

ANNUAL REPORT
Dong Do Petroleum Joint Stock Company
2024

I. General information

1. General information

- Trading name: **Dong Do Petroleum Joint Stock Company**
- International trading name: Petroleum Dong Do Joint Stock Company
- Business registration certificate: 0102293517 changed 14 times on June 17, 2019
- Charter capital: 500,000,000,000 VND (five hundred billion dong).
- Owner's equity: 500,000,000,000 VND (In words: Five hundred billion VND).
- Address: 2nd Floor, Dolphin Plaza Building, No. 28 Tran Binh, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City
- Phone: 024. 62554111 Fax: 0 24. 62578111
- Website: <http://www.daukhidongdo.vn> Email: info@daukhidongdo.vn
- Stock code: PFL
- Logo:



Formation and development process

Dong Do Petroleum Joint Stock Company is a member of Vietnam Oil and Gas Construction Joint Stock Corporation. Dong Do Petroleum Joint Stock Company (PetroCons-Dong Do) was established during the formation and development of the model of Vietnam Oil and Gas Finance Joint Stock Corporation (PetroCons) - a large financial institution under the Vietnam National Oil and Gas Group.

Significant growth milestones since inception:

- Established June 15, 2007 with total charter capital: 500 billion.
- The total number of employees of the Company is currently 65, of which the number of employees with university and post-graduate degrees accounts for about 75.38%.
- 2007: Established a branch in Ho Chi Minh City.
- 2009: Establishment of Project Management Boards.

- In Hanoi: Project Management Board of Duc Giang Petroleum Urban Area Project, Project Preparation Board 160 Tran Quang Khai.
- July 2009: Established PetroCons Dong Do Trading Floor in Hanoi.

The strategic goal of Dong Do Petroleum Joint Stock Company is to build and develop PetroCons Dong Do into a multi-industry company, a key unit of Vietnam Oil and Gas Construction Joint Stock Corporation. Professional operation, strong organization, applying advanced technologies in the field of construction and installation of industrial, civil and commercial works, being a professional real estate business enterprise in Vietnam.

At the General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company on December 7, 2009, Vietnam Oil and Gas Construction Joint Stock Corporation became a founding shareholder and major shareholder of Dong Do Petroleum Joint Stock Company.

In November 2010, the Company's shares were listed on the Hanoi Stock Exchange and approved for trading under Decision No. 805/QD-SGDHN dated November 3, 2010 of the Hanoi Stock Exchange.

2. Business lines and locations:

Pursuant to Business Registration Certificate No. 0102293517 issued by the Department of Planning and Investment of Hanoi City, first registered on June 15, 2007 and changed for the 14th time on July 7, 2022, the main business lines of the Company include:

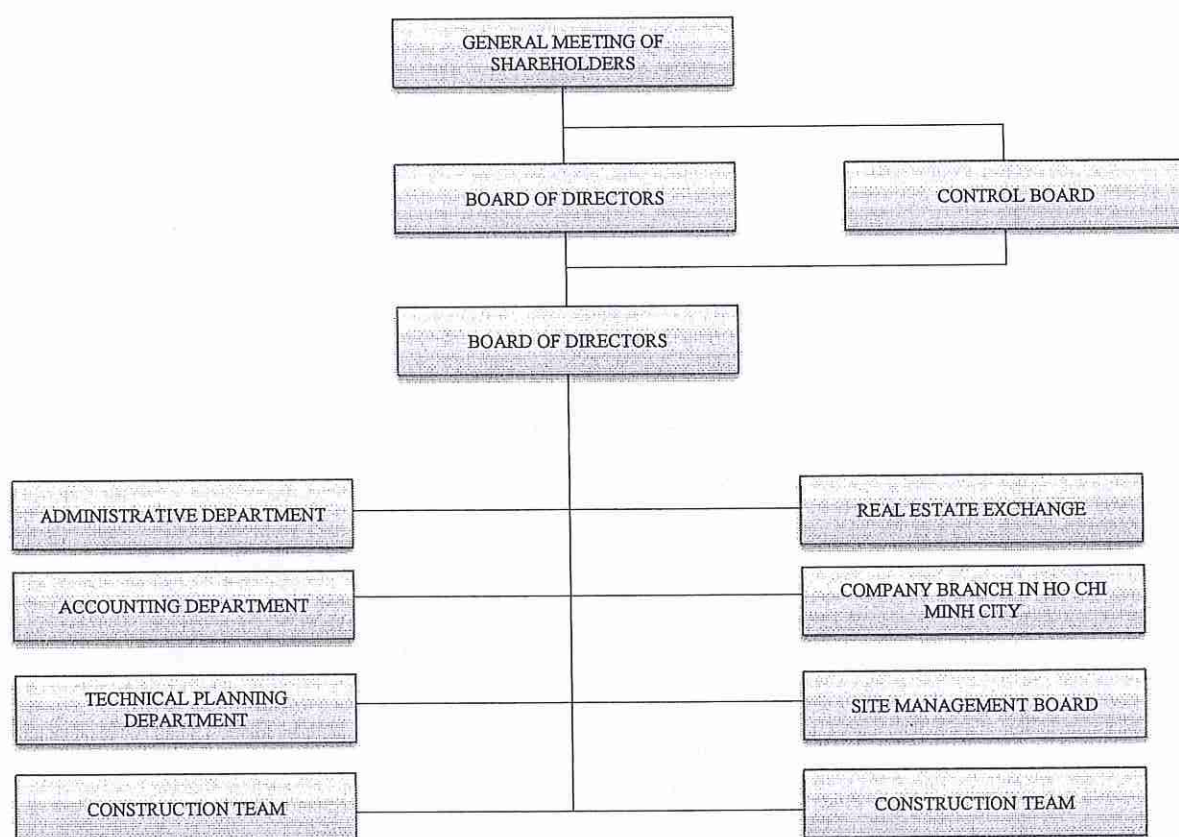
- Construction of railway and road works;
- Management consulting activities (excluding legal, financial, tax, accounting, auditing consulting);
- Wholesale of other machinery, equipment and spare parts. Details: Wholesale of machinery and means of transport;
- Real estate consulting services, real estate auctions, real estate advertising, real estate management;
- Trading in materials and equipment for construction works, interior and exterior equipment, water supply and drainage, environment, technical infrastructure, infrastructure;
- Consulting on construction of civil, industrial, technical infrastructure and environmental works (excluding construction design services);
- EPC general contractor for industrial, civil, technical infrastructure and environmental works;
- Mineral exploration, exploitation and processing (Except for minerals prohibited by the State);
- Purchase, import and export of minerals, materials, equipment, raw materials and other service activities serving mineral exploitation and processing;
- Electricity business;
- Real estate business;
- Construction of housing projects, villas, offices, hotels, commercial centers, supermarkets, new urban areas, industrial parks, economic zones, high-tech zones, eco-tourism areas, entertainment areas, tourist villages;

- Real estate brokerage services, real estate valuation (excluding goods appraisal services; property valuation under the authority of the State), real estate trading floors and other services.

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

3. Management model, business organization and management apparatus:

a, Governance model, management structure of the Company



b. Management structure

- Board of Directors until December 31, 2024: 03 people;

- + Mr. Phan Minh Tam Director
- + Ms. Nguyen Thi Dung Deputy Director
- + Mr. Ngo Duy Chinh Deputy Director

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

c. Subsidiaries, affiliates: None

II. Operational situation in 2024

1. Production and business situation

- Total revenue in 2024: 78.35 billion VND.
- Profit after tax: 0.376 billion VND.

2. Organization and personnel:

2.1: Director

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

2.2: Deputy Director

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

2.3: Deputy Director

Full name: NGO DUY CHINH
 Gender: MALE
 Date of birth: October 25, 1982
 ID card: 024082000849 issued on March 3, 2020.
 Hometown: Mai Trung, Hiep Hoa, Bac Giang.
 Permanent residence: P12b07, CT2A, Co Nhue Urban Area, Co Nhue 1 Ward, Bac Tu Liem, Hanoi.
 Current residence: P12b07, CT2A, Co Nhue Urban Area, Co Nhue 1 Ward, Bac Tu Liem, Hanoi.
 Professional qualification: Master of Science in Architecture .
 Number of shares owned: 0 shares

2.5: Deputy Head of Finance - Accounting Department

Full name: NGUYEN THANH BINH
 Gender: Male
 Date of birth: August 24, 1979
 C CCD: 001079026864 issued on April 24, 2021
 Hometown: Lien Ha - Dong Anh - Hanoi.
 Permanent residence: Room 2207 - Commercial Center - Xa La Urban Area - Phuc La - Ha Dong - Hanoi
 Current address: Room 2207 - Shopping Mall - Xa La Urban Area - Phuc La - Ha Dong - Hanoi
 Qualification: Bachelor of Accounting
 Number of shares owned: 0 shares
 - Benefits of the Board of Directors: Salary, bonus of the Board of Directors and other benefits of the Board of Directors: Strictly comply with current regulations of the General Meeting of Shareholders and the Company.
 - Number of staff as of December 31, 2024: 65 people. Of which: Postgraduate: 06; University: 37; College: 01; Secondary: 01; Technical workers: 04 and general workers: 16 people.
 - Change of members of Board of Directors/Chairman, Board of Management, Board of Supervisors, Chief Accountant:
 In 2024, the Company will change the Chief Accountant position:
 + Do not re-appoint and remove Mr. Bui Hong Thai from the position of Chief Accountant of the company according to Decision No. 58/QD-DKDD-HĐQT dated October 28, 2024.
 + Assign Mr. Nguyen Thanh Binh to hold the position of Deputy Head of Finance - Accounting Department according to Decision No. 139/QD-DKDD-TCHC dated October 28, 2024.

3. Financial situation

3.1. Financial situation

TT	Target	Unit of measure	2023	2024	2024/2023
1	Production target	Billion VND	20.79	90.55	435.55%
2	Total revenue	Billion VND	24.58	78.35	318.76%
3	Profit before tax	Billion VND	(5,386)	0.376	
4	Profit after tax after return of other funds belonging to	Billion VND	0.145	0.376	259.31%

	equity				
5	Average labor used	People	55	55	100.00%
6	Average income	T/D/M	8.04	8.2	101.99%
7	Charter capital	Billion VND	500	500	100.00%
8	Dividend Rate	%	0	0	

3.2. Key financial indicators

The indicators	2023	2024	Note
1. Payment capacity indicators			
+ Short-term payment ratio: Current assets/Current liabilities	2.54	2.27	
+ Quick payment ratio Current assets- Inventories/current liabilities	1.79	1.53	
2. Capital structure indicators			
+ Debt/Total assets ratio	0.28	0.31	
+ Debt/Equity Ratio	0.38	0.46	
3. Operational capacity indicators			
+Inventory turnover Cost of goods sold / Average inventory	0.32	0.95	
+Net revenue/Total assets	0.064	0.24	
4. Profitability indicators			
+Profit after tax/Equity ratio	0.065	0.17	
+Profit after tax/Total assets	0.046	0.12	
+Operating profit ratio/Net revenue		0.49	

4. Shareholder structure, changes in equity capital:

a. Shares

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

b. Shareholder structure

- Institutional shareholders: 06 shareholders holding: 20,968,935 shares account for 41.93%
- Individual shareholders: 3,688 shareholders holding: 28,948,265 shares account for 58.07 %
- Founding shareholders: (According to the Company Charter)

TT	Shareholder name	Head office, household registration TT	Type of shares	When establishing a company (June 15, 2007)		As of 03/26/2025		Business registration number, ID card number,
				Number of shares	Capital contribution ratio	Number of shares	Capital contribution ratio	
1	Phu Long Real Estate Joint Stock Company	D2-19 My Hung 2 Residential Area, Tan Phong Ward, District 7, HCMC	Common stock	3,396,000	6.76	3,396,000	6.76	
2	Song Kim Investment Joint Stock Company	No. 27, Nguyen Trung Truc, Ben Thanh Ward, District 1, HCMC	Common stock	6,500,000	13	0	0	
3	Vietnam Oil and Gas Construction Joint Stock Corporation	25th floor, CEO building, lot HH2-1 Me Tri Ha urban area, Pham Hung street, Nam Tu Liem district, Hanoi	Common stock	18,012,975	36.02	17,433,475	34.87	
4	Ha Thi Thong	No. 8, A1, Tran Quoc Toan, Hoan Kiem, Hanoi	Common stock	1,000,000	2	0	0	

Major institutional shareholders: 02 shareholders, holding: 20,829,475 shares, accounting for 41.66%

Foreign shareholders:

- Number of small foreign shareholders: 06 shareholders holding: 98,600 shares, accounting for 0.1972%

- Major foreign shareholders: None

III. Board of Directors' Evaluation Report

TT	Target	KH 2024	TH 2024	TH to KH ratio (%)
1	Output Indicator	90.00	90.55	100.61
2	Total revenue	80.00	78.35	97.94
3	Profit before tax	0.36	0.38	105.55
4	Profit after tax	0.36	0.38	105.55
5	Final labor	55	55	100
6	Average labor used	55	55	100

1. Financial status report

a. Asset situation:

- Assets in 2024 increased compared to 2023: 4.54%
- Receivables in 2024: VND 95.87 billion, up 0.38% compared to 2023
- Inventory in 2024: VND 75.06 billion, up 14.51% compared to 2023.

- Fixed assets decreased by 5.68% compared to 2023

b. Debt situation

As of December 31, 2024, the Company's debt situation is as follows:

- Short-term loans and debts: 0 billion VND
- Payable to seller: 32.21 billion VND
- Long-term loans and debts: 0 billion VND

The company has no foreign currency transactions.

c. Future development plan

- Regularly review all production and business expenses, unfinished output value, unfinished costs. Especially focus on finalizing projects such as: Thai Binh 2 Thermal Power Plant, Song Hau 1 Thermal Power Plant and Tran Anh - Long An Project; Increase cost savings, improve capital efficiency to partially offset accumulated losses from previous years, thereby gradually stabilizing and developing production and business activities.
- Focus marketing resources on finding construction and installation jobs to ensure the 2025 production plan is achieved, creating cash flow to cover the minimum operating costs of the management apparatus.
- Strengthen technical and material management and especially labor safety at construction sites.
- Develop business plans suitable for each bid package/project.
- Concentrate key human resources at construction site management boards to carry out acceptance, settlement, debt collection, and ensure minimum value of unfinished volume and receivables at construction works/projects.
- Have detailed, reasonable, economical and safe construction solutions for each project item.
- Continue to seek partners to transfer projects/capital contributions to companies such as: Lam Kinh Company, Tay Ha Noi Joint Stock Company...
- Focus on capital recovery, especially for large receivables that directly affect the unit's production and business efficiency, such as receivables from Hasky Joint Stock Company, Thien Phuc Gia, TID, Phu Long...
- Strengthening the business of supplies and materials. From the second half of 2024, the company will become an official distributor of GCP, specializing in providing waterproofing materials, and the company has also signed a number of contracts to supply waterproofing materials to customers, bringing revenue to the company.
- Implement flexible financial solutions, diversify capital mobilization channels to fully meet capital needs for production and investment. Proactively review and increase working capital loan limits at banks to ensure capital for production and business activities.
- Reasonable and effective use of funds obtained from divestment of projects/capital-contributing companies.

IV. Board of Directors' assessment of the Company's operations

1. Board of Directors' assessment of the Company's operations

*Results of some Company's 2024 targets.

- Total revenue: 78.35 billion VND.
- Profit after tax: 0.376 billion.
- Owner's equity: 222.22 billion, an increase of 0.38 billion compared to last year.
- Ending receivables: 95.87 billion, an increase of 0.35 billion compared to last year.
- End-of-period liabilities: 101,788 billion, an increase of 13.69 billion compared to last year.

The Company implements the Resolution of the 2024 Annual General Meeting of Shareholders in the following general context:

- In 2024, the domestic and foreign economic and political situation will have many complicated fluctuations, marketing work to find new sources of work will face many difficulties due to the impact of political tensions in the Middle East, the complicated developments of the Russia - Ukraine conflict, the construction and industrial sectors will face many difficulties in the context of declining global demand. Moreover, the Company's financial capacity is not strong yet, construction machinery and equipment are not adequate, and the competitive pressure in bidding with units in the construction industry is high.

- Debt collection, acceptance and settlement of completed projects are still delayed.

- However, with the attention and close direction of the Vietnam Oil and Gas Construction Joint Stock Corporation (PetroCons), major shareholders and partners for PetroCons Dong Do, combined with the consensus of the Board of Directors and the Board of Directors and the spirit of solidarity, sharing and efforts of all employees in the company, in 2024 the Company had a profit after tax of: 0.38 billion VND. The specific reasons are: Sales revenue and service provision in 2024 increased compared to 2023, during the period the unit recovered the bad debt that had been provisioned, leading to the Company's 2024 financial statements being profitable .

2. Board of Directors' assessment of the performance of the Company's Board of Directors

- The Board of Directors of the Company has operated and managed according to the assigned and decentralized functions, tasks and authorities. The Board of Directors has proactively reported, proposed and asked for the Board of Directors' opinions to approve the policies of work contents under the Board of Directors' authority to consider and decide.

- The Board of Directors has complied with and implemented the Resolutions of the General Meeting of Shareholders and the Board of Directors of the Company regarding issues considered important.

- The Board of Directors directs the development of plans and implementation of production and business activities to complete the production and business plan according to the Resolution of the Shareholders' Meeting.

- The Board of Directors also regularly updates and promptly directs to resolve problems at construction sites, organize construction, be decisive in payment and settlement, focus on recovering investment capital with many solutions, recruit and train personnel...

V. Board of Directors' action plan for 2025.

In 2025, along with the opportunities of the Real Estate market, the recovery of domestic and foreign economic growth, effective application of the State's macroeconomic

policies, at the same time maximizing all resources, utilizing the Company's strengths, with the spirit of solidarity, based on lessons learned in construction and installation activities, developing waterproofing products business, real estate trading business, improving capacity and reputation in construction and installation activities, the Board of Directors has directed the development of the 2025 production and business plan as follows:

STT	Target	Unit of measure	KH 2025
1	Production and business value	billion dong	101
2	Revenue	billion dong	82
3	Profit before tax	billion dong	0.56
4	Profit after tax	billion dong	0.56
5	Investment value of purchasing MMTB assets	Billion VND	5
6	Average labor used	People	55
7	Average income	million VND/person/month	9
8	Charter capital	billion dong	500

Some solutions to complete the 2025 production and business plan:

- Improve competitiveness, promote information search, strengthen bidding marketing, search for construction and installation jobs inside and outside the oil and gas industry to ensure achieving the 2025 production plan and job sources for the following years;

- Strengthen corporate governance, regularly review and strictly control all production and business expenses, management expenses, increase savings practices, reduce product costs, improve capital efficiency to partially offset accumulated losses from previous years, gradually stabilize and develop production and business activities.

- For real estate business activities, conduct market research, select commercial real estate suitable to the capacity, operational objectives and existing capital, prioritize good liquidity, cash flow, and economic efficiency. Complete the transfer to the Sales Contract, study the implementation of investment in raw construction for apartments in the Thieu Khanh project in accordance with new regulations of the Law to be eligible for transfer to customers in 2025.

- For the business of construction materials and waterproofing, promote sales, build business management processes, improve efficiency, and promote sales and trade activities.

- In construction activities, for completed projects, focus on resolving problems, finalizing payments to quickly recover capital and recover outstanding debts. For projects under construction, it is necessary to meet progress and quality, have cost management measures, manage and evaluate carefully to select bidding packages, minimize arising problems or risks during construction to increase the efficiency of construction bidding packages.

- In order to meet the capacity of machinery and equipment to serve projects under construction such as Hoa Binh, Bac Ninh projects and projects preparing to be deployed in 2025, 2026 such as Dong Son Industrial Park technical infrastructure project, Thanh Hoa in

2025, the Company plans to invest 5 billion VND mainly in construction equipment such as excavators, cars for production and business, old trucks for construction.

- Strengthen the implementation and supervision of economic management, business accounting, contract management, and cost management to ensure maximum profits from production and business activities.

- Develop and perfect the Company's internal management regulations and rules to strengthen supervision and strictly control the implementation of the Company's production and business plans.

- Practice thrift, fight waste, reduce management costs, focus on reducing product costs and improving production and business efficiency .

- Strengthen technical management, materials and especially labor safety at construction sites. Have detailed, reasonable, economical and safe construction solutions for each project item.

- Concentrate key human resources at construction site management boards to carry out acceptance, settlement, debt collection, and ensure minimum value of unfinished volume and receivables at construction works/projects.

- Continue to restructure the enterprise, improve the organizational structure, review the staffing and arrange the management apparatus, and arrange labor in accordance with the actual situation of the unit to optimize labor productivity.

- Pay attention to and focus on recruitment, training and development to have a sufficient number of staff and workers to meet the quality requirements for performing production and business tasks.

VI. Corporate Governance

1. Board of Directors

1.1. Board of Directors: consists of 05 members

The structure is as follows: 01 full-time Chairman, 01 member of the Board of Directors and Director, 01 member of the Board of Directors and Deputy Director, 02 part-time members of the Board of Directors.

Currently, there are 03 members participating in the management, 02 members not participating in the management of the Company.

1.1.1 NGUYEN ANH TUAN – Chairman of the Board of Directors

Full name: NGUYEN ANH TUAN

Gender: Male

Date of birth: 09 - 11 - 1974

ID card: 02507400 0022 issued on 11/18/13 in Hanoi

Hometown: Yen Minh - Y Yen - Nam Dinh

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

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

Qualification: Master of Economics

Current position: Chairman of the Board of Directors

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

Full name: PHAN MINH TAM

Gender: Male

Date of birth: October 4, 1978

Hometown: Lam Thao, Phu Tho

ID card: 025078000292 issued on 3/23/17 in Hanoi

Permanent residence: No. 16, alley 282/20 Thuy Khue, Thuy Khue ward, Tay Ho, Hanoi

Current address: No. 16, alley 282/20 Thuy Khue, Thuy Khue ward, Tay Ho, Hanoi

Qualification: Master of Economics

Current position: Company Director

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

Full name: NGUYEN THI DUNG

Gender: Female

Date of birth: March 23, 1979

ID card: 013110203 issued on August 14, 2008 in Hanoi

Hometown: Yen Phong - Yen Dinh - Thanh Hoa

Permanent residence: No. 2, Lane 221, Kim Ma - Ba Dinh - Hanoi

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

Professional qualification: Master of Science in Architecture .

1.1.4 NGUYEN MINH DONG - Independent member of the Board of Directors

Full name: NGUYEN MINH DONG

Gender: Male

Date of birth: 05 - 12 - 1976

ID card: 001076013084 issued on June 29, 2018 in Hanoi

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

Professional qualification: Civil engineer

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

1.1.5 NGUYEN KHANH TRUNG - Member of the Board of Directors (Not involved in Company operations)

Full name: NGUYEN KHANH TRUNG

Gender: Male

Date of birth: 07 - 05 - 1971

ID: 011728787 issued on February 1, 2007 in Hanoi

Hometown: Kim Son - Ninh Binh

Permanent residence: 453 Bach Dang, Chuong Duong ward, Hoan Kiem district, Hanoi

Current residence: Apartment 2C-7-4, Phu My Apartment Complex, Hoang Quoc Viet Street, Phu My Ward, District 7, Ho Chi Minh City
Professional qualification: Master of Architecture
Current position: Project Director at Phu Long Real Estate Joint Stock Company

1.2. Activities of the Board of Directors

To achieve the set goals in 2025, the Board of Directors develops a plan and specific solutions as follows:

- Properly exercise the rights and responsibilities of the Board of Directors as stipulated in the Company Charter, enhance the effectiveness of the Company's management activities by providing written opinions to quickly resolve work requests within the Board of Directors' decision-making authority.

- Strengthen the connection between the Board of Directors and the Board of Management through the Board of Management's support department, strengthen periodic/unscheduled inspections and supervision to ensure the implementation of the Board of Directors' resolutions and decisions and compliance with legal regulations as well as internal rules and regulations of the Company.

- Develop the Company's operational orientation in each phase, monitor and support the Board of Directors to complete the 2025 production and business plan targets.

- The Board of Directors and the Board of Directors will rearrange the management and operation apparatus, review personnel, and appoint personnel with experience in organizing, managing, and implementing construction to suit the Company's production and business situation in 2025.

In the context of unpredictable domestic and international economic and political developments, the Board of Directors of the Company needs to closely monitor the market situation to be proactive and flexible in directing, promptly overcoming difficulties and seizing favorable opportunities to successfully complete the Company's planned tasks, ensuring maximum benefits for shareholders who have placed their trust in the Company.

1.3. Share ownership ratio of Board of Directors members as of December 31, 2024.

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

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

In there:

- + Personal ownership: 0 shares
- + Representing PetroCons' capital: 7,000,000 shares (par value: 10,000 VND)

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

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

In there:

- + Personal ownership: 0 shares
- + PetroCons' capital representative: 6,000,000 shares (par value: 10,000 VND)

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

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

In there:

- + Personal ownership: 0 shares (par value: 10,000 VND)
- + Representing PetroCons' capital: 4,433,475 shares (par value: 10,000 VND)

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

+ Personal ownership: 0 shares

2. Board of Control: 03 members

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

2.1.Ms. NGUYEN THI TAM - Head of specialized control board

Full name: NGUYEN THI TAM
Gender: Female
Date of birth: 01 - 12 - 1975
ID card: 033175002038 issued on April 24, 2017 in Hanoi
Hometown: Dong Tao - Khoai Chau - Hung Yen
Permanent residence: House 34, lane 86, Chua Ha street, Cau Giay, Hanoi
Current residence: House 34, lane 86, Chua Ha street, Cau Giay, Hanoi
Qualification : Bachelor of Economics
Current position: Head of the Board of Supervisors
Number of shares owned: 0 shares

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

Full name: DO NGUYEN LAN CHAU
Gender: Female
Date of birth: 06/01/1982
ID card: 094182015513 issued on December 20, 2021 at the Department of Administrative Police on Social Order
Permanent residence: C7.06 Phu Gia Apartment, Phu Gia Residential Area, Group 17, Hamlet 1, Phu Xuan Commune, Nha Be District, Ho Chi Minh City.
Current residence: C7.06 Phu Gia Apartment, Phu Gia Residential Area, Group 17, Hamlet 1, Phu Xuan Commune, Nha Be District, Ho Chi Minh City.
Qualification: Bachelor of Construction
Current position: Specialist, Dong Do Petroleum Joint Stock Company - Ho Chi Minh Branch.
Number of shares owned: 0 shares

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

Full name: LE THI HAI HA
Gender: Female
Date of birth: 1981
ID card: 001181036223 issued on April 29, 2021 at the Department of Administrative Police on Social Order
Permanent residence: 507A, D4, Dich Vong, Cau Giay District, Hanoi.

Current residence: Room 208, D5A Apartment, Dich Vong, Cau Giay District, Hanoi.

Professional qualifications: Bachelor of Economics , KTV certificate

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

Number of shares owned: 0 shares

**Board of Control activities*

- In 2024, the Board of Supervisors carried out inspection and supervision activities of the unit's activities as follows:

- Check and monitor the production and business activities and financial performance of PVC Dong Do through indirect review of reports provided by the Company's Board of Directors. At the same time, participate in regular meetings of the General Meeting of Shareholders and the Board of Directors as notified by the Board of Directors and give opinions to the Board of Directors and the Board of Management on issues related to the Company's production and business activities.

- The Board of Supervisors has directly and comprehensively inspected the Company's operations, including the following contents: Inspection of production and business situation; construction and installation activities; implementation of PVC Dong Do's projects; inspection and supervision of the operations of branches and management boards of PVC Dong Do; inspection and supervision of compliance with regulations and resolutions of the General Meeting of Shareholders, the Board of Directors and the compliance with regulations of the Company's Board of Directors;

- Check, evaluate the implementation and remedy the recommendations of the Board of Supervisors stated in the Company's previous reports;

- Assess the completeness, legality and honesty of the Company's quarterly self-prepared financial statements. Evaluate the operating efficiency, debt payment ability, ability to operate continuously, and the capital preservation situation of the Owner.

- The Board of Supervisors coordinates with an independent auditor to conduct an audit of the Company's semi-annual financial statements and 2024 financial statements;

- Carry out other tasks according to the 2024 operational plan approved by the General Meeting of Shareholders. Quarterly, organize inspections; supervise; summarize the inspection and prepare inspection and supervision reports to send to major shareholders PetroCons.

- The inspection and supervision work of the Board of Supervisors is carried out continuously, regularly and systematically to promptly grasp the current situation and operational efficiency of the Company. At the same time, it detects, warns and overcomes shortcomings in management, operation and risk management.

Remuneration of the Company's Board of Supervisors in 2024:

TT	Full name	Title	Plan for 2024 (VND)	Implementation in 2024 (VND)
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I	Total		321,600,000	330,217,868
1	Nguyen Thi Tam	Head of Supervisory Board	285,600,000	294,217,868
2	Le Thi Hai Ha	TV BKS	18,000,000	18,000,000
3	Do Nguyen Lan Chau	TV BKS	18,000,000	18,000,000

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

a. Salary, bonus, remuneration, benefits:

TT	Title	Name of Representative	Plan for 2024 (VND)	Implementation in 2024 (VND)	Completion rate	Length of office
1	Chairman of Board of Directors	Nguyen Anh Tuan	343,200,000	371,106,668	108.13%	As of 12/31/27
2	Director, Member of Board of Directors	Phan Minh Tam	379,200,000	412,507,068	108.78%	As of 12/31/27
3	Member of Board of Directors and Deputy General Director	Nguyen Thi Dung	324,000,000	351,854,468	108.60%	As of 12/31/27
4	Board Member without Chairman	Nguyen Minh Dong	36,000,000	36,000,000	100%	As of 12/31/27
5	Board Member without Chairman	Nguyen Khanh Trung	36,000,000	36,000,000	100%	As of 12/31/27
	TOTAL		1,118,400,000	1,207,468,204	107.96%	

b. Transactions of internal shareholders

STT	The person who makes the transaction	Relationship	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease
			Number of shares	Percentage	Number of shares	Percentage	

c. Contracts or transactions signed with the Company by members of the Board of Directors, Board of Supervisors and persons related to the above subjects:

- On October 21, 2024, the Board of Directors approved the signing of an Economic Contract with GEOVIETNAM Joint Stock Company (Related Party of the Independent Board Member).
- On November 7, 2024, the Board of Directors approved the signing of an Economic Contract with GEOVIETNAM Joint Stock Company (Related Party of the Independent Board Member).

VI. Financial reports

1. *Audit Opinion:* (Audited 2024 Financial Statements attached)

* Shareholder statistics:

Vietnam Securities Depository Center .

TT	Category	Number of shares owned	Value	Ratio (%)
I	Domestic shareholders	49,901,400	499,014,000,000	99.80
1	Institutional shareholders	20,972,135	209,721,350,000	41.94
2	Special shareholders			
3	Other shareholders	29,027,865	290,278,650,000	58.01
	- Individual	29,027,865	290,278,650,000	58.01
	- Organization			
II	Foreign shareholders	98,600	986,000,000	0.197
	- Individual	91,400	914,000,000	0.183
	- Organization	7,200	72,000,000	0.01
	Add (I) + (II) :	50,000,000	500,000,000,000	100

Hanoi, April 2025

MANAGER

Recipient:

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



Phan Minh Tam

