

REPORT
Corporate Governance for 2025

Respectfully to:

- The State Securities Commission;
- The Hanoi Stock Exchange.

Company name: Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company.

Headoffice address: 80A Tran Phu, B'Lao Ward, Lam Dong Province.

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Charter capital: VND 4,224,000,000,000.

Stock code: DNH

Governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.

Regarding the implementation of the internal audit function: Not yet implemented.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

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

No.	Resolution/Decision No.	Date	Content
1	88/NQ-DHDCD	30/05/2025	<ul style="list-style-type: none">- Approval of the 2024 production and business performance results and the 2025 production and business plan as presented in Report No. 239/BC-HDQT dated May 29, 2025, of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company.+ 2024 performance results: (i) Production and business performance results for 2024; (ii) Investment and development results for 2024+ 2025 Production and business - Investment and development - Financial plan: (i)

			<p>Production and business plan for 2025; (ii) Investment and development plan for 2025</p> <ul style="list-style-type: none"> - Approval of the 2024 corporate governance report and the 2025 activity plan of the Board of Directors. The Board of Directors is authorized to organize the implementation and make decisions on any matters arising outside the production and business plan approved by the 2025 General Meeting of Shareholders or on urgent matters requiring immediate implementation prior to the 2026 Annual General Meeting of Shareholders approving the production and business plan, provided that such matters are reported at the nearest General Meeting of Shareholders, except for cases requiring prior approval by the General Meeting of Shareholders. - Approval of the 2024 activity report of the Supervisory Board. - Approval of the list of audit firms for the 2025 financial statements, selecting Ernst & Young Vietnam Limited, and authorizing the Board of Directors to carry out the procedures to sign the audit contract for the 2025 financial statements with Ernst & Young Vietnam Limited. - Approval of the 2024 audited financial statements, audited by Ernst & Young Vietnam Limited. - Approval of the 2024 profit distribution plan. - Authorization of the Board of Directors to review and adjust the 2025 planned salary and remuneration fund in accordance with applicable regulations and prevailing guidance at the time of final settlement of the 2025 actual salaries, and to approve the final settlement of salaries and remuneration of the Board of Directors and the Supervisory Board for 2025 before March 31, 2026, and report to the General Meeting of Shareholders at the nearest meeting.
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II. BOARD OF DIRECTORS IN 2025

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

No.	Members of the BOD	Position	The date of becoming/ceasing to be a member/independent member of the BOD	
			Date of Appointment	Date of dismissal
1	Mr. Le Van Quang	Chairman	25/05/2022	
2	Mr. Dang Van Cuong	Member	28/02/2022	
3	Mr. Do Minh Loc	Member	25/05/2022	

2. Meetings of the BOD

No.	Members of the BOD	Number of BOD meetings attended	Attendance Rate	Reasons for absence
1	Mr. Le Van Quang	4/4	100%	
2	Mr. Do Minh Loc	4/4	100%	
3	Mr. Dang Van Cuong	4/4	100%	

3. Supervisory activities of the BOD over the Board of Management:

The Board of Directors fully supervises the Board of Management in implementing the Resolutions and Decisions of the BOD.

On a quarterly basis, before the 15th of the first month of the quarter, the Board of Management prepares a report detailing the results of production, business, and investment activities for the upcoming quarter. Through regular BOD meetings, the BOD reviews and directs the Board of Management to execute production, business, and investment activities as outlined in the Proposal and other matters under the BOD's jurisdiction.

4. Activities of the Board of Directors' subcommittees

Currently, the Company does not have subcommittees under the Board of Directors.

5. Resolutions/Decisions of the Board of Directors

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	01/NQ-HDQT	02/01/2025	Approval of the technical plan and estimated budget for major overhaul of fixed assets in 2025, specifically: Ham Thuan Unit H2, Category: Major overhaul of the generating unit	100%
2	02/QD-HDQT	07/01/2025	Approval of the final settlement of investment capital for the completed procurement of the main transformer and online monitoring system for Da Mi Hydropower Plant	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
3	03/NQ-HDQT	20/01/2025	Adjustment of the payment schedule for the second installment of 2024 cash dividend advance	100%
4	04/NQ-HDQT	21/01/2025	Board of Directors Meeting – Q1/2025 session	100%
5	05/NQ-HDQT	24/01/2025	Approval of adjustments and supplements to the 2024 Welfare Fund utilization plan	100%
6	06/NQ-HDQT	07/02/2025	Approval of the application of the salary scale, payroll system, and salary allowance policies of Vietnam Electricity at Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
7	07/NQ-HDQT	07/02/2025	Approval of contractor selection results and draft contract for Package No. 10MSHH-SCL-2024: Supply and installation of materials and equipment for the governor system of Da Mi Unit H1	100%
8	08/QD-HDQT	07/02/2025	Announcement of the application of the salary scale, payroll system, and salary allowance policies of Vietnam Electricity at Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
9	09/NQ-HDQT	11/02/2025	Approval of the electronic bidding documents (E-Bidding) for the consultancy package on preparation and update of maintenance procedures for Da Nhim, Song Pha, Ham Thuan, Da Mi hydropower plants and office facilities	100%
10	10/NQ-HDQT	11/02/2025	Approval of voting contents at the 2025 Extraordinary General Meeting of Shareholders of A Vuong Hydropower Joint Stock Company	100%
11	11/NQ-HDQT	13/02/2025	Approval of the personnel restructuring plan for the Company's capital representative at Thuan Binh Wind Power Joint Stock Company	100%
12	12/NQ-HDQT	13/02/2025	Approval of technical proposal evaluation results of the E-Bidding consultancy package for condition	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			assessment of Generators H1 and H2 of Da Mi Hydropower Plant	
13	13/NQ-HDQT	13/02/2025	Approval of contractor selection results and draft contract for the package of periodic inspection and maintenance of equipment in the power metering system for 2025	100%
14	14/NQ-HDQT	16/02/2025	Approval of the personnel restructuring plan (revised) for the Company's capital representative at Thuan Binh Wind Power Joint Stock Company	100%
15	15/QD-HDQT	17/02/2025	Personnel restructuring of the Company's capital representative at Thuan Binh Wind Power Joint Stock Company	100%
16	16/NQ-HDQT	18/02/2025	Approval of adjustments to the salary and remuneration distribution regulations for managers of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
17	17/QD-HDQT	19/02/2025	Adjustment to the salary and remuneration distribution regulations for managers of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
18	18/QD-HDQT	20/02/2025	Salary adjustment effective from April 10, 2024, for Mr. Le Van Quang	100%
19	19/QD-HDQT	20/02/2025	Salary adjustment effective from April 10, 2024, for Mr. Dang Van Cuong	100%
20	20/QD-HDQT	20/02/2025	Salary adjustment effective from April 10, 2024, for Mr. Do Minh Loc	100%
21	21/QD-HDQT	20/02/2025	Salary adjustment effective from April 10, 2024, for Mr. Nguyen Dinh Chien	100%
22	22/QD-HDQT	20/02/2025	Salary adjustment effective from April 10, 2024, for Ms. Pham Thi Hong Ha	100%
23	23/QD-HDQT	20/02/2025	Salary adjustment effective from April 10, 2024, for Mr. Pham Viet Ky	100%
24	24/NQ-HDQT	20/02/2025	Approval of the value of term deposits at credit institutions for February 2025	100%
25	25/NQ-HDQT	25/02/2025	Approval of contractor selection results and draft contract for Package No. 02-HH-KHCB-2024: Supply and installation of the fire prevention and	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			fighting system for the Da Nhim – Song Pha area	
26	26/NQ-HDQT	27/02/2025	Approval of salary grade promotion for the Chairman of the Board of Directors of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
27	27/QD-HDQT	27/02/2025	Salary grade promotion for the Chairman of the Board of Directors of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
28	28/NQ-HDQT	04/03/2025	Approval of the policy on selling renewable energy certificates	100%
29	29/NQ-HDQT	04/03/2025	Approval of the policy on hiring a consultant to prepare a plan for increasing charter capital from owner's equity	100%
30	30/NQ-HDQT	11/03/2025	Approval of the policy on assigning personnel in charge of accounting and managing the Finance and Accounting Department of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
31	31/NQ-HDQT	12/03/2025	Approval of the schedule for the 2025 Annual General Meeting of Shareholders of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
32	32/NQ-HDQT	17/03/2025	Approval of amendments and supplements to the decentralization regulations between the Board of Directors and the General Director at Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
33	33/NQ-HDQT	17/03/2025	Approval of the personnel nomination plan for the Supervisory Board of Thuan Binh Wind Power Joint Stock Company (revised)	100%
34	34/NQ-HDQT	17/03/2025	Approval of voting contents for the 2025 Annual General Meeting of Shareholders of Thuan Binh Wind Power Joint Stock Company	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
35	35/NQ-HDQT	17/03/2025	Approval of the personnel plan for the Company's capital representative at invested companies	100%
36	36/QD-HDQT	17/03/2025	Issuance of the decentralization regulations between the Board of Directors and the General Director of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
37	37/QD-HDQT	17/03/2025	Personnel restructuring of candidates for the Supervisory Board of Thuan Binh Wind Power Joint Stock Company	100%
38	38/QD-HDQT	18/03/2025	Personnel restructuring of the capital representative of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company at companies with contributed capital	100%
39	39/NQ-HDQT	19/03/2025	Approval of the contractor selection plan for major repair of fixed assets in 2025 – Phase 1 of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
40	40/NQ-HDQT	20/03/2025	Approval of the draft contract for “Provision of operation personnel for Ha Song Pha 2 Hydropower Plant in 2025” with Ha Song Pha Hydropower Joint Stock Company	100%
41	41/NQ-HDQT	25/03/2025	Approval of the economic-technical investment report for the “Warning buoy system at Ham Thuan dam reservoirs”	100%
42	42/NQ-HDQT	25/03/2025	Approval of the economic-technical investment report for the “Warning buoy system at Da Mi dam reservoirs”	100%
43	43/NQ-HDQT	28/03/2025	Approval of the value of term deposits at credit institutions for March 2025	100%
44	44/NQ-HDQT	28/03/2025	Approval of the estimated budget for Package No. 05MSHH-SCL-2025: Supply of materials and valve equipment for major overhaul of Da Nhim Unit H3	100%
45	45/NQ-HDQT	31/03/2025	Approval of the 2024 actual salary fund for managers and employees	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
46	46/NQ-HDQT	31/03/2025	Approval of the 2024 actual salary fund for the Board of Directors and the Supervisory Board	100%
47	47/NQ-HDQT	01/04/2025	Termination of Service Contract No. AOM2000 – Phase 1 of Phu Lac Wind Power Plant of Thuan Binh Wind Power Joint Stock Company	100%
48	48/NQ-HDQT	02/04/2025	Approval of adjustments and supplements to the 2024 Welfare Fund utilization plan	100%
49	49/NQ-HDQT	04/04/2025	Approval of the contractor selection plan for procurement using basic depreciation funds in 2025 – Phase 1 of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
50	50/NQ-HDQT	08/04/2025	Approval of the economic-technical investment report for the “AC-DC 2 system: 220VDC charger of the Da Nhim Hydropower Plant Expansion Project”	100%
51	51/QD-HDQT	09/04/2025	Establishment of the Steering Committee for the implementation of science and technology development, innovation, and digital transformation of the General Meeting of Shareholders	100%
52	52/NQ-HDQT	10/04/2025	Approval of the economic-technical investment report for the project item “Pneumatically-driven hydraulic pump”	100%
53	53/NQ-HDQT	10/04/2025	Approval of the economic-technical investment report for the project item “CO2 dry ice machine”	100%
54	54/NQ-HDQT	16/04/2025	Approval of the final settlement of labor costs for self-performed major repairs in 2024	100%
55	55/NQ-HDQT	16/04/2025	Approval of the final settlement of labor costs for the execution of technical service supply contracts in 2024	100%
56	56/NQ-HDQT	16/04/2025	Board of Directors Meeting - Q2/2025 session	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
57	57/NQ-HDQT	18/04/2025	Approval of the economic-technical report for the project item “Procurement of 5-ton truck”	100%
58	58/NQ-HDQT	18/04/2025	Approval of the economic-technical report for the project item “Procurement of 5-ton truck with crane”	100%
59	59/NQ-HDQT	18/04/2025	Approval of the economic-technical investment report for the project item “Dam settlement gauges and groundwater level measurement system”	100%
60	60/NQ-HDQT	18/04/2025	Approval of the contractor appointment policy and cost estimate for the consolidation and assessment of trial operation results of the wastewater treatment facility as required by Environmental Permits No. 27, 28/GPMT-BNNMT dated March 27, 2025	100%
61	61/NQ-HDQT	22/04/2025	Approval of the adjustment of the schedule for the 2025 Annual General Meeting of Shareholders of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
62	62/NQ-HDQT	23/04/2025	Approval of the final settlement of the project: Turbine Unit and governor system of Unit H4, Song Pha Hydropower Plant	100%
63	63/NQ-HDQT	23/04/2025	Approval of the final settlement of the project: Turbine Unit and governor system of Unit H5, Song Pha Hydropower Plant	100%
64	64/NQ-HDQT	23/04/2025	Approval of the final settlement of the project: Operation road to Da Mi Hydropower Plant	100%
65	65/NQ-HDQT	24/04/2025	Approval of the economic-technical report for the project item “Procurement of 16-seat minibus”	100%
66	66/NQ-HDQT	24/04/2025	Approval of the economic-technical investment report for the project item “Warning buoy system at Don Duong dam reservoirs”	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
67	67/NQ-HDQT	24/04/2025	Approval of the cost estimate for the package: Supply and installation of warning buoy systems at Ham Thuan and Da Mi dam reservoirs	100%
68	68/NQ-HDQT	25/04/2025	Approval of adjustments and supplements to the 2024 Welfare Fund utilization plan	100%
69	69/NQ-HDQT	25/04/2025	Approval of the E-bidding documents for Package No. 02XL-SXKD-2025: Seepage treatment through the right-bank spillway underground drainage system of Don Duong dam	100%
70	70/NQ-HDQT	26/04/2025	Approval of fund reallocation and adjustment, supplementation of the 2024 Welfare Fund utilization plan	100%
71	71/NQ-HDQT	26/04/2025	Approval of the value of term deposits at credit institutions for April 2025	100%
72	72/NQ-HDQT	29/04/2025	Approval of the technical plan and cost estimate for the 2025 major repair of fixed assets, construction project list, item: Operation road to Da Mi Hydropower Plant (remaining section to km3+010)	100%
73	73/NQ-HDQT	29/04/2025	Approval of the economic-technical investment report for the project item “Motorboat”	100%
74	74/NQ-HDQT	08/05/2025	Approval of the economic-technical investment report for the project item “Upgrading, replacing, and equipping new information technology equipment to ensure infrastructure for digital transformation in the 2022–2025 period”	100%
75	75/NQ-HDQT	12/05/2025	Approval of the contractor selection plan for procurement using basic depreciation funds in 2025, Phase 2, of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
76	76/NQ-HDQT	14/05/2025	Approval of the E-bidding documents for the package: Supply and installation of warning buoy systems at Ham Thuan and Da Mi dam reservoirs	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
77	77/NQ-HDQT	16/05/2025	Approval of the value of term deposits at credit institutions for May 2025	100%
78	78/NQ-HDQT	18/05/2025	Approval of the policy to implement the package: Provision of shared software maintenance services for the electricity sector in 2025	100%
79	79/QD-HDQT	20/05/2025	Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders	100%
80	80/NQ-HDQT	20/05/2025	Approval of voting contents at the 2025 Annual General Meeting of Shareholders of Song Ba Ha Hydropower Joint Stock Company	100%
81	81/NQ-HDQT	21/05/2025	Approval of voting contents at the 2025 Annual General Meeting of Shareholders of Ha Song Pha Hydropower Joint Stock Company	100%
82	82/NQ-HDQT	21/05/2025	Approval of the application of the Regulations on Tendering Activities and the List of cases eligible for direct contract signing in tendering activities using production and business costs of Power Generation Corporation 1 at Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
83	83/NQ-HDQT	21/05/2025	Approval of the selection results for the buyer of Renewable Energy Certificates (RECs) of Da Mi Solar Power Plant	100%
84	84/QD-HDQT	21/05/2025	Announcement of the application of the Regulation on Tendering Activities and the List of cases eligible for direct contract signing in tendering activities using production and business costs of Power Generation Corporation 1 at Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
85	85/NQ-HDQT	27/05/2025	Approval of the cost estimate for the package: Supply of CO2 dry ice machine	100%
86	86/NQ-HDQT	27/05/2025	Approval of the cost estimate for the package: Supply and installation of the	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			warning buoy system at Don Duong dam reservoirs	
87	87/NQ-HDQT	29/05/2025	Approval of documents for the 2025 Annual General Meeting of Shareholders of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
88	89/NQ-HDQT	04/06/2025	Approval of the payment of the final installment of 2024 cash dividends.	100%
89	90/NQ-HDQT	06/06/2025	Approval of the main content of the economic-technical investment report for the project item “Testing tools and machines”	100%
90	91/NQ-HDQT	09/06/2025	Approval of the cost estimate for the package: Supply of AC-DC 2 system: 220VDC charger for Da Nhim Hydropower Plant Expansion Project	100%
91	92/NQ-HDQT	09/06/2025	Approval of the cost estimate for the package: Procurement of motorboat	100%
92	93/NQ-HDQT	10/06/2025	Approval of the cost estimate for the package: Procurement of 16-seat minibus	100%
93	94/NQ-HDQT	10/06/2025	Approval of the cost estimate for the package: Procurement of 5-ton truck	100%
94	95/NQ-HDQT	10/06/2025	Approval of the cost estimate for the package: Procurement of 5-ton truck with crane	100%
95	96/NQ-HDQT	11/06/2025	Approval of the main content of the economic-technical investment report for the project item “Thermal imaging cameras” (revised title)	100%
96	97/NQ-HDQT	11/06/2025	Approval of the allocation and disbursement of the 2024 management bonus fund for the Company’s Board of Management	100%
97	98/NQ-HDQT	11/06/2025	Approval of draft contracts to be signed with Ha Song Pha Hydropower Joint Stock Company	100%
98	99/NQ-HDQT	11/06/2025	Approval of the policy to implement the package: “Collection, transportation, and treatment of hazardous waste contaminated with PCB in 2025”	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
99	100/QD- HDQT	11/06/2025	Allocation and disbursement of the 2024 management bonus fund for the Company's Board of Management	100%
100	101/NQ- HDQT	12/06/2025	Approval of the cost estimate and scope of work for the legal consulting package to resolve outstanding issues related to payments to supervision consultants for the Da Nhim Hydropower Plant Expansion Project	100%
101	102/NQ- HDQT	12/06/2025	Approval of the adjusted cost estimate and E-bidding documents for Package No. 06MSHH-SCL-2025: Supply of electrical materials and equipment for major overhaul of Unit H3 at Da Nhim	100%
102	103/NQ- HDQT	12/06/2025	Approval of the cost estimate for Package No. 08MSHH-SCL-2025: Supply of mechanical materials and equipment for major overhaul of Units H2 and H4 at Song Pha	100%
103	104/NQ- HDQT	16/06/2025	Approval of the E-bidding documents for the package: Supply and installation of warning buoy system at Don Duong dam reservoirs	100%
104	105/NQ- HDQT	16/06/2025	Approval of the cost estimate for the package: Supply of pneumatically-driven hydraulic pump	100%
105	106/NQ- HDQT	16/06/2025	Approval of the policy on restructuring the Chief Accountant position at Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
106	107/NQ- HDQT	17/06/2025	Approval of the cost estimate for the package: Supply of dam settlement gauges and groundwater level measurement system	100%
107	108/NQ- HDQT	18/06/2025	Approval of the allocation and utilization plan of the 2025 Bonus and Welfare Fund	100%
108	109/NQ- HDQT	19/06/2025	Approval of the value of term deposits at credit institutions for June 2025	100%
109	110/NQ- HDQT	24/06/2025	Approval of the E-bidding documents for Package No. 08MSHH-SCL-2025: Supply of mechanical materials and	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			equipment for major overhaul of Units H2 and H4 at Song Pha	
110	111/NQ-HDQT	25/06/2025	Approval of voting contents at the 2025 Annual General Meeting of Shareholders of A Vuong Hydropower Joint Stock Company	100%
111	112/NQ-HDQT	26/06/2025	Approval of the E-bidding documents for the package: Supply of CO2 dry ice machine	100%
112	113/NQ-HDQT	30/06/2025	Approval of the investment proposal policy for participating as the investor of Da Nhim Hydropower Expansion Project (Phase 2)	100%
113	114/NQ-HDQT	30/06/2025	Approval of salary grade promotion for the General Director of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
114	115/NQ-HDQT	30/06/2025	Approval of the E-bidding documents for the package: Supply of pneumatically-driven hydraulic pump	100%
115	116/NQ-HDQT	30/06/2025	Adjustment of the 2025 production and business plan and the Q2/2025 plan	100%
116	117/NQ-HDQT	30/06/2025	Approval of the E-bidding documents for the package: Supply of dam settlement gauges and groundwater level measurement system	100%
117	118/NQ-HDQT	30/06/2025	Approval of the E-bidding documents for Package 05MSHH-KHCB-2025: Procurement of 5-ton truck	100%
118	119/NQ-HDQT	30/06/2025	Approval of the E-bidding documents for Package 07MSHH-KHCB-2025: Procurement of 16-seat minibus	100%
119	120/NQ-HDQT	30/06/2025	Approval of the E-bidding documents for Package 06MSHH-KHCB-2025: Procurement of 5-ton truck with crane	100%
120	121/NQ-HDQT	30/06/2025	Approval of the E-bidding documents for Package 08MSHH-KHCB-2025: Procurement of motorboat	100%
121	122/NQ-HDQT	30/06/2025	Approval of the E-bidding documents for the package: Supply of AC-DC 2 system: 220VDC charger for Da Nhim Hydropower Plant Expansion Project	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
122	317/QD- HDQT	30/06/2025	Salary grade promotion for the General Director of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
123	123/NQ- HDQT	03/07/2025	Approval of the adjustment of the start time for the contractor selection plan for procurement using basic depreciation funds in 2025 - Da nhim - Ham thuan - Da mi Hydropower Joint Stock Company (Phase 2)	100%
124	124/NQ- HDQT	07/07/2025	Approval of contractor selection results for Package No. 02XL-SXKD-2025: Treatment of seepage erosion through the right abutment drainage system of Don Duong spillway, under the contractor selection plan (Phase 1) for packages funded by electricity production and business capital in 2025	100%
125	125/NQ- HDQT	08/07/2025	Approval of the supplementation of the 2025 Development Investment Plan and the contractor selection plan for the Package: Preparation of the Proposal Report for approval of the investment policy of the Da Nhim Hydropower Expansion Project (Phase 2)	100%
126	126/NQ- HDQT	11/07/2025	Approval of the issuance of the 2025 Plan for amendments, supplements, and the List of Internal Management Regulations of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
127	127/NQ- HDQT	11/07/2025	Approval of the value of term deposits at credit institutions for July 2025	100%
128	128/NQ- HDQT	14/07/2025	Approval of the E-Bidding Documents for the Package: Supply of AC-DC System 2: 220VDC Charger for the Da Nhim Hydropower Plant Expansion	100%
129	129/NQ- HDQT	14/07/2025	Approval of the E-Bidding Documents for the Package: Supply of dam settlement gauges and groundwater level measurement system	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
130	130/NQ-HDQT	14/07/2025	Approval of the E-Bidding Documents for the Package: Supply of Pneumatically-driven hydraulic pump	100%
131	131/NQ-HDQT	15/07/2025	Approval of the E-Bidding Documents for Package 08MSHH-KHCB-2025: Equipment of Canoe	100%
132	132/NQ-HDQT	15/07/2025	Approval of the E-Bidding Documents for Package 06MSHH-KHCB-2025: Equipment of 5-ton truck with crane	100%
133	133/NQ-HDQT	15/07/2025	Approval of the E-Bidding Documents for Package 05MSHH-KHCB-2025: Equipment of 5-Ton Truck	100%
134	134/NQ-HDQT	15/07/2025	Approval of the E-Bidding Documents for Package 07MSHH-KHCB-2025: Equipment of 16-seat minibus	100%
135	135/NQ-HDQT	17/07/2025	Board of Directors Meeting - Q3/2025 session	100%
136	136/NQ-HDQT	21/07/2025	Approval of the application of internal management regulations issued by Power Generation Corporation 1 related to administration, management, labor, audit supervision, and inspection at Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
137	137/NQ-HDQT	21/07/2025	Approval of the application of internal management regulations issued by Power Generation Corporation 1 related to production and business and investment at Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
138	138/QD-HDQT	21/07/2025	Announcement of the application of internal management regulations issued by Power Generation Corporation 1 related to administration, management, labor, audit supervision, and inspection at Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
139	139/QD-HDQT	21/07/2025	Announcement of the application of internal management regulations issued by Power Generation Corporation 1 related to production	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			and business and investment at Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	
140	140/NQ-HDQT	23/07/2025	Approval of the consultancy task for survey, design, and cost estimation for the “Displacement monitoring and phreatic line system in the dam body of the Da Nhim Hydropower project”.	100%
141	141/NQ-HDQT	25/07/2025	Approval of the Economic-Technical Investment Report for the “High-pressure air compressor” at the Da Nhim Hydropower Plant.	100%
142	142/NQ-HDQT	28/07/2025	Approval of the Contractor Selection Plan for procurement using basic depreciation funds for 2025 - Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company (Phase 3)	100%
143	143/NQ-HDQT	30/07/2025	Approval of the Technical Plan and Cost Estimation for major repairs of fixed assets in 2025, construction project list, item "Bao Loc operation and maintenance house - House M"	100%
144	144/NQ-HDQT	01/08/2025	Approval of the Technical Plan and Cost Estimation for major repairs of fixed assets in 2025, construction project list, item "Company office at Bao Loc - TTDVSC Office Building"	100%
145	145/NQ-HDQT	04/08/2025	Utilization of production and business funds for the Package on preparation of the Proposal Report for approval of the investment policy under the Da Nhim Hydropower Expansion Project (Phase 2).	100%
146	146/NQ-HDQT	04/08/2025	Approval of the cost estimation for Package No. 10MSHH-SCL-2025: Supply of materials and equipment for the fire alarm and firefighting system at Da Mi H1 and H2.	100%
147	147/NQ-HDQT	08/08/2025	Approval of the issuance of Regulations on personnel management in Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company.	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
148	148/QD- HDQT	08/08/2025	Issuance of Regulations on personnel management in Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company.	100%
149	149/NQ- HDQT	08/08/2025	Approval of the Economic–Technical Investment Report for the “Workshop at Da Mi Hydropower Plant”, under the 2025 investment plan.	100%
150	150/NQ- HDQT	08/08/2025	Approval of the Contractor Selection Plan for major repairs of fixed assets in 2025 (Phase 3) – Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%
151	151/NQ- HDQT	09/08/2025	Approval of the E-Bidding Documents for Package No. 14XL-SCL-2025: Bao Loc Operation, Repair, and Maintenance House – House M	100%
152	152/NQ- HDQT	09/08/2025	Approval of the E-Bidding Documents for Package No. 13XL-SCL-2025: Company Office at Bao Loc – Repair Service Center Office	100%
153	153/NQ- HDQT	12/08/2025	Approval of the E-Bidding Documents and adjustment of the commencement time for the contractor selection process for Package No. 10MSHH-SCL-2025: Supply of materials and equipment for the fire alarm and firefighting system for generators H1 and H2 at Da Mi	100%
154	154/NQ- HDQT	13/08/2025	Approval of the value of term deposits at credit institutions for August 2025	100%
155	155/NQ- HDQT	14/08/2025	Approval of the cost estimate for Package No. 13MSHH-KHCB-2025: Supply of tools and laboratory equipment	100%
156	156/NQ- HDQT	14/08/2025	Approval of the cost estimate for Package No. 14MSHH-KHCB-2025: Supply of high-pressure air compressors for Da Nhim Hydropower Plant	100%
157	157/NQ- HDQT	14/08/2025	Approval of the policy for direct signing of a contract for the Provision of convalescence and work rehabilitation services in 2025 for	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			Employees of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	
158	158/NQ-HDQT	15/08/2025	Approval of the policy for direct signing of a contract for the Package: Annual health check-up for Employees of the Company in 2025	100%
159	159/NQ-HDQT	19/08/2025	Approval of the Contractor Selection Plan for procurement using basic depreciation funds in 2025, item: Displacement monitoring and phreatic line system in the dam body of the Da Nhim Hydropower project	100%
160	160/NQ-HDQT	21/08/2025	Approval of the Economic–Technical Investment Report for the automatic fire alarm and firefighting system at Da Mi Hydropower Plant	100%
161	161/NQ-HDQT	21/08/2025	Approval of the economic-technical investment report for the replacement and additional installation of the automatic fire alarm and firefighting system at Da Mi Solar Power Plant	100%
162	162/NQ-HDQT	21/08/2025	Approval of the Cost Estimate for Package No. 12MSHH-KHCB-2025: Supply of thermal imaging cameras	100%
163	163/NQ-HDQT	21/08/2025	Approval of the economic-technical investment report for the automatic fire alarm and firefighting system at Ham Thuan Hydropower Plant	100%
164	164/NQ-HDQT	22/08/2025	Approval of the economic-technical investment report for the automatic firefighting system for MBA T1 at Da Mi Solar Power Plant	100%
165	165/NQ-HDQT	25/08/2025	Approval of the E-Bidding Documents for Package No. 13MSHH-KHCB-2025: Supply of tools and laboratory equipment	100%
166	166/NQ-HDQT	25/08/2025	Approval of the 2025 Personnel Deployment Plan	100%
167	167/NQ-HDQT	28/08/2025	Approval of the Contractor Selection Plan (Phase 4) for procurement using basic depreciation funds in 2025 of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
168	168/NQ- HDQT	29/08/2025	Approval of the value of term deposits at credit institutions for August 2025 (second instance)	100%
169	169/NQ- HDQT	04/09/2025	Approval of the Cost Estimate for Package No. 11MSHH-KHCB-2025: Upgrade, replacement, and procurement of new IT equipment to ensure infrastructure for digital transformation for the 2022–2025 period	100%
170	170/NQ- HDQT	04/09/2025	Approval of the E-Bidding Documents for Package No. 14MSHH-KHCB-2025: Supply of high-pressure air compressors	100%
171	171/NQ- HDQT	04/09/2025	Approval of the E-Bidding Documents for Package No. 12MSHH-KHCB-2025: Supply of thermal imaging cameras	100%
172	172/NQ- HDQT	04/09/2025	Approval of the Cost Estimate for Package No. 16MSHH-KHCB-2025: Supply and installation of firefighting system for Ham Thuan, Da Mi Hydropower Plants, and Da Mi Solar Power Plant	100%
173	173/NQ- HDQT	10/09/2025	Approval of the utilization of the production and business funds to support localities in 2025	100%
174	174/NQ- HDQT	10/09/2025	Approval of the list of major repairs of fixed assets for 2026	100%
175	175/NQ- HDQT	10/09/2025	Approval of the E-Bidding Documents for Package No. 16MSHH-KHCB-2025: Supply and installation of firefighting system for Ham Thuan, Da Mi Hydropower Plants, and Da Mi Solar Power Plant	100%
176	176/NQ- HDQT	10/09/2025	Approval of the policy to hire consulting experts	100%
177	177/NQ- HDQT	15/09/2025	Approval of the adjustment and supplementation of the personnel structure of Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
178	178/NQ- HDQT	18/09/2025	Approval of the Contractor Selection Plan for procurement using basic depreciation funds in 2025, Item: Workshop at Da Mi Hydropower Plant	100%
179	179/NQ- HDQT	18/09/2025	Approval of the E-Bidding Documents for Package No. 01TV-KHCB-2025: Survey and preparation of the economic-technical report for the displacement monitoring system and the phreatic line within the dam body of the Da Nhim Hydropower Project	100%
180	180/NQ- HDQT	18/09/2025	Approval of the value of term deposits at credit institutions for September 2025	100%
181	181/NQ- HDQT	22/09/2025	Approval of the adjustment of the contractor selection method and E-Bidding Documents for Package 07MSHH-KHCB-2025: Procurement of a 16-seat minibus	100%
182	182/NQ- HDQT	23/09/2025	Approval of the contractor selection results for Package No. 14XL-SCL-2025: Bao Loc operation and maintenance house - House M	100%
183	183/NQ- HDQT	28/09/2025	Approval of the Technical Plan and cost estimate for major repairs of fixed assets in 2026, category: Unit H1 at Da Mi Hydropower Plant, item: Unit H1 at Da Mi Hydropower Plant	100%
184	184/NQ- HDQT	28/09/2025	Approval of the Technical Plan and cost estimate for major repairs of fixed assets in 2026, category: Unit H4 at Da Nhim Hydropower Plant, item: Unit H4 at Da Nhim Hydropower Plant	100%
185	185/NQ- HDQT	28/09/2025	Approval of the technical plan and cost estimate for major repairs of fixed assets in 2026, category: Hydraulic equipment; item: Pressure pipe No. 2 at Da Nhim Hydropower Plant	100%
186	186/NQ- HDQT	01/10/2025	Approval of the contractor selection results for Package No. 13XL-SCL-2025: Company office at Bao Loc - Central Service Repair Office	100%
187	187/NQ- HDQT	01/10/2025	Approval of the E-Bidding Documents and cost estimate for Package No.	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			01XL-KHCB-2025: Construction of Workshop at Da Mi Hydropower Plant	
188	188/NQ-HDQT	02/10/2025	Approval of draft Appendix No. 01 of Contract No. 171/2025/HD-TDDHD-TNDMN dated February 21, 2025, concerning: "Periodic inspection and maintenance of equipment in the electricity metering system for 2025"	100%
189	189/NQ-HDQT	09/10/2025	Approval of the plan for personnel transfer and appointment for 2025	100%
190	190/NQ-HDQT	09/10/2025	Approval of the E-Bidding Documents for Package No. 11MSHH-KHCB-2025: Upgrade, replacement, and new equipment for IT infrastructure to support digital transformation for the 2022-2025 period	100%
191	191/NQ-HDQT	09/10/2025	Approval of the E-Bidding Documents for Package No. 06MSHH-KHCB-2025: Procurement of 5-ton truck with crane	100%
192	192/NQ-HDQT	09/10/2025	Approval of the extension of payment guarantee for the 19th installment of Contract No. 222/TDDHD-NK&PECC3&NKV dated July 08, 2015: Construction supervision for the Expansion Project of Da Nhim Hydropower Plant	100%
193	193/NQ-HDQT	13/10/2025	Approval of the Cost Estimate for Package No. 15TV-KHCB-2025: Audit of final settlement of fixed asset procurement for 2024	100%
194	194/QD-HDQT	13/10/2025	Regarding the transfer and appointment of personnel	100%
195	195/NQ-HDQT	15/10/2025	Board of Directors Meeting – Q4/2025 session	100%
196	196/NQ-HDQT	15/10/2025	Approval of the List of Packages using production and business capital for 2026 to be implemented in Q4/2025	100%
197	197/NQ-HDQT	20/10/2025	Approval of the Cost Estimate for Package No. 33TVSXKD-2025: Consultancy for assessment of equipment condition at the 230/110kv	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			distribution station of Da Nhim Hydropower Plant	
198	198/NQ-HDQT	20/10/2025	Approval of the policy for Power Generation Corporation 1 to use energy land and water surfaces of hydropower reservoirs managed by the Company for investment in solar power plants and other power projects (if any)	100%
199	199/NQ-HDQT	23/10/2025	Approval of the value of term deposits at credit institutions for October 2025	100%
200	200/NQ-HDQT	27/10/2025	Approval of the adjustment to the commencement time for contractor selection of certain packages under the 2025 basic depreciation capital procurement plan - Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company (Phase 3)	100%
201	201/NQ-HDQT	28/10/2025	Approval of the Cost Estimate for the package: Provision of mandatory fire and explosion insurance services for Da Mi Solar Power Plant for 2026 - 2028	100%
202	202/NQ-HDQT	28/10/2025	Approval of the Cost Estimate for the package: Provision of mandatory fire and explosion insurance services for 2026 - 2028	100%
203	203/NQ-HDQT	30/10/2025	Approval of the personnel plan for the appointment of the Chief Accountant of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
204	204/NQ-HDQT	30/10/2025	Approval of the E-Bidding Documents for Package No. 15TV-KHCB-2025: Audit of final settlement of fixed asset procurement items for 2024	100%
205	205/NQ-HDQT	30/10/2025	Approval of the consolidation of the Steering Committee for the implementation of scientific, technological development, innovation, and digital transformation of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
206	206/NQ- HDQT	30/10/2025	Approval of the technical plan and cost estimate for major repairs of fixed assets in 2026, category: Hydraulic equipment, item: Pressure pipe No. 2 of Song Pha Hydropower Plant	100%
207	207/NQ- HDQT	31/10/2025	Consolidation of the Steering Committee for the implementation of scientific, technological development, innovation, and digital transformation of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
208	208/NQ- HDQT	04/11/2025	Approval of the policy for the procurement of battery system No. 01 for Da Nhim Hydropower Plant	100%
209	209/NQ- HDQT	05/11/2025	Approval of the preliminary execution of certain tasks under the 2026 production and business plan; cost support for compensation and site clearance for the Loi Hai 2 Wind Power Plant project, Phu Lac Wind Power Plant Phase 2, and the audit report on the final settlement of the completed Phu Lac Wind Power Plant Phase 2 project of Thuan Binh Wind Power Joint Stock Company	100%
210	210/NQ- HDQT	05/11/2025	Approval of the estimated production and business performance for 2025 and the 2026 production and business plan of Thuan Binh Wind Power Joint Stock Company	100%
211	211/NQ- HDQT	07/11/2025	Approval of the E-Bidding Documents for Package 07MSHH-KHCB-2025: Procurement of a 16-seat minibus	100%
212	212/NQ- HDQT	10/11/2025	Approval of the Contractor Selection Results for Package 01XL-KHCB-2025: Construction of the Workshop at Da Mi Hydropower Plant	100%
213	213/NQ- HDQT	10/11/2025	Approval of the Reappointment of Personnel	100%
214	214/NQ- HDQT	12/11/2025	Approval of the value of term deposits at credit institutions for November 2025	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
215	215/NQ- HDQT	13/11/2025	Approval of the production and business - investment plan for 2026 of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
216	216/NQ- HDQT	14/11/2025	Approval of the consolidation of the Corporate Governance Officer, Company Secretary, and Secretariat Team under the Board of Directors	100%
217	217/NQ- HDQT	14/11/2025	Approval of the E-Bidding Documents for the Package providing mandatory fire and explosion insurance services for Da Mi Solar Power Plant for 2026–2028	100%
218	218/NQ- HDQT	14/11/2025	Approval of the E-Bidding Documents for the Package providing mandatory fire and explosion insurance services for 2026–2028	100%
219	219/NQ- HDQT	17/11/2025	Approval of the results of the 2025 emulation and commendation review for positions appointed and approved by the Board of Directors of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
220	220/QD- HDQT	18/11/2025	Termination of the duties of the Corporate Governance Officer and Company Secretary	100%
221	221/QD- HDQT	18/11/2025	Appointment of the Corporate Governance Officer and Company Secretary	100%
222	222/QD- HDQT	18/11/2025	Consolidation of the Secretariat Team under the Board of Directors of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
223	223/NQ- HDQT	18/11/2025	Approval of the value of term deposits at credit institutions for November 2025 (second instance)	100%
224	224/NQ- HDQT	27/11/2025	Approval of the adjustment of the Cost Estimate for Package 33TVSXKD-2025: Consultancy for the assessment of equipment condition at the 230/110kv distribution station of Da Nhim Hydropower Plant	100%
225	225/NQ- HDQT	27/11/2025	Approval of the Cost Estimate for the Landscape Cleaning and Maintenance	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
			Package for areas managed by Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company in 2026	
226	226/NQ-HDQT	03/12/2025	Approval of the investment policy for the Da Nhim Hydropower Plant Expansion Project (Phase 2)	100%
227	227/NQ-HDQT	05/12/2025	Approval of the value of term deposits at credit institutions for December 2025	100%
228	228/QD-HDQT	09/12/2025	Regarding the appointment of the Chief Accountant of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
229	229/NQ-HDQT	10/12/2025	Approval of the policy on reappointment of personnel	100%
230	230/NQ-HDQT	10/12/2025	Approval of Amendments and Supplements to the Technical Plan and Cost Estimate for major repairs of fixed assets in 2025, Category: Construction works, Item: Bao Loc operation and maintenance house – House M	100%
231	231/NQ-HDQT	10/12/2025	Approval of the Contractor Selection Plan (phase 1) for major repairs of fixed assets in 2026 for Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
232	232/NQ-HDQT	11/12/2025	Approval of amendments and supplements, issuance of Regulations on personnel work in Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
233	624/QD-TDDHD	12/12/2025	Regarding the issuance of Regulations on personnel work in Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
234	233/NQ-HDQT	12/12/2025	Approval of the Contractor Selection Results for Package No. 11MSHH-KHCB-2025: Upgrade, replacement, and new equipment for IT infrastructure to support digital transformation for the 2022-2025 period	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
235	234/NQ- HDQT	15/12/2025	Approval of the production and business plan for 2026 of Ha Song Pha Hydropower Joint Stock Company	100%
236	235/NQ- HDQT	20/12/2025	Approval of amendments and supplements to the Internal Expenditure Management Regulations of Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
237	236/NQ- HDQT	23/12/2025	Approval of the value of term deposits at credit institutions for December 2025 (second instance)	100%
238	237/NQ- HDQT	24/12/2025	Regarding the payment of interim dividends for 2025 in cash	100%
239	238/NQ- HDQT	24/12/2025	Approval of amendments and supplements to the technical plan and cost estimates for major repairs of fixed assets in 2025. Category: Construction works. Item: Company office in Bao Loc - Central Service Office Building	100%
240	239/NQ- HDQT	25/12/2025	Regarding the implementation of the social welfare program to support the people of the communes in Lam Dong Province in overcoming the consequences of floods	100%
241	240/NQ- HDQT	30/12/2025	Regarding the approval of the policy, plan for the transfer, appointment, and reappointment of personnel within Da Nhim - Ham Thuan - Da Mi Hydropower Joint Stock Company	100%
242	241/NQ- HDQT	31/12/2025	Approval of the personnel appointment plan	100%

III. SUPERVISORY BOARD

1. Information about members of the Supervisory Board ("SB")

No.	Members of the Supervisory Board	Position	The date of becoming/ceasing to be a member of the Supervisory Board	Qualifications
1	Ms. Dinh Hai Ninh	Head of the Board	27/04/2023 (Starting date as a member of the SB)	Bachelor of Economics

2	Mr. Pham Viet Ky	Member	30/06/2021 (Starting date as a member of the SB)	Electrical Engineer
3	Mr. Dang Van Minh	Member	25/05/2022 (Starting date as a member of the SB)	Electrical Engineer

2. Meetings of Supervisory Board

No.	Members of Supervisory Board	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Dinh Hai Ninh	4/4	100%	100%	
2	Mr. Pham Viet Ky	4/4	100%	100%	
3	Mr. Dang Van Minh	4/4	100%	100%	

3. Supervisory activities of the Supervisory Board, Board of Management, and Shareholders

The Supervisory Board performs its supervisory function over the management and operations of the BOD, the General Director, and the Company's production and business activities by attending and providing feedback at BOD meetings; supervising the process of collecting written opinions from the BOD members and approving the Company's quarterly and annual financial reports.

The main activities of the Supervisory Board at the Board of Directors meetings include:

a) Assessing the management effectiveness and performance of the BOD, the General Director, and the Company's production and business situation through financial statements and periodic reports of the BOD and the General Director.

b) Conducting regular and periodic inspections at Da Nhim – Ham Thuan – Da Mi Hydropower Joint Stock Company.

4. The coordination between the Supervisory Board and the activities of the Board of Directors, Board of Management, and other management personnel

The Supervisory Board has proactively discussed and agreed with the Board of Directors on the inspection and supervision plans and coordinated with the Board of Management during the implementation of inspection and supervisory activities.

The Board of Directors has provided the Supervisory Board with all necessary Resolutions and Decisions to facilitate their inspection work.

The Board of Management created favorable conditions for the Supervisory Board to collect information and documents related to the Company's production and business operations.

5. Other activities of the Supervisory Board (If any)

None

IV. BOARD OF MANAGEMENT

No.	Members of the Board of Management	Date of birth	Qualifications	The date of becoming/ceasing to be a member of the Board of Management
1	Mr. Dang Van Cuong	08/06/1967	Electrical and Power Supply Engineer	06/07/2022 (First appointment)
2	Mr. Do Minh Loc	20/06/1975	Master of Electrical Engineering	19/01/2022 (Reappointment)
3	Mr. Nguyen Dinh Chien	17/08/1974	Master of Energy	01/01/2023 (Reappointment)

V. CHIEF ACCOUNTANT

Name	Date of birth	Qualifications	Date of appointment/dismissal
Ms. Pham Thi Hong Ha	20/03/1977	Master of Business Administration	Termination date of employment contract: 16/03/2025
Mr. Le Xuan Phong	22/08/1979	Bachelor of Economics	- Date of appointment as Company Accounting Officer: 16/03/2025 - Date of Dismissal: 16/10/2025
Mr. Ngo The Long	05/12/1980	Bachelor of Economics	- Date of appointment as Company Accounting Officer: 16/10/2025 - Date of appointment as Chief Accountant: 09/12/2025

VI. TRAINING COURSES ON CORPORATE GOVERNANCE

In 2025, members of the Board of Directors, Supervisory Board, Board of Management, Chief Accountant, Corporate Governance Officer, and Company Secretary

were facilitated to participate in short-term training programs relevant to their professional expertise at the Company.

VII. LIST OF RELATED PERSONS OF THE COMPANY IN 2025 AND TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PERSONS

1. The list of related persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
1	Le Van Quang		Chairman of the BOD			25/05/2022			
1.1	Le Dinh Ho								Father
1.2	Nguyen Thi Anh								Mother
1.3	Le Thi Thuy								Wife
1.4	Le Hoang Yen Nhi								Daughter
1.5	Le Hoang Mai Phuong								Daughter
1.6	Le Van Trieu								Older brother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
1.7	Cao Thi Tra								Older sister-in-law
1.8	Le Van Hung								Older brother
1.9	Mac Thi Hoa								Older sister-in-law
1.10	Le Van Tin								Older brother
1.11	Nguyen Thi Xuan Trang								Older sister-in-law
1.12	Le Van Tam								Younger brother
1.13	Do Hoai Nhu Thuy								Younger sister-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
1.14	Huynh Thi Nghi								Mother-in-law
2	Dang Van Cuong		BOD member - General Director			28/02/2022			
2.1	Do Thi Hieu Tam								Wife
2.2	Dang Ngoc Duy								Son
2.3	Dang Phuc Chau								Daughter
2.4	Dang Thi Lien								Older sister
2.5	Dang Thi Kim Anh								Older sister

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
2.6	Dang Thi Thu Huong								Older sister
2.7	Dang Thi Thu Hong								Older sister
2.8	Dang Thi Thu Ha								Older sister
2.9	Dang Thi Thu Hue								Older sister
2.10	Dang Thi Thu Hang								Younger sister
2.11	Phan Tan Luong								Younger brother-in-law
2.12	Dang Thi Thu Huynh								Younger sister
2.13	Dang Thi Thu Hieu								Younger sister

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
2.14	Chau Vinh Thanh								Younger brother-in-law
2.15	Dang Thi Thu Thao								Younger sister
2.16	Do Pho								Father-in-law
2.17	Nguyen Thi Chieu								Mother-in-law
3	Do Minh Loc		BOD member - Deputy General Director			19/01/2022			
3.1	Do Minh Phuc								Father

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
3.2	Nguyen Thi Diem								Mother
3.3	Do Quynh Chau								Daughter
3.4	Do Minh Quan								Son
3.5	Do Thi My Anh								Older sister
3.6	Do Thi My Ngoc								Younger sister
3.7	Nguyen Xuan Tuong								Younger brother-in-law
3.8	Do Thi My Duong								Younger sister
3.9	Nguyen Xuan Tuong								Younger brother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
3.10	Do Thi Tuyet Minh								Younger sister
3.11	Do Thi My Phuong								Younger sister
3.12	Nguyen Thanh Huy								Younger brother-in-law
3.13	Do Minh Hai								Younger brother
4	Nguyen Dinh Chien		Deputy General Director			01/01/2018			
4.1	Nguyen Ai Quyet								Father
4.2	Nguyen Thi Minh Hue								Mother

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4.3	Ho Thi Kim Nga								Wife
4.4	Nguyen Ho Trinh								Son
4.5	Nguyen Ho Thuy Tien								Daughter
4.6	Nguyen Quoc Thanh								Younger brother
4.7	Nguyen Thi Mai Huong								Younger sister
4.8	Nguyen Thi Lien Huong								Younger sister
4.9	Tran Thi Thanh								Mother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
5	Ngo The Long		Chief Accountant			09/12/2025			
5.1	Ngo Van Nien								Father
5.2	Phan Thi Que								Mother
5.3	Truong Phan Thuy Tu								Wife
5.4	Ngo Anh Khoa								Son
5.5	Ngo The Vinh								Son
5.6	Ngo Minh Khang								Son

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5.7	Ngo Ngoc Tuan								Older brother
5.8	Tran Thuy Hong								Older sister-in-law
5.9	Ngo Thi Hong Xuan								Older sister
5.10	Bien Van Tri								Older brother-in-law
5.11	Ngo Thanh Nam								Older brother
5.12	Ngo Thi Hong Diem								Older sister-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
5.13	Truong Van Thanh								Father-in-law
5.14	Phan Thi Huong								Mother-in-law
6	Dinh Hai Ninh		Head of SB			27/04/2023			
6.1	Nguyen Xuan Hanh								Husband
6.2	Nguyen Thi Hong Nhung								Daughter
6.3	Nguyen Thanh Hung								Son

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
6.4	Pham Thi Giu								Mother
6.5	Nguyen Van Anh								Father-in-law
6.6	Dinh Hai Yen								Younger brother
6.7	Dinh Van Hai								Younger brother
6.8	Nguyen Hong Son								Younger brother-in-law
7	Dang Van Minh		SB member			25/05/2022			
7.1	Dang Thanh Cong								Father

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7.2	Ho Thi Thuy								Mother
7.3	Dang Thi Thanh Tam								Younger sister
7.4	Phan Thi Thuy								Wife
7.5	Dang Thi Minh Phuong								Daughter
7.6	Dang Minh Duc								Son
7.7	Phan Van Binh								Father-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
7.8	Cao Thi Thanh								Mother-in-law
8	Pham Viet Ky		SB member			30/06/2021			
8.1	Pham Ngoc Khuong								Father
8.2	Nguyen Thi Dai								Mother
8.3	Tran Nhu Phu								Father-in-law
8.4	Le Thi Kim Yen								Mother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
8.5	Tran Thi Bich Lieu								Wife
8.6	Pham Thi Quynh Nhu								Daughter
8.7	Pham Thi Tu Quyen								Daughter
8.8	Pham Thi Van								Older sister
8.9	Tran Van Tu								Older brother-in-law
8.10	Pham Thi Nam								Older sister

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8.11	Doan Quang Dung								Older brother-in-law
8.12	Pham Viet Phu								Older brother
8.13	Nguyen Thi Hien								Older sister-in-law
8.14	Pham Viet Lan								Younger brother
8.15	Pham Viet Chinh								Younger brother
8.16	Nguyen Thi Lap								Younger sister-in-law
9	Trinh Quang Tien Phuoc		Authorized person to disclose information			29/5/2018			

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9.1	Trinh Quang Hy								Father
9.2	Truong Thi Thoi								Mother
9.3	Trinh Kim Phuong								Wife
9.4	Trinh Phan Tuan								Father-in-law
9.5	Nguyen Thi Tho								Mother-in-law
9.6	Trinh Quang Phuoc Anh								Son
9.7	Trinh Quang Phuoc An								Son

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
9.8	Trinh Tien Loc								Older brother
9.9	Pham Thi Hong Ha								Older sister-in-law
9.10	Trinh Thi Hoang Oanh								Older sister
9.11	Nguyen Cong Thuy								Older brother-in-law
10	Ngo Xuan Tinh		Company Secretary cum Company Governance Office			18/11/2025			
10.1	Ngo Thanh Tung								Father

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
10.2	Luu Thi Hong								Mother
10.3	Dang Thi Anh Dao								Wife
10.4	Ngo Dang Tra My								Daughter
10.5	Ngo Khoi Nguyen								Son
10.6	Ngo Van Tien								Older brother
10.7	Bui Thi Nga								Older sister-in-law
10.8	Ngo Thi Minh Tuyet								Older sister

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10.9	Nguyen Thai Su								Older brother-in-law
10.10	Ngo Sy Nhan								Younger brother
10.11	Luong Thi Bich Thuan								Younger sister-in-law
10.12	Ngo Thi Dan								Younger sister
10.13	Nguyen Van Cu								Younger brother-in-law
10.14	Ngo Thi Thoa								Younger sister

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen ID No.	Head Office address/contact address	Starting date of being a related person	Ending date of being a related person	Reasons	Relationship with the Company
10.15	Phan Thanh Suong								Younger brother-in-law

2. Transactions between the Company and its related persons; or between the Company and its major shareholders, insiders and related persons of insiders

Contracts between the Company and its Subsidiary, Ha Song Pha Hydropower Joint Stock Company:

- Contract for providing personnel to operate the Ha Song Pha 2 Hydropower Plant in 2025, with an after-tax value of VND 959,575,680.
- Contract for the inspection, maintenance, and repair of Unit H1 at Ha Song Pha 1 Hydropower Plant in 2025, with an after-tax value of VND 268,410,521.
- Contract for the inspection, maintenance, and repair of Unit H4 at Ha Song Pha 2 Hydropower Plant for 2025, with an after-tax value of VND 311,577,111.

3. Transaction between insiders of the Company, related persons of insiders and the Company's subsidiaries in which the Company takes controlling power

No transactions occurred.

4. Transactions between the Company and other parties

- Transactions between the Company and any company in which members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers have been or are currently founding members or members of the Board of Directors, or hold the position of General Director within the past three (03) years (as of the reporting date): No transactions occurred.

- Transactions between the Company and any company where related persons of members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers hold positions as members of the Board of Directors or General Director: None.

- 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 Supervisory Board, the General Director, or other managers: None

VIII. STOCK TRANSACTIONS OF INSIDERS AND RELATED PERSONS OF INSIDERS

No transactions occurred.

IX. OTHER SIGNIFICANT ISSUES

None./.

Recipients:

- As above;
- BOD;
- SB;
- F&A Dept;
- Archived: Files, Labor Relations Dept.

**O/B. OF THE BOARD OF DIRECTORS
CHAIRMAN**



Le Van Quang