

*Hanoi, April 2, 2026*

## **REPORT**

**Regarding: No dividend payments and no allocation of funds in 2025**

**To: The General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company**

### **Base:**

- *Law on Enterprises No. 59 /2020 / QH14 dated June 17, 2020;*
- *Charter of organization and operation of Dong Do Petroleum Joint Stock Company ;*
- *The 2025 financial report has Audited by AASC Auditing Firm Co. , Ltd.*
- *Results of production and business activities in previous years .*

The Board of Directors respectfully submits the following to the Annual General Meeting of Shareholders of the Company for consideration and approval:

### **I. FINANCIAL SITUATION**

According to the audited financial statements for 2025:

#### **I. FINANCIAL STATUS**

According to the audited 2025 Financial Statements:

1.1 Total revenue and other income: **145,477,286,144 VND** In which:

- Revenue from sales and service provision: 133,879,902,720 VND
- Financial income: 10,305,087,732 VND
- Other income: 1,292,295,692 VND

1.2 Total expenses: **138,123,251,575 VND** In which:

- Cost of goods sold: 122,805,080,005 VND
- Financial expenses: 18,090,362 VND
- Selling expenses: 4,874,032,613 VND
- General and administrative expenses: 10,460,800,675 VND
- Other expenses: 1,428,644 VND

1.3 Profit after tax in 2025: **7,354,034,569 VND**

1.4 Accumulated losses as of December 31, 2024: **296,122,647,295 VND** (arising from previous years).

1.5 Accumulated undistributed profit after tax after offsetting: **288,768,612,726 VND.**

Although the company generated profits in 2024 and 2025, as of December 31, 2025, it still had accumulated losses according to its accounting records.

According to Article 135 of the 2020 Enterprise Law, a joint-stock company is only allowed to pay dividends when:

1. The company has fulfilled its tax obligations and other financial obligations;
2. Funds have been set aside and all accumulated losses have been offset in accordance with the law and the company's charter;
3. After paying dividends, the company still ensures that all debts and other financial obligations due are fully paid.

Therefore, if the company still has accumulated losses, paying dividends is not in accordance with legal regulations. The decision not to allocate funds and not to distribute dividends aims to ensure compliance with the provisions of the Enterprise Law; strengthen financial capacity; and stabilize capital sources to support production and business activities in the next phase.

## II. PROPOSAL

Based on the actual financial situation and the aforementioned legal regulations, the Board of Directors respectfully proposes to the General Meeting of Shareholders:

1. By not allocating funds in fiscal year 2025;
2. By not paying dividends in 2025;
3. All after-tax profits in 2025, after not paying dividends and allocating funds, will be used to continue offsetting accumulated losses from previous years; by the end of 2025, the remaining accumulated losses will be VND 288,768,612,726.
4. The Board of Directors and the Executive Board are tasked with implementing the resolutions of the General Meeting of Shareholders.

We respectfully submit this to the General Meeting of Shareholders for consideration, discussion, and approval!

**Recipient :**

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

TM. BOARD OF DIRECTORS  
CHAIRMAN  
CÔNG TY  
CỔ PHẦN  
DẦU KHÍ  
ĐÔNG ĐÔ  
Q. NAM TÚ L. TP. HÀ NỘI

Nguyễn Anh Tuan



Hanoi, April 2, 2026

## REPORT

**Subject: Settlement of salaries/remuneration for 2025 and plan for  
salary/remuneration payment in 2026  
of the Board of Directors and the Supervisory Board**

**Dear : Annual General Meeting of Shareholders 2026  
Dong Do Petroleum Joint Stock Company**

- Based on the Enterprise Law No. 59/2020/QH14, which was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Based on the Charter of Organization and Operation of Dong Do Petroleum Joint Stock Company ;
- 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-ĐHĐCĐ dated April 25, 2025, of the Company's Annual General Meeting of Shareholders in 2025.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for approval. The settlement of salaries and remuneration for the Board of Directors and Supervisory Board in 2025 and the plan for salaries and remuneration for the Board of Directors and Supervisory Board in 2026 of Dong Do Petroleum Joint Stock Company are as follows:

### **1. Implementing salaries and remuneration for the Board of Directors and Supervisory Board in 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.
- Salaries and remuneration for the Board of Directors and Supervisory Board in 2025 will be implemented according to Resolution No. 24/NQ-DKĐĐ-ĐHĐCĐ dated April 25, 2025, of the 2025 Annual General Meeting of Shareholders and the results of achieving/exceeding the 2025 business production plan targets , specifically as follows:
  - Total salary/remuneration of the Board of Directors: VND 627,885,000/year.
  - Total salary/remuneration of the Supervisory Board: 420,889,000 VND/year.

*(Detailed table included)*

## 2. Plan for paying salaries and remuneration to the Board of Directors and Supervisory Board in 2026:

Base To implement the production and business tasks for 2025 and the production and business plan of Dong Do Petroleum Joint Stock Company for 2026 . The Company's Board of Directors respectfully submits this to the General Meeting of Shareholders for approval. The salary and remuneration plan for the Board of Directors and Supervisory Board in 2026 is as follows:

2.1. For full-time members of the Board of Directors and Supervisory Board, salaries are paid according to the Company's salary and bonus regulations, in line with the unit's production and business performance and relevant State regulations.

*(Detailed table included)*

2.2. Remuneration for members of the Board of Directors, independent members of the Board of Directors, and part-time members of the Supervisory Board, the specific remuneration rates are as follows:

- Board members, independent board members holding concurrent positions:  
VND 5,000,000/person/month

- Members of the Supervisory Board holding multiple positions: 3,000,000 VND/person/month

Respectfully submitted to the Annual General Meeting of Shareholders of the Company in 2026 for consideration and approval .

Best regards !

Recipient : 

- As K. sent;
- Board of Directors; Supervisory Board;  
Management Board;
- Save TCHC.

**TM. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Anh Tuan**





PETRO VIETNAM ONSTRUCTION  
JOINT STOCK CORPORATION  
DONG DO PETROLEUM  
JOINT STOCK COMPANY

SALARY AND REMUNERATION SETTLEMENT TABLE  
BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS, 2025

(Attached to Report No. 24 TTY-DKDD-TCHC dated March 16, 2026)

Unit: VN.

	Full name	Job title	Plan for 2025		Total salary and remuneration implemented in 2025	Compare		Note
			Salary	Remuneration		Amount	Proportion	
I	Board of Directors		403 000 000	144 000 000	627 885 000	80 885 000	104%	
1	Nguyen Anh Tuan	Chairman of the Board of Directors of the Company	403 000 000		483 885 000	80 885 000	120%	
2	Phan Minh Tam	Non-executive board members		36 000 000	36 000 000		100%	
3	Nguyen Thi Dung	Non-executive board members		36 000 000	36 000 000		100%	
4	Nguyen Khanh Trung	Non-executive board members		36 000 000	36 000 000		100%	
5	Nguyen Minh Dong	Independent Board of Directors		36 000 000	36 000 000		100%	
II	Supervisory Board		335 400 000	36 000 000	420 889 000	49 489 000	104.9%	
1	Nguyen Thi Tam	Head of the Supervisory Board	335 400 000		384 889 000	49 489 000	115%	
2	Le Thi Hai Ha	TV License Plate Number		18 000 000	18 000 000		100%	
3	Do Nguyen Lan Chau	TV License Plate Number		18 000 000	18 000 000		100%	
	Total (I+II)		738 400 000	180 000 000	1 048 774 000	130 374 000		2

Hanoi, March 2026

Human Resources Department

Finance and Accounting Department

Company Director





PLAN FOR SALARIES AND REMUNERATION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2026

(Attached is the submission document No. TT-r-DKBD-TCHC dated [date] [month] [year] 2026)

Unit: VND

TT	Job title	Salary	Remuneration	Salary	Remuneration	Lbs	Qtlkh	Expected plan completion rate	Note
1	2	5	7	11	12		14		
I	Board of Directors	36 700 000	20 000 000	440 400 000	240 000 000	73 400 000	753 800 000	100%	
1	Chairman of the Board	36,700,000		440,400,000	-	73,400,000	513,800,000	100%	
2	Non-executive board members		5,000,000	-	60,000,000	-	60,000,000	100%	
3	Non-executive board members		5,000,000	-	60,000,000	-	60,000,000	100%	
4	Non-executive board members		5,000,000	-	60,000,000	-	60,000,000	100%	
5	Independent Board of Directors		5,000,000	-	60,000,000	-	60,000,000	100%	
II	Supervisory Board	29,500,000	6,000,000	354,000,000	72,000,000	59,295,000	485,295,000	100%	
1	Head of the Supervisory Board	29,500,000		354,000,000	-	59,295,000	413,295,000	100%	
2	TV Supervisory Board		3,000,000	-	36,000,000	-	36,000,000	100%	
3	TV Supervisory Board		3,000,000	-	36,000,000	-	36,000,000	100%	
	Total	66,200,000	26,000,000	794,400,000	312,000,000	132,695,000	1,239,095,000	100%	

Hanoi, April 2, 2026

Human Resources Department      Finance and Accounting Department      Company Director

Thanh Trung Temple      Hoang Thi Hue      Phan Minh Tam





*Hanoi, April 2, 2026*

## **REPORT**

### **Subject: Amendments and additions to certain provisions in the Company Charter**

#### **To : Annual General Meeting of Shareholders of the Company**

- Based on the Enterprise Law No. 59/2020/QH14, which was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Based on the Charter of Organization and Operation of Dong Do Petroleum Joint Stock Company;
- Based on the production and business plan of Dong Do Petroleum Joint Stock Company;

In accordance with the provisions of the Enterprise Law and the Company's Charter, the Board of Directors of Dong Do Petroleum Joint Stock Company respectfully submits the following contents to the General Meeting of Shareholders for consideration and approval:

#### **1. Through the change of the abbreviated name of Dong Do Petroleum Joint Stock Company.**

- Former abbreviation: PETROCONS - Dong Do.,JSC
- New abbreviation: PETROCONS - DD

Other details such as the Vietnamese name, English name, and trade name remain unchanged.

- Reason for change: The adjustment of the abbreviated name aims to align with the standardization of the brand identity system of the Vietnam National Energy and Industry Corporation (Petrovietnam), the Vietnam Oil and Gas Construction Joint Stock Company (PETROCONS), and the company's brand development strategy for the coming period.

#### **2. Through the change of business address of Dong Do Petroleum Joint Stock Company**

- Old address: 2nd floor, Dolphin Plaza building, 28 Tran Binh Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi.
- New address: 2nd Floor, Dolphin Plaza Building, 28 Tran Binh Street, Tu Liem Ward, Hanoi.
- Reason for change: rearranging and reorganizing administrative units at all levels, building a two-tiered local government model consisting of provincial and commune levels.

#### **3. Through the amendment and supplementation of the method of sending the Notice of Meeting of Shareholders via Email/SMS address as stipulated in Clause 3,**

**Article 18. Meeting convening, meeting agenda and notice of meeting of Shareholders as follows:**

- **Old content:** “The notice inviting shareholders to the General Meeting shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the State Securities Commission's website , and the stock exchange where the Company's shares are listed or registered for trading ...”

- **Amendments and additions:** The notice inviting shareholders to the General Meeting will be sent to all shareholders using a method that ensures it reaches the shareholders' contact addresses. The Company will send the notice inviting shareholders to the General Meeting via email or mobile phone number (SMS/OTT) that the shareholder has registered with the Company. If the shareholder has not registered for electronic transaction methods such as email or phone, the notice will be published on the Company's website or the stock exchange where the Company's shares are listed or registered for trading.

- Reason for change: Sending shareholder meeting invitations via email or mobile phone (SMS/OTT) is a significant step in the company's digital transformation roadmap, helping to reduce operating costs and optimize interaction with shareholders.

**4. Through the following authorizations granted to the Company's Board of Directors:**

- Consider and decide on the timing of the change and the necessary procedures in accordance with current laws to implement the change of the Company's abbreviated name.

- Carry out the necessary procedures as prescribed by current law, such as amending and supplementing the Company's Charter, registering the business related to the above contents, and updating the content related to the change of the Company's abbreviated name, brand logo, and brand identity logo in accordance with the law and the Company's internal regulations.

The Board of Directors of the Company respectfully submits this to the General Meeting of Shareholders for consideration and approval.

Best regards./.

**Recipient:** 

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

**TM. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyễn Anh Tuan**



Hanoi, March 27, 2021

Number: 26/TTr-DKĐĐ-HĐQT

**REPORT**

**Subject: Repayment of dividend payments for 2011**

**To: The General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company**

Base:

- Law on Enterprises No. 60/2005/QH11 dated November 29, 2005
- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020
- Securities Law No. 70/2006/QH11 and the Law amending and supplementing it in 2010
- The Accounting Law of 2003 dated June 17, 2003, and the Enterprise Accounting System according to Decision 15/2006/QĐ-BTC;
- Accounting Law 2015 dated November 20, 2015
- Circular 200/2014/TT-BTC guiding the accounting regime for enterprises.
- Vietnamese Accounting Standards (VAS)
- Regulations on exercising rights for securities holders issued by the Vietnam Securities Depository Center (VSD), now the Vietnam Securities Depository and Clearing Corporation (VSDC);
- Resolution No. 32/NQ-DKĐĐ-ĐHĐCĐ of the Annual General Meeting of Shareholders dated April 26, 2012;

At the Annual General Meeting of Shareholders on April 26, 2012, the meeting approved a dividend payout ratio of 5% of charter capital for 2011. Based on Resolution No. 32/NQ-DKĐĐ-ĐHĐCĐ of the 2012 Annual General Meeting of Shareholders, the Company recorded this 5% dividend payment, reducing undistributed after-tax profit. However, at that time, the Board of Directors had not yet issued a resolution to implement the dividend payment, and the Company had not yet registered the final registration date to finalize the list of shareholders. At the Vietnam Securities Depository Center, the list of shareholders entitled to dividends has not yet been established.

Based on the provisions of: i. Article 6 and Clause 3 of Article 40 of the Accounting Law 2015; ii. Clause 2 of Article 138 of the Enterprise Law 2020; iii. Vietnamese Accounting Standard VAS 01 (issued under Decision No. 165/2002/QĐ-BTC and applied in the Accounting Law 2003), the recognition of the dividend payable for 2012 is inconsistent with the principle of recognizing liabilities as prescribed.



To accurately reflect the nature of the Company's current financial obligations in accordance with applicable accounting laws and to ensure funding for the Company's production and business operations, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the reimbursement of the 2011 dividend payment. The aim is to increase retained earnings, reduce accumulated losses, and decrease accounts payable on the financial statements.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipient: *tt*

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

**TM. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Anh Tuan**

Hanoi, April 2, 2026

## **REPORT**

Subject: Approval of the dismissal and election of additional members of the  
Company's Supervisory Board

**Dear : Annual General Meeting of Shareholders 2026**  
**Dong Do Petroleum Joint Stock Company**

### **Basis :**

- The Enterprise Law No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam at its 14th session, 9th meeting, on June 17, 2020;
- Articles of Association of Dong Do Petroleum Joint Stock Company;
- Ms. Do Nguyen Lan Chau's resignation from the Supervisory Board;
- Official letter No. 51/2026/PL-PC dated March 12, 2026, from Phu Long Real Estate Joint Stock Company regarding the nomination of replacement personnel to participate in the Supervisory Board of Dong Do Petroleum Joint Stock Company for the term 2022 - 2027.
- Official document No. 30/XLDK-HĐQT dated March 25, 2026, from the Vietnam Petroleum Construction Joint Stock Corporation regarding: Approval of the principle for the Corporation's capital representative to carry out the personnel nomination process for the election of additional members to the Supervisory Board from internal sources.
- Minutes of the Staff Meeting on March 27, 2026, of Dong Do Petroleum Joint Stock Company follow a five-step process to solicit opinions on the nomination and election of additional members to the Supervisory Board.

In accordance with the provisions of the Enterprise Law and the Company Charter, the Board of Directors of Dong Do Petroleum Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders of the Company in 2026 the dismissal and election of a replacement member of the Supervisory Board, specifically as follows:

### **I. Regarding the dismissal of a member of the Supervisory Board:**

- In accordance with her personal wishes, Ms. Do Nguyen Lan Chau requests to terminate her employment contract with the Company and has submitted a resignation letter to step down as a member of the Company's Supervisory Board.
- Based on the resignation letter of Ms. Le Thi Hai Ha regarding her resignation from the Board of Supervisors of the Company.





- On March 12, 2026, the Company received official letter No. 51/2026/PL-PC from Phu Long Real Estate Joint Stock Company regarding the nomination of personnel to replace the current Supervisory Board of Dong Do Petroleum Joint Stock Company.

Therefore, the Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Ms. Do Nguyen Lan Chau and Ms. Le Thi Hai Ha from their positions as members of the Company's Supervisory Board.

## **II. Regulations on the criteria for electing additional members to the Supervisory Board**

1. Number of additional members to the Supervisory Board: 2 people
2. Maximum number of candidates for Supervisory Board: Unlimited
3. 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 General Manager, 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.

## **III. 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.

#### IV . Nominations for additional personnel on the Supervisory Board:

- Vietnam Petroleum Construction Joint Stock Corporation: We nominate **Ms. Tran Thi Mai Linh** - Specialist in the Technical Planning Department of Dong Do Petroleum Joint Stock Company - for the Shareholders' Meeting to elect her as a member of the Supervisory Board to replace Ms. Do Nguyen Lan Chau.

*(Attached is a summary of the resume/CV)*

- Phu Long Real Estate Joint Stock Company: Nominated **Mr. Vu Trung Truc** to replace Ms. Le Thi Hai Ha on the Supervisory Board of Dong Do Petroleum Joint Stock Company.

*(Attached is a summary of the resume/CV)*

- List of prospective candidates and nominees:

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*(Attached is a summary of the resume/CV)*

In order for the Company to have a basis for implementation in accordance with regulations, the Board of Directors of Dong Do Petroleum Joint Stock Company respectfully requests the General Meeting of Shareholders of the Company in 2026 to consider and approve this.

**Recipient:** 

-As above;

- Save the Board of Directors.

**TM. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyễn Anh Tuan**

