

TRANSLATION

EVN INTERNATIONAL JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: 23/BC-HĐQT

Da Nang, April 10th, 2026

ANNUAL REPORT 2025

To: - State Securities Commission
- Hanoi Stock Exchange

I. Company information:

1. General information:

- Trading name: Công ty cổ phần EVN Quốc tế
- English trading name: EVN International Joint Stock Company
- Abbreviated name: EVN International
- Business registration certificate and tax code: 0102379203 issued by the Department of Planning and Investment of Da Nang City: Registration for the 8th amendment: January 8, 2025.
Tax code: 0102379203
- Charter capital: 366,771,450,000 VND
- Owner's investment capital: 366,771,450,000 VND
- Headquarters address: Lot 91, Xo Viet Nghe Tinh, Khue Trung ward, Cam Le district, Da Nang city
- Telephone: (84) 236.6255656
- Fax: (84) 236.3633991
- Email: admin@evni.vn
- Website: www.evni.vn
- Stock code: EIC
- Stock Exchange: UpCom

2. History of incorporation and development:

May 31, 2007 Vietnam Electricity (EVN) and its partners such as Vietnam Rubber Group, Viettel Group, PetroVietnam Power Corporation, Vietnam

	Construction and Import-Export Joint Stock Corporation, An Binh Commercial Joint Stock Bank, Bac Ha Investment Joint Stock Company and some entities within EVN.... have promoted the incorporation of EVN Cambodia Joint Stock Company (the predecessor of EVN International Joint Stock Company).
September 12, 2007	The General Meeting of Shareholders adopted the incorporation of EVN Cambodia Joint Stock Company with a charter capital of 2,400 billion VND.
May 2, 2008	The company changed its name to EVN International Joint Stock Company (EVNI) and in September 2008, the company moved its headquarters to Da Nang city on October 1, 2008.
September 25, 2008	The Company was granted a Business Registration Certificate (now the Business Registration Certificate) No. 3203002232 by the Department of Planning and Investment of Da Nang City. Up to now, the Business Registration Certificate has been amended 8 times and the last amendment was on January 8, 2025 with business code 0102379203.
July 22, 2010	The State Securities Commission approved EVN International Joint Stock Company's application for registration as a public company according to Official Letter No. 2035/UBCK-QLPH.
June 22, 2011	EVN International Joint Stock Company was granted the first Securities Registration Certificate No. 43/2011/GCNCP-VSD by the Vietnam Securities Depository (VSD) on June 22, 2011, with a total number of 36,572,145 registered stocks.
March 1, 2012	The Company was granted the first amended Securities Registration Certificate No. 43/2011/GCNCP-VSD-1 by VSD due to additional securities registration with the number of securities registered for change being 36,677,145 shares.
May 18, 2016	The Company carried out procedures to adjust its charter capital according to the actual contributed capital. The Department of Planning and Investment of Da Nang City has changed (6 th amendment) Business Registration Certificate to EVNI, of which the charter capital has been adjusted to match the actual contributed capital, which is 366,771,450,000 VND.
February 20, 2017	The company is approved to trade shares on the UpCom market with the stock code EIC, the official trading date of the stock is February 28, 2017; Number of outstanding stocks: 36,677,145 stocks.

EVNI operates as a joint stock company incorporated in Vietnam, with legal status in accordance with current Vietnamese law, makes investments in energy projects abroad, mainly in Cambodia and Laos. For each project, the Company contributes capital with domestic and international partners to directly invest and manage the project.

EVNI's investment in power projects in Laos and Cambodia will help promote the early implementation of cooperation projects agreed upon by the Vietnamese Government with the Lao and Cambodian Governments, which is a favorable factor to promote the

investment cooperation program, exchange of electric energy, facilitating the Vietnamese Electricity Industry to become a partner of Laos Electricity Corporation and Electricity Authority of Cambodia, while supporting the neighboring countries in operating power plants, managing the national power system and further promoting the special cooperative relationship between the three countries.

3. Business lines:

3.1 Production, transmission and distribution of electricity.

Details: Production, transmission, trading of electricity domestically and internationally. Construction and operation of the Lower Se San 1/Se San 5, Lower Se San 2 hydropower plant projects and other power plant projects in Cambodia. Trading electricity domestically and internationally.

3.2 Vocational training.

Details: Training human resources in management, operation, maintenance and repair of power plant equipment.

3.3 Trading in real estate, land use rights owned, used or leased.

Details: Development and trading of real estate, infrastructure, industrial parks domestically and internationally.

3.4 Other related technical consulting activities.

Construction supervision. Finishing energy projects (power lines and transformer stations up to 500 kV). Consulting on production preparation activities for power plants. Construction supervision. Finishing hydropower plant projects.

3.5 Architectural activities and Other related technical consulting activities.

Details: Supervision of construction and installation of equipment for traffic, irrigation, civil, energy, and technical infrastructure projects.

3.6 Construction of other civil engineering works.

Details: construction of traffic, irrigation, civil, energy, and technical infrastructure projects. Construction and operation of electrical works.

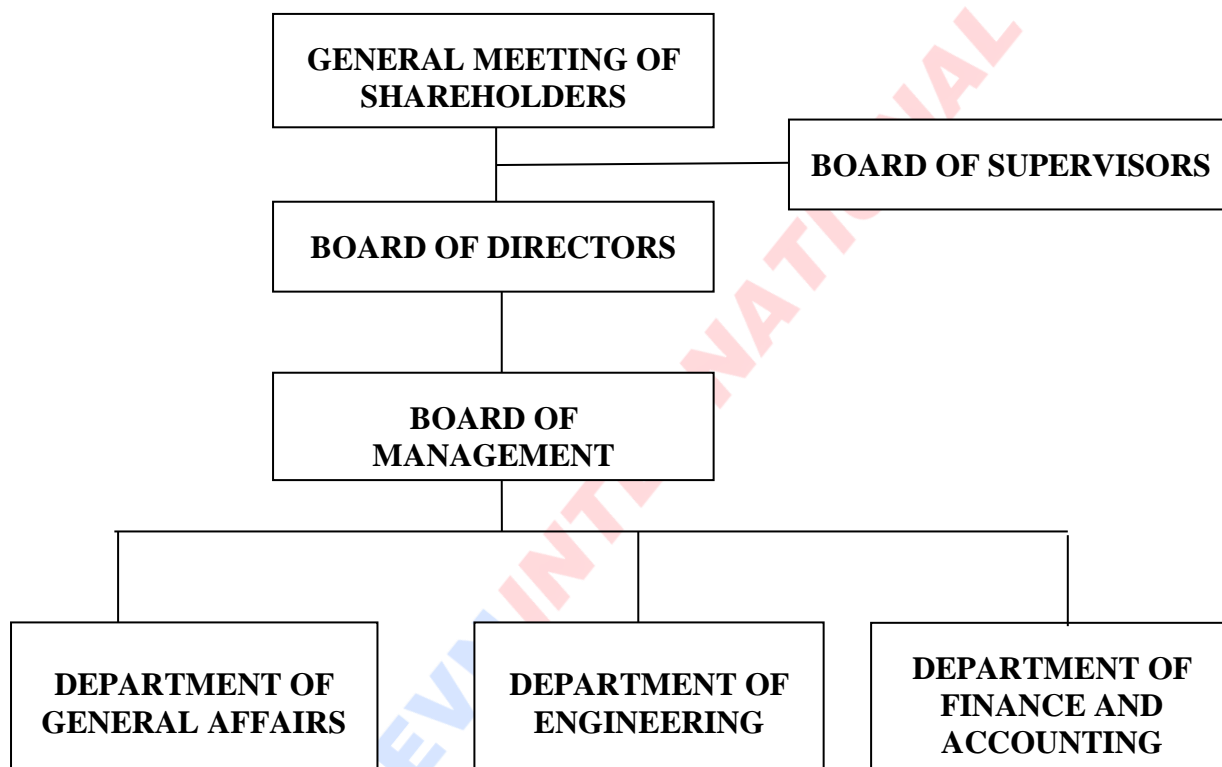
3.7 Project management. Forestry and mining business in Cambodia. Management and operation services for domestic and international power plants. Repair, maintenance, overhaul, renovation, upgrading of equipment and works of domestic and international power plants. Electrical testing. Import and export of electrical materials and equipment. Construction and operation of electrical works. Forestry and mining exploitation. Export and import of electricity. Import of fuel and raw materials for power production. Exploitation and production of stone, sand, cement, bricks of all kinds, iron and steel.

4. Information on governance model, business organization and management apparatus

- Governance model: The corporate governance model consists of: General Meeting of Shareholders; Board of Directors; Board of Supervisors; General Director.

- Management apparatus and structure: The General Director carried out management and operation through decentralization and delegation of authority to directly address specific tasks through the Deputy General Director(s).

- Organizational model:



- Affiliated companies:

Lower Sesan 2 Hydro Power Co., Ltd. (HLSS2) was incorporated in the Kingdom of Cambodia on December 16, 2011 under Registration Certificate No. 2955E/2011 and is a limited liability company with its registered address at 246, Monivong Boulevard, Sangkat Boeung Raing, Khan Daun, Phnom Penh.

The Company's business operations only consist of investment in the Lower Sesan 2 Hydropower Project (400MW) in Stung Treng Province, Kingdom of Cambodia and the 230kV transmission line from the Lower Sesan 2 Hydropower Project to the 230kV Stung Treng substation in Cambodia under the Build-Operate-Transfer ("BOT") form.

Charter capital: 1,000,000 USD

EVNI's ownership ratio in Hydro Power Lower Sesan 2 Co., Ltd.: 10%

5. Development orientation:

Main objectives of EVNI are:

(i) Carry out management procedures and monitor the preservation of the capital contribution at Hydro Power Lower Sesan 2 Co., Ltd., Kingdom of Cambodia. Coordinate with shareholders in HLSS2 to review and approve the production and business plan, financial plan, and annual profit distribution through the Board of Directors and the General Meeting of Shareholders.

(ii) Seek partners for transferring projects or contributing investment capital in the Lower Sesan 1/Sesan 5 Hydropower projects; Sekong hydropower project; and Nam Mo 1 hydropower project.

(iii) Carry out project management consulting and supervision consulting, proactively enhance the capacity for supervision consulting and set sustainable development goals to create stable income while waiting for the business performance from the projects under EVNI's implementation.

(iv) Rtrive to become a leading typical enterprise – for the benefit of investors.

6. Risks:

EVNI is a minority shareholder (10%) in the affiliated company, so it is almost impossible to control decisions in the General Meeting of Shareholders and the Board of Directors. On the other hand, the inability to participate in the executive board of Hydro Power Lower Sesan 2 Co., Ltd. somewhat affects the supervision for the project's implementation.

II. Business performance during the year:

1. Project management:

1.1 Lower Sesan 2 Hydropower Project:

- Regarding electricity production: By December 31, 2025, the power plant generated 2.34 billion kWh of electricity, reaching 128% of the 2025 plan and 132% of the same period in 2024 and exceeded design capacity by 22%/1,912 million kWh ; cumulative electricity production reached 14.63 billion kWh.

- Profit distribution: Hydro Power Lower Sesan 2 Co., Ltd. (HLSS2) has distributed profits annually since 2020. In 2025, HLSS2 distributed profits to EVNI from its undistributed profits in 2024 with a value of 3.5 million USD. As of the reporting date, EVNI's cumulative dividends received reached USD 20.468 million (equivalent to VND 487.3 billion), representing 210.8% of the total capital invested by EVNI in the Lower Se San 2 Hydropower project

1.2. Lower Sesan 1/Sesan 5 Hydropower Projects; Se Kong and Nam Mo 1 Projects:

- Continue seeking partners to transfer the project: The company has made effort to seek partners but no results has obtained so far and it has encountered many difficulties.

- Financial Settlement Plans

+ Se Kong Hydropower Project (Cambodia) and Nam Mo 1 Hydropower Project (Laos): The General Meeting of Shareholders (GMS) has approved the policy to terminate these overseas investment projects. Subsequently, the Board of Directors (BOD) has approved the final settlement of investment capital. All incurred investment costs for these projects are to be recognized as expenses in the 2025 fiscal year.

+ Lower Se San 1/5 Hydropower Project (Cambodia): The financial settlement for this project will not be submitted in 2025. This decision aims to balance financial resources to ensure a dividend payout ratio of at least 10% for shareholders.

2. Supervision consultancy:

In 2025, the Company organized the implementation of supervision consultancy service for 25 packages with a value of 29.04 billion VND (07 new packages in 2025 and 18 ongoing packages from previous years). Of which, the Company provided construction

supervision consultancy services for the Lào Cai – Vĩnh Yên 500kV transmission line, a key national project. The project was completed on schedule, earning the Company a Certificate of Merit from the Vietnam Electricity Trade Union.

* Acceptance and payment settlement:

The Company has finalized the acceptance and payment/settlement dossiers for 10 bidding packages (including both completed and ongoing packages). Total certified payment value reached VND 10.58 billion (excluding VAT), representing 103% of the 2025 annual plan.

* Bidding activities to seek employment opportunities:

The Company was awarded 06 construction supervision (CS) consultancy packages with a total value of VND 6.071 billion (excluding VAT). This performance represents 181.4% of the 2025 annual plan (VND 3.346 billion). Key projects include: The installation of the 2nd transformer at the Nam Cam 220kV Substation; The Lao Cai – Vĩnh Yên 500kV transmission line; The Quang Tri 500kV Substation and the Quang Tri – Vung Ang – Da Nang connection line; Equipment and materials installation for the Thanh Hoa 500kV Substation; DC power supply monitoring systems at 500kV Circuit 1 Substations and locations with previous DC-related incidents; Construction and fire-fighting system installation supervision for Song Tranh Hydropower Company; Supervision for the Distributed Control System (DCS) and Automatic Generation Control (AGC) installation at Bac Binh Hydropower Plant.

* Debt collection for service activities:

In 2025, the Company actively worked and urged Investors to pay debts and recovered (including advance payments) 10.62 billion VND. As of December 31, 2025, the outstanding debt receivable was 7.76 billion VND (of which the debt retained at 5% as contracted was 1.6 billion VND). Total advance payment received from the Client: VND 1 billion.

3. Administration and office:

- Organize the Company's production and business operations under a streamlined and flexible model with 03 functional departments and a staff of 32 persons; arrange and assign personnel in an appropriate manner to meet the Company's management requirements based on the tasks for 2025, aiming to optimize costs.

- Promptly and thoroughly conduct reviews, amendments or supplements, organize the implementation in compliance with the Company's internal management regulations, rules and procedures.

- Information disclosure is carried out promptly and in compliance with regulations (Financial statements, Management reports, Annual reports, etc.).

- Capital and financial management:

+ Strictly manage operating costs to enhance the efficiency of production and business operations. As a result, operating costs were reduced by 932.4 million VND, equivalent to 13.5% compared to the 2025 plan (excluding salaries, allowances, and wage-related expenses, as well as contributions for employees as stipulated).

+ Regularly and proactively control and balance cash flow to issue a suitable term deposit plan. As a result, financial revenue from savings activities increased by 2.6 billion VND.

+ The Company's financial position is maintained safely and stably, the payment is

properly made in accordance with regulations.

+ Financial indicators are always guaranteed, equity is preserved and developed: Liabilities/Equity (<1); Capital preservation ratio (≥ 1); Short-term payment capacity (>2).

- Acceptance for payment and settlement:

+ Proactively develop an acceptance plan for payment and settlement to urge construction entities to accept the completed workload, as a basis for EVNI to accept and settle supervision consultancy costs.

+ Promptly conduct acceptance and settlement of the Contract value of the packages for which the Company provided consulting services.

- Complete the organization of EVNI's 2025 Annual General Meeting of Shareholders and Extraordinary General Meeting of Shareholders (EGM) elects additional member of the Supervisory Board;

- Collecting shareholders' written opinions on the approval for the termination of the Se Kong Hydropower Project (Cambodia) and Nam Mo 1 Hydropower Project (Laos)

- Maintain office leasing services at EVNI's office building: 10 entities rent offices at 61.3 million VND/month; 02 entities rent land at 27 million VND/month (total: 88.3 million VND/month, equivalent to 1.06 billion VND/year).

- Strengthen the human resources apparatus in an appropriate manner to ensure project management and maintain the capacity to implement the project supervision consultancy for specialized power packages (issue new power operation licenses and fire protection consultancy service licenses, reissue supervision consultancy practice certificates for supervisors). Maximize operating cost savings to ensure a minimum profit of 10% from project management and supervision consultancy.

- Make payment for dividends of 2024 at a rate of 13%.

- In 2025, the Company recorded no instances of non-compliance or outstanding issues related to any inspection or audit findings

4. Labor, wages and training:

- Labor: The total officers and employees of the Company as of December 31, 2025 was 34 persons.

- Wages: the average income of The Board of Management and employees in 2025 was 33.2 million VND/month.

- Training: Organize and create favorable conditions for staff to participate in expertise training courses, professional knowledge improvement courses.

+ Assigned 07 employees from Groups 4 and 5 to attend professional OHS training courses; organized on-site Fire Prevention and Fighting (FPF) training for 20 staff members.

+ Conducted advanced training in professional supervision consultancy for fire prevention and fighting systems.

+ Re-issued Supervision Consultancy Practice Certificates for 05 supervisors.

+ Provided professional bidding training and facilitated certification exams for 09 procurement/bidding officers.

5. Social security, caring for the material and spiritual well-being of Employees:

- Pay attention, create favorable conditions and actively participate in well implementing social security work such as: donating blood, supporting people in provinces

affected by floods; visiting people with revolutionary contributions on the Invalids and Martyrs' Day; ...

- Closely coordinate with the Trade Union to propagate and mobilize employees to actively respond to emulation movements and create momentum in production and labor, ensuring the employees' life, employment and income.

- Continue to well apply policies for employees such as: 100% of officers and employees may contribute by social insurance, health insurance, unemployment insurance, occupational accident insurance and health insurance; organize periodic health check-ups for officers and employees, especially for female employees, they may receive health check-up twice a year.

- Organize visits, study trips and vacations for officers and employees in Korea.

6. Business and production performance:

In 2025, the Company's employees have strived to overcome difficulties and sought solutions to ensure effective operations and exceeded the entity's plan; The specific achievements are as follows:

Unit: VND

No.	Content	Unit/Rate	2025 Plan	2025 Implementation	% Implementation/ Plan
A	Revenue Plan		62.346.374.000	108.750.557.029	174%
A.1	Direct operating revenue from the Company	VND	14.346.374.000	17.840.733.109	124%
I	Revenue from financial investment activities, land and office rental	VND	4.100.000.000	7.256.926.078	177%
II	Revenue from consultancy activities (Project Management, Supervision...)	VND	10.246.374.000	10.583.807.031	103%
A.2	Revenue from Lower Sesan 2 Hydropower Project	VND	48.000.000.000	90.909.823.920	189%
B	Operating Cost Plan	VND	29.025.926.000	54.667.595.571	188%
B.1	Operating, maintenance and project management costs for the Company's projects	VND	13.084.189.000	16.051.461.434	123%
B.2	Operating costs for consulting work (Project Management, Supervision...)	VND	9.221.737.000	9.526.437.837	103%
B.3	Fees for transferring HSS2 dividends to Vietnam	VND	6.720.000.000	12.724.823.530	189%
B.4	Investment costs for discontinued hydropower projects and other expenses	VND	-	16.364.872.770.	

No.	Content	Unit/Rate	2025 Plan	2025 Implementation	% Implementation/ Plan
C	Profit Plan	VND			
1	Profit before tax	VND	33.320.448.000	54.082.961.458	162%
2	Dividend rate (%)	%	10	10	100%
3	Profit distributed to shareholders	VND	36.677.145.000	36.677.145.000	100%

III. Organization and human resources:

1. Board of Directors:

a. Member of the Board of Directors:

No.	Name	Position
1	Truong Quang Minh	Chairman of the BOD
2	Le Vu Ninh	Member of the BOD
3	Nguyen Quang Huy	Member of the BOD
4	Nguyen Thi Huong	Member of the BOD
5	Le Duy Thanh	Member of the BOD

b. Summary of personal resumes of BOD members

b.1. Mr. Truong Quang Minh Chairman of the Board of Directors

Date of birth: January 4, 1971

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Hydroelectric Irrigation Civil Engineer

Share ownership:

+ Number of stocks owned by the individual: 107,077 shares – ratio 0.29%

+ Capital representative: 5,732,761 shares – ratio: 15.63% (Power Generation Corporation 1)

+ Position at other companies: Member of the Board of Directors of Hydro Power Lower Sesan 2 Co., Ltd – Cambodia (Affiliated Company)

History of employment:

+ September 1989 - June 1994: Student at Da Nang University of Science and Technology

+ August 1994 - June 2008: Specialist of Engineering Department - Central Viet Nam Power Projects Management Board

- + June 2008 - September 2008: Deputy Head of Bidding Department - Central Viet Nam Power Projects Management Board
- + September 2008 - December 2009: Deputy Head of EVNI Engineering Department.
- + December 2009 - July 2011: Head of EVNI Engineering Department.
- + July 2011 - April 2013: Deputy General Director of EVNI.
- + April 2013 - January 2015: Deputy Secretary of the Party Cell, Member of the Board of Directors, Deputy General Director of EVNI
- + January 2015 - July 2020: Secretary of the Party Cell, Member of the Board of Directors, Chairman of the Board of Directors cum General Director of EVNI
- + July 2020 - present: Secretary of the Party Cell, Member of the Board of Directors, Chairman of EVNI's Board of Directors

b.2. Mr. Le Vu Ninh Member of the Board of Directors

Date of birth: May 29, 1979

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Hydroelectric Irrigation Civil Engineer

Share ownership:

- + Capital representative: 3,821,801 shares – ratio: 10.42% (Power Generation Corporation 1)

History of employment:

- + From August 2003 - March 2006: Specialist of Engineering Department, Song Ba Joint Stock Company (SBA) - Central Power Corporation
- + From March 2006 - May 2007: Head of Construction Supervision Team 1 - Engineering Department, Song Ba Joint Stock Company (SBA) - Central Power Corporation
- + From May 2007 - July 2008: Deputy head of construction supervision committee, Song Ba Joint Stock Company (SBA) - Central Power Corporation
- + From July 2008 - February 2011: Head of construction supervision committee, Song Ba Joint Stock Company (SBA) - Central Power Corporation
- + From March 2011 - May 2013: Specialist of Engineering Department, EVNI
- + From May 2013 - August 2013: Deputy Head of Engineering Department, EVNI
- + From August 2013 - November 2017: Head of Engineering Department, EVNI
- + From November 2017 - October 2020: Member of the Board of Directors, Deputy General Director, EVNI
- + From October to present: Member of the Board of Directors, General Director, EVNI

b.3. Mr. Nguyen Quang Huy

Member of the Board of Directors

Date of birth: January 13, 1973

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Corporate Accounting, Master of International Business Administration

Share ownership:

+ Capital representative: 7,080,000 shares – ratio: 19.3% (Pha Lai Thermal Power Joint Stock Company)

Position at other companies: Deputy Head of Finance - Accounting Department, Pha Lai Thermal Power Joint Stock Company

History of employment:

+ From 1994 - 1997: Accountant of Finance Department - Construction Materials Company (now Bach Dang Investment And Construction Joint Stock Company No8) - Bach Dang Construction Corporation

+ From 1997 - 2003: Accountant of Finance - Accounting Department - Pha Lai Thermal Power Joint Stock Company

+ From 2003 - 2017: Deputy Head of Finance - Accounting Department - Pha Lai Thermal Power Joint Stock Company

+ From 2017 - 2021: Head of the Board of Supervisors- Pha Lai Thermal Power Joint Stock Company

+ From 2021 - present: Deputy Head of Finance - Accounting Department - Pha Lai Thermal Power Joint Stock Company

b.4. Ms. Nguyen Thi Huong

Member of the Board of Directors

Date of birth: August 3, 1973

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Business Economics, Master of Development Economics

Share ownership:

+ Capital representative: 3,780,000 shares – ratio: 10.31% (ABB)

Position at other companies:

+ Deputy General Director of An Binh Commercial Joint Stock Bank (ABB)

+ Member of the Board of Members of ABBANK Asset Management One Member Company Limited

+ Member of the Board of Directors of PC3 - Investment Joint Stock Company

+ Member of the Board of Supervisors of Vietnam Credit Information Joint Stock Company

History of employment:

- + From September 1994 - July 1997: Payment specialist of the Bank Payment Council, State Bank of Vietnam (SBV)
- + From July 1997 - May 2001: Specialist, Foreign Economic Research Division, Monetary Policy Department, State Bank of Vietnam.
- + From May 2001 - December 2005: Deputy Head of Foreign Economic Research Division, Monetary Policy Department, State Bank of Vietnam.
- + From December 2005 - October 2007: Deputy Head of Credit and Interest Rate Policy Division, Monetary Policy Department, State Bank of Vietnam.
- + From October 2007 - June 2008: Head of Risk Management Department, An Binh Commercial Joint Stock Bank, Member of the Credit Committee.
- + From June 2008 – March 2010: Deputy Director of Capital and Currency, Foreign Exchange Trading, An Binh Commercial Joint Stock Bank.
- + From March 2010 - January 2016: Director of Capital and Investment Division, An Binh Commercial Joint Stock Bank, Member of Asset and Liability Management Council (ALCO), Member of the Investment Council (from December 2013 - present)
- + From January 2016 - present: Deputy General Director of An Binh Commercial Joint Stock Bank; Member of the Members' Council of ABBANK Asset Management One Member Company Limited; Member of the Board of Directors of PC3 - Investment Joint Stock Company; Member of the Board of Supervisors of Vietnam Credit Information Joint Stock Company.

b.5. Mr. Le Duy Thanh Member of the Board of Directors

Date of birth: July 25, 1986

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Business Administration

Share ownership:

+ Capital representative: 4,320,000 shares - ratio: 11.78% (Viet Nam Rubber Group)

Position at other companies: - Specialist of Investment Planning Division- Viet Nam Rubber Group

History of employment:

+ From February 2012 - December 2020: Specialist of Investment Planning Division - Viet Nam Rubber Group;

+ From December 2020 - present: Deputy Head of Investment Planning Division - Viet Nam Rubber Group

2. Executive Board:

2.1 Member of the Executive Board:

No.	Name	Position
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1	Truong Quang Minh	Chairman of the Board of Directors
2	Le Vu Ninh	General Director
3	Le Thanh Khoa	Deputy General Director
4	Pham Thi Thuy	Chief accountant

2.2 Summary of personal resumes of Executive Board members:

a. Mr. Truong Quang Minh Chairman of the Board of Directors

Mr. Truong Quang Minh's personal information is as presented in section III.1.b.1.

b. Mr. Le Vu Ninh General Director

Mr. Le Vu Ninh's personal information is as presented in section III.1.b.2.

c. Mr. Le Thanh Khoa - Deputy General Director

Date of birth: December 19, 1974

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Master of Engineering in Electrical Networks and Systems

Share ownership:

+ Number of shares under personal ownership: 1,000 shares – ratio 0.003%

History of employment:

+ From August 1998 - March 2008: Specialist of Engineering Department, Central Viet Nam Power Projects Management Board;

+ From April 2008 - February 2009: Specialist of Engineering Department, EVNI;

+ From March 2009 - November 2018: Deputy Head of Engineering Department, EVNI;

+ From December 2018 - November 2021: Head of Engineering Department, EVNI;

+ From December 2021 - September 2023: Deputy General Director cum Head of Engineering Department, EVNI;

+ From September 2023 - present: Deputy General Director, EVNI.

d. Ms. Pham Thi Thuy - Chief Accountant

Date of birth: August 22, 1988

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Accounting

Share ownership:

+ Number of shares under personal ownership: 1,600 shares – ratio 0.004%

History of employment:

- + From February 2010 - June 2011: General accountant at Son Hai Company Limited
- + From July 2011 - November 2017: Specialist of EVNI Finance and Accounting Department
- + November 2017 - November 2018: Person in charge of EVNI accounting
- + November 2018 - present: Chief Accountant of EVNI

3. Board of Supervisors:**3.1. Members of the Board of Supervisors:**

No.	Name	Position
1	Nguyễn Thành Lương	Head of the Board of Supervisors
2	Vu Huong Tra	Supervisor
3	Nguyen Thi Huyen	Supervisor

3.2. Summary of personal resumes of members of the Board of Supervisors:**a. Mr. Nguyễn Thành Lương - Head of the Board of Supervisors**

Date of birth: 10/4/1977

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Economics, majoring in Corporate Finance

Share ownership: 0

History of employment:

- + From October 2001 – February 2009: Accountant – Hoang Mai Cement Joint Stock Company (Quynh Thien Ward, Nghe An Province)
- + From March 2009 – June 2011: Officer – Procurement and Equipment Department, Hydropower Project Management Board No. 2 (Truong Vinh Ward, Nghe An Province)
- + From June 2011 – December 2016: Officer – Planning and Materials Department, Ban Ve Hydropower Joint Stock Company (Le Nin Avenue, Truong Vinh Ward, Nghe An Province)
- + From January 2017 – April 2021: Deputy Head of Planning and Materials Department – Ban Ve Hydropower Company (Le Nin Avenue, Truong Vinh Ward, Nghe An Province)
- + From May 2021 – March 2024: Deputy Head of Finance and Accounting Department – Ban Ve Hydropower Company (Le Nin Avenue, Truong Vinh Ward, Nghe An Province)
- + From April 2024 - present: Senior Officer – Internal Audit and Financial

Supervision Department, Power Generation Corporation 1 (Cau Giay District, Hanoi City)

b. Ms. Vu Huong Tra - Supervisor

Date of birth: April 30, 1983

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Banking and Finance, Master of Business Administration

Share ownership: 0

History of employment:

- + From July 2005 - March 2006: General Accountant - Exchange 1 - Saigon Thuong Tin Commercial Joint Stock Bank
- + From April 2006 - December 2007: Analysis team leader of Analysis and Design Department - Banking and Financial Solutions Company (HIBF- HIPT Group).
- + From January 2008 - March 2011: Manager - Business Analysis Department - BaoViet Joint Stock Commercial Bank
- + From April 2011 - November 2016: Deputy Head of Capital Operations Management Department - Capital Resources and Investment Division, An Binh Commercial Joint Stock Bank.
- + From December 2016 - present: Head of Capital Operations Management Department - Capital Resources and Investment Division, An Binh Commercial Joint Stock Bank.

c. Ms. Nguyen Thi Huyen - Supervisor

Date of birth: August 19, 1983

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of General Accounting

Share ownership: 0

History of employment:

- + From August 21, 2006 - June 2008: Worked at Water Electrical Mechanical Installation And Construction Joint Stock Company, Bo De Ward, Long Bien District, Hanoi.
- + From June 2008 - present: Specialist of Finance and Accounting Department, Pha Lai Thermal Power Joint Stock Company.

4. Changes in the Executive Board in 2025: No

5. Number of employees and labor structure:

5.1 Number of employees:

Year	2019	2020	2021	2022	2023	2024	2025
Number (persons)	24	30	33	32	32	32	34

5.2 Labor structure:

Indicators	Number	Proportion
I. By level	34	100%
1. Postgraduate	3	9%
2. Undergraduate	30	88%
3. College/Intermediate	1	3%
II. By gender	34	100%
1. Male	27	79%
2. Female	7	21%

6. Financial position:**6.1 Key financial indicators**

Indicators	2023	2024	Remark
<i>1. Payment capacity</i>			
+ Current ratio: Current assets/Current liabilities	3.25	9.68	
+ Quick ratio: <u>Current assets - Inventories</u> Current liabilities	3.16	9.42	
<i>2. Capital structure</i>			
+ Debt/Total Assets Ratio	0.078	0.036	
+ Debt/Equity Ratio	0.084	0.037	
<i>3. Performance</i>			
+ Inventory turnover: Cost of goods sold/Average inventory	3.64	2.75	
+ Total asset turnover Net Sales / Average total assets	0.025	0.026	
<i>4. Profitability</i>			
+ Profit after tax /Net sales ratio	4.6	4.6	
+ Profit after tax /Equity ratio	0.123	0.13	
+ Profit after tax /Total assets ratio	0.117	0.123	
+ Operating profit /Net sales ratio	4.6	6.0	

6.2 Financial position

Unit: VND

Indicators	2024	2025	% increase/decrease in 2025 compared to 2024
Total assets	423,791,208,240	458,449,771,173	8%
Total revenue	79,043,018,366	108,750,557,029	38%
Net revenue	10,972,911,239	11,644,770,687	6%
Profits from business operations	50,444,263,311	70,001,172,137	39%
Other profits	38,742,082	(15,918,210,679)	-41188%
Profit before tax	50,483,005,393	54,082,961,458	7%
Profit after tax	50,480,655,447	54,082,961,458	7%
Profit to dividend ratio	13%	10% (expected)	-23%

7. Shareholder structure, change in owner's investment capital:**7.1 Shares:**

Total shares:	36,677,145 shares
+ Total outstanding shares:	36,677,145 shares
+ Class of shares:	Ordinary shares
+ Treasury stocks:	0 shares
+ Par value:	10,000 VND

7.2 Shareholder structure:**7.2.1 By ownership ratio:**

No.	Name of shareholders	Number of shares	Ratio
	MAJOR SHAREHOLDERS		
1	Power Generation Corporation 1	9,554,500	26.05%
2	Pha Lai Thermal Power Joint Stock Company	7,080,000	19.30%
3	Viet Nam Rubber Group	4,320,000	11.78%
4	An Binh Commercial Joint Stock Bank	3,780,000	10.31%
5	PetroVietnam Power Corporation	2,822,200	7.69%
6	Viet Nam Construction And Import - Export Joint Stock Corporation	2,139,500	5.83%
	MINOR SHAREHOLDERS	6,980,945	19.04%
	Total	36,677,145	100%

7.2.2 By type of shareholder:

Shareholder	Number of shareholders	Number of stocks	Ratio
Domestic shareholders			
Institution	18	34,811,888	94.91%
Individual	1,569	1,850,929	5.05%
Foreign shareholders			
Institution	1	1,000	0.0027%
Individual	11	13,328	0.0363%
Total	1,626	36,677,145	100%

7.3 Situation of changes in owner's investment capital:

Situation of change in owner's investment capital in 2025: None

7.4 Treasury stock trading: Not generated**7.5 Other securities:** Not generated**IV. Report on environmental and social impacts of the Company:**

EVNI participates in investing in the Lower Se San 2 Hydropower Project in the Kingdom of Cambodia. In the country, EVNI does not have any power plant projects. only participating in consultancy and supervision.

1. Energy consumption:

Electricity for use: EVNI focuses on working in a 5-storey building with a total of 34 officers and employees. of which 2/3 of the officers are on regular business trips for consultancy and supervision at the project sites. In addition, EVNI rents out 3 floors with 50 employees. Therefore, the used amount of electricity is not much. The Company always focuses on environmental protection, using energy economically and effectively.

EVNI uses electricity for lighting in areas: guardhouse, office, hallway and water closet. The Company mainly uses LED lights to save electricity.

2. Water consumption: The Company uses domestic water supplied by Da Nang Water Supply Joint Stock Company. The amount of water consumed in 2025 is 1,799 m³.

The amount recycled and reused water: None

3. Compliance with laws on environmental protection:

The Company regularly complies with the provisions of the laws on environmental protection.

Number of penalties for non-compliance with laws and regulations on environment: None.

4. Policies related to employees:

a. Salary and bonus policy:

The Company issues the Regulations on Salary Distribution in accordance with the actual situation and the provisions of the law. The employees are paid in accordance with their capacity and work efficiency. and the Salary Council holds monthly meetings for evaluation. The employees are considered for salary increase in accordance with the regulations of the Company. and they are encouraged to work effectively and actively. In addition to bonuses on major holidays: Southern Liberation Day. International Labor Day. National Day. Company's Founding Day. Solar New Year. Lunar New Year. traditional day of the electricity industry. individuals and groups with outstanding achievements aer also rewarded at the end of the year. Children of officers and employees with good academic achievements are also rewarred on the occasion of International Children's Day.

The salary distribution is carried out publicly and democratically. ensuring fairness and reasonableness between positions in the Company. The Company regularly implements well the policies for employees on salaries. bonuses. insurance and fully fulfills its obligations to the State budget.

b. Labor policies for ensuring health and safety and welfare of employees:

The Company fully implements the policies for the employees in accordance with the Labor Code. the internal labor rules and the collective bargaining agreement.

The Company organizes periodic health check-ups once every year for all officers and employes. For female officers and employees. their periodic check-ups are organized twice every year.

The Company also focuses on occupational safety and hygiene. labor protection equipment. fire prevention and fighting and medicine cabinets under the law.

c. Employee training activities:

In order to improve the professional qualifications and professional style of the officers and employees. the Company focuses on develops training policies and regulations. It regularly sends the officers for training to improve their political theory qualification. and for admission to management and professional training courses. In addition. the Company cooperates with local centers and authorities to organize training courses on occupational safety and hygiene. fire prevention and fighting. ...

No.	Training courses	Costs	Number of trainees	Time
1	Organized training programs on Management & Leadership Skills and Business Law	98,617,788	19	April, 2025
2	Corporate Governance Training Course structural calculations	5,000.000	1	May, 2025
3	Occupational Health and Safety (OHS) training for Group 4 employee	2,079,000	07	May, 2025
4	On-site Fire Prevention and Fighting (FPF) training	4,139,000	20	June, 2025

No.	Training courses	Costs	Number of trainees	Time
5	"Consultancy, guidance, and training on current tax policies	16.200.000	34	October, 2025
6	Training on Corporate Accounting Standards	2.400.000	4	November, 2025
Total		128.435.788		

d. Number of employees and average salary:

Year	2020	2021	2022	2023	2024	2025
Number (people)	30	33	32	32	32	34
Average income of employees (million/month)	13.977	17.416	19.2	18.9	16.66	33,2 ^(*)

(*) Average Salary of the Board of Management and Employees

5. Report on responsibility to local community:

EVNI has always fulfilled its production and business tasks well over the years. fulfilling its tax obligations to the locality.

In addition, the Company has actively participated in social work such as: blood donation, supporting people in provinces affected by floods, visiting people with revolutionary contributions on the day of war invalids and martyrs; supporting children in mountainous provinces. ...

V. Report and assessment of the Board of Management:

1. Assessment of production and business results

In 2025, under the leadership of the Board of Directors and the Board of Management, and the solidarity of all officers and employees, the Company has completed the production and business targets assigned by the General Meeting of Shareholders. Profit reached 54.082 billion VND, achieving 162% of the plan; dividend rate (expected) was 10%, achieving 100% of the plan.

- Job search and job creation: In 2025, EVNI has promoted its participation in bidding for construction supervision consultancy package for 220 – 500 kV power lines and substations of the electricity industry to create jobs, increase income and stabilize the lives of officers and employees. It has proactively improved the capacity of supervision consultancy and set sustainable development goals, creating a stable source of income.

- Regarding the operating costs of EVNI: Since the beginning of 2025, the General Director of EVNI has directed many measures to strengthen thrift practice and combat waste in order to optimize costs. By proactively generating revenue from supervision consultancy, absolutely not using the unused capital contributed by the shareholders, the Company has ensured the completion of plan and tasks in 2025.

- It has continued to maintain a streamlined organizational structure.

2. Some shortcomings and causes:

- For the Lower Se San 2 Hydropower Project: Capital ownership ratio of EVNI at Lower Se San 2 Hydropower Co., Ltd. (HLSS2) is low (10%). so it is difficult for the Representative to be proactive in controlling decisions at the General Meeting of Shareholders of HLSS2.

- For the Lower Se San 1 / Se San 5 Hydropower Projects; the Se Kong Project in Cambodia; and the Nam Mo 1 Project in Laos: Finding partners to transfer the project or contribute the investment capital similar to the Lower Se San 2 Project has not been successful and has encountered many difficulties.

3. Financial situation:

3.1. Asset solution:

Items	Unit	Year 2023	Year 2025
1. Asset structure items			
Total current assets/Total assets	%	25.2	34.6
Total non-current assets/Total assets	%	74.8	65.4
2. Capital structure items			
Liabilities/Total capital	%	7.8	3.6
Owner's equity/Total capital	%	92.2	96.4

3.2. Liability situation:

As of January 1, 2025, the Company's total liabilities stood at VND 32.87 billion, comprising: dividends payable of VND 29.079 billion; advances from customers of VND 0.24 billion; payables to employees of VND 1.52 billion; bonus and welfare funds of VND 0.79 billion; and taxes payable to the State of VND 0.5 billion.

By December 31, 2025, the total liabilities decreased to VND 16.41 billion. This balance included: dividends payable of VND 6.59 billion; advances from customers of VND 1.02 billion; payables to employees of VND 4.99 billion; bonus and welfare funds of VND 1.7 billion; and taxes payable to the State of VND 0.7 billion.

The current ratio for 2025 was 9.68 times (>1), indicating the Company's robust ability to meet short-term obligations without difficulties in converting current assets into cash. Furthermore, the equity-to-capital ratio (Owners' Equity / Total Capital) reached 96.4% in 2025, reflecting a high level of financial independence and self-sufficiency in debt repayment.

The Company recorded no bad debts during the 2025 fiscal year.

3.3 Development plan in 2026

- Total revenue:	68,235 million VND
+ Revenue from financial and leasing activities:	7,540 million VND
+ Revenue from supervision consultancy activities:	10,695 million VND
+ Revenue from the Hydropower Lower Se San 2 Project:	50,000 million VND

- Total expenses:	33,722 million VND
- Profit before tax	34,513 million VND
- Dividend	10 %
* Payment to the State budget as prescribed.	

a. For the Lower Se San 2 Hydropower Project:

- Monitor and manage the capital contributed to Lower Se San 2 Hydropower Co., Ltd. (HLSS2) on the basis of the law of Cambodia, the Shareholder Agreement and in the principle of contributed capital preservation.

- Closely manage and monitor the production and business situation of Lower Se San 2 Hydropower Co., Ltd., urge HLSS2 to implement the contents of Resolution of the General Meeting of Shareholders and the Board of Directors; ensure that the Lower Se San 2 Hydropower Plant operates safely, stably and effectively, completing the production and business targets for 2026.

- Coordinate with other shareholders, urge Hydropower Lower Se San 2 Co., Ltd. to distribute profits for 2025 in 2026.

b. For hydropower projects such as Lower Se San 1 / Se San 5; Se Kong and Nam Mo 1:

Continue to implement solutions to transfer the project or participate in the capital contribution similar to the Lower Se San 2 project.

For hydropower projects such as Lower Se San 1/Se San 5:

Submitting to the General Meeting of Shareholders (GMS) / Board of Directors (BOD) for approval on the permanent termination of overseas investment projects, the final settlement of investment capital, and the handling of incurred investment costs in accordance with applicable regulations.

c. For development investment:

Research and identify potential power source projects (including solar, wind, biomass, and waste-to-energy) to submit to the General Meeting of Shareholders (GMS) / Board of Directors (BOD) for approval of investment policies or partnerships, ensuring alignment with the Company's financial capacity.

d. Supervision consultancy:

- Implement measures to increase revenue, including:

+ Proactively monitor and identify bidding opportunities on the National Bidding System; collaborate with partners to participate in bidding for packages that align with the Company's core competencies and experience.

+ Expand Supervision Consultancy services for power source projects, technical infrastructure for power plants, and underground transmission line categories.

- Intensify training and capacity-building programs to enhance the expertise and professional experience of our consultancy team.

- Strategically assign personnel for consultancy tasks to ensure scientific and efficient operations; deliver professional consultancy services that guarantee project milestones, quality, safety, and overall effectiveness.

- Coordinate with and urge construction contractors to finalize acceptance and payment/settlement dossiers, enabling EVNI to expedite its own consultancy fee settlements in compliance with contractual terms and to optimize capital efficiency.

- Aim to achieve a total revenue of VND 10.69 billion from Supervision Consultancy services.

e. Other tasks:

- Strictly and fully comply with State regulations and obligations; adhere to accounting standards and implement proper accounting regimes. Ensure full and timely payment of taxes and insurance contributions in accordance with legal requirements.

- Develop and refine the system of internal management regulations to align with the Company's current business and production landscape.

- Timely update and strictly implement regulations regarding bidding, financial management, corporate governance, and information disclosure to enhance operational quality and efficiency.

- Regularly and proactively monitor and balance cash flows to implement effective term-deposit plans, aiming to maximize financial income.

- Execute the 2025 dividend payment to shareholders in accordance with the profit distribution plan approved by the 2026 Annual General Meeting of Shareholders (AGM).

- Maintain efficient office leasing services at the EVNI building, striving to exceed the performance results achieved in 2025.- Regarding organizational model and operating costs:

- + Organize the production and business activities of the Company based on a compact and flexible model and arrange and assign appropriate personnel to meet the management requirements of the Company on the basis of tasks for 2026 to optimize the costs;

- + Focus on recruitment, training and professional development to improve the quality of human resources.

VI. Assessment by the Board of Directors of operations of the Company

1. Assessment by the Board of Directors of aspects of operations of the Company

In 2025, despite many difficulties and challenges, the Company has completed the production and business plan assigned by the General Meeting of Shareholders. the realized profit reached 162% of the plan. Especially the tasks: Monitor and manage to preserve the contributed capital at the Lower Se San 2 Hydropower Project; Deploy the search for new jobs suitable to the capacity to increase the revenue, solving jobs for officers and employees; Continue to perfect the organizational model to ensure the production and business activities of the Company.

Regarding the goal of finding partners to transfer the projects or contribute the investment capital similar to the Lower Se San 2 Project for the Se Kong, Nam Mo 1 and Lower Se San 1 / 5 projects, there has been no result yet, due to objective reasons such as: (i) The projects have their MOUs having expired; (ii) The geographical location of projects, the political situation, the impact of projects on environment and the electricity price output of projects are not enough to convince partners to cooperate in investment or transfer the projects at the present time.

By the end of 2025, the Company has maintained growth in scale, revenue and profit thanks to the dynamism of the Leadership of the Company, promptly grasping opportunities to provide the supervision consultancy services for renewable energy projects that have been developing in the past time, and thanks to the solidarity and efforts of the Board of Directors, the Executive Board and the officers and employees of the Company.

2. Assessment by the Board of Directors of operations of the Executive Board of the Company

The Executive Board has performed well its functions and tasks of managing production and business, promptly reported the contents and submitted them to the Board of Directors of the Company for consideration and approval, and seriously and effectively implemented the contents of Resolutions of the General Meeting of Shareholders and the Board of Directors. The results have exceeded the assigned production and business plan targets.

The Executive Board has organized the implementation of regulations on salary, remuneration, bonus, welfare, allowance and other benefits for employees and managers of the Company, strictly followed the principles of prudence and flexibility in a regular manner, and been in compliance with the applicable provisions of the law and the domestic and international governance practices.

The Executive Board has fully, accurately and promptly disclosed information on the production and business situation to the shareholders and the management agencies under the law.

The Executive Board has maintained monthly meetings to provide close direction as well as strict and timely management to have solutions to complete specific and overall goals each month.

3. Plans and directions of the Board of Directors

The Board of Directors maintains a regular and irregular meeting regime to promptly direct and supervise the activities of the Executive Board of the Company, ensuring that the activities of the Company comply with the law, the Charter and the Regulations on Internal Governance of the Company.

Apply widely accepted good governance principles and practices to the governance of the Company.

Improve life and welfare, and create conditions to protect health and safety of employees, which are the practical goals to improve labor productivity, create an attractive working environment, and ensure attracting human resources.

The Board of Directors continues to strengthen its leadership and direction role; resolve issues together with the Executive Board of the Company flexibly, effectively, and in accordance with the regulations; implement solutions in production and business activities; save and combat waste to ensure that the Company achieves / exceeds the profit target assigned by the General Meeting of Shareholders in 2023.

VII. Corporate governance

1. Board of Directors

1.1. Regarding the personnel structure of the Board of Directors:

The Board of Directors of the Company consists of 5 members. The Chairman of

Board of Directors works on a full-time basis. 1 member acts as the General Director. and the remaining 3 members all work on a part-time basis.

No.	Full name	Position	Date of appointment	Share ownership ratio		Remarks
				Representation	Ownership	
1	Truong Quang Minh	Chairman of Board of Directors	June 23, 2023	15.63%	0.29%	EVNGENCO1
2	Le Vu Ninh	Member of Board of Directors, General Director	June 23, 2023	10.42%	-	EVNGENCO1
3	Nguyen Quang Huy	Member of Board of Directors	June 23, 2023	19.30%	-	PPC
4	Nguyen Thi Huong	Member of Board of Directors	June 23, 2023	10.31%	-	ABBank
5	Le Duy Thanh	Member of Board of Directors	June 23, 2023	11.78%	-	VRG

1.2. Activities of the Board of Directors:

The Board of Directors has performed the corporate governance in accordance with the provisions of the Charter of the Company, the Resolutions of the General Meeting of Shareholders, the Regulations on Operation of the Board of Directors of the Company and the provisions of the law, so all activities of the Board of Directors of the Company to the Executive Board have regularly been carried out smoothly, promptly and effectively. The members of the Board of Directors have demonstrated a high sense of responsibility at all times, and have performed well the role of directing all aspects of the operations of the Company for the development of the Company and the interests of the shareholders.

The Board of Directors has reviewed and approved the Regulations on Finance, amended and supplemented the Regulations on Expenditure Management and the Regulations on Bidding in accordance with the provisions of the law and the actual operating model of the Company.

The Board of Directors has held 4 regular meetings, organized to collect written opinions from the members of the Board of Directors; issued 15 Resolutions and 11 Decisions for the General Director and the members of the Executive Board to implement

the production and business tasks in 2025.

The meetings of the Board of Directors were convened and conducted in accordance with the sequences and procedures stipulated in the Charter and the Regulations on Internal Governance of Company. The Board of Directors invited the Board of Supervisors to attend all meetings. Meeting invitations, records and documents were fully delivered to the members of the Board of Directors and the Board of Supervisors attending the meetings for reference and review as prescribed. The contents of meetings were exchanged and discussed publicly, democratically and frankly and evaluated fully and carefully by the members of the Board of Directors to provide the best directions and solutions for the Company.

The decisions of the Board of Directors at the meetings were in accordance with the provisions of the law, the Charter and the Regulations on Internal Governance of the Company, the resolutions of the General Meeting of Shareholders and the approved production and business plan. The minutes of meetings of the Board of Directors were fully prepared and signed by the members of the Board of Directors attending the meetings, ensuring the correct form under the law.

In 2025, the members of the Board of Directors fully attended the meetings of the Board of Directors, performed their duties in accordance with their assigned responsibilities and tasks with a high sense of responsibility, and made efforts to successfully complete the tasks of directing and supervising all aspects of the operations of the Company in accordance with the resolutions of the Annual General Meeting of Shareholders in 2024, in line with the strategic orientation, for the benefit of the shareholders and the overall development of the Company. Meetings, resolutions and decisions of the Board of Directors were all unanimously approved by the members of the Board of Directors. Therefore, the direction and management tasks were carried out promptly, meeting the operational requirements of the Company.

The members of the Board of Directors and the Board of Supervisors were promptly and fully informed by the Chairman via documents, email or phone on the activities of the Company.

* List of meetings of the Board of Directors:

No.	Members of Board of Directors	Number of meetings of Board of Directors attended	Percentage of meeting attendance	Reason for absence from meetings
1	Mr. Truong Quang Minh	04	100%	
2	Mr. Le Vu Ninh	04	100%	
3	Ms. Nguyen Thi Huong	04	100%	
4	Mr. Le Duy Thanh	04	100%	
5	Mr. Nguyen Quang Huy	04	100%	

* List of resolutions and decisions of the Board of Directors:

No.	Resolution / Decision No.	Date	Details
RESOLUTIONS OF BOARD OF DIRECTORS IN 2025			
1.	04/NQ-HĐQT	21/02/2025	Approval of Record Date and organizing the 2025 Annual General Meeting of Shareholders
2.	06/NQ-HĐQT	26/02/2025	Approval of 2024 salary and remuneration fund
3.	08/NQ-HĐQT	26/03/2025	Board Resolution No. 01/2025
4.	14/NQ-HĐQT	10/04/2025	Approval of Documents of the 2025 Annual General Meeting of Shareholders
5.	22/NQ-HĐQT	02/6/2025	Approval of the cost estimate and the Contractor Selection Plan for the 2025 Financial Statement Audit package.
6.	28/NQ-HĐQT	23/07/2025	Board Resolution No. 02/2025
7.	29/NQ-HĐQT	23/7/2025	Board Resolution of Record Date for Collecting shareholders' opinions in writing
8.	30/NQ-HĐQT	23/7/2025	Approval of the policy on transactions between EVNI and its related parties.
9.	35/NQ-HĐQT	20/8/2025	Approval of the policy on the appointment of the General Director of EVNI.
10.	38/NQ-HĐQT	20/10/2025	Approval of re-appointment of the General Director of EVNI.
11.	39/NQ-HĐQT	20/10/2025	Organization of the 2025 Extraordinary General Meeting of Shareholders
12.	46/NQ-HĐQT	24/11/2025	Removal of a member of the Supervisory Board of EVNI.
13.	49/NQ-HĐQT	03/12/2025	Approval of the investment capital finalization for the Sekong hydropower project.
14.	50/NQ-HĐQT	03/12/2025	Approval of the investment capital finalization for the Nam Mo 1 hydropower project.
15.	56/NQ-HĐQT	24/12/2025	Interim approval of the 2026 Business Plan.

No.	Resolution / Decision No.	Date	Details
DECISIONS OF BOARD OF DIRECTORS IN 2025			
1.	17/QĐ-HĐQT	12/5/2025	Approval of the 2026 Business Plan.
2.	18/QĐ-HĐQT	13/5/2025	Decision on assigning personnel to the 2025 Occupational Safety and Health (OSH) training course (Ms. Pham Thi Thuy – Chief Accountant)
3.	19/QĐ-HĐQT	16/5/2025	Establishment of the Appraisal Team for the 2025 Financial Statement Audit Contractor Selection Plan.
4.	20/QĐ-HĐQT	19/5/2025	Payment of bonuses for the Board of Directors, Supervisory Board, and Board of Management for 2024.
5.	23/QĐ-HĐQT	04/6/2025	Approval of the Contractor Selection Plan for the 2025 Financial Statement Audit package.
6.	24/QĐ-HĐQT	04/6/2025	Approval of the cost estimate for the 2025 Financial Statement Audit.
7.	31/QĐ-HĐQT	25/7/2025	Expenditure Management Regulations applicable within EVNI.
8.	36/QĐ-HĐQT	06/10/2025	Establishment of the Appraisal Team for the investment capital finalization of completed and permanently discontinued projects - Nam Mo 1 and Sekong Hydropower Projects.
9.	42/QĐ-HĐQT	30/10/2025	Re-appointment of Mr. Le Vu Ninh to the corporate management position.
10.	45/QĐ-HĐQT	17/11/2025	Assigning a delegation for a study tour and experience exchange in South Korea in 2025.
11.	55/QĐ-HĐQT	18/12/2025	Recognition of the "Advanced Laborer" title for 2025.

2. Board of Supervisors:

2.1 Members and structure of the Board of Supervisors:

No.	Full name	Position	Share ownership ratio	Remarks
1	Nguyen Thanh Luong	Head of Board of Supervisors	0	EVNGENCO1
2	Vu Huong Tra	Supervisor	0	ABB
3	Nguyen Thi Huyen	Supervisor	0	PPC

2.2 Activities of the Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Percentage of meeting attendance	Reason for absence from meetings
1	Mr. Do Quang Minh	2	100%	Dismissal
2	Ms. Vu Huong Tra	3	100%	
3	Ms. Nguyen Thi Huyen	4	100%	
4	Mr. Nguyen Thanh Luong	1	100%	New Appointment

Performing its functions, duties and powers as prescribed by the Law on Enterprises and the Charter of the Company, the Board of Supervisors has inspected and supervised compliance with the regulations in management and operation of annual production and business activities of the Company in key aspects. In 2025, the Board of Supervisors held the regular meetings and attended the meetings of the Board of Directors of the Company.

- The Board of Supervisors has supervised the implementation of the legal provisions, the Charter of the Company, the internal regulations, the Resolutions of the General Meeting of Shareholders, and the Resolutions and Decisions of the Board of Directors and the Board of Management. The Board of Supervisors has inspected the reasonableness, legality, truthfulness and level of prudence in the management and operation of business activities.

- The Board of Supervisors has fully attended the meetings of the Board of Directors, grasped and supervised the operational situation of the Board of Directors and the Board of Management, and made some recommendations in the management and operation of the activities of the Company.

- The Board of Directors has implemented: (1) Periodic supervision and completion of the shareholder report at the Annual General Meeting of Shareholders in 2025; (ii) Submission of the operation plan for Board of Supervisors in 2025 to the General Meeting of Shareholders for approval; (iii) Periodic supervision of production and business activities in the first 6 months of 2025.

- The Board of Directors has conducted: (i) Review, appraisal and agreement on the audited Financial Statements 2024 and submitted them to the Annual General Meeting of Shareholders 2025 for approval; (ii) Review, appraisal and agreement on the semi-annual Financial Statements 2025 after inspection.

- The Board of Directors has supervised information disclosure.

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

- a) Salary, bonus, remuneration and benefits

The Board of Directors, the Board of Management and the Board of Supervisors are entitled to remuneration in accordance with the Resolution of the General Meeting of Shareholders.

- b) Stock transactions of insiders: Not implemented.
- c) Contracts or transactions with insiders: None.
- d) Assessment of implementation of regulations on corporate governance.

The Company has been incorporated and has been existing in the form of a joint stock company since 2007. It has become a public company since 2010 and its shares have been traded on the UpCom floor since 2017. The management and governance structure of the Company is established and complies with the provisions of the Law on Enterprises.

In addition to the full implementation of obligations to disclose information in the securities sector, the governance system of the Company is strictly controlled. The management and operation activities of the Board of Directors and the Executive Board are regularly transparent and carefully supervised.

VIII. Financial statements

Audited Financial Statements: Posted on website: www.evni.vn

Best regards./.

Recipients:

- As above;
- Archived by Clerical Assistant and Department of General Affairs



**CERTIFICATION BY LEGAL REPRESENTATIVE
CHAIRMAN OF BOARD OF DIRECTORS
(Signed and sealed)**

Trương Quang Minh