



Nr. 15/BC-HĐQT-TVĐ3

Ho Chi Minh City, January 27, 2026

REPORT ON CORPORATE GOVERNANCE
(Year 2025 - for information disclosure purpose)

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

- Name of company: Power Engineering Consulting Joint Stock Company 3
- Address of headoffice: 32 Ngo Thoi Nhiem Street, Xuân Hòa Ward, HCM City
- Telephone: 028.22211169, Fax: 028.39307938, Email: pecc3@pecc3.com.vn
- Charter capital: VND 95,173,030,000
- Stock symbol: TV3
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders (GMS)

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution No.	Date	Key content
1	91/NQ-ĐHĐCĐ-TVĐ3	April 24, 2025	<p>Article 1. Approval of the reports: (i) Report on the Activities of the Board of Directors in 2024, (ii) Report on the Business results for 2024 and the Business plan for 2025, (iii) Report on the Financial situation for 2024 and the Financial plan for 2025, and (iv) Report of the Board of Supervisors.</p> <p>Article 2. Approval the key indicators of the Business results for 2024.</p> <p>Article 3. Approval the key indicators of the Business plan for 2025 with.</p> <p>Article 4. Approval of the 2024 Audited combined financial statements of Power Engineering Consulting Joint Stock Company 3 audited by VACO Auditing Company limited and the key indicators of the Financial results for 2024.</p>

No.	Resolution No.	Date	Key content
			<p>Article 5. Approval the key indicators of the Financial plan for 2025.</p> <p>Article 6. Approval of the Profit distribution for 2024.</p> <p>Article 7. Approval of the Profit distribution plan for 2025.</p> <p>Article 8. Approval of the Finalization of salaries, remuneration for the members of the BOD, the BOS in 2024.</p> <p>Article 9. Approval of the Plan of salary, remuneration for the members of the BOD, the BOS in 2025.</p> <p>Article 10. The 2025 AGM of Power Engineering Consulting Joint Stock Company 3 unanimously approved this Resolution with 10 Articles and assigned the Board of Directors to implement it.</p>
2	147/NQ-ĐHĐCĐ-TVĐ3	August 07, 2025	<p>Article 1. Approve the contracts between the Company and its Related Persons, including Vietnam Electricity and its member entities, as specified in the attached Appendix, which outlines the project portfolio, scope of work, and key contractual terms, and ensure compliance with the following principles:</p> <ul style="list-style-type: none"> - The projects fall under the National Power Development Plan for the period 2021-2030 with a vision to 2050 (PDP VIII), and the Adjusted National Power Development Plan for the period 2021-2030 with a vision to 2050, as approved by the Prime Minister. - Scope of work: Provision of consulting services such as survey, design, supervision, verification, preparation of bidding documents, etc., in line with the Company's registered business activities. - The value of each individual contract shall be determined based on bidding results but must not exceed 35% of the total assets recorded in the Company's latest financial statements. - Basic contractual terms shall be applied in accordance with the standard construction consulting contract form issued under Circular No. 02/2023/TT-BXD dated March 03, 2023, and the standard consulting service contract form issued under Circular No. 22/2024/TT-BKHDT

No.	Resolution No.	Date	Key content
			<p>dated November 17, 2024, or other applicable contract forms as prescribed by law.</p> <p>- Specific contractual terms may be adjusted flexibly based on market conditions, prevailing regulations, and mutual agreements between the Company and its partners, provided that such adjustments ensure the Company's and shareholders' best interests, efficiency, and compliance with the law, the Company's Charter, and its internal regulations.</p> <p>Article 2. Authorize the General Director to organize, negotiate, sign, and execute the contracts with the Related Persons as mentioned above; to report to the Board of Directors for submission of the implementation results at the nearest General Meeting of Shareholders, and to ensure full compliance with information disclosure obligations as prescribed by law.</p> <p>Article 3. The GMS of Power Engineering Consulting Joint Stock Company 3 unanimously approved this Resolution with 03 Articles and assigned the Board of Directors to implement it.</p>

II. Board of Directors

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

No.	Board of Directors' members	Position (<i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i>)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Nhu Hoang Tuan	Chairman of the BOD	June 24, 2022	
2	Mr. Lac Thai Phuoc		June 24, 2022	
3	Mr. Tran Quoc Dien		June 24, 2022	
4	Mr. Tran Le Minh		June 24, 2022	
5	Mr. Vo Van Phuong	Independent member of the BOD	June 24, 2022	

2. Meetings of the Board of Directors

No.	Board of Directors' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Nguyen Nhu Hoang Tuan	09/09	100%	
2	Mr. Lac Thai Phuoc	09/09	100%	
3	Mr. Tran Quoc Dien	09/09	100%	
4	Mr. Tran Le Minh	09/09	100%	
5	Mr. Vo Van Phuong	09/09	100%	

3. Supervising the Board of Management by the Board of Directors: Every two weeks, a representative of the BOD attends the company management meeting chaired by the General Director, with the participation of the affiliated heads of departments, branches, and center.

4. Activities of the Board of Directors' subcommittees: No subcommittees.

5. Resolutions of the Board of Directors

No.	Resolution No.	Date	Key content	Approval rate
1	08/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q1)	January 20, 2025	<p>Article 1. Approve the contracts signed by the Company with Related Persons in Q4 of 2024, totaling 23 contracts with a total value of 14.6 billion VND.</p> <p>Article 2. Approve the policy allowing the Company to sign contracts with Related Persons in Q1 of 2025, with approximately 07 contracts and an estimated total value of 118.7 billion VND.</p>	100%
2	09/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q1)	January 20, 2025	<p>Article 1. Organize the 2025 Annual General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 3, with the proposed plan as follows:</p> <ul style="list-style-type: none"> - Time: Thursday, April 24, 2025; - Form: In-person meeting; - Location: Headquarters of Power Engineering Consulting JSC. 3 <p>Article 2. The record date for the list of shareholders entitled to participate the 2025 Annual General Meeting of Shareholders is Thursday, March 20, 2025.</p>	100%

No.	Resolution No.	Date	Key content	Approval rate
3	10/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q1)	January 20, 2025	<p>Article 1. Acknowledge the Business results for the year 2024.</p> <p>Article 2. Approve the submission to the 2025 AGM of the proposed Business plan for the year 2025.</p> <p>Article 3. Approve the implementation plan for the construction of the Company's headquarters in Thu Duc City, Ho Chi Minh City, with the estimated cost to be implemented by the PMB in 2025 being 36.4 billion VND.</p> <p>Article 4. Approve the plan for reviewing and revising the Company's Internal Management Regulations in 2025, under the authority of the Board of Directors.</p>	100%
4	33/NQ-HĐQT-TVĐ3 (The ad hoc meeting of the BOD)	March 18, 2025	<p>Article 1. Approve the contents to be voted on by the representative of Power Engineering Consulting Joint Stock Company 3's contributed capital at the 2025 AGM of Thuan Binh Wind Power Joint Stock Company.</p>	100%
5	50/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q2)	April 10, 2025	<p>Article 1. Approve the contracts signed by the Company with Related Persons in Q1 of 2025, with a total of 17 contracts and an aggregate value of 64.7 billion VND.</p> <p>Article 2. Approve the policy allowing the Company to sign contracts with Related Persons in Q2 of 2025, with an estimated total of 08 contracts and an expected aggregate value of 170.4 billion VND.</p> <p>Article 3. Approve the appointment of Mr. Pham Tran Quoc Viet as the person in charge of the Company administration and concurrently the Company secretary, effective from June 01, 2025, for a term of five (05) years.</p> <p>Assign Mr. Pham Tran Quoc Viet as the Person in charge of internal audit of the Company, effective from June 01, 2025, for a term of five (05) years.</p>	100%

No.	Resolution No.	Date	Key content	Approval rate
6	51/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q2)	April 10, 2025	<p>Article 1. Approve the valuation results and the proposed starting price for the transfer of shares in EVN International Joint Stock Company (stock code: EIC), as follows:</p> <ul style="list-style-type: none"> - Agree on the share valuation result of EVN International Joint Stock Company as of December 31, 2023, according to the valuation certificate issued by AASC Auditing Firm Co., Ltd., at 98,200 VND per share; - Approve the proposed starting price for the transfer of shares in EVN International Joint Stock Company at the same value stated in the valuation certificate, which is 98,200 VND per share. 	100%
7	52/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q2)	April 10, 2025	<p>Article 1. Approve the detailed plan to ensure that the share offering of EVN International Joint Stock Company complies with the foreign ownership limit requirement, which is 0%.</p> <p>Article 2. Approve Appendix No. 01, which supplements and amends certain contents of Authorization Contract No. 01/EVNI/2022/HĐ-EVNPECC3-EVNCPC dated April 26, 2022, regarding the divestment procedures at EVN International Joint Stock Company between Power Engineering Consulting Joint Stock Company 3 and Central Power Corporation.</p> <p>Article 3. Assign the General Director to represent the Company in signing Appendix No. 01 to Authorization Contract No. 01/EVNI/2022/HĐ-EVNPECC3-EVNCPC dated April 26, 2022, as well as all necessary documents related to the divestment of Power Engineering Consulting Joint Stock Company 3 in EVN International Joint Stock Company.</p> <p>Article 4. Approve the signing of the consulting contract between Central Power Corporation (EVNCPC) and National</p>	100%







No.	Resolution No.	Date	Key content	Approval rate
			Securities JSC (NSI) for advisory services on the divestment and preparation of the share offering dossier, along with the entire contents of Consulting Contract No. 2307S29-48/CPC-NSI dated July 17, 2023, between EVNCPC and NSI.	
8	55/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q2)	April 10, 2025	<p>Article 1. Acknowledge the Business results for Q1 of 2025 and implement the Business plan for Q2 of 2025.</p> <p>Article 2. Approve the actual 2024 wage fund for employees and other managers in the total amount of 68,330,149,735 VND.</p> <p>Article 3. Approve the application of Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises as the basis for preparing the 2025 salary and remuneration plan for members of the BOD and BOS, to be submitted to the 2025 AGM for approval.</p> <p>Article 4. Approve the revision and supplementation of the salary scale and grade framework for the Executive Board positions in Appendix 1 - Salary Framework System by Job Title under the Company's Salary Regulation, Code: QCQLNB-QC-18, effective from January 01, 2025.</p> <p>Article 5. Approve the draft decisions on salary adjustments for members of the Executive Board.</p> <p>Article 6. Add the revision of the Salary Regulation to the 2025 Internal Management Regulations Review and Revise Plan under the authority of the BOD, to be completed and submitted for approval at the regular Board meeting in Q4 of 2025.</p> <p>The Company is assigned to review and revise relevant internal management regulations to ensure consistency, coherence, and timely alignment across corporate policies.</p>	100%

No.	Resolution No.	Date	Key content	Approval rate
			<p>Article 7. Approve the personnel restructuring for the following positions: Director of the Central Region Branch and Chief of Administrative Office, with personnel selected from the pool of candidates in the approved succession planning list for the respective positions.</p> <p>Article 8. Approve the Regulation on Information Disclosure and Provision of Power Engineering Consulting JSC. 3 - Code: QCQLNB-QĐ-08, 4th issuance, effective 15 days after the signing date.</p> <p>Article 9. Approve the application of the consulting contract form based on Form No. 6A - Standard Bidding Document for Online Consulting Services under Circular No. 22/2024/TT-BKHĐT dated November 17, 2024, of the Ministry of Planning and Investment, guiding the provision and publication of information on contractor selection and standard bidding documents on the national bidding network system, applicable to Related Parties of Vietnam Electricity, effective from January 01, 2025.</p> <p>Article 10. Approve the policy on organizational restructuring of the Company toward streamlining, enhancing capability and operational efficiency. The implementation shall follow the Organizational Restructuring Proposal submitted under Document No. 1382/TTr-TVĐ3 dated April 09, 2025.</p> <p>The Company is assigned to implement the contents of the Proposal in compliance with legal regulations and ensuring the legitimate rights and interests of employees.</p>	
9	80/NQ-HĐQT-TVĐ3 (The ad hoc meeting of the BOD)	April 23, 2025	<p>Article 1. Approve the agenda and meeting documents for the 2025 AGM. Assign the Chairman of the BOD to sign and issue the submissions to be presented at the 2025 AGM.</p> <p>Article 2. Approve the Financial Management Regulation of Power Engineering Consulting Joint Stock Company 3 - Code: QCQLNB-QC-25, 4th issuance, to take effect 15 days from the date of signing.</p>	100%

No.	Resolution No.	Date	Key content	Approval rate
10	100/NQ-HĐQT-TVĐ3 (The ad hoc meeting of the BOD)	May 19, 2025	Article 1. Approve the appointment of Mr. Bui Quang Bao - Deputy Chief of Administrative Office - to the position of Chief of Administrative Office of Power Engineering Consulting Joint Stock Company 3, effective from June 01, 2025. The term of appointment is four (04) years. Assign the General Director to sign and issue the appointment decision.	100%
11	117/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q3)	July 04, 2025	<p>Article 1. Approve the organization of collecting written opinions from shareholders on the approval in principle of the contracts between the Company and its Related Persons, including Vietnam Electricity and Related Persons of Vietnam Electricity, which fall under the authority of the GMS:</p> <ul style="list-style-type: none"> - Record date: July 17, 2025 - Voting ratio: 1 share - 1 voting right - Implementation schedule: to be completed in Q3/2025 - Location: Company's Headquarters - No. 32 Ngo Thoi Nhiem Street, Xuan Hoa Ward, Ho Chi Minh City. <p>The Chairman of the BOD shall, based on actual circumstances, decide on adjusting the record date (if necessary), implementation schedule, and shall direct the execution of related procedures, finalize the draft documents and submit them to the Board of Directors for approval prior to dissemination to shareholders for collecting their written opinions.</p> <p>Article 2. Payment of cash dividends for the year 2024 with the following details:</p> <ol style="list-style-type: none"> 1. Record date: July 17, 2025 2. Cash dividend payout ratio: 5% (equivalent to 500 VND per share) 3. Dividend payment date: October 22, 2025 4. Payment method and location: <ul style="list-style-type: none"> a. For deposited securities: Shareholders shall carry out dividend receipt procedures at the depository members where their accounts are opened; 	100%



No.	Resolution No.	Date	Key content	Approval rate
			b. For non-deposited securities: Shareholders shall carry out dividend receipt procedures at the Financial - Accounting Department of Power Engineering Consulting Joint Stock Company 3 from October 22, 2025 (on working days), and must present their Share Ownership Certificate and ID card (or a valid authorization letter).	
12	118/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q3)	July 04, 2025	Article 1. Approve the contracts signed by the Company with Related Persons in Q2 of 2025, with a total of 33 contracts and an aggregate value of 134.3 billion VND. Article 2. Approve the policy allowing the Company to sign contracts with Related Persons in Q3 of 2025, with an estimated total of 10 contracts and an expected aggregate value of 105.2 billion VND.	100%
13	119/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q3)	July 04, 2025	Article 1. Acknowledge the Business results for the first 06 months of 2025 and implement the Business plan for Q3 of 2025. Article 2. Approve the Regulation on Coordination between the Party Committee and the Board of Directors, the General Director, and socio-political organizations, and authorize the Chairman of the BOD to sign the Regulation on Coordination.	100%
14	134/NQ-HĐQT-TVĐ3 (The ad hoc meeting of the BOD)	July 24, 2025	Article 1. Approve the documents to be sent for collecting shareholders' written opinions regarding the approval of contracts between the Company and its Related Persons, including Vietnam Electricity and Related Persons of Vietnam Electricity, which fall under the authority of the GMS.	100%
15	135/NQ-HĐQT-TVĐ3 (The ad hoc meeting of the BOD)	July 24, 2025	Article 1. Approve the Company's organizational restructuring plan, including its contents and implementation schedule, in accordance with the Scheme on rearrangement and reorganization of the organizational structure (as amended) submitted under Proposal No. 3458/TTr-TVĐ3 dated July 21, 2025, of the Company.	100%

No.	Resolution No.	Date	Key content	Approval rate				
			Article 2. Approve the policy that the General Director carry out personnel affairs in compliance with the principles for the arrangement and assignment of managerial staff and employees in accordance with the Scheme on rearrangement and reorganization of the organizational structure (as amended) submitted under Proposal No. 3458/TTr-TVĐ3 dated July 21, 2025, of the Company.					
16	159/NQ-HĐQT-TVĐ3 (The ad hoc meeting of the BOD)	September 23, 2025	Article 1. Approve the change of the Company seal of Power Engineering Consulting JSC 3 due to the change of administrative boundaries as follows: <table><tr><th>Old seal sample</th><th>New seal sample</th></tr><tr><td></td><td></td></tr></table> - Effective date of the new seal: from September 23, 2025. Article 2. Authorize the General Director to use and manage the seal in accordance with the provisions of law and the Company's regulations.	Old seal sample	New seal sample			100%
Old seal sample	New seal sample							
								
17	172/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q4)	October 06, 2025	Article 1. Approve the Company's incurrence of indebtedness, mortgages, security interests, and guarantees, including guarantees for advance payments and contract performance, guarantees for final settlement and warranty obligations, bid bonds, retention money guarantees, short-term loans serving the Company's production and business activities, and credit facility agreements with a value equal to or exceeding 35% of the total assets as recorded in the Company's most recent financial statements, for the purposes stated above; and to authorize the General Director to sign such agreements and carry out all related procedures. The authorization shall be valid until December 31, 2027, unless otherwise replaced by another written authorization.	100%				

No.	Resolution No.	Date	Key content	Approval rate															
18	173/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q4)	October 06, 2025	<p>Article 1. Approve the contracts signed by the Company with Related Persons in Q3 of 2025, with a total of 38 contracts and an aggregate value of 170.7 billion VND.</p> <p>Article 2. Approve the policy allowing the Company to sign contracts with Related Persons in Q4 of 2025, with an estimated total of 25 contracts and an expected aggregate value of 77 billion VND.</p>	100%															
19	174/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q4)	October 06, 2025	<p>Article 1. Approve in principle the reappointment of Mr. Tran Quoc Dien, Deputy General Director of the Company, to continue holding the position of Deputy General Director of the Company.</p> <p>The General Director is assigned to direct the implementation of the procedures and formalities for the reappointment of Mr. Tran Quoc Dien in accordance with applicable regulations.</p>	100%															
20	175/NQ-HĐQT-TVĐ3 (The regular quarterly meeting of the BOD - Q4)	October 06, 2025	<p>Article 1. Acknowledge the Business results for the first 09 months of 2025 and implement the Business plan for Q4 of 2025.</p> <p>Article 2. Approve the adjustment of the Business plan targets for 2025 as follows: Unit: VND billion</p> <table><tr><th>Indicator</th><th>Annual Plan</th><th>Adjusted Annual Plan</th></tr><tr><td>Revenue</td><td>200.0</td><td>280.0</td></tr><tr><td>Expenses (excluding salaries)</td><td>113.3</td><td>131.3</td></tr><tr><td>Total salary fund</td><td>72.7</td><td>132.7</td></tr><tr><td>Profit before tax</td><td>14.0</td><td>16.0</td></tr></table> <p>The Company shall flexibly and synchronously manage revenue, expenses (excluding salaries), and the total salary fund in accordance with actual production and business performance, ensuring that profit before tax is not lower than VND 16 billion.</p> <p>Article 3. Approve the adjustment of the list of fixed-asset procurement plans serving production activities in accordance with Proposal No. 4719/TTr-TVĐ dated October 1, 2025, of the Company.</p>	Indicator	Annual Plan	Adjusted Annual Plan	Revenue	200.0	280.0	Expenses (excluding salaries)	113.3	131.3	Total salary fund	72.7	132.7	Profit before tax	14.0	16.0	100%
Indicator	Annual Plan	Adjusted Annual Plan																	
Revenue	200.0	280.0																	
Expenses (excluding salaries)	113.3	131.3																	
Total salary fund	72.7	132.7																	
Profit before tax	14.0	16.0																	

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No.	Resolution No.	Date	Key content	Approval rate
			<p>Article 4. Approve the adjustment of the Company's Internal Management Regulations List in accordance with Proposal No. 4565/TTr-TVĐ3 dated September 26, 2025, of the Company.</p> <p>Article 5. Approve the investment project for the construction of the Production Operations Headquarters (Office Building, Phase 1) of the Company in accordance with Proposal No. 4553/TTr-QLDA dated September 26, 2025, and Proposal No. 4657/TTr-QLDA dated October 2, 2025, of the Company.</p> <p>The Chairman of the BOD is authorized to sign the decision approving the investment project for the construction of the Production Operations Headquarters (Office Building, Phase 1) of Power Engineering Consulting Joint Stock Company 3.</p>	

III. Board of Supervisors

1. Information about members of Board of Supervisors (BOS):

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the BOS	Qualification
1	Ms. Truong Thi Anh Dao	Head of the BOS	Becoming date: June 24, 2022	Master of Business Administration
2	Ms. To Thi My Hang	Member of the BOS	Becoming date: June 27, 2024	Master of Business Administration
3	Mr. Nguyen Van Thien	Member of the BOS	Becoming date: June 24, 2022	Bachelor of Accounting

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Truong Thi Anh Dao	03/03	100%	100%	
2	Ms. To Thi My Hang	03/03	100%	100%	
3	Mr. Nguyen Van Thien	03/03	100%	100%	

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

In 2025, in parallel with performing its duties to ensure the Company's operations are conducted in accordance with the Company's Charter, internal regulations, and applicable laws and regulations, the Board of Supervisors focused on the following key activities:

- Verification of the 2024 financial statements and independent audit supervision of the 2024 financial statements audit (The BOS issued a report in March 2025 regarding the 2024 financial statements and business activities result).
- The BOS attended the AGM and reported on the BOS' activities in 2024. (The BOS issued a report dated June 22, 2025).
- Verification of financial statements for the first 6 months of 2025 (The BOS issued a report dated September 20, 2025 regarding the financial statements and business activities result for the first 06 months of 2025 of the Company and its Branches).

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers

- In 2025, the BOS attended meetings with the BOD and the Board of Management on important contents such as: business results and financial statement in 2025; Preparations for the 2025 AGM.
- The BOS supervises the activities of the BOD and the Board of Management through periodic reports on business results and financial results; resolutions of the GMS; resolutions and decisions of the BOD and Board of Management and periodic, annual financial statements.
- The BOS regularly exchanged information and documents with the Company's Management of Board in the course of inspection and supervision. In addition, the BOS conducted reviews and proposed specific recommendations to enhance the Company's operational efficiency as well as the effectiveness of the BOS.

5. Other activities of the Board of Supervisors

- The BOS monitored the Company's compliance with regulations applicable to listed companies regarding information disclosure.
- The BOS fully and duly implemented reporting on supervisory activities in accordance with applicable regulations.
- Members of the BOS participated in training programs on supervisory skills and updates on new laws and regulations.

IV. Board of Management

TT	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Mr. Lac Thai Phuoc (General Director)	January 09, 1967	Master of Engineering	Appointment date: February 01, 2024
2	Mr. Tran Le Minh (Deputy General Director)	March 02, 1966	Bachelor of Engineering of Electric Power System	Appointment date: February 01, 2009 Latest re-appointment date: February 01, 2024
3	Mr. Tran Quoc Dien (Deputy General Director)	July 29, 1970	Master of Business Administration	Appointment date: May 01, 2021
4	Mr. Nguyen Cong Thang (Deputy General Director)	March 23, 1970	Bachelor of Engineering of Electric Power System	Appointment date: September 01, 2022

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Pham Hoang Vinh	October 26, 1971	Bachelor of Accounting	Appointment date: January 01, 2019 Re-appointment date: January 01, 2024

VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: The Company has assigned representatives to fully participate in training courses, conferences, and seminars as required by corporate governance regulations.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: see Appendix 1.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: see Appendix 02.

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: No transactions.

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting):

No.	Name of organization/individual	Relationship with the Company	NSH No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value (billion VND) of transaction
1	Baria Thermal Power Joint Stock Company	Related Person of the internal person: Mr. Tran Le Minh			Q2, 2023	122/NQ-HĐQT-TVĐ3, dated June 21, 2023	- Consulting contract: Evaluate the efficiency of the HPP - Quantity: 01 - Total value: 0.61
					Q3, 2023	230/NQ-HĐQT-TVĐ3, dated October 05, 2023	- Consulting contract: Report on Gas Turbine Units GT1 and GT2 (F5) - Quantity: 01 - Total value: 0.17
					Q3, 2024	234/NQ-HĐQT-TVĐ3 dated October 03, 2024	- Consulting contract: Evaluation and Reporting of Changes to the Total construction investment for the HPP; - Quantity: 01; - Total value: 0.16

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): No transactions.

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: No transactions.

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: see Appendix 3.

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

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period ^(*)		Reasons for increasing, decreasing
			Number of shares	Percentage	Number of shares	Percentage	
1	VP Invest Company Limited	The shareholder holding more than 10%	1,050,925	11.04%	1,715,648	18.03%	Increasing shareholding percentage
2	Ms. Bui Thi Kim Yen	The shareholder holding more than 10%, Wife of Mr. Tran Quoc Dien, member of the BOD, Deputy General Director	780,000	8.20%	1,047,000	11.00%	Increasing shareholding percentage

(*) Updated based on the Company's shareholder list as of the latest record date (July 17, 2025) and the reports on changes in share ownership by internal persons and related persons that have been validly disclosed up to the reporting date, arising after the record date.

IX. Other significant issues: None.

Recipients:

- As above;
- Archives: Office.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed and sealed)


Nguyen Nhu Hoang Tuan



Appendix 1. The list of affiliated persons of the Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Vietnam Electricity (EVN)					December 01, 2009			The shareholder holding more than 10%
2	VP Invest Company Limited					May 19, 2022			The shareholder holding more than 10%
3	Bui Thi Kim Yen					May 22, 2025			The shareholder holding more than 10%
4	Nguyen Nhu Hoang Tuan		Chairman of the BOD			June 24, 2022			Internal person
5	Lac Thai Phuoc		Member of the BOD, General Director, legal representative			June 24, 2022			Internal person
6	Tran Quoc Dien		Member of the BOD, Deputy General Director			June 24, 2022			Internal person
7	Tran Le Minh		Member of the BOD, Deputy			June 24, 2022			Internal person

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
			General Director						
8	Vo Van Phuong		Member of the BOD			June 24, 2022			Internal person
9	Nguyen Cong Thang		Deputy General Director			September 01, 2022			Internal person
10	Pham Hoang Vinh		Chief Accountant			January 01, 2019			Internal person
11	Truong Thi Anh Dao		Head of the BOS			June 24, 2022			Internal person
12	To Thi My Hang		Member of the BOS			June 27, 2024			Internal person
13	Nguyen Van Thien		Member of the BOS			June 24, 2022			Internal person
14	Nguyen Van Long		The company's secretary, PIC of company administration, Person authorized to disclose information			December 01, 2009	June 01, 2025	Retirement	Internal person

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
15	Pham Tran Quoc Viet		The company's secretary, PIC of company administration, Person authorized to disclose information			June 01, 2025		Appointment	



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

Unit: Billion VND

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
1	Southern Power Projects Management Board	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contracts: Survey, Technical Design - General Cost, Construction Drawings, Bidding Documents, IPA documents, Apply for Environmental Permits, EIA for power grid projects	4	32.9
					Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contracts: Survey, Technical Design - General Cost, Construction Drawings, Bidding Documents, IPA documents, Apply for Environmental Permits, EIA for power grid projects	8	46.0
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: Survey, Technical drawing design, Bidding documents, BIM, information security, EIA, IPA documents for power grid projects	5	27.8
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contracts: Survey, Technical design, Construction drawing design, Bidding documents, Agreement dossier, BIM, information security, Environmental registration dossier, Forest status inventory dossier, IPA dossier for power grid projects	11	27.5



No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
2	Vietnam Electricity Power Projects Management Board No.2	Related Person of the Company			Q1	50/NQ-HĐQT- TVĐ3, dated April 10, 2025	Consulting contract: FSR, EIA for TPP project	1	15.0
					Q3	173/NQ-HĐQT- TVĐ3, dated October 06, 2025	Consulting contract: Bidding documents, evaluating bids, reviewing Technical design, Construction drawing design, supporting contract negotiation, construction supervision, and assisting contract management for TPP	1	20.3
3	Northern Power Projects Management Board	Related Person of the Company			Q1	50/NQ-HĐQT- TVĐ3, dated April 10, 2025	Consulting contract: Survey, Technical Design, Construction Drawings, Bidding Documents, Apply for Environmental Permits, Measuring and Creating Land Survey Maps for power grid project	1	12.8
					Q2	118/NQ-HĐQT- TVĐ3, dated July 04, 2025	Consulting contract: Survey, Technical Design, Construction Drawings, Environmental Supervising, BIM, specialized reports for power grid project	1	35.8
					Q3	173/NQ-HĐQT- TVĐ3, dated October 06, 2025	Consulting contracts: Survey, Technical Design, reviewing Construction drawing design - cost estimate, Bidding documents, agreements, information security, land surveying and handover for land acquisition and transfer of power grid projects	3	35.2

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
4	Power Generation Corporation No.3	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contracts: Survey, IPA documents for power plant projects	2	0.9
					Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contracts: Survey, update the Power Grid Connection Planning Supplementary Doc. for RE projects	2	0.4
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: Survey, FSR, Economic-Technical Report for power generation projects	4	29.9
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contracts: FSR reviewing, EIA for power generation projects	3	7.9
5	Southern Power Project Management Board	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contracts: Construction Drawings, Bidding Doc., IPA Doc., Measuring and Creating Land Survey Maps for power grid projects	4	0.6
					Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contracts: Survey, FSR, Construction Drawings, Bidding Documents, IPA documents, Measuring and Creating Land Survey Maps for power grid projects	6	7.8
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: IPA documents for power grid projects	2	0.3
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contract: Survey, FSR, IPA dossier for power grid project	1	0.3

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
6	Thermal Power Project Management Board 3	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contract: Survey, FSR for TPP project	1	0.6
					Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Adjustment of FS for TPP project	1	1.0
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: Survey, FSR, reviewing Technical design, Bidding documents, evaluating bids, and supporting negotiations for TPPs	4	6.3
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contract: FSR reviewing for TPP	1	0.2
7	Phu My Thermal Power Company	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contract: FSR for RE project	1	0.5
					Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Economic-Technical Report for RE project	1	0.4
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contract: Construction drawing design for power generation project	1	0.5
8	An Khe - Ka Nak Hydropower Company	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contract: Measurement, monitoring of deformation and assessment of stability of construction items of cycle 9 for HPP project	1	0.7

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contract: Safety inspection and appraisal of dam and reservoirs for HPP	1	1.7
9	Thac Mo Hydropower Joint Stock Company	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contract: Preparation of Technical Plan for HPP project	1	0.4
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: Bidding documents, evaluating bids for HPPs; calculating permissible limit values, assessing unit conditions of HPPs	4	14.1
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contracts: Survey, Preparation of Technical solutions, Design documents and Cost estimates for HPPs	2	0.7
10	Vinh Tan Thermal Power Company	Related Person of the Company			Q1	50/NQ-HĐQT-TVĐ3, dated April 10, 2025	Consulting contract: Preparation of Economic-Technical Report for TPP project	1	0.4
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contract: Economic-Technical Report for TPP	1	15.9
11	Central Power Projects Management Board	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contracts: Survey, FSR for power grid projects	2	8.5
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: preparing dossiers for approval of forest-use conversion policies and dossiers for converting forest land for implementation of power grid projects	2	3.3

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contracts: FSR reviewing, IPA dossier for power grid projects	2	1.1
12	The Power Transmission Projects Management Board	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Survey for power grid project	1	0.5
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: IPA documents, reviewing FSR, Construction drawing design for power grid projects	3	4.9
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contract: Survey, Basic design, Construction drawing design, Bidding documents for power grid project	1	17.6
13	Power Transmission Company No.2	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Survey, FSR, Construction Drawings, Bidding Documents for power grid project	1	0.6
14	Power Transmission Company No.3	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Survey, FSR, Construction Drawings, Bidding Documents, Apply for Environmental Permits for power grid project	1	3.0
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contracts: Survey, Construction drawing design, Bidding documents, Agreement dossier, FSR reviewing, Reviewing of Construction design after Basic design for power grid projects	3	4.0

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
15	Power Generation Joint Stock Corporation 2	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: EPC Bidding Documents, Technical Design-Construction Drawings Verification for TPP project	1	20.3
16	Ba Ria - Vung Tau Power Company	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Verification of Power Grid Investment projects	1	0.2
17	Huoi Quang - Ban Chat Hydropower Company	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Verification of Safety Inspection Dossiers for the Dam and Reservoir of HPP project	1	0.1
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contract: Monitoring of displacements for HPP	1	0.1
18	Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contracts: Assessment of Generators (H1, H2), the 2025 periodic Displacement Monitoring Procedure of HPP	2	8.6
					Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contract: Annual 2025 displacement monitoring for HPP	1	5.6
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contracts: Survey and Investigation of Flood marks downstream of the Dam, Survey and Monitoring of displacements, Dam and Reservoir Safety Assessment, Installation of Piezometric Pipes, TER, Calculation and Determination of the Phreatic Line for HPPs	3	2.9

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
19	Vietnam Electricity Power Projects Management Board No.3	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contract: Verification of the Construction Drawings for hydropower project	1	0.3
20	Song Bung 2 Hydropower Project Management Board	Related Person of the Company			Q2	118/NQ-HĐQT-TVĐ3, dated July 04, 2025	Consulting contracts: Adjustment of Installed Capacity, Recalculation of Power Output, and Preparation of EPC Bidding Documents for RE projects	3	0.6
21	Central Hydropower Joint Stock Company	Related Person of the Company			Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contract: Safety inspection and appraisal of dam structures for HPP	1	0.2
22	Power Transmission Company No.4	Related Person of the Company			Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: Survey, FSR, Technical design, Construction drawing design for power grid projects	2	3.7
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contracts: Survey, FSR, Construction drawing design, Bidding documents, SCADA for power grid projects	2	6.2
23	Se San Hydropower Development Company	Related Person of the Company			Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contracts: Construction supervision of installation and commissioning, Survey, Economic-Technical Report for HPPs	2	0.9
24	Southern Power Grid Project Management Board	Related Person of the Company			Q3	173/NQ-HĐQT-TVĐ3, dated October 06, 2025	Consulting contract: EIA appraisal for power grid project	1	0.1
					Q4	07/NQ-HĐQT-TVĐ3, dated January 19, 2026	Consulting contract: Cadastral Survey and Mapping, and Preparation of dossiers for compensation and site clearance for power grid project	1	0.3

No.	Name of organization/ individual	Relationship with the Company	No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction		
							Content	Quantity	Total value
25	Power Transmission Company No.1	Related Person of the Company			Q4	07/NQ-HĐQT- TVĐ3, dated January 19, 2026	Consulting contracts: Survey, FSR, Construction drawing design, Bidding documents, IPA documents for power grid projects	2	7.4
26	Tri An Hydropower Company	Related Person of the Company			Q4	07/NQ-HĐQT- TVĐ3, dated January 19, 2026	Consulting contract: Periodic monitoring of Vertical and Horizontal displacements in 2025 for HPP	1	1.4
27	HCMC Power Grid Project Management Board	Related Person of the Company			Q4	07/NQ-HĐQT- TVĐ3, dated January 19, 2026	Consulting contract: Survey, FSR, Technical design, Construction drawing design for power grid project	1	16.6
28	Vinh Tan Thermal Power Project Management Board	Related Person of the Company			Q4	07/NQ-HĐQT- TVĐ3, dated January 19, 2026	Consulting contract: FSR for TPP	1	0.7
29	Buon Kuop Hydropower Company	Related Person of the Company			Q4	07/NQ-HĐQT- TVĐ3, dated January 19, 2026	Consulting contract: Supervision of Installation, Testing and Commissioning, Survey, TER for HPP	1	3.1
30	Song Tranh Hydropower Company	Related Person of the Company			Q4	07/NQ-HĐQT- TVĐ3, dated January 19, 2026	Consulting contract: FSR for TPP	1	0.04
Total								126	467.6

Note: The above contracts were signed in accordance with the standard forms of consulting contract issued under Circular No. 22/2024/TT-BKHDT, dated November 17, 2024.



Appendix 3. The list of internal persons and their affiliated persons

	Name	Securities trading account (if any)	Position at the company (if any)/Relationship with the internal person	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Nguyen Nhu Hoang Tuan		Chairman of the BOD			5,178	0.054%	
1.1	Le Thi Ngoc Huyen Trang		Wife			0	0%	
1.2	Nguyen Hoang Gia Kien		Son			0	0%	
1.3	Nguyen Hoang Gia Huy		Son			0	0%	
1.4	Le Van Chieu		Father-in-law			0	0%	
1.5	Tran Bau		Mother-in-law			0	0%	
1.6	Nguyen Thi Lan Huong		Sibling			0	0%	
1.7	Nguyen Nhu Hoang Lien		Sibling			0	0%	
1.8	Nguyen Nhu Phuong Anh		Sibling			0	0%	
1.9	Nguyen Nhu Hoang Minh		Sibling			0	0%	
1.10	Nguyen Nhu Hoang Dung		Sibling			0	0%	
1.11	Nguyen Nhu Tram Anh		Sibling			0	0%	
1.12	Nguyen Dong Phong		Brother-in-law			0	0%	
1.13	Vietnam Electricity (EVN)		Mr. Nguyen Nhu Hoang Tuan is the representative of 40% of EVN's equity interest in the Company			1,857,082	19.51%	Number of shares represented

No.	Name	Securities trading account (if any)	Position at the company (if any)/Relationship with the internal person	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2	Lac Thai Phuoc		Member of the BOD, General Director, legal representative			7,121	0.075%	
2.1	Nguyen Phuong Khanh		Wife			4,531	0.048%	
2.2	Lac Bao Khuyen		Daughter			0	0%	
2.3	Lac Phuc Lam		Daughter			0	0%	
2.4	Lac Thai Nguon		Father			0	0%	
2.5	Lac Thai Thien Nga		Sibling			0	0%	
2.6	Vu Ngoc Tu		Brother-in-law			0	0%	
2.7	Vietnam Electricity (EVN)		Mr. Lac Thai Phuoc is the representative of 40% of EVN's equity interest in the Company			1,392,811	14.63%	Number of shares represented
3	Tran Quoc Dien		Member of the BOD, Deputy General Director			0	0%	
3.1	Bui Thi Kim Yen		Wife			1,047,000	11.00%	
3.2	Tran Thao Nguyen		Daughter			0	0%	
3.3	Tran Thien Ngan		Daughter			0	0%	
3.4	Tran Tan Khai		Son			0	0%	
3.5	Luu Thi Hoi		Mother-in-law			0	0%	
3.6	Tran Quoc Thuy Mien		Sibling			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)/Relationship with the internal person	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.7	Vietnam Electricity (EVN)		Mr. Tran Quoc Dien is the representative of 40% of EVN's equity interest in the Company			1,392,811	14.63%	Number of shares represented
4	Tran Le Minh		Member of the BOD, Deputy General Director			6,796	0.071%	
4.1	Nguyen Thi Tuyen Tien		Wife			0	0%	
4.2	Tran Nguyen Minh An		Daughter			0	0%	
4.3	Tran Nguyen Minh Hoa		Daughter			0	0%	
4.4	Tran Xuan Lai		Father			0	0%	
4.5	Le Thi Loan		Mother			0	0%	
4.6	Tran Thi My Chau		Sibling			0	0%	
4.7	Tran Le Quang		Sibling			0	0%	
4.8	Tran Le Chuong		Sibling			0	0%	
4.9	Tran Thi My Linh		Sibling			0	0%	
4.10	Tran Thi My Hanh		Sibling			0	0%	
4.11	Baria Thermal Power Joint Stock Company		Mr. Tran Le Minh is a member of BOD			0	0%	
5	Vo Van Phuong		Member of the BOD			0	0%	
5.1	Luong Thi Ngoc Thuy		Wife			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)/Relationship with the internal person	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.2	Vo Minh Quang		Son			0	0%	
5.3	Vo Ha Sam		Daughter			0	0%	
5.4	Ha Thi Nguyet		Mother-in-law			0	0%	
5.5	Vo Van Dong		Sibling			0	0%	
6	Nguyen Cong Thang		Deputy General Director			40	0.0004%	
6.1	Nguyen Thi Hoang Giang		Wife			0	0%	
6.2	Nguyen Phuong Anh		Daughter			0	0%	
6.3	Nguyen Quang Anh		Son			0	0%	
6.4	Nguyen Xuan Quang		Father-in-law			0	0%	
6.5	Pham Thi Bich Tung		Mother-in-law			0	0%	
6.6	Nguyen Thong		Sibling			0	0%	
6.7	Nguyen Loi		Sibling			0	0%	
6.8	Nguyen Thi Kim Hieu		Sibling			0	0%	
6.9	Phan Thi Lanh		Sister-in-law			0	0%	
6.10	Luong Van Thanh		Brother-in-law			0	0%	
6.11	Nguyen Van Phuc		Brother-in-law			0	0%	
7	Pham Hoang Vinh		Chief Accountant			23,631	0.248%	
7.1	Diep Thi The		Mother			0	0%	
7.2	Pham Hoang Tuan		Sibling			0	0%	
7.3	Pham Hoang Dung		Sibling			0	0%	
7.4	Pham Thi Thanh Van		Sibling			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)/Relationship with the internal person	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.5	Pham Thi Anh Dao		Sibling			0	0%	
7.6	Pham Hoang Hai		Sibling			0	0%	
7.7	Pham Hoang Phuong		Sibling			0	0%	
7.8	Pham Hoang Quang		Sibling			0	0%	
7.9	Tran Thi Kim Oanh		Sister-in-law			0	0%	
7.10	Vu Thi Thanh Tam		Sister-in-law			0	0%	
8	Truong Thi Anh Dao		Head of the BOS			3,170	0.033%	
8.1	Lam Tuan Anh		Husband			0	0%	
8.2	Lam Tam Nhu		Daughter			0	0%	
8.3	Lam Tuan Nghia		Son			0	0%	
8.4	Truong Thi Tuong Vi		Mother			0	0%	
8.5	Lam Tuyen		Father-in-law			0	0%	
8.6	Nguyen Thi Cam Nhung		Mother-in-law			0	0%	
8.7	Truong Thi Khanh Trang		Sibling			0	0%	
8.8	Le Huynh Phung		Bother-in-law			0	0%	
9	To Thi My Hang		Member of the BOS			0	0%	
9.1	Nguyen Ngoc Dung		Husband			0	0%	
9.2	Nguyen Thieu Khoa		Son			0	0%	
9.3	Nguyen Ngoc Chi		Daughter			0	0%	
9.4	To Quang Kien		Father			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)/Relationship with the internal person	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9.5	Vu Thi Hoa		Mother			0	0%	
9.6	Nguyen Thi Dan		Mother-in-law			0	0%	
9.7	To Quang Trung		Sibling			0	0%	
9.8	Nguyen Thi Dao		Sister-in-law			0	0%	
10	Nguyen Van Thien		Member of the BOS			5,865	0.062%	
10.1	Tran Thi Thanh Lan		Wife			0	0%	
10.2	Nguyen Duc Kien		Son			0	0%	
10.3	Nguyen Duc An		Son			0	0%	
10.4	Nguyen Van Tung		Father			0	0%	
10.5	Nguyen Thi Thuy		Mother			0	0%	
10.6	Tran Xuong		Father-in-law			0	0%	
10.7	Tran Thi Thu		Mother-in-law			0	0%	
10.8	Nguyen Thi Thuan		Sibling			0	0%	
10.9	Do Van Canh		Brother-in-law			48,000	0.504%	
10.10	Nguyen Van Kich		Sibling			0	0%	
11	Nguyen Van Long		The company's secretary, PIC of company administration, Person authorized to disclose information			7,768	0.082%	Retired as of June 01, 2025

No.	Name	Securities trading account (if any)	Position at the company (if any)/Relationship with the internal person	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.1	Do Thi Thu Huong		Wife			0	0%	
11.2	Nguyen Thi Thu Ha		Daughter			0	0%	
11.3	Pham Thi Thuy		Mother-in-law			0	0%	
11.4	Ngo Duc Thoai		Son-in-law			0	0%	
11.5	Nguyen Van Lam		Sibling			0	0%	
11.6	Tran Dinh Long		Brother-in-law			0	0%	
12	Pham Tran Quoc Viet		The company's secretary, PIC of company administration, Person authorized to disclose information			0	0%	Appointed as of June 01, 2025
12.1	Pham Van Dung		Father			0	0%	
12.2	Tran Thi Bach Tuyet		Mother			0	0%	
12.3	Pham Tran Hoang Anh		Sibling			0	0%	
13	Trade Union of Power Engineering Consulting Joint Stock Company 3		Socio-political organization of the public company			0	0%	