

**PC3-INVESTMENT  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No.:382/PC3I-TC  
Vv Disclosure of the Resolution of the  
Annual General Meeting of  
Shareholders - 2026

*Da Nang, 16<sup>th</sup> April 2026*

**PERIODIC INFORMATION DISCLOSURE**

To:

- The State Securities Commission (SSC);
- Hanoi Stock Exchange (HNX).

1. Company name: PC3-INVESTMENT JOINT STOCK COMPANY
  - Stock code: PIC
  - Headquarters address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City.
  - Correspondence Address: 15-17 Thai Van Lung, Hoa Xuan Ward, Da Nang City.
  - Tel: 0236.2212545                      Fax: 0236.2221000
  - E-mail: p5pc3icbtt@cpc.vn

2. Contents of disclosure: Minutes and Resolution of the Annual General Meeting of Shareholders - 2026.

3. This information was disclosed on the company's electronic information portal on 16th April 2026 at the following link <https://pc3invest.cpc.vn/quan-he-co-dong/dai-hoi-dong-co-dong/128007045/page/1>.

We hereby commit that the information disclosed above is true and accurate, and we take full responsibility before the law for the content of the disclosed information.

**Attached documents:**

- The Minutes and Resolution No.46/GMS Resolution dated April 16, 2026.

**Recipients:**

- As above;
- Saved: Administrative  
Department, Financial  
Accounting Department.

**Authorized Person to Disclose Information**  
**GENERAL DIRECTOR**



**Le Huy Khoi**

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS - 2026**  
**PC3-INVESTMENT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of PC3-Investment Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders.

**RESOLVES:**

1. Approval of the business performance results for 2025; the report on the Company's management and administration in 2025 and the business plan for 2026 as presented in Proposal No. 35/ PROP.-BoD dated 10/4/2026 of the Board of Directors, with the main contents as follows:

a. Business performance results for 2025: All activities of the Company complied with State regulations, the Company's Charter and the Resolutions of the General Meeting of Shareholders and the Board of Directors. The Company made great efforts to overcome difficulties and successfully achieved the following key targets:

a.1. Business and production activities:

Total commercial electricity output reached 129.11 million kWh; total revenue reached VND 156.46 billion; profit after tax reached VND 40.83 billion; the dividend rate reached 10% (the plan assigned by the 2025 General Meeting of Shareholders was 8%); absolute labor safety was ensured; environmental protection, fire prevention and fighting, and disaster prevention were effectively implemented.

a.2. Construction investment activities:

+ Dak Pone Hydropower Plant Project (Upgrading Dam of Reservoir A and constructing the plant cluster at Reservoir B): Construction works have completed the intake structures and penstock system; concrete works and roofing of the powerhouse have been basically completed, meeting conditions for installation of generating units. Equipment installation has basically completed the penstock system, intake gate slots and powerhouse installation,



as well as embedded details for the unit drainage system and the gantry crane in the powerhouse.

+ PC3-INVEST Office Building Project: Construction was completed in October 2025 and has been accepted by the competent authorities (Fire Prevention and Rescue Police Department of Da Nang City Police and the People's Committee of Hoa Xuan Ward). The Company is continuing the project final settlement procedures in accordance with regulations.

a.3. Procurement of fixed assets for business operations: Procurement of 01 pickup truck serving production and business activities with a value of VND 0.712 billion.

a.4. Corporate management and administration: The Company further strengthened management and administration, improved efficiency and work quality, and reduced operating costs (23.15% lower than the approved estimate); successfully implemented many technical improvement initiatives; and strictly complied with State regulations in all operational and corporate governance activities.

b. Business plan for 2026:

b.1. Production and business plan:

+ Total electricity generation output is expected to reach 96.02 million kWh (Dak Pone - Reservoir A: 61.34 million kWh; Reservoir B: 2.03 million kWh; Dakrong 1: 32.65 million kWh).

+ Total revenue is estimated at VND 123.27 billion, including: Electricity sales revenue: VND 122.37 billion (Dak Pone - Reservoir A: VND 72.43 billion; Reservoir B: VND 2.25 billion; Dakrong 1: VND 47.69 billion).

+ Total profit after corporate income tax is estimated at VND 25.66 billion; the expected dividend rate for 2026 is 8%.

b.2. Construction investment plan:

+ Continue construction and equipment installation works, expected to be completed by June 2026; estimated disbursement value: VND 7.37 billion.

+ PC3-INVEST Office Building Project: Completion of approval of the final investment settlement of the completed project in accordance with regulations; estimated disbursement value: VND 1.86 billion.

+ Project for upgrading and expanding the Operation Management Building Area - Dakrong 1 Hydropower Plant: Preparation for construction investment to upgrade and expand the building area with a construction land area of approximately 145.2 m<sup>2</sup>, 2 floors, with a preliminary estimated total investment of approximately VND 4.3 billion; estimated disbursement value is VND 200 million.



+ Rooftop Solar Power Project at the PC3-INVEST Office Building: Preparation for investment in rooftop solar power with an expected capacity of 22 kWp, with a preliminary estimated total investment capital and disbursement value is approximately VND 396 million (including battery storage system and fire protection system).

b.3. Procurement of fixed assets for production and business activities: Procurement of 01 automobile serving business operations with a value of VND 1.4 billion.

2. Approval of the Audited Financial Statements for 2025, audited by ECOVIS AFA Vietnam Auditing - Appraisal and Consulting Co., Ltd., as presented in Proposal No. 36/PROP.-BoD dated 10/4/2026 of the Board of Directors.

3. Approval of the Report of the Board of Directors for 2025 on corporate governance and the operational results of the Board of Directors and each member of the Board of Directors.

4. Approval of the Report of the Supervisory Board for 2025 on the operational results of the Supervisory Board; the Company's business performance; the operational results of the Board of Directors and the General Director; and the appraisal report of the Supervisory Board for 2025.

5. Approval of the selection of the independent auditing firm for the 2026 Financial Statements, authorizing the Board of Directors to select one of the following four auditing firms: AAC Auditing and Accounting Co., Ltd.; RSM Vietnam Auditing and Consulting Co., Ltd.; ECOVIS AFA Vietnam Auditing - Appraisal and Consulting Co., Ltd.; A&C Auditing and Consulting Co., Ltd. to conduct the audit of the 2026 Financial Statements, as presented in Proposal No. 02/ PROP.-SB dated 10/4/2026 of the Supervisory Board.

6. Approval of amendments to the Company's Charter as presented in Proposal No. 37/ PROP.-BoD dated 10/4/2026 of the Board of Directors. Detailed contents are attached in the Appendix.

7. Approval of the profit distribution plan for 2025 and the proposed profit distribution plan for 2026 as presented in Proposal No. 38/ PROP.-BoD dated 10/4/2026 of the Board of Directors.

8. Approval of the remuneration and salary implemented in 2025 and the remuneration and salary plan for 2026 for the Board of Directors, the Supervisory Board and the General Director, as presented in Proposal No. 39/ PROP.-BoD dated 10/4/2026 of the Board of Directors.

The Board of Directors, the General Director, the Supervisory Board and relevant persons of the Company shall be responsible for implementing this Resolution.



***Recipients:***

- Shareholders;
- Members of the BoD;
- General Director;
- Supervisory Board;
- Posted on the Company's website;
- Filed at: *Administration,*  
*Accounting.*

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRPERSON OF THE MEETING**



**Le Van Nghiep**

Contents of Amendments to the Company's charter  
(Appendix attached to the Resolution of the Annual General Meeting of  
Shareholders - 2026)

No.	Article, clause, point	Current Charter Provisions	Proposed Amendments to the Charter
1	<b>INTRODUCTION</b>	This Charter was adopted pursuant to the Resolution of the General Meeting of Shareholders dated April 27, 2021, and was subsequently updated with amendments in accordance with the Resolutions of the General Meeting of Shareholders dated June 30, 2023 and April 16, 2024.	This Charter was adopted pursuant to the Resolution of the General Meeting of Shareholders dated April 27, 2021, and its amended contents were updated in accordance with the Resolution of the General Meeting of Shareholders dated June 30, 2023, the Resolution of the General Meeting of Shareholders dated April 16, 2024, and the Resolution of the General Meeting of Shareholders dated April 16, 2026.
2	<b>Article 2, Clause 3</b>	3. Registered office of the Company: - Head office address: No. 78A Duy Tan Street, Hoa Thuan Dong Ward, Hai Chau District, Da Nang City - Telephone number: 0236.2212545 - Fax: 0236.2221000 - E-mail: pc3i@pc3invest.vn - Website: <a href="https://pc3invest.cpc.vn">https://pc3invest.cpc.vn</a>	3. Registered office of the Company: - Head office address: No. 15-17 Thai Van Lung Street, Hoa Xuan Ward, Da Nang City - Telephone number: 0236.2212545 - Fax: 0236.2221000 - E-mail: pc3i@cpc.vn - Website: <a href="https://pc3invest.cpc.vn">https://pc3invest.cpc.vn</a>
3	<b>Article 58, Clause 1</b>	1. This Charter consists of 21 chapters and 58 articles and was unanimously adopted by the General Meeting of Shareholders of PC3-Investment Joint Stock Company on April 27, 2021 in Da Nang, and the full content of this Charter was	1. This Charter consists of 21 chapters and 58 articles and was unanimously adopted by the General Meeting of Shareholders of PC3-Investment Joint Stock Company on April 27, 2021 in Da Nang, and the full text of this Charter was approved



No.	Article, clause, point	Current Charter Provisions	Proposed Amendments to the Charter
		approved to take effect. The Charter was subsequently updated with amendments in accordance with the Resolution of the Annual General Meeting of Shareholders - 2023 dated June 30, 2023 and the Resolution of the Annual General Meeting of Shareholders - 2024 dated April 16, 2024.	to take effect. The Charter was subsequently updated with amendments in accordance with the Resolution of the Annual General Meeting of Shareholders - 2023 dated June 30, 2023, the Resolution of the Annual General Meeting of Shareholders - 2024 dated April 16, 2024, and the Resolution of the Annual General Meeting of Shareholders - 2026 dated April 16, 2026.
4	<b>LIST OF FOUNDING SHAREHOLDERS OF PC3- INVESTMENT JOINT STOCK COMPANY</b>	Content as specified in the attached Appendix (Appendix to the current Charter).	Content as specified in the attached Appendix (Appendix to the proposed amended Charter).

**(APPENDIX TO THE CURRENT CHARTER)**

**LIST OF FOUNDING SHAREHOLDERS OF PC3-INVESTMENT JOINT STOCK COMPANY**

<b>No.</b>	<b>Shareholders' name</b>	<b>Permanent residence address for individuals; head office address for organizations.</b>	<b>Type of Shares</b>	<b>Number of Shares</b>	<b>Value of Shares (VND)</b>	<b>Ownership Ratio (%)</b>	<b>ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations</b>	<b>Note</b>
1	CENTRAL POWER CORPORATION	78A Duy Tan Street, Hoa Thuan Dong Ward, Hai Chau District, Da Nang City, Vietnam.	Common shares	24.698.960	246.989.600.000	74,08	0400101394	
2	DAI HOANG HA COMPANY LIMITED	P201-203A, Licogi 13 Building, Khuat Duy Tien Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam.	Common shares	535.392	5.353.920.000	1,61	0100777047	
3	AN BINH COMMERCIAL JOINT STOCK BANK	170 Hai Ba Trung Street, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam.	Common shares	1.722.520	17.225.200.000	5,17	0301412222	
4	VIET A INVESTMENT COMMERCIAL INDUSTRIAL GROUP HOLDINGS COMPANY	Viet A Building, Duy Tan Street, Dich Vong Ward, Cau Giay District, Hanoi City, Vietnam.	Common shares	205.920	2.059.200.000	0,62	0100362998	



No.	Shareholders' name	Permanent residence address for individuals; head office address for organizations.	Type of Shares	Number of Shares	Value of Shares (VND)	Ownership Ratio (%)	ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations	Note
5	KHANH HOA POWER JOINT STOCK COMPANY	11 Ly Thanh Ton Street, Van Thanh Ward, Nha Trang City, Khanh Hoa Province, Vietnam.	Common shares	1.369.940	13.699.400.000	4,11	4200601069	

**(APPENDIX TO THE PROPOSED AMENDED CHARTER)**  
**LIST OF FOUNDING SHAREHOLDERS OF PC3-INVESTMENT JOINT STOCK COMPANY**

No.	Shareholders' name	Permanent residence address for individuals; head office address for organizations.	Type of Shares	Number of Shares	Value of Shares (VND)	Ownership Ratio (%)	ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations	Note
1	CENTRAL POWER CORPORATION	78A Duy Tan Street, Hoa Cuong Ward, Da Nang City, Vietnam.	Common shares	24.698.960	246.989.600.000	74,08	0400101394	
2	DAI HOANG HA COMPANY LIMITED	P201-203A, Licogi 13 Building, Khuat Duy Tien Street, Thanh Xuan Ward, Hanoi City, Vietnam.	Common shares	535.392	5.353.920.000	1,61	0100777047	
3	AN BINH COMMERCIAL JOINT STOCK BANK	Floors 1, 2, and 3, Geleximco Building, No. 36 Hoang Cau Street, O Cho Dua Ward, Hanoi City, Vietnam.	Common shares	1.722.520	17.225.200.000	5,17	0301412222	
4	VIET A INVESTMENT COMMERCIAL INDUSTRIAL GROUP HOLDINGS COMPANY	Viet A Building, Duy Tan Street, Cau Giay Ward, Hanoi City, Vietnam.	Common shares	205.920	2.059.200.000	0,62	0100362998	
5	KHANH HOA	11 Ly Thanh Ton Street, Nha	Common	1.369.940	13.699.400.000	4,11	4200601069	



No.	Shareholders' name	Permanent residence address for individuals; head office address for organizations.	Type of Shares	Number of Shares	Value of Shares (VND)	Ownership Ratio (%)	ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations	Note
	POWER JOINT STOCK COMPANY	Trang Ward, Khanh Hoa Province, Vietnam.	shares					



*Da Nang, 16<sup>th</sup> April 2026*

**REPORT**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS - 2026**  
**PC3-INVESTMENT JOINT STOCK COMPANY**

At 08:00 AM on April 16, 2026, At the office of Power Investment Joint Stock Company No. 3, No. 15-17 Thai Van Lung Street, Hoa Xuan Ward, Da Nang City, PC3-Investment Joint Stock Company held the 2026 Annual General Meeting of Shareholders.

**I. Participants of the Meeting:**

1. The Board of Directors of the Company, including:

- |                         |                                   |
|-------------------------|-----------------------------------|
| + Mr. Le Van Nghiep     | - Chairman of the BOD             |
| + Mr. Le Huy Khoi       | - Member of BOD, General Director |
| + Mr. Tran Dinh Loi     | - Member of BOD                   |
| + Mr. Nguyen Tan Luc    | - Member of BOD                   |
| + Mrs. Nguyen Thi Huong | - Member of BOD                   |
| + Mr. Tran Cong Minh    | - Member of BOD                   |

2. The Supervisory Board of the Company, including:

- |                        |                      |
|------------------------|----------------------|
| + Mr. Le Ky Anh        | - Chairman of the SB |
| + Mrs. Hoang Thi Huong | - Member of SB       |
| + Mr. Duong Ngoc Thinh | - Member of SB       |

3. Shareholders and their authorized representatives

4. The Management Board, employees of the Company.

5. Delegates.

**II. The Process of Conducting the General Meeting:**

**A. Procedures:**

**1. Mr. Le Trung Khoa - Organizing Committee**

- + Opening Remarks and Statement of Purpose for the General Meeting.
- + Introduction of the Delegates and Participants of the General Meeting.

**2. Mr. Le Ky Anh - Chairman of the SB**

Report on the Shareholder Eligibility Verification: The total number of shareholders present as of 08:00 on April 16, 2026, is 25 shareholders, holding and representing 27,914,030 shares attending the General Meeting,



compared to the total number of shares entitled to vote of the Company, which is 33,339,891 shares, accounting for 83.73%. According to regulations, the Annual General Meeting - 2026 of Power Investment Joint Stock Company No. 3 is authorized to proceed.

### **3. Mr. Le Trung Khoa - Organizing Committee**

Introduction of the Chair of the General Meeting, including:

- + Mr. Le Van Nghiep - Chairman of the Board of Directors
- + Mr. Le Trung Khoa - Board Member, CEO

### **4. Mr. Le Van Nghiep - Chairman of the Board of Directors**

- Appointing the Secretariat, including:

- + Mr. Le Trung Khoa - Head of the Secretariat
- + Mr. Nguyen Duc Linh - Member

- Approving the Vote Counting Committee and the Election Committee, including:

- + Mr. Le Ky Anh - Head of the Committee
- + Mrs. Hoang Thi Huong - Member
- + Mr. Duong Ngoc Thinh - Member

The General Meeting voted to approve:

- + The Vote Counting Committee and The Election Committee, with the result that the approval votes are 27,914,030/ 27,914,030 shares, accounting for 100%.

### **5. Mr. Le Ky Anh - Head of the Vote Counting Committee**

Presented the voting rules for the matters submitted to the General Meeting.

### **B. Agenda of the General Meeting:**

\* Mr. Le Van Nghiep – Chair of the Meeting presented and sought approval for the agenda and the meeting regulations of the General Meeting.

The General Meeting voted to approve:

- + The agenda of the General Meeting, with the result that the approval votes are 27,914,030/ 27,914,030 shares, accounting for 100%.

- + The organizational regulations of the General Meeting, with the result that the approval votes are 27,914,030/ 27,914,030 shares, accounting for 100%.

\* Report on the items presented to the General Meeting:

- Mr. Le Huy Khoi - Board Member, CEO presented the report on the business results for 2025; the management and operation work of the company in 2025 and the business plan for 2026.

- Mr. Nguyen Minh Hoai - Chief Accountant presented the audited financial statements for 2025.

- Mr. Le Van Nghiep - Chairman of the Board of Directors presented the Board of Directors' report for 2025 on the governance and operational results of the Board of Directors and each individual member of the Board.

- Mr. Le Ky Anh - Head of the Supervisory Board presented the Supervisory Board's report for 2025 on the activities of the Supervisory Board; the company's business results, the operational results of the Board of Directors, the CEO, and the Supervisory Board's 2025 evaluation report; the proposal to introduce independent auditing firms for the selection of an auditor for the 2026 financial statements.

- Mr. Le Van Nghiep – Chairman of the Board of Directors presented the proposal on amending the Company Charter; proposal for the profit distribution plan for 2025 and the projected profit distribution plan for 2026; the proposal for salaries and bonuses for 2025 and the salary and bonus plan for 2026 for the Board of Directors, the Supervisory Board, and the Executive Board.

\* The General Meeting proceeded with the discussion:

- Shareholder Nguyen Vinh:

+ Regarding the 2025 business performance, output, revenue, and profit all increased compared to 2024. However, the 2026 plan is set lower than the 2025 actual results.

+ The remuneration for non-full-time Supervisory Board members is somewhat low.

+ In 2027, the General Meeting should be held in Măng Đen so that shareholders can visit the plant.

- Shareholder Tran Hong Tai:

+ What are the business results for Q1/2026?

- Shareholder Hoang Phuoc Quyen:

+ During the 2026–2030 period, does the Company plan to pay dividends in shares or issue additional shares to increase charter capital?

\* The Chair of the General Meeting responded:

Mr. Le Huy Khoi - Member of the Board of Directors and General Director - addressed several points:

+ Regarding the 2025 business performance (output, revenue, and profit increased compared to 2024), while the 2026 plan is lower than the 2025 actual results: The 2026 output plan is developed based on design capacity, actual hydrological conditions over the years of operation, the actual performance in the first months of 2026 (down about 25% compared to the



same period in 2025), and forecasts of very dry weather in 2026. Therefore, the proposed 2026 plan is considered appropriate for submission to the General Meeting.

+ Regarding the relatively low remuneration for non-full-time Supervisory Board members: The Company complies with the regulations of the State, EVN, and EVNCPC.

+ Regarding holding the 2027 General Meeting in Măng Đen for shareholders to visit the plant: The Company acknowledges this suggestion and will make efforts to implement it.

+ Regarding Q1/2026 business results: Output and revenue exceeded the Q1/2026 plan by approximately 10%, while profit reached about 50% of the 2026 annual plan.

+ Regarding plans for stock dividends or share issuance to increase charter capital during 2026–2030: At present, the Company has no plan to implement this, as cash flow is being maintained. When the Company has projects approved by competent authorities, it will consider balancing resources to proceed.

**\* The General Meeting voted to approve the following items:** The total number of shareholders present at the time of voting on the proposed items for the General Meeting is 34 shareholders, holding and representing 28,908,438 shares attending the meeting. The voting results for the proposed items are as follows:

**1. Approval of the business results for 2025; the report on the company's management and operation in 2025 and the business plan for 2026, as presented in Proposal No. 35/Rep.-BOD dated April 10, 2026, from the Board of Directors, with the following result:**

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %

Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

**2. Approval of the 2025 financial statements audited by ECOVIS AFA Vietnam Co., Ltd., as presented in Proposal No. 36/Rep.-BOD dated April 10, 2026 by the Board of Directors, with the following results:**

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %

Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

**3. Approval of the 2025 report of the Board of Directors on corporate governance and the performance of the Board of Directors as a whole and of each individual member, with the following results:**

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %



Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

**4. Approval of the 2025 report of the Supervisory Board on its performance; the Company's business results; the performance of the Board of Directors and the General Director; and the Supervisory Board's appraisal report for 2025, with the following results:**

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %

Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

**5. Approval of the selection of the auditing firm for the 2026 financial statements according to Proposal No. 02/Rep.-SB dated April 10, 2026 of the Supervisory Board:** agreeing to authorize the Board of Directors to decide on the selection of one among the four auditing firms, namely AAC Auditing and Accounting Co., Ltd., RSM Vietnam Auditing and Consulting Co., Ltd., ECOVIS AFA Vietnam Auditing, Valuation and Consulting Co., Ltd., and A&C Auditing and Consulting Co., Ltd. to audit the 2026 financial statements, with the following results:

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %

Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

**6. Approval of the amendments to the Company Charter in Proposal No. 37/Rep.-BOD dated April 10, 2026 by the Board of Directors, with the following results:**

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %

Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

**7. Approval of the 2025 profit distribution plan and the proposed 2026 profit distribution plan as presented in Proposal No. 38/Rep.-BOD dated April 10, 2026 by the Board of Directors, with the following results:**

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %

Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

**8. Approval of the 2025 actual salaries and remunerations, and the 2026 salary and remuneration plan for the Board of Directors, the Supervisory Board, and the General Director as presented in Proposal No. 39/Rep.-BOD dated April 10, 2026 by the Board of Directors, with the following results:**

Approved : 28,908,438/ 28,908,438 shares, accounting for 100 %

Disapproved : 0 shares, accounting for 0%

No opinion : 0. shares, accounting for 0%

This Minutes and the Resolution of the General Meeting were read aloud and unanimously approved by 100% of the 2026 Annual General Meeting of Shareholders.

The meeting was adjourned at 11:10 a.m. on the same day.

**Meeting Secretary**

**Chair of the General Meeting**



**Le Trung Khoa**

**Nguyen Duc Linh**

**Le Van Nghiep**



**PC3 - INVESTMENT JOINT  
STOCK COMPANY**

No.: 35 /PROP.-BoD

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Da Nang, date 10<sup>th</sup> April 2026*

**PROPOSAL**

**On the Approval of the 2025 Business Performance Report;  
the 2025 Management and Operation Report;  
and the 2026 Business Plan**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock  
Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 27,  
2020;

Pursuant to the Charter of PC3-Investment Joint Stock Company;

Pursuant to the Resolution of the Annual General Meeting of  
Shareholders - 2025;

The Board of Directors respectfully submits to the General Meeting of  
Shareholders for approval the 2025 Business Performance Report, the 2025  
Management and Operation Report, and the 2026 Business Plan./.

***Recipients:***

- As above;
- Archived: Administration, Accounting.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**



**Le Van Nghiep**



**REPORT**  
**ON BUSINESS PERFORMANCE IN 2025**  
**AND BUSINESS PLAN FOR 2026**  
**Part I: BUSINESS PERFORMANCE IN 2025**

**I.1. BUSINESS PERFORMANCE IN 2025**

**I.1.1. General Situation of the Company:**

According to the Production, Business and Investment Plan for 2025, Power Investment Joint Stock Company No. 3 focused on the following key tasks: managing and operating the Dak Pone and Da Krong 1 hydropower plants with a target electricity output of 100 million kWh, total revenue of VND 126.15 billion, and profit after corporate income tax of VND 27.63 billion; investing in the construction of the Reservoir B plant cluster (1.6 MW) under the Dak Pone Hydropower Project (Reservoir A dam upgrade and Reservoir B plant cluster construction) and the PC3-INVEST office building project. The Company's operations were carried out under the following conditions:

*a. Advantages:* Favorable weather conditions supported electricity generation. The Company continuously received support and attention from shareholders, especially the parent company - Central Power Corporation, as well as assistance from state management agencies in Quang Tri and Quang Ngai provinces, and direction from the Board of Directors.

*b. Difficulties:* Extreme weather conditions caused challenges in construction activities at project sites.

Despite these challenges, with strong determination, all employees of the Company made significant efforts and achieved the following results:

**I.1.2. Business Performance Results:**

The Company effectively implemented occupational safety and hygiene measures, ensuring no labor accidents and no subjective incidents. The operation of hydropower plants strictly complied with state regulations on environmental protection, fire prevention and fighting, and natural disaster prevention and search & rescue. Maintenance activities were carried out proactively and efficiently based on the Risk-Based Maintenance (RBM) approach. The hydropower plants maximized water resource utilization, proactively responded to and overcame difficulties caused by floods and landslides, thereby maintaining safe and efficient operations. Key performance indicators are as follows: Total commercial electricity output: 129.11 million kWh (129.11% of plan), Total revenue: VND 156.46 billion (124.03% of plan), Profit after tax: VND 40.83 billion (147.76% of plan)

*Table 1: Business Performance Results in 2025*

No.	Indicator	Unit	Plan	Actual	Achievement (%)
<b>I</b>	<b>Total Commercial Electricity Output</b>	<b>kWh</b>	<b>100,000,000</b>	<b>129,107,772</b>	<b>129.11%</b>
1	Dak pone hydropower plant	Kwh	65,592,200	81,844,129	124.78%



No.	Indicator	Unit	Plan	Actual	Achievement (%)
2	Da krong 1 hydropower plant	Kwh	34,407,800	47,263,643	137.36%
<b>II</b>	<b>Total Revenue</b>	<b>million VND</b>	<b>126,153.68</b>	<b>156,463.87</b>	<b>124.03%</b>
1	Revenue from Production & Business Activities	million VND	125,653.68	155,474.37	123.73%
1.1	Dak Pone Hydropower Plant	million VND	76,910.17	93,180.79	121.16%
1.2	Da Krong 1 Hydropower Plant	million VND	48,743.51	62,293.58	127.80%
1.3	Other Operating Revenue	million VND			
2	Financial Income	million VND	500.00	976.20	195.24%
3	Other Income	million VND		13.30	
<b>III</b>	<b>Total Expenses</b>	<b>million VND</b>	<b>91,291.34</b>	<b>106,531.00</b>	<b>116.69%</b>
1	Operating Expenses	million VND	88,791.34	104,422.12	117.60%
1.1	Dak Pone Hydropower Plant	million VND	43,185.67	50,989.06	118.07%
1.2	Da Krong 1 Hydropower Plant	million VND	45,605.67	53,433.06	117.16%
1.3	Other Operating Expenses	million VND			
2	Financial Expenses	million VND	2,500.00	2,103.03	84.12%
3	Other Expenses	million VND		5.85	
<b>IV</b>	<b>Profit Before Tax</b>	<b>million VND</b>	<b>34,862.35</b>	<b>49,932.87</b>	<b>143.23%</b>
<b>V</b>	<b>Profit After Tax</b>	<b>million VND</b>	<b>27,630.00</b>	<b>40,826.93</b>	<b>147.76%</b>

### **I.1.3. Investment and Construction Activities**

#### **I.1.3.1. Dak Pone Hydropower Project (Reservoir A Dam Upgrade and Reservoir B Plant Cluster Construction):**

- Construction progress: Construction of key components including the intake structure and penstock has been completed; civil works and roofing of the powerhouse have been substantially completed, meeting conditions for equipment



installation. Regarding equipment installation, major works have been largely completed, including penstock installation, intake gate slots, embedded components for the drainage system, and the gantry crane system.

- During the construction process, the Company promptly resolved obstacles and accelerated progress. However, site clearance (land acquisition) remains challenging, and extreme weather conditions (heavy rains, storms) have adversely affected the construction schedule, resulting in delays in project completion.

- Site clearance for the 22kV transmission line (final component of the project):

- + Compensation, support, and resettlement: On May 8, 2025, the People's Committee of Kon Plong District (now Mang Den Commune) approved the compensation plan, and the Company has completed payments to affected households.

- + Land lease/allocation procedures: The Company has completed relevant procedures and is currently working with the Department of Natural Resources and Environment of Quang Ngai Province to obtain official land allocation/lease decisions.

- + Support within the 22kV corridor: The Company is actively coordinating with local authorities to implement this requirement.

**I.1.3.2. PC3-INVEST Office Building Project:** Construction was completed in October 2025 and has been officially accepted by competent authorities, including the Fire Prevention and Rescue Police Department of Da Nang City and the Hoa Xuan Ward People's Committee. The Company is currently finalizing project settlement procedures.

**I.1.4. Procurement of Fixed Assets:** The Company purchased one pickup truck for production and business operations with a value of VND 0.712 billion.

## **I.2. MANAGEMENT AND OPERATION ASSESSMENT REPORT**

### **I.2.1. Human Resource Management:**

As of December 31, 2025, the Company had 72 employees, an increase of 6 employees during the year. All employees are covered by health insurance, unemployment insurance, and social insurance, and are entitled to full benefits under the Labor Code. Employees undergo periodic health check-ups and are fully equipped with personal protective equipment. Salary grading and adjustments are implemented in accordance with the collective labor agreement, with 26 employees receiving salary increases. The Company ensures democratic practices in the workplace, with no labor disputes or complaints, and maintains a safe working environment.

In 2025, the Company conducted training programs with 139 participations, including: Occupational safety training: 37 participants; Professional training: 9 participants; Other training programs: 93 participants. Additionally, in compliance with EVN and EVNCPC directives, the Company achieved 100% completion of its E-learning training target, with 643 training participations.



### **I.2.2. Internal Governance:**

At the beginning of the year, the Company established quality objectives for each department. Periodic monthly/quarterly evaluations were conducted to assess performance against these objectives, contributing to improved management efficiency and tighter operational control. In 2025, the Company strengthened compliance control and maintained risk management activities. The Company issued Plan No. 1277/KH-PC3I dated December 11, 2024, on inspection and compliance control for 2025. A total of 6/6 inspections were completed (100% of the plan). Thanks to effective compliance control combined with risk management, the Company proactively responded to unfavorable situations, minimized risks from external factors, and avoided errors in management, operation, and execution of key tasks.

The Company implemented the KPIcore system, improving transparency and fairness in evaluating individual and collective performance linked to income distribution.

The Company continues to maintain the ISO 9001:2015 quality management system, certified by the Quality Assurance and Testing Center 2 for: Investment and construction project management; Electricity production and business operations.

The Company also promoted innovation and technical improvements: 2 initiatives recognized internally; 1 initiative recognized by EVNCPC; 12 improvement solutions applied in practice; These innovations contributed significantly to improving operational efficiency.

### **I.2.3. Financial and Shareholder Management**

#### **I.2.3.1. Financial Management:**

Financial management is implemented in full compliance with regulations. The Company maintains profitable operations, preserves and develops capital, and fulfills tax obligations to the State (VND 41.76 billion). Key financial indicators: Return on Equity (ROE): 12.25%; Debt-to-Total Assets ratio: 14.62%; Current ratio: 2.53. The Company actively manages cash flow and disbursement plans, ensuring efficient use of funds and cost savings. Total operating expenses in 2025 were VND 6.44 billion, equivalent to 76.85% of the approved budget (VND 8.38 billion).

#### **I.2.3.2. Shareholder Management:**

Shareholder management is fully compliant with regulations applicable to large public companies, with no errors or complaints from shareholders. PC3-INVEST was recognized as a "Listed Company with Excellent Information Disclosure" at the IR Awards 2025.

In accordance with the 2025 AGM Resolution, the Company paid 8% cash dividends for 2024 starting from August 18, 2025.

Under financial supervision regulations, the Company was rated Grade A (Excellent Performance in 2025).

### **I.2.4. Other Activities:**



In 2025, the Company was inspected by three state authorities regarding electricity production activities. All inspections confirmed full compliance with regulations, with no violations.

The Company also successfully completed: Digital transformation programs; Administrative reform initiatives; National defense and security tasks

## **PART II: BUSINESS PLAN FOR 2026**

Based on an assessment of the advantages and challenges in 2026, the Company has proposed the following tasks and solutions:

### **II.1. Production and Business Plan:**

- The total electricity generation output is estimated to reach 96.02 million kWh (including Dak Pone - Reservoir A: 61.34 million kWh; Reservoir B: 2.03 million kWh; and Da Krong 1: 32.65 million kWh).

- Total revenue is estimated at VND 123.27 billion, of which revenue from electricity sales is estimated at VND 122.37 billion (including Dak Pone - Reservoir A: VND 72.43 billion; Reservoir B: VND 2.25 billion; and Da Krong 1: VND 47.69 billion), and other revenue is estimated at VND 0.9 billion.

- Total profit after corporate income tax is estimated to reach VND 25.66 billion.

- Proactively implement and complete maintenance and major overhaul (SCL) plans for hydropower plants in accordance with the Risk-Based Maintenance (RBM) method, ensuring that power generation capacity is maintained in line with design specifications.

- Ensure that no occupational accidents occur; strictly comply with operational procedures and all State regulations on fire prevention and fighting, natural disaster prevention and search and rescue, occupational safety and hygiene, and environmental protection.

*Table 2: Business Plan for 2026*

No.	Indicator	Unit	2026 Plan
<b>I</b>	<b>Total commercial electricity output</b>	<b>kWh</b>	<b>96.021.009</b>
1	Dak Pone Hydropower Plant (Reservoir A + B)	kWh	63.373.507
2	Da Krong 1 Hydropower Plant	kWh	32.647.502
<b>Ii</b>	<b>Total revenue</b>	<b>Million VND</b>	<b>123.272</b>
1	Revenue from Production & Business Activities	Million VND	122.372
1.1	Dak Pone Hydropower Plant (Reservoir A + B)	Million VND	74.676
1.2	Da Krong 1 Hydropower Plant	Million VND	47.696
1.3	Other Operating Revenue	Million VND	
2	Financial Income	Million VND	900



No.	Indicator	Unit	2026 Plan
3	Other Income	Million VND	
<b>Iii</b>	<b>Total expenses</b>	<b>Million VND</b>	<b>91.201</b>
1	Operating Expenses	Million VND	90.801
2	Financial Expenses	Million VND	400
<b>Iv</b>	<b>Profit before tax</b>	<b>Million VND</b>	<b>32.071</b>
<b>V</b>	<b>Profit after tax</b>	<b>Million VND</b>	<b>25.657</b>

## **II.2. Investment Plan:**

**II.2.1. Dak Pone Hydropower Project (Reservoir A Dam Upgrade and Reservoir B Plant Cluster Construction):** Continue construction and equipment installation works, with expected completion in June 2026; estimated disbursement value is VND 7.37 billion.

**II.2.2. PC3-INVEST Office Building Project:** Complete approval of final project settlement in accordance with regulations; estimated disbursement value is VND 1.86 billion.

**II.2.3. Expansion Project of Operation Management Area – Da Krong 1 Hydropower Plant:** Prepare for investment in upgrading and expanding the operation management area, with a construction area of approximately 145.2 m<sup>2</sup>, consisting of 2 floors; estimated total investment capital is approximately VND 4.3 billion; estimated disbursement value is VND 200 million.

**II.2.4. Rooftop Solar Power Project at PC3-INVEST Office:** Prepare for investment in rooftop solar power installation with an expected capacity of 22 kWp; estimated total investment capital and disbursement value is approximately VND 396 million (including battery storage system and fire protection system).

**II.3. Procurement of Fixed Assets:** Procurement of one automobile for production and business activities with an estimated value of VND 1.4 billion.

## **II.4. Corporate Governance**

To successfully implement production and business activities, investment projects, and enhance management capacity and operational efficiency, the Company will focus on the following:

- Strengthen risk-based management, improve production and business efficiency, and increase labor productivity; promote the role of occupational safety networks to proactively ensure occupational safety and hygiene requirements; strictly comply with legal regulations in hydropower plant operation.

- Enhance compliance control regarding procedures and regulations in investment and construction; strengthen management and supervision to avoid shortcomings and errors; proactively gather information from local authorities and state agencies; effectively manage quality, progress, and capital disbursement in line with actual construction conditions.

- Continuously update ISO 9001:2015 processes in parallel with administrative reform programs; implement corporate culture aligned with Kaizen 5S standards and KPIcore system; continue digital transformation alongside IT application in management and production.

- Strengthen and develop human resources to meet assigned tasks; organize periodic and rotational training programs for managers and employees; ensure stable employment and income; improve working conditions, thereby enhancing the PC3-INVEST brand reputation./.



**PC3 - INVESTMENT JOINT  
STOCK COMPANY**

No.: 36 /PROP.-BoD

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Da Nang, date 10<sup>th</sup> April 2026*

**PROPOSAL**

**On the Approval of the Audited Financial Statements for 2025**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock Company.**

Pursuant to the Charter of PC3-Investment Joint Stock Company.

Pursuant to the Resolution of the Annual General Meeting of Shareholders - 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Audited Financial Statements for 2025./.

***Recipients:***

- As above;
- Archived: Administration, Accounting.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**



**Le Van Nghiep**

**PC3 - INVESTMENT JOINT  
STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock  
Company.**

PC3-Investment Joint Stock Company hereby presents a summary of the Financial Statements for 2025 (extracted from the audited Financial Statements for 2025) as follows:

**A. Statement of Financial Position as at December 31, 2025**

Unit: million VND

Item	December 31, 2025	December 31, 2024
<b>I. Total Assets</b>	<b>443.995,08</b>	<b>433.285,72</b>
<b>Of which:</b>		
1. Current assets	88.458,68	79.000,87
2. Non-current assets	355.536,40	354.284,85
<b>II. Total Liabilities And Equity</b>	<b>443.995,08</b>	<b>433.285,72</b>
<b>Of which:</b>		
1. Liabilities	64.924,19	63.654,45
2. Equity	379.070,89	369.631,27

Remarks:

- As at December 31, 2025, the Company's total assets amounted to VND 443.995 billion, an increase of VND 10.709 billion compared to December 31, 2024. In which: Current assets increased by VND 9.457 billion and non-current assets increased by VND 1.251 billion.

- The Company's total capital (liabilities and equity) as at December 31, 2025 was VND 443.995 billion, an increase of VND 10.709 billion compared to December 31, 2024. In which: Liabilities increased by VND 1.269 billion and equity increased by VND 9.439 billion

**B. Statement of Profit or Loss for the year ended December 31, 2025:**

Unit: million VND

Item	Amount
1. Revenue from sales and services	155.474,37
2. Cost of goods sold	81.790,28
3. Gross profit from sales and services	74.684,09



Item	Amount
4. Financial income	976,20
5. Financial expenses	2.103,03
6. General and administrative expenses	23.631,83
7. Operating profit	49.925,42
8. Other income	13,30
9. Other expenses	5,85
10. Other profit	7,45
11. Profit before tax	49.932,87
12. Profit after corporate income tax	40.826,93
13. Basic earnings per share (EPS)	1.081 đồng/cổ phiếu

**C. Key Financial Ratios as at December 31, 2025**

Indicator	2025
<b>I. Liquidity ratios</b>	
1. Current ratio	2.53 times
2. Quick ratio	2.48 times
<b>ii. Financial structure ratios</b>	
1. Debt-to-total assets ratio	14.62%
2. Debt-to-equity ratio	17.12%

Assessment: The debt-to-total assets ratio of 14.62% and debt-to-equity ratio of 17.12% reflect a relatively strong level of financial independence of the Company. Liquidity ratios in 2025 remained within acceptable levels, indicating that the Company is capable of meeting its short-term obligations in a timely manner.

Accounts receivable and accounts payable as at December 31, 2025 were closely monitored and controlled, with no doubtful receivables or overdue payables recorded.

**PC3-INVESTMENT JOINT STOCK COMPANY.**

**PC3 - INVESTMENT  
JOINT STOCK COMPANY**

**AUDITED FINANCIAL STATEMENTS**  
For the financial year ended 31 December 2025





**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

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**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**MANAGEMENT'S REPORT**

Management of PC3 - Investment Joint Stock Company (hereinafter referred to as "the Company") hereby presents its report and the accompanying audited financial statements of the Company for the financial year ended 31 December 2025.

Members of the Board of Directors, the Internal Audit Committee, the Supervisory Committee and Management during the year and on the date of this report include:

**Board of Directors**

<u>Full name</u>	<u>Position</u>	
Mr. Le Van Nghiep	Chairman	
Mr. Le Huy Khoi	Member	
Ms. Nguyen Thi Huong	Member	
Mr. Tran Dinh Loi	Member	
Mr. Tran Cong Minh	Member	Appointed on 16 April 2025
Mr. Nguyen Tan Luc	Member	Appointed on 16 April 2025
Mr. Tran Dang Hien	Member	Dismissed on 16 April 2025
Mr. Nguyen Trong Vinh	Member	Dismissed on 16 April 2025

**Internal Audit Committee**

<u>Full name</u>	<u>Position</u>
Ms. Nguyen Thi Huong	Head
Mr. Tran Vinh Trinh	Member
Ms. Huynh Thi Thuy Duong	Member

**Supervisory Committee**

<u>Full name</u>	<u>Position</u>	
Mr. Le Ky Anh	Head	Appointed on 16 April 2025
Ms. Huynh Thi Thuy Duong	Head	Dismissed on 16 April 2025
Ms. Hoang Thi Huong	Member	
Mr. Duong Ngoc Thinh	Member	Appointed on 16 April 2025
Mr. Vu Ngoc Thu	Member	Dismissed on 16 April 2025

**Management**

<u>Full name</u>	<u>Position</u>
Mr. Le Huy Khoi	General Director
Mr. Tran Vinh Trinh	Deputy General Director

**LEGAL REPRESENTATIVE**

The legal representative of the Company during the year and at the date of this report is Mr. Le Huy Khoi, General Director.



**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**MANAGEMENT'S REPORT (CONTINUED)**

**RESPONSIBILITY OF MANAGEMENT**

The Company's management is responsible for preparing the financial statements of each period which give a true and fair view of the financial position of the Company and the results of its operations and its cash flows. In preparing these financial statements, management is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting principles have been followed, subject to any departures that need to be disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business; and
- Design and implement the internal control system effectively for a fair preparation and presentation of the financial statements so as to mitigate error or fraud.

Management is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of the Company and ensure that the financial statements comply with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the financial statements. Management is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.


Management confirms that the Company has complied with the above requirements in preparing these financial statements.

**AUDITOR**

The accompanying financial statements were audited by ECOVIS AFA VIETNAM Auditing – Appraisal and Consulting Company Limited (Head office: No. 142 Xo Viet Nghe Tinh Street, Hoa Cuong Ward, Danang City, Vietnam; Telephone: (84) 0236.363.3333; Fax: (84) 0236.363.3338; Website: [www.ecovis.com/vietnam/audit](http://www.ecovis.com/vietnam/audit)).

**STATEMENT BY MANAGEMENT**

In management's opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2025 and the results of its operations and its cash flows for the financial year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the financial statements.

For and on behalf of management 



**Le Huy Khoi**  
**General Director**

*Da Nang City, 25 February 2026*



No: 30/2026/BCKT-E.AFA

## INDEPENDENT AUDITOR'S REPORT

**To: Shareholders**  
**Board of Directors and Management**  
PC3 - INVESTMENT JOINT STOCK COMPANY

### Report on the financial statements

We have audited the accompanying financial statements of PC3 - Investment Joint Stock Company (hereinafter referred to as "the Company") prepared on 25 February 2026 as set out from page 5 to page 37, which comprise the balance sheet as at 31 December 2025, and the income statement, cash-flow statement for the financial year then ended, and the notes to the financial statements.

### *Management's Responsibility*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Vietnamese Accounting Standards, and Vietnamese Corporate Accounting System and relevant legislation as to the preparation and presentation of financial statements and for such internal control as management determines is necessary to enable the preparation and presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### Opinion

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2025, and of the results of its financial performance and its cash flows for the financial year then ended in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting and relevant legislation as to the preparation and presentation of financial statements.



**Kim Van Viet**

**Deputy General Director**

Audit Practice Registration Certificate

No. 1486-2023-240-1

Authorized person

**ECOVIS AFA VIETNAM Auditing – Appraisal and Consulting Company Limited**

*Danang City, 25 February 2026*

**Le Van Hoang**

**Auditor**

Audit Practice Registration Certificate

No. 5399-2025-240-1

## BALANCE SHEET

As at 31 December 2025

Unit: VND

ASSETS	Code	Notes	As at 31 Dec. 2025	As at 01 Jan. 2025
<b>A. CURRENT ASSETS</b>				
1. Cash and cash equivalents	110	4.1	15,988,954,444	15,070,649,584
1. Cash	111		488,954,444	570,649,584
2. Cash equivalents	112		15,500,000,000	14,500,000,000
<b>II. Current financial investments</b>	120		27,000,000,000	20,000,000,000
1. Trading securities	121		-	-
2. Held to maturity investments	123	4.2	27,000,000,000	20,000,000,000
<b>III. Current account receivables</b>	130		36,554,448,960	37,126,533,042
1. Trade receivables	131	4.3	31,981,294,795	22,997,272,603
2. Advances to suppliers	132	4.4	3,160,377,839	12,804,997,261
3. Other current receivables	136	4.5	1,412,776,326	1,324,263,178
<b>IV. Inventories</b>	140	4.6	553,879,090	424,547,630
1. Inventories	141		553,879,090	424,547,630
2. Provision for decline in value of inventories	149		-	-
<b>V. Other current assets</b>	150	4.7	8,361,399,894	6,379,137,372
1. Current prepayments	151		124,345,593	325,873,789
2. Value added tax deductible	152		7,678,093,726	6,053,263,583
3. Tax and other receivables from the state budget	153	4.15	558,960,575	-
<b>B. NON-CURRENT ASSETS</b>	200		355,536,401,704	354,284,850,456
<b>I. Non-current account receivables</b>	210		-	-
<b>II. Fixed assets</b>	220		289,183,400,405	327,244,617,453
1. Tangible fixed assets	221	4.8	284,239,330,222	322,278,924,050
Cost	222		655,283,166,339	654,522,945,834
Accumulated depreciation	223		(371,043,836,117)	(332,244,021,784)
2. Intangible fixed assets	227	4.9	4,944,070,183	4,965,693,403
Cost	228		5,142,799,409	5,142,799,409
Accumulated amortisation	229		(198,729,226)	(177,106,006)
<b>III. Investment property</b>	230		-	-
<b>IV. Non-current assets in progress</b>	240		61,952,179,156	22,268,786,691
1. Non-current work in process	241		-	-
2. Construction in progress	242	4.10	61,952,179,156	22,268,786,691
<b>V. Non-current financial investments</b>	250		-	-
<b>VI. Other non-current assets</b>	260	4.7	4,400,822,143	4,771,446,312
1. Non-current prepayments	261		1,985,905,719	2,084,137,577
2. Non-current reserved spare parts	263		2,414,916,424	2,687,308,735
<b>TOTAL ASSETS</b>	270		443,995,084,092	433,285,718,084



**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**Form B 01 - DN**(Issued under the Circular No. 200/2014/TT-BTC  
dated 22 December 2014 by Ministry of Finance)**BALANCE SHEET (CONTINUED)**

As at 31 December 2025

Unit: VND

RESOURCES	Code	Notes	As at 31 Dec. 2025	As at 01 Jan. 2025
<b>C. LIABILITIES</b>	<b>300</b>		<b>64,924,192,096</b>	<b>63,654,454,219</b>
<b>I. Current liabilities</b>	<b>310</b>		<b>34,924,192,096</b>	<b>23,654,454,219</b>
1. Trade payables	311	4.11	5,200,688,418	1,081,295,614
2. Taxes and amounts payable to the state budget	313	4.15	3,816,423,070	5,265,783,633
3. Payables to employees	314	4.12	18,815,276,791	8,382,976,353
4. Accrued expenses	315	4.13	82,589,539	2,190,179,990
5. Other current payables	319	4.14	5,046,384,155	2,793,206,909
6. Bonus and welfare fund	322		1,962,830,123	3,941,011,720
<b>II. Non-current liabilities</b>	<b>330</b>		<b>30,000,000,000</b>	<b>40,000,000,000</b>
1. Other non-current payables	337		-	-
2. Non-current loans and obligations under finance leases	338	4.16	30,000,000,000	40,000,000,000
<b>D. OWNER'S EQUITY</b>	<b>400</b>		<b>379,070,891,996</b>	<b>369,631,263,865</b>
<b>I. Equity</b>	<b>410</b>	<b>4.17</b>	<b>379,070,891,996</b>	<b>369,631,263,865</b>
1. Owner's contributed capital	411		333,398,910,000	333,398,910,000
Ordinary shares carrying voting rights	411a		333,398,910,000	333,398,910,000
Preference shares	411b		-	-
2. Share premiums	412		(35,000,000)	(35,000,000)
3. Investment and development fund	418		-	1,131,301,456
4. Retained earnings	421		45,706,981,996	35,136,052,409
Beginning accumulated retained earnings	421a		3,748,749,346	2,930,498,523
Retained earnings of the current year	421b		41,958,232,650	32,205,553,886
<b>II. Other capital and funds</b>	<b>430</b>		-	-
<b>TOTAL RESOURCES</b>	<b>440</b>		<b>443,995,084,092</b>	<b>433,285,718,084</b>



**Le Huy Khoi**  
**General Director**

Da Nang City, 25 February 2026

**Nguyen Minh Hoai**  
**Chief Accountant**

**Diep Le Truc Xuyen**  
**Preparer**

**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**Form B 02 - DN**(Issued under the Circular No. 200/2014/TT-BTC  
dated 22 December 2014 by Ministry of Finance)**INCOME STATEMENT**

For the financial year ended 31 December 2025

Unit: VND

ITEMS	Code	Notes	Year 2025	Year 2024
1. Revenue	01	5.1	155,474,370,592	116,730,807,384
2. Deductions	02		-	-
3. Net revenue	10		155,474,370,592	116,730,807,384
4. Cost of sales	11	5.2	80,790,282,430	64,989,582,344
5. Gross profit	20		74,684,088,162	51,741,225,040
6. Financial income	21	5.3	976,198,582	581,763,004
7. Financial expense	22	5.4	2,103,034,246	2,612,006,878
<i>Of which, interest expense</i>	23		2,103,034,246	2,567,589,041
8. Selling expense	25		-	-
9. General and administration expense	26	5.5	23,631,830,227	15,265,033,270
10. Operating profit/(loss)	30		49,925,422,271	34,445,947,896
11. Other income	31	5.6	13,300,000	4,582,735,535
12. Other expense	32	5.7	5,853,358	2,647,847,835
13. Net other income/(loss)	40		7,446,642	1,934,887,700
14. Accounting profit/(loss) before taxation	50		49,932,868,913	36,380,835,596
15. Current corporate income tax expense	51	5.8	9,105,937,719	4,175,281,710
16. Deferred corporate income tax expense	52		-	-
17. Net profit/(loss) after taxation	60		40,826,931,194	32,205,553,886
18. Basic earnings per share	70	4.17.5	1,081	825
19. Diluted earnings per share	71	4.17.6	1,081	825



Le Huy Khoi  
Director

Da Nang City, 25 February 2026

Nguyễn Minh Hoài  
Chief Accountant

Diep Le Truc Xuyen  
Preparer



**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**Form B 03 - DN**(Issued under the Circular No. 200/2014/TT-BTC  
dated 22 December 2014 by Ministry of Finance)**CASH FLOW STATEMENT****(Indirect method)**

For the financial year ended 31 December 2025

Unit: VND

ITEMS	Code	Notes	Year 2025	Year 2024
<b>I. CASH FLOWS FROM OPERATING ACTIVITIES</b>				
<b>1. Net profit /(loss) before taxes</b>	<b>01</b>		<b>49,932,868,913</b>	<b>36,380,835,596</b>
<b>2. Adjustment for:</b>				
Depreciation and amortisation	02		38,821,437,553	37,221,599,963
Foreign exchange gains/losses from revaluation of foreign currency monetary items	04		(60,392)	(94,010)
Gains/losses from investment	05		(976,138,190)	(579,096,533)
Interest expense	06		2,103,034,246	2,567,589,041
<b>3. Operating profit /(loss) before adjustments to working capital</b>	<b>08</b>		<b>89,881,142,130</b>	<b>75,590,834,057</b>
Increase or decrease in accounts receivable	09		(11,251,298,668)	501,571,377
Increase or decrease in inventories	10		143,060,851	(359,388,252)
Increase or decrease in accounts payable (excluding interest expense and CIT payable)	11		8,655,687,672	(572,297,891)
Increase or decrease prepaid expenses	12		299,760,054	(410,719,570)
Interest paid	14		(2,113,198,630)	(2,565,671,233)
Corporate income tax paid	15		(8,937,622,963)	(2,671,018,388)
Other cash inflows from operating activities	16		421,750,000	26,500,000
Other cash outflows from operating activities	17		(7,115,321,860)	(4,391,389,956)
<b>Net cash from operating activities</b>	<b>20</b>		<b>69,983,958,586</b>	<b>65,148,420,144</b>
<b>II. CASH FLOWS FROM INVESTING ACTIVITIES</b>				
1. Acquisition and construction of fixed assets and other long-term assets	21		(26,622,917,998)	(24,577,524,320)
2. Loans to other entities and payments for purchase of debt instruments of other entities	23		(18,063,451,870)	(24,000,000,000)
3. Repayments from borrowers and proceeds from sales of debts instruments of other entities	24		11,063,451,870	19,000,000,000
4. Interest and dividends received	27		986,834,080	765,374,612
<b>Net cash from investing activities</b>	<b>30</b>		<b>(32,636,083,918)</b>	<b>(28,812,149,708)</b>

**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**Form B 03 - DN**(Issued under the Circular No. 200/2014/TT-BTC  
dated 22 December 2014 by Ministry of Finance)**CASH FLOW STATEMENT (CONTINUED)****(Indirect method)**

For the financial year ended 31 December 2025

Unit: VND

ITEMS	Code	Notes	Year 2025	Year 2024
<b>III. CASH FLOWS FROM FINANCING ACTIVITIES</b>				
1. Repayment of borrowings	34	6.1	(10,000,000,000)	(10,000,000,000)
2. Dividends paid	36		(26,429,630,200)	(33,065,486,800)
<b>Net cash from financing activities</b>	<b>40</b>		<b>(36,429,630,200)</b>	<b>(43,065,486,800)</b>
<b>NET INCREASE/(DECREASE) IN CASH</b>	<b>50</b>		<b>918,244,468</b>	<b>(6,729,216,364)</b>
Cash and cash equivalents at beginning of year	60		15,070,649,584	21,799,771,938
Impact of exchange rate fluctuation	61		60,392	94,010
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	<b>70</b>		<b>15,988,954,444</b>	<b>15,070,649,584</b>

**Le Huy Khoi****General Director**

Da Nang City, 25 February 2026

**Nguyen Minh Hoai****Chief Accountant****Diep Le Truc Xuyen****Preparer**



**NOTES TO THE FINANCIAL STATEMENTS**

**1. CORPORATE INFORMATION**

**1.1. Structure of ownership**

PC3 - Investment Joint Stock Company (hereinafter referred to as "the Company") was established based on the equitization of the Management Board of Medium and Small Hydropower Projects. The Company is an independently accounting entity, operating under Business Registration Certificate No. 3203001787 dated 2 January 2008, issued by the Department of Planning and Investment of Da Nang City, the Law on Enterprises, the Company's Charter, and other relevant legal regulations currently in force. Since its establishment the Company has amended its Business Registration Certificate 13 times, with the most recent amendment on 10 July 2025, under Business Registration Certificate No. 0400599162.

The Company was approved for listing its common shares on the Hanoi Stock Exchange under Decision No. No. 828/QĐ-SGDHN dated 14 December 2016, issued by the Hanoi Stock Exchange, with the stock code PIC. The first trading day of the PIC stock code was 9 January 2017 (as approved by the Hanoi Stock Exchange in Notification No. 1356/TB-SGDHN dated 27 December 2016).

The charter capital as stipulated in the Business Registration Certificate is VND 333,398,910,000.

The Company's registered head office is at 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam.

The number of employees as at 31 December 2025 was 72 (31 December 2024: 67).

**1.2. Business field**

Investing in power generation projects, producing and trading electricity.

**1.3. Operating industry and principal activities**

Under the Business Registration Certificate, the main Company's business activities comprise:

- Construction of other civil engineering projects. Details: Investing in power generation projects. Investing under the Build-Operate-Transfer (BOT) model for transportation and industrial projects. Constructing and trading in houses and office rentals. Constructing and installing irrigation works, hydropower projects, transportation works, telecommunications infrastructure, power transmission and distribution lines, substations, and water supply and drainage systems;
- Architectural and engineering activities and related technical consultancy. Details: Consulting on investment project formulation, design development, and supervision of civil, industrial, irrigation, hydropower, transportation, and power grid construction projects;
- Electric power generation, transmission and distribution. Details: Production and trading of electrical energy;
- Other specialized construction activities. Details: Dredging of reservoirs associated with hydropower projects.

**1.4. Normal operating cycle**

The Company's normal operating cycle is carried out for a time period of 12 months.

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****1.5. The Company's structure**

The Company's has 2 dependent units as at 31 December 2025 were as follows:

<b>Name</b>	<b>Address</b>
Branch of PC3 - Investment Joint Stock Company in Kon Tum	Mang Den Village, Mang Den Town, Quang Ngai Province, Vietnam
Branch of PC3 - Investment Joint Stock Company in Quang Tri	Huc Nghi Village, Ta Rut Commune, Quang Tri Province, Vietnam

**1.6. Statement of Comparability of Information in Financial statements**

The comparative figures are those of the audited financial statements for the year ended 31 December 2024.

**2. BASIS OF PREPARATION****2.1. Accounting standards, accounting system**

The accompanying financial statements, expressed in Vietnamese Dong ("VND"), are prepared in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and prevailing accounting regulations in Vietnam.

The accompanying separate financial statements are not intended to present the financial position, results of operations and cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.

**2.2. Forms of accounting records**

The form of accounting records applied in the Company is the General Journal.

**2.3. Financial year**

The Company's financial year is from 01 January to 31 December.

**2.4. Reporting and functional currency**

The Company maintains its accounting records in VND.

**3. SIGNIFICANT ACCOUNTING POLICIES****3.1. Use of estimates**

The preparation of the financial statements requires management to make estimates and assumptions that impact the carrying value of certain assets and liabilities, contingent assets and liabilities reported in the notes as well as revenues and expenses for the financial year ended 31 December 2025. Although these estimates are based on management's best knowledge of all relevant information available at the date when the financial statements are prepared, this does not prevent actual figures differing from estimates.

**3.2. Foreign currencies**

Transactions in foreign currencies are recorded, on initial recognition, in the reporting currency, by applying to the foreign currency amount the spot exchange rate between the reporting currency and the foreign currency at the date of the transaction. The exchange differences arising on the settlement of monetary items are recognised in profit or loss in the year in which they arise. At the end of the reporting year, monetary items excluding advances to suppliers, prepaid expenses, and unearned



**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

revenues, which are denominated in foreign currency, are reported using the closing rate and resultant exchange differences resulting from the reporting after offset are recognised in profit or loss in the year in which they arise.

**3.3. Cash and cash equivalents**

Cash and cash equivalents comprise cash in hand, cash at bank, cash in transit and current investments for a period not exceeding 3 months or highly liquid investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

**3.4. Financial investments**

***Held to maturity investments***

Held to maturity investments comprise held to maturity investments to earn periodical profits and other held to maturity investments.

If there is any certain evidence that part or all the investments are irrecoverable, impairment losses are recognised as a finance expense in the current year.

**3.5. Account receivables**

***Recognition method***

Account receivables are stated at the carrying amounts of trade receivables and other receivables less provisions for doubtful debts.

***Provision for doubtful debts***

As of the date of preparing the financial statements, provision for doubtful debt is recognised for past-due accounts receivable and for accounts receivable where circumstances indicate that they might not be recoverable when due at the level as guided in prevailing regulations. The determination of the overdue period of a doubtful receivable to be provisioned is based on the principal repayment period according to the original sale contract, excluding the debt extension between the parties.

The difference between the required balance and the existing balance of provision for doubtful debts is recorded as a general and administrative expense in the income statement.

**3.6. Inventories**

***Inventory measurement***

Inventories are measured at the lower of cost and net realisable value.

The costs of inventories shall comprise all costs of purchase, costs of conversion, and other costs incurred in bringing inventories to their present location and condition. The cost of work in progress and finished goods includes materials, direct labour and attributable production overheads based on normal levels of activity.

The costs of purchase of inventories comprise the purchase price, non-reimbursable taxes and duties, and transport, handling and other costs directly attributable to the acquisition of inventories. Trade discounts and sales rebates on substandard and obsolete goods purchased are deducted from the costs of purchase.

Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

***Method of accounting for inventories***

Inventories are measured using the weighted average method and are recorded under the perpetual inventory method.

***Provision for decline in value of inventories***

As of the date of preparing the financial statements, provision is recognised for obsolete, slow-moving and defective inventory items and an excess of the cost of inventories over their net realisable value.

The difference between the required balance and the existing balance of the provision for a decline in value of inventories is included in cost of sales in the income statement.

Inventories are written down to net realizable value item by item. For services being rendered, provision is made in respect of each service for which a separate selling price is charged.

**3.7. Non-current reserved spare parts**

As at 31 December 2024, and 31 December 2025, the balances of non-current reserved spare parts reflect the value of maintenance spare parts required for technical maintenance at Dak Pone Hydropower Plant and Da Krong 1 Hydropower Plant.

**3.8. Tangible fixed asset**

Tangible fixed assets are measured at cost less accumulated depreciation.

***Tangible fixed asset recognition***

Tangible fixed assets are initially recognised at their cost. The cost of purchased tangible fixed assets comprises the purchase price and any directly attributable costs of bringing the assets to their present location and working condition for their intended use. Accessories added to fixed assets when purchased are recognised separately at their fair values and deducted from the historical cost of the respective tangible fixed assets.

***Depreciation and amortisation***

The costs of fixed assets are depreciated on a straight-line method over their estimated useful lives.

The estimated useful lives are as follows:

	<u><b>Year 2025</b></u>
▪ Buildings, structures	15 – 30 years
▪ Machinery and equipment	05 – 20 years
▪ Motor vehicles	06 – 30 years
▪ Office equipment	03 – 05 years

For machinery, equipment, and transmission facilities at Dak Pone Hydropower Plant, including hydropower equipment, pressure pipes, transmission lines, and step-up transformer stations, the Company depreciates these assets over their estimated useful lives using the units-of-production method.

**3.9. Intangible fixed assets**

Intangible fixed assets are measured at cost less accumulated amortisation.

***Intangible fixed asset recognition***

The cost of an intangible fixed asset comprises the total amount of expense incurred by the Company to acquire an asset at the time the asset is put into operation for its intended use.



**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

***Accounting principles for intangible fixed assets***

***Land use rights***

Land use rights are stated at their costs less accumulated amortisation.

Indefinite land use rights are not amortised.

***Computer software***

Computer software is not an indispensable component of hardware and is recognised as an intangible asset and depreciated over its useful life.

The estimated useful lives of computer software are as follows:

	<u><b>Year 2025</b></u>
▪ Computer software	5 – 10 years

**3.10. Leases**

***Leases classification***

Leases are classified as finance leases when the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases are classified as operating leases.

***Operating leases***

Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term.

**3.11. Construction in progress**

Properties in the course of construction for production, rental or administrative purposes, or for purposes not yet determined, are carried at cost. Cost includes professional fees, and for qualifying assets, borrowing costs dealt with in accordance with the Company's accounting policy. Depreciation of these assets, on the same basis as other property assets, commences when the assets are ready for their intended use.

**3.12. Prepayments**

Prepayments are classified as current and non-current based on their original term. Prepayments mainly comprise costs of tools and supplies, Insurance fees, etc., which are amortised over the period for which they are paid or the period in which economic benefits are generated in relation to these expenses.

The following expenses are recognised as prepayments and amortised to the income statement:

- Tools and supplies are amortised to the income statement using the straight-line method for no more than 3 years;
- Other prepaid expenses: Based on the nature and volume of each expense, the company selects appropriate methods and criteria for allocation during the period when the expected economic benefits are generated.

**3.13. Liabilities**

Liabilities are classified into trade payables and other payables based on the following rules: Trade payables represent those arising from purchase and sale related transactions of goods, services or assets and the seller is independent of the buyer; the remaining payables are classified as other payables.

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

Liabilities are also classified according to the maturity date, the remaining term from the date of the financial statements, original currency, and each creditor.

Liabilities are recognised at no less than the payment obligation.

**3.14. Borrowing costs**

***Capitalisation of borrowing costs***

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, that necessarily take a substantial period of time to get ready for their intended use or sale, are capitalised as part of the cost of those assets until the assets are put into use or sale.

Investment income earned on temporary investment of borrowings is deducted from the cost of the respective assets.

All other borrowing costs are recognised as an expense in the consolidated income statement when incurred.

**3.15. Accrued expenses**

Accrued expenses represent expenses that will be paid in the future for goods or services received but not yet paid due to lack of invoices or accounting documents. These expenses are recognised as operating expenses of the reporting year.

**3.16. Owners' equity**

***The owners' contributed equity***

The owners' contributed equity is recognised when contributed.

***Share premiums***

Share premiums are recognised as the difference between the issue price and the par value of shares, and the difference between the re-purchase price and the re-issue price of treasury shares.

***Dividends***

Dividends are recognised as a liability at the date of declaring dividends.

***Reserves***

Reserves are created at certain percentages of profit after tax as prescribed in the Company's charter.

***Retained earnings***

Net profit after income tax can be distributed to shareholders after the distribution is approved by the General annual meeting of shareholders and reserves are created in accordance with the Company's Charter and legal regulations in Vietnam.

**3.17. Revenue and other income**

***Revenue from selling goods***

Revenue from selling goods is measured at the fair value of the consideration received or receivable. In most cases, revenue is recognised when transferring the risks and rewards of ownership to the buyer.



**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

***Revenue involving the rendering of services***

Revenue of a transaction involving the rendering of services is recognised when the outcome of this transaction can be estimated reliably. When a transaction involving the rendering of services is attributable to several periods, each period's revenue is recognised by reference to the stage of completion at the end of the reporting period.

***Interest income***

Interest income is recognised on an accrual basis by reference to the principal outstanding and at the interest rate applicable.

**3.18. Cost of sales**

Cost of sales and services provided represents total costs of goods, services, manufacturing costs of construction products (for construction entities) which are sold in the year in accordance with the matching principle. Abnormal amounts of production costs of inventories are recognised immediately in cost of sales.

**3.19. Finance expense**

Finance expenses represent all expenses incurred in the reporting year which mainly include borrowing costs and losses from exchange rates.

**3.20. General and administrative expense**

General and administrative expenses represent common expenses, which include payroll costs for office employees' (salaries, wages, allowances, etc.); social insurance, health insurance, trade union fees and unemployment insurance; stationery expenses, material expenses, depreciation expenses of fixed assets used for administration activities; land rental, license tax; provision for doubtful debts; utility services (electricity expenses, water expenses, phone, fax, warranty expenses, etc.); sundry expenses (entertainment, customer conference, etc.).

**3.21. Taxation**

***Corporate income tax***

***Current corporate income tax expense***

- Income from the sale of commercial electricity generated by the Dak Pone Hydropower Plant in Quang Ngai Province (formerly Kon Tum Province) is subject to a tax rate of 10% for 15 years from the commencement of business operations (from 2010 to 2024). The project is exempt from corporate income tax for 4 years (from 2010 to 2013) and receives a 50% reduction in payable tax for the following 9 years (from 2014 to 2022) as it qualifies as an investment project in an area with exceptionally difficult socio-economic conditions. These incentives are stipulated in Circular No. 130/2008/TT-BTC dated December 26, 2008, issued by the Ministry of Finance.
- Income from the sale of commercial electricity generated by the Da Krong 1 Hydropower Plant in Quang Tri Province is subject to a tax rate of 10% for 15 years from the commencement of business operations (from 2017 to 2031). The project is exempt from corporate income tax for 4 years (from 2017 to 2020) and receives a 50% reduction in payable tax for the following 9 years (from 2021 to 2029) as it qualifies as an investment project in an area with exceptionally difficult socio-economic conditions. These incentives are stipulated in Decree No. 320/2025/NĐ-CP dated December 15, 2025, issued by the Government.
- Other activities: are applicable in accordance with the prevailing regulations.



**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

***Value added tax***

The goods sold and services rendered by the Company are subject to value added tax at the following rates:

- Applying a tax rate of 10% on commercial electricity products. The Company is eligible for a VAT rate of 8% on commercial electricity from 1 January 2025, to 30 June 2025, as stipulated in Decree No. 180/2024/ND-CP dated 31 December 2024, and from 1 July 2025, to 31 December 2025, as stipulated in Decree No. 174/2025/ND-CP dated 30 June 2025, issued by the Government.;
- Other activities: are applicable in accordance with the prevailing regulations.

***Other taxes***

Other taxes are applicable in accordance with the prevailing tax laws in Vietnam.

The tax reports of the Company will be inspected by the Tax Department. Application of the laws and regulations on tax to different transactions can be interpreted by many ways; therefore, the tax amounts presented in the financial statements can be amended in accordance with the Tax Department's final assessment for the Company.

**3.22. Earnings per share**

Basic earnings per share are calculated by dividing the net profit attributable to ordinary shareholders (after adjusted for bonus and welfare funds), by the weighted average number of ordinary shares outstanding during the year, excluding ordinary shares bought back by the Company and held as treasury shares.

**3.23. Diluted earnings per share**

Diluted earnings per share are calculated by dividing the net profit attributable to ordinary shareholders (after adjusted for bonus and welfare funds), by the weighted average number of ordinary shares outstanding during the year and total ordinary shares that would be issued on the conversion, excluding ordinary shares bought back by the Company and held as treasury shares.

**3.24. Segment reporting**

A segment is a distinguishable component of the Company that is engaged either in producing or providing related products or services (business segment), or in producing or providing products or services within a particular economic environment (geographical segment), which is subject to risks and rewards that are different from those of other segments.

Refer to section 7 "Segment Reporting" in Notes to the financial Statements.

**3.25. Related parties**

Related parties are individuals or entities that have the ability, directly or indirectly through one or more intermediaries, to control the Company or are controlled by, or are subject to common control with the Company. Associates, individuals owning, directly or indirectly, an interest in the voting power of the Company that gives them significant influence over the Company, key management personnel, including directors and officers of the Company and close family members or associates of such individuals are also considered to be related parties.



**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**4. ADDITIONAL INFORMATION FOR ITEMS SHOWN IN THE BALANCE SHEET**

**4.1. Cash and cash equivalents**

	Foreign currencies	As at 31 Dec. 2025 VND	Foreign currencies	As at 01 Jan. 2025 VND
Cash in hand		93,590,944		149,474,522
Cash at banks		395,363,500		421,175,062
+ VND		393,373,770		419,245,724
+ USD	76.06 #	1,989,730	76.06 #	1,929,338
Deposits with term less than 3 months (VND)		15,500,000,000		14,500,000,000
<b>Total</b>		<b>15,988,954,444</b>		<b>15,070,649,584</b>

**4.2. Financial investments**

	As at 31 Dec. 2025 VND		As at 01 Jan. 2025 VND	
	Cost	Carrying amount	Cost	Carrying amount
Term deposits	27,000,000,000	27,000,000,000	20,000,000,000	20,000,000,000
<b>Total</b>	<b>27,000,000,000</b>	<b>27,000,000,000</b>	<b>20,000,000,000</b>	<b>20,000,000,000</b>

**4.3. Current trade receivables**

	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
Central Power Corporation	31,981,294,795	22,997,272,603
<b>Total</b>	<b>31,981,294,795</b>	<b>22,997,272,603</b>
In which: Trade receivables from related parties - Refer to Notes 8	31,981,294,795	22,997,272,603

**4.4. Current advances to suppliers**

	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
DAIHAN Mechanical and Erection Joint Stock Company	581,198,111	1,949,507,764
I.D.I Joint Stock Company	972,821,246	2,550,061,407
Nam Viet Energy Technology Company Limited	1,123,759,999	3,382,039,998
6.3 Joint Stock Company	-	2,830,631,060
Others	482,598,483	2,092,757,032
<b>Total</b>	<b>3,160,377,839</b>	<b>12,804,997,261</b>

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 4.5. Current other receivables

	As at 31 Dec. 2025		As at 01 Jan. 2025	
	VND		VND	
	Value	Provision	Value	Provision
Accrued interest	106,763,016	-	117,458,906	-
Receivables from PIT	439,772,880	-	478,841,738	-
Other receivables	341,371,949	-	203,094,053	-
Deposits	524,868,481	-	524,868,481	-
<b>Total</b>	<b>1,412,776,326</b>	<b>-</b>	<b>1,324,263,178</b>	<b>-</b>
In which: Other receivables from related parties - Refer to Notes	60,396,000	-	24,000,000	-

## 4.6. Inventories

	As at 31 Dec. 2025		As at 01 Jan. 2025	
	VND		VND	
	Cost	Provision	Cost	Provision
Raw materials	553,879,090	-	424,547,630	-
<b>Total</b>	<b>553,879,090</b>	<b>-</b>	<b>424,547,630</b>	<b>-</b>

There were no slow moving and obsolescent inventories at the year-end.

There were no inventories pledged as security for liabilities at the year-end.

## 4.7. Prepayments

	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
Current:		
Inspection costs, insurance, and other expenses	124,345,593	325,873,789
<b>Total</b>	<b>124,345,593</b>	<b>325,873,789</b>
Non-current:		
Tools and supplies	814,528,900	401,524,758
Repairing of fixed assets and other expenses	1,171,376,819	1,682,612,819
<b>Total</b>	<b>1,985,905,719</b>	<b>2,084,137,577</b>



**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****4.8. Tangible fixed assets**

Items	Buildings, structures VND	Machinery and equipment VND	Motor vehicles VND	Office equipment VND	Total VND
Cost:					
As at 01 Jan. 2025	427,914,256,579	205,666,973,106	20,270,793,903	670,922,246	654,522,945,834
Purchase	44,000,000	-	641,220,505	75,000,000	760,220,505
<b>As at 31 Dec. 2025</b>	<b>427,958,256,579</b>	<b>205,666,973,106</b>	<b>20,912,014,408</b>	<b>745,922,246</b>	<b>655,283,166,339</b>
Accumulated depreciation:					
As at 01 Jan. 2025	169,771,995,847	149,727,517,412	12,216,700,343	527,808,182	332,244,021,784
Depreciation	20,963,018,983	16,416,650,506	1,380,716,294	39,428,550	38,799,814,333
<b>As at 31 Dec. 2025</b>	<b>190,735,014,830</b>	<b>166,144,167,918</b>	<b>13,597,416,637</b>	<b>567,236,732</b>	<b>371,043,836,117</b>
Net book value:					
As at 01 Jan. 2025	258,142,260,732	55,939,455,694	8,054,093,560	143,114,064	322,278,924,050
<b>As at 31 Dec. 2025</b>	<b>237,223,241,749</b>	<b>39,522,805,188</b>	<b>7,314,597,771</b>	<b>178,685,514</b>	<b>284,239,330,222</b>

The amount of year-end net book value of tangible fixed assets totalling VND 175,606,698,810 was pledged/mortgaged as loan security.

The historical cost of tangible fixed assets fully depreciated but still in use totalled VND 16,832,787,104.



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 4.9. Intangible fixed assets

Items	Land use rights VND	Computer software VND	Total VND
Cost:			
As at 01 Jan. 2025	4,857,693,636	285,105,773	5,142,799,409
Purchase	-	-	-
<b>As at 31 Dec. 2025</b>	<b>4,857,693,636</b>	<b>285,105,773</b>	<b>5,142,799,409</b>
Accumulated amortisation:			
As at 01 Jan. 2025	-	177,106,006	177,106,006
Amortisation	-	21,623,220	21,623,220
<b>As at 31 Dec. 2025</b>	<b>-</b>	<b>198,729,226</b>	<b>198,729,226</b>
Net book value:			
As at 01 Jan. 2025	4,857,693,636	107,999,767	4,965,693,403
<b>As at 31 Dec. 2025</b>	<b>4,857,693,636</b>	<b>86,376,547</b>	<b>4,944,070,183</b>

Long-term land use rights at Lot 7 + Lot 8, Zone B2-54, Hoa Xuan Riverside Eco-Urban Area – Phase 2, Hoa Xuan Ward, Da Nang City, as per Land Use Rights, House Ownership, and Other Assets Attached to Land Certificate No. CH 636281, issued by the Da Nang Department of Natural Resources and Environment on 11 October 2017.

The historical cost of intangible fixed assets fully depreciated but still in use totalled VND 68,873,653.

There were no intangible fixed assets pledged/mortgaged as loan security at the year-end.

## 4.10. Construction in progress

	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
Hydropower Plant Project Dak Pone (raising Dam A and constructing the plant complex at PC3-INVEST Office Building Project Tan Lap Wind Power Project	33,177,617,560 26,308,757,138 2,465,804,458	13,047,894,983 6,775,087,250 2,445,804,458
<b>Total</b>	<b>61,952,179,156</b>	<b>22,268,786,691</b>



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 4.11. Current trade payables

	As at 31 Dec. 2025		As at 01 Jan. 2025	
	VND		VND	
	Value	Payable value	Value	Payable value
I.D.I Joint Stock Company	940,925,283	940,925,283	310,029,219	310,029,219
Tri Dung General Trading - Service Construction Co., Ltd.	795,676,775	795,676,775	568,228,881	568,228,881
6.3 Joint Stock Company	1,155,561,560	1,155,561,560	-	-
DAIHAN Mechanical and Erection Joint Stock Company	547,323,861	547,323,861	-	-
Nam Viet Energy Technology Company Limited	678,043,636	678,043,636	-	-
Others	1,083,157,303	1,083,157,303	203,037,514	203,037,514
<b>Total</b>	<b>5,200,688,418</b>	<b>5,200,688,418</b>	<b>1,081,295,614</b>	<b>1,081,295,614</b>

## 4.12. Payables to employees

	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
Salaries payable to employees	18,815,276,791	8,382,976,353
<b>Total</b>	<b>18,815,276,791</b>	<b>8,382,976,353</b>

## 4.13. Current accrued expenses

	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
Interest payable	42,575,342	52,739,726
Consulting fees for selling Certified Emission Reductions (CERs)	-	2,122,722,759
Others	40,014,197	14,717,505
<b>Total</b>	<b>82,589,539</b>	<b>2,190,179,990</b>

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****4.14. Other payables**

	<b>As at 31 Dec. 2025 VND</b>	<b>As at 01 Jan. 2025 VND</b>
Dividends payable	2,940,701,740	2,698,419,140
Current deposits	6,597,000	-
Value Added Tax Payable	1,677,287,846	-
Others	421,797,569	94,787,769
<b>Total</b>	<b>5,046,384,155</b>	<b>2,793,206,909</b>



**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**4.15. Tax and amounts receivable from/payable to the state budget**

	As at 31 Dec. 2025		Movement in the year		As at 01 Jan. 2025	
	Receivables	Payable	Payable	Paid	Receivables	Payable
	VND		VND		VND	
Value added tax	506,395,777	-	10,768,549,802	12,899,837,003	-	1,624,891,424
Corporate income tax	-	1,406,491,845	9,105,937,719	8,937,622,963	-	1,238,177,089
Personal income tax	-	36,748,849	1,935,221,410	1,903,309,431	-	4,836,870
Resource tax	-	1,789,413,828	14,052,055,777	14,049,398,311	-	1,786,756,362
Land rentals	52,564,798	-	181,785,208	234,350,006	-	-
License tax	-	-	6,000,000	6,000,000	-	-
Other taxes	-	583,768,548	6,179,560,792	6,206,914,132	-	611,121,888
<b>Total</b>	<b>558,960,575</b>	<b>3,816,423,070</b>	<b>42,229,110,708</b>	<b>44,237,431,846</b>	<b>-</b>	<b>5,265,783,633</b>

**PC3 - INVESTMENT JOINT STOCK COMPANY**

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****4.16. Loans and finance lease liabilities**

	As at 31 Dec. 2025 VND		Movement in the year VND		As at 01 Jan. 2025 VND	
	Value	Payable value	Increase	Decrease	Value	Payable value
Long-term loan:						
Joint Stock Commercial Bank for Foreign Trade of Vietnam - Da Nang Branch (*)	30,000,000,000	30,000,000,000	-	10,000,000,000	40,000,000,000	40,000,000,000
<b>Total</b>	<b>30,000,000,000</b>	<b>30,000,000,000</b>	<b>-</b>	<b>10,000,000,000</b>	<b>40,000,000,000</b>	<b>40,000,000,000</b>

(\*) Long-term loan from Joint Stock Commercial Bank for Foreign Trade of Vietnam – Da Nang Branch under Medium and Long-term Loan Contract No. 230/2023/CVTDH/VCB-KHDN dated 20 December 2023:

- Loan amount: VND 50,000,000,000;
- Loan term: From the day following the first disbursement until 5 February 2027;
- Interest rate for the loan term: In the first year from the initial disbursement: 5.3% per annum for the first 6 months; 6.8% per annum for the following 6 months. In subsequent years: Base interest rate + 2.2% per annum margin;
- Overdue interest rate: 150% of the interest rate for the loan term;
- Purpose of the loan: To prepay the principal of a loan at Orient Commercial Joint Stock Bank – Trung Viet Branch for the investment in the Da Krong 1 Hydropower Project in Huc Nghi Commune, Dakrong District, Quang Tri Province, under Credit Contract No. 01/2014/HĐTD-PC3I dated 22 October 2014, and its annexes and amendments;
- Loan security: Land use rights and assets attached to the land formed from the Da Krong 1 Hydropower Project owned by the Company, and machinery and equipment formed from the Da Krong 1 Hydropower Project owned by the Company.



**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****4.17. Owners' equity****4.17.1. Changes in owners' equity**

	Items of owners' equity				Total VND
	Owners' contributed capital VND	Capital surplus VND	Investment and development fund VND	Retained earnings VND	
As at 01 Jan. 2024	333,398,910,000	(35,000,000)	1,131,301,456	24,964,231,898	359,459,443,354
Previous year's profits	-	-	-	32,205,553,886	32,205,553,886
Distributed bonus and welfare fund	-	-	-	(5,118,102,500)	(5,118,102,500)
Distributed executive bonus fund	-	-	-	(245,685,375)	(245,685,375)
Dividends distribution	-	-	-	(16,669,945,500)	(16,669,945,500)
As at 01 Jan. 2025	333,398,910,000	(35,000,000)	1,131,301,456	35,136,052,409	369,631,263,865
Current year's profits	-	-	-	40,826,931,194	40,826,931,194
Distributed bonus and welfare fund (*)	-	-	-	(4,450,287,013)	(4,450,287,013)
Distributed executive bonus fund (*)	-	-	-	(265,103,250)	(265,103,250)
Dividends distribution (*)	-	-	-	(26,671,912,800)	(26,671,912,800)
Reversal of Investment and development fund (**)	-	-	(1,131,301,456)	1,131,301,456	-
<b>As at 31 Dec. 2025</b>	<b>333,398,910,000</b>	<b>(35,000,000)</b>	<b>-</b>	<b>45,706,981,996</b>	<b>379,070,891,996</b>

(\*) The Company distributes the 2024 profit in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders No. 46/NQ-DHĐCĐ dated 16 April 2025.

(\*) The Resolution of the 2025 Annual General Meeting of Shareholders No. 46/NQ-DHĐCĐ dated 16 April 2025 approves the reversal of the Investment and development fund (allocated from the retained earnings of previous years) into the Retained earnings.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 4.17.2. Details of owners' equity

	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
Central Power Corporation	246,989,600,000	246,989,600,000
Other shareholders	86,409,310,000	86,409,310,000
<b>Total</b>	<b>333,398,910,000</b>	<b>333,398,910,000</b>

## 4.17.3. Capital transactions with owners

	Year 2025 VND	Year 2024 VND
Beginning balance	333,398,910,000	333,398,910,000
Capital contribution in the year	-	-
Capital redemption in the year	-	-
<b>Ending balance</b>	<b>333,398,910,000</b>	<b>333,398,910,000</b>

## 4.17.4. Shares

	As at 31 Dec. 2025	As at 01 Jan. 2025
Number of shares registered for issue	33,339,891	33,339,891
Number of shares sold to public	33,339,891	33,339,891
- <i>Ordinary shares</i>	33,339,891	33,339,891
- <i>Preference shares (Classified as owners' equity)</i>	-	-
Number of shares repurchased (Treasury shares)	-	-
- <i>Ordinary shares</i>	-	-
- <i>Preference shares (Classified as owners' equity)</i>	-	-
Number of shares outstanding	33,339,891	33,339,891
- <i>Ordinary shares</i>	33,339,891	33,339,891
- <i>Preference shares (Classified as owners' equity)</i>	-	-
Par value per outstanding share: VND 10,000 per share		



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 4.17.5. Basic earnings per share

	Year 2025 VND	Year 2024 VND
Net profit after tax	40,826,931,194	32,205,553,886
Adjusted for (interim) distribution to bonus and welfare fund	4,793,025,903	4,715,390,263
Profit after tax attributable to ordinary shareholders	36,033,905,291	27,490,163,623
Average Number of shares outstanding in year	33,339,891	33,339,891
<b>Basic earnings per share</b>	<b>1,081</b>	<b>825</b>

## 4.17.6. Diluted earnings per share

	Year 2025 VND	Year 2024 VND
Net profit after tax	40,826,931,194	32,205,553,886
Adjusted for (interim) distribution to bonus and welfare fund	4,793,025,903	4,715,390,263
Earnings for the purpose of calculating diluted earnings per share	36,033,905,291	27,490,163,623
Weighted average number of ordinary shares outstanding during the period	33,339,891	33,339,891
Number of common shares expected to be issued	-	-
Number of shares to calculate diluted earnings per share	33,339,891	33,339,891
<b>Diluted earnings per share</b>	<b>1,081</b>	<b>825</b>

Net profit after tax used to calculate basic earnings, diluted earnings per shares for 2025 has been deducted by the interim bonus and welfare fund according to the plan stated in the Resolution of General Meeting of Shareholders No. 46/NQ-ĐHĐCĐ dated 16 April 2025. These figures may be revised following the official approval of the 2026 Annual General Meeting of Shareholders.

The allocation to the bonus and welfare fund for 2024 has been restated according to the Resolution of General Meeting of Shareholders for the year 2025 regarding the distribution of 2024 profits. As a result, the restated basic earnings per share/diluted earnings per share for 2024 is VND 825 per share (previously reported as VND 861 per share in the prior year's financial statements).

## 4.17.7. Dividends

According to the Resolution of the 2025 Annual General Meeting of Shareholders No. 46/NQ-ĐHĐCĐ dated 16 April 2025, approved the distribution of 2024 dividends in cash at a rate of 8% of charter capital (equivalent to VND 26,671,912,800).

According to the Board of Directors' Resolution No. 62/QĐ-HĐQT dated 26 June 2025, the Board of Directors approved the payment of the 2024 dividends in cash at a rate of 8% (equivalent to VND 26,671,912,800). The last registration date is 17 July 2025, and payment will be made from 18 August 2025.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 4.17.8. Corporate funds

	Development investment fund VND
As at 01 Jan. 2025	1,131,301,456
Additions	-
Reversal during the period	1,131,301,456
<b>As at 31 Dec. 2025</b>	<b>-</b>

## 4.18. Off balance sheet items

	As at 31 Dec. 2025	As at 01 Jan. 2025
Foreign currencies: + USD	76.06	76.06

## 5. ADDITIONAL INFORMATION FOR ITEMS SHOWN IN THE INCOME STATEMENT

## 5.1. Revenue from selling goods and rendering services

	Year 2025 VND	Year 2024 VND
Revenue from commercial electricity sales	155,474,370,592	116,730,807,384
<b>Total</b>	<b>155,474,370,592</b>	<b>116,730,807,384</b>
Of which revenue from selling goods and rendering services to related parties – Refer to Note 8	155,474,370,592	116,730,807,384

## 5.2. Cost of sales

	Year 2025 VND	Year 2024 VND
Cost of goods sold for commercial electricity	80,790,282,430	64,989,582,344
<b>Total</b>	<b>80,790,282,430</b>	<b>64,989,582,344</b>



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 5.3. Finance income

	Year 2025 VND	Year 2024 VND
Deposit interest	976,138,190	579,096,533
Foreign exchange gains in payment	-	2,572,461
Foreign exchange gains from revaluation at year end	60,392	94,010
<b>Total</b>	<b>976,198,582</b>	<b>581,763,004</b>

## 5.4. Financial expense

	Year 2025 VND	Year 2024 VND
Interest expense	2,103,034,246	2,567,589,041
Foreign exchange losses in payment	-	44,417,837
<b>Total</b>	<b>2,103,034,246</b>	<b>2,612,006,878</b>

## 5.5. General and administrative expense

	Year 2025 VND	Year 2024 VND
Staff expenses	18,002,032,320	9,780,525,687
Depreciation expense	453,728,923	488,603,736
Other expenses	5,176,068,984	4,995,903,847
<b>Total</b>	<b>23,631,830,227</b>	<b>15,265,033,270</b>

## 5.6. Other income

	Year 2025 VND	Year 2024 VND
Income from selling Certified Emission Reductions (CERs)	-	4,553,085,535
Other incomes	13,300,000	29,650,000
<b>Total</b>	<b>13,300,000</b>	<b>4,582,735,535</b>

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 5.7. Other expense

	Year 2025 VND	Year 2024 VND
Expenses related to selling Certified Emission Reductions (CERs)	-	2,642,799,310
Other expenses	5,853,358	5,048,525
<b>Total</b>	<b>5,853,358</b>	<b>2,647,847,835</b>

## 5.8. Current corporate income tax expense

	Year 2025 VND	Year 2024 VND
Accounting profit before tax for the period	49,932,868,913	36,380,835,596
- Tax-incentivized activity (Dak Pone Hydropower Plant)	-	32,696,066,561
- Tax-incentivized activity (Da Krong 1 Hydropower Plant)	7,735,172,412	-
- Non tax-incentivized activity	42,197,696,501	3,684,769,035
Add: Adjustments according to CIT law	1,561,114,272	1,072,824,386
- Expenses not deductible for tax purposes	1,561,114,272	1,072,824,386
+ Tax-incentivized activity	548,854,149	648,960,826
+ Non tax-incentivized activity	1,012,260,123	423,863,560
Less: Adjustments according to CIT law	-	-
Total taxable income	51,493,983,185	37,453,659,982
- Tax-incentivized activity	8,284,026,560	33,345,027,387
- Non tax-incentivized activity	43,209,956,625	4,108,632,595
Corporate income tax		
+ Tax-incentivized activity	10%	10%
+ Non tax-incentivized activity	20%	20%
Corporate income tax	9,470,393,981	4,156,229,258
50% Reduction in Corporate Income Tax (CIT Incentive)	414,201,328	-
<b>Current corporate income tax expense</b>	<b>9,105,937,719</b>	<b>4,175,281,710</b>

*In which*

- CIT expenses are calculated on annual taxable income current	9,056,192,653	4,156,229,258
- Adjust previous years' corporate income tax expenses to this year's current income tax expenses	49,745,066	19,052,452



**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****5.9. Production and business costs by element**

	<b>Year 2025</b> <b>VND</b>	<b>Year 2024</b> <b>VND</b>
Material expense	2,809,590,318	1,232,956,732
Employee expense	33,857,542,924	20,182,785,184
Depreciation expense	38,821,437,553	37,221,599,963
Service expense	2,457,445,562	2,220,751,205
Other expenses	26,476,096,300	19,396,522,530
<b>Total</b>	<b>104,422,112,657</b>	<b>80,254,615,614</b>

**6. ADDITIONAL INFORMATION FOR ITEMS SHOWN IN THE CASH FLOW STATEMENT****6.1. Cash repayments of principal amounts borrowed**

	<b>Year 2025</b> <b>VND</b>	<b>Year 2024</b> <b>VND</b>
Cash repayment of principal amounts under normal contracts	10,000,000,000	10,000,000,000
<b>Total</b>	<b>10,000,000,000</b>	<b>10,000,000,000</b>

**7. SEGMENT REPORTING**

For management purposes, the Company divides its operations nationwide into key departments according to geographical regions as follows:

- Headquarters
- Quang Tri Branch
- Kon Tum Branch

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

Geographical Area	Headquarters		Kon Tum Branch		Quang Tri Branch		Total	
	Year 2025	Year 2024	Year 2025	Year 2024	Year 2025	Year 2024	Year 2025	Year 2024
	VND	VND	VND	VND	VND	VND	VND	VND
Revenue	-	-	93,180,792,031	69,633,743,991	62,293,578,561	47,097,063,393	155,474,370,592	116,730,807,384
Deductions	-	-	-	-	-	-	-	-
Net revenue	-	-	93,180,792,031	69,633,743,991	62,293,578,561	47,097,063,393	155,474,370,592	116,730,807,384
Cost of sales	-	-	37,825,694,869	28,018,461,505	42,964,587,561	36,971,120,839	80,790,282,430	64,989,582,344
Gross profit	-	-	55,355,097,162	41,615,282,486	19,328,991,000	10,125,942,554	74,684,088,162	51,741,225,040
Financial income	976,120,526	581,692,829	44,629	22,746	33,427	47,429	976,198,582	581,763,004
Financial expense	-	44,417,837	-	-	2,103,034,246	2,567,589,041	2,103,034,246	2,612,006,878
Selling expense	-	-	-	-	-	-	-	-
General and administration expense	22,294,510,343	13,961,501,325	781,693,861	633,039,095	555,626,023	670,492,850	23,631,830,227	15,265,033,270
Operating profit/(loss)	(21,318,389,817)	(13,424,226,333)	54,573,447,930	40,982,266,137	16,670,364,158	6,887,908,092	49,925,422,271	34,445,947,896
Other income	13,300,000	4,553,085,535	-	29,650,000	-	-	13,300,000	4,582,735,535
Other expense	5,598,263	2,485,586,987	3,721	160,417,357	251,374	1,843,491	5,853,358	2,647,847,835
Net other income/(loss)	7,701,737	2,067,498,548	(3,721)	(130,767,357)	(251,374)	(1,843,491)	7,446,642	1,934,887,700
Accounting profit/(loss) before tax	(21,310,688,080)	(11,356,727,785)	54,573,444,209	40,851,498,780	16,670,112,784	6,886,064,601	49,932,868,913	36,380,835,596
Current corporate income tax expense	49,745,066	19,052,452	8,641,991,325	3,334,502,739	414,201,328	821,726,519	9,105,937,719	4,175,281,710
Deferred corporate income tax expense	-	-	-	-	-	-	-	-
Net profit/(loss) after tax	(21,360,433,146)	(11,375,780,237)	45,931,452,884	37,516,996,041	16,255,911,456	6,064,338,082	40,826,931,194	32,205,553,886



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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

	Headquarters		Kon Tum Branch		Quang Tri Branch		Total	
	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND	As at 31 Dec. 2025 VND	As at 01 Jan. 2025 VND
Segment assets	119,911,333,269	82,422,520,209	124,529,866,927	134,770,474,735	199,553,883,896	216,092,723,140	443,995,084,092	433,285,718,084
Unallocated assets	-	-	-	-	-	-	-	-
<b>Total assets</b>							<b>443,995,084,092</b>	<b>433,285,718,084</b>
Segment liabilities	22,255,800,147	15,762,323,138	7,365,790,962	4,498,380,516	35,302,600,987	43,393,750,565	64,924,192,096	63,654,454,219
Unallocated liabilities	-	-	-	-	-	-	-	-
<b>Total liabilities</b>							<b>64,924,192,096</b>	<b>63,654,454,219</b>

	Headquarters		Kon Tum Branch		Quang Tri Branch		Total	
	Year 2025 VND	Year 2024 VND	Year 2025 VND	Year 2024 VND	Year 2025 VND	Year 2024 VND	Year 2025 VND	Year 2024 VND
Depreciation expense	453,728,923	488,603,736	12,860,582,737	11,245,284,851	25,507,125,893	25,487,711,376	38,821,437,553	37,221,599,963

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

## 8. RELATED PARTIES

<u>List of related parties</u>	<u>Relationship</u>
1. Central Power Corporation	Parent Company
2. Central Electrical Testing Company Limited	Same of the Parent Company
3. Khanh Hoa Power Joint-stock company	Same of the Parent Company
4. Kon Tum Power Company	Unit under the Parent Company
5. Central Power Information Technology Company – Central Power Corporation	Unit under the Parent Company
6. Central Power Electronic Measurement Equipment Manufacturing Center	Unit under the Parent Company
7. Power Company of Quang Ngai – Branch of Central Power Corporation	Unit under the Parent Company
8. Central Power Service Company - Branch of Central Power Corporation	Unit under the Parent Company
9. Board of Directors and management	Key management personnel

At the end of the reporting year, the balances with related parties are as follows:

	<u>As at 31 Dec. 2025 VND</u>	<u>As at 01 Jan. 2025 VND</u>
Trade receivables		
Central Power Corporation	31,981,294,795	22,997,272,603
<b>Total - Refer to Note 4.3</b>	<b><u>31,981,294,795</u></b>	<b><u>22,997,272,603</u></b>

	<u>As at 31 Dec. 2025 VND</u>	<u>As at 01 Jan. 2025 VND</u>
Other receivables		
Central Power Corporation	60,396,000	24,000,000
<b>Total - Refer to Note 4.5</b>	<b><u>60,396,000</u></b>	<b><u>24,000,000</u></b>

During the reporting year, the Company has had related party transactions as follows:

	<u>Year 2025 VND</u>	<u>Year 2024 VND</u>
Sale of goods		
Central Power Corporation	155,474,370,592	116,730,807,384
<b>Total - Refer to Note 5.1</b>	<b><u>155,474,370,592</u></b>	<b><u>116,730,807,384</u></b>



**PC3 - INVESTMENT JOINT STOCK COMPANY**

Address: 78A Duy Tan, Hoa Cuong Ward, Da Nang City, Vietnam

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

	<b>Year 2025 VND</b>	<b>Year 2024 VND</b>
Purchase of goods		
Central Power Corporation	7,142,153	61,743,027
Central Electrical Testing Company Limited	524,874,740	332,960,400
Kon Tum Power Company	32,674,146	65,348,292
Central Power Information Technology Company – Central Power Corporation	67,203,417	56,547,847
Central Power Electronic Measurement Equipment Manufacturing Center	40,000,000	72,000,000
Power Company of Quang Ngai – Branch of Central Power Corporation	32,674,146	-
Central Power Service Company - Branch of Central Power Corporation	8,324,256	-
<b>Total</b>	<b>712,892,858</b>	<b>588,599,566</b>
	<b>Year 2025 VND</b>	<b>Year 2024 VND</b>
Dividend payment		
Central Power Corporation	19,759,168,000	12,349,480,000
Khanh Hoa Power Joint-stock company	1,095,952,000	684,970,000
<b>Total</b>	<b>20,855,120,000</b>	<b>13,034,450,000</b>

## Remunerations of the Board of Directors and the Supervisory Committee:

<b>Name</b>	<b>Position</b>	<b>Year 2025 VND</b>	<b>Year 2024 VND</b>
Mr. Le Van Nghiep	Chairman of the BODs	-	-
Mr. Le Huy Khoi	Member of the BODs	40,000,000	-
Ms. Nguyen Thi Huong	Member of the BODs	102,080,800	59,239,200
Mr. Tran Dinh Loi	Member of the BODs	102,080,800	51,613,200
Mr. Tran Cong Minh	Member of the BODs (Appointed on 16 April 2025)	79,840,400	-
Mr. Nguyen Tan Luc	Member of the BODs (Appointed on 16 April 2025)	79,840,400	-
Mr. Tran Dang Hien	Member of the BODs (Dismissed on 16 April 2025)	22,240,400	59,239,200
Mr. Nguyen Trong Vinh	Member of the BODs (Dismissed on 16 April 2025)	22,240,400	64,932,000
Mr. Tran Nhat Thang	Member of the BODs (Term ended on 30 June 2023)	-	4,806,000
Mr. Le Ky Anh	Head of Supervisory Committee (Appointed on 16 April 2025)	82,650,800	-
Ms. Huynh Thi Thuy Duong	Head of Supervisory Committee (Dismissed on 16 April 2025)	-	-
Ms. Hoang Thi Huong	Member of Supervisory Committee	102,080,800	57,306,000
Mr. Duong Ngoc Thinh	Member of Supervisory Committee (Appointed on 16 April 2025)	79,840,400	-
Mr. Vu Ngoc Thu	Member of Supervisory Committee (Dismissed on 16 April 2025)	22,240,400	57,306,000
Ms. Huynh Thi Kim Hoang	Member of Supervisory Committee (Term ended on 30 June 2023)	-	4,806,000
Ms. Tran Thi Minh Ha	Member of Supervisory Committee (Term ended on 30 June 2023)	-	4,806,000

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

Salaries, bonuses and other incomes of Management, the Board of Directors, the Supervisory Committee and other key personels:

Name	Position	Year 2025 VND	Year 2024 VND
Mr. Le Van Nghiep	Chairman of the BODs	684,935,600	424,878,500
Mr. Ngo Tan Hong	Chairman of the BODs (Term Ended on 30 June 2023)	-	110,705,500
Ms. Nguyen Thi Huong	Member of the BODs	7,875,000	7,210,500
Mr. Tran Dinh Loi	Member of the BODs	7,875,000	3,605,250
Mr. Tran Cong Minh	Member of the BODs (Appointed on 16 April 2025)	-	-
Mr. Nguyen Tan Luc	Member of the BODs (Appointed on 16 April 2025)	-	-
Mr. Tran Dang Hien	Member of the BODs (Dismissed on 16 April 2025)	7,875,000	7,210,500
Mr. Nguyen Trong Vinh	Member of the BODs (Dismissed on 16 April 2025)	7,875,000	7,210,500
Mr. Tran Nhat Thang	Member of the BODs (Term ended on 30 June 2023)	-	3,605,250
Mr. Le Huy Khoi	General Director	622,608,498	527,451,580
Mr. Nguyen Duong Long	Deputy General Director (Dismissed on 01 July 2024)	84,688,250	365,262,900
Mr. Tran Vinh Trinh	Deputy General Director	578,551,500	469,975,900
Mr. Nguyen Minh Hoai	Chief Accountant (Appointed on 01 April 2024)	521,021,017	175,039,700
Mr. Le Ky Anh	Head of Supervisory Committee (Appointed on 16 April 2025)	-	-
Ms. Huynh Thi Thuy Duong	Head of Supervisory Committee (Dismissed on 16 April 2025)	262,166,400	290,215,400
Mr. Nguyen Minh Hoai	Head of Supervisory Committee (Term ended on 30 June 2023)	-	60,328,900
Mr. Duong Ngoc Thinh	Member of Supervisory Committee (Appointed on 16 April 2025)	-	-
Ms. Hoang Thi Huong	Member of Supervisory Committee	7,875,000	3,605,250
Mr. Vu Ngoc Thu	Member of Supervisory Committee (Dismissed on 16 April 2025)	7,875,000	3,605,250
Ms. Huynh Thi Kim Hoang	Member of Supervisory Committee (Term ended on 30 June 2023)	-	3,605,250
Ms. Tran Thi Minh Ha	Member of Supervisory Committee (Term ended on 30 June 2023)	-	3,605,250

## 9. EVENTS AFTER THE END OF THE REPORTING YEAR

There were no significant events arising after the end of the reporting year to the date of the financial statements.



**Le Huy Khoi**  
General Director

*Da Nang City, 25 February 2026*

**Nguyen Minh Hoai**  
Chief Accountant

**Diep Le Truc Xuyen**  
Preparer



*Da Nang, date 10<sup>th</sup> April 2026*

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS  
IN 2025**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock  
Company**

Based on the Charter of PC3-Investment Joint Stock Company and the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders the 2025 report of the Board of Directors on corporate governance and performance of the Board of Directors and each member; as well as the objectives and tasks for 2026, as follows:

**1. Assessment of the Company's performance**

The Board of Directors directed the Company to implement the objectives and tasks for 2025 in compliance with the law, the Company's Charter, and the Resolution of the 2025 Annual General Meeting of Shareholders. Over the past year, the Company made great efforts to fulfill the targets assigned by the General Meeting of Shareholders. The Board of Directors unanimously assessed that the Company excellently completed its tasks in 2025. The results are as follows:

**1.1. Business operations**

total commercial electricity output reached 129.11 million kWh (129.11% of plan); total revenue reached VND 156.45 billion (124.02% of plan); profit after tax reached VND 40.83 billion (147.76% of plan); dividend rate reached 10% (exceeding the assigned plan of 8%); State budget contribution amounted to VND 41.76 billion.

**1.2. Construction investment**

a) Đắk Pône Hydropower Plant Project (raising Dam A and constructing Plant Cluster B): Construction has completed intake structures and penstock system; concrete works and roofing are basically completed, meeting conditions for equipment installation; equipment installation has basically completed penstock system, intake gates, embedded components, drainage systems and gantry crane in the powerhouse.

b) PC3-INVEST Headquarters Project: Construction was completed in October 2025 and accepted by competent authorities (Da Nang Fire Prevention and Rescue Police Department and Hoa Xuan Ward People's Committee).



1.3. Procurement of fixed assets for business operations: Procurement of one pickup truck serving business operations with a value of VND 0.712 billion.

#### 1.4. Corporate governance

+ Preservation and development of capital; cost savings (reduced by 23.15% compared to the approved budget).

+ Strict compliance with State regulations in all operational and governance aspects; ensuring absolute safety for people and equipment in production and construction investment; compliance with governance requirements applicable to listed companies.

+ No loss of capital, corruption, or waste; internal unity maintained with no labor disputes.

### 2. Activities of the Board of Directors and its members

#### 2.1. Summary of meetings and resolutions of the Board of Directors

The Board of Directors consists of 6 members, including 1 full-time Chairman and 5 part-time members (including 1 General Director). In 2025, the Board held 4 meetings, approving several matters proposed by the General Director; all meetings were attended by members of the Supervisory Board. In 2025, the Board issued resolutions on key matters, including: approval of the record date and time for holding the 2025 Annual General Meeting of Shareholders; approval of final settlement of salary and remuneration fund for 2024; approval of operating expenses plan for 2025; selection of the auditing firm for 2025 financial statements; decision on 2024 cash dividend payment; approval of salary and remuneration plan for 2025; and other matters under its authority.

#### 2.2. Salaries, remuneration and other benefits of the Board of Directors

+ Chairman of the Board of Directors: VND 684.94 million.

+ BoD's Members: VND 109.95 million/person  $\times$  4 = VND 439.8 million.

#### 2.3. Operating expenses of the Board of Directors: VND 378.50 million.

2.4. Report on Transactions between the Company, its subsidiaries, and companies under its control (over 50% charter capital) with members of the Board of Directors and their related persons; transactions between the Company and companies in which Board members are founders or managers within the last three years prior to the transaction.

In 2025, no such transactions occurred.

#### 2.5. Activities of independent members and their evaluation



The Board has 2 independent members assigned to oversee science and technology applications; construction investment projects; human resources and remuneration; and strategic orientation and business planning. In 2025, independent members successfully fulfilled their duties, contributing to the overall performance of the Board and the Company.

They assessed that the Board operated prudently and effectively, closely monitoring Company activities. Members demonstrated high responsibility for the Company's development and shareholders' interests. The Board directed the Executive Board flexibly and supervised all operations in accordance with the Charter and regulations. Each member fulfilled their role excellently.

### 3. Supervision results of the General Director and management staff

In 2025, the General Director implemented effective measures to achieve targets assigned by the General Meeting of Shareholders and the Board. Efforts included increasing peak-hour electricity output, reducing costs, and improving governance. The Board supervised the General Director and confirmed that management activities complied with the law, the Company's Charter, and Board regulations. The Board unanimously assessed that the General Director excellently fulfilled duties in 2025.

Management staff consist of 10 persons (excluding the General Director), including Deputy General Directors, the Chief Accountant, and Heads and Deputy Heads of the Company's departments. Through monitoring and supervision, the Board of Directors assessed that the management staff complied with the law, the Company's Charter, and internal management regulations. In 2025, most management staff made great efforts and excellently fulfilled their roles, contributing to the overall results achieved by the Company.

### 4. Objectives and tasks for 2026

The Board of Directors sets the following key objectives:

4.1. Safe operation of hydropower plants; expected electricity output of 96.02 million kWh; revenue of VND 123.27 billion; profit of VND 25.66 billion; expected dividend rate of 8% of charter capital.

4.2. Đắk Pône Project: Continue construction and equipment installation; expected completion in June 2026; estimated disbursement of VND 7.37 billion.

4.3. Headquarters Project: Complete final settlement approval; estimated disbursement of VND 1.86 billion.

4.4. Đa Krông 1 project: Prepare investment for expansion of operation building (~145.2 m<sup>2</sup>, 2 floors); estimated total investment VND 4.3 billion; estimated disbursement value is VND 200 million.

4.5. Rooftop solar project at headquarters: capacity 22 kWp; estimated total investment capital and disbursement value is approximately VND 396 million (including battery storage and fire protection).

4.6. Procurement of fixed assets: purchase of one vehicle valued at approximately VND 1.4 billion.

The Board of Directors sincerely thanks shareholders for their trust and support and looks forward to continued support for the Company's sustainable development.

We wish all delegates and shareholders good health, happiness, and success. Respectfully thanks!

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**



**Le Van Nghiep**





**PC3-INVESTMENT JOINT  
STOCK COMPANY**

No.: 01/REP.-SB

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Da Nang, date 10<sup>th</sup> April 2026*

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock  
Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the Charter of Power Construction Investment Joint Stock Company  
No. 3 (PC3-INVEST);*

*Pursuant to Resolution No. 46/NQ-AGM dated April 16, 2025 of the 2025 Annual  
General Meeting of Shareholders of PC3-INVEST;*

In performing its functions and duties in accordance with the Law on Enterprises and the Company's Charter, the Supervisory Board respectfully reports to the 2026 Annual General Meeting of Shareholders on its activities in 2025, as well as the results of its review of the financial statements, business performance report, and the evaluation of the Company's management and administration in 2025, as follows:

**SECTION I. RESULTS OF THE SUPERVISORY BOARD'S ACTIVITIES**

**I. ACTIVITIES OF THE SUPERVISORY BOARD**

**1. Summary of meetings and implementation of supervisory tasks**

In 2025, the Supervisory Board developed plans and work programs to perform inspection and supervision of the Company's operations in compliance with the Law on Enterprises and the Company's Charter.

\* Meetings of the Supervisory Board:

- Attendance at periodic meetings of the Board of Directors (BOD): March 14, 2025; April 11, 2025; July 28, 2025; and November 14, 2025.

- Meetings of the Supervisory Board:

+ March 14, 2025: Approval of the report on the review of the 2024 financial statements.

+ April 28, 2025: Approval of task assignments within the Supervisory Board.

+ July 28, 2025: Approval of the mid-year supervisory and audit report for the first six months of 2025.

+ November 14, 2025: Approval of the specialized supervisory report for 2025.

**2. Salaries, remuneration and other benefits in 2025 of the Supervisory Board**

+ Head of Supervisory Board (3.5 months): VND 262.17 million.

+ Head of Supervisory Board (Non-executive) (8.5 months): VND 82.65 million.



+ Members of Supervisory Board: 109,95 triệu đồng/người x 2 người = 219,9 triệu đồng.

**3. Operating expenses in 2025 of the Supervisory Board: VND 38 million.**

## **II. RESULTS OF SUPERVISION ON BUSINESS OPERATIONS, INVESTMENT AND FINANCIAL ACTIVITIES IN 2025**

### **1. Business performance**

The Company ensured occupational safety and hygiene with no labor accidents or subjective incidents. Hydropower plant operations complied fully with regulations on environmental protection, fire prevention and control, and disaster prevention and rescue. Maintenance activities were proactively and effectively implemented using Risk-Based Maintenance (RBM). Total commercial electricity output reached 129.11 million kWh (129.11% of plan); total revenue reached VND 156.46 billion (124.03% of plan); profit after tax reached VND 40.83 billion (147.76% of plan).

### **2. Construction investment activities**

#### **2.1. Đắk Pône Hydropower Plant Project (raising Dam A and constructing Plant Cluster B)**

Construction: Completed intake structures, penstock system; basically completed concrete works and roofing, meeting conditions for equipment installation; Equipment installation: Basically completed installation of penstock system, intake gates, embedded components, drainage systems and gantry crane in the powerhouse.

#### **2.2. PC3-INVEST Headquarters Project**

Construction was completed in October 2025 and accepted by competent authorities (Da Nang Fire Prevention and Rescue Police Department and Hoa Xuan Ward People's Committee). The Company is continuing final settlement procedures in accordance with regulations.

### **3. Financial management - shareholder relations**

**3.1.** Financial management was conducted in compliance with regulations. The Company operated profitably, preserved and developed capital, fulfilled State budget obligations (VND 41.76 billion), and achieved key financial indicators: The return on equity is 12.25%, the debt-to-total-assets ratio is 14.62%, and the current ratio is 2.53 times.

Securities and shareholder management were carried out fully in compliance with regulations applicable to large public companies, with no errors or shareholder complaints.

#### **3.2. Labor management and operating costs**

- Labor management: As of December 31, 2025, the total number of employees was 72, an increase of 6 employees during the year. All employees were fully covered by insurance (health insurance, unemployment insurance, social insurance) in accordance with regulations and were entitled to benefits under the Labor Code.

- Implementation of operating expenses in 2025 as approved by the Board of Directors: The Company consistently pursued maximum cost-saving measures, spending only on truly necessary activities and cutting unnecessary expenses. Total operating



expenses for the year amounted to VND 6.44 billion, equivalent to 76.85% of the amount approved by the Board of Directors (VND 8.38 billion).

**III. ASSESSMENT OF TRANSACTIONS BETWEEN THE COMPANY, ITS SUBSIDIARIES, AND COMPANIES IN WHICH THE COMPANY HOLDS CONTROLLING INTEREST OF OVER 50% OF CHARTER CAPITAL WITH MEMBERS OF THE BOARD OF DIRECTORS, THE GENERAL DIRECTOR, OTHER EXECUTIVES AND THEIR RELATED PERSONS; TRANSACTIONS BETWEEN THE COMPANY AND MEMBERS OF THE BOARD OF DIRECTORS, THE GENERAL DIRECTOR; AND TRANSACTIONS BETWEEN THE COMPANY AND COMPANIES IN WHICH MEMBERS OF THE BOARD OF DIRECTORS OR THE GENERAL DIRECTOR ARE FOUNDING MEMBERS OR HAVE ACTED AS ENTERPRISE MANAGERS WITHIN THE LAST THREE YEARS PRIOR TO THE TRANSACTION**

In 2025, no such transactions occurred at the Company.

**IV. RESULTS OF SUPERVISION OVER THE MANAGEMENT AND ADMINISTRATION OF THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR**

**1. Supervision of the management and administration of the Board of Directors and the General Director**

In 2025, the Board of Directors and the Executive Board implemented many proactive measures in directing and managing the Company to achieve the targets set out in the Resolution of the 2025 Annual General Meeting of Shareholders.

The Board of Directors operated in compliance with the law, the Company's Charter, and its internal regulations. The Board held periodic meetings, conducted collective discussions, and the Company Secretary fully recorded meeting minutes and issued resolutions accordingly. All tasks under the Board's resolutions were fully and properly implemented by the Executive Board.

**2. Implementation of the Resolution of the 2025 Annual General Meeting of Shareholders**

Based on Resolution No. 46/NQ-AGM dated April 16, 2025, the Supervisory Board found that all aspects of the Company's operations complied with State regulations, the Company's Charter, the AGM Resolution, and the Board of Directors' resolutions, specifically as follows:

+ Business operations: Safe operations were maintained; profit after tax in 2025 reached VND 40.83 billion, achieving 147.76% of the plan; dividend rate reached 10%, exceeding the 8% approved by the AGM; capital was preserved, developed, and used effectively. The Company complied with regulations on occupational safety and environmental protection.

+ Investment and construction: PC3-INVEST made efforts to overcome difficulties and successfully implemented the Đắk Pône Hydropower Plant Project (Plant B) and the PC3-INVEST Headquarters Project.



+ Corporate governance: Continued improvement in efficiency; cost savings; increased labor productivity; proactive implementation of management solutions and technical innovations; strict compliance with State regulations; no corruption or waste occurred.

#### **V. ASSESSMENT OF COORDINATION BETWEEN THE SUPERVISORY BOARD, THE BOARD OF DIRECTORS, THE GENERAL DIRECTOR AND SHAREHOLDERS; AND PERFORMANCE OF THE SUPERVISORY BOARD**

1. In performing its supervisory duties, the Supervisory Board was invited to and attended all Board of Directors' meetings and fully supervised the implementation of AGM resolutions.

2. During its operation, the Supervisory Board received full cooperation and support from the Board of Directors, the Executive Board, and relevant departments to fulfill its duties assigned by the AGM.

3. The Supervisory Board and its members made strong efforts to perform their duties with honesty, responsibility, and diligence in accordance with applicable laws and the Company's Charter; attended all periodic meetings of the Board of Directors and conducted supervisory inspections at the Company.

### **SECTION II. REVIEW RESULTS**

#### **THE FINANCIAL STATEMENTS, BUSINESS PERFORMANCE REPORT AND MANAGEMENT AND ADMINISTRATION REPORT OF THE COMPANY FOR 2025**

##### **\* Legal basis**

- Vietnamese Accounting Standards and the Vietnamese Accounting Regime issued under Circular No. 200/2014/TT-BTC dated April 22, 2014 and Circular No. 53/2016/TT-BTC dated March 21, 2016 of the Ministry of Finance, and other relevant legal regulations on preparation and presentation of financial statements;

- Decision No. 668/QĐ-HĐTV dated July 1, 2025 of EVNCPC on issuance of regulations on internal audit, financial supervision and compliance control;

- Reports of the Company in 2025.

#### **I. Review results of the Financial Statements and Business Performance in 2025**

##### **1. Results of the review of financial statements**

- The financial position of the Company as of December 31, 2025:

Indicators	2025
I. Liquidity indicators	
1. Current ratio (times)	2,53 times
II. Indicators reflecting financial autonomy	
1. Debt-to-total-assets ratio (%)	14,62%



2. Debt-to-equity ratio (%)	17,12%
-----------------------------	--------

As of December 31, 2025, the Company's financial position demonstrates efficiency and soundness: receivables and payables were strictly controlled, with no bad debts or overdue payables incurred. The Company's capital structure, assets, and liquidity indicators as of December 31, 2025 reflect a strong financial position; shareholders' invested capital has been preserved and developed. The Company maintains financial independence and operates within acceptable safety limits.

**2. Review of business performance and capital preservation:** The results of the Company's production and business activities and capital preservation as of December 31, 2025 are as follows:

No.	Content	2025	Note
1	Total revenue (VND million)	156.463,87	
2	Total profit after tax (VND million)	40.826,93	
3	Charter capital (VND million)	333.398,91	
4	Owners' equity at beginning of period (VND million)	369.631,26	
5	Owners' equity at end of period (VND million)	379.070,89	
6	Capital growth ratio = (5)/(4) (times)	1,02	
7	Assessment of capital preservation	Capital preserved	

- The Company consistently uses capital for the right purposes, ensuring the preservation and development of shareholders' capital.

## **II. Review results of the Report on the Company's management and administration in 2025**

In 2025, the Board of Directors and the General Director managed and administered the Company in an honest, responsible, and prudent manner in compliance with the provisions of law, the Company's Charter, and the resolutions of the General Meeting of Shareholders. The Company's production and business activities were profitable, financial indicators were maintained at satisfactory levels, and shareholders' capital was consistently preserved. The Supervisory Board agrees with the evaluation results of the Company's management and administration in 2025.

The above constitutes the report on the results of the Supervisory Board's activities and the review of the financial statements, business performance report, and the report on the Company's management and administration in 2025, respectfully submitted to the 2026 Annual General Meeting of Shareholders. The Supervisory Board would like to sincerely thank our valued shareholders for their trust and support over the past time and looks forward to continuing to receive your support in the future.

We wish all distinguished delegates and shareholders good health and success.

Respectfully thanks!

***Recipients:***

- As above;
- EVNCPC (for reporting);
- BoD;
- Filed at the SB.

**ON BEHALF OF THE SUPERVISORY  
BOARD  
THE CHIEF**

A handwritten signature in blue ink, appearing to be 'Le Ky Anh', written over a horizontal line.

**Le Ky Anh**



**PC3-INVESTMENT JOINT  
STOCK COMPANY**

No.: 02/PROP.-SB



**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Da Nang, date 10<sup>th</sup> April 2026

### **PROPOSAL**

#### **Regarding the Introduction of Independent Auditing Firms for Selection to Conduct the Audit of the 2026 Financial Statements**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock  
Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the Charter of PC3-Investment Joint Stock Company;*

In order to ensure that the audit of the 2026 financial statements of PC3-Investment Joint Stock Company is conducted in compliance with applicable laws and the Company's Charter, the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the proposal on the selection of an independent auditing firm to audit the Company's 2026 financial statements, as follows:

**1. Criteria for Selecting an Independent Auditing Firm**

- The independent auditing firm must be reputable and approved by the State Securities Commission of Vietnam to provide audit services for public companies and listed entities.

- The audit fee must be reasonable and appropriate to the audit scope, contents, and timeline required by the Company.

**2. Proposed List of Independent Auditing Firms for Selection**

Based on the above criteria, the Supervisory Board respectfully proposes the following list of independent auditing firms that meet the Company's requirements:

- AAC Auditing and Accounting Company Limited.
- RSM Vietnam Auditing & Consulting Limited.
- ECOVIS AFA Vietnam Auditing - Appraisal and Consulting Company Limited.
- A&C Auditing and Consulting Company Limited.

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval, and proposes to authorize the Board of Directors to select one of the four aforementioned auditing firms to conduct the audit of the Company's 2026 Financial Statements.

Sincerely!

**Recipients:**

- As addressed above;
- BoD;
- Filed: Supervisory Board.

**ON BEHALF OF THE SUPERVISORY  
BOARD  
THE CHIEF**

**Le Ky Anh**

**PC3-INVESTME JOINT  
STOCK COMPANY**

No.: ~~37~~ PROP./BoD

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom - Happiness**

*Da Nang, date 10<sup>th</sup> April 2026*

**PROPOSAL  
On the Amendment of the Company's Charter**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock Company**

Pursuant to the Charter of PC3-Investment Joint Stock Company;

In order to align with current practical requirements, the Board of Directors respectfully submits to the General Meeting of Shareholders the proposed amendments to the Company's Charter, as follows:

No .	Article, clause, point	Current Charter Provisions	Proposed Amendments to the Charter	Basis / Reasons for the Proposed Amendments
1	INTRODUCTION	This Charter was adopted pursuant to the Resolution of the General Meeting of Shareholders dated April 27, 2021, and was subsequently updated with amendments in accordance with the Resolutions of the General Meeting of Shareholders dated June 30, 2023 and April 16, 2024.	This Charter was adopted pursuant to the Resolution of the General Meeting of Shareholders dated April 27, 2021, and its amended contents were updated in accordance with the Resolution of the General Meeting of Shareholders dated June 30, 2023, the Resolution of the General Meeting of Shareholders dated April 16, 2024, and <b>the Resolution of the General Meeting of Shareholders dated April 16, 2026.</b>	In order to align with the date of convening the General Meeting of Shareholders and the issuance of the Resolution of the General Meeting of Shareholders.
2	Article 2, Clause 3	3. Registered office of the Company:  - Head office address: No. 78A	3. Registered office of the Company:  - Head office address: No. 15-17	To align with the current situation.



No	Article, clause, point	Current Charter Provisions	Proposed Amendments to the Charter	Basis / Reasons for the Proposed Amendments
		<p><b>Duy Tan Street, Hoa Thuan Dong Ward, Hai Chau District, Da Nang City</b></p> <p>- Telephone number: 0236.2212545</p> <p>- Fax: 0236.2221000</p> <p>- E-mail: <b>pc3i@pc3invest.vn</b></p> <p>- Website: <a href="https://pc3invest.cpc.vn">https://pc3invest.cpc.vn</a></p>	<p><b>Thai Van Lung Street, Hoa Xuan Ward, Da Nang City</b></p> <p>- Telephone number: 0236.2212545</p> <p>- Fax: 0236.2221000</p> <p>- E-mail: <b>pc3i@cpc.vn</b></p> <p>- Website: <a href="https://pc3invest.cpc.vn">https://pc3invest.cpc.vn</a></p>	
3	<b>Article 58, Clause 1</b>	<p>1. This Charter consists of 21 chapters and 58 articles and was unanimously adopted by the General Meeting of Shareholders of PC3-Investment Joint Stock Company on April 27, 2021 in Da Nang, and the full content of this Charter was approved to take effect. The Charter was subsequently updated with amendments in accordance with the Resolution of the Annual General Meeting of Shareholders –</p>	<p>1. This Charter consists of 21 chapters and 58 articles and was unanimously adopted by the General Meeting of Shareholders of PC3-Investment Joint Stock Company on April 27, 2021 in Da Nang, and the full text of this Charter was approved to take effect. The Charter was subsequently updated with amendments in accordance with the Resolution of the Annual General Meeting of Shareholders – 2023 dated June 30, 2023,</p>	<p>To align with the date of the General Meeting of Shareholders and the issuance date of the Resolution of the General Meeting of Shareholders.</p>

No	Article, clause, point	Current Charter Provisions	Proposed Amendments to the Charter	Basis / Reasons for the Proposed Amendments
		2023 dated June 30, 2023 and the Resolution of the Annual General Meeting of Shareholders – 2024 dated April 16, 2024.	the Resolution of the Annual General Meeting of Shareholders – 2024 dated April 16, 2024, <b>and the Resolution of the Annual General Meeting of Shareholders – 2026 dated April 16, 2026.</b>	
4	<b>LIST OF FOUNDING SHAREHOLDERS OF PC3-INVESTMENT JOINT STOCK COMPANY</b>	Content as specified in the attached Appendix (Appendix to the current Charter).	Content as specified in the attached Appendix (Appendix to the proposed amended Charter).	To align with the head office address of the organization acting as a founding shareholder.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval./.

**Recipients:**

- As Above;
- Filed at: Administration, Accounting.

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRMAN**



**Le Van Nghiep**



**(APPENDIX TO THE CURRENT CHARTER)**  
**LIST OF FOUNDING SHAREHOLDERS OF PC3-INVESTMENT JOINT STOCK COMPANY**

No.	Shareholders' name	Permanent residence address for individuals; head office address for organizations.	Type of Shares	Number of Shares	Value of Shares (VND)	Ownership Ratio (%)	ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations	Note
1	CENTRAL POWER CORPORATION	78A Duy Tan Street, Hoa Thuan Dong Ward, Hai Chau District, Da Nang City, Vietnam.	Common shares	24.698.960	246.989.600.000	74,08	0400101394	
2	DAI HOANG HA COMPANY LIMITED	P201-203A, Licogi 13 Building, Khuat Duy Tien Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, Vietnam.	Common shares	535.392	5.353.920.000	1,61	0100777047	
3	AN BINH COMMERCIAL JOINT STOCK BANK	170 Hai Ba Trung Street, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam.	Common shares	1.722.520	17.225.200.000	5,17	0301412222	
4	VIET A INVESTMENT COMMERCIAL INDUSTRIAL GROUP HOLDINGS COMPANY	Viet A Building, Duy Tan Street, Dich Vong Ward, Cau Giay District, Hanoi City, Vietnam.	Common shares	205.920	2.059.200.000	0,62	0100362998	

No.	Shareholders' name	Permanent residence address for individuals; head office address for organizations.	Type of Shares	Number of Shares	Value of Shares (VND)	Ownership Ratio (%)	ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations	Note
5	KHANH HOA POWER JOINT STOCK COMPANY	11 Ly Thanh Ton Street, Van Thanh Ward, Nha Trang City, Khanh Hoa Province, Vietnam.	Common shares	1.369.940	13.699.400.000	4,11	4200601069	



**(APPENDIX TO THE PROPOSED AMENDED CHARTER)**  
**LIST OF FOUNDING SHAREHOLDERS OF PC3-INVESTMENT JOINT STOCK COMPANY**

No.	Shareholders' name	Permanent residence address for individuals; head office address for organizations.	Type of Shares	Number of Shares	Value of Shares (VND)	Ownership Ratio (%)	ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations	Note
1	CENTRAL POWER CORPORATION	78A Duy Tan Street, Hoa Cuong Ward, Da Nang City, Vietnam.	Common shares	24.698.960	246.989.600.000	74,08	0400101394	
2	DAI HOANG HA COMPANY LIMITED	P201-203A, Licogi 13 Building, Khuat Duy Tien Street, Thanh Xuan Ward, Hanoi City, Vietnam.	Common shares	535.392	5.353.920.000	1,61	0100777047	
3	AN BINH COMMERCIAL JOINT STOCK BANK	Floors 1, 2, and 3, Geleximco Building, No. 36 Hoang Cau Street, O Cho Dua Ward, Hanoi City, Vietnam.	Common shares	1.722.520	17.225.200.000	5,17	0301412222	
4	VIET A INVESTMENT COMMERCIAL INDUSTRIAL GROUP	Viet A Building, Duy Tan Street, Cau Giay Ward, Hanoi City, Vietnam.	Common shares	205.920	2.059.200.000	0,62	0100362998	

No.	Shareholders' name	Permanent residence address for individuals; head office address for organizations.	Type of Shares	Number of Shares	Value of Shares (VND)	Ownership Ratio (%)	ID Number (or other legally valid personal identification number) for individuals; Enterprise Registration Number for enterprises; Establishment Decision Number for organizations	Note
	HOLDINGS COMPANY							
5	KHANH HOA POWER JOINT STOCK COMPANY	11 Ly Thanh Ton Street, Nha Trang Ward, Khanh Hoa Province, Vietnam.	Common shares	1.369.940	13.699.400.000	4,11	4200601069	



**PROPOSAL**

**Regarding the profit distribution plan for 2025 and the proposed plan for  
profit distribution in 2026.**

**To: The General Meeting of Shareholders of PC3-Investment Joint  
Stock Company**

Pursuant to the Charter of PC3-Investment Joint Stock Company;

Based on the business performance results for 2025 audited by ECOVIS AFA Vietnam Auditing - Valuation and Consulting Co., Ltd., and the proposed business plan for 2026;

The Board of Directors respectfully submits to the General Meeting of Shareholders the profit distribution plan for 2025 and the proposed profit distribution plan for 2026 as follows:

**I. Profit Distribution for 2025**

No.	Content	Amount (dong)
1	Number of Outstanding Shares (shares)	33.339.891
2	Profit After Corporate Income Tax	40.826.931.194
3	Accumulated Profit Carried Forward to the End of 2024	3.748.749.346
4	Reversal of Profit from the Development Investment Fund	1.131.301.456
5	Profit Available for Appropriation (2 + 3 + 4)	45.706.981.996
6	Allocation of reward and welfare funds	6.892.752.917
7	Undistributed Profit Carried Forward to 2026	5.474.338.079
8	Remaining Profit Available for Dividend Distribution (5 - 6 - 7)	33.339.891.000
9	Dividend Ratio (8 / 1)	10%

Implementation timeline: Dividend for 2025 will be paid in cash at a rate of 10%, expected to be implemented in Q2-Q3/2026.

**II. Proposed Profit Distribution Plan for 2026**

No.	Content	Amount (dong)
1	Number of Outstanding Shares (shares)	33.339.891
2	Profit After Corporate Income Tax	25.656.665.565
3	Accumulated Profit Carried Forward to the End of 2025	5.474.338.079
4	Profit Available for Appropriation (2 + 3)	31.131.003.644

5	Allocation of reward and welfare funds	4.416.880.000
6	Undistributed Profit Carried Forward to 2027	42.210.844
7	Projected Profit Available for Dividend Distribution (4 - 5 - 6)	26.671.912.800
8	Dividend Ratio (7 / 1)	8%

The General Meeting of Shareholders authorizes the BoD to decide the dividend advance rate, timing, and payment method, and to determine all procedures related to the advance dividend payment for 2026 based on the Company's actual situation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval./.

**Recipients:**

- As Above;
- Filed at: Administration, Accounting.

**ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRMAN**



**Le Van Nghiep**



**PC3-INVESTME JOINT  
STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No.: 39 / PROP.-BoD

Da Nang, date 10<sup>th</sup> April 2026

**PROPOSAL**

**Regarding the approval of the remuneration and salary implemented in 2025  
and the remuneration and salary plan for 2026 of the BoD, the SB, and  
General Director.**

**To: The General Meeting of Shareholders of PC3-Investment Joint Stock  
Company**

Pursuant to the Charter of PC3-Investment Joint Stock Company;

Based on the implementation results in 2025 and the duties and authorities of the Board of Directors, the Supervisory Board, and General Director in 2026.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration and salary implemented in 2025 and the remuneration and salary plan for 2026 of the Board of Directors, the Supervisory Board, and General Director, as follows:

**I. Remuneration and Salary Implemented in 2025**

*Unit: million VND*

No.	BoD, SB and the General Director.	Monthly Remuner- ation	Monthly Salary	Number of Persons	Number of Months	Annual Salary/ Remuneration
1	Chairman of the Board of Directors				12	788,701
	<i>From January 1, 2025 to July 31, 2025 (pursuant to Decree No. 44/2025)</i>		49,243	1	7	344,701
	<i>From August 1, 2025 to December 31, 2025 (pursuant to Decree No. 248/2025)</i>		88,800	1	5	444,000
2	Member of the Board of Directors, General Director				12	788,701
	<i>From January 1, 2025 to July 31, 2025 (pursuant to Decree No. 44/2025)</i>	2,500	46,743	1	7	344,701
	<i>From August 1, 2025 to December 31, 2025 (pursuant to Decree No. 248/2025)</i>	4,500	84,300	1	5	444,000
3	Head of the Supervisory Board <i>(from January 1, 2025 to April 16, 2025, pursuant to Decree No. 44/2025)</i>		41,302	1	3,5	144,557
4	Head of the Supervisory Board (Non-executive)				8,5	103,314

No.	BoD, SB and the General Director.	Monthly Remuner- ation	Monthly Salary	Number of Persons	Number of Months	Annual Salary/ Remuneration
	<i>From April 16, 2025 to July 31, 2025 (pursuant to Decree No. 44/2025)</i>	8,261		1	3,5	28,914
	<i>From August 1, 2025 to December 31, 2025 (pursuant to Decree No. 248/2025)</i>	14,880		1	5	74,400
5	Members of the Board of Directors and Supervisory Board (Non-executive)					765,606
	<i>From January 1, 2025 to July 31, 2025 (pursuant to Decree No. 44/2025)</i>	7,943		6	7	333,606
	<i>From August 1, 2025 to December 31, 2025 (pursuant to Decree No. 248/2025)</i>	14,400		6	5	432,000
	<b>Total:</b>					<b>2.590,879</b>

## II. Salary and Remuneration Plan for 2026

*Unit: million dong*

No.	BoD, SB and the General Director.	Monthly Remunera- tion	Monthly Salary	Number of Persons	Number of Months	Annual Salary/ Remuneration
1	Chairman of the Board of Directors		74,000	1	12	888,000
2	Member of the Board of Directors, General Director	4,500	69,500	1	12	888,000
3	Head of the Supervisory Board (Non-executive)	12,400		1	12	148,800
4	Members of the Board of Directors and Supervisory Board (Non-executive)	12,000		6	12	864,000
	<b>Total:</b>					<b>2.788,800</b>

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval./.

### **Recipients:**

- As Above;
- Filed at: Administration, Accounting.

### ON BEHALF OF THE BOARD OF DIRECTORS

**CHAIRMAN**



**Le Van Nghiep**