

No.: 242/BC-HĐQT

Khanh Hoa, January 22nd, 2025

**REPORT ON CORPORATE GOVERNANCE OF LISTED COMPANY
2024**

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Name of listed company: POWER ENGINEERING CONSULTING JOINT STOCK COMPANY 4
- Head office address: 11 Hoang Hoa Tham - Nha Trang
- Telephone: 0258 3563 999 - Fax: 0258 3563 888 - Email: tv4@pecc4.vn
- Charter capital: 198,460,160,000 VND (*In words: One hundred ninety-eight billion, four hundred sixty million, one hundred sixty thousand Vietnamese dong*)
- Stock code: TV4
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director
- Implementation of internal audit function: Implemented

I. General Meeting of Shareholders Activities:

Information about meetings and Resolutions/Decisions of the General Meeting of Shareholders:

No.	Resolution No.	Date	Content
1	600/2023/ NQ- ĐHĐCĐ	June 21 st 2023	<ol style="list-style-type: none">1. Approved the Board of Directors' Report for 2023 and plan for 2024.2. Approved the Board of Supervisors' Report for 2023 and operational plan for 2024.3. Approved the audited Financial Statements and business results for 2023.4. Approved the 2023 profit distribution plan.5. Approved the 2024 business plan.6. Approved the 2024 investment, construction, and asset procurement plan.7. Approved the 2024 profit distribution plan.8. Approved remuneration for the Board of Directors and Board of Supervisors.9. Approved the addition of business lines and sectors.

			<p>10. Approved amendments to the Charter of Power Engineering Consulting Joint Stock Company 4, comprising 21 chapters and 59 articles.</p> <p>11. Agreed to authorize the Company's Board of Directors to select an auditor for the 2024 Financial Statements based on experience and capability, pursuant to the Board of Supervisors' proposal from the list of approved audit firms for public interest entities in the securities sector for 2024 as issued by the State Securities Commission.</p> <p>12. Approved and authorized the Board of Directors of Power Engineering Consulting Joint Stock Company 4 to approve the Company's execution of contracts, loan transactions, and asset sales in 2024 that either: (i) have a value exceeding 10% of the total asset value recorded in the 2023 Financial Statements, or (ii) result in accumulated transaction values arising in 2024 equal to or exceeding 35% of the total asset value recorded in the 2023 Financial Statements, with Vietnam Electricity (EVN) and EVN member units (major shareholder owning over 51% of the Company's charter capital) in accordance with regulations. This authorization is valid until the end of 2024.</p>
2	901/2024/ NQ- ĐHĐCĐ	October 26 th 2024	Approved the adjustment of 2023 dividend payment timing to shareholders before December 31 st 2024
3	1045/2024 /NQ- ĐHĐCĐ	December 18 th 2024	<p>1. Approved the 2024 business plan</p> <p>2. Approved the 2024 salary and remuneration plan for the Board of Directors and Board of Supervisors</p>

II. Board of Directors Report 2024:

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

No.	Member of the Board	Position	Start Date as Member of the Board	End Date as Member of the Board	Meetings Attended	Attendance Rate	Notes
1	Le Cao Quyen	Chairman of the Board	June 30 th , 2020		16/16	100%	
2	Vu Thanh Danh	Member of the Board cum	June 09 th , 2022		16/16	100%	

		Director of Thermal Power & New Energy Engineering Center					
3	Tran Cao Hy	Member of the Board cum General Director	June 21 st , 2023		16/16	100%	
4	Tran Truong Han	Member of the Board	August 30 th , 2022		6/16	38%	Resignation submitted on June 24 th , 2024
5	Nguyen Chi Quang	Independent Member of the Board	August 30 th , 2022		16/16	100%	

2. *Supervisory Activities of the Board of Directors over the Executive Board:*

- The Board of Directors regularly monitored the Executive Board in implementing Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.
- The Board of Directors organized regular meetings to review and evaluate the Company's operations, providing timely solutions and directives, and setting business operation directions for Power Engineering Consulting Joint Stock Company 4 (PECC4).
- Monitored compliance with and adherence to provisions of the Enterprise Law, Company Charter, and Corporate Governance Regulations.
- Supervised and directed the implementation of information disclosure in accordance with regulations.
- Successfully organized the 2024 Annual General Meeting of Shareholders.
- Successfully conducted two times of collecting shareholders' written opinions in 2024.
- Directed the payment of 2023 dividends in cash.
- Approved the selection of A&C Auditing and Consulting Company Limited - Nha Trang Branch to conduct the interim Financial Statement review and audit of the Company's 2024 Financial Statements.
- Reorganize the Northern Affiliate, Southern Affiliate, EPC Centre, and Thermal Power Engineering Centre.
- In 2024, amid the impact of global economic downturn influenced by inflation, interest rates, and geopolitical conflicts worldwide, the Board of Directors

acknowledges that the General Director and Executive Board have made substantial efforts to overcome difficulties affecting business operations, complied with current legal regulations and the Company's operational regulations, and effectively implemented the Board's Resolutions and Decisions.

3. *Activities of the Committees under the Board of Directors: No committees were established.*

4. *Board's Resolutions and Decisions in 2024:*

No.	Resolution/ Decision No.	Date	Content
1	45	January 10 th 2024	2024 internal audit plan
2	46	January 10 th 2024	Approval of contracts with related parties
3	134	March 4 th 2024	Approval of transfer plan and initial price for EVN International JSC (EVNI) shares
4	152	March 11 th 2024	Organization of 2024 Annual General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 4
5	156	March 11 th 2024	2024 training plan
6	155	March 11 th 2024	2024 fixed asset investment, procurement, and construction plan
7	249	April 7 th 2024	Organization of the 2024 Annual General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 4
8	250	April 8 th 2024	Establishment of the Organizing Committee and Subcommittees for the 2024 Annual General Meeting of Shareholders
9	279	April 19 th 2024	Direction for EVNPECC4's capital representative at the 2024 Annual General Meeting of Shareholders of Buon Don Hydropower Joint Stock Company (BDHC)
10	300	May 2 nd 2024	Approval of contract execution with related parties
11	305, 307, 308	May 7 th 2024	Termination of labor contracts, dismissal, and assignment of concurrent positions for personnel
12	469, 470, 471, 472	June 14 th 2024	Implementation of salary grade advancement and management level adjustments

13	518, 519, 520, 523	June 20 th 2024	Personnel matters within Power Engineering Consulting Joint Stock Company 4 and reorganization of the Research & Development Center
14	570	June 25 th 2024	Reorganization of the Research & Development Center
15	598	June 28 th 2024	Approval of 2023 salary fund settlement; 2023 remuneration for Board of Directors and Board of Supervisors; 2023 bonus fund for Managers and Supervisors of Power Engineering Consulting Joint Stock Company 4
16	600	July 1 st 2024	Amendment and supplementation of the Management Salary Scale within Power Engineering Consulting Joint Stock Company 4's Salary Framework, Salary Scales, and Allowance System
17	601	July 1 st 2024	Assignment of salary grades for full-time Company Managers effective from January 1 st 2024
18	602	July 1 st 2024	Issuance of Salary Payment Regulations for Power Engineering Consulting Joint Stock Company 4's full-time Managers
19	612	July 1 st 2024	Selection of auditor for 2024 Financial Statements
20	636	July 15 th 2024	Approval of 2024 Employee Salary Fund Plan; 2024 Full-time Manager Salary Fund Plan; and 2024 Remuneration Plan for Board of Directors and Board of Supervisors of Power Engineering Consulting Joint Stock Company 4
21	656	July 22 nd 2024	Adjustment of salary unit price for determining salary levels and allowance rates within Power Engineering Consulting Joint Stock Company 4's Salary Framework, Salary Scales, and Allowance System, effective from July 1 st 2024
22	789	September 12 th 2024	Collection of shareholders' written opinions of Power Engineering Consulting Joint Stock Company 4
23	801, 817	September 24 th – 27 th 2024	Appointment of Mr. Pham Xuan Hung as Deputy Head of General Survey Enterprise cum Head of Survey Engineering Department
24	866	October 16 th 2024	Collection of shareholders' written opinions of Power Engineering Consulting Joint Stock Company 4
25	919, 920	October 30 th 2024	Reappointment of Mr. Nguyen Dang Quang
26	955	November 14 th 2024	Approval of shares valuation report and initial transfer price for shares at EVN International Joint Stock Company (EVNI)

27	968	November 19 th 2024	Collection of shareholders' written opinions of Power Engineering Consulting Joint Stock Company 4
28	969	November 19 th 2024	Payment of Power Engineering Consulting Joint Stock Company 4's 2023 dividends
29	1024	December 6 th 2024	Collection of shareholders' written opinions of Power Engineering Consulting Joint Stock Company 4
30	1075, 1076	December 30 th 2024	Reorganization of Southern Affiliate
31	1082	December 30 th 2024	Approval of Adjustments to: 2024 Employee Salary Fund Plan; 2024 Full-time Manager Salary Fund Plan; and 2024 Remuneration Plan for Board of Directors and Board of Supervisors of Power Engineering Consulting Joint Stock Company 4

III. Board of Supervisors (BOS):

1. Information about Members of the Board of Supervisors:

No.	Member of the Board of Supervisors	Position	Start Date as Member of the Board of Supervisors	End Date as Member of the Board of Supervisors	BOS Meetings Attended	Attendance Rate
1	Nguyen Minh Hang	Chief Supervisor	June 21 st 2023		3/3	100%
2	Nguyen Duy Quoc Viet	Member of BOS	April 26 th 2018		3/3	100%
3	Nguyen Thi Hai Yen	Member of BOS	June 30 th 2020		3/3	100%

2. Supervisory activities of the BOS regarding the Board of Directors, Executive Board, and Shareholders:

- In 2024, the BOS implemented the following activities:

(1) **Regular Supervision:** Monitored the Board of Directors (BoD) and Executive Board (EB) in management and operation through information gathered during the General Meeting of Shareholders (GMS), board meetings, resolutions, directives, and audit reports. Ensured compliance with regulations for listed companies, focusing on information disclosure and governance reporting on PECC4's website.

(2) **Coordination with GMS Organizing Committee:** Supported the preparation and successful organization of the 2024 Annual General Meeting on 26/04/2024. The BOS's report was unanimously approved with 100% votes.

(3) **Direct Supervision Sessions:** Conducted two supervision sessions documented in reports 1483/TVĐ4-BKS (31/03/2024) and 5375/TVĐ4-BKS (25/09/2024), focusing on:

- Monitoring independent audits of the 2023 financial statements (FS) and reviewing the first-half 2024 FS.
- Verifying FS data, debt recovery in 2023, and preparing reports for the 2023 GMS.
- Evaluating the implementation of 2024 GMS resolutions.

(4) **Audit Firm Selection:** In line with the 2024 GMS resolution, the BOS invited four audit firms to bid. The chosen firm, ranked highest in capability and cost competitiveness, was recommended for the 2024 FS audit (reports dated 27/06/2024 and 28/06/2024). The audit firm has since started reviewing the first-half 2024 FS.

(5) **Meeting Participation and Observations:** Attended four BoD meetings, gathering information for evaluation. Key observations include:

The BoD held 16 meetings and 08 consultations to restructure branches, prepare for the 2024 GMS, and manage personnel changes. The EB, guided by the BoD, worked diligently to overcome market challenges, secure new contracts, and reduce costs. However, economic downturns globally and in Vietnam, particularly in the energy consulting sector, resulted in lower-than-expected revenue (41.96% of target) and profit (20.72% of target). Adjustments to these targets were approved (Resolution 1045/2024/NQQ-ĐHĐCĐ on 18/12/2024). Financial indicators for 2024 remained within safe limits, ensuring planned dividends and employee welfare.

In 2024, the Board of Supervisors received no complaints from shareholders.

3. Coordination between the Board of Supervisors and the Board of Directors, Executive Board, and other management personnel:

- BOS's members participated in three BoD meetings and had access to information for supervision and evaluation.
- The BOS reviewed and contributed to amendments of internal governance policies.
- Worked directly with functional departments to gather operational data for effective supervision.
- The BoD and EB provided timely information on resolutions and operations, ensuring compliance with BOS's recommendations.

4. Other Activities of the Board of Supervisors:

- Summarized 2024 supervision work and planned 2025 activities.
- Monitored compliance with stock exchange regulations. One related-party stock transaction was disclosed in the report dated 26/12/2024.

- Completed all required supervision reports and participated in training on supervisory and legal updates.

IV. Executive Board:

No.	Member of Executive Board	Position	Date of Birth	Professional Qualification	Date of Appointment/ Dismissal as Executive Board Member
1	Tran Cao Hy	General Director	June 17 th 1976	Master's Degree	Appointed on June 26 th 2023
2	Nguyen Xuan Phuong	Deputy General Director	September 24 th 1964	Engineer	Reappointed on March 20 th 2020
3	Vuong Anh Dung	Deputy General Director	November 24 th 1971	Master's Degree	Appointed on May 16 th 2022
4	Dong Trinh Hoang	Deputy General Director	December 4 th 1976	Master's Degree	Appointed on October 05 th 2023
5	Vu Thanh Danh	Acting General Director	August 18 th 1964	Master's Degree	Dismissed on June 26 th 2023

V. Chief Accountant:

No.	Full Name	Position	Date of Birth	Professional Qualification	Date of Appointment/ Dismissal as Executive Board Member
1	Tran Le Thanh Binh	Chief Accountant	October 29 th 1975	Bachelor's Degree	Appointed on May 16 th 2022

VI. Corporate governance training:

During the reporting period, the Board of Directors, Executive Board, Members of the Board of Supervisors, Corporate Governance Officer, and Authorized Information Disclosure Person have fully updated on new documents issued by the Hanoi Stock Exchange, State Securities Commission, and relevant ministries and departments.

V. List of Related Persons of the Listed Company according to Clause 34, Article 6 of the Securities Law (2024 Report) and Transactions between Related Persons and the Company:

1. List of Related Persons of the Company: *Table 01.*
2. Transactions between the Company and Related Persons of the Company; or between the Company and Major Shareholders, Internal Persons, Related Persons of Internal Persons: *Table 02.*

3. Transactions between Internal Persons of the Listed Company, Related Persons of Internal Persons with subsidiaries, companies controlled by the Listed Company: None.

4. Transactions between the Company and other entities: None.

VI. Stock Transactions of Internal Persons and their Related Persons (2024 Report):

1. List of Internal Shareholders and Related Persons: *Table 03.*

2. Transactions of Internal Shareholders and Related Persons regarding Company shares: Disclosed according to regulations.

+ Share transaction results of Mrs. Nguyen Thi Que Nga, wife of Mr. Vu Thanh Danh - Member of the Board, successfully purchased 17,584 shares during the period from February 23, 2024 to March 23, 2024..

+ Share transaction results of Mr. Nguyen Xuan Phuong - Deputy General Director, successfully sold 5,000 shares on December 20, 2024.

VI. Other Matters to Note: *None*

Recipients:

- *As above;*
- *Filed: Admin, BOD.*

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN



Le Cao Quyen
Le Cao Quyen

VIETNAM ELECTRICITY
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**LIST OF RELATED PERSONS OF THE COMPANY
AS OF JANUARY 22nd 2025**

(Attached to Corporate Governance Report No. 242/BC-HĐQT dated January 22nd 2025)

No.	Organization/ Individual Name	Securities Trading Account (if any)	Position at Company (if any)	ID/Citizen Card No.	Contact Address	Start Date as Related Person	End Date as Related Person	Reason
1	Vietnam Electricity (EVN)		Major Shareholder			August 1 st 2007		
2	Le Cao Quyen		Chairman of the Board			October 10 th 2018		
3	Tran Cao Hy		Member of the Board and General Director			April 26 th 2018		
4	Vu Thanh Danh		Member of the Board			April 21 st 2012		
5	Tran Truong Han		Member of the Board			August 30 th 2022		
6	Nguyen Chi Quang		Independent Member of the Board			August 30 th 2022		
7	Nguyen Minh Hang		Chief Supervisor			June 21 st 2023		
8	Nguyen Duy Quoc Viet		Member of the Board of Supervisors			April 26 th 2018		

No.	Organization/ Individual Name	Securities Trading Account (if any)	Position at Company (if any)	ID/Citizen Card No.	Contact Address	Start Date as Related Person	End Date as Related Person	Reason
9	Nguyen Thi Hai Yen		Member of the Board of Supervisors			June 30 th 2020		
10	Nguyen Xuan Phuong		Deputy General Director			March 20 th 2015		
11	Vuong Anh Dung		Deputy General Director			May 16 th 2022		
12	Dong Trinh Hoang		Deputy General Director			September 1 st 2020		
13	Nguyen Thi Thanh Hoa		Head of Internal Audit Department			September 29 th 2023		
14	Dang Ngoc Tuan		Assistant to Executive Board			July 1 st 2021		
15	Ho Nam Khanh		Chief of Administrative Office			April 27 th 2021		
16	Nguyen Ngoc Son		Head of Human Resources Department			October 1 st 2021		
17	Tran Le Thanh Binh		Chief Accountant			May 16 th 2022		
18	Nguyen Nhu Dong		Director of Business Department cum Head of General Survey Enterprise			August 07 th 2023		
19	Le Minh Toai		Director of Supervision Consulting			September 1 st 2021		

No.	Organization/ Individual Name	Securities Trading Account (if any)	Position at Company (if any)	ID/Citizen Card No.	Contact Address	Start Date as Related Person	End Date as Related Person	Reason
			Center					
20	Truong Hoài Thế Tuyên		Director of Hydropower & Renewable Energy Engineering Centre			May 16 th 2022		
21	Ngo Anh Tai		Corporate Governance Officer			May 07 th 2021		
22	Mai Thi Thanh Hoa		Director of Civil Engineering Testing Laboratory			October 1 st 2022		
23	Vo Trong Son		Director of Power Transmission Line Engineering Centre			January 1 st 2023		
24	Pham Van Vinh		Deputy Head of General Survey Enterprise cum Director of Geodetic Consulting Centre			June 20 th 2024		
25	Nguyen Manh Cuong		Director of Northern Affiliate			June 20 th 2024		Newly appointed on June 20 th 2024

No.	Organization/ Individual Name	Securities Trading Account (if any)	Position at Company (if any)	ID/Citizen Card No.	Contact Address	Start Date as Related Person	End Date as Related Person	Reason
26	Pham Xuan Hung		Deputy Head of General Survey Enterprise			September 24 th 2024		Newly appointed on September 24 th 2024

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**LIST OF TRANSACTIONS BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS
YEAR 2024**

(Attached to Corporate Governance Report No. 242/BC-HDQT dated January 22nd 2025)

No.	Organization/ Individual Name	Relationship with the Company	Business Registration Certificate	Head Office Address/ Contact Address	Transaction Time	Resolution/Decision No. of GMS/BOD... (if any, specify date of issuance)	Content, Volume, Total Transaction Value	Note
1	Vietnam Electricity (EVN)	Major Shareholder				300/NQ-HDQT dated May 2 nd 2024	Signing consulting service contracts with Vietnam Electricity (EVN) and EVN member units in 2024 (over 35% of total Asset value)	

Business Registration Certificate: ID Card/Passport number (for individuals) or Business Registration Certificate, Operating License, or equivalent legal documents (for organizations)

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**LIST OF INTERNAL SHAREHOLDERS AND RELATED PERSONS
YEAR 2024**

(Attached to Corporate Governance Report No. 242/BC-HDQT dated January 22nd 2025)

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
1	Le Cao Quyen		Chairman of the Board			40,019	0.2%	
	- Tran Thi Van Anh							
	- Le Tran Anh Minh							
	- Le Tran Anh Khoa							
2	Tran Cao Hy		Member of the Board and General Director			11,358	0.06%	
	- Le Thi Thu Ha							
	- Tran The Hung							
	- Cao Thi My Xuan							
3	Vu Thanh Danh		Member of the Board			118,312	0.60%	
	- Nguyen Thi Que Nga					22,934	0.12%	
	- Do Thi Hong Lrot							
	- Vu Thi Khanh Hoa							

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
	- Vu Thi Kim Chi							
	- Vu Thi Kim Chau							
	- Vu Thanh An							
	- Vu Thi Doan Trang							
	- Vu Thi Kim Oanh							
	- Vu Xuan Phu							
	- Vu Xuan Quy							
	- Vu Thi Minh Giang							
	- Vu Minh Son							
4	Nguyen Minh Hang		Chief Supervisor			0	0%	
	- Nguyen Dinh Hoang Linh							
	- Nguyen Duong							
	- Bui Thi Hien							
5	Nguyen Duy Quoc Viet		Member of the Board of Supervisors			78,571	0.40%	
	- Hoang Thi Thu Huong							
6	Nguyen Thi Hai Yen		Member of the Board of Supervisors			6,272	0.03%	
	- Nguyen Ly Chien							
	- Nguyen Mai Anh							
	- Nguyen Ngoc Anh							
	- Nguyen Ly Linh Chi							

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
	- Nguyen Ly Quang Lam							
7	Vuong Anh Dung		Deputy General Director			10,338	0.05%	
	- Trinh Thi Bich Ngoc							
	- Vuong Khanh Trang							
	- Vuong Thai Son							
8	Nguyen Xuan Phuong		Deputy General Director			79,905	0.4%	
	- Ton Nu My Lien					12,700	0.06%	
	- Nguyen Thi Nhi							
	- Nguyen Phuoc							
	- Nguyen Thi Ngoc Phuong							
	- Nguyen Thi Thanh Tung							
	- Nguyen Phu Tai							
	- Nguyen Quoc Khai							
	- Nguyen Xuan Hoai Huong							
	- Nguyen Xuan Nhu Y							

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
9	Dong Trinh Hoang		Deputy General Director			61	0.00%	
	- Le Thi Su					67	0.00%	
	- Dong Trinh Hoang Nguyen							
	- Dong Trinh Hoang Duy							
10	Tran Le Thanh Binh		Chief Accountant			4,453	0.02%	
	- Le Hoai An							
	- Le Tran Chi Cuong							
	- Le Tran Dang Duy							
11	Nguyen Thi Thanh Hoa		Head of Internal Audit Department			58,636	0.30%	
	- Nguyen Nhu Dong					100,138	0.5%	
	- Nguyen Thi Phuong Nga							
	- Nguyen Thi Minh Ha							
	- Nguyen Thi Dau							
12	Ngo Anh Tai		Corporate Governance Officer			0	0%	
	- Vu Thi Kim Oanh							

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
13	Ho Nam Khanh		Chief of Administrative Office			0	0%	
	- Nguyen Thi Hai Anh							
	- Ho Quang Phu							
14	Nguyen Ngoc Son		Head of Human Resources Department			0	0%	
	- Phan Thi Thanh Ly							
	- Nguyen Ngoc Minh Quang							
15	Nguyen Nhu Dong		Director of Business Department cum Head of General Survey Enterprise			100,138	0.5%	
	- Nguyen Thi Thanh Hoa					58,636	0.30%	
	- Nguyen Thi Phuong Nga							
	- Nguyen Thi Minh Ha							
	- Nguyen Thi Dau							
16	Le Minh Toai		Director of Supervision Consulting Center			7,880	0.04%	
	- Nguyen Thi Pham Vi							

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
	- Le Nguyen Dan Thanh							
	- Le Nguyen Minh Hung							
17	Dang Ngoc Tuan		Assistant to Executive Board			0	0%	
	- Nguyen Lan Anh					36,338	0.18%	
	- Dang Quoc Khanh							
	- Dang Viet Vuong							
18	Truong Hoai The Tuyen		Director of Hydropower & Renewable Energy Engineering Centre			14,743	0.07%	
	- Trinh Hong Nhung					95	0.00%	
	- Truong Ngoc Han							
	- Truong Quynh Trang							
	- Truong Phuc The Khoa							
19	Vo Trong Son		Director of Power Transmission Line Engineering Centre			0	0%	
	- Hoang Thi Thu Huong							

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
	- Vo Hoang Thanh Mai							
	- Vo Trong Hoang Minh							
20	Mai Thi Thanh Hoa		Director of Civil Engineering Testing Laboratory			1,937	0.01%	
	- Nguyen Tien Hung							
	- Nguyen Huu Phuc							
21	Tran Truong Han		Member of the Board cum Director of Thermal Power & New Energy Engineering Centre			0	0%	
	- Le Thi Hong Khue							
22	Nguyen Chi Quang		Independent Member of the Board			0	0%	
	- Trinh Anh Truc							
	- Nguyen Anh Minh							
	- Nguyen Minh Hoang							
23	Pham Van Vinh		Deputy Head of General Survey Enterprise cum Director of Geodetic			5	0%	

No.	Fullname	Securities Trading Account	Position at Company (if any)	ID Card No.	Address	Number of Shares Owned at Period End	Ownership Percentage at Period End %	Note
			Consulting Centre					
	- Pham Thi Thanh Nhan							
	- Pham Thuy Quyen							
	- Pham Minh Quang							
24	Nguyen Manh Cuong		Director of Northern Affiliate			0	0%	
	- Nguyen Thi Thu Thuy							
	- Nguyen Phuong Linh							
	- Nguyen Le Minh							
25	Pham Xuan Hung		Deputy Head of General Survey Enterprise			125	0%	
	- To Thi Hai Quyen							
	- Pham Xuan Thang							
	- Pham Bao Van							
	- Pham Xuan Hoan							
	- Nguyen Thi Thuy							