

No.: 152/TVD1-HDQT

Hanoi, January 09th, 2026

**CORPORATE GOVERNANCE REPORT
For year 2025**

To:

- Valuable shareholders;
- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Company name: Power Engineering Consulting Joint Stock Company 1
- Address: No.66, Luong Ngoc Quyen street, Thanh Liet ward, Hanoi
- Phone number: 02438544270 - Fax: 02438541208 - Email: Peccl1@fpt.vn
- Charter capital: 266,913,190,000 VND
- Stock code: TV1
- Corporate governance model: General meeting of shareholders, Management Board, Supervisory Board and General Director.

I. Activities of general meeting of shareholders

1. On June 26th, 2025, Power Engineering Consulting JSC 1 held the 2025 annual general meeting of shareholders. The General Meeting (GM) ended at 14h00 on the same day.

Number of Resolution	Date	Contents
01/NQ-TVD1-DHDCD	26/06/2025	The General Meeting approved:
		1. Management Board's Report on performance results in 2024 and performance orientation in 2025.
		2. Board of Directors' Report on production and business results in 2024 and business plan and objectives for 2025.
		3. Approval of the production and business plan in 2025 with key indicators as follows: - Total Revenue: + Consolidated: 550 billion VND + Parent company: 526.5 billion VND - Total profit after tax (PAT): + Consolidated: 95.4 billion VND + Parent company: 94.7 billion VND
		4. Supervisory Board's Report on performance results in 2024 and performance plan in 2025.
		5. Audited Consolidated Financial Statement and Separate Financial Statement of the Parent Company in 2024; Outstanding financial settlement results in 2024.
		6. Profit allocation option in 2024 - Total profit to be allocated: 113.38 billion VND + Profit after CIT: 99.59 billion VND + Retained profits from previous years: 13.78 billion VND - Profit allocation option: + Investment & development fund: 25 billion VND

Number of Resolution	Date	Contents
		<ul style="list-style-type: none"> + Reward and welfare funds for employees: 16.91 billion VND + Reward fund for managers, supervisors: 0.33 billion VND + Dividend payment in 2024 in cash: 6% of par value per share (equivalent to VND 600/share) + Retained earnings: 57.10 billion VND
		7. Profit allocation plan in 2025 - Investment & development fund: Not exceeding 30% of the profit after tax in 2025 as maximum - Reward and welfare funds - Reward fund for managers, supervisors - Dividend payment in cash: Not less than 6%/share.
		8. Salary and remuneration fund of the Management Board, Supervisory Board in 2024; plan in 2025
		9. Amendment and addition of business lines
		10. Amendment and addition of Company's Charter
		11. Cessation, additional election of member of Management Board - Cessation of Mr. Nguyen Tai Anh - Cessation of Mr. Le Thanh Chung - Appointment of Mr. Nguyen Kim Cuong - Appointment of Mr. Do Viet Khoa
		12. Authorization to the Management Board - Decision on adjustment of the 2025 production and business plan in case implemented/actual production and business targets are higher than the plan. - Decision on cessation of the independent auditor performing the audit of the 2025 Financial Statements when deemed necessary.

2. The General Meeting (GM) approved in the form of written opinion form.

Contents	Resolution No.01/NQ-TVD1-DHDCD	Resolution No.02/NQ-TVD1-DHDCD
Dividend allocation in cash	6%/par value	Unchanged
Dividend amount	14.04 billion VND	16.01 billion VND
Retained earning	57.1 billion VND	55.13 billion VND

II. Management Board

1. Information on members of the Management Board

Member of Management Board	Position held	Commencement date/date of no longer being a member of the Management Board	
		Appointment date	Cessation date
Nguyen Huu Chinh	Member	29/06/2017	30/06/2020
Nguyen Huu Chinh	Member	29/04/2021	
Nguyen Huu Chinh	Chairman	26/06/2025	
Tran Thai Hai	Member	29/06/2017	
Le Van Luc	Independent member	27/06/2023	
Nguyen Kim Cuong	Member	26/06/2025	
Do Viet Khoa	Member	26/06/2025	
Nguyen Tai Anh	Chairman	30/06/2020	26/06/2025
Le Thanh Chung	Member	27/06/2023	26/06/2025

Term of the Chairman of the Management Board and members

Full name	Position held	Term
Nguyen Tai Anh	Chairman	2020-2025, ended on 26/06/2025
Nguyen Huu Chinh	Member	2021-2026

Full name	Position held	Term
Tran Thai Hai	Member	2023-2028
Le Thanh Chung	Member	2023-2028, ended on 26/06/2025
Le Van Luc	Independent	2023-2028
Nguyen Kim Cuong	Member	2025-2030, appointment on 26/06/2025
Do Viet Khoa	Member	2025-2030, appointment on 26/06/2025

2. Meetings of the Management Board:

Members of the MB	Number of meetings attended	Attendance rate	Reason for not attending meetings
Nguyen Tai Anh	28	58%	Cessation on 26/06/2025
Nguyen Huu Chinh	48	100%	
Tran Thai Hai	48	100%	
Le Thanh Chung	28	58%	Cessation on 26/06/2025
Le Van Luc	48	100%	
Nguyen Kim Cuong	20	42%	Appointment on 26/06/2025
Do Viet Khoa	20	42%	Appointment on 26/06/2025

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

- The Management Board always closely monitors activities of the Executive Board, promptly addressing issues arising within the authority of the Management Board to facilitate management activities of the Executive Board.
- The Management Board utilizes the Company's advisory and support apparatus to regularly inspect and supervise the General Director in performing his/her functions and duties in accordance with the provisions of the Enterprise Law, the Charter, the Company's Regulations and the Resolutions/Decisions of the Management Board.
- At meetings of the Management Board, the General Director regularly reports on the Company's production and business activities. Members of the Management Board have coordinated with the General Director in implementing the Resolutions/Decisions of the Management Board.

4. Activities of sub-committees of the Management Board

The Management Board operates on the principle of collective decision making under the leadership of the Chairman of the Management Board without establishing any sub-committees within the Management Board.

5. Resolutions/Decisions of the Management Board

No.	Resolutions/Decisions	Date	Contents	Approved rate
1	01/NQ-TVD1-HDQT	06/01/2025	Personnel matters at PECC1 and at Power Engineering Investigation, Design & Construction Co. Ltd. 1.	100%
2	09/QD-TVD1-HDQT	10/01/2025	Approval of the outline of the task of preparing the proposal for granting the Environmental License for Song Bung 5 HPP.	100%
3	10/QD-TVD1-HDQT	10/01/2025	Approval of the outline of the technical plan and total estimate for upgrading the SCADA system to the IEC60870-5-104 protocol standard at Song Bung 5 HPP.	100%
4	02/NQ-TVD1-HDQT	20/01/2025	Re-appointment of Director, Deputy Directors of Power Grid Engineering Center; Re-appointment in principle of the	100%

No.	Resolutions/Decisions	Date	Contents	Approved rate
			Corporate Governance Officer cum Company Secretary.	
5	03/NQ-TVD1-HDQT	26/02/2025	2025 work program of the Management Board.	100%
6	04/NQ-TVD1-HDQT	03/03/2025	The last registration date: March 24, 2025; On April 25, 2025: The 2025 Annual General Meeting of Shareholders held.	100%
7	05/NQ-TVD1-HDQT	05/03/2025	Personnel matters and the Company's 2024 salary and remuneration fund.	100%
8	06/NQ-TVD1-HDQT	06/03/2025	Plan for restructuring the Company's management units	100%
9	79/QD-TVD1-HDQT	10/03/2025	Re-appointment of the Corporate Governance Officer cum Company Secretary.	100%
10	07/NQ-TVD1-HDQT	11/03/2025	Human resource management at Song Bung 5 HPP.	100%
11	08/NQ-TVD1-HDQT	11/03/2025	Approval of the survey report, assessment of current status, technical plan and cost estimation for repairing for Unit 01 of Song Bung 5 HPP.	100%
12	09/NQ-TVD1-HDQT	19/03/2025	Personnel affairs at Investigation & Testing Center.	100%
13	10/NQ-TVD1-HDQT	28/03/2025	Allocation of the retained salary fund in 2024 of employees	100%
14	11/NQ-TVD1-HDQT	28/03/2025	2025 production and business plan	100%
15	12/NQ-TVD1-HDQT	02/04/2025	Cancellation of the last registration date of March 24, 2025; Cancellation of the 2025 annual general meeting of shareholders on April 25, 2025.	100%
16	13/NQ-TVD1-HDQT	10/04/2025	Approval of technical plan and cost estimate for additional installation of F87 protection relay for 100kV line - Song Bung 5 HPP.	100%
17	14/NQ-TVD1-HDQT	12/04/2025	Approval of the audited 2024 Financial Statements.	100%
18	15/NQ-TVD1-HDQT	12/04/2025	Approval of restructuring plan for 4 single-member limited liability companies.	100%
19	16/NQ-TVD1-HDQT	18/04/2025	Approval of the policy on consolidating personnel for the position of Head of Organization and Human Resources Department.	100%
20	17/NQ-TVD1-HDQT	29/04/2025	Approval of the voted content at the 2025 annual general meeting of shareholders.	100%
21	18/NQ-TVD1-HDQT	29/04/2025	Approval of personnel plan to appoint the position of Head of Organization and Human Resources Department.	100%
22	19/NQ-TVD1-HDQT	13/05/2025	Deadline for the last registration (as of November 5 th , 2025) for the 2025 Annual General Meeting of Shareholders.	100%
23	20/NQ-TVD1-HDQT	14/05/2025	Deadline for the last registration (as of June 3 rd , 2025) for the 2025 Annual General Meeting of Shareholders.	100%

No.	Resolutions/Decisions	Date	Contents	Approved rate
24	21/NQ-TVD1-HDQT	23/05/2025	Personnel plan to concurrently hold the position of Head of Power System Calculation Department of the Power Grid Consulting Center.	100%
25	22/NQ-TVD1-HDQT	23/05/2025	Approval of credit limit plan for production and business activities at banks in 2025-2026.	100%
26	23/NQ-TVD1-HDQT	27/05/2025	Approval of the policy on studying and evaluating potential for developing solar power projects on Song Bung 5 HP's reservoir.	100%
27	24/NQ-TVD1-HDQT	07/06/2025	Approval of adjustment of some production and business plan indicators for 2025.	100%
28	25/NQ-TVD1-HDQT	12/06/2025	Approval of the re-appointment of the Deputy Head of Planning and Market Department.	100%
29	26/NQ-TVD1-HDQT	12/06/2025	Financial supervision of the single-member limited liability companies in 2024.	100%
30	27/NQ-TVD1-HDQT	25/06/2025	Approval of the results on evaluation and classification of senior staff in 2024 for positions under evaluation authority of the Management Board.	100%
31	28/NQ-TVD1-HDQT	26/06/2025	Election of the Chairman of the Management Board; Assignment of the duties and tasks of the General Director.	100%
32	29/NQ-TVD1-HDQT	30/06/2025	Appointment of the Chief Accountant	100%
33	30/NQ-TVD1-HDQT	03/07/2025	Appointment of the General Director	100%
34	31/NQ-TVD1-HDQT	11/07/2025	- Management Board's Action Plan for the last six months of 2025; - Assignment of responsibilities within the Management Board.	
35	32/NQ-TVD1-HDQT	24/07/2025	Conclusion of activities of the General Director's Advisory Team.	
36	407/QD-TVD1-HDQT	06/10/2025	Approval of the request for banks to provide short-term loan limits and guarantee limits for 2025-2026.	100%
37	408/QD-TVD1-HDQT	06/10/2025	Approval of technical tasks and cost estimates for specialized fields in 2025 - Song Bung 5 Hydropower Plant	100%
38	409/QD-TVD1-HDQT	06/10/2025	Approval of the budget for regular legal consultancy services.	100%
39	410/QD-TVD1-HDQT	06/10/2025	Approval for the policy on consolidating personnel for the position of Deputy Head of the Technical and International Cooperation Department.	100%
40	34/NQ-TVD1-HDQT	13/08/2025	- Policy to continue researching the floating solar power project on the reservoir of Song Bung 5 hydropower plant - Assign the General Director to review the draft regulations on management decentralization and internal contracting. - Assign the General Director to direct the	100%

No.	Resolutions/Decisions	Date	Contents	Approved rate
			Chairman cum Director of the Power Engineering Investigation, Design and Construction Co. Ltd. 4 (MTV4) and related units to urgently develop and submit solutions to address MTV4's tax debt.	
41	35/NQ-TVD1-HDQT	15/10/2025	Deadline for the last registration date (as of November 5, 2025) for obtaining shareholder opinions in writing.	100%
42	36/NQ-TVD1-HDQT	21/10/2025	Approval of assistance Power Engineering Investigation, Design and Construction Co. Ltd. 4 (MTV4) in resolving tax debt.	100%
43	37/NQ-TVD1-HDQT	21/10/2025	Approval of adjustments to the budget estimate for purchasing a 7-seater car and for uniform tailoring expenses for the Company's employees in 2025.	
44	38/NQ-TVD1-HDQT	03/11/2025	Assignment of Mr. Le Van Luc to be in charge of supervising specialized tasks in the areas of finance and planning of the Company.	
45	450/QD-TVD1-HDQT	18/11/2025	Mr. Do Minh Hai ceases to hold the position of Corporate Governance Officer cum Company Secretary.	100%
46	451/QD-TVD1-HDQT	18/11/2025	Appointment of Mr. Dang Thanh Long to the position of Corporate Governance Officer cum Company Secretary.	100%
47	39/NQ-TVD1-HDQT	05/11/2025	Approval of the content and documents for obtaining shareholder opinions in writing.	100%
48	40/NQ-TVD1-HDQT	18/11/2025	Appointment and reappointment of personnel.	100%
49	40a/NQ-TVD1-HDQT	20/11/2025	Approval of the budget for tailoring uniforms for employees.	100%
50	41/NQ-TVD1-HDQT	25/11/2025	Deadline for the final registration date (as of December 12, 2025) for payment of 2024 dividends in cash.	100%
51	42/NQ-TVD1-HDQT	26/11/2025	- Approval of the plan for distributing the Manager's Bonus Fund Business, Supervisory Board for 2023 and 2024. - Approval of the policy on appointment of one (01) Deputy General Director.	100%
52	43/NQ-TVD1-HDQT	17/12/2025	Personnel Management	100%
53	44/NQ-TVD1-HDQT	22/12/2025	- Provisional assignment of the 2026 production and business plan. - Approval of the results of review and supplementation of the personnel plan for the 2021-2026 and 2026-2031 periods for positions managed by the Company. - Assignment to the General Director: Review and inventory of work-in-progress production and business costs corresponding to actual production volume; Develop a plan to handle contracts with signs of risk.	100%

No.	Resolutions/Decisions	Date	Contents	Approved rate
			- The Power Engineering Investigation, Design and Construction Co. Ltd. 4 (a limited liability company)'s handling other payables that no longer have a counterparty.	
54	45/NQ-TVD1-HDQT	25/12/2025	Plan for Personal Loan	100%
55	46/NQ-TVD1-HDQT	31/12/2025	- Approval of the policy on re-appointment of the Representative and the Chairman cum Director of the Power Engineering Investigation, Design and Construction Co. Ltd. 4.	100%

III. Supervisory Board

1. Information on members of the Supervisory Board

Members of the Supervisory Board	Position held	Commencement date as a member of the Supervisory Board	Qualification
Nguyen Hong Quang	Chairman	27/06/2023	Bachelor of Business Administration
Cao Thuy Nga	Member	26/04/2016	Master of Economics
Nguyen Hoang Diep	Member	26/04/2016	Bachelor of Finance-Accounting

Term of the Chairman of the Supervisory Board and members

Full name	Position held	Term
Nguyen Hong Quang	Chairman	2023-2028
Cao Thuy Nga	Member	2023-2028
Nguyen Hoang Diep	Member	2023-2028

2. Meeting of the Supervisory Board

Members of the Supervisory Board	Number of meetings attended	Attendance rate	Voting ratio	Reason for not attending meetings
Mr. Nguyen Hong Quang	03	100%	100%	
Mrs. Nguyen Hoang Diep	03	100%	100%	
Mrs. Cao Thuy Nga	03	100%	100%	

3. Supervisory activities of the Supervisory Board toward the Management Board, Executive Board and shareholders

3.1. Minutes No. 01/BB-TVD1-BKS dated June 6, 2025 regarding the supervisory report for the year 2024 with the following contents:

- Review, inspect and evaluate the compliance with laws of the Management Board, General Director, and other managers; assess the implementation of Resolutions of the General Meeting of Shareholders, Resolutions of the Management Board.
- Appraise the 2024 Financial Statement. Review, monitor and evaluate the financial situation and the Company's production and business activities in 2024. Review the Company's implementation of financial supervision over its subsidiaries.
- Supervise the auditing firm in carrying out the audit of the 2024 Financial Statements.

3.2. Report No. 01/BC-TVD1-BKS dated June 20, 2025 submitted to the 2025 annual general meeting of shareholders on the 2024 Operational Report of the Supervisory Board.

3.3. Report No.10223/BC-TVD1-BKS dated November 30, 2025 and Minutes No. 02/BB-TVD1-BKS dated November 28, 2025:

- Review, inspect and evaluate the compliance with laws by the Management Board, General Director, and other managers; assess the implementation of Resolutions of the General Meeting of Shareholders, Resolutions of the Management Board and directives and requirements of shareholders during six months of 2025 and related periods.

- Appraise the Financial Statement for six months of 2025. Review, monitor and evaluate the Company's financial situation, production and business activities for six months of 2025.

- Review the Company's implementation of financial supervision over its subsidiaries.

- Supervise the auditing firm in conducting the audit of the Financial Statement for six months of 2025.

4. Coordination between Supervisory Board and Management Board, Executive Board and other management staff:

- The Supervisory Board has actively coordinated activities regularly and closely with Management Board, Executive Board.

- The Supervisory Board has received sufficient information and documents regarding the Company's business situations and other activities of the Company and has a various comments and suggestions to Management Board, Executive Board on all aspects of the Company's activities.

5. Other activities of the Supervisory Board: The Supervisory Board has reviewed accounting books, accounting records and checked the reasonableness, legality and accuracy in preparation and presentation of the Company's financial statements.

IV. Executive Board

Member	Position held	Appointment date	Cessation date
Nguyen Huu Chinh	Deputy General Director	26/04/2018	29/04/2021
Nguyen Huu Chinh	General Director	29/04/2021	26/06/2025
Tran Thai Hai	Deputy General Director	18/09/2021	
Nguyen Kim Cuong	Deputy General Director	18/09/2021	26/06/2025
Nguyen Kim Cuong	Deputy General Director performing the duties and responsibilities of the General Director until the Company consolidates personnel for the position of General Director	26/06/2025	03/07/2025
Nguyen Kim Cuong	General Director	03/07/2025	
Do Viet Khoa	Deputy General Director	11/10/2022	

Member	Date of birth	Professional Qualification	Appointment/Cessation date
Nguyen Huu Chinh	16/10/1971	Master's Degree	26/06/2025
Nguyen Kim Cuong	04/05/1985	Master's Degree	03/07/2025
Tran Thai Hai	02/09/1973	Master's Degree	18/09/2021
Do Viet Khoa	31/08/1971	Master's Degree	11/10/2022

V. Chief Accountant

Full name	Appointment date	Cessation date	Remark
Duong Anh Tuan	10/01/2018	01/07/2025	Acting Chief Accountant
Dang Xuan Cung	01/07/2025		Chief Accountant

Full name	Date of birth	Professional Qualification	Appointment date
Dang Xuan Cung	27/07/1968	Bachelor's Degree	01/07/2025

VI. Corporate Governance Training

Members of the Management Board, Supervisory Board, Executive Board, Acting Chief Accountant and Company Secretary have attended corporate governance training courses.

VII. List of related persons of the Company and transactions of related persons of the Company with the Company itself**1. List of related persons of the Company**

No.	Name of organization/individual	Position held in the Company	Certificate number of the owner, date of issue	Commencement date as a related party of the Company/insider	Relationship with the Company / insider
1	Nguyen Huu Chinh	Chairman of the Management Board		29/06/2017	
	Vietnam Electricity (EVN)	EVN owns 14,504,227 shares, accounting for 54.34% of the Company's charter capital. Mr. Nguyen Huu Chinh is authorized to represent 40% of EVN's capital in PECCI, equivalent to 5,801,690 shares.			
1.01	Nguyen Van Thinh	None		29/06/2017	Father
1.02	Nguyen Thi Lua	None		29/06/2017	Mother
1.03	Nguyen Thi Trang	None		29/06/2017	Wife
1.04	Nguyen Gia Minh	None		29/06/2017	Son
1.05	Nguyen An Thy	None		29/06/2017	Daughter
1.06	Nguyen Thi Tuyet Chinh	None		29/06/2017	Younger sister
2	Nguyen Kim Cuong	Member of the Management Board, General Director, Legal representative		18/09/2021	
	Vietnam Electricity (EVN)	EVN owns 14,504,227 shares, accounting for 54.34% of the charter capital. Mr. Nguyen Kim Cuong is			

No.	Name of organization/individual	Position held in the Company	Certificate number of the owner, date of issue	Commencement date as a related party of the Company/insider	Relationship with the Company / insider
		authorized to represent 30% of EVN's capital in PECC1, equivalent to 4,351,269 shares.			
2.01	Nguyen Ngoc Kinh	None		18/09/2021	Father
2.02	Nguyen Thi Luyen	None		18/09/2021	Mother
2.03	Tran Thanh Huong	None		18/09/2021	Wife
2.04	Nguyen Bich Phuong	None		18/09/2021	Daughter
2.05	Nguyen Tuan Dung	None		18/09/2021	Son
2.06	Nguyen Thu Huong	None		18/09/2021	Younger sister
2.07	Tran Duc Viet	None		18/09/2021	Younger brother-in-law
2.08	Tran Van Huy	None		18/09/2021	Father-in-law
2.09	Vu Thi Thanh	None		18/09/2021	Mother-in-law
3	Do Viet Khoa	Member of the Management Board, Deputy General Director		11/10/2022	
	Do Viet Khoa			11/10/2022	
3.01	Do Manh Hung	None		11/10/2022	Elder brother
3.02	Do Thanh Chuong	None		11/10/2022	Younger brother
3.03	Vu Van Bang	None		11/10/2022	Father-in-law
3.04	Vu Thi Thanh Huong	None		11/10/2022	Wife
3.05	Do Lien Trang	None		11/10/2022	Daughter
3.06	Do Duc Binh	None		11/10/2022	Son
3.07	Do Dinh Quat	None		11/10/2022	Father
3.08	Nguyen Thi Loan	None		11/10/2022	Mother
3.09	Do Tien Dung	None		11/10/2022	Elder brother
3.10	Do Tien Hai	None		11/10/2022	Younger brother
3.11	Tran Thi Lien	None		11/10/2022	Mother-in-law
3.12	Vu Ngoc Son	None		11/10/2022	Younger brother-in-law
4	Tran Thai Hai	Member of the Management Board, Deputy General Director		29/06/2017	
	Tran Thai Hai			29/06/2017	

No.	Name of organization/individual	Position held in the Company	Certificate number of the owner, date of issue	Commencement date as a related party of the Company/insider	Relationship with the Company / insider
	Vietnam Electricity (EVN)	EVN owns 14,504,227 shares, accounting for 54.34% of the charter capital. Mr. Tran Thai Hai is authorized to represent 30% of EVN's capital in PECC1, equivalent to 4,351,268 shares.			
4.01	Tran Trong Kien	None		29/06/2017	Father
4.02	Thai Ngu Binh	None		29/06/2017	Mother
4.03	Tran Thi Kieu Oanh	None		29/06/2017	Wife
4.04	Tran Quynh Chi	None		29/06/2017	Daughter
4.05	Tran Thai Anh	None		29/06/2017	Son
5	Le Van Luc	Independent member of the Management Board		27/06/2023	
5.01	Truong Thi Lan Anh	None		27/06/2023	Wife
5.02	Le Minh Duc	None		27/06/2023	Son
5.03	Tran Minh Anh	None		27/06/2023	Son
5.04	Le Hoang Hiep	None		27/06/2023	Elder brother
5.05	Le Thi Lien	None		27/06/2023	Elder sister
5.06	Le Minh Thai	None		27/06/2023	Younger brother
5.07	Ho Thi Thanh Tan	None		27/06/2023	Younger sister
5.08	Le Xuan Thuy	None		27/06/2023	Younger sister
5.09	La Thi Nguyet	None		27/06/2023	Younger sister
5.10	Le Thi Thuy Ngan	None		27/06/2023	Younger sister
5.11	Le Thi Thuy Oanh	None		27/06/2023	Younger sister
5.12	Nguyen Manh Cuong	None		27/06/2023	Younger brother
5.13	Pham Thi Hop	None		27/06/2023	Mother
5.14	Truong Tien Dung	None		27/06/2023	Younger brother
6	Nguyen Hong Quang	Head of Supervisory Board		27/06/2023	
6.01	Hoang Thi Kim	None		27/06/2023	Mother

No.	Name of organization/individual	Position held in the Company	Certificate number of the owner, date of issue	Commencement date as a related party of the Company/insider	Relationship with the Company / insider
6.02	Ngo Dang Ngoc Yen	None		27/06/2023	Wife
6.03	Nguyen Ngoc Ha My	None		27/06/2023	Daughter
6.04	Nguyen Ngoc Minh Khoi	None		27/06/2023	Son
6.05	Nguyen Hong Minh	None		27/06/2023	Younger sister
6.06	Nguyen Hong Quan	None		27/06/2023	Younger brother
6.07	Nguyen Thi Ngoc Dao	None		27/06/2023	Mother
6.08	Ngo Dang Hoang Anh	None		27/06/2023	Elder brother
7	Nguyen Hoang Diep	Supervisor		26/04/2016	
7.01	Doan Van Tu	None		26/04/2016	Husband
7.02	Nguyen Khac Thuc	None		26/04/2016	Father
7.03	Nguyen Thi Nhu	None		26/04/2016	Mother
7.04	Nguyen Thi Lanh	None		26/04/2016	Mother
7.05	Nguyen Khac Thong	None		26/04/2016	Elder brother
7.06	Nguyen Quynh Duong	None		26/04/2016	Younger sister
7.07	Doan Thi Tuoi	None		26/04/2016	Elder sister
7.08	Doan Thi Tham	None		26/04/2016	Younger sister
7.09	Doan Thi Thu	None		26/04/2016	Younger sister
7.10	Doan Thi Thanh Thai	None		26/04/2016	Younger sister
8	Cao Thuy Nga	Supervisor		26/04/2016	
8.01	Cao Chan	None		26/04/2016	Father
8.02	Vu Thi Cao Thanh	None		26/04/2016	Mother
8.03	Pham Chi Hoa	None		26/04/2016	Husband
8.04	Pham Linh Nhi	None		26/04/2016	Daughter
8.05	Pham Linh Phuong	None		26/04/2016	Daughter
8.06	Le Thuy Linh	None		26/04/2016	Elder sister
8.07	Cao Hoai Nam	None		26/04/2016	Elder brother
9	Dang Xuan Cung	Chief Accountant		01/07/2025	
9.01	Dang Van Huan	None		01/07/2025	Father
9.02	Nguyen Thi Cai	None		01/07/2025	Mother

No.	Name of organization/individual	Position held in the Company	Certificate number of the owner, date of issue	Commencement date as a related party of the Company/insider	Relationship with the Company / insider
9.03	Nguyen Thi Cham	None		01/07/2025	Mother-in-law
9.04	Tran Thi Thu Huong	None		01/07/2025	Wife
9.05	Dang Xuan Tung	None		01/07/2025	Son
9.06	Vu Hoai Giang	None		01/07/2025	Daughter-in-law
9.07	Dang Huong Nhung	None		01/07/2025	Daughter
9.08	Tran Thi Phuong Lan	None		01/07/2025	Younger sister-in-law
9.09	Tran Qui Phong	None		01/07/2025	Younger brother-in-law
9.10	Dang Thi Chinh	None		01/07/2025	Elder sister
9.11	Dang Anh Dung	None		01/07/2025	Elder brother
9.12	Dang Thi Ngoc Mai	None		01/07/2025	Elder sister
9.13	Dang Tat Vinh	None		01/07/2025	Elder brother
9.14	Dang Duy Lam	None		01/07/2025	Younger brother
10	Dang Thanh Long	Corporate Governance Officer cum Company Secretary		18/11/2025	
10.1	Dang Ngoc Tam	None		18/11/2025	Father
10.2	Pham Thi Hue	None		18/11/2025	Mother
10.3	Pham Thi Thanh Thao	None		18/11/2025	Wife
10.4	Dang Nhat Minh	None		18/11/2025	Son
10.5	Dang Bao Han	None		18/11/2025	Daughter
10.6	Dang Bao Ngoc	None		18/11/2025	Daughter
10.7	Dang Van Thuc	None		18/11/2025	Elder brother
10.8	Dang Quoc Viet	None		18/11/2025	Elder brother
10.9	Pham Van Thom	None		18/11/2025	Father-in-law
10.10	Pham Thi Thanh Hieu	None		18/11/2025	Elder sister-in-law
10.11	Pham Chi Thanh	None		18/11/2025	Younger brother-in-law
11	Nguyen Tu Minh	Information Disclosure officer		14/08/2017	
11.01	Nguyen Tu Nga	None		14/08/2017	Father
11.02	Chu Thi Loi	None		14/08/2017	Mother
11.03	Nguyen Thu Huyen	None		14/08/2017	Wife

No.	Name of organization/individual	Position held in the Company	Certificate number of the owner, date of issue	Commencement date as a related party of the Company/insider	Relationship with the Company / insider
11.04	Nguyen Thi Phuong Lan	None		14/08/2017	Elder sister
11.05	Nguyen Huyen Linh	None		14/08/2017	Daughter
11.06	Nguyen Huyen Trang	None		14/08/2017	Daughter
11.07	Nguyen Minh Tuan	None		14/08/2017	Son
12	Le Minh Ha	Major shareholder			
12.01	Nguyen Thi Ngai	None			Wife
12.02	Le Thi Thu Trang	None			Daughter
12.03	Le Quang Hung	None			Son
12.04	Le Phi Long	None			Younger brother
12.05	Le Duy Tu	None			Younger brother

2. Transactions between the Company and related persons of the Company; or Transactions between the Company and major shareholders, insiders, insiders' related persons: None

3. Transactions between insiders of the Company, insiders' related persons and subsidiaries, or entities controlled by the Company: None

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and any companies in which members of the Management Board, members of the Supervisory Board, members of the Executive Board, or the Chief Accountant have been or are currently founding members or have served as members of the Management Board, the Executive Board, or as Chief Accountant within the past three (03) years (as of the reporting date): No

4.2. Transactions between the Company and any companies in which related persons of members of the Management Board, members of the Supervisory Board, Executive Board, or Chief Accountant are members of the Management Board, General Director, Chief Accountant: None

4.3. Other transactions of the Company that may bring material or immaterial benefits to members of the Management Board, members of the Supervisory Board, the Executive Board, Chief Accountant: None.

4.4. Total salary and remuneration of members of the Management Board, and the Supervisory Board (received from January 1, 2025 to December 31, 2025).

Nº.	Full Name	Salary	Remuneration	Total
I	Management Board	2,852,181,493	704,640,000	3,556,821,493
1	Nguyen Tai Anh	0	115,200,000	115,200,000
2	Le Thanh Chung	0	79,560,000	79,560,000
3	Le Van Luc	0	170,000,000	170,000,000

Nº.	Full Name	Salary	Remuneration	Total
4	Nguyen Huu Chinh	904,644,196	68,720,000	973,364,196
5	Tran Thai Hai	668,958,462	132,440,000	801,398,462
6	Nguyen Kim Cuong	639,396,480	73,720,000	713,116,480
7	Do Viet Khoa	639,182,355	65,000,000	704,182,355
II	Supervisory Board	677,734,785	379,200,000	1,056,934,785
1	Nguyen Hong Quang	0	192,000,000	192,000,000
2	Nguyen Hoang Diep	0	187,200,000	187,200,000
3	Cao Thuy Nga	677,734,785	0	677,734,785
	Total amount (I)+(II)	3,529,916,278	1,083,840,000	4,613,756,278

4.5. 2024 Dividend payments for members of the Executive Board and the Supervisory Board

Unit: VND

No.	Full Name	Number of share held	Gross Dividend (Amount before tax)	Personal income tax (PIT)	Net Dividend (Amount after tax)
1	Cao Thuy Nga	3,906	2,343,600	117,180	2,226,420
2	Le Thanh Chung	1,840	1,104,000	55,200	1,048,800
3	Le Van Luc	264,554	158,732,400	7,936,620	150,795,780
4	Nguyen Huu Chinh	2,401	1,440,600	72,030	1,368,570
5	Tran Thai Hai	4,000	2,400,000	120,000	2,280,000
6	Do Viet Khoa	66,116	39,669,600	1,983,480	37,686,120
	Total	342,817	205,690,200	10,284,510	195,405,690

VIII. Share transactions of insiders and their related persons

1. List of insiders and related persons of insiders

No.	Security code	Full Name	Position at the Company	ID N°. and Date of issue	Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	TV1	Nguyen Huu Chinh	Chairman of MB		N°. 66, Luong Ngoc Quyen st.	2,401	0.009%	
	TV1	Vietnam Electricity (EVN)			N°. 11 Cua Bac st.	14,504,227	54.34%	Mr. Nguyen Huu Chinh accounting for 40% of EVN's capital in PECCI, equivalent to 5,801,690 shares.
1.01	TV1	Nguyen Van Thinh	None			0	0.000%	
1.02	TV1	Nguyen Thi Lua	None			0	0.000%	
1.03	TV1	Nguyen Thi Trang	None			0	0.000%	
1.04	TV1	Nguyen Gia Minh	None			0	0.000%	
1.05	TV1	Nguyen An Thy	None			0	0.000%	

No.	Security code	Full Name	Position at the Company	ID N°. and Date of issue	Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.06	TV1	Nguyen Thi Tuyet Chinh	None			0	0.000%	
2	TV1	Nguyen Kim Cuong	Member of MB, General Director, Legal Representative		N°. 66, Luong Ngoc Quyen st.	0	0.000%	
	TV1	Vietnam Electricity (EVN)			N°. 11 Cua Bac st.	14,504,227	54.34%	Mr. Nguyen Kim Cuong accounting for 30% of EVN's capital in PECC1, equivalent to 4,351,269 shares.
2.01	TV1	Nguyen Ngoc Kinh	None			0	0.000%	
2.02	TV1	Nguyen Thi Luyen	None			0	0.000%	
2.03	TV1	Tran Thanh Huong	None			0	0.000%	
2.04	TV1	Nguyen Bich Phuong	None			0	0.000%	
2.05	TV1	Nguyen Tuan Dung	None			0	0.000%	
2.06	TV1	Nguyen Thu Huong	None			0	0.000%	
2.07	TV1	Tran Duc Viet	None			0	0.000%	
2.08	TV1	Tran Van Huy	None			0	0.000%	
2.09	TV1	Vu Thi Thanh	None			0	0.000%	
3	TV1	Do Viet Khoa	Member of MB, Deputy General Director		N°. 66, Luong Ngoc Quyen st.	66,116	0.248%	
	TV1	Do Viet Khoa				0	0.000%	
3.01	TV1	Do Manh Hung	None			0	0.000%	
3.02	TV1	Do Thanh Chuong	None			0	0.000%	
3.03	TV1	Vu Van Bang	None			0	0.000%	
3.04	TV1	Vu Thi Thanh Huong	None			0	0.000%	
3.05	TV1	Do Lien Trang	None			0	0.000%	
3.06	TV1	Do Duc Binh	None			0	0.000%	

No.	Security code	Full Name	Position at the Company	ID N°. and Date of issue	Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.07	TV1	Do Dinh Quat	None			0	0.000%	
3.08	TV1	Nguyen Thi Loan	None			0	0.000%	
3.09	TV1	Do Tien Dung	None			0	0.000%	
3.10	TV1	Do Tien Hai	None			0	0.000%	
3.11	TV1	Tran Thi Lien	None			0	0.000%	
3.12	TV1	Vu Ngoc Son	None			0	0.000%	
4	TV1	Tran Thai Hai	Member of MB, Deputy General Director		N°. 66, Luong Ngoc Quyen st.	400	0.001%	
	TV1	Tran Thai Hai				3,600	0.013%	
	TV1	Vietnam Electricity (EVN)			N°. 11 Cua Bac st.	14,504,227	54.34%	Mr. Tran Thai Hai accounting for 30% of EVN's capital in PECC1, equivalent to 4,351,268 shares.
4.01	TV1	Tran Trong Kien	None			0	0.000%	
4.02	TV1	Thai Ngu Binh	None			0	0.000%	
4.03	TV1	Tran Thi Kieu Oanh	None			0	0.000%	
4.04	TV1	Tran Quynh Chi	None			0	0.000%	
4.05	TV1	Tran Thai Anh	None			0	0.000%	
5	TV1	Le Van Luc	Independent Member of MB		N°. 34 Alley 133 Thai Ha st.	264,554	0.991%	
5.01	TV1	Truong Thi Lan Anh	None			0	0.000%	
5.02	TV1	Le Minh Duc	None			0	0.000%	
5.03	TV1	Tran Minh Anh	None			0	0.000%	
5.04	TV1	Le Hoang Hiep	None			0	0.000%	
5.05	TV1	Le Thi Lien	None			0	0.000%	
5.06	TV1	Le Minh Thai	None			0	0.000%	
5.07	TV1	Ho Thi Thanh Tan	None			0	0.000%	

No.	Security code	Full Name	Position at the Company	ID N ^o . and Date of issue	Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.08	TV1	Le Xuan Thuy	None			0	0.000%	
5.09	TV1	La Thi Nguyet	None			0	0.000%	
5.10	TV1	Le Thi Thuy Ngan	None			0	0.000%	
5.11	TV1	Le Thi Thuy Oanh	None			0	0.000%	
5.12	TV1	Nguyen Manh Cuong	None			0	0.000%	
5.13	TV1	Pham Thi Hop	None			0	0.000%	
5.14	TV1	Truong Tien Dung	None			0	0.000%	
6	TV1	Nguyen Hong Quang	Head of Supervisory Board		N ^o . 11 Cua Bac st.	0	0.000%	
6.01	TV1	Hoang Thi Kim	None			0	0.000%	
6.02	TV1	Ngo Dang Ngoc Yen	None			0	0.000%	
6.03	TV1	Nguyen Ngoc Ha My	None			0	0.000%	
6.04	TV1	Nguyen Ngoc Minh Khoi	None			0	0.000%	
6.05	TV1	Nguyen Hong Minh	None			0	0.000%	
6.06	TV1	Nguyen Hong Quan	None			0	0.000%	
6.07	TV1	Nguyen Thi Ngoc Dao	None			0	0.000%	
6.08	TV1	Ngo Dang Hoang Anh	None			0	0.000%	
7	TV1	Nguyen Hoang Diep	Supervisor		N ^o . 11 Cua Bac st.	0	0.000%	
7.01	TV1	Doan Van Tu	None			0	0.000%	
7.02	TV1	Nguyen Khac Thuc	None			0	0.000%	
7.03	TV1	Nguyen Thi Nhu	None			0	0.000%	
7.04	TV1	Nguyen Thi Lanh	None			0	0.000%	
7.05	TV1	Nguyen Khac Thong	None			0	0.000%	
7.06	TV1	Nguyen Quynh Duong	None			0	0.000%	
7.07	TV1	Doan Thi Tuoi	None			0	0.000%	
7.08	TV1	Doan Thi Tham	None			0	0.000%	

No.	Security code	Full Name	Position at the Company	ID N°. and Date of issue	Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.09	TV1	Doan Thi Thu	None			0	0.000%	
7.10	TV1	Doan Thi Thanh Thai	None			0	0.000%	
8	TV1	Cao Thuy Nga	Supervisor		N°. 66, Luong Ngoc Quyen st.	3,906	0.015%	
8.01	TV1	Cao Chan	None			0	0.000%	
8.02	TV1	Vu Thi Cao Thanh	None			0	0.000%	
8.03	TV1	Pham Chi Hoa	None			0	0.000%	
8.04	TV1	Pham Linh Nhi	None			0	0.000%	
8.05	TV1	Pham Linh Phuong	None			0	0.000%	
8.06	TV1	Le Thuy Linh	None			0	0.000%	
8.07	TV1	Cao Hoai Nam	None			0	0.000%	
9	TV1	Dang Xuan Cung	Chief Accountant		N°. 66, Luong Ngoc Quyen st.	5,200	0.019%	
9.01	TV1	Dang Van Huan	None			0	0.000%	
9.02	TV1	Nguyen Thi Cai	None			0	0.000%	
9.03	TV1	Nguyen Thi Cham	None			0	0.000%	
9.04	TV1	Tran Thi Thu Huong	None			0	0.000%	
9.05	TV1	Dang Xuan Tung	None			0	0.000%	
9.06	TV1	Vu Hoai Giang	None			0	0.000%	
9.07	TV1	Dang Huong Nhung	None			0	0.000%	
9.08	TV1	Tran Thi Phuong Lan	None			0	0.000%	
9.09	TV1	Tran Qui Phong	None			0	0.000%	
9.10	TV1	Dang Thi Chinh	None			0	0.000%	
9.11	TV1	Dang Anh Dung	None			0	0.000%	
9.12	TV1	Dang Thi Ngoc Mai	None			0	0.000%	
9.13	TV1	Dang Tat Vinh	None			0	0.000%	
9.14	TV1	Dang Duy Lam	None			0	0.000%	

No.	Security code	Full Name	Position at the Company	ID N°. and Date of issue	Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10	TV1	Dang Thanh Long	Person in charge of Corporate Governance and Company Secretary		N°. 66, Luong Ngoc Quyen st.	0	0.000%	
10.01	TV1	Dang Ngoc Tam	None			0	0.000%	
10.02	TV1	Pham Thi Hue	None			0	0.000%	
10.03	TV1	Pham Thi Thanh Thao	None			0	0.000%	
10.04	TV1	Dang Nhat Minh	None			0	0.000%	
10.05	TV1	Dang Bao Han	None			0	0.000%	
10.06	TV1	Dang Bao Ngoc	None			0	0.000%	
10.07	TV1	Dang Van Thuc	None			0	0.000%	
10.08	TV1	Dang Quoc Viet	None			0	0.000%	
10.09	TV1	Pham Van Thom	None			0	0.000%	
10.10	TV1	Pham Thi Thanh Hieu	None			0	0.000%	
10.11	TV1	Pham Chi Thanh	None			0	0.000%	
11	TV1	Nguyen Tu Minh	Person authorized to disclose information		N°. 66, Luong Ngoc Quyen st.	4	0.000%	
11.01	TV1	Nguyen Tu Nga	None			0	0.000%	
11.02	TV1	Chu Thi Loi	None			0	0.000%	
11.03	TV1	Nguyen Thu Huyen	None			0	0.000%	
11.04	TV1	Nguyen Thi Phuong Lan	None			0	0.000%	
11.05	TV1	Nguyen Huyen Linh	None			0	0.000%	
11.06	TV1	Nguyen Huyen Trang	None			0	0.000%	
11.07	TV1	Nguyen Minh Tuan	None			0	0.000%	

2. Transactions in the Company's shares by insiders and related persons

Executing person	Relationship with insider	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reason for decrease
		Number of shares	Percentage	Number of shares	Percentage	
Do Viet Khoa		375,216	1.406%	66,116	0.247%	Sell
Do Manh Hung	Elder brother	33,800	0.127%	0	0.000%	Sell
Do Thanh Chuong	Younger brother	28,900	0.108%	0	0.000%	Sell
Vu Van Bang	Father in law	30,200	0.113%	0	0.000%	Sell
Vu Thi Thanh Huong	Wife	481,500	1.804%	0	0.000%	Sell
Do Tien Dung	Elder brother	21,400	0.080%	0	0.000%	Sell
Do Tien Hai	Younger brother	22,900	0.086%	0	0.000%	Sell
Total		993,916	3.724%	66,116	0.248%	

IX. Miscellaneous matters: None

Recipients:

- As above;
- Member of Management Board;
- Controller;
- Website;
- Archives, P3.

ON BEHALF OF MANAGEMENT BOARD CHAIRMAN



Nguyen Huu Chinh