

REPORT ON CORPORATE GOVERNANCE YEAR 2024

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

- Name of company: **GIA LAI HYDROPOWER JOINT STOCK COMPANY**
- Address of headoffice: No. 114 Truong Chinh Street, Phu Dong Ward, Pleiku City, Gia Lai Province, Viet Nam.
- Telephone: 0269.3830013 Fax:0269.3830013 Email:thuydiengl@geccom.vn
- Charter capital: 476.625.000.000 đồng
- Stock symbol: GHC
- Governance model: General Meeting of Shareholders, Board of Directors, Director and Audit Committee under the Board of Directors.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

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

No.	Resolution/Decision No.	Date	Content
1	01/2024/NQ-ĐHĐCĐ	26 April, 2024	Approval for Reports: 1. Report on the 2023 Board of Directors (BOD) activities and 2024 Orientation. 2. Report of the Independent BOD Members in 2023 and 2024 Plan. 3. Report on the activities of the Audit Committee in 2023and 2024 Plan 4. Report on 2023 Business performance and 2024 Business plan.
2	02/2024/NQ-ĐHĐCĐ		Approval for the 2023 Audited Financial Statements
3	03/2024/NQ-ĐHĐCĐ		Selection of Independent Audit Firm for the 2024 Fiscal year
4	04/2024/NQ-ĐHĐCĐ		Approval for the Fund distribution and Dividend payment plan for 2023
5	05/2024/NQ-ĐHĐCĐ		Approval of the Business plan and Profit distribution plan for 2024
6	06/2024/NQ-ĐHĐCĐ		Approval of related issues of Related Party Transactions

7	07/2024/NQ-ĐHĐCĐ		Approval of the addition of a Legal Representative to the Company Charter
8	08/2024/NQ-ĐHĐCĐ		Approval for the Remuneration and estimated operating expenses of BOD and its Subordinate Departments in 2024
9	09/2024/NQ-ĐHĐCĐ		Approval of the Remuneration and Election of Additional Board Member

II. Board of Directors:

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Nguyen Thai Ha	Chairwoman	10 April, 2019 Reappointed: 26 April, 2024	
2	Mr. Nguyen Phong Phu	Non-executive member	26 April, 2024	
3	Mr. Vo Hoang Vinh	Independent member	06 April, 2021 Independent: 06 April, 2021	
4	Mr. Pham Thanh Tuan Anh	Non-executive member	06 April, 2021	
5	Mr. Le Thai Binh	Non-executive member	27 April, 2022	
6	Mr. Mai Van Dinh	Non-executive member	06 April, 2021	26 April, 2024

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Ms. Nguyen Thai Ha	27/27	100%	
2	Mr. Nguyen Phong Phu	19/27	70%	Date of appointment 26 April, 2024
3	Mr. Vo Hoang Vinh	27/27	100%	
4	Mr. Pham Thanh Tuan Anh	27/27	100%	
5	Mr. Le Thai Binh	27/27	100%	

3. Supervisory activities of the Board of Directors towards the Executive Board:

In 2024, in addition to regular and extraordinary meetings, the Board of Directors usually attend Extended Meetings with the Executive Board to promptly support and propose policies

and guidelines to meet the Company's governance and management. The Board of Directors' supervision of the Company's operations includes:

- The Company's Executive Board is headed by the Company Director, 02 Deputy Directors and the Chief Accountant, has implemented the Company's business activities in accordance with the orientation and plan of the General Meeting of Shareholders and the Board of Directors, in compliance with the provisions of current Law, the Charter and the Company's Regulations, specifically:
 - ✓ Organize the effective operation of the Company's power plants. Regularly control operations, promptly handle arising incidents to ensure the lowest loss of revenue and output.
 - ✓ Optimize operating costs, in accordance with the actual production situation. The asset purchase investment plan was implemented and adjusted to suit the actual needs of the Company.
 - ✓ The members of the Executive Board have fully exercised their assigned rights and duties, effectively used and promoted the Company's capital, assets, labor and brand resources. The decisions of the Executive Board were issued in a valid, competent and timely manner.
- Periodically every month and quarter, the Board of Directors evaluates the implementation of the Executive Board according to the regular and irregular Board Resolutions.
- In addition, the Board of Directors relies on the audit reports of the Audit Committee to evaluate the compliance of the Executive Board in the Company's ongoing operations.

4. Activities of the Board of Directors' subcommittees:

The Board of Directors' subcommittee is the Audit Committee. In 2024, the Audit Committee performed well, seriously and correctly the assigned functions and tasks. (Detailed report in section III).

5. Resolutions of the Board of Directors:

No.	Resolution No.	Date	Content	Approval rate
1	01/2024/NQ-HĐQT	05 January, 2024	Approval of policies: Short-term loans; Guarantee limits, short-term L/C; Medium-term loans	100%
2	02/2024/NQ-HĐQT	16 January, 2024	Approval of resignation of Company Director	100%
3	03/2024/NQ-HĐQT	16 January, 2024	Approval of appointment of personnel to the position of Company Director	100%
4	04/2024/NQ-HĐQT	16 January, 2024	Approval of appointment of personnel to the position of Deputy Director of the Company	100%

No.	Resolution No.	Date	Content	Approval rate
5	04A/2024/NQ-HĐQT	16 January, 2024	Approval of adjustment of some contents in the Resolution of the Board of Directors No. 13/2022/NQ-HĐQT and No. 14/2022/NQ-HĐQT	100%
6	05/2024/NQ-HĐQT	18 February, 2024	Approval of extension of loan term for Truc Son Solar Power Joint Stock Company	100%
7	06/2024/NQ-HĐQT	08 March, 2024	Approval of reports at the Board of Directors Meeting in The fourth quarter of 2023	100%
8	07/2024/NQ-HĐQT	08 March, 2024	Approval of convening the Annual General Meeting of Shareholders in 2024	100%
9	08/2024/NQ-HĐQT	08 March, 2024	Approval of policy to sign Transaction Contracts with Related Parties	100%
10	09/2024/NQ-HĐQT	08 March, 2024	Approval of the 2024 procurement and repair plan	100%
11	10/2024/NQ-HĐQT	20 March, 2024	Approval of adjustment of the Company's Decentralization Department	100%
12	10A/2024/NQ-HĐQT	25 March, 2024	Approval of the extension of the short-term loan period for Thuong Lo Hydropower One Member Co., Ltd	100%
13	11/2024/NQ-HĐQT	04 April, 2024	Approval of the Documents for the Annual General Meeting of Shareholders in the Year Finance 2023	100%
14	12/2024/NQ-HĐQT	26 April, 2024	Adjustment of Audit Committee Members and Assignment of Tasks to Board of Directors Members	100%
15	13/2024/NQ-HĐQT	18 May, 2024	Approval of the extension of the loan period for Truc Son Solar Power Joint Stock Company	100%
16	14/2024/NQ-HĐQT	28 May, 2024	Approval of the Implementation Policy of the Bidding Package: Consulting on overall technical assessment of H'Chan Hydropower Plant, H'Mun Hydropower Plant, TTC Ham Phu 2 Solar Power Plant	100%
17	15/2024/NQ-HĐQT	12 June, 2024	Approval of the Policy for short-term loan to VPL Energy Joint Stock Company	100%

No.	Resolution No.	Date	Content	Approval rate
18	15A/2024/NQ-HĐQT	24 June, 2024	Approval of salary adjustment for Deputy Director of the Company - Ms. Chau Tieu Phung	100%
19	15B/2024/NQ-HĐQT	25 June, 2024	Approval of the extension of the short-term loan period for Thuong Lo Hydropower One Member Co., Ltd	100%
20	16/2024/NQ-HĐQT	26 June, 2024	Approval of the release of the Company's assets securing the obligation of Bond GEGB2124003 and using them to secure the obligation of the proposed Bond GEGH2427002 of Gia Lai Electricity Joint Stock Company	100%
21	17/2024/NQ-HĐQT	10 July, 2024	Approval of the selection of The Auditor for the 2024 financial year	100%
22	17A/2024/NQ-HĐQT	18 July, 2024	Approval of the Policy for short-term loan to Cao Nguyen Electric Energy Joint Stock Company	
23	18/2024/NQ-HĐQT	30 July, 2024	Approval of the contents at the 2nd Quarter 2024 Board of Directors meeting	100%
24	18A/2024/NQ-HĐQT	16 August, 2024	Approval of the extension of the loan period for Truc Son Solar Power Joint Stock Company	100%
25	19/2024/NQ-HĐQT	27 August, 2024	Approval of the commitment to credit conditions related to the Investment Plan Tan Phu Dong 1 Wind Power Plant	100%
26	20/2024/NQ-HĐQT	11 September, 2024	Approval of extension of short-term loan term for VPL Energy Joint Stock Company	100%
27	21/2024/NQ-HĐQT	24 September, 2024	Approval of the extension of the short-term loan period for Thuong Lo Hydropower One Member Co., Ltd	100%
28	21A/2024/NQ-HĐQT	18 October, 2024	Approval of the extension of the loan period for Cao Nguyen Electric Energy Joint Stock Company	
29	22/2024/NQ-HĐQT	23 October, 2024	Approval of closing list of shareholders for interim dividend payment of 1/2024 in cash	100%
30	23/2024/NQ-HĐQT	24 October, 2024	Approval of the contents at the Board of Directors meeting in the 3rd Quarter of 2024	100%

No.	Resolution No.	Date	Content	Approval rate
31	24/2024/NQ-HĐQT	15 November, 2024	Approval of the extension of the loan period for Truc Son Solar Power Joint Stock Company	100%
32	25/2024/NQ-HĐQT	20 December, 2024	Approval of the extension of the short-term loan period for Thuong Lo Hydropower One Member Co., Ltd	100%

III. Audit Committee:

1. Information about members of Board of Audit Committee:

No.	Members of Board of Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Audit Committee	Qualification
1	Mr. Vo Hoang Vinh	Chairman	06 April, 2021	Master of Banking and Finance
2	Mr. Le Thai Binh	Member	27 April, 2022	Master of Banking and Finance
3	Mr. Pham Thanh Tuan Anh	Member	26 April, 2024	Bachelor of Finance

2. Cuộc họp của UBKT:

No.	Members of Board of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Vo Hoang Vinh	3	100%	100%	
2	Mr. Le Thai Binh	3	100%	100%	
3	Mr. Pham Thanh Tuan Anh	3	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Audit Committee:

- The Audit Committee supervises the activities of the Board of Directors through meetings, discussions, and the way the Board of Directors issues Resolutions. In 2024, the Board of Directors held regular quarterly meetings as prescribed to implement the Resolutions of the General Meeting of Shareholders.
- Supervises the activities of the Executive Board through the implementation of the Resolutions of the Board of Directors.
- The Audit Committee evaluates the issuance of Resolutions and decisions of the Board of Directors and the Executive Board within its authority and in accordance with the provisions of the Law, the Company's Charter, and relevant internal regulations.
- Supervises the truthfulness of the Company's Financial Reports and official announcements related to the Company's financial results.

- Supervises transactions with Related Persons under the approval authority of the Board of Directors or the General Meeting of Shareholders and makes recommendations on transactions requiring the approval of the Board of Directors or the General Meeting of Shareholders.
- Monitor the exercise of shareholders' rights at the General Meeting of Shareholders to ensure fairness and protect the legitimate rights and interests of shareholders.

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

- The Audit Committee always coordinates well with the members of the Board of Directors and the Executive Board within the framework of performing its functions and duties, strictly complying with the provisions of the Law in the process of implementing activities.
- The Board of Directors and the Executive Board always create favorable conditions for the Audit Committee to carry out its work according to the set plan and promptly respond to information requests for the supervision requirements of the Audit Committee. The Executive Board has directed the functional units to overcome and/or rectify according to the recommendations made by the Audit Committee.
- The Audit Committee had many direct meetings with the Executive Board to grasp the implementation of the plan and the results achieved in the company's production and business activities in each period.
- The Audit Committee periodically reports the supervision results to the Board of Directors.

IV. Board of Management:

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
1	Mr. Tran Danh Bao <i>Director</i>	04 January, 1980	Engineering Cybernetics	16 January, 2024
2	Ms: Chau Tieu Phung <i>Deputy Director</i>	01 May, 1989	Master of Economics	30 March, 2020
3	Mr: Le Quang Quoc Dung <i>Deputy Director</i>	06 October, 1982	Engineer	16 January, 2024
4	Mr: Nguyen Tien Bang <i>Chief Accountant</i>	29 June, 1986	Bachelor of Accounting	15 August, 2019

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Nguyễn Tiến Bằng	29 June, 1986	Bachelor of Accounting	15 August, 2019

VI. Training courses on corporate governance:

Training courses on corporate governance attended by members of the Board of Directors, the Board of Management, and the Corporate Secretary in accordance with corporate governance regulations include:

- Towards an Innovative and Effective General Meeting of Shareholders
- Kick-off Workshop for the “2024 Listed Companies Awards”
- Training Conference on Dossier Preparation for Securities Offering and Issuance
- Compliance Issues with Securities and Stock Market Regulations for Public and Listed Companies; Common Errors in Preparing and Presenting Financial Statements for Public and Listed Companies
- Enhancing Corporate Governance Capacity for Listed Companies
- The CSI Program and Key Topics on Sustainable Corporate Governance
- Training and Open Discussions on Corporate Governance
- Handbook on ESG Implementation and Disclosure
- Training Course on Using Online Tools for Equality and Inclusive Development
- Listed Companies Conference

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

1. The list of affiliated persons of the Company:

Detailed content according to Appendix 01.

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

Detailed content according to Appendix 02.

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

4. Transactions between the Company and other objects:

- 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Audit Committee, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): No.
- 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Audit Committee, Director and other managers as a member of Board of Directors, Director (General Director or CEO): No.
- 4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Audit Committee, Director and other managers: No.

VIII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons:


Detailed content according to Appendix 03.

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

Detailed content according to Appendix 04.

IX. Other significant issues:

In 2024, the Company will have changes in the Board of Directors and the Executive Board of the Company as follows:

1. On 16 January, 2024, the Board of Directors approved the contents related to the Resignation of the Company Director and the Appointment of Personnel to the position of Director and Deputy Director of the Company, specifically as follows:
 - Approved the Resignation of the position of Director of the Company from 16 January, 2024, for Mr. Ngo Truong Thanh.
 - Approved the Appointment of Personnel to the position of Director of the Company from 16 January, 2024, for Mr. Tran Danh Bao.
 - Approved the Appointment of Personnel to the position of Deputy Director of the Company from 16 January, 2024, for Mr. Le Quang Quoc Dung.
2. On 26 April, 2024, the General Meeting of Shareholders of Gia Lai Hydropower Joint Stock Company approved the contents related to the Dismissal and Election of additional members of the Board of Directors, specifically as follows:
 - Approved the Dismissal of the Company's Board of Directors from 26 April, 2024, for Mr. Mai Van Dinh.
 - Approved the Re-appointment of the Board of Directors for the term 2024 - 2029, from 26 April, 2024, for Ms. Nguyen Thai Ha.
 - Approved the Election of additional members of the Board of Directors for the term 2024 - 2029, from 26 April, 2024, for Mr. Nguyen Phong Phu. 

Recipients:

- Như trên;
- Archived: VT

CHAIRMAN OF THE BOARD OF DIRECTORS 



NGUYỄN THAI HA



APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY
(ATTACHED CORPORATE GOVERNANCE REPORT NO. 16/2025/BC-GHC DATED 22/01/2025)

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons
1	Nguyen Thai Ha		Chairwoman of the Board of Directors			10/4/2019		
2	Nguyen Phong Phu		Non-executive member of the Board of Directors			26/4/2024		
3	Vo Hoang Vinh		Independent member of the Board of Directors			06/4/2021		
4	Pham Thanh Tuan Anh		Non-executive members of the Board of Directors			06/4/2021		
5	Le Thai Binh		Non-executive member of the Board of Directors			27/4/2022		



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons
6	Mai Van Dinh	-	Non-executive member of the Board of Directors			06/4/2021	26/4/2024	Dismissal
7	Tran Danh Bao		Director			16/01/2024		
8	Chau Tieu Phung		Deputy Director			30/3/2020		
9	Le Quang Quoc Dung		Deputy Director			16/01/2024		
10	Nguyen Tien Bang		Chief Accountant			15/8/2019		
11	Nguyen Thi Dieu		Information Disclosure Officer			02/02/2016		
12	Nguyen Thanh Nga		Corporate Governance Officer			05/10/2020		



**APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN
THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS
(ATTACHED CORPORATE GOVERNANCE REPORT NO. 16/2025/BC-GHC DATED 22/01/2025)**

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any specifying date of issue)	Content, quantity, total value of transaction (Unit: VND)	Note
1	Gia Lai Electricity Joint Stock Company	Parent company	5900181213	114 Truong Chinh Street, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	19.056.467.497	
						Resolution of the General Meeting of Shareholders No. 22/2024/NQ-HDQT on 23 th Oct 2024	59.609.782.000	Dividend
2	Central Power Corporation	Shareholders	400101394	78A Duy Tan Street, Hoa Thuan Dong Ward, Hai Chau Dist, Da Nang City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	155.473.321.413	
						Resolution of the General Meeting of Shareholders No. 22/2024/NQ-HDQT on 23 th Oct 2024	2.700.000.000	Dividend
3	VI-JA Renewable Energy Development Corporation Joint Stock Company	Fellow group subsidiary	316274631	253 Hoang Van Thu, Ward 2, Tan Binh Dist, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	144.657.533	

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any specifying date of issue)	Content, quantity, total value of transaction (Unit: VND)	Note
4	Ia Bang Wind Power Joint Stock Company	Associate	5901142873	114 Truong Chinh Street, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	70.034.739.723	
5	Truc Son Solar Power Plant Joint Stock Company	Fellow group subsidiary	6400396685	Hamlet 1, Tam Thang Commune, Cu Jut Dist, Dak Nong Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	51.536.497.562	
6	VPL Energy Joint Stock Company	Associate	1301026028	16 Hai Ba Trung Street, An Hoi Ward, Ben Tre City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	94.530.564.383	
7	Thuong Lo Hydropower One Member Company Limited	Fellow group subsidiary	3301515921	189 Pham Van Dong Street, Vy Da Ward, Hue City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	1.859.945.206	
8	Cao Nguyen Electric Energy Joint Stock Company	Fellow group subsidiary	6001653115	25B Nguyen Tri Phuong, Residential Group 5, Ea Kar Town, Ea Kar District, Dak Lak Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	20.318.904.109	
9	TTC Duc Hue - Long An Electricity Joint Stock Company	Fellow group subsidiary	1101860490	Hamlet 1, My Thanh Bac Commune, Duc Hue Dist, Long An Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	179.600.000	

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any specifying date of issue)	Content, quantity, total value of transaction (Unit: VND)	Note
10	Thanh Thanh Nam Joint Stock Company	Other related party	312907273	62 Tran Huy Lieu Street, Ward 12, Phu Nhuan Dist, Ho Chi Minh City.	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	10.300.000	
11	Tan Dinh Import Export Joint Stock Company	Other related party	301717873	253 Hoang Van Thu, Ward 2, Tan Binh Dist, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	81.257.291	
12	TTC International Travel Limited Company	Other related party	316234004	512 Ly Thuong Kiet Street, Ward 7, Tan Binh Dist, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	134.253.000	
13	Thanh Binh Tourism Joint Stock Company	Other related party	302294892	512 Ly Thuong Kiet Street, Ward 7, Tan Binh Dist, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	21.550.000	
14	TTC Tourist Limited Company	Other related party	4200351556	4 Pasteur Street, Xuong Huan, Nha Trang City, Khánh Hòa Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	30.203.000	
15	DHA Medical Service Trading Joint Stock Company	Other related party	0314796495	221-221Bis Nguyen Thi Minh Khai Street, Nguyen Cu Trinh Ward, Dist 1, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-HDQT on 8 th Mar 2024	101.295.000	

APPENDIX 03: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(ATTACHED CORPORATE GOVERNANCE REPORT NO. 16/2025/BC-GHC DATED 22/01/2025)

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	2	3	4	5	6	7	8	9
<i>Text</i>	<i>Text</i>		<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Date (dd/mm/yyyy)</i>	<i>Text</i>
1	Nguyen Thai Ha		Chairman of the Board of Directors/ First Legal Representative					
1.1	Nguyen Thi Phuong Dung		-					Mother
1.2	Hoang Anh Tuan		-					Husband
1.3	Hoang Thanh Bao		-					Son
1.4	Hoang Thai Son		-					Son

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.5	Hoang Thi Bich Thuy							Sister-in-law
1.6	Hoang Tuan Anh							Brother-in-law
1.7	Truong Thi Hoang Lan							Mother-in-law
1.8	Thanh Thanh Cong Investment Joint Stock Company		-					Related Organization
1.9	Gia Lai Electricity Joint Stock Company		-					Related Organization
1.10	Ia Bang Wind Power Joint Stock Company							Related Organization
1.11	Tien Giang Wind Power Energy Joint Stock Company							Related Organization
1.12	TTC Duc Hue - Long An Electricity Joint Stock Company							Related Organization

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2	Nguyen Phong Phu		Non-executive member of the Board of Directors					
2.1	Doan Ngoc Chau							Mother
2.2	Nguyen Quoc Thai							Brother
2.3	Chau Hong Loan							Sister-in-law
2.4	Nguyen Quoc Cuong							Brother
2.5	Le Hong Cuc							Sister-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.13	Le Ngoc Duoc							Father-in-law
2.14	Ho Thi Hy							Mother-in-law
2.15	Gia Lai Electricity Joint Stock Company							Related Organization
2.16	Tien Giang Wind Power Energy Joint Stock Company							Related Organization
2.17	VI-JA Renewable Energy Development Cooperation Joint Stock Company							Related Organization
2.18	Truc Son Solar Power Plant Joint Stock Company							Related Organization
2.19	TTC Duc Hue - Long An Electricity Joint Stock Company							Related Organization

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.6	Nguyen Quoc Viet							Brother
2.7	Huynh Thi Ngoc Hue							Sister-in-law
2.8	Nguyen Quoc Phong							Brother
2.9	Nguyen Thi Hong							Sister-in-law
2.10	Nguyen Thi Bich Ngoc							Sister
2.11	Vo Quyen Anh							Brother-in-law
2.12	Le Thi Ngoc Tam							Wife

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3	Vo Hoang Vinh		Independent member of the Board of Directors / Chairman of Audit Committee					
3.1	Vo Van Loc							Father
3.2	Nguyen Thi Minh Kim							Mother
3.3	Vo Tran Tien Minh							Son
4	Pham Thanh Tuan Anh		Non-executive member of the Board of Directors/ Member of Audit Committee					
4.1	Pham Thanh My							Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.2	Nguyen Thi Hoa							Mother
4.3	Pham Thanh Tuan Dung							Brother
4.4	Pham Hoan My Linh							Sister
4.5	Tran Thi Thuy Dung							Wife
4.6	Pham Linh Dan							Daughter
4.7	Pham Nhat Uy							Son
4.8	Gia Lai Electricity Joint Stock Company							Related Organization

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5	Le Thai Binh		Non-executive member of the Board of Directors/ Member of Audit Committee					
5.1	Le Thai Hai							Father
5.2	Tang Thi Thuy							Mother
5.3	Le Hai Loc							Brother
5.4	Gia Lai Electricity Joint Stock Company							Related Organization
6	Tran Danh Bao		Director/ Second Legal Representative					
6.1	Vu Thi Sau							Mother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6.9	Do Dinh Cuong							Brother in law
6.10	Tran Danh Hieu							Son
6.11	Tran Danh Nghia							Son
6.12	Gia Lai Electricity Joint Stock Company							Related Organization
7	Chau Tieu Phung		Deputy Director					
7.1	Chau Hung							Father
7.2	Nguyen Thi Phan							Mother
7.3	Chau Chan Uy							Brother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6.2	Nguyen Thi Duyen							Mother in law
6.3	Nguyen Thi Ngoc Linh							Wife
6.4	Tran Thi Thuy Hanh							Sister
6.5	Bui Tan Phuong							Brother in law
6.6	Tran Danh Sang							Brother
6.7	Nguyen Huynh Thanh Khanh							Sister in law
6.8	Tran Thi My Le							Sister

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.4	Gia Lai Electricity Joint Stock Company							Related Organization
8	Le Quang Quoc Dung		Deputy Director					
8.1	Le Thi Lien							Mother
8.2	Chau Hong Quang							Father in law
8.3	Ngo Thi Loan							Mother in law
8.4	Chau Thoai Kim Chi							Wife
8.5	Lê Thị Thanh Dung							Sister

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.6	Phạm Châu Tùng							Brother in law
8.7	Lê Thị Thanh Tùng							Sister
8.8	Nguyễn Ngọc Huy							Brother in law
8.9	Lê Thị Thanh Thúy							Sister
8.10	Đào Anh Tuấn							Brother in law
8.11	Lê Châu Thảo Như							Daughter
8.12	Lê Châu Hạo Nhiên							Son

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9	Nguyen Tien Bang		Chief Accountant					
9.1	Nguyen Ngoc Que							Father
9.2	Pham Thi Thoa							Mother
9.3	Nguyen Tien Hai							Brother
9.4	Vo Thi Hong Nhung							Wife
9.5	Nguyen Phuc Lam							Son
9.6	Nguyen Phuc Hung							Son
9.7	Vo Dinh							Father in law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9.8	Nguyen Thi Kim Loan							Mother in law
9.9	Vo Hong Thang							Brother in law
10	Nguyen Thi Dieu		Authorized Person to Disclose Information					
10.1	Phan Thanh Lac							Husband
10.2	Phan Thanh Thanh							Son
10.3	Le Thi Kim Cuc							Daughter-in-law
10.4	Phan Nhat Le							Daughter

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.5	Nguyen Manh Dan							Brother
10.6	Luu Thi Binh							Sister in law
10.7	Nguyen Thi Dao							Sister
10.8	Nguyen Văn Man							Brother
10.9	Nguyen Thi Hong							Sister in law
10.10	Nguyen Thi Lieu							Sister
10.11	Luu Van Hai							Brother in law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.12	Nguyen Thi Hoa							Sister
10.13	Nguyen Qui Bai							Brother in law
10.14	Nguyen Thi Huong							Sister
10.15	Nguyen Van Cat							Brother in law
11	Nguyễn Thanh Nga		Company Administration Officer					
11.1	Huynh Duy Khoa							Husband
11.2	Nguyen Van Minh							Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.3	Tran Thi Van							Mother
11.4	Nguyen Phuong Ngan							Sister
11.5	Chau Thanh Trung							Brother in law
11.6	Huynh Ngoc Tinh							Father in law
11.7	Tieu Thi My Chi							Mother in law
11.8	Huynh Duy Son							Brother in law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.9	Huynh Thi Thanh Truc							Sister in law
11.10	Huynh Nguyen Khanh Ngoc							Daughter
11.11	Huynh Nguyen Gia Khang							Son
11.12	Huynh Nguyen Khanh Ha							Daughter
12	Gia Lai Electricity Joint Stock Company							Parent Company
13	Gia Lai Hydropower Joint Stock Company Trade Union							Union

**APPENDIX 04: TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS
WITH SHARES OF THE COMPANY**

(ATTACHED CORPORATE GOVERNANCE REPORT NO. 16/2025/BC-GEC DATED 22/01/2025)

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage (%)	Number of shares	Percentage (%)	
1	Nguyen Thai Ha	Chairman of the Board of Directors	427.00	0,89	368.300	0,77	Selling
2	Phan Thanh Lac	Internal related person	4.000	0,008	2.000	0,004	Selling