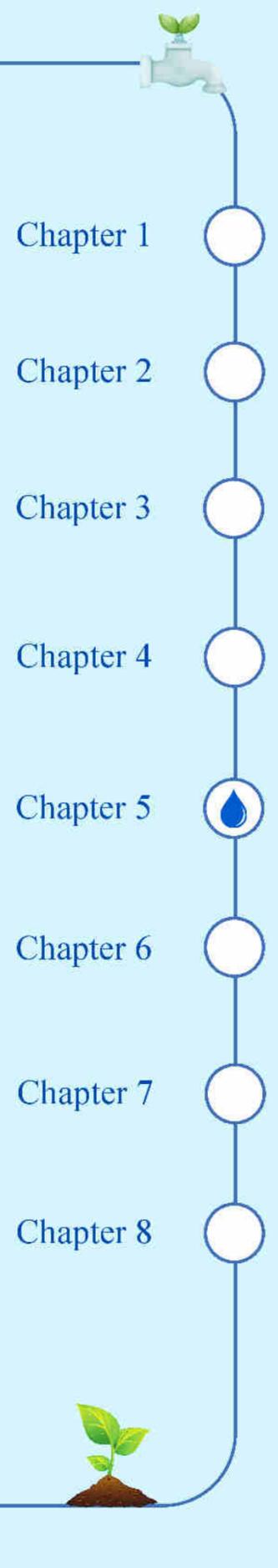
All waste produced during the operations of BIWASE's member units is meticulously sorted at the source. We have implemented a dedicated collection system that distinctly categorizes waste into various groups:
 Household waste: Collected and processed on a daily basis to maintain a clean working environment.
 General industrial waste: Categorized to optimize its recycling potential.
 Hazardous waste: Rigorously managed by category, stored in technically compliant locations, equipped with appropriate signage and emergency response equipment.

Comprehensive sorting from the outset not only alleviates strain on the downstream processing system but also enhances resource reutilization, aligning with the ESG principles that the company is committed to.

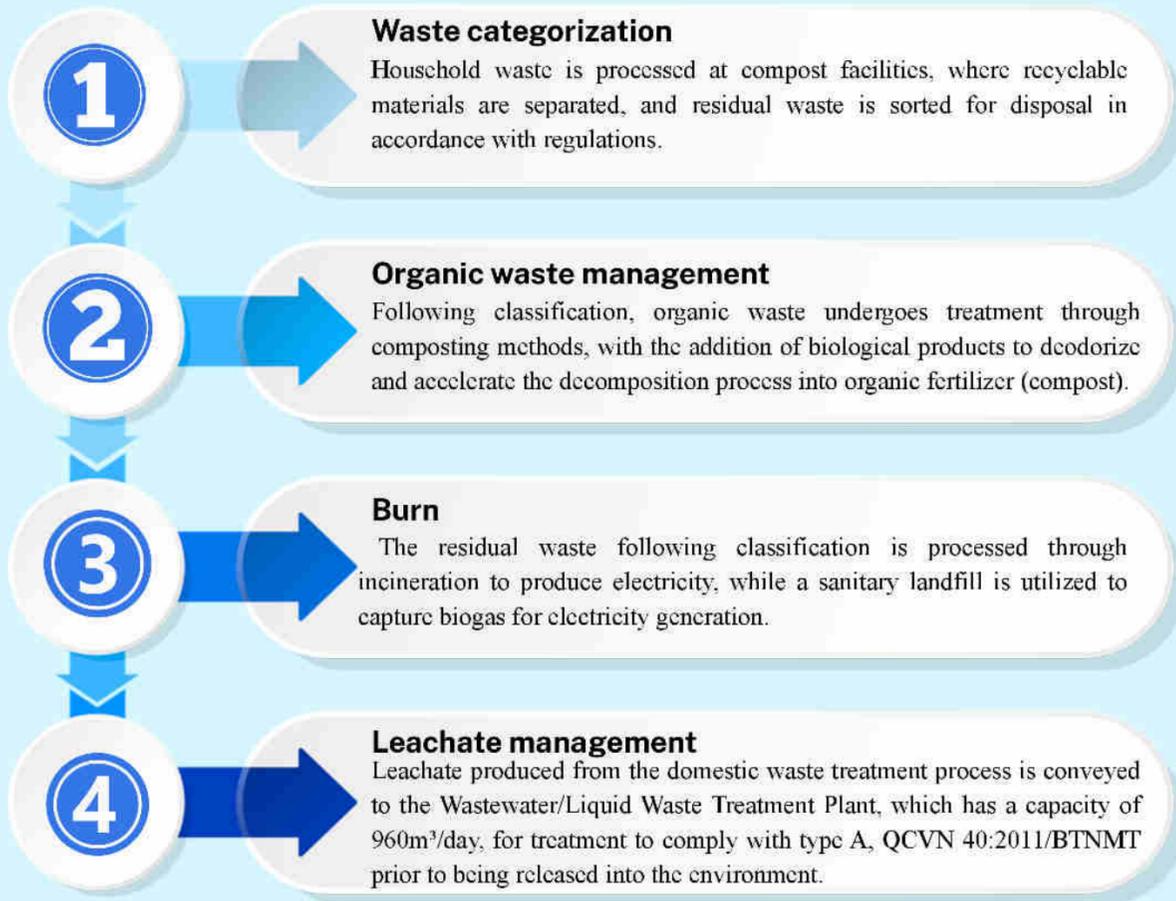
After sorting and collection, all waste will be received by the company's specialized fleet of vehicles. BIWASE enhances the transportation process through:
 Modern specialized vehicle system: Guarantees sealed containers, preventing the leakage of leachate or the emission of unpleasant odors into the surrounding environment during transit.
 Optimal route: Employing vehicle tracking technology to guarantee that waste is transported efficiently, swiftly, and securely.
 Professional workforce: Our transportation personnel are comprehensively trained in occupational safety and hygiene protocols, as well as in managing environmental incidents during transit.

The ultimate destination for all waste types is BIWASE's processing facilities, primarily the South Binh Duong Waste Treatment Complex. At this location, waste is processed utilizing the most advanced technologies currently available.

Recycling and fertilizer production: Converting organic waste into valuable resources (Con Voi fertilizer), thereby directly supporting the circular economy model.
 Safe disposal: Non-recyclable or hazardous waste is processed through a state-of-the-art incineration system, ensuring that the emissions released comply with Vietnam's rigorous environmental standards.



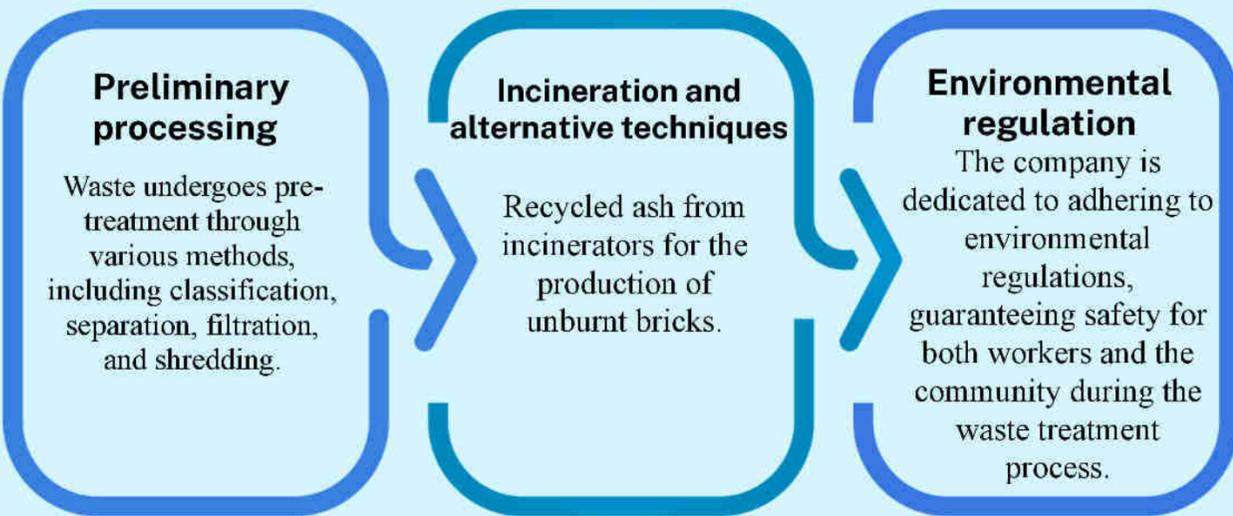
Domestic waste management



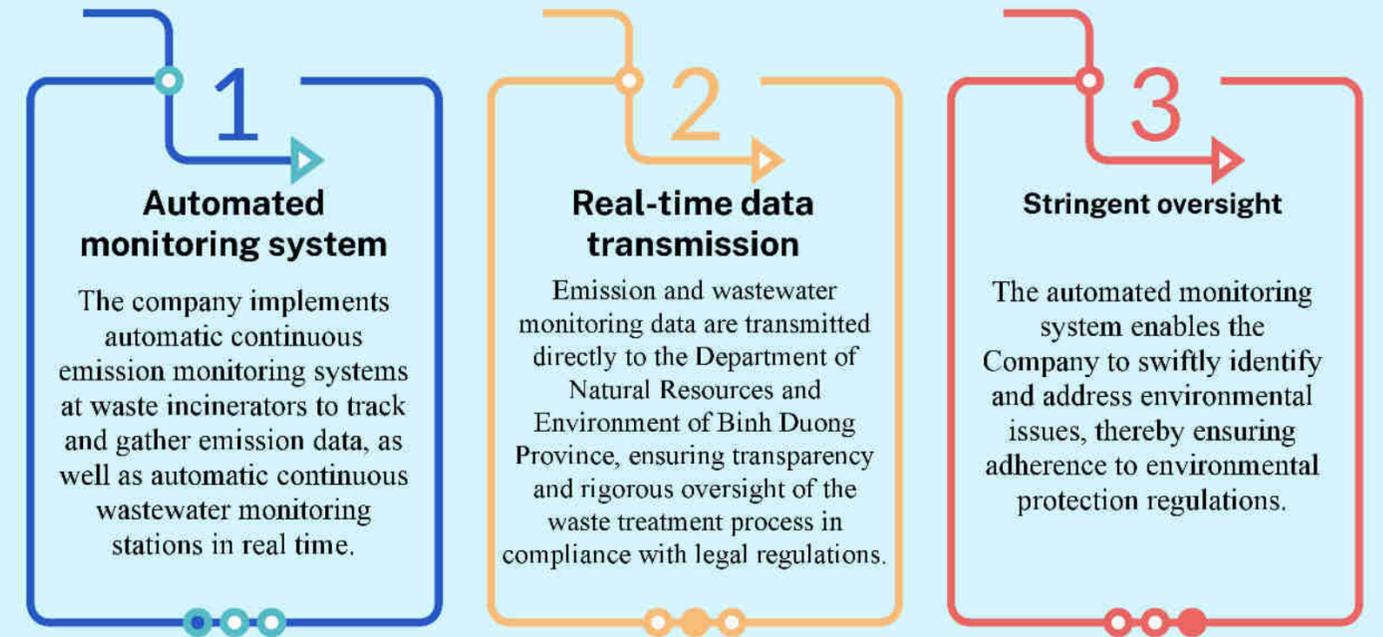
Treatment of exhaust gases, particulate matter, and wastewater



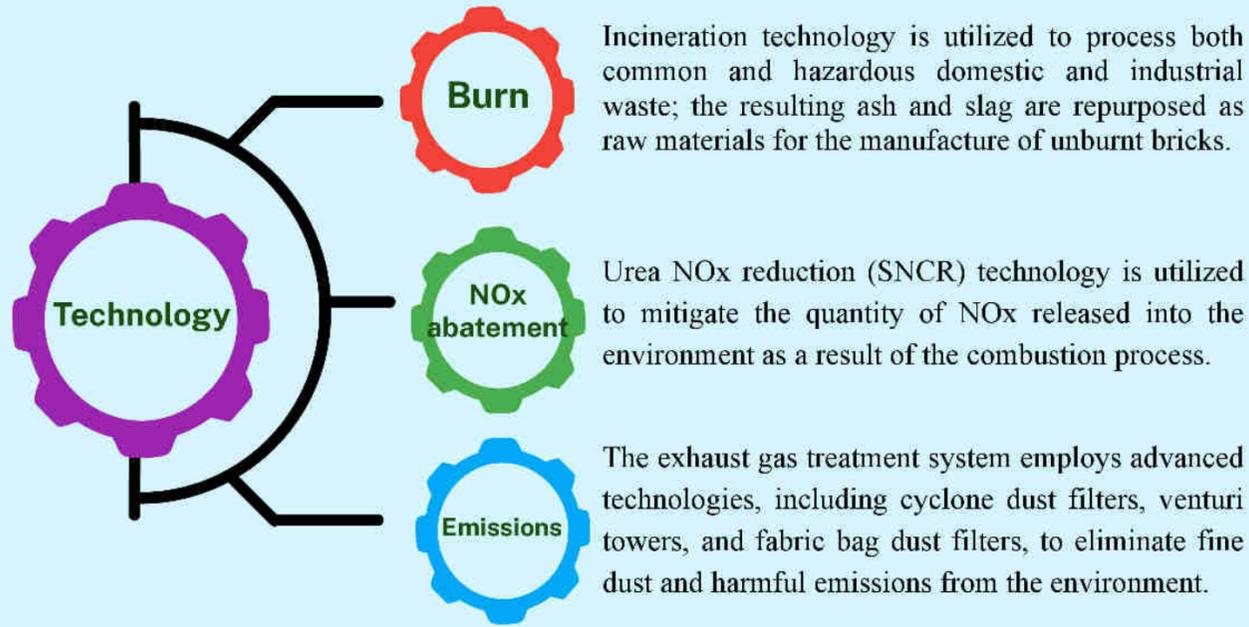
Management of prevalent, hazardous industrial waste



Environmental monitoring system



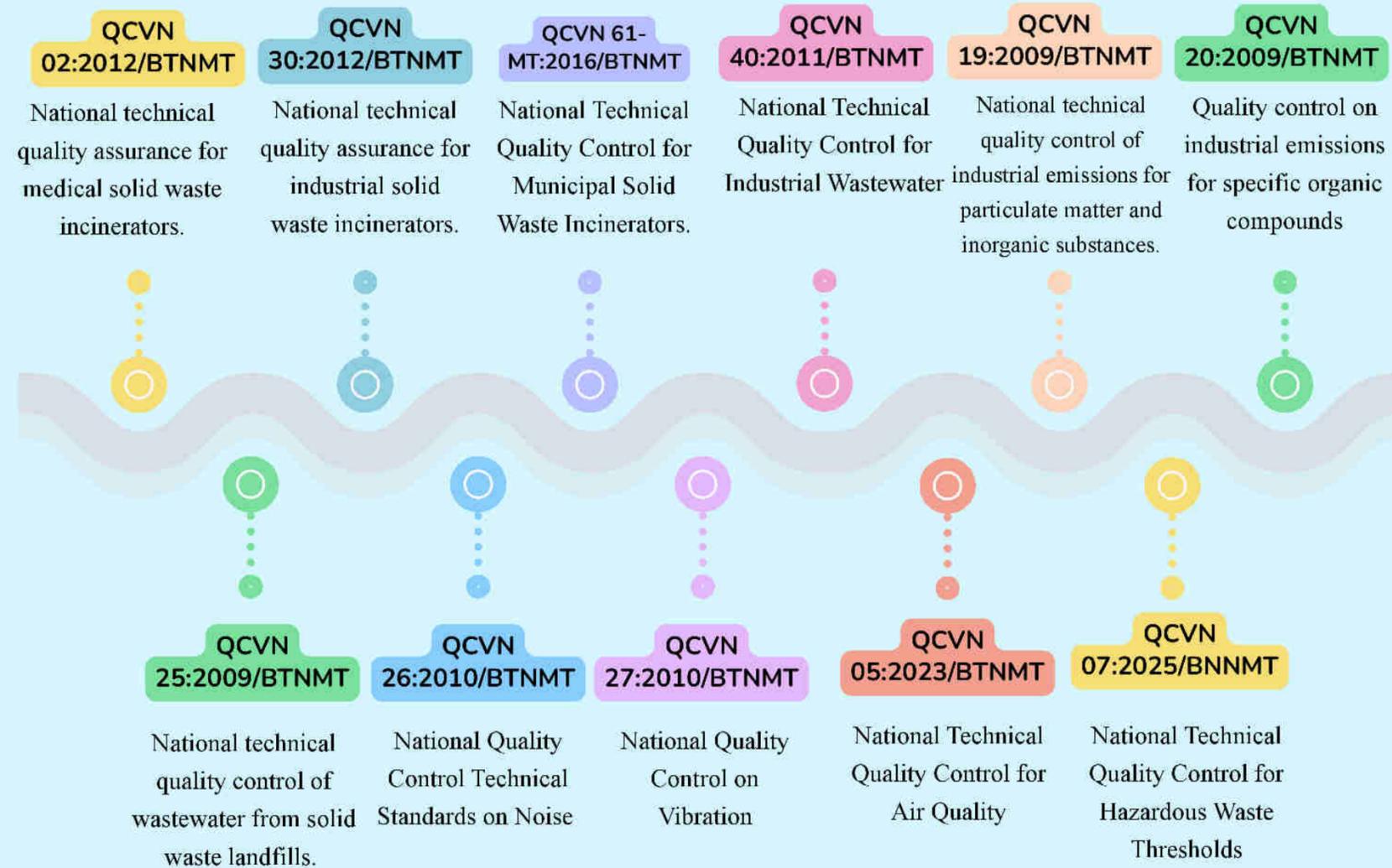
Waste management technology



The incinerators employ a two-stage combustion technology and feature a static bottom design. They are categorized into medical waste incinerators, conventional industrial waste incinerators, and hazardous waste incinerators. The two-chamber technology, combined with elevated temperatures and sufficient gas retention time in the combustion chamber (a minimum of 2 seconds for non-hazardous waste and 2.89 seconds for hazardous waste), guarantees the thorough destruction of toxic waste, particularly dioxins, furans, and polycyclic aromatic hydrocarbons (PAHs), as well as the elimination of odors.



The standards that have been implemented and are currently being utilized in the operation of the solid waste treatment system.



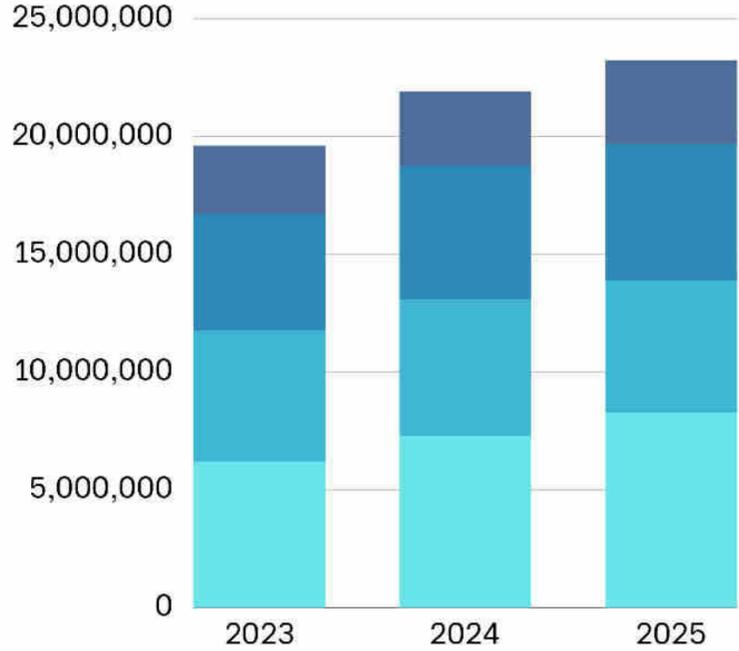
The rigorous enforcement of Vietnamese National Technical Regulations (QCVN) enables BIWASE to meticulously manage legal risks, thereby ensuring safe and stable operations. This establishes a framework for the standardization and effective commercialization of recycled waste products, including organic fertilizers, non-fired bricks, and electricity generation, contributing to the achievement of the zero landfill objective and the optimization of resource value. By efficiently managing the exhaust gas treatment process and optimizing the use of waste as alternative materials, this regulatory system enables BIWASE to diminish greenhouse gas emissions, thereby directly supporting the Net Zero roadmap and enhancing the transparency of ESG data to secure preferential loans from international entities such as the ADB and the World Bank.

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WASTEWATER MANAGEMENT

Total wastewater processed from 2023 to 2025, by treatment facilities (m³)



Wastewater management constitutes one of the three primary business sectors and aligns with the Company's strategic focus on Sustainable Business. Consequently, BIWASE advocates for responsible practices in wastewater management.

Wastewater Treatment Facility	2023	2024	2025
■ Thu Dau Mot	6,196,477	7,293,082	8,301,554
■ Thuan An	5,558,868	5,817,337	5,601,801
■ Di An	4,971,940	5,625,375	5,819,143
■ Tan Uyen	2,883,875	3,155,887	3,487,346
Total	19,611,160	21,891,681	23,209,844

Note: The chart above utilizes data from Wastewater Treatment Facilities.



BIWASE's robust fleet of specialized vehicles for wastewater management 78

WASTEWATER MANAGEMENT

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Ensure adherence to regulations concerning wastewater management:

The company upholds rigorous adherence to local and national regulations, ensuring the fulfillment of environmental responsibilities related to wastewater quality management.

Optimizing resources and assets.

BIWASE's wastewater treatment processes prioritize efficiency while minimizing environmental impact. The technologies employed by the company, including ASBR treatment technology and UV treatment, enhance efficiency and reduce power consumption. The entire operational process of the factory and pumping station is automatically controlled, with the monitoring and supervision of input and output water quality—parameters such as flow, pH, COD, and TSS—conducted through the SCADA remote control system.

Regular water quality assessment:

Wastewater quality is treated, monitored, and periodically tested to ensure the integrity of water quality in discharge areas, as well as to uphold transparency and accountability.



Through the implementation of advanced science and technology, the quality of treated wastewater remains stable, achieving type A standards as outlined in QCVN 40:2011/BTNMT and type A standards in QCVN 14:2008/BTNMT.

Risk management within the system:

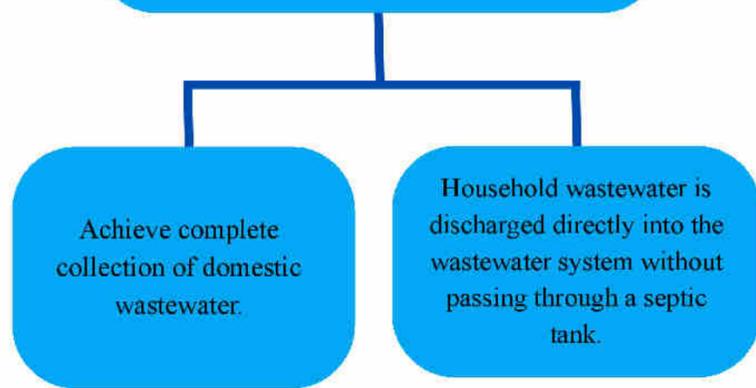
To guarantee that the quality of wastewater and the wastewater treatment system do not adversely affect the environment and community, BIWASE implements regular machinery maintenance protocols and establishes a response process for wastewater treatment failures.



Regarding the separate drainage system:

This is a dedicated wastewater drainage system (separate from rainwater), which collects wastewater directly (without passing through a septic tank). In front of each household, a manhole is installed to connect domestic wastewater (including bathing water, food washing water, and water and feces from the toilet) to this manhole. The wastewater is then conveyed through the collection system to a centralized domestic wastewater treatment plant for processing. This collection system does not intermingle with rainwater, effectively controlling odors; simultaneously, it facilitates the management unit's ability to monitor, inspect, and maintain the system.

CHARACTERISTICS OF THE BINH DUONG SEPARATE DRAINAGE SYSTEM



Advantage:

- Maintenance of existing storm drains
- Absence of unpleasant odors results in a reduced impact on public health.
- Preserve urban aesthetics and cleanliness.



Specialized apparatus for inspecting the interior of the pipe



WASTEWATER MANAGEMENT

Leachate/Hazardous Wastewater Treatment Process:

Leachate is a type of wastewater that is extremely difficult to treat, even in developed countries, due to its extremely high pollution index - many times higher than domestic wastewater. Therefore, the leachate treatment process at BIWASE is carried out through many stages, ensuring that the treated wastewater meets type A standards before being discharged into the environment:

Step 1: Collect wastewater

- Hazardous wastewater from waste treatment, leachate from the bottom of landfills, contaminated rainwater and other types of leachate are collected and concentrated at the industrial liquid waste treatment plant.

Step 2: Treatment at liquid industrial wastewater treatment plant

- Collected wastewater is brought to an industrial wastewater treatment plant with a total capacity of 280 m³/day and night.
- Treated water meets type A according to QCVN 40:2011/BTNMT.

Step 3: Treatment at wastewater/liquid waste treatment plant

- Wastewater is transferred to a wastewater/liquid waste treatment plant with a capacity of 960 m³/day and night. The treated water meets type A according to QCVN 40:2011/BTNMT before being discharged into the environment.

Note:

QCVN 40:2011/BTNMT: National technical regulation on industrial wastewater, including:

- **Type A:** Treated wastewater is allowed to be discharged into water sources for domestic purposes.
- **Type B:** Treated wastewater is allowed to be discharged into water sources not used for domestic purposes.

Technology for treating special types of wastewater with high pollution concentrations and difficult to treat:

BIWASE applies a combination and synchronization of many advanced wastewater treatment technologies such as: super shallow flotation technology; improved SBR batch biological treatment technology with continuous flow; advanced oxidation technology; RO filtration technology with special filter membranes specifically for wastewater.



ENVIRONMENTAL MANAGEMENT



In 2025, BIWASE continues to strongly affirm its commitment by strictly maintaining compliance with regulations and managing environmental impacts. No violations were recorded at the Companies/Branches. This success is the result of consistent compliance, continuous monitoring and preparation of preventive measures to promptly prevent environmental risks.

In order to ensure that negative impacts on the environment are minimized, BIWASE has conducted a rigorous assessment of the possible impacts of the project on the local environment, in consultation with experts throughout the process, applying a variety of methods.

01. Listing method

Built on the basis of a causal tree diagram for system analysis, it aims to combine the causes and effects of impacts by identifying the interrelationships between the source of impact and the affected environmental factors.

03. Environmental modeling methods

Describe natural processes and impact processes through mathematical equations. Then transfer them through simulation software such as Aeromd View 8.6.0 and Mike 21 FM on the computer to create a forecast scenario about the environment. This method effectively supports the making of environmental policy decisions accurately and scientifically.

05. Matrix method

Analyze and evaluate comprehensively the simultaneous, multi-dimensional impacts between project activities on all resource and environmental factors in the region.

07. Other methods

Field survey method, laboratory sampling analysis method, project area coordinate determination method, inheritance method and expert method.

02. Rapid Assessment Method

The assessment is based on pollution emission coefficients, emission norms according to Decision 88/QD-UBND of Binh Duong province, Vietnamese Regulations, Vietnamese Standards, and related scientific reports to be used in determining the flow, load, and concentration of pollution sources of the project, to forecast the potential impact of pollution sources and propose control and mitigation measures.

04. Comparative method

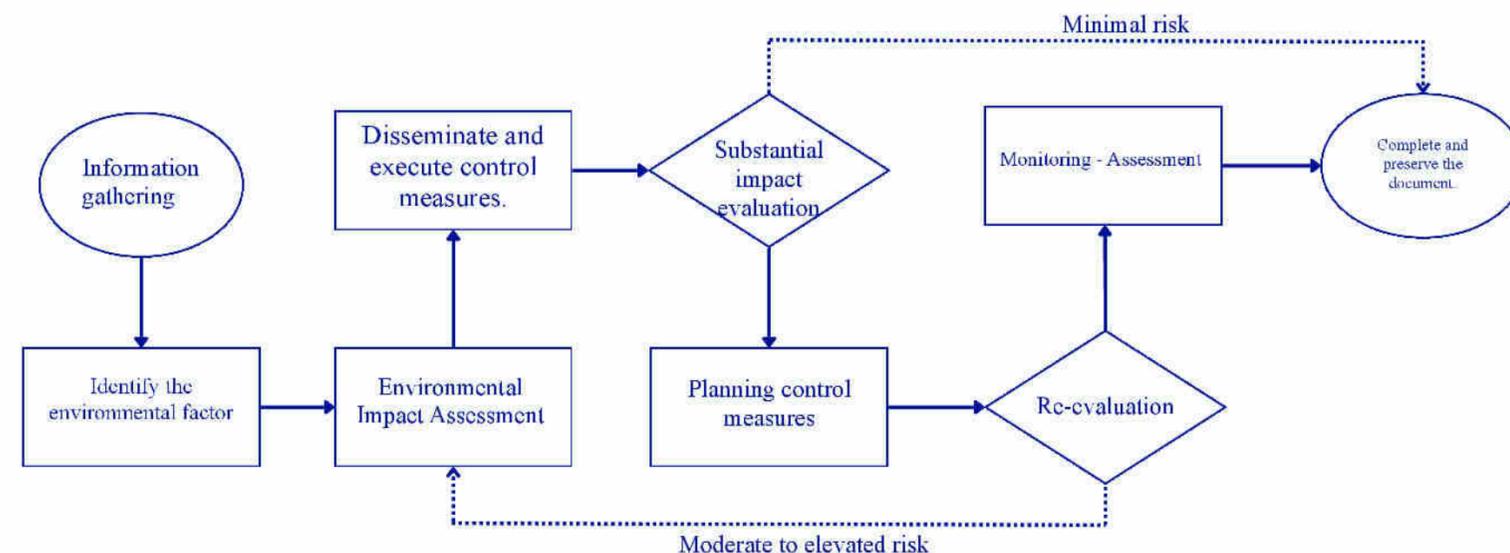
Assess environmental quality and impacts based on comparison with Vietnamese standards (TCVN), Vietnamese regulations (QCVN) on environment, propose solutions to minimize impacts caused by project activities on the environment, economy and society in the locality.

06. Map convolution method

Use computer software to show the correlation between the Project and natural objects, socio-economics, and environmental sensitivity points in the Project area.

CONDUCT ANNUAL MONITORING AND EVALUATION

BIWASE always strictly implements the 9-step process for the task of annual environmental impact assessment.



Target

To ensure effective management, the BIWASE environmental assessment team was established, consisting of: the person performing the work, the Head of the Department and a member from the Safety - Environment - Society Department. This team focuses specifically on key environmental aspects (usually having one or more significant impacts on the environment) and continuously monitors, evaluates, and establishes timely control plans to minimize environmental risks and prevent any serious incidents that may occur.



Result

- BIWASE E.T.S has conducted an assessment and report on Environmental Protection Work for 2025.

ENVIRONMENTAL IMPACT ASSESSMENT SCALE AT BIWASE

Khả năng xảy ra (P)	Hậu quả xảy ra (C)		
	1	2	3
1	1	2	3
2	2	4	6
3	3	6	9

High risk level: 6 - 9 points
 Medium risk level: 3 - 4 points
 Low risk level: 1 - 2 points

ISO CERTIFICATION OF BIWASE ENVIRONMENT - TECHNOLOGY -SCIENCE COMPLEX ONE MEMBER LC

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ISO CERTIFICATION	BASE OF ISSUE	REGISTRATION DATE	NOTE
Quality Management System - ISO 9001:2015	BSI - VN	25/12/2025	Including the basic level (Incinerator No. 8 and Compost Plant No. 4)
Environmental Management System - ISO 14001:2015	BSI - VN	04/03/2025	
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	22/02/2025	



FOR WASTEWATER TREATMENT ACTIVITIES

Since its establishment, BIWASE's wastewater treatment branches have always focused on and paid attention to possible environmental impacts during operations and have always proactively implemented measures to prevent and minimize pollution locally.

MEASURES TO REDUCE ENVIRONMENTAL POLLUTION

Right from the design and construction stage, BIWASE has focused on implementing a long-term solution for the sewer system to meet the combined water flow requirements of the treatment stages, in order to limit the need to dig and install pipes many times, helping to reduce road damage caused by re-construction, affecting traffic on major roads.

Design and construction

Right from the design and construction stage, BIWASE has focused on implementing the sewer system to meet the water flow requirements of long-term treatment stages, to limit frequent damage, and to help reduce pollution caused by repeated construction, causing damage to roads and traffic congestion on major roads.

Non-harmonic coefficient

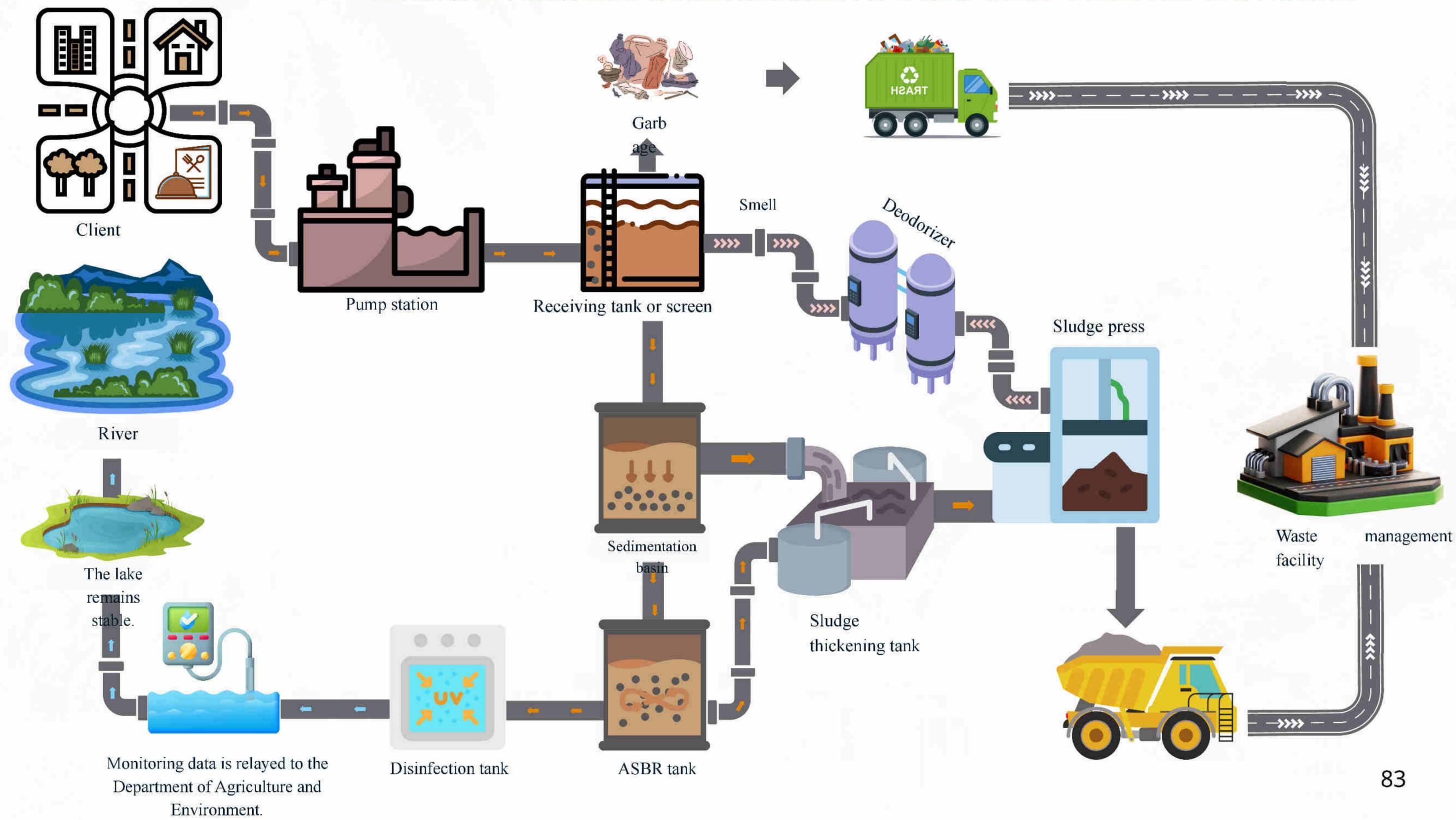
The non-harmonic coefficients for the wastewater collection system are also meticulously calculated to reduce the sewer line operating at over capacity, leading to the need for multiple costly constructions, excavation and repair. In addition, BIWASE's pumping stations are also guaranteed in terms of hydraulics and safety distance tightness according to standard 01:2008/BXD.

Reduce pollution

Understanding the concerns of residents living around the area, the factory ensures a minimum distance of 40m in accordance with the regulations of QCVN 01:2008/BXD and arranges isolation belts with rows of trees to create green areas (minimum width of 10m) to minimize pollution. However, due to optimal technology and good odor collection and treatment methods, there is almost no significant odor.

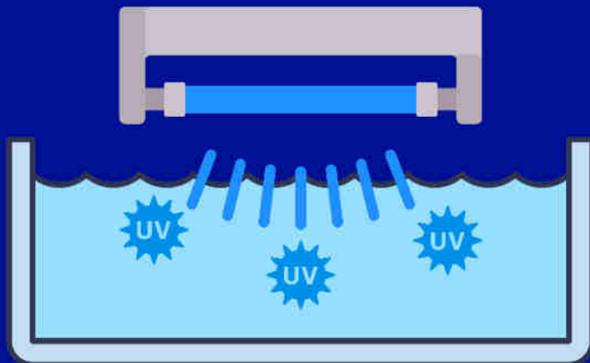
WASTEWATER TREATMENT PROCEDURE AT BIWASE

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MEASURES TO REDUCE POLLUTION CAUSED BY CHEMICAL SPILLS



Instead of traditional methods, BIWASE uses a special UV sterilization system, which effectively kills bacteria and harmful microorganisms without creating toxic byproducts.

This not only helps protect water quality but also minimizes negative impacts on the environment and human health.

In addition, the application of biotechnology helps BIWASE maintain stability throughout the entire treatment process, minimizing the risk of chemical pollution. Thanks to the closed and advanced operating system, BIWASE ensures the supply of clean water that meets the highest safety standards, contributing to improving the quality of life and protecting the natural ecosystem.

MEASURES TO REDUCE WASTEWATER POLLUTION

ASBR tank

Activated sludge tank for COD, BOD, Nitrogen, Phosphorus treatment



At the wastewater treatment plants, wastewater is treated biologically with ASBR biological technology that can remove organic pollutants and nutrients (such as Nitrogen and Phosphorus) with high treatment efficiency. Then, the wastewater will be disinfected with UV rays to effectively treat bacteria without creating toxic by-products in the water. After going through the entire treatment process, the treated wastewater is discharged into the receiving source. BIWASE ensures that the wastewater treatment process meets the standards of type A, QCVN 14:2008/BTNMT and type A, QCVN 40:2011/BTNMT.

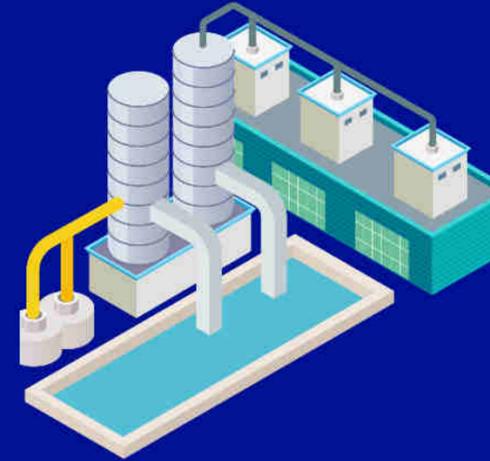
BIWASE applies strict measures to ensure safe operation and environmental protection. The company strictly follows operating procedures, uses automatic monitoring systems and regularly trains workers to improve their troubleshooting skills. At the same time, BIWASE installs backup generators, helping the factory maintain 24/7 operation even in emergency situations. Water flow monitoring and wastewater source monitoring systems are also deployed, ensuring effective control of wastewater quality, contributing to sustainable environmental protection.



The 24/7 online water quality monitoring station automatically transmits data to the Government regulatory authority for control

ODOR TREATMENT

At the wastewater collection network, BIWASE periodically cleans sludge in manholes to avoid anaerobic conditions and odors that pollute the surrounding area due to long-term accumulation. Personnel performing cleaning tasks are focused on professional training and handling operations in environments affected by H₂S, NH₃, as well as being fully equipped with protective gear when working.



In the prevention work, these sewer systems are designed and constructed to be completely closed, always locked, not collecting rainwater or water flowing on the surface; the manholes are designed with sturdy covers made of suitable materials to prevent odors from escaping. When damage is detected, replacement and repair work is immediately carried out by the management and operation unit.

In the area of four wastewater treatment plants, BIWASE applies modern treatment technologies and appropriate isolation standards to ensure that operations do not create odors that affect residential areas. In addition, BIWASE also focuses on planting trees and building deodorization stations to help reduce and collect emissions from odor-generating items.

ODOR TREATMENT SYSTEM



MEASURES TO REDUCE POLLUTION BY SOLID WASTE

Every day, domestic waste will be collected separately into containers and taken away by the waste treatment unit for treatment. Hazardous waste is collected and treated separately according to regulations. Hazardous waste from wastewater treatment activities is applied by BIWASE with strict process control standards from import to storage, use, collection and treatment with all parties to avoid environmental incidents that may occur due to chemical spills.



Image of sludge being placed into a container after being dewatered

In addition, the excess sludge from the biological treatment process in the ASBR tank will be pumped through a centrifugal sludge extractor to reduce the humidity to 75% to 80%. The sludge after being dewatered will be stored in a specialized 10-ton container and transported to BIWASE Science - Technology - Environment Joint Stock Company to produce organic fertilizer. For sludge from sewers, BIWASE will clean it with high-pressure blowers and specialized sludge suction trucks and transport it to the wastewater treatment plant for treatment according to the sludge treatment process.

ISO CERTIFICATION OF WATER SUPPLY COMPANIES/BRANCHES

Companies/Branch	Base of issue	Registration date
Complex Water Supply Branch		
Quality Management System - ISO 9001:2015	BSI - VN	11/01/2026
Environmental Management System - ISO 14001:2015	BSI - VN	16/01/2026
Occupational Health and Safety Management System - ISO 9001:2018	BSI - VN	16/01/2026
Di An Water Supply Branch		
Quality Management System - ISO 9001:2015	BSI - VN	11/01/2026
Environmental Management System - ISO 14001:2015	BSI - VN	07/02/2026
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	07/02/2026
Tan Uyen Water Supply Branch		
Environmental Management System - ISO 14001:2015	BSI - VN	31/01/2024
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	31/01/2024
Thu Dau Mot Water Supply Branch		
Environmental Management System - ISO 14001:2015	BSI - VN	29/01/2024
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	29/01/2024

Companies/Branch	Base of issue	Registration date
Thuan An Water Supply Branch		
Environmental Management System - ISO 14001:2015	BSI - VN	13/01/2024
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	13/01/2024
Bau Bang Water Supply Branch		
Environmental Management System - ISO 14001:2015	BSI - VN	27/12/2023
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	27/12/2023
BIWASE Binh Phuoc Water Company Limited		
Environmental Management System - ISO 14001:2015	BSI - VN	27/12/2023
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	27/12/2023



ISO CERTIFICATION FOR A WASTEWATER OPERATION

Chapter 1

Chapter 2

Chapter 3

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Companies/Branch	Base of issue	Registration date
BIWAS		
Environmental Management System - ISO 14001:2015	BSI - VN	10/12/2025
Occupational Health and Safety Management System - ISO 45001:2018	BSI - VN	10/12/2025

bsi.  

Giấy Chứng Nhận

HỆ THỐNG QUẢN LÝ MÔI TRƯỜNG – ISO 14001:2015

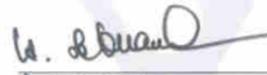
Chứng nhận rằng: **CÔNG TY TNHH MỘT THÀNH VIÊN XỬ LÝ NƯỚC THẢI VÀ THOÁT NƯỚC BIWASE**
 Văn phòng chính:
 Số 11, Ngõ Văn Trị,
 Phường Phú Lợi,
 Thành Phố Hồ Chí Minh,
 Việt Nam

Giữ giấy chứng nhận số: **EMS 836329**

và thực hiện Hệ thống Quản lý Môi trường phù hợp với các yêu cầu của ISO 14001:2015 cho phạm vi:

**Thu gom, vận chuyển và xử lý nước thải đô thị.
 Thi công đấu nối hệ thống thoát nước.**

Đại diện cho Tập đoàn BSI: 
 Ông Michael Lam
 Phó Chủ Tịch, Dịch Vụ Đảm Bảo Khu Vực Châu Á Thái Bình Dương

Đại diện cho BSI Việt Nam: 
 Ông Lê Duyên Anh
 Tổng Giám Đốc BSI Việt Nam

Ngày đăng ký đầu tiên: **10/12/2025**
 Ngày sửa đổi sau cùng: **10/12/2025**

Ngày hiệu lực: **10/12/2025**
 Ngày hết hiệu lực: **09/12/2028**

Trang: 1/2

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Giấy Chứng Nhận

HỆ THỐNG QUẢN LÝ AN TOÀN VÀ SỨC KHỎE NGHỀ NGHIỆP – ISO 45001:2018

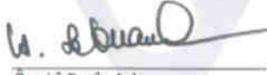
Chứng nhận rằng: **CÔNG TY TNHH MỘT THÀNH VIÊN XỬ LÝ NƯỚC THẢI VÀ THOÁT NƯỚC BIWASE**
 Văn phòng chính:
 Số 11, Ngõ Văn Trị,
 Phường Phú Lợi,
 Thành Phố Hồ Chí Minh,
 Việt Nam

Giữ giấy chứng nhận số: **OHS 836336**

và thực hiện Hệ thống Quản lý An toàn và Sức khỏe Nghề nghiệp phù hợp với các yêu cầu của ISO 45001:2018 cho phạm vi:

**Thu gom, vận chuyển và xử lý nước thải đô thị.
 Thi công đấu nối hệ thống thoát nước.**

Đại diện cho Tập đoàn BSI: 
 Ông Michael Lam
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Trang: 1/2

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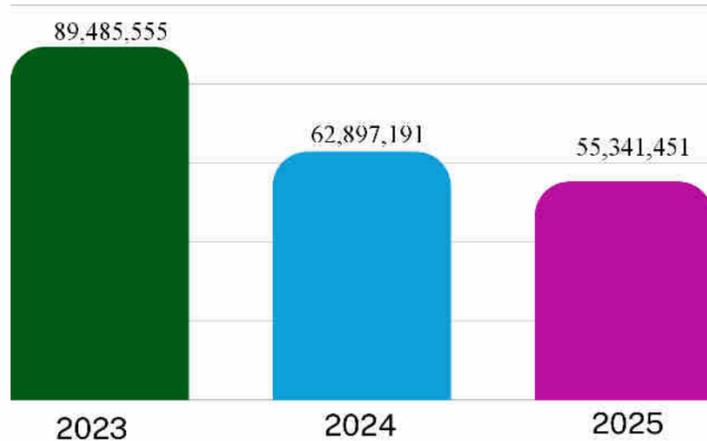


ENERGY MANAGEMENT

BIWASE recognizes the importance of energy saving and management in the business's operational and technological processes. We monitor and comply with the proposed energy usage norms, in addition to applying technological methods to save energy in operations and gradually reduce the proportion of non-renewable energy consumption at all Companies/Branch.



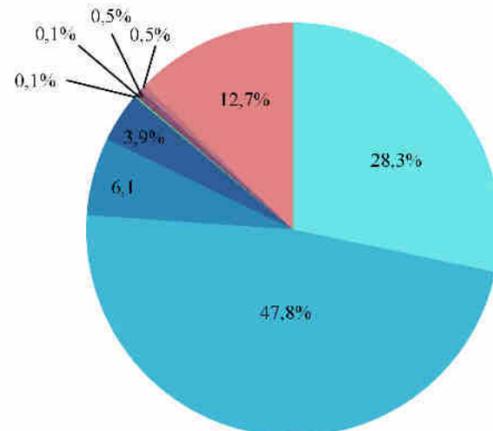
TOTAL ELECTRICITY CONSUMPTION FROM THE NATIONAL GRID FROM 2023 - 2025 (KWH)



Year	Total grid power consumption
2023	89,485,555
2024	62,897,191
2025	55,341,451

Total grid electricity consumption in 2025 will decrease due to increased use of solar power and waste-to-energy.

STRUCTURE OF ELECTRICITY CONSUMPTION FROM THE NATIONAL GRID IN 2025



- Di An
- Khu Lien Hop
- Tan Uyen
- TDM
- Thuan An
- Bau Bang
- Phu Giao
- Dau Tieng
- BIWASE Binh Phuoc

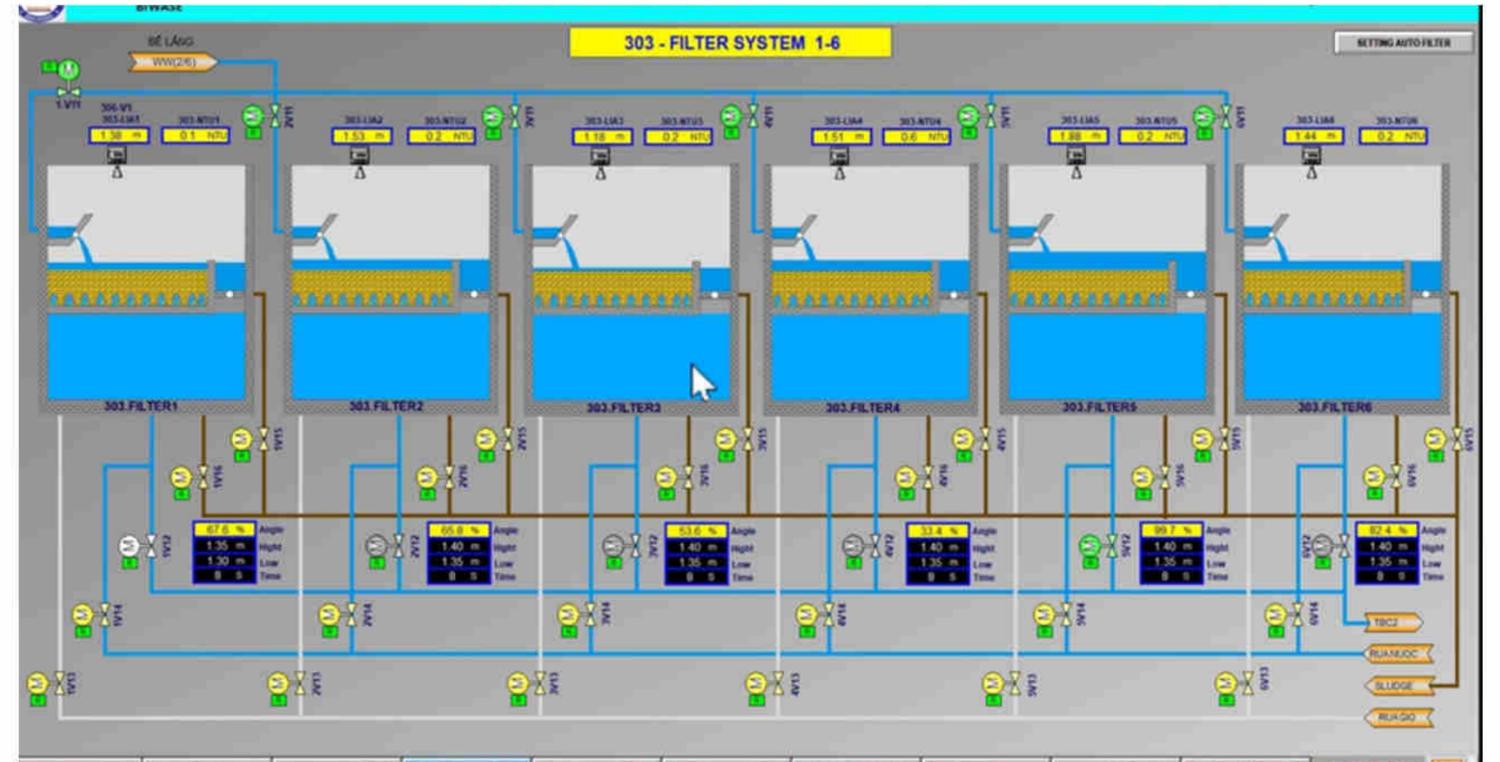
The above charts are taken from the Water Supply, Wastewater and Wastewater Treatment Companies/Branch.

1. Save energy through operational management systems and apply appropriate technologies

1.1. Water filter tank management

Based on the experimental conditions and results, BIWASE has set a reasonable filter washing mode to save as much energy as possible while still ensuring the water quality in the filter tank. Filtration is the final stage to remove dirt and determine the quality of water after treatment during operation, so the operators and the experimental team always strictly control this process. The company has used high-performance equipment, low energy consumption, timely maintenance, high-quality management through the SCADA system, in which inverter technology is the mainstay.

Filter tank is operated and managed via SCADA





ENERGY MANAGEMENT

1.2. Management of biological treatment technology

The SBR aerobic treatment system is designed for automatic control through sensors and control software, ensuring simple operation. The system is both precise and flexible, energy-saving and meets the technological requirements.

At the 960 m³/day liquid waste treatment plant, the C-tech measurement and control system helps operators grasp the system's oxygen demand, thereby deciding the operation level of the blowers to save electricity costs for the treatment process while ensuring efficiency.

1.3. Wastewater pumping technology for wastewater treatment plant management and energy saving

The specialized pumping system for pumping wastewater to the settling tank used by BIWASE has good working efficiency, low power consumption and long life. The wastewater pump operates completely automatically according to the water standards of the tanks.



2. Reduce the proportion of national grid electricity usage

2.1 Reusing heat to generate electricity for self-consumption in operations at BIWASE E.T.S

Following its successful inception, BIWASE E.T.S's waste-to-energy incineration project, boasting a capacity of 5 MW/hour, achieved remarkable results in 2025, generating a total electricity output of 5,400,800 kWh. This distinctive renewable energy source contributes directly to 22% of the internal power supply system of the South Binh Duong Waste Treatment Complex, exemplifying the breakthrough efficiency in converting waste into high-value resources. Local power generation self-sufficiency not only alleviates pressure on the national grid but also signifies a substantial advancement in the realization of a circular economy model and the optimization of treatment processes aimed at low emissions for Binh Duong Water and Environment Corporation.

2026 signifies a pivotal year as BIWASE intensifies the construction of its waste-to-energy incineration system, boasting a total capacity of 24 MW. The project is being executed in phases, with Phase 1, at 12 MW, anticipated to be completed and operational in 2027, thereby elevating the total power generation capacity of the entire system to 17 MW.

In accordance with the strategic plan, upon officially commencing operations, BIWASE will prioritize the internal utilization of 10 MW to attain full self-sufficiency in electricity for its production activities, while concurrently integrating 7 MW of surplus power into the national grid. This approach represents not only an economically optimized solution but also a practical illustration of the circular economy model, facilitating the comprehensive transformation of waste into clean energy, thereby directly reducing greenhouse gas emissions and reinforcing its leading role in sustainable environmental protection.

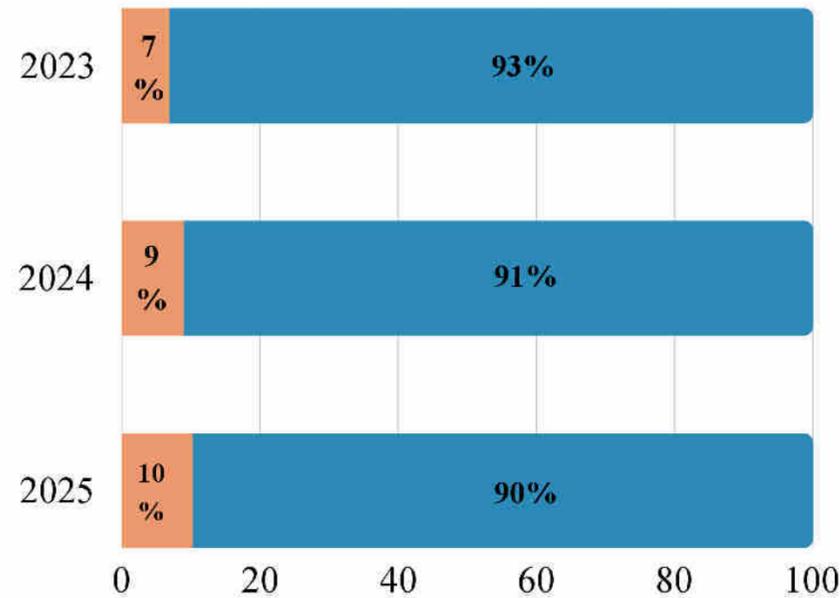


ENERGY MANAGEMENT (continued)

2.2. Investing in operating solar power systems at water supply plants

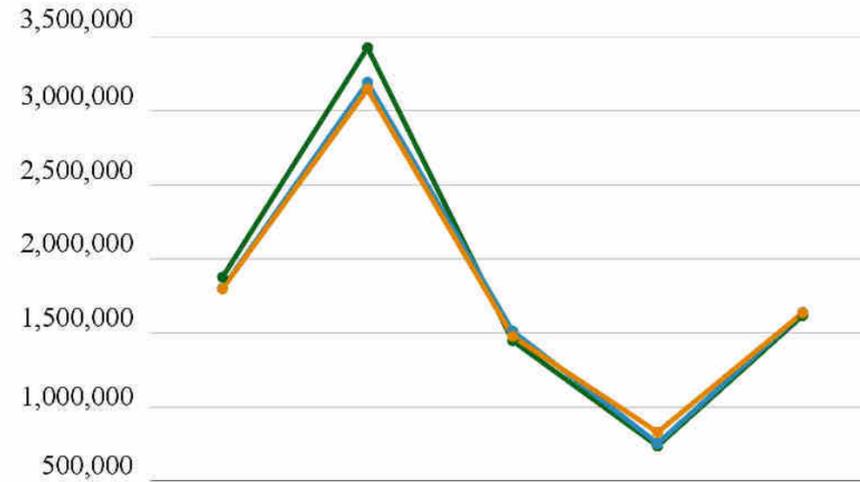
Among BIWASE's water supply companies and branches, four currently utilize solar power systems: the Di An, Khu Lien Hop, Tan Uyen, and Thu Dau Mot water supply branches. The proactive adoption of this renewable energy source not only enables these branches to optimize operational costs but also underscores the company's commitment to reducing its carbon footprint throughout the entire water supply system.

PROPORTION OF ELECTRICITY CONSUMED FROM GRID AND SOLAR ENERGY FROM 2023 - 2025



Year	2023	2024	2025
Solar power	7%	9%	10%
Grid electricity	93%	91%	90%

TOTAL SOLAR POWER CONSUMPTION FROM 2023 - 2025 (KWH)



	Di An Branch	Complex	Tan Uyen Branch	TDM Branch
2023	1,376,401	2,925,492	974,470	236,627
2024	1,300,981	2,692,035	1,012,857	254,183
2025	1,298,079	2,644,810	977,419	329,551

Note:

The above chart takes data from Water Supply Companies/Branch using solar power

BIWASE's energy restructuring initiatives have produced remarkable outcomes in 2025, underscoring its steadfast commitment to optimizing renewable energy sources throughout the entire system. The Industrial Park Complex leads in consumption, with solar power generation approaching 2.7 million kWh, fulfilling 4.3% of the branch's total electricity demand. Close behind is the Di An Industrial Park, where solar energy utilization has reached 1.3 million kWh, accounting for a replacement rate of 2.1%.

The Tan Uyen branch of the power plant stands as a prominent example of conversion efficiency, achieving a national grid replacement rate of up to 35% and making a significant contribution to the overall renewable energy output of the system. Similarly, the Thu Dau Mot branch, operational since late 2021, has demonstrated stability and effectiveness, successfully converting 10.5% of total electricity consumption to solar energy by 2025. This enhancement in clean energy utilization not only enables BIWASE to operate proactively but also directly mitigates its carbon footprint, aligning with the company's sustainable green development strategy.



EMISSION MANAGEMENT

		UNIT	2024	2025
Chuong 1	Total number of units within the data collection scope	Number of units	20	15
Chuong 2	Average emissions/volume of clean water produced	Kg CO ₂ e	0.26	0.23
Chuong 3	Average emissions/volume of treated wastewater	Kg CO ₂ e	0.59	0.52
	Average emissions/ton of treated domestic waste	ton CO ₂ e	0.79	0.74
Chuong 4	Average emissions/ton of industrial waste treated	ton CO ₂ e	0.75	0.90

Member units collecting data include:

- | | |
|---------------------------|---|
| 1. Khu Lien Hop WS Branch | 9. BIWASE Binh Phuoc |
| 2. Di An WS Branch | 10. BIWASE Long An |
| 3. Tan Uyen WS Branch | 11. Thu Dau Mot Wastewater Treatment Plan |
| 4. Thu Dau Mot WS Branch | 12. Thuan An Wastewater Treatment Plan |
| 5. Thuan An WS Branch | 13. Di An Wastewater Treatment Plan |
| 6. Bau Bang WS Branch | 14. Tan Uyen Wastewater Treatment Plan |
| 7. Phu Giao WS Branch | 15. BIWASE E.T.S |
| 8. Dau Tieng WS Branch | |

The total emissions from water supply plants include:

Scope 1: Direct emissions from equipment and vehicles using fossil fuels; emissions from refrigerant use; emissions from fire extinguishers; domestic wastewater generated from production activities; and direct emissions from the use of fertilizers for plants.

Scope 2: Indirect emissions from equipment using electricity supplied by the national power grid.

A number of measures the Company has been and continues to take to reduce pollution and reduce greenhouse gas emissions.



Periodically, once a week, conduct wastewater monitoring to check BOD/COD concentration in the output wastewater to ensure compliance with Vietnamese standards.



Reduce the use of national grid electricity, prioritize the use of renewable energy and waste electricity.



Reduce the use of gasoline and DO oil by gradually switching to electric vehicles.



Control the Company's operating vehicles in terms of greenhouse gas emissions and dust.



Recycling waste, saving natural resources - unburnt bricks help reduce the need for cement, thereby reducing greenhouse gases.



Periodic maintenance and servicing of vehicles, equipment and machinery to reduce pollution and save energy as well as extend the life of equipment and avoid leakage.

In 2025, BIWASE made a strong mark on its green transition journey by increasing the proportion of solar energy used at its water treatment plants and focusing investment on a modern waste-to-energy incineration system with a total capacity of 24 MW (Phase 1: 12 MW). The shift toward renewable energy sources not only optimizes production processes but also significantly reduces dependence on polluting fossil fuels.

At the same time, the Company implemented technological solutions to optimize waste collection routes, directly reducing greenhouse gas emissions from transportation activities. BIWASE has also promoted the recycling of waste into organic fertilizer, transforming waste into valuable resources in line with the principles of the circular economy and sustainable environmental protection.

These decisive actions have delivered outstanding results, enabling BIWASE's waste treatment sector alone to reduce 5,501 tons of CO₂e emissions. Although the average emissions per ton of industrial waste treated increased compared to 2024, E.T.S made significant efforts to reduce emissions in other treatment stages, resulting in an 18.6% reduction compared to the base year. This demonstrates the effectiveness of technological improvements, allowing the Company not only to achieve production growth targets but also to make meaningful contributions to climate change mitigation efforts.

ECONOMIC OUTCOMES

Chapter 1

At BIWASE, we assert that economic efficiency transcends mere financial growth metrics; it encompasses the capacity to generate enduring value for shareholders, customers, and the community. Throughout the past year, in the face of a fluctuating economic landscape, the company has sustained stable growth, attributed to a comprehensive risk management strategy and initiatives aimed at optimizing the value chain in its primary sectors.

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Maintaining robust financial health is essential for BIWASE to sustain its reinvestment in environmental initiatives, digital transformation, and the enhancement of employee well-being. For a more thorough and detailed examination of financial metrics, growth trajectories, and comprehensive analysis, please consult the 2025 Annual Report, which emphasizes the following key areas:

Chapter 5

- **Water Supply Sector (pages 22-28):** business performance outcomes, specifics regarding revenue, market share, commercial water production, and the total number of connected customers in 2025.
- **Waste and Environmental Treatment Sector (pages 30-31):** the volume of waste received and revenue generated during the year, as well as the volume of waste received and treated over the years.
- **Wastewater collection and treatment sector** during the specified period (page 32).
- **Construction Sector (Pages 33-36):** The construction capacity and the impact of infrastructure projects on the Corporation's overall profit structure.

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**BINH DUONG WATER - ENVIRONMENT
CORPORATION - JSC**

Chapter 6

PROMOTING SUSTAINABLE GOVERNANCE



Fortifying the groundwork for sustainable development through a team of specialists.

Chapter 1

In 2023, BIWASE established a Sustainable Development Board, laying a vital foundation for its sustainable development strategy and demonstrating a robust commitment to integrating environmental, social, and governance (ESG) principles into its business operations. This initiative not only marked a significant advancement in creating a greener BIWASE but also enabled the company to more effectively address the expectations of the market and investors.



Chapter 2

Chapter 3

Chapter 4



As we enter 2025, we will persist in refining and augmenting the effectiveness of the Sustainable Development Board by restructuring its membership and incorporating key personnel with the requisite capabilities and experience. Notably, BIWASE has concentrated on internal training, elevating key staff to sustainable development specialists, thereby ensuring they possess the essential knowledge and skills to provide guidance on green initiatives, optimize operations sustainably, and enhance corporate value.

Chapter 5

Chapter 6

This adjustment not only enhances the operational efficiency of the Sustainable Development Department but also generates momentum for promoting sustainable thinking across the organization. With a progressively professional team, BIWASE reaffirms its leadership in the realm of environmental sustainability, poised to tackle the challenges and seize the opportunities presented by the green economy.



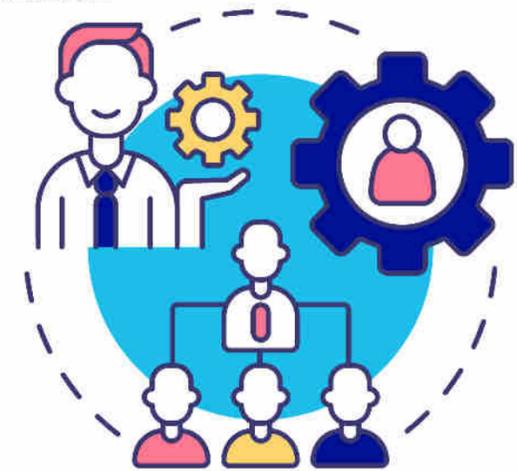
Chapter 7

Chapter 8

Furthermore, in 2025, BIWASE established five subsidiaries. The allocation of personnel for water loss management and control to member units has markedly enhanced management efficiency. Consequently, in 2025, member units such as BIWASE Long An, Dong Nai Water Supply, and Can Tho Water Supply attained significant achievements: notably reduced water loss rates, increased revenue, and higher dividend distributions. This not only elevates the enterprise value of BIWASE but also enables member units to operate more sustainably and efficiently.

Organizational framework and principal responsibilities

The revised structure of the Sustainable Development Board has been modified to improve specialization, encompassing: Head of Sustainable Development - Accountable for strategic oversight, monitoring, and ensuring the incorporation of ESG principles into business operations.



- Sustainable Development Specialists - Expertly equipped to execute environmental, social, and governance (ESG) initiatives.
- The Safety - Environment - Society Group provides counsel to the Board of Directors on matters pertaining to environmental issues, including:

Following a comprehensive review and assessment of the Sustainable Development Board's activities over the past year, BIWASE has reorganized its personnel to enhance specialization and align more closely with its long-term strategic objectives.

- | | |
|--|---|
| + Environmental impact oversight | + Occupational Safety and Health + Diversity and Equality |
| + Water resource administration + Water supply system management | + Training and Education + Employee Welfare Policies |
| + Wastewater treatment | + Anti-Discrimination + Sustainable Supply Chain |
| + Waste management | + Stakeholder Safety and Health |
| + Raw materials | + Social and Community Engagement |
| + Energy | + Addressing emergencies and natural disasters |
| + Greenhouse gas emissions | |
| + Biodiversity | |
| + Adhere to environmental regulations | |

- The cross-departmental coordination team, consisting of representatives from production, finance, human resources, communications, and various other departments, facilitates the implementation of a comprehensive sustainability strategy across the organization.

DEVELOPING A PREEMINENT TEAM

In its sustainable development roadmap, BIWASE recognizes the cultivation and enhancement of a highly skilled workforce as a fundamental strategy to sustain its leadership in the water and environment sector. Given its distinctive role in managing essential infrastructure systems and its ongoing expansion through strategic mergers and acquisitions in Long An, Ninh Thuan, Can Tho, Vinh Long, and other regions, the company's talent management emphasizes comprehensive training, the development of practical skills, and the establishment of a value retention system. This approach is crucial for ensuring stable operations and swift adaptation to international standards, including ESG criteria and the digital transformation roadmap that BIWASE is actively pursuing.



In practice, in addition to practical benefits and a supportive corporate culture, the core workforce places a high priority on a transparent work environment, well-defined career progression paths, and access to advanced operational technology. This drives the company to perpetually innovate its training methods: from dispatching specialists to engage in intensive courses in developed countries such as South Korea, Singapore, and Thailand, to offering young employees the chance to directly participate in ODA projects and manage complex environments.



In 2025, the Company executed 17 coordinated inspections focused on Safety, Environment, and Social Compliance across its branches and subsidiaries engaged in ADB, JICA, CGIF, and DEG loan projects. The specifics of these inspections are as follows:

Chapter 1

Chapter 2

Chapter 3

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No.	Time	Location	Content of the examination	Result
01	11/02/2025	BIWASE Long An	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain
02	18/02/2025	BIWASE E.T.S	<ul style="list-style-type: none"> Comprehensive organizational audit: <i>(Branch offices, manufacturing facilities).</i> 	Obtain
03	04/03/2025	BIWASE Binh Phuoc	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain
04	11/03/2025	Di An WS Branch (Session 1)	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain
05	18/03/2025	Khu Lien Hop WS Branch	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain
06	01/04/2025	Thuan An WS Branch	<ul style="list-style-type: none"> Examine the construction site. 	Obtain
07	15/04/2025	Dau Tieng WS Branch	<ul style="list-style-type: none"> Examine the construction site. 	Obtain
08	17/06/2025	Di An Wastewater Treatment Plant	<ul style="list-style-type: none"> Examine the entire facility. 	Obtain
09	12/08/2025	Di An WS Branch (Session 2)	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain

No.	Time	Location	Content of the examination	Result
10	01/09/2025	BIWASE PTS	<ul style="list-style-type: none"> Examine the production line. 	Obtain
11	16/09/2025	Tan Uyen Wastewater Treatment Plant	<ul style="list-style-type: none"> Examine the entire facility. 	Obtain
12	23/09/2025	Thu Dau Mot WS Branch	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain
13	30/09/2025	TDM Wastewater Treatment Plant	<ul style="list-style-type: none"> Examine the entire facility. 	Obtain
14	07/10/2025	Thuan An Wastewater Treatment Plant	<ul style="list-style-type: none"> Examine the entire facility. 	Obtain
15	14/10/2025	Bau Bang WS Branch	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain
16	28/10/2025	Phu Giao WS Branch	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain
17	18/11/2025	Tan Uyen WS Branch	<ul style="list-style-type: none"> Examine the raw water and treatment pumping station. Examine the construction site. 	Obtain

PROGRAM AND ACTION STRATEGY FOR 2025

In 2025, BIWASE will persist in enhancing its sustainability initiatives through a targeted action strategy, concentrating on key priorities:

a. Assess the risks and opportunities associated with climate change.



Key risk management

- Physical risks (natural disasters, water resources): In response to saltwater intrusion and extreme weather events that compromise infrastructure, BIWASE invests in an online monitoring system and enhances advanced treatment technology to ensure water security.
- Transition risks (policy, technology): Proactively revise legal frameworks concerning climate change; strategize the replacement of low-efficiency equipment with low-emission technologies to mitigate legal risks and decrease costs.

Capitalizing on strategic opportunities

- Green energy self-sufficiency: Leveraging the rooftops of water treatment facilities for solar panel installation and harnessing heat from waste incineration plants to produce electricity contributes to lowering operational expenses and minimizing greenhouse gas emissions.
- Circular economy: Converting sewage sludge into unburnt bricks and waste into organic fertilizer. This initiative offers the potential to create new revenue streams from sustainable products while decreasing waste treatment expenses at BIWASE (E.T.S) Joint Venture Science, Technology and Environment Company Limited.



b. Incorporating sustainable development into fundamental operations



Ensure that production and business operations align with provincial targets while efficiently managing raw material procurement costs, minimizing water loss, and enhancing investment.



Leverage tax incentives and optimize resources to enhance financial efficiency for enterprises.



Develop a sophisticated environmental management system and invest in more contemporary wastewater and solid waste treatment technologies. Enhance resource utilization, increase recycling efficiency, and conserve energy.



Expanding green supply chains necessitates that suppliers comply with sustainability standards.



Comprehensive digitalization of business operations. Enhancing operations through the advancement of automation and SCADA systems within production units.

c. Enhance the governance of ESG and the transparency of reporting.



BIWASE voluntarily produces its Sustainability Report, offering comprehensive and transparent information to stakeholders.



Upgrading reports to international standards guarantees precision and dependability.



From January 1, 2025, ensure the dissemination of bilingual information that surpasses compliance standards, thereby enhancing credibility with both domestic and international investors.



Enhance reporting and information disclosure to guarantee transparency and accountability to shareholders and investors.

d. Fostering a sustainable corporate culture



Initiate internal campaigns to enhance employee awareness regarding sustainable development.



Implement innovation initiatives and encourage employees to suggest environmentally sustainable solutions.



Collaborate with partners and academic institutions to investigate and implement sustainable technologies in production activities.

e. Direction of collaboration and dedication of stakeholders

BIWASE recognizes that fostering sustainable development necessitates not only internal initiatives but also strong collaboration with stakeholders. In 2025, the company attained the following achievements:



Enhance collaboration with governmental bodies, environmental organizations, and sustainable investors to execute environmental protection initiatives and foster a circular economy.



Enhancing engagement with shareholders and customers guarantees that BIWASE's products and services not only adhere to high-quality standards but also align with environmental criteria.



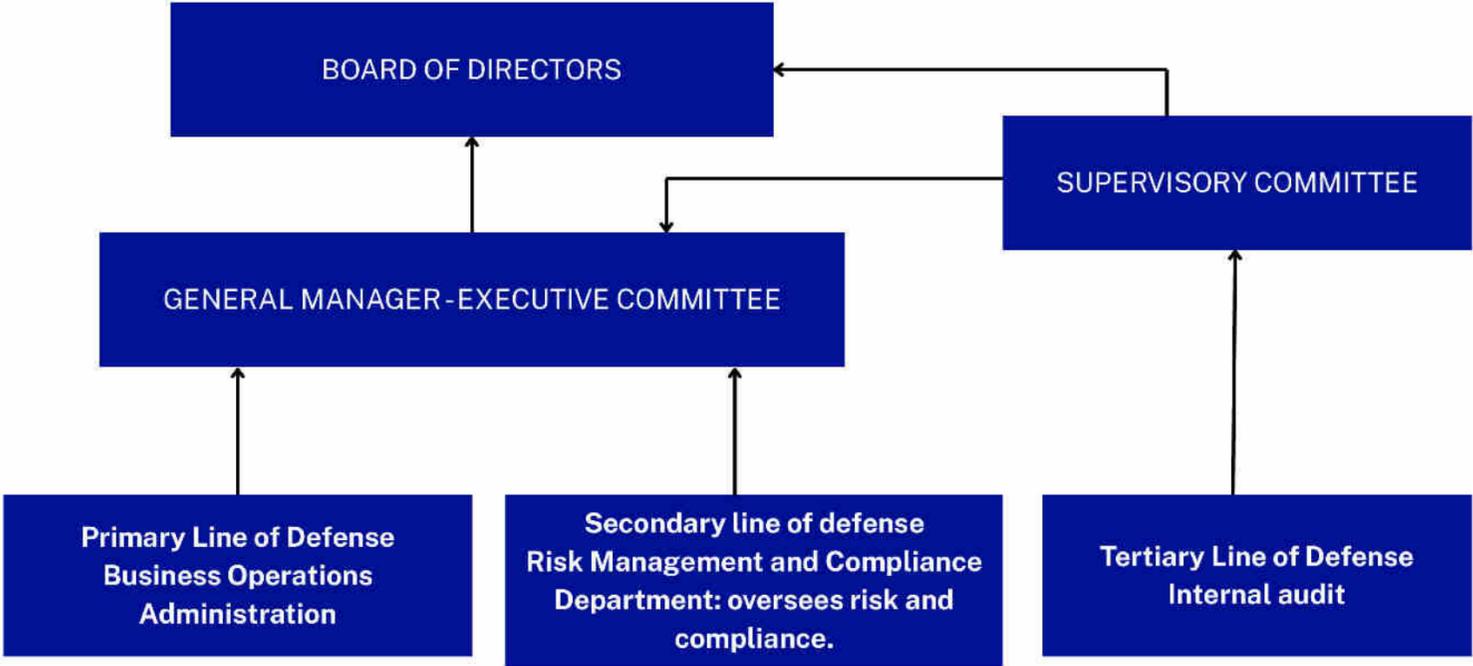
Supporting local communities through environmental education initiatives and sustainable enhancements in living conditions.

Risk control and management systems – a robust foundation for sustainable development.

In the context of a volatile market and rising demands for transparency and corporate governance, BIWASE has consistently enhanced its risk control and management system, thereby ensuring sustainable, stable, and proactive business development in the face of challenges.

Entering 2025, BIWASE has thoroughly enhanced its risk management system, seamlessly aligning it with its sustainable development strategy and corporate governance in accordance with ESG (Environmental, Social, and Governance) standards. The company is not only concentrating on mitigating financial risks but also broadening its focus to encompass environmental, operational, and legal compliance dimensions.

BIWASE persists in implementing the risk management regulations (19/QD-HDQT) established in 2023, utilizing a three-line defense model that guarantees a distinct delineation of functions and responsibilities for each unit. This approach aims to enhance the collective accountability of the organization in identifying, assessing, monitoring, and controlling risks as follows:



The three-tier defense model at BIWASE

BIWASE'S DEDICATION TO SUSTAINABLE RISK MANAGEMENT



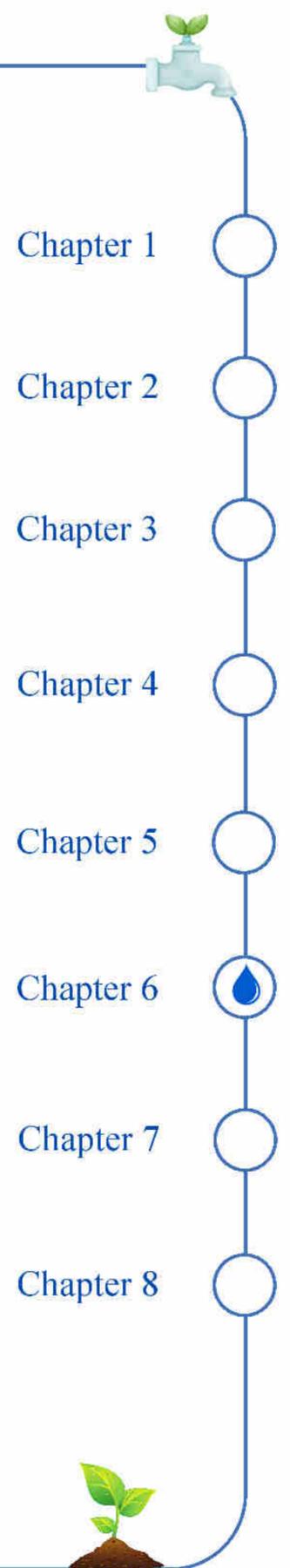
With the enhancement of its risk management system in 2024, BIWASE not only guarantees safe and sustainable operations but also elevates business value, establishing a robust foundation for long-term development.

Through financial control measures, resource loss mitigation, environmental risk management, and strict compliance with legal regulations, BIWASE reaffirms its status as a leading enterprise in the water and environment sector, ensuring stable, transparent, and responsible growth.



Key risks identified by BIWASE in 2024 and corresponding control measures.

No.	Risk	Control measures	No.	Risk	Control measures
1	Reputational risk, brand equity	Leadership is instrumental in cultivating an appropriate corporate culture and reinforcing business strategy at every stage, while also ensuring cohesion through the actions of all BIWASE employees.	8	Investment risks and the advancement of project implementation	The Board of Directors is tasked with assessing each investment plan in alignment with its strategic direction. Furthermore, it allocates human resources possessing the requisite experience and expertise for the project, while consistently prioritizing financial security, investment in production and business infrastructure, and associated tasks to guarantee the construction site, acceptance, and operational readiness.
2	Strategic risk	The Board of Directors is tasked with closely developing the strategy. The Board must regularly and consistently monitor the implementation of the strategy.			
3	Systemic risk, data breach	BIWASE implements suitable response measures for all scenarios and actively participates in the formulation of mechanisms and policies in collaboration with state agencies. Concurrently, customer information is consistently safeguarded, ensuring it remains confidential and does not infringe upon customer privacy.	9	Raw material supply risk	Each year, the Branches are tasked with formulating response scenarios and coordinating drills for potential risk situations. Create a feasible purchasing plan that aligns with the company's strategic objectives annually. Regularly evaluate the quality of inventory and recommend suitable solutions for each instance.
4	Human resources risk	The Board of Directors supports the periodic enhancement of training, the improvement of management capabilities, and the regular updating of technology. The human resources department regularly evaluates and revises policies for employees to foster a work environment that enhances productivity.	10	Operational risk	Water quality management: Branches effectively and consistently implement water quality management procedures. Water Loss: Branches comply with protocols for prompt and efficient troubleshooting. Technology: Branches consistently update advanced technology in alignment with leadership directives. Regular maintenance is conducted in accordance with established regulations. Labor safety: The BIWASE team is dedicated to adhering rigorously to the revised Labor Safety procedures in accordance with established standards. Production quality: Continuously refine operational protocols related to staff emulation to bolster the sense of accountability within each department.
5	Financial risk	The finance and accounting department consistently maintains financial security, routinely reviews and updates policies, procedures, and regulations to ensure adherence to legal and company standards.			
6	Compliance and Disclosure Risks	The Information Disclosure Department consistently revises regulations pertaining to compliance and information disclosure activities to mitigate potential risks between the company and its stakeholders.	11	Environmental hazards and climate change	Responding to climate risks: BIWASE has proactively formulated scenarios for climate change adaptation, particularly focusing on solutions to address drought, saltwater intrusion, and water pollution. Enforce stringent emission controls: Enhance wastewater treatment processes, minimize greenhouse gas emissions during production activities, and ensure adherence to environmental regulations. Developing renewable energy: Enhancing the utilization of solar energy, optimizing electricity consumption in industrial settings, with the objective of minimizing carbon emissions.
7	Risks Associated with Reporting Systems	BIWASE employs data management software to guarantee comprehensive and timely reporting content. It is essential to enhance training to refine skills in utilizing reporting software across functional departments, thereby improving the quality and transparency of reporting content.			



ANTI-CORRUPTION INITIATIVES FOSTER A TRANSPARENT AND ETHICAL BUSINESS ENVIRONMENT.



At BIWASE, transparency and integrity serve as the fundamental pillars of our governance and operations. With a vision for sustainable development, we are dedicated to cultivating a fair and honest business environment where ethical values are of utmost importance. To solidify this commitment, the Anti-Corruption Principles have been established as a vital instrument to promote a pervasive culture of integrity across the organization.

The framework of principles not only enforces stringent regulations but also offers comprehensive guidance to each individual and department on identifying, preventing, and addressing misconduct. BIWASE consistently upholds the highest standards of governance, ensuring that all activities, from finance and procurement to investment and partnerships, are executed with transparency. We are dedicated to rigorously complying with current legal regulations and international standards of corporate governance.

As we enter 2025, BIWASE remains committed to fortifying its governance framework, improving internal controls, and integrating digital technology for enhanced monitoring. These initiatives are designed to guarantee that all operational processes are efficient, transparent, and devoid of any adverse elements. This represents a robust commitment from BIWASE to safeguard the interests of shareholders and customers while fostering a sustainable future.



BIWASE'S DEDICATION TO A SUSTAINABLE FUTURE

Building on its robust foundation established in 2023 and further enhancements anticipated in 2025, BIWASE aspires not only to meet sustainability standards but also to take the initiative in fostering long-term value for the environment, society, and economy.

Through the reorganization of the Sustainable Development Department, the augmentation of human resource capabilities, and the advancement of the ESG strategy, BIWASE is dedicated to persistently contributing positively to the evolution of the environmental sector in Vietnam, fostering a green, transparent, and sustainable enterprise.





Transparent governance and internal control mechanisms

1. Mechanism for reporting violations

If there is any suspicion or observation of a potential breach of the Corporate Anti-Corruption Code (“the Code”) within the Company’s operations or within its value chain, individuals are encouraged to report concerns immediately through BIWASE’s internal complaints mechanism. BIWASE currently has a robust control network led by core staff.



2. Penalty and handling mechanism when there are violations

Those who commit acts of corruption and bribery as stated in the Code of Conduct, depending on the nature and severity of the violation, must be subject to disciplinary action, penalties according to enterprise regulations or criminal prosecution according to the provisions of law.

People who commit acts of corruption or bribery but proactively report them before being discovered, actively cooperate with businesses to help limit damage, voluntarily return corrupt assets, and remedy the consequences of corruption will be considered for a reduction in their sentence, disciplinary action, reduction of

criminal liability, exemption from punishment or exemption from criminal liability according to the provisions of law.

In case the person who commits corrupt acts and is disciplined is the head or deputy head of an organization or business unit, the disciplinary measure will be considered to be increased.

During the 2025 reporting period, there were no recorded cases of corruption or handling of corruption in the enterprise.



3. How to communicate and raise awareness about anti-corruption for employees and stakeholders - building a corporate culture of integrity and responsibility

Effective communications for the Corporate Anti-Corruption Code include newsletters, training materials, seminars, briefings, websites and emails, as well as contracting procedures for contractors, suppliers and other business partners.

BIWASE, through the Human Resources - Administration Department, ensures that this Code of Conduct is communicated in an understandable manner and in appropriate language to all stakeholders.

Build a feedback mechanism from customers and partners: Create conditions for stakeholders to contribute opinions, ensuring the business operates transparently and effectively.



GRIEVANCE MECHANISM



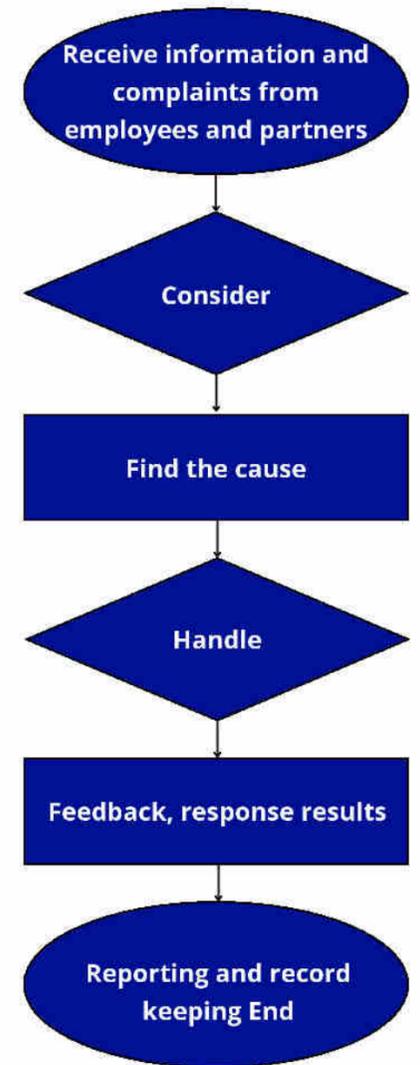
BIWASE is always committed to building a transparent, fair and professional working environment, where all employees, partners and customers have the right to reflect, complain and receive timely feedback. With the goal of constantly improving and enhancing the quality of corporate governance, the company has built an effective complaint reception and resolution system, creating conditions for all stakeholders to reflect opinions in a transparent, fast and convenient manner.

Grievance Mechanism

In 2025, BIWASE's leadership will continue to practice and effectively apply the Complaints and Complaints Resolution Policy, establishing a clear process to receive, process and promptly respond to all feedback from employees as well as external partners. This policy helps ensure that all comments and complaints are considered fairly and transparently, while creating an effective communication channel between the business and its stakeholders.

The complaint reception system is deployed through many official communication channels such as:

- 24/7 Customer Care Department, receiving direct feedback from customers, partners and employees.
- The information reception system of Binh Duong Provincial People's Council helps the company increase transparency in resolving people's complaints.
- The 6-step complaint handling process is issued and strictly implemented according to the standards announced in the previous year's report.



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a. Applying technology in receiving feedback

IMPLEMENT QR CODES FOR CUSTOMER SERVICE

Entering 2025, BIWASE continues to upgrade the complaint reception system with modern technology solutions, helping to improve response speed, increase accuracy and transparency in complaint handling.

Tan Uyen Water Supply Branch - one of the units under BIWASE, has deployed QR codes to help customers contact customer care directly quickly and accurately.

This system allows customers to report service quality, water supply status or any issues that need to be resolved, thereby reducing processing time and improving customer experience.

Expanding the application of QR codes in events meeting shareholders, investors and customers:

Trong các buổi họp thường niên, hội nghị cổ đông và sự kiện gặp gỡ đối tác, BIWASE đã cung cấp mã QR giúp các bên liên quan có thể tương tác trực tiếp với Ban Điều hành, đặt câu hỏi và nhận giải đáp nhanh chóng.

This helps the company increase transparency, while listening and responding promptly to investor and customer concerns.

b. Improve the efficiency of complaint handling



- **Improve complaint handling process:** Review and optimize the 6-step complaint handling process, ensuring that each feedback is recorded, classified and responded to on time, minimizing outstanding complaints.
- **Strengthen the team of specialists to receive and resolve complaints:** Train highly qualified personnel to help handle complaints professionally and in accordance with regulations.

c. Protection of complainants

Enhanced information security: BIWASE ensures that all feedback, especially internal comments on process improvements or issues to be addressed, is kept confidential and the identity of the reporter is protected.



With a modern and transparent complaint reception system, BIWASE ensures that all comments are listened to and handled promptly in a spirit of consensual reconciliation and reasonableness. The deployment of technical support tools such as QR codes, 24/7 customer care, and direct interaction with the Board of Directors not only helps improve the experience of customers and investors but also affirms the company's commitment to a transparent, professional and responsible business environment.

In 2026, BIWASE will continue to improve this system, expand information reception channels and increase response efficiency, ensuring that each complaint and reflection is resolved quickly, fairly and transparently.



Chapter 7

ENSURING A POSITIVE WORKING ENVIRONMENT FOR EMPLOYEES



HUMAN RESOURCES AND ADMINISTRATION

Chapter 1

The BIWASE Company system currently employs 2,632 individuals, encompassing both permanent and temporary staff across the parent company and its subsidiaries. Among these, the count of permanent employees at the parent company stands at 501, reflecting a decrease of 154 from 2024, when there were 655 employees.

Chapter 2

This change is primarily a result of organizational restructuring, which entailed the transformation of the four wastewater treatment branches into BIWASE Wastewater Treatment and Drainage Company Limited.

Chapter 3

In 2025, to address the growing demands and broaden the scale of water supply services for companies in Long An, Quang Binh, Can Tho, Vinh Long, Kien Giang, and BIWASE-owned enterprises, BIWASE maintained its emphasis on training human resources and developing a successor workforce for network management, water loss prevention, and the efficient operation of the water supply system in these regions.

Chapter 4

The company's management consistently fosters an environment that guarantees stable employment and income for its employees, thereby enhancing their living standards and providing them with peace of mind at work. The average income in 2025 is anticipated to reach approximately 19 million VND per person per month, with an expected annual income increase of 5%. Furthermore, the company places significant emphasis on the spiritual well-being of its employees by organizing sports and recreational activities.

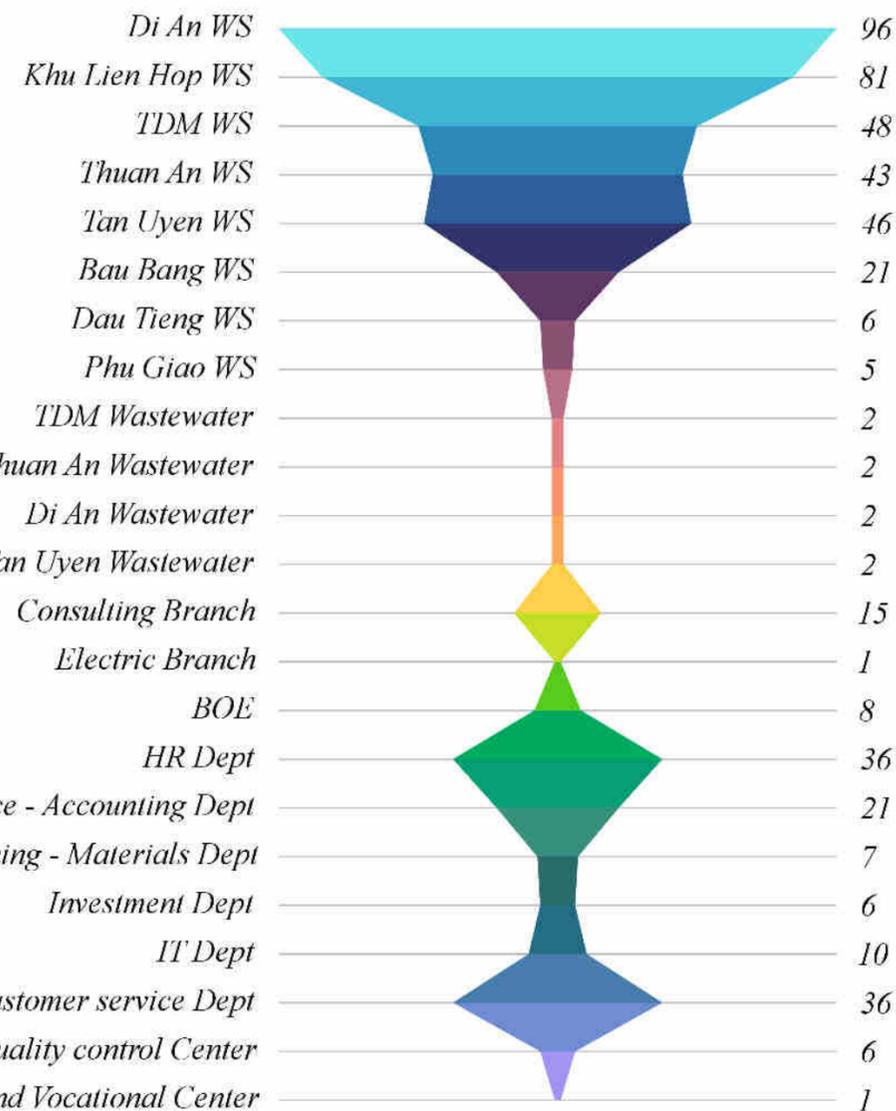
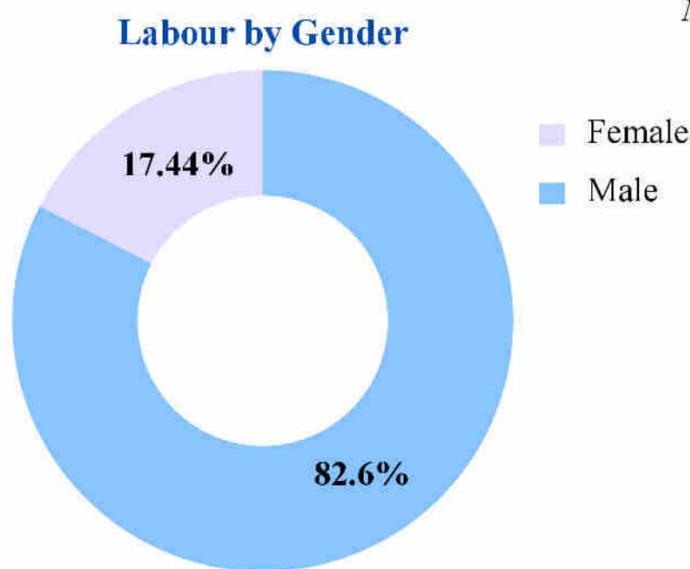
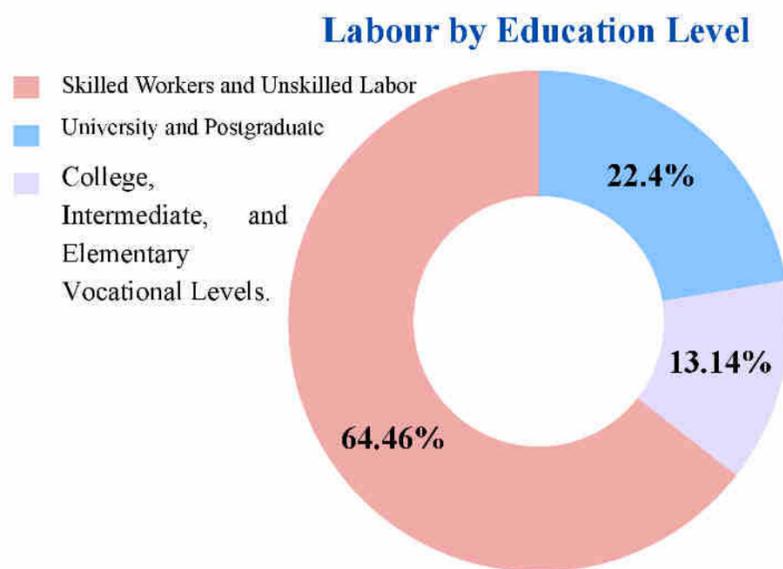
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BIWASE Workforce Across the Entire System



Number of Full-time Employees in Departments and Affiliated Units of BIWASE

Employee turnover rate for 2025

Rise **2.3%**



New employee recruitment rate for 2025

Rise **4%**



OCCUPATIONAL HEALTH AND SAFETY



Safe hours in 2025:
8,760 hours

Number of employees integrated into the ISO 45001 system: 2,632 employees

BIWASE not only prioritizes the enhancement of safety protocols but also enacts a variety of measures to safeguard the health and rights of its workforce. The company rigorously applies policies that include procuring insurance, conducting regular occupational health assessments, supplying nutritional supplements for employees in hazardous environments, providing suitable personal protective equipment, and facilitating routine health examinations. Concurrently, the organization fosters hazard identification training programs for all staff, which aids in elevating awareness of workplace safety, thereby reducing the likelihood of accidents and enhancing response capabilities in the event of incidents.

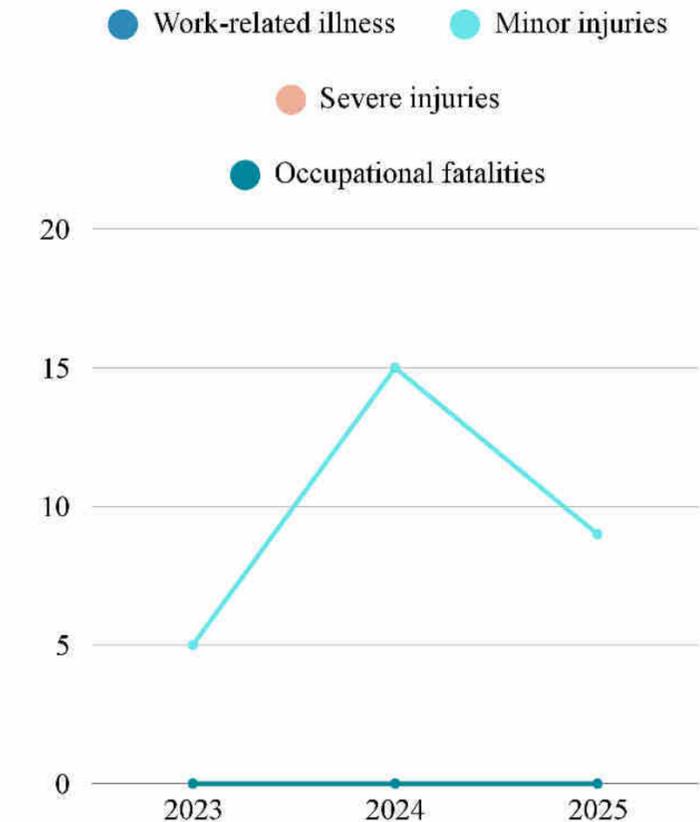
We are consistently prepared to collaborate, transparently receiving pertinent information, swiftly addressing incidents, and enacting preventive measures to reduce the probability of similar occurrences in the future. Comprehensive and transparent reporting facilitates the early detection of issues before they escalate into significant risks, while also motivating all individuals to proactively manage situations, thereby fostering a safer working environment for all employees.

Operating in the domains of water supply, waste treatment, and environmental services, BIWASE encounters various challenges, including exposure to hazardous chemicals, workplace accidents, and demanding working conditions. To ensure a safe working environment, mitigate risks, and safeguard the health of all employees, BIWASE adheres to the ISO 45001:2018 standard.

In addition to supplying comprehensive personal protective equipment (gloves, boots, masks, safety helmets, safety glasses, etc.), BIWASE prioritizes enhancing awareness and knowledge regarding occupational safety and environmental protection among all employees. Safety, environmental, and social management regulations are extensively communicated through regular meetings and displayed on bulletin boards at each Company/Branch. Moreover, the Company routinely conducts emergency response drills to ensure that employees are consistently prepared to manage unforeseen circumstances during work.

Training program	Number of participants
Occupational health and safety	2,110 people
Addressing water source incidents	209 people
Chemical spill and leak response exercise	55 people
First Aid Training	71 people
Training in fire prevention and firefighting procedures.	160 people
UPSC electrical examination preparation	50 people

Year	Number of cases involving minor injuries
2023	5
2024	15
2025	9



In 2024, the rise in minor injury cases at BIWASE relative to 2023 provided us with a clearer insight into potential workplace risks. This enabled us to reassess and refine our safety protocols, thereby enhancing our capacity to prevent and respond to incidents. In 2025, the number of cases declined by 60% compared to the prior year.

EQUALITY, RESPECT AND DIVERSITY

The Company regularly communicates through briefings and posts information about its policies on protecting Equality - Respect - Diversity, including:

- Code of Ethics and Corporate Conduct
- Code of Conduct on Sexual Harassment in the Workplace
- Gender equality policy
- Internal complaint and grievance mechanism

BIWASE staff are always united, working together to build a fair working environment, saying no to a culture of discrimination. To date, the company has not recorded any complaints from employees related to this issue, showing a strong commitment to ensuring rights and mutual respect within the company.

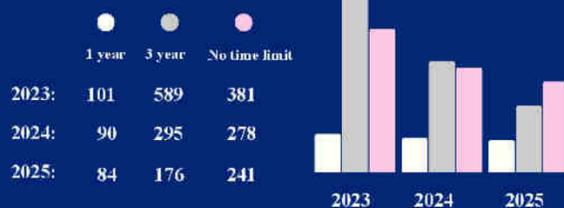
Besides, BIWASE Union always accompanies workers, providing support from health care to housing construction for disadvantaged workers to organize

emulation movements, create motivation to work and unite the team. The company is committed to gender equality in recruitment, training and promotion, ensuring that all employees have development opportunities. These efforts not only improve the material and spiritual life of workers but also affirm BIWASE's social responsibility, building a civilized, humane and sustainable working environment.

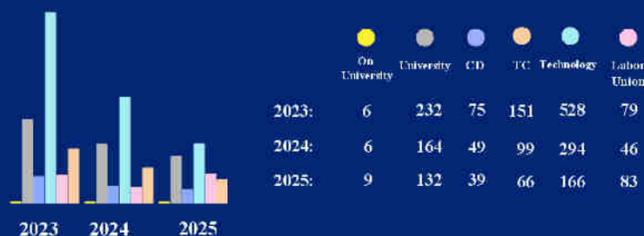
Total number of employees by gender



Labor contract



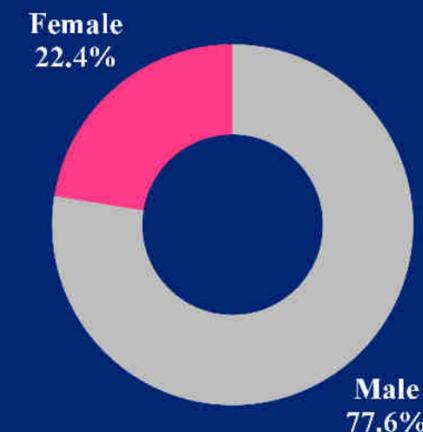
Labor level



Note: The number of official employees of BIWASE Corporation in 2025 decreased compared to 2024 due to the transfer of personnel to a newly established subsidiary (BIWAS), which was separated from BIWASE Corporation.

BIWASE continuously strives to enhance the spiritual and cultural well-being of its employees, especially women, by fostering an equal working environment that respects gender rights and organizing meaningful activities. In 2025, the Trade Union and the grassroots Women's Union, together with affiliated branches, organized a series of celebratory activities such as gatherings, appreciation parties, and thematic discussions on gender equality. Outstanding women who achieved the title "Excellent at Work – Good at Family Responsibilities" were honored and rewarded. In particular, the Water Supply Branches held exchange sessions highlighting the role of women in production and business activities, combined with the presentation of commemorative gifts to express gratitude and encourage employees' dedication and contributions.

Gender Ratio in Management Positions

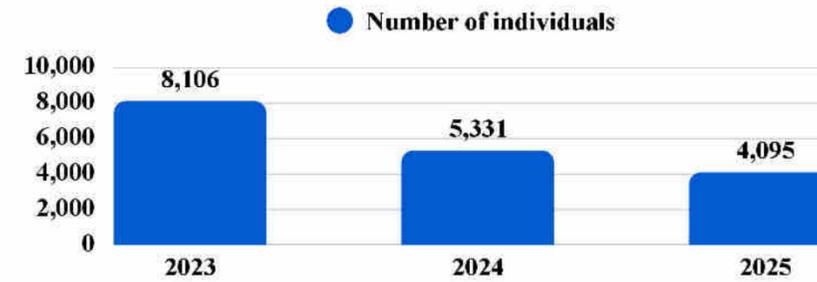


On special occasions such as International Women's Day (March 8) and Vietnamese Women's Day (October 20), the Company always presents meaningful gifts to express appreciation for female employees, including áo dài uniforms and other items to be worn on designated days during the week, while also organizing sports activities to encourage interaction and promote health and well-being. These initiatives not only recognize the valuable contributions of female employees but also demonstrate BIWASE's commitment to building a harmonious, equitable, and sustainable working environment. With great enthusiasm and dedication, BIWASE employees have also composed and performed the bilingual song "BIWASE – A Sustainable Development Brand," conveying their confidence and pride through every lyric and melody.



TRAINING AND EDUCATION

NUMBER OF INDIVIDUALS TRAINED FROM 2023 - 2025



Statistics indicate that the number of individuals trained at BIWASE has steadily declined over the years, from 8,106 in 2023 to 5,331 in 2024 and 4,095 in 2025. While these figures demonstrate a downward trend, they do not signify reductions in investment; instead, they represent a strategic realignment in training initiatives.

In prior years, BIWASE made significant investments in cultivating a skilled workforce across various domains, including operations, engineering, management, and customer service. Consequently, the company's foundation of human resources has been strengthened.

As we enter the 2025 period, the company will prioritize comprehensive training programs designed to enhance professional capabilities, foster technological innovation, and promote modern management practices, moving away from the basic training previously emphasized. The decrease in the number of general training courses reflects the maturation and professionalization of its workforce.

2025

Training and enhancing the quality of human resources remains a paramount priority for BIWASE's leadership. In 2025, the company will not only emphasize safety and professional training courses but will also introduce training classes designed to motivate employees to enhance work efficiency through the application of modern technologies, such as Artificial Intelligence (AI) and Geographic Information Systems (GIS), as well as international sustainable development standards, including ESG and ISO 50001:2018. Through self-directed training and partnerships with esteemed organizations, BIWASE consistently advances its management philosophy, strengthens its governance capabilities, ensures operational safety, and aspires to the sustainable development of the business.

KEY TRAINING PARTNERSHIPS FOR 2025

Hanoi University of Civil Engineering: Collaborated in the organization of the Water Supply and Drainage Engineering course, provided guidance to students in selecting thesis topics, and coordinated the graduation thesis defense committee for 36 students.

- **Institute of Environment - Ho Chi Minh City:** Collaborating in advanced training through the Master of Environment program.
- **Ho Chi Minh City College of Technology II:** Partnered in delivering foundational vocational certificate training in Wastewater Treatment Plant Operation and Maintenance for more than 114 trainees.
- **My Phuoc Hospital:** Partnering to deliver practical first aid training for the company's medical team.
- **Water and Energy Technology Joint Stock Company (Wetec):** Executing AI application initiatives to enhance operational efficiency.
- **BSI Vietnam Co., Ltd.:** Consultation and assessment of ESG training programs, ISO 50001:2018 standard.
- **Vietnam Institute of Directors (VIOD) and Deloitte Vietnam:** Senior executives engage in training programs focused on corporate governance, supply chain risk management, and the ACGS scorecard.
- **State Securities Commission & Climate Change Department:** Engaging in the revision of securities legislation, quantifying greenhouse gas emissions, and facilitating the green transition.
- **Bien Hoa Chemical Company:** Executing a collaborative drill to address a chemical (chlorine) leak at the facility.

HIGHLIGHTED TRAINING PROGRAMS IN 2025

- **Operations, Engineering, and Expertise:**
 - + Fundamental training in the operation and maintenance of wastewater treatment facilities and collection systems.
 - + Introduction, installation guidelines, and maintenance manual for Pegasus valves and measurement instruments.
 - + Guidance on national standards, as well as the inspection and monitoring of clean drinking water quality.
 - + Procedures for bidding and cost estimation.
- **Digital Transformation and Technology:**
 - + Specialized topic: Enhancing business efficiency and integrating AI into daily operations.
 - + Training on updating ArcGIS software, including an introduction to the WGS84 and VN2000 coordinate systems.
 - + Manage water meters using AI software.
 - + Smart management of water supply networks.
- **Cultivating Cognitive Skills and Personal Competencies:**
 - + The "Self-Improvement" workshop is designed for leaders, managers, and prospective employees.
 - + Special topic: "Asset Accumulation - A Sustainable, Secure, and Efficient Investment Strategy"
- **Sustainable Development (ESG) and Governance:**
 - + Sustainable Development Report for Enterprises (ESG). Quantify the carbon footprint in accordance with ISO 14067:2018 and educate greenhouse gas specialists in alignment with ISO 14064.
 - + Understand the ISO 50001:2018 energy management and assessment system.
 - + Corporate governance and leadership informed by the ACGS scorecard.
 - + Training on Decree 175/2024/ND-CP for the implementation of the Construction Law.
- **Safety, Health, and Environmental (HSE) Standards:**
 - + Occupational safety and health training for Group 2 (supplementary) and Group 4 (regular).
 - + Implement routine training sessions and drills focused on fire prevention and control, as well as responses to incidents involving chlorine leaks, chemical spills, and waste leaks.
 - + Media coverage of water security and water-related terrorism.
 - + Deliver first aid training for the company's medical team.

BIWASE's total budget for training programs in 2025 amounts to VND 1.07 billion, which includes:

- 57.9 million VND was allocated for internal training programs.
- Over 1 billion VND was allocated for training programs conducted by external organizations.



Chlorine gas leak response drill



Instruction on utilizing the applications

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Guide to Implementing AI Technology



Meeting of senior officials



Defense of the graduation project for the Water Supply and Drainage Engineering program, Class 60NCBD



AI: Advanced Platforms and Applications in the Enterprise Landscape

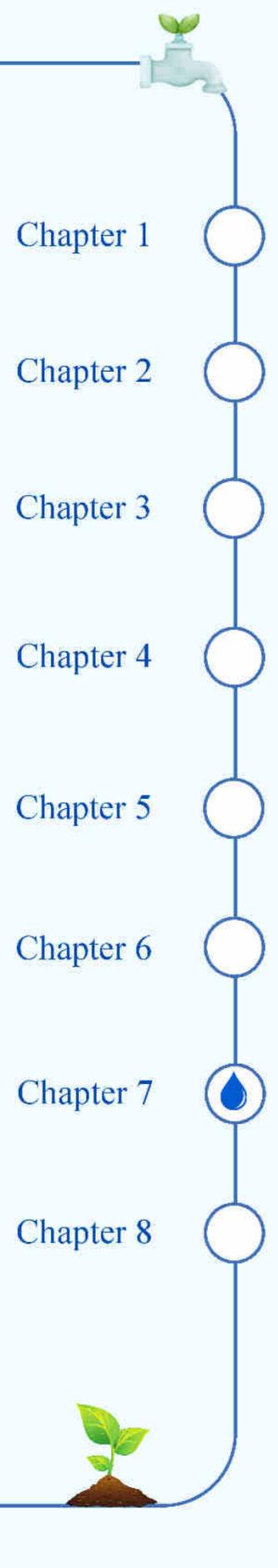


Workers' Conference 2025



Graduation Ceremony - Class K60, Binh Duong Water Supply and Sewerage Company

With a vision to establish itself as a leading entity in sustainable development, BIWASE's leadership has exhibited a robust commitment to minimizing environmental impact. By organizing training programs and establishing clear objectives for emission reduction, the leadership has motivated all employees. Concurrently, the integration of greenhouse gas inventory results into the performance evaluation system, along with investments in supportive tools, has fostered a work environment that promotes innovation and creativity. As a result, BIWASE has not only met its emission reduction targets but has also cultivated a sustainable corporate culture.



EMPLOYEE BENEFITS

BIWASE's Board of Directors always upholds the tradition of "Proactive, creative, and victorious together!", always taking good care of the material and spiritual life of workers.

The company always focuses on salary growth and attractive benefits for employees, especially for individuals who have dedicated many years to BIWASE.

SALARY AND BONUS ALLOWANCE IN 2025

- Average monthly income is about **19 million VND** (*The starting salary for employees of BIWASE is 1.7 times higher than the regional minimum wage*)
- Total allowance for employees working in arduous and toxic environments is more than **5.8 billion VND**.
- Union fund supports workers with more than **2.9 billion VND**.
- Individual rewards according to the Company's Board of Directors regulations:
 - 62 individuals achieved the title of excellent completion of assigned tasks.
 - 430 individuals completed their assigned tasks well

POLICIES FOR FEMALE WORKERS



- Maternity benefits comply with social insurance laws.
- Take 1 month of paid leave before giving birth. In case a female employee gives birth to twins or more, from the second child onwards, for each child, the mother is entitled to an additional 1 month of leave.

100% of employees on maternity leave return to work at the Company

HEALTH INSURANCE

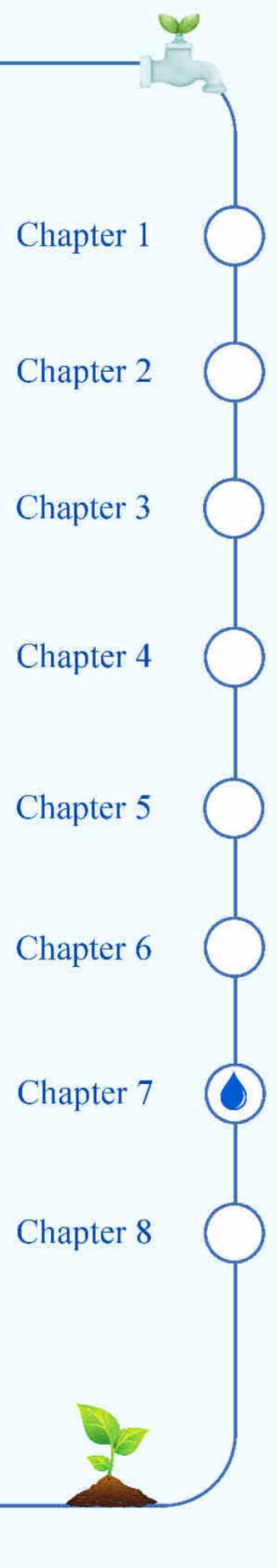
- 01 Social insurance
- 02 Health insurance
- 03 Unemployment insurance
- 04 24/7 accident insurance
- 05 Regular health check-up



LIFE BENEFITS

- Visit war invalids and families of policy beneficiaries on July 27 and Lunar New Year, and on happy occasions every year.
- Paying sudden hardship allowance to employees when encountering risks in the following cases:
 - Fire disaster;
 - Workers with serious illnesses;
 - Workers have occupational accidents and traffic accidents from 31% or more;
 - Depending on the severity, the Company will pay a subsidy of 3 million VND to 5 million VND or more.
- Retirement: BIWASE has a policy of supporting retirees with a financial amount to stabilize their lives based on the number of years of service.
- BIWASE is committed to fully implementing the severance allowance regime for employees in accordance with the provisions of law. The payment of allowances is carried out in accordance with the current Labor Code, ensuring the rights of employees when terminating the labor contract. In 2025, the company paid severance allowances to eligible cases according to regulations, demonstrating compliance with the law and responsibility towards employees.
- Social housing for employees to "settle down and work". By 2025, the project has met the housing needs of 26 employees and workers at the Company





COMMITMENT TO EMPLOY WORKERS ACCORDING TO REGULATIONS

At BIWASE, we are committed to complying with collective bargaining agreements, applicable national laws and international labor standards. The Company periodically reviews and adjusts its business strategies and processes, which may result in internal reorganization or restructuring and may result in job losses.

BIWASE commits to ensuring that any layoffs (if any) will be carried out fairly and transparently, based on the issued layoff policy, with the hope that layoffs will always be open and transparent, and will not be used to demean any individual. Based on the assessment of the 2024 business situation and the 2025 plan, BIWASE ensures that there are no plans to layoff employees at the Company.



Human rights protection at BIWASE is considered a core value in the Company's operations, which includes NO forced labor and child labor.



BIWASE is committed to strictly prohibiting and condemning in any form the use of child labor or forced labor in the Company's operations.

The Company also implements a strict anti-child labor strategy during the direct recruitment process with the Company and its stakeholders. Any doubts regarding the age of an employee will be reported to the human resources department, which can check and verify any identification documents of the employee (including contractor employees) and/or conduct a direct interview, comparing the information with their identification documents. In the event that the Company finds that anyone under the age of 18 is working at any of the Company's locations, the BIWASE Human Resources and Administration department will take steps based on the Policy of not using child labor, forced labor in the Corporation.

Up to this point, BIWASE has not recorded any violations related to the above commitments.



THE 42 & 43 VOLUNTARY BLOOD DONATION DAY

In 2025, the Executive Committee of the Trade Union and the Youth Union of Binh Duong Water and Environment Corporation (BIWASE) will host the 42nd and 43rd Voluntary Blood Donation Days on April 3rd and September 26th, respectively. More than 400 units of blood will be contributed by trade union members, youth union members, and employees of BIWASE Corporation.

Among them are numerous individuals who have donated blood an impressive number of times, ranging from 10 to over 15 occasions, and have received commendations from the Provincial Red Cross Society. This group includes leaders from the General Corporation as well as its branches and companies within the BIWASE system. It is known that twice a year, the Blood Transfusion Center of Cho Ray Hospital, in collaboration with the Binh Duong Provincial Red Cross Society, organizes a voluntary blood donation day at BIWASE General Corporation. This marks the 43rd such event.

Embodying the ethos of "Donate blood to save lives" and "A drop of blood given - A life saved," the Youth Union of BIWASE Corporation has created a "Living Blood Bank." This initiative comprises individuals with rare blood types who are prepared to donate blood to save lives when necessary.





SPORTS ACTIVITIES - PROMOTING CAMARADERIE AND WELL-BEING AMONG EMPLOYEES.

BIWASE consistently prioritizes the well-being of its employees, not only through its comprehensive benefits package but also via engaging sports activities. Each year, the company hosts a large-scale cycling race featuring 20 teams from both domestic and international backgrounds, fostering an exhilarating atmosphere and a healthy competitive spirit. Furthermore, badminton and tennis tournaments are routinely organized, offering employees opportunities to unwind and enhance team cohesion.

Beginning in 2025, the Binh Duong International Women's Cycling Race will officially be incorporated into the UCI ranking system of the International Cycling Federation, adopting the new designation: "BIWASE Tour of Vietnam." To meet the standards required for recognition within the UCI ranking system, the organizing body must fulfill the stringent criteria set forth by the International Cycling Federation, including demonstrating the financial capability to sustain the annual organization of the event and conducting a race route survey in accordance with international standards. The inclusion of the BIWASE Tour of Vietnam in the UCI is a testament to the relentless efforts and dedication of the Organizing Committee, the leadership of the Department of Culture, Sports and Tourism of Binh Duong province, and BIWASE Corporation in hosting the annual race, alongside the committed support of Vietnamese cycling clubs and athletes in promoting and advancing women's cycling. This development enhances the visibility of Binh Duong women's cycling and the broader Vietnamese women's cycling movement on the international sports stage. Furthermore, it presents a significant opportunity for Vietnamese athletes to engage in world-class competitions in the future.

MENTAL HEALTH CARE

BIWASE has made a significant investment in constructing a tennis court on its premises and has also organized dynamic sports activities, including football and badminton, for its employees. After work, staff members can engage in exhilarating matches on the court, thrilling badminton games, or lively tennis gatherings. These activities not only enhance employees' physical fitness but also foster mental equilibrium, alleviate stress, and bolster team cohesion. In doing so, BIWASE reinforces its status as a leading enterprise while cultivating an ideal work environment that prioritizes employee welfare and promotes holistic development in both physical and mental health.



BIWASE consistently prioritizes the creation of a dynamic work environment in which employees not only contribute to their roles but also have the opportunity to demonstrate their talents and enhance their personal skills.

One of the notable activities is the internal singing group, where members with a passion for the arts rehearse and perform together at significant company events. This initiative not only fosters joy and camaraderie but also cultivates a vibrant atmosphere, assisting employees in balancing their professional and personal lives.

Moreover, the Executive Committee of the Trade Union and the Youth Union of the Corporation consistently organizes a variety of competitions, fostering a creative and meaningful environment for employees. Additionally, the company promotes employee participation in sports activities, which contribute to health improvement, teamwork enhancement, and strengthened interdepartmental connections. Notably, to commemorate the 50th anniversary of the Liberation of the South and National Reunification (April 30, 1975 - April 30, 2025); the 135th anniversary of President Ho Chi Minh's birth (May 19, 1890 - May 19, 2025); and the 72nd anniversary of the Traditional Day of the Economic Security Force (May 13, 1953 - May 13, 2025), the BIWASE E.T.S football team participated in a friendly match on April 10, 2025, featuring four teams from the province: Vietnam Foreign Trade Bank - Binh Duong Branch (Vietcombank), Binh Duong Provincial Lottery Company Limited, and the Economic Security Department - Binh Duong Provincial Police. This event served not only as a platform for physical training and team spirit enhancement but also as an opportunity for union members and staff to socialize, forge connections, and celebrate significant national holidays.

THE COMPANY'S INTERNAL DANCE ENSEMBLE



2025 FOUR-TEAM FOOTBALL CHAMPIONSHIP



MENTAL HEALTH CARE

BIWASE holds the conviction that our personnel are our most significant asset. We prioritize not only the well-being of our employees but also that of their families, as a sustainable work environment encompasses both the workplace and the personal lives of each individual.

Each year, the company arranges trips for employees and their families, both domestically and internationally. This serves as an opportunity for employees to unwind and rejuvenate after rigorous work, while simultaneously fostering connections with colleagues and family. Additionally, these excursions enable employees' relatives to gain a deeper understanding of the work environment and the company's commitment, thereby enhancing a sense of belonging and pride in being part of the organization.



Furthermore, on June 1st each year, recognized as International Children's Day, BIWASE allocates a budget to provide meaningful gifts to the children of its employees. This initiative serves not only as encouragement for the future generation but also as a demonstration of appreciation for the dedication of employees in both their professional and familial responsibilities.

These activities exemplify BIWASE's dedication to its ESG strategy, particularly the "S" (Social) component—ensuring the well-being, morale, and quality of life of employees and their families. We assert that a sustainable work environment is not solely predicated on business development but must also be aligned with the care and engagement of individuals.

CORPORATE CULTURE

Chapter 1

1. THE IMPORTANCE OF CORPORATE CULTURE AT BIWASE

Corporate culture at BIWASE is not only the foundation that shapes the organizational identity but also the driving force that promotes professionalism, internal cohesion and commitment to sustainable development. A strong culture helps BIWASE maintain its reputation, improve service quality and make positive contributions to the community.



Chapter 2

2. CORE VALUES

BIWASE builds corporate culture based on seven core values:

- **Integrity** - Maintain the highest ethical standards in all activities.
- **Respect & Companionship** - Value customers, partners, colleagues and community.
- **Continuous Innovation & Improvement** - Continuously innovate to improve performance.
- **Collaboration & Sharing** - Promote a professional and cohesive working environment.
- **Responsibility to the community** - Committed to environmental protection and social development.
- **Efficient & Sustainable** - Putting long-term benefits first.
- **Safe & Transparent** - Ensuring a safe and fair working environment.

Chapter 3

NỘI QUY

CÔNG TY CP - TỔNG CÔNG TY NƯỚC
- MÔI TRƯỜNG BÌNH DƯƠNG

1. Tuyệt đối trung thành và luôn nêu cao ý thức bảo vệ lợi ích, thương hiệu và uy tín công ty trong mọi trường hợp.
2. Thể hiện các hành vi văn minh, lịch sự, có văn hóa và chuyên nghiệp
3. Trung thành với lợi ích của khách hàng, xem khách hàng là người ăn, được phục vụ khách hàng là niềm vinh dự nên luôn có thái độ lịch sự, hòa nhã, tận tụy khi tiếp xúc và làm việc với khách hàng.
4. Tìm cách tăng năng suất lao động, sẵn sàng hợp tác giúp đỡ đồng nghiệp, có ý thức về an toàn lao động cho bản thân và người khác.
5. Thực hiện tiết kiệm, chống lãng phí, chống biểu hiện bè phái, tiêu cực, chủ nghĩa cá nhân, cơ hội, gây mất đoàn kết nội bộ hay làm giảm sức mạnh chung của công ty.
6. Thể hiện tinh thần xung kích, năng động, sáng tạo trong việc phát triển công ty và trong công tác xã hội.
7. Thường xuyên trao đổi kỹ năng bản thân, trình độ chuyên môn để nâng cao hiệu quả lao động, phát huy sáng kiến cải tạo kỹ thuật.
8. Thể hiện lòng nhân ái với người khác.
9. Tất cả CBCNV tình nguyện làm việc tại công ty đều phải hiểu, thuộc và nghiêm chỉnh chấp hành nội quy, quy định này. Nếu vi phạm, tùy mức độ công ty sẽ xử lý hình thức nhắc nhở cho đến buộc thôi việc. Ngược lại, việc tôn trọng và thực hiện tốt nội quy này sẽ được xem xét khen thưởng.

CHỦ TỊCH
Nguyễn Văn Thiên

Chapter 4

5. CULTURE OF COMMUNICATION AND COOPERATION

BIWASE builds a professional and effective communication environment:

- **Internal communication:** Respect superiors, support colleagues, encourage constructive spirit.
- **Communication with customers & partners:** Transparent, polite, ensuring service quality.
- **Community behavior:** Actively participate in community activities, demonstrating social responsibility.

Chapter 5

3. CODE OF CONDUCT AND PROFESSIONAL ETHICS

BIWASE always sets specific standards of conduct, ensuring that all officers and employees perform consistently in all activities:

- For customers: Be polite, respectful, and provide maximum support to bring the best service experience.
- For colleagues: Cooperate, share, create a positive and non-discriminatory working environment.
- For partners & shareholders: Transparency, fairness and compliance with cooperation commitments.
- For community & environment: Carry out social responsibility, minimize negative impacts on the environment

Chapter 6

6. RESPONSIBILITY TO THE COMMUNITY AND THE ENVIRONMENT

- **Sustainable development program:** BIWASE regularly organizes training sessions to raise awareness of environmental protection.
- **Caring for employees' lives:** Providing safe working conditions, reasonable benefits, and creating development opportunities.
- **Community support:** Participate in volunteer activities to improve the quality of life for people.

Chapter 7

4. WORK CULTURE AND LABOR PRODUCTIVITY

BIWASE always promotes discipline - responsibility - initiative - creativity in work:

- **Personal Responsibility:** Each employee is responsible for assigned tasks, ensuring completion on schedule and with quality.
- **Innovation:** Encourage innovative ideas to optimize workflows.
- **Work professionally:** Comply with company procedures and regulations to improve productivity and work safety.
- **Save & avoid waste:** Optimize resources, avoid unnecessary loss.

Chapter 8





CHAPTER 8

SPREADING VALUE TO THE COMMUNITY



SUSTAINABLE SUPPLY CHAIN

In its journey of sustainable development, BIWASE always focuses on building a transparent, environmentally friendly supply chain that adheres to the highest ethical standards. The company applies a rigorous evaluation process, selecting suppliers based on criteria of environmental protection, labor management, and carbon emission control. In addition, products and services from partners with production facilities and directly employing many local workers in the province will be given priority to use to contribute to building a sustainable economic development with businesses in the province.



BIWASE is particularly determined against all forms of forced labor, child labor and human rights violations. At the same time, the company prioritizes cooperation with partners who apply green technology, use recycled materials and implement environmentally friendly production methods. To maintain transparency and sustainability, BIWASE conducts periodic audits, supports suppliers in improving management efficiency and requires full compliance with committed standards. In case of detecting violations or partners refusing to cooperate, the company is ready to terminate the business relationship as a final solution.

Thanks to these comprehensive efforts, BIWASE is proud to have not recorded any violations in the supply chain to date. This not only affirms a strong commitment to sustainable development but also demonstrates BIWASE's humane, long-term vision and responsibility towards the community.

SAFETY AND HEALTH OF STAKEHOLDERS

According to Mr. Nguyen Van Thien - Chairman of BIWASE Board of Directors: "In any circumstance, BIWASE is always steadfast in its mission of serving the community and building society. Regardless of the field of operation, providing clean water for daily life, production or collecting, treating and recycling waste and wastewater, BIWASE always upholds the spirit of responsibility, strives to provide the best products and services, high quality and stability, thereby bringing true values to customers and helping the community develop."

BIWASE is well aware that water is the essential source of life for humans and water businesses are businesses that hold the life, health and livelihood of many people.

A successful business not only achieves the goal of maximizing profits and benefits for shareholders but also brings sustainable values to the community and to the whole society.



JOINING HANDS FOR THE COMMUNITY

In 2025, Binh Duong Water and Environment Corporation (BIWASE) will continue to pursue its vision of sustainable development, considering social responsibility as its core mission. Not only focusing on economic growth, BIWASE also pays special attention to supporting families in difficulty, building essential infrastructure and preserving environmental resources, in order to improve the quality of life of the community.

With the goal of creating positive values for the community, BIWASE has implemented 7 outstanding groups of activities in the past year, including:

Community support and social security:



Organize gift giving programs, visit and care for the lives of disadvantaged people and policy families.

Propaganda and awareness raising activities:



Launch a campaign on environmental protection, clean water use, and raise public awareness of sustainable development.

Construction activities of infrastructure and civil works:



Invest in upgrading roads, providing clean water, and improving living conditions for people.

Labor and internal support activities:



Building a friendly working environment, connecting employees, and supporting families with preferential policies and poor households.



Support agricultural production and rural development:

Accompanying farmers by giving away seeds, providing machinery, equipment, organic fertilizers and technical advice.



Volunteer and emergency relief activities:

Provide timely support to areas affected by natural disasters and floods, contributing to stabilizing people's lives.



Blood donation:

Promote blood donation movement, arouse the spirit of sharing, contribute to saving the lives of many patients.

These efforts not only enhance BIWASE's reputation but also demonstrate the company's strong commitment to creating a sustainable future, where people and the environment are always prioritized, developing together in a prosperous and long-term way.



Chapter 1



Visiting ill children from underprivileged backgrounds.

Chapter 2



Visiting and presenting gifts to individuals residing in border regions.

Chapter 3



Visiting and presenting gifts to individuals residing in border regions.



The procession is poised to present flowers and incense to the Hung Kings.

Chapter 4



BIWASE Mid-Autumn Festival 2025

Chapter 5



Donating 80 gifts to underprivileged yet diligent students.

Chapter 6



BIWASE Ion Gold collaborates with the Young Entrepreneurs Association of Dong Nai Province.



The delegation and monks conducted the ritual of prayer for peace and salvation during the Qingming Festival.

Chapter 7



Presenting gifts to patients during the Lunar New Year at the 512-bed hospital.

Chapter 8



The transfer of the "Charity House" to the family of Ms. Nguyen Ngoc Anh.



Pilgrims participating in the Lantern Festival are provided with chilled towels and beverages at the BIWASE - Ion Gold booth.



Visiting and presenting gifts to injured soldiers and martyrs on July 27th.

INFORMATION DISCLOSURE GRI STANDARDS

Index	GRI Standards	Report page	Exclude	Reason for exclusion
GRI 1 General Standard 2021				
1-7	Includes an appendix listing the GRI content applied in the report	121 - 125	No	
GRI 2 General Disclosure Standards 2021				
2-1	Information about the organization	10 - 35	No	
2-2	Entities included in the Sustainable Development Report	4,33	No	
2-3	Reporting period, frequency and contact information	4	No	
2-4	Re-present information	33	No	
2-5	Third-party assurance		Yes	Not applicable
2-6	Activities, value chains and other business relationships	15,16	No	
2-7	Staff	105,107	No	
2-8	Workers are not employees of the organization.		Yes	Information not available
2-9	Management structure and composition	17 - 22	No	
2-10	Nomination and election of the highest governing body	17 - 22	No	
2-11	Head of organization	5, 19	No	
2-12	The role of top management in overseeing the management of impacts	17	No	
2-13	Assign responsibility for impact management	17	No	

Index	GRI Standards	Report page	Exclude	Reason for exclusion
2-14	The role of top management in sustainability reporting	5, 32	No	
2-15	About conflicts of interest	BWE has no conflicts of interest	No	
2-16	Policy on reporting material issues	46 - 51	No	
2-17	Comprehensive knowledge of top management	19 - 22	No	
2-18	Management performance evaluation	Refer to the content in the BCTN	No	
2-19	Remuneration policy	110	No	
2-20	Compensation Determination Process	110	No	
2-21	Total annual compensation ratio	110	No	
2-22	Statement on sustainable development strategy	97	No	
2-23	Policy commitment	98, 100, 102, 111, 118	No	
2-24	Implementing policy commitments	98, 100, 102, 111, 118	No	
2-25	Process for overcoming negative impacts	81, 84, 85	No	
2-26	Mechanism for consultation and reporting of concerns	98 - 103	No	
2-27	Compliance with laws and regulations	59 - 61, 69, 74 - 82, 84, 85, 91	No	
2-28	Membership rights in associations	31	No	
2-29	Stakeholder Approach	39 - 45	No	

Index	GRI Standards	Report page	Exclude	Reason for exclusion
2-30	Collective bargaining agreements	116	No	
GRI 3 Material Aspects 2021				
3-1	Process for identifying MATERIALITIES	47, 48	No	
3-2	List of MATERIALITIES	49 -51	No	
3-3	Managing MATERIALITIES	49 - 51	No	
GRI 201 Performance of Economic Activities 2016				
201-1	Direct economic value created and distributed	92	No	
201-2	Impact on financial performance, other risks and opportunities due to climate change	92	No	
201-3	Obligations under defined benefit schemes and other pension schemes	92	No	
201-4	Financial support received from the government		Yes	Information not available
GRI 202 Market Presence 2021				
202-1	Ratio of starting salary by gender to regional minimum wage	110	No	
202-2	Implementing policy commitments	110 - 118	No	
GRI 203 Indirect Economic Impacts 2021				
203-1	Infrastructure and service investment	74	No	
203-2	Significant indirect economic impacts	55 - 92	No	
GRI 204 Procurement Practices 2021				

Index	GRI Standards	Report page	Exclude	Reason for exclusion
204-1	Percentage of spending on local suppliers	118	No	
GRI 205 Anti-Corruption 2021				
205-1	Activities assessed for risks related to corruption	100 - 103	No	
205-2	Communication and training on anti-corruption policies and procedures	100 - 103	No	
205-3	Confirmed corruption incidents and remedial measures		No	
GRI 206 Anti-Competitive Conduct 2021				
206-1	Legal actions against anti-competitive behavior, antitrust and monopolistic practices		Yes	Not applicable
GRI 207 Tax 2019				
207-1	Tax Strategy		Yes	Information not available
207-2	Tax risk management, control and governance		Yes	Information not available
207-3	Stakeholder engagement and approaches to managing tax-related concerns		Yes	Information not available
207-4	Report by country		Yes	Information not available
GRI 301 Materials 2016				
301-1	Materials used by weight or volume	75	No	
301-2	Use recycled raw materials		Yes	Information not available
301-3	Recalled products and product packaging materials		Yes	Information not available

Index	GRI Standards	Report page	Exclude	Reason for exclusion
GRI 302 Energy 2016				
302-1	Energy consumption in the organization	88 - 89	No	
302-2	Energy consumption outside the organization	88 - 89	No	
302-3	Measuring energy usage	88 - 90	No	
302-4	Save energy consumption	88 - 90	No	
302-5	Reduce energy requirements of products and services	88 - 90	No	
GRI 303 Water and Wastewater 2018				
303-1	Using water as a common resource	57 - 67	No	
303-2	Managing impacts related to water discharges	78 - 80	No	
303-3	Water supply	57 - 67	No	
303-4	Water discharge	78 - 80	No	
303-5	Water consumption	57 - 67	No	
GRI 304 Biodiversity 2016				
304-1	Operating sites owned, leased, managed within or adjacent to protected areas and areas of high biodiversity value outside protected areas		Yes	Not applicable

Index	GRI Standards	Report page	Exclude	Reason for exclusion
304-2	Significant impacts of activities, products and services on biodiversity	6	No	
304-3	Protected or restored habitat	6	No	
304-4	IUCN Red Listed Species and Nationally Protected Species whose habitats are in areas affected by activities		Yes	Not applicable
GRI 305 Emissions 2016				
305-1	Direct greenhouse gas emissions (Scope 1)	91	No	
305-2	Greenhouse gas emissions (Scope 2) from indirect energy consumption	91	No	
305-3	Other indirect emissions (Scope 3)		Yes	Information unavailable/incomplete
305-4	Greenhouse gas emissions by organization index	91	No	
305-5	Reduce greenhouse gas emissions	91	No	
305-6	Emissions of Ozone Depleting Substances (ODS)		Yes	Information unavailable/incomplete
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other major emissions	77	No	
GRI 306 Waste 2020				
306-1	Waste and serious impacts related to waste	73 - 75	No	
306-2	Managing serious impacts related to waste	73 - 75	No	
306-3	Amount of waste	75	No	
306-4	Changing the way waste is handled	73	No	

Index	GRI Standards	Report page	Exclude	Reason for exclusion
306-5	Bury/Dispose of waste	73	No	
GRI 308 Environmental Impact Assessment in Supply Chains 2016				
308-1	Evaluate new suppliers on environmental criteria	118	No	
308-2	Negative environmental impacts in the supply chain and solutions to overcome them		Yes	Information not available
GRI 401 Jobs 2016				
401-1	Number of new hires and turnover rate	105	No	
401-2	Benefits exclusively for full-time employees	110	No	
401-3	Parental leave	110	No	
GRI 402 Labor/Management Relations 2016				
402-1	Minimum notice period for changes in employment	110		
GRI 403 Occupational Safety and Health 2018				
403-1	Occupational health and safety management system	106	No	
403-2	Identify violations, assess risks and investigate incidents	106	No	
403-3	Occupational health services	107	No	
403-4	Worker involvement, consultation and communication on occupational health and safety	106, 108	No	

Index	GRI Standards	Report page	Exclude	Reason for exclusion
403-5	Training workers on occupational health and safety	108	No	
403-6	Improve workers' health	112, 114	No	
403-7	Prevention and mitigation of occupational health and safety impacts	106, 107	No	
403-8	Occupational health and safety management system for workers	106, 107	No	
403-9	Work-related injuries	106	No	
403-10	Work-related illness	106	No	
GRI 404 Education and Training 2016				
404-1	Average annual training hours per employee	108	No	
404-2	Employee upskilling programs and transition support programs	108 - 109	No	
404-3	Percentage of employees who receive regular performance reviews and career development advice	110	No	
GRI 405 Diversity and Equal Opportunity 2016				
405-1	Diversity in management and employees	107	No	
405-2	Ratio of base salary and remuneration of women to men		Yes	Information unavailable/incomplete
GRI 406 Non-Discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	BIWASE has no cases of discrimination.	No	

Index	GRI Standards	Report chapter	Exclude	Reason for exclusion
GRI 407 Freedom of Association/Right to Union and Collective Bargaining 2016				
407-1	Operations and suppliers may be at risk to freedom of association and collective bargaining rights	118	No	
GRI 408 Child Labor 2016				
408-1	Operations and suppliers at significant risk of child labor incidents	111, BIWASE does not use child labor.	No	
GRI 409 Forced or Compulsory Labor 2016				
409-1	Operations and suppliers with significant risk of forced or compulsory labor incidents	118, BIWASE has no forced labor	No	
GRI 410 Practices and Security 2016				
410-1	Security personnel are trained in human rights policies or procedures	116	No	
GRI 411 Rights of Indigenous Peoples 2016				
411-1	Violations related to indigenous rights	BIWASE has no record of any violations of indigenous rights.	No	
GRI 413 Local Communities 2016				
413-1	Activities involving local communities, impact assessments and development programmes	118 - 120	No	
413-2	Activities that may have a negative impact or have had a significant negative impact on local communities	BIWASE has no record of local feedback.	No	
GRI 414 Supplier Social Assessment 2016				
414-1	New suppliers were pre-evaluated using social criteria.	118	No	
414-2	Negative social impacts in the supply chain and solutions to overcome them	118	No	

Index	GRI Standards	Report chapter	Exclude	Reason for exclusion
GRI 415 Public Policy 2016				
415-1	Political contributions		Yes	Information unavailable/incomplete
GRI 416 Customer Health and Safety 2016				
416-1	Assess the health and safety impacts of products or services	61, 69, 72, 82, 86, 87	No	
416-2	Non-compliance incidents relating to the health and safety impacts of products and services	BIWASE has not recorded any cases of non-compliance affecting the health and safety of products and services.	No	
GRI 417 Marketing and Branding 2016				
417-1	Requirements for trademark, product and service information	69	No	
417-2	Non-compliance incidents related to product and service information and labeling	BIWASE has not recorded any cases of non-compliance related to product/service information & labeling.	No	
417-3	Non-compliance related to marketing communications	BIWASE always adheres to the principles of marketing and information disclosure.	No	
GRI 418 Customer Information Privacy 2016				
418-1	Confirmed complaints regarding customer privacy breaches and customer data loss	There is no case of information leakage violating customer privacy	No	

INDEX PORTFOLIO ACCORDING TO SASB

Index	Topic	Information to be disclosed	Report page	Report content
IF - WU - 000B	Water supply management	(1) Volume of water exploited from the source. (2) % by water source	59, 60	Water resource management and water treatment

Index portfolio according to SASB

Index	Topic	Information to be disclosed	Report page	Report content
IF - WU - 000D	Water supply management	Average volume of wastewater treated per day by (1) sanitary sewer, (2) stormwater, and (3) combined sewer	78	Wastewater management
IF - WU - 130a.1	Energy Management	(1) Total energy consumption, (2) % grid electricity usage (3) % renewable energy usage	88, 90	Energy Management
IF - WU - 140a.2	Efficient distribution network	Actual water loss volume (non-revenue)	61, 66	Water supply network management
IF - WU - 140b.2	Wastewater quality management	Describe the strategy for managing wastewater pollution due to emerging risks	84, 85	Environmental compliance and management
IF - WU - 240a.1	Affordability and Access to Clean Water	Average retail water price in 2024 for (1) residential: 10,500 VND/m ³ , (2) commercial companies: 21,000 VND/m ³ and (3) industrial customers: 13,800 VND/m ³ Excluding 5% VAT and 10% PMT		Water resource management and water treatment
IF - WU - 250a.1	Water quality	Number of cases of water supply or drinking water violating (1) acute health, (2) non-acute health and (3) not related to health	BIWASE did not record any violations	Safety and health of stakeholders
IF - WU - 250a.2	Water quality	Management strategies for water-borne contaminants are emerging concerns.	57 - 66	Water resource management and water treatment
IF - WU - 440a.3	Sustainable water supply	Water quality and availability risk management strategy	98	Water resource management and water treatment

Index	Topic	Information to be disclosed	Report page	Report content
IF - WU - 110a.1	Greenhouse gas emissions	Total direct emissions (scope 1) to the environment, % of emissions (2) subject to emission limitation regulations, and (3) subject to emission inventory reporting regulations	91	Emissions Management
IF - WU - 110a.3	Greenhouse gas emissions	Short-term and long-term strategies or plans for managing (1) direct (scope 1) emissions to the environment, (2) emission reduction targets, and (3) performance analysis of those targets	91	Emissions Management
IF - WU - 120a.1	Air quality	Emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	77	Emissions Management
IF - WU - 150a.3	Management of leachate and hazardous waste	Number of non-compliance cases related to environmental impact	76	Environmental compliance and management
IF - WU - 320a.1	Health & Safety	(1) Recorded incident rate (TRIR), (2) fatality rate, and (3) near miss rate (NMFR) for (a) direct employees and (b) contract employees	106	Occupational safety and health
IF - WU - 420a.1	Recycling and resource recovery	(1) Amount of waste treated and burned, of which (2) % is hazardous waste, (3) % of waste is burned to generate energy	75	Waste Management

