



**BUÔN ĐÔN HYDROPOWER  
JOINT STOCK COMPANY**

**CÔNG TY  
CP THỦY ĐIỆN  
BUÔN ĐÔN**

No.: 24./BDHC-P2  
Regarding Report on corporate  
governance of 2025

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

Dak Lak, 30 January, 2026

## **EXTRAORDINARY INFORMATION DISCLOSURE**

**To:**

- The State Securities Commission of Viet Nam;**
- The Vietnam Stock Exchange;**
- The Hanoi Stock Exchange.**

### **1. Organization Name:** Buon Don Hydropower Joint Stock Company

- Stock Code: BSA
- Address: 7th Floor, Biet Dien Hotel, No. 01 Ngo Quyen Street, Buon Ma Thuot Ward, Dak Lak Province
- Phone: 0262.3 891 368 – Fax: 0262.3 891 348
- E-mail: srepok4a@gmail.com

### **2. Content of Disclosure:**

On 30 January 2026, Buon Don Hydropower Joint Stock Company discloses the Report on corporate governance of 2025.

This information was disclosed on the Company's official website on 30 January 2026 at: [www.thuydienbuondon.vn](http://www.thuydienbuondon.vn)

We hereby commit that the disclosed information is true and we fully accept legal responsibility for the content of the disclosed information.

#### **Recipients:**

- As above;
- Archive: Office, P2.

#### **Representative of the Organization Authorized Disclosure Officer**

**Le Thi Kieu Vi**

**REPORT ON CORPORATE GOVERNANCE  
FOR 2025**

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

- Name of Company: Buon Don Hydropower Joint Stock Company
- Address of Head Office: 7th Floor, Biet Dien Hotel, No. 01 Ngo Quyen Street, Buon Ma Thuot Ward, Dak Lak Province
- Telephone: 02623.891368 Fax: 02623.891348 Email: srepok4a@gmail.com
- Charter Capital: 668,509,750,000 VND
- Stock Symbol: BSA
- Corporate Governance Model: Public company.

General Meeting of Shareholders, Board of Directors, Board of Supervisors, and Director.

**I. Activities of the General Meeting of Shareholders:**

Information on the meetings and Resolutions/Decisions of the General Meeting of Shareholders (GMS) in 2025:

No.	Resolution No.	Date	Content
01	19/NQ- ĐHĐCĐ- BDHC	25/04/2025	<p>Resolution of the 2025 Annual General Meeting of Shareholders approved as follow:</p> <ul style="list-style-type: none"><li>- Report on activities of the Board of Directors regarding corporate governance and business performance in 2024, and the operation plan for 2025;</li><li>- Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors and the Director in 2024, and the operation plan for 2025;</li><li>- Audited financial statements for 2024;</li><li>- Profit distribution plan for 2024;</li><li>- Business plan and profit distribution plan for 2025;</li><li>- Remuneration for the Board of Directors, the Board of Supervisors, and the Corporate Governance Officer in 2024, and the remuneration plan for 2025;</li></ul>

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> <li>- Selection of the audit firm for the 2025 financial statements.</li> </ul>
02	54/NQ-ĐHĐCĐ-BDHC	01/12/2025	<p>Resolution of the 2025 Extraordinary General Meeting of Shareholders approved as follow:</p> <ul style="list-style-type: none"> <li>- Dismissal of Mr. Vu Thanh Danh from his position as a member of the Board of Directors of Buon Don Hydropower Joint Stock Company for the 2024–2029 term.</li> <li>- Result of the additional election of Mr. Vuong Anh Dung as a member of the Board of Directors of Buon Don Hydropower Joint Stock Company for the 2024–2029 term.</li> </ul>

## II. Board of Directors:

### 1. Information on Members of the Board of Directors (BoD)

No.	Members of the Board of Directors	Position	The date becoming to be the member of the BoD (Date of appointment)	The date ceasing to be the member of the BoD	
				Date	Reason
01	Mr. Vu Thanh Danh	Non-executive Chairman of the Board of Directors	24/4/2024	01/12/2025	Dismissal from the Board of Directors due to retirement.
02	Mr. Vuong Anh Dung	Non-executive Chairman of the Board of Directors	01/12/2025		
03	Mr. Le Hoang Trieu	Non-executive Member of the Board of Directors	24/4/2024		
04	Mr. Trinh Hoang Nhan	Non-executive Member of the Board of Directors	24/4/2024		

No.	Members of the Board of Directors	Position	The date becoming to be the member of the BoD (Date of appointment)	The date ceasing to be the member of the BoD	
				Date	Reason
05	Mr. Ho Nam Khanh	Non-executive Member of the Board of Directors	24/4/2024		
06	Mr. Nguyen Van Luan	Non-executive Member of the Board of Directors	24/4/2024	13/1/2026	He passed away, and the company has released the information as required.

## 2. Meetings of the Board of Directors:

In 2025, the Board of Directors held 04 meetings and conducted voting on several matters by written consultation. Details are as follows:

No.	Members of the Board of Directors	Number of BoD meetings attended	Attendance Rate	Reasons for absence
01	Mr. Vu Thanh Danh	4	100%	
02	Mr. Vuong Anh Dung	0	0%	Newly appointed
03	Mr. Le Hoang Trieu	4	100%	
04	Mr. Trinh Hoang Nhan	4	100%	
05	Mr. Ho Nam Khanh	4	100%	
06	Mr. Nguyen Van Luan	4	100%	

## 3. Supervisory Activities of the Board of Supervisors over the Board of Directors, Board of Management, and Shareholder:

In 2025, the Board of Directors closely monitored the Company's overall operations, supervised and provided timely strategic guidance to the Board of Management. The following activities were carried out:

- Regularly supervised the Board of Management in implementing Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.
- Directed and monitored the execution of the business plan for 2025. Periodic meetings were held to assess the Company's performance and provide timely solutions and directions for business operations.
- Inspected compliance with the Law on Enterprises, the Company's Charter, and internal corporate governance regulations.
- Supervised and guided the implementation of information disclosure in accordance with applicable regulations.
- Directed and successfully organized the Annual General Meeting of Shareholders 2025 held on 25 April 2025 and the Extraordinary General Meeting of Shareholders 2025 held on 1 December 2025.
- Coordinated with the Board of Supervisors in overseeing the performance of the General Director.
- Evaluated the Company's business performance, analyzed advantages and challenges affecting operations, and proposed remedial measures.

4. Activities of the Subcommittees under the Board of Directors (if any): No subcommittees were established.

#### 5. Resolutions/Decisions of the Board of Directors in 2025:

As of the reporting date, the Board of Directors has issued 34 Resolutions/Decisions, including 16 passed via in-person meetings and 18 approved by written consultation (*attached as Appendix 01*).

The Board of Management has implemented all contents of the Resolutions of the General Meeting of Shareholders and the Board of Directors in accordance with legal regulations and the Company's Charter.

### III. Board of Supervisors

#### 1. Information on Members of the Board of Supervisors (BoS):

No.	Members of the Board of Supervisors	Position	Qualification	The date becoming/ceasing to be the member of the BoS	
				Date of appointment	Date of dismissal
01	Mrs. Nguyen Thi Thanh Hoa	Head of The BoS	Bachelor of Accounting	24/4/2024	-

02	Mr. Pham Quoc Thai	Member of the BoS	Bachelor of National Economic Planning; Master of Business Administration	24/4/2024	-
03	Mr. Tran Tuyet Loan	Member of the BoS	Bachelor of Economics	24/4/2024	-

2. Meetings of the Board of Supervisors:

In 2025, the Board of Supervisors held 03 meetings. Details are as follows:

No.	Members of Board of Supervisors	Number of BoS meetings attended	Attendance Rate	Voting rate	Reasons for absence
01	Mrs. Nguyen Thi Thanh Hoa	3	100%	100%	
02	Mr. Pham Quoc Thai	3	100%	100%	
03	Mrs. Tran Tuyet Loan	3	100%	100%	

3. Supervisory Activities of the Board of Supervisors over the Board of Directors, Board of Management, and Shareholder:

In accordance with the 2025 operating plan, the Supervisory Board conducted three supervisory reviews at the Company's head office, covering the following matters:

- Assessment of the implementation of the resolutions of the General Meeting of Shareholders, including the payment of 2024 dividends to shareholders, and the resolutions of the Board of Directors during 2025.

- Assessment of the management and administration of the Company's business and production activities in 2025.

- Review and appraisal of the financial statements for the first, second, third and fourth quarters of 2025.

- Monitoring compliance with regulations applicable to public companies listed on the stock exchange, particularly with respect to information disclosure obligations.

- Review and inspection of the organization of the 2025 Annual General Meeting of Shareholders and the Extraordinary General Meetings of Shareholders in 2025 in accordance with the Company's Charter, the Law on Enterprises and the Law on Securities.

During the year, the Supervisory Board did not receive any complaints or petitions from shareholders. The Supervisory Board noted that no irregularities were detected in the activities of the members of the Board of Directors or the Executive Management.

4. Coordination Between the Board of Supervisors and the Activities of the Board of Directors, the Board of Management, and Other Management Personnel:

- The Board of Supervisors attended meetings of the Board of Directors, meetings of the Board of Management, and other important meetings related to the Company's operations.

- The Board of Supervisors actively and closely coordinated with the Board of Directors, the Board of Management, and other management departments in business and production activities. The Board of Supervisors also regularly exchanged information and documents and provided opinions within its scope of responsibilities and authority to enhance the efficiency of the Company's business operations.

5. Other Activities of the Board of Supervisors (if any):

In addition to performing duties to ensure the Company's operations are in compliance with its Charter, internal regulations, and relevant legal provisions, the Board of Supervisors also focused on supervising the following activities:

- Fully and strictly fulfilling reporting obligations on supervisory activities in accordance with applicable regulations.

- Prepared working minutes recording the Company's operational status and the opinions and recommendations of the Board of Management to strengthen the Company's internal governance.

#### IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment
01	Mr. Truong Hai Quang - Director and Legal Representative	06/04/1982	Electrical Engineer; Master of Business Administration	Reappointed on 01/11/2024
02	Mr. Phan Quang Vu – Deputy Director	16/09/1982	Hydropower Engineer; Master of Business Administration	Reappointed on 10/03/2025

#### V. Chief Accountant

No.	Chief Accountant	Date of birth	Qualification	Date of appointment
01	Mr. Pham Van Tung	31/08/1975	Bachelor of Economics	Reappointed on 08/03/2025



## **VI. Training courses on corporate governance**

Training activities are conducted through various methods, including in-person and online training, aimed at enhancing the leadership and management capabilities of the company's executives. In addition, members of the Board of Directors, the Board of Supervisors, and the Board of Management regularly update themselves on legal documents and regulations related to corporate governance to improve the company's operational efficiency.

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

1. List of the Company's Affiliated Person (*attached as Appendix 02*)
2. Transactions between the Company and its affiliated person, or between the Company and major shareholders, internal persons, and affiliated person of internal persons: No transactions.
3. Transactions between internal persons of the Company, affiliated person of internal persons, and subsidiaries or companies controlled by the Company: No transactions.
4. Transactions between the Company and other parties:
  - 4.1 Transactions between the Company and companies in which members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers have been or are currently founding members, members of the Board of Directors, or General Directors/CEOs within the past three (03) years (as of the reporting date): No transactions.
  - 4.2 Transactions between the Company and companies in which affiliated person of members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers are members of the Board of Directors or hold the position of General Director/CEO: No transactions.
  - 4.3 Other transactions of the Company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers: No transactions.

## **VIII. Share Transactions of Internal persons and Affiliated Person of Internal persons**

1. List of Internal persons and Affiliated Person of Internal persons: (*attached as Appendix 03*)
2. Transactions of Internal persons and Affiliated Person with the Company's Shares: (*attached as Appendix 04*)

## **IX. Other Notable Issues:** None.

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**Recipients:**

- As above;
- BoD, BoS; BoM
- Archives: Office, Secretary of the BoD

ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN



Vuong Anh Dung



**APPENDIX 01:**  
**Resolutions/Decisions of the Board of Directors in 2025**  
*(Enclosed with Report No.: 02/BC-HĐQT-BDHC dated 30/01/2026)*

No.	Resolution/Decision No.	Content	Date	Form	Implementation Status
01	03/NQ-HĐQT-BDHC	Resolution on implementing the next steps to include the Buon Don Solar Power Plant Project in the adjusted Power Development Plan VIII	28/02/2025	Written Consultation	Completed
02	04/NQ-HĐQT-BDHC	Resolution on the Plan for Organizing the Annual General Meeting of Shareholders 2025	28/02/2025	Written Consultation	Completed
03	05/NQ-HĐQT-BDHC	Resolution on Approving the Policy of Reappointment to the Positions of Deputy Director and Chief Accountant of Buon Don Hydropower Joint Stock Company	28/02/2025	Written Consultation	Completed
04	07/NQ-HĐQT-BDHC	Resolution of the Meeting dated 08/03/2025 on the Approval of Report No. 67/BC-BDHC regarding Business Performance in 2024 and the Business Plan for 2025	08/03/2025	Meeting	Completed
05	09/NQ-HĐQT-BDHC	Resolution on the Approval of the Finalization of the Salary and KPI Bonus Fund and Other Employee Benefits for 2024	08/03/2025	Meeting	Completed
06	10/QĐ-HĐQT-BDHC	Decision on the Establishment of the Organizing Committee and Supporting Committees for the Annual General Meeting of Shareholders 2025	08/03/2025	Meeting	Completed
07	11/NQ-HĐQT-BDHC	Resolution of the Meeting dated 08/03/2025 on the Approval of the Report by the Board of Management Regarding the Risks Associated with the	08/03/2025	Meeting	Completed



No.	Resolution/Decision No.	Content	Date	Form	Implementation Status
		Inclusion of the EAPO Hydropower Project in the Development Plan			
08	14/QĐ-HĐQT-BDHC	Decision on the Reappointment to the Position of Chief Accountant of Buon Don Hydropower Joint Stock Company	08/03/2025	Meeting	Completed
09	12/QĐ-HĐQT-BDHC	Decision on the Reappointment to the Position of Deputy Director of Buon Don Hydropower Joint Stock Company	10/03/2025	Meeting	Completed
10	18/NQ-HĐQT-BDHC	Resolution on the Approval of the Budget for the Annual General Meeting of Shareholders 2025	24/04/2025	Meeting	Completed
11	21/NQ-HĐQT-BDHC	Resolution on the Adjustment of the Purchase Price Policy for Environmental Attribute Certificates of the Srepok 4A Hydropower Project	20/05/2025	Written Consultation	Completed
12	22/NQ-HĐQT-BDHC	Resolution on the Selection of the Audit Firm for the Financial Statements 2025 of Buon Don Hydropower Joint Stock Company	19/06/2025	Written Consultation	Completed
13	26/NQ-HĐQT-BDHC	Resolution approving: - the report of the Board of Management on business performance for the first six months of 2025 and the plan for the last six months of 2025; - cancellation of the item "Appraisal of the environmental licensing proposal report"	24/07/2025	Meeting	Completed
14	27/QĐ-HĐQT-BDHC	Decision on approving the cost estimate for the procurement package "Purchase of standby materials for 2025"	24/07/2025	Meeting	Completed
15	28/NQ-HĐQT-BDHC	Resolution on approving the final settlement of the completed Srepok 4A Hydropower Project	24/07/2025	Meeting	Completed

No.	Resolution/Decision No.	Content	Date	Form	Implementation Status
16	29/NQ-HĐQT-BDHC	Resolution on approving the submission to EPTC of the final settlement dossier of the completed Srepok 4A Hydropower Project	24/07/2025	Meeting	Completed
17	30/NQ-HĐQT-BDHC	Resolution on approving the policy for short-term borrowing of BDHC	24/07/2025	Meeting	Completed
18	31/NQ-HĐQT-BDHC	Resolution on approving loans from BIDV – Khanh Hoa Branch	24/07/2025	Meeting	Completed
19	32/NQ-HĐQT-BDHC	Resolution on short-term borrowing of BDHC from Vietnam Joint Stock Commercial Bank for Industry and Trade	08/09/2025	Written Consultation	Completed
20	33/NQ-HĐQT-BDHC	Resolution on short-term borrowing of BDHC from the Joint Stock Commercial Bank for Investment and Development of Vietnam	08/09/2025	Written Consultation	Completed
21	35/NQ-HĐQT-BDHC	Resolution on approving the plan for payment of the first cash dividend advance for 2024 to BDHC shareholders	23/09/2025	Written Consultation	Completed
22	37/NQ-HĐQT-BDHC	Resolution on approving the plan for organizing the 2025 Extraordinary General Meeting of Shareholders	16/10/2025	Written Consultation	Completed
23	38/QĐ-HĐQT-BDHC	Decision on approving the contractor selection plan for the package “Purchase of standby materials for 2025”	20/10/2025	Written Consultation	Completed
24	39/NQ-HĐQT-BDHC	Resolution on bidding activities, contractor selection and contract execution for the package “Purchase of standby materials for 2025”	20/10/2025	Written Consultation	Completed
25	42/NQ-HĐQT-BDHC	Resolution on approving items of the 2026 plan to be implemented and carried out early	19/11/2025	Written Consultation	In progress
26	43/QĐ-HĐQT-BDHC	Decision on the establishment of the Organizing Committee and supporting subcommittees	21/11/2025	Written Consultation	Completed

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No.	Resolution/Decision No.	Content	Date	Form	Implementation Status
		for the 2025 Extraordinary General Meeting of Shareholders			
27	44/QĐ-HĐQT-BDHC	Decision on approving the cost estimate for the item “Procurement of Castrol hydraulic oil for the plant governor system”	24/11/2025	Written Consultation	Completed
28	45/QĐ-HĐQT-BDHC	Decision on approving the cost estimate for the item “Procurement of incident-handling equipment for the plant”	24/11/2025	Written Consultation	Completed
29	46/QĐ-HĐQT-BDHC	Decision on approving the contractor selection plan for the package “Procurement of Castrol hydraulic oil for the plant governor system”	26/11/2025	Written Consultation	Completed
30	47/QĐ-HĐQT-BDHC	Decision on approving the contractor selection plan for the package “Procurement of incident-handling equipment for the plant”	26/11/2025	Written Consultation	Completed
31	49/QĐ-HĐQT-BDHC	Resolution on approving the 2026 business and production plan	30/11/2025	Meeting	In progress
32	50/QĐ-HĐQT-BDHC	Resolution on approving the salary fund, KPI bonus fund and benefit schemes for 2026	30/11/2025	Meeting	In progress
33	53/QĐ-HĐQT-BDHC	Resolution on approving the additional salary fund, KPI bonus fund and benefit schemes for 2025	01/12/2025	Meeting	Completed
34	57/QĐ-HĐQT-BDHC	Resolution on the payment of the second cash dividend for 2024	18/12/2025	Written Consultation	Completed

C.I.T.C.P  
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**APPENDIX 02**  
**LIST OF AFFILIATED PERSONS OF PUBLICLY LISTED COMPANY**

NO.	Name of organization/individual	Position at the Company (if any)	Date becoming an affiliated person	Date ceasing to be an affiliated person	Reason
1	Power Engineering Consulting Joint Stock Company 4		13/04/2015		A shareholder holding 31% of the Company's shares
2	Pha Lai Thermal Power Joint Stock Company		13/04/2015		A shareholder holding 15% of the Company's shares
3	Ba Ria Thermal Power Joint Stock Company		13/04/2015		A shareholder holding 25% of the Company's shares
4	Vuong Anh Dung		01/12/2025		Elected as an additional member of the Board of Directors for the 2024–2029 term
	<i>And the affiliated persons of Mr. Vuong Anh Dung as listed in Appendix 03 attached.</i>		01/12/2025		<i>Newly appointed insider</i>

NO.	Name of organization/individual	Position at the Company (if any)	Date becoming an affiliated person	Date ceasing to be an affiliated person	Reason
5	Vu Thanh Danh	Former Chairman of the Board of Directors	23/06/2019	01/12/2025	Dismissal from the position of member of the Board of Directors for the 2024–2029 term
	<i>And the affiliated persons of Mr. Vu Thanh Danh as listed in Appendix 03 attached.</i>		23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement
6	Trinh Hoang Nhan	Member of the Board of Directors	18/04/2022		
	<i>And the affiliated persons of Mr. Trinh Hoang Nhan as listed in Appendix 03 attached.</i>		18/04/2022		
7	Le Hoang Trieu	Member of the Board of Directors	23/06/2019		
	<i>And the affiliated persons of Mr. Le Hoang Trieu as listed in Appendix 03 attached.</i>		23/06/2019		

NO.	Name of organization/individual	Position at the Company (if any)	Date becoming an affiliated person	Date ceasing to be an affiliated person	Reason
8	Ho Nam Khanh	Member of the Board of Directors	24/04/2024		
	<i>And the affiliated persons of Mr. Ho Nam Khanh as listed in Appendix 03 attached.</i>		24/04/2024		
9	Nguyen Van Luan	Member of the Board of Directors	24/04/2024		Passed away on January 13, 2026, and the Company has made the required information disclosure in accordance with regulations
	<i>And the affiliated persons of Mr. Nguyen Van Luan as listed in Appendix 03 attached.</i>		24/04/2024		
10	Nguyen Thi Thanh Hoa	Head of the Board of Supervisors	23/06/2019		
	<i>And the affiliated persons of Ms. Nguyen Thi Thanh Hoa as listed in Appendix 03 attached.</i>		23/06/2019		

NO.	Name of organization/individual	Position at the Company (if any)	Date becoming an affiliated person	Date ceasing to be an affiliated person	Reason
11	Pham Quoc Thai	Member of the Board of Supervisors	23/06/2019		
	<i>And the affiliated persons of Mr. Pham Quoc Thai as listed in Appendix 03 attached.</i>		23/06/2019		
12	Tran Tuyet Loan	Member of the Board of Supervisors	19/04/2021		
	<i>And the affiliated persons of Ms. Tran Tuyet Loan as listed in Appendix 03 attached.</i>		19/04/2021		
13	Truong Hai Quang	Director	13/04/2015		
	<i>And the affiliated persons of Mr. Truong Hai Quang as listed in Appendix 03 attached.</i>		13/04/2015		
14	Phan Quang Vu	Deputy Director	01/03/2020		
	<i>And the affiliated persons of Mr. Phan Quang Vu as listed in Appendix 03 attached.</i>		01/03/2020		
15	Pham Van Tung	Chief Accountant	13/04/2015		

NO.	Name of organization/individual	Position at the Company (if any)	Date becoming an affiliated person	Date ceasing to be an affiliated person	Reason
	<i>And the affiliated persons of Mr. Pham Van Tung as listed in Appendix 03 attached.</i>		13/04/2015		
16	Nguyen Thi Trang	Company Administrator, Secretary of the Board of Directors	15/06/2020		
	<i>And the affiliated persons of Ms. Nguyen Thi Trang as listed in Appendix 03 attached.</i>		15/06/2020		
17	Le Thi Kieu Vi	Information discloser	01/07/2015		
	<i>And the affiliated persons of Ms. Le Thi Kieu Vi as listed in Appendix 03 attached.</i>		01/07/2015		

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**APPENDIX 3**  
**LIST OF INTERNAL PERSON AND AFFILIATED PERSON OF INTERNAL PERSON**

Stock Symbol: BSA

Name of company: Buon Don Hydropower Joint Stock Company

Record date: 06/11/2025

No.	Securities code	Full name	Position at the Company	Relationship with insider	Number of shares held at the current time	Shareholding ratio at the current time	Date of appointment as insider / date of becoming an affiliated person	Date ceasing to be an affiliated person of the Company / insider	Reason (upon changes related to Items 13 and 14)	Note
1	2	3	5	6	12	13	14	15	16	17
Text	Text	Text	Text	Text			Date (dd/mm/yyyy)			Text
0	BSA	Vuong Anh Dung	Chairman of the Board of Directors		65.351	0,10%	01/12/2025		Elected as an additional member of the Board of Directors for the 2024–2029 term	
0.1	BSA	Power Engineering Consulting Joint Stock Company 4	Shareholder	The insider representing 60% of the contributed capital of Power Engineering Consulting Joint Stock Company 4.	20.724.182	31,00%	01/12/2025		Newly appointed insider	The Business Registration Certificate, amended for the 20
0.2	BSA	Trinh Thi Bich Ngoc		Wife	355.116	0,53%	01/12/2025		Newly appointed insider	

0.3	BSA	Vuong Khanh Trang		Daughter	-	0,00%	01/12/2025		Newly appointed insider	
0.4	BSA	Vuong Thai Son		Son	-	0,00%	01/12/2025		Newly appointed insider	
0.5	BSA	Vuong Dinh Cu		Brother	-	0,00%	01/12/2025		Newly appointed insider	
0.6	BSA	Vuong Thi Minh Nguyet		Sister	-	0,00%	01/12/2025		Newly appointed insider	
0.7	BSA	Vuong Thi Mai Hoa		Sister	-	0,00%	01/12/2025		Newly appointed insider	
0.8	BSA	Vuong Thi Hoai Huong		Sister	-	0,00%			Newly appointed insider	
0.9	BSA	Nguyen Thi Nga		Mother-in-law	-	0,00%	01/12/2025		Newly appointed insider	
0.10	BSA	Trinh Thi Bich Thuy		Sister-in-law	33.012	0,05%	01/12/2025		Newly appointed insider	
0.11	BSA	Trinh Thi Trang Thu		Sister-in-law	611.291	0,91%	01/12/2025		Newly appointed insider	
1	BSA	Vu Thanh Danh	Former Chairman of the Board of Directors		199.556	0,30%	23/06/2019	01/12/2025	Dismissal from the position of member of the Board of Directors for the 2024–2029 term	

1.1	BSA	Power Engineering Consulting Joint Stock Company 4	Shareholder	The insider is a member of the Board of Directors of Power Engineering Consulting Joint Stock Company 4	20.724.182	31,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	The Business Registration Certificate, amended for the 20th time
1.2	BSA	Nguyen Thi Que Nga		Wife	407.550	0,61%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
1.3	BSA	Do Thi Hong Luot		Mother	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	

1.4	BSA	Vu Thi Khanh Hoa		Sister	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
1.5	BSA	Vu Thi Kim Chi		Sister	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
1.6	BSA	Vu Thi Kim Oanh		Younger sister	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	

1.7	BSA	Vu Xuan Phu		Younger brother	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
1.8	BSA	Vu Xuan Quy		Younger brother	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
1.9	BSA	Vu Thi Minh Giang		Daughter	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	

1.10	BSA	Vu Minh Son		Son	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
1.11	BSA	Vu Thi Kim Chau		Sister	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
1.12	BSA	Vu Thanh An		Brother	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	



1.13	BSA	Vu Thi Doan Trang		Younger sister	-	0,00%	23/06/2019	01/12/2025	An insider removed by the Extraordinary General Meeting of Shareholders from the Board of Directors (2024–2029 term) due to retirement	
2	BSA	Trinh Hoang Nhan	Member of the Board of Directors		-	0,00%	18/04/2022			
2.1	BSA	Pha Lai Thermal Power Joint Stock Company	Shareholder	The insider is the capital representative of an organization	10.027.830	15,00%	18/04/2022			The Business Registration Certificate, amended for the 10th time
2.2	BSA	Trinh Duc Quy	-	Father	-	0,00%	18/04/2022			
2.3	BSA	Cap Thi Viet	-	Mother	-	0,00%	18/04/2022			
2.4	BSA	Tran Thi Thanh Phuc	-	Wife	-	0,00%	18/04/2022			
2.5	BSA	Trinh Hoang Dung	-	Son	-	0,00%	18/04/2022			
2.6	BSA	Trinh Hoang Huong Giang	-	Daughter	-	0,00%	18/04/2022			
2.7	BSA	Trinh Thi Ngoc Han	-	Younger sister	-	0,00%	18/04/2022			
2.8	BSA	Nguyen Sy Cong	-	Brother-in-law	-	0,00%	18/04/2022			
2.9	BSA	Tran Tien Vuong	-	Father-in-law	-	0,00%	18/04/2022			
3	BSA	Le Hoang Trieu	Member of the Board of Directors		1.049	0,00%	23/06/2019			

3.1	BSA	Ba Ria Thermal Power Joint Stock Company	Shareholder	The insider is the capital representative of an organization	16.713.050	25,00%	23/06/2019			The Business Registration Certificate, amended for the 6th time
3.2	BSA	Tran Thi Thanh Thuy	-	Wife	-	0,00%	23/06/2019			
3.3	BSA	Le Tau	-	Father	-	0,00%	23/06/2019			
3.4	BSA	Nguyen Thi Ich	-	Mother	-	0,00%	23/06/2019			
3.5	BSA	Le Hoang An		Son	-	0,00%	23/06/2019			
3.6	BSA	Le Hoang Son		Son	-	0,00%	23/06/2019			Minor
3.7	BSA	Le Thi Bich Le	-	Sister	-	0,00%	19/07/2022			Minor
3.8	BSA	Le Thi Bich Thuy	-	Sister	-	0,00%	23/06/2019			
3.9	BSA	Le Thi Hong Ha	-	Younger sister	-	0,00%	23/06/2019			
3.10	BSA	Le Hong Hoang Oanh	-	Younger sister	-	0,00%	23/06/2019			
3.11	BSA	Le Thi Bich Dao	-	Younger sister	-	0,00%	23/06/2019			
3.12	BSA	Nguyen Van Dong	-	Brother-in-law	-	0,00%	23/06/2019			
3.13	BSA	Le Thi Bich Hanh	-	Younger sister	-	0,00%	23/06/2019			
3.14	BSA	Dinh Ngoc Thuan	-	Brother-in-law	-	0,00%	23/06/2019			
3.15	BSA	Tran Thi Hiep	-	Mother-in-law	-	0,00%	23/06/2019			
4	BSA	Ho Nam Khanh	Member of the Board of Directors		1.000	0,00%	24/04/2024			
4.1	BSA	Power Engineering Consulting Joint Stock Company 4	Shareholder	The insider represents 40% of the contributed capital of Power Engineering Consulting Joint Stock Company 4	20.724.182	31,00%	24/04/2024			The Business Registration Certificate, amended for the 20th time
4.2	BSA	Nguyen Thi Hai Anh		Wife	-	0,00%	24/04/2024			
4.3	BSA	Ho Ky Mai		Father	-	0,00%	24/04/2024			
4.4	BSA	Ho Nguyen Khanh Linh		Daughter	-	0,00%	24/04/2024			
4.5	BSA	Ho Nguyen Minh Triet		Son	-	0,00%	24/04/2024			Minor

4.6	BSA	Ho Quang Phu		Younger brother	-	0,00%	24/04/2024			
4.7	BSA	Pham Thi My Duyen		Sister-in-law	-	0,00%	24/04/2024			
5	BSA	Nguyen Van Luan	<b>Member of the Board of Directors</b>		<b>6.226.922</b>	<b>9,31%</b>	<b>24/04/2024</b>			Passed away on January 13, 2026, and the Company has made the required information disclosure in accordance with regulations
5.1	BSA	Thanh Loi Company Limited		The insider is the Deputy General Director of the Company	-	0,00%	24/04/2024			The Business Registration Certificate, amended for the 2nd time
5.2	BSA	Nguyen Van Luan		Father	-	0,00%	24/04/2024			
5.3	BSA	Nguyen Thi Quynh		Mother	-	0,00%	24/04/2024			
5.4	BSA	Dang Thi Loi		Wife	-	0,00%	24/04/2024			
5.5	BSA	Nguyen Van Ly		Brother	-	0,00%	24/04/2024			
5.6	BSA	Nghiem Thi Thoa		Sister-in-law	-	0,00%	24/04/2024			
5.7	BSA	Nguyen Thi My		Sister	-	0,00%	24/04/2024			
5.8	BSA	Dang Dinh Quat		Brother-in-law	-	0,00%	24/04/2024			
5.9	BSA	Nguyen Thi Mai		Sister	-	0,00%	24/04/2024			
5.10	BSA	Dang Dinh Muoi		Brother-in-law	-	0,00%	24/04/2024			
5.11	BSA	Nguyen Thi Thoa		Sister	-	0,00%	24/04/2024			
5.12	BSA	Nguyen Cong Van		Brother-in-law	-	0,00%	24/04/2024			
5.13	BSA	Nguyen Thi Dinh		Sister	-	0,00%	24/04/2024			
5.14	BSA	Dang Tan Quyet		Brother-in-law	-	0,00%	24/04/2024			
5.15	BSA	Nguyen Van Cuong		Son	180	0,00%	24/04/2024			
5.16	BSA	Nguyen Van Thuong		Son	-	0,00%	24/04/2024			
6	BSA	Nguyen Thi Thanh Hoa	<b>Head of the Board of Supervisors</b>		<b>65.441</b>	<b>0,10%</b>	<b>23/06/2019</b>			

6.1	BSA	Power Engineering Consulting Joint Stock Company 4	Shareholder	The insider is in charge of the Internal Audit Department of Power Engineering Consulting Joint Stock Company 4	20.724.182	31,00%	24/04/2024				The Business Registration Certificate, amended for the 20th time
6.2	BSA	Nguyen Bac	-	Father	-	0,00%	23/06/2019				
6.3	BSA	Ho Nguyen Lan Anh	-	Sister-in-law	-	0,00%	23/06/2019				
6.4	BSA	Nguyen Tan Ban	-	Brother	-	0,00%	23/06/2019				
6.5	BSA	Nguyen Thi Thanh Hien	-	Sister	-	0,00%	23/06/2019				
6.6	BSA	Nguyen Thi Hong Hanh	-	Sister	-	0,00%	23/06/2019				
6.7	BSA	Nguyen Hung Thinh	-	Younger brother	-	0,00%	23/06/2019				
6.8	BSA	Nguyen Quoc Anh	-	Brother-in-law	-	0,00%	23/06/2019				
6.9	BSA	Nguyen Khanh Tuan	-	Brother-in-law	-	0,00%	23/06/2019				
6.10	BSA	Nguyen Van Tro	-	Father-in-law	-	0,00%	23/06/2019				
6.11	BSA	Nguyen Thi Dau	-	Mother-in-law	-	0,00%	23/06/2019				
6.12	BSA	Nguyen Nhu Dong	-	Husband	64.444	0,10%	23/06/2019				
6.13	BSA	Nguyen Thi Phuong Nga	-	Daughter	-	0,00%	23/06/2019				
6.14	BSA	Nguyen Thi Minh Ha	-	Daughter	-	0,00%	23/06/2019				
6.15	BSA	Nguyen Thai Hoa	-	Brother	-	0,00%	23/06/2019				
6.16	BSA	Nguyen Thi Thanh Nguyet	-	Sister	-	0,00%	23/06/2019				
6.17	BSA	Nguyen Ngoc Thanh	-	Brother-in-law	-	0,00%	23/06/2019				
6.18	BSA	Nguyen Tri Dung	-	Brother	-	0,00%	23/06/2019				
6.19	BSA	Phan Thi Thanh Binh	-	Sister-in-law	-	0,00%	23/06/2019				
6.20	BSA	Nguyen Thi Hong Phuong	-	Younger sister	-	0,00%	23/06/2019				
6.21	BSA	Tran Quang Hung	-	Brother-in-law	-	0,00%	23/06/2019				
6.22	BSA	Vo Thi Thanh Ha	-	Sister-in-law	-	0,00%	23/06/2019				
7	BSA	Pham Quoc Thai	Member of the Board of Supervisors		30.392	0,05%	23/06/2019				
7.1	BSA	Power Generation Joint Stock Corporation 3		The insider is the Head of the Internal Audit Division of the Company	-	0,00%	06/11/2019				The Business Registration Certificate, amended for the 7th time



7.2	BSA	An Khang Agriculture Industry Joint Stock Company		The insider is the Chairman of the Board of Directors of the Company	-	0,00%	06/11/2019			The Business Registration Certificate, amended for the 1st time
7.3	BSA	Phan Thi Thuy	-	Wife	-	0,00%	23/06/2019			
7.4	BSA	Pham Dan An	-	Son	-	0,00%	23/06/2019			
7.5	BSA	Pham Dan Khang	-	Son	-	0,00%	23/06/2019			
7.6	BSA	Le Thi Nhan	-	Mother	-	0,00%	23/06/2019			
7.7	BSA	Duong Thi Tinh	-	Mother-in-law	-	0,00%	23/06/2019			
7.8	BSA	Pham Thi Bach Cuc	-	Sister	-	0,00%	23/06/2019			
7.9	BSA	Le Thanh Khiem	-	Brother-in-law	-	0,00%	23/06/2019			
7.10	BSA	Pham Bao Quoc	-	Brother	-	0,00%	23/06/2019			
7.11	BSA	Pham Thi Ngoc Diep	-	Younger sister	-	0,00%	23/06/2019			
7.12	BSA	Pham Anh Kiet	-	Brother-in-law	-	0,00%	23/06/2019			
7.13	BSA	Pham Thai Binh	-	Younger brother	-	0,00%	23/06/2019			
7.14	BSA	Nguyen Thi Luyen	-	Sister-in-law	-	0,00%	23/06/2019			
8	BSA	Tran Tuyet Loan	Member of the Board of Supervisors		-	0,00%	19/04/2021			
8.1	BSA	Tran Van Ngo	-	Husband	-	0,00%	19/04/2021			
8.2	BSA	Tran Ngoc Thien Trang	-	Daughter	-	0,00%	19/04/2021			
8.3	BSA	Tran Thien Nhan	-	Son	-	0,00%	19/04/2021			
8.4	BSA	Huynh Thi Tam	-	Mother	-	0,00%	19/04/2021			
8.5	BSA	Tran Tuyet Nga	-	Sister	-	0,00%	19/04/2021			
8.6	BSA	Tran Thanh My	-	Brother	-	0,00%	19/04/2021			
8.7	BSA	Tran Thanh Viet	-	Brother	-	0,00%	19/04/2021			
8.8	BSA	Tran Van Hoi	-	Father-in-law	-	0,00%	19/04/2021			
8.9	BSA	Nguyen Thi Hoa	-	Mother-in-law	-	0,00%	19/04/2021			
9	BSA	Truong Hai Quang	Director		10.000	0,01%	13/04/2015			
9.1	BSA	HTK Trading and Services Company Limited	-	The insider is the Deputy General Director of the Company	-	0,00%	04/07/2017			The Business Registration Certificate, amended for the 3rd time
9.2	BSA	Truong Van Ty	-	Father	-	0,00%	13/04/2015			
9.3	BSA	Vo Thi Nhu Hoang	-	Wife	-	0,00%	13/04/2015			
9.4	BSA	Truong Huy Tuan	-	Son	-	0,00%	13/04/2015			



9.5	BSA	Truong Minh Khoi	-	Son	-	0,00%	13/04/2015			
9.6	BSA	Truong Thi Bich Tam	-	Sister	-	0,00%	13/04/2015			
9.7	BSA	Nguyen Xuan Han	-	Brother-in-law	-	0,00%	13/04/2015			
9.8	BSA	Nguyen Thi Kieu Trang	-	Mother-in-law	-	0,00%	13/04/2015			
<b>10</b>	<b>BSA</b>	<b>Phan Quang Vu</b>	<b>Deputy Director</b>		<b>4.008</b>	<b>0,01%</b>	<b>01/03/2020</b>			
10.1	BSA	Giang Son Electric Joint Stock Company		The insider is the General Director of the Company	-	0,00%	07/07/2020			The Business Registration Certificate, amended for the 4th time
10.2	BSA	Hoang Kim Power Joint Stock Company		The insider is the General Director of the Company	-	0,00%	07/07/2020			The Business Registration Certificate, amended for the 1st time
10.3	BSA	Nam Thai Binh Duong Power Joint Stock Company		The insider is the General Director of the Company	-	0,00%	07/07/2020			The Business Registration Certificate, amended for the 1st time
10.4	BSA	An Thinh Phat Group Joint Stock Company		The insider is a member of the Board of Directors	-	0,00%	01/03/2020			The Business Registration Certificate, initial registration
10.5	BSA	Nguyen Thi Thanh Phuong	Accounting staff	Wife	-	0,00%	01/03/2020			
10.6	BSA	Phan Quang Khanh	-	Son	-	0,00%	01/03/2020			
10.7	BSA	Phan Vu Phuong Nhi	-	Daughter	-	0,00%	01/03/2020			
10.8	BSA	Phan Thi Thu Van	-	Mother	-	0,00%	01/03/2020			
10.9	BSA	Phan Thi Thu Thuy	-	Younger sister	-	0,00%	01/03/2020			
<b>11</b>	<b>BSA</b>	<b>Pham Van Tung</b>	<b>Chief Accountant</b>		<b>2.000</b>	<b>0,00%</b>	<b>13/04/2015</b>			

11.1	BSA	ASE Joint Stock Company		The insider is the Chief Accountant	-	0,00%	01/06/2019			The Business Registration Certificate, amended for the 1st time
11.2	BSA	SEK Joint Stock Company		The insider is the Chief Accountant	-	0,00%	01/06/2019			The Business Registration Certificate, amended for the 1st time
11.3	BSA	Pham Ngoc Hoang	-	Father	-	0,00%	13/04/2015			
11.4	BSA	Pham Thi Minh	-	Mother	-	0,00%	13/04/2015			
11.5	BSA	Le Thi Kim Phuong	-	Mother-in-law	-	0,00%	13/04/2015			
11.6	BSA	Nguyen Thi Anh Nguyet	Deputy Head of the General Administration Department	Wife	-	0,00%	13/04/2015			
11.7	BSA	Pham Khanh Thy	-	Daughter	-	0,00%	13/04/2015			
11.8	BSA	Pham An Huy	-	Son	-	0,00%	24/06/2019			
11.9	BSA	Pham Thanh Dung	-	Younger brother	-	0,00%	13/04/2015			
11.10	BSA	Pham Tien Dung	-	Younger brother	-	0,00%	13/04/2015			
11.11	BSA	Le Thi Huong	-	Sister-in-law	-	0,00%	13/04/2015			
12	BSA	Nguyen Thi Trang	Company Administrator, Secretary of the Board of Directors		-	0,00%	15/06/2020			
12.1	BSA	Duong Nhu Thang	-	Husband	-	0,00%	15/06/2020			
12.2	BSA	Duong Nam Phong	-	Son	-	0,00%	15/06/2020			
12.3	BSA	Nguyen Van Ky	-	Father	-	0,00%	15/06/2020			
12.4	BSA	Hoang Thi Vinh	-	Mother	-	0,00%	15/06/2020			

12.5	BSA	Nguyen Thi Lien	-	Younger sister	-	0,00%	15/06/2020			
12.6	BSA	Nguyen Hong Loan	-	Younger sister	-	0,00%	15/06/2020			
12.7	BSA	Nguyen Nhu Hoan	-	Brother-in-law	-	0,00%	15/06/2020			
12.8	BSA	Nguyen Manh Ha		Brother-in-law	-	0,00%	06/07/2023			
12.9	BSA	Duong Nhu Hiep	-	Father-in-law	-	0,00%	15/06/2020			
12.10	BSA	Tran Thi Thuan	-	Mother-in-law	-	0,00%	15/06/2020			
13	BSA	Le Thi Kieu Vi	Information discloser		-	0,00%	01/07/2015			
13.1	BSA	Giang Son Electric Joint Stock Company	-	The insider is the Chief Accountant	-	0,00%	23/04/2019			
13.2	BSA	Hoang Kim Power Joint Stock Company	-	The insider is the Chief Accountant	-	0,00%	10/10/2019			
13.3	BSA	Nam Thai Binh Duong Power Joint Stock Company	-	The insider is the Chief Accountant	-	0,00%	11/10/2019			
13.4	BSA	Le Van Thanh	-	Father	-	0,00%	01/07/2015			
13.5	BSA	Huynh Thi Mai	-	Mother	-	0,00%	01/07/2015			
13.6	BSA	Le Hoang Thanh Viet	-	Brother	-	0,00%	01/07/2015			
13.7	BSA	Huynh Thi My Trang	-	Sister-in-law	-	0,00%	01/07/2015			
13.8	BSA	Le Hoang Vung	-	Younger brother	-	0,00%	01/07/2015			
13.9	BSA	Pham Thi Thuy	-	Sister-in-law	-	0,00%	01/07/2015			
13.10	BSA	Le Hoang Vu	-	Younger brother	-	0,00%	01/07/2015			
13.11	BSA	Le Thi Bich Van	-	Sister	-	0,00%	01/07/2015			
13.12	BSA	Tran Ngoc Chau	-	Brother-in-law	-	0,00%	01/07/2015			
13.13	BSA	Pham Hong Chuyen	-	Father-in-law	-	0,00%	28/06/2022			
13.14	BSA	Phan Thi Hoa	-	Mother-in-law	-	0,00%	28/06/2022			
13.15	BSA	Pham Hong Thai	-	Husband	-	0,00%	28/06/2022			
13.16	BSA	Pham Le Thai Anh		Son	-	0,00%	28/06/2022			

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#### APPENDIX 04:

#### Transactions of Internal Persons and Their Affiliated Persons in Shares of the Company (Attached to Report No.: 02/BC-HĐQT-BDHC dated 30/01/2026)

No.	Person Conducting the Transaction	Relationship with Internal Person	Number of Shares Held at the Beginning of the Period (20/11/2024)		Number of Shares Held at the End of the Period (31/12/2025)		Reason for Increase/Decrease (purchase, sale, conversion, bonus, etc.)	Remark
			Number of Shares	Percentage	Number of Shares	Percentage		
1	Mr. Vuong Anh Dung	Chairman of the Board of Directors, Internal Person (from 01/12/2025)	34,351	0.05%	65,351	0.10%	Share Purchase and Sale	Purchase and sale before becoming internal person of the company (prior to 01/12/2025)
2	Mr. Nguyen Van Luan	Member of the Board of Directors, Internal Person	6,205,622	9.28%	6,226,922	9.31%	Share Purchase and Sale	
3	Mr. Le Hoang Trieu	Member of the Board of Directors, Internal Person	349	0.00%	1,049	0.00%	Share Purchase	
4	Mr. Ho Nam Khanh	Member of the Board of Directors, Internal Person	-	0.00%	1,000	0.00%	Share Purchase	
5	Mr. Truong Hai Quang	General Director, Internal Person	-	0.00%	10,000	0.01%	Share Purchase	
6	Mr. Phan Quang Vu	Deputy General Director, Internal Person	8	0.00%	4,008	0.01%	Share Purchase	
7	Mr. Pham Van Tung	Chief Accountant, Internal Person	-	0.00%	2,000	0.00%	Share Purchase	