



**SESAN 4A HYDRO POWER  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No.: 02/2025/CBTT-HDQT

*Gia Lai, January 22<sup>nd</sup>, 2025*

## **PERIODIC INFORMATION DISCLOSURE**

**To:**

- The State Securities Commission of Vietnam
- The Vietnam Exchange
- The Ho Chi Minh Stock Exchange.

**1. Name of organization: SESAN 4A HYDRO POWER JOINT STOCK COMPANY**

Stock symbol: **S4A**

Address of head office: 650 Le Duan, Pleiku City, Gia Lai Province

Telephone: 02693 756096

Fax: 02693 756097

Email: [ss4agialai@gmail.com](mailto:ss4agialai@gmail.com)

**2. Contents of disclosure:**

Report on Corporate Governance in 2024 of Sesan 4A Hydro Power Joint Stock Company.

**3.** This information has been disclosed on the company's official website at "[www.sesan4a.com.vn](http://www.sesan4a.com.vn) - Information Disclosure section."

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

**Recipients:**

- As above;
- Chairman of the BOD (reporting)
- Archived: Office, Accounting Department, BOD

**Attached documents:**

Report on Corporate Governance in 2024

**ORGANIZATION REPRESENTATIVE**

*(Signature, full name, and sea)*



**Nguyen Binh**

**SESAN 4A HYDRO POWER JOINT STOCK COMPANY**



**REPORT ON CORPORATE  
GOVERNANCE**  
*FOR YEAR 2024*

**Gia Lai, January 2025**



**SESAN 4A HYDRO POWER  
JOINT STOCK COMPANY**

**No.: 01/2025/BCQT-S4A**

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

*Gia Lai, January 20<sup>th</sup>, 2025*

**REPORT ON CORPORATE GOVERNANCE**  
***(For year 2024)***

**To:**

- The State Securities Commission of Vietnam;
- The Vietnam Exchange;
- The Ho Chi Minh Stock Exchange.

- **Name of company:** Sesan 4A Hydro Power Joint Stock Company
- **Address of head office:** 650 Le Duan, Pleiku City, Gia Lai Province
- **Telephone:** 0269 3756096    **Fax:** 0269756097
- **Email:** ss4agialai@gmail.com
- **Charter capital:** 422.000.000.000 đồng
- **Stock symbol:** S4A
- **Governance model:** General Meeting of Shareholders, Board of Directors, Board of Supervisorss and General Director
- **The implementation of internal audit:** Implemented

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

The Annual General Meeting of Shareholders of Sesan 4A Hydro Power Joint Stock Company was held on April 24<sup>th</sup>, 2024.

No.	Resolution/Decision No.	Date	Content
1	No. 01/NQ/2024/ĐHĐCĐ-S4A	24/04/2024	1. To approve the contents of reports: the Report of the Board of Director (BOD) on the implementation of duties in 2023 and business plan for 2024; the Audited financial statements of 2023; report on

			<p>the Activities of the Board of Supervisors in Fulfilling Duties in 2023 and the Plan for 2024..</p> <p>2. To approve the FY2023 profit distribution scheme.</p> <p>3. To approve the settlement of remuneration and income for 2023, and the plan for remuneration and income for 2024 for the Board of Directors, the CEO, and the Board of Supervisors.</p> <p>4. To approval the dismissal of a member of the Board of Supervisors, the Head of the Board of Supervisors, and the election of one additional member to the Board of Supervisors for the 2020–2025 term.</p> <p>5. To approval of several matters under the authority of the General Meeting of Shareholders.</p>
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## **II. The Board of Directors (The report for year 2024)**

### **1. Information about the members of the Board of Directors (BOD):**

<b>No.</b>	<b>The Board of Directors's members</b>	<b>Position</b>	<b>The date becoming/ceasing to be the member of the BoD</b>	
			<b>Date of appointment</b>	<b>Date of dismissal</b>
1	Mr. Nguyen Binh	Chairman of the BoD	22/04/2023	
2	Mr. Nguyen Kiem	Non-executive member of the BoD	21/04/2023	
3	Mr. Nguyen An	Member of the BoD cum General Director	21/04/2023	
4	Mr. Thai Nhu Hiep	Non-executive member of the BoD	21/04/2023	
5	Mr. Pham Van Minh	Independent member of the BoD	21/04/2023	

6	Mr. Phan Van Lan	Independent member of the BoD	21/04/2023	
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## 2. Meetings of the Board of Directors

No.	Board of Director's member	Number of meetings attended by Board of Directors (*)	Attendance rate	Reasons for absence
1	Mr. Nguyen Binh	4	100%	
2	Mr. Pham Van Minh	4	100%	
3	Mr. Thai Nhu Hiep	4	100%	
4	Mr. Nguyen An	4	100%	
5	Mr. Phan Van Lan	4	100%	
6	Mr. Nguyen Kiem	4	100%	

**3. Supervising the Board of Management by the Board of Directors:** The Board of Directors supervises the Board of Management in the following areas:

- The Board of Directors consistently monitors activities, oversees the management of production and business operations led by the General Director, coordinates with the Board of Supervisors to conduct inspections and controls, and supervises the operational costs for production and business activities on a quarterly basis.
- The Board of Directors regularly evaluates the implementation of the company's quarterly production and business plans, providing timely directives to the General Director to ensure effective management. Additionally, on a monthly basis, the Chairman of the Board of Directors participates in company meetings to stay informed and provide guidance and strategic direction for production and business operations.

**4. Activities of the Board of Directors' subcommittees:** The company does not have any subcommittees under the Board of Directors.

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

No.	Resolution/Decision No.	Date	Content	Approval rate
<i>I</i>	<i>Resolution</i>			
1	01/2024/NQ-HĐQT	08/01/2024	Approval of the content for second interim dividend payment in 2023 in	100%

			cash.	
2	02/2024/NQ-HĐQT	04/03/2024	Approval of the content for organizing the Annual General Meeting of Shareholders in 2024	100%
3	03/2024/NQ-HĐQT	27/03/2024	The Board of Directors unanimously approved the resignation letter of Mr. Le Van Thuyet from the position of Head of the Board of Supervisorss and member of the Board of Supervisorss for the 2020–2025 term	100%
4	04/2024/NQ-HĐQT	25/04/2024	Approval of the content for the third dividend payment in 2023 in cash.	100%
5	05/2024/NQ-HĐQT	11/06/2024	Approval of the auditor for the financial statements of 2024, including the interim financial statements.	100%
6	06/2024/NQ-HĐQT	15/06/2024	Approval of borrowing and using assets as collateral at the Joint Stock Commercial Bank for Foreign Trade of Vietnam, Bac Gia Lai branch.	100%
7	07/2024/NQ-HĐQT	02/12/2024	Approval of the content for the first interim dividend payment in 2024 in cash	100%
<b>II</b>	<b>Decision</b>			
1	01/2024/QĐ/HĐQT	26/01/2024	Bonus payments for the Board of Directors and the Board of Supervisors for the year 2023	100%
2	02/2024/QĐ/HĐQT	26/01/2024	Bonus payments for company employees	100%
3	03/2024/NQ-HĐQT	21/02/2024	Approval of estimated costs and contractor selection method for the bidding package: Maintenance, testing, and trial operation in 2024 at Sesan 4A Hydropower Plant.	100%
4	04/2024/QĐ/HĐQT	02/03/2024	Approval of estimated costs and contractor selection method for the	100%

			bidding package: Overhaul and oil replacement for the 75 MVA-230/10.5 kV spare transformer (EEMC brand) at Sesan 4A Hydropower Plant.	
5	05/2024/QĐ-HĐQT	11/03/2024	Approval of estimated costs and contractor selection: Supply and installation of oil cooling systems for the main transformer MBA T1 and accompanying services at Sesan 4A Hydropower Plant.	100%
6	06a/2024/QĐ-HĐQT	22/03/2024	Approval of estimated costs for the bidding package: Procurement of equipment for Sesan 4A Hydropower Plant in 2024 and accompanying services.	100%
7	06/2024/QĐ-HĐQT	28/03/2024	Establishment of the organizing committee for the Annual General Meeting of Shareholders in 2024.	100%
8	07/2024/QĐ-HĐQT	25/04/2024	Bonuses for the organizing committee of the Annual General Meeting of Shareholders in 2024.	100%
9	08/2024/QĐ-HĐQT	26/04/2024	Approval of the tour program for a trip to Thailand for the Board of Directors, Board of Supervisors, and all company employees.	100%
10	09/2024/QĐ-HĐQT	06/05/2024	Approval of contractor and package value: Procurement of equipment for Sesan 4A Hydropower Plant in 2024 and accompanying services.	100%
11	10/2024/QĐ-HĐQT	22/05/2024	Approval of the remuneration level for the Head of the Board of Supervisors.	100%
12	11/2024/QĐ-HĐQT	20/06/2024	Approval of the value of insurance purchase and contractor appointment; purchase of all-risk property insurance and mandatory fire and explosion insurance for the Sesan 4A Hydropower Plant in 2024	100%

13	12/2024/QĐ-HĐQT	31/07/2024	Approval of salary adjustments for company employees.	100%
14	13/2024/QĐ-HĐQT	19/08/2024	Approval of salary adjustments for operational and maintenance staff.	100%
15	14/2024/QĐ-HĐQT	30/08/2024	Approval of the estimated budget and contractor selection method for the project of stone filling to prevent subsidence in the substation and operation road areas construction of drainage ditches cleaning of soil and sand from the leakage water tank at Sesan 4A Hydropower Plant.	100%
16	14a/2024/QĐ-HĐQT	16/09/2024	Approval of contractor designation and the contractor to execute the bidding package: Supplying goods and services for incident handling and testing of the 220kV transformer at Sesan 4A Hydropower Plant.	100%
17	15/2024/QĐ-HĐQT	04/10/2024	Approval of the estimated budget for the yard, fences, and roofing extensions of the company's office.	100%
18	16/2024/QĐ-HĐQT	15/10/2024	Approval of the costs for tailoring ceremonial attire for the Board of Directors, Board of Supervisors, and department heads as well as Factory managers and above.	100%
19	17/2024/QĐ-HĐQT	14/11/2024	Upgrading the IT infrastructure for the electricity market system at Sesan 4A Hydropower Plant.	100%
20	18/2024/QĐ-HĐQT	18/12/2024	Approval of the estimated budget and contractor selection method for the bidding package: Repair of the 75 MVA-230/10.5 kV transformer (China brand) at Sesan 4A Hydropower Plant.	100%

### III. Board of Supervisors (The report for year 2024)

#### 1. Information on members of the Board of Supervisors

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Directors	Professional Qualifications
1	Mr. Le Van Thuyet	Former Head of the Board of Supervisors	01/04/2024	Bachelor's Degree
2	Mr. Ha Trong Hoi	Head of the Board of Supervisors	24/04/2024	Bachelor's Degree
3	Mr. Do Tien	Member	08/06/2020	Bachelor's Degree
4	Ms. Tran Thi Dai	Member	01/07/2021	Bachelor's Degree

#### 2. Meetings of the Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Le Van Thuyet	1	50%	50%	Resigned on April 1 <sup>st</sup> , 2024
2	Mr. Ha Trong Hoi	1	50%	50%	Appointed on April 24 <sup>th</sup> , 2024
3	Mr. Do Tien	2	100%	100%	
4	Ms. Tran Thi Dai	2	100%	100%	

#### 3. Supervisory activities of the Board of Supervisors to Board of Directors, Board of Management and Shareholders:

In 2024, the Board of Supervisors operated in accordance with its functions and duties as stipulated in the Company's Charter and related legal documents. The specific activities of the Board of Supervisors were as follows:

- i. Examined and supervised the implementation of resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors, as well as the management of the General Director in the company;

- ii. Monitored and supervised electricity production costs and accounting documents related to quarterly financial statements; audited financial statements for 2023; and interim financial statements for 2024.
- iii. Supervised the executive management activities of the General Director in implementing the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors.

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

- i. The Board of Supervisors consistently monitored the activities of the Board of Directors and supervised the operational costs of production and business activities on a quarterly basis at the company.
- ii. The Board of Supervisors ensured the coordination of monitoring activities with the Board of Directors and the Board of Management in organizing inspection and supervision activities. The Board of Directors and the Board of Management facilitated conditions for the Board of Supervisors to effectively perform its inspection and monitoring tasks.
- iii. Participated in the regular meetings of the Board of Directors.

**IV. Board of Management**

No.	Members of Board of Management	Date of birth	Qualification	Date of Appointment/Dismissal of Executive Board Members
1	Mr. Nguyen Binh	16/08/1982	Bachelor's Degree	Appointed on April 22 <sup>nd</sup> , 2023
2	Mr. Nguyen An	10/05/1983	Bachelor's Degree	Appointed on March 4 <sup>th</sup> , 2021
3	Mr. Tran Duc Hien	05/05/1972	Electrical Engineer	Appointed on October 1 <sup>st</sup> , 2010
4	Ms. Vu Thi Hau	16/05/1978	Bachelor's Degree	Appointed on February 1 <sup>st</sup> , 2012

**V. Chief Accountant**

Name	Date of birth	Qualification	Date of appointment
Ms. Vu Thi Hau	16/05/1978	Bachelor's Degree	Appointed on February 1 <sup>st</sup> , 2012

**VI. Training courses on corporate governance**

Most members of the Board of Directors, the General Director, the Deputy General Director, the Chief Accountant, and the company secretary have completed corporate governance training courses and have been certified by the State Securities Commission of Vietnam in accordance with regulations.

**VII. The list of affiliated persons of the public company (The year 2024) and transactions of affiliated persons of the Company**

- 1. The list of affiliated persons of the Company:** *as per Appendix I attached to this Report*
- 2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:** *as per Appendix II attached to this Report*
- 3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power:** *None*
- 4. Transactions between the Company and other objects:**

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisorss, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *None*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisorss, General Director and other managers as a member of Board of Directors, General Director: *None*

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisorss, General Director and other managers: *None*

**VIII. Share transactions of internal persons and their affiliated persons (annual report):**

- 1. The list of internal persons and their affiliated persons:** *as per Appendix III attached to this Report*
- 2. Transactions of internal persons and affiliated persons with shares of the company:** *as per Appendix IV attached to this Report*

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

**Recipients:**

- As above;
- Archive: Office, Securities Market Department.

**CHAIRMAN OF THE BOARD OF DIRECTORS**

*(Signature, full name, and seal)*



*Nguyễn Bình*

**REPORT ON CORPORATE GOVERNANCE****Reporting period: Year 2024****APPENDIX I: LIST OF RELATED PARTIES OF THE COMPANY**

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
1	30-4 GIA LAI COMPANY LIMITED								Parent Company
2	VINH HIEP COMPANY LIMITED								Major shareholder holding more than 10% of voting shares
3	Nguyen Binh		Chairman of the Board of Directors						Insider
4	Pham Van Minh		Independent members of the Board of						Insider

			Director						
5	Nguyen An		Member of the Board of Directors cum General Director						Insider
6	Nguyen Kiem		Member of the Board of Directors						Insider
7	Thai Nhu Hiep		Member of the Board of Directors						Insider
8	Phan Van Lan		Independent members of the Board of Director						Insider



9	Tran Duc Hien		Deputy General Director						Insider
10	Le Van Thuyet		Former Head of the Board of Supervisors				01/04/2024	Resignation	Insider
11	Ha Trong Hoi		Head of the Board of Supervisors			24/04/20 24		Appointment	Insider
12	Do Tien		Member of the Board of Supervisors						Insider
13	Tran Thi Dai		Member of the Board of Supervisors						Insider
14	Vu Thi Hau		Chief Accountant						Insider

15	Dang Mai Son		Corporate Governance Officer cum Company Secretary						Insider
16	Le Hoai Vu		Head of the Internal Audit Department						Insider
17	Nguyen Thi Thanh Duyen		Internal Audit Officer						Insider
18	Thai Thi Thanh Suong		Internal Audit Officer						Insider

## REPORT ON CORPORATE GOVERNANCE

**Reporting period: Year 2024**

**APENDIX II: Transactions between the company and the affiliated persons or between the company and major shareholders, internal person and related person of internal person:**

No.	Name of organization/ individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transaction with the company	Resolution/Decision of the General Meeting of Shareholders/Board of Directors... approved (if any, specify the date of issuance))	Content, quantity, total transaction value	Notes
1	<b>30-4 GIA LAI COMPANY LIMITED</b>	Parent company			2024		79.470.660.500	Dividends for rounds 1,2,3/2023
2	<b>VINH HIEP COMPANY LIMITED</b>	Major shareholders owning over 10% of voting shares			2024		16.954.311.500	Dividends for rounds 1,2,3/2023
3	<b>TRUNG SON GIA LAI SINGLE- MEMBER LIMITED LIABILITY COMPANY</b>	Major shareholders owning over 5% of voting shares			2024		7.700.700.000	Dividends for rounds 1,2,3/2023

4	Nguyen Binh	Insider			2024		751.548.420	Dividends for rounds 1,2,3/2023
4.1	Thai Thi Min	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		6.820.977.200	Dividends for rounds 1,2,3/2023
4.2	Le Vu Da Uyen	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		1.178.154.375	Dividends for rounds 1,2,3/2023
4.3	Nguyen An	Insider			2024		1.624.462.000	Dividends for rounds 1,2,3/2023

4.4	Bui Anh Kiet	Related to Nguyen Binh, Nguyen An, Nguyen KiemNguyễn Kiếm			2024		19.298.300	Dividends for rounds 1,2,3/2023
4.5	Nguyen Thi Hong Hai	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		332.500.000	Dividends for rounds 1,2,3/2023
4.6	Dang Thi Thuy Trang	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		332.500.000	Dividends for rounds 1,2,3/2023
4.7	To Hoang Mi	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		3.762.000	Dividends for rounds 1,2,3/2023

4.8	Nguyen Kiem	Insider			2024		59.375.000	Dividends for rounds 1,2,3/2023
4.9	Nguyen Thi Lap	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		59.375.000	Dividends for rounds 1,2,3/2023
4.10	Nguyen Sang	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		59.375.000	Dividends for rounds 1,2,3/2023
4.11	Nguyen Thanh	Related to Nguyen Binh, Nguyen An, Nguyen Kiem			2024		59.375.000	Dividends for rounds 1,2,3/2023
<b>5</b>	<b>Pham Van Minh</b>	Insider			2024		197.837.500	Dividends for rounds 1,2,3/2023

5.1	Hoang Thi Mieng	Related to Pham Van Minh			2024		602.822.500	Dividends for rounds 1,2,3/2023
5.2	Pham Quynh Linh Duong	Related to Pham Van Minh			2024		83.125.000	Dividends for rounds 1,2,3/2023
5.3	Pham Quynh Nga	Related to Pham Van Minh			2024		21.660.000	Dividends for rounds 1,2,3/2023
<b>6</b>	<b>Nguyen An</b>	Insider	As mentioned in section 4.3					
6.1	Nguyen Binh	Insider	As mentioned in section 4					
6.2	Thai Thi Min	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.1					

6.3	Le Vu Da Uyen	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.2					
6.4	Bui Anh Kiet	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.4					
6.5	Nguyen Thi Hong Hai	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.5					
6.6	Dang Thi Thuy Trang	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.6					
6.7	To Hoang Mi	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.7					
6.8	Nguyen Kiem	Insider	As mentioned in section 4.8					
6.9	Nguyen Thi Lap	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.9					
6.10	Nguyen Sang	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.10					
6.11	Nguyen Thanh	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.11					
<b>7</b>	<b>Phan Van Lan</b>	Insider			2024		757.754.200	Dividends for rounds 1,2,3/2023

7.1	Phan Hai Lam	Related to Phan Van Lan			2024		19.950.000	Dividends for rounds 1,2,3/2023
7.2	Pham Van Lao	Related to Phan Van Lan			2024		37.309.825	Dividends for rounds 1,2,3/2023
8	Nguyen Kiem	Insider			2024		0	Dividends for rounds 1,2,3/2023
8.1	Nguyen An	Insider	As mentioned in section 4.3					
8.2	Nguyen Binh	Insider	As mentioned in section 4					
8.3	Thai Thi Min	Related to Nguyen Binh,	As mentioned in section 4.1					

		Nguyen An, Nguyen Kiem						
8.4	Le Vu Da Uyen	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.2					
8.5	Bui Anh Kiet	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.4					
8.6	Nguyen Thi Hong Hai	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.5					
8.7	Dang Thi Thuy Trang	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.6					
8.8	To Hoang Mi	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.7					
8.9	Nguyen Thi Lap	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.9					
8.10	Nguyen Sang	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.10					
8.11	Nguyen Thanh	Related to Nguyen Binh, Nguyen An, Nguyen Kiem	As mentioned in section 4.11					
<b>9</b>	<b>Thai Nhu Hiep</b>	Insider			2024		1.995.000	Dividends for rounds 1,2,3/2023

<b>10</b>	<b>Tran Duc Hien</b>	Insider			2024		48.412.000	Dividends for rounds 1,2,3/2023
10.1	Tran Thi Ngoc Phuoc	Related to Tran Duc Hien			2024		6.650.000	Dividends for rounds 1,2,3/2023
<b>11</b>	<b>Le Van Thuyet</b>	Former Head of Board of Supervisors			2024		133.997.500	Dividends for rounds 1,2,3/2023
<b>12</b>	<b>Do Tien</b>	Insider			2024		49.875.000	Dividends for rounds 1,2,3/2023

<b>13</b>	<b>Vu Thi Hau</b>	Insider			2024		0	
13.1	Vu Dinh Hanh	Related to Vu Thi Hau			2024		33.250.000	Dividends for rounds 1,2,3/2023
<b>14</b>	<b>Dang Mai Son</b>	Insider			2024		330.932.500	Dividends for rounds 1,2,3/2023
<b>15</b>	<b>Nguyen Thi Thanh Duyen</b>	Insider			2024		33.250.000	Dividends for rounds 1,2,3/2023

15.1	Nguyen Phap	Related to Nguyen Thi Thanh Duyen			2024		99.750.000	Dividends for rounds 1,2,3/2023
15.2	Dang Thi Kim Dung	Related to Nguyen Thi Thanh Duyen			2024		68.784.275	Dividends for rounds 1,2,3/2023
15.3	Nguyen Phuc Thien	Related to Nguyen Thi Thanh Duyen			2024		23.674.000	Dividends for rounds 1,2,3/2023
<b>16</b>	<b>Thai Thi Thanh Suong</b>	Insider			2024		0	



16.1	Thai Thanh Chung	Related to Thai Thi Thanh Suong			2024		116.375.000	Dividends for rounds 1,2,3/2023
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**REPORT ON CORPORATE GOVERNANCE**
**Reporting period: Year 2024**
**APENDIX III: List of insiders and their related persons**

No.	Name	Securities trading account (if any)	Position	ID/Passport Number, date of Issue, place of Issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<b>1</b>	<b>Nguyen Binh</b>		<b>Chairman of the Board of Directors</b>			499.900	1,18%	Buying
1.1	Thai Thi Min					422.000	1,00%	Selling
1.2	Le Vu Da Uyen					461.475	1,09%	Buying
1.3	Vo Thi Thuan					0	0%	



1.4	Nguyen Phuc Hao					0	0%	
1.5	Nguyen Hoang Thien Nha					0	0%	
1.6	Nguyen Thi Hoa					0	0%	
1.7	Nguyen Kiem		Member of the Board of Directors			125.000	0,30%	Buying
1.8	Nguyen Thanh					125.000	0,30%	Buying
1.9	Nguyen Thi Lap					125.000	0,30%	Buying
1.10	Nguyen Sang					125.000	0,30%	Buying



1.11	Nguyen An		Member of the Board of Directors cum General Director			1.318.000	3,12%	Buying
1.12	Ngo Anh Dung					0	0%	
1.13	Bui Thi Kim Phuong					0	0	
1.14	Bui Anh Kiet					5.804	0,01%	
1.15	Nguyen Thi Hong Hai					100.000	0,24%	
1.16	To Hoang Mi					0	0,00%	Selling

1.17	Dang Thi Thuy Trang					100.000	0,24%	
1.18	Sao Viet Gia Lai Company Liited					0	0,00%	
1.19	Green Agriculture and Energy Joint Stock Company					0	0,00%	
1.20	Sao Viet Tay Nguyen Energy Joint Stock Company					0	0,00%	
<b>2</b>	<b>Pham Van Minh</b>		<b>Independent Member of the Board of Directors</b>			59.500	0,14%	
2.1	Hoang Thi Mieng					181.300	0,43%	
2.2	Pham Thi Quynh Van					0	0%	

2.3	Pham Quynh Nga					7.300	0,02%	
2.4	Pham Quynh Linh Duong					25.000	0,06%	
2.5	Nguyen Manh Tung					0	0%	
2.6	Nguyen Phung Hai					0	0%	
<b>3</b>	<b>Nguyen An</b>		<b>Member of the BOD cum General Director</b>	As stated in the section on persons related to Nguyen Binh				
3.1	Thai Thi Min			As stated in the section on persons related to Nguyen Binh				

3.2	Nguyen Thi Hoa			As stated in the section on persons related to Nguyen Binh				
3.3	Nguyen Kiem			As stated in the section on persons related to Nguyen Binh				
3.4	Nguyen Thanh			As stated in the section on persons related to Nguyen Binh				
3.5	Nguyen Thi Lap			As stated in the section on persons related to Nguyen Binh				
3.6	Nguyen Sang			As stated in the section on persons related to Nguyen Binh				
3.7	Nguyen Binh		Chairman of the Board of Directors	As stated in item No. 1				
3.8	Dang Thi Thuy Trang			As stated in the section on persons related to Nguyen Binh				
3.9	Dang Van Bay					0	0%	
3.10	Nguyen Thi Kim Loan					0	0%	
3.11	Nguyen Phuc Vi					0	0%	
3.12	Nguyen Ngoc Khanh Bang					0	0%	
3.13	Ngo Anh Dung			As stated in the section on persons related to Nguyen Binh				
3.14	Bui Thi Kim Phuong			As stated in the section on persons related to Nguyen Binh				
3.15	Bui Anh Kiet			As stated in the section on persons related to Nguyen Binh				

3.16	Nguyen Thi Hong Hai			As stated in the section on persons related to Nguyen Binh				
3.17	To Hoang Mi			As stated in the section on persons related to Nguyen Binh				
3.18	Le Vu Da Uyen			As stated in the section on persons related to Nguyen Binh				
3.19	30-4 Gia Lai Limited Liability Company					22.705.903	53,81%	
3.20	30/4 Phuc Tin Joint stock Company					0	0%	
3.21	Dak Po Kei Hydropower Joint Stock Company					0	0%	
4	<b>Thai Nhu Hiep</b>		<b>Member of the Board of Directors</b>			600	0,001%	
4.1	Thai Nhu Dung					0	0%	
4.2	Thai Nhu Sy					0	0%	

4.3	Tran Thi Lan Anh					0	0%	
4.4	Nguyen Thi Bach Lien					0	0%	
4.5	Pham Thu Trinh					0	0%	
4.6	Dang Thi Tung					0	0%	
4.7	Thai Quoc Hung					0	0%	
4.8	Thai Minh Han					0	0%	

4.9	Thai Quoc Dong Hy					0	0%	
4.10	Thai Minh An					0	0%	
4.11	Vinh Hiep Company Limited					4.844.089	11,48%	
5	Phan Van Lan		<b>Independent Member of the Board of Directors</b>			227.896	0,54%	
5.1	Tran Thi Giang					0	0%	Đã mất
5.2	Phan Thu Thuy					0	0%	
5.3	Phan Ngoc Chung					0	0%	



5.4	Phan Hai Lam					6.000	0,01%	
5.5	Phan Thai Binh					0	0%	
5.6	Nguyen Thi Thuy Trang					0	0%	
5.7	Nguyen Tran Chan					0	0%	
5.8	Pham Van Lao					11.221	0,03%	

5.9	Dinh Hoai Nam					0	0%	
<b>6</b>	<b>Nguyen Kiem</b>		<b>Member of the Board of Directors</b>	As stated in the section on persons related to Nguyen Binh				
6.1	Thai Thi Min			As stated in the section on persons related to Nguyen Binh				
6.2	Nguyen Thi Hoa			As stated in the section on persons related to Nguyen Binh				
6.3	Nguyen Thanh			As stated in the section on persons related to Nguyen Binh				
6.4	Nguyen Thi Lap			As stated in the section on persons related to Nguyen Binh				
6.5	Nguyen Sang			As stated in the section on persons related to Nguyen Binh				
6.6	Nguyen Binh			As stated in the section on persons related to Nguyen Binh				
6.7	Nguyen An			As stated in the section on persons related to Nguyen Binh				
6.8	Ngo Anh Dung			As stated in the section on persons related to Nguyen Binh				
6.9	Bui Thi Kim Phuong			As stated in the section on persons related to Nguyen Binh				
6.10	Bui Anh Kiet			As stated in the section on persons related to Nguyen Binh				
6.11	Nguyen Thi Hong Hai			As stated in the section on persons related to Nguyen Binh				
6.12	To Hoang Mi			As stated in the section on persons related to Nguyen Binh				
6.13	Le Vu Da Uyen			As stated in the section on persons related to Nguyen Binh				
6.14	Dang Thi Thuy Trang			As stated in the section on persons related to Nguyen Binh				
6.15	Nguyen Thi Thuy Vi					0	0%	

6.16	Nguyen Thi Ngoc Yen					0	0%	
6.17	Nguyen Phuc Dat					0	0%	
6.18	Nguyen Duc Dung					0	0%	
6.19	Bui Ba					0	0%	
6.20	30-4 Gia Lai Limited Liability Company					22.705.903	53,81%	

6.21	Phuc Kiem One Member Limited Company					0	0	
7	<b>Tran Duc Hien</b>		<b>Deputy General Director</b>			14.560	0,035%	
7.1	Tran Duc Vo					0	0%	
7.2	Nguyen Thi Nghi					0	0%	
7.3	Tran Duc Minh					0	0%	

7.4	Tran Duc Thanh					0	0%	
7.5	Tran Duc Cong					0	0%	
7.6	Tran Thi Ngoc Phuoc					2.000	0,005%	
7.7	Tran Thi Tuyet Chi					0	0%	
7.8	Tran Ngoc Van Anh					0	0%	

7.9	Tran Nhat Tan					0	0%	
7.10	Tran Thi Cao Nguyen					0	0%	
7.11	Nguyen Thi Kim Xuan					0	0%	
7.12	Pham Hong Sy					0	0%	
7.13	Dinh Thi Khim					0	0%	
<b>8</b>	<b>Le Van Thuyet</b>		Former Head of the Board of Supervisors			40.000	0,09%	Từ nhiệm ngày 01/04/2024
8.1	Pham Thi Thu Thuy					0	0%	

8.2	Le Anh Khoi					0	0%	
8.3	Le Pham Linh Chi					0	0%	
8.4	Huynh Thi Phong					0	0%	
8.5	Le Thi So					0	0%	
<b>9</b>	<b>Ha Trong Hoi</b>		Head of the Board of Supervisors			0	0%	
9.1	Pham Thi Ngoc Ha		Spouse			0	0%	
9.2	Ha Pham Phu Hung		Child			0	0%	

9.3	Ha Pham Phuong Han		Child			0	0%	
9.4	Phung Thi Thuy		Mother-in-law			0	0%	
9.5	Pham Ngoc Bon		Father-in-law			0	0%	
9.6	Le Ha Vy		Daughter-in-law			0	0%	

9.7	Ha Trong Son		Brother			0	0%	
9.8	Ha Trong Hai		Brother			0	0%	
9.9	Vo Thi Toan		Sister-in-law			0	0%	
9.10	TFC Gia Lai Tax and Accounting Service Limited Liability Company					0	0%	
<b>10</b>	<b>Do Tien</b>		<b>Member of the Board of Supervisors</b>			15.000	0,036%	

10.1	Luu Thi Hoang Dung					0	0%	
10.2	Do Luu Danh					0	0%	
10.3	Do Thi Luu Tuyen					0	0%	
10.4	Do Luu Tien					0	0%	
10.5	Do Thi Hoai Giang					0	0%	

10.6	Do Luu Thien					0	0%	
10.7	Do Thi Nuong					0	0%	
10.8	Do Van Nguyen					0	0%	
10.9	Huynh Ngoc Bao					0	0%	
10.10	Nguyen Trong Cuong					0	0%	

10.11	Tran Thi Thuy Dung					0	0%	
10.12	Tran Thuy Tuong Anh					0	0%	
10.13	30-4 Gia Lai Limited Liability Company					22.705.903	53,81%	
<b>11</b>	<b>Tran Thi Dai</b>		<b>Member of the Board of Supervisors</b>			0	0%	
11.1	Pham Kim Phu					0	0%	
11.2	Pham Tin Hung					0	0%	

11.3	Pham Phuc Thinh					0	0%	
11.4	Le Thi Lang					0	0%	
11.5	Le Thi Hong					0	0%	
11.6	Pham Ngoc Dip					0	0%	Đã mất
11.7	Tran Van Anh					0	0%	
12	Vu Thi Hau		<b>Chief Accountant</b>			0	0%	

12.1	Truong Thi Thanh Huong					0	0%	
12.2	Vu Dinh Hanh					10.000	0,02%	
12.3	Vu Dinh Hien					0	0%	
12.4	Le Van Tuyen					0	0%	
12.5	Vu Thi Thu Hang					0	0%	

12.6	Le Vu Y Nhi					0	0%	
12.7	Le Vu Nhat Uyen					0	0%	
12.8	Ho Thi Tuyet					0	0%	
12.9	Bui Thi Hoa					0	0%	
12.10	Nguyen Thi Thanh					0	0%	
<b>13</b>	<b>Dang Mai Son</b>		<b>The person in charge of corporate</b>			83.500	0,20%	Selling

			<b>governance cum company secretary</b>					
13.1	Dang Mai Truc					0	0%	
13.2	Nguyen Thi Trinh					0	0%	
13.3	Bui Kim Cuong					0	0%	
13.4	Le Thi Bong					0	0%	
13.5	Bui Thi Anh					0	0%	

13.6	Dang Quoc Bao					0	0%	
13.7	Vu Thi Thom					0	0%	
13.8	Dang Bui Mai Linh					0	0%	
13.9	Dang Bui Mai Phuong					0	0%	

14	Le Hoai Vu		Head of the Internal Audit Department			0	0%	
14.1	Le Cong Bo					0	0,00	
14.2	Nguyen Thi Hieu					0	0,00	
14.3	Le Hoai Van					0	0,00	
14.4	Nguyen Thi Thuy Lien					0	0,00	
14.5	Phan Thi Hang Nga					0	0,00	

14.6	Le Hoang Anh Thu					0	0,00	
14.7	Le Hoang Bao Anh					0	0,00	
14.8	Phan Dinh Cu					0	0,00	
14.9	Le Thi Thoa					0	0,00	
14.10	Green Agriculture and Energy Joint Stock Company					0	0%	
14.11	Sao Viet Tay Nguyen Energy Joint Stock Company					0	0%	
<b>15</b>	<b>Nguyen Thi Thanh Duyen</b>		<b>Internal Audit Officer</b>			10.000	0,023%	

15.1	Nguyen Phap					30.000	0,07%	
15.2	Dang Thi Kim Dung					20.687	0,05	
15.3	Nguyen Thi Cam					0	0,00	
15.4	Pham Van Loi					0	0,00	
15.5	Nguyen Phuc Huu					0	0,00	

15.6	Nguyen Thi Thuy Duong					0	0,00	
15.7	Nguyen Phuc Thien					7.120	0,02	
15.8	Nguyen Thi Thanh Diep					0	0,00	
15.9	Pham Thanh Ngan					0	0,00	
15.10	Pham Bao Ngoc					0	0,00	
15.11	Vo Thi Truc Linh					0	0,00	

16	Thai Thi Thanh Suong		Internal Audit Officer			0	0,00	
16.1	Thai Thanh Chung					35.000	0,08%	
16.2	Vo Thi Tam					0	0,00	
16.3	Thai Thanh Nhon					0	0,00	
16.4	Huynh Thi Kim Hanh					0	0,00	

16.5	Thai Thi Thanh Thuy					0	0,00	
16.6	Nguyen Hong Phu					0	0,00	
16.7	Thai Thi Thanh Nuong					0	0,00	
16.8	Nguyen Quoc Huy					0	0,00	
16.9	Ho Nhu Vuong Nam					0	0,00	

16.10	Ho Nhu Thai Khang					0	0,00	
16.11	Ho Nhu Khoan					0	0,00	
16.12	Hoang Thi Vinh					0	0,00	
16.13	VAB Trung Nguyen Joint Stock Company					0	0,00	

**APPENDIX IV: Transactions of internal persons and affiliated persons with shares of the company**

No.	Transaction executors	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing/decreasing (Buying, Selling, converting, rewarding, etc.)
			Number of shares	Percent age	Number of shares	Percent age	
1	Nguyen Binh	Chairman of the Board of Directors	180.000	0,43%	499.900	1,18%	Buying
2	Nguyen An	Member of the Board of	350.000	0,83%	1.318.000	3,12%	Buying

		Directors cum General Director					
3	Nguyen Kiem	Member of the Board of Directors	0	0,00%	125.000	0,30%	Buying
4	Thai Thi Min	Related person to Mr. Nguyen Binh, Nguyen An, Nguyen Kiem	2.322.992	5,50%	422.000	1,00%	Selling
5	Le Vu Da Uyen	Related person to Mr. Nguyen Binh, Nguyen An, Nguyen Kiem	336.475	0,80%	461.475	1,09%	Buying
6	Nguyen Thi Lap	Related person to Mr. Nguyen Binh, Nguyen An, Nguyen Kiem	0	0,00%	125.000	0,30%	Buying
7	Nguyen Thanh	Related person to Mr. Nguyen Binh, Nguyen An, Nguyen Kiem	0	0,00%	125.000	0,30%	Buying
8	Nguyen Sang	Related person to Mr. Nguyen Binh, Nguyen An, Nguyen Kiem	0	0,00%	125.000	0,30%	Buying
9	To Hoang Mi	Related person to Mr. Nguyen Binh, Nguyen An, Nguyen Kiem	1.200	0,003%	0	0,00%	Selling
10	Dang Mai Son	Person in charge of corporate governance cum company secretary	102.200	0,24%	83.500	0,20%	Selling
11	Pham Quynh Nga	Related person to Mr. Pham Van Minh	6.500	0,015%	7.300		Buying

