

ANNUAL REPORT 2025

I. General information

1. General information

- Trading name: PP Enterprise Investment Consultancy Joint Stock Company
- Business Registration Certificate No: 0102403985
- Charter capital: VND 36,000,000,000 (Thirty-six billion Vietnamese Dong)
- Owner's capital: VND 36,000,000,000 (Thirty-six billion Vietnamese Dong)
- Address: 12th Floor, Diamond Flower Tower, 48 Le Van Luong Street, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam.
- Telephone: 024.3577.2222
- Website: <https://www.pvpe.vn>
- Securities code (if any): PPE

2. Establishment and development process.

- On July 16, 2007, the Members' Council of the Vietnam Oil and Gas Power Corporation held a meeting and approved the plan to establish new joint-stock companies, including the plan to establish Vietnam Oil and Gas Power Consulting Joint-Stock Company. On October 31, 2007, the Hanoi Department of Planning and Investment (now the Hanoi Department of Finance) issued business registration certificate number 0103020312, marking the establishment of Vietnam Oil and Gas Power Consulting Joint-Stock Company. The company was established with a charter capital of 20,000,000,000 VND, with the participation of founding shareholders including: Vietnam Oil and Gas Power Corporation, Electric Power Construction Consulting Company 2, and Vietnam Power Investment and Management Company.

- During its construction and development process, Vietnam Oil and Gas Power Consulting Joint-Stock Company has consistently made efforts and strived to complete its production and business tasks. As a result, the company has been awarded numerous certificates of merit for both the collective and individuals by the Ministry of Industry and Trade, the Vietnam Oil and Gas Group, and the Vietnam Oil and Gas Power Corporation.

- On November 7, 2014, PV Power completely withdrew its capital from the company, and Hoang Phuc Investment and Management Co., Ltd. (Hoang Phuc Company) successfully acquired the majority of shares in PV Power Engineering.

- In 2022, the company changed its name to PP Enterprise Investment Consulting Joint-Stock Company, according to the 14th amendment of the business registration certificate issued on June 14, 2022, by the Hanoi Department of Planning and Investment (now the Hanoi Department of Finance). The company is currently undergoing a full restructuring in all aspects, and its investment business activities have been developing post-pandemic.



- In 2023, the company moved its headquarters to a new location according to the 16th amendment of the business registration certificate issued on December 13, 2023, by the Hanoi Department of Planning and Investment (now the Hanoi Department of Finance). It continues to restructure the entire company in line with the new business conditions, facing many difficulties and challenges.

- In 2024, the company continued to explore and develop its market, and the business results showed positive signs of recovery.

- In 2025, the Company changed its legal representative according to the 17th amended enterprise registration certificate issued on February 20, 2025, by the Hanoi Department of Planning and Investment (now the Hanoi Department of Finance). At the end of 2025, the Company increased its charter capital to VND 36,000,000,000 according to the 18th amended enterprise registration certificate issued on December 4, 2025, by the Hanoi Department of Finance. The year 2025 recorded the Company's breakthrough efforts with stable business growth and a sustainably optimized financial structure, creating a solid premise for implementing strategic goals and affirming its market position in the upcoming period.

3. Business lines and locations of the business:

- Business lines:

No.	Business Industry Name	Business Code
1	Metalworking; Metal coating and plating	2592
2	Wholesale of construction materials and other installation equipment	4663
3	Demolition	4311
4	Site preparation	4312
5	Electrical system installation	4321
6	Installation of other construction systems	4329
7	Construction finishing	4330
8	Other specialized construction activities	4390
9	Wholesale of machinery, equipment, and spare parts (excluding prohibited items by the state)	4659
10	Other business support services not classified elsewhere (Import and export of the company's products)	8299
11	Other financial services support (Investment consulting, Clean Development Mechanism project consulting)	6619
12	Architectural and related engineering activities (Design of electrical works, design validation)	7110
13	Technical testing and analysis (Testing and commissioning of power plants)	7120

14	Other professional, scientific, and technical activities (Technology transfer services, environmental impact assessment)	7490
15	Installation of water supply and drainage systems, heating and air-conditioning systems	4322
16	Wholesale of solid, liquid, gas fuels and related products	4661
17	Wholesale of metals and metal ores	4662 (Principal)
18	Wholesale of other specialized business activities not classified elsewhere	4669
19	Iron ore mining	0710
20	Real estate business, land use rights owned or leased	6810
21	Mining of other non-ferrous metal ores	0722
22	Other mining activities not classified elsewhere	0899
23	Support services for mining activities	0990
24	Other retailing not classified elsewhere	4799
25	Other road passenger transport	4932
26	Road freight transport	4933
27	Sea and ocean freight transport	5012
28	Inland waterway freight transport	5022
29	Warehousing and storage	5210
30	Direct support services for railway transport	5221
31	Direct support services for waterway transport	5222
32	Freight handling	5224
33	Short-term lodging services	5510
34	Travel agency services	7911
35	Safety system services	8020
36	Electricity production	3511
37	Waste recycling	3830
38	Residential building construction	4101
39	Non-residential building construction	4102
40	Railway construction	4211
41	Road construction	4212
42	Electrical infrastructure construction	4221

43	Water supply and drainage infrastructure construction	4222
44	Telecommunications and information infrastructure construction	4223
45	Public utility infrastructure construction	4229
46	Other civil engineering works (Construction of power plants, power grids, telecommunications, industrial, residential, and water projects)	4299
47	Retail of hardware, paint, glass, and other installation equipment in specialized stores	4752
48	Retail of other new goods in specialized stores (excluding retail of gold, stamps, firearms, hunting or sports guns)	4773
49	Production of ceramic building materials	2392
50	Wholesale of cars and other motor vehicles	4511
51	Automobile and motor vehicle agents	4513
52	Automobile and motor vehicle repair	4520
53	Wholesale of automobile and motor vehicle parts and accessories (excluding auctions)	4530
54	Retail of motorcycles, motorbikes (excluding auctions)	4541
55	Motorcycle, motorbike repair	4542
56	Retail of motorcycle, motorbike parts and accessories (excluding auctions)	4543
57	Wholesale of food products (Meat, seafood, vegetables, coffee)	4632
58	Management consulting services (excluding legal representation, lobbying, accounting, and auditing services)	7020
59	Car rental services	7710
60	Rental of machinery, equipment, and other tangible assets without an operator	7730
61	Rental of intangible assets (excluding financial assets)	7740

- *Location of business*: PP Enterprise Consulting and Investment Joint Stock Company has its office located on the 12th Floor, Diamond Flower Tower, 48 Le Van Luong Street, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam.

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

- Governance model, Management structure: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and Director.

- Subsidiaries, associated companies: As of December 31, 2025, the Company has 01 (one) subsidiary and 01 (one) associate, with details as follows:

Company Name	Place of Incorporation and Operation	Ownership Interest (%)	Voting Rights (%)	Principal Activities
Subsidiary				
Hoa Binh Minh Nghe An Co., Ltd. (i)	Nghe An Province	70.00%	70.00%	Trading in iron, steel, and other services
Associate				
Hoa Binh Minh Construction Materials Trading Joint Stock Company (ii)	Phu Tho Province	48.00%	48.00%	Trading in steel, cement, and other construction equipment

(i) Pursuant to the General Meeting of Shareholders' Resolution No. 90/2025/PPE/NQ-DHĐCĐ dated May 19, 2025 regarding the acquisition of shares in Hoa Binh Minh Nghe An Co., Ltd.; on August 1, 2025, the Company completed the transfer of a 70.00% equity interest in Hoa Binh Minh Nghe An Co., Ltd. from individual shareholders for a total consideration of VND 4,620,000,000. Accordingly, Hoa Binh Minh Nghe An Co., Ltd. became a subsidiary of the Company as of this date.

(ii) Also under this Resolution, the General Meeting of Shareholders approved the plan to utilize proceeds from a private placement of shares to acquire an equity interest in Hoa Binh Minh Construction Materials Trading Joint Stock Company. On November 5, 2025, the Company completed the transfer of a 48.00% shareholding in Hoa Binh Minh Construction Materials Trading Joint Stock Company from individual shareholders for a total consideration of VND 24,816,000,000. Accordingly, Hoa Binh Minh Construction Materials Trading Joint Stock Company became an associate of the Company as of this date.

5. Development orientations

- General Objectives: To continue promoting manufacturing and general trading activities, while optimizing existing resources to maintain revenue growth momentum. To consolidate and develop strategic relationships with existing partners, while enhancing corporate governance and internal control systems to mitigate risks and ensure asset security during the scale expansion process.

- Specific Objectives: To focus on developing key sectors, including manufacturing, trading, and services within the construction materials, automobile, and motorcycle industries; and to simultaneously promote capital contributions and strategic partnerships with potential joint ventures and associates. Furthermore, the Company will prioritize the research and implementation of green energy projects and a sustainable product ecosystem, in conjunction with strengthening financial capacity and risk management to accommodate the new revenue scale.

6. Risks: (Identification of risks that may impact the Company's production and business activities or the achievement of its objectives, including environmental risks, natural disasters, epidemics, etc.).

a. Environmental and Natural Disaster Risks

- In 2025, the Company continued to face risks from extreme weather phenomena and the prolonged consequences of natural disasters. Specifically, extended flooding caused transportation disruptions, hindering the logistics of materials and directly damaging warehouses and technical infrastructure, leading to localized interruptions in production and commercial trading activities.

b. Legal and Regulatory Risks

- As an entity listed on the Hanoi Stock Exchange (HNX), the Company's operations are governed by the Law on Enterprises, the Law on Securities, guiding Decrees and Circulars, and specialized regulations on investment and finance. Consequently, any delay in adapting to policy changes or fluctuations in the legal environment—particularly those related to construction materials manufacturing, trading, and clean energy—could pose adverse risks to project timelines and the Company's overall business efficiency.

c. Industry-Specific Risks

- The Company is continuing its robust restructuring of business sectors to adapt to market trends, with a focus on the green energy segment and large-scale commercial activities. Specific risks during this period center on the pressure to optimize operating costs amidst a surge in revenue, along with the challenges of effectively managing long-term financial investments in associates to ensure expected profit margins within a highly volatile new market context.

II. Operations in the Year

1. Situation of production and business operations:

Indicator	2025 Plan	2025 Actual	Completion Rate (%)
Revenue	5.500.000.000	209.250.002.147	3804,55%
Profit before tax	1.100.000.000	2.293.052.933	208,46%
Profit after tax	1.000.000.000	1.869.178.802	186,92%
Dividend	-	-	-

2. Organization and Human resource

In 2025, there were changes in the membership of the Board of Directors and the Board of Supervisors of the Company, which were approved by the Extraordinary General Meeting of Shareholders (EGM), specifically:

- *Members of the Board of Directors:*

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors
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			Date of appointment	Date of dismissal
1	Mr. Hoang Viet	Chairman of the Board of Directors		14/02/2025
2	Ms. Le Tuyet Mai	Board of Director' member		19/05/2025
3	Mr. Nguyen Manh Tuan	Board of Director' member		19/05/2025
4	Mr. Tran Duc Hiep	Chairman of the Board of Directors	14/02/2025	
5	Mr. Truong Xuan Binh	Board of Director' member	19/05/2025	
6	Mr. Pham Bach Huy	Board of Director' member	19/05/2025	

- Members of the Board of Supervisor:

No.	Members of Board of Supervisor	Position	The date becoming/ceasing to be the member of the Board of Supervisors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Thanh Tung	Members of Board of Supervisors		16/05/2025
		Head of Board of Supervisors	16/05/2025	
2	Mr. Vu Quoc Hoan	Members of Board of Supervisors	19/05/2025	
3	Ms. Cao Thuy Linh	Members of Board of Supervisors	19/05/2025	
4	Ms. Nguyen Thi Thanh	Head of Board of Supervisors		16/05/2025
5	Mr. Le Van Huy	Members of Board of Supervisors		19/05/2025

- Board of Directors:

No.	Board of Management	Position	The date becoming/ceasing to be the member of the Board of Management	
			Date of appointment	Date of dismissal
1	Mr. Truong Xuan Binh	Director	19/05/2025	
2	Mr. Nguyen Manh Tuan	Director		19/05/2025

- *Labor Policy:*

As of December 31, 2025, the total number of employees in the Company and its subsidiary is 08 (eight) persons, all of whom have entered into labor contracts in full compliance with the current Labor Law.

To foster harmonious and stable labor relations, the Company ensures fairness in the administration of salaries, wages, and bonuses. Compensation is distributed in alignment with the performance of each position, ensuring efficient management of labor costs.

3. Investment activities, project implementation:

a) Long-term financial investment activities: In 2025, the Company made significant investments in other entities, with a total value of VND 29,901,000,000.

- Investment in subsidiaries: The Company disbursed VND 4,620,000,000 for investment in its subsidiary.

- Investment in associates: The Company disbursed VND 24,816,000,000 for investment in its associate, Hoa Binh Minh Construction Materials Trading Joint Stock Company; the share of profit from this associate amounted to VND 465,000,000. The total carrying amount of the investment in this associate is VND 25,281,000,000. The Company has not determined the fair value of this financial investment as of the fiscal year-end, as current regulations do not provide specific guidance on determining the fair value of financial investments in unlisted companies.

Operational status of the associate: Hoa Binh Minh Construction Materials Trading Joint Stock Company operated profitably.

b) Short-term financial investment activities:

- Held-to-maturity investments: The Company recovered the entire investment of VND 5 billion compared to the beginning of the year.

- Trading securities: The Company also fully liquidated its trading securities portfolio.

c) Cash flows from investing activities:

- Cash paid to purchase or construct fixed assets and other long-term assets: The Company spent VND 420,390,000 on this item.

- Cash received from loan recovery and resale of debt instruments of other entities: The Company recovered VND 10,250,000,000.

- Cash paid for equity investments in other entities: The Company spent a total of VND 69,274,468,816 on capital contributions to other entities.

- Cash received from divestment or recovery of equity investments in other entities: The Company received VND 42,360,000,000.

- Cash received from loan interest, dividends, and shared profits: The Company collected VND 854,548,346 from interest, dividends, and distributed profits.

4. Financial situation

a) *Financial situation*

No.	Indicator	Unit	2024	2025	Change (%)
1	Total Assets	VND	16,776,644,682	42,104,704,422	251%
	Current Assets	VND	11,526,644,682	15,913,951,313	138.06%
	Non-Current Assets	VND	5,250,000,000	26,190,753,109	499%
2	Net Revenue	VND	4,931,863,377	209,250,002,147	4243%
3	Operating Profit	VND	404,854,831	2,293,040,834	566%
4	Other Profit	VND	3,235,185,870	12,099	0%
5	Profit Before Tax	VND	3,640,040,701	2,293,052,933	63%
6	Profit After Tax	VND	3,069,036,505	1,869,178,802	61%
7	Dividend Payout Ratio	%	-	-	-

b) *Major financial indicators:*

No.	Indicator	Unit	2024	2025
1	Liquidity Ratios			
	Short-term liquidity ratio (Current assets/Current liabilities)	Times	4.52	1.84
	Quick ratio (Current assets - Inventory / Current liabilities)	Times	4.52	1.84
2	Capital Structure Ratios			
	Debt-to-Equity ratio (Total debt/Equity)	Times	0.18	0.26
	Debt-to-Total Assets ratio (Total debt/Total assets)	Times	0.15	0.21
3	Operational Efficiency			
	Inventory turnover (Cost of goods sold / Average inventory)	Times	-	-
	Revenue/Total assets	Times	0.29	4.97
4	Profitability Ratios			
	Return on Assets (ROA)	%	18.29	4.44
	Return on Equity (ROE)	%	24.18	5.59
	Return on Sales (ROS)	%	62.23	0.89
	Gross profit margin (Gross profit/Net revenue)	%	1.06	1.42

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

a) Shares:

- Securities Name: PP Enterprise Investment Consulting Joint Stock Company Shares
- Face Value: 10.000 VND per share
- Type of Securities: Common Shares
- Securities Code: PPE
- Exchange: HNX (Hanoi Stock Exchange)
- Total Number of Shares Registered for Trading: 3.600.000 shares
- Number of Shares Subject to Transfer Restrictions as per Legal Regulations or the Trading Organization: None

b) Shareholders structure:

The Company's shareholder structure as finalized on April 22, 2025

No.	Category	Number of Shareholders	Shares Owned	Ownership Percentage
I	Domestic	127	1,994,400	99.720 %
1	Organization	1	66,000	3.300%
2	Individual	126	1,928,400	96.420%
II	Foreign	5	5,600	0.280%
1	Organization	0	0	0
2	Individual	5	5,600	0.280%
III	Treasury Shares	0	0	0
Total			2,000,000	100%

(According to the List of Shareholders as of April 22, 2025, for the purpose of the 2025 Annual General Meeting of Shareholders)

c) List of shareholders holding 5% or more of the Company's charter capital

The list of shareholders holding 5% or more of the Company's charter capital as of April 22, 2025:

Shareholder Name	ID/Passport/Business Registration No.	Address	Number of Shares Owned	Ownership Percentage
Hoang Viet	001076032815	B3810, Thang Long No1 Building, Trung Hoa, Cau Giay, Ha Noi	399,000	19.95%
Tran Thi Thu Hien	023463204	DD8, Bach Ma, P.15 Q 10, TP. Ho Chi Minh	104,100	5.205%

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

6.1. Impact on the Environment:

Total direct and indirect Greenhouse Gas (GHG) emissions: *None*.

Greenhouse Gas (GHG) emission reduction initiatives and measures: *None*.

6.2. Materials Management:

a) Total weight/volume of materials used to produce and package the organization's primary products and services during the year: *None*.

b) Percentage of recycled input materials used to manufacture the organization's primary products and services: *None*

6.3. Energy Consumption:

a) Direct and indirect energy consumption: *None*.

b) Energy saved through energy efficiency initiatives: *None*.

c) Reports on energy-saving initiatives (providing energy-efficient products and services or using renewable energy); and reports on the results of these initiatives: *None*.

6.4. Water Consumption (Water consumption for business activities during the year):

a) Water sources and usage volume: Water is supplied by the State and managed by the office lessor. The volume of water used is in compliance with the Company's water-saving policy.

b) Percentage and total volume of water recycled and reused: *None*.

6.5. Compliance with Environmental Protection Laws:

a) Number of sanctions for non-compliance with environmental laws and regulations: *None*.

b) Total fines for non-compliance with environmental laws and regulations: *None*.

6.6. Labor Policies:

a) Number of employees and average salary:

- o *Number of employees as of December 31, 2025: 08 (eight) persons.*
- o *The average monthly salary is VND 7,250,877 per person.*

b) Labor policies for health, safety, and welfare: The Company fully implements all labor regimes and policies in accordance with the current laws.

c) Training activities:

- o *Average training hours per year per employee: 12 hours/person/year.*
- o *Skills development and continuous learning programs to support employability and career development: Customer care skills, clerical and archival training, occupational health and safety training, and workshops on new legal regulations.*

6.7. Community Responsibility Report:

Community investment and development activities, including financial support: The Company has successfully fulfilled its role in meeting social and economic development needs within the urban area, strictly complied with State laws, and contributed to the overall socio-economic growth.

III. Reports and assessments of the Board of Management (the Board of Management reports and assesses the Company's situation through every facet)

1. Assessment of operating results

Indicator	2025 Plan	2025 Actual	Completion Rate (%)
<i>Revenue</i>	5,500,000,000	209,250,002,147	3804.55%
<i>Profit Before Tax</i>	1,100,000,000	2,293,052,933	208.46%
<i>Profit After Tax</i>	1,000,000,000	1,869,178,802	186.92%
<i>Dividend</i>	-	-	-

- Significant achievements: In 2025, the Company achieved 3,804.55% of its revenue target. However, Profit Before Tax and Profit After Tax reached 208.46% and 186.92% of their respective targets, which were lower than the figures recorded in 2024.

2. Financial Situation

a) Assets

- The Company's total assets at the beginning of 2025 were VND 16,776,644,682.
- The Company's total assets at the end of 2025 were VND 42,104,704,422.
- As of the year-end, the Company's total assets increased by VND 25,328,059,740, representing a growth of 250.97%.

b) Debt Payable

- The total liabilities of the Company at the beginning of 2025 were VND 2,548,737,107.
- The total liabilities of the Company at the end of 2025 were VND 8,666,067,057.
- As of the year-end, the Company's total liabilities increased by VND 6,117,329,950, representing a growth of 340.01%.

3. Improvements in Organizational Structure, Policy, and Management: The Company has achieved greater stability in its personnel apparatus. The Board of Directors and the Board of Supervisors have undergone changes in membership to align with the actual operational situation.

4. Future Development Plans: Expedite the implementation of new contracts with partner companies and strengthen investment activities to open new directions for the Company's development, specifically in the commercial and service sectors, aiming to generate profits at the earliest opportunity.

5. Board of Management's Explanation regarding Auditor's Opinions (if any) - (In cases where the auditor's opinion is not an unqualified opinion): None.

6. Assessment Report on Environmental and Social Responsibility:

a) Assessment of environmental indicators (water/energy consumption, emissions, etc.): The Company consistently manages and strictly supervises the economical use of energy and water resources, while maintaining environmental hygiene and protecting water sources.

b) Assessment of labor-related issues: The Company's officers and employees are well-trained professionals with a high sense of responsibility toward their assigned tasks and a strong desire to commit to and contribute to the Company's sustainable development.

c) Assessment of corporate responsibility toward the local community: The Company has provided quality-assured products and services, strictly complied with State laws and local movements, and contributed to the overall socio-economic development.

IV. Assessments of the Board of Directors on the Company's operation (for joint stock companies)

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

Agree with the assessment of the Board of Management in the Report on the results of the 2025 business plan implementation.

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

The management of the Company during the restructuring process has made significant efforts and implemented proactive solutions to minimize costs for the Company throughout the year.

3. Plans and orientations of the Board of Directors

- Strengthen the management, supervision, and direction of the activities of the Board of Directors and the Company's supporting staff to ensure the proper implementation of the contents approved in the resolutions of the General Assembly of Shareholders and the Board of Directors.

- Continue to improve the quality of internal auditing, guide the removal of obstacles in the management of the production and business activities by the Board of Management, and closely control the execution of tasks assigned by the Board of Directors.

- Further reinforce financial management practices, closely monitor the compliance with financial and accounting processes to ensure adherence to state regulations and international standards. Supervise the rotation of capital and manage cash flow effectively.

- Strengthen human resource management in a streamlined and quality-focused manner. Continue to improve the performance evaluation framework for employees, linking it with production and business outcomes.

- Continue to review, amend, and supplement internal regulations (if necessary) to continually improve and enhance the quality of management.

V. Corporate governance

1. Board of Directors

a) Members and structure of the Board of Directors:

No.	Board of Director's member	Position	The date becoming to be the member of the Board of Directors	The date ceasing to be the member of the Board of Directors	Number of meetings attended	Attendance rate	Reasons for absence
1	Mr. Hoang Viet	Chairman of the	30/11/2023	14/02/2025	4/4	100%	

		Board of Directors					
2	Ms. Le Tuyet Mai	Board of Director' member	30/11/2023	19/05/2025	4/4	100%	
3	Mr. Nguyen Manh Tuan	Board of Director' member	30/11/2023	19/05/2025	4/4	100%	
4	Mr. Tran Duc Hiep	Chairman of the Board of Directors	14/02/2025		7/7	100%	
5	Mr. Truong Xuan Binh	Board of Director' member	19/05/2025		7/7	100%	
6	Mr. Pham Bach Huy	Board of Director' member	19/05/2025		7/7	100%	

b) The committees of the Board of Directors: (The list of the subcommittees of the Board of Directors and list of members of each subcommittee): *None*.

c) Activities of the Board of Directors: Operating in accordance with the provisions of the Law on Enterprises and the Company's Charter, the results of the meetings have been fully disclosed in accordance with regulations.

d) Activities of the Board of Directors' independent members. Activities of the Board of Directors' subcommittees: assessing activities of the subcommittees of the Board of Directors, specifying the number of meetings of each subcommittee, their contents and results). The Company does not have independent members on the Board of Directors and does not have any subcommittees under the Board of Directors.

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: All members of the Board of Directors have been fully and promptly updated on the legal regulations regarding corporate governance.

2. Board of Supervisors

a) Members and structure of the Board of Supervisors

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	The date ceasing to be the member of the Board of Supervisors	Number of meetings attended	Attendance rate	Reasons for absence

1	Mr. Nguyen Thanh Tung	Members of Board of Supervisors		16/05/2025	02/02	100%	
		Head of Board of Supervisors	16/05/2025				
2	Mr. Vu Quoc Hoan	Members of Board of Supervisors	19/05/2025				
3	Ms. Cao Thuy Linh	Members of Board of Supervisors	19/05/2025				
4	Ms. Nguyen Thi Thanh	Head of Board of Supervisors		16/05/2025	02/02	100%	
5	Mr. Le Van Huy	Members of Board of Supervisors		19/05/2025	02/02	100%	

b) Activities of the Board of Supervisors:

- The Board of Supervisors has monitored and supervised the Company's business activities and the directives and operations of the Board of Directors and the Executive Board in implementing the resolutions of the General Assembly of Shareholders and the Board of Directors, ensuring compliance with legal regulations and the Company's Charter.
- The Board of Supervisors actively communicates and aligns with the Board of Directors on the content and plans for audits and supervision, and cooperates with the Executive Board during the implementation and monitoring process.
- The Board of Supervisors is provided with complete and clear information by the Executive Board and other management personnel as required.

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

a) Salaries, Bonuses, Remuneration, and Benefits: Income paid to Mr. Hoang Viet – Chairman of the Board of Directors for 2025 (dismissed effective February 14, 2025) was VND 0. Other members of the Board of Directors, the Board of Supervisors, and the Director of the Company did not receive any income from the Company during the year.

b) Stock Transactions of Internal Persons: Stock transactions by internal shareholders have been executed in accordance with reports and information disclosure requirements.

c) Contracts or Transactions with Internal Persons: The Company has fully complied with information disclosure requirements regarding transactions with internal shareholders. Currently, there are no outstanding contracts or transactions between the Company and internal persons.

d) Assessment of the implementation of Corporate Governance regulations: The Company has strictly complied with the provisions of the law and the Company's Charter regarding corporate governance.

VI. Financial statements

1. Auditor's opinions:

The financial statements present fairly, in all material respects, the financial position of the Company as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.

2. Audited financial statements

*It has been disclosed on the Company's homepage at the following link:
<https://www.pvpe.vn>.*

Recipients:

- HNX,
- Archived:....

CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE

(Signature, full name and seal)

