

REPORT ON THE COMPANY'S GOVERNANCE SITUATION (Year 2025)

Dear: - State Securities Commission
- Hanoi Stock Exchange

- Company name : Xuan Minh Hydropower Joint Stock Company
- Head office address : 2nd floor, Hydropower Plant Management Building, Trung Chinh village, Thuong Xuan commune, Thanh Hoa province, Vietnam
- Phone : 0237.3555099 Fax: 0237.3555069
- Website : <https://thuydienxuanminh.vcpholdings.com.vn>
- Registered capital : 150,000,000,000 VND
- Stock ticker symbol : XMP
- Exchange : UPCOM
- Governance model : General Shareholders' Meeting, Board of Directors, Supervisory Board, and General Director

I. Activities of the General Meeting of Shareholders

TT	Resolution Number	Day	Content
1	Resolution No. 01/2025/NQ/X M-ĐHĐCD of the Annual General Meeting of Shareholders 2025	March 28, 2025	<p>The resolution of the 2025 Annual General Meeting of Shareholders approves the following:</p> <ol style="list-style-type: none">1. Report on the activities of the Company's Board of Directors in 2024, term 2020-2025, and tasks and work plan for 2025, term 2025-2030.2. Report of the Board of Directors on the business results for 2024 and the plan for 2025.3. Report of the Company's Supervisory Board on the results of operations in 2024 and the direction and tasks for operations in 2025.4. Audited financial statements for 2024 and the Supervisory Board 's proposal requesting authorization to select an independent auditing firm to audit the financial statements for 2025.5. Board of Directors' report on the plan for distributing after-tax profits for 2024 and projected profits for 2025.6. Board of Directors' report on proposed remuneration for the Board of Directors and Supervisory Board in 2025.7. Board of Directors' proposal on the personnel plan for the Board of Directors and Supervisory Board for the term 2025-2030.

II. Board of Directors

1. Information about the members of the Board of Directors

TT	Board Member	Position	Date of commencement/cessation of membership on the Board of Directors	
			Appointment date	Dismissal date
1	Mr. Trinh Nguyen Khanh	Chairman of the Board	April 20, 2021	
2	Ms. Nguyen Thi Thanh Thuy	Board Member	September 22, 2014	
3	Mr. Pham Van Minh	Board Member	April 20, 2021	
4	Mr. Nguyen Thanh Phuong	Board Member	March 26, 2024	
5	Ms. Phung Thi Thu Huyen	Board Member	May 25, 2023	

2. Board of Directors Meetings

TT	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reasons for not attending
1	Mr. Trinh Nguyen Khanh	7/7	100%	
2	Ms. Nguyen Thi Thanh Thuy	7/7	100%	
3	Mr. Pham Van Minh	7/7	100%	
4	Mr. Nguyen Thanh Phuong	7/7	100%	
5	Ms. Phung Thi Thu Huyen	7/7	100%	

3. The Board of Directors' oversight of the Company's General Director.

- Assessing the business performance in 2025 and proposing directions and solutions to improve the efficiency of the enterprise's production and business operations.
- The Annual General Meeting of Shareholders was successfully held on March 28, 2025.
- Strengthen management, closely supervise, and provide timely guidance on the company's production and business activities by the General Director.
- Inspect the compliance with the provisions of the Enterprise Law, the company's charter, and current state regulations.
- The Board of Directors has issued internal management documents and regulations in accordance with legal documents and the Company's charter. These regulations are consistent with existing regulations and foster proactiveness and creativity in the production and business activities of the collective and individuals.
- The Board of Directors and the Supervisory Board have collaborated with the Company's CEO to successfully fulfill their assigned duties.

4. Activities of the subcommittees of the Board of Directors

The company does not establish subcommittees within the Board of Directors. Each specific area is assigned to individual members of the Board of Directors for direct responsibility.

5. Resolutions/Decisions of the Board of Directors

TT	Resolution Number / Decision	Day	Content	Approval rate
1	01/2025/NQ-HĐQT	February 11, 2025	Organizing the Annual General Meeting of Shareholders in 2025	100%
2	02/2025/NQ-HĐQT	March 28, 2025	Electing the Chairman of the Board of Directors of the Company	100%
3	03/2025/NQ-HĐQT	June 9, 2025	Approval of the policy on related-party transactions.	100%
4	04/2025/NQ-HĐQT	August 18, 2025	Approval of cash dividend payment for 2024.	100%
5	05/2025/NQ-HĐQT	08/09/2025	Appointing the person in charge of corporate governance.	100%
6	06/2025/NQ-HĐQT	November 11, 2025	Organizing the Extraordinary General Meeting of Shareholders in 2025.	100%
7	01/2025/QD-HĐQT	March 31, 2025	Disbursement of bonuses to the Board of Directors, Supervisory Board, and Executive Board in accordance with the 2025 General Shareholders' Meeting Resolution.	100%
8	02/2025/QD-HĐQT	April 15, 2025	Additional salary payment for the April 30 – May 1 public holiday.	100%
9	03/2025/QD-HĐQT	June 17, 2025	Selecting an independent auditing firm to audit the 2025 financial statements.	100%
10	03B/2025/QD-HĐQT	June 17, 2025	Approval of the item "Renovation and repair of concrete roads and stone-paved factory grounds"	100%
11	03A/2025/QD-HĐQT	July 1, 2025	Issuing regulations on authorization for cashless payments.	100%
12	04/2025/QD-HĐQT	July 23, 2025	Authorization to sign Share Ownership Certificates	100%
13	05/2025/QD-HĐQT	July 24, 2025	Approval of "Preparation of adjustments to Plan 02: Emergency response plan for hydroelectric dams and reservoirs and plan for protecting hydroelectric dams and reservoirs"	100%
14	06/2025/QD-HĐQT	August 25, 2025	Additional salary payment in commemoration of the 80th anniversary of Vietnam's National Day.	100%
15	07/2025/QD-HĐQT	12/11/2025	Approval of the design, cost estimate, and construction plan for the repair and remediation of landslides on the discharge channel slope of the power plant after the 2025 flood.	100%
16	08/2025/QD-HĐQT	December 15, 2025	Supplementary salary payment for New Year's Day 2026	100%
17	09/2025/QD-HĐQT	December 15, 2025	Collective bonus payment for exceeding the 2025 business performance plan.	100%
18	10/2025/QD-HĐQT	December 31, 2025	Additional salary payment for employees who meet production and business targets for 2025.	100%

III. Supervisory Board

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

TT	Board Member	Position	Date of commencement /cessation of membership in the Supervisory Board	Professional qualifications
1	Ms. Nguyen Minh Hieu	Head of the Supervisory Board	Appointment effective March 28, 2025	Bachelor of Accounting
2	Ms. Dinh Thi Hanh	Head of the Supervisory Board	Dismissal effective March 28, 2025	Accounting - Auditing
3	Ms. Nguyen Thuan Huyen	Supervisory Board Member	Appointment effective March 28, 2025	Bachelor of Business Administration
4	Mr. Tran Xuan Ninh	Supervisory Board Member	Appointed effective September 22, 2014	Bachelor's degree
5	Mr. Nguyen Ho Ngoc	Supervisory Board Member	Dismissal effective March 28, 2025	Bachelor's degree

2. Meeting of the Supervisory Board

TT	Supervisory Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending
1	Ms. Nguyen Minh Hieu	3/5	60%	100%	Appointment effective March 28, 2025
2	Ms. Dinh Thi Hanh	0/5	0%	100%	Maternity leave / Dismissal effective March 28, 2025
3	Ms. Nguyen Thuan Huyen	3/5	60%	100%	Appointment effective March 28, 2025
4	Mr. Tran Xuan Ninh	5/5	100%	100%	
5	Mr. Nguyen Ho Ngoc	2/5	40%	100%	Dismissal effective March 28, 2025

3. Activities of the Supervisory Board

- Review and examine the General Director's submissions, resolutions, and decisions of the Board of Directors to implement the 2025 Annual General Meeting Resolution, conducting a detailed assessment of achieved targets and unachieved targets with specific analysis of the causes.
- The Supervisory Board is responsible for auditing and controlling: the company's accounting documents and records; the management of accounts receivable and payable; asset management and exploitation, revenue and expenses, in order to analyze factors affecting business and investment results, and to propose timely recommendations throughout the year.
- Conduct activities in accordance with the Regulations on the Organization and Operation of the Supervisory Board; Develop a specific work plan and program for the year, identifying key priorities for each stage, whether investment or operation, in order to determine appropriate control content.

4. Coordination of activities between the Supervisory Board and the Board of Directors, the General Management Board, and other management personnel.

In 2025, building on the continued implementation of the coordination and information exchange mechanism between the Board of Directors, the General Director, management staff, and the Supervisory Board, the relevant parties coordinated their activities and exchanged information, ensuring compliance with the law, regulations, and company rules. Based on the results of internal audits and periodic monitoring, the Supervisory Board made proposals and recommendations to the Board of Directors and the General Director to improve risk management and refine the internal control system. The Board of Directors and the General Director also facilitated the Supervisory Board in fulfilling its responsibilities and duties as prescribed.

IV. Executive Board

TT	Member Board of Directors	Date of birth	Professional qualifications	Date of appointment Dismissal
1	Mr. Pham Quang Minh	January 2, 1980	Master of Economic Management	Reappointment on October 4, 2024
2	Mr. Pham Tien Luat	December 16, 1978	Automation Engineer	Appointed on August 1, 2021

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment Dismissal
Ms. Dinh Thuy Lam	February 23, 1983	Master of Business Administration	Appointed on December 1, 2015

VI. Training in Corporate Governance

The company has sent its senior executives to attend corporate governance courses to enhance their skills in business management.

VII. List of related parties of a public company and transactions of the Company's related parties with the Company itself.

1. List of related parties of the Company: *Appendix 01*.
2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders: *Appendix 02*.
3. Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company: *None*.
4. Transactions between the company and other parties:
 - 4.1. Transactions between the company and companies where members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been founding members or members of the Board of Directors, Directors (General Directors) in charge during the past three (03) years (calculated at the time of report preparation): *Appendix 02*.
 - 4.2. Transactions between the company and a company where a related party of a member of the Board of Directors, a member of the Supervisory Board , or the CEO (General Director) is also a member of the Board of Directors or the CEO (General Director) : *None*.
 - 4.3. 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, and the Executive Director (General Director) : *None*.

VIII. Stock transactions by insiders and related parties of insiders

1. List of insiders and related parties of insiders: *Appendix 3*.
2. Insider and related party transactions involving shares of listed companies: *None*.

Recipient:

- As addressed to;
- Filed for record.

CHAIRMAN OF THE BOARD OF DIRECTORS



Trinh Nguyen Khanh

APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH number	Head office address/contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
1	VCP Construction and Energy Joint Stock Company			2800799804	19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City				Parent company
2	Bai Thuong Hydropower Joint Stock Company			2801952893	Second floor, Management and Operation Building for Hydropower Projects in Trung Chinh Hamlet, Thuong Xuan Commune, Thanh Hoa Province				- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.
3	Dak Robaye Hydropower Company Limited			6101210389	Mang Den Village, Mang Den Commune, Quang Ngai Province, Vietnam				- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.
4	Dak Lo 4 Hydropower Company Limited			6101256048	Village 1, Kon Plong Commune, Quang Ngai Province				- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.
5	Thac Ba Hydropower Plant Co., Ltd.			3401133034	No. 30 Nguyen Binh Khiem Street, Phu Thuy Ward, Lam Dong Province				- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.
6	Nam La Hydropower Joint Stock Company			5500290578	No. 144, Truong Chinh Street, Group 4, To Hieu Ward, Son La Province				- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.
7	VCP Electromechanical Joint Stock Company			0109298049	Second floor, Management and Operation Building for Hydropower Projects in Trung Chinh Hamlet, Thuong Xuan Commune, Thanh Hoa Province				- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.
8	Saigon Equipment and Spare Parts Joint Stock Company			0300542187	205A Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City				- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.
9	Steel and Industrial Materials Joint Stock Company			0100902925	SIMCO Building, Pham Hung Street, Tu Liem Ward, Hanoi City				Shareholders
10	Trinh Nguyen Khanh		Chairman of the Board		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	20/04/2021			Insider
11	Pham Van Minh		Board Member		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	20/04/2021			Insider
12	Phung Thi Thu Huyen		Board Member		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	25/05/2023			Insider
13	Nguyen Thi Thanh Thuy		Board Member		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	22/09/2014			Insider
14	Nguyen Thanh Phuong		Board Member		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	26/03/2024			Insider
15	Nguyen Minh Hieu		Head of the Supervisory Board		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	March 28, 2025		Appoint	Insider
16	Nguyen Thuan Huyen		Member of the Supervisory Board		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	March 28, 2025		Appoint	Insider
17	Tran Xuan Ninh		Member of the Supervisory Board		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	22/09/2014			Insider
18	Pham Quang Minh		General Director		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	October 3, 2018			Insider
19	Pham Tien Luat		Deputy General Manager		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	August 1, 2021			Insider
20	Dinh Thuy Lam		Chief Accountant		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	December 1, 2015			Insider
21	Dinh Thi Hanh		Head of the Supervisory Board		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City		March 28, 2025	Dismissal	Insider
22	Nguyen Ho Ngoc		Member of the Supervisory Board		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City		March 28, 2025	Dismissal	Insider

APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PARTIES; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND ITS RELATED PARTIES; TRANSACTIONS BETWEEN THE COMPANY AND A COMPANY WHERE THE RELATED PARTIES OF A BOARD OF DIRECTORS MEMBER, SUPERVISORY BOARD MEMBER, GENERAL DIRECTOR/MANAGER, AND OTHER MANAGERS ARE BOARD OF DIRECTORS, GENERAL DIRECTOR/MANAGER

No.	Name of organization/individual	Relationship with the company	NSH number	Head office address/contact address	Time of transaction with the Company	Number of Resolutions and Decisions approved by the General Meeting of Shareholders /Board of Directors (if any)	Content, quantity, and total value of the transaction.	Note
1	VCP Construction and Energy Joint Stock Company	Parent company	2800799804	19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	2025		Service purchase: 4,124,028,970 VND Loans: 8,000,000,000 VND Principal payment: 8,000,000,000 VND Interest payment: 156,569,863 VND Dividend payment: 6,120,000,000 VND	
2	Bai Thuong Hydropower Joint Stock Company	- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.	2801952893	Second floor, Management and Operation Building for Hydropower Projects in Trung Chinh Hamlet, Thuong Xuan Commune, Thanh Hoa Province	2025		Service sales: 36,000,000 VND	
3	Nam La Hydropower Joint Stock Company	- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.	5500290578	No. 144, Truong Chinh Street, Group 4, To Hieu Ward, Son La Province	2025		Service sales: 84,000,000 VND Loans: 9,500,000,000 VND	
4	VCP Electromechanical Joint Stock Company	- Same as the parent company - Board member, CEO who has been a Board member and CEO for the past 3 years.	0109298049	Second floor, Management and Operation Building for Hydropower Projects in Trung Chinh Hamlet, Thuong Xuan Commune, Thanh Hoa Province	2025		Service purchase: 1,065,777,104 VND Loans: 9,000,000,000 VND Principal payment: 1,500,000,000 VND Interest payment: 7,389,041 VND	
5	Steel and Industrial Materials Joint Stock Company	Shareholders	0100902925	SIMCO Building, Pham Hung Street, Tu Liem Ward, Hanoi City	2025		Dividend payment: 2,072,000,000 VND	
6	Trinh Nguyen Khanh	Chairman of the Board		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	2025		Principal payment: 604,516,733 VND Interest payment: 22,191,228 VND	
7	Pham Tien Luat	Deputy General Manager		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	2025		Principal payment: 2,218,563,691 VND Interest payment: 29,356,764 VND	
8	Nguyen Thanh Phuong	Board Member		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	2025		Loans: 1,000,000,000 VND Principal payment: 1,000,000,000 VND Interest payment: 1,428,904 VND	
9	Nguyen Thi Thu Thuy	The person related to the insider (Mr. Trinh Nguyen Khanh)		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	2025		Loans: 2,000,000,000 VND Principal payment: 2,000,000,000 VND Interest payment: 71,674,246 VND	
10	Sam Thi Thanh Hung	The person related to the insider (Mr. Pham Quang Minh)		19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi City	2025		Loans: 500,000,000 VND	

COMPANY NAME: XUAN MINH HYDROPOWER JOINT STOCK COMPANY

STOCK CODE: XMP

APPENDIX 03: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No.	Name of individual/organization	ID card/Passport number/Business registration certificate number			Ending stock ownership register		Relationship/Position	Note
		Number	Date issued	Issuing authority	Share	TL owns		
1	Trinh Nguyen Khanh				-	0%	Chairman of the Board	
1.1	Nguyen Thi Thanh				-	0%	Mother	
1.2	Trinh Nguyen Cuong				-	0%	biological father	
1.3	Trinh Khanh Dung				-	0%	Younger sister	
1.4	Nguyen Van Hop				-	0%	Brother-in-law	
1.5	Nguyen Thi Thu Thuy				-	0%	Wife	
1.6	Trinh Khanh Ha				-	0%	Son	
1.7	Trinh Hai Nam				-	0%	Son	
1.8	VCP Construction & Energy Joint Stock Company				7.650.000	51%	Board of Directors	
1.9	VCP Electromechanical Joint Stock Company				-	0%	Board of Directors	
1.10	Bai Thuong Hydropower Joint Stock Company				-	0%	Chairman of the Board	
1.11	Saigon Spare Parts and Equipment Joint Stock Company				-	0%	Chairman of the Board	
2	Pham Van Minh				-	0%	Board of Directors	
2.1	Pham Van Cuong				-	0%	Dad	
2.2	Nguyen Thi Hue				-	0%	Mom	
2.3	Pham Thi Thuy Van				-	0%	Younger sister	
2.4	Do Thi Yen				-	0%	Wife	

2.5	Pham Minh Yen Nhi						-	0%	Daughter	
2.6	Pham Minh Hieu						-	0%	Boy	
2.7	Pham Minh Yen Trang						-	0%	Daughter	
2.8	VCP Construction & Energy Joint Stock Company					7.650.000	51%	Chairman of the Board of Directors		
2.9	VCP Electromechanical Joint Stock Company						-	0%	Chairman of the Board and CEO	
2.10	Bai Thuong Hydropower Joint Stock Company						-	0%	Board of Directors	
2.11	Nam La Hydropower Joint Stock Company						-	0%	Board of Directors	
3	Nguyen Thanh Phuong						-	0%	Board of Directors	
3.1	Phung Thi Giang						-	0%	Mother	
3.2	Bui Thi Hong Nhung						-	0%	Wife	
3.3	Nguyen Thanh Ha						-	0%	Daughter	
3.4	Nguyen Trung Hieu						-	0%	Boy	
3.5	Nguyen Thi Thu Huong						-	0%	Older sister	
3.6	Tran Nam						-	0%	Brother-in-law	
3.7	Bui Huy Chuc						-	0%	Father-in-law	
3.8	Nguyen Thi Xuan						-	0%	Mother-in-law	
3.9	Bui Thi Thu Trang						-	0%	sister-in-law	
4	Nguyen Thi Thanh Thuy						-	0%	Board of Directors	
4.1	Nguyen Truong An						-	0%	biological father	
4.2	Nguyen Thi Dung						-		Biological mother (deceased)	
4.3	Le Minh Hai						-	0%	Husband	
4.4	Le Van Thiem						-		Father-in-law (deceased)	

4.5	Nguyen Thi Thai							Mother-in-law (deceased)	
4.6	Le Khanh Huyen					-	0%	Daughter	
4.7	Le Quoc Khanh					-	0%	Boy	
4.8	Nguyen Minh Hai					-	0%	Older brother	
4.9	Nguyen Nhat Linh					-	0%	Older brother	
4.10	Nguyen Thi Hanh					-	0%	Younger sister	
4.11	Steel and Industrial Materials Joint Stock Company					2.590.000	17,27%	Chairman of the Board of Directors and CEO	
5	Phung Thi Thu Huyen					-	0%	Board of Directors	
5.1	Trinh Khac Tai					-	0%	Father-in-law	
5.2	Trinh Khac Thanh					-	0%	Husband	
5.3	Trinh Ngoc Minh Anh					-	0%	biological child	
5.4	Trinh Thanh Hao					-	0%	biological child	
5.5	Phung Trung Hieu					-	0%	younger sibling	
6	Nguyen Minh Hieu						0%	Head of the Supervisory Board (Appointed March 2020)	
6.1	Nguyen Van De						0%	biological father	
6.2	Pham Thi Chinh						0%	Mother	
6.3	Truong Duc Binh						0%	Father-in-law	
6.4	Do Thi Ly						0%	Mother-in-law	
6.5	Truong Duc Phuong						0%	Husband	
6.6	Truong Ngoc Mai						0%	Daughter	
6.7	Truong Duc Minh Khoi						0%	Boy	
6.8	Nguyen Minh Duc						0%	Older brother	

7	Nguyen Thuan Huyen						0%	Members of the Supervisory Board Appointed March 2008	
7.1	Nguyen Duy Dinh						0%	Biological father (deceased)	
7.2	Tran Thi Bich Thao						0%	Biological mother (deceased)	
7.3	Wang Wen Nhung						0%	Father-in-law	
7.4	Nguyen Thi Tinh						0%	Mother-in-law	
7.5	Wang Wenlong						0%	Husband	
7.6	Vuong Tri Dung						0%	Boy	
7.7	Vuong Tri Nam						0%	Boy	
8	Tran Xuan Ninh						0%	Supervisory Board Member	
8.1	Tran Thi Ha Phuong						- 0%	Wife	
8.2	Tran Bao Anh Thu						- 0%	Daughter	
8.3	Tran Huu Nam						- 0%	biological father	
8.4	Nguyen Thi Tan Chau						- 0%	Mother	
8.5	Tran Van Thai						- 0%	Father-in-law	
8.6	Dinh Thi Thuy						- 0%	Mother-in-law	
8.7	Tran Tho Khang						- 0%	Younger brother	
9	Pham Quang Minh						0%	General Director	
9.1	Sam Thi Thanh Hung						- 0%	Wife	
9.2	Pham Van Lang						- 0%	Biological father (deceased)	
9.2	Nguyen Thi Chuc						- 0%	Mother	
9.3	Sam Thanh						- 0%	Father-in-law	
9.4	Trieu Thi Duc						- 0%	Mother-in-law	

9.5	Pham Sam Truc Anh					-	0%	Son	
9.6	Pham Minh Truc An					-	0%	Son	
9.7	Pham Duc Khoi					-	0%	Son	
9.8	Pham Van Cuong					-	0%	Younger brother	
9.9	Pham Ut Thuong					-	0%	Younger brother	
9.10	Chu Thi Phuong Minh					-	0%	sister-in-law	
9.11	Nguyen Thi Xoa					-	0%	sister-in-law	
9.12	Bai Thuong Hydropower Joint Stock Company					-	0%	Manager	
9.13	Nam La Hydropower Joint Stock Company					-	0%	General Director	
10	Dinh Thuy Lam						0%	Chief Accountant	
10.1	Duong Quoc Toan						0%	Husband	
10.2	Duong An Nam						0%	Son	
10.3	Duong Nam An						0%	Son	
10.4	Dinh Cong Tem						0%	biological father	
10.5	Ha Thi Can					32.000	0%	Mother	
10.6	Duong Van Thu						0%	Father-in-law (deceased)	
10.7	Pham Thi Thanh						0%	Mother-in-law	
10.8	Dinh Thai Ha					149.400	1,00%	Older sister	
10.9	Dinh Tieu Thai						0%	Older sister	
10.10	Dinh Nam Son						0%	Older brother	
10.11	Pham Bao Long					218.714	1,46%	Brother-in-law	
10.12	Bui Viet Hung						0%	Brother-in-law	

10.13	Bai Thuong Hydropower Joint Stock Company					-	0%	Board of Directors	
10.14	VCP Construction and Energy Joint Stock Company				7.650.000	51%	TV License Plate Number		
10.15	VCP Electromechanical Joint Stock Company					-	0%	Chief Accountant	
11	Pham Tien Luat						0%	Deputy General Director (Appointed August 1, 2021)	
11.1	Nguyen Thi Ngoc						0%	Mother	
11.2	Pham Ngoc Bien						0%	biological father	
11.3	Pham Thi Nguyen						0%	Older sister	
11.4	Pham Tien Duat						0%	Younger brother	
11.5	Luu Thi Hang						0%	Wife	
11.6	Le Ngoc Khanh						0%	Brother-in-law	
11.7	Pham Duc Minh						0%	Son	
11.8	Pham Thuc Anh						0%	Son	
11.9	Luu The Ba						0%	Father-in-law	
11.10	Tran Thi Hoi						0%	Mother-in-law	
11.11	Bai Thuong Hydropower Joint Stock Company						0%	Vice president	