

**REPORT ON CORPORATE GOVERNANCE**  
(For 2025)

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

- Name of company : **IDICO Srok Phu Mieng Hydropower Joint Stock Company.**
- Address of headoffice : Village Long Binh 7, Binh Tan Commune, Dong Nai Province.
- Telephone : 0271.3731400; Fax: 0271.3731092.
- Email : idicoshp.vpth@gmail.com
- Charter capital : 450.000.000.000 VND (*Four hundred fifty billion dong*).
- Stock symbol : ISH.
- Governance model : General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), Director.

- The implementation of internal audit: Not implemented (because it does not belong to the subject of internal audit work).

**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
01	01/NQ-DHDCD (Resolution of the Annual General Meeting of Shareholders for 2025)	22/4/2025	Resolution of the General Meeting of Shareholders of IDICO Srok Phu Mieng Hydropower joint stock Company approving the contents: <ul style="list-style-type: none"><li>- Report on the results of production and business, investment for 2024 and the plan for 2025 by the Director of the Company;</li><li>- Report on the activities of the Board of Directors for 2024 and the plan for 2025;</li><li>- Report on the activities of the Board of Supervisors for 2024 and the plan for 2025;</li><li>- The financial statements for 2024 has been audited by Ernst &amp; Young Vietnam Limited;</li><li>- Profit distribution plan for 2024 and the plan for 2025;</li><li>- Production and business, investment plan for 2025;</li><li>- The selection of an independent auditing company to audit the financial statements for 2025;</li><li>- Total remuneration and bonuses of the Board of Directors and the Board of Supervisors for 2024 and the plan for 2025;</li><li>- Dismissal of the position of member of the Board of Directors for the term 2023-2028 for Mrs. Tran Thuy Giang; Results of the election to supplement a member of the Board of Directors for the term 2023-2028 for Mr. Truong Thanh Binh.</li></ul>

## 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	Mr. Nguyen Van Thinh	Chairman of the Board of Directors	18/4/2023	
2	Mr. Nguyen Phong Danh	Non-executive member of the Board of Directors	12/5/2021	
3	Mr. Mai Dinh Nhat	Non-executive member of the Board of Directors	14/4/2022	
4	Mr. Nguyen Quoc Viet	Non-executive member of the Board of Directors	24/4/2024	
5	Mrs. Tran Thuy Giang	Former member of the Board of Directors	18/4/2023	22/4/2025
6	Mr. Truong Thanh Binh	Member of the Board of Directors	22/4/2025	

### 2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence	Note
1	Mr. Nguyen Van Thinh	7/7	100%		
2	Mr. Nguyen Phong Danh	7/7	100%		
3	Mr. Mai Dinh Nhat	7/7	100%		
4	Mr. Nguyen Quoc Viet	7/7	100%		
5	Mrs. Tran Thuy Giang	3/3	100%		There is a resignation letter approved by the General Meeting of Shareholders in 2025 on 22/4/2025
6	Mr. Truong Thanh Binh	4/4	100%		Elected as an additional member of the Board of Directors for the term 2023-2028 on 22/4/2025

### 3. Supervising the Board of Management by the Board of Directors:

- The direction and management of the Company's production and business activities.
- The preparation and implementation of the production and business plan for the month, quarter, first half of the year, first nine months of the year, and for the year 2025.
- Compliance with the Company's Charter, regulations and rules regarding financial management and labor wages.
- The provision of information and reports to the members of the Board of Directors is carried out regularly and completely, providing timely for the directing and supervising of the Board of Directors over the Executive Board.
- Through the supervisory process, the Board of Directors has observed that the Executive Board has effectively performed its functions and duties in managing the company's activities, seriously implementing the resolutions of the General Shareholders' Meeting and the resolutions and decisions issued by the Board of Directors.
- The Executive Board has proactively directed and actively addressed timely equipment malfunctions at the power plant and issues arising in management. They have

organized and effectively implemented solutions to successfully complete the assigned plan.

#### 4. Activities of the Board of Directors' subcommittees:

In 2025, the Board of Directors did not establish any subcommittees.

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

No.	Resolution /Decision No.	Date	Content	Approval rate
<b>I The resolutions of the Board of Directors</b>				
1	01/NQ-HDQT	14/01/2025	Approval of the results of production and business, investment for 2024 and the plan for production and business, investment for 2025	100%
2	02/NQ-HDQT	21/02/2025	Organization of the Annual General Meeting of Shareholders in 2025	100%
3	03/NQ-HDQT	28/3/2025	Approval of the time, location, format, and documents for the Annual General Meeting of Shareholders in 2025 of IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%
4	04/NQ-HDQT	15/4/2025	Signing of the employment contract for the Director of IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%
5	05/NQ-HDQT	13/5/2025	Payment of the first dividend for the 2024 financial year	100%
6	06/NQ-HDQT	27/5/2025	The fourth meeting in 2025 for the term 2023-2028	100%
7	07/NQ-HDQT	27/5/2025	Plan for the remuneration of the Board of Directors, Assistants to the Board of Directors, and Company Secretary for 2025; and Plan for the bonus Fund for the management team in 2025	100%
8	08/NQ-HDQT	27/5/2025	Approval of the short-term loan plan and guarantee limit for 2025	100%
9	09/NQ-HDQT	15/8/2025	Pay the remaining dividend for the 2024 financial year	100%
10	10/NQ-HDQT	06/10/2025	Approval of the change of the seal design for IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%
11	11/NQ-HDQT	13/11/2025	Business operation results for the first 9 months of 2025, update on the plan for the fourth quarter of 2025, and Estimated Performance for 2025	100%
<b>II The decisions of the Board of Directors</b>				
1	05/QD-HDQT	11/3/2025	Issuance of the Information Disclosure Regulation of IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%
2	21/QD-HDQT	13/5/2025	Approval of the proposal, budget, and contractor selection plan for the item "Completion of the Measurement System - Srok Phu Mieng Hydropower Plant"	100%
3	24/QD-HDQT	10/6/2025	Issuance of the financial regulation of IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%
4	25/QD-HDQT	18/6/2025	Approval of the proposal, budget, and contractor selection plan for the item "Procurement of spare generator circuit breaker - Srok Phu Mieng Hydropower Plant"	100%
5	27/QD-HDQT	24/6/2025	Selection of the auditing unit to review the financial statement for the six months ending June 30, 2025, and audit the financial statement for 2025	100%
6	28/QD-HDQT	25/7/2025	Issuance of the investment and construction management delegation regulations of IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%
7	32/QD-HDQT	20/8/2025	Approval of the contractor selection results for the "Completion of the measurement system - Srok Phu Mieng Hydropower Plant" package	100%

No.	Resolution /Decision No.	Date	Content	Approval rate
8	34/QD-HDQT	12/9/2025	Approval of the contractor selection results for the “Procurement of spare generator circuit breaker - Srok Phu Mieng Hydropower Plant” package ( <i>Tender Canceled</i> )	100%
9	36/QD-HDQT	19/9/2025	Approval of the budget and second contractor selection plan for the “Procurement of spare generator circuit breaker - Srok Phu Mieng Hydropower Plant” package	100%
10	39/QD-HDQT	03/10/2025	Approval of the payment procedures of IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%
11	41/QD-HDQT	22/10/2025	Approval of the contractor selection results for the package “Procurement of spare generator circuit breaker - Srok Phu Mieng Hydropower Plant,” under the budget “Procurement of spare Head-Cutting machine - Srok Phu Mieng Hydropower Plant.”	100%
12	44/QD-HDQT	13/11/2025	Approval of the proposal, budget, and contractor selection plan for the “2026 Periodic maintenance and repair - Srok Phu Mieng Hydropower Plant” project	100%
13	50/QD-HDQT	12/12/2025	Approval of the detailed plan for selling and liquidating fixed assets	100%
14	51/QD-HDQT	22/12/2025	Issuance of the contractor selection regulations of IDICO Srok Phu Mieng Hydropower Joint Stock Company	100%

### III. Board of Supervisors:

#### 1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	The date ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Doan Huu Nghia	Head of the Board of Supervisors	24/4/2024		Master of Finance
2	Mr. Vu Tuan Anh	Member of the Board of Supervisors	18/4/2023		Bachelor of Accounting - Auditing
3	Mr. Nguyen Truong Tien Dat	Member of the Board of Supervisors	12/5/2021		Bachelor of Finance - Banking; Bachelor of Applied Accounting

#### 2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence	Ghi chú
1	Mr. Doan Huu Nghia	2/2	100%	100%		
2	Mr. Vu Tuan Anh	2/2	100%	100%		
3	Mr. Nguyen Truong Tien Dat	2/2	100%	100%		

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

- The Supervisory Board has fully attended and contributed opinions at regular meetings as well as participated in providing feedback on other arising issues during the operation of the Board of Directors.

- Supervising the implementation of the company's charter, directing the implementation of the resolutions of the Annual General Meeting of Shareholders for 2024 and 2025, and the activities of the Board of Directors in 2025.

- Conducting checks and supervising the operational activities, production and business situation, and financial situation of the Company to provide timely and appropriate feedback.

- Reviewing the reports on operational activities, the audited financial statement for 2024 before presenting it to the General Meeting of Shareholders; reviewing the operational activities report and financial statement for the quarters/semi-annual of 2025; checking the accounting books and assets of the unit in 2025.

#### **4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:**

- The coordination between the Board of Directors, the Board of Management, and the Board of Supervisors is carried out effectively. The departments in the Company have actively coordinated and provided all necessary documents as required periodically and unexpectedly by the Board of Supervisors.

- In 2025, the Board of Supervisors did not receive any recommendations from the shareholders holding shares of the Company regarding the direction and management actions of the Board of Directors, the Board of Management, the Board of Supervisors, and other managers of the Company.

#### **IV. Board of Management:**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of members of the Board of Management	Date of dismissal of members of the Board of Management
1	Mr. Truong Thanh Binh	29/5/1973	Master of Engineering	15/5/2024	
2	Mr. Bui Hai Nam	13/6/1979	Electrification Engineer - providing electricity	22/02/2019	

#### **V. Chief Accountant:**

Name	Date of birth	Qualification	Date of appointment /dismissal
Mrs. Vu Thi Thuy	03/02/1984	Bachelor of Accounting	12/12/2018

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

Training courses on corporate governance were involved by members of Board of Directors, Board of Supervisors, Director, other managers and secretaries in accordance with regulations on corporate governance in 2025:

- + Corporate governance and information disclosure training course organized by the Hanoi Stock Exchange on June 27, 2025: The company secretary - the person in charge of corporate governance, and the authorized person for information disclosure attended the training session.

#### **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: *Attach Appendix 1.*
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *Attach Appendix 3.*
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: None.
4. Transactions between the Company and other objects:
  - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None.
  - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None.
  - 4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

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

1. The list of internal persons and their affiliated persons: *Attach Appendix 2.*
2. Transactions of internal persons and affiliated persons with shares of the Company: None.

**IX. Other significant issues: None.**

**Recipients:** *Handwritten signature*

- As above;
- Company's website;
- Archive: TH.

**THE BOARD OF DIRECTORS  
CHAIRMAN**



*Handwritten signature of Nguyen Van Thinh*

**Nguyen Van Thinh**

**Appendix 1**  
**The list of affiliated persons of IDICO Srok Phu Mieng Hydropower Joint Stock Company (at dated December 31, 2025)**  
*(Attached is Report No. 03/BC-HDQT on January 29, 2026)*

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue			Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				NSH No.*	date of issue	place of issue					
<b>I</b>	<b>Board of Directors</b>										
1	Nguyen Van Thinh		Chairman of the Board of Directors					18/04/2023			Internal person
2	Nguyen Phong Danh		Non-executive member of the Board of Directors					12/05/2021			Internal person
3	Mai Dinh Nhat		Non-executive member of the Board of Directors					14/04/2022			Internal person
4	Nguyen Quoc Viet		Non-executive member of the Board of Directors					24/04/2024			Internal person
5	Truong Thanh Binh		Member of the Board of Directors					22/04/2025		Elected as an additional member of the Board of Directors for the term 2023-2028	Internal person
6	Tran Thuy Giang							18/04/2023	22/04/2025	There is a resignation letter approved by the General Meeting of Shareholders in 2025	Former member of the Board of Directors
<b>II</b>	<b>Board of Supervisors</b>										
1	Doan Huu Nghia		Head of the Board of Supervisors					24/04/2024			Internal person

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue			Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				NSH No.*	date of issue	place of issue					
2	Vu Tuan Anh		Member of the Board of Supervisors					18/04/2023			Internal person
3	Nguyen Truong Tien Dat		Member of the Board of Supervisors					12/05/2021			Internal person
<b>III</b>	<b>Board of Management</b>										
1	Truong Thanh Binh		Director					15/05/2024			Internal person
2	Bui Hai Nam		Deputy Director					26/02/2008			Internal person
<b>IV</b>	<b>Chief Accountant, Company Secretary, Person in Charge of Corporate Governance</b>										
1	Vu Thi Thuy		Chief Accountant, Company Secretary, Person in Charge of Corporate Governance					12/12/2013			Internal person
<b>V</b>	<b>Person authorized to disclose information</b>										
1	Nguyen Thuy Linh		Person authorized to disclose information					01/02/2022			Internal person
<b>VI</b>	<b>Affiliated persons of internal persons (See Appendix 2)</b>										
<b>VII</b>	<b>Related organizations</b>										
1	REE Energy Company Limited			0316514160	30/09/2020	Department of Planning and Investment of Ho Chi Minh City	364 Cong Hoa Street, Tan Binh Ward, Ho Chi Minh City	30/09/2020			Major shareholder
2	IDICO Corporation - JSC			0302177966	30/06/2010	Department of Planning and Investment of Ho Chi Minh City	151A Nguyen Dinh Chieu Street, Xuan Hoa Ward, Ho Chi Minh City	30/06/2010			Major shareholder (Parent company)
	<b>Legal representative of IDICO Corporation - JSC</b>										



No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue			Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				NSH No.*	date of issue	place of issue					
2.1	Dang Chinh Trung							15/12/2020			Member of the Board of Directors, General Director of IDICO Corporation - JSC
2.2	Nguyen Thi Nhu Mai							19/04/2022			Chairman of the Board of Directors of IDICO Corporation - JSC
2.3	Tran Thuy Giang							21/04/2023			Member of the Board of Directors of IDICO Corporation - JSC
2.4	Ton That Anh Tuan							02/02/2021			Member of the Board of Directors of IDICO Corporation - JSC
2.5	Nguyen Viet Tuan							21/04/2023			Deputy General Director of IDICO Corporation - JSC
2.6	Nguyen Hong Hai							01/3/2018			Deputy General Director of IDICO Corporation - JSC
2.7	Tran Ngoc Sang							01/10/2024			Chief Accountant of IDICO Corporation - JSC

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue			Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				NSH No.*	date of issue	place of issue					
	<b>Organizations that IDICO Corporation - JSC can control and influence</b>										
2.8	IDICO Urban And Industrial Zone Development Company Limited			3600257771	07/06/2007	Department of Planning and Investment of Dong Nai Province	Ton Duc Thang Street, Nhon Trach 1 Industrial Park, Nhon Trach Commune, Dong Nai Province	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.9	IDICO Urban And House Development Investment Joint-Stock Company			3600486108	16/02/2005	Department of Planning and Investment of Dong Nai Province	Street No. 4, Nhon Trach 1 Industrial Park, Nhon Trach Commune, Dong Nai Province	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.10	IDICO Industrial Zone Service Company Limited			3602478261	31/03/2011	Department of Planning and Investment of Dong Nai Province	48, Quarter 3, Long Hung Ward, Dong Nai Province	31/03/2011			Subsidiary of IDICO Corporation - JSC
2.11	IDICO Investment Construction Oil And Natural Gas Joint Stock Company			3500101298	29/12/2006	Department of Planning and Investment of Ba Ria - Vung Tau Province	326 Nguyen An Ninh Street, Tam Thang Ward, Ho Chi Minh City	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.12	IDICO-LONGAN Investment Construction Joint Stock Company			1100503295	05/01/2006	Department of Planning and Investment of Long An Province	88, Quoc lo 1 (Bypass), Long An Ward, Tay Ninh Province	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.13	IDICO Infrastructure Development Investment Joint Stock Company			0302095576	12/12/2007	Department of Planning and Investment of Ho Chi Minh City	Km 1906+700, Quarter 5, Quoc lo 1A, Binh Tan Ward, Ho Chi Minh City	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.14	IDICO No.10 Investment Construction Joint Stock Company			1800155910	15/01/2007	Department of Planning and Investment of Can Tho City	43A, 3/2 Street, Ninh Kieu Ward, Can Tho City	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.15	QUE VO IDICO Urban And Industrial Zone Development Investment Joint Stock Company			0102595934	03/01/2008	Department of Planning and Investment of Bac Ninh Province	Lot XLNC, D3 Street, Que Vo II Industrial Park, Dao Vien Ward, Bac Ninh Province	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.16	IDICO Material Development And Construction Invesment Joint Stock Company			3600687943	04/08/2004	Department of Planning and Investment of Dong Nai Province	Ton Duc Thang Street, Nhon Trach 1 Industrial Park, Nhon Trach Commune, Dong Nai Province	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.17	IDICO Investment Consultancy Joint Stock Company			0304843611	31/01/2007	Department of Planning and Investment of Ho Chi Minh City	100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City	30/06/2010			Subsidiary of IDICO Corporation - JSC
2.18	IDICO Tien Giang Joint Stock Company			1201656805	15/12/2021	Department of Planning and Investment of Tien Giang Province	138 Tran Hung Dao Street, Dao Thanh Ward, Dong Thap Province	15/12/2021			Subsidiary of IDICO Corporation - JSC

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue			Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				NSH No.*	date of issue	place of issue					
2.19	IDERGY Joint Stock Company			0317478959	19/09/2022	Department of Planning and Investment of Ho Chi Minh City	151A Nguyen Dinh Chieu Street, Xuan Hoa Ward, Ho Chi Minh City	19/09/2022			Subsidiary of IDICO Corporation - JSC
2.20	IDICO Thai Binh Construction And Investment Joint Stock Company			1000214807	20/07/2006	Department of Planning and Investment of Thai Binh Province	304 Tran Hung Dao Street, Tran Hung Dao Ward, Hung Yen Province	21/01/2019			Subsidiary of IDICO Corporation - JSC
2.21	IDICO Vinh Quang Joint Stock Company			0202220720	07/11/2023	Department of Planning and Investment of Hai Phong City	Group 10, Cuc Pho Hamlet, Vinh Bao Commune, Hai Phong City	07/11/2023			Subsidiary of IDICO Corporation - JSC
2.22	IDICO Ha Nam Joint Stock Company			0700881956	15/05/2024	Department of Planning and Investment of Ha Nam Province	19, Group 3, Bui Van Di Street, Phu Ly Ward, Ninh Binh Province	15/05/2024			Subsidiary of IDICO Corporation - JSC
2.23	IDICO Ninh Binh Joint Stock Company			2700970889	16/12/2024	Department of Planning and Investment of Ninh Binh Province	31 Kim Dong Street, Hoa Lu Ward, Ninh Binh Province	16/12/2024			Subsidiary of IDICO Corporation - JSC
2.24	VTA GLOBAL PORT Joint Stock Company			0319241433	29/10/2025	Ho Chi Minh City Department of Finance	NTA Tower 171-173, Dien Bien Phu Street, Tan Dinh Ward, Ho Chi Minh City	29/10/2025			Subsidiary of IDICO Corporation - JSC

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## Appendix 2

### The list of internal persons and their affiliated persons of IDICO Srok Phu Mieng Hydropower Joint Stock Company (at dated December 31, 2025)

(Attached is Report No. 03/BC-HDQT on January 29, 2026)

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
				ID card No./Passport No.	date of issue	place of issue				
<b>1</b>	<b>Nguyen Van Thinh</b>		<b>Chairman of the Board of Directors</b>					<b>0</b>	<b>0,000%</b>	
	<i>Affiliated persons</i>									
1.1	Bui Thi Hoang Anh									Wife
1.2	Nguyen Thi Cuc Nhat									Child
1.3	Nguyen Van The Bao									Child
1.4	Nguyen Thi Nguyet									Older sister
1.5	Nguyen Bao Ha									Older brother-in-law
1.6	Nguyen Thi Hoa									Older sister
1.7	Nguyen Thi Lang									Older sister
1.8	Trang Tan Ta									Older 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
				ID card No./Passport No.	date of issue	place of issue				
1.9	Nguyen Thi Phuong									Younger sister
1.10	Tran Dinh Ha									Younger brother-in-law
1.11	Nguyen Thi Xuan									Younger sister
1.12	A Yun Tiep									Younger brother-in-law
1.13	Nguyen Thi Loan									Younger sister
1.14	Bui Ngoc Thanh									Younger brother-in-law
1.15	Nguyen Van Vuong									Younger brother (died)
1.16	Nguyen Thanh Binh									Younger brother
1.17	Cao Thi Thanh Hien									Younger sister-in-law
1.18	Nguyen Thanh Minh									Younger brother
1.19	Nguyen Thi Thanh Chau									Younger 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
				ID card No./Passport No.	date of issue	place of issue				
1.20	Southern Hydropower Joint Stock Company			0303416670	13/07/2004	Department of Planning and Investment of Lam Dong Province	51A Nguyen Van Troi Street, Ward 2 Bao Loc, Lam Dong Province			Member of the Board of Directors
1.21	Dak Rthi Hydropower Joint Stock Company			6400036989	05/09/2007	Department of Planning and Investment of Dak Nong Province	88 Le Duan Street, Nam Gia Nghia Ward, Lam Dong Province			Member of the Board of Directors, General Director
1.22	Dak Kar Hydropower Joint Stock Company			6400012353	21/11/2005	Department of Planning and Investment of Dak Nong Province	88 Le Duan Street, Nam Gia Nghia Ward, Lam Dong Province			Chairman of the Board of Directors
1.23	IDICO Urban And House Development Investment Joint-Stock Company			3600486108	16/02/2005	Department of Planning and Investment of Dong Nai Province	Street No. 4, Nhon Trach 1 Industrial Park, Nhon Trach Commune, Dong Nai Province			Independent Member of the Board of Directors, Member of the Audit Committee
1.24	Lien Gich Hydropower Joint Stock Company			5800519058	08/02/2007	Department of Planning and Investment of Lam Dong Province	157 Group 5, An Phuoc Hamlet, Phu Son Lam Ha Commune, Lam Dong Province			Director
2	<b>Nguyen Phong Danh</b>		<b>Non-executive member of the Board of Directors</b>					0	0,000%	
	<i>Affiliated persons</i>									
2.1	Phan Xuan Hong Le									Wife
2.2	Nguyen Huy Phong									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
				ID card No./Passport No.	date of issue	place of issue				
2.3	Nguyen Thi Kieu Phuong									Mother
2.4	Phan Xuan Toi									Father-in-law
2.5	Tran Duy Hong Mai									Mother-in-law
2.6	Nguyen Danh Khoi									Younger brother
2.7	Nguyen Thi Kim Khoi									Younger sister
2.8	Tra Vinh Electric Development Joint Stock Corporation			2100110200	13/07/2006	Department of Planning and Investment of Tra Vinh Province	68 Nguyen Chi Thanh Street, Hamlet 18, Tra Vinh Ward, Vinh Long Province			Member of the Board of Directors
2.9	Central Hydropower Joint Stock Company			0400477830	13/12/2004	Department of Planning and Investment of Da Nang City	Da Nang Industrial Park, An Hai Ward, Da Nang City			Independent Member of the Board of Directors
2.10	SuPan 2 Hydropower Joint Stock Company			5300226455	09/03/2006	Department of Planning and Investment of Lao Cai Province	Hoang Lien Hamlet, Ban Ho Commune, Lao Cai Province			Member of the Board of Directors
3	<b>Mai Dinh Nhat</b>  <i>Affiliated persons</i>		<b>Non-executive member of the Board of Directors</b>					0	0,000%	

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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
				ID card No./Passport No.	date of issue	place of issue				
3.1	Nguyen Thi Xuan Thuy									Wife
3.2	Mai Thien Nhan									Child
3.3	Mai Diep Chi									Child
3.4	Mai Anh Quan									Child
3.5	Mai Dinh Lan									Father
3.6	Nguyen Thi To Anh									Mother
3.7	Nguyen Thanh									Father-in-law
3.8	Le Thi Lan									Mother-in-law
3.9	Mai Thi Na Uy									Older sister
3.10	Bui Dai Thang									Older 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
				ID card No./Passport No.	date of issue	place of issue				
3.11	Mai Dinh Y									Younger brother
3.12	Huynh Minh Suong									Younger sister-in-law
3.13	SuPan 2 Hydropower Joint Stock Company			5300226455	09/03/2006	Department of Planning and Investment of Lao Cai Province	Hoang Lien Hamlet, Ban Ho Commune, Sa Pa Town, Lao Cai Province			Member of the Board of Directors
3.14	Duyen Hai Wind Power Joint Stock Company			2100629148	04/12/2017	Department of Planning and Investment of Tra Vinh Province	Operation area of Wind Power Plant No. 3, at location V1-3, Nha Mat Hamlet, Truong Long Hoa Commune, Duyen Hai Town, Tra Vinh Province			Director
3.15	CTCP Thủy điện Trà Khúc 2			4300822960	14/08/2018	Department of Planning and Investment of Quang Ngai Province	Ha Thanh Junction, Son Ha Commune, Quang Ngai Province			Member of the Board of Directors
3.14	CTCP Phát triển điện Đông Dương			0106519772	24/04/2014	Department of Planning and Investment of Lai Chau Province	Nam O Village, Pa Tan Commune, Lai Chau Province			Member of the Board of Directors
4	<b>Nguyen Quoc Viet</b>		<b>Non-executive member of the Board of Directors</b>					<b>0</b>	<b>0,000%</b>	
	<i>Affiliated persons</i>									
4.1	Pham Thi Lan Khanh									Wife
4.2	Nguyen Quoc Quynh Anh									Child



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
				ID card No./Passport No.	date of issue	place of issue				
4.3	Nguyen Quoc Minh Anh									Child
4.4	Nguyen Dinh Ly									Father
4.5	Do Thi Khanh									Mother
4.6	Pham Van Phuc									Father-in-law (died)
4.7	Nguyen Thi Bich Van									Mother-in-law
4.8	Nguyen Thi Hoai Huong									Younger sister
4.9	Nguyen Dai Viet Chinh									Younger brother-in-law
4.10	Nguyen Quoc Toan									Younger brother
4.11	IDICO Industrial Zone Service Company Limited			3602478261	31/03/2011	Department of Planning and Investment of Dong Nai Province	No. 48, Quarter 3, Long Hung Ward, Dong Nai Province			Member of the Board of Members
5	Truong Thanh Binh <i>Affiliated persons</i>		Member of the Board of Directors, Director					0	0,000%	

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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
				ID card No./Passport No.	date of issue	place of issue				
5.1	Phan Luong Trung									Wife
5.2	Truong Quynh Giang									Child
5.3	Truong Phong									Father (died)
5.4	Bui Thi Anh Nguyet									Mother
5.5	Phan Van Them									Father-in-law (died)
5.6	Phan Thi Nao									Mother-in-law
5.7	Truong Minh Hoang									Older brother
5.8	Vong Cun Kiu									Older sister-in-law
5.9	Truong Thi Thanh Huong									Older sister
5.10	Nguyen Trong Khanh									Older brother-in-law
5.11	Truong Thi Thanh Hai									Older 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
				ID card No./Passport No.	date of issue	place of issue				
5.12	Nguyen Huu Phuoc									Older brother-in-law
5.13	Truong Minh Ha									Older brother
5.14	Truong Thi My Linh									Older sister
5.15	Mark Hermanus Bernadette									Older brother-in-law
5.16	Truong Dinh Long									Younger brother
5.17	Pham Thi Bich Ngoc									Younger sister-in-law
5.18	Truong Dinh Dung									Younger brother
5.19	Truong Thi Thai Thuy									Younger sister-in-law
5.20	Truong Thai Son									Younger brother
5.21	Tran Thuy Uyen Linh									Younger sister-in-law
5.22	Truong Dinh Lam									Younger 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
				ID card No./Passport No.	date of issue	place of issue				
5.23	Tran To Quynh									Younger sister-in-law
5.24	Truong Thai Hung									Younger brother
5.25	Tran Thi Nguyen Thuy									Younger sister-in-law
5.26	Truong Thi Thanh Thuy									Younger sister
5.27	Bui Minh Cuong									Younger brother-in-law
<b>6</b>	<b>Doan Huu Nghia</b> <i>Affiliated persons</i>		<b>Head of the Board of Supervisors</b>					<b>0</b>	<b>0,000%</b>	
6.1	Nguyen Thi My Linh									Wife
6.2	Doan Nguyen Que Chi									Child
6.3	Doan Van My									Father (died)
6.4	Nguyen Thi Ty									Mother (died)
6.5	Doan Huu Chi									Older brother
6.6	Doan Thi Nhu Yen									Older 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
				ID card No./Passport No.	date of issue	place of issue				
6.7	Doan Thi Hai Yen									Older sister
6.8	Doan Thi Hoang Yen									Younger sister
6.9	Dak RtiH Hydropower Joint Stock Company			6400036989	05/09/2007	Department of Planning and Investment of Dak Nong Province	88 Le Duan Street, Nam Gia Nghia Ward, Lam Dong Province			Chief Accountant
6.10	Trung Viet Real Estate Business Joint Stock Company			0316826875	26/04/2021	Department of Planning and Investment of Ho Chi Minh City	32nd Floor - Office Block - Pearl Plaza Building, 561A Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City			Chief Accountant
<b>7</b>	<b>Vu Tuan Anh</b> <i>Affiliated persons</i>		<b>Member of Board of Supervisors</b>					<b>0</b>	<b>0,000%</b>	
7.1	Vu Van Hoa									Father
7.2	Pham Thi Hanh									Mother
7.3	Vu Tuan Phong									Younger brother
7.4	IDICO Investment Consultancy Joint Stock Company			0304843611	31/01/2007	Department of Planning and Investment of Ho Chi Minh City	100 Nguyen Gia Tri Street, Thanh My Tay Ward, Ho Chi Minh City			Head of the Board of Supervisors
7.5	IDICO Thai Binh Construction And Investment Joint Stock Company			1000214807	20/07/2006	Department of Planning and Investment of Thai Binh Province	304 Tran Hung Dao Street, Tran Hung Dao Ward, Hung Yen Province			Head of the Board of Supervisors

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
				ID card No./Passport No.	date of issue	place of issue				
7.6	QUE VO IDICO Urban And Industrial Zone Development Investment Joint Stock Company			0102595934	03/01/2008	Department of Planning and Investment of Bac Ninh Province	Lot XLNC, D3 Street, Que Vo II Industrial Park, Dao Vien Ward, Bac Ninh Province			Head of the Board of Supervisors
7.7	IDERGY Joint Stock Company			0317478959	19/09/2022	Department of Planning and Investment of Ho Chi Minh City	151A Nguyen Dinh Chieu Street, Xuan Hoa Ward, Ho Chi Minh City			Chief Accountant
8	Nguyen Truong Tien Dat		Member of Board of Supervisors					0	0,000%	
	<i>Affiliated persons</i>									
8.1	Nguyen Dang Phuong Khanh									Wife
8.2	Nguyen Van Rien									Father
8.3	Truong Thi Anh									Mother
8.4	Nguyen Ba Tong									Father-in-law
8.5	Dang Thi Lan Chi									Mother-in-law
8.6	Nguyen Thi Anh Quyen									Older sister
8.7	Nguyen Minh Phuong									Older brother-in-law
8.8	Tra Vinh Electric Development Joint Stock Corporation			2100110200	13/07/2006	Department of Planning and Investment of Tra Vinh Province	68 Nguyen Chi Thanh Street, Hamlet 18, Tra Vinh Ward, Vinh Long Province			Member of the Board of Directors



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
				ID card No./Passport No.	date of issue	place of issue				
8.9	Central Hydropower Joint Stock Company			0400477830	13/12/2004	Department of Planning and Investment of Da Nang City	Da Nang Industrial Park, An Hai Ward, Da Nang City			Head of the Board of Supervisors
8.10	Song Ba Ha Hydro Power Joint Stock Company			4400415302	28/12/2007	Department of Planning and Investment of Phu Yen Province	498 Hung Vuong Avenue, Tuy Hoa Ward, Dak Lak Province			Independent Member of the Board of Directors
9	<b>Bui Hai Nam</b>		<b>Deputy Director</b>					0	0,000%	
	<i>Affiliated persons</i>									
9.1	Nguyen Thi Van									Wife
9.2	Bui Van Dang Bao									Child
9.3	Bui Bao Ngoc									Child
9.4	Tran Thi Que									Mother
9.5	Nguyen Van Chung									Father-in-law
9.6	Tran Thi Dong									Mother-in-law
9.7	Bui Duyen Hai									Older 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
				ID card No./Passport No.	date of issue	place of issue				
10.7	Bui Minh Hien									Father-in-law (died)
10.8	Tran Thi Que									Mother-in-law
10.9	Vu Hong Thu							500	0,001%	Older sister
10.10	Le Xuan Long									Older brother-in-law
10.11	Vu The Hanh									Older brother
10.12	Phạm Thị Thu									Older sister-in-law
11	<b>Nguyen Thuy Linh</b> <i>Affiliated persons</i>		<b>Person authorized to disclose information</b>					0	0,000%	
11.1	Vo Huu Duoc									Husband
11.2	Vo Nguyen Nguyet Lam									Child
11.3	Nguyen Van Truc									Father (died)
11.4	Nguyen Thi Nhi									Mother (died)
11.5	Vo Van La									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
				ID card No./Passport No.	date of issue	place of issue				
11.6	Nguyen Thi No									Mother-in-law
11.7	Nguyen Thi Kim Loan									Older sister
11.8	Nguyen Cao Tri									Older brother
11.9	Le Thi Minh Thao									Older sister-in-law

*Handwritten signature and red circular stamp*



### Appendix 3

**Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons**  
(Attached is Report No. 03/BC-HDQT on January 29, 2026)

No.	Name of organization /individual	Relationship with the Company	NSH No.*, date of issue, place of issue			Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Ghi chú Note
			NSH No.*	date of issue	place of issue					
1	IDICO Corporation - JSC	Major shareholder	0302177966	30/06/2010	Department of Planning and Investment of Ho Chi Minh City	151A Nguyen Dinh Chieu Street, Xuan Hoa Ward, Ho Chi Minh City		Resolution of the General Meeting of Shareholders No. 01/NQ-DHDCD dated April 22, 2025	<b><u>46.598.000.000 VND</u></b>	
1.1							30/06/2025	Resolution of the Board of Directors No. 05/NQ-HDQT dated May 13, 2025	349.000.000 VND	Payment of the first dividend for the financial year 2024
1.2							30/06/2025		22.950.000.000 VND	
1.3							25/09/2025	Resolution of the Board of Directors No. 09/NQ-HDQT dated August 15, 2025	349.000.000 VND	Payment of the remaining dividend for the financial year 2024
1.4							25/09/2025		22.950.000.000 VND	
2	REE Energy Company Limited	Major shareholder	0316514160	30/09/2020	Department of Planning and Investment of Ho Chi Minh City	364 Cong Hoa Street, Tan Binh Ward, Ho Chi Minh City		Resolution of the General Meeting of Shareholders No. 01/NQ-DHDCD dated April 22, 2025	<b><u>30.867.786.000 VND</u></b>	
2.1							30/06/2025	Resolution of the Board of Directors No. 05/NQ-HDQT dated May 13, 2025	15.433.893.000 VND	Payment of the first dividend for the financial year 2024
2.2							25/09/2025	Resolution of the Board of Directors No. 09/NQ-HDQT dated August 15, 2025	15.433.893.000 VND	Payment of the remaining dividend for the financial year 2024

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