

No.: 153/BC-EVNI

Da Nang, March 11th , 2025

ANNUAL REPORT 2024

To: - State Securities Commission
- Hanoi Stock Exchange

I. Company information:

1. General information:

- Trading name: Công ty cổ phần EVN Quốc tế
- English trading name: EVN International Joint Stock Company
- Abbreviated name: EVN International
- Business registration certificate and tax code: 0102379203 issued by the Department of Planning and Investment of Da Nang City: Registration for the 8th amendment: January 8, 2025.
Tax code: 0102379203
- Charter capital: 366,771,450,000 VND
- Owner's investment capital: 366,771,450,000 VND
- Headquarters address: Lot 91, Xo Viet Nghe Tinh, Khue Trung ward, Cam Le district, Da Nang city
- Telephone: (84) 236.6255656
- Fax: (84) 236.3633991
- Email: admin@evni.vn
- Website: www.evni.vn
- Stock code: EIC
- Stock Exchange: UpCom

2. History of incorporation and development:

May 31, 2007 Vietnam Electricity (EVN) and its partners such as Vietnam Rubber Group, Viettel Group, PetroVietnam Power Coporation, Vietnam Construction and Import-Export Joint Stock Corporation, An Binh Commercial Joint Stock Bank, Bac Ha Investment Joint Stock Company and some entities within EVN.... have promoted the incorporation of

- EVN Cambodia Joint Stock Company (the predecessor of EVN International Joint Stock Company).
- September 12, 2007** The General Meeting of Shareholders adopted the incorporation of EVN Cambodia Joint Stock Company with a charter capital of 2,400 billion VND.
- May 2, 2008** The company changed its name to EVN International Joint Stock Company (EVNI) and in September 2008, the company moved its headquarters to Da Nang city on October 1, 2008.
- September 25, 2008** The Company was granted a Business Registration Certificate (now the Business Registration Certificate) No. 3203002232 by the Department of Planning and Investment of Da Nang City. Up to now, the Business Registration Certificate has been amended 8 times and the last amendment was on January 8, 2025 with business code 0102379203.
- July 22, 2010** The State Securities Commission approved EVN International Joint Stock Company's application for registration as a public company according to Official Letter No. 2035/UBCK-QLPH.
- June 22, 2011** EVN International Joint Stock Company was granted the first Securities Registration Certificate No. 43/2011/GCNCP-VSD by the Vietnam Securities Depository (VSD) on June 22, 2011, with a total number of 36,572,145 registered stocks.
- March 1, 2012** The Company was granted the first amended Securities Registration Certificate No. 43/2011/GCNCP-VSD-1 by VSD due to additional securities registration with the number of securities registered for change being 36,677,145 shares.
- May 18, 2016** The Company carried out procedures to adjust its charter capital according to the actual contributed capital. The Department of Planning and Investment of Da Nang City has changed (6th amendment) Business Registration Certificate to EVNI, of which the charter capital has been adjusted to match the actual contributed capital, which is 366,771,450,000 VND.
- February 20, 2017** The company is approved to trade shares on the UpCom market with the stock code EIC, the official trading date of the stock is February 28, 2017; Number of outstanding stocks: 36,677,145 stocks.

EVNI operates as a joint stock company incorporated in Vietnam, with legal status in accordance with current Vietnamese law, makes investments in energy projects abroad, mainly in Cambodia and Laos. For each project, the Company contributes capital with domestic and international partners to directly invest and manage the project.

EVNI's investment in power projects in Laos and Cambodia will help promote the early implementation of cooperation projects agreed upon by the Vietnamese Government with the Lao and Cambodian Governments, which is a favorable factor to promote the investment cooperation program, exchange of electric energy, facilitating the Vietnamese Electricity Industry to become a partner of Laos Electricity Corporation and Electricity Authority of Cambodia, while supporting the neighboring countries in operating power

plants, managing the national power system and further promoting the special cooperative relationship between the three countries.

3. Business lines:

3.1 Production, transmission and distribution of electricity.

Details: Production, transmission, trading of electricity domestically and internationally. Construction and operation of the Lower Se San 1/Se San 5, Lower Se San 2 hydropower plant projects and other power plant projects in Cambodia. Trading electricity domestically and internationally.

3.2 Vocational training.

Details: Training human resources in management, operation, maintenance and repair of power plant equipment.

3.3 Trading in real estate, land use rights owned, used or leased.

Details: Development and trading of real estate, infrastructure, industrial parks domestically and internationally.

3.4 Other related technical consulting activities.

Construction supervision. Finishing energy projects (power lines and transformer stations up to 500 kV). Consulting on production preparation activities for power plants. Construction supervision. Finishing hydropower plant projects.

3.5 Architectural activities and Other related technical consulting activities.

Details: Supervision of construction and installation of equipment for traffic, irrigation, civil, energy, and technical infrastructure projects.

3.6 Construction of other civil engineering works.

Details: construction of traffic, irrigation, civil, energy, and technical infrastructure projects. Construction and operation of electrical works.

3.7 Project management. Forestry and mining business in Cambodia. Management and operation services for domestic and international power plants. Repair, maintenance, overhaul, renovation, upgrading of equipment and works of domestic and international power plants. Electrical testing. Import and export of electrical materials and equipment. Construction and operation of electrical works. Forestry and mining exploitation. Export and import of electricity. Import of fuel and raw materials for power production. Exploitation and production of stone, sand, cement, bricks of all kinds, iron and steel.

4. Information on governance model, business organization and management apparatus

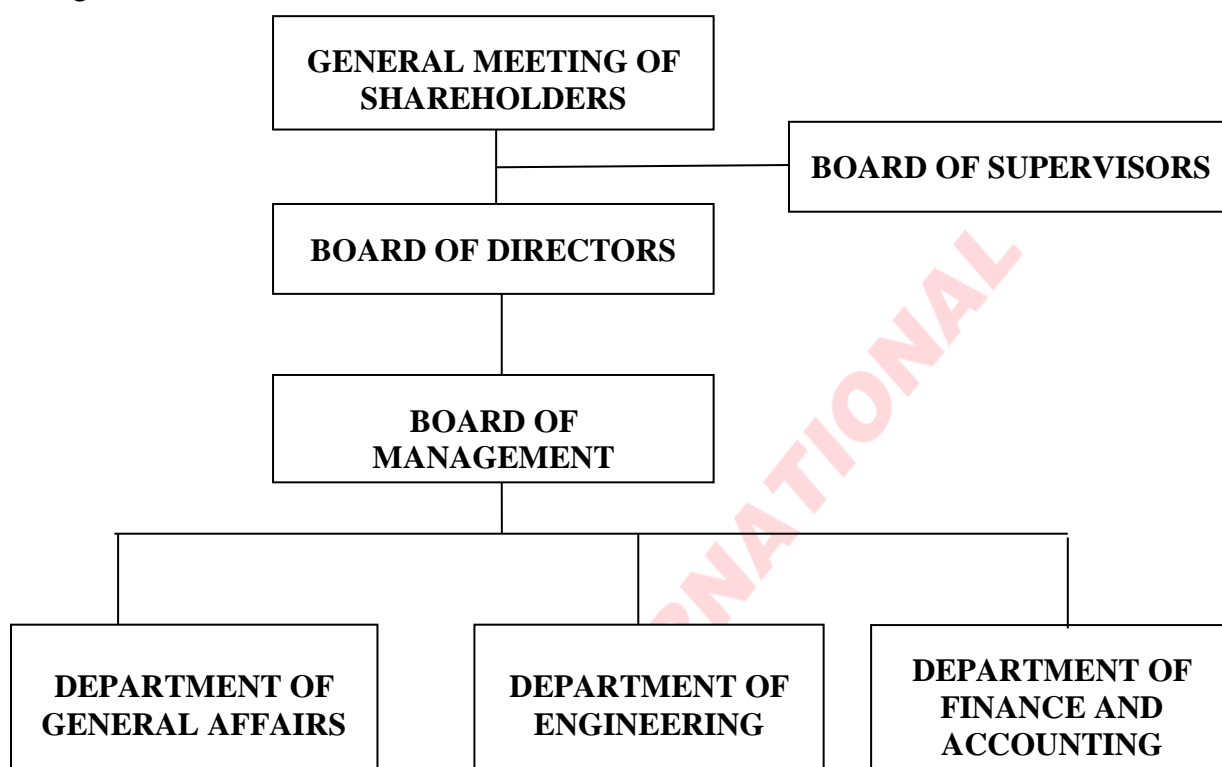
- Governance model: The corporate governance model consists of: General Meeting of Shareholders; Board of Directors; Board of Supervisors; General Director.

- Management apparatus and structure: The General Director carried out management and operation through decentralization and delegation of authority to directly address specific tasks through the Deputy General Director(s).



EVN INTERNATIONAL

- Organizational model:



- Affiliated companies:

Lower Sesan 2 Hydro Power Co., Ltd. (HLSS2) was incorporated in the Kingdom of Cambodia on December 16, 2011 under Registration Certificate No. 2955E/2011 and is a limited liability company with its registered address at 246, Monivong Boulevard, Sangkat Boeung Raing, Khan Daun, Phnom Penh.

The Company's business operations only consist of investment in the Lower Sesan 2 Hydropower Project (400MW) in Stung Treng Province, Kingdom of Cambodia and the 230kV transmission line from the Lower Sesan 2 Hydropower Project to the 230kV Stung Treng substation in Cambodia under the Build-Operate-Transfer ("BOT") form.

Charter capital: 1,000,000 USD

EVNI's ownership ratio in Hydro Power Lower Sesan 2 Co., Ltd.: 10%

5. Development orientation:

Main objectives of EVNI are:

(i) Carry out management procedures and monitor the preservation of the capital contribution at Hydro Power Lower Sesan 2 Co., Ltd., Kingdom of Cambodia. Coordinate with shareholders in HLSS2 to review and approve the production and business plan, financial plan, and annual profit distribution through the Board of Directors and the General Meeting of Shareholders.

(ii) Seek partners for transferring projects or contributing investment capital in the Lower Sesan 1/Sesan 5 Hydropower projects; Sekong hydropower project; and Nam Mo 1 hydropower project.

(iii) Carry out project management consulting and supervision consulting, proactively enhance the capacity for supervision consulting and set sustainable development goals to

create stable income while waiting for the business performance from the projects under EVNI's implementation.

(iv) Rtrive to become a leading typical enterprise – for the benefit of investors.

6. Risks:

EVNI is a minority shareholder (10%) in the affiliated company, so it is almost impossible to control decisions in the General Meeting of Shareholders and the Board of Directors. On the other hand, the inability to participate in the executive board of Hydro Power Lower Sesan 2 Co., Ltd. somewhat affects the supervision for the project's implementation.

II. Business performance during the year:

1. Project management:

1.1 Lower Sesan 2 Hydropower Project:

- Regarding electricity production: By December 31, 2024, the power plant generated 1,771 million kWh of electricity, reaching 97.2% of the 2024 plan and 89% of the same period in 2023; cumulative electricity production reached 12.29 billion kWh.

- Profit distribution: Hydro Power Lower Sesan 2 Co., Ltd. (HLSS2) has distributed profits annually since 2020. In 2024, HLSS2 distributed profits to EVNI from its undistributed profits in 2023 with a value of 2.5 million USD.

1.2. Lower Sesan 1/Sesan 5 Hydropower Projects; Se Kong and Nam Mo 1 Projects:

Continue seeking partners to transfer the project: The company has made effort to seek partners but no results has obtained so far and it has encountered many difficulties.

2. Supervision consultancy:

In 2024, the Company organized the implementation of supervision consultancy service for 22 packages with a value of 17.30 billion VND (04 new packages in 2024 and 18 ongoing packages from previous years). Of which, the Company provided the supervision consultancy service for the national key project - the 500kV line, circuit 3 project (supervising packages: 500kV Quynh Luu - Thanh Hoa; installing 500kV transformers at 500kV Thanh Hoa substation; 500kV electric resistance at 500kV Thanh Hoa substation and 500kV Pho Noi substation; NCS at 220kV Nong Cong substation) and made contribution to the successful completion of the projects on schedule.

* Acceptance and payment settlement:

The Company has developed a plan, proactively implemented acceptance for timely payment and settlement of completed packages/projects, meeting regulations of the contract to increase efficiency of capital utilization.

- Completed documents of acceptance for payment/settlement with 18 packages (including completed and unfinished packages), with the accepted value for payment equal to 9.97 billion VND (pre-tax value), reaching 98% of the 2024 plan.

* Bidding activities to seek employment opportunities:

The company has won 07 supervision consultancy packages (NCS at 220kV Nong Cong substation; 500kV Quynh Luu - Thanh Hoa line; installing 500kV transformer at 500kV Thanh Hoa substation; 500kV electric resistance at 500kV Thanh Hoa substation and 500kV Pho Noi substation; NCS at 220kV Ha Tinh substation; 220kV Chan May substation and connection; 220kV Sam Son substation and connection), with a total value worthing

17.29 billion VND (before VAT), exceeding the set target.

* Debt collection for service activities:

In 2024, the Company actively worked and urged Investors to pay debts and recovered (including advance payments) 10.93 billion VND. As of December 31, 2024, the outstanding debt receivable was 6.2 billion VND (of which the debt retained at 5% as contracted was 1.3 billion VND).

3. Administration and office:

- Organize the Company's production and business operations under a streamlined and flexible model with 03 functional departments and a staff of 32 persons; arrange and assign personnel in an appropriate manner to meet the Company's management requirements based on the tasks for 2024, aiming to optimize costs.

- Promptly and thoroughly conduct reviews, amendments or supplements, organize the implementation in compliance with the Company's internal management regulations, rules and procedures.

- Information disclosure is carried out promptly and in compliance with regulations (Financial statements, Management reports, Annual reports, etc.).

- Capital and financial management:

+ Strictly manage operating costs to enhance the efficiency of production and business operations. As a result, operating costs were reduced by 515 million VND, equivalent to 4.4% compared to the 2024 plan and 10.1% of total costs (excluding salaries, allowances, and wage-related expenses, as well as contributions for employees as stipulated).

+ Regularly and proactively control and balance cash flow to issue a suitable term deposit plan. As a result, financial revenue from savings activities increased by 2.63 billion VND.

+ The Company's financial position is maintained safely and stably, the payment is properly made in accordance with regulations.

+ Financial indicators are always guaranteed, equity is preserved and developed: Liabilities/Equity (<1); Capital preservation ratio (≥ 1); Short-term payment capacity (>2).

- Acceptance for payment and settlement:

+ Proactively develop an acceptance plan for payment and settlement to urge construction entities to accept the completed workload, as a basis for EVNI to accept and settle supervision consultancy costs.

+ Promptly conduct acceptance and settlement of the Contract value of the packages for which the Company provided consulting services.

- Complete the organization of EVNI's 2024 Annual General Meeting of Shareholders;

- Maintain office leasing services at EVNI's office building: 10 entities rent offices at 61.3 million VND/month; 02 entities rent land at 26.7 million VND/month (total: 88.0 million VND/month, equivalent to 1.05 billion VND/year).

- Strengthen the human resources apparatus in an appropriate manner to ensure project management and maintain the capacity to implement the project supervision consultancy for specialized power packages (issue new power operation licenses and fire protection consultancy service licenses, reissue supervision consultancy practice certificates for supervisors). Maximize operating cost savings to ensure a minimum profit of 15% from project management and supervision consultancy.

- Make payment for dividends of 2023 at a rate of 10% and make advance payment for dividends of 2024 at a total rate of 13%.

- Review, issue new as well as amend or supplement several internal management regulations to complete the system of regulations applied at the entities such as Bidding regulations; Expenditure management regulations; Information disclosure regulations... Issue internal bidding-related instructions and regulations.

- Newly equip 7-seat cars to serve the Company's production and business operations.

4. Labor, wages and training:

- Labor:

The total officers and employees of the Company as of December 31, 2024 was 32 persons.

- Wages: the average income of employees in 2024 was 16.6 million VND/month.

- Training: Organize and create favorable conditions for staff to participate in expertise training courses, professional knowledge improvement courses.

- + Arrange 32 staff to participate in occupational safety and health courses and on-site fire protection training.

- + Improve professional knowledge and expertise skills in fire protection supervision consultancy.

5. Social security, caring for the material and spiritual well-being of Employees:

- Pay attention, create favorable conditions and actively participate in well implementing social security work such as: donating blood, supporting people in provinces affected by floods; visiting people with revolutionary contributions on the Invalids and Martyrs' Day; ...

- Closely coordinate with the Trade Union to propagate and mobilize employees to actively respond to emulation movements and create momentum in production and labor, ensuring the employees' life, employment and income.

- Continue to well apply policies for employees such as: 100% of officers and employees may contribute by social insurance, health insurance, unemployment insurance, occupational accident insurance and health insurance; organize periodic health check-ups for officers and employees, especially for female employees, they may receive health check-up twice a year.

- Organize family day for officers, employees and their relatives.

- Organize visits, study trips and vacations for officers and employees in China.

6. Business and production performance:

In 2024, despite facing numerous difficulties and challenges such as:

(i) Dividends from the Hydro Power Lower Sesan 2 Co., Ltd (HLSS2) project were higher than that in 2023 but still lower than that in 2022 because the Company balanced cash flows to repay principal + interest on bank loans and reserve working capital for production and business operations.

(ii) Because EVNI's capital ownership ratio at HLSS2 was low (10%), EVNI's Representative could not take the initiative in deciding the ratio and timing of dividend distribution.

(iii) The search for partners to transfer the project or invest capital similar to the

Lower Sesan 2 project for the Lower Sesan 1/5, Se Kong and Nam Mo 1 hydropower projects has not yet yielded results.

(iv) Consultancy: Revenue from the renewable energy sector (wind power and solar power) has decreased sharply since 2022 due to the lack of mechanisms and policies for resource development; the schedule of projects was delayed due to problems with site clearance; Profit margins have been decreasing due to increasing competition from entities in the same field and the impact of competitive bidding; which affected the operational efficiency of EVN International Joint Stock Company, as well as the livelihood of its employees.

However, the Company's employees have strived to overcome difficulties and sought solutions to ensure effective operations and exceeded the entity's plan; The specific achievements are as follows:

Unit: VND

No.	Description	Plan in 2024	Adjustment plan for 2024	Implemented in 2024	% Implemented in 2024/ Adjustment plan for 2024
A	Revenue plan	62,527,541,000	74,527,541,000	79,043,018,366	106%
A.1	Direct operating revenue from the Company	14,527,541,000	14,527,541,000	17,003,503,062	117%
I	Revenue from financial investment, leasing of the Company's land and offices	4,265,000,000	4,265,000,000	7,037,967,378	
1	Revenue from financial activities	3,365,000,000	3,365,000,000	5,991,849,741	
2	Revenue from leasing land and offices of the Company, other	900,000,000	900,000,000	1,046,117,637	
II	Revenue from Consultancy (Project Management, Supervision...)	10,262,541,000	10,262,541,000	9,965,535,684	
A.2	Revenue from the Lower Sesan 2 Hydropower Project	48,000,000,000	60,000,000,000	62,039,515,304	103%
B	Operating cost plan	27,152,566,000	28,832,566,000	28,560,012,973	99%
B.1	Cost of operation, maintenance and project management for the Company's projects	11,709,566,000	11,709,566,000	11,247,351,878	96%
1	Operating, maintenance and project management costs of the Company's projects	11,269,566,000	11,269,566,000	10,886,992,846	
2	Depreciation costs of fixed assets, office buildings/leased offices	440,000,000	440,000,000	360,359,032	
B.2	Operating costs for Consultancy (Project	8,723,000,000	8,723,000,000	8,500,052,411	97%

No.	Description	Plan in 2024	Adjustment plan for 2024	Implemented in 2024	% Implemented in 2024/ Adjustment plan for 2024
	<i>Management, Supervision...)</i>				
B.3	Fee for transferring HSS2 dividends to Vietnam	6,720,000,000	8,400,000,000	8,812,608,684	105%
C	Profit plan				
1	Profit before tax	35,374,975,000	45,694,975,000	50,483,005,393	110%
2	Dividend distribution ratio (%)	10	13.0	13	
3	Profit distributed to shareholders	36,677,145,000	47,680,288,500	47,680,288,500	100%
D	Expenditure plan for new procurement				
1	Purchasing cars	1,600,000,000	1,600,000,000	1,559,720,344	97%

III. Organization and human resources:

1. Board of Directors:

a. Member of the Board of Directors:

No.	Name	Position
1	Truong Quang Minh	Chairman of the BOD
2	Le Vu Ninh	Member of the BOD
3	Nguyen Quang Huy	Member of the BOD
4	Nguyen Thi Huong	Member of the BOD
5	Le Duy Thanh	Member of the BOD

b. Summary of personal resumes of BOD members

b.1. Mr. Truong Quang Minh Chairman of the Board of Directors

Date of birth: January 4, 1971

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Hydroelectric Irrigation Civil Engineer

Share ownership:

+ Number of stocks owned by the individual: 107,077 shares – ratio 0.29%

+ Capital representative: 5,732,761 shares – ratio: 15.63% (Power Generation Corporation 1)

+ Position at other companies: Member of the Board of Directors of Hydro Power Lower Sesan 2 Co., Ltd – Cambodia (Affiliated Company)

History of employment:

+ September 1989 - June 1994: Student at Da Nang University of Science and Technology

+ August 1994 - June 2008: Specialist of Engineering Department - Central Viet Nam Power Projects Management Board

+ June 2008 - September 2008: Deputy Head of Bidding Department - Central Viet Nam Power Projects Management Board

+ September 2008 - December 2009: Deputy Head of EVNI Engineering Department.

+ December 2009 - July 2011: Head of EVNI Engineering Department.

+ July 2011 - April 2013: Deputy General Director of EVNI.

+ April 2013 - January 2015: Deputy Secretary of the Party Cell, Member of the Board of Directors, Deputy General Director of EVNI

+ January 2015 - July 2020: Secretary of the Party Cell, Member of the Board of Directors, Chairman of the Board of Directors cum General Director of EVNI

+ July 2020 - present: Secretary of the Party Cell, Member of the Board of Directors, Chairman of EVNI's Board of Directors

b.2. Mr. Le Vu Ninh Member of the Board of Directors

Date of birth: May 29, 1979

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Hydroelectric Irrigation Civil Engineer

Share ownership:

+ Capital representative: 3,821,801 shares – ratio: 10.42% (Power Generation Corporation 1)

History of employment:

+ From August 2003 - March 2006: Specialist of Engineering Department, Song Ba Joint Stock Company (SBA) - Central Power Corporation

+ From March 2006 - May 2007: Head of Construction Supervision Team 1 - Engineering Department, Song Ba Joint Stock Company (SBA) - Central Power Corporation

+ From May 2007 - July 2008: Deputy head of construction supervision committee, Song Ba Joint Stock Company (SBA) - Central Power Corporation

+ From July 2008 - February 2011: Head of construction supervision committee, Song Ba Joint Stock Company (SBA) - Central Power Corporation

- + From March 2011 - May 2013: Specialist of Engineering Department, EVNI
- + From May 2013 - August 2013: Deputy Head of Engineering Department, EVNI
- + From August 2013 - November 2017: Head of Engineering Department, EVNI
- + From November 2017 - October 2020: Member of the Board of Directors, Deputy General Director, EVNI
- + From October to present: Member of the Board of Directors, General Director, EVNI

b.3. Mr. Nguyen Quang Huy **Member of the Board of Directors**

Date of birth: January 13, 1973

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Corporate Accounting, Master of International Business Administration

Share ownership:

+ Capital representative: 7,080,000 shares – ratio: 19.3% (Pha Lai Thermal Power Joint Stock Company)

Position at other companies: Deputy Head of Finance - Accounting Department, Pha Lai Thermal Power Joint Stock Company

History of employment:

+ From 1994 - 1997: Accountant of Finance Department - Construction Materials Company (now Bach Dang Investment And Construction Joint Stock Company No8) - Bach Dang Construction Corporation

+ From 1997 - 2003: Accountant of Finance - Accounting Department - Pha Lai Thermal Power Joint Stock Company

+ From 2003 - 2017: Deputy Head of Finance - Accounting Department - Pha Lai Thermal Power Joint Stock Company

+ From 2017 - 2021: Head of the Board of Supervisors- Pha Lai Thermal Power Joint Stock Company

+ From 2021 - present: Deputy Head of Finance - Accounting Department - Pha Lai Thermal Power Joint Stock Company

b.4. Ms. Nguyen Thi Huong **Member of the Board of Directors**

Date of birth: August 3, 1973

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Business Economics, Master of Development Economics

Share ownership:

+ Capital representative: 3,780,000 shares – ratio: 10.31% (ABB)

Position at other companies:

- + Deputy General Director of An Binh Commercial Joint Stock Bank (ABB)
- + Member of the Board of Members of ABBANK Asset Management One Member Company Limited
- + Member of the Board of Directors of PC3 - Investment Joint Stock Company
- + Member of the Board of Supervisors of Vietnam Credit Information Joint Stock Company

History of employment:

- + From September 1994 - July 1997: Payment specialist of the Bank Payment Council, State Bank of Vietnam (SBV)
- + From July 1997 - May 2001: Specialist, Foreign Economic Research Division, Monetary Policy Department, State Bank of Vietnam.
- + From May 2001 - December 2005: Deputy Head of Foreign Economic Research Division, Monetary Policy Department, State Bank of Vietnam.
- + From December 2005 - October 2007: Deputy Head of Credit and Interest Rate Policy Division, Monetary Policy Department, State Bank of Vietnam.
- + From October 2007 - June 2008: Head of Risk Management Department, An Binh Commercial Joint Stock Bank, Member of the Credit Committee.
- + From June 2008 – March 2010: Deputy Director of Capital and Currency, Foreign Exchange Trading, An Binh Commercial Joint Stock Bank.
- + From March 2010 - January 2016: Director of Capital and Investment Division, An Binh Commercial Joint Stock Bank, Member of Asset and Liability Management Council (ALCO), Member of the Investment Council (from December 2013 - present)
- + From January 2016 - present: Deputy General Director of An Binh Commercial Joint Stock Bank; Member of the Members' Council of ABBANK Asset Management One Member Company Limited; Member of the Board of Directors of PC3 - Investment Joint Stock Company; Member of the Board of Supervisors of Vietnam Credit Information Joint Stock Company.

b.5. Mr. Le Duy Thanh Member of the Board of Directors

Date of birth: July 25, 1986

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Business Administration

Share ownership:

- + Capital representative: 4,320,000 shares - ratio: 11.78% (Viet Nam Rubber Group)

Position at other companies: - Specialist of Investment Planning Division- Viet Nam Rubber Group

History of employment:

+ From February 2012 - December 2020: Specialist of Investment Planning Division - Viet Nam Rubber Group;

+ From December 2020 - present: Deputy Head of Investment Planning Division - Viet Nam Rubber Group

2. Executive Board:**2.1 Member of the Executive Board:**

No.	Name	Position
1	Truong Quang Minh	Chairman of the Board of Directors
2	Le Vu Ninh	General Director
3	Le Thanh Khoa	Deputy General Director
4	Pham Thi Thuy	Chief accountant

2.2 Summary of personal resumes of Executive Board members:**a. Mr. Truong Quang Minh Chairman of the Board of Directors**

Mr. Truong Quang Minh's personal information is as presented in section III.1.b.1.

b. Mr. Le Vu Ninh General Director

Mr. Le Vu Ninh's personal information is as presented in section III.1.b.2.

c. Mr. Le Thanh Khoa - Deputy General Director

Date of birth: December 19, 1974

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Master of Engineering in Electrical Networks and Systems

Share ownership:

+ Number of shares under personal ownership: 1,000 shares – ratio 0.003%

History of employment:

+ From August 1998 - March 2008: Specialist of Engineering Department, Central Viet Nam Power Projects Management Board;

+ From April 2008 - February 2009: Specialist of Engineering Department, EVNI;

+ From March 2009 - November 2018: Deputy Head of Engineering Department, EVNI;

+ From December 2018 - November 2021: Head of Engineering Department, EVNI;

+ From December 2021 - September 2023: Deputy General Director cum Head of Engineering Department, EVNI;

+ From September 2023 - present: Deputy General Director, EVNI.

d. Ms. Pham Thi Thuy - Chief Accountant

Date of birth: August 22, 1988

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Accounting

Share ownership:

+ Number of shares under personal ownership: 1,600 shares – ratio 0.004%

History of employment:

+ From February 2010 - June 2011: General accountant at Son Hai Company Limited

+ From July 2011 - November 2017: Specialist of EVNI Finance and Accounting Department

+ November 2017 - November 2018: Person in charge of EVNI accounting

+ November 2018 - present: Chief Accountant of EVNI

3. Board of Supervisors:

3.1. Members of the Board of Supervisors:

No.	Name	Position
1	Do Quang Minh	Head of the Board of Supervisors
2	Vu Huong Tra	Supervisor
3	Nguyen Thi Huyen	Supervisor

3.2. Summary of personal resumes of members of the Board of Supervisors:

a. Mr. Do Quang Minh - Head of the Board of Supervisors

Date of birth: January 1, 1980

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Economics

Share ownership: 0

History of employment:

+ From December 2002 – November 2007: Specialist of Department of Economic and Planning, Hydropower Project Management Board No.2

+ From December 2007 – October 2011: Deputy Head, Department of Economic and Planning, Trung Son Hydropower Project Management Board

+ From November 2011 – June 2013: Head, Department of Economic and Planning, Trung Son Hydropower Project Management Board

- + From July 2013 – September 2017: Deputy Head, Department of Appraisal, Trungson Hydropower Limited Company
- + From October 2017 - present: Specialist, Department of Supervision and Control, Power Generation Corporation 1

b. Ms. Vu Huong Tra - Supervisor

Date of birth: April 30, 1983

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of Banking and Finance, Master of Business Administration

Share ownership: 0

History of employment:

- + From July 2005 - March 2006: General Accountant - Exchange 1 - Saigon Thuong Tin Commercial Joint Stock Bank
- + From April 2006 - December 2007: Analysis team leader of Analysis and Design Department - Banking and Financial Solutions Company (HIBF- HIPT Group).
- + From January 2008 - March 2011: Manager - Business Analysis Department - BaoViet Joint Stock Commercial Bank
- + From April 2011 - November 2016: Deputy Head of Capital Operations Management Department - Capital Resources and Investment Division, An Binh Commercial Joint Stock Bank.
- + From December 2016 - present: Head of Capital Operations Management Department - Capital Resources and Investment Division, An Binh Commercial Joint Stock Bank.

c. Ms. Nguyen Thi Huyen - Supervisor

Date of birth: August 19, 1983

Nationality: Vietnamese

Ethnic group: Kinh

Professional qualifications: Bachelor of General Accounting

Share ownership: 0

History of employment:

- + From August 21, 2006 - June 2008: Worked at Water Electrical Mechanical Installation And Construction Joint Stock Company, Bo De Ward, Long Bien District, Hanoi.
- + From June 2008 - present: Specialist of Finance and Accounting Department, Pha Lai Thermal Power Joint Stock Company.

4. Changes in the Executive Board in 2024: No

5. Number of employees and labor structure:

5.1 Number of employees:

Year	2017	2018	2019	2020	2021	2022	2023	2024
Number (persons)	17	17	24	30	33	32	32	32

5.2 Labor structure:

Indicators	Number	Proportion
I. By level	32	100%
1. Postgraduate	3	9.37%
2. Undergraduate	28	87.5%
3. College/Intermediate	1	3.13%
II. By gender	32	100%
1. Male	25	78.13%
2. Female	7	21.87%

6. Financial position:**6.1 Key financial indicators**

Indicators	2023	2024	Remark
1. <i>Payment capacity</i>			
+ Current ratio: Current assets/Current liabilities	11.75	3.25	
+ Quick ratio: <u>Current assets - Inventories</u> Current liabilities	11.56	3.16	
2. <i>Capital structure</i>			
+ Debt/Total Assets Ratio	0.024	0.078	
+ Debt/Equity Ratio	0.024	0.084	
3. <i>Performance</i>			
+ Inventory turnover: Cost of goods sold/Average inventory	4.35	3.64	
+ Total asset turnover Net Sales / Average total assets	0.017	0.025	
4. <i>Profitability</i>			
+ Profit after tax /Net sales ratio	5.33	4.6	
+ Profit after tax /Equity ratio	0.094	1.29	
+ Profit after tax /Total assets ratio	0.097	0.119	

Indicators	2023	2024	Remark
+ Operating profit /Net sales ratio	5.40	4.6	

6.2 Financial position

Unit: VND

Indicators	2023	2024	% increase/decrease in 2024 compared to 2023
Total assets	437,159,098,183	423,791,208,240	-3.06
Total revenue	65,851,212,091	79,043,018,366	+20.03
Net revenue	8,000,352,958	10,972,911,239	+37.16
Profits from business operations	43,239,074,676	50,444,263,311	+16.7
Other profits		38,742,082	
Profit before tax	43,230,289,855	50,483,005,393	+16.7
Profit after tax	42,608,737,568	50,480,655,447	+18.5
Profit to dividend ratio	10%	13% (expected)	+30%

7. Shareholder structure, change in owner's investment capital:

7.1 Shares:

Total shares:	36,677,145 shares
+ Total outstanding shares:	36,677,145 shares
+ Class of shares:	Ordinary shares
+ Treasury stocks:	0 shares
+ Par value:	10,000 VND

7.2 Shareholder structure:

7.2.1 By ownership ratio:

No.	Name of shareholders	Number of shares	Ratio
MAJOR SHAREHOLDERS			
1	Power Generation Corporation 1	9,554,500	26.05%
2	Pha Lai Thermal Power Joint Stock Company	7,080,000	19.30%
3	Viet Nam Rubber Group	4,320,000	11.78%
4	An Binh Commercial Joint Stock Bank	3,780,000	10.31%
5	PetroVietnam Power Corporation	2,822,200	7.69%

No.	Name of shareholders	Number of shares	Ratio
	MAJOR SHAREHOLDERS		
6	Viet Nam Construction And Import - Export Joint Stock Corporation	2,139,500	5.83%
	MINOR SHAREHOLDERS	6,980,945	19.04%
	Total	36,677,145	100%

7.2.2 By type of shareholder:

Shareholder	Number of shareholders	Number of stocks	Ratio
Domestic shareholders			
Institution	18	34,814,988	94.92%
Individual	1,596	1,847,829	5.041%
Foreign shareholders			
Institution	1	1,000	0.0027%
Individual	11	13,328	0.0363%
Total	1,626	36,677,145	100%

7.3 Situation of changes in owner's investment capital:

Situation of change in owner's investment capital in 2023: None

7.4 Treasury stock trading: Not generated

7.5 Other securities: Not generated

IV. Report on environmental and social impacts of the Company:

EVNI participates in investing in the Lower Se San 2 Hydropower Project in the Kingdom of Cambodia. In the country, EVNI does not have any power plant projects, only participating in consultancy and supervision.

1. Energy consumption:

Electricity for use: EVNI focuses on working in a 5-storey building with a total of 32 officers and employees, of which 2/3 of the officers are on regular business trips for consultancy and supervision at the project sites. In addition, EVNI rents out 3 floors with 50 employees. Therefore, the used amount of electricity is not much. The Company always focuses on environmental protection, using energy economically and effectively.

EVNI uses electricity for lighting in areas: guardhouse, office, hallway and water closet. The Company mainly uses LED lights to save electricity.

2. Water consumption: The Company uses domestic water supplied by Da Nang Water Supply Joint Stock Company. The amount of water consumed in 2024 is 2.051 m³.

The amount recycled and reused water: None

3. Compliance with laws on environmental protection:

The Company regularly complies with the provisions of the laws on environmental protection.

Number of penalties for non-compliance with laws and regulations on environment: None.

4. Policies related to employees:

a. Salary and bonus policy:

The Company issues the Regulations on Salary Distribution in accordance with the actual situation and the provisions of the law. The employees are paid in accordance with their capacity and work efficiency, and the Salary Council holds monthly meetings for evaluation. The employees are considered for salary increase in accordance with the regulations of the Company, and they are encouraged to work effectively and actively. In addition to bonuses on major holidays: Southern Liberation Day, International Labor Day, National Day, Company's Founding Day, Solar New Year, Lunar New Year, traditional day of the electricity industry, individuals and groups with outstanding achievements are also rewarded at the end of the year. Children of officers and employees with good academic achievements are also rewarded on the occasion of International Children's Day.

The salary distribution is carried out publicly and democratically, ensuring fairness and reasonableness between positions in the Company. The Company regularly implements well the policies for employees on salaries, bonuses, insurance and fully fulfills its obligations to the State budget.

b. Labor policies for ensuring health and safety and welfare of employees:

The Company fully implements the policies for the employees in accordance with the Labor Code, the internal labor rules and the collective bargaining agreement.

The Company organizes periodic health check-ups once every year for all officers and employees. For female officers and employees, their periodic check-ups are organized twice every year.

The Company also focuses on occupational safety and hygiene, labor protection equipment, fire prevention and fighting and medicine cabinets under the law.

c. Employee training activities:

In order to improve the professional qualifications and professional style of the officers and employees, the Company focuses on developing training policies and regulations. It regularly sends the officers for training to improve their political theory qualification, and for admission to management and professional training courses. In addition, the Company cooperates with local centers and authorities to organize training courses on occupational safety and hygiene, fire prevention and fighting, ...

No.	Training courses	Costs	Number of trainees	Time
1	On-site fire prevention training	8,000,000	15	April, 2023

No.	Training courses	Costs	Number of trainees	Time
2	Basic skills: project management; drawing reading; construction cost estimates; structural calculations	77,000,000	24	May, 2023
3	Legal knowledge training and financial supervision skill improvement	55,621,000	21	December, 2023
4	Third-level managerial officers	13,200,000	2	February, 2023
Total		153.821.000		

d. Number of employees and average salary:

Year	2018	2019	2020	2021	2022	2023	2024
Number (people)	17	24	30	33	32	32	32
Average income of employees (million/month)	12.154	13.977	13.977	17.416	19.2	18.9	16.66

5. Report on responsibility to local community:

EVNI has always fulfilled its production and business tasks well over the years, fulfilling its tax obligations to the locality.

In addition, the Company has actively participated in social work such as: blood donation, supporting people in provinces affected by floods, visiting people with revolutionary contributions on the day of war invalids and martyrs; supporting children in mountainous provinces. ...

V. Report and assessment of the Board of Management:

1. Assessment of production and business results

In 2024, under the leadership of the Board of Directors and the Board of Management, and the solidarity of all officers and employees, the Company has completed the production and business targets assigned by the General Meeting of Shareholders. Profit reached 50.483 billion VND, achieving 110% of the plan; dividend rate (expected) was 13%, achieving 100% of the plan.

- Job search and job creation: In 2024, EVNI has promoted its participation in bidding for construction supervision consultancy package for 220 – 500 kV power lines and substations of the electricity industry to create jobs, increase income and stabilize the lives of officers and employees. It has proactively improved the capacity of supervision consultancy and set sustainable development goals, creating a stable source of income.

- Regarding the operating costs of EVNI: Since the beginning of 2024, the General Director of EVNI has directed many measures to strengthen thrift practice and combat waste in order to optimize costs. By proactively generating revenue from supervision consultancy, absolutely not using the unused capital contributed by the shareholders, the Company has ensured the completion of plan and tasks in 2024.

- It has continued to maintain a streamlined organizational structure.

2. Some shortcomings and causes:

- For the Lower Se San 2 Hydropower Project: Capital ownership ratio of EVNI at Lower Se San 2 Hydropower Co., Ltd. (HLSS2) is low (10%), so it is difficult for the Representative to be proactive in controlling decisions at the General Meeting of Shareholders of HLSS2.

- For the Lower Se San 1 / Se San 5 Hydropower Projects; the Se Kong Project in Cambodia; and the Nam Mo 1 Project in Laos: Finding partners to transfer the project or contribute the investment capital similar to the Lower Se San 2 Project has not been successful and has encountered many difficulties.

3. Financial situation:

3.1. Asset solution:

Items	Unit	Year 2023	Year 2024
1. Asset structure items			
Total current assets/Total assets	%	27.6	25.2
Total non-current assets/Total assets	%	72.4	74.8
2. Capital structure items			
Liabilities/Total capital	%	2.4	7.8
Owner's equity/Total capital	%	97.6	92.2

3.2. Liability situation:

The outstanding and payable debt of the Company on January 1, 2024 was 10.29 billion VND (including: dividends payable to shareholders with the value of 5.85 billion VND; prepayments by customers of 0.5 billion VND; payables to employees of 1.68 billion VND; bonus and welfare funds of 0.7 billion VND; taxes payable to the State of 0.7 billion VND. ...).

As of December 31, 2024, the outstanding and payable debt was 32.87 billion VND, including: dividends payable to shareholders with the value of 29.079 billion VND; prepayments by customers of 0.24 billion VND; payables to employees of 1.52 billion VND; bonus and welfare funds of 0.7 billion VND; taxes payable to the State of 0.5 billion VND. ...

The payment ratio in 2024 was 3.2 times (> 1). The Company was able to meet the payment of short-term debt without any difficulty in converting other current assets to cash to pay debt. On the other hand, the self-financing ratio (owners' equity/total capital) in 2024 was 92.24%, reflecting the independence and autonomy of the Company in capital to

pay debt.

The Company had no bad payable debt in 2024.

3.3 Development plan in 2025

- Total revenue:	62.346 million VND
+ Revenue from financial and leasing activities:	4.100 million VND
+ Revenue from supervision consultancy activities:	10.246 million VND
+ Revenue from the Hydropower Lower Se San 2 Project:	48.000 million VND
- Total expenses:	29.026 million VND
- Profit before tax	33.320 million VND
- Dividend	10 %
* Payment to the State budget as prescribed.	

a. For the Lower Se San 2 Hydropower Project:

- Monitor and manage the capital contributed to Lower Se San 2 Hydropower Co., Ltd. (HLSS2) on the basis of the law of Cambodia, the Shareholder Agreement and in the principle of contributed capital preservation.

- Closely manage and monitor the production and business situation of Lower Se San 2 Hydropower Co., Ltd., urge HLSS2 to implement the contents of Resolution of the General Meeting of Shareholders and the Board of Directors; ensure that the Lower Se San 2 Hydropower Plant operates safely, stably and effectively, completing the production and business targets for 2025.

- Coordinate with other shareholders, urge Hydropower Lower Se San 2 Co., Ltd. to distribute profits for 2024 in 2025.

b. For hydropower projects such as Lower Se San 1 / Se San 5; Se Kong and Nam Mo 1:

Continue to implement solutions to transfer the project or participate in the capital contribution similar to the Lower Se San 2 project, specifically:

- Provide written opinions to the Government of Cambodia / Laos on the case that the Government of Cambodia / Laos transfers the project to another partner. EVNI will be able to recover the costs incurred for the project or participate in capital contribution in the project similar to the Lower Se San 2 Hydropower Project;

- Closely coordinate with the Association of Vietnamese Investors in Cambodia (AVIC) and the Association of Vietnamese Investors in Laos (AVIL) to introduce the projects of EVNI to domestic and foreign investors through them;

- Work with and make recommendations to the Ministry of Planning and Investment of Vietnam in supporting procedures for maintenance of legal validity of the projects, as well as informing investors about the projects of EVNI;

- Regularly contact domestic and foreign investors to introduce the project of EVNI to investors for project transfer.

c. For development investment:

Research and search for power source projects (renewable energy projects, biomass power projects, ...) that are suitable for the financial situation of the entity to submit them to the competent authorities for consideration and approval of investment policies and carry out investment procedures to prepare for investment implementation.

d. Supervision consultancy:

- Increase the search for bidding information on the national bidding system. work with partners to participate in bidding packages that are suitable for the capacity and experience of the Company.

- Maintain and gradually improve the capacity and experience of the entity and the individuals participating in providing consultancy services such as:

+ Maintain the validity of electricity operation licenses and certificates of operating capacity for the field of Construction Supervision Consultancy;

+ Complete and supplement certificate of operating capacity for the organizations: First-class Industrial Construction Supervision Certificate and Fire Prevention Supervision Certificate.

- Strengthen training and fostering to improve the capacity and experience of the team of Consultancy experts;

- Arrange personnel to perform the consultancy reasonably, scientifically and effectively; organize the implementation of professional consultancy services, ensuring that the projects are implemented on schedule, with quality, safety and efficiency.

- Coordinate and urge construction and installation entities to carry out the acceptance for payment / settlement of bidding packages, so that EVNI can timely carry out the acceptance for payment / settlement of consultancy costs, meeting the provisions of contracts and increasing the efficiency of capital use.

- Continue to expand the consultancy service market, especially the consultancy for power source projects and the major repairs of power plants.

- Cooperate and form consortiums with partners with sufficient capacity and experience to gradually improve the capacity and experience of EVNI in the planned expanded fields and lines.

- Effectively apply the IMIS 2.0 construction investment management application in the provision of consultancy services.

- Implement the supervision consultancy to achieve the revenue of 10.2 billion VND.

e. Other tasks:

- Build and perfect the internal management regulation system in accordance with the production and business situation in the new period of the Company.

- Complete the organization of the Annual General Meeting of Shareholders of EVNI in 2025.

- Pay dividends for 2024 to the shareholders in accordance with the plan approved by the Annual General Meeting of Shareholders of EVNI in 2025.

- Maintain land and office lease services at the headquarters of the Company.

- Social security: Pay attention to and create conditions for good implementation of

social security.

- Implement digital transformation in the fields of: Internal management; Training and communication. in line with the production and business plan targets of the Company .

- Regarding organizational model and operating costs:

+ Organize the production and business activities of the Company based on a compact and flexible model and arrange and assign appropriate personnel to meet the management requirements of the Company on the basis of tasks for 2025 to optimize the costs;

+ Focus on recruitment, training and professional development to improve the quality of human resources.

VI. Assessment by the Board of Directors of operations of the Company

1. Assessment by the Board of Directors of aspects of operations of the Company

In 2024, despite many difficulties and challenges, the Company has completed the production and business plan assigned by the General Meeting of Shareholders. the realized profit reached 110% of the adjusted plan under Resolution No. 57/NQ-HDQT dated September 26, 2024 by the Board of Directors of EVNI, especially the tasks: Monitor and manage to preserve the contributed capital at the Lower Se San 2 Hydropower Project; Deploy the search for new jobs suitable to the capacity to increase the revenue, solving jobs for officers and employees; Continue to perfect the organizational model to ensure the production and business activities of the Company.

Regarding the goal of finding partners to transfer the projects or contribute the investment capital similar to the Lower Se San 2 Project for the Se Kong, Nam Mo 1 and Lower Se San 1 / 5 projects, there has been no result yet, due to objective reasons such as: (i) The projects have their MOUs having expired; (ii) The geographical location of projects, the political situation, the impact of projects on environment and the electricity price output of projects are not enough to convince partners to cooperate in investment or transfer the projects at the present time.

By the end of 2024, the Company has maintained growth in scale, revenue and profit thanks to the dynamism of the Leadership of the Company, promptly grasping opportunities to provide the supervision consultancy services for renewable energy projects that have been developing in the past time, and thanks to the solidarity and efforts of the Board of Directors, the Executive Board and the officers and employees of the Company.

2. Assessment by the Board of Directors of operations of the Executive Board of the Company

The Executive Board has performed well its functions and tasks of managing production and business, promptly reported the contents and submitted them to the Board of Directors of the Company for consideration and approval, and seriously and effectively implemented the contents of Resolutions of the General Meeting of Shareholders and the Board of Directors. The results have exceeded the assigned production and business plan targets.

The Executive Board has organized the implementation of regulations on salary, remuneration, bonus, welfare, allowance and other benefits for employees and managers of the Company, strictly followed the principles of prudence and flexibility in a regular manner, and been in compliance with the applicable provisions of the law and the domestic

and international governance practices.

The Executive Board has fully, accurately and promptly disclosed information on the production and business situation to the shareholders and the management agencies under the law.

The Executive Board has maintained monthly meetings to provide close direction as well as strict and timely management to have solutions to complete specific and overall goals each month.

3. Plans and directions of the Board of Directors

The Board of Directors maintains a regular and irregular meeting regime to promptly direct and supervise the activities of the Executive Board of the Company, ensuring that the activities of the Company comply with the law, the Charter and the Regulations on Internal Governance of the Company.

Apply widely accepted good governance principles and practices to the governance of the Company.

Improve life and welfare, and create conditions to protect health and safety of employees, which are the practical goals to improve labor productivity, create an attractive working environment, and ensure attracting human resources.

The Board of Directors continues to strengthen its leadership and direction role; resolve issues together with the Executive Board of the Company flexibly, effectively, and in accordance with the regulations; implement solutions in production and business activities; save and combat waste to ensure that the Company achieves / exceeds the profit target assigned by the General Meeting of Shareholders in 2023.

VII. Corporate governance

1. Board of Directors

1.1. Regarding the personnel structure of the Board of Directors:

The Board of Directors of the Company consists of 5 members. The Chairman of Board of Directors works on a full-time basis. 1 member acts as the General Director, and the remaining 3 members all work on a part-time basis.

No.	Full name	Position	Date of appointment	Share ownership ratio		Remarks
				Representation	Ownership	
1	Truong Quang Minh	Chairman of Board of Directors	June 23, 2023	15.63%	0.29%	EVNGENCO1
2	Le Vu Ninh	Member of Board of Directors, General Director	June 23, 2023	10.42%	-	EVNGENCO1
3	Nguyen Quang Huy	Member of	June 23,	19.30%	-	PPC

No.	Full name	Position	Date of appointment	Share ownership ratio		Remarks
				Representation	Ownership	
		Board of Directors	2023			
4	Nguyen Thi Huong	Member of Board of Directors	June 23, 2023	10.31%	-	ABBank
5	Le Duy Thanh	Member of Board of Directors	June 23, 2023	11.78%	-	VRG

1.2. Activities of the Board of Directors:

The Board of Directors has performed the corporate governance in accordance with the provisions of the Charter of the Company, the Resolutions of the General Meeting of Shareholders, the Regulations on Operation of the Board of Directors of the Company and the provisions of the law, so all activities of the Board of Directors of the Company to the Executive Board have regularly been carried out smoothly, promptly and effectively. The members of the Board of Directors have demonstrated a high sense of responsibility at all times, and have performed well the role of directing all aspects of the operations of the Company for the development of the Company and the interests of the shareholders.

The Board of Directors has reviewed and approved the Regulations on Finance, amended and supplemented the Regulations on Expenditure Management and the Regulations on Bidding in accordance with the provisions of the law and the actual operating model of the Company.

The Board of Directors has held 5 regular meetings, organized to collect written opinions from the members of the Board of Directors; issued 20 Resolutions and 23 Decisions for the General Director and the members of the Executive Board to implement the production and business tasks in 2024.

The meetings of the Board of Directors were convened and conducted in accordance with the sequences and procedures stipulated in the Charter and the Regulations on Internal Governance of Company. The Board of Directors invited the Board of Supervisors to attend all meetings. Meeting invitations, records and documents were fully delivered to the members of the Board of Directors and the Board of Supervisors attending the meetings for reference and review as prescribed. The contents of meetings were exchanged and discussed publicly, democratically and frankly and evaluated fully and carefully by the members of the Board of Directors to provide the best directions and solutions for the Company.

The decisions of the Board of Directors at the meetings were in accordance with the provisions of the law, the Charter and the Regulations on Internal Governance of the Company, the resolutions of the General Meeting of Shareholders and the approved

production and business plan. The minutes of meetings of the Board of Directors were fully prepared and signed by the members of the Board of Directors attending the meetings, ensuring the correct form under the law.

In 2024, the members of the Board of Directors fully attended the meetings of the Board of Directors, performed their duties in accordance with their assigned responsibilities and tasks with a high sense of responsibility, and made efforts to successfully complete the tasks of directing and supervising all aspects of the operations of the Company in accordance with the resolutions of the Annual General Meeting of Shareholders in 2024, in line with the strategic orientation, for the benefit of the shareholders and the overall development of the Company. Meetings, resolutions and decisions of the Board of Directors were all unanimously approved by the members of the Board of Directors. Therefore, the direction and management tasks were carried out promptly, meeting the operational requirements of the Company.

The members of the Board of Directors and the Board of Supervisors were promptly and fully informed by the Chairman via documents, email or phone on the activities of the Company.

* List of meetings of the Board of Directors:

No.	Members of Board of Directors	Number of meetings of Board of Directors attended	Percentage of meeting attendance	Reason for absence from meetings
1	Mr. Truong Quang Minh	05	100%	
2	Mr. Le Vu Ninh	05	100%	
3	Ms. Nguyen Thi Huong	05	100%	
4	Mr. Le Duy Thanh	05	100%	
5	Mr. Nguyen Quang Huy	05	100%	

* List of resolutions and decisions of the Board of Directors:

No.	Resolution / Decision No.	Date	Details
RESOLUTIONS OF BOARD OF DIRECTORS IN 2024			
1.	08/NQ-HDQT	March 13, 2024	Approval of amendments and supplements to Regulations on Expenditure Management applicable in EVNI
2.	09/NQ-HDQT	March 13, 2024	Approval of adjustment to plan for 2023 of EVNI
3.	13/NQ-HDQT	March 20, 2023	Approval of amendments and supplements to Regulations on Staff Affairs of EVNI
4.	10/NQ-HDQT	March 13,	Agreement on extension of time to hold the

No.	Resolution / Decision No.	Date	Details
		2023	Annual General Meeting of Shareholders in 2024 until June 30, 2024 at the latest
5.	12/NQ-HDQT	March 14, 2023	Approval of salary and remuneration fund for 2023
6.	16/NQ-HDQT	April 22, 2023	Agreement to hold the Annual General Meeting of Shareholders in 2024 on May 23, 2024
7.	24/NQ-HDQT	May 6, 2024	Approval of contents of the first meeting of Board of Directors in 2021
8.	30/NQ-HDQT	May 24, 2024	Approval of policy and budget for automobile purchase
9.	31/NQ-HDQT	May 24, 2024	Agreement on payment of cash dividends in 2023
10.	38/NQ-HDQT	June 10, 2024	Approval of plan for contractor selection for package of automobile procurement for the affairs of the Company
11.	45/NQ-HDQT	June 24, 2024	Approval of electronic bidding documents for package of automobile purchase for the affairs of the Company
12.	52/NQ-HDQT	August 6, 2024	Approval of plan for contractor selection for package of automobile procurement for the affairs of the Company
13.	56/NQ-HDQT	September 26, 2024	Approval of the first interim dividend payment in 2024
14.	57/NQ-HDQT	September 26, 2024	Approval of adjustment to plan for 2024
15.	58/NQ-HDQT	September 26, 2024	Approval of policy of conclusion and implementation of contracts and transactions between EVNI and stakeholders
16.	59/NQ-HDQT	September 26, 2024	Approval of Regulations on Information Disclosure
17.	66/NQ-HDQT	November 6, 2024	Amendment and supplementation of Regulations on Bidding applicable in EVNI
18.	70/NQ-HDQT	December 5,	Temporary approval of plan for 2025

No.	Resolution / Decision No.	Date	Details
		2024	
19.	71/NQ-HDQT	December 5, 2024	Amendment and supplementation of Regulations on Expenditure Management of EVNI
20.	72/NQ-HDQT	December 5, 2024	Approval of the second interim dividend payment in 2024
RESOLUTIONS OF GENERAL MEETING OF SHAREHOLDERS IN 2024			
1	01/NQ-DHĐCD	May 23, 2024	The Annual General Meeting of Shareholders in 2024
DECISIONS OF BOARD OF DIRECTORS IN 2024			
1.	07/QD-HDQT	March 11, 2024	Sending officers to visit and exchange experiences in Japan in 2023 (supplementary)
2.	13/QD-HDQT	March 26, 2024	Issuance of Regulations on Expenditure Management applicable in EVNI
3.	08/QD-HDQT	March 6, 2023	Sending officers to visit and exchange experiences in Japan in 2023
4.	33/QD-HDQT	May 27, 2024	Establishment of team experts for bidding for package of automobile procurement for the affairs of the Company
5.	34/QD-HDQT	May 27, 2024	Establishment of team of appraisal for plan for contractor selection for content of automobile procurement for the affairs of the Company
6.	35/QD-HDQT	May 27, 2024	Establishment of team of appraisal for electric bidding documents and contractor selection results for package of automobile procurement for the affairs of the Company
7.	37/QD-HDQT	June 6, 2024	Payment of bonuses to the Board of Directors, the Board of Supervisors and the Executive Board in 2023
8.	39/QD-HDQT	June 10, 2024	Approval of plan for contractor selection for package of automobile procurement for the affairs of the Company

No.	Resolution / Decision No.	Date	Details
9.	40/QD-HDQT	June 11, 2024	Establishment of team of appraisal for plan for contractor selection for package of auditing of Financial Statements 2024 made by EVNI
10.	43/QD-HDQT	June 21, 2024	Approval of cost estimate for auditing of Financial Statements 2024 made by EVNI
11.	44/QD-HDQT	June 21, 2024	Approval of plan for contractor selection for package of auditing of Financial Statements 2024 made by EVNI
12.	46/QD-HDQT	June 24, 2024	Approval of electronic bidding documents for package of automobile procurement for the affairs of the Company
13.	53/QD-HDQT	August 6, 2024	Approval of contractor selection results for package of automobile procurement for the affairs of the Company
14.	54/QD-HDQT	August 8, 2024	Sending officers on business trips abroad
15.	60/QD-HDQT	September 26, 2024	Issuance of Regulations on Information Disclosure
16.	61/QD-HDQT	September 26, 2024	Adjustment to plan for 2024
17.	63/QD-HDQT	October 14, 2024	Sending officers on business trips abroad (China)
18.	67/QD-HDQT	November 6, 2024	Issuance of Regulations on Bidding applicable in EVNI
19.	68/QD-HDQT	October 18, 2024	Sending officers on business trips abroad (Cambodia)
20.	69/QD-HDQT	November 29, 2024	Payment of bonuses to the Executive Board of the Company in 2024
21.	73/QD-HDQT	December 5, 2024	Issuance of Regulations on Expenditure Management at EVNI
22.	74/QD-HDQT	December 5, 2024	Temporary approval of plan for 2025
23.	76/QD-HDQT	December	Rewarding individuals for excellent

No.	Resolution / Decision No.	Date	Details
		30, 2024	performance in 2024

2. Board of Supervisors:

2.1 Members and structure of the Board of Supervisors:

No.	Full name	Position	Share ownership ratio	Remarks
1	Do Quang Minh	Head of Board of Supervisors	0	EVNGENCO1
2	Vu Huong Tra	Supervisor	0	ABB
3	Nguyen Thi Huyen	Supervisor	0	PPC

2.2 Activities of the Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Percentage of meeting attendance	Reason for absence from meetings
1	Mr. Do Quang Minh	2	100%	
2	Ms. Vu Huong Tra	2	100%	
3	Ms. Nguyen Thi Huyen	2	100%	

Performing its functions, duties and powers as prescribed by the Law on Enterprises and the Charter of the Company, the Board of Supervisors has inspected and supervised compliance with the regulations in management and operation of annual production and business activities of the Company in key aspects. In 2024, the Board of Supervisors held the regular meetings and attended the meetings of the Board of Directors of the Company.

- The Board of Supervisors has supervised the implementation of the legal provisions, the Charter of the Company, the internal regulations, the Resolutions of the General Meeting of Shareholders, and the Resolutions and Decisions of the Board of Directors and the Board of Management. The Board of Supervisors has inspected the reasonableness, legality, truthfulness and level of prudence in the management and operation of business activities.

- The Board of Supervisors has fully attended the meetings of the Board of Directors, grasped and supervised the operational situation of the Board of Directors and the Board of Management, and made some recommendations in the management and operation of the activities of the Company.

- The Board of Directors has implemented: (1) Periodic supervision and completion of the shareholder report at the Annual General Meeting of Shareholders in 2024 on the results of supervising production and business activities in 2023; (ii) Submission of the operation plan for Board of Supervisors in 2024 to the General Meeting of Shareholders for

approval; (iii) Periodic supervision of production and business activities in the first 6 months of 2024.

- The Board of Directors has conducted: (i) Review, appraisal and agreement on the audited Financial Statements 2023 and submitted them to the Annual General Meeting of Shareholders 2024 for approval; (ii) Review, appraisal and agreement on the semi-annual Financial Statements 2024 after inspection.

- The Board of Directors has supervised information disclosure.

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

a) Salary, bonus, remuneration and benefits

The Board of Directors, the Board of Management and the Board of Supervisors are entitled to remuneration in accordance with the Resolution of the General Meeting of Shareholders.

b) Stock transactions of insiders: Not implemented.

c) Contracts or transactions with insiders: None.

d) Assessment of implementation of regulations on corporate governance.

The Company has been incorporated and has been existing in the form of a joint stock company since 2007. It has become a public company since 2010 and its shares have been traded on the UpCom floor since 2017. The management and governance structure of the Company is established and complies with the provisions of the Law on Enterprises.

In addition to the full implementation of obligations to disclose information in the securities sector, the governance system of the Company is strictly controlled. The management and operation activities of the Board of Directors and the Executive Board are regularly transparent and carefully supervised.

VIII. Financial statements

Audited Financial Statements: Posted on website: www.evni.vn

Best regards./.

Recipients:

- As above;
- Archived by Clerical Assistant and Department of General Affairs

CERTIFICATION BY LEGAL REPRESENTATIVE CHAIRMAN OF BOARD OF DIRECTORS



Truong Quang Minh