

- ✓ In Hanoi: Duc Giang Oil and Gas Urban Area Project Management Board, Project Preparation Board 160 Tran Quang Khai.
- ✓ July 2009: PetroCons Dong Do Trading Floor was established in Hanoi.
- ✓ At the General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company on December 7, 2009, Vietnam Petroleum Construction Joint Stock Corporation became a founding shareholder and major shareholder of Dong Do Petroleum Joint Stock Company.
- ✓ In November 2010, the Company's shares were listed on the Hanoi Stock Exchange and approved for trading according to Decision No. 805/QD-SGDHN dated November 3, 2010, of the Hanoi Stock Exchange.

The strategic goal of Dong Do Petroleum Joint Stock Company is to build and develop PetroCons Dong Do into a multi-industry company, a key unit of Vietnam Petroleum Construction Joint Stock Corporation. It aims to operate professionally, with a strong organizational structure, applying advanced technologies in the construction of industrial, civil, and commercial projects, and to be a professional real estate business in Vietnam.

2. Business sector and geographical area:

Based on Business Registration Certificate No. 0102293517 issued by the Hanoi Department of Planning and Investment, first registered on June 15, 2007 and amended for the 14th time on July 7, 2022, the Company's main business activities include:

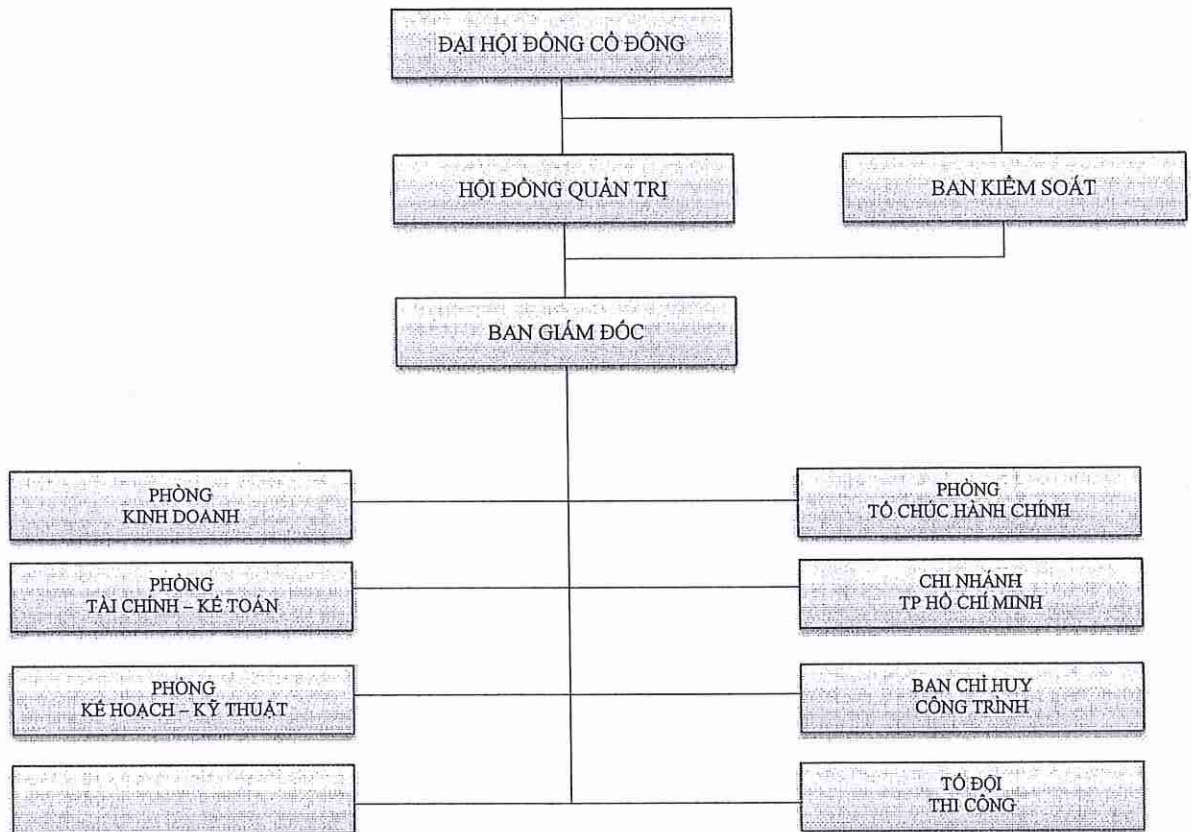
- Construction of railway and road infrastructure;
- Management consulting services (excluding legal, financial, tax, accounting, and auditing consulting);
- Wholesale of machinery, equipment and other machine parts. Details: Wholesale of machinery and vehicles for transportation;
- Business activities include real estate consulting services, real estate auctions, real estate advertising, and real estate management.
- Trading in materials and equipment for construction projects, interior and exterior furnishings, water supply and drainage, environmental services, technical infrastructure, and basic infrastructure;
- Consulting services for the construction of civil, industrial, infrastructure, and environmental projects (excluding project design services);
- EPC general contractor for industrial, civil, infrastructure, and environmental projects;
- Exploration, extraction, and processing of minerals (excluding minerals prohibited by the State);
- Buying, selling, importing and exporting minerals, materials, equipment, raw materials and other service activities serving mineral exploitation and processing;
- Electricity business;
- Real estate business;
- Construction of housing projects, villas, offices, hotels, shopping malls, supermarkets, new urban areas, industrial parks, economic zones, high-tech zones, eco-tourism areas, entertainment areas, and tourist villages;

- Business activities include real estate brokerage services, real estate valuation (excluding goods inspection services; asset valuation under the authority of the State), real estate exchanges, and other related services.

Business areas: In addition to projects in Hanoi, since the beginning of 2015, the company has expanded its business to include the construction of industrial and civil works in Ho Chi Minh City, Hoa Binh, Lao Cai, Phu Yen, Bac Ninh, and Quang Binh.

3. Governance model, business organization, and management structure:

a. The company's governance model and management structure.



b. Organizational structure of the management system

- Executive Board as of December 31, 2025: 3 people;

+ Mr. Phan Minh Tam, Director

+ Ms. Nguyen Thi Dung, Deputy Director

+ Mr. Ngo Duy Chinh, Deputy Director

- Functional departments: Finance and Accounting Department, Organization and Administration Department, Planning and Technical Department, Business Department, Real Estate Exchange, Branch in Ho Chi Minh City.

c. Subsidiaries and affiliated companies: None

II. Operational situation in 2025

1. Business and production performance

- Total revenue: 145.48 billion VND.

- Net profit after tax: 7.35 billion VND.

2. Organization and personnel:

2.1: Director

Full name: PHAN MINH TAM
Gender: Male
Date of birth: October 4, 1978
ID Card No.: 025078000292 issued on March 23, 2017 in Hanoi
Hometown: Lam Thao - Phu Tho
Permanent residence address: No. 16, Alley 282/20 Thuy Khue Street, Thuy Khue Ward, Tay Ho District, Hanoi
Current address: No. 16, Alley 282/20 Thuy Khue Street, Thuy Khue Ward, Tay Ho District, Hanoi
Qualifications: Master of Engineering.
Number of shares owned: 0 shares.

2.2: Deputy Director

Full name: NGUYEN THI DUNG
Gender: Female
Date of birth: March 23, 1979
ID Card No.: 013110203 issued on August 14, 2008 in Hanoi
Hometown: Yen Phong - Yen Dinh - Thanh Hoa
Permanent residence address: No. 2, Alley 221, Kim Ma Street, Ba Dinh District, Hanoi
Current address: No. 2, Alley 221, Kim Ma Street, Ba Dinh District, Hanoi
Qualifications: Master of Engineering
Number of shares owned: 0 shares

2.3: Deputy Director

Full name: NGO DUY CHINH
Gender: Male
Date of birth: October 25, 1982
ID Card No.: 024082000849 issued on March 3, 2020.
Hometown: Mai Trung, Hiep Hoa, Bac Giang.
Permanent residence address: P12b07, CT2A, Co Nhue New Urban Area, Co Nhue 1 Ward, Bac Tu Liem District, Hanoi.
Current address: P12b07, CT2A, Co Nhue New Urban Area, Co Nhue 1 Ward, Bac Tu Liem District, Hanoi.
Qualifications: Master of Engineering.
Number of shares owned: 0 shares

2.5: Deputy Head of Finance and Accounting Department

Full name: HOANG THI HUE
Gender: Female
Date of birth: June 10, 1975

Citizen Identification Number: 034175003325, Issued on 16/4/2021
 Place of origin: Thai Binh Ward, Hung Yen Province.
 Permanent residence address: House No. 1, Alley 29/8, Dich Vong Street, Cau Giay Ward, Hanoi City.
 Current address: House number 1, alley 29/8, Dich Vong Street, Cau Giay Ward, Hanoi City.

Qualifications: Master of Engineering

Number of shares owned: 0 shares

- Benefits for the Board of Directors: Salaries, bonuses, and other benefits for the Board of Directors: Strictly in accordance with the current regulations of the General Meeting of Shareholders and the Company.

* The total number of employees as of December 31, 2025 is 54 people. This includes: 6 with postgraduate degrees; 37 with university degrees; 1 with a college diploma; 1 with a vocational diploma; 3 skilled workers; and 6 unskilled laborers.

- Changes to the Board of Directors/Chairman, Management Board, Supervisory Board, and Chief Accountant:

+ Continue assigning Mr. Nguyen Thanh Binh to the position of Deputy Head of the Finance and Accounting Department according to Decision No. 50/QĐ-DKDD-TCHC dated October 30, 2025.

3. Financial situation

3.1. Financial situation

TT	Target	Unit of measurement	2024	2025	TH 2025/ TH 2024
1	Production targets	Billion VND	90.55	174.41	
2	Total revenue	Billion VND	78.35	145.48	
3	Profit before tax	Billion VND	0.376	7.35	
4	Net profit after tax, after reversal of other funds belonging to shareholders' equity.	Billion VND	0.376	7.35	
5	Average labor force	People	55	54	
6	Average salary	Trđ/ng/th	8.2	11.07	
7	Registered capital	Billion VND	500	500	
8	Dividend yield	%	0	0	

3.2. Key financial indicators

Indicators	2024	2025	Note
1. Solvency ratio + Current ratio: Current Assets/Short-term Liabilities	2.27	3,063	

+ Quick Ratio Current Assets - Inventory/Short-term Liabilities	1.53	2,021	
2. Capital structure indicators + Debt/Total Assets Ratio +Debt/Equity Ratio	0.31 0.46	0.26 0.35	
3. Performance indicators +Inventory turnover Cost of goods sold / Average inventory +Net revenue/Total assets	0.95 0.24	1.54 0.43	
4. Profitability Indicators +Return on equity ratio + Profit after tax/Total assets ratio + Profit margin from business operations/Net revenue	0.17 0.12 0.49	0.032 0.024 0.055	

4. Shareholder structure, changes in owner's equity investment:

a. Shares

- Total number of outstanding shares: 50,000,000 shares
- Number of freely transferable shares: 50,000,000 shares

b. Shareholder structure

Vietnam Securities Depository Center .

Major institutional shareholders: 2 shareholders, holding 20,829,475 shares, representing 41.66%.

Foreign shareholders:

- Number of foreign individual shareholders: 5 shareholders holding 87,400 shares, representing 0.1748%
- Institutional shareholder: 1 shareholder holding 7,200 shares

TT	Category	Number of shares owned	Value	Ratio (%)
I	Domestic shareholders	49,905,400.00	499,054,000,000	99.811%
<i>1</i>	<i>Individual shareholders</i>	28,942,465	289,424,650,000	57.88%
<i>2</i>	<i>Institutional shareholders</i>	20,962,935	209,629,350,000	41.93%
II	Foreign shareholders	94,600.00	946,000,000	0.19%
<i>1</i>	<i>Individual shareholders</i>	87,400	870,400,000	0.17%
<i>2</i>	<i>Institutional shareholders</i>	7,200	72,000,000	0.01%
	Add (I) + (II) :	50,000,000	500,000,000,000	100

- Founding Shareholders: (According to the Company's Articles of Association)

TT	Shareholder Name	Head office, household registration	Type of shares	When the company was established (June 15, 2007)		As of April 20, 2026		Registration number, ID card number,
				Number of shares	Capital contribution ratio	Number of shares	Capital contribution ratio	
1	Phu Long Real Estate Joint Stock Company	D2-19 My Hung 2 residential area, Tan Phong Ward, District 7, Ho Chi Minh City	Common stock	3,396,000	6.76	3,396,000	6.76	
2	Song Kim Investment Joint Stock Company	No. 27, Nguyen Trung Truc Street, Ben Thanh Ward, District 1, Ho Chi Minh City	Common stock	6,500,000	13	0	0	
3	Vietnam Petroleum Construction Corporation	25th Floor, CEO Building, Lot HH2-1 Me Tri Ha Urban Area, Pham Hung Street, Nam Tu Liem District, Hanoi	Common stock	18,012,975	36.02	17,433,475	34.87	
4	Ha Thi Thong	No. 8, A1, Tran Quoc Toan Street, Hoan Kiem District, Hanoi	Common stock	1,000,000	2	0	0	

III. Board of Directors' Evaluation Report

1. Evaluating business performance results for 2025

TT	Target	Plan for 2025	TH in 2025	Ratio of successful candidates to successful candidates (%)
1	Production target	101	174.41	172.68%
2	Total revenue	82	145.48	177.41%
3	Net profit after tax	0.56	7,35	1312.5%
4	Average labor force	54	54	100%
5	Must pay into the state budget.	0.15	0.613	388.71%

2. Financial Statement

a. Asset situation:

- Assets in 2025 will decrease by 4.3% compared to 2025.
- Accounts receivable in 2025: VND 102,226 billion, an increase of 6.62% compared to 2024.

- Inventory in 2025: VND 83,931.06 billion, an increase of 11.82% compared to 2024.
- Fixed assets increased by 1.95% compared to 2024.

b. Liabilities situation

As of December 31, 2025, the Company's liabilities are as follows:

- Short-term loans and debts: 0 billion VND
- Amounts payable to suppliers: 23.788 billion VND
- Long-term loans and debts: 0 billion VND

The company does not conduct transactions in foreign currency.

3. Future development plan

- Regularly review all production and business expenses, work-in-progress value, and work-in-progress costs. Pay particular attention to final settlements at projects such as: Thai Binh 2 Thermal Power Plant, Song Hau 1 Thermal Power Plant, and the Tran Anh – Long An Project; Strengthen cost savings and improve capital efficiency to partially offset accumulated losses from previous years, thereby gradually stabilizing and developing production and business activities.

- Focus marketing resources on securing construction and installation projects to ensure the achievement of the 2026 production target, generating cash flow to cover at least the operating costs of the management team.

- Strengthen the management of technical aspects, materials, and especially occupational safety on the construction site.

- Develop business plans tailored to each tender/project.

- Focus key personnel at the site management boards to carry out acceptance testing, final settlement, debt collection, and ensure the minimum value of work in progress and accounts receivable at the construction sites/projects.

- There are detailed, rational, cost-effective, and safe construction solutions for each project item.

- Continuing to seek partners to transfer projects/equity stakes in companies such as: Lam Kinh Company, Tay Hanoi Joint Stock Company...

- Focus on recovering capital, especially for large accounts receivable that directly affect the unit's production and business efficiency, such as accounts receivable from Hasky Joint Stock Company, Thien Phuc Gia, TID, Phu Long, etc.

- Strengthening the business of supplying materials. From the second half of 2024, the company became the official distributor of GCP, a company specializing in waterproofing materials, and has also signed several contracts to supply waterproofing materials to customers, generating revenue for the company.

- Implement flexible financial solutions and diversify capital mobilization channels to fully meet the capital needs for production and investment. Proactively review and increase working capital loan limits at banks to ensure capital for production and business activities.

- Utilize the funds obtained from divesting from invested projects/companies in a rational and effective manner.

IV. Board of Directors' Assessment of the Company's Performance

1. Board of Directors' assessment of performance results in 2025

In 2025, the global and domestic economic and political landscape will continue to be complex and volatile. Against this backdrop, with the close attention and guidance of the Vietnam Petroleum Construction Joint Stock Corporation (PetroCons), the support of major shareholders and partners for PetroCons Dong Do; along with the unified management of the Board of Directors and the Management Board, and the solidarity and efforts of all employees, certain results in production and business will be achieved in 2025, specifically as follows:

TT	Target	Unit	2025		Ratio of TH to KH 202 5
			Plan	Perform	
1	Production and business value	Billion VND	101.00	174.41	172.68%
2	Net profit after tax	Billion VND	0.56	7.35	1312.50%
3	Amount payable to the State budget	Billion VND	0.15	0.613	408.43%
4	End-of-term labor	People	54	54	100.00%
5	Investment value for purchasing equipment	Billion VND	5	1.42	28.42%
6	Average income	(million VND/person/month)	10.28	11.07	107.65%
7	Registered capital	Billion VND	500	500	100.00%
8	Dividend yield	%	0.00	0	0%

- Total revenue: 145.48 billion VND.

- Net profit after tax: 7.35 billion.

- Equity capital: 229.576 billion, an increase of 7.35 billion compared to the previous year.

- Accounts receivable at the end of the period: 102.226 billion, an increase of 6.352 billion compared to the previous year.

- Accounts payable at the end of the period: 80.502 billion, a decrease of 21.286 billion compared to the previous year.

The company is implementing the Resolution of the 2025 Annual General Meeting of Shareholders under the following general circumstances:

In 2025, the Board of Directors fully performed its functions and duties as stipulated by law and the Company's Charter, representing the rights and interests of shareholders. The Board of Directors regularly monitored and assessed changes in the business environment; based on this, it guided and issued policies and solutions, and exceeded the Company's production and business performance targets.

- The process of debt collection, acceptance testing, and final settlement of completed construction projects is still slow.

- However, thanks to the close attention and guidance of the Vietnam Petroleum Construction Joint Stock Corporation (PetroCons), major shareholders, and partners for PetroCons Dong Do, combined with the unified management of the Board of Directors and the Management Board, and the solidarity, sharing, and efforts of all employees in the company, the company will achieve a net profit after tax of VND 7.35 billion in 2025. The specific reasons are: Sales revenue and service provision in 2025 increased compared to 2024, and in 2025, profits from financial activities and capital contributions to projects increased, leading to a profit in the company's financial statements in 2025 .

Company 's Management Board's performance.

- The company's Board of Directors has operated and managed according to its assigned functions, duties, and authority. The Board of Directors has proactively reported, proposed, and sought the opinion of the Board of Directors on policies and matters within the Board's authority to consider and decide.

- The Board of Directors has complied with and implemented the resolutions of the General Meeting of Shareholders and the Board of Directors of the Company regarding matters deemed crucial.

- The Board of Directors directs the development and implementation of production and business activities to achieve the production and business plan as stipulated in the General Shareholders' Meeting Resolution.

- The management board also regularly updates and provides timely guidance to resolve obstacles at construction sites, organizes construction, is decisive in settlement and payment procedures, focuses on recovering investment capital through various solutions, and recruits and trains personnel...

3. Board of Directors' activity program for 2026.

3.1. Business Production Plan for 2026.

In 2026, along with the opportunities in the construction industry, the real estate market, the recovery of domestic and international economic growth, macroeconomic policies, and public investment by the State, while maximizing all resources and leveraging the Company's strengths, with a spirit of unity, based on lessons learned from construction activities, waterproofing product development, real estate trading, and enhancing capacity and reputation in construction activities, the Board of Directors has directed the development of the 2026 production and business plan as follows:

No.	Target	Unit of measurement	Plan for 2026
1	Value of production and business	Billion VND	107
2	Revenue	Billion VND	95
3	Profit before tax	Billion VND	0.81
4	Net profit after tax	Billion VND	0.65
5	Investment value for purchasing assets, machinery and equipment.	Billion VND	5
6	Average labor force	People	52

No.	Target	Unit of measurement	Plan for 2026
7	Average income	million VND/person/month	12,11
8	Registered capital	billion dong	500
9	Dividend payout ratio	%	0

3.2. Key tasks for 2026.

- The Board of Directors will leverage the strengths and capabilities of each member with the motto of mobilizing all resources to the maximum extent, focusing on directing the completion of the 2026 production and business plan, and effectively utilizing capital resources to ensure the long-term and stable development of the Company;

- Strengthen marketing and bidding efforts, expand the market to seek construction and installation work for civil and industrial projects/transportation projects, and technical infrastructure projects in provinces/cities to ensure the achievement of the 2026 production plan and the availability of work for subsequent years;

- Focus on strengthening marketing, sales, and distribution channels, expanding markets, and improving the business efficiency of waterproofing products, construction chemicals, and other materials;

- Continue to promote the leasing of existing properties while simultaneously researching the real estate market (land plots, cash flow properties, secondary properties in potential projects, etc.);

- Strengthen the process of final settlement/capital recovery/debt collection at completed construction projects such as the multi-purpose sports complex in District 1, apartment buildings in Long An, Bac Ninh, Hoa Binh, etc. The Joint Venture, in coordination with the General Corporation, will review and unify the outstanding debt values and finalize payment documents to resolve outstanding debt recovery issues at the Thai Binh 2 Thermal Power Plant project, the Song Hau 1 Thermal Power Plant project, and the Quang Trach 1 Thermal Power Plant project;

- Continue to recover outstanding debts from Hasky Company, Thien Phuc Gia, IMICO, and TID;

- Continue to coordinate with the parent company and seek partners to transfer the capital contributions of Lam Kinh Hotel Company, Tay Hanoi Joint Stock Company, and PVC-Binh Son Company, ensuring transparency and full compliance with all legal regulations and procedures;

- Utilize the funds obtained from divesting from invested projects/companies in a rational and effective manner;

- Complete the process of registering the land use rights certificates for the land plots in Thieu Khanh, Thanh Hoa, to qualify for transfer and increase revenue for the company;

- Complete the payment of dividend obligations to the Company's shareholders.

V. Corporate Governance

1. Board of Directors

1.1. Board of Directors: consists of 5 members

The structure is as follows: 1 full-time Chairman, 1 Board Member also serving as Director, 1 Board Member also serving as Deputy Director, and 2 Board Members holding dual roles.

Currently, there are 3 members involved in the management of the company, and 2 members not involved in its management.

1.1.1 NGUYEN ANH TUAN - Chairman of the Board of Directors

Full name: NGUYEN ANH TUAN

Gender: Male

Date of birth: November 9, 1974

ID Card No.: 02507400 0022 issued on November 18, 2013 in Hanoi

Hometown: Yen Minh - Yen Yen - Nam Dinh

Permanent residence address: Room 904, CT9, My Dinh Urban Area, Me Tri, My Dinh 1 Ward, Nam Tu Liem District, Hanoi

Current address: Room 904, CT9, My Dinh Urban Area, Me Tri, My Dinh 1 Ward, Nam Tu Liem District, Hanoi

Qualifications: Master of Economics

Current position: Chairman of the Board

1.1.2 PHAN MINH TAM - Director - Member of the Board of Directors

Full name: PHAN MINH TAM

Gender: Male

Date of birth: October 4, 1978

Hometown: Lam Thao, Phu Tho

ID Card No.: 025078000292 issued on March 23, 2017 in Hanoi

Permanent residence address: No. 16, Alley 282/20 Thuy Khue Street, Thuy Khue Ward, Tay Ho District, Hanoi

Current address: No. 16, Alley 282/20 Thuy Khue Street, Thuy Khue Ward, Tay Ho District, Hanoi

Qualifications: Master of Economics

Current position: Company Director

1.1.3 NGUYEN THI DUNG - Deputy Director - Member of the Board of Directors

Full name: NGUYEN THI DUNG

Gender: Female

Date of birth: March 23, 1979

ID Card No.: 013110203 issued on August 14, 2008 in Hanoi

Hometown: Yen Phong - Yen Dinh - Thanh Hoa

Permanent residence address: No. 2, Alley 221, Kim Ma Street, Ba Dinh District, Hanoi

Current address: No. 2, Alley 221, Kim Ma Street, Ba Dinh District, Hanoi

Qualifications: Master of Engineering .

1.1.4 NGUYEN MINH DONG - Independent Board Member

Full name: NGUYEN MINH DONG

Gender : Male

Date of birth: December 5, 1976

CMN D: 001076013084 issued on June 29, 2018 in Hanoi

Current address: No. 29, Street 23, Giao Luu City Urban Area, Pham Van Dong, Co Nhue 2, Bac Tu Liem, Hanoi.

Qualifications: Civil Engineer

Current position: Chairman of the Board of Directors of GEOVIETNAM JOINT STOCK COMPANY.

1.1.5 NGUYEN KHANH TRUNG - Member of the Board of Directors (Not involved in the company's management)

Full name: NGUYEN KHANH TRUNG

Gender: Male

Date of birth: May 7, 1971

ID Card Number: 011728787 Issued on February 1, 2007 in Hanoi

Hometown: Kim Son - Ninh Binh

Permanent residence address: 453 Bach Dang Street, Chuong Duong Ward, Hoan Kiem District, Hanoi

Current address: Apartment 2C-7-4, Phu My Apartment Complex, Hoang Quoc Viet Street, Phu My Ward, District 7, Ho Chi Minh City

Qualifications: Master of Architecture

Current position: Project Director at Phu Long Real Estate Joint Stock Company

1.2. Activities of the Board of Directors

In order to achieve the goals set for 2025 , the Board of Directors has developed the following specific plans and solutions:

- To properly exercise the rights and responsibilities of the Board of Directors as stipulated in the Company's Charter, and to enhance the effectiveness of the Company's governance activities by providing written opinions and promptly resolving work requests within the Board of Directors' decision-making authority.

- Strengthen the connection between the Board of Directors and the Board of Management through the Board's support staff, and enhance regular/ad hoc inspections and supervision to ensure the implementation of resolutions and decisions of the Board of Management and compliance with legal regulations as well as the Company 's internal rules and regulations .

- Develop the company's operational direction for each stage, monitor and support the Board of Directors in achieving the production and business plan targets for 2025 .

- The Board of Directors and the Management Board will reorganize the management structure, review personnel, and appoint experienced personnel in organizing, managing, and implementing construction projects to suit the Company's business situation in 2025 .

In the context of unpredictable domestic and international economic and political developments, the Company's Board of Directors needs to closely monitor market conditions to proactively and flexibly direct operations, promptly overcome difficulties, and seize favorable opportunities to successfully complete the Company's planned tasks, ensuring maximum benefits for shareholders who have placed their trust in the Company.

1.3. Shareholding ratio of Board of Directors members as of December 31, 2025.

1. Mr. Nguyen Anh Tuan - Chairman of the Board of Directors :

Number of shares held: 7,000,000 shares (par value: VND 10,000)

In there:

+ Individual ownership: 0 shares

+ Representation of PetroCons' capital stake: 7,000,000 shares (par value: VND 10,000)

2. Mr. Phan Minh Tam - Director - Member of the Board of Directors:

Number of shares held: 6,000,000 shares (par value: VND 10,000)

In there:

+ Individual ownership: 0 shares

+ Representation of PetroCons' capital stake: 6,000,000 shares (par value: VND 10,000)

3. Ms. Nguyen Thi Dung - Member of the Board of Directors:

Number of shares held: 4,433,475 shares (par value: VND 10,000)

In there:

+ Individual ownership: 0 shares (par value: VND 10,000)

+ Representation of PetroCons' capital stake: 4,433,475 shares (par value: VND 10,000)

4. Mr. Nguyen Minh Dong - Member of the Board of Directors:

+ Individual ownership: 0 shares

2. Supervisory Board: Consists of 3 members

The structure is as follows: 01 full-time Head of the Supervisory Board and 02 part-time members.

2.1. Ms. Nguyen Thi Tam - Head of the Specialized Supervisory Board

Full name: NGUYEN THI TAM

Gender: Female

Date of birth: December 1, 1975

ID Card No.: 033175002038 issued on April 24, 2017 in Hanoi

Hometown: Dong Tao – Khoai Chau – Hung Yen

Permanent residence address: House 34, Alley 86, Chua Ha Street, Cau Giay District, Hanoi

Current address: House 34, Alley 86, Chua Ha Street, Cau Giay District, Hanoi

Qualifications : Bachelor of Economics

Current position: Head of the Supervisory Board

Number of shares owned: 0 shares

2.2. Ms. DO NGUYEN LAN CHAU - Member of the Supervisory Board (Not directly employed at the Company)

Full name: DO NGUYEN LAN CHAU

Gender: Female

Date of birth: January 6, 1982

ID Card No.: 094182015513 issued on December 20, 2021 by the Department of Administrative Management of Social Order.

Permanent residence address: C7.06 Phu Gia Apartment Building, Phu Gia Residential Area, Group 17, Hamlet 1, Phu Xuan Commune, Nha Be District, Ho Chi Minh City.

Current address: C7.06 Phu Gia Apartment Building, Phu Gia Residential Area, Group 17, Hamlet 1, Phu Xuan Commune, Nha Be District, Ho Chi Minh City.

Qualifications: Bachelor of Civil Engineering

Current position: Specialist at Dong Do Petroleum Joint Stock Company – Ho Chi Minh City Branch.

Number of shares owned: 0 shares

2.3. Ms. LE THI HAI HA - Member of the Supervisory Board (Not directly employed at the Company)

Full name: LE THI HAI HA

Gender: Female

Date of birth: 1981

ID Card No.: 001181036223 issued on April 29, 2021 by the Department of Administrative Management of Social Order.

Permanent residence address: 507A, D4, Dich Vong Ward, Cau Giay District, Hanoi.

Current address: Room 208, D5A Apartment Building, Dich Vong Ward, Cau Giay District, Hanoi.

Qualifications: Bachelor of Economics, Certified Public Accountant (CPA) certificate

Current position: Accountant at Phu Long Real Estate Joint Stock Company

Number of shares owned: 0 shares

** Activities of the Supervisory Board*

- In 2025, the Supervisory Board carried out the following inspection and monitoring activities of the unit:

- Inspect and monitor the production and business activities and financial performance of PVC Dong Do through indirect review of reports provided by the Company's leadership. Simultaneously, participate in regular General Meetings of Shareholders and Board of Directors meetings as notified by the Board of Directors, and provide opinions to the Board of Directors and the Management Board on issues related to the Company's production and business activities.

- The Supervisory Board conducted a comprehensive on-site inspection of the Company's operations, including: inspecting production and business activities; construction activities; the implementation of PVC Dong Do's projects; inspecting and supervising the operations of branches and management boards of PVC Dong Do; inspecting and supervising compliance with regulations and resolutions of the General Meeting of Shareholders, the Board of Directors, and the Company's leadership;
- Review and evaluate the implementation and rectification of the recommendations of the Supervisory Board as stated in the Company's previous reports;
- Assess the completeness, legality, and accuracy of the company's quarterly self-prepared financial statements. Evaluate operational efficiency, debt repayment capacity, going concern ability, and owner's equity preservation.
- The Supervisory Board will coordinate with an independent auditing firm to conduct an assessment of the Company's semi-annual financial statements and its 2025 annual financial statements;
- Carry out other tasks as per the 2025 operational plan approved by the General Meeting of Shareholders. Periodically, on a quarterly basis, conduct inspections and supervision; summarize the inspections and prepare inspection and supervision reports to be submitted to major shareholders of PetroCons.
- The Supervisory Board's inspection and supervision work is carried out continuously, regularly, and systematically to promptly grasp the actual situation and effectiveness of the Company's operations. At the same time, it identifies, warns of, and rectifies shortcomings in management, operational control, and risk management.

Remuneration for the Company's Supervisory Board in 2025:

TT	Full name	Job title	2024 Plan (VND)	To be implemented in 2024 (VND)
1	Nguyen Thi Tam	Head of the Supervisory Board	335,400,000	384,889,000
2	Le Thi Hai Ha	TV License Plate Number	18,000,000	18,000,000
3	Do Nguyen Lan Chau	TV License Plate Number	18,000,000	18,000,000
	Total		371,400,000	420,889,000

b. Transactions by insider shareholders

No.	The person executing the transaction	Relationship	Number of shares owned at the beginning of the period		Number of shares held at the end of the period		Reasons for increase or decrease
			Number of shares	Percentage	Number of shares	Percentage	

	0	0	0	0	0	0	
--	---	---	---	---	---	---	--

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

a. Salary, bonuses, remuneration, and benefits:

No.	Job title	Plan for 2025		Total actual salaries/remuneration in 2025 (VND)	Percentage compared to customers
		Salary	Remuneration		
1	Chairman of the Board of Directors of the Company	403,000,000		483,885,000	120%
2	Non-executive board members		36,000,000	36,000,000	100%
3	Non-executive board members		36,000,000	36,000,000	100%
4	Non-executive board members		36,000,000	36,000,000	100%
5	Independent Board of Directors		36,000,000	36,000,000	100%
	Total	403,000,000	144,000,000	627,885,000	114.79%

c. Contracts or transactions signed with the Company by members of the Board of Directors, the Supervisory Board, and individuals related to the above-mentioned entities:

Board of Directors Resolution No. 08/NQ-DKĐĐ-HĐQT dated March 4, 2025, of the Company's Board of Directors approving the signing of an economic contract for the supply of cement to GEOVIETNAM Joint Stock Company.

Board of Directors' Decision No. 45/NQ-DKĐĐ-HĐQT dated November 20, 2025, approving the plan for transferring PetroCons Dong Do's capital contribution in PVC Binh Son.

Board of Directors Resolution No. 50/NQ-DKĐĐ-HĐQT dated December 30, 2025, approving the adjustment of the deposit payment rate for reserving land use rights at the Thieu Khanh project, Thanh Hoa, with GEOVIETNAM Joint Stock Company.

VI. Financial Reports


1. Auditor's Opinion: The financial statements fairly and reasonably reflect, in all material respects, the financial position of Dong Do Petroleum Joint Stock Company as of December 31, 2025, as well as the results of business operations and cash flows for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, the Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of financial statements.

2. Audited financial statements: The audited financial statements for the fiscal year ending December 31, 2025, have been published in accordance with the provisions of point c, clause 1, Article 10 of Circular 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance on guiding the disclosure of information on the securities market, including:

- Report from the Board of Directors;
- Independent audit report;
- Balance sheet;
- Business performance report;
- Cash flow statement;
- Explanatory notes to the financial statements.

Website address where the information is published: <https://daukhidongdo.vn/vi/bao-cai-tai-chinh.html> (section: "Financial Reports")

The above information has been published on the CIMS system of the Hanoi Stock Exchange in accordance with regulations.

Recipient: 

- State Securities Commission;
- Hanoi Stock Exchange;
- Save TCHC, TCKT.

COMPANY DIRECTOR 

Phan Minh Tam