

Hanoi, January 22, 2025

**REPORT ON CORPORATE GOVERNANCE OF LISTING COMPANY
YEAR 2024**

To: - The State Securities Commission
- HaNoi Stock Exchange

- Name of company: Bac Minh Investment and Development Joint Stock Company
- Address of headoffice: No. 20, Tran Nguyen Han, Ly Thai To, Hoan Kiem, Hanoi
- Telephone: 0243.7764.615 Fax: 0243.7764.614
- Charter capital: 450.449.530.000 VND (In words: *Four hundred fifty billion, four hundred forty-nine million, five hundred thirty thousand VND only .!.*)
- Securities code: SBM
- Exchanges: Upcom

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 consultation):

<i>No.</i>	<i>Resolution/ Decision No.</i>	<i>Date</i>	<i>Content</i>
1	No 28/ NQ-DHDCD-SBM	25/04/2024	Resolution of the Annual General Meeting of Shareholders for 2024
2	No 147/BB-DHDCD-SBM	25/04/2024	Minutes of the 2024 Annual General Meeting of Shareholders

II. Board of Management

1. Information about the members of the Board of Management

No.	Board of Directors members	Position	The Date becoming/no longer member of the Board of Management	
			Date of appointment	Date of dismissal
1	Mr.Le Dinh Luong	Chairman	27/04/2023	
2	Mr.Vu Minh Tu	Member of BOD	27/04/2023	
3	Mr.Lai Hop Quoc	Member of BOD	27/04/2023	
4	Mrs.Nguyen Thi Kim Lan	Member of BOD	27/04/2023	
5	Mr.Do Minh Duc	Member of BOD	27/04/2023	

2. Board of Directors Meetings:

No.	Board of Directors members	Number of attendances	Percentage	Reason for not attending the meeting
1	Mr.Le Dinh Luong	5/5	100%	
2	Mr.Vu Minh Tu	5/5	100%	
3	Mr.Lai Hop Quoc	5/5	100%	
4	Mrs.Nguyen Thi Kim Lan	5/5	100%	
5	Mr.Do Minh Duc	5/5	100%	

3. Supervision by the BOD over the General Director:

- The Board of Directors regularly monitors all company activities and has provided many important directives and solutions that have helped make the company's business operations more efficient and effective.

- Supervising the implementation and execution of the Resolutions and

Decisions issued by the General Meeting of Shareholders and the Board of Directors.

- Supervising and directing the information disclosure process to ensure transparency and timeliness in accordance with regulations.

- Checking compliance with the provisions of the Law on Enterprises, the Charter, the internal regulations on corporate governance, and the current state regulations.

- Presiding over and directing the successful organization of the 2024 Annual General Meeting of Shareholders.

4. Resolutions/Decisions of the Board of Management:

No.	Resolution/Decision No.	Date	Content	Percentage
1	No.04/NQ-HDQT-SBM	10/1/2024	Resolution on the Interim Dividend Payment for 2023 in Cash to Shareholders	100%
2	No.05/QD-HDQT-SBM	21/1/2024	Decision on the Lunar New Year Bonus Payment for the Board of Directors, Supervisory Board, Employees, and Rewards for Individuals with Outstanding Achievements in 2023	100%
3	No.14/ QD-HDQT-SBM	13/3/2024	Resolution on Organizing the 2024 Annual General Meeting of Shareholders	100%
4	No.22/QD-HDQT-SBM	3/4/2024	Decision on the Appointment of the Contractor for Safety Inspection of the Suoi Sap 3 Hydroelectric Project	100%
5	No.23/QD-HDQT-SBM	3/4/2024	Decision on the Appointment of the Contractor for Safety Inspection of the Nam Cong 3 Hydroelectric Project	100%
6	No.24/QD-HDQT-SBM	3/4/2024	Decision on the Appointment of the Contractor for Safety Inspection of the Ta Co Hydroelectric Project	100%
7	No.28/NQ-DHDCD-SBM	25/4/2024	Resolution of the 2024 Annual General Meeting of Shareholders	100%

8	No.35/QD-HDQT-SBM	9/5/2024	Decision to Donate Equipment to the Kindergarten of Ho Quang Phin Commune, Dong Van District, Ha Giang Province	100%
9	No.46/QD-HDQT-SBM	10/6/2024	Decision on the Appointment of the Contractor to Audit the 2024 Financial Statements	100%
10	No.47/QD-HDQT-SBM	10/6/2024	Decision on the Sponsorship of Funds for the Construction of Linh Ung Pagoda, Muong Lay Town, Dien Bien Province	100%
11	No.64/NQ-HDQT-SBM	27/8/2024	Resolution on Short-Term Loan Borrowing at the Joint Stock Commercial Bank for Investment and Development of Vietnam – Transaction Office 3 to Supplement Working Capital for the Company's Business Operations	
12	No.75/NQ-HDQT-SBM	20/9/2024	Decision on the Advance Payment of 2024 Dividends in Cash to Shareholders	
13	No.752/QD-HDQT-SBM	25/9/2024	Resolution on the Approval of the Technical Plan for Renovation and Replacement of Equipment for the Turbine Unit of the Thoong Got Hydropower Project, Trung Khanh District, Cao Bang Province	
14	No.753/QD-HDQT-SBM	25/9/2024	Decision on the Approval of the Contractor Selection Plan for the Renovation and Replacement of the Thoong Got Hydropower Plant Project	
15	No.754/QD-HDQT-SBM	26/9/2024	Decision on the Approval of the Shortlist of Contractors for the Bidding of the Design, Supply, and Transport of Turbine - Synchronous Generator Equipment and Technical Services for Units H2 & H3	

16	No.755/QD-HDQT-SBM	26/9/2024	Decision on the Approval of the Bidding Documents for Package No. TGH-G01: Design, Supply, Transport of Turbine - Synchronous Generator Equipment, and Technical Services for Units H2 & H3 of the Thoong Got Hydropower Plant	
17	No.88/QD-HDQT-SBM	31/10/2024	Decision on the Approval of the Policy and Budget for SBM's Leadership Staff to Visit, Exchange, and Learn from Experience in China	
18	No.94/NQ-HDQT-SBM	11/12/2024	Resolution on the Advance Payment of 2024 Dividends (Second Round) in Cash to Shareholders.	

III. Supervisory Board

1. Information about members of Supervisory Board:

No.	Members of Supervisory Board	Position	Day becoming/no longer member of the Supervisory Board		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mr.Nguyen Van Minh	Head of Supervisory Board	27/04/2023		Bachelor's degree in Economics
2	Mr.Nguyen Quoc Thai	Member of Supervisory Board	27/04/2023		Master of Economics (Ukraine), IT Engineer
3	Mr.Le Lam Thanh	Member of Supervisory Board	27/04/2023		Bachelor's degree in Economics

2. Meeting of the Supervisory Board

No.	Members of Supervisory Board	Number of attendances	Meeting attendance rate	Percentage	Reason for not attending the meeting
1	Mr.Nguyen Van Minh	4/4	100%	100%	
2	Mr.Nguyen Quoc Thai	4/4	100%	100%	
3	Mr.Le Lam Thanh	4/4	100%	100%	

3. Supervisory activities of the Supervisory Board

- Supervising the implementation of the Resolutions and Decisions issued by the General Meeting of Shareholders and the Board of Directors in 2024.

- Monitoring the management and operation of the Company through overseeing the activities of the Board of Directors and the Executive Board. Evaluating the management work of the Board of Directors and the Executive Board for approval by the General Meeting of Shareholders.

- Reviewing the appropriateness of the Resolutions and Decisions of the Board of Directors and the Executive Board in the management of the Company, ensuring they align with the implementation process of the plans.

- Check the monthly business operations report; Quarterly financial report, Semi-annual financial report, and audited financial report for the previous year before submitting them to the Annual General Meeting of Shareholders.

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

- Proactively exchange and reach agreement with the Board of Directors on the contents and plans for inspection and supervision, and coordinate with the Executive Board during the implementation of inspection and supervision tasks.

- Strengthen coordination, exchange, and discussion between the Supervisory Board, the Board of Directors, the Executive Board, and other management personnel through expanded meetings of the Board of Directors.

- All documents and meeting minutes of the Board of Directors are sent to the Supervisory Board for review in order to provide timely feedback and suggestions."

- The Supervisory Board always closely coordinates with the Board of Directors and the Executive Board to promptly grasp the actual business operations, providing input based on compliance with legal regulations and for the benefit of shareholders.

5. Other activities of the Supervisory Board (None)

IV. Executive Board

No.	Members of the Executive Board	Date of birth	Date of Appointment/Dismissal of Executive Board Members		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mr.Vu Minh Tu	26/05/1978	27/04/2023		Bachelor's degree in Economics
2	Mr.Nguyen Tai Tuan	13/04/1965	27/04/2023		Engineer
3	Mr.Le Dac Dan	10/11/1986	27/04/2023		Engineer

V. Chief Accountant

No.	Full name	Date of birth	Date of appointment/Date of dismissal		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mrs.Bui Tuyet Van	14/12/1981	27/04/2023		Bachelor's degree in Economics

VI. Training on corporate governance

The members of the Board of Directors, the Supervisory Board, the Executive Board, and other management personnel of the Company have participated in courses and training sessions in accordance with corporate governance regulations. Additionally, the Board of Directors has arranged and delegated representatives to attend training programs organized by the State Securities Commission and the Hanoi Stock Exchange to enhance the Company's compliance with state regulations.

VII. List of affiliated persons of the public company and transactions of affiliated persons of the Company with the Company.

1. List of affiliated persons of the Company (Attached Appendix)
2. Transactions between the company and related parties of the company; or between the company and major shareholders, insiders, and related parties of insiders.

No.	Name of organization / individual	Related party relationships with the company	Number*, Date of Issue, Issuing Authority	Headquarters Address/ Contact Address	Transaction Date with the Company	Resolution/ Decision Number of the General Meeting of Shareholders/Board of Directors... passed	Content, quantity, total transaction value	Note
1	Northern Power Corporation (NPC)	Major shareholder	No. 0100100417 Issued on 12/08/2011	No.20 Tran Nguyen Han, Ly Thai To Ward, Hoan Kiem District, Hanoi	Year 2024	According to the Power Purchase Agreement	Purchase of commercial electricity with a total value of 301.749.494.968 VND	

3. Transactions between the company's 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, the Director (CEO), and other managers have been or are founding members or members of the Board of Directors, Directors (CEOs) within the last three (03) years (as of the time of report): None

4.2. Transactions between the company and companies where related parties of members of the Board of Directors, members of the Supervisory Board, the Director (CEO), and other managers are members of the Board of Directors or Directors (CEOs) of the company: None

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

VIII. Transactions of shares by insiders and related parties of insiders

(Attached Appendix)

IX. Other issues to note: None

Recipients:

- As above;
- Achieve.

CHAIRMAN OF THE BOD



Le Dinh Luong

LIST OF RELATED PERSONS OF THE COMPANY
(Issued as an attachment to the 2024 Corporate Governance Report)

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
				Number of Shares	Percentage	Number of Shares	Percentage						
1	Le Dinh Luong		Chairman of the Board of Management	0	0,00%	0	0,00%		27/04/2023				
1.1	Le Dinh Hung		Father	0	0,00%	0	0,00%						
1.2	Le Thi Dieng		Mother	0	0,00%	0	0,00%						
1.3	Nguyen Van Lap		Father-in-law	0	0,00%	0	0,00%						
1.4	Dinh Thi Hang		Mother-in-law	0	0,00%	0	0,00%						Lost
1.5	Le Thi Ngan		Older sister	0	0,00%	0	0,00%						
1.6	Nguyen Van Phu		Brother-in-law	0	0,00%	0	0,00%						
1.7	Le Thi Kim Nga		Older sister	0	0,00%	0	0,00%						
1.8	Trinh Quang Thieu		Brother-in-law	0	0,00%	0	0,00%						
1.9	Le Thanh Lieu		Older sister	0	0,00%	0	0,00%						
1.10	Nguyen Quoc Trung		Brother-in-law	0	0,00%	0	0,00%						
1.11	Le Minh Nguyet		Younger sister	0	0,00%	0	0,00%						
1.12	Nguyen Huu Dung		Brother-in-law	0	0,00%	0	0,00%						
1.13	Le Thi Thu Nhan		Younger sister	18.018	0,04%	18.018	0,04%						
1.14	Dao Van Khanh		Brother-in-law	0	0,00%	0	0,00%						
1.15	Nguyen Thi Thu Huong		Wife	0	0,00%	0	0,00%						

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				Number of Shares	Percentage	Number of Shares	Percentage						
3.11	Tran Thi Lan		Sister-in-law	0	0,00%	0	0,00%						
3.12	Lai Hop Quynh		Younger brother	0	0,00%	0	0,00%						
3.13	Nguyen Thi Phuc		Sister-in-law	0	0,00%	0	0,00%						
3.14	Lai Thi Quyen		Younger sibling	0	0,00%	0	0,00%						
3.15	Nguyen Van Cuong		Brother-in-law	0	0,00%	0	0,00%						
3.16	Lai Thi Bich Lien		Younger sister	0	0,00%	0	0,00%						
3.17	Nguyen Tien		Brother-in-law	0	0,00%	0	0,00%						
3.18	Kieu Luong Huy		Son-in-law	0	0,00%	0	0,00%						
3.19	Nguyen Thi Kim Giao		Mother-in-law	0	0,00%	0	0,00%						
3.20	Kan Xuan Tung		Father-in-law	0	0,00%	0	0,00%						Lost
3.21	Northern Electricity Joint Stock Company		Director	3.664.653	8,14%	3.664.653	8,14%						
4	Nguyen Thi Kim Lan		Member of the Board of Management	0	0,00%	0	0,00%		27/04/2023				
4.1	Nguyen Van Bay		Father-in-law	0	0,00%	0	0,00%						Lost
4.2	Dam Thi Nhi		Mother-in-law	0	0,00%	0	0,00%						Lost
4.3	Nguyen Van Ho		Father	0	0,00%	0	0,00%						Lost
4.4	Nguyen Thi Hoan		Mother	0	0,00%	0	0,00%						Lost
4.5	Nguyen Phuc Vinh		Husband	9.355.500	20,77%	9.355.500	20,77%						
4.6	Nguyen Phuc Cuong		Son	0	0,00%	0	0,00%						
4.7	Dang Thi Ngoc Tam		Daughter-in-law	0	0,00%	0	0,00%						
4.8	Nguyen Phuc Thinh		Son	0	0,00%	0	0,00%						
4.9	Tran Thi Lan Huong		Daughter-in-law	0	0,00%	0	0,00%						
4.10	Nguyen Phuc Dam Linh		Daughter	0	0,00%	0	0,00%						
5	Do Minh Duc	002C119297	Member of the Board of Management	20.790	0,05%	20.790	0,05%		27/04/2023				
5.1	Di Ich Dao		Father	0	0,00%	0	0,00%						
5.2	Nguyen Thi Xuan		Mother	0	0,00%	0	0,00%						
5.3	Nguyen Van Lap		Father-in-law	0	0,00%	0	0,00%						
5.4	Dinh Thi Hang		Mother-in-law	0	0,00%	0	0,00%						
5.5	Do Minh Hung		Younger sibling	0	0,00%	0	0,00%						
5.6	Do Manh Cuong		Younger brother	0	0,00%	0	0,00%						
5.7	Nguyen Hoang Loan	002C119246	Wife	0	0,00%	0	0,00%						
5.8	Do Hoang Dung		Child	0	0,00%	0	0,00%						
5.9	Do Hoang An		Child	0	0,00%	0	0,00%						
5.10	Doan Thi Mai Anh		Sister-in-law	0	0,00%	0	0,00%						
5.11	Le Thi Thu Ha		Sister-in-law	0	0,00%	0	0,00%						
5.12	Linh Lam Investment Co., Ltd		Capital Management Representative	4.283.925	9,51%	4.283.925	9,51%					Mr Do Minh Duc is the Chief Accountant	
6	Nguyen Van Minh		Hend of the Supervisory Board	75.075	0,17%	297.990	0,66%	Buy	27/04/2023				
6.1	Nguyen Van Luan		Father	222.915	0,49%	0	0,00%	Sell					
6.2	Nguyen Thi Thao		Mother	0	0,00%	0	0,00%						
6.3	Nguyen Van Binh		Father-in-law	0	0,00%	0	0,00%						
6.4	Doan Thi Thanh Hang		Mother-in-law	0	0,00%	0	0,00%						
6.5	Nguyen Thanh Nhan		Wife	152.344	0,34%	152.344	0,34%						

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				Number of Shares	Percentage	Number of Shares	Percentage						
6.6	Nguyen Van Thanh		Older brother	0	0,00%	0	0,00%						
6.7	Nguyen Thi Hong Nhung		Sister-in-law	0	0,00%	0	0,00%						
6.8	Nguyen Thi Binh		Younger sibling	0	0,00%	0	0,00%						
6.9	Vu Huy Luong	002C115835	Brother-in-law	0	0,00%	0	0,00%						
7	Nguyen Tai Tuan	002C126237	Deputy Director	60.014	0,13%	60.014	0,13%		27/04/2023				
7.1	Nguyen Tai Sinh		Father	0	0,00%	0	0,00%						Lost
7.2	Hoang Thi Van		Mother	0	0,00%	0	0,00%						Lost
7.3	Nguyen Thi Thuy		Older sister	0	0,00%	0	0,00%						
7.4	Nguyen Thi Thu		Older sister	0	0,00%	0	0,00%						
7.5	Nguyen Thi Xuan		Older sister	0	0,00%	0	0,00%						
7.6	Nguyen Thi Toan		Younger sibling	0	0,00%	0	0,00%						
7.7	Nguyen Thu Huong		Wife	0	0,00%	0	0,00%						
7.8	Nguyen Khanh Linh		Child	0	0,00%	0	0,00%						
7.9	Do Cao Minh		Son-in-law	0	0,00%	0	0,00%						
7.10	Nguyen Tai Tien		Child	0	0,00%	0	0,00%						
7.11	Nguyen Huu Thai		Father-in-law	0	0,00%	0	0,00%						
7.12	Hoang Thi Khieu		Mother-in-law	0	0,00%	0	0,00%						
7.13	Le Luan		Brother-in-law	0	0,00%	0	0,00%						Lost
7.14	Vu Dinh Khoa		Brother-in-law	0	0,00%	0	0,00%						Lost
7.15	Duong Van Du		Brother-in-law	0	0,00%	0	0,00%						
7.16	Nguyen Thuyet		Brother-in-law	0	0,00%	0	0,00%						
8	Le Dac Dan		Deputy Director	0	0,00%	0	0,00%		27/04/2023				
8.1	Le Dac Phong		Father	0	0,00%	0	0,00%						
8.2	Nguyen Thi Hue		Mother	0	0,00%	0	0,00%						
8.3	Le Thi Huong		Older sister	0	0,00%	0	0,00%						
8.4	Pham Van Luu		Brother-in-law	0	0,00%	0	0,00%						
8.5	Le Thi Dung		Older sister	0	0,00%	0	0,00%						
8.6	Hoang Cong Hoan		Brother-in-law	0	0,00%	0	0,00%						
8.7	Le Thi Phuong		Younger sibling	0	0,00%	0	0,00%						
8.8	Vuong Thi Thu Huong		Wife	0	0,00%	0	0,00%						
8.9	Le Dac Binh		Son	0	0,00%	0	0,00%						
8.10	Le Dac Binh Minh		Son	0	0,00%	0	0,00%						
8.11	Vuong Van Than		Father-in-law	0	0,00%	0	0,00%						
8.12	Pham Thi Reo		Mother-in-law	0	0,00%	0	0,00%						
9	Bui Tuyet Van	002C115468	Chief Accountant	235.207	0,52%	235.207	0,52%		27/04/2023				
9.1	Bui Van Han		Father	0	0,00%	0	0,00%						
9.2	Cao Thi Anh Tuyet	002C238268	Mother	82.850	0,18%	80.850	0,18%						
9.3	Nguyen Thi Vinh		Mother-in-law	0	0,00%	0	0,00%						
9.4	Bui Tuan Viet		Younger brother	0	0,00%	0	0,00%						
9.5	Pham Ky Nam		Husband	0	0,00%	0	0,00%						
9.6	Pham Bao Ngan		Child	0	0,00%	0	0,00%						
9.7	Pham Phuc Nguyen		Child	0	0,00%	0	0,00%						
9.8	Bui Thi Hong Trang	002C111754	Sister-in-law	0	0,00%	0	0%						
10	Nguyen Quoc Thai	045CS15168	Member of Supervisory Board	0	0,00%	0	0,00%		27/04/2023				
10.1	Nguyen Thi Xuan		Mother	0	0,00%	0	0,00%						
10.2	Nguyen Thi Don		Mother in law	0	0,00%	0	0,00%						
10.3	Nguyen Thi Thanh	021C369475	Wife	0	0,00%	0	0,00%						
10.4	Nguyen Sy Duy Hoang	021C658226	Son	0	0,00%	0	0,00%						

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				Number of Shares	Percentage	Number of Shares	Percentage						
10.5	Nguyen Thi Dieu Anh		Son	0	0,00%	0	0,00%						
10.6	Nguyen Si Dung		Brother	0	0,00%	0	0,00%						
10.7	Nguyen Sy Ngoc		Brother	0	0,00%	0	0,00%						
10.8	Nguyen Thi Chau		Sister	0	0,00%	0	0,00%						
10.9	Nguyen Thi Ha	076C122831	Sister	0	0,00%	0	0,00%						
10.10	Nguyen Sy Binh		Brother	0	0,00%	0	0,00%						
10.11	Nguyen Sy An		Brother	0	0,00%	0	0,00%						
10.12	Nguyen Quoc Thinh		Younger brother	0	0,00%	0	0,00%						
11	Lê Lam Thanh		Member of Supervisory Board	1.837.959	4,08%	1.837.959	4,08%		27/04/2023				
11.1	Le Thi Ngoc Ha		Sister	0	0,00%	0	0,00%						
11.2	Le Thi Chinh		Sister	0	0,00%	0	0,00%						
11.3	Nguyen Huu Chuong		Brother-in- law	0	0,00%	0	0,00%						
11.4	Le Thi Huong		Sister	0	0,00%	0	0,00%						
11.5	Le Quang Thai		Brother	0	0,00%	0	0,00%						
11.6	Nguyen Thi Kim Thuy		Sister-in-law	0	0,00%	0	0,00%						
11.7	Le Xuan Vien		Father	0	0,00%	0	0,00%						
11.8	Le Hong Chuong		Brother	0	0,00%	0	0,00%						
11.9	Dao Mai Long		Sister in law	0	0,00%	0	0,00%						
11.10	Le Anh Xuan		Younger sister	0	0,00%	0	0,00%						
11.11	Le Phuong Thuy		Younger sister	0	0,00%	0	0,00%						
11.12	Nguyen Viet Cuong		Brother-in-law	0	0,00%	0	0,00%						
11.13	Ton Nu Le Hoa		Wife	0	0,00%	0	0,00%						
11.14	Le Lam Tien		Child	0	0,00%	0	0,00%						
11.15	Le Trung Kien		Child	0	0,00%	0	0,00%						
11.16	Tran Thi Phuong		Mother-in-law	0	0,00%	0	0,00%						
11.17	Ton That Hap		Farther-in-law	0	0,00%	0	0,00%						
11.18	Ton Nu Hue Chi		Wife	0	0,00%	0	0,00%						