

Appendix IV

ANNUAL REPORT

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020
of the Minister of Finance)*

**PETROLIMEX INSTALLATION NO.III
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No: ...~~17~~.../XL3-CBTT

Ho Chi Minh City, date ~~31~~ month ~~03~~... year ~~2020~~

ANNUAL REPORT

Year 2025

To: HANOI STOCK EXCHANGE (HNX)

I. General information

1. General information

Trading name: Petrolimex Installation No.III Joint Stock Company (Penjico)

- Business Registration Certificate No.: 0302536580.
- Charter capital: 50.000.000.000 VND
- Owner's capital: 59.470.178.249 VND
- Address: No. 2286 Huynh Tan Phat street, hamlet 38, Nha Be commune, Ho Chi Minh city.
- Telephone: 028 39404602
- Fax: 028 39404606
- Website: www.penjico.petrolimex.com.vn
- Securities code : PEN

Establishment and development process:

- In 1977, the Ministry of Materials established Construction Company III as a state-owned enterprise with the function and duty of maintaining and repairing oil facilities taken over from the previous regime and constructing new oil storage facilities and piers for the oil industry in provinces from Quang Binh to Ca Mau.
- On January 31, 2002, Construction Company III officially transitioned to a Joint Stock Company according to Decision No. 0721/QĐ-BTM dated June 8, 1999, and Decision No. 1239/2001/QĐ-BTM dated November 14, 2001, of the Ministry of Trade, with the new name Petrolimex Installation No. III joint stock company (PENJICO). At the time of equitization, the charter capital was 4.2 billion VND, of which the state capital accounted for 30%. The Ho Chi Minh City Department of Planning and Investment issued the first business registration certificate for the joint stock company with registration number 4103000817 on January 31, 2002, and the new business registration number 0302536580. The business registration certificate has been amended 18 times, with the latest amendment on July 11, 2022. The company's current total charter capital is 50 billion VND.

- PENJICO listed its shares on the Hanoi Stock Exchange (HNX) with the stock code PEN from June 30, 2014, and officially started trading on September 25, 2014.
- The Bureau Veritas certification organization issued the ISO 9001:2000 quality management system certification for oil tanks and pipeline systems on October 1, 2007; The ISO 9001:2008 quality management system was recertified on September 29, 2010; The ISO 9001:2015 quality management system was recertified on September 25, 2017; and most recently, the recertification was on September 19, 2025, valid until September 19, 2028.

ISOCERT, the international certification and inspection organization, issued the ISO 45001:2018 occupational health and safety management system certification on December 3, 2022, recertified on December 24, 2025, valid until December 24, 2028.

2. Business lines and locations of the business:

- Business lines:

+ The Company's main business lines are: Construction and installation of works serving the petroleum industry; Construction and installation of tanks, pipes, installation of fire protection equipment; Manufacturing and trading mechanical products and leasing warehouses and factories; Treatment of construction foundations; Construction of embankments and harbors; Trading in petrochemical products, materials and equipment in the petroleum industry; Supply – Installation of solar power system

+ In 2025, the Company's main revenue will be from construction and installation activities, including: Construction and installation of storage tanks, technology piping systems for petroleum depots, petrol stations, etc. Supply of petroleum equipment; Factory leasing services and revenue from financial investment activities.

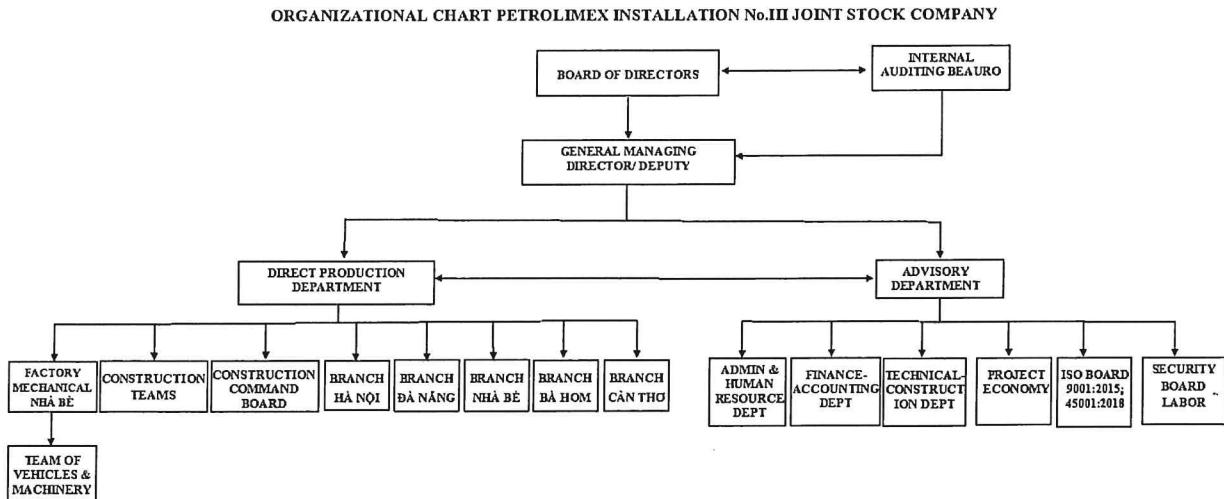
- Business area: Phu Tho, Ha Noi, Hai Phong, Da Nang, Khanh Hoa, Ho Chi Minh City, Can Tho

3. Information about governance model, business organization and managerial apparatus

- Governance model:

Since 2002, PENJICO has transitioned to a Joint Stock Company model. The General Meeting of Shareholders is the highest authority of PENJICO. The second highest authority is the Board of Directors, which is the management body of PENJICO, having full power to decide all matters related to PENJICO's purposes and interests, except for matters under the authority of the General Meeting of Shareholders. PENJICO has established a management system under which the management apparatus is responsible and operates under the leadership of the Board of Directors. PENJICO has one Director, three Deputy Directors, and one Chief Accountant appointed by the Board of Directors. Additionally, PENJICO has a Supervisory Board, which has the authority and responsibilities as stipulated by the Enterprise Law and the PENJICO's Charter to supervise the Board of Directors and the Executive Board in managing and operating PENJICO, and is accountable to the General Meeting of Shareholders for the performance of assigned tasks.

- Management structure:



- Subsidiaries, associated companies: None

4. Development orientations

- Main objectives of the Company.

- + The PENJICO's development orientation is to build PENJICO into a strong entity with a reputable brand in the domestic and regional markets; Establish a unique corporate culture; Enhance the PENJICO's capabilities in the construction of storage tanks, pipelines, and facilities serving the petroleum industry
- + The PENJICO's organizational model and workforce meet the requirements, capable of undertaking PC or EPC projects and projects with foreign investment.

- Development strategies in medium and long term.

- + Continue investing in the infrastructure of the mechanical factory to support the manufacturing and processing of mechanical products through a closed process, ensuring construction progress is not dependent on the project location or weather. At the same time, develop a strategy for processing mechanical goods for export and processing all products for the construction of petroleum storage tanks.
- + Building on the achievements of 2025, PENJICO will continue to seek construction projects for storage tanks, pipelines, and facilities serving the petroleum industry outside of Vietnam. Promote cooperation with domestic and foreign units to participate in bidding for international projects, aiming to build the brand in the market and increase revenue for PENJICO. Maintain the domestic job market while continuing to expand and exploit foreign markets
- + Stabilize production, focusing on economic efficiency.
- + Emphasize investment in and development of human resources.

- Corporate objectives with regard to Corporate environment, society and community Sustainability.

- + Occupational safety, environmental sanitation, and fire prevention are regularly and strictly monitored.
- + Control and fundamentally limit the level of environmental pollution in mechanical processing at the Mechanical Manufacturer.
- + The Union of PENJICO always pays attention to and encourages employees to complete assigned tasks, contribute, and actively participate in social activities.

5. Risks:

- Natural disasters such as storms and floods, and unusual weather conditions affect the construction timeline.
- Delayed payments from investors and bank loan interest rates also impact business efficiency.

II. Operations in the Year

1. Situation of production and business operations

- Results of business operations in the year
 - + In 2025, although Vietnam's economy in general and the energy industry in particular are prosperous, due to objectivity, in the first months of the year, petroleum construction and installation projects are still in the stage of feasibility, design or bid selection. Therefore, the contracts are mainly focused at the end of the year, making it difficult to mobilize human resources with experience in the petroleum - oil and gas industry, meanwhile, the projects signed in 2024 to 2025 are not really many or are not eligible for synchronous implementation.
 - + Fierce competition between construction and installation units, not only from domestic enterprises but also from foreign enterprises. Costs have decreased deeply, leading to relatively low efficiency on each project.
 - + The shortage of capital, the need to completely use reciprocal capital and bank loans, so although there has been certain progress, the interest cost paid to banks is still large (accounting for more than 48% of indirect costs).
 - + Unrecovered debts from the DENKO project, Hon La project have affected production and business activities.

-Implementation situation/actual progress against the plan:

Unit: Million VND

| No. | Criteria | Actual 2024 | Plan 2025 | Actual 2025 | % of Plan | % same period 2024 |
|-----|-------------------------|----------------|--------------|----------------|--------------|-----------------------|
| 1 | Yield | 233,699 | 369,000 | 404,423 | 109.60 | 173.05 |
| 2 | Revenue | 268,460 | 339,000 | 388,359 | 114.56 | 144,66 |
| 3 | Total Profit Before Tax | 1,015 | 1,954 | 1,751 | 89.60 | 172.5 |
| 4 | Total Profit After Tax | 1,010 | 1,954 | 1,751 | 89.60 | 172.5 |
| 5 | Total investment value | 1,901 | 12,254 | 2,586 | 21.1 | 136 |

2. Organization and Human resource
- List of the Board of Management:

| No. | Full Name | Position | PENJICO's share ownership ratio |
|-----|----------------------|------------------|---------------------------------|
| 1 | Nguyen Ngoc Thanh | Director | 0% |
| 2 | Duong Minh Tri | Vice director | 0.24% |
| 3 | Nguyen Thi Phuong | Vice director | 4.98% |
| 4 | Vo Van Huy | Vice director | 0.0008% |
| 5 | Hoang Tran Nhu Quynh | Chief Accountant | 0.55% |

- Changes in the Board of Management:

+ Decision No. 46/XL3-HĐQT-QĐ dated October 1, 2025, of the Board of Directors appoints Mr. Vo Van Huy to the position of Deputy Director

- Number of staffs. Brief information and changes on the employee's policies.

+ Number of employees as of December 31, 2025 is 155 people.

+ PENJICO fully implements the regimes for employees: salary; bonus; mid-shift meals; gasoline for movement; social insurance - health insurance - unemployment insurance - occupational accident and disease insurance according to the provisions of the Social Insurance Law.

3. Investment activities, project implementation

a. Major investments: None

b. Subsidiaries, associated companies: None

4. Financial situation

a. Financial situation

| Indicators | Year 2024 | Year 2025 | % change |
|---------------------------------|-----------------|-----------------|----------|
| Total asset | 272,420,775,097 | 323,800,407,472 | 18.86 % |
| Net revenue | 268,459,795,880 | 388,358,605,334 | 44.66% |
| Profit from business activities | -157,817,454 | 1,089,285,467 | |
| Other profits | 1,173,658,255 | 661,589,161 | |
| Profit before tax | 1,015,840,801 | 1,750,874,628 | |
| Profit after tax | 1,010,428,401 | 1,750,874,628 | |
| Payout ratio | 0% | 0% | |

- Other figures: None

b. Major financial indicators:

| Indicators | Year 2024 | Year 2025 | Note |
|--|-------------------------|-------------------------|------|
| 1.Solvency ratio + Current ratio: (Short term Asset/Short term debt) + Quick ratio: <u>Short term Asset - Inventories</u> Short term Debt | 1.22 1.10 | 1.28 1.07 | |
| 2.capital structure Ratio + (Debt/ Total assets ratio) + (Debt/ Owner's Equity ratio) | 0.79 3.72 | 0.82 4.44 | |
| 3.Operation capability Ratio + Inventory turnover: (Cost of goods sold/ Average inventory) + Total asset turnover: (Net revenue/ Average Total Assets) | 11 1.02 | 10 1.3 | |
| 4.Profitability + Profit after tax/ Net revenue Ratio + Profit after tax/ Total capital Ratio + Profit after tax/ Total assets Ratio | 0.38% 1.75% 0.38% | 0.45% 2.94% 0.54% | |

5.Shareholders structure, change in the owner's equity:

a. Shares: The total 5,000,000 shares of PENJICO in circulation are all common shares, freely transferable, with no number of shares restricted from transfer as prescribed by law.

b. Shareholders structure:

| Shareholders | Number of shares owned | Rate (%) |
|--|------------------------|-------------|
| Total | 5,000,000 | 100% |
| In which: | | |
| Major shareholders | 2,189,760 | 43.8% |
| Small shareholders | 2,810,240 | 56.2% |
| Institutional shareholders | 1,984,090 | 39.68% |
| Individual shareholders | 3,015,910 | 60.32 |
| Domestic shareholders | 4,998,800 | 99.976% |
| Foreign shareholders (According to the list of shareholders on the date of registration: March 24, 2025) | 1,200 | 0.024% |
| State shareholders | | |
| Shareholders are LLCs belonging to the PLX system | 1,500,000 | 30% |
| Other shareholders | 3,500,000 | 70% |

- c. Change in the owner's equity: None
- d. Transaction of treasury stocks: None
- e. Other securities: None

6. Environment-Social-Governance (ESG) Report of the Company

6.1. Impact on the environment

Total direct and indirect GHG emission

Measures and initiatives to reduce GHG emission.

None

6.2. Management of raw materials:

a. The total amount of raw materials used for the manufacture and packaging of the products as well as services of the organization during the year.

None

b. The percentage of materials recycled to produce products and services of the organization.

None

6.3. Energy consumption:

a. Energy consumption - directly and indirectly.

Electricity consumption at the company office: 106,533/Kwh/year

b. Energy savings through initiatives of efficiently using energy.

None

c. The report on energy saving initiatives (providing products and services to save energy or use renewable energy); report on the results of these initiatives: Solar power system generated to the grid: 6,361 Kwh/year

6.4. Water consumption (water consumption of business activities in the year)

a. Water supply and amount of water used: Nha Be Water Supply Joint Stock Company supplies water for daily activities at PENJICO Office. Water usage is 704 m³/year.

b. Percentage and total volume of water recycled and reused..

None

6.5. Compliance with the law on environmental protection:

a. Number of times the company is fined for failing to comply with laws and regulations on environment.

None

b. The total amount to be fined for failing to comply with laws and regulations on the environment.

None

6.6. Policies related to employees

a. Number of employees, average wages of workers.

- Number of employees as of December 31, 2025 is 155 people.

- Average salary for employees: 12.5 million VND/person/month.

b. Labor policies to ensure health, safety and welfare of workers.

- Implement the Collective Labor Agreement.

- Conduct periodic monitoring of the working environment once a year.

- Provide PPE, annual health check-ups, provide health insurance for illness, maternity, work-related accidents, personal insurance: Healthcare (PJICO), personal accident insurance.

c. Employee training

- The average number of training hours per year, according to the staff and classified staff.

- + Occupational Safety and Health (OSH) training course for staff and employees: 157 people.
- + Training for Grade 1 Certificate of Supervision of civil, industrial, and technical infrastructure construction works: 02 people.
- + Training for Grade 1 Certificate of Supervision of equipment installation in construction works: 01 person.
- + Training for Grade 1 Construction Valuation Certificate: 01 person.
- + Chief Financial Officer (CFO): 01 person.
- The skills development and continuous learning program to support workers employment and career development.
- + Crane operation training: 1 person
- + Quantity take-off and cost estimation for construction works: 1 person
- + Digital transformation in human resource management: 3 people
- + Lifting equipment (crane) operation training: 5 people
- + General Administration and Human Resources: 2 people
- + Inspection, assessment, and certification for SMAW-3G welding: 2 people
- + Advanced guidance on tax finalization and 2025 financial statements: 01 person
- + Advanced guidance on Circular 99: 5 people
- + Financial statement analysis: 01 person
- + Management reporting: 3 people
- + Excel dashboard for management reporting: 2 people
- + Basic first aid training course: 9 people

6.7. Report on responsibility for local community.

Contribution to support the Vietnam Fatherland Front Committee and local authorities in natural disaster prevention and response activities: approximately VND 9,000,000; Ho Chi Minh City Disaster Prevention Fund: VND 56,954,000

6.8. Report on green capital market activities under the guidance of the SSC.

None

III. Reports and assessments of the Board of Management:

1. Assessment of operating results

- General analysis of company's operations against the previous operating targets and results:

- + In 2025, the company has signed many new high-value contracts, bringing the total value of the company's contracts in 2025 to a considerable increase compared to the previous year. In terms of output and revenue as well as profits nearly doubled last year, despite efforts, but due to different subjective and objective reasons, the targets have not been achieved according to the expected plan, the accumulated profit is still negative.
- + The company lacks working capital, has to borrow from banks or other sources at high interest rates, sometimes cannot borrow due to lack of collateral.
- + The Nha Be Mechanical Processing Plant, located in the Nha Be Petroleum Terminal area, must be relocated at the request of Ho Chi Minh City authorities. This relocation significantly impacts the Company's production process.
- + The Law on Bidding No. 22/2023/QH15 takes effect from January 1, 2024, still retaining incentives for construction and installation bidding packages of less than VND 5 billion for micro and small enterprises.

- + Petroleum industry projects face difficulties with regulations: Construction contractors and consulting contractors must not have shares or contributed capital of each other, and must not have shares or contributed capital of more than 20% of the same organization.
- The progress the company has made:
 - + Ensure that the capacity profiles of individuals and companies are eligible to participate in bidding for petroleum construction and installation projects and industrial works. The arrangement of technical personnel in the Management Board with professional and technical qualifications to meet the construction conditions has brought efficiency to the construction organization.
 - + Reduce overall costs from 8% to 10%.
 - + The company has signed many large contracts with new customers for projects such as: Petroleum depot projects for military purposes; Petroleum, chemical, aviation fuel depot projects; Rooftop solar power projects; Liquefied petroleum gas projects; Storage tanks and silos for the F&B industry.
 - + Strictly control costs, account correctly and fully for affiliated branches and key projects. Ensure reasonable allocation of cash flow for projects, repay loans on time and at the same time do not delay in the supply of capital for production, especially in the actual conditions that the Company is currently very short of working capital plus and the lack of collateral.
 - + The quality management system according to ISO 9001-2015 and the Occupational Health Assurance System according to ISO 45001-2018 continue to be maintained and continuously improved throughout the company. Therefore, it has achieved many significant achievements in improving the quality of products and services, and ensuring a safe and healthy working environment for all employees. These improvements not only help to strengthen the company's reputation and position in the market, but also contribute to its sustainable and long-term development.

2. Financial Situation:

a.Assets

| <i>Indicators</i> | <i>Unit : VND</i> | |
|--------------------------------------|---------------------------------|-------------------------------|
| | Beginning of year number | End of year number |
| <i>I- Current Assets</i> | <i>254,368,939,975</i> | <i>308,202,702,282</i> |
| 1- Cash and cash equivalents | 15,432,467,054 | 16,937,453,405 |
| 2- Short-term financial investments | 9,161,178,700 | 13,023,814,800 |
| 3- Short-term receivables | 197,719,272,079 | 223,894,758,299 |
| 4- Inventories | 25,708,501,090 | 49,609,317,861 |
| 5- Other current assets | 6,347,521,052 | 4,737,357,917 |
| <i>II- Non-current Assets</i> | <i>18,051,835,122</i> | <i>15,597,705,190</i> |
| 1- Long-term receivables | 10,000,000 | 15,000,000 |
| 2- Fixed assets | 16,191,930,990 | 14,047,011,600 |
| 3- Investment properties | | |

| | | |
|--------------------------------------|------------------------|------------------------|
| 4- Long-term work-in-progress assets | 360,569,913 | 199,599,673 |
| 5- Long-term financial investments | | |
| 6- Other non-current assets | 1,489,334,219 | 1,336,093,917 |
| Total Assets | 272,420,775,097 | 323,800,407,472 |

- Total assets and capital as of December 31, 2025, are VND 323.80 billion, an increase of VND 51,38 billion compared to the same period last year

- Current assets are VND 308.20 billion, accounting for 95% of total assets; Non-current assets are VND 15.598 billion, accounting for 5%.

-The construction and financial investment business activities depend on bank loans and customer advances, so business efficiency is affected by monetary policy and bank interest rates.

-The investment value realized in 2025 is VND 2,586 million, only reaching 21.1% of the plan. The main investment activities are: Dismantling to relocate the old factory in the general warehouse; Renovating and expanding the workshop to the company office area; Renovating the canteen and office rooms for the company office area; Maintaining the workshop and transformer station in the Bà Hom area.

b. Debt Payable

- Current debts, major changes of debts.

Unit : VND

| <i>Indicators</i> | Beginning of year number | End of year number |
|---------------------------|---------------------------------|---------------------------|
| I. Liabilities | 214,701,471,476 | 264,330,229,223 |
| 1.Short-term debt | 209,564,115,230 | 241,409,586,341 |
| 2.Long-term debt | 5,137,356,246 | 22,920,642,882 |
| II. Owner's equity | 57,719,303,621 | 59,470,178,249 |
| 1.Owner's equity | 57,719,303,621 | 59,470,178,249 |
| 2.Other funding and funds | | |
| Total capital | 272,420,775,097 | 323,800,407,472 |

Liabilities 264.33 billion VND, increased 49.63 billion VND compared to the beginning of the period, accounting for 81.63%, Owner's equity 59.4 billion VND, accounting for 18.37%, short-term payment ratio 1.28 times, quick payment ratio 1.07 times.

In which :

- Debt is 121.053 billion VND: short-term loans 98.18 billion VND, long-term loans 22.87 billion VND.

Including:

- + Bank loans 94.037 billion VND, increased 39.569 billion VND compared to the beginning of the period.
- + Personal loans 23.89 billion VND, increased 17.203 billion VND compared to the beginning of the period.
- + Debt payable to sellers is 46.393 billion VND, increased 10.66 billion VND compared to the beginning of the period.

- Analysis of bad debts, impacts of the exchange rate changes on operating results of the Company and impacts of lending rate changes.

+ There is no overdue debt.

+ Loan interest rates are determined in each specific Credit Contract, each debt acknowledgment contract, according to the bank's interest rate regime in each period, so they are not affected by interest rate differences.

3. Improvements in organizational structure, policies, and management.

- The arrangement and streamlining of the structure of functional departments and affiliated units; the reconstruction of functions, tasks, responsibilities, powers and staffing of functional departments, affiliated units and factories have created a driving force to increase productivity and work efficiency of workers.

- Construction supervision is maintained by image reports according to the PENJICO's regulations. All construction projects ensure progress, technique and quality meet requirements.

- The projects have ensured absolute safety throughout the construction process, especially the projects in operating oil depots.

4. Development plans in future:

4.1 Main financial plan:

| No. | INDICATORS | Unit | Year 2026 |
|-----|-------------------|-------------|-----------|
| 1 | Charter capital | Billion VND | 50.00 |
| 2 | Total Revenue | Billion VND | 391.5 |
| 3 | Profit before tax | Billion VND | 2.12 |
| 4 | Dividend ratio | % | 0% |

4.2 Investment plan:

| No. | INDICATORS | Unit | Year 2026 |
|-----|---------------------------|-------------|-----------|
| 1 | Machinery equipment tools | Billion VND | 8.40 |
| 2 | Facilities | Billion VND | 3.25 |
| 3 | Human resource training | Billion VND | 0.41 |

5. Explanation of the Board of Management for auditor's opinions: None

6. Assessment Report related to environmental and social responsibilities of the Company

a. Assessment concerning the environmental indicators: None

b. Assessment concerning the labor issues: None

c. Assessment concerning the corporate responsibility for the local community: None

IV. Assessments of the Board of Directors on the Company's operation:

1. Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities.

- The Bidding Law No. 22/2023/QH15 dated June 23, 2023, has been amended and is effective from January 1, 2024, Law No. 90/2025/QH15 of the National Assembly: Law amending and supplementing a number of articles of the Law on Bidding but still maintains preferential treatment for construction packages with a bid value not exceeding VND 5 billion for micro and small enterprises. Petroleum industry projects face the regulation: Contractors participating in the bid with consulting contractors (specifically PEC consulting company) of that package must not have shares or capital contributions in each other; Must not jointly have shares or capital contributions exceeding 20% in another organization or individual.

- The PENJICO's construction activities are always in a state of lacking working capital and must rely entirely on bank loans and other sources. During business operations, there are times when PENJICO cannot borrow from banks due to lack of collateral to secure credit limits at the bank, and other loan sources have high interest rates.

- Although the construction projects have passed the warranty period, the investors have not yet made payments for various reasons, including both subjective and objective reasons. The outstanding debts have been prolonged and not yet recovered, including the Denko project (Myanmar). Long-standing bad debts from many years ago have been adjudicated by the court but have not yet been executed for recovery, including Southern Air Petrol Logistic Joint Stock Company (SAPL JSC) and Hòn La project (in Quảng Bình).

2. Assessment of Board of Directors on Board of Management's performance

In 2025, the Board of Directors together with the Management Board, has conducted 5 in-person meetings and three meetings through written consultations to evaluate, analyze, and forecast the company's production and business situation and propose solutions to improve production and business activities. The Executive Board has consistently demonstrated its advisory role, implementing the resolutions of the Board of Directors correctly. However, some business performance indicators have not met the planned.

3. Plans and orientations of the Board of Directors

The Board of Directors will focus on directing, supervising, and supporting the Executive Board to continue implementing the following orientations:

- Prioritize, promote, and strengthen marketing efforts to create selective job sources, ensuring efficiency. Focus on fully exploiting the services of existing infrastructure such as warehouses and workshops on the company's land; Complete legal procedures for land areas, study options for converting land use purposes in accordance with state policies and the company's interests according to Resolution 98/2023/QH15 of the National Assembly on piloting special land policies for Ho Chi Minh City; Resolution 171/2024/QH15 of the National Assembly allows piloting commercial housing projects through voluntary transfer or existing land use rights. This resolution will be effective from April 1, 2025, and will last for 5 years. This is an important step to solve difficulties in land access and promote the real estate market development for the company's land areas in Bà Hom and Nhà Bè.
- Focus on restructuring the company's production organization towards streamlined, efficient, and effective operations, minimizing costs, and enhancing effective corporate governance; fully apply information technology in enterprise management.
- Develop business sector strategies in order of priority based on multi-sectoral alignment with the company's existing resources and strengths and societal development trends.

- Focus on debt recovery, use capital for financial investment and business cooperation effectively, ensure liquidity, and comply with legal regulations and the company's charter. The Board of Directors will strengthen the direction of the Executive Board to implement timely capital supply solutions for business operations and project execution, ensuring progress, quality, and efficiency; implement specific solutions to recover large debts and address accumulated losses from previous years.

V. Corporate governance

1. Board of Directors

a. Members and structure of the Board of Directors:

| No. | Full name | Position | Executive/ Independent/ Non-Executive | Share ownership ratio |
|-----|-------------------|------------------------------------|---|--------------------------|
| 1 | Cung Quang Ha | Chairman of the Board of Directors | Executive | 3.97% |
| 2 | Nguyen Ngoc Thanh | Member | Executive | 0% |
| 3 | Truong Dang Canh | Member | Executive | 0.69% |
| 4 | Nguyen Hong Ky | Member | Non-Executive | 4.29% |
| 5 | Dao Quoc Hung | Member | Independence | 0% |

b. The committees of the Board of Directors:

- The Legal Subcommittee consists of 01 member: Mr. Nguyen Huy Nhan, Head of the Committee.
- The Strategy Subcommittee consists of 01 member: Mr. Dao Quoc Hung, Head of the Committee.

c. Activities of the Board of Directors:

In 2025, the Board of Directors held 5 direct meetings and 3 written consultations with members as per regulations to understand the business and production situation from the company to its branches, issuing 11 Resolutions and 6 Decisions to implement timely policies and directives. Details of the Resolutions and Decisions issued in 2025 are presented in the Governance Report No. 03/XL3-HĐQT-BC dated January 22, 2026, and have been published on the information disclosure system of the Hanoi Stock Exchange as well as on the company's website.

Additionally, the Board of Directors exercised its authority according to the company's charter, implementing the following tasks: :

- Approving the business plan targets for 2025.
- Organizing the 2025 Annual General Meeting of Shareholders.
- Directing and supervising the implementation of the General Meeting of Shareholders' resolutions regarding the business plan, investment plan, and profit plan for 2025.

d) Activities of the Board of Directors' independent members. Activities of the Board of Directors' subcommittees:

- Independent Board Member's Supervision Report, results as follows:

- + The Board of Directors organized meetings in accordance with regulations and the charter, ensuring objectivity for the common interests of the company, and safeguarding the legitimate rights and interests of minority shareholders, employees, and partners.
- + Through supervision of the company's activities, transparency was observed in the Board of Directors' and Executive Board's operations in policy and development strategy formulation, internal financial activities, and public disclosure of governance information and transactions affecting the company's operations.
- + In 2025, the overall activities of the company, the Board of Directors, and the Executive Board complied with the Enterprise Law, the company's charter, and regulations. However, due to numerous difficulties, both objective and subjective, the company's production activities were affected, resulting in the business performance for 2023 not meeting the planned targets.
- Activities of the subcommittees under the Board of Directors::
 - + The Legal Subcommittee reviewed and proposed amendments to the company's charter and internal governance regulations; directly monitored and represented the company in litigation cases at various court levels; monitored the execution of judgments in cases with execution decisions; and recovered bad debts.
 - + The Strategy Subcommittee focused on product development research and seeking information on foreign markets.

e. The list of members of the Board of Directors possessing certificates on corporate governance. The list of members of the Board of Directors participating in corporate governance training programs in the year.
None.

2. Board of Supervisors/Audit Committee:

a. Members and structure of the Board of Supervisors:

| No. | Full name | Position | Share ownership ratio |
|-----|------------------|----------|-----------------------|
| 1 | Le Thi Hong Mai | Head | 0,1% |
| 2 | Nguyen Hong Minh | Member | 0 % |
| 3 | Ngo Hong Phi | Member | 0% |

b. Activities of the Board of Supervisors:

- The Supervisory Board consists of 03 members, including 01 member working on a full-time basis. The Supervisory Board held 08 meetings, both in-person and online, ensuring the supervision tasks were carried out according to the assigned program and plan.
- The members of the Supervisory Board fully comply with legal regulations, ensuring adherence to the company's charter, the Enterprise Law, and the working regulations of the Supervisory Board.
- Participate and appoint representatives to attend all Board of Directors meetings and monthly Executive Board meetings.
- Provide feedback and recommendations to the Board of Directors and the Executive Board on various aspects of the company's operations.
- Supervise the implementation of the company's business plan, the execution of resolutions from the General Meeting of Shareholders and the Board of Directors.

- Propose the Board of Directors to select CPA Auditing Co., Ltd. as the auditing unit for the company's financial statements for 2025 and approved the amended and supplemented Information Disclosure Regulation in compliance with the circulars and decisions promulgated in 2025.
- Monitor the implementation of information disclosure, promptly respond to information requests from regulatory agencies such as the State Securities Commission, Hanoi Stock Exchange, Vietnam Securities Depository, and publish information on the company's website, ensuring information sharing with shareholders and investors.
- For shareholders: The Supervisory Board directly addressed inquiries within its scope and conveyed shareholders' opinions to the Board of Directors and the Executive Board to jointly understand and resolve issues satisfactorily, ensuring maximum shareholder benefits.

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors:

a. Salary, rewards, remuneration and other benefits and expenses:

| No. | Position | Board of Directors' Remunerations | Salary, allowances, Bonuses | Total Taxable Income |
|------------|---|-----------------------------------|-----------------------------|---------------------------|
| I | Board of Directors | 216,000,000 | 786,463,200 | 1,002,463,200 |
| 1 | Chairman of the Board of directors | | 489,220,000 | 489,220,000 |
| 2 | Member 1 | 54,000,000 | | 54,000,000 |
| 3 | Member 3 | 54,000,000 | | 54,000,000 |
| 4 | Member 4 | 54,000,000 | | 54,000,000 |
| 5 | Member 5 | 54,000,000 | 297,243,200 | 351,243,200 |
| II | Board of Supervisors | 75,600,000 | 235,819,533 | 311,419,533 |
| 1 | Head of Board of Supervisors | | 235,819,533 | 235,819,533 |
| 2 | Member 1 | 37,800,000 | | 37,800,000 |
| 3 | Member 2 | 37,800,000 | | 37,800,000 |
| III | Executive Board | | 1,692,675,988 | 1,692,675,988 |
| 1 | Director | | 442,792,088 | 442,792,088 |
| 2 | Vice director 1 | | 578,911,801 | 578,911,801 |
| 3 | Vice director 2 | | 334,796,888 | 334,796,888 |
| 4 | Vice director 3 | | 80,649,179 | 80,649,179 |
| 5 | Chief accountant | | 255,526,032 | 255,526,032 |
| IV | Management staff on the Board of Directors | | 316,266,418 | <u>316,266,418</u> |

| | | | | |
|---|---|---------------------------|-----------------------------|-----------------------------|
| 1 | Secretary of the Board of Directors. The person in charge of corporate governance (From 01/01/2025 to 19/09/2025) | | 259,235,000 | 259,235,000 |
| 2 | The person in charge of corporate governance (From 19/09/2025 to 31/12/2025) | | 57,031,418 | 57,031,418 |
| | Total | <u>291,600,000</u> | <u>3,031,225,139</u> | <u>3,322,825,139</u> |

b. Share transactions by internal shareholders: None

c. Contracts or transactions with internal shareholders:

c.1. Pet-nor LNG Technical Trading Joint Stock Company;

(c.1.1) Purchase and sale contract No. 33/XL3-HD dated 20/01/2025 on the supply of valves value: 79,272,000 VND

(c.1.2) Purchase and sale contract No. 50/XL3-HD dated 22/07/2024 on the processing and erection of stainless steel tanks: 4,989,050,000 VND; Contract Appendix No. 50.1/PLHD dated 23/07/2024 adjusts the contract value: 6,281,234,586 VND; Contract Appendix No. 67.1/PLHD dated 18/11/2024 changes the contract value: 6,440,750,558 VND. The liquidation record No. 31.1/XL3-TLHD dated 03/01/2025 is valued: 6,556,198,646 VND.

(c.1.3) Purchase and sale contract No. 33.1/XL3-HD dated 28/02/2025 on the processing of 35T tanks with a value: 750,266,000 VND.

(c.1.4) Contract 65/XL3-HD dated 17/10/2024 on the LC of pneumatic pipelines valued at 445,593,610 VND; Contract Appendix No. 35.1/PLHD dated 13/03/2025 adjusting the Contract value: 918,191,868 VND; Appendix No. 38.1/PLHD dated 08/04/2025 adjusting the contract value: 967,418,628 VND.

(c.1.5) Contract No. 140325/HD-XL3- PETNOR dated 14/03/2025 on the processing and supply of filter bottles value: 161,700,000 VND.

(c.1.6) Contract No. 100125/HD/XL3-PETNOR dated 10/04/2025 on the supply of materials and processing of 6" water separators and filters: 85,800,000 VND

(c.1.7) Contract No. 41/XL3-HD dated 26/04/2025 on the renovation and labor of heating pipes value: 337,473,730 VND

(c.1.8) Contract No. 43/XL3-HD dated 22/05/2025 on the construction of pipeline package 4.9 at Long Thanh airport value: 5,105,358,720 VND.

(c.1.9) Contract No. 42.1/XL3-HD dated 05/05/2025 on the purchase of steel plates value: 78,845,400 VND.

(c.1.10) Contract No. 45A/XL3-HD dated 03/06/2025 on the processing and erection of saturated hot water tank 20M3 valued at 290,010,600 VND.

(c.1.11) Contract No. 46/XL3-HD dated 16/06/2025 on replacing petrol and oil pipes from 2 import ports to the warehouse and 02 pipes at Road No. 3 with a value: 1,934,739,161 VND.

(c.1.12) Contract No. 51°/XL3-HD dated 17/07/2025 on the installation of compressed air pipes and dust collection items value: 223,298,559 VND.

(c.1.13) Contract No. 250825/HDMB dated 25/08/2025 value: 111,737,340 VND

(c.1.14) Contract No. 0509/HDMB/PN-CNXL3 dated 05/09/2024 - Supply of materials and valves of all kinds. Value: 480,060,000 VND (signed by Hanoi Branch).

c.2 Viet Nhat Petroleum Consulting and XL Joint Stock Company - VNJP

(c.2.1) Contract No. 012025/VNJP-XLIII dated 09/01/2025 on the purchase and sale of imported materials and equipment value: 3,946,639,833 VND (signed by Hanoi Branch). Liquidation: 3,891,787,485 VND.

(c.2.2) Contract No. 1505/2019XL3-VNJP dated 15/05/2019 on cooperation in investment in rooftop solar power system worth 52,991,112 VND (signed by Hanoi Branch)

(c.2.3) Contract No. 10/2025/VNJP-XLIII dated 20/06/2025 on the purchase of level measuring equipment for vaporizers. Value: 10,260,000 VND (signed by Hanoi Branch)

(c.2.4) Contract No. 56/VNJP-XLIII dated 15/06/2025 on the supply of copper cables value: 176,063,800 VND.

c.3 Tam Viet CKC Energy Technology Co., Ltd.

(c.3.1) Contract No. 291124/HDMB/XL3-TVCKC dated 29/11/2024 Supply of materials and equipment. Value: 2,987,155,028 VND (signed by Hanoi Branch)

(c.3.2) Contract No. 050525/HDMB/XL3-CKC dated 05/05/2025 Supply of equipment. Value: 63,828,000 VND (signed by Hanoi Branch)

(c.3.3) Contract No. 0407/HDKT/XL3-CKC dated 04/07/2025 Cooperation in rooftop voltage system worth 66,721,965 VND (signed by Hanoi Branch)

c.4 Oval Vietnam Joint Venture Co., Ltd.

(c.4.1) Contract No. 2102/HD/Oval-Penjico dated 21/02/2025 Supply of filter bottles Value: 450,670,000 VND; Appendix to Contract 01 dated 21/03/2025 adjusting the remaining contract value: 423,742,000 VND

(c.4.2) Contract No. 01-2025/HDKT/Oval-XLIII dated 18/02/2025 supplying valves value: 136,080,000 VND

(c.4.3) Contract No. 02-2025/HDKT/OVAL-XLIII dated 19/08/2025 supplying cables value: 48,921,840 VND (signed by HNB)

d) Assessing the implementation of regulations on corporate governance:

The company has established internal regulations on corporate governance and appointed a person in charge of corporate governance. It fully implements and complies with all legal regulations regarding corporate governance and the organization of the General Meeting of Shareholders

VI. Financial statements

1. Auditor's opinions

In CPA Audit Company Limited 's opinion, the accompanying financial statements gives a true and fair view of, in all material respects, the financial position of Petrolimex Installation No.3 Joint Stock Company as of 31 December 2025 and the results of its operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to preparation and presentation of the financial statements in Vietnam

2. Audited financial statements:

The audited financial statements are attached to this report and are posted on the website at <https://penjico.petrolimex.com.vn>

Recipients:

- HNX
- Archived.

THE COMPANY'S LEGAL REPRESENTATIVE *lume*



Director

Nguyễn Ngọc Thanh

