

**REPORT ON CORPORATE GOVERNANCE
(Year 2024)**

To: - State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Name : Xuan Minh Hydro Power Joint Stock Company
- Address : Floor 2, Hydropower Plants Management Building, Trung Chinh Hamlet, Xuan Cam Commune, Thuong Xuan District, Thanh Hoa Province
- Telephone : 0237.3555099 Fax: 0237.3555069
- Website : <https://vcpholdings.com.vn/xuanminh>
- Contributed capital : 150.000.000.000 đồng
- Stock Code : XMP
- Exchange : UPCOM
- Governance model : General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director

I. Activities of the General Meeting of Shareholders

No	Resolution Number	Date	Contents
1	Resolution No. 01/2024/NQ/X M-ĐHĐCĐ of the 2024 Annual General Meeting of Shareholders	26/03/2024	The 2024 Annual General Meeting of Shareholders' Resolution approved the following contents: <ol style="list-style-type: none">1. Report on the activities of the Board of Directors in 2023 and the tasks and work plan for 2024.2. Report by the Board of Directors on the business performance in 2023 and the business plan for 2024.3. Report by the Supervisory Board on the Company's operational results in 2023 and the directions and tasks for 2024.4. Audited financial statements for 2023 and the Supervisory Board's proposal to authorize the selection of an independent auditing firm to audit the 2024 financial statements.5. Proposal by the Board of Directors on the plan for distributing after-tax profits for 2023 and the projection for 2024.6. Proposal by the Board of Directors on the remuneration for the Board of Directors and the Supervisory Board for 2024.7. Content regarding the dismissal and proposal for electing additional members of the Board of Directors for the remaining term of 2020-2025, as presented in Proposal No. 03/2024/TT-HDQT dated February 28, 2024.

II. Board of Directors

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

No	Members of BOD	Position	Date of Appointment/Removal as a Member of the BOD	
			Date of Appointment	Date of Dismissal
1	Mr. Trinh Nguyen Khanh	Chairman of the Board	April 20, 2021	
2	Ms. Nguyen Thi Thanh Thuy	Board Member	September 22, 2014	
3	Mr. Pham Van Minh	Board Member	April 20, 2021	
4	Mr. Le Van Thuy	Board Member	April 20, 2021	March 26, 2024
5	Mr. Nguyen Thanh Phuong	Board Member	March 26, 2024	
6	Mrs. Phung Thi Thu Huyen	Board Member	May 25, 2023	

2. Board of Directors meetings

No	Members of BOD	Number of BOD meetings attended	Meeting attendance rate	Reason for not attending
1	Mr. Trinh Nguyen Khanh	6/6	100%	
2	Ms. Nguyen Thi Thanh Thuy	6/6	100%	
3	Mr. Pham Van Minh	6/6	100%	
4	Mr. Nguyen Thanh Phuong	5/6	83%	Appointed since March 26, 2024
5	Mrs. Phung Thi Thu Huyen	6/6	100%	

3. The Supervisory Activities of the BOD over the General Director of the Company

- Evaluated the business performance during the first six months of 2024 and proposed directions and solutions to improve the company's operational efficiency.
- Successfully organized the Annual general meeting of shareholders on March 26, 2024.
- Strengthened corporate governance, closely monitored, and promptly directed the General Director's business operations.
- Inspected compliance with the Enterprise Law, the Company's Charter, and other applicable State regulations.
- Issued internal management documents and regulations in accordance with legal documents and the Company's Charter. These regulations align with the law while promoting proactivity and creativity in the company's business activities.
- The Board of Directors and the Supervisory Board coordinated with the General Director in effectively fulfilling assigned duties.

4. Activities of Subcommittees Under the Board of Directors

The company has not established subcommittees under the Board of Directors. Specific areas are directly assigned to individual members of the Board of Directors for management.

5. Resolutions/Decisions of the Board of Directors

No	Resolution/ Decision Number	Date	Content	Voting Rate
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1	01/2024/QD-HĐQT	January 30, 2024	Additional salary payment for employees of Lunar New Year 2024	100%
2	02/2024/QD-HĐQT	April 24, 2024	Payment for employees of April 30 and May 1, 2024	100%
3	03/2024/QD-HĐQT	April 25, 2024	Approval of the Policy to Implement the work: "Installing Heat-Insulating Roof Sheets, Waterproofing, and Painting Walls of the Central Control Room and Auxiliary Area"	100%
4	04/2024/QD-HĐQT	May 17, 2024	Additional salary payment for employees of the 20th anniversary of VCP Holdings	100%
5	05/2024/QD-HĐQT	May 20, 2024	Assigning staff for business trips	100%
6	06A/2024/QD-HĐQT	June 07, 2024	Approving the policy to implement the work "Establishing and adjusting the Operation Procedure of Xuan Minh Hydropower Reservoir"	100%
7	06/2024/QD-HĐQT	June 24, 2024	Select an independent auditing company to audit the 2024 financial statements	100%
8	07/2024/QD-HĐQT	August 23, 2024	Payment for employees of National Day September 2, 2024	100%
9	08/2024/QD-HĐQT	September 01, 2024	Promulgate regulations on salary, bonus, allowance and employee evaluation and classification	100%
10	09/2024/QD-HĐQT	October 01, 2024	Re-appointment of General Director Pham Quang Minh	100%
11	10/2024/QD-HĐQT	November 01, 2024	Approving the policy to implement the work of Preparing a report proposing the granting of an environmental license for Xuan Minh Hydropower Plant	100%
12	11/2024/QD-HĐQT	December 18, 2024	Additional salary payment for employees of New Year 2025	100%
13	12/2024/QD-HĐQT	December 31, 2024	Additional salary payment for employees who complete business targets in 2024	100%
14	01/2024/NQ-HĐQT	Feb 02, 2024	Organizing the 2024 Annual General Meeting of Shareholders	100%
15	02/2024/NQ-HĐQT	July 15, 2024	Second extension of the 2022 cash dividend payment deadline	100%
16	03/2024/NQ-HĐQT	August 27, 2024	Approval of 2023 cash dividend payment	100%
17	04/2024/NQ-HĐQT	October 31, 2024	Approval of 2022 cash dividend payment	100%

III. Board of Supervisors

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

No	Members of BOS	Position	Date of Appointment/Removal as a Member of the BOS	Professional qualifications
1	Mrs. Dinh Thi Hanh	Head of Supervisory Board	Appointed since April 20, 2021	Accounting – Auditing
2	Mr. Nguyen Ho Ngoc	Board Member	Appointed since April 20, 2021	Bachelor of Science
3	Mr. Tran Xuan Ninh	Board Member	Appointed since September 22, 2014	Bachelor of Science

2. Board of Supervisors meetings

No	Members of BOS	Number of BOS meetings attended	Meeting attendance rate	Voting rate	Reason for not attending
1	Mrs. Dinh Thi Hanh	2/4	50%	100%	Nghỉ thai sản
2	Mr. Nguyen Ho Ngoc	4/4	100%	100%	
3	Mr. Tran Xuan Ninh	4/4	100%	100%	

3. Activities of the BOS

- Examined and reviewed proposals from the General Director, resolutions, and decisions of the Board of Directors to implement the 2024 General Meeting of Shareholders' resolutions. Assessed in detail the achieved and unmet targets, analyzing specific causes for the latter.
- Conducted inspections and reviews of the company's accounting documents and records, debt management, and payment capabilities. Evaluated asset management, revenue, and expenses to analyze factors affecting business and investment results, proposing timely recommendations during the year.
- Carried out activities in compliance with the regulations on the organization and operation of the Supervisory Board. Developed specific annual work plans and programs, focusing on key priorities in each phase, whether in investment or operations, to ensure appropriate supervision.

4. Coordination between the BOS and the activities of the BOD, General Director, and Other Managers

In 2024, based on the continued implementation of coordination mechanisms and information exchange among the Board of Directors (BOD), the General Director, managers, and the Supervisory Board, the relevant parties collaborated and exchanged information, ensuring compliance with legal regulations, company policies, and internal rules. Based on internal audit results and periodic monitoring, the Supervisory Board provided recommendations to the BOD and the General Director to enhance risk management efficiency and improve the internal control system. The BOD and the General Director also facilitated the Supervisory Board in fulfilling its responsibilities and duties in accordance with regulations.

IV. Executive Board

No	Members of EB	Date of birth	Professional qualifications	Date of appointment/ Dismissal
1	Mr. Pham Quang Minh	January 02, 1980	Master of Business Administration	Reappointed on October 04, 2024
2	Mr. Pham Tien Luat	December 16, 1978	Automation Engineer	Appointed on August 01, 2021

V. Chief Accountant

Name	Date of birth	Professional qualifications	Date of appointment/ Dismissal
Mrs. Dinh Thuy Lam	February 23, 1983	Master of Business Administration	Appointed on December 01, 2015

VI. Corporate Governance Training

The company has assigned its leadership team to participate in corporate governance training programs to enhance their capabilities in managing the business effectively.

VII. List of Related Parties of the Public Company and Transactions with the Company

1. List of related parties of the Company: Appendix 01.

2. Transactions between the Company and related parties: Transactions involving the company and its related parties, major shareholders, insiders, or persons related to insiders: Appendix 02.
3. Transactions between insiders or persons related to insiders and subsidiaries or controlled Companies: None.
4. Transactions between the Company and other entities:
 - 4.1. Transactions with companies where members of the Board of Directors (BOD), Supervisory Board, General Director, and other managers are or have been founding members or members of the BOD or General Directors in the past three (03) years (as of the reporting date): Appendix 02.
 - 4.2. Transactions with companies where persons related to members of the BOD, Supervisory Board, or General Director serve as BOD members or General Directors: None.
 - 4.3. Other transactions (if any) that may provide material or non-material benefits to members of the BOD, Supervisory Board, or General Director: None.

VIII. Stock Transactions of Insiders and Persons Related to Insiders

1. **List of insiders and persons related to insiders:** Appendix 03.
2. **Stock transactions of insiders and persons related to insiders:** Appendix 04.

**CHAIRMAN OF THE BOARD
OF DIRECTOR** *W*



Trình Nguyen Khanh

APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY

Status	Name of organization/individual	Securities trading account (if any)	Position in the company (if any)	NSH certificate number	Head office address/contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
1	VCP Construction and Energy Joint Stock Company			2800799804	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City				Parent company
2	Bai Thuong Hydropower Joint Stock Company			2801952893	2nd Floor, Management and Operation Building of Hydropower Projects in Trung Chinh Village, Thuong Xuan Town, Thuong Xuan District, Thanh Hoa Province				- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.
3	Dak Robaye Hydropower Company Limited			6101210389	Mang Den Village, Mang Den Town, Kon Plong District, Kon Tum Province				- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.
4	Dak Lo 4 Hydropower Company Limited			6101256048	Village 1, Ngok Tem Commune, Kon Plong District, Kon Tum Province				- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.
5	Thac Ba Hydropower Plant One Member Co., Ltd.			3401133034	No. 30 Nguyen Binh Khiem, Phu Thuy Ward, Phan Thiet City, Binh Thuan Province				- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.
6	Nam La Hydropower Joint Stock Company			5500290578	No. 144, Trung Chinh Street, Group 4, Quyet Thang Ward, Son La City, Son La Province				- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.
7	VCP Electromechanical Joint Stock Company			0109298049	2nd floor, Management and Operation building of hydroelectric projects in Trung Chinh village, Thuong Xuan town, Thuong Xuan district, Thanh Hoa province				- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.
8	Saigon Spare Parts Equipment Joint Stock Company			0300542187	205A Nguyen Xi, Ward 26, Binh Thanh District, Ho Chi Minh City				- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.
9	Steel and Industrial Materials Joint Stock Company			0100902925	SIMCO Building, Pham Hung Street, My Dinh 1 Ward, Nam Tu Liem District, Hanoi City, Vietnam				Shareholders contribute capital
10	Trinh Nguyen Khanh		Chairman of the Board of Directors	015082000195	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	20/04/2021			Insider
11	Pham Van Minh		Board Member	013119609	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	20/04/2021			Insider
12	Phung Thi Thu Huyen		Board Member	001178058351	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	25/05/2023			Insider
13	Nguyen Thi Thanh Thuy		Board Member	037159000708	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	22/09/2014			Insider
14	Nguyen Thanh Phuong		Board Member	001079030110	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	26/03/2024			Insider
15	Dinh Thi Hanh		Head of Supervisory Board	024185001406	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	20/04/2021			Insider
16	Nguyen Ho Ngoc		Board of Supervisors	038091009818	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	20/04/2021			Insider
17	Tran Xuan Ninh		Board of Supervisors	012589772	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	22/09/2014			Insider
18	Pham Quang Minh		General Director	030080002925	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	October 3, 2018			Insider
19	Pham Tien Luat		Deputy General Manager	038078028491	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	01/08/2021			Insider
20	Dinh Thuy Lam		Chief Accountant	012150988	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	December 1, 2015			Insider

APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTNERS; BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND INTERNAL PARTNERS OF INSIDERS; BETWEEN THE COMPANY AND COMPANIES IN WHICH THE RELATED PARTNERS OF MEMBERS OF THE BOD, BOS, GENERAL DIRECTORS/DIRECTORS AND OTHER MANAGERS ARE MEMBERS OF THE BOD, GENERAL DIRECTORS/DIRECTORS

Status	Name of organization/individual	Relationship with the company	NSH certificate number	Head office address/contact address	Time of transaction with the Company	Number of Resolutions, Decisions passed by the General Meeting of Shareholders/ Board of Directors (if any)	Content, quantity, total transaction value	Note
1	VCP Construction and Energy Joint Stock Company	Parent company	2800799804	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	In 2024		Purchase of services: 2,862,667,920 VND Dividend payment: 8,415,000,000 VND	
2	Bai Thuong Hydropower Joint Stock Company	- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.	2801952893	2nd Floor, Management and Operation Building of Hydropower Projects in Trung Chinh Village, Thuong Xuan Town, Thuong Xuan District, Thanh Hoa Province	In 2024		Service sale: 36,000,000 VND	
3	Nam La Hydropower Joint Stock Company	- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.	5500290578	No. 144, Trung Chinh Street, Group 4, Quyet Thang Ward, Son La City, Son La Province	In 2024		Service sale: 84,000,000 VND	
4	VCP Electromechanical Joint Stock Company	- Same parent company - Member of Board of Directors, General Director is currently a member of Board of Directors, Executive Director for the past 3 years.	0109298049	2nd floor, Management and Operation building of hydroelectric projects in Trung Chinh village, Thuong Xuan town, Thuong Xuan district, Thanh Hoa province	In 2024		Purchase service: 968,888,276 VND Pay interest: 42,449,315 VND	
5	Steel and Industrial Materials Joint Stock Company	Major shareholder	0100902925	SIMCO Building, Pham Hung Street, My Dinh 1 Ward, Nam Tu Liem District, Hanoi City, Vietnam	In 2024		Dividend payment: 2,481,000,000 VND	
6	Trinh Nguyen Khanh	Insider	015082000195	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	In 2024		Interest payment: 50,373,911 VND	
7	Nguyen Thanh Phuong	Insider	001079030110	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	In 2024		Interest payment: 137,134,248 VND	
8	Pham Tien Luat	Insider	038078028491	19th Floor, Vinaconex Building, No. 34 Lang Ha, Lang Ha Ward, Dong Da District, Hanoi City	In 2024		Interest payment: 186,621,899 VND	

APPENDIX 03: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

Status	Name of individual/organization	ID card number/Passport number/Business registration certificate, Business registration certificate			End of period stock ownership		Relationship/Position	Note
		Number	Date of issue	Place of issue	Share	TL owns		
1	Trinh Nguyen Khanh	015082000195	12/12/2017	CCS Residence Management and DLQD to DC	-	0%	Chairman of the Board	
1.1	Nguyen Thi Thanh	035154006276	10/07/2021	CCS Residence Management and DLQD to DC	-	0%	Mother	
1.2	Trinh Nguyen Cuong	24050006345	22/08/2024	CCS Residence Management and DLQD to DC	-	0%	Father	
1.3	Trinh Khanh Dung	15185008479	10/05/2021	CCS Residence Management and DLQD to DC	-	0%	Younger sister	
1.4	Nguyen Van Hop	36074011360	29/04/2021	CCS Residence Management and DLQD to DC	-	0%	brother in law	
1.5	Nguyen Thi Thu Thuy	001184014707	21/12/2017	CCS Residence Management and DLQD to DC	-	0%	Wife	
1.6	Trinh Khanh Ha	No ID card yet			-	0%	Son	
1.7	Trinh Hai Nam	No ID card yet			-	0%	Son	
1.8	VCP Construction and Engineering JSC	2800799804	18/05/2004	Thanh Hoa Department of Planning and Investment	7.650.000	51%	Board of Directors	
1.9	VCP Mechanical and Electrical Joint Stock Company	0109298049	07/08/2020	Department of Planning and Investment of Hanoi City	-	0%	Board of Directors	
1.10	Bai Thuong Hydropower Joint Stock Company	2801952893	02/05/2013	Department of Planning and Investment of Thanh Hoa City	-	0%	Chairman of the Board	
1.11	Saigon Spare Parts Joint Stock Company	0300542187	01/03/2005	Department of Planning and Investment of Ho Chi Minh City	-	0%	Chairman of the Board	
2	Pham Van Minh	027076000515	10/07/2021	CCS QLHC on Social Order and Safety	-	0%	Board of Directors	
2.1	Pham Van Cuong	027050001217	08/4/2021	CCS Residence Management and DLQD to DC	-	0%	Dad	
2.2	Nguyen Thi Hue	027153000333	08/4/2021	CCS Residence Management and DLQD to DC	-	0%	Mom	
2.3	Pham Thi Thuy Van	027179000668	30/12/2019	CCS Residence Management and DLQD to DC	-	0%	Younger sister	
2.4	Do Thi Yen	027176000549	09/01/2014	CCS Residence Management and DLQD to DC	-	0%	Wife	
2.5	Pham Minh Yen Nhi	027304000169	02/05/2019	CCS Residence Management and DLQD to DC	-	0%	Daughter	
2.6	Pham Minh Hieu	027207013662	01/11/2021	CCS Residence Management and DLQD to DC			Boy	
2.7	Pham Minh Yen Trang	01314105034	03/09/2024	Ministry of Public Security			Daughter	
2.8	VCP Construction and Engineering JSC	2800799804	18/05/2004	Thanh Hoa Department of Planning and Investment	7.650.000	51%	Vice Chairman of Board of Directors	
2.9	VCP Mechanical and Electrical Joint Stock Company	0109298049	07/08/2020	Department of Planning and Investment of Hanoi City	-	0%	Chairman of the Board of Directors and General Director	
2.10	Bai Thuong Hydropower Joint Stock Company	2801952893	02/05/2013	Department of Planning and Investment of Thanh Hoa City	-	0%	Board of Directors	
2.11	Nam La Hydropower Joint Stock Company	5500290578	10/08/2007	Department of Planning and Investment Son La	-	0%	Board of Directors	
3	Nguyen Thanh Phuong	001079030110	14/04/2021	CCS QLHC on Social Order and Safety	-	0%	Member of Board of Directors (Appointed on March 26, 2024)	
3.1	Phung Thi Giang	038150022778	13/11/2021	CCS QLHC on Social Order and Safety	-	0%	Mother	
3.2	Bui Thi Hong Nhung	001182037827	07/04/2021	CCS QLHC on Social Order and Safety	-	0%	Wife	

Status	Name of individual/organization	ID card number/Passport number/Business registration certificate, Business registration certificate			End of period stock ownership		Relationship/Position	Note
		Number	Date of issue	Place of issue	Share	TL owns		
3.3	Nguyen Thanh Ha	001306023648	07/04/2021	CCS QLHC on Social Order and Safety	-	0%	Daughter	
3.4	Nguyen Trung Hieu	No CCCD yet			-	0%	Boy	
3.5	Nguyen Thi Thu Huong	001175017330	10/08/2022	CCS QLHC on Social Order and Safety	-	0%	Older sister	
3.6	Tran Nam	030075002222	16/03/2022	CCS QLHC on Social Order and Safety	-	0%	brother in law	
3.7	Bui Huy Chuc	030057000540	13/04/2021	CCS QLHC on Social Order and Safety	-	0%	father in law	
3.8	Nguyen Thi Xuan	001159005402	13/04/2021	CCS QLHC on Social Order and Safety	-	0%	Mother in law	
3.9	Bui Thi Thu Trang	001079030110	14/04/2021	CCS QLHC on Social Order and Safety	-	0%	sister in law	
4	Nguyen Thi Thanh Thuy	037159000708	06/03/2019	CCS QLHC on Social Order and Safety	1.500.000	10%	Board of Directors	
4.1	Nguyen Truong An	010350543	07/07/2011	Hanoi	-	0%	Father	
4.2	Nguyen Thi Dung						Mother (deceased)	
4.3	Le Minh Hai	040064000213	24/02/2017	Department of National Registration and Management of Immigration	-	0%	Husband	
4.4	Le Van Thiem						Father-in-law (deceased)	
4.5	Nguyen Thi Thai						Mother-in-law (deceased)	
4.6	Le Khanh Huyen	013195007	23/04/2009	Hanoi	-	0%	Daughter	
4.7	Le Quoc Khanh	013367806	06/01/2011	Hanoi	-	0%	Boy	
4.8	Nguyen Minh Hai	010397908	14/06/2007	Hanoi	-	0%	Older brother	
4.9	Nguyen Nhat Linh	037057001208	31/08/2017	Department of National Registration and Management of Immigration	-	0%	Older brother	
4.10	Nguyen Thi Hanh	001161002333	22/01/2015	Department of National Registration and Management of Immigration	-	0%	Younger sister	
4.11	Steel and Industrial Materials Joint Stock Company	0100902925	19/12/2016	Department of Planning and Investment of Hanoi City	750.000	5%	Chairman of the Board of Directors and General Director	
5	Le Van Thuy	171174467	25/04/2013	Thanh Hoa Police	300.000	2%	Member of the Board of Directors (Resigned March 26, 2024)	
5.1	Le Van Pham	171174266	12/07/2012	Thanh Hoa Police	-	0%	Father	
5.2	Le Thi Nguyet	170528604	12/07/2012	Thanh Hoa Police	-	0%	Mother	
5.3	Le Thi Xuan	171313685	10/08/2011	Thanh Hoa Police	-	0%	Older sister	
5.4	Le Thi Huong	171247783	25/05/2012	Thanh Hoa Police	-	0%	Sister in law	
5.5	Le Van Hieu	171318621	15/09/2010	Thanh Hoa Police	-	0%	Younger brother	
5.6	Le Thi Tinh	171318620	24/04/2013	Thanh Hoa Police	-	0%	Younger sister	
5.7	Le Thi Nhung	038172001151	01/09/2016	CCSDKQLCT&DL about DC	-	0%	Younger sister	
5.8	Le Van Hoan	038074011728	19/05/2020	CCS QLHC VTXH	-	0%	Younger brother	
5.9	Trinh Thi Ngan	171626516	25/04/2013	Thanh Hoa Police	-	0%	sister in law	

Status	Name of individual/organization	ID card number/Passport number/Business registration certificate, Business registration certificate			End of period stock ownership		Relationship/Position	Note
		Number	Date of issue	Place of issue	Share	TL owns		
5.10	Le Thi Hue	038178001663	20/09/2019	CCSDKQLCT&DL about DC	-	0%	sister in law	
5.11	Le Khắc Thủy	170392411	12/07/2012	Thanh Hoa Police	-	0%	brother in law	
5.12	Tran Van Thang	171318907	24/03/2008	Thanh Hoa Police	-	0%	brother in law	
5.13	Le Van Tuan	171865999	24/10/2011	Thanh Hoa Police	-	0%	brother in law	
5.14	Hoang Thi Thu Hien	171317282	09/03/2011	Thanh Hoa Police	100.000	1%	Wife	
5.15	Royal Ty						Father-in-law (deceased)	
5.16	Nguyen Thi Hue	170516751	17/03/2009	Thanh Hoa Police	-	0%	Mother in law	
5.17	Le Hoang Son	174185589	06/11/2015	Thanh Hoa Police	-	0%	Son	
5.18	Le Hoang Duong	038200001087	17/06/2016	CCSDKQLCT&DL about DC	-	0%	Son	
5.19	Le Thi Thuy Linh	173369984	20/01/2010	Thanh Hoa Police	-	0%	daughter in law	
6	Dinh Thi Hanh	024185001406	18/10/2019	Department of Social Security	-	0%	Head of Supervisory Board	
6.1	Nguyen Van Vinh	019082000492	18/10/2019	Department of Social Security	-	0%	Husband	
6.2	Nguyen Hong Van	No ID card yet			-	0%	Son	
6.3	Nguyen Hong Anh	No ID card yet			-	0%	Son	
6.4	Dinh Ba Tho	122265803	25/07/2014	Bac Giang	-	0%	Dad	
6.5	Nguyen Thi Huong	120425718	12/06/2008	Bac Giang	-	0%	Mom	
6.6	Nguyen Van Vinh	019082000492	18/10/2019	CCSQLHCVTXXH	-	0%	father in law	
6.7	Nguyen Thi Lan	903620010	09/05/2020	Thai Nguyen	-	0%	Mother in law	
6.8	Dinh Ba Hoi Manh	121447529	09/05/2015	Bac Giang	-	0%	Older brother	
6.9	Tran Thi Thuy Lan	122331887	17/06/2016	Bac Giang	-	0%	Sister in law	
6.10	VCP Construction and Engineering JSC	2800799804	18/05/2004	Thanh Hoa Department of Planning and Investment	7.650.000	51%	Board Member	
6.11	Song Da Investment and Construction Joint Stock Company	0500450173	20/05/2004	Hanoi Department of Planning and Investment	-	0%	Board Member	
6.12	Bai Thuong Hydropower Joint Stock Company	2801952893	02/05/2013	Department of Planning and Investment of Thanh Hoa City	-	0%	Board Member	
6.13	Nam La Hydropower Joint Stock Company	5500290578	10/08/2007	Department of Planning and Investment Son La	-	0%	Board Member	
7	Nguyen Ho Ngoc	038091009818	26/02/2018	CCS Residence Management and National Population Registration	-	0%	Board Member	
7.1	Nguyen Ho Loan	013059729	09/04/2008	Hanoi City Police	-	0%	Father	
7.2	Do Thi Hong	013059657	08/04/2008	Hanoi City Police	-	0%	Mother	
7.3	Nguyen Ho Duan	038093014594	09/05/2019	Police Department of Administrative Management of Social Order	-	0%	younger brother	
7.4	Chu Thi Diem My	001195006783	27/04/2018	Department of Police for Registration and Management of Residence and National Population	-	0%	Wife	

Status	Name of individual/organization	ID card number/Passport number/Business registration certificate, Business registration certificate			End of period stock ownership		Relationship/Position	Note
		Number	Date of issue	Place of issue	Share	TL owns		
7.5	Chu Van Huong	111408184	06/06/2013	Hanoi City Police	-	0%	father in law	
7.6	Khuat Thi Luan	001172019879	01/10/2019	Department of Police for Registration and Management of Residence and National Population	-	0%	Mother in law	
7.7	Nguyen Ho Bao Long	No ID card yet			-	0%	biological child	
7.8	VCP Construction and Engineering JSC	2800799804	18/05/2004	Thanh Hoa Department of Planning and Investment	7.650.000	51%	Board Member	
8	Tran Xuan Ninh	12589772	29/05/2008	Hanoi Police	-	0%	Board Member	
8.1	Tran Thi Ha Phuong	017191000024	22/07/2014	Department of National Registration and Management of Immigration	-	0%	Wife	
8.2	Tran Bao Anh Thu	No ID card yet			-	0%	Daughter	
8.3	Tran Huu Nam	036057000121	25/12/2014	Department of National Registration and Management of Immigration	-	0%	Father	
8.4	Nguyen Thi Tan Chau	036159004307	24/07/2018	Department of National Registration and Management of Immigration	-	0%	Mother	
8.5	Tran Van Thai	017062000004	13/10/2014	Department of National Registration and Management of Immigration	-	0%	father in law	
8.6	Dinh Thi Thuy	17167000005	22/07/2014	Department of National Registration and Management of Immigration	-	0%	Mother in law	
8.7	Tran Tho Khang	036087000178	18/12/2014	Department of National Registration and Management of Immigration	-	0%	Younger brother	
9	Pham Quang Minh	030080002925	20/06/2018	Department of National Registration and Management of Immigration	-	0%	General Director	
9.1	Sam Thi Thanh Hung	026182000975	18/08/2015	Department of National Registration and Management of Immigration	-	0%	Wife	
9.2	Pham Van Lang						Father (deceased)	
9.2	Nguyen Thi Chuc	030157003394	04/10/2018	Department of National Registration and Management of Immigration	-	0%	Mother	
9.3	Sam Thanh	004048000008	04/10/2017	Department of National Registration and Management of Immigration	-	0%	father in law	
9.4	Trieu Thi Duc	1315576302	06/04/2009	Vinh Phuc Provincial Police	-	0%	Mother in law	
9.5	Pham Sam Truc Anh	No ID card yet			-	0%	offspring	
9.6	Pham Minh Truc An	No ID card yet			-	0%	offspring	
9.7	Pham Duc Khoi	No ID card yet			-	0%	offspring	
9.8	Pham Van Cuong	030083002305	28/04/2016	Department of National Registration and Management of Immigration	-	0%	Younger brother	
9.9	Pham Ut Thuong	142638458	26/08/2008	Hai Duong	-	0%	Younger brother	
9.10	Chu Thi Phuong Minh	026184001059	04/11/2015	Department of National Registration and Management of Immigration	-	0%	sister in law	
9.11	Nguyen Thi Xoa	142822611	29/05/2012	Hai Duong	-	0%	sister in law	
10	Dinh Thuy Lam	12150988	17/07/2006	Hanoi Police	-	0%	Chief Accountant	
10.1	Dinh Cong Tern	034047001168	31/05/2016	Department of National Registration and Management of Immigration	-	0%	Father	
10.2	Ha Thi Can	035149000088	27/05/2015	Department of National Registration and Management of Immigration	32.000	0%	Mother	
10.3	Duong Van Thu						Father-in-law (deceased)	

Status	Name of individual/organization	ID card number/Passport number/Business registration certificate, Business registration certificate			End of period stock ownership		Relationship/Position	Note
		Number	Date of issue	Place of issue	Share	TL owns		
10.4	Pham Thi Thanh	132116066	23/03/2008	Phu Tho Provincial Police	-	0%	Mother in law	
10.5	Duong Quoc Toan	131533000	20/04/2006	Phu Tho	-	0%	Husband	
10.6	Dinh Thai Ha	012564652	28/03/2011	Hanoi	149.400	1%	Older sister	
10.7	Dinh Tieu Thai	012452888	16/06/2011	Hanoi	-	0%	Older sister	
10.8	Dinh Nam Son	03808000045	11/10/2013	Department of National Registration and Management of Immigration	-	0%	Older brother	
10.9	Pham Bao Long	026074000025	04/12/2013	Department of National Registration and Management of Immigration	218.714	2%	brother in law	
10.10	Bui Viet Hung	011766649	08/06/2012	Hanoi	-	0%	brother in law	
11	Phung Thi Thu Huyen	001178058351	29/3/2022	Police Department of Administrative Management of Social Order	-	0%	Member of Board of Directors (Appointed on May 25, 2023)	
11.1	Trinh Khac Tai	038049002149	14/03/2019	Police Department of Administrative Management of Social Order	-	0%	father in law	
11.2	Trinh Khac Thanh	038075041290	22/11/2021	Police Department of Administrative Management of Social Order	-	0%	Husband	
11.3	Trinh Ngoc Minh Anh	No CCCD yet			-	0%	offspring	
11.4	Trinh Thanh Hao	No CCCD yet			-	0%	offspring	
11.5	Phung Trung Hieu	001083256800	04/02/2022	Police Department of Administrative Management of Social Order	-	0%	younger brother	



APPENDIX 04: TRANSACTIONS OF INSIDERS AND NCLQS IN THE COMPANY'S SHARES

Status	The person who makes the transaction	Internal shareholder relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward...)
			Number of shares	Proportion	Number of shares	Proportion	
1	Steel and Industrial Materials Joint Stock Company	Major shareholder	750.000	5,00%	2.590.000	17,27%	Purchase transaction
2	Nguyen Thi Thanh Thuy	Board Member	1.840.000	12,27%	-	0,00%	Sale transaction

