

**CÔNG TY CỔ PHẦN
ĐIỆN GIA LAI
GIA LAI ELECTRICITY
JOINT STOCK COMPANY**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Số: 1 /2025/CBTT-GEC
No: 1 /2025/CBTT-GEC

TP.HCM, ngày 21 tháng 1 năm 2025
HCMC, January 21, 2025

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE**

Kính gửi/ To: - Ủy ban Chứng khoán Nhà nước/ *State Securities Commission of Vietnam*
- Sở Giao dịch Chứng khoán Việt Nam/ *Vietnam Exchange*
- Sở Giao dịch Chứng khoán TP HCM/ *Hochiminh Stock Exchange*
- Sở Giao dịch Chứng khoán Hà Nội/ *Hanoi Stock Exchange*

1. Tên tổ chức: CÔNG TY CỔ PHẦN ĐIỆN GIA LAI

- Name of organization: **GIA LAI ELECTRICITY JOINT STOCK COMPANY**
- Mã chứng khoán/Stock code: GEG
- Mã trái phiếu/Bond code: GEG121022/GEG121022
- Địa chỉ: 114 Trường Chinh, TP. Pleiku, Gia Lai
Address: 114 Truong Chinh Street, Pleiku City, Gia Lai Province
- Điện thoại liên hệ/Tel: (+84) 269 382 3604 Fax: (+84) 269 382 6365
- E-mail: ir.dir@geccom.vn

2. Các nội dung thông tin công bố/Contents of disclosure:

- Báo cáo tình hình Quản trị Công ty năm 2024/ *Corporate Governance Report Year 2024*

3. Các Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 21/1/2025 tại đường dẫn <http://geccom.vn> mục Quan hệ Cổ đông - Báo cáo Quản trị - 2024/ This information has been published on January 21, 2025, on the <http://geccom.vn> website, under Investor Relations -Corporate Governance Report - 2024 section.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

**NGƯỜI THỰC HIỆN CÔNG BỐ THÔNG TIN/
PERSON AUTHORIZED TO DISCLOSE INFORMATION**



PHẠM THÀNH TUẤN ANH

No.: 27/2025/BC-GEC

Gia Lai, date 21 month 01 year 2025

**CORPORATE GOVERNANCE REPORT
YEAR 2024**

**To: - State Securities Commission
- Ho Chi Minh City Stock Exchange
- Hanoi Stock Exchange**

- Company name: **GIA LAI ELECTRICITY JOINT STOCK COMPANY**
- Head office address: 114 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai
- Tel: 0269 382 3604 Fax: 0269 382 6365 Email: vpct@geccom.vn
- Charter capital: 4,225,083,710,000 VND (Four thousand two hundred and twentyfive billion, eighty three million, seven hundred and ten thousand VND)
- Stock code: GEG
- Corporate governance model:
 - + General Meeting of Shareholders, Board of Directors, CEO and Audit Committee under the Board of Directors.
- On the performance of the Internal Audit function: Performed

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of Written Opinions):

STT	Number of Resolutions/ Decide	Day	Content
1	01/2024/NQ-DHDCD	25/06/2024	<ul style="list-style-type: none">- 2023 BOD Performance report and 2024 Orientation- Report of the Independent BOD Members in 2023 and 2024 Plan- 2023 Audit Committee Activity report and 2024 Plan- Business performance report 2023 and 2024 Business plan.
2	02/2024/NQ-DHDCD	25/06/2024	<ul style="list-style-type: none">- Through Audited 2023 Financial Statements
3	03/2024/NQ-DHDCD	25/06/2024	<ul style="list-style-type: none">- Through the Selection of the Financial Statement Audit Unit 2024

4	04/2024/NQ-DHDCD	25/06/2024	- Adoption of the Fund distribution and Dividend payment plan for 2023
5	05/2024/NQ-DHDCD	25/06/2024	- Approving of the Stock Dividend payment plan for 2023 to the Existing Shareholders
6	06/2024/NQ-DHDCD	25/06/2024	- Approving of the dividend payment in 2024 for Shareholders holding Convertible Dividend Preference Shares successfully issued under Resolution 16/2022/NQ-DHDCD dated October 12, 2022
7	07/2024/NQ-DHDCD	25/06/2024	- Approving of the Business plan and Profit distribution plan in 2024
8	08/2024/NQ-DHDCD	25/06/2024	- Approving of related issues of Related Party Transactions.
9	09/2024/NQ-DHDCD	25/06/2024	- Approving of the Remuneration and Estimated Operating Expenses of the Board of Directors and its Subordinate Departments in 2024

II. Board of Directors (Report 2024)

1. Information about Members of the Board of Directors (BOD)

No.	BOD Member	Position (Independent/Non-executive)	Start/End Date as BOD Member	
			Appointment Date	Dismissal Date
1	Mr. Tan Xuan Hien	Chairman of the Board of Directors	26/03/2018 Reappointed: 12/6/2020	
2	Mr. Nguyen The Vinh	Independent Board Member of Directors	29/4/2021 Independent: 03/3/2022	
3	Mr. Simon Mark Wilson	Non-executive Board Member	8/12/2022	
4	Mr. Toshihiro Oki	Non-executive Board Member	8/12/2022	
5	Mr. Dang Huynh Anh Tuan	Non-executive Board Member	29/4/2021	
6	Ms. Nguyen Thuy Van	Independent Board Member of Directors Chairwoman of the Audit Committee	18/9/2018 Independent: 24/4/2023	
7	Ms. Pham Thi Khue	Independent Board Member	12/6/2020 Independent: 01/7/2020	

2. Board Meetings:

No.	Board Members	Number of BOD meetings attended	Attendance Rate	Reason for not attending
1	Mr. Tan Xuan Hien	4/4	100%	Online: Q2/2024
2	Mr. Dang Huynh Anh Tuan	4/4	100%	Online: Q4/2023; Q1,Q2,Q3/2024
3	Mr. Toshihiro Oki	4/4	100%	Online: Q2/2024
4	Mr. Simon Wilson	4/4	100%	Online: Q2,Q3/2024
5	Ms. Nguyen Thuy Van	4/4	100%	Online: Q2/2024
6	Mr. Nguyen The Vinh	0	0%	Authorization: Q4/2023; Q1,Q2,Q3/2024
7	Ms. Pham Thi Khue	2/4	50%	Authorization: Q4/2023; Q1/2024 Online: Q2,Q3/2024

3. Board of Directors' supervision of the Board of Managerments:

In 2024, in addition to regular and extraordinary meetings, the Board of Directors will regularly attend extended meetings with the Executive Board to promptly support and propose policies and guidelines to meet the Company's governance and operation. The supervision of the BOM activities includes:

- The BOM is headed by the Chief Executive Officer (CEO), 1 Permanent Deputy Chief Executive Officer, 1 Deputy Chief Executive Officer, Chief Finance Officer and Chief Accountant, Chief Operating Officer, Chief of Hydropower Division, Chief Western Regional Officer, Chief Laos Regional Officer. In 2024, the the BOM has closely coordinated with the Board of Directors to successfully organize the Annual General Meeting of Shareholders (AGM) for the fiscal year 2023 and implement the contents and tasks of the plan according to the Resolution of the Annual General Meeting of Shareholders for the fiscal year 2023, as well as the policies of the Board of Management.
- The BOM members have fully exercised their assigned rights and duties, effectively used and promoted the Company's capital, assets, labor and brand resources. The decisions of the BOM were issued in a valid, competent and timely manner
- On a monthly and quarterly basic, the Board of Directors evaluates the implementation of the BOM in accordance with the Board of Director Resolutions periodically and irregularly.
- In addition, the Board of Directors relies on the audit reports of the Audit Committee to evaluate the compliance of the Executive Board in the Company's ongoing operations.

4. Activities of the Subcommittees of the Board of Directors:

In 2024, the Committees under the Board of Directors all perform well, seriously and in accordance with the assigned job functions, specifically:

a) **Audit Committee:** Details in Section III

b) **Corporate Governance, Nomination, and Compensation Committee:**

The Corporate Governance, Nomination, and Compensation Committee ("the Committee") was established under Resolution No. 55/2022/NQ-HĐQT on December 7th, 2022, as a body directly under the Board of Directors (BOD). The Committee plays a vital role in advising the BOD on matters related to corporate governance, including the development of policies for appointments, compensation, and employee benefits.

Through its functions, the Committee ensures that policies are designed in alignment with the Company's development strategy while meeting the requirements of transparency, fairness, and motivation for staff. The Committee is an indispensable part of promoting effective governance and sustainable development for the Company.

Information about the Members of the Committee:

No.	Member Name	Position	Start/End Date	Qualifications
1	Mr. Tan Xuan Hien	President	13/9/2021	Bachelor of Economics
2	Ms. Nguyen Thuy Van	Member	13/9/2021	Master of Business Administration
3	Mr. Dang Huynh Anh Tuan	Member	13/9/2021	Bachelor of Economics

In 2024, the Corporate Governance, Nomination, and Compensation Committee successfully completed its assigned tasks with the following notable achievements:

- Finalized the criteria for evaluating the competencies of the Board of Directors (BOD) and Executive Management, ensuring alignment with the Company's strategic direction.
- Proposed performance-based compensation policies, strengthening the link between individual achievements and the Company's long-term goals.
- Advised the BOD on appointing key personnel, ensuring alignment with the Company's development requirements.
- Identified and presented a list of potential candidates to the BOD, meeting professional and experiential qualifications.
- Closely monitored remuneration plans, benefits, and HR policies to ensure transparency and fairness.
- Ensured compliance with corporate governance policies and the Code of Conduct throughout the Company.
- Completed the annual evaluation of the performance of the BOD, Executive Management, and Committees, and proposed improvements to enhance governance efficiency.
- Prepared a comprehensive annual report on compensation policies and activities, which formed an integral part of the Company's Annual Report.
- Collaborated with departments to disclose complete and transparent information to stakeholders.

In 2024, the Corporate Governance, Nomination, and Compensation Committee achieved significant results, contributing greatly to enhancing corporate governance efficiency, human resource development, and transparency in compensation policies. The Committee is committed to continuous improvement and effectively fulfilling its responsibilities, aiming for the sustainable development of the Company.

c) Investment Committee:

The Investment Committee operates under the Board of Directors (“BOD”) and was established under Resolution No. 06/2023/NQ-HĐQT on March 8th, 2023. The Committee is tasked with supporting and advising the BOD in carrying out tasks related to the Company's investment activities.

The Investment Committee is responsible for providing investment strategy advice, managing the investment portfolio, and evaluating the effectiveness of the Company's investment projects. It serves as a crucial governance mechanism to ensure that investment decisions are implemented efficiently, adhere to the Company's long-term strategy, and create sustainable value for the Company.

Information about the Members of the Investment Committee:

No.	Member Name	Position	Start/End Date	Qualifications
1	Mr. Tan Xuan Hien	President	08/3/2023	Bachelor of Economics
2	Mr Simon Mark Wilson	Vice Chairman	08/3/2023	Bachelor of Economics, Bachelor of Laws
3	Ms. Nguyen Thai Ha	Member	08/3/2023	Master of Development Economics
4	Mr. Nguyen Phong Phu	Member	08/3/2023	Bachelor of Economics
5	Mr Hiroshi Minamikawa	Member	08/3/2023	

In 2024, the Investment Committee successfully fulfilled its assigned tasks, making significant contributions to improving the efficiency of the Company's investment activities. Serving as an advisor and support to the BOD, the Committee effectively assessed and implemented new investment projects, optimized the existing investment portfolio, and maintained strict cost control during execution. Additionally, the risk management system was enhanced to ensure that all projects fully complied with legal regulations and internal standards. Transparent and timely monitoring and reporting ensured the progress and quality of the projects, maximizing benefits and laying a solid foundation for the Company's sustainable growth in the years to come.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision	Date	Resolution content	Approval rate
1	01/2024/NQ-HĐQT	07/02/2024	Establishment of the sub-committee to advise the Board relating for the deal M&A TPH and TTCE (M&A Subcommittee)	100%
2	02/2024/NQ-HĐQT	07/02/2024	Approval of the selection and signing of a service contract with the consulting firm - Ernst & Young Vietnam Co., Ltd (E&Y) to carry out the M&A consulting service in regard to TPH	100%

3	03/2024/NQ-HĐQT	07/02/2024	Approval of the selection and signing of a service contract with the consulting firm - Ernst & Young Vietnam Co., Ltd (E&Y) to carry out the M&A consulting service in regard to TTCE	100%
4	04/2024/NQ-HĐQT	16/02/2024	Approval of the short-term loan at Vietcombank Gia Lai	100%
5	05/2024/NQ-HĐQT	08/03/2024	Through the Business performance in Quarter IV and Full Year 2023; Key tasks in Quarter I/2024	100%
6	06/2024/NQ-HĐQT	08/03/2024	Convening the annual general meeting of shareholders for financial year 2023	100%
7	07/2024/NQ-HĐQT	08/03/2024	Approving the policy to sign contracts and conduct transactions with related parties	100%
8	08/2024/NQ-HĐQT	08/03/2024	Approving the Policy to acquire Truong Phu Hydropower Joint Stock Company (TPH)	100%
9	09/2024/NQ-HĐQT	08/4/2024	Approving the Extension of the time to hold the Annual General Meeting of Shareholders (AGM) in 2024	100%
10	10/2024/NQ-HĐQT	06/5/2024	Approving the overall restructuring plan for maturing TCBS bonds	100%
11	11/2024/NQ-HĐQT	06/5/2024	Approving the Policy to Release the Collateral of 9 million GHC Shares from the GEGB2124002 Bond Package and to Mortgage/Loan Borrowing/Debt Acknowledgment with Vietcombank	100%
12	12/2024/NQ-HĐQT	06/5/2024	Approval of bondholders related to the collateral of GEG121022 bond (Bond Code: GEG121022)	100%
13	13/2024/NQ-HĐQT	09/5/2024	Convening of the Annual General Meeting of Shareholders for the financial year 2023 (after extension)	100%
14	14/2024/NQ-HĐQT	21/5/2024	Approval of the issues have been agreed in the Board of Directors meeting for first quarter of 2024	100%
15	15/2024/NQ-HĐQT	30/5/2024	Approving the Overall Plan for Bond Issuance in 2024	100%
16	16/2024/NQ-HĐQT	30/5/2024	Approving the Private Placement of Bonds: Approving the Private Bond Issuance Plan by Gia Lai Electricity Joint Stock Company in 2024 (Tentative Bond Codes: GEGH249001 and GEGH249002) and Registration for Bond Trading on the Private Placement Corporate Bond Trading System at the Hanoi Stock Exchange	100%
17	17/2024/NQ-HĐQT	12/6/2024	Approving the Private Bond Issuance Plan (Tentative Bond Code: GEGH2427002)	100%
18	18/2024/NQ-HĐQT	21/6/2024	Approving adjustments to AGM documents for financial year 2023	100%
19	19/2024/NQ-HĐQT	10/7/2024	Selecting the Independent Audit Firm for the fiscal year 2024	100%
20	20/2024/NQ-HĐQT	26/07/2024	Implementation of the Stock Issuance Plan for 2023 Dividend Payment	100%

20A	20A/2024/NQ-HĐQT	16/09/2024	Increasing Charter Capital of Gia Lai Electricity JSC	100%
21	21/2024/NQ-HĐQT	17/09/2024	Through the BOM's Report at the Board of Directors Meeting for the Second Quarter of 2024.	100%
22	22/2024/NQ-HĐQT	17/09/2024	Approving the Short-Term Credit Limit at the Bank for Investment and Development of Vietnam (BIDV) – Gia Dinh Branch (renewal of the credit limit).	100%
23	23/2024/NQ-HĐQT	10/10/2024	Reappointment of Nguyen Thai Ha to the position of CEO	100%
24	24/2024/NQ-HĐQT	10/10/2024	Reappointment of Nguyen Phong Phu to the position of Deputy Chief Executive Officer	100%
25	25/2024/NQ-HĐQT	15/11/2024	Approval of the Payment of cash dividends for 2024 to Shareholder holding Convertible dividend preference shares	100%
26	26/2024/NQ-HĐQT	11/12/2024	Approval of the issues have been agreed in the Board of Directors meeting for Third Quarter of 2024	100%

III. The Audit Committee:

1. Information About the Audit Committee Members:

No	AC Member	Position	Term Start/End Date	Professional Qualification
1	Nguyen Thuy Van	President	18/09/2018 - Present	Master of Business Administration
2	Dang Huynh Anh Tuan	Member	13/09/2021 - Present	Bachelor of Tourism Management
3	Simon Mark Wilson	Member	08/03/2023 - Present	Bachelor of Economics; Bachelor of Law

2. Meetings of AC:

No	AC Member	Number of meetings attended	Attendance rate	Voting Rate	The causes of non-attendance
1	Nguyen Thuy Van	2/2	100%	100%	None
2	Dang Huynh Anh Tuan	2/2	100%	100%	None
3	Simon Mark Wilson	2/2	100%	100%	None

3. Supervisory Activities of the Audit Committee for the Board of Directors, Board of Management, and Shareholders:

The Audit Committee (AC) supervises the activities of the BOD through meetings, discussions, and the process of issuing resolutions. In 2024, the BOD held quarterly meetings as required to implement the resolutions of the General Meeting of Shareholders (AGM)

The AC monitors the compliance of BOM with BOD resolutions, as well as the delegation mechanisms between the BOD and the CEO.

The AC evaluates the issuance of resolutions and decisions by the BOD and CEO to ensure they fall within their authority and comply with applicable laws, the Company Charter, and internal regulations.

It oversees the accuracy and transparency of the Company's financial statements and official disclosures related to financial results.

The AC monitors transactions involving related parties under the approval authority of the BOD or AGM and provides recommendations for transactions that require such approval.

It supervises the exercise of shareholder rights during AGM meetings to ensure fairness and the protection of shareholders' legitimate rights and interests.

4. Coordination between the Audit Committee and the Activities of the Board of Directors, Board of Management, and Other Managers:

The AC ensures effective collaboration with members of the BOD and BOM while performing its duties, strictly adhering to legal regulations throughout its activities.

The BOD and BOM have consistently facilitated the AC's oversight activities by providing timely access to information and supporting the implementation of its planned activities. The BOM has directed relevant departments to address and rectify issues based on the AC's recommendations.

The AC has conducted multiple direct meetings with the General Director to stay informed about the progress and outcomes of the Company's business operations during various periods.

The AC regularly reports its oversight findings and recommendations to the BOD.

5. Other Activities of the Audit Committee

Maintain and enhance the effectiveness and efficiency of the Company's internal control and risk management systems.

Monitor and assess the independence and objectivity of the independent audit firm, as well as the effectiveness and efficiency of the audit process.

Provide advice on reviewing the regulatory document system and assist in establishing and improving control points to ensure that regulatory documents are comprehensive, effective, and enhance control measures, while complying with legal requirements and the Company's actual operations.

Provide guidance on solutions related to tax and accounting regulations to ensure that accounting practices are conducted in compliance with standards and corporate accounting policies, while minimizing the risk of tax-related errors.

Conduct periodic oversight of plant operations, collaborating with the Operations Management Department to address and expedite the resolution of issues that could impact workplace safety and plant operational capacity.

6. The coordination of activities between the Audit Committee for the activities of the Board of Directors, the BOM and other managers:

In 2024, in addition to regular and extraordinary meetings, the Board of Directors will regularly attend extended meetings with the Executive Board to promptly support and propose policies and guidelines to meet the Company's governance and operation. The supervision of the Board of Directors' activities includes:

- The Company's Executive Board is headed by the Chief Executive Officer (CEO), 1 Permanent Deputy Chief Executive Officer, 1 Deputy Chief Executive Officer, Chief Finance Officer and Chief Accountant, Chief Operating Officer, Chief of Hydropower Division, Chief Western Regional Officer, Chief Laos Regional Officer. In 2024, the Company's Board of Directors closely coordinated with the Board of Management to successfully organize the Annual General Meeting of Shareholders (AGM) for the fiscal year 2023 and implement the contents and tasks of the plan according to the Resolution of the Annual General Meeting of Shareholders for the fiscal year 2023, as well as the policies of the Board of Management.
- The members of the Executive Board have fully exercised their assigned rights and duties, effectively used and promoted the Company's capital, assets, labor and brand resources. The decisions of the Executive Board were issued in a valid, competent and timely manner
- Periodically every month and quarter, the Board of Directors evaluates the implementation of the Executive Board according to the regular and irregular Board Resolutions.
- In addition, the Board of Directors relies on the audit reports of the Audit Committee to evaluate the compliance of the Executive Board in the Company's ongoing operations.

IV. Executive Board

STT	Real Estate TV	Date of birth	Qualifications	Date of appointment/dismissal
1	Ms. Nguyen Thai Ha CEO	14/11/1980	Master of Economics	10/10/2018
2	Mr. Le Thanh Vinh Permanent Deputy CEO	03/03/1975	Master of Economics	10/03/2017
3	Mr. Nguyen Phong Phu Deputy CEO	01/17/1984	Bachelor of Business Administration	28/04/2021
4	Ms. Tran Thi Hong Tham Chief Financial Officer	01/01/1983	Master of Economics	21/05/2019

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Ms. Tran Thi Hong Tham	01/01/1983	Master of Economics	01/11/2016

VI. Corporate Governance Training:

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

- Towards an Innovative and Effective AGM
- Kick-off Workshop for the “2024 Listed Companies Awards”
- Training Conference on Dossier Preparation for Securities Offering and Issuance
- Compliance Issues with Securities and Stock Market Regulations for Public and Listed Companies; Common Errors in Preparing and Presenting Financial Statements for Public and Listed Companies

- Enhancing Corporate Governance Capacity for Listed Companies
- The CSI Program and Key Topics on Sustainable Corporate Governance
- Training and Open Discussions on Corporate Governance
- Handbook on ESG Implementation and Disclosure
- Training Course on Using Online Tools for Equality and Inclusive Development
- Listed Companies Conference

VII. List of Related Persons of the Public Company (2024 Report) and transactions of the Company's Related Persons with the Company itself:

1. List of Related Persons of the Company

Please see Appendix 1: List of Insiders and Related Persons of the Company

2. Transactions between the Company and related persons of the Company; or between the Company and Major Shareholders, Insiders, Related Persons of Insiders.

Please see Appendix 2: Transactions between the Company and its Relevant Persons; or between the Company and Major Shareholders, Insiders, Related Persons of Insiders

3. Transactions between Company Insiders, Related Persons of Insiders and Subsidiaries, Companies controlled by the Company. Without

4. Transactions between the Company and other Subjects:

4.1. Transactions between the Company and the Company in which the Board of Directors, Supervisory Board members, CEO and other Managers have been founding members or members of the Board of Directors and CEO for the past three (03) years (as of the time of making the report): *None*.

4.2. Transactions between the Company and the Company in which related persons of members of the Board of Directors, Supervisory Board members, CEO and other Managers are Executive Officers, Executive CEOs: *None*.

4.3. Other transactions of the Company (if any) that may bring material or immaterial benefits to the Board of Directors, Supervisory Board members, CEO and other Managers: *None*.

VIII. Trading of Insider and Related Insider Shares (2024 Report2)

1. List of Insiders and Related Persons of Insiders

Please see appendix 03: List of Insiders and Related Persons 2024

2. Insider and Related Persons' Transactions on Company Shares in 2024

Please see appendix 04: Insider and Related Persons transactions for shares of the Company in 2024

IX. Other considerations:

1. Change of Board of Directors: *None*

2. Change of Executive Board: *None*

Recipients:

- *As above;*
- *Save VT*

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, specify full name and stamp)

(SIGNED)

TAN XUAN HIEN

APPENDIX 01: LIST OF INSIDERS AND RELATED PERSONS OF THE COMPANY
(ATTACHED TO CORPORATE GOVERNANCE REPORT NO. 27/ 2025/ BC-GEC DATED 21/01/ 2025)

STT	Name of organization/ individual	Stock trading account (if applicable)	Position at the Company (if any)	NSH Certificate Number*, date of issue, place of issue	Head office address/ Contact address	When to star as Related Person	Time of no longer a Related person	Reason
1	Mr. Tan Xuan Hien		Chairman of the Board			9/9/2010		
2	Nguyen The Vinh		Independent Board Member			29/4/2021		
3	Dang Huynh Anh Tuan		Member Non-executive Board			29/4/2021		
4	Nguyen Thuy Van		Independent Board Member and Chairman of the Audit Committee			18/9/2018		
5	Pham Thi Khue		Independent Board Member			12/6/2020		
6	Toshihiro Oki		Member Non-executive Board			7/12/2022		
7	Simon Mark Wilson		Member Non-executive Board			7/12/2022		
8	Nguyen Thai Ha		General Director			10/10/2018		
9	Le Thanh Vinh		Permanent Deputy General Director			10/3/2017		
10	Nguyen Phong Phu		Deputy General Director			29/4/2021		
11	Tran Thi Hong Tham		Finance Director and Chief Accountant			1/11/2016		
12	Pham Thanh Tuan Anh		Authorized CBTT Person, Head of Corporate Governance			20/10/2017		

Note: NSH Certificate Number: ID card number/Passport number (for individuals) or Business registration certificate number, Operating license or equivalent legal documents (for organizations)/*

APPENDIX 2: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND RELATED PERSONS OF INSIDERS

(ATTACHED CORPORATE GOVERNANCE REPORT NO. 27/2025/BC-GEC DATED 21/01/2025)

STT	Name of organization/individual	Relationship with the Company	NSH Certificate Number*, date of issue, place of issue	Head office address/ Contact address	Time of transaction with the Company	Number of Resolutions/Decisions passed by the General Meeting of Shareholders/Board of Directors	Content, quantity, total transaction value (Unit: VND)	Note
I GEC member company stakeholders								
1	Gia Lai Hydropower Joint Stock Company	Subsidiaries /Affiliates	5900288566	114 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	77,271,800,332	
2	Gia Lai Consulting and Development Company Limited	Subsidiaries /Affiliates	5900944828	114 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	16,103,806	
3	Thuong Lo Hydropower Company Limited	Subsidiaries /Affiliates	3301515921	189 Pham Van Dong, Vy Da Ward, Hue City, Thua Thien Hue Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	7,309,031,703	

4	TTC Duc Hue - Long An Electricity Joint Stock Company	Subsidiaries /Affiliates	1101860490	Hamlet 1, My Thanh Bac Commune, Duc Hue District, Long An Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	322,578,187,496	
5	Truc Son Solar Power Plant Joint Stock Company	Subsidiaries /Affiliates	6400396685	Village 1, Tam Thang Commune, Cu Jut District, Dak Nong Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	43,663,349,804	
6	Tien Giang Wind Power Energy Joint Stock Company	Subsidiaries /Affiliates	1201592559	C32, Road No. 3, My Thanh Hung, Ward 6, My Tho City, Tien Giang Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	279,916,884,289	
7	VPL Energy Joint Stock Company	Subsidiaries /Affiliates	1301026028	16 Hai Ba Trung, An Hoi Ward, Ben Tre City, Ben Tre Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	614,170,475,656	
8	Ia Bang Wind Power Joint Stock Company	Subsidiaries /Affiliates	5901142873	114 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	172,565,163,795	

9	Vi - Ja Renewable Energy Development Cooperation Joint Stock Company	Subsidiaries /Affiliates	0316274631	253 Hoang Van Thu, Ward 2, Tan Binh District, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	52,477,774,619	
10	Cao Nguyen Electric Energy Joint Stock Company	Subsidiaries /Affiliates	6001653115	No. 25B Nguyen Tri Phuong, Residential Group 5, Ea Kar Town, Ea Kar District, Dak Lak Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	81,583,445,482	
11	Tan Thanh Renewable Energy Joint Stock Company	Subsidiaries /Affiliates	1201645433	C32, Road No. 3, My Thanh Hung Residential Area, Ward 6, My Tho City, Tien Giang Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	5,000,000,000	
12	Solwind Energy Joint Stock Company	Subsidiaries /Affiliates	0317704830	No. 253, Hoang Van Thu Street, Ward 2, Tan Binh District, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	3,471,199	

II Related parties not included in the list of GEC member companies								
1	Thanh Thanh Cong Investment Joint Stock Company (JSC)	Shareholders	0301466073	253 Hoang Van Thu, Ward 2, Tan Binh District, HCMC	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	23,765,073,358	
2	Deutsche Investitions- und Entwicklungsgesellschaft mbH (DEG)	Shareholders		Kämmergasse 22; 50676 Cologne; Germany	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	41,390,163,074	
3	TTC Attapeu Sugarcane Company Limited	Other related parties	5900764381	114 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	66,720,000	
4	Truong Phu Hydropower Joint Stock Company	Other related parties	3300507847	189 Pham Van Dong, Vy Da Ward, Hue City, Thua Thien Hue Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	15,332,246,151	
5	Thanh Thanh Nam Joint Stock Company	Other related parties	0312907273	62 Tran Huy Lieu, Ward 12, Phu Nhuan District, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	5,958,382,630	

6	Saigon Thuong Tin Real Estate Management Services Co., Ltd.	Other related parties	0313552626	253 Hoang Van Thu, Ward 2, Tan Binh District, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	19,828,000	
7	Thanh Thanh Cong Lam Dong Tourism Joint Stock Company Branch - Ngoc Lan Hotel	Other related parties	5800396328-004	No. 42 Nguyen Chi Thanh, Ward 1, Da Lat City, Lam Dong Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	49,152,020	
8	Thanh Thanh Cong Lam Dong Tourism Joint Stock Company Branch - TTC Imperial Hotel	Other related parties	5800396328-010	08 Hung Vuong, Phu Nhuan Ward, Hue City, Thua Thien Hue Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	42,589,815	
9	Tan Dinh Import Export Joint Stock Company	Other related parties	0301717873	No. 253 Hoang Van Thu, Ward 2, Tan Binh District, Ho Chi Minh City	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	1,391,782,041	
10	TTC International Travel LLC	Other related parties	0316234004	512 Ly Thuong Kiet, Ward 7, Tan Binh District, Ho Chi Minh City	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	1,368,818,207	
11	Thanh Binh Tourism Joint Stock Company	Other related parties	0302294892	512 Ly Thuong Kiet, Ward 7, Tan Binh District, Ho Chi Minh City	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	148,425,033	

12	Ninh Hoa Thermal Power Company Limited	Other related parties	4201575358	Phuoc Lam Village, Ninh Xuan Commune, Ninh Hoa Town, Khanh Hoa Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	28,100,000	
13	Branch of TTC Tourism Company Limited - TTC Palace Binh Thuan	Other related parties	4200351556-004	01 Tu Van Tu, Phu Trinh Ward, Phan Thiet City, Binh Thuan Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	13,786,070	
14	TTC Travel Company Limited - TTC Hotel Premium - Phan Thiet	Other related parties	4200351556-003	No. 213, Le Loi Street, Hung Long Ward, Phan Thiet City, Binh Thuan Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	2,175,926	
15	Dong Thuan Tourism Joint Stock Company	Other related parties	4500232976	Yen Ninh Street, Van Hai Ward, Phan Rang-Thap Cham City, Ninh Thuan Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	3,240,741	
16	DHA Medical Services Trading Joint Stock Company	Other related parties	0314796495	221 - 221 Bis Nguyen Thi Minh Khai, Nguyen Cu Trinh Ward, District 1, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	479,081,482	

17	Thanh Thanh Cong Tourism Joint Stock Company Branch in Can Tho - TTC Hotel	Other related parties	3500753423-002	2, Hai Ba Trung, Tan An Ward, Ninh Kieu District, Can Tho City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	10,482,407	
18	Branch of Thanh Thanh Cong Tourism Joint Stock Company in Lam Dong	Other related parties	3500753423-005	No. 04, Nguyen Thi Minh Khai, Ward 1, Da Lat City, Lam Dong Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	3,148,148	
19	TTC Organic Circular Agriculture Technology Joint Stock Company	Other related parties	5801509503	Village 01, Da Sar Commune, Lac Duong District, Lam Dong Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	136,363,632	
20	Attapeu Sugarcane Company Limited	Other related parties	5900764381	114 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	57,000,000	
21	Agris Ninh Hoa Import Export Joint Stock Company	Other related parties	4200636590	Phuoc Lam Village, Ninh Xuan Commune, Ninh Hoa Town, Khanh Hoa Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	35,100,000	
22	DHA Cosmetics Company Limited	Other related parties	0317506571	253 Hoang Van Thu, Ward 2, Tan Binh District, Ho Chi Minh City, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	23,621,818	

23	Bien Hoa - Phan Rang Sugar Joint Stock Company	Other related parties	4500138596	No. 160 Bac Ai Street, Do Vinh Ward, Phan Rang-Thap Cham City, Ninh Thuan Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	8,100,000	
24	Ninh Hoa Clean Energy Company Limited	Other related parties	4201887283	Phuoc Lam, Ninh Xuan Commune, Ninh Hoa Town, Khanh Hoa Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	8,100,000	
25	Ben Tre Tourism Joint Stock Company	Other related parties	1300381220	No. 16, Hai Ba Trung Street, An Hoi Ward, Ben Tre City, Ben Tre Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	3,500,000	
26	Thanh Thanh Cong Lam Dong Tourism Company Limited	Other related parties	5800396328	No. 03 - 05 - 07 Mai Anh Dao Street, Ward 8, Da Lat City, Lam Dong Province, Vietnam	From January to December 2024	Resolution of the General Meeting of Shareholders No. 08/2024/NQ-DHDCD dated June 25, 2024	143,403,704	

APPENDIX 3: LIST OF INSIDERS AND RELATED PERSONS OF GIA LAI ELECTRICITY JOINT STOCK COMPANY
(ATTACHED CORPORATE GOVERNANCE REPORT NO. 27/2025/BC-GEC DATED 21/01/2025)

STT	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH certificate	Time of appointment of NNB/becoming NLQ	Note
1	GEG	Tan Xuan Hien	Chairman of the Board of Directors/Legal Representative					09/09/2010	
1.1	GEG	Nguyen Thi Lieu	-	Mother					
1.2	GEG	Ho Thi Anh Ngoc	-	Wife					
1.3	GEG	Tan The Bao	-	Son					
1.4	GEG	Do Thi Nhung		Daughter-in-law					
1.5	GEG	Tan Thi Quynh Dung	-	Daughter					
1.6	GEG	Tan Thi Xuan Hien	-	Older sister					
1.7	GEG	Tan Thi Xuan Hien	-	Siblings					
1.8	GEG	Tan Xuan Hau	-	Siblings					
1.9	GEG	Tran Thi Nhu Tro	-	Sister-in-law					
1.10	GEG	Tan Xuan Hung	-	Siblings					
1.11	GEG	Vo Thi Dong	-	Sister-in-law					
1.12	GEG	Tan Thi Xuan Huyen	-	Siblings					
1.13	GEG	Tan Thi Xuan Huong	-	Siblings					
1.14	GEG	Thai Van Phuong	-	Brother-in-law					
1.15	GEG	Truong Phu Hydropower Joint Stock Company		Related organizations					
1.16	GEG	Gia Minh Energy Joint Stock Company		Related organizations					
2	GEG	Nguyen The Vinh	Board Member					29/04/2021	
2.1	GEG	Nguyen Minh Hoang		Dad					
2.2	GEG	Le Thi Kim Thanh		Mom					
2.3	GEG	Nguyen Thi My Thuyen		Wife					
2.4	GEG	Nguyen Minh Khue		Son					
2.5	GEG	Nguyen Minh Tri		Son					
2.6	GEG	Nguyen Hai Tam		Younger sister					
3	GEG	Nguyen Thuy Van	Board Member					18/09/2018	
3.1	GEG	Tran Thi Tinh	-	Mother					
3.2	GEG	Nguyen Tan	-	Older brother					
3.3	GEG	Nguyen Thi Phuong Trang	-	Older sister					
3.4	GEG	Nguyen Thi Phuong Linh	-	Older sister					
3.5	GEG	Phan Vu Hung	-	Husband					

3.6	GEG	Thanh Thanh Cong Investment Joint Stock Company		Related organizations					
3.7	GEG	Thanh Thanh Cong Industrial Park Joint Stock Company (TTCIZ)		Related organizations					
3.8	GEG	Thanh Thanh Cong Tourism Joint Stock Company (VNG)		Related organizations					
4	GEG	Dang Huynh Anh Tuan	Board Member					29/04/2021	
4.1	GEG	Dang Van Thanh	-	Father					
4.2	GEG	Huynh Bich Ngoc	-	Mother					
4.3	GEG	Dang Hong Anh	-	brother					
4.4	GEG	Dang Huynh Uc My	-	Sister					
4.5	GEG	Dang Huynh Thai Son	-	younger brother					
4.6	GEG	Ho Thi Phuong Thao	-	Sister in law					
4.7	GEG	Truong Hong Quan	-	brother in law					
4.8	GEG	Trinh Nguyen Thuy Trang	-	Wife					
4.9	GEG	Trinh Tien Dung	-	father in law					
4.10	GEG	Nguyen Thi Hong Lien	-	Mother in law					
4.11	GEG	Dang Trinh Bao Anh	-	biological child					
4.12	GEG	Dang Quoc Vuong	-	biological child					
4.13	GEG	TTC Energy JSC	-	Related organizations					
4.14	GEG	Kobe Beef Vietnam JSC		Related organizations					
5	GEG	Pham Thi Khue	Board Member					12/06/2020	
5.1	GEG	Pham Thanh Van		Father					
5.2	GEG	Tran Thi Bien		Mother					
5.3	GEG	Pham Van Khoa		Younger brother					
5.4	GEG	Doan Pham Khanh Linh		Boy				Young	
5.5	GEG	Doan Pham Khanh Ngan		Daughter				Young	
6	GEG	Toshihiro Oki	Board Member					12/07/2022	
6.1	GEG	Yuka Oki		Wife					
6.2	GEG	Tamaki Oki		Daughter					
6.3	GEG	Toshihide Oki		Father					
6.4	GEG	Toshiaki Oki		Younger brother					
6.5	GEG	Hiroko Kutsuna		Mother in law					
6.6	GEG	JERA ASIA PRIVATE LIMITED		Related organizations					
7	GEG	Simon Mark Wilson	Board Member					12/07/2022	
7.1	GEG	Asma Yusnits Binti Mohamad Omar		Wife					
7.2	GEG	Harriet Aisha Wilson		Daughter					
7.3	GEG	Matthew Harris Wilson		Boy					
7.4	GEG	Thomas Elias Wilson		Boy					
7.5	GEG	Stuart John Wilson		Older brother					
7.6	GEG	Aniela Marie-Lourdes Wilson		Sister in law					
7.7	GEG	Sally Katrina Wilson		Younger sister					
7.8	GEG	Christopher Michael Ferns		brother in law					

7.9	GEG	Rosemary Elizabeth Wilson		Mother					
7.10	GEG	Asma Baizura binti Mohamad Omar		Sister-in-law					
7.11	GEG	Kenneth Patrick Wang		sister in law					
7.12	GEG	Asma Ruzianti binti Mohamad Omar		Sister-in-law					
7.13	GEG	Rozman bin Sariff Ahmad		sister in law					
7.14	GEG	Asma Juliana binti Mohamad Omar		Sister-in-law					
7.15	GEG	Muhammad Raziq bin Masharudin		sister in law					
7.16	GEG	Asma Royani binti Mohamad Omar		Sister-in-law					
7.17	GEG	Amir Hakim bin Mohamad Omar		sister in law					
7.18	GEG	Asmat binti Abdurahman		Mother in law					
7.19	GEG	Mohamad Omar bin Ali		father in law					
7.20	GEG	JERA ASIA PRIVATE LIMITED		Related organizations					
8	GEG	Nguyen Thai Ha	General Director					10/10/2018	
8.1	GEG	Nguyen Thi Phuong Dung	-	Mom					
8.2	GEG	Hoang Anh Tuan	-	Husband					
8.3	GEG	Hoang Thanh Bao	-	Son					
8.4	GEG	Hoang Thai Son	-	Son					
8.5	GEG	Hoang Thi Bich Thuy		Sister-in-law					
8.6	GEG	Hoang Tuan Anh		husband					
8.7	GEG	Truong Thi Hoang Lan		Mother in law					
8.8	GEG	Thanh Thanh Cong Investment Joint Stock Company	-	Related organizations					
8.9	GEG	Gia Lai Hydropower Joint Stock Company (GHC)		Related organizations					
8.10	GEG	Ia Bang Wind Power Joint Stock Company		Related organizations					
8.11	GEG	Tien Giang Wind Power Energy Joint Stock Company		Related organizations					
8.12	GEG	TTC Duc Hue - Long An Electricity Joint Stock Company		Related organizations					
9	GEG	Le Thanh Vinh	Permanent Deputy General Director					10/03/2017	
9.1	GEG	Le Phan		Father					
9.2	GEG	Nguyen Thi Tap		Mother					
9.3	GEG	Nguyen Thi Tuong Van		Wife					
9.4	GEG	Le Thanh Huy		Son					
9.5	GEG	Le Thanh Phong		Son					
9.6	GEG	Le Thanh Tung		Younger brother					
9.7	GEG	Truong Thi Luyen		Sister in law					
9.8	GEG	Le Thanh Quang		Older brother					
9.9	GEG	Ho Thi Ly		Sister in law					
9.10	GEG	Le Thanh Khue		Older brother					

9.11	GEG	Tran Thi Thu Trang		Sister in law					
9.12	GEG	Le Thanh Hai		Younger brother					
9.13	GEG	Tran Thi Loan		sister in law					
9.14	GEG	Le Thi Thu Ha		Younger sister					
9.15	GEG	Cao Dinh Khoi		brother in law					
9.16	GEG	VPL Energy JSC		Related organizations					
9.17	GEG	Tien Giang Wind Power Energy Joint Stock Company		Related organizations					
9.18	GEG	TTC Duc Hue - Long An Electricity Joint Stock Company		Related organizations					
9.19	GEG	La Vi Wind Power JSC		Related organizations					
9.20	GEG	Ca Mau Green Energy Joint Stock Company		Related organizations					
9.21	GEG	Tien Giang Renewable Energy Joint Stock Company		Related organizations					
9.22	GEG	Ia Bang Wind Power Joint Stock Company		Related organizations					
9.23	GEG	VI-JA Renewable Energy Development Cooperation Joint Stock Company		Related organizations					
10	GEG	Nguyen Phong Phu	Deputy General Manager					29/04/2021	
10.1	GEG	Nguyen Van Det	-	Birth					
10.2	GEG	Doan Ngoc Chau	-	Mother					
10.3	GEG	Nguyen Quoc Thai	-	Older brother					
10.4	GEG	Chau Hong Loan	-	Sister-in-law					
10.5	GEG	Nguyen Quoc Cuong	-	Older brother					
10.6	GEG	Le Hong Cuc	-	Sister-in-law					
10.7	GEG	Nguyen Quoc Viet	-	Older brother					
10.8	GEG	Huynh Thi Ngoc Hue	-	Sister-in-law					
10.9	GEG	Nguyen Quoc Phong	-	Older brother					
10.10	GEG	Nguyen Thi Hong	-	Sister-in-law					
10.11	GEG	Nguyen Thi Bich Ngoc	-	Older sister					
10.12	GEG	Boxing	-	Brother-in-law					
10.13	GEG	Le Thi Ngoc Tam	-	Wife					
10.14	GEG	Le Ngoc Duoc	-	father in law					
10.15	GEG	Ho Thi Hy	-	Mother in law					
10.16	GEG	VI-JA Renewable Energy Development Cooperation Joint		Related organizations					
10.17	GEG	Truc Son Solar Power Plant Joint Stock Company		Related organizations					

10.18	GEG	TTC Duc Hue - Long An Electricity Joint Stock Company		Related organizations					
10.19	GEG	La Vi Wind Power JSC		Related organizations					
10.20	GEG	Tien Giang Wind Power Energy Joint Stock Company		Related organizations					
10.21	GEG	Gia Lai Hydropower Joint Stock Company (GHC)		Related organizations					
11	GEG	Tran Thi Hong Tham	Finance Director and Chief Accountant					01/11/2016	
11.1	GEG	Tran Van Khanh	-	Father					
11.2	GEG	Phan Thi Hung	-	Mom					
11.3	GEG	Dao Van Tung	-	Husband					
11.4	GEG	Nguyen Thi Xuyen		Mother in law					
11.5	GEG	Dao Kham		father in law					
11.6	GEG	Dao Tran Nhat Huy	-	Son					
11.7	GEG	Dao Tran Bao Han	-	Son				Young	
11.8	GEG	Tran Thi Hien	-	Older sister					
11.9	GEG	Tran Dinh Thao	-	Older brother					
11.10	GEG	Tran Thi Hieu	-	Older sister					
11.11	GEG	Tran Quang Thang	-	me					
11.12	GEG	Tran Thi My Hanh	-	me					
11.13	GEG	Nguyen Duc Thao		brother in law					
11.14	GEG	Nguyen Thi Hong Hanh		Sister in law					
11.15	GEG	Nguyen Thanh Lam		brother in law					
11.16	GEG	Phan Thi Hong Loan		sister in law					
11.17	GEG	Le Cong Van		brother in law					
11.18	GEG	VPL Energy JSC		Related organizations					
11.19	GEG	Ia Bang Wind Power Joint Stock Company		Related organizations					
12	GEG	Pham Thanh Tuan Anh	Authorized CBTT Person					20/10/2017	
12.1	GEG	Pham Thanh My	-	Father					
12.2	GEG	Nguyen Thi Hoa	-	Mother					
12.3	GEG	Pham Thanh Tuan Dung	-	Younger brother					
12.4	GEG	Pham Hoan My Linh	-	Younger sister					
12.5	GEG	Tran Thi Thuy Dung		Wife					
12.6	GEG	Pham Linh Dan	-	Daughter				Young	
12.7	GEG	Pham Nhat Uy	-	Son				Young	
12.8	GEG	Gia Lai Hydropower Joint Stock Company (GHC)		Related organizations					
13 - Other related persons (such as subsidiaries, affiliated companies...)									
13.1	GEG	Gia Lai Hydropower Joint Stock Company (GHC)		Subsidiary					
13.2	GEG	Thuong Lo Hydropower One Member Co., Ltd. (GTLC)		Subsidiary					

13.3	GEG	Gia Lai Energy Development and Consulting LLC		Subsidiary					
13.4	GEG	TTC Duc Hue - Long An Electricity Joint Stock Company		Subsidiary					
13.5	GEG	VPL Energy JSC		Subsidiary					
13.6	GEG	Tien Giang Wind Power Energy Joint Stock Company		Subsidiary					
13.7	GEG	Truc Son Solar Power Plant Joint Stock Company		Subsidiary					
13.8	GEG	Vi-Ja Renewable Energy Development Cooperation Joint Stock Company		Subsidiary					
13.9	GEG	Ia Bang Wind Power Joint Stock Company		Subsidiary					
13.10	GEG	Tien Giang Renewable Energy Joint Stock Company		Subsidiary					
13.11	GEG	Tan Thanh Renewable Energy Joint Stock Company		Subsidiary					
13.12	GEG	Ca Mau Green Energy Joint Stock Company		Subsidiary					

APPENDIX 04:

INSIDER AND RELATED PERSONS TRANSACTIONS FOR SHARES OF THE COMPANY IN 2024

(ATTACHED CORPORATE GOVERNANCE REPORT NO. 27/2025/BC-GEC DATED 21/01/2025)

STT	The person making the transaction	Relations with insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase , decrease (buy , sell , transfer) exchange , reward ...)
			Number of shares	Proportion (%)	Number of shares	Rate (%)	
I. People internal set							
1	Tan Xuan Hien	Chairman	644,396	0.160	676,615	0.160	Receive dividend
2	Nguyen Thuy Van	Member of the Board of Directors	224,720	0.055	235,956	0.055	Receive dividend
3	Nguyen The Vinh	Member of the Board of Directors	56,180	0.013	58,989	0.013	Receive dividend
4	Pham Thi Khue	Member of the Board of Directors	284,100	0.070	298,305	0.070	Receive dividend, sell
5	Dang Huynh Anh Tuan	Member of the Board of Directors	449,440	0.111	471,912	0.111	Receive dividend
6	Nguyen Thai Ha	CEO	582,576	0.14	566,624	0.134	Receive dividend, sell
7	Le Thanh Vinh	Permanent Deputy CEO	397,027	0.097	416,878	0.098	Receive dividend`
8	Nguyen Phong Phu	Deputy CEO	282,148	0.069	296,255	0.070	Receive dividend
9	Tran Thi Hong Tham	CFO	167,697	0.041	176,081	0.041	Receive dividend
10	Pham Thanh Tuan Anh	Person in charge of information disclosure	179,578	0.05	186,456	0.044	Receive dividend
II. Persons related to insiders							
11	Thanh Thanh Cong Investment Joint Stock Company	Organizations related to the Board members	57,297,125	14,131	60,161,979	14,239	Receive dividend
12	Dang Huynh Uc My	Persons related to the the Board members	931,044	0.229	977,596	0.231	Receive dividend
13	Huynh Bich Ngoc	Persons related to the the Board members	1,236,573	0.304	1,298,401	0.307	Receive dividend
14	Phan Vu Hung	Persons related to the the Board members	6,040	0.001	11,342	0.002	Buy