

No:  /MTB-KHĐT&DA

Ha Noi, April 15th 2026

ANNUAL REPORT 2025

To: - The State Securities Commission
- Ha Noi Stock Exchange

I. GENERAL INFORMATION

1. General informaton

- Trading name: PetroVietnam Machinery – Technology Joint Stock Company.
- Business Registration Certificate No: 0101394512 issued by the Hanoi Department of Planning and Investment (now the Department of Finance due to the merger), first issued on March 1, 2010, and amended for the 10th time on June 6, 2022.
- Charter capital: VND 386,386,000,000.
- Owner's capital : 386.386.000.000 đồng.
- Address of head office : No 8 Trang Thị, Hoan Kiem Ward, Ha Noi City, Vietnam.
- Telephone: 024.38260344 - Fax: 024.38254050.
- Website: <https://pvmachino.vn>.
- Securities code: PVM.
- Establishment and development process:
 - + The PetroVietnam Machinery - Technology Joint Stock Company (PVMACHINO) was established based on the equitization of the Machinery and Spare Parts Company under Decision No. 517/QD-DKVN dated March 14, 2008, and Decision No. 4779/QD-DKVN dated July 7, 2008, by the PetroVietnam Oil and Gas Group.
 - + The PetroVietnam Machinery - Technology Joint Stock Company is a large-scale public company. On December 20, 2016, the company officially listed its shares on the UpCom market of the Hanoi Stock Exchange under the securities code PVM.
 - + As of March 19, 2021, the company is no longer a state-owned joint stock company.

2. Business lines and locations of the business.

- Specify major lines of business which account for more than 10% of the total revenue:

+ Trading in non-ferrous metals, ore (raw aluminum, aluminum profiles, raw zinc, and other non-ferrous metal products, etc.);

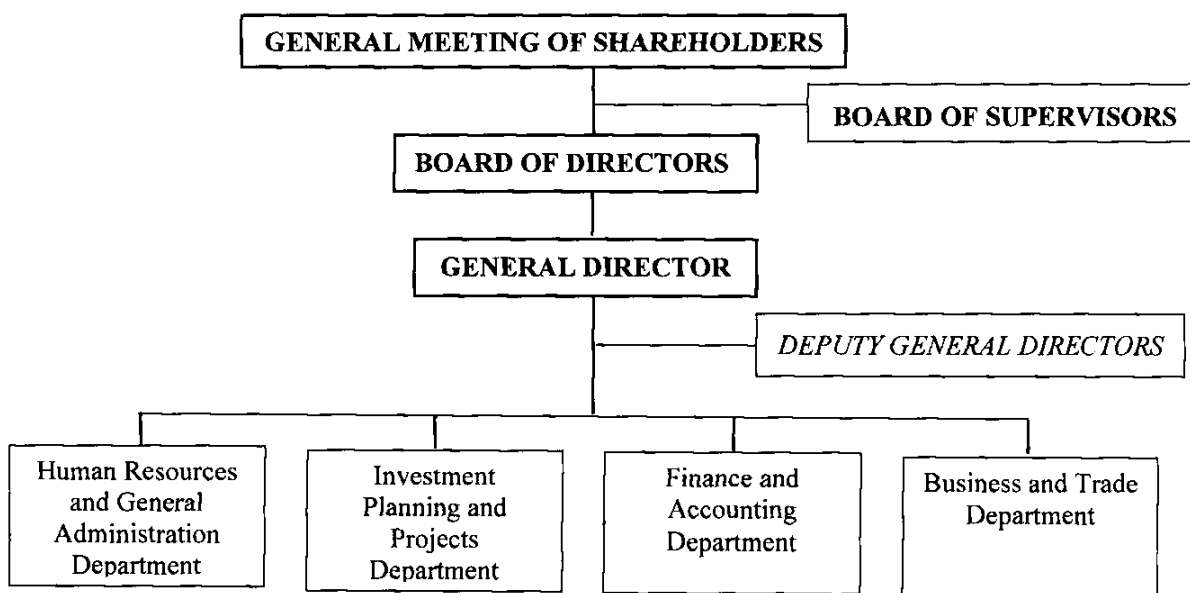
+ Trading in agricultural products, rice, and other agricultural products;

+ Bidding for the supply of materials and equipment for projects and factories.

- Location of business: Hanoi and other provinces.

3. Management structure, subsidiaries, associated companies.

3.1. Management structure.



3.2. Subsidiaries and associated companies.

No	Name	Address	Business lines	Charter Capital (Billion VND)	Ownership Percentage (%)
1	Danang Petroleum Machinery - Technology Joint Stock Company	53 Tran Phu, Hai Chau District, Da Nang City	Trading and business of machinery, equipment, automobile parts, and other motor vehicles.	42.00	49.78

No	Name	Address	Business lines	Charter Capital (Billion VND)	Ownership Percentage (%)
2	Machino Thanh Dat Joint Stock Company	No. 8, Trang Thi, Hoan Kiem, Hanoi	Waste treatment and non-hazardous waste disposal	56,95	51,00
3	Machino An Phu Joint Stock Company	L13-LK3 Damsan Urban Area, Quach Dinh Bao Street, Tran Hung Dao Ward, Hung Yen	Real estate or land use rights business, which belong to the owner, user or lessee	129.00	55.00
4	Machino Phu Xuan Company Limited	L13-LK3 Damsan Urban Area, Quach Dinh Bao Street, Tran Hung Dao Ward, Hung Yen	Real estate or land use rights business, which belong to the owner, user or lessee	136.00	70.00
5	Dong Kinh Real Estate Investment And Trading Company Limited	Apartment HH01-21(CB01-12A), Catalan Urban Area, Dong Kinh Ward, Lang Son Province, Vietnam	Real estate or land use rights business, which belong to the owner, user or lessee	50,00	50,00
6	Petrovietnam Northern Machinery - Equipment Joint Stock Company	No. 8, Trang Thi, Hang Trong, Hoan Kiem, Hanoi	Import-export business, civil construction projects	5.50	34.58
7	Petrovietnam Machinery - Technology Saigon Company Limited	351 No Trang Long, Ward 13, Binh Thanh, Ho Chi Minh City	Trading and installation of machinery and equipment	30.00	100.00

4. Development orientations.

- Business activities:
 - + Trading in non-ferrous metals, ore (raw aluminum, aluminum profiles, raw zinc, and other non-ferrous metal products, etc.);
 - + Trading in agricultural products, rice, and other agricultural products;
 - + Bidding for the supply of materials and equipment for projects and factories.
- Investment and project development activities.

II. OPERATIONS IN THE YEAR.

1. Results of business operations in the year.

No	Indicators	Unit	2024 Plan	Actual result	
				Value	% of Annual Plan
1	Total Revenue	Billion VN	2.049,29	1.990,65	97%
	<i>Of which, Parent Company</i>	<i>Billion VN</i>	1.255,89	1.225,47	98%
2	Profit Before Tax	Billion VN	41,39	33,73	81%
	<i>Of which, Parent Company</i>	<i>Billion VN</i>	35,80	37,10	104%
3	Profit After Tax	Billion VN	40,30	33,62	83%
	<i>Of which, Parent Company</i>	<i>Billion VN</i>	35,80	37,10	104%

(Source: 2025 Audited Financial statements of the Company)

2. Organization and Human resource.

- List and brief Curriculum vitae of the Board of Management as of December 31, 2024.

+ General Director: Mr. Pham Van Hiep

Full name	Pham Van Hiep
Position	Board Member and General Director of the Company
Gender	Male
Date of birth	October 22, 1972
Place of birth	Hung Yen
Education	12/12
Professional qualifications	Master's degree in Economics

+ Deputy General Directors:

• **Deputy General Director: Mr. Chu Thanh Nam**

Full name	Chu Thanh Nam
Position	Deputy General Director
Gender	Male
Date of birth	December 13, 1977
Place of birth	Ninh Binh
Education	12/12
Professional qualifications	Architect, Master's degree in Business Administration

• **Deputy General Director: Mrs. Pham Thi My Huong**

Full name	Pham Thi My Huong
Position	Deputy General Director
Gender	Female
Date of birth	March 28, 1979
Place of birth	Phu Tho
Education	12/12
Professional qualifications	Bachelor's degree in Economics, Master's degree in Business and Management

• **Deputy General Director: Mr. Luong Van Hoa**

Full name	Luong Van Hoa
Position	Deputy General Director
Gender	Male
Date of birth	March 29, 1980
Place of birth	Quang Ninh
Education	12/12
Professional qualifications	Civil Engineer

+ **Chief Accountant: Mr. Hoang Minh Duc**

Full name	Hoang Minh Duc
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Position	Chief Accountant
Gender	Male
Date of birth	October 6, 1979
Place of birth	Phu Tho
Education	12/12
Professional qualifications	Master's degree in Economics

- Ownership percentage of Company's voting shares and other securities issued by the Company's General Director, Deputy General Directors, and Chief Accountant: None.

- Changes in the Board of Management: None

3. Investment activities, project implementation.

a. Major investments

In 2025, the Company focused on accelerating the legal progress and implementation procedures for key real estate projects, specifically:

Project for Investment and Development of a Commercial Residential Area with integrated technical and social infrastructure in Tran Hung Dao and Thai Binh Wards, Hung Yen Province: Construction is currently underway for site leveling, transportation infrastructure, and related categories.

- Social Housing Construction Project within the land fund of the Commercial Residential Area Development Project in Tran Hung Dao and Thai Binh Wards, Hung Yen Province: Construction commenced on December 19, 2025, and foundation work is currently in progress.

- Additionally, other projects such as: The An Phu Residential Area Investment and Construction Project (Vu Thu Commune, Hung Yen Province) and the Dong Kinh New Urban Area Project (Dong Kinh Ward, Lang Son City) are being implemented in accordance with prevailing legal regulations.

b. Subsidiaries, associated companies

Unit: VND billion

No	Indicators	Danang Petroleum Machinery - Technology Joint Stock Company	Petrovietnam Northern Machinery - Equipment Joint Stock Company	Machino Thanh Dat Joint Stock Company	Machino An Phu Joint Stock Company	Machino Phu Xuan Company Limited

No	Indicators	Danang Petroleum Machinery - Technology Joint Stock Company	Petrovietnam Northern Machinery - Equipment Joint Stock Company	Machino Thanh Dat Joint Stock Company	Machino An Phu Joint Stock Company	Machino Phu Xuan Company Limited
1	Owner's equity	49,56	60,82			50,08
	- Including: Charter capital	42,00	56,95	129,00	136,00	50,00
	- Company's participation ratio	49,78%	51%	55%	70%	50%
2	Revenue	742,68	30,81	-	-	0,11
3	Profit before tax	(1,73)	0,29	-	-	0,11
4	Profit after tax	(1,73)	0,23	-	-	0,09

(Source: 2025 Audited Financial statements of the Company)

Note:

- Machino An Phu Joint Stock Company, Machino Phu Xuan Company Limited, and Dong Kinh Real Estate Investment and Trading Company Limited operate as project-specific enterprises focusing on project implementation. The Company maintains close oversight and supervision in accordance with regulations, providing regular updates based on the progress of project execution.

- Petrovietnam Northern Machinery - Equipment Joint Stock Company and Petrovietnam Machinery - Technology Saigon Company Limited are a subsidiary and an associate company, respectively; however, both entities have ceased operations.

4. Financial situation.

a) Financial situation.

Unit: VND billion

Indicators	2024		2025		% change	
	Separate report	Consolidated report	Separate report	Consolidated report	Separate report	Consolidated report
Total asset value	967,98	1.155,85	988,90	1.238,61	2,16%	7,16%
Net revenue	1.179,42	1.906,81	1.148,16	1.900,65	-2,65%	-0,32%

Indicators	2024		2025		% change	
	Separate report	Consolidated report	Separate report	Consolidated report	Separate report	Consolidated report
Profit from business activities	48,73	43,06	44,24	29,99	-9,21%	-30,36%
Other profits	5,10	17,48	- 7,14	3,74	-240,13%	-78,60%
Profit before tax	53,83	60,54	37,10	33,73	-31,08%	-44,29%
Profit after tax	51,16	55,96	37,10	33,62	-27,48%	-39,92%

b) Major financial indicators.

Unit: VND billion

Indicators	2024		2025	
	Separate report	Consolidated report	Separate report	Consolidated report
<i>1. Solvency ratio</i>				
+ Current ratio				
Short term Asset/Short term debt	1,66	2,23	1,57	1,85
+ Quick ratio				
<u>Short term Asset - Inventory</u> Short term debt	1,61	2,05	1,52	1,73
<i>2. Capital structure Ratio</i>				
+ Debt/Total Assets Ratio	0,41	0,40	0,41	0,43
+ Debt/Equity Ratio	0,70	0,68	0,70	0,76
<i>3. Operation capability Ratio</i>				
+ Inventory turnover	15,37	15,38	54,46	26,00
Cost of goods sold/Average inventory				
Net Revenue/Average Total Assets	1,18	1,69	1,17	1,59
<i>4. Profitability</i>				
+ Profit after tax/Net revenue ratio	4,34%	2,93%	3,23%	1,77%
+ Profit after tax/Total capital Ratio	9,18%	8,31%	6,45%	4,83%

Indicators	2024		2025	
	Separate report	Consolidated report	Separate report	Consolidated report
+ Profit after tax/Total assets ratio	5,11%	4,95%	3,79%	2,81%
+ Profit from business activities/Net revenue Ratio	4,13%	2,26%	3,85%	1,58%

5. Shareholder structure , change in owner's equity .

a) Shares.

- Securities type: Common.
- Par value: 10,000 VND/share.
- Total number of shares: 38,638,600 shares.
- Total registered transaction value (at face value): 386,386,000,000 VND.
- Stock code: PVM.
- Number of freely transferable shares: 38,638,600 shares.
- Number of preferred shares in accordance with the Company 's Charter: 0 shares.

b) Shareholders structure.

Category	Number of shareholders	Quantity share	Ownership Percentage (%)
1. Institutional shareholders:	4	968.100	2,51%
- Domestic organization	4	968.100	2,51%
- Foreign organizations	0		
Individual shareholders :	562	37.670.500	97,49%
- Major shareholders (owning $\geq 5\%$ of total shares)	2	13.535.100	35,03%
- Minor shareholders	558	25.095.468	62,44%
- Foreign shareholders	2	8.032	0,02%
Total:	566	38.638.600	100%

(Shareholder list closing date: March 23rd, 2026)

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

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

6.1. Environmental impact.

Total direct and indirect greenhouse gas (GHG) emissions: None .

Measures and initiatives to reduce GHG emissions: None .

6.2. Raw material management .

- a) The total amount of raw materials used for the manufacture and packaging of the products as well as services of the organization during the year: None .
- b) The percentage of materials recycled to produce products and services of the organization: None .

6.3. Energy consumption .

- a) Direct and indirect energy consumption: 289,240 kwh.
- b) Energy savings through initiatives of efficiently using energy: None.
- c) The report on energy saving initiatives (products and services to save energy or use renewable energy): None.

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

- a) Water supply and water amount of water used: 1.574 m³.
- b) Percentage and total volume of water recycled and reused: None.

6.5. Compliance with the law on environmental protection .

- a) Number of times the company is fined for failing to comply with laws and regulations on the environment: None.
- b) The total amount of to be fined for failing to comply with laws and regulations on the environment: None.

6.6. Policies related to employees.

- Total number of employees of the Parent Company as of December 31, 2025 is: 65 people.

- The average wages of workers is: 23,9 million VND/person/month.

- Labor contracts, salary increments, payroll, social-health-unemployment insurance contributions, and other employee benefits are strictly implemented in compliance with legal regulations.

- Regularly review and pay attention to training to improve professional qualifications and working skills for employees.

- Special focus on attracting and nurturing young, qualified, and competent employees; implementing attractive remuneration policies and talent recognition mechanisms for promising young professionals to motivate and foster their career growth.

- Organize labor emulation movements and strengthen activities of the Trade Union and Youth Union; promote initiatives and technical improvements aligned with the Company's business objectives. The employee organizations operate vibrantly and actively, enhancing the spiritual life of employees; employee welfare regimes are fully addressed.

6.7. Report on responsibility for local communities .

The company fully complies with its obligations and responsibilities in contributing to the development of the local community.

6.8. Report on green capital market activities under the guidance of the State Securities Commission: none

III. REPORT AND ASSESSMENT OF THE BOARD OF MANAGEMENT.

1. Assessment of operating results in 2024.

TT	Indicator	Unit	Plan	Actual result	% of plan
1	Total revenue	Billion VND	2.049,29	1.990,65	97%
	In which Parent Company	Nt	1.255,89	1.225,47	98%
2	Profit before tax	Nt	41,39	33,73	81%
	In which Parent Company	Nt	35,80	37,10	104%
3	Profit after tax	Nt	40,30	33,62	83%
	In which Parent Company	Nt	35,80	37,10	104%

Regarding the 2025 plan targets: Consolidated revenue reached 97% of the target, and pre-tax profit reached 81% of the target. Within this, the Parent

Company successfully fulfilled its profit target, while its revenue reached 98% of the plan.

The Parent Company's revenue target was not met due to the nature of commercial business activities, which are dependent on market conditions and daily fluctuations in commodity supply and demand. Furthermore, the expansion into new product categories did not yield results as high as expected.

Regarding the performance of member units: Danang Petroleum Machinery - Technology Joint Stock Company incurred a loss due to intense competition in the automotive market. Profit margins for vehicle sales and services declined under the pressure of price reductions and promotional programs from competitors. Additionally, the growing trend toward electric vehicles and signs of diminishing market share in several traditional territories led to the unit's first loss in many years.

2. Financial situation.

a) Asset status.

- Current Assets: By the end of the year, current assets decreased by VND 12.77 billion, equivalent to a 1.3% decline, from VND 961.46 billion to VND 948.69 billion. This was primarily driven by reductions in short-term receivables and short-term financial investments, specifically:

+ Cash & cash equivalents: Increased by VND 179.87 billion (+853.5%), rising from VND 21.8 billion to VND 200.94 billion. This significant increase was due to the Company's recovery of short-term loan receivables and other short-term receivables at year-end.

+ Short-term financial investments: Decreased by VND 5.29 billion (-4.7%), from VND 112.1 billion to VND 106.8 billion, as term deposits used as collateral for short-term loans to support production and business activities were reduced.

+ Short-term receivables: Decreased by VND 167.2 billion (-22.5%), from VND 744.28 billion to VND 577.08 billion. This sharp decline was mainly attributed to short-term loan receivables and other short-term receivables.

+ Inventory: Decreased by VND 18.00 billion (-23.1%), from VND 78.08 billion to VND 60.08 billion, due to the subsidiary's reduction in automobile inventory during the year.

+ Other current assets: Decreased by VND 2.14 billion (-36.2%), from VND 5.92 billion to VND 3.78 billion, primarily due to lower short-term prepaid expenses and certain tax receivables from the State.

- Non-current assets: Increased by VND 95.53 billion (+49.1%), rising from VND 194.39 billion to VND 289.92 billion. The sharp increase was mainly concentrated in fixed asset investments, specifically:

+ Long-term receivables: Decreased by VND 36.00 billion (-95.7%), from VND 37.6 billion to VND 1.6 billion, following the reduction in other long-term receivables.

+ Fixed assets: Increased by VND 79.09 billion (+112.7%), from VND 70.15 billion to VND 149.24 billion, as Machino Thanh Dat Joint Stock Company procured fixed assets for its subsidiaries during the year.

+ Long-term assets in progress: Increased by VND 30.44 billion (+136.6%), from VND 22.28 billion to VND 52.72 billion, due to construction-in-progress expenses incurred by two subsidiaries: Machino Phu Xuan Company Limited and Machino An Phu Joint Stock Company.

+ Long-term financial investments: Increased by VND 25 billion (+46.4%), from VND 53.83 billion to VND 78.83 billion. This resulted from the Company's investment in its associate, Dong Kinh Real Estate Investment and Business Company Limited, with a capital contribution of VND 25 billion, representing a 50% interest.

As of the end of the 2025 fiscal year, the Company's Total Assets increased by VND 82.77 billion (+7.2%), rising from VND 1,155.85 billion to VND 1,238.61 billion compared to the end of 2024.

b) Liabilities Status.

Total liabilities increased by VND 62.02 billion (+13.9%), from VND 468.11 billion to VND 533.13 billion, due to the following reasons:

- Short-term liabilities: Increased by VND 81.07 billion (+18.8%), from VND 431.34 billion to VND 512.42 billion. During the year, the Company received a VND 23.5 billion escrow deposit from Hong Nguyen Agricultural Products Company Limited for business cooperation in the agricultural sector. Additionally, Ecotech Viet Nam Technology Investment And Trading Joint Stock Company made a VND 20 billion deposit for business cooperation in Cam Ore. Furthermore, 2024 dividends exceeding VND 23 billion were scheduled for payment to shareholders in January 2025, alongside other payables and statutory obligations.

- Long-term liabilities: Decreased by VND 16.05 billion (-43.6%), from VND 36.77 billion to VND 20.72 billion, primarily due to the reduction in the current portion of long-term debt (maturing liabilities).

3. Improvements in organizational structure, policies, management.

To meet the management and business requirements in an increasingly competitive environment, the Company has issued various Regulations and Policies aimed at improving operational efficiency, reducing costs, optimizing profits, and maintaining flexibility. These measures ensure adaptability to the ever-changing business landscape, thereby securing long-term growth and development for the Company. Specifically:

- Reassigning and mobilizing management positions to align with changes in management methodologies and business orientations; appointing specialized Capital Representatives at investee companies to enhance the management efficiency of equity investments in other enterprises.

- Reorganizing personnel for commercial business segments; reviewing and streamlining the workforce by eliminating positions that do not meet job requirements.

- Ensuring strict adherence to internal Regulations; regularly updating and refining the system of internal documents and management regulations to comply with prevailing laws; issuing compensation and incentive schemes to encourage employees to directly identify and implement effective business opportunities.

4. Development plan 2025.

TT	Content	Unit	KH 2025
1	Total revenue	Billion VND	2.381,94
	In which Parent Company	Nt	1.224,70
2	Profit before tax	Nt	64,97
	In which Parent Company	Nt	40,26
3	Profit after tax	Nt	60,23
	In which Parent Company	Nt	40,26

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

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

- Assessment related to environmental indicators: The Company consistently prioritizes measures to enhance working conditions, occupational safety, and

hygiene. We maintain a strong commitment to achieving zero workplace accidents and preventing occupational diseases. Regular safety inspections are conducted for machinery, equipment, personal protective gear, and fire prevention/control systems. Employees receive continuous reminders to strictly comply with all occupational safety and health regulations. Furthermore, we implement regular environmental sanitation measures to maintain a Green-Clean-Beautiful workplace.

- Assessment related to labor issues: The Company places utmost importance on occupational health and safety through various initiatives: organizing periodic health examinations for early detection and health consultation; equipping the office with basic medical supplies and first-aid equipment for emergency situations; providing complete personal protective equipment according to job positions; conducting awareness campaigns on occupational health and environmental safety; and strictly adhering to reporting requirements on occupational safety, health, and fire prevention.

- Assessment related to responsibility for the local community: The Company consistently fulfills its responsibilities toward the community, embodying the traditional ethics of gratitude and mutual solidarity. Throughout the year, the Company organized social and charitable activities in local areas and disadvantaged regions, such as: contributing donations to support localities and individuals facing hardships in the aftermath of natural disasters, storms, and floods; sponsoring educational activities in Chieng Mung Commune, Son La Province; supporting the “Hi Green - For a Green Truong Sa” program initiated by Military Commercial Joint Stock Bank; participating in and contributing to various local funds; and organizing appreciation gatherings for former leaders and retired employees of the Company on the occasion of the Lunar New Year and other significant anniversaries.

IV. ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATION.

1. Assessments of the Board of Directors on the Company's main operations.

- In its role of providing strategic direction and guidance, the Board of Directors proactively and flexibly introduced timely solutions aligned with market fluctuations in 2025. The Board of Management strictly adhered to the orientations and plans set by the Board of Directors and the 2025 Annual General Meeting of Shareholders: the Company has successfully defined its business sectors following a period of transformation and operation, in which the commercial business segment has clearly identified its key products and development directions; project

investment and development have been concentrated on several major projects, with implementation and construction commencement scheduled from late 2025. Despite not reaching the revenue target, the entire Company remained united in its efforts to exceed the profit target by 4%.

- The Company has effectively fulfilled its participation in national defense, security, and social order activities within its operational areas.

- The standard of living for employees has been improved, and social security activities have been implemented in strict accordance with the guidelines and policies of the Party and the State.

2. Assessments of the Board of Directors on the Board of Management's performance.

- The Board of General Directors has performed its duties and powers with a high sense of responsibility, managing operations flexibly and providing close guidance to units. The Board has offered timely solutions and proposals to the Board of Directors, ensuring that all activities across every unit in the entire system are fully inspected, controlled, safe, effective, and in compliance with legal regulations.

- Projects subject to approval by the Board of Directors have been implemented by the Board of General Directors and reported to the Board of Directors on a periodic basis.

- The Board directed and supervised the Board of General Directors in organizing the 2025 Annual General Meeting of Shareholders; as well as in completing, submitting, and disclosing Information Reports within the prescribed deadlines.

- The Board monitored financial activities, risk management, and investment portfolio structures, maintaining regular discussions and meetings with the General Director and the Supervisory Board to exchange issues and implementation solutions.

3. Plans and orientations of the Board of Directors.

- Focus on consolidating production and business activities, enhancing operational efficiency and risk management: ensuring that real estate projects and commercial activities yield the highest efficiency. Simultaneously, identifying and managing risks related to the market, interest rates, legal policies, and external factors impacting business operations.

- Optimize the financial structure and ensure stable cash flow for the company, particularly during stages of large-scale real estate project investments or commercial projects with high financial requirements.

- Develop high-quality human resources, especially in key areas such as project management, market analysis, and finance.

- Ensure transparency and legal compliance: Emphasize adherence to legal regulations regarding real estate and commercial business activities to avoid legal risks and build prestige in the eyes of partners, customers, and investors.

V. CORPORATE GOVERNANCE .

1. Board of Directors .

a) Members and structure of the Board of Directors as of December 31, 2025.

- List of Board of Directors members.

STT	Full name	Position	Note
1	Mr. Dang Van Than	Chairman of the Board	
2	Mr. Pham Van Hiep	Board Member	
3	Mr. Nguyen Minh Tuan	Board Member	
4	Mr. Vuong Hoang Thang	Board Member	Independent Board Member
5	Mrs. Tong Thi Diep	Board Member	Dismissed from April 24, 2025
6	Mrs. Nguyen Thi Hoai Thanh	Board Member	Elected Additional Board members from April 24, 2025

- Share ownership ratio of members of the Company's Board of Directors: none.

b) The committees of the Board of Directors: None.

c) Activities of the Board of Directors.

- The Board of Directors (BOD) has assigned its members with expertise in economics, finance, and investment to participate in and closely monitor the Company's business activities to provide appropriate assessments, mitigate risks, and enhance the capturing of opportunities.

- The Board directed and supervised the executive activities of the General Director to ensure that the Company's business operations are safe, legally

compliant, and strictly follow the orientations approved by the Resolutions of the General Meeting of Shareholders.

- The BOD coordinated with the Supervisory Board to develop and implement specific monitoring programs regarding the operational status of the entire Company.

- The Board issued 29 Resolutions and Decisions concerning various key issues of the Company, serving as a foundation and orientation for the Board of General Directors to implement their tasks.

- The Board directed and managed Capital Representatives at investee companies through management reports in accordance with the Charter, Capital Management Regulations, Financial Management Regulations, and other issued management regulations.

d) Activities of the Subcommittees in the Board of Directors: None

e) The list of Board members possessing certificates on corporate governance.

STT	Full name	Position	Date of issue of certificate
1	Nguyen Minh Tuan	Board Member	09/12/2013

f) The list of Board members participating in corporate governance training programs in the year: None.

2. Board of Supervisors.

a) Members and structure of the Board of Supervisors.

- The list of members of the Board of Supervisors:

STT	Full name	Position
1	Mrs. Le Thi Kieu Van	Head of the Board of Supervisors
2	Mrs. Ha Thi Thanh Hau	Member of the Board of Supervisors
3	Mrs. Pham Thi Hai An	Member of the Board of Supervisors <i>(Dismissed from April 24, 2025)</i>
4	Mrs. Nguyen Le Thuy	Member of the Board of Supervisors <i>(Elected Additional Board members from April 24, 2025)</i>

- Ownership percentages of voting shares and other securities issued by Company :

STT	Full name	Number of shares	Ratio/Chartered Capital
1	Mrs. Le Thi Kieu Van	7,000,000	18.12%
2	Mrs. Nguyen Le Thuy	-	-
3	Mrs. Ha Thi Thanh Hau	-	-

b) Activities of the Board of Supervisors.

- The Supervisory Board monitored the Board of Directors and the Board of General Directors in the implementation of Resolutions issued by the General Meeting of Shareholders and the Board of Directors.

- The Supervisory Board reviewed the appropriateness of Resolutions and Decisions issued by the Board of Directors and the Board of General Directors regarding management and executive activities, ensuring compliance with the law and the Company's Charter; participated in periodic meetings of the Board of Directors concerning the Company's key issues, and reviewed the Minutes, Resolutions, and Decisions issued by the Board of Directors.

- The Board supervised the Company's execution and information disclosure, as well as transactions of major shareholders and internal shareholders, to ensure compliance with the Law on Securities and relevant legal documents.

- Regarding shareholders: During the term, the Supervisory Board coordinated with the Board of Directors and the Board of Management to address shareholder inquiries. The Company has performed full information disclosure in accordance with regulations.

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

a) Salary, rewards, remuneration and benefits.

- Key Management Personnel Income: 2.18 billion VND.

- BOM & Other Management Members' Income: 5.10 billion VND.

- BOS's Income: 743.97 million VND.

b) Stock transactions by insiders and related parties.

None.

c) Contracts or transactions with insiders and related parties.

None.

d) Corporate Governance Compliance: Fully implemented in accordance with legal regulations on corporate governance.

VI. FINANCIAL REPORT .

The audited 2025 financial statements including the Parent Company's Financial Statements and Consolidated Financial Statements have been published on the Company's official website: <https://pvmachino.vn>.

This concludes the 2025 Annual Report of PetroVietnam Machinery – Technology Joint Stock Company.

Best regards./.

Recipient:

- As above;
- Board of Directors (to report);
- Archives: Office.

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Pham Van Hiep