

Hanoi, April 15 , 2026

Regarding the publication of the Annual General
Meeting documents.
2026

INFORMATION DISCLOSURE

To: - Hanoi Stock Exchange

1. Name of the listed organization: Dong Do Petroleum Joint Stock Company

- Stock ticker: PFL

- Exchange: UPCOM

- Address: 2nd Floor, Dolphin Plaza Building, 28 Tran Binh Street, Tu Liem Ward, Hanoi.

- Person responsible for disclosing information: Mr. Phan Minh Tam - Director of the Company

- Phone : 024.62554111.

Fax: 024.62578111

- Type of information to be disclosed: Periodically upon request

2. Content of the published information:

Dong Do Petroleum Joint Stock Company announces the time, location, agenda, and meeting documents for the 2026 Annual General Meeting of Shareholders (AGM 2026) as follows:

2. 1. Time: 8:30 AM, Wednesday, May 6, 2026.

2.2. Meeting format: In-person meeting (2nd floor, Dolphin Plaza building, 28 Tran Binh Street, Tu Liem Ward, Hanoi).

2.3. The agenda and documents for the 2026 Annual General Meeting of Shareholders are posted on the Company's website at the following link: <https://daukhidongdo.vn/vi/dai-hoi-co-dong.html>, including the following documents:


- Meeting invitation notice;
- Authorization letter to attend the Congress ;
- Meeting agenda;
- Draft Resolution of the General Meeting of Shareholders;
- Announcement regarding the nomination and candidacy of candidates for the by-election of additional members to the Company's Supervisory Board;
- Reports and presentations adopted by the General Assembly ;
- Draft Regulations for the Congress ;

- Draft Regulations for the Election of Additional Members to the Supervisory Board

3. This information was published on the Company's website on April 15, 2026 at the following link: <https://daukhidongdo.vn/vi/dai-hoi-co-dong.html>.

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Legal representative

Recipient: 

- As above,
- Supervisory Board; Company Website;
- Save TCHC;



GIÁM ĐỐC
Phạm Minh Tâm

Hanoi, April 2, 2026

INVITATION TO A MEETING ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

The Board of Directors of Dong Do Petroleum Joint Stock Company (MCK: PFL) respectfully invites shareholders to attend the Annual General Meeting of Shareholders 2026, with the following details:

1. Time of the Congress: 8:30 AM, May 6, 2026 (Wednesday).

In the event that the first Annual General Meeting of Shareholders in 2026 does not meet the quorum requirements as stipulated in the Company's Charter, the Board of Directors respectfully invites shareholders to attend the second or third (if applicable) Annual General Meeting of Shareholders in 2026, with the following schedule:

- Second Annual General Meeting of Shareholders 2026 (if any): 8:30 AM on June 5, 2026 (Friday).

- The 3rd Annual General Meeting of Shareholders in 2026 (if any): 8:30 AM on June 25, 2026 (Thursday).

2. Location: 2nd Floor, Dolphin Plaza Building, 28 Tran Binh Street, Tu Liem Ward, Hanoi .

3. Conditions for attending the Congress:

Shareholders or authorized representatives of shareholders as listed on the Vietnam Securities Depository and Clearing Corporation's closing list as of April 8, 2026.

4. Main Agenda of the General Meeting : The 2026 Annual General Meeting of Shareholders will consider and approve the following items:

- Report on the Board of Directors' activities in 2025 and plan for 2026;
 - Report on business performance in 2025 and business plan for 2026;
 - Approval of the Report by the Independent Member of the Board of Directors on the Board's activities;
 - Report on the results of inspection and supervision by the Supervisory Board in 2025 and plan for 2026;
 - Proposal on the selection of an auditing firm for the 2026 financial statements;
 - Proposal on the audited financial statements for 2025;
 - Proposal on not paying dividends and allocating funds in 2025;
 - Proposal on the settlement of salaries/remuneration for 2025 and the salary/remuneration payment plan for 2026 of the Board of Directors and the Supervisory Board;
 - Proposal on amendments and additions to the Company Charter;
 - Proposal for refunding dividends payable for 2011;
 - Approval of the dismissal and election of additional members of the Supervisory Board.
- The General Meeting will proceed with the election of additional members of the Supervisory Board by voting;

- Any other matters not listed above (if any) fall under the authority of the General Meeting of Shareholders .

5. Confirmation of attendance at the Congress:

To ensure thorough preparation for the General Meeting, shareholders are requested to confirm their attendance in person or authorize another person to attend on their behalf using the Company's form and send it to the Company by mail or email: thaohtp145@gmail.com before **4:30 PM on May 4, 2026** .

6. Shareholders or their authorized representatives attending the General Meeting must bring the following documents:

- Invitation to the Annual General Meeting of Shareholders in 2026;
- Individual shareholders must bring their Citizen Identification Card or passport (original); Corporate shareholders must bring a copy of their Business Registration Certificate and the Citizen Identification Card of the attending party;
- Confirm authorization using the PetroCons Dong Do form (in case of receiving authorization to attend the General Meeting);

7. Documents related to the General Meeting: Reports, documents related to the General Meeting, confirmation/authorization forms, nomination and candidacy documents for the election of additional members of the Supervisory Board, and meeting documents are posted on the PetroCons Dong Do website at: <http://daukhi dongdo.vn> .

8. For any details regarding the General Meeting, please contact:

- Ms. Ha Thi Phuong Thao, Email: thaohtp145@gmail.com, Phone: 0912.509680.
- Address: Dong Do Petroleum Joint Stock Company, 2nd Floor, Dolphin Plaza Building, 28 Trần Bình Tu Liem Ward , Hanoi City.
- Tel: 84-462.554.111, Email: info@daukhi dongdo.vn , , Website: <http://daukhi dongdo.vn>
- All expenses for accommodation, travel, and other costs shall be borne by the Shareholders themselves.

Dong Do Petroleum Joint Stock Company looks forward to the presence of our esteemed shareholders to ensure the successful holding of the 2026 Annual General Meeting of Shareholders.

Best regards!

Recipient: 

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board ;
- Board of Directors ;
- Save VP .

**TM. BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Anh Tuan



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CERTIFICATE OF AUTHORIZATION/AUTHORIZATION LETTER
ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING
DONG DO PETROLEUM AND GAS JOINT STOCK COMPANY

To : The Organizing Committee of the Company's General Shareholders' Meeting

Shareholder's name :

ID Card/Citizen Identification Number/ Business Registration License Number:.....

Issued by:on:

Address:.....

Phone number: Email:

Representative:

Number of shares owned: shares.

Based on the Invitation to the Annual General Meeting of Shareholders 2026 of Dong Do Petroleum Joint Stock Company , I/we confirm our attendance as follows:

1. Attend in person

☐

2. Authorization to attend the Congress:

☐

Full name:

ID Card/Citizen Identification Card/Business Registration Certificate No.:issued
by:on:.....

Address:.....

Phone:

Number of shares authorized: shares.

Or authorize:

* Mr. Nguyen Anh Tuan, Chairman of the Board of Directors of the Company

☐

Number of authorized shares: shares

* Mr. Phan Minh Tam, Member of the Board of Directors , Director of the Company

☐

Number of authorized shares: shares

The authorized representative is entitled to attend the 2026 Annual General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company on behalf of the authorizing representative and exercise the rights and obligations at the meeting related to the authorized shares.

This power of attorney is only valid during the 2026 Annual General Meeting, including: ☐ Meeting 1, ☐ Meeting 2 (if any). ☐ Third meeting (if any)

(Shareholders check the boxes corresponding to each meeting to confirm the validity period of the proxy.)

I/We pledge to strictly comply with the regulations of the Charter of Dong Do Petroleum Joint Stock Company and are legally responsible for this authorization.

The power of attorney is valid from the date of signing until the end of the General Assembly.

....., day ... month ... year 2026

Authorized

Shareholder

Note : Shareholders should mark an x in the corresponding box, sign - clearly state their full name, and send it to the Company or email it to thaohtp145@gmail.com. If the authorized shareholder is an organization, in addition to the signature of the authorized representative, the signature and seal of the organization's legal representative must also be included.



DONG DO PETROLEUM JOINT STOCK COMPANY

Address: 2nd Floor, Dolphin Plaza Building, 28 Tran Binh Street, Tu Liem Ward, Hanoi

Tel: 84 462.554.111 Email: info@daukhidongdo.vn

Business Registration Certificate No.: 0102293517 issued by the Hanoi Department of

Planning and Investment on June 15, 2007

(15th revision, August 6, 2025)

Website: <http://www.daukhidongdo.vn>

PROGRAMME

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- **Time:** 8:30 AM, May 6, 2026 (Wednesday).

- **Location:** 2nd Floor, Dolphin Plaza Building, 28 Tran Binh Street, Tu Liem Ward, Hanoi.

- **Congress Program:**

Time	Content	Performed by
08:30 - 08:50	Greeting guests, registering the list of attending shareholders, and distributing documents to shareholders attending the General Meeting.	Reception Committee deputy
08:50-9:10	Organizational arrangements; Opening of the Congress; Introduction of delegates Through the Congress program and the Congress's Rules of Procedure.	MC of the Congress
09:10-09:15	Report on verification of shareholder eligibility to attend the General Meeting	Head of the Shareholder Eligibility Verification Committee
09:15 - 09:20	Through the Board of Directors' Activity Report for 2025 and the plan for 2026	Chairman of the Board
09:20-9:30	Through the Independent Board Member's Report on the Board's Activities in 2025	Independent Board of Directors
09:30 - 9:40	Through the Report on Business Performance in 2025 and the Business Plan for 2026	Manager
9:40 - 9:50	Through the Report on the results of inspection and supervision by the Supervisory Board in 2025 and the plan for 2026.	Head Supervisory Board
9:50 AM - 10:00 AM	Through the Proposal for selecting an independent auditing firm to audit the 2026 financial statements.	Head Supervisory Board
10:00 - 10:10	Through the audited financial report for 2025	Head of Technical and Economic Department
10:10 - 10:20	Through the Proposal on not paying dividends and allocating funds for 2025	Head of Technical and Economic Department
10:20 - 10:30	Through the Report on the settlement of salaries/remuneration for 2025 and the salary/remuneration payment plan for 2026 of the Board of Directors and the Supervisory Board.	Board of Directors Representative
10:30-10:40	Through the Proposal to amend and supplement the Company Charter.	Board of Directors Representative
10:40-10:50	Through the Proposal on the Repayment of Dividends for 2011	Board of Directors Representative

Time	Content	Performed by
10:50 - 11:00	Through the dismissal and election of additional members of the Supervisory Board, the General Meeting proceeded with the voting process.	Board of Directors Representative
11:00-11:15	Answering shareholder questions	Presidium
11:15 - 11:30	Announcing the vote count results.	Head of the vote counting committee
11:30 - 11:45	Through the Minutes and Draft Resolution of the Congress	Secretariat
11:45 AM - 12:00 PM	Closing of the Congress	Board of Directors Representative

Number: /NQ-DKĐĐ- Đ H Đ C Đ

May 6, 2026

DỰ THẢO

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

SHAREHOLDER MEETING
DONG DO PETROLEUM JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam Nam;
- Based on the Charter of Dong Do Petroleum Joint Stock Company;
- Based on Minutes of Meeting No. /BB-DKĐĐ- Đ H Đ C Đ of the Annual General Meeting of Shareholders 2026 of Dong Do Petroleum Joint Stock Company dated May 6, 2026.

RESOLUTION

Article 1: The 2026 Annual General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company approves the following contents:

1. Approval of Report No. 21/BC-DKDD-HDQT dated April 2, 2026, regarding the Board of Directors' report on 2025 and the plan for 2026.
2. Approval of Report No. 45/DKĐĐ-KHKT dated March 16, 2026, on the report of business performance in 2025 and business plan for 2026.
3. Approval of Report No. 10/DKĐĐ-BKS dated March 27, 2026, from the Supervisory Board on the results of inspection and supervision in 2025 and the operational plan for 2026.
4. Through Proposal No. 08/TTr-DKĐĐ-BKS dated March 24, 2026, regarding the selection of an independent auditing firm to audit the 2026 financial statements , the Board of Directors of the Company is authorized to select the auditing firm for 2026.
5. Approval of Report No. 22/TTr-DKĐĐ-HĐQT dated April 2, 2026, on the audited financial statements for 2025.
6. Approval of Proposal No. 23/TTr-DKĐĐ-HĐQT dated April 2, 2025, regarding the decision not to pay dividends and to allocate funds for the year 2025.
7. Approval of Report No. 24/TTr-DKĐĐ-HĐQT dated April 2, 2025, on the settlement of salaries/remuneration for 2025 and the plan for salary/remuneration payment for 2026 of the Board of Directors and the Supervisory Board, in which the payment plan for 2026 is VND 1,048,774,000.
8. Through Proposal No. 25/TTr-DKĐĐ-HĐQT dated April 2, 2025, regarding the amendment and supplementation of certain provisions in the Company Charter, the Board of Directors is tasked with implementing the amendments.

9. Approval of Proposal No. 26/TTr-DKĐĐ-HĐQT dated April 2, 2025, regarding the refund of dividend payments for 2011.

10. Approval of Proposal No. 27/TTr-DKĐĐ-HĐQT dated April 2, 2025, regarding the dismissal and election of additional members of the Company's Supervisory Board for the term 2026-2031.

7. The results of the election of members of the Supervisory Board for the term 2026-2031 are as follows:

Article 2: The Company's Board of Directors is responsible for directing and organizing the implementation of the contents of this Resolution in accordance with the law and the Company's Charter.

Article 3: This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company and takes effect from May 6, 2026.

Recipient:

- Shareholders;
- Board of Directors,
Supervisory Board,
Management Board;
- Save VT.

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE CONFERENCE
CHAIRMAN OF THE BOARD OF
DIRECTORS**

Nguyen Anh Tuan

Hanoi, April 2, 2026

NOTIFICATION

Regarding the nomination and candidacy of candidates for the by-election of Supervisory Board members.

Dear: Dear Shareholders of Dong Do Petroleum Joint Stock Company

- Based on the resignation letter from the Supervisory Board submitted by Ms. Do Nguyen Lan Chau;
- Based on the resignation letter from Ms. Le Thi Hai Ha from the Supervisory Board;
- Based on Official Letter No. 51/2026/PL-PC dated March 12, 2026, from Phu Long Real Estate Joint Stock Company regarding the nomination of personnel to replace those participating in the Supervisory Board of Dong Do Petroleum Joint Stock Company.

Pursuant to the 2020 Enterprise Law, the Securities Law, and the Company's Charter, the Board of Directors of Dong Do Petroleum Joint Stock Company respectfully informs shareholders about the nomination and candidacy of candidates for the supplementary election of Supervisory Board members as follows:

1. Number of additional members elected: 02 (two) members of the Supervisory Board.

2. Conditions for nominating and running for the position of Supervisory Board member:

According to Article 36, Nomination and Election of Supervisory Board Members, of the Company's Charter, the conditions for nominating and electing Supervisory Board members are as follows:

- Shareholders holding common shares have the right to combine their individual voting rights into a group of shareholders to nominate candidates for the Supervisory Board.

- Shareholders or groups of shareholders holding at least 5% of the voting shares have the right to combine their individual voting rights to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 5% to less than 10% of the voting shares for a continuous period of at least six months may nominate one member; from 10% to less than 30% may nominate two members; from 30% to less than 50% may nominate three members; from 50% to less than 65% may nominate four members; and if they hold 65% or more, they may nominate the full number of candidates.

- If the number of candidates for the Supervisory Board nominated through election and candidacy is still insufficient, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the company's charter and internal regulations on corporate governance. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.



member:

According to Article 169 of the 2020 Enterprise Law, members of the Supervisory Board

- d) Not a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company's charter;

4. Nomination and application documents:

- Nomination/Application Form (According to the attached template);
- A resume with a photograph attached, following the attached template;
- A certified copy of the Citizen Identification Card (or Passport for overseas Vietnamese foreigners); Permanent residence registration certificate or long-term temporary residence registration certificate;
- Valid authorization documents in the attached form.

5. Deadline for submitting nominations: 4:30 PM on May 4, 2026. After this time, if holders do not nominate the required number of candidates, or if the candidates do not meet required qualifications and conditions, the incumbent Supervisory Board may, within its authority, nominate additional candidates. Simultaneously, the Company will not accept or process any complaints from shareholders regarding their participation in the nomination/election process for the Supervisory Board.

6. Where to submit nomination and candidacy documents:

Organizing Committee of the General Meeting of Shareholders of Dong Do Petroleum Stock Company

Address: 2nd Floor, Dolphin Plaza Building, 28 Tran Binh Street, Tu Liem Ward , Hanoi
Tel: 84 - 462.554.111, Fax: 84 - 462.578.111.

Email: thaohtp145@gmail.com

Best regards,

Recipient: *th*

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board ;
- Board of Directors ;
- Save VP .

TM. BOARD OF DIRECTORS
CHAIRMAN



Nguyễn Anh Tuấn

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NOMINATION FORM
MEMBER OF THE SUPERVISORY BOARD OF DONG DO PETROLEUM
JOINT STOCK COMPANY

**To : The Organizing Committee of the 2026 Annual General Meeting of
Shareholders
Dong Do Petroleum Joint Stock Company (PetrCons Dong Do)**

I/we are a group of shareholders of Dong Do Petroleum Joint Stock Company, consisting of:

No.	Shareholder's full name (individual/organization)	ID/Business Registration Number, Date of Issue, Place of Issue	The number of shares held is limited to 6 consecutive months until May 4, 2026.	Percentage of the total 50,000,000 shares	Signature

Based on the provisions of the Enterprise Law and the Company's Charter of 2022, we respectfully nominate:

Grandparents:.....

Date of birth:.....Place of birth:...

Permanent address:.....

ID Card/Passport Number:.....Date of Issue:.....Issued at:

Educational level:.....Major:.....

After carefully reviewing the conditions stipulated by applicable law and the Company's Charter, I/we certify that Mr./Ms. is qualified to run for the position of member of the Supervisory Board of Dong Do Petroleum Joint Stock Company.

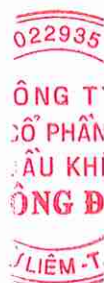
Attachments:

- Curriculum vitae completed by the nominee (using the attached template).
- A certified copy of the national identity card (or passport for overseas Vietnamese and foreigners); Copies of the nominee's diplomas and professional certificates;
- Valid power of attorney documents (if the shareholder authorizes another person to make the nomination).

Best regards!

....., [date] 2026
Nominator (individual/organization)
(Signature, printed name,)

Note: Please submit the nomination form and accompanying documents to the Organizing Committee of the General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company before 4:30 PM on May 4, 2026.



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APPLICATION FORM

**MEMBER OF THE SUPERVISORY BOARD OF DONG DO
PETROLEUM JOINT STOCK COMPANY**

**To : The Organizing Committee of the 2026 Annual General Meeting of
Shareholders
Dong Do Petroleum Joint Stock Company (PetrCons Dong Do)**

My name is:

Date of birth:.....Place of birth:.....

Permanent address:.....

ID Card/Passport Number:.....Date of Issue:.....Issued
at:.....

Educational level:.....Major:.....

I currently own or am authorized to represent the following shares that I have continuously held
for at least six months up to May 4, 2026: shares, representing.....% of the total
500,000,000 voting shares issued by your Company.

Having met the conditions stipulated by current law and the Company's Charter, I hereby propose
to run for a position on the Supervisory Board of Dong Do Petroleum Joint Stock Company.

The documents attached to this letter include:

- Curriculum vitae completed by the nominee (using the attached template).
- A certified copy of the ID card (or passport for overseas Vietnamese and foreigners);
- Certified copies of the candidate's diplomas and professional certificates;
- Valid power of attorney documents (if the shareholder authorizes another person to make
the nomination).

I pledge to have and will continue to strictly comply with all applicable laws and regulations and
the Charter of Dong Do Petroleum Joint Stock Company.

Best regards!

....., [date] 2026
Candidate
(Signature and full name)

*Note: Please submit the nomination form and accompanying documents to the Organizing Committee of
the General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company before 4:30 PM on
May 4, 2026.*

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CURRICULUM VITAE
FOR CANDIDATES APPLYING TO BE MEMBERS OF THE SUPERVISORY BOARD
DONG DO PETROLEUM JOINT STOCK COMPANY

1. Personal information:

- Full name: _____ Gender: _____
- Year of birth: _____
- ID Card Number: _____
- Permanent residence address: _____
- Current address: _____
- Current position: _____ at Organization/Unit: _____
- Contact information: _____ Phone number: _____
- Number of shares held:shares
- Total number of shares held by the nominating/candidate group of shareholders: shares.

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cm*

2. Educational level

<i>Time</i>	<i>School/Training Institution</i>	<i>Specialized</i>	<i>Degree</i>

3. Work experience

<i>Time</i>	<i>Organization name</i>	<i>Position</i>

I hereby declare that the above statements are completely true.

... ..date month year 2026

Declarant

(Sign and print your full name)

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....., April ... 2026

POWER OF ATTORNEY

(Candidate for *the Supervisory Board*)

Authorizing party : Shareholder's name:.....

Shareholder's ID/Passport number (if individual): Issued on:.....

in:

.....

Business registration number of the legal entity shareholder:

..... issued on:

Legal representative:.....

Address:

Phone:

Number of shares owned:

I agree to authorize:

Authorized party : Mr./Ms.

ID/Passport number: Issued on:.....

in:

Address:

Phone:

I am representing the shares I own to run for a position on *the Supervisory Board* at the 2026 Annual General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company, to be held on May 6, 2026.

The authorized person may only perform tasks within the scope of their authorization and may not re-authorize.

I take full responsibility for this authorization and pledge to strictly comply with all applicable laws and regulations and the Articles of Association of Dong Do Petroleum Joint Stock Company.

Authorized party

(Signature and printed name)

Authorizing party

(Signature and printed name/seal)

Note: Please submit the nomination form and accompanying documents to the Organizing Committee of the General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company before 4:30 PM on May 4, 2026

Hanoi, April 14, 2026

WORKING REGULATIONS
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
DONG DO PETROLEUM JOINT STOCK COMPANY

Article 1. Scope and subjects of application

1. This regulation applies to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Dong Do Petroleum Joint Stock Company.

2. This regulation specifies the rights and obligations of shareholders; attendees of the General Meeting; the conditions and procedures for conducting the General Meeting; and the rights and obligations of the Committees within the General Meeting.

3. Specific regulations regarding the procedures for conducting meetings and voting at the General Meeting of Shareholders shall be implemented in accordance with Article 20 of the Company's Charter.

Article 2. Rights and obligations of the Presidium

1. The Presidium consists of 05 members who are members of the Board of Directors or their authorized representatives, with the Chairman of the Board of Directors serving as the Chairperson of the General Meeting.

2. The Presidium operates on the principle of collective democratic centralism, making decisions by majority vote.

3. The Presidium's decisions regarding the order, procedures, or events arising outside the agenda of the Congress meeting shall be final and binding.

4. The Presidium shall take necessary and reasonable measures to conduct the Congress meeting in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees, specifically:

- Conduct the activities of the Company's Annual General Meeting of Shareholders according to the agenda proposed by the Board of Directors and approved by the General Meeting of Shareholders.

- Guide the delegates and the Congress in their discussions.

- The draft and conclusions on necessary issues will be presented for the Congress to vote on.

- Responding to the issues raised by the Congress.

Article 3 : Rights and obligations of The Committee for Verifying Shareholder Eligibility to Attend the General Meeting

The Committee for Verifying the Eligibility of Shareholders Attending the General Meeting was established according to Decision No. 33/QĐ-DKDD-TCHC of the Company Director dated March 11, 2026.



Rights and obligations of The Committee for Verifying Shareholder Eligibility to Attend the General Meeting is as follows:

1. The Shareholder Eligibility Verification Committee receives the documents of shareholders attending the meeting to check their validity and compare them with the list of shareholders entitled to attend the meeting finalized as of April 8, 2026.

2. Responsibilities of the Shareholder Eligibility Verification Committee: Distribute documents, voting cards, and voting slips; the head of the shareholder eligibility verification committee must report to the General Meeting on the results of the shareholder eligibility verification before the meeting officially commences, in accordance with regulations.

Article 4: Rights and responsibilities of the Secretariat

Board The Secretary of the General Meeting is accountable to the Presidium and the General Meeting of Shareholders for his/her duties, specifically:

- a. Record all the contents of the Congress fully and accurately.
- b. Assist the Presidium in verifying the eligibility of shareholders and shareholder representatives attending the meeting (when necessary).
- c. Assist the Presidium in announcing draft documents, conclusions, resolutions of the General Meeting, and announcements from the Presidium to shareholders upon request.
- d. Receive the registration forms from shareholders wishing to speak.

Article 5 : Conditions for holding the Congress

According to Article 19 of the Company's Charter, the General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents at least 50% of the voting shares, as per the shareholder list of Dong Do Petroleum Joint Stock Company finalized by the Vietnam Securities Depository and Clearing Corporation on April 8, 2026.

Article 6: Rights and obligations of the Vote Counting Committee

1. According to Article 20 of the Company Charter, the General Meeting will select from among the delegates those responsible for counting or supervising the vote count.

2. The vote counting committee has the following responsibilities:

- Distribute and collect ballots, supervise shareholder voting at the General Meeting, and monitor shareholder voting .
- Summarize and determine the results of the shareholders ' votes on each item approved at the General Meeting.
- Promptly inform the Chairperson and the Congress Secretariat , and announce the voting and election results before the Congress;
- Review and report to the Congress any cases of violations of election regulations or complaints regarding elections.

Article 7: Shareholders attending the General Meeting of Shareholders

1. Shareholders of Dong Do Petroleum Joint Stock Company whose names are on the Company's shareholder list as of the closing date of April 8, 2026. (as stipulated in the Company's Articles of Association) has the right to attend the General Meeting of Shareholders .

2. Any authorization (if applicable) shall be carried out in accordance with current regulations and Article 16 of the Company's Charter.

3. Shareholders and their authorized representatives attending the General Meeting must be present at the scheduled time and register with the General Meeting Organizing Committee.

4. Shareholders attending the General Meeting are obligated to comply with the regulations in this Statute, the conduct of the Presidium, and respect the results of the meeting.

5. During the General Meeting, shareholders who wish to leave the meeting hall must obtain permission from the Presidium and inform the Secretariat.

6. During the Shareholders' Meeting, shareholders must comply with the instructions of the Presidium, behave in a civilized and courteous manner, avoid causing disorder, and keep their personal phones on silent mode.

7. Shareholders must maintain confidentiality, discipline in speech, adhere to the regulations for the use and safekeeping of documents, and refrain from copying, recording, or distributing them to outsiders of the General Meeting without the permission of the Presidium.

8. Shareholders who have been authorized to attend the General Meeting may not re-authorize another person to attend the General Meeting.

Article 8: Expressing opinions at the Congress:

Shareholders register their speeches with the Presidium (via the General Meeting Secretary). When speaking or needing to debate, they must raise their hand. They may only speak if the Presidium agrees. Each shareholder's speech should not exceed 3 minutes, and the content should be concise and avoid repetition.

Article 9 : Method of voting on issues at the Congress

9.1 . All items on the agenda of the General Meeting must be approved by public voting of all shareholders attending the General Meeting using **VOTING CARDS**. **VOTING TICKETS** and **ELECTION BALLOTS** are issued according to the number of shares owned/represented and/or authorized. Each shareholder is issued **01 VOTING CARD** , **01 VOTING TICKET** , and **01 ELECTION BALLOT** to elect additional members. The Supervisory Board , which includes: Shareholder Code; Number of voting/election shares (owned/represented and/or authorized) of the shareholder, and bears the Company's seal.

Shareholders must transfer **01 VOTING BALLOT** and **01 ELECTION BALLOT** for the Ballot Counting Committee to compile a report for the Congress.

9.2. **VOTING CARDS:** Printed on **dark blue paper** , used to be held up for voting on the following matters:

- Regulations on the organization of the Annual General Meeting of Shareholders in 2026 ;
- Composition of the Presidium of the Congress;
- Congress Program;
- Composition of the Congress Secretariat and the Vote Counting Committee;
- Regulations for the election of additional members to the Company's Supervisory Board for the term 2026-2031.

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- Report from the Vote Counting Committee on the voting results.
- Resolution of the General Meeting of Shareholders;
- Other issues (if any).

9.3 VOTING BALLOT: Printed on **white paper** , used to record the shareholders' voting opinions to vote on the following matters: vote in favor, vote against, or abstain from voting, for the General Meeting to approve the following specific items:

- Report on the Board of Directors' activities in 2025 and plans for 2026;
- Report on business performance in 2025 and business plan for 2026;
- Through the Report of the Independent Board Member on the activities of the Board of Directors;
- Report on the results of inspections and supervision by the Supervisory Board in 2025 and the operational plan for 2026;
- Proposal regarding the selection of an auditing firm for the 2026 financial statements;
- Report on the audited financial statements for 2025;
- The proposal does not include dividend payments or fund allocations for 2025;
- Report on the settlement of salaries/remuneration for 2025 and the salary/remuneration payment plan for 2026 of the Board of Directors and the Supervisory Board;
- Proposal for amending and supplementing the Company's Charter;
- Proposal for refunding dividend payments for 2011;
- Through the dismissal and election of new members to the Supervisory Board for the 2026-2031 term.

9.4. BALLOT: VOTING BALLOT for the election of additional members to the Supervisory Board for the term 2026-2031. Shareholders should record their voting rights on **the VOTING BALLOT** for the election of additional members to the Company's Supervisory Board for the term 2026-2031 according to the instructions in the Election Regulations.

Article 10. Voting on matters at the Congress

10.1. Voting Method

Shareholders vote to approve or disapprove an issue put to a vote at the General Meeting by raising their Voting Card or filling in their chosen options on the Voting Form corresponding to the items to be voted on, as stipulated in Article 9 of these Regulations.

When voting by filling out a ballot , for each item, shareholders choose one of the three options "Agree," "Disagree," or "No opinion" printed on the ballot by marking an "x" or a " ✓ " in their chosen box.

After all items requiring voting at the General Meeting have been completed, shareholders submit their ballots to the sealed ballot box at the meeting, following the

instructions of the Ballot Counting Committee. The ballot must be signed and clearly state the full name of the shareholder.

10.2. Validity of the Voting Ballot

A valid ballot is a pre-printed ballot issued by the General Meeting Organizing Committee, bearing the Company's red seal, without any erasures, alterations, tears, damage, etc., and without any additional content written beyond what is prescribed for this ballot. On the ballot, the voting content (Report, Proposal) is valid when the shareholder marks one (01) of the three (03) voting squares.

Invalid ballot:

- Add other details to the Voting Form;
- Voting ballots that do not conform to the pre-printed form issued by the General Meeting Organizing Committee, ballots without the Company's red seal, or those that have been erased, altered, torn, or damaged, or contain additional content beyond what is permitted for voting ballots, ballots without signatures, or ballots that do not include the full names (written by hand) of the Shareholders, are all invalid voting entries on these ballots.
- Mark more than one (01) of the three (03) voting squares of the Voting Form with the content of the vote (Report, Presentation).

Article 11: Conditions for the adoption of a resolution by the General Meeting of Shareholders

1. Shareholders, or representatives of shareholder groups attending the General Meeting of Shareholders, have the right to vote on the contents of the Meeting Agenda within the authority of the General Meeting of Shareholders, voting with the number of shares they own and the number of shares they are authorized to vote with.

2. According to Article 21, Clause 1 of the Company's Charter, a Resolution on Changes to the Business Sector and Fields of Operation is adopted when 65% or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders are received.

3. According to Article 21, paragraph 2, decisions of the General Meeting of Shareholders on remaining matters shall be adopted when 51% or more of the total votes of shareholders entitled to vote, either in person or through authorized representatives, are present at the General Meeting of Shareholders.

Article 12: Regulations on penalties for violations

Shareholders and those authorized to attend the General Meeting must strictly comply with the Rules of Procedure of the General Meeting of Shareholders. Shareholders who violate these Rules will be subject to disciplinary action by the Presiding Board, depending on the severity of the violation, in accordance with point b, Clause 7, Article 142 of the Enterprise Law.

The above is the Rules of Procedure for the Annual General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company in 2025 .

These regulations shall take effect immediately upon being approved by the Company's General Meeting of Shareholders.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval, so that the General Meeting of Shareholders may be



successfully organized and comply with the provisions of the Company's Articles of Association and the law.

Recipient: 

- As above ;
- Save the HR Department,
Accounting Department, and Board of Directors .

**TM. BOARD OF DIRECTORS
CHAIRMAN**



Nguyễn Anh Tuan

Hanoi, April 2, 2026

**REGULATIONS FOR ELECTING ADDITIONAL MEMBERS TO
THE SUPERVISORY BOARD AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS DONG DO PETROLEUM JOINT
STOCK COMPANY**

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the Charter of Dong Do Petroleum Joint Stock Company (PetroCons Dong Do).

The regulations for nominating, electing, and appointing the Supervisory Board at the 2026 Annual General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company (PetroCons Dong Do) are as follows:

Article 1. Subjects and scope of application

1.1. This regulation guides the procedures for nominating, running for election, and electing members of the Supervisory Board of PetroCons Dong Do;

1.2. Shareholders and candidates participating in the nomination, candidacy, and election of Supervisory Board members are responsible for complying with the provisions of this Regulation.

1.3. Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights, as listed in the Company's shareholder list as of April 8, 2026.

Article 2. Regulations on the number, term of office, and standards for nominating and electing members of the Supervisory Board.

1. Number of additional members to be elected to the Supervisory Board: 2 people

2. Maximum number of candidates nominated or running for Supervisory Board membership: Unlimited

3. Term of the Supervisory Board: 5 years (2026 - 2031)

4. Criteria for nominating and selecting candidates for the Supervisory Board:

According to Article 169 of the 2020 Enterprise Law, members of the Supervisory Board must meet the following standards:

a) Possess full legal capacity and not be subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Enterprise Law.

b) Having received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business activities of the enterprise;



c) Not a family member of a member of the Board of Directors, Director, or other manager;

d) Not a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company's charter;

- Not falling under the cases stipulated in Clause 2 - Article 37 of the Company Charter

+ Working in the accounting and finance department of the company;

+ Being a member or employee of an independent auditing firm that audited the company's financial statements for the three consecutive years prior to the audit.

Article 3. Nomination and candidacy of Supervisory Board members

3.1. Right to nominate and run for membership of the Supervisory Board:

In accordance with the Enterprise Law and Article 36 of the Company Charter, all shareholders of the Company have the right to nominate and run for election to the Supervisory Board as follows:

1. Shareholders holding common shares have the right to combine their individual voting rights into a group of shareholders to nominate candidates for the Supervisory Board.

2. Shareholders or groups of shareholders holding at least 5% of the voting shares have the right to combine their individual voting rights to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 5% to less than 10% of the voting shares for a continuous period of at least six months may nominate one member; from 10% to less than 30% may nominate two members; from 30% to less than 50% may nominate three members; from 50% to less than 65% may nominate four members; and if they hold 65% or more, they may nominate the full number of candidates.

3. If the number of candidates for the Supervisory Board nominated through election and candidacy is still insufficient, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the company's charter and internal regulations on corporate governance. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

3.2. Documents for nominating and applying for membership in the Supervisory Board.

Shareholders, or groups of shareholders meeting the above-mentioned eligibility requirements, who wish to nominate or elect members of the Company's Supervisory Board, must submit their application documents directly, by mail, or by fax to the Company's headquarters before 4:30 PM on May 4, 2026 .

The application and nomination dossier must be prepared using the form posted on the Company's website at: www.daukhidongdo.vn, and includes:

- Nomination form; Application for membership in the Supervisory Board (*according to the template*);

- Candidate's resume (*using the provided template*);

- Valid copies of the following documents: National ID card/Citizen ID card/Passport;

- Certificates and diplomas demonstrating educational and professional qualifications (*if any*);

- Documents confirming the ownership percentage of the shareholder(s) that meet the nomination requirements under these Regulations (*using the provided form*).

Nominators/candidates for Supervisory Board membership are legally responsible and accountable to the Shareholders' Meeting for the accuracy and truthfulness of the content in their application documents.

Article 4. Ballots and ballot filling

4.1. List of candidates for Supervisory Board members

- Based on the nomination and candidacy documents of shareholders, shareholder groups, and accompanying documents of the candidates, the meeting secretary will compile a list of candidates who meet the required qualifications for election to the Supervisory Board.

- The list of candidates for Supervisory Board members is arranged alphabetically by name, and the full name must be written on the ballot.

4.2. Ballots and filling out ballots:

- A ballot (voting slip) is a ballot that includes the shareholder code, the number of shares owned and/or represented, and bears the company's seal.

- Each shareholder will receive a ballot to vote for a member of the Supervisory Board. Upon receiving the ballot, shareholders must check the information recorded on the ballot. If there are any errors, they must immediately notify the Ballot Counting Committee for correction.

- Valid ballots: are ballots printed on the form provided by the organizing committee, bearing the company's seal, without any erasures or alterations, without any additional content beyond what is required for the ballot, must have the signature and full name of the participating shareholder, and must not fall under any of the cases considered invalid as stipulated below.

- Shareholders must personally write the number of votes they wish to cast for a candidate in the corresponding box on the ballot.

4.3. Cases of invalid ballots

- The form does not conform to the company's prescribed template and lacks the company's seal;

- Ballots that are crossed out, corrected, added to, or contain incorrect names, or that do not belong to the list of candidates agreed upon by the 2026 Annual General Meeting of Shareholders before the ballot is cast.

- The total number of voting rights granted to the shareholder's candidates exceeds the total number of voting rights owned or authorized by that shareholder.

Article 5. Method of electing members of the Supervisory Board

- Ensure compliance with legal regulations and the Company's Articles of Association, and guarantee democracy and fairness;

- The election of Supervisory Board members is conducted directly by secret ballot using the cumulative voting method. Accordingly, each shareholder has a total number of votes corresponding to the total number of shares owned and/or authorized



by proxy multiplied by the number of Supervisory Board members to be elected. Shareholders have the right to allocate all of their total votes to one or more candidates or distribute them equally. The method of electing Supervisory Board members is carried out according to the Appendix attached to these Regulations.

Article 6. Vote counting committee, voting principles and vote counting

6.1. The task of organizing the election of Supervisory Board members was assigned by the 2026 General Shareholders' Meeting to the Vote Counting Committee. The Vote Counting Committee was approved by the General Meeting.

6.2. The vote counting committee is responsible

- Through the Election Regulations:
- Review and publish the list of candidates for Supervisory Board members;
- Introduce the ballot, distribute ballots, and instruct on how to fill them out;
- Proceed with counting the votes;
- Prepare the vote counting report and announce the vote counting results before the General Meeting of Shareholders ;
- Together with the Chairperson of the meeting, review and resolve complaints and allegations regarding candidates as well as election results (if any) and report to the General Meeting of Shareholders for decision.

6.3. Voting and Counting

- The vote counting committee conducts an inspection of the ballot box in the presence of the shareholders;
- Voting begins when the distribution of ballots is complete and ends when the last shareholder casts their vote into the ballot box;
- The vote counting must begin immediately after the voting ends;
- The vote counting committee is responsible for preparing the vote counting report, announcing the results, and, together with the Chairman, resolving any questions or complaints from shareholders (if any).
- After verification, the ballots will be stored in accordance with regulations.

Article 7. Principles for electing candidates for the Company's Supervisory Board (According to Article 148 of the Enterprise Law)

- Candidates elected as members of the Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number is reached.

- The elected members of the Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is reached.

- In cases where candidates receive an equal percentage of shareholder confidence and need to be eliminated to meet the required number of elected members, the candidate with the more shares will be selected. If the number of shares held is also equal, a re-election will be held at the General Meeting between these candidates. If the second election is still tied, the decision on whether to continue the election will be made by the General Meeting.

- Any complaints regarding the election results will only be considered at the General Meeting; shareholders may not raise concerns about the validity of these results

at any other time. In case of disagreements regarding election procedures or results, the Ballot Counting Committee will re-examine the matter and seek the General Meeting's decision.

Article 8. Establishment and Announcement of the Vote Counting Committee

After counting the votes, the Election Committee must prepare a vote counting report. The report must include: the total number of shareholders attending the meeting, the total number of shareholders who cast votes, the percentage of voting rights of shareholders who cast votes compared to the total number of voting rights of shareholders attending the meeting, the number and percentage of valid votes, invalid votes, blank votes, and the number and percentage of voting rights for candidates for the Company's Supervisory Board.

The full text of the vote count report must be published before the Congress.

Article 9. Complaints regarding the election and vote counting will be resolved by the meeting chairman and recorded in the minutes of the Shareholders' General Meeting.

This regulation consists of 9 articles, will be read publicly before the 2026 Annual General Meeting of Shareholders, and will come into effect immediately after being approved by the General Meeting of Shareholders.

Recipient: 

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board ;
- Board of Directors ;
- Save VP .

**TM. BOARD OF DIRECTORS
CHAIRMAN**



Nguyễn Anh Tuan



Ha Noi, March 24, 2026

Number: BC-DKĐĐ-HĐQT.

**ACTIVITY REPORT BOARD OF DIRECTORS' AGENCY IN 2025
AND THE PLAN FOR 2026**

To: Annual General Meeting of Shareholders 2026
Dong Do Petroleum Joint Stock Company (PetroCons Dong Do).

Based on the Charter of Dong Do Petroleum Joint Stock Company;

Based on the Company's Board of Directors' Operating Regulations ;

The Board of Directors of Dong Do Petroleum Joint Stock Company (PetroCons Dong Do) respectfully reports to the General Meeting of Shareholders on the results of the Board of Directors' activities in 2025 and the plan for 2026 as follows :

I. Report of the Board of Directors on the results of operations and governance in 2025 .

1.1. Regarding the results of production and business activities according to the Resolution of the Company's Annual General Meeting of Shareholders in 2025 .

In 2025, the global and domestic economic and political landscape continued to be complex and volatile. Globally, geopolitical conflicts in several countries persisted, strategic competition among major economies intensified, and fluctuations in raw material prices, energy, interest rates, and trade policies significantly impacted the investment environment and business operations. Domestically, the economy maintained its recovery momentum but still faced many challenges; in particular, the construction and real estate sectors experienced slow recovery, and the capital and credit markets remained difficult, directly affecting businesses operating in these sectors.

In this context, with the close attention and guidance of the Vietnam Petroleum Construction Joint Stock Corporation (PetroCons), the support of major shareholders and cooperative partners for PetroCons Dong Do; along with the unified management of the Board of Directors and the Management Board, the solidarity and efforts of all staff and employees, PetroCons Dong Do has proactively adapted to difficulties, gradually stabilized operations and achieved certain results in production and business in 2025, specifically as follows:

TT	Target	Unit	2025		Ratio of TH to KH 202 5
			Plan (i)	Perform	
1	Production and business value	Billion VND	101.00	174.41	172.68%
2	Total revenue	Billion VND	82.00	145.48	177.41%
3	Profit before tax	Billion VND	0.56	7.35	1312, 50 %

TT	Target	Unit	2025		Ratio of TH to KH 202 5
			Plan (i)	Perform	
4	Net profit after tax	Billion VND	0.56	7.35	1312,50 %
5	Amount payable to the State budget	Billion VND	0.15	0.613	408.43 %
6	End-of-term labor	People	54	54	100 ,00%
7	Investment value for purchasing equipment	Billion VND	5	1.42	28.42%
8	Average income	(million VND/person/month)	10.28	11,07	107,65%
9	Registered capital	Billion VND	500	500	100 ,00%
10	Dividend yield	%	0.00	0	0%

Note: (i): The 2025 business plan was approved by the Annual General Meeting of Shareholders of PetroCons Dong Do in Resolution No. 24/NQ-DKĐĐ-ĐHĐCĐ dated April 25, 2025.

Over the past year, the Company's Board of Directors has strived to implement the resolutions approved by the General Meeting of Shareholders , focusing on directing and supporting the Management Board in managing production and business activities to exceed targets for production volume, revenue, and profit in construction projects such as Quang Trach 1 ; boosting the business of construction materials and supplies to achieve high revenue; actively transferring and leasing apartments and offices ; and promoting the recovery of capital and debts from investment cooperation with TID Company . A profit of VND năm 2025 đạt 7.35 billion was achieved with vượt mức sospecific plans set out . Profits from hoạt động coffice and equipment rental: VND 1.07 billion; từ kreal estate business : VND 2.75 billion; từ kconstruction materials and waterproofing materials business: VND 7.45 billion; từ other income. như hoàn nhập dự phòng của thu hồi công nợ của công ty Hasky và dự án Dolphin Plaza là 11.6 billion VND. , từ lĩnh vực xây lắp: -0,2 tỷ đồng. Total costs excluding cost of goods sold are 15.32 billion VND.

1.2. Activities of the Company's Board of Directors in 2025.

The 2022 Annual General Meeting of Shareholders elected a Board of Directors consisting of 5 members for the 2022-2027 term, specifically as follows:

Board of Directors members representing PetroCons Corporation's capital stake:

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

- Mr. Phan Minh Tam - Member of the Board of Directors and Director of the Company.

- Ms. Nguyen Thi Dung - Member of the Board of Directors and Deputy Director of the Company.

Board members representing the capital stakes of other organizations and individuals, who do not participate in direct management:

- Mr. Nguyen Khanh Trung - Member of the Board of Directors.
- Mr. Nguyen Minh Dong - Independent member of the Board of Directors.

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 Board of Directors maintains a schedule of regular meetings and extraordinary meetings when necessary, while also conducting written consultations to promptly consider and decide on matters within its authority. In 2025, the Board of Directors held 4 meetings and issued 18 Resolutions and Decisions, including 7 Resolutions, 1 Directive, and 10 Decisions (details in Appendix No. 2). The Resolutions and Decisions of the Board of Directors in 2025 focused on the following :

- Regarding production and business planning: The Board of Directors directs the Company's Management Board to proactively seize business opportunities and leverage the company's strengths to exceed production, revenue, and profit targets for 2025, and to create a foundation for stable development in subsequent years. The focus is on promoting participation in construction and installation bidding packages within and outside the oil and gas industry; boosting real estate leasing and transfer activities, while seeking profitable real estate investment opportunities; expanding the customer market and developing business activities in the waterproofing and construction materials supply sectors.

- Regarding construction work: The Board of Directors directed a focus on completing the settlement documents for completed contracts such as Song Hau 1, Thai Binh 2, Long An, etc. For contracts currently under construction such as Bac Ninh, Hoa Binh, Quang Trach, the Board of Directors requested ensuring progress, quality of work, and labor safety, while also strengthening cost and equipment management to improve construction efficiency các dự án. Trong năm qua Hội đồng quản trị chỉ đạo sát sao việc đánh giá để làm rõ các nguyên nhân khách quan, chủ quan ảnh hưởng tới hiệu quả thi công tại Dự án tại Bắc Ninh.

- Regarding capital recovery and debt collection: The Board of Directors directed the implementation of solutions to recover investment capital in projects such as Dolphin Plaza and Hasky Company; at the same time, focusing on resolving outstanding debts with construction units, minimizing disputes and complaints, and ensuring the company's brand reputation.

Regarding the management and utilization of capital: The Board of Directors directs the efficient use of recovered capital, ensuring optimal capital utilization, contributing to increasing enterprise value and bringing benefits to shareholders and employees.

In addition, the Board of Directors requested the Management Board to continue improving the system of governance procedures and regulations; strengthen inspection and supervision to promptly detect and rectify shortcomings, improve governance efficiency and create a foundation for the sustainable development of the Company, while ensuring a balance of interests của các bên liên quan. **1.3 . Report on the results of monitoring the Board of Directors.**

The Board of Directors and the Company Director have operated and managed according to their 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 work contents within the Board's authority to consider and decide on in production and business activities.

Overall, the Board of Directors has strictly complied with and implemented the Decisions and Resolutions of the Board of Directors, and has seriously implemented the regulations and disclosed information for a public company listed on the Upcom exchange.

1.4. Evaluating the performance of the Board of Directors.

- The Board of Directors has properly and fully exercised its functions and powers as stipulated in the Company's Articles of Organization and Operation.

- The Board of Directors has assigned each member specific responsibilities in a number of specialized areas to leverage each member's strengths. At the same time, they promptly identify, support, and resolve difficulties in the Company's production and business operations, contributing to the achievement of production and business goals and plans.

- The Board of Directors effectively fulfills its supervisory responsibilities over the management's activities in implementing the resolutions issued by the Board of Directors. Simultaneously, the Board of Directors monitors and understands the business operations through reports from the management, providing timely support in resolving any difficulties the management faces in production and business activities.

- The Board of Directors, in coordination with the Supervisory Board, organizes inspection and supervision activities regarding the company's production and business operations and management.

- The Board of Directors has closely adhered to the targets and tasks set by the General Shareholders' Meeting and exceeded the plan, based on a combination and analysis of the practical situation to guide all of the Company's activities.

- The Board of Directors has maintained a mechanism for regular meetings to monitor the situation, and a reporting mechanism from the Board of Directors to the Board of Directors. All members of the Board of Directors fully participate in all Board of Directors meetings and other meetings. When unable to attend meetings due to business trips, absent members of the Board of Directors provide opinions and vote via ballots or by

telephone. All members of the Board of Directors exchange ideas, participate in discussions, and propose solutions to the Board of Directors regarding the implementation of resolutions, decisions, and directives of the General Meeting of Shareholders and the Board of Directors.

- Evaluation of each Board of Directors member: Over the past period, the members of the Board of Directors have strived to direct the Company's operations in accordance with the development direction and the tasks approved by the General Meeting of Shareholders. The members of the Board of Directors have tried to fulfill their assigned responsibilities and duties well, as detailed in *(Appendix No. 03)*.

1.5. Report on salaries, remuneration, and operating expenses of the Board of Directors in 2025.

The total salaries, remuneration, and operating expenses of the Board of Directors in 2025 are **VND 907,051,720**, including salaries and remuneration: **VND 627,885,000**; operating expenses: **VND 279,166,720** *(Appendix No. 01)*.

II. Board of Directors' activity program for 2026.

2.1. 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
7	Average income	million VND/person/month	12,11
8	Registered capital	billion dong	500
9	Dividend payout ratio	%	0

2.2. Salary, remuneration, and operating expense plan for the Board of Directors in 2026.

Salaries, remuneration, and operating expenses of the Board of Directors in 2026 are: **VND 1,132,729,383** including salaries and fees: **753,800,000** Operating expenses: **VND 378,929,383** (*Appendix No. 01*) .

2.3. 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 secure 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 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.

2.4. Some specific measures to be implemented in 2026.

- Enhance competitiveness, promote information gathering, strengthen marketing and bidding efforts, and seek construction and installation projects within and outside the oil and gas industry to ensure the achievement of the 2026 production plan and secure work for subsequent years;

- For construction activities , a thorough evaluation is necessary before signing a contract to select appropriate packages, minimizing potential issues / risks to maximize the efficiency of the construction packages . During the construction process, organizational management is needed to ensure progress, quality, and occupational safety, along with cost management measures. And for completed projects, it is necessary to focus on resolving outstanding issues and settling accounts to quickly recover capital and collect outstanding debts;

- For real estate business activities: Research and select products that suit your capabilities and capital, have good liquidity , cover capital costs, and bring economic efficiency;

- For the construction materials and waterproofing business segment : Seek new customers, boost sales, develop business management processes, and improve business efficiency ;

- Regularly review and strictly control all production and business expenses, management expenses, strengthen cost-saving practices, reduce product costs, and improve capital efficiency to partially offset accumulated losses from previous years, gradually stabilizing and developing production and business activities;

- Continue to implement enterprise restructuring, consolidate organizational structure, review staffing levels and arrange the management apparatus, and allocate labor appropriately to the unit's actual situation in order to optimize labor productivity;

- Focus on recruitment, training, and development to ensure a sufficient number of qualified staff and workers to meet the production and business requirements of the Unit;

- Strengthen the implementation and supervision of economic management, business accounting, contract management , and cost management to maximize profits from production and business activities ;

- Develop and refine internal management regulations and rules of the Company to strengthen supervision and closely monitor the implementation of the Company's production and business plan ;

- Practice thrift, combat waste, reduce management costs, focus on lowering product prices and improving production and business efficiency ;

- Strengthen technical and material management, and especially occupational safety on the construction site. Develop detailed, rational, economical, and safe construction solutions for each project item ;

competent management personnel at construction site management boards to carry out acceptance testing, final settlement, and debt collection, ensuring the minimum reduction of work-in-progress and accounts receivable at construction projects .

To accomplish the above task , 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 Executive Board through the Board 's support staff , enhance regular/ad hoc inspections and supervision to ensure the implementation of the Board's resolutions and decisions, 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 Executive Board in achieving the production and business plan targets for 2026 ;

- The Board of Directors and the Executive 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 performance in 2026 ;

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 its work, promptly overcome difficulties, and seize favorable opportunities to successfully complete the Company's plan and ensure maximum benefits for shareholders who have placed their trust in the Company;

The above is the Board of Directors' report on the results of operations in 2025 and the plan for 2026. We respectfully submit this to the General Meeting of Shareholders for comments and approval.

Thank you very much!

Recipient: ✓

- As above;
- Save the Board of Directors,
Human Resources Department, and Finance
Department.

TM. BOARD OF DIRECTORS
CHAIRMAN



Nguyễn Anh Tuan

APPENDIX 01
WAGES, REMUNERATION, AND OPERATING EXPENSES
BOARD OF DIRECTORS' PLAN FOR 2025 AND PLAN FOR 2026

I. Settlement of salaries, remuneration, and operating expenses of the Board of Directors for the year 2025.

The total salaries/remuneration and operating expenses of the Board of Directors in 2025 are: **907,051,720 VND** . Specifically as follows:

1.1. Salaries/compensation of the Company's Board of Directors in 2025.

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%

1.2. Operating expenses of the Board of Directors in 2025 .

No.	Content	Unit	Total amount
1	Transportation costs	Copper	160.126.472
2	Other expenses (entertainment, travel expenses, conferences, seminars)	Copper	119.040.248
	Total	Copper	279.166.720

II . Plan for salaries, remuneration, and operating expenses of the Board of Directors in 2026 .

The planned salary/remuneration and operating expenses for the Company's Board of Directors in 2026 are: **VND 1,132,729,383** . Specifically as follows:

2.1. Salary/Remuneration Plan for the Company's Board of Directors in 2026 .

- Based on Decree 44/2025/ND-CP on labor management, wages, remuneration and bonuses in State-owned enterprises dated February 28, 2025.

- Based on Circular 003/2025/TT-BNV guiding the management of labor, wages, remuneration and bonuses in State-owned enterprises dated April 28, 2025.

- Based on Resolution No. 24/NQ-DKĐĐ-DHĐCĐ dated April 25, 2024, of the Company's Annual General Meeting of Shareholders for 2025.

- The company's salary and bonus regulations are in line with the company's business performance.

- Basis for planning: For full-time members of the Board of Directors working at the Company, their salary is based on the Company's production and business performance, as per the Company's salary and bonus regulations. For part-time members of the Board of Directors, the remuneration is 5VND 1,000,000 per person per month.

The salary/compensation plan for the Board of Directors in 2026 is projected as follows:

(Unit: Thousand VND)

TT	Job title	Salary	Remuneration	Salary	Remuneration	Lbs	Qtlkh	Note
1	Chairman of the Board	36,700		440,400		73,400	513,800	
2	Non-executive board members		5,000	But	60,000	But	60.000	
3	Non-executive board members		5,000	But	60,000	But	60.000	
4	Non-executive board members		5,000	But	60,000	But	60.000	
5	Independent Board of Directors		5,000	But	60,000	But	60.000	
	Total	36,700	20,000	440,400	240,000	73,400	753,800	

1.2. The Board of Directors' operating expense plan for 2026 is :

- Based on the number of Board of Directors members as stipulated in the Articles of Association and approved by the General Meeting of Shareholders.

2026 business plan of Dong Do Petroleum Joint Stock Company;

- Based on the Company's Internal Expenditure Regulations;

The Board of Directors' operating expense plan for 2026 is projected as follows:

No.	Content	Unit	Total amount
1	Transportation costs	Coppe r	154.752.322

2	Other expenses (entertainment, travel expenses, conferences, seminars)	Copper	224.177.060
3	Total		378,929,383

APPENDIX 02: LIST OF RESOLUTIONS AND DECISIONS OF 2025

No.	Resolution/Decision Number	Date of document	Content
1	01/NQ-DKĐĐ-HĐQT	January 6, 2025	Resolution of the Board of Directors' meeting, Quarter IV, 2024
2	02/QD-DKDD-HĐQT	January 20, 2025	Approve the proposed termination of Business Cooperation Agreement No. 0211/2010 and its appendices with TID Company.
3	05/QD-DKDD-HĐQT	February 20, 2025	Approval granted for: Liquidation of steel inventory
4	08/NQ-DKĐĐ-HĐQT	04/03/2025	Approval of the signing of the cement supply contract with GEOVIETNAM Joint Stock Company.
5	10/QD-DKDD-HĐQT	March 28, 2025	The decision was made to appoint Mr. Nguyen Thanh Binh to represent the capital contribution in Tay Ha Noi Joint Stock Company and PetroVietnam Electrical Construction Joint Stock Company.
6	19/NQ-DKĐĐ-HĐQT	April 8, 2025	Resolution of the Board of Directors' meeting, first quarter of 2024
7	22/QD-DKDD-HĐQT	April 21, 2025	Through the content/documents of the 2025 Annual General Meeting of Shareholders of PVC Binh Son
8	24/NQ-DKĐĐ-HĐQT	April 25, 2025	Resolution of the 2025 Annual General Meeting of Shareholders
9	27/QD-DKDD-HĐQT	May 5, 2025	Approval of the Business Production Plan for 2025
10	28/QD-DKDD-HĐQT	May 5, 2025	Decision to reappoint Mr. Ngo Duy Chinh to the position of Deputy Director of the Company
11	29/QD-DKDD-HĐQT	May 26, 2025	Decision to select AASC Auditing Firm Co., Ltd. to review and audit the 2025 financial statements.
12	30/QD-DKDD-HĐQT	June 5, 2025	Decision to change the payment method for the remaining 6% dividend for 2010.
13	33/NQ-DKĐĐ-HĐQT	July 18, 2025	Resolution of the Board of Directors' meeting, Quarter II, 2025

14	35/DKDD-HDQT	August 11, 2025	Directive on the implementation of certain provisions in Resolution No. 33/NQ-DKĐĐ-HĐQT dated July 18, 2025
15	38/QD-DKDD-HDQT	September 26, 2025	Approval and issuance of the "PetroCons Dong Do Culture Handbook"
16	41/NQ-DKĐĐ-HĐQT	October 21, 2025	Resolution of the Board of Directors' Meeting, Third Quarter of 2025
17	45/QD-DKDD-HDQT	November 20, 2025	Approve the plan to divest all of PetroCons Dong Do's capital in PVC Binh Son.
18	50/NQ-DKĐĐ-HĐQT	December 30, 2025	Resolution on approving the adjustment of the deposit payment rate for reserving land use rights at the Thieu Khanh Project, Thanh Hoa.

APPENDIX C 03
EVALUATE THE PERFORMANCE OF EACH MEMBER
BOARD OF DIRECTORS 2025

In addition to the responsibilities of a Board of Directors member as stipulated by law and the Company's Articles of Association, the Board of Directors also assigns specific duties to each member as follows:

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

Responsible for overall direction in the implementation of the rights and duties of the Board of Directors as stipulated in the Enterprise Law, the Company Charter, the Rules of Procedure of the Board of Directors, the Internal Regulations on Corporate Governance, and other relevant laws.

Directly responsible for the following areas: Developing the company's strategic development direction, planning, and business innovation; personnel organization, training, employee policies, and reward and recognition programs; organizing General Meetings of Shareholders, shareholder relations, and company information disclosure; investment in projects, project transfers, transfers of project capital contributions, and financial investments.

Preliminary assessment: Mr. Nguyen Anh Tuan has performed his role and responsibilities as Chairman of the Board of Directors well, in accordance with the Enterprise Law, the Company Charter, the Board of Directors' Working Regulations, and other relevant laws; he has successfully completed the tasks assigned by the Board of Directors in the areas directly under his responsibility and supervision as mentioned above.

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

In addition to performing the functions and duties of the Director as stipulated in the Company, the Director exercises the rights and duties of the Board of Directors as stipulated in the Enterprise Law, the Company Charter, the Rules of Procedure of the Board of Directors, and other relevant laws.

Directly responsible for the following areas: Managing the company's daily production and business operations in accordance with the company's charter; Organizing and directing the implementation of resolutions and decisions of the Board of Directors, and organizing the company's business activities according to the delegation of authority from the Board of Directors.

Preliminary assessment: Mr. Phan Minh Tam has performed his role and responsibilities as a Member of the Board of Directors and Director of the Company well, in accordance with the Enterprise Law, the Company Charter, the Working Regulations of the Board of Directors, and other relevant laws; he has successfully

completed the tasks assigned by the Board of Directors in the areas directly under his responsibility and supervision as mentioned above.

3. Ms. Nguyen Thi Dung - Member of the Board of Directors and Deputy Director of the Company.

To exercise the rights and duties of the Board of Directors as stipulated in the Enterprise Law, the Company Charter, the Rules of Procedure of the Board of Directors, and other relevant laws.

Directly responsible for the following areas: Finance, internal affairs, project transfer, project capital contributions, financial investments, office and apartment leasing.

Preliminary assessment: Ms. Nguyen Thi Dung has performed her role and duties as a Board Member well, in accordance with the Enterprise Law, the Company Charter, the Board of Directors' Working Regulations, and other relevant laws; she has successfully completed the tasks assigned by the Board of Directors in the areas directly under her responsibility and supervision as mentioned above.

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

To exercise the rights and duties of an independent Board of Directors as stipulated in the Enterprise Law, the Company Charter, the Rules of Procedure of the Board of Directors, and other relevant laws.

Directly responsible for the following areas: Promoting construction activities, investment work, project transfers, project capital contributions, financial investments, financial matters, and capital for construction contracts.

Preliminary assessment: Mr. Nguyen Minh Dong has performed well in his role and responsibilities as an independent member of the Board of Directors in accordance with the Enterprise Law, the Company Charter, the Board of Directors' working regulations, and other relevant laws; he has successfully completed the tasks assigned by the Board of Directors in the areas directly under his responsibility and supervision as mentioned above.

5. Mr. Nguyen Khanh Trung - Member of the Board of Directors.

To exercise the rights and duties of the Board of Directors as stipulated in the Enterprise Law, the Company Charter, the Rules of Procedure of the Board of Directors, and other relevant laws.

Directly responsible for the following areas: Promoting construction activities, investment work, project transfers, project capital contributions, financial investments, financial matters, and capital for construction contracts.

Preliminary assessment: Mr. Nguyen Khanh Trung has performed his role and duties as a Board Member well, in accordance with the Enterprise Law, the Company Charter, the Board of Directors' Working Regulations, and other relevant laws; he has

successfully completed the tasks assigned by the Board of Directors in the areas directly under his responsibility and supervision as mentioned above.



Hanoi, April 2, 2026

REPORT
BY INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS
ON THE BOARD'S ACTIVITIES IN 2025

Dear: Annual General Meeting of Shareholders 2026
Dong Do Petroleum Joint Stock Company (PetroCons Dong Do)

My name is Nguyen Minh Dong, born on December 5, 1976, with a professional qualification as a Civil and Industrial Engineer. I was elected as an independent member of the Board of Directors for the 2022-2027 term by the Annual General Meeting of Shareholders of PetroCons Dong Do on April 28, 2022.

In fulfilling my duties as an independent member of the Board of Directors of PetroCons Dong Do , I would like to report to the General Meeting of Shareholders on the results of the evaluation of the activities of the Board of Directors of PetroCons Dong Do and the work I have performed from January 1, 2025 to December 31 , 2026 , specifically as follows:

1. Evaluation of the performance of the Board of Directors of PetroCons Dong Do

- The 2022 Annual General Meeting of Shareholders of PetroCons Dong Do unanimously elected a Board of Directors for the 2022-2027 term consisting of 5 members, including 1 independent member, fulfilling the number and structure as stipulated in the Charter, including:

The personnel representing PetroCons Corporation's capital stake include:

1. Mr. Nguyen Anh Tuan - Chairman of the Board of Directors
2. Mr. Phan Minh Tam - Member of the Board of Directors and General Director of the Company
3. Ms. Nguyen Thi Dung - Member of the Board of Directors and Deputy Director of the Company.

Personnel representing the capital stake of other organizations and individuals, who do not participate in direct management, include:

4. Mr. Nguyen Khanh Trung - Member of the Board of Directors representing the capital stake of Phu Long Real Estate Joint Stock Company

5. Mr. Nguyen Minh Dong - Independent Member of the Board of Directors

- The Board of Directors of PetroCons Dong Do operates/works in accordance with:
i) The Charter of PetroCons Dong Do approved by the Annual General Meeting of Shareholders; ii) The Internal Regulations on Governance of PetroCons Dong Do approved by the Annual General Meeting of Shareholders; iii) The Operating Regulations of the Board of Directors approved by the Annual General Meeting of Shareholders; iv) The internal regulations of PetroCons Dong Do and the provisions of current law.

- Principles of operation of the Board of Directors: i) The Board of Directors operates on the principle of collective decision-making, with decisions made by majority vote; ii) Members of the Board of Directors are individually responsible for their assigned tasks and are accountable to the General Meeting of Shareholders and to the law for all resolutions/decisions of the Board of Directors in the management of the Company; iii) The Board of Directors assigns tasks to its members to oversee specialized areas and supervise the operations of PetroCons Dong Do.

- The Board of Directors approves matters within its authority as stipulated in the Company's Charter, Shareholders' General Meeting Resolutions, and PetroCons Dong Do's internal regulations/rules. Submissions/documents from the Director to the Board of Directors for approval are subject to consultation with each Board Member via opinion forms or discussion at Board meetings. In 2025, the Board of Directors held 4 meetings and issued 18 Resolutions and Decisions, including 7 Resolutions, 1 Directive, and 10 Decisions.

- The Board of Directors' meetings are held periodically four times a year as stipulated in the internal regulations on governance. The Chairman of the Board of Directors, the Supervisory Board, the Board of Management, and the Heads of Departments fully participate in all meetings to monitor the implementation of the Board of Directors' resolutions and decisions in production and business activities.

- The Board of Directors does not establish subordinate subcommittees; it has a Board Secretary.

- The Board of Directors is supervised by the Supervisory Board of PetroCons Dong Do. All resolutions/decisions/documents of the Board of Directors are sent to the Supervisory Board, and some important decisions require the Supervisory Board's opinion.

- The company's results for 2025 have been audited and approved : Over the past year, the Company's Board of Directors has strived to implement the resolutions approved by the General Meeting of Shareholders, focusing on directing and supporting the Management Board in managing production and business activities to exceed targets for production volume, revenue, and profit in construction and installation in Quang Trach; boosting the business of construction materials and supplies to achieve high revenue; actively transferring and leasing apartments and offices; and promoting the

recovery of capital and debts from investment cooperation with TID Company. Profit reached VND 7.35 billion, achieving 1318.28% of the planned target. This profit was mainly derived from income from the chemical business, construction materials and supplies, waterproofing, financial activities, and other income. Specifically as follows:

Profit in 2025 reached VND 7.35 billion, exceeding the planned target. Specifically: Profit from office and equipment rental: VND 1.07 billion; from real estate business: VND 2.75 billion; from trading construction materials and waterproofing materials: VND 7.45 billion; from other income such as reversal of provisions for debt recovery from Hasky Company and Dolphin Plaza project: VND 11.6 billion; from construction sector: -VND 0.2 billion. Total expenses excluding cost of goods sold were VND 15.32 billion.

During the year, the Company's Board of Directors identified business opportunities, leveraged the Company's strengths, and implemented solutions to exceed the 2025 production and business plan, creating momentum for stable development in the following years, specifically :

(i) Promote and implement construction and installation packages within and outside the oil and gas industry, ensuring efficiency, quality, and progress, while resolving issues for contracts that have been completed but not yet settled.

(ii) The Board of Directors shall closely supervise the recovery of invested capital, construction capital, and accounts receivable, and at the same time take measures to effectively utilize the recovered capital to benefit the Company's employees and shareholders.

(iii) Improve the efficiency of real estate asset utilization, seize market opportunities, promote profitable real estate transfers, and seek suitable, profitable real estates that will generate cash flow for the Company in the future.

(iv) Promoting and expanding the market for the business of supplying materials and waterproofing products has yielded initial successful results.

(v) Regarding personnel organization: Review and evaluate the quantity, quality, and policies for personnel in departments and branches, and arrange personnel in accordance with the Company's long-term development orientation.

(vi) The Board of Directors requests the Management Board to issue governance procedures and regulations, strengthen inspection and supervision, in order to promptly detect and rectify weaknesses, creating momentum for sustainable development and ensuring a harmonious balance of interests of the Company, the State, Shareholders, partners and the rights of employees.

2. Report on work completed in 2025

- Regarding working hours:

I work on an irregular basis at the PetroCons Dong Do headquarters.

+ Fully participate in all Board of Directors meetings and provide complete responses to all feedback forms.

- Regarding remuneration: To date, PetroCons Dong Do has fully paid the remuneration of the Independent Board Member in accordance with the annual remuneration scheme approved by the General Shareholders' Meeting.

- According to the assignment of duties by the Board of Directors, in addition to fulfilling all the general duties of a Board Member, I am also directly responsible for the following areas:

+ Promote, guide, and monitor the construction and installation work and investment project areas of the Company;

+ Project transfer, transfer of project capital contributions/financial investments, office/apartment leasing;

+ Financial matters and capital for construction contracts;

+ Implementing service and commercial business activities within the Company;

+ Report evaluating the performance of the Board of Directors;

- Over the past year, I have strived to perform my duties well, fulfilling all the roles and responsibilities of an independent member of the Board of Directors in accordance with the Law on Enterprises, the Company's Charter, the Board of Directors' operating regulations, and other relevant legal regulations in managing the production and business activities of PetroCons Dong Do.

The above is the report of the Independent Member of the Board of Directors of Dong Do Petroleum Joint Stock Company at the Annual General Meeting of Shareholders in 2026. Respectfully submitted to the General Meeting!

Thank you very much./.

Recipient:

- Like KG;

- Board of Directors of PetroCons Dong Do (BC).

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**



Nguyen Minh Dong