

Hanoi, April 14, 2025

ACTIVITY REPORT BOARD OF DIRECTORS' ACTIONS IN 2024 AND PLAN FOR 2025

To: General Meeting of Shareholders of the Company

Pursuant to the Charter of Dong Do Petroleum Joint Stock Company;

Pursuant to the Operating Regulations of the Company's Board of Directors;

The Board of Directors of Dong Do Petroleum Joint Stock Company (PetroCons Dong Do) respectfully reports to the General Meeting of Shareholders (GMS) of the Company on the performance results of the Board of Directors (BOD) in 2024 and the plan for 2025 as follows :

I. Report of the Board of Directors on the results of operations and governance in 2024.

1.1. On the results of production and business activities according to the Resolution of the Company's Annual General Meeting of Shareholders in 2024.

In 2024, the domestic and foreign political and economic situation had many complicated fluctuations, the construction and real estate industries grew slowly, with the attention and close direction of the Vietnam Oil and Gas Construction Joint Stock Corporation (PetroCons), major shareholders, and cooperation partners for PetroCons Dong Do, combined with the unified management of the members of the Board of Directors and the Board of Directors, along with the spirit of solidarity, sharing and efforts of all employees in the Company, PetroCons Dong Do has achieved the following production and business results:

TT	Target	Unit	2024		TH vs. KH 202 4
			Plan (i)	Perform	
1	Production and business value	Billion VND	90.00	90.55	100.61%
2	Total revenue	Billion VND	80.00	78.35	97.94%
3	Profit before tax	Billion VND	0.36	0.38	104.44%
4	Profit after tax	Billion VND	0.36	0.38	104.44%
5	Amount payable to the State budget	Billion VND	0.14	0.116	83.01%
6	Final labor	People	55	55	100%
7	Equipment purchase investment value	Billion VND	5	0	-
8	Average income	(million VND/person/m	8.2	8.2	100%

TT	Target	Unit <i>onth)</i>	2024		TH vs. KH 202 4
			Plan (i)	Perform	
9	Charter capital	Billion VND	500	500	100%
10	Dividend Rate	%	0.00	0	0%

Note: (i): The 2024 Business Plan was approved by the 2024 Annual General Meeting of Shareholders of PetroCons Dong Do in Resolution No. 21/NQ-DKDD-DHD CD dated April 26, 2024.

During the past year, the Board of Directors of the Company has seriously implemented the Resolutions and Decisions of the General Meeting of Shareholders, focused on directing and supporting the Board of Directors in operating production and business activities on construction and installation, trading of construction materials, transfer and leasing of real estate, actively directing the recovery of capital and debts, output results, revenue mainly from construction and installation activities of Vu Ban Hoa Binh project, Yen Phong Bac Ninh, Quang Trach Thermal Power Plant, from trading of waterproofing materials, construction materials and real estate. The profit achieved was 0.38 billion VND, reaching 104.44% of the plan, the profit achieved mainly from the return of provisions from debt collection of the Hasky project, profit from selling apartments of the Dolphin Plaza project.

1. 2. On the activities of the Company's Board of Directors in 2024

- The 2022 Annual General Meeting of Shareholders unanimously elected 05 members of the Board of Directors for the 2022-2027 term as follows :

The Board of Directors' personnel represent the capital of PetroCons Corporation , including:

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

The Board of Directors' personnel are representatives of capital of other organizations and individuals, not directly involved in management, including:

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

As a representative of the Company's shareholders, the Board of Directors has assessed and identified changes in the business environment and based on the Company's strengths and weaknesses in the current period to make timely decisions for the Company's operations. The Board of Directors regularly holds regular and ad hoc meetings, collects written opinions, issues directives, resolves difficulties, and resolves problems related to the Company's operations. In the past year, the Board of Directors

held 4 meetings and passed 31 resolutions and decisions, including 11 resolutions, 2 directives, and 18 decisions, as specified in Appendix No. 02.

The resolutions and decisions of the Board of Directors in 2024 focus on directing the following activities:

+ Production and business planning: The Board of Directors directs the Company's Board of Directors to identify business opportunities, take advantage of the Company's strengths to provide solutions to complete the 2024 production and business plan and develop stably in the following years, including: (i) Promoting construction and installation packages inside and outside the oil and gas industry ; (ii) Promoting real estate leasing and transfer while continuing to search for suitable real estate with the potential to generate profit and generate cash flow; (iii) Promoting business in the waterproofing and construction materials sector.

+ Construction work: For contracts that have been completed but not yet settled, the Board of Directors directs to focus on handling problems, completing settlement documents to recover debts such as Song Hau 1, Thai Binh 2, Long An projects, etc. For contracts under construction such as Bac Ninh, Hoa Binh, Quang Trach projects, the Board of Directors closely directs the construction of projects to meet progress and quality, and has measures to manage equipment and costs to improve efficiency and avoid backlog of debts.

+ Capital recovery and debt recovery: The Board of Directors directs measures to recover invested capital at the Dolphin Plaza project, Hasky Company, focusing on thoroughly handling issues related to outstanding debts at construction units, avoiding complaints and lawsuits that negatively affect the Company's image.

+ Capital utilization: The Board of Directors focuses on directing measures to effectively utilize recovered capital to bring benefits to the Company's employees and shareholders.

- In addition, the Board of Directors requires the Board of Directors to issue governance procedures and regulations, strengthen inspection and supervision, to promptly detect and overcome weaknesses to create momentum for sustainable development, ensuring a harmonious balance of interests of the Company, the State, Shareholders, partners and the rights of employees.

1.3. Report on monitoring results to the Board of Directors

The Board of Directors and the Director of the Company have 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 policies on issues and work contents under the Board of Directors' authority to consider and decide on production and business activities.

In general, the Board of Directors has complied with and strictly implemented the decisions and resolutions of the Board of Directors, strictly implemented the regulations and disclosed information for public companies registered to trade on the Upcom floor.

1.4. Evaluation of the Board of Directors' performance

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

- The Board of Directors has assigned tasks to each member in charge of a number of specialized areas to promote the strengths of each member. At the same time, grasp, support, and promptly resolve difficulties in the Company's production and business activities, contributing to the completion of production and business goals and plans.

- The Board of Directors performs well its supervisory function over the activities of the Board of Directors in implementing the resolutions issued by the Board of Directors. At the same time, the Board of Directors monitors and grasps the business operation process, through the reports of the Board of Directors to promptly provide support in resolving the Board of Directors' difficulties in production and business activities.

- The Board of Directors coordinates with the Board of Supervisors to organize inspection and supervision activities for the business activities and management of the Company.

- The Board of Directors has closely followed the targets and tasks assigned by the General Meeting of Shareholders on the basis of combining and analyzing the practical situation to orient all activities of the Company.

- The Board of Directors has maintained a regular meeting mechanism to closely monitor the situation, the reporting mechanism of the Board of Directors to the Board of Directors, all members of the Board of Directors fully participated in the Board of Directors' meetings and other meetings. When unable to attend meetings due to business trips, absent members of the Board of Directors gave their opinions and voted by ballot, by phone. All members of the Board of Directors discussed, gave their opinions and proposed solutions to the Board of Directors on the implementation of Resolutions, Decisions and directions of the General Meeting of Shareholders and the Board of Directors.

- Evaluation of each member of the Board of Directors: During the past time, the members of the Board of Directors have made efforts to direct the Company's activities in accordance with the development orientation and tasks approved by the Shareholders' Meeting. The members of the Board of Directors have tried to fulfill their assigned duties and tasks as specified in Appendix No. 03.

1.5. Report on salary, remuneration and operating expenses of the Board of Directors in 2024.

Total salary, remuneration and operating expenses of the Board of Directors in 2024 is **VND 746,362,605**. in which salary and remuneration: **515,106,668 VND** ; operating expenses: **231,255,937 VND** . (Details in Appendix 01).

II. Board of Directors' action plan for 2025

2.1. Production and business 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, taking advantage

of 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 VND	101
2	Revenue	Billion VND	82
3	Profit before tax	Billion VND	0.56
4	Profit after tax	Billion VND	0.56
5	Submit to the State Treasury	billion dong	0.15
6	Value of investment in purchasing assets, machinery and equipment	Billion VND	5
7	Average labor used	People	50
8	Average income	Million VND/person/month	9
9	Charter capital	billion dong	500
10	Dividend Payout Ratio	%	0

2.2. Plan for salary, remuneration and operating expenses of the Board of Directors in 2025.

Salary, remuneration and operating expenses of the Board of Directors in 2025 are: **VND 801,381,420** in which salary and remuneration: **547,000,000 VND** , operating expenses: **254,381,420 VND** . (Details in Appendix 01).

2. 3. Key tasks in 2025

- The Board of Directors promotes the strengths and capabilities of each member with the motto of maximizing all resources, focusing on directing the completion of the 2025 production and business plan, effectively using capital sources to bring the Company long-term and stable development.

- Focus resources, human resources, capital and equipment to construct the works of 2 new contracts: Construction contract of DT285B Yen Phong, Bac Ninh and Construction contract of slag dump, water collection tower, return water pipeline at Quang Trach 1 Thermal Power Plant Project to achieve quality, progress, good cost control and efficiency.

- Strengthen capital recovery/debt recovery at completed projects/works such as District 1 Sports Center, Long An project.

- Continue to collect debts of Hasky Company, Thien Phuc Gia, IMICO

- Search for partners to transfer capital contributions of Lam Kinh Hotel Company, Tay Ha Noi Joint Stock Company, Binh Son Company to ensure publicity, transparency and full compliance with legal regulations and procedures.

- Completed the registration of the Land Use Rights Certificate for land lots in Thieu Khanh, Thanh Hoa eligible for transfer.

- For real estate business activities: Research and select products that are suitable for the Company's capabilities, operating goals and current capital resources, have good liquidity, have cash flow, offset capital costs and bring economic efficiency.

- For waterproofing and construction materials business: Boost sales, promote projects, expand markets to improve business efficiency.

- Take advantage of the strength of real estate investment and business experience, effectively use capital, optimize existing assets, increase the proportion of commercial investment and real estate leasing to create revenue to ensure long-term development for the Company in the future.

- Improve the effective use of capital and proceeds from divestment of projects/companies contributing capital.

- Complete payment of dividend debt to the Corporation and the Company's shareholders.

2.4. Some specific measures to be implemented in 2025

- 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.

To achieve the above goals, 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.

Above is the 2024 operational report and 2025 operational plan of the Board of Directors. Respectfully submit to the General Meeting of Shareholders for comments and approval.

Thanks a lot!

Recipient:

- Shareholders;
- Save VT.

On behalf of the Board of Directors

CHAIRPERSON



Nguyen Anh Tuan

APPENDIX 01

SALARY, REMUNERATION AND OPERATING EXPENSES OF THE BOARD OF DIRECTORS IN 2024 AND PLAN FOR 2025

I. Finalization of salary, remuneration and operating expenses of the Board of Directors in 2024.

Total salary/remuneration and operating expenses of the Board of Directors in 2024 are: **VND 746,362,605**. Specifically as follows:

1.1. Finalization of salary/remuneration of the Company's Board of Directors in 2024

STT	Title	Salary plan 2024 (VND)	2024 remuneration plan (VND)	Implementation in 2024 (VND)	Ratio to KH
1	Chairman of the Board of Directors	343,200,000		371.106.668	108%
2	Non-professional Board Member		36,000,000	36,000,000	100%
3	Non-professional Board Member		36,000,000	36,000,000	100%
4	Non-professional Board Member		36,000,000	36,000,000	100%
5	Independent Board Member		36,000,000	36,000,000	100%
	Total	343,200,000	144,000,000	515.106.668	102%

1.2. Operating expenses of the Board of Directors in 2024

STT	Content	Unit	Total amount
1	Gasoline and car repair costs	Copper	132,961,496
2	Other expenses (reception, business trip, conference, depreciation...)	Copper	98,294,341
	Total	Copper	231,255,937

II. Plan for salary, remuneration and operating expenses of the Board of Directors in 2025.

The salary/remuneration and operating expense plan of the Company's Board of Directors in 2025 is: **VND 801,381,420**. Specifically as follows:

2.1. Salary/remuneration plan of the Company's Board of Directors in 2025

- Pursuant to the Salary Regulations issued together with Decision No. 01/QĐ-DKĐĐ-HĐQT dated January 21, 2022 of the Company's Board of Directors, approving the salary and bonus payment regulations of Dong Do Petroleum Joint Stock Company.

- Based on the 2025 Business Production Plan of Dong Do Petroleum Joint Stock Company.

- For full-time members of the Board of Directors, the salary is paid according to the Company's salary and bonus regulations in accordance with production and business performance and Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government.

- Remuneration of Board of Directors members and independent Board members is 3,000,000 VND/person/month.

The salary/remuneration plan of the Board of Directors in 2025 is expected as follows:

(Unit: VND)

TT	Title	Salary	Salary	Remuneration	Lbs	Qtlkh
1	Chairman of the Board	31 000 000	372 000 000		31 000 000	403 000 000
2	Non-professional Board Member			36 000 000		36 000 000
3	Non-professional Board Member			36 000 000		36 000 000
4	Non-professional Board Member			36 000 000		36 000 000
5	Independent Board Member			36 000 000		36 000 000
	Total	31 000 000	372 000 000	144 000 000	31 000 000	547 000 000

1.2. The Board of Directors' operating expense plan for 2025 is:

- Based on the number of members of the Board of Directors as prescribed by the charter and approved by the General Meeting of Shareholders.

- Based on the 2025 Business Production Plan of Dong Do Petroleum Joint Stock Company;

- Based on the Company's internal spending regulations;

The Board of Directors' operating expense plan for 2025 is expected as follows:

STT	Content	Unit	Total amount
1	Gasoline costs	Copper	146,257,645
2	Other expenses (reception expenses, business expenses, conferences, depreciation, etc.)	Copper	108,123,775
3	Total		254,381,420

APPENDIX 02: LIST OF RESOLUTIONS AND DECISIONS IN 2024

STT	Resolution/Decision Number	Day	Content
1	01/QD-DKDD-HĐQT	05/01/2024	Decision to approve the maximum foreign ownership ratio at the Company is 0%
2	03/NQ-DKDD-HĐQT	12/01/2024	Resolution of the Board of Directors meeting in the 4th quarter of 2023
3	06/QD-DKDD-HĐQT	January 18, 2024	Decision on receiving the transfer of land use rights, house ownership rights and assets attached to land at the 1st floor Commercial Floor; project of the complex of commercial center, office, high-rise apartment building and auxiliary works at 210 Quang Trung, Ha Dong, Hanoi
4	08/QD-DKDD-HĐQT	February 19, 2024	Decision to approve the plan to recover investment capital at the Dolphin project through the Law Consulting Company to implement legal procedures for litigation
5	16/NQ-DKDD-HĐQT	April 16, 2024	Resolution of the Board of Directors meeting in the first quarter of 2024
6	17/QD-DKDD-HĐQT	April 16, 2024	Decision to approve the transfer of 02 apartments at Dolphin Plaza Apartment (apartment 5b/(a), 5b1(b))
7	21/NQ-DKDD-DHDCD	April 26, 2024	Resolution of the 2024 Annual General Meeting of Shareholders
8	25/QD-DKDD-HĐQT	10/5/2024	Decision to select AASC Auditing Company Limited to audit the 2024 Financial Statements
9	26/QD-DKDD-HĐQT	10/5/2024	Decision approving the 2024 Production and Business Plan
10	27/QD-DKDD-HĐQT	10/5/2024	Decision on changing personnel participating in the Board of Supervisors of Binh Son Company (Le Thi Nguyen replaces Bui Hong Thai)
11	28/CT-DKDD-HĐQT	10/5/2024	Directive of the Board of Directors on construction of road works in Vu Ban town, Lac Son district, Hoa Binh province
12	29/NQ-DKDD-HĐQT	5/20/2024	Resolution approving the policy of reappointing Mr. Phan Minh Tam to hold the position of Director of the Company
13	30/QD-DKDD-HĐQT	5/20/2024	Decision to approve the transfer of apartment 5A2 tower 1 at Dolphin Plaza Apartment
14	31/QD-DKDD-HĐQT	5/20/2024	Decision to approve the plan to accept the conversion of part of the debt with Hasky

			Company by apartment No. 11, floor 5A, building S3, High-rise housing project at lot IA23 Nam Thang Long urban area, Dong Ngac ward, Bac Tu Liem, Hanoi
15	33/QD-DKDD-HĐQT	5/21/2024	Decision approving the business plan for road construction in Lac Son, Hoa Binh
16	34/CT-DKDD-HĐQT	5/30/2024	Board of Directors' Directive on operations at Ho Chi Minh City Branch
17	37/QD-DKDD-HĐQT	June 14, 2024	Decision to reappoint Mr. Phan Minh Tam to the position of Director of the Company from June 17, 2024, for a term of 5 years
18	39/NQ-DKDD-HĐQT	7/18/2024	Resolution of the Board of Directors meeting in the second quarter of 2024
19	42/QD-DKDD-HĐQT	08/02/2024	Decision on: Establishment of a Sales Department under the Company
20	44/ QD-DKDD-HĐQT	04/09/2024	Decision to approve the business plan for construction contracts: Roads and drainage systems Package 9 investment projects for street routes in Bac Ninh province
21	49/QD-DKDD-HĐQT	10/08/2024	Decision to approve the business plan for the construction contract of the project: Slag dump, water collection tower, return water pipeline of Quang Trach 1 Thermal Power Plant project, Quang Binh
22	53/NQ-DKDD-HĐQT	10/18/2024	Resolution of the Board of Directors meeting in the third quarter of 2024
23	55/NQ-DKDD-HĐQT	10/21/2024	Approval for the Company to participate in the Real Estate auction at Group 14, Thach Ban Ward, Long Bien District, Hanoi
24	57/NQ-DKDD-HĐQT	10/21/2024	Approval of signing of the contract for the purchase and supply of waterproofing panels with GEOVIETNAM Joint Stock Company
25	58/QD-DKDD-HĐQT	10/28/2024	Decision not to reappoint and remove Mr. Bui Hong Thai from the position of Chief Executive Officer
26	59/QD-DKDD-HĐQT	11/06/2024	Decision to reappoint Ms. Nguyen Thi Dung to the position of Deputy Director of the Company for a term of 05 years from November 6, 2024
27	60/NQ-DKDD-HĐQT	11/06/2024	Approval of signing a contract to supply construction steel with GEOVIETNAM Joint Stock Company
28	60A/NQ-DKDD-HĐQT	11/06/2024	Approval of the transfer policy of apartment number 11.09 at Dragon Hill Nha Be building, Ho Chi Minh City

29	61/QD-DKDD-HĐQT	11/12/2024	Approval to transfer 600m2 of commercial service floor at 210 Quang Trung, Ha Dong, Hanoi
30	62/QD-DKDD-HĐQT	11/25/2024	Acceptance of transfer of the contract for sale and purchase of an apartment at Building S3, Nam Thang Long Urban Area, Hanoi
31	64/QD-DKDD-HĐQT	11/28/2024	Approved the policy of purchasing 01 new car to serve the management work of the Company.

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APPENDIX C 03
EVALUATE PERFORMANCE OF EACH MEMBER
BOARD OF DIRECTORS 2024

In addition to the responsibilities of the Board of Directors as prescribed by law and the Company's Charter, the Board of Directors also assigns tasks to each member as follows:

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

Responsible for general direction in implementing the rights and duties of the Board of Directors as prescribed in the Law on Enterprises, the Company Charter, the Board of Directors' Working Regulations, the Internal Regulations on Corporate Governance and other relevant laws.

Directly in charge of the following areas: Building the Company's strategic orientation; Planning work, Business development innovation; Organizing staff, training personnel, labor policies and emulation and rewards; Organizing the General Meeting of Shareholders, shareholder relations and disclosing the Company's information; Project investment work, project transfer, transfer of project capital contributions/financial investments.

Preliminary comments: Mr. Nguyen Anh Tuan has performed well the role and duties of the Chairman of the Board of Directors in accordance with the provisions of the Enterprise Law, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws; successfully completed the tasks assigned by the Board of Directors in the areas directly in charge of and supervising the above activities.

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

In addition to performing the functions and duties of the Director as prescribed by the Company, the Director shall perform the rights and duties of the Board of Directors as prescribed in the Law on Enterprises, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws.

Directly in charge of the following areas: Managing the daily operations of the Company according to the Company Charter; Organizing and directing the implementation of the Resolutions and Decisions of the Board of Directors; Organizing the Company's business operations according to the Board of Directors' delegation.

Preliminary comments: Mr. Phan Minh Tam has performed well the role and duties of a member of the Board of Directors and Director in accordance with the provisions of the Enterprise Law, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws; successfully completed the tasks assigned by the Board of Directors in the areas directly in charge of and supervising the above activities.

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

Exercise the rights and duties of the Board of Directors as prescribed in the Law on Enterprises, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws.

Directly in charge of the following areas: In charge of financial work; project transfer work, project capital contributions/financial investments; office/apartment leasing.

Preliminary comments: Ms. Nguyen Thi Dung has performed well the role and duties of a member of the Board of Directors in accordance with the provisions of the Enterprise Law, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws; successfully completed the tasks assigned by the Board of Directors in the areas directly responsible for and supervised the above activities.

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

Exercise the rights and duties of an independent Board of Directors as prescribed in the Law on Enterprises, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws.

Directly in charge of the following areas: Promoting construction and installation activities; investment work, project transfer, project capital contributions/financial investments; financial work, capital of construction and installation contracts.

Preliminary comments: Mr. Nguyen Minh Dong has performed well the role and duties of an independent member of the Board of Directors in accordance with the provisions of the Enterprise Law, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws; successfully completed the tasks assigned by the Board of Directors in the areas directly responsible for and supervised the above activities.

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

Exercise the rights and duties of the Board of Directors as prescribed in the Law on Enterprises, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws.

Directly in charge of the following areas: promoting construction and installation activities; investment work, project transfer, project capital contributions/financial investments; financial work, capital of construction and installation contracts.

Preliminary comments: Mr. Nguyen Khanh Trung has performed well the role and duties of a member of the Board of Directors in accordance with the provisions of the Enterprise Law, the Company Charter, the Working Regulations of the Board of Directors and other relevant laws; successfully completed the tasks assigned by the Board of Directors in the areas directly responsible for and supervised the above activities.

T.C.P.

DONG DO PETROLEUM JOINT STOCK COMPANY

Number: 59/DKDD-KHKT

*Re: Summary report of production and business
activities in 2024, Plan, key tasks in 2025.*

Hanoi, April 14, 2025

**REPORT ON BUSINESS PERFORMANCE RESULTS IN 2024
BUSINESS PLAN 2025**

(Submitted to the 2025 Annual General Meeting of Shareholders)

Based on the plan of the 2024 General Meeting of Shareholders. The Board of Directors would like to report to the General Meeting of Shareholders on the summary of production and business activities in 2024, the plan and key tasks in 2025. Dong Do Petroleum Joint Stock Company would like to report as follows:

1. Implementation status of production and business plan tasks in 2024

1.1. Assessment of factors affecting the implementation of the 2024 production and business plan

In 2024, Vietnam's socio-economic development will be carried out in a complicated international context, with many influencing factors such as: the world economy has just shown signs of recovery and is likely to fall into a new crisis as countries are forced to implement tight monetary and financial policies after years of loosening;

Geopolitical tensions in the Middle East in 2024 The conflict is escalating and shows no signs of abating, making it more difficult to find a peaceful solution, directly affecting economic and political stability around the world. These tensions have caused serious problems for global supply chains and trade. Shipping companies are avoiding the Suez Canal, a key route for maritime trade, due to security concerns, affecting about 11% of global trade, especially the Asia-Europe maritime route, causing an increase in energy and logistics costs, increasing inflationary pressures and having a negative impact on global economic growth.

The Russia-Ukraine conflict is still evolving in a complex and tense manner with many new events and profound impacts on the global geopolitical landscape. This conflict has attracted the attention and participation of many countries and international organizations, from military support to political and economic support. This has caused far-reaching impacts on the global economy, destabilizing energy markets, supply chains, financial markets, as well as increasing food prices and accelerating food insecurity. Economic sanctions imposed on Russia along with Russia's responses have changed global trade patterns and affected the economies of many countries that have trade relations with Russia.

The complex global climate is causing huge losses in both human lives and property in many countries; population, food, energy issues... are also posing many problems that are not easy to solve.

In the industrial and construction sector, the industry faces many difficulties in the context of declining global demand. The construction materials market has many fluctuations this year, the prices of cement, iron, steel, sand increase according to the prices of input materials, some types of sand and stone materials are forecasted to be scarce, specifically the price of construction steel fluctuates the most, the prices of bricks, construction sand... also continuously increase .

The real estate market in 2024 will experience a local fever in the apartment segment and is showing signs of spreading to land areas.

1.2. Production and business results in 2024.

a . Production and business value :

- Production and business value 2024 reached 90.55 billion VND, equal to 100.61% of the 2024 plan .

Production and business value mainly from construction and installation activities, office floor rental business , and lubricant business. Specifically:

- + Construction of Vu Ban Hoa Binh road: 10.35 billion VND.
- + Construction of Yen Phong road, Bac Ninh: 13.5 billion VND.
- + Construction of Quang Trach 1 Thermal Power Project: 1 billion VND.
- + Waterproofing, lubricants, materials, real estate business, deposit interest is 65.7 billion VND.

b. Revenue:

- Revenue in 2024 reached 78.35 billion VND, equal to 97.94 % of the 2024 plan. Revenue is mainly from construction and installation activities and office floor rental business , waterproofing materials and lubricants business. Specifically:

- Thai Binh 2 Thermal Power Project : 2.41 billion VND.
- + Tien Loc Garden project: 0.03 billion VND.
- + Vu Ban Hoa Binh Road Construction Project: 9.34 billion VND.
- + Yen Phong road construction project, Bac Ninh: 7.36 billion VND.
- + Waterproofing, lubricants, materials, real estate business, deposit interest is 59.21 billion VND.

c. Costs and profits:

+ 2024: Total cost including cost of goods sold: 77.99 billion VND;

Profit : 0.38 billion VND

+ Profits from the construction of Vu Ban - Hoa Binh road project: 0.27 billion VND, construction of Yen Phong - Bac Ninh road: 0.21 billion VND, waterproofing business 2.67 billion VND, office rental 1.09 billion VND, refund of Hasky project provision cost in the amount of 5.8 billion VND , refund of Song Kim Company provision in the amount of 200 million VND, profit from selling apartments at Dolphin Plaza and Dragon Hill projects 2.63 billion VND and other profits.

d. Amount payable to the budget in 2024: 0.116 billion VND

e. Average income : 8.2 million VND/person/month

f. Investment value: In 2024, the Company has not made any investment due to the prolonged bidding procedure on the public procurement website, so the Company has postponed the investment implementation to 2025.

g. The value of real estate business in 2024 is: 21.98 billion VND; including the transfer of the commercial floor on the 1st floor of Unimax building 210 Quang Trung, Ha Dong, Hanoi worth 16.5 billion VND, the transfer of the apartment at building S3 of Sunshine City project worth 5.48 billion VND.

(Unit: Billion VND)

TT	Target	Implementation in 2023	Plan year 2024	Implementation in 2024	Completion rate (%)	
					TH/KH year 2024	TH/TH 2023
A	B	(1)	(2)	(3)	(4) = (3)/(2)	(5)
1	Production and business targets (billion VND)	20.79	90.00	90.55	100.61%	435.55%
2	Total revenue (billion VND)	24.58	80.00	78.35	97.94%	318.76%
3	Profit before tax (billion VND)	-5.38	0.36	0.38	104.44%	-
4	Pay to State budget (billion VND)	0.11	0.14	0.116	83.01%	110.08%
5	Average labor force (people)	55	55	55	100%	100%
6	Average income (million VND/person/month)	8.17	8.2	8.2	100%	100.37%

1. 3. Results of business restructuring.

- In 2024, the Company will continue to restructure the business such as rearranging personnel of departments and teams. Establishing a Sales Department to promote the development of commercial business.
- The Company is still looking for partners to transfer projects/capital contributions to companies such as Lam Kinh Company, Tay Ha Noi Company, Binh Son Petroleum... At the same time, the Company is still focusing on recovering capital from some units such as Hasky Joint Stock Company, Thien Phuc Gia, TID, IMICO... to focus capital on production and business activities.

2. Plan, key tasks and solutions for implementation in 2025

2.1. Forecast and analyze factors affecting the unit's production and business activities in 2025

2024 is the year of the “global election supercycle”, with around 76 countries holding elections and more than 50% of the world’s population participating in these elections. This has the potential to create significant political and economic upheavals in 2025 and beyond, especially in regions with unstable political situations. The impact of the elections on the global political and economic outlook is varied. Especially on issues such as Ukraine, the Middle East, global trade and China.

The world situation continues to fluctuate in a complex and unpredictable manner, with global economic recession, monetary tightening in some developed countries, and the impact of conflicts. The global financial market faces many difficulties, challenges, and risks that are becoming increasingly apparent. Strategic competition, geopolitical instability, energy security, food security, natural disasters, climate change, etc. are increasingly unpredictable.

In the period of 2025 - 2030, it is forecasted that the Vietnamese real estate market will develop more strongly, more transparently and more standardized in terms of the legal environment thanks to the effective promulgation of the Housing Law, the Real Estate Business Law, the Land Law; economic growth prospects; the development of synchronous and modern infrastructure; the trend of digital transformation and application of technology of the industrial revolution. It is forecasted that the real estate market in 2025 will begin to enter a period of creating momentum for recovery in the land and low-cost housing segments.

In 2025, construction material prices may increase due to increased production, transportation, import-export and labor costs. When the real estate market is active again, the prices of steel, cement, sand, stone, bricks, etc. will increase due to construction demand.

2.2. Plan, key tasks and implementation solutions of the unit in 2025

2.2.1. General objectives:

- Regarding construction activities: The company markets and expands the market for civil and industrial projects; traffic and technical infrastructure projects.
- Regarding real estate business activities: Search and select commercial real estate products that are suitable for the Company's capabilities, operating objectives and current capital resources, have good liquidity, have cash flow, and offset capital costs such as commercial floors, shop houses, apartments, land plots, etc.
- Continue to organize and manage the waterproofing and materials business to expand the market and improve efficiency.

2.2.2 Key tasks:

- Maximize all resources, focus on direction and operations, ensure completion/over-completion of the 2025 production and business plan;
- Strengthening capital recovery/debt recovery at completed projects/works such as District 1 Sports Center, Long An apartments, Tien Loc Garden residential area, Construction and installation of 110kV transformer stations and branches...; Proactively working with Project Management Boards/PetroCons Economic - Commercial Boards to review and unify debt values, complete payment documents to resolve related problems at Thai Binh 2 Thermal Power Plant Project and Song Hau 1 Thermal Power Plant Project;
- Develop and implement drastic solutions for large receivables that directly affect the unit's production and business efficiency such as receivables from Hasky, Thien Phuc Gia, TID, IMICO Joint Stock Companies ; Recover debts from divestment of investment capital at the office building project at 160 Tran Quang Khai;
- Seeking partners to transfer PetroCons - Dong Do's capital contribution at participating units/projects such as Lam Kinh Hotel Company; Tay Ha Noi Joint Stock Company; PVC - Binh Son Company and at Dolphin Plaza project,... ensuring publicity, transparency and full compliance with the regulations and procedures of the law/ PETROCONS /Company Charter; Reasonable and effective use of funds obtained from divestment of projects/companies contributing capital;
- Complete the registration of the Land Use Rights Certificate for land lots in Thieu Khanh - Thanh Hoa to be eligible for transfer, increasing revenue for the unit;
- For real estate business activities (land, real estate products with cash flow, secondary products of potential projects, etc.): research and select commercial real estate products that are suitable for the Company's capabilities, operating objectives and current capital sources, have good liquidity, have cash flow, offset capital costs and bring economic efficiency;
- Strengthening the business of supplies and materials and researching to expand more business lines suitable to the company's field and experience, etc.; Promoting sales of distribution channels, expanding the market for waterproofing products and other supplies; Perfecting the waterproofing commercial business model to improve business efficiency.
- Strengthening bidding marketing, expanding the market to find construction jobs for civil and industrial works/projects/transportation and technical infrastructure projects in provinces/cities to ensure achieving the 2025 production plan and job sources for the following years;
- Regularly review all production and business expenses, unfinished output value, unfinished costs at construction projects, increase cost savings, and improve capital efficiency;
- Strengthening corporate governance, regularly reviewing and strictly controlling all production and business expenses, management expenses, enhancing savings practices, reducing product costs, improving capital efficiency to partially offset accumulated losses from previous years, gradually stabilizing and developing production and business activities;
- Continue to restructure the enterprise, improve the organizational structure, review the staffing and arrange the management apparatus, arrange the labor force 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 cadres and employees to meet the quality requirements for performing the production and business tasks of the unit;

- Review, analyze, and evaluate the necessity, demand, and effectiveness of capital construction investment and equipment/asset investment in 2025, submit to competent authorities for consideration and approval before implementation. The investment ensures improved competitiveness, consistent with the business and production conditions and financial situation of the unit;

2.3. Indicators and explanations of indicators of production and business value, revenue and costs:

Based on the actual production and business situation, transitional work as well as the expected source of work to be contracted in 2024, Dong Do Petroleum Joint Stock Company develops a plan and implementation solutions for 2025 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	Submit to the State Treasury	billion dong	0.15
6	Investment value, equipment purchase	billion dong	5
7	Average labor used	People	50
8	Average income	million VND/person/month	9
9	Charter capital	billion dong	500

Indicators and explanations of production and business plan indicators for 2025

In 2025, the Company will develop 3 core areas including construction and installation 30%, waterproofing business and construction 40%, real estate business 30%. In which, focusing on developing waterproofing business, specifically as follows:

a. Production and business value: Plan for 2025: 101 billion VND, specifically:

+ Production and business value from construction and installation activities is: 66.67 billion VND. Of which:

- Construction of traffic project in Vu Ban, Hoa Binh: 10 billion VND;
- Road construction in Yen Phong - Bac Ninh: 21 billion VND
- Construction of slag dump of Quang Trach 1 Thermal Power Plant: 21.02 billion VND
- Waterproofing construction: 14.65 billion VND

+ Production and business value from non-construction activities is: 34.33 billion VND

- Company office for rent: 3.58 billion VND.
- Real estate business: 11.78 billion VND
- Trading in waterproofing materials and other supplies: 17.72 billion VND.

- Other production and business: 1.25 billion VND.
- b. Revenue:** Plan for 2025: 82 billion VND, specifically :
 - + Revenue from construction and installation activities is: 50.68 billion VND. Of which:
 - Road project in Vu Ban, Hoa Binh: 6.33 billion VND;
 - Road project in Yen Phong - Bac Ninh: 15 billion VND
 - Quang Trach 1 Thermal Power Plant slag dump project: 17.63 billion VND
 - Waterproofing construction: 11.72 billion VND
 - + Revenue from non-construction activities is: 31.32 billion VND
 - Company office for rent: 3.25 billion VND.
 - Real estate business: 10.7 billion VND
 - Trading in waterproofing materials and other supplies: 16.12 billion VND.
 - Other production and business: 1.25 billion VND.
- c. Pre-tax profit in 2025:** VND 0.56 billion
- d. Value paid to the State budget in 2025:** 0.15 billion VND
- e. Investment value, equipment purchase:** According to the orientation and production and business plan for the period 2026-2030, the Company focuses on the fields of Transportation and Technical Infrastructure with medium and large scale in the direction of direct management of some main construction machines and direct labor force (Machine drivers, skilled workers...).
 - At each project, it is necessary to ensure that the number of machines and construction workers can undertake about 50% of the work volume of the bid package, the remaining work will be rented.
 - From there, you can be proactive in the process of managing the quality, progress and efficiency of your business's production.
 - Machinery investment according to the 2025 plan to serve projects being implemented in 2025 such as: Hoa Binh, Bac Ninh and projects preparing to be implemented in 2025, 2026: Technical infrastructure of Dong Son industrial park, Thanh Hoa...
 - In 2025, the Company plans to invest 5 billion VND, mainly investing in construction equipment: excavator: 2.2 billion VND, purchasing 02 cars for production and business worth 1.55 billion VND, including purchasing new office cars worth 1.424 billion VND, purchasing used trucks for construction worth 0.13 billion VND, scaffolding, tools and equipment, other construction equipment: 1.25 billion VND.
- f. Real estate commercial value:** 35 billion VND, mainly focusing on receiving land use rights transfers in Quoc Oai, Hoai Duc and completing rough construction of the exterior of transferred land lots in Thieu Khanh, Thanh Hoa.

2.4 Implementation solutions to ensure completion of tasks and targets of the 2025 plan.

the 2025 production and business plan targets , the Company focuses on the following key solution groups:

- *Marketing and bidding solutions group:* Focus marketing resources on finding construction and installation jobs to ensure achieving the 2025 production plan , creating cash flow to cover the minimum operating costs of the management apparatus.
- *Group of solutions on human resources, safety, technology and construction:* Strengthening the management of techniques, materials and especially labor safety at construction sites. Focusing on key human resources at construction site management boards to carry out acceptance, payment and debt collection, ensuring the minimum value

of unfinished volume and receivables at construction works/projects. Having detailed, reasonable, economical and safe construction solutions for each construction item.

Regularly improve the Company's departmental structure, the Command Board and the Construction Team in a streamlined and efficient manner to meet the requirements of the construction site. Strengthen training and retraining to improve professional capacity and develop human resources to meet production and business requirements, in line with the Company's growth rate.

- *Financial structure solutions group:*

+ Continue to find partners to transfer PetroCons Dong Do's capital contribution at capital contributing units such as Lam Kinh Hotel; Tay Ha Noi Joint Stock Company; Binh Son Company; ensure publicity, transparency and full compliance with regulations and procedures of law/PETROCONS/Company Charter.

+ Capital recovery at Dolphin Plaza capital contribution project, investment capital from divestment of investment capital in 160 Tran Quang Khai office building project;

+ Focus on debt collection at completed projects/works: Long An Nursing Home Project, Song Hau 1 Thermal Power Plant, Thai Binh 2 Thermal Power Plant...

+ Debt collection: Urge debt collection at capital contributions to Cuu Long Ecological Project (Hasky Company), Thien Phuc Gia Company, IMICO...

+ Implement flexible financial solutions, diversify capital mobilization channels, provide sufficient capital for production and investment. Proactively review and increase working capital loan limits to ensure capital for production and business.

+ Use the funds obtained from divesting projects/contributing companies rationally and effectively.

- *Cost solution group:* Regularly review all production and business expenses, unfinished output value, unfinished costs, especially at the projects of Thai Binh 2 Thermal Power Plant, Song Hau 1 Thermal Power Plant; construction of Yen Phong Bac Ninh road, Quang Trach 1 Thermal Power Plant... increase cost savings, improve capital efficiency to partially offset accumulated losses from previous years, thereby gradually stabilizing and developing production and business activities.

Develop a business plan suitable for each bid package/project before signing the contract and bidding to ensure efficiency during implementation.

- *Business solutions group, waterproofing, real estate:*

+ In 2025, the company will continue to review and arrange departments in the direction of streamlining the apparatus and human resources; Increase human resources for the commercial and real estate business sector to promote commercial and real estate business activities, increase revenue, production and business value and profits from commercial and real estate business sources.

+ Strengthen the assessment and evaluation of the real estate market, take advantage of business opportunities; Approach and research the market for products (land, real estate products with cash flow, secondary products of potential projects, etc.);

+ Continue to promote sales of waterproofing materials to key projects.

- *Other solutions:* Strengthen the work of improving and innovating management methods, risk management, reviewing all company regulations and processes to update them to suit the actual situation ...

3. Unit recommendations to complete tasks and targets for 2025

Above is the Report on reviewing the production and business situation in 2024 and the development orientation of the unit in 2025. PetroCons Dong Do Company hopes to

continue to receive guidance, support and partner introductions from the Board of Directors of the company, PETROCONS. and PETROVIETNAM, Dear Shareholders like:

- To ensure sufficient coverage of annual management costs, maintain stability, production and business situation, use capital effectively, and bring profits to the Company, the Capital Representative Call for help from PETROCONS and PETROVIETNAM, the efforts of the members of the Board of Directors, the Board of Directors and heads of departments in finding more sources of construction jobs, finding real estate investment opportunities with good liquidity, cash flow, offsetting capital costs, introducing waterproofing customers...
- Introducing partners in the field of construction and installation as well as transferring/divesting capital contributions at Binh Son Petroleum Company, Lam Kinh Hotel, Tay Ha Noi Joint Stock Company...
- For the projects of Thai Binh 2 Thermal Power Plant and Song Hau 1 Thermal Power Plant, the items undertaken by the unit have been completed: We respectfully request PETROCONS and PETROVIETNAM create conditions for acceptance and payment settlement so that the Company can rotate capital for production and business.
- The representative of the capital contribution wishes PETROCONS and PETROVIETNAM Create more jobs for PetroCons Dong Do workers.

Best regards!

Recipient: 

- General Meeting of Shareholders;
- Board of Directors, Board of Directors Account (e-copy) ;
- Board of Directors (e -copy) ;
- Department of Finance, Department of Finance, Department of Business (e-copy);
- Luu VT, P. Science and Technology.



COMPANY DIRECTOR


Phan Minh Tam

Table 1

PLAN TARGETS FOR 2025

TT	Target	Unit of measure	Implemented throughout 2023	2024			Plan 2025					Note	
				Annual plan	Performed in five years	TH/KH ratio in 2024 (%)	TH rate 2024/2023 (%)	Total	Quarter I	Quarter II	Quarter III		Quarter IV
A	B	C	I	2	3	4=2/I	5	6=3x5	6	7	8	9	10
I	Production and business value index	Billion VND	20.79	90.00	90.55	100.61%	435.55%	101.00	24.00	26.00	25.00	26.00	
II	Financial indicators												
II.A	Consolidated indicators												
1	Total assets	Billion VND	309.94	323.99	324.01	100.01%	104.54%	324.34	324.08	323.82	324.33	324.34	
2	Equity	Billion VND	221.85	222.21	222.22	100.00%	100.17%	222.78	222.23	222.26	222.40	222.78	
3	Total revenue	Billion VND	24.58	80.00	78.35	97.94%	318.76%	82.00	20.00	20.00	20.00	22.00	
4	Total cost	Billion VND	29.97	79.64	77.98	97.92%	260.23%	81.43	19.99	19.97	19.86	21.62	
4.1	Cost of capital	Billion VND	21.06	69.21	71.34	103.08%	338.76%	69.18	16.93	16.90	16.79	18.56	
4.2	Management costs	Billion VND	8.61	8.77	4.76	54.23%	55.21%	10.68	2.67	2.67	2.67	2.67	
4.3	Financial costs	Billion VND	0.03	0.06	(0.03)			0.12	0.03	0.03	0.03	0.03	
4.4	Cost of sales	Billion VND	0.21	0.15	1.86	1239.79%	865.91%	1.29	0.32	0.32	0.32	0.32	
4.5	Other costs	Billion VND	0.05	1.45	0.05	3.19%	95.49%	0.16	0.04	0.04	0.04	0.04	
5	Profit	Billion VND	(5.386)	0.36	0.38	104.44%		0.56	0.01	0.03	0.14	0.38	
7	Taxes and other amounts payable to the State budget	Billion VND	0.106	0.14	0.116	83.01%	110.08%	0.15	0.03	0.04	0.04	0.04	
8	Taxes and amounts paid to the State budget	Billion VND	0.110	0.14	0.158	112.58%	143.11%	0.15	0.04	0.04	0.04	0.04	
10	Liabilities (10=10.1+10.2)	Billion VND	88.10	101.78	101.79	100.01%	115.54%	101.56	101.85	101.56	101.93	101.56	
10.1	Short-term debt	Billion VND	88.10	101.78	101.79	100.01%	115.54%	101.56	101.85	101.56	101.93	101.56	
10.2	Long-term debt	Billion VND											
IV	Investment indicators												
1	Investment realization value	Billion VND		5.00				5.00	1.55	-	2.20	1.25	
2	Disbursement value	Billion VND		5.00				5.00	1.55	-	2.20	1.25	
V	Other indicators												
1	Labor and income:												
1.1	Merge												
	- Number of employees at the end of the period of the whole Corporation/Company	People	56	56	55	98.21%	98.21%	54	52	54	55	54	
	- Average number of employees in the period of the whole Corporation/Company	People	55	55	55	100.00%	100.00%	50	48	48	52	52	

Table 1

PLAN TARGETS FOR 2025

TT	Target	Unit of measure	Implemented throughout 2023	2024				Plan 2025					Note
				Annual plan	Performed in five years	TH/KH ratio in 2024 (%)	TH rate 2024/2023 (%)	Total	Quarter I	Quarter II	Quarter III	Quarter IV	
A	B	C	1	2	3	4=2/1	5	6=3.1.1.1.2	6	7	8	9	10
	- Average income of the whole Corporation/Company	Million VND/person/month	8.17	8.2	8.2	100.00%	100.37%	9.00	9.00	9.00	9.00	9.00	
	- Consolidated labor productivity (calculated by consolidated revenue)	Million VND/person/month	37.24	121.21	118.71	97.94%	318.76%	136.67	138.89	138.89	128.21	141.03	
1.1	Manager												
1.1.1	- Average number of full-time managers	People	6	6	6	100.00%	100.00%	6	6	6	6	6	
1.1.2	- Average number of non-professional managers	People	4	4	4	100.00%	100.00%	4	4	4	4	4	
1.1.3	- Average income of full-time managers	Million VND/person/month	26.04	26.40	28.00	106.06%	107.53%	29.25	29.25	29.25	29.25	29.25	
1.1.4	- Remuneration and allowances for part-time managers	Million VND/person/month	2.25	2.25	2.25	100.00%	100.00%	2.25	2.25	2.25	2.25	2.25	
1.1.5	- Salary fund for specialized managers	Billion VND	1.875	1.900	2.016	106.11%	107.52%	2.218	0.555	0.555	0.555	0.555	
1.1.6	- Remuneration fund, allowances for part-time managers	Billion VND	0.108	0.108	0.108	100.00%	100.00%	0.108	0.027	0.027	0.027	0.027	
1.1.7	- Total salary, remuneration, and allowances for concurrent positions of the manager	Billion VND	1.983	2.008	2.124	105.78%	107.11%	2.326	0.582	0.582	0.582	0.582	
1.2	Workers												
1.2.1	- Number of employees at the beginning of the period	People	56	56	55	98.21%	98.21%	56.00	56.00	52.00	56.00	58.00	
1.2.2	- Number of employees at the end of the period	People	56	56	55	98.21%	98.21%	54.00	52.00	56.00	58.00	50.00	
1.2.3	- Average number of employees in the period	People	55	55	55	100.00%	100.00%	50.00	48.00	48.00	52.00	52.00	
1.2.4	- Average salary of workers	Million VND/person/month	7.79	7.80	7.80	100.00%	100.13%	8.60	8.60	8.60	8.60	8.60	
1.2.5	- Employee salary fund	Billion VND	5.142	5.146	5.149	100.06%	100.14%	5.175	1.242	1.242	1.346	1.346	
1.2.6	- Average labor productivity (based on revenue)	Million VND/person/month	37.24	121.21	118.71	97.94%	318.76%	136.67	138.89	138.89	128.21	141.03	
2	Conduct training	Number of people	11.00	20.00	-			20	5	5	5	5	
3	Training costs	Billion VND	0.0098	0.04	-			0.04	0.01	0.01	0.01	0.01	


Table 1

PLAN TARGETS FOR 2025

TT	Target	Unit of measure	Implemented throughout 2023	2024			TH rate 2024/2023 (%)	Total	Plan 2025				Note
				Annual plan	Performed in five years	TH/KH ratio in 2024 (%)			Quarter I	Quarter II	Quarter III	Quarter IV	
A	B	C	I	2	3	4=2/1	5	6=	6	7	8	9	10

Hanoi, April 14, 2025

Planning and Technical Department


Nguyen The Toan

Personnel Organization and Administration Division and Accounting Department


Dinh Thanh Trung

Director



Nguyen Thanh Binh

GIÁM ĐỐC

Phan Minh Tâm

DETAILED ANALYSIS OF OUTPUT - REVENUE - PROFIT IN 2025

STT	Project name	Total contract value	Expected to be implemented until December 31, 2024		Plan 2025				Plan for the first quarter of 2025				Plan for the second quarter of 2025				Plan for the third quarter of 2025				Plan for the fourth quarter of 2025			
			Output	Revenue	Production and business value	Revenue	Profit before tax	Production and business value	Revenue	Profit before tax	Production and business value	Revenue	Profit before tax	Production and business value	Revenue	Profit before tax	Production and business value	Revenue	Profit before tax	Production and business value	Revenue	Profit before tax		
A	B	1	2	3	4=7+10+13+16	5=8+11+14+17	6=9+12+15+18	7	8	9	10	11	12	13	14	15	16	17	18					
	TOTAL (A + B - C)	102.32	24.85	16.70	101.00	82.00	0.56	24.00	20.00	0.01	26.00	20.00	0.03	25.00	20.00	0.14	26.00	22.00	0.38					
A	CONSTRUCTION FIELD	102.32	24.85	16.70	66.67	50.68	5.65	8.85	5.57	0.43	17.74	12.46	1.41	19.36	14.84	1.81	20.73	17.80	2.00					
1	Contract No. 2204/2024/HDTC Project: Road from the post office intersection to the bank of the Buoi River, Vu Ban Town, Lac Son District, Hoa Binh Province	35.42	10.35	9.34	10.00	6.33	0.63				2.50	1.58	0.16	2.50	1.58	0.16	5.00	3.17	0.32					
2	Construction Contract No. 0409/HDXL NB-ĐĐ dated September 4, 2024 Project: Route DT285B Yen Phong, Bac Ninh	29.88	13.50	7.36	21.00	15.00	1.50	6.30	4.50	0.38	6.25	3.75	0.38	5.25	3.75	0.38	3.20	3.00	0.38					
	Construction Contract No. 58/2024/HDKT/Petrocons DD dated September 20, 2024. Project: Construction of slag dump, water collection tower, return water pipeline, Quang Trach 1 Thermal Power Plant Project	22.02	1.00		21.02	17.63	1.76	2.55	1.07	0.05	5.26	4.41	0.44	5.26	4.41	0.44	7.96	7.75	0.83					
4	Waterproofing construction of project C06 Ministry of Public Security	15.00			14.65	11.72	1.76				3.73	2.72	0.44	6.35	5.10	0.84	4.57	3.89	0.48					
B	FIELDS OUTSIDE XL	-	-	-	34.33	31.32	7.15	15.15	14.43	2.65	8.27	7.54	1.68	5.64	5.16	1.39	5.27	4.20	1.43					
I	Real Estate Business	-	-	-	33.08	30.07	5.90	14.84	14.12	2.33	7.95	7.22	1.37	5.33	4.84	1.08	4.96	3.89	1.12					
1	Office for rent				3.58	3.25	0.81	0.89	0.81	0.20	0.89	0.81	0.20	0.89	0.81	0.20	0.90	0.82	0.20					
2	Land use rights business in Thanh Hoa				2.63	2.38	0.48				2.63	2.38	0.48											
3	Apartment business at Dolphin Plaza, Sunshine City				9.15	8.32	1.66	9.15	8.32	1.66														
4	Construction chemicals and waterproofing business, other business				17.72	16.12	2.95	4.80	4.99	0.47	4.43	4.03	0.69	4.43	4.03	0.88	4.06	3.07	0.92					
II	Other production and business				1.25	1.25	1.25	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31	0.31					
1	Interest on bank loans				1.20	1.20	1.20	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30					
2	Other income				0.05	0.05	0.05	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01					
C	EXPENSE	-	-	-	-	-	12.25	-	-	3.06	-	-	3.06	-	-	3.06	-	-	3.06					
1	Management costs (1.1+1.2) (according to Table 9)				-	-	10.68	-	-	2.67	-	-	2.67	-	-	2.67	-	-	2.67					
1.1	Management costs do not include contingency costs.				-	-	12.08	-	-	3.02	-	-	3.02	-	-	3.02	-	-	3.02					
1.2	Contingency costs				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
1.3	Provision reversal cost				-	-	(1.40)	-	-	(0.35)	-	-	(0.35)	-	-	(0.35)	-	-	(0.35)					
2	Financial costs				-	-	0.12	-	-	0.03	-	-	0.03	-	-	0.03	-	-	0.03					
3	Cost of sales				-	-	1.29	-	-	0.32	-	-	0.32	-	-	0.32	-	-	0.32					
4	Other costs				-	-	0.160	-	-	0.04	-	-	0.04	-	-	0.04	-	-	0.04					
	TOTAL (A+BC)	102.32	24.85	16.70	101.00	82.00	0.56	24.00	20.00	0.01	26.00	20.00	0.03	25.00	20.00	0.14	26.00	22.00	0.38					

Preparer

Tran Thi Hong Ha

Planning and Technical Department

Nguyen Thi Toan

Finance Department

Nguyen Thanh Binh

DIRECTOR

CÔNG TY CỔ PHẦN DẦU KHÍ ĐÔNG DO

Q. NAM TÚ LIÊM - H. L.

GIÁM ĐỐC

Phan Minh Tâm

VIETNAM OIL AND GAS CONSTRUCTION JOINT STOCK CORPORATION
DONG DO PETROLEUM JOINT STOCK COMPANY

Table 1.1-2024

DETAILED ANALYSIS OF OUTPUT - REVENUE - PROFIT IN 2024

STT	Project name	Investor	Location	Contract progress (*)	Total contract value	Accumulated implementation up to December 31, 2023			Plan 2024 (Approved by the Corporation)			Implemented throughout 2024			Explain the reason for not completing the plan
						Production and business value	Revenue	Production and business value	Production and business value	Revenue	Profit before tax	Production and business value	Revenue	Profit before tax	
A	B	C	D	E	1	2	3	4	5	6	7	8	9	C	
	TOTAL (A + B - C)				276.22	184.39	140.66	90.00	80.00	0.36	90.55	78.35	0.38		
A	CONSTRUCTION FIELD				276.22	184.39	140.66	32.77	37.37	3.74	24.85	19.14	(1.50)		
1	Contract No. 01/HBTC/CNPB-PVC Dong Do dated June 16, 2015 (Construction of Distribution yard and cooling water supply pipeline)	PetroVietnam Oil and Gas Group	Thai Thuy District, Thai Binh Province	175 days	27.76	26.65	18.25					1.92			
2	Contract No. 32/2016/HDKT/PVC-PVC Dong Do dated June 17, 2016 (Construction of gypsum water separation house and ash and slag disposal system)	PetroVietnam Oil and Gas Group	Thai Thuy District, Thai Binh Province	According to construction progress	128.72	122.68	104.24		12.78	1.29		0.49			
3	Song Hau 1 Thermal Power Plant (Contract No. XD02C/2016/SH1-PVC-PVC. Dong Do dated October 10, 2016) Construction of central power plant	PetroVietnam Oil and Gas Group	Chau Thanh District, Hau Giang Province		24.15	25.77	15.82		6.14	0.61					
4	Completion of PCL of townhouses adjacent to Tien Loc Garden Residential Area (No. 16.10-2020/HBTC/PV-ĐĐ dated April 16, 2020)	Tien Loc Production and Trading Company Limited	Dong Nai		5.39	5.39	1.44		3.46	0.35		0.03	(1.98)		
5	Contract No. 03/2022/HBTC/HH-ĐĐ. Package No. 3 Construction of Ho Chi Minh road, Dak Lak province bypass.	Hong Ha Construction and Investment Management Joint Stock Company	Dak Lak		8.44	2.10	0.70		1.21	0.12					
6	Contract No. 07/2022/HBTC/HH-ĐĐ. Package No. 3 Construction of Ho Chi Minh road, Dak Lak province bypass.	Hong Ha Construction and Investment Management Joint Stock Company	Dak Lak		12.32	1.80	0.21		1.43	0.14					
7	Contract No. 2204/2024/HDTTC Construction of Vu Ban - Hoa Binh road	Hong Ha Construction and Investment Management Joint Stock Company	Dak Lak		12.00			6.52	2.26	0.23	10.35	9.34	0.27		

HA NO.

DETAILED ANALYSIS OF OUTPUT - REVENUE - PROFIT IN 2024

STT	Project name	Investor	Location	Contract progress (*)	Total contract value	Accumulated implementation up to December 31, 2023		Plan 2024 (Approved by the Corporation)			Implemented throughout 2024			Explain the reason for not completing the plan
						Production and business value	Revenue	Production and business value	Revenue	Profit before tax	Production and business value	Revenue	Profit before tax	
8	Construction Contract No. 0409/HĐXL NB-ĐĐ dated September 4, 2024 Project. Route DT285B Yen Phong, Bac Ninh		Peace		35.42			26.25	10.10	1.01	13.50	7.36	0.21	
9	Construction of slag dump, water collection tower, return water pipeline of Quang Trach 1 Thermal Power Plant project				22.02						1.00			
10	Supplying materials Vu Ban - Hoa Binh		Peace		15.00									
B	Business areas other than construction activities				-	-	-	57.23	42.63	7.04	65.70	59.21	8.51	
I	Real Estate Business			-	-	-	-	56.18	41.58	5.99	63.58	57.23	6.55	
1	Office for rent, machine for rent							2.43	2.21	0.44	2.81	2.14	1.09	
2	Land use rights business in Thanh Hoa							21.00	19.09	2.86				
3	Apartment business at Dolphin Plaza Project; Dragon Hill Project							4.00	3.64	0.55	9.93	9.02	2.63	
4	Trading in construction materials and supplies							1.00	0.91	0.09	40.72	37.19	0.14	
5	Construction and waterproofing chemicals business, lubricant business							27.75	15.73	2.05	9.26	8.05	2.67	
6	Other revenue										0.86	0.84	0.02	
II	Other production and business							1.05	1.05	1.05	2.12	1.98	1.97	
1	Interest on bank loans							1.00	1.00	1.00	1.87	1.89	1.88	
2	Other income							0.05	0.05	0.05	0.25	0.09	0.09	
C	EXPENSE			-	-	-	-	-	-	10.43	-	-	6.64	
1	Management costs (1.1+1.2) (according to Table 9)									8.77			4.76	
1.1	Management costs do not include contingency costs.									10.22			10.76	
1.2	Contingency costs									(1.45)				
1.3	Provision reversal cost												(6.00)	
2	Financial costs									0.06			(0.03)	
3	Cost of sales									0.15			1.86	
4	Other costs												0.05	
D	TOTAL (A+BC)				276.22	184.39	140.66	90.00	80.80	0.36	90.55	78.35	0.38	

Planning and Technical Department

Finance and Accounting Department

Nguyễn Thế Toàn

Nguyễn Thanh Bình



GIÁM ĐỐC

Phan Minh Tâm

Hanoi, March 24, 2025

Number: 08 /DKĐĐ-BKS

REPORT
RESULTS OF INSPECTION AND SUPERVISION OF THE SUPERVISION BOARD
IN 2024 AND 2025 OPERATION PLAN

To : Annual General Meeting of Shareholders 2025

Dong Do Petroleum Joint Stock Company (PetroCons Dong Do)

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam Namon June 17, 2020;
- Pursuant to the 13th amended Charter on Organization and Operation of Dong Do Petroleum Joint Stock Company approved by the 2022 Annual General Meeting of Shareholders on April 28, 2022;
- Pursuant to the Operating Regulations of the Board of Supervisors of Dong Do Petroleum Joint Stock Company;
- Based on the Minutes of quarterly inspection of production and business activities in 2024.

The Board of Supervisors of Dong Do Petroleum Joint Stock Company reports to the 2025 Annual General Meeting of Shareholders on the implementation of inspection and supervision of production and business activities in 2024 at PetroCons Dong Do by the Board of Supervisors of PetroCons Dong Do in 2024 and the 2025 operation plan as follows:

PART I: ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

1. Board of Supervisors:

The Board of Supervisors consists of 3 members, including:

- Ms. Nguyen Thi Tam - Head of Supervisory Board
- Ms. Le Thi Hai Ha - Controller - concurrently (from April 28, 2022)
- Ms. Do Nguyen Lan Chau - Controller - concurrently (from April 28, 2022)

2. Board of Supervisors' performance:

In 2024, implementing the Resolution of the Company's General Meeting of Shareholders, the Board of Supervisors focused on implementing regular inspection and supervision of the Company's production and business activities, with specific tasks as follows:

- Check and monitor the production and business activities, the systematization, and the level of prudence in the management and operation of the Company through reviewing quarterly management reports provided by the Board of Directors and the Executive Board of the Company. At the same time, directly check the records, vouchers, and documents arising at the Head Office.

- Monitor financial situation, capital usage; borrowing; cash flow management, receivable and payable management; cost and cost management; internal control, risk management.

- Assess the completeness, legality and honesty of quarterly/annual self-prepared financial reports. Evaluate operational efficiency, debt payment ability, ability to operate continuously, and the status of preserving and developing owner's capital.

- Review the Company's semi-annual audited financial statements and 2024 audited financial statements. Evaluate the resolution of exceptions, emphasis, and notes in the audit report and management letter.

- Check and supervise the implementation and effectiveness of projects according to signed contracts; divestment of investment capital ; bidding and procurement of equipment, assets and materials.

- Check and monitor compliance with issued regulations and relevant legal documents. At the same time, evaluate the work of building, amending and supplementing regulations and procedures in accordance with the Company's production and business activities.

- Check and supervise compliance with regulations , Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors in the Company's production and business activities.

- Monitor compliance with the law in the activities of Board members, Directors and other managers.

- Monitor and evaluate transactions between the Company and related parties

- Attend meetings as notified by the Board of Directors and Board of Management and discuss and give opinions to the Board of Directors and Board of Management on issues related to the Company's production and business activities.

- Carry out other tasks according to the 2024 Operation Plan approved by the General Meeting of Shareholders. Periodically every quarter, 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 coordinates to overcome shortcomings in management, operation and risk management.

3. Summary of meetings and conclusions, recommendations:

- The total number of meetings of the Board of Supervisors is 08 times, the meeting is held after each periodic inspection to unify the content of the inspection and supervision minutes.

- Based on the inspections and attendance at the Board of Directors' meetings, the Board of Supervisors made recommendations to the Board of Directors and the Executive Board on management and operation; cost and cash flow management; debt collection; inventory management; internal audit to improve risk management; document preparation, accounting

and financial reporting; human resources, labor and wages; divestment and post-divestment capital use; construction materials and real estate business activities; development of internal regulations and procedures... At the same time, the Board of Supervisors issued warnings about potential risks affecting the results of production and business activities such as: unfinished costs; provisions for financial investment risks, provisions for bad debts; fines for breach of contract; risks of investment cooperation capital;...

4. Self-assessment of performance of each Controller:

4.1. General assessment:

- Over the past year, the Supervisors continued to uphold their sense of responsibility in performing their duties, demonstrating honesty and objectivity in their work. The activities of the Supervisors ensured compliance and conformity with their functions and duties according to the provisions of law, the Company Charter, the Board of Supervisors' regulations and other relevant regulations.

- However, in the context of business operations, there are still many potential risks beyond control and professional capacity, so the control work is inevitably flawed. Each Controller will continue to strive to learn and improve professional knowledge to further improve.

4.2. Performance of each Controller:

*** Ms. Nguyen Thi Tam - Head of Department - Successfully completed assigned tasks**

- In charge of general planning, operations and directing all activities of the Board of Supervisors. During the year, convened and chaired 8 meetings of the Board.

- Quarterly, control compliance with the Law on Enterprises, the Charter, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors; evaluate the reasonableness, legality, honesty and risk management of each member of the Board of Directors; of the Board of Directors and the Company's management staff. Check and evaluate the reasonableness, legality, honesty and risk management of the Board of Directors and the Board of Directors in managing capital resources, operating production, business and investment of the Company. Check and evaluate the work of building internal regulations, organizing and managing human resources, policies and salaries of the Company.

- Periodically, appraise the Company's quarterly and annual self-prepared and audited financial statements. Check and supervise accounting work, honesty, timeliness, legality and reasonableness of accounting documents and books.

- Work and discuss with the independent Auditor on matters related to the periodic audit of the Company's Financial Statements.

- Review and report on annual salary fund implementation;

- Review and comment on all matters voted on at the Annual General Meeting of Shareholders.

- Focal point for preparing Minutes, reporting inspection results, monitoring and making recommendations after each periodic inspection. Preparing reports on the activities of the Board of Supervisors and reporting on behalf of the Supervisors to the Annual General

Meeting of Shareholders on the results of the assessment and activities of the Board of Supervisors.

- Attend 10 meetings as notified by the Board of Directors and Company Director.

*** Ms. Le Thi Hai Ha - Controller - Successfully completed assigned tasks**

- Perform well the assigned duties and responsibilities such as: controlling the implementation of production and business plans; monitoring the implementation of obligations to the State budget , tax declaration ; checking the implementation of investment and settlement of capital investment in basic construction; financial investment and capital recovery of the Company.

- Control the implementation and compliance with the Company's internal regulations and management. Coordinate with the Head of the Board to review the Company's annual financial reports.

- Periodic reporting within the scope of assigned work.

*** Ms. Do Nguyen Lan Chau - Controller - Successfully completed assigned tasks**

- Perform well the assigned duties and responsibilities such as: controlling bidding work; signing, implementing and liquidating economic contracts; price work, purchasing materials, leasing equipment and services; work on building internal norms and unit prices; work on technical volume, payment acceptance volume, unfinished volume of works.

- Control costs and monitor compliance with the Company's approved cost norms. Monitor construction implementation status and finalize construction contracts.

- Actively inspect and supervise all production and business activities of Ho Chi Minh City Branch.

- Periodic reporting within the scope of assigned work.

5. Report on salary and remuneration of the Board of Supervisors (attached Appendix 01)

PART II: RESULTS OF INSPECTION AND SUPERVISION IN 2024

I. Appraisal of results of production and business tasks:

1. Implementation status of plan targets:

Some key indicators are as follows: Unit: billion VND

TT	Target	TH 2023	2024		TH/Ratio Plan 2024 (%)	Rate of TH in 2024/TH in 2023 (%)
			Plan	Perform		
1	Production and business indicators	20.79	90.00	90.55	100.61	435.55
2	Total revenue	24.58	80.00	78.35	97.94	318.76
3	Profit before tax	-5.39	0.36	0.38	105.55	-
4	Profit after tax	-5.39	0.36	0.38	105.55	-

5	Average labor force (people)	55	55	55	100	100
6	Average income of employees (million VND/person/month)	8.17	8.2	8.2	100	100
7	Charter capital	500	500	500	100	100
8	Equity	221.85	222.21	222.22	100	100.17
9	Dividend Payout Ratio	0%	0%	0%		

(Revenue and profit indicators according to audited financial statements)

- According to the above table, the production and business value in 2024 reached 90.55 billion VND, exceeding the plan and the revenue value reached 78.35 billion VND, almost completing the plan with the completion rate of 100.61% and 97.94% of the plan, respectively. The production value and revenue achieved were evenly distributed from the three key business segments: construction and installation, real estate business and construction materials. The recorded revenue value includes: from construction and installation 19.14 billion VND; from real estate business 11.45 billion VND; from construction materials business 44.34 billion VND and other activities 3.42 billion VND.
- With the above achieved sales and the refund of provision expenses, the Company has exceeded the profit target; although the profit value is still limited at only 0.38 billion VND, it is still an encouraging result, creating a premise for the following years.

2. Construction contract implementation status:

2.1. Construction at Quang Trach 1 Thermal Power Plant project : (Contract No. 58/2024/HDKT/Petrocons-DD dated October 8, 2024).

- In the fourth quarter, the Company signed a subcontract with Vietnam Oil and Gas Construction Joint Stock Corporation to construct the slag dump, water collection tower, and return water pipeline of the Quang Trach 1 Thermal Power Plant project, Quang Binh ; contract value 22.02 billion VND; construction period 316 days.
- Construction started in October 2024, the output in 2024 is insignificant with a value of 1.0 billion VND.

2.2. Road construction in Vu Ban town, Lac Son district, Hoa Binh province (Contract No. 2204/2024/HDTC/NB-DD dated April 22, 2024).

- From the second quarter, the Company signed a subcontract with Nhan Binh Joint Stock Company to construct a number of project items under the package: Road from the Post Office intersection to the bank of Buoi River, Vu Ban town, Lac Son district, Hoa Binh province; contract value 35.42 billion VND; construction period 270 days. However, from August 2024, the project must be temporarily suspended according to Document No. 48/BQLDA-GTTL dated July 20, 2024 of the Management Board of Investment, Construction and Land Fund Development Project of Lac Son district, Hoa Binh province to wait for approval of the mining license for construction.

- At the time of construction suspension, the total value of implemented output was 10.35 billion VND; the accepted value on the price list was 9.34 billion VND.

2.3. Road construction in Yen Phong district, Bac Ninh province : (Contract No. 0409/2024/HDTC/NB-DD dated September 4, 2024).

- From the third quarter, the Company signed a subcontract with Nhan Binh Joint Stock Company to construct the road, drainage system and traffic safety of DT.285B section from (km 5+299 ÷ Km 7+668) excluding Asphalt concrete under package No. 9: All construction and some other works serving the construction of DT.285B and DT.295C routes (including bridge items), Yen Phong district, Bac Ninh province ; contract value 29.9 billion VND; construction period 120 days.
- The project started on September 6, 2024. During the past time, the Company has focused all resources to organize the construction. However, the project is behind schedule because the site clearance work has not been completed.
- Total value of realized output up to December 31, 2024 is 13.5 billion VND, acceptance on price list is 7.95 billion VND, unfinished cost is 5.55 billion VND.
- *2.4. Thai Binh 2 Thermal Power Plant Project: (Contract No. 01/HDTC/CNPB-PVC Dong Do dated June 16, 2015; No. 32/2016/HDKT/PVC/PVC Dong Do dated June 17, 2016; No. 38/2016/HDKT/PVC/PVC Dong Do dated July 25, 2016).*
- Construction has been completed since the second quarter of 2024. Currently, the Company continues to complete the QLC Documents and strengthen the approval of capital acceptance documents of the items. Closely coordinate with the Board of Directors of the Corporation to resolve problems arising during the construction and payment acceptance process.
- Total contract value is 170.14 billion VND, cumulative output value up to December 31, 2024 is 161.2 billion VND; accepted value on price list is 125.47 billion VND; unfinished output value waiting for price list is 35.73 billion VND, unfinished cost is 20.88 billion VND.

2.5. Song Hau 1 Thermal Power Plant Project: (Contract No. XD02C/2016/SHI-PVC-PVC Dong Do dated October 10, 2016).

- Continue to coordinate with PetroCons Southern Project Management Board to complete and submit for approval the settlement documents for the entire volume of work of the contract completed since November 2017.
- Contract value is 24.15 billion VND (excluding arising value), accumulated output value is 25.77 billion VND; accepted value on price list is 17.4 billion VND; unfinished output value waiting to be put on price list is 8.37 billion VND; unfinished cost is 16.34 billion VND.

2.6. Project to build a commercial housing area in Long An: (Contract No. 009/HĐTC-CTYTP-2017 dated March 8, 2017; No. 014/HĐTC/TP-ĐĐ dated June 13, 2017; No. 015/HĐTC/TP-ĐĐ dated June 14, 2017; No. 016/HĐTC/TP-ĐĐ; No. 018/HĐTC/TALA-ĐĐ)

- Construction has been stopped since the second quarter of 2018, but due to the lack of cooperation from the Investor, the Company has not been able to determine the deductible value to settle the work that has been done. Therefore, the Company has not been able to determine the time to complete the settlement of this project.
- Total contract value: 107.16 billion VND; estimated output value: 102.29 billion VND; accepted and settled value: 95.37 billion VND; unfinished output value: 13.52 billion VND; unfinished costs: 18.13 billion VND.

2.7. Tien Loc The Garden residential area construction project in Dong Nai: (Contract No. 02/2019/HDTC/TA-PVC Dong Do dated September 25, 2019)

- Ho Chi Minh City Branch has completed construction since the fourth quarter of 2020, but has not yet completed the acceptance and payment documents to end the contract.
- Total contract value: 35.62 billion VND; accepted and settled value: 32.03 billion VND; revenue: 29.12 billion VND, cost of goods sold: 28.3 billion VND, gross profit: 0.82 billion VND.

2.8. Hung Vuong Street Housing Project, Tuy Hoa City, Phu Yen - construction items of test piles, mass pile driving of lots HH1, HH2: (Contract No. 14/2022/HDTC/HTL-DD dated June 27, 2022).

- Completed construction, acceptance and handover of the project to the General Contractor and Investor from November 2022. Currently in the project monitoring and warranty phase.
- Contract value 5.78 billion VND;
- Output value 5.78 billion VND; accepted value on price list 4.94 billion VND, revenue 4.58 billion VND, cost price 4.58 billion VND; unfinished output 0.84 billion VND; unfinished cost 0.65 billion VND.

2.9. Ho Chi Minh Road Construction Project, Buon Ma Thuot City bypass, Dak Lak - Excavation, filling, transportation of soil and sand, installation and completion of culverts: (Contract No. 02/2022/HDMB/HH-DD-C&C; No. 03/2022/HDTC/HH-DD-C&C; No. 04/2022/HDMB/HH-DD-C&C; No. 07/2022/HDTC/HH-DD-C&C dated August 15, 2022).

- The Company has signed a subcontract with Hong Ha Investment and Construction Management Joint Stock Company to participate in 04 packages of excavation, filling, transportation of soil, sand, installation, and completion of the culvert - Construction of Ho Chi Minh Road, Buon Ma Thuot City bypass section. The total value of the 04 contracts is 58.06 billion VND. The Company has carried out excavation, transportation of soil, and installation of box culverts in some segments with an actual output value of 6.62 billion VND. However, the project has been temporarily suspended at the request of the General Contractor (due to problems with site and capital) since the second quarter of 2023.
- The company has accepted and paid a part of the completed volume with a value of 4.7 billion VND; the value of unfinished work awaiting settlement is 1.5 billion VND;

recorded revenue is 4.28 billion VND, transferred cost of goods sold is 4.8 billion VND, loss is 0.52 billion VND; unfinished cost is 0.35 billion VND.

3. Real estate and materials business:

3.1. Real estate business:

- *Real estate leasing:* Company continue to maintain the lease of the Office floor on the 2nd floor of Dolphin Plaza Building with a total floor area of 500m2 and 01 apartment at Dolphin Plaza Building.

- Real estate business:

In the spirit of promoting short-term real estate business, the Company has transferred some real estate from leasing to short-term sale. During the year, the Company sold 01 apartment at Dolphin Plaza apartment building, Hanoi and 01 apartment at Dragon Hill apartment building, Nha Be, Ho Chi Minh City. At the time of reporting, the Company has successfully transferred 01 more apartment at Dolphin Plaza apartment building and 01 apartment at Nam Thang Long urban area, Hanoi.

- *Real estate product for sale:* 600 m2 office floor area at the Complex of Commercial Center, Office, High-rise Apartment and Ancillary Works No. 210 Quang Trung, Ha Dong, Hanoi.

- *Real estate product to be offered for sale:* Right to use 20 land lots at the Land Use Rights Auction Area of Thanh Hoa City. The project has met the conditions for signing a transfer contract, the Company is reviewing and evaluating the market to develop a plan to sell at the most appropriate time. The product is expected to bring high efficiency.

3.2. Chemical and material business:

- *Construction Steel Business:* During the year, the Company signed a contract to supply construction steel with GEOVIETNAM Joint Stock Company with a contract value of 40 billion VND. As of December 31, 2024, the Company has supplied and completed the entire contract; accordingly, the revenue recorded in the period is 36.29 billion VND, customers pay 100% of the value of the goods upon receipt of the goods, so the Company has no outstanding receivables from this activity, the package profit is 179.2 million VND.

- *Construction and waterproofing chemical business:* The Company signed a contract to supply CAG Facade Joint Stock Company with a provisional value of VND 8.83 billion from the second quarter of 2024; the implementation period is within 100 days. During the year, the Company actively implemented the contract and recorded revenue of VND 8.3 billion. This activity has a cost of goods sold of less than 70% of revenue, but the Company has not collected enough sales costs, so there is not enough basis to evaluate the effectiveness of this activity in 2024.

- *Lubricant distribution:* sales are still limited because the Company does not strongly promote this activity; however, the previous period's receivables are still high and need to be urgently collected.

4. Status of implementation of purchasing, management of fixed assets and divestment of investment capital:

4.1. Investment, purchase and management of fixed assets:

- Purchasing: During the year, the Company did not purchase any other fixed assets. However, the Board of Directors approved the policy of purchasing 01 car to serve the Company's management work and implemented it in the first quarter of 2025.

- Fixed asset management: The company continues to manage assets according to regulations.

- Liquidation of fixed assets and construction equipment: During the year, the Company liquidated a number of fixed assets and construction equipment (hoists, iron cutters, containers, iron benders, etc.) that had been fully depreciated and had lost their quality and were no longer usable. These assets are under the management of the Ho Chi Minh City Branch serving construction at Long An and Tien Loc, Dong Nai projects. At the time of reporting, the Company liquidated 01 more means of transport that had been fully depreciated since 2018 and liquidated some inventory materials.

4.2. Investment divestment:

- Investment cooperation capital contribution at Cuu Long Eco-zone (Investor: Hasky Company): during the year, the Company recovered a value of 5.8 billion VND, including 600 million in cash and converted into assets, which is 01 apartment at Building S3 in Nam Thang Long Urban Area, Hanoi, with a compensation value of 5.2 billion. The remaining capital to be collected is 2.19 billion VND, Hasky Company has signed a commitment to complete payment schedule by June 30, 2025 at the latest.

- Capital investment in the Dolphin Plaza project: in 2024, the Company recovered 1 billion VND (in 2023, the Company received compensation for 03 apartments). In the fourth quarter of 2024, the Company sold 01 apartment and brought in a profit of 2.1 billion VND. As of December 31, 2024, the value of the investment capital remaining to be collected was 26.23 billion VND. After a period of active and close coordination with the Lawyer, the Company has achieved significant results. Specifically, on January 20, 2025, the two parties signed the Minutes of liquidation of the cooperation contract; accordingly, the Investor committed to offset part of the debt and repay in cash equivalent to 100% of the capital of 26.23 billion VND and an amount of capital contribution interest to implement the project with a value of 7.67 billion VND . At the time of reporting, the Company had recovered a part of the contributed capital with a value of 17.56 billion VND, the remaining principal of 8.67 billion VND was paid no later than March 31, 2025, and the interest of 7.67 billion VND was paid no later than June 30, 2025 .

- Charter capital contribution to PVC Binh Son: remaining capital contribution value is 22.1 billion VND, the Company continues to wait to coordinate with PetroCons to find customers and propose superior agencies to approve the divestment plan.

- Charter capital contribution to Electrical Construction Joint Stock Company: investment value of 3 billion VND since 2011, the investment has risk of losing capital because this Company is no longer on tax registration, leading to the Company having to set aside a risk provision of 100% of the investment value equivalent to 3 billion VND.

5. Organization, personnel, labor, salary, policies and regimes:

- Organizational structure: During the year, the Company established a Sales Department; 02 Construction Management Boards; 01 Construction Site Management Board; transferred the tasks of the Real Estate Trading Floor to the Sales Department. The current structure includes: Board of Directors, Board of Directors, Board of Supervisors, 4 functional departments, 2 Construction Management Boards, 1 Construction Site Management Board and 01 affiliated branch in Ho Chi Minh City .
- Personnel work: Re-appoint the Director and 01 Deputy Director of the Company; dismiss the Chief Accountant of the Company; appoint 2 deputy heads of departments. In addition, the Company also held a Conference to plan a number of management positions for the period 2026-2031.
- Labor work: in 2024, the Company received 14 employees and terminated the contracts of 11 employees. As of December 31, 2024, The number of employees is 55 people and the average number of employees is 55 people (excluding direct workers). The average income of employees is 8.2 million VND/person/month, equal to 100%/year plan.
- Salary and other allowances: The Company has paid salaries based on the Salary and Bonus Regulations; the salary plan approved by the General Meeting of Shareholders and the level of completion of the Company's production and business plan. Accordingly, in 2024, the Company used 7.3 billion VND of the salary fund, the balance payable to employees as of December 31, 2024 was 3.28 billion VND including: December salary, 2024 settlement salary and next year's reserve salary fund.
- Regarding policies and regimes: The Company has paid attention to giving gifts to employees on holidays, Tet; Company anniversary; Women's Day; organizing vacations for employees; visiting and encouraging families with funerals, illnesses, medical examinations... balancing financial resources to promptly pay social insurance premiums to the management agency.
- Emulation and reward work: The Company has organized a summary and evaluation of the effectiveness of production and business activities in 2024 and evaluated the emulation according to the Emulation and Reward Regulations. Accordingly, the title of Basic CSTĐ was recognized for 06 individuals; the title of Advanced Labor was recognized for 25 individuals; the title of Excellent Collective was recognized for 01 collective; the title of Advanced Collective was recognized for 6 collectives that had completed their tasks well in 2024.

6. Financial Accounting work:

- Regarding the applied accounting regime: recording, opening accounting books and preparing basic financial statements are presented according to the prescribed forms of Circular No. 200/2014/TT-BTC dated December 22, 2014, Circular No. 53/2016/TT-BTC dated March 21, 2016 of the Ministry of Finance; Vietnamese accounting standards and other relevant current legal regulations.

- Accounting form: General journal, using computerized accounting software updated according to current accounting standards and regimes suitable to the characteristics of production and business activities and management requirements of the Company.
- Economic transactions arising are recorded and fully reflected in accounting books based on collected records and documents. Prepare detailed reports and complete financial reports according to regulations of the Ministry of Finance.
- The Company has submitted periodic Financial Reports and disclosed information in accordance with regulations on information disclosure on the stock market of listed organizations.

7. General comments and reviews on production and business activities:

- In 2024, Vietnam will continue its clear recovery trend, with growth exceeding targets, inflation controlled at appropriate levels, and results in many important areas reaching and exceeding targets. The labor and employment situation has improved, and the real estate market has recovered positively thanks to changes and improvements in the legal framework, with increasingly transparent and clear information that is favorable to all participants. With the above positive factors, it is a favorable condition for businesses like PetroCons Dong Do to have many opportunities to consolidate and have sustainable development prospects.
- In fact, in the past year, PetroCons Dong Do's economic and financial indicators all achieved the highest completion rate in the past 3 years, business activities had many bright spots, actively bringing the Company to gradually improve its level, confidently entering the stage of sustainable development in the following years.
- During the year, the whole system had a dynamic and effective working year from the stage of organizing, arranging, and stabilizing the apparatus; promoting marketing and business of buying and selling construction materials with high sales ratio; actively searching for customers to successfully buy, sell, and lease real estate; effective marketing and foreign affairs work to find jobs; organizing construction and acceptance of completed construction and installation volume of the road construction package; actively gradually removing some previous problems... are significant achievements after the efforts, enthusiasm, and companionship from the Board of Directors to the team of workers.
- The work of divestment and debt collection was directed to be carried out vigorously with law consulting companies, bringing about practical results with the value recovered in cash, assets and reliable repayment commitments such as: recovery from HaSky, commitment from TID and collection in cash from some customers...
- Continue to maintain full coverage of apartment and office rentals at Dolphin Plaza Building to ensure monthly revenue and increase efficiency in the use of fixed assets.
- With stable financial resources throughout the year, the Board of Directors has easily paid off due debts, confidently sought investment opportunities in real estate business, received

construction and installation contracts, supplied materials and especially had the opportunity to increase long-term assets for the Company.

- Cost management of projects under construction is strictly controlled and needs to be promoted to ensure savings and efficiency according to the business plan.
- Strongly promote participation in bidding for construction packages, search for customers, business opportunities, new investments to prepare work sources for next year.
- However, the settlement of some bidding packages under the management of the Ho Chi Minh City branch, related debts that have not been completely resolved, along with potential risks, are the limitations in the Company's production and business activities in the past year. To minimize risks and eliminate long-standing problems throughout the system, more determination, focus, and better coordination are needed.

II. Audit of Financial Statements for 2024

1. Financial situation:

- Summary table of financial indicators as of December 31, 2024 is as follows :

ASSETS (billion VND)				CAPITAL (billion VND)			
Interpretation	01/01/2024	12/31/2024	Comparison (BC Period/ Beginning Period)(%)	Interpretation	01/01/2024	12/31/2024	Comparison (BC Period/ Beginning Period) (%)
A. Bank assets	224.04	231.25	103.22	A. Liabilities	88.09	101.79	115.55
1.Cash and cash equivalents	13.31	16.79	126.15	1. Short-term debt	88.09	101.79	115.55
2.TCNH Investment	44.07	36.08	81.87	1.1. Payable to seller's bank	26.31	32.21	122.42
3.Short-term receivables	95.52	95.87	100.37	1.2. Buyer pays in advance	6.33	14.41	227.65
4.Provision for bad debts	(19.33)	(13.32)	68.91	1.3. Taxes and other PNNN charges	0.07	0.03	42.86
5. Inventory	65.54	75.06	114.53	1.4. Payable to employees	2.86	3.28	114.69
				1.5. Costs payable to the Bank	5.27	4.74	89.94
				1.6. Unrealized revenue of the Bank	0.06		
				1.7. Payable to other banks	46.81	47.12	100.66
ASSETS (billion VND)				CAPITAL (billion VND)			
Interpretation	01/01/2024	12/31/2024	Comparison (BC Period/Beginning Period)(%)	Interpretation	01/01/2024	12/31/2024	Comparison on (BC Period/Beginning Period)

			Period)(%)				Period) (%)
6. Provision for inventory price reduction				1.8. Short-term loans	0.38		
				1.9. Bonus and welfare fund			
7. Other bank accounts	5.60	7.45	133.04	2. Long-term debt			
B. Long-term Assets	85.9	92.76	107.99	B. Owner's Equity	221.85	222.22	100.17
1. Long-term receivables		0.07		1. Owner's Equity	500	500	100.00
2. Fixed assets	13.03	12.29	94.32	2. Development investment fund	18.35	18.34	99.95
3. Investment real estate	23.56	31.78	134.89	3. Other equity funds			
4. DH unfinished assets				4. Undistributed earnings	(296.50)	(296.12)	99.87
5. DH financial investment	21.11	21.12	100.05	4.1. Accumulated CPP profit after tax to the end of the previous period	(291.11)	(296.50)	101.85
6. Provision for long-term financial investments	(27.32)	(27.31)	99.96	4.2. Undistributed net profit for this period	-5.39	0.38	-7.05
7. Long-term receivables							
8. Other long-term assets	28.20	27.5	97.52				
Total assets	309.94	324.01	104.54	Total capital	309.94	324.01	104.54

+ Through the above table, it can be seen that as of December 31, 2024, the Company's total assets increased by 4.54% compared to the beginning of the year, with a total asset value of VND 324.01 billion. Some indicators fluctuated strongly, such as: Investment real estate increased by 34.89% (due to an increase of 600m2 of office floor space at 210 Quang Trung, Ha Dong, Hanoi with a value of VND 15.4 billion); other short-term assets increased by 33.04%; cash and cash equivalents increased by 26.15%; inventories increased by 14.53%; short-term financial investments decreased by 18.15%; provisions for receivables decreased by 30.1% due to reversal of provisions; fixed assets and other long-term assets decreased by 5.76%. Other indicators fluctuated little or remained unchanged. The asset structure has shifted partly to long-term but with an insignificant proportion, short-term assets still account for a high proportion at 71.37%/Total assets, showing that the Company still prioritizes business activities with short turnover, increasing

the ability to generate money quickly. Long-term assets account for a low proportion, showing that the potential and ability for long-term development are somewhat limited.

+ As of December 31, 2024, the increase in total assets was equivalent to an increase in capital, mainly due to an increase in payables to sellers and prepayments to buyers at rates of 22.42% and 27.65%, respectively. For the whole year, the Company recorded a profit of VND 0.38 billion, mainly due to the reversal of bad debt provision expenses of Hasky Company.

- Financial indicators:

STT	Target	12/31/2024	01/01/2024
1	Liabilities/Total Capital (times)	0.31	0.28
2	Debt to Equity Ratio (times)	0.46	0.40
3	Quick payment ability (times)	1.53	1.80
4	Current Ratio (times)	2.27	2.54
5	Overall solvency (times)	3.18	3.52
6	ROE (%)	0.16	-2.43
7	ROA (%)	0.11	-1.74
8	Return on Sales (ROS) (%)	0.46	-21.94

+ The indicators of solvency and debt ratio at the end of 2024 compared to the beginning of the year have little change, except for the profit margin index which is very positive with a positive index while in 2023 it was negative. As of December 31, 2024, the debt ratio continues to be at a safe level, the solvency is at an average level, and the regular working capital is greater than 0, showing that the Company is still ready to pay debts due and has investment opportunities. With the above financial indicators, the Company is not concerned about its ability to continue operating.

+ Capital preservation and development situation: with the index related to the positive ROS profit margin for the whole year, it shows that the Company has preserved capital in 2024. As of December 31, 2024, equity is only equivalent to 44.44%/charter capital due to accumulated losses from previous years.

❖ Analysis of asset structure and capital sources:

- Cash management (Cash, Deposits (term and non-term), Advances):

+ The internal regulations currently in effect include: Guest reception regulations; Internal payment regulations; Advance payment regulations; Regulations on management and use of norms; Document circulation procedures.

+ Cash balance analysis as of December 31, 2024:

Cash: 1.97 billion VND

Non-term bank deposits: 9.32 billion VND

Term Bank Deposit: 41.28 billion VND (deposit term from 1-6 months; interest rate from 2.8%-4.66%/year).

- Accounts receivable management:

+ The Company's total receivables as of December 31, 2024 are VND 95.87 billion, of which customer receivables are VND 63.57 billion; advances to sellers are VND 18.5 billion; other receivables are VND 27.07 billion (of which: receivables from termination of business cooperation contracts are VND 2.2 billion; advances to individuals are VND 18.45 billion; other entities are VND 6.42 billion).

+ During the year, the Company earned VND50.57 billion from construction steel trading; VND25 billion from construction contracts; VND13 billion from real estate sales; VND10.5 billion from waterproofing materials sales; VND3.21 billion from other activities. Revenues mainly came from business debts during the period, outstanding debts from previous periods were still slow to be collected, the balance of provisions for bad debts still accounted for 13.9% of average receivables, equivalent to VND13.32 billion.

+ Personal debt repayment: the balance as of December 31, 2024 increased compared to the beginning of the year with a value of VND 18.45 billion due to increased advances but slow repayment. The personal debt balance is mainly advanced to the Construction Command Board, Construction Management Board and construction teams at the projects of Bac Ninh, Thai Binh 2, District 1 Stadium, Long An Residential Area; advances for waterproofing materials business.

+ Other receivables: mainly receivables from Thien Phuc Gia Company 5 billion VND and receivables from HaSky Company 2.2 billion VND (received 5.8 billion VND during the year).

- Inventory management:

+ Inventories include: Unfinished production and business costs of construction contracts with a value of 63.83 billion VND; real estate goods 7.1 billion VND (including: 01 Dolphin apartment and 01 Sunshine apartment); waterproofing materials 2.5 billion VND; excess steel imported (for liquidation) 1.6 billion VND, other materials 0.03 billion VND.

+ The Company has not made provisions for inventory depreciation because it has not yet assessed the level of inventory depreciation. However, some construction and installation packages are at risk of loss due to prolonged settlement time, additional volume not approved by the Investor/Main Contractor and unfinished costs exceeding expected revenue.

- Handling of surplus/shortage of goods after inventory:

+ The Company has organized a year-end inventory of fixed assets and construction equipment, but at the time of preparing the report, the Company has not yet issued the Inventory Report of all assets, so the Board of Supervisors does not have a database to evaluate this activity .

- Fixed asset management, investment real estate:

+ Applicable internal regulations: Regulations on purchasing and managing equipment and assets.

+ Fixed assets include: Office floor of the Company's Headquarters; office equipment and machinery; means of transport; software for management; and some construction machinery. During the year, the Company purchased an additional TS06 surveying machine with an original price of VND 120.37 million; liquidated some fixed assets that had been fully depreciated and were no longer usable. As of December 31, 2024,

the original price of fixed assets was VND 25.21 billion, the remaining value was VND 12.29 billion.

+ Investment real estate: as of December 31, 2024 Investment real estate includes: 600m2 of office space at 210 Quang Trung, Ha Dong; 560m2 of office space and 01 apartment at Dolphin Building No. 6 Nguyen Hoang; 01 apartment in Nam Thang Long Urban Area currently for lease. The original value of the investment real estate is 37.11 billion VND, the remaining value is 31.78 billion VND.

- Investing capital outside the enterprise:

Unit: billion

VND

Target	Capital contribution value	% holding	Provisions taken	Dividend paid to Parent Company during the period	Business performance results	
					Revenue	LNST
I. Subsidiary	Do not have					
II. Affiliated companies	48.43		27.29	0.00		
<i>Binh Son Petroleum Construction Joint Stock Company</i>	<i>22.10</i>	<i>6.05</i>	<i>4.23</i>			
<i>Lam Kinh Hotel Joint Stock Company</i>	<i>20.00</i>	<i>10.5</i>	<i>20.00</i>			
<i>Hai Dang Investment Joint Stock Company</i>	<i>0.33</i>	<i>6.56</i>	<i>0.06</i>			
<i>West Hanoi Joint Stock Company</i>	<i>3.00</i>	<i>11.9</i>				
<i>Electrical Construction Joint Stock Company</i>	<i>3.00</i>	<i>6.0</i>	<i>3.00</i>			
III. Other investments	26.23					
<i>Contribute capital to cooperate in business of Dolphin Plaza project</i>	<i>26.23</i>					
TOTAL	74.66		27.29	0.00		

+ As of December 31, 2024, the value of financial investment and other capital contributions decreased by VND 1 billion compared to January 1, 2024 due to the recovery from the Dolphin project business cooperation contract. The balance of investments as of December 31, 2024 is VND 74.66 billion, including: charter capital contribution of VND 48.43 billion and business cooperation capital contribution of VND 26.23 billion.

+ Some investments in charter capital in loss-making enterprises, some of which are no longer on tax registration, have resulted in the Company setting aside a provision for financial losses worth VND 27.29 billion.

- Accounts Payable Management:

+ The Company's total liabilities as of December 31, 2024 are VND 101.79 billion, of which the largest are 02 items: payable to suppliers VND 32.21 billion and other payables VND 47.12 billion (of which the 2010 & 2011 dividends still payable to shareholders are VND 42.4 billion).

+ Must pay employees 3.28 billion VND, including: December 2024 salary, 2024 settlement salary and 2025 salary reserve fund.

+ Since 2019, the Company has been sued by many contractors to collect debts due to the Company's late payment of overdue debts, delays in progress, loss of equipment, and court fees due to losing lawsuits related to construction and installation activities. Accordingly, the Company had to pay VND 1.32 billion in late interest; VND 670 million in penalties for delays in progress and labor safety; VND 200 million in penalties for lost equipment; and VND 93.1 million in court fees. These unusual expenses increased accumulated losses and construction and installation activities in some packages could not preserve capital.

- **Management of guarantees and trusts:**

- **Provisions:**

+ Provisions as of December 31, 2024: Total provision is 40.61 billion VND, of which: provision for doubtful receivables is 13.32 billion VND (reversed for the whole year is 6 billion VND), provision for financial investment loss is 27.29 billion VND (reversed for the whole year is 0.03 billion VND). The value of provision accounts for 8.12% of charter capital.

+ The Company still has the potential to incur provisioning costs in the following accounting periods due to unfinished costs being higher than estimated revenue in some construction packages such as: Tran Anh Long An Residential Area project, Song Hau 1 Thermal Power Plant project, etc.

- **Obligations to the State Budget:** as of December 31, 2024, the tax debt value is insignificant with the value of 26 million VND of personal income tax collected on behalf. The Company shall declare VAT and personal income tax quarterly from 2023 (previously declared monthly). However, the Company has not declared itinerant tax when generating revenue from other provinces.

- **Profit distribution and fund allocation:** The Company has no plan to distribute after-tax profits and set aside funds from profits to offset accumulated losses.

- **Use of funds:** As of December 31, 2024, the Company has a Development Investment Fund balance of VND 18.34 billion.

2. Production and business results:

** Summary table of business results this year compared to last year: Unit : Billion VND*

Interpretation	2024	2023	Compare increase/decrease	
			Value (billion VND)	Rate (%)
1. Net sales revenue	76.38	19.75	56.63	286.73
2. Cost of goods sold	71.34	21.06	50.28	238.75

3. Gross profit	5.04	-1.31		
4. Financial revenue	1.89	4.43	-2.54	57.34
5. Financial costs	-0.02	0.03	-0.05	
<i>Including interest expense</i>	0.00	0.06	-0.06	
6. Selling expenses	1.86	0.21	1.65	785.71
7. Business management costs	4.76	8.61	-3.85	-44.72
8. Other income	0.09	0.39	-0.3	-76.92
9. Other costs	0.04	0.05	-0.01	
10. Total accounting profit before tax	0.38	-5.39		
11. Current corporate income tax expense				
12. Deferred corporate income tax income				
13. Profit after corporate income tax	0.38	-5.39		

- The revenue recorded in the year was 78.35 billion VND, including: from construction steel business 36.3 billion VND; construction and installation 19.19 billion VND, apartment sales 9.02 billion VND; office rental 2.43 billion VND; waterproofing materials sales 8.04 billion VND; lubricant sales 0.91 billion VND; deposit interest 1.89 billion VND, other revenue 0.57 billion VND.
- Selling expenses include: sales staff expenses, waterproofing material sales service expenses and real estate brokerage expenses. The selling expense ratio increased sharply compared to the previous year due to the Company expanding its business scale in construction materials and supplies.
- Management costs: reported management costs decreased by 44.72% compared to the previous year due to the reversal of provisions for doubtful debts of VND 6 billion; actual management costs for the whole year were VND 10.76 billion, an increase of 8.7% compared to the same period last year.
- Profit after tax: profit of 0.38 billion VND, profit margin in 2024 at a modest level of less than 1%/revenue.

3. Assessment conclusion:

3.1. Regarding the preparation of Financial Statements

- 2024 financial report was prepared by the Board of Directors and audited by AASC Auditing Company Limited . Apart from the **exception** (below), the report fully and honestly reflects , in all material aspects, the business performance results of the fiscal year 2024 and the financial situation of PetroCons Dong Do as of December 31, 2024 in accordance with Vietnamese Accounting Standards and other current regulations on the Accounting Regime .

**** Exception :***

- The change in the provision for doubtful debts is due to the Company not being able to collect the necessary information to determine the value required to be set aside.

- Fluctuations in the balance of the cost of work in progress item due to adjustments in cost of goods sold or provisions for inventory price reduction of construction products .
- Fluctuations in expenses incurred during the year but records and documents have not been collected as a basis for accounting.
- The above fluctuations are ***potential risks*** affecting business results in the following accounting periods and cannot exclude the possibility of increasing accumulated losses.

3.2. Regarding the Auditor's exception and emphasis in the financial statements:

- The Board of Supervisors agrees with the auditor's exceptions in the 2024 Audit Report on risks related to debts that have not been fully verified; unfinished production and business expenses for the Thai Binh 2 Thermal Power Plant, Song Hau 1 Thermal Power Plant, and Tran Anh Long An Apartment.

3.3. Status of overcoming the Auditor's exception and emphasis opinions in the Financial Statements up to December 31, 2024:

- the 2024 Audited Financial Report and previous audit reports, the auditors raised a number of exceptions and emphasized issues . During the year, the Company reviewed and resolved the issues, with the following results :

• Issue fixed:

- Capital contribution to the Dolphin Plaza project: as of the reporting date, the Company has recovered VND 18.56 billion/VND 27.23 billion remaining on January 1, 2024. Furthermore, the Investor has committed to repaying the entire remaining capital contribution and an interest amount of VND 7.67 billion; the deadline for repayment of capital and interest is no later than June 30, 2025. Therefore, at the reporting date, it is not necessary to consider setting up a risk provision for the investment. The Company believes that with the spirit of cooperation and compliance with the Investor's commitment, the Company will recover all capital and interest of this investment.

• Unresolved issues:

- The receivables have not been fully reconciled and confirmed at the end of the period, but the Company believes that with all forms and hiring a third party to support the Company, it will be able to recover them in the near future.
- The unfinished cost items at the Thai Binh 2 Thermal Power Project, the Song Hau 1 Project, and the Long An Project are under construction/waiting for final settlement and approval for adjustment of arising volume. The Board of Supervisors has issued warning opinions regarding the risks of some construction and installation contracts, but the Company's Manager has not yet organized an assessment to determine the potential risk level of the bid packages, so the Company has not set aside provisions for inventory price reduction of this product.

3.4. Impact of audit exceptions, emphasis, and notes on the Company's operations:

- The auditor's exceptions, emphasis and notes in the 2024 Financial Statements Notes are mainly related to fluctuations in cost indicators, while as of December 31, 2024, the Company

has a positive debt ratio and a safe solvency ratio. Therefore, the Board of Supervisors finds that the auditor's exceptions do not affect the Company's operations .

3.5. Assessment of recoverability related to continuing operations:

- There is no reason to doubt the Company's ability to continue as a going concern.

3.6. Assess the impact of the exception opinion in the financial statements that may not be approved by shareholders or capital contributors:

- The exceptions in the Company's Financial Statements are mainly due to objective reasons or the Company has not been able to collect documents and evidence, so there is not enough basis for handling and remedying. Therefore, the Board of Supervisors assesses that the Company has enough basis to explain for shareholders to approve the audited Financial Statements for 2024.

III. Evaluation of the Board of Directors' performance

- The Board of Directors, with the role of directing the implementation of all rights on behalf of the Company (except for the rights under the authority of the General Meeting of Shareholders), operates with 5 members including: 1 full-time member and 4 part-time members (including 01 independent member). In general, the members of the Board of Directors have properly implemented the scope of authority of the Board of Directors according to the provisions of the Company's Charter, the Law on Enterprises and legal documents.
- The Board of Directors has maintained regular quarterly meetings to approve and promptly direct policies, strategies and solutions to handle existing problems of the Company. In addition, the Board of Directors has collected opinions from members in writing on arising issues.
- The Resolutions and decisions of the Board of Directors are basically in accordance with the provisions of law, the Charter of the Company's organization and operation, and in accordance with the provisions of decentralization according to authority. Strictly comply with the Resolutions of the General Meeting of Shareholders and other competent authorities. Regarding issues beyond the scope of authority, the Board of Directors has consulted shareholders in accordance with the provisions of the Company's Charter and the Law on Enterprises at the annual General Meeting of Shareholders.
- In directing, the Board of Directors always ensures the urgency and timeliness of management and operation activities and creates all favorable conditions for the Board of Directors to perform its tasks.
- The Board of Directors, with its great role and responsibility, has also made great efforts and promoted its personal capacity, contributing significantly to foreign relations, finding customers to distribute construction materials, selling real estate products, divesting investments... At the same time, coordinating well with the Executive Board to effectively direct the implementation of production and business activities in 2024.
- The members of the Board of Directors fully participated in the meetings and worked with a high sense of responsibility. At the same time, the members of the Board of

Directors also closely followed the situation to perform well the role of supervision, direction, as well as strategic orientation, ensuring the principles of prudence and honesty for the common interests of the Company and shareholders.

- Independent members of the Board of Directors have promoted their objective role well, worked with a sense of responsibility, transparency and strictly complied with their functions and tasks, and coordinated strongly, contributing significantly to the Company's production and business results.
- In the extended meetings, the Board of Directors listened to the opinions of the Executive Board and the Supervisory Board. The members of the Board of Directors discussed and highly appreciated the efforts of the Executive Board and departments; at the same time, the Board of Directors also clearly oriented the development of the 2025 production and business plan to ensure feasibility, efficiency and suitability with the Company's resources. The Board of Directors also frankly pointed out the existing problems that need to be overcome in production and business activities and unanimously directed a number of tasks such as: perfecting the organizational structure, adding departments in the Company; directing the resolution of existing problems of the Ho Chi Minh City Branch; focusing construction resources, making effective acceptance records for payment of completed value at the Bac Ninh and Quang Trach 1 projects; finalizing construction packages in the South; requesting the Sales Department to report and strictly manage sales costs of waterproofing materials business activities; promoting real estate marketing and sales; Urge the recovery of capital contributions and debts; direct the review and amendment of regulations and rules that are no longer appropriate; remind the correction of audit exceptions and control recommendations;...
- In 2024, the Board of Directors successfully held the Annual General Meeting of Shareholders on April 26. Accordingly, the General Meeting approved the 2023 business performance report and the 2024 plan; approved the 2023 performance report of the Board of Directors and the Board of Supervisors and the 2024 plan ; approved the remuneration and income of the Board of Directors and the Board of Supervisors in 2023 and the 2024 plan; approved the 2023 Audited Financial Statements ; approved the list of auditors of the 2024 Financial Statements; ...
- To implement the 2024 production and business plan as well as consistently direct the implementation of the Resolution of the General Meeting of Shareholders, the Board of Directors of the Company held 06 meetings and approved the issuance of 31 Resolutions, decisions and directives (including: 11 Resolutions, 18 decisions and 02 directives).
- List and summary of contents of Resolutions and decisions are as follows:

STT	Resolution/Decision Number	Day	Content
1	01/QD-DKDD-HĐQT	05/01/2024	Decision to approve the maximum foreign ownership ratio at the Company is 0%
2	03/NQ-DKDD-HĐQT	12/01/2024	Resolution of the Board of Directors meeting in the 4th quarter of 2023
3	06/QD-DKDD-HĐQT	January 18, 2024	Decision on receiving the transfer of land use rights, house ownership rights and assets

			attached to land at the 1st floor Commercial Floor; project of the complex of commercial center, office, high-rise apartment building and auxiliary works at 210 Quang Trung, Ha Dong, Hanoi
4	08/QD-DKDD-HĐQT	February 19, 2024	Decision to approve the plan to recover investment capital at the Dolphin project through the Law Consulting Company to implement legal procedures for litigation
5	16/NQ-DKDD-HĐQT	April 16, 2024	Resolution of the Board of Directors meeting in the first quarter of 2024
6	17/QD-DKDD-HĐQT	April 16, 2024	Decision to approve the transfer of 02 apartments at Dolphin Plaza Apartment (apartment 5b/(a), 5b1(b) with price not lower than 40 million/m2
7	21/NQ-DKDD-DHDCD	April 26, 2024	Resolution of the 2024 Annual General Meeting of Shareholders
8	25/QD-DKDD-HĐQT	10/5/2024	Decision to select AASC Auditing Company Limited to audit the 2024 Financial Statements
9	26/QD-DKDD-HĐQT	10/5/2024	Decision approving the 2024 Production and Business Plan
10	27/QD-DKDD-HĐQT	10/5/2024	Decision on changing personnel participating in the Board of Supervisors of Binh Son Company (Le Thi Nguyen replaces Bui Hong Thai)
11	28/DKDD-HĐQT	10/5/2024	Directive of the Board of Directors on construction of road works in Vu Ban town, Lac Son district, Hoa Binh province
12	29/NQ-DKDD-HĐQT	5/20/2024	Resolution approving the policy of reappointing Mr. Phan Minh Tam to hold the position of Director of the Company
13	30/QD-DKDD-HĐQT	5/20/2024	Decision to approve the transfer of apartment 5A2 tower 1 at Dolphin Plaza Apartment (apartment 5b/(a), 5b1(b) with price not lower than 45 million/m2
14	31/QD-DKDD-HĐQT	5/20/2024	Decision to approve the plan to accept the conversion of part of the debt with Hasky Company by apartment No. 11, floor 5A, building S3, High-rise housing project at lot IA23 Nam Thang Long urban area, Dong Ngac ward, Bac Tu Liem, Hanoi
STT	Resolution/Decision Number	Day	Content

15	33/QD-DKDD-HĐQT	5/21/2024	Decision approving the business plan for road construction in Lac Son, Hoa Binh
16	34/DKDD-HĐQT	5/30/2024	Board of Directors' Directive on operations at Ho Chi Minh City Branch
17	37/QD-DKDD-HĐQT	June 14, 2024	Decision to reappoint Mr. Phan Minh Tam to the position of Director of the Company from June 17, 2024, for a term of 5 years
18	39/NQ-DKDD-HĐQT	7/18/2024	Resolution of the Board of Directors meeting in the second quarter of 2024
19	42/QD-DKDD-HĐQT	08/02/2024	Decision on: Establishment of a Sales Department under the Company
20	44/ QD-DKDD-HĐQT	04/09/2024	Decision to approve the business plan for construction contracts: Roads and drainage systems Package 9 investment projects for street routes in Bac Ninh province
21	49/QD-DKDD-HĐQT	10/08/2024	Decision to approve the business plan for the construction contract of the project: Slag dump, water collection tower, return water pipeline of Quang Trach 1 Thermal Power Plant project, Quang Binh
22	53/NQ-DKDD-HĐQT	10/18/2024	Resolution of the Board of Directors meeting in the third quarter of 2024
23	55/NQ-DKDD-HĐQT	10/21/2024	Approval for the Company to participate in the Real Estate auction at Group 14, Thach Ban Ward, Long Bien District, Hanoi
24	57/NQ-DKDD-HĐQT	10/21/2024	Approval of signing of the contract for the purchase and supply of waterproofing panels with GEOVIETNAM Joint Stock Company
25	58/QD-DKDD-HĐQT	10/28/2024	Decision not to reappoint and remove Mr. Bui Hong Thai from the position of Chief Executive Officer
26	59/QD-DKDD-HĐQT	11/06/2024	Decision to reappoint Ms. Nguyen Thi Dung to the position of Deputy Director of the Company for a term of 05 years from November 6, 2024
27	60/NQ-DKDD-HĐQT	11/06/2024	Approval of signing a contract to supply construction steel with GEOVIETNAM Joint Stock Company
28	60A/NQ-DKDD-HĐQT	11/06/2024	Approval of the transfer policy of apartment number 11.09 at Dragon Hill Nha Be building, Ho Chi Minh City
29	61/QD-DKDD-HĐQT	11/12/2024	Approval to transfer 600m2 of commercial service floor at 210 Quang Trung, Ha Dong, Hanoi
30	62/QD-DKDD-HĐQT	11/25/2024	Acceptance of transfer of the contract for sale and purchase of an apartment at Building S3, Nam Thang Long Urban Area, Hanoi

31	64/NQ-DKDD-HĐQT	11/28/2024	Approved the policy of purchasing 01 new car to serve the management work of the Company.
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IV. Performance review of directors and other executives

- The Director and other executives of the Company have operated and managed according to their 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 such as: approving business plans; activities related to real estate business; divestment; investment activities in purchasing fixed assets; changing organizational structure; appointing staff, etc.
- 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.
- To implement the 2024 production and business plan, right from the beginning of the first quarter, the Company's Director held a meeting to discuss, analyze, and identify the Company's difficulties, thereby directing departments to implement a detailed action plan for each section. Strongly direct the real estate market survey to increase the purchase and sale and exploitation of available assets; promote bidding for the supply of materials, construction, and guarantees; coordinate well with the Corporation to participate in bidding at the Quang Trach 1 project; promote cooperation to supply steel, distribute waterproofing chemicals; sell apartments with the goal of completing the annual production and business plan according to the Resolution of the General Meeting of Shareholders. Accordingly, the Company has signed 03 new construction and installation contracts; signed and completed 03 contracts for the supply of construction materials and chemicals; sold 02 apartments... contributing greatly to the production and business results for the whole year of 2024.
- At the same time, the Board of Directors also regularly updates and promptly directs to resolve problems at the construction site; coordinates well with the joint venture to organize construction at Quang Trach 1 project; is determined in the work of payment and settlement of construction and installation; coordinates well with legal consultants to collect capital and divest investment capital; focuses on financial work; reviews and consolidates the apparatus and recruits more staff to improve labor productivity...
- The Executive Board also organized a review and analysis of production and business results. In 2024, encourage the promotion of achievements while clearly identifying difficulties and weaknesses in corporate governance, thereby setting key goals and tasks to be implemented in 2025.
- However, the new management activities only handle current, immediate problems while some important problems from many years ago have not been focused on and have not been thoroughly resolved such as: the settlement of work at Long An, Song Hau 1, Thai Binh 2, Dak Lak projects; problems in Ho Chi Minh City Branch...

V. Evaluation of the work of building and implementing internal regulations and internal inspection and control work

1. Work on building and implementing internal management regulations

- In 2024, the Company revised and issued 01 Regulation on the use of invoices and documents in internal payments. However, the Company still has a number of Regulations and Rules that need to be revised to comply with current regulations and the Company's operations.
- Basic activities have complied with issued regulations and rules.

2. Internal control and inspection work

- Internal inspection and control work has not been focused on. The Company does not have a specialized department to do internal inspection and control work due to the small size of the organization.
- The Company also does not organize periodic inspections and supervisions, nor does it cross-check, leading to limitations in early detection of risks that need to be managed in the Company's business operations.

VI. Coordination between the Board of Supervisors, the Board of Directors and the Executive Board

- In 2024, the Board of Supervisors coordinated with the Board of Directors and the Board of Management in performing inspection and supervision tasks on the principles of honesty, objectivity, and transparency to ensure the rights of shareholders in accordance with the provisions of the Law and the Company's Charter.
- The Supervisory Board has informed the Board of Directors and the Board of Management about the quarterly inspection and control plan during the year. After each inspection, the Supervisory Board has made appropriate recommendations and warnings, which have been considered and implemented by the Board of Directors and the Board of Management. Based on the inspection minutes, the Supervisory Board has prepared a report on inspection and supervision results and sent it to major shareholders PetroCons and to the Board of Directors and the Board of Management of the Company.
- The Board of Directors has provided all the Board of Directors' Resolutions and Decisions to the Board of Supervisors. In addition, the Board of Supervisors is allowed to attend Board of Directors' meetings and give opinions and recommendations related to the management and operation of the Company's production and business activities.
- The Board of Directors has facilitated the Board of Supervisors in collecting information and documents in accordance with control requirements upon request, helping the control results to reflect the true nature of the Company's operations and be close to reality.

VII. Coordination between the Board of Supervisors and Shareholders

- The Board of Supervisors shall report to the General Meeting of Shareholders and disclose information honestly, carefully, and accurately in accordance with current regulations. In 2024, the Board of Supervisors shall not receive any unusual requests/recommendations from shareholders related to production and business activities and the Board of Supervisors' operations.

- For the major shareholder, Vietnam Oil and Gas Construction Joint Stock Corporation (PetroCons), the Board of Supervisors shall submit in full and on time the quarterly/annual periodic reports and other ad hoc reports as required. The report content shall be of high quality and detailed in accordance with the management requirements of the major shareholder.
- For other shareholders, the Board of Supervisors has sent and presented a Report at the 2024 Annual General Meeting of Shareholders on the results of inspection and supervision in 2023 and the 2024 operation plan; on the activities and remuneration of the Board of Supervisors in 2023; on the operation plan and remuneration of the Board of Supervisors in 2024.

VIII. Report on the assessment of transactions between the Company, subsidiaries, enterprises in which the Company controls 50% or more of the charter capital with members of the Board of Directors, Directors, other executives of the enterprise and other persons. related to that entity; transactions between a company and a company in which a member of the Board of Directors, Director, or other executive of the enterprise is a founding member or an enterprise manager within the last 3 years prior to the transaction.

- In 2024, the Company entered into 02 transactions with a Company in which a member of the Board of Directors of the Company is a business manager and 01 transaction with a major shareholder, PetroCons. The transactions are under the approval authority of the Board of Directors, and the content of the decision has been announced in the media as prescribed.

IX. Recommendations of the Board of Supervisors to the Board of Directors and the Company Director

- Regarding the implementation of the 2025 production and business plan: The Board of Directors and the Board of Management continue to promote their leadership and management capacity, closely follow the goals and key tasks as set out in the plan to direct the completion/over-completion of the 2025 production and business plan.
- PetroCons' major shareholders as well as other management staff seriously perform their duties and responsibilities in management and operation to ensure the completion of assigned targets.
- Building an internal management and supervision system: The Board of Directors and the Company's Director continue to direct and approve amendments to internal management regulations, rules and procedures as a basis for appropriate and consistent application in management and operations, improving the quality of internal management in the Company. At the same time, it is necessary to strengthen internal inspection; organize assessments of the implementation of the contents of the Resolution and Directives to review, detect and correct errors in management.
- Regarding divestment: continue to promote proactiveness for the common benefit of the Company and closely coordinate with legal consultants to complete the recovery of 100% of capital and investment interest within the committed time limit of the investment in HaSky Company and TID Company. For other capital contributions, strengthen the search

for partners to transfer to ensure efficiency, publicity, transparency and compliance with the approval procedure for divestment plans.

- Regarding financial work: it is necessary to focus on cash flow management and cash flow balance in the short, medium and long term to ensure stable capital sources for production and business, expand investment , use capital effectively and optimize the Company's existing financial resources.
- The Company strictly fulfills its obligation to pay the remaining 2010 dividends to shareholders no later than the date specified in Document No. 120/TB-DKĐĐ-TCKT dated June 26, 2023 of the Company.
- Construction cost management: According to the collected data as well as the warnings of the Board of Supervisors in previous periods about the risk of loss of some construction and installation packages, the Board of Supervisors continues to request the Board of Directors to direct the review and assessment of factors leading to losses to learn from experience and consider the responsibilities of related persons. At the same time, enhance responsibility in managing project costs to ensure the completion of profit targets according to the approved business plan.
- Debt collection: continue to promote the effective role of the Debt Settlement Board to urge and resolutely collect according to the set plan to comply with internal regulations, minimize risks and increase payment capacity.
- Inventory and liquidation of fixed assets: The Board of Supervisors continues to request the Executive Board to direct the preparation of an inventory report at December 31, 2024 in full accordance with the current Accounting Regime.
- Other work: continue to fix existing problems (if any) as recommended by the Board of Supervisors in the Periodic Control Minutes and Quarterly Financial Report Appraisal Minutes during the year .

X. Recommendations of the Board of Supervisors to PetroCons Corporation:

- The Board of Supervisors respectfully requests that PetroCons, as a major shareholder, continue to pay attention to directing and creating favorable conditions for the Representative at PetroCons Dong Do to easily perform and complete assigned tasks.
- With financial potential, human resources and long-term operations, PetroCons Dong Do wishes to become a core unit and continue to join hands with PetroCons in bidding, supplying materials, and subcontracting construction packages for which PetroCons is the general contractor.
- We respectfully request PetroCons to continue to support in the acceptance and final settlement of the unfinished value at the Thai Binh 2 Thermal Power Plant and Song Hau 1 Thermal Power Plant.
- For the item contributing capital to PVC Binh Son and Lam Kinh Hotel Joint Stock Company : continue to respectfully request PetroCons to pay attention and cooperate so that PetroCons Dong Do can accompany in divesting the above capital in the soonest time.

PART III : 2025 OPERATION PLAN

In 2025, the Board of Supervisors will continue to perform its functions and tasks to ensure the interests of shareholders with the following specific plans and tasks:

- Continue to improve the quality and performance of each Controller.
- Assign the Head of the Control Board, who is the Representative of PetroCons , to regularly control the production and business activities of the Company.
- Independently review and comment on matters voted on at the 2025 Annual General Meeting of Shareholders.
- Report to the 2025 Annual General Meeting of Shareholders on the 2024 operating results and other ad hoc reports as required .
- Supervise the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders. Supervise the implementation and compliance with the State's policies, laws, regulations and guiding documents, directives and resolutions issued by major shareholders of PetroCons Corporation.
- Review of 2024 audited financial statements and 2025 self-prepared quarterly financial statements.
- Monitor compliance with the law in the activities of Board members, Directors and other managers in 2025.
- Check and supervise the establishment of norms, cost saving measures and price reduction of the Company;
- Check and supervise the development/promulgation and implementation of internal management regulations and rules of the Company;
- Check and supervise the organizational structure and labor of the unit, human resources work, labor recruitment, salary and income payment;
- Check, supervise the signing and management of the implementation of economic contracts;
- Check financial accounting work, supervise capital management and use; capital mobilization; guarantee operations.
- regular and periodic inspections according to the plan of the Board of Supervisors with the Company's Board of Directors .
- Propose opinions to the Board of Directors and the Board of Management on the management and business operations of the Company based on the inspection results.
- Perform other tasks as required by shareholders in accordance with the law and the Company's charter.
- Attend regular meetings and briefings as notified by the Board of Directors and Director.
- Quarterly, convene members and organize to control and supervise all activities of PetroCons Dong Do at the head office. Supervise and control the activities of PetroCons Dong Do at Branches and construction site management boards if necessary.
- Other duties not listed under the Enterprise Law, Securities Law, Company Charter and Operating Regulations of the Board of Supervisors.
- Make periodic quarterly or ad hoc reports (if any) as requested by major shareholders PetroCons.

– The specific work program is as follows:

STT	Job Description	Time of execution	The performer
1	Control of operations in the first quarter of 2025	From 26-28/3/2025	Board of Control
2	Report on the activities of the Board of Supervisors in 2024 and appraisal of the audited financial statements in 2024 <i>(Submitted to the 2025 Annual General Meeting of Shareholders)</i>	From 10-31/3/2025	Board of Control
3	Review reports and documents of the Board of Directors submitted to the 2025 Annual General Meeting of Shareholders;	From March 25 to April 5, 2025	Board of Control
STT	Job Description	Time of execution	The performer
4	Audit of self-prepared financial statements for the first quarter of 2025	After the release of the Report	Board of Control
5	Control of operations Q2/2025	From June 25-27, 2025	Board of Control
6	Audit of self-prepared financial statements for the second quarter of 2025	After the release of the Report	Board of Control
7	Audit of 2025 Semi-Annual Financial Statements	After the release of the Audit Report	Board of Control
8	Control of operations in the third quarter of 2025	From 24-26/9/2025	Board of Control
9	Audit of self-prepared financial statements for the third quarter of 2025	After the release of the Report	Board of Control
10	Control of operations in Q4/2025	From 24-26/12/2025	Board of Control
11	Other ad hoc control schedules (if any)		Board of Control

Above is the Report on the performance of the Board of Supervisors of PetroCons Dong Do in 2024 and the operational plan for 2025 .

Respectfully report./.

Recipient :

- General Meeting of Shareholders, Board of Directors, Board of Management;
- Board of Directors, Board of Supervisors of PetroCons;
- Save license plate, VT.

**TM. BOARD OF
SUPERVISION
PREFECT**



Nguyen Thi Tam

Appendix 01

Salary and remuneration of the Board of Supervisors

Implementation in 2024 and plan for 2025

I. Salary and remuneration settlement in 2024

- Total salary and remuneration of the Board of Supervisors in 2024 is: 321,600,000 VND, equal to 102.7% of the approved plan, specifically as follows:

TT	Full name	Title	Plan for 2024 (VND)	Implementation in 2024 (VND)
1	Nguyen Thi Tam	Head of Supervisory Board specialized	285,600.00	294,217,868
2	Le Thi Hai Ha	Controller	18,000,000	18,000,000
3	Do Nguyen Lan Chau	Controller	18,000,000	18,000,000
	Total		321,600,000	330,217,868

II. Salary and remuneration plan for 2025

- The full-time Head of the Supervisory Board working at the Company receives a monthly salary according to the Resolution of the General Meeting of Shareholders; the Company's salary and bonus regulations. Salary settlement is based on the individual performance coefficient, the Company's production and business performance and according to the instructions in Circular 28/2016/TT-BLDTBXH issued by the Ministry of Labor, War Invalids and Social Affairs.

- Non-professional members of the Board of Supervisors working part-time are entitled to a salary of: VND 1,500,000/person/month.

The salary/remuneration plan of the Company's Board of Supervisors in 2025 is specifically as follows:

TT	Full name	Title	Plan for 2025 (VND)	Note
1	Head of Supervisory Board	Head of the specialized BKS	335,400,000	
2	TV BKS	Member	18,000,000	
3	TV BKS	Member	18,000,000	
	Total		371,400,000	

No: 18/TTTr-DKDD-HĐQT

Hanoi, April 1, 2025

SUBMISSION

Re: Finalization of salary/remuneration for 2024 and Salary/remuneration payment plan for 2025 of the Board of Directors and Board of Supervisors

Dear : Annual General Meeting of Shareholders 2025
Dong Do Petroleum Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of organization and operation of Dong Do Petroleum Joint Stock Company ;
- Pursuant to Resolution No. 21/NQ-DKDD-DHDCD dated April 26, 2024 of the Company's Annual General Meeting of Shareholders in 2024.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval. Finalize salary and remuneration of the Board of Directors and Board of Supervisors in 2024 and plan to pay salary and remuneration of the Board of Directors and Board of Supervisors in 2025 of Dong Do Petroleum Joint Stock Company as follows:

1. Finalization of salary and remuneration of the Board of Directors and Board of Supervisors in 2024:

Pursuant to Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labor - Invalids and Social Affairs ; Actual production and business results of Dong Do Petroleum Joint Stock Company .

Salary and remuneration of the Board of Directors and Board of Supervisors in 2024 will be implemented in accordance with Resolution No. 21/NQ-DKDD-DHDCD dated April 26, 2024 of the 2024 Annual General Meeting of Shareholders and the results of achieving/exceeding the 2024 production and business plan targets , specifically as follows:

- Salary and remuneration of the Board of Directors: VND 515,106,668/year
- Salary and remuneration of the Board of Supervisors: 330,217,868 VND/year

(Detailed table attached)

2. Salary and remuneration payment plan for the Board of Directors and Board of Supervisors in 2025:

Base Production and business plan of Dong Do Petroleum Joint Stock Company in 2025 . The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval. The salary and remuneration plan of the Board of Directors and the Board of Supervisors in 2025 is specifically as follows:



2.1. For members of the Board of Directors and full-time members of the Supervisory Board, salaries are paid according to the Company's salary and bonus regulations in accordance with the unit's production and business performance and Decree No. 44 /2025/ND-CP dated February 28, 2025 of the Government .

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

- Board of Directors member, independent Board of Directors member holding concurrent positions: VND 3,000,000/person/month

- Part-time member of the Board of Supervisors: VND 1,500,000/person/month

To the General Meeting of Shareholders Company 202 5 consider, approve

Best regards !

Recipient :

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

**TM BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Anh Tuan

VIET NAM OIL AND GAS CONSTRUCTION
JOINT STOCK CORPORATION
DONG DO PETROLEUM JOINT STOCK COMPANY

SALARY AND REMUNERATION SETTLEMENT TABLE
MEMBER OF BOARD OF DIRECTORS, SUPERVISORY BOARD IN 2024
(Attached with report No. TTr-DKDD-HĐQT dated April 2025)

Unit: VND

	Title	Full name	Salary plan 2024 (VND)	2024 Remuneration Plan (VND)	Total salary and remuneration implementation	TH/KH	Note
						Percentage	
I	Board of Directors		343 200 000	144 000 000	515 106 668	102%	
1	Chairman of the Board of Directors	Nguyen Anh Tuan	343 200 000		371 106 668	108%	
2	Non-professional Board Member	Phan Minh Tam		36 000 000	36 000 000	100%	
3	Non-professional Board Member	Nguyen Thi Dung		36 000 000	36 000 000	100%	
4	Non-professional Board Member	Nguyen Khanh Trung		36 000 000	36 000 000	100%	
5	Independent Board Member	Nguyen Minh Dong		36 000 000	36 000 000	100%	
II	Board of Control		285 600 000	36 000 000	330 217 868	101.0%	
1	Head of the specialized BKS	Nguyen Thi Tam	285 600 000		294 217 868	103%	
2	TV BKS	Le Thi Hai Ha		18 000 000	18 000 000	100%	
3	TV BKS	Do Nguyen Lan Chau		18 000 000	18 000 000	100%	
	Total (I+II)		628 800 000	180 000 000	845 324 536	101%	

Hanoi, April 2025

Administrative Department

TC - KT Department

Company Director



Thanh Trung Dinh



Nguyen Thanh Binh



Phan Minh Tam

SALARY AND REMUNERATION PLAN OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD IN 2025
(Attached with report No. TTr-DKDD-HĐQT dated April 2025)

Unit: VND

TT	Title	remunerati on	Salary	Remuneratio n	Lbs	Qtlkh	Expected project completion rate	Note
1	2	7	11	12		14		
I	Board of Directors	12 000 000	372 000 000	144 000 000	31 000 000	547 000 000	100%	
1	Chairman of the Board		372 000 000		31 000 000	403 000 000	100%	
2	Non-professional Board Member	3 000 000		36 000 000		36 000 000	100%	
3	Non-professional Board Member	3 000 000		36 000 000		36 000 000	100%	
4	Non-professional Board Member	3 000 000		36 000 000		36 000 000	100%	
5	Independent Board Member	3 000 000		36 000 000		36 000 000	100%	
II	Board of Control	3 000 000	309 600 000	36 000 000	25 800 000	371 400 000	100%	
1	Head of the specialized BKS		309 600 000		25 800 000	335 400 000	100%	
2	TV Board of Control	1 500 000		18 000 000		18 000 000	100%	
3	TV Board of Control	1 500 000		18 000 000		18 000 000	100%	
	Total	15 000 000	681 600 000	180 000 000	56 800 000	918 400 000	100%	

Administrative Department

TC - KT Department

Hanoi, April 2025

Company Director



[Signature]

Thanh Trung Dinh

[Signature]

Nguyen Thanh Binh



Phan Minh Tam

Number: 07 /TTr-DKDD-BKS

Hanoi, March 24, 2025

SUBMISSION

*Re: Selection of Independent Auditing Company
Auditing of Financial Statements for 2025*

To: - General Meeting of Shareholders of the Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Dong Do Petroleum Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Supervisors of Dong Do Petroleum Joint Stock Company;
- Pursuant to the Financial Regulations of Dong Do Petroleum Joint Stock Company;
- Based on the Company's 2025 production and business plan.

After consulting, researching and evaluating the capacity of a number of independent auditing companies in Vietnam, the Board of Supervisors of Dong Do Petroleum Joint Stock Company (PetroCons Dong Do) respectfully submits to the General Meeting of Shareholders for approval a list of 03 independent auditing companies (named below) to provide review and audit services for the 2025 Financial Statements of Dong Do Petroleum Joint Stock Company, the list includes the following:

1. AASC Auditing Firm Company Limited (Ministry of Finance)
Address : No. 1 Le Phung Hieu, Trang Tien, Hoan Kiem, Hanoi.
2. VACO Auditing Company Limited
Address: 12A Floor, TCT 319 Building, 63 Le Van Luong, Trung Hoa, Cau Giay, Hanoi
3. AAC Auditing and Accounting Company Limited
Address : Lot 78-80, 30/4 Street, Hai Chau District, Da Nang City.
- Hanoi Branch, No. 9 Duy Tan Street, (6th Floor, Viet A Building), Cau Giay, Hanoi.

Respectfully submit to the General Meeting of Shareholders for approval of the list of Auditing Companies and authorize the Board of Directors to decide on selecting 1 of the 3 Auditing Companies mentioned above to review the 2025 Mid-Year Financial Report, audit the 2025 Financial Report of PetroCons Dong Do according to current regulations. In particular, priority is given to selecting an auditing unit that has experience in auditing the Financial Report of PetroCons Dong Do and the consolidation of PetroCons.

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



Nguyen Thi Tam

Number: 17/TTr-DKĐĐ-HĐQT

Hanoi, April 1, 2025

SUBMISSION

Regarding: Not paying dividends and setting up funds in 2024

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

- Pursuant to the Charter of organization and operation of Dong Do Petroleum Joint Stock Company;

- Pursuant to the Financial Regulations of Dong Do Petroleum Joint Stock Company;

- Based on the Company's 2024 Financial Statements audited by AASC Auditing Company Limited.

In 2024, the Company's production and business performance indicators are as follows:

1.Total revenue and other income: VND 78,354,322,590.

In there:

+ Sales revenue and service: 76,376,983,700 VND.

+ Financial revenue: 1,886,409,717 VND.

+ Other income: 90,929,173 VND.

2.Total cost: 77,977,747,935 VND.

In there:

+ Cost of goods sold: 71,341,246,246 VND.

+ Management and sales expenses: 6,615,947,940 VND.

+ Financial costs: (25,535,775) VND.

+ Other expenses: 46,089,524 VND.

3. Profit after corporate income tax: VND 376,574,655.

As of December 31, 2023, the Company's accumulated loss is: VND 296,499,221,950, the Board of Directors respectfully submits to the Company's General Meeting of Shareholders a plan not to pay dividends and set up funds in 2024 but to use after-tax profit: VND 376,574,655 to offset accumulated losses until the end of 2023. Thus, after offsetting accumulated losses up to 2023 with after-tax profit in 2024, the Company's accumulated loss up to December 31, 2024 is: VND 296,122,647,295.

Dear Sir/Madam!

Recipient :

- As above ;

- Save TCHC, TCKT, BOD .

On behalf of the Board of Directors
CHAIRPERSON



Nguyen Anh Tuan

Number: 16 /TTr-DKĐĐ-HĐQT

Hanoi, 1 April 2025

SUBMISSION
Re: Approval of the audited 2024 Financial Statements

To: General Meeting of Shareholders of the Company

- Pursuant to the Enterprise Law No. 68/2014/QH13 passed by the National Assembly on November 26, 2014;
- Pursuant to the Charter of Dong Do Petroleum Joint Stock Company;
- Based on the Financial Regulations of Dong Do Petroleum Joint Stock Company.

The Board of Directors respectfully proposes that the General Meeting of Shareholders of the Company consider and decide to approve the 2024 Financial Report of Dong Do Petroleum Joint Stock Company audited by AASC Auditing Company Limited with the following main contents : (*Attached with the audited 2024 financial report*)

-Total assets:	324.01 billion VND
-Equity:	222.22 billion VND
-Charter capital :	500.00 billion VND
-Revenue, other income:	78,354 billion VND
-Profit before tax :	0.376 billion VND
-Profit after tax:	0.376 billion VND

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

Recipient :

- As above ;
- Save to Board of Directors, TCHC, TCKT

On behalf of the Board of
Directors
CHAIRPERSON



Nguyen Anh Tuan

Hanoi, April 14, 2025

REPORT
OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS ON
THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

Dear: Annual General Meeting of Shareholders 2025
Dong Do Petroleum Joint Stock Company (PetroCons Dong Do)

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

Performing the duties of an independent member of the Board of Directors of PetroCons Dong Do , I would like to report to the General Meeting of Shareholders on the results of the evaluation of the activities of the Board of Directors of PetroCons Dong Do and the work I have done from January 1, 2024 to December 31, 2024 , specifically as follows:

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

- The 2022 PetroCons Dong Do Annual General Meeting of Shareholders unanimously elected the Board of Directors for the 2022-2027 term with 05 members, including 01 independent member of the Board of Directors, with the full number and structure as prescribed in the Charter, including:

Personnel representing the capital of PetroCons Corporation include:

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

Personnel are representatives of capital of other organizations and individuals, not directly involved in management, including:

4. Mr. Nguyen Khanh Trung - Member of the Board of Directors representing the capital of Phu Long Real Estate Joint Stock Company
5. Mr. Nguyen Minh Dong - Independent member of the Board of Directors

- The Board of Directors of PetroCons Dong Do operates/works according to: i) The Charter of PetroCons Dong Do approved by the Annual General Meeting of Shareholders; ii) Internal regulations on the management of PetroCons Dong Do approved by the Annual General Meeting of Shareholders; iii) Operating regulations of the Board of Directors approved by the Annual General Meeting of Shareholders; iv) Internal regulations of PetroCons Dong Do and regulations of current Law.

- Working principles of the Board of Directors: i) The Board of Directors works on the principle of collective, decision by majority; ii) Members of the Board of Directors are

responsible for their assigned tasks, and are responsible before the General Meeting of Shareholders and before the law for all Resolutions/Decisions of the Board of Directors in the Company's management activities; iii) The Board of Directors assigns tasks to members of the Board of Directors in charge of professional fields and supervises the activities of PetroCons Dong Do.

- The Board of Directors approves the contents under its authority as prescribed in the Company's Charter, the Resolution of the General Meeting of Shareholders, and the Internal Regulations/Regulations of PetroCons Dong Do. The Director's submissions/documents submitted to the Board of Directors for approval are made by soliciting opinions from each Board Member in the Opinion Form or exchanging/discussion at the Board of Directors meeting. The total number of resolutions and decisions approved is 31, including 11 Resolutions, 18 Decisions and 02 Directives.

- The Board of Directors meetings are held regularly 4 times/year according to the provisions of the Internal Regulations on governance, the Board of Directors holds 02 extraordinary meetings according to the nature of the work that needs to be processed/approved. The Chairman of the Board of Directors participates in meetings with the Board of Directors to supervise the implementation of the Resolutions and Decisions of the Board of Directors in production and business activities.

- The Board of Directors does not establish any sub-committees and has a Secretary of the Board of Directors.

- The Board of Directors is under the supervision of the PetroCons Dong Do Supervisory Board. All Resolutions/Decisions/Documents of the Board of Directors are sent to the Supervisory Board.

- The Company's results in 2024: Profit achieved 0.376 billion VND, reaching 104.44% of the plan, the profit achieved mainly from construction and installation activities, provisioning from debt collection of the Hasky project, profit from selling apartments of the Dolphin Plaza project. During the year, the Company's Board of Directors identified business opportunities, took advantage of the Company's strengths to provide solutions to complete the 2024 production and business plan and develop stably in the following years, specifically :

- (i) Promote and implement construction packages inside and outside the oil and gas industry to ensure efficiency, quality, progress, and resolve problems with contracts that have been implemented but not yet settled. Some newly implemented packages in Bac Ninh, Quang Trach and Hoa Binh contributed to increasing the Company's revenue, output and profit in the past year.

- (ii) The Board of Directors closely directs the recovery of invested capital, construction and installation capital, and receivables, and takes measures to effectively use recovered capital to bring benefits to employees and shareholders of the Company.

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

- (iv) Promoting and expanding the market for trading in supplies, materials, and waterproofing has brought about initial successful results.

- (v) Regarding human resource organization: Establish an additional sales department to trade in waterproofing materials and real estate products.

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

2. Report on work done in 2024

- About working mode:

+ I work irregularly at PetroCons Dong Do headquarters.

+ Fully participate in Board of Directors meetings and fully respond to Opinion Forms.

- Regarding remuneration: Up to now, PetroCons Dong Do has fully paid the remuneration of the independent members of the Board of Directors in accordance with the annual remuneration regime approved by the General Meeting of Shareholders.

- According to the assignment of tasks by the Board of Directors, in addition to fully performing the general tasks of a Board Member, I am also assigned to be directly responsible for the following areas:

+ Promote, orient and monitor the construction and installation sector and project investment sector of the Company;

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

+ Financial and capital work of construction contracts;

+ Implement business and commercial activities in the Company;

+ Report on evaluation of the Board of Directors' activities;

- In the past year, I have tried to perform my duties well, fully performing the role and duties of an independent member of the Board of Directors in accordance with the provisions of the Enterprise Law, the Company's Charter, the Board of Directors' Operating Regulations and other relevant legal regulations in managing the production and business activities of PetroCons Dong Do.

Above is the report of the Independent Member of the Board of Directors of Dong Do Petroleum Joint Stock Company at the 2025 Annual General Meeting of Shareholders . Respectfully report to the Congress!

Sincerely thank you./.

Recipient:

- As KG ;

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

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



Nguyen Minh Dong