

PETRO VIETNAM CONSTRUCTION JOINT
STOCK CORPORATION
MIEN TRUNG PETROLEUM CONSTRUCTION
JOINT STOCK COMPANY
No.: 33 / XLDKMT-CBTT

Re: Information disclosure regarding the 2025
Annual General Meeting of Shareholders.

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

DaNang, May 29, 2025

To: - The State Securities Commission
- Ha Noi Stock Exchange

Organization name : Mien Trung Petroleum Construction Joint Stock Company
Stock code : PXM
Head office address : 3rd Floor, Shome Building, No. 186, 30 Thang 4 Street, Hoa Cuong
Bac Ward, Hai Chau District, Da Nang City
Telephone : +84 236 3635 888
Fax : +84 236 3635 777
Authorized information disclosure officer: Ms. Huỳnh Lê Lệ Diễm – Chief Accountant
Type of information disclosure: Within 24 hours
Content of information disclosed: Organization of the 2025 Annual General Meeting of
Shareholders of Mien Trung Petroleum Construction Joint Stock Company

We hereby certify that the above-disclosed information is true and accurate, and we take full legal
responsibility for the content of the disclosed information.

Recipients:

- As addressed;
- Board of Directors, Supervisory Board;
- Archive: General Administration Department.

Attachments:

- Minutes No. 08 /BBH-ĐHĐCĐ-XLDKMT dated May
29, 2025.
- Resolution No. 09 /NQ-ĐHĐCĐ-XLDKMT dated
May 29, 2025.

**AUTHORIZED INFORMATION
DISCLOSURE OFFICER**



Huỳnh Lê Lệ Diễm

No.: 9 /NQ-ĐHĐCĐ-XLDKMT

DaNang, May 29, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
MIEN TRUNG PETROLEUM CONSTRUCTION JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock Company as adopted at the 2023 Annual General Meeting of Shareholders on May 12, 2023;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of the Company No. .../BBH-AGM-XLDKMT dated May 29, 2025,

RESOLUTION

Article 1. Business performance in 2024 and business plan for 2025:

1. Business performance in 2024: The 2024 business performance report was **not approved**.

Unit: Billion VND

No.	Indicator	2024 Target (Approved by AGM)	2024 Actual	Completion rate 2024
1	Business Production Value	2,34	1,91	82%
	- Construction			
	- Non-construction	1,84	0,70	38%
	- Financial Activities			
	- Other Income	0,50	1,21	242%
2	Total Revenue	2,17	1,77	82%
	- Construction			
	- Non-construction	1,70	0,65	38%
	- Financial Activities			
	- Other Income	0,47	1,12	238%
3	Profit Before Tax		(18,30)	
4	Profit After Tax		(18,30)	

5	State Budget Contribution	0,18	0,17	94%
6	Investment Value			
7	Average Income (mil VND/month)	6,5	6,7	103%

2. Business Plan for 2025: Approved with the following targets:

Unit: Billion VND

No	Indicator	Unit	2024 Actual	2025 Plan	Growth Rate
1	Charter Capital				
	- Beginning of	Billion	150,00	150,00	100%
	- End of Year	Billion	150,00	150,00	100%
2	Business Production Value	Billion VND	1,91	2,34	122%
	- Construction	Billion VND			
	- Non-construction	Billion VND	0,70	1,84	262%
	- Financial Activities	Billion VND			
	- Other Income	Billion VND	1,21	0,50	41%
3	Total Revenue	Billion VND	1,77	2,17	122%
	- Construction	Billion VND			
	- Non-construction	Billion VND	0,65	1,71	263%
	- Financial Activities	Billion VND			
	- Other Income	Billion VND	1,12	0,46	41%
4	Profit Before Tax	Billion VND	(18,30)		
5	Profit After Tax	Billion VND	(18,30)		
6	State Budget Contribution	Billion VND	0,17	0,18	105%
7	Average Income (mil VND/month)	mil VND/month	6,7	6,7	100%

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Article 2. Approved the Report on activities of the Board of Directors in 2024 and the plan for 2025.

Article 3. Approved the Report on activities of the Supervisory Board in 2024 and the plan for 2025.

Article 4. Disapproved the 2024 financial statements audited by AAC Auditing and Accounting Co., Ltd.

Article 5. Approved the proposal to select an audit firm for 2025 and authorized the Board of Directors to choose one auditing unit in compliance with legal regulations and the Company Charter.

Article 6. Approved the proposal not to pay dividends for the year 2024.

Article 7. Approved the proposal on the finalization of remuneration for the Board of Directors and Supervisory Board in 2024 and the remuneration plan for 2025.

Article 8. Approved the proposal to dismiss Mr. Nguyễn Trọng Đại from the Supervisory Board.

Article 9. Election of Board of Directors and Supervisory Board members for the 2025–2030 term:

Board of Directors – Elected Members (2025–2030):

1. Mr. Nguyễn Đình Phước
2. Mr. Lê Tuấn Nguyên

Supervisory Board – Elected Members (2025–2030):

1. Ms. Nguyễn Thanh Ngân
2. Ms. La Minh Huệ
3. Mr. Nguyễn Văn Tĩnh

Article 10. The General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company assigns the Board of Directors to implement the aforementioned contents in accordance with current legal regulations and the Company Charter. The Board of Directors, Supervisory Board, General Director, and relevant individuals shall execute this Resolution accordingly.

Article 11. This Resolution was adopted by the Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company on May 29, 2025, with 100% approval of the total voting shares at the Meeting..

Recipients:

- All shareholders
- State Securities Commission (SSC), HNX
- Parent Corporation
- Company Website
- Archive: Office of the Board of Directors

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS

CHAIRMAN



Nguyễn Đình Phước

No.: 00 /BBH-ĐHĐCĐ-XLDKMT

DaNang, May 29, 2025

**MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
MIEN TRUNG PETROLEUM CONSTRUCTION JOINT STOCK COMPANY**

Company name: Mien Trung Petroleum Construction Joint Stock Company (PVC-MT)

Headquarters: 3rd Floor, Shome Building, No. 186, 30 Thang 4 Street, Hoa Cuong Bac Ward, Hai Chau District, Da Nang City

Phone: +84 236 3635888 **Fax:** +84 236 3635777 **Website:** www.pvcmt.vn

Business Registration Certificate No.: 4300368987 issued by Da Nang Department of Planning and Investment on November 22, 2009; 12th amendment on May 30, 2023.

Today, at 8:00 AM on May 29, 2025, at the 3rd floor of Shome Building – No. 186, 30 Thang 4 Street, Hoa Cuong Bac Ward, Hai Chau District, Da Nang City, the Second 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company was convened with the following agenda:

I. OPENING OF THE MEETING

1. Opening Ceremony

On behalf of the Organizing Committee, Mr. Nguyen Van Tinh conducted the opening formalities of the Meeting by declaring the Meeting open and introducing the attending guests as follows:

- Mr. Nguyen Dinh Phuoc – Chairman of the Board of Directors
- Mr. Le Tuan Nguyen – Member of the Board of Directors / General Director
- Mr. Nguyen Duc Anh – Member of the Board of Directors
- Ms. Huynh Le Le Diem – Chief Accountant
- As well as all officers and employees of the Company.

2. Report on Verification of Shareholder Eligibility

The General Meeting of Shareholders listened to Ms. Huynh Le Le Diem – Head of the Shareholder Eligibility Verification Committee – presenting the minutes of verification of shareholder eligibility and authorized representatives attending the Meeting as of 8:00 AM on May 29, 2025, as follows:

- Total voting shares of the Company: 15,000,000 shares
- Total invited shareholders: 1,052 shareholders representing 15,000,000 voting shares. (The list of shareholders entitled to attend the Meeting is based on the

consolidated securities ownership list as of the record date March 31, 2025, provided by the Vietnam Securities Depository.)

- Total shareholders present and authorized representatives attending the Meeting: 03 shareholders, representing 7,257,700 shares, equivalent to 48.38% of the total voting shares at the Meeting.

According to the provisions of the Enterprise Law No. 59/2020/QH14 and the Charter of Mien Trung Petroleum Construction Joint Stock Company, the second session of the 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company is legal, valid, and meets the required quorum to proceed.

3. Approval of the Presidium, Secretary, and Vote Counting Committee

To effectively conduct the Meeting and assist the Presidium in recording the Minutes and drafting the resolutions of the General Meeting of Shareholders, as well as counting votes on matters approved at the Meeting, the General Meeting approved the composition of the Presidium, Secretary, and Vote Counting Committee by a show of voting cards, with a unanimous approval rate of 100% of the total voting shares represented at the Meeting.

- **Presidium:**
 - Mr. Nguyen Dinh Phuoc – Chairman of the Board of Directors – Presiding Chairman
 - Mr. Le Tuan Nguyen – Member of the Board of Directors / General Director – Member
- **Secretary of the Meeting:**
 - Ms. Dang Lan Anh – Finance and General Affairs Department
- **Vote Counting Committee:**
 - Ms. Huynh Le Le Diem – Chief Accountant
 - Ms. Pham Thi Tu Nguyet – Finance and General Affairs Department

4. Approval of the Meeting Agenda and Regulations

The General Meeting listened to Mr. Le Tuan Nguyen presenting the Meeting Agenda and the Organizational Regulations for the 2025 Annual General Meeting of Shareholders. (Meeting agenda and regulations are attached.)

The General Meeting approved the 2025 Annual General Meeting Agenda by a show of voting cards, with a unanimous approval rate of 100% of the total voting shares represented at the Meeting.

I. REPORTS AND PROPOSALS

The 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company listened to the following reports:

1. Mr. Le Tuan Nguyen – Member of the Board of Directors / General Director presented the following items:
 - Report No. 29/BC-XLDKMT dated May 20, 2025, on the business performance results of 2024 and the business plan for 2025, including implementation solutions (Report attached).
 - Proposal No. 05/TTr-XLDKMT-HĐQT dated May 20, 2025, regarding the proposal not to pay dividends for the year 2024 (Proposal attached).

- Proposal No. 06/TTr-XLDKMT-HĐQT dated May 20, 2025, on the finalization of remuneration for 2024 and the remuneration plan for 2025 for the Board of Directors and the Supervisory Board (Proposal attached).
2. Mr. Nguyen Dinh Phuoc – Chairman of the Board of Directors, on behalf of the Board, presented the following:
 - Report No. 03/BC-XLDKMT-HĐQT dated .../5/2025 on the activities of the Board of Directors in 2024 and the plan for 2025 (Report attached).
 - Proposal No. 07/TTr-XLDKMT-HĐQT dated May 20, 2025, on the dismissal of members of the Supervisory Board of PVC-MT (Proposal attached).
 3. Mr. Nguyen Van Tinh – Member of the Supervisory Board, on behalf of the Supervisory Board, presented the following:
 - Report No. 30/BC-XLDKMT-BKS dated May 20, 2025, on the activities of the Supervisory Board in 2024 and the plan for 2025 (Report attached).
 - Proposal No. 31/TTr-XLDKMT-BKS dated May 20, 2025, on the approval of the plan to select the auditing unit for the 2025 financial statements (Details of the proposal attached).
 4. Ms. Huynh Le Le Diem – Chief Accountant presented the following:
 - Proposal No. 04/TTr-XLDKMT-HĐQT dated May 20, 2025, by the Board of Directors on approval of the audited 2024 financial statements; the credit plan; and the capital mobilization plan for 2025 (Proposal attached).

III. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

At the 2025 Annual General Meeting of Shareholders, there are 2 members of the Board of Directors whose terms expire for the 2020–2025 tenure, 2 members of the Supervisory Board whose terms also expire for the 2020–2025 tenure, and 1 member of the Supervisory Board who has requested to resign. Therefore, the Meeting will proceed with the election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term.

1. Mr. Le Tuan Nguyen – Head of the Organizing Committee of the Meeting presented the report on candidacy results, nominations, and introduced personnel for the Board of Directors and Supervisory Board. (Detailed report attached)
2. Mr. Nguyen Dinh Phuoc, the Chairperson, presented the following proposals before the Meeting:
 - 2.1 Proposal No. 08/TTr-XLDKMT-HĐQT dated May 29, 2025, regarding the election of members of the Board of Directors for the 2025–2030 term.
 - 2.2 Proposal No. 09/TTr-XLDKMT-HĐQT dated May 29, 2025, regarding the election of members of the Supervisory Board for the 2025–2030 term.

The Meeting unanimously approved the proposals and the list of candidates for the Board of Directors and Supervisory Board of Mien Trung Petroleum Construction Joint Stock Company with a 100% approval rate of the total voting shares represented at the Meeting.

3. Ms. Huynh Le Le Diem, Head of the Vote Counting Committee, presented the election regulations for members of the Board of Directors and Supervisory Board of Mien Trung Petroleum Construction Joint Stock Company. (Detailed regulations attached)
The Meeting unanimously approved the election regulations for members of the Board of Directors and Supervisory Board with a 100% approval rate of the total voting shares represented at the Meeting.
4. Shareholders and authorized representatives attending the Meeting proceeded to vote for members of the Board of Directors and Supervisory Board by direct ballot at the Meeting.

IV. COMMENTS FROM SHAREHOLDERS AND DELEGATES ATTENDING THE MEETING

- Regarding the Board of Directors' report on "authorizing the company to conduct debt trading for bad debts," shareholders expressed the following opinion: Debt trading is a specialized activity, therefore, the company is requested to carefully study related legal regulations, the company's Charter, and develop a plan to present to the General Meeting of Shareholders/major shareholders for approval before implementation.
- For the recommendations of the Supervisory Board, shareholders request the Management Board to propose specific solutions to overcome the existing shortcomings in 2025 and the following years.
- Shareholders request the company to implement measures to address the issues raised by the auditing unit in the 2024 financial report, continue to resolve shortcomings, and improve the efficiency of production and business activities in compliance with the Law, the Company Charter, Financial Regulations, and other applicable provisions.

V. RESULTS OF VOTING ON REPORTS, PROPOSALS, AND ELECTIONS AT THE MEETING

After hearing the presentations of the Reports and Proposals, the 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company proceeded to vote on each agenda item by ballot at the Meeting. Ms. Huynh Le Le Diem announced the voting and election results as follows::

1. Voting Results:

1.1. Report No. 29/BC-XLDKMT dated May 20, 2024, on the business performance in 2024 and the business plan for 2025

a. On the business performance in 2024

Voting results:

- Agree: 17,700 shares, accounting for 0.24% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 7,240,000 shares, accounting for 99.76% of the total voting shares represented at the Meeting.

b. On the business plan for 2025

Voting results:

- Agree: 7,257,700 shares, accounting for 100% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.

1.2. Report No. 03/BC-XLDKMT-HĐQT dated May 20, 2025, on the activities of the Board of Directors in 2024 and plans for 2025

Voting results:

- Agree: 7,257,700 shares, accounting for 100% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.

1.3. Report No. 30/BC-XLDKMT-BKS dated May 20, 2025, on the activities of the Supervisory Board in 2024 and plans for 2025

Voting results:

- Agree: 7,257,700 shares, accounting for 100% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.

1.4. Approval of Proposal No. 04/TTr-XLDKMT-HĐQT dated May 20, 2025, of the Board of Directors on the audited financial statements for 2024

Voting results:

- Agree: 17,700 shares, accounting for 0.24% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 7,240,000 shares, accounting for 99.76% of the total voting shares represented at the Meeting.

1.5. Proposal No. 31/TTr-XLDKMT-BKS dated May 20, 2025, on the selection of the auditing unit for the 2025 financial statements

Voting results:

- Agree: 7,257,700 shares, accounting for 100% of the total voting shares represented at the Meeting.

- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.

1.6. Proposal No. 05/TTr-XLDKMT-HĐQT dated May 20, 2025, on the proposal not to pay dividends for 2024

Voting results:

- Agree: 7,257,700 shares, accounting for 100% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.

1.7. Proposal No. 06/TTr-XLDKMT-HĐQT dated May 20, 2025, on the remuneration settlement of the Board of Directors and Supervisory Board for 2024 and the remuneration plan for 2025

Voting results:

- Agree: 7,257,700 shares, accounting for 100% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.

1.8. Proposal No. 07/TTr-XLDKMT-HĐQT dated May 20, 2025, on the dismissal of a member of the Supervisory Board of PVC-MT (Mr. Nguyen Trong Dai)

Voting results:

- Agree: 7,257,700 shares, accounting for 100% of the total voting shares represented at the Meeting.
- Disagree: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.
- No opinion: 0 shares, accounting for 0% of the total voting shares represented at the Meeting.

2. Election Results

The General Meeting of Shareholders proceeded with the election and the results are as follows:

a. Election of Members of the Board of Director

No.	Candidate Name	Number of Votes
1	Lê Tuấn Nguyên	7.257.700
2	Nguyễn Đình Phước	7.257.700

Based on the above results, the list of elected members of the Board of Directors for the 2025-2030 term includes:

- Mr. Nguyen Dinh Phuoc
- Mr. Le Tuan Nguyen

a. *Election of Members of the Board of Director*

No.	Candidate Name	Number of Votes
1	La Minh Huệ	7.257.700
2	Nguyễn Thanh Ngân	7.257.700
3	Nguyễn Văn Tĩnh	7.257.700

Based on the above results, the list of elected members of the Supervisory Board for the 2025-2030 term includes:

- Ms. Nguyen Thanh Ngan
- Ms. La Minh Hue
- Mr. Nguyen Van Tinh

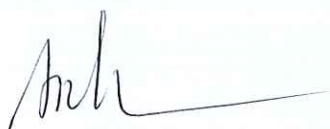
The elected members of the Board of Directors and the Supervisory Board were introduced to the General Meeting

VI. Presentation of the Minutes and Resolutions of the General Meeting
Ms. Dang Lan Anh – Secretary of the Meeting presented the Minutes and the draft Resolution of the 2025 Annual General Meeting of Shareholders of Mien Trung Petro Construction Joint Stock Company.

VII. Closing of the Meeting

- The Minutes and the Resolution of the 2025 Annual General Meeting of Shareholders were approved by voting via raised cards with a unanimous approval rate of 100% of the total voting shares present at the Meeting.
- The Minutes of the 2025 Annual General Meeting of Shareholders of Mien Trung Petro Construction Joint Stock Company was prepared at 12:50 PM on the same day.
- The Chairperson officially declared the closing of the 2025 Annual General Meeting of Shareholders of Mien Trung Petro Construction Joint Stock Company at 12:55 PM on the same day.

SECRETARY



Đặng Lan Anh

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS**

CHAIRPERSON



Nguyễn Đình Phước

DaNang, May 29, 2025

**BALLOT COUNTING MINUTES
ON THE VOTING RESULTS OF THE CONTENTS AT THE 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS.**

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock Company as approved by the Annual General Meeting of Shareholders on May 12, 2023;

Pursuant to the Regulations on Organizing the 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company,

Today, May 29, 2025, at the Company's meeting room – 3rd Floor, Shome Building, No. 186, 30 Thang 4 Street, Da Nang City, we, the Ballot Counting Committee, consisting of:

1. **Ms. Huynh Le Le Diem** – Chief Accountant
2. **Ms. Pham Thi Tu Nguyet** – Officer, Finance – General Affairs Department

have conducted the ballot counting and summarized the voting results on the working contents of the 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company. The voting results for each item are as follows:

1. Approval of Report No. 29/BC-XLDKMT dated May 20, 2025 on the 2024 Business Performance and the 2025 Business Plan with Implementation Solutions

1.1 Approval of 2024 Business Performance Results

Voting results:

- Agree: 17,700 shares, accounting for **0.24%** of total voting shares at the Meeting.
- Disagree: 0 shares, accounting for **0%**.
- No opinion: 7,240,000 shares, accounting for **99.76%**.

1.2 Approval of 2025 Business Plan

Voting results:

- Agree: 7,257,700 shares, accounting for **100%** of total voting shares at the Meeting.
- Disagree: 0 shares, **0%**.
- No opinion: 0 shares, **0%**.

2. Approval of Report No. 03/BC-XLDKMT-HĐQT dated May 20, 2025 on the Activities of the Board of Directors in 2024 and the 2025 Plan

Voting results:

- Agree: 7,257,700 shares, accounting for **100%**.
- Disagree: 0 shares, **0%**.
- No opinion: 0 shares, **0%**.

3. Approval of Report No. 30/BC-XLDKMT-BKS dated May 20, 2025 by the Supervisory Board on its Activities in 2024 and the 2025 Plan

Voting results:

- Agree: 7,257,700 shares, accounting for **100%**.
- Disagree: 0 shares, **0%**.
- No opinion: 0 shares, **0%**.

4. Approval of Proposal No. 04/TTr-XLDKMT-HĐQT dated May 20, 2025 on the Approval of the 2024 Audited Financial Statements

Voting results:

- Agree: 17,700 shares, accounting for **0.24%**.
- Disagree: 0 shares, **0%**.
- No opinion: 7,240,000 shares, accounting for **99.76%**.

5. Approval of Proposal No. 31/TTr-XLDKMT-BKS dated May 20, 2025 regarding the Selection of the Auditing Firm for the 2025 Financial Statements

Voting results:

- Agree: 7,257,700 shares, accounting for **100%** of total voting shares at the Meeting.
- Disagree: 0 shares, **0%**.
- No opinion: 0 shares, **0%**.

6. Approval of Proposal No. 05/TTr-XLDKMT-HĐQT dated May 20, 2025 regarding the Proposal to Omit Dividend Payment for the Year 2024

Voting results:

- Agree: 7,257,700 shares, accounting for **100%**.
- Disagree: 0 shares, **0%**.
- No opinion: 0 shares, **0%**.

7. Approval of Proposal No. 06/TTr-XLDKMT-HĐQT dated May 20, 2025 on the Settlement of Remuneration for the Board of Directors and the Supervisory Board in 2024 and the Plan for 2025

Voting results:

- Agree: 7,257,700 shares, accounting for **100%**.
- Disagree: 0 shares, **0%**.
- No opinion: 0 shares, **0%**.

8. Approval of Proposal No. 07/TTr-XLDKMT-HĐQT dated May 20, 2025 on the Dismissal of a Member of the Supervisory Board (Mr. Nguyen Trong Dai)

Voting results:

- Agree: 7,257,700 shares, accounting for **100%**.
- Disagree: 0 shares, **0%**.
- No opinion: 0 shares, **0%**.

Prepared by the Ballot Counting Committee:

1. Ms. Huynh Le Le Diem *Đw Huynh Le Le Diem*
2. Ms. Pham Thi Tu Nguyet *Pham Thi Tu Nguyet*

DaNang, May 29, 2025

BALLOT COUNTING MINUTES
Election of Members of the Board of Directors, Term 2025–2030.

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock Company approved by the Annual General Meeting of Shareholders on May 12, 2023;

Pursuant to the ballots for election of the Board of Directors for the 2025–2030 term at the 2nd Annual General Meeting of Shareholders 2025 of Mien Trung Petroleum Construction Joint Stock Company;

Today, May 29, 2025, at the Company's Meeting Room – 3rd Floor, Shome Building, No. 186, 30 Thang 4 Street, Da Nang City, the Ballot Counting Committee, comprising:

- **Ms. Huynh Le Le Diem** – Chief Accountant
- **Ms. Pham Thi Tu Nguyet** – Officer, Finance & General Department

proceeded to count the ballots for the election of members of the Board of Directors, term 2025–2030, at the 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company, with the results as follows:

1. Shares and Voting Rights

- Total number of voting shares: **15,000,000 shares**
- Total number of voting shares present at the time of election: **7,257,700 shares**
- Total number of ballots for election of the Board of Directors: **04 ballots**

2. List of Board of Directors Candidates Approved by the General Meeting

The 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company approved the list of candidates for the Board of Directors for the 2025–2030 term as follows:

- **Mr. Nguyen Dinh Phuoc**
- **Mr. Le Tuan Nguyen**

3. Results of Ballot Counting for Election of the Board of Directors



- Total number of ballots issued: **04 ballots**, representing **7,257,700 shares**, equivalent to **7,257,700 votes**
- Total number of ballots collected: **04 ballots**, representing **7,257,700 shares**, equivalent to **7,257,700 votes**
- Total number of valid ballots: **04 ballots**, representing **7,257,700 shares**, equivalent to **7,257,700 votes**
- Total number of invalid ballots: **0**

4. Election Results for the Board of Directors

No.	Full Name	Number of Votes	Percentage (%)
1	Lê Tuấn Nguyên	7.257.700	100%
2	Nguyễn Đình Phước	7.257.700	100%

5. Based on the election results, the following individuals are elected as members of the Board of Directors for the 2025–2030 term:

- Mr. Nguyễn Đình Phước
- Mr. Lê Tuấn Nguyên

This Ballot Counting Minutes comprises two (02) pages, prepared at 12:30 PM on May 29, 2025, and was announced to the entire 2nd Annual General Meeting of Shareholders 2025 of Mien Trung Petroleum Construction Joint Stock Company.

This Ballot Counting Minutes is made in two (02) copies, each of equal legal validity.

Signatures of the Ballot Counting Committee Members

1. Ms. Huỳnh Lê Lệ Diễm

.....*Huỳnh Lê Lệ Diễm*.....

2. Ms. Phạm Thị Tú Nguyệt

.....*Phạm Thị Tú Nguyệt*.....

DaNang, May 29, 2025

BALLOT COUNTING MINUTES
Election of Members of the Supervisory Board for the 2025–2030 Term.

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock Company approved at the 2023 Annual General Meeting of Shareholders on May 12, 2023;

Pursuant to the ballots for electing members of the Supervisory Board for the 2025–2030 term at the 2nd Annual General Meeting of Shareholders in 2025 of Mien Trung Petroleum Construction Joint Stock Company,

Today, May 29, 2025, at the Company Meeting Room – 3rd Floor, Shome Building, No. 186, 30 Thang 4 Street, Da Nang City, we, the Ballot Counting Committee, consisting of:

- Ms. Huynh Le Le Diem – Chief Accountant
- Ms. Pham Thi Tu Nguyet – Officer, Finance – General Affairs Department

Conducted the ballot counting for the election of members of the Supervisory Board (SB) for the 2025–2030 term at the 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company, with the results as follows:

1. Shares and Voting Rights:

- Total number of shares with voting rights: 15,000,000 shares
- Total number of shares with voting rights present at the meeting at the time of electing the SB: 7,257,700 shares
- Total number of ballots for electing the SB: 04 ballots

2. List of candidates for the Supervisory Board approved by the General Meeting:

The 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company approved the list of candidates for the Supervisory Board for the 2025–2030 term as follows:

- Ms. La Minh Hue
- Ms. Nguyen Thanh Ngan
- Mr. Nguyen Van Tinh

3. Ballot Counting Results for the Election of Members of the Supervisory Board:

- Total number of ballots issued: 04 ballots, representing 7,257,700 shares, equivalent to 7,257,700 votes



- Total number of ballots collected: 04 ballots, representing 7,257,700 shares, equivalent to 7,257,700 votes
- Total number of valid ballots: 04 ballots, representing 7,257,700 shares, equivalent to 7,257,700 votes
- Total number of invalid ballots: 0 ballots

4. Election Results for Members of the Supervisory Board:

No.	Full Name	Number of Votes Received	Percentage (%)
1	La Minh Huệ	7.257.700	100%
2	Nguyễn Thanh Ngân	7.257.700	100%
3	Nguyễn Văn Tĩnh	7.257.700	100%

5. Based on the election results, the following individuals are elected to the Supervisory Board for the 2025–2030 term:

1. Ms. La Minh Hue
2. Ms. Nguyen Thanh Ngan
3. Mr. Nguyen Van Tinh

This Ballot Counting Minutes consists of two (02) pages, made at 12:40 PM on May 29, 2025, and announced to the entire 2nd Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company in 2025.

This Ballot Counting Minutes is prepared in two (02) copies of equal validity.

Signatures of the Ballot Counting Committee Members

1. Ms. Huynh Le Le Diem
2. Ms. Pham Thi Tu Nguyet

Đã *Muys* *Le Le Diem*
Pham Thi Tu Nguyet



DaNang, May 29, 2025

REPORT ON VERIFICATION OF SHAREHOLDER ELIGIBILITY

Attending the 2025 Annual General Meeting of Shareholders

Mien Trung Petroleum Construction Joint Stock Company

Today, May 29, 2025, at the 3rd floor of Shome Building, No. 186, 30 Thang 4 Street, Hoa Cuong Bac Ward, Hai Chau District, Da Nang City, we, the Shareholder Eligibility Verification Committee, comprise:

1. Ms. Huynh Le Le Diem – Head of the Committee
2. Ms. Pham Thi Tu Nguyet – Member

The Shareholder Eligibility Verification Committee conducted the verification of shareholders attending the General Meeting of Shareholders (GMS) with the following results:

Total number of attending shareholders and authorized representatives: 03 shareholders

Total number of shares represented (owned and authorized): 7,257,700 shares

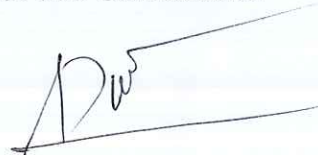
Percentage of total voting shares represented at the Meeting: **48.38%**

According to Clause 1, Article 17 of the Charter of Mien Trung Petroleum Construction Joint Stock Company, the second General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 33% of the total voting shares.

With a representation rate of 48.38% of the total voting shares, the second session of the 2025 Annual General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company, with the attendance of the above-mentioned 03 shareholders, satisfies the conditions to proceed.

This Report on Verification of Shareholder Eligibility was prepared at 08:10 AM on May 29, 2025, and was publicly announced before the Meeting..

**On behalf of the Shareholder Eligibility
Verification Committee
Head of the Committee**



Huỳnh Lê Lê Diễm



**LIST OF SHAREHOLDERS ATTENDING / AUTHORIZED TO ATTEND
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
MIEN TRUNG PETROLEUM CONSTRUCTION JOINT STOCK
COMPANY (Date: May 29, 2025))**

Total number of PXM shares: 15,000,000

No.	Shareholder / Authorized Representative	Number of Shares Owned / Represented	Ownership (%)	Remarks
1	PetroVietnam Construction Joint Stock Corporation	7.240.000	48,266	
2	Nguyễn Thị Khánh Huyền	1.000	0,006	
3	Đoàn Thu Giang	16.700	0,111	
	Tổng cộng	7.257.700	48,384	



MEETING AGENDA
OF ANNUAL GENERAL MEETING OF SHAREHOLDER 2025



Time	Contents
8h30- 9h00	I. Welcome delegates and shareholders
9h00-9h20	II. Opening: 1. Salute the flag, declare the reason and introduce the delegates 2. Introducing the Shareholder Qualification Inspection Committee 3. Report on the result of examining shareholder qualifications 4. Election of Presidium, Secretariat, and Vote Counting Committee 5. Approval of Annual General Meeting of Shareholders Agenda 6. Approval of Annual General Meeting of Shareholders' Working Regulations
9h20 -11h40	III. Meeting agenda
9h20-9h50	1. Report of Board of Directors on performance results in 2024 and plane for 2025 2. Report on activities of the Board of Directors (BOD) in 2024 and Plan for 2025. 3. Report on activities of the Supervisory Board (BOS) in 2024 and plan for 2025
9h50- 10h20	1. Proposal for approval of the Audited financial statements for 2024 2. Proposal for selecting an auditing unit for the 2025 financial statements 3. Proposal for not paying dividends in 2024 4. Proposal for the settlement of salaries and remunerations in 2024 and plan for 2025 for the Board of Directors, the Board of Supervisors 5. Proposal on electing members of the Board of Directors for the 2025-2030 term 6. Proposal on electing members of the Board of Supervisors for the 2025-2030 term
10h20-1050	Approval of: 1. Proposal for the election of the Board of Directors for the 2025-2030 tern 2. Proposal for the election of the Board of Supervisors for the 2025-2030 tern 1. Regulations on election the Board of Directors and the Board of Supervisors for 2025-2030 term Conducting election of the Board of Directors and the Board of Supervisors for 2025-2030 term
10h50-11h00	Minute break
11h00-11h20	Discuss, receive and answer Shareholders' comments
11h20-11h30	Report on voting to approve Reports and Proposals
11h30-11h40	Present and approve Meeting Minutes and the Resolutions
11h40-11h50	IV. Closing

Da Nang, April 10, 2025

**REGULATIONS
ON ORGANIZATION OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2025**

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope of Application

1. These Regulations on the organization of the General Meeting of Shareholders shall apply to the Annual General Meeting of Shareholders 2025 of the Central Petroleum Construction Joint Stock Company (PVC-MT).
2. These Regulations specifically stipulate the rights and obligations of all participants, as well as the conditions and procedures for convening and conducting the General Meeting of Shareholders.

Article 2. Shareholders and participants shall be responsible for complying with the provisions set forth in these Regulations.

**Chapter II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS
AND PARTICIPANTS OF THE GENERAL MEETING**

Article 3. Rights and Obligations of Shareholders Attending the General Meeting of Shareholders

1. Eligibility to Attend the General Meeting (hereinafter referred to as “the Meeting”):
Shareholders who are legal entities or individuals, or authorized representatives of shareholders or shareholder groups holding voting shares of the Company as recorded in the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation on March 21, 2025.
2. Rights of Eligible Shareholders Attending the Meeting:
 - To vote on all matters within the authority of the General Meeting of Shareholders in accordance with the Charter of PVC-MT.
 - To authorize, in writing, another individual to represent and vote on their behalf at the Meeting.
 - The Meeting Organizing Committee shall publicly announce the full content and agenda of the Meeting. All eligible shareholders have the right to give opinions directly or through their authorized representative regarding the Meeting’s content and agenda. All opinions shall be discussed at the Annual General Meeting of Shareholders 2025.
 - At the Meeting, representatives of shareholder groups must present the Invitation Letter, Citizen Identity Card/Passport, and Power of Attorney (if authorized) to the Shareholder Eligibility Verification Committee and receive a Voting Ballot that indicates the shareholder code and the number of voting shares owned. The value of the Voting Ballot held by a shareholder or their representative corresponds to the proportion of voting shares they own or represent, based on the registered attendance at the Meeting in relation to the total number of voting shares of all shareholders present.

- Shareholders and shareholder representatives attending the Meeting shall, after hearing the reports, discuss and vote on the Meeting's contents.

- Shareholders may express their opinions during the discussion session by raising their hand to speak or submitting questions in writing using the Question Slip provided, which shall be collected by the Secretariat.

- Shareholders who wish to speak during the discussion must obtain the Chairperson's approval. Remarks must be concise and focused on the key issues within the approved agenda of the Meeting. Matters already addressed by previous speakers should not be repeated to avoid redundancy.

- Shareholders or authorized proxies arriving after the Meeting has been called to order may, upon completion of registration procedures, participate and vote on the remaining items of the agenda. In such cases, the validity of prior votes shall not be affected..

3. Obligations of Eligible Shareholders Attending the Meeting:

- To participate in or authorize attendance at the Meeting in accordance with the Company's regulations.

- To comply with these Regulations and the provisions of the Law on Enterprises.

- Shareholders and their representatives must complete registration procedures with the Meeting Organizing Committee upon arrival.

- To strictly adhere to the Meeting's rules and show respect for the proceedings and outcomes of the Meeting.

Article 4. Rights and Obligations of the Shareholder Eligibility Verification Committee

1. Ban Kiểm tra The Shareholder Eligibility Verification Committee shall be established by the Board of Directors of PVC-MT.

2. The Committee is responsible for verifying the identity and eligibility of shareholders and their representatives attending the Meeting, and reporting the results prior to commencement.

Article 5. Rights and Obligations of the Chairperson/Presiding Committee

1. The Chairperson of the Board of Directors shall act as Chairperson of the Meeting. In the event of their absence, the remaining Board members shall elect, by majority vote, one of their members to preside over the Meeting.

The Chairperson may delegate certain Board members to co-chair or assist in managing the General Meeting..

2. The Chairperson shall appoint one or more individuals to serve as Secretaries of the Meeting.

3. The decisions made by the Chairperson regarding the sequence, procedures, or any unforeseen matters arising outside the approved agenda of the General Meeting of Shareholders shall be deemed final and binding.

4. The Chairperson shall undertake all necessary actions to ensure the Meeting is conducted in a lawful, orderly manner, and in accordance with the collective will of the majority of attending shareholders or their authorized representatives.

5. The Chairperson may, at any time and without obtaining prior approval from the Meeting, postpone the proceedings to another time and venue under the following circumstances:

If the conduct of any individual present hinders or may hinder the orderly conduct of the Meeting or;

If such postponement is deemed necessary for the execution of support tasks as assigned by the Chairperson.

Article 6. Rights and Responsibilities of the Secretariat of the Meeting

1. The Chairperson shall introduce the Secretariat of the Meeting and submit it for approval by the General Meeting of Shareholders.

2. The Secretariat shall carry out support duties as assigned by the Chairperson, including but not limited to:

- Accurately and objectively recording the full content and proceedings of the Meeting.

- Receiving shareholders' written questions and forwarding them to the Presiding Committee.

- Assisting the Presiding Committee in the publication of the draft Minutes and Resolutions of the General Meeting, as well as any official notices issued by the Presiding Committee to shareholders upon request.

Article 7. Rights and Responsibilities of the Vote Counting Committee

1. The Chairperson shall introduce the Vote Counting Committee and submit the list of its members for approval by the General Meeting of Shareholders.

2. The Vote Counting Committee shall perform the following duties:

- Supervise the voting process conducted by shareholders or their authorized representatives attending the Meeting.

- Receive shareholders' written questions and forward them to the Secretariat.

- Aggregate the number of voting shares for each item and report the results to the Chairperson and the Secretariat.

Chapter III

PROCEEDINGS OF THE GENERAL MEETING

Article 8. Conditions for Convening the General Meeting of Shareholders

The first General Meeting of Shareholders shall be convened when attending shareholders represent more than **50%** of the total voting shares, based on the shareholder list of PVC-MT as finalized by the Vietnam Securities Depository and Clearing Corporation;

If the first meeting cannot be convened due to an insufficient number of attendees, a second meeting shall be summoned. The second meeting may proceed if shareholders present represent at least **33%** of the total voting shares;

If the second meeting is still not convened due to insufficient attendance, a third meeting shall be summoned. The third meeting may be conducted regardless of the total number of voting shares represented by shareholders or authorized representatives in attendance.

Article 9. Conducting the General Meeting of Shareholders

The Chairperson shall preside over the General Meeting of Shareholders in accordance with the order and agenda approved by the Meeting.

The General Meeting shall deliberate and vote on each agenda item by means of voting, as stipulated in this Regulation. The Chairperson shall allocate sufficient time for discussion and voting on each matter.

Article 10. Principles and Procedures for Voting

1. All matters listed in the agenda of the General Meeting must be approved by public voting of all shareholders present at the Meeting, using Voting Ballots based on the number of shares owned/represented or authorized.

2. Voting Ballots are pre-printed, follow the company's standard format, and bear the official seal of PVC-MT. These ballots are distributed to shareholders upon attendance at the Meeting. Voting Ballots (blue paper) are used for expressing opinions on proposals by raising the ballot to indicate one of the following: "Agree," "Disagree," or "Abstain."

3. Election Ballots for the Board of Directors and the Supervisory Board for the 2025–2030 term (**pink paper**) are also pre-printed, follow the company's standard format, and bear the

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company's official seal. These ballots are issued by the Organizing Committee in accordance with the Election Regulations.

4. To ensure efficiency in vote counting, pre-printed Voting Ballots shall include the following details: Shareholder Code and the number of voting shares (owned/represented and/or authorized). Each shareholder shall receive one (01) Voting Ballot. Vote counting shall be conducted by the Vote Counting Committee.

5. The results for each proposal (Agree, Disagree, Abstain) shall be calculated based on the total number of voting shares as recorded on the corresponding ballots.

In cases where shareholders have completed the registration process but leave the Meeting for personal reasons before voting without notifying the Presiding Committee, such shareholders shall be deemed to have agreed with all voting items from the time of their departure.

6. Invalid Voting Ballots include:

- Ballots not issued by the Organizing Committee in accordance with the official format;
- Ballots that are torn, incomplete, or missing essential information required for vote counting.

Chapter IV

CLOSING OF THE GENERAL MEETING

Article 11. Adoption of the Resolutions of the General Meeting of Shareholders

1. A resolution of the General Meeting of Shareholders shall be adopted if it is approved by shareholders representing at least **65%** of the total voting shares of all shareholders attending the meeting, for the following matters::

- Types and total number of shares of each type;
- Changes in business sectors, industries, and areas of operation;
- Changes in the organizational and managerial structure of the company;
- Investment projects or asset disposals with a value of 35% or more of the total assets as recorded in the company's most recent financial statements, unless otherwise stipulated in the company's Charter;
- Reorganization or dissolution of the company;

2. Other matters shall be adopted if approved by shareholders representing more than 50% of the total voting shares of all shareholders attending the meeting.

3. Resolutions of the General Meeting of Shareholders must be communicated to all shareholders eligible to attend the meeting within 15 days from the date of adoption. If the company has an official website, publication on the website may serve as an alternative to direct delivery.

Article 12. Minutes of the General Meeting of Shareholders

1. All matters discussed and decided at the General Meeting of Shareholders must be recorded by the Secretariat in the official Minutes of the Meeting.
2. The Minutes must be read aloud and approved before the Meeting is adjourned.

Chapter V

IMPLEMENTATION PROVISIONS

Article 13. Entry into Force

This Regulation comprises 05 Chapters and 13 Articles, was publicly read before the General Meeting, and shall take effect immediately upon approval by the 2025 Annual General Meeting of Shareholders.

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The Chairperson shall be responsible for presiding over the Meeting in accordance with this Regulation.

All shareholders and participants of the Meeting shall be responsible for complying with the provisions of this Regulation./.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Nguyễn Đình Phước



Da Nang, April 10, 2025

**REGULATIONS
ON THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND
MEMBERS OF THE SUPERVISORY BOARD
FOR THE 2025–2030 TERM
OF MIEN TRUNG PETROLEUM CONSTRUCTION JOINT STOCK COMPANY**

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Petrovietnam Central Construction Joint Stock Company
as approved by the General Meeting of Shareholders on May 12, 2023.*

The 2025 Annual General Meeting of Shareholders of Petrovietnam Central Construction Joint Stock Company shall conduct the election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term in accordance with the following provisions:

Article 1. Eligible Voters.

Eligible voters include shareholders holding voting shares and authorized representatives of shareholders holding voting shares (based on the list of shareholders finalized by the Company as of March 21, 2025).

Article 2. Number, Term, and Criteria for Nomination or Candidacy to the Board of Directors (BOD)

1. The number of members of the Board of Directors for the 2025–2030 term shall be 03 members
2. The term of office for the Board of Directors is 05 years (from 2025 to 2030)
3. Criteria for candidates to the Board of Directors (in accordance with Article 155 of the Law on Enterprises No. 59/QH14; Clause 4, Article 23 of the Company's Charter; and Point 2.2, Clause 2, Article 3 of the Internal Corporate Governance Regulations):
 - Must have full civil act capacity and not fall under the prohibitions of enterprise management as stipulated in Clause 2, Article 17 of the Law on Enterprises;
 - Must have professional qualifications and experience in corporate governance or in the business fields or sectors of the company. Candidates are not required to be shareholders of the company unless otherwise provided in the company's Charter.
 - Members of the Board of Directors may concurrently serve as members of the Board of Directors of other companies.
 - The Chairperson of the Board of Directors shall not concurrently serve as the General Director (as stipulated in Clause 2, Article 27 of the 2023 Company Charter)

Article 3. Number, Term, and Criteria for Nomination or Candidacy to the Supervisory Board (SB)

1. The number of members of the Supervisory Board for the 2025–2030 term shall be 03 members
2. The term of office for the Supervisory Board is 05 years (from 2025 to 2030)
3. Criteria for Candidates to the Supervisory Board (According to Article 169 of the Law on Enterprises No. 59/2020/QH14; Clause 2, Article 35 of the Company's Charter

2023; and Point 2.2, Clause 2, Article 4 of the Company's Internal Corporate Governance Regulations)

- The candidate must possess full civil act capacity and must not fall under the categories prohibited from establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises

- The candidate must not be the spouse, biological parent, adoptive parent, biological child, adopted child, biological sibling of any member of the Board of Directors, the General Director, or other key managerial personnel of the Company;

- The candidate must not hold any managerial position in the Company and is not required to be a shareholder or an employee of the Company, unless otherwise stipulated by the Company's Charter;

- For listed joint stock companies, candidates to the Supervisory Board must be certified auditors or accountants.

Article 4: Nomination of Candidates to the Board of Directors and the Supervisory Board

1. Nomination of Candidates to the Board of Directors (BOD)

- Shareholders or groups of shareholders holding at least 10% of the total voting shares (as per the list of shareholders finalized on March 21, 2025) have the right to nominate candidates to the Board of Directors. The number of candidates that shareholders or shareholder groups may nominate is as follows:

- + From 10% to less than 30%: up to 2 candidates

- + From 30% to less than 50%: up to 3 candidates

- + From 50% or more: up to 4 candidates

- In the event that the number of candidates nominated and self-nominated is still insufficient, the current Board of Directors may nominate additional candidates or organize nominations in accordance with the Company's Charter and Internal Corporate Governance Regulations. Any such nominations made by the incumbent Board must be clearly disclosed and approved by the General Meeting of Shareholders prior to the election.

- Information regarding the candidates for the Board of Directors (if determined in advance) must be published by the Company at least seven (7) days prior to the date of the General Meeting of Shareholders on the Company's official website so that shareholders may review the candidates before voting

2. Nomination of Candidates to the Supervisory Board (SB)

- Shareholders or groups of shareholders holding at least 10% of the total voting shares (as per the list of shareholders finalized on March 21, 2025) have the right to nominate candidates to the Supervisory Board. The number of candidates that shareholders or shareholder groups may nominate is as follows:

- + From 10% to less than 30%: up to 2 candidates

- + From 30% to less than 50%: up to 3 candidates

- + From 50% or more: up to 4 candidates

- In the event that the number of candidates nominated and self-nominated is still insufficient, the current Supervisory Board may nominate additional candidates or organize nominations in accordance with the Company's Charter and Internal Corporate Governance Regulations. Any such nominations made by the incumbent Supervisory Board must be clearly disclosed and approved by the General Meeting of Shareholders prior to the election.

- Information regarding the candidates for the Supervisory Board (if determined in advance) must be published by the Company at least seven (7) days prior to the date of the General Meeting of Shareholders on the Company's official website so that shareholders may review the candidates before voting..

Article 5: Application Documents for Nomination or Candidacy to the Board of Directors or the Supervisory Board

The application dossier for nomination or candidacy to the Board of Directors (BOD) or the Supervisory Board (SB) shall include:

1. A written application for candidacy or nomination, or an official nomination letter from organizations nominating candidates to the BOD or SB;
2. A self-declared curriculum vitae of the candidate or nominee.
3. A certified copy of the Citizen Identity Card or Passport
4. Certified copies of educational and professional qualification certificates

Note: Nominees and candidates for the BOD or SB shall take full legal responsibility before the General Meeting of Shareholders and in accordance with the law for the accuracy and truthfulness of all documents submitted as part of their application or nomination dossier.

Article 6: Election Principles

Pursuant to Clause 3, Article 148 of the Law on Enterprises and Point 2.9, Clause 2, Article 2 of the Company's Internal Corporate Governance Regulations, the election of members to the Board of Directors and the Supervisory Board shall follow these principles:

- Election of members to the BOD and SB shall be conducted by secret ballot using a cumulative voting method;
- Each shareholder has total voting rights equal to the number of voting shares owned or represented by proxy multiplied by the number of BOD or SB members to be elected;
- Shareholders may allocate all their total voting rights to one or several candidates;
- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- Voting shall commence only after the distribution of ballots has been completed and shall conclude once the voting process ends.

Article 7: Ballots

Election ballots shall be issued by the Organizing Committee of the Company's 2025 Annual General Meeting of Shareholders, affixed with the Company's seal, and delivered directly to shareholders or their representatives attending the meeting.

Each ballot shall contain pre-printed information: shareholder's or proxy's name, shareholder ID number, number of voting shares, total number of corresponding votes, and the list of candidates.

Each shareholder/proxy shall receive two (02) types of ballots: one (01) for the BOD election and one (01) for the SB election.

- Ballots will be printed uniformly on pink-colored paper and indicate the total number of votes according to the registered participation code;
- Shareholders or proxies will be issued ballots based on the registered ID code assigned by the Organizing Committee.
- In case of errors in filling out the ballot, shareholders may request a new one from the Vote Counting Committee;
- Shareholders or their proxies must personally fill in the number of votes allocated to each candidate in the corresponding blank fields on the ballot.

1. Valid Ballots

- Ballots must be issued by the Organizing Committee of the General Meeting of Shareholders in a uniform format with the Company's official seal and must not be scratched, erased, or altered;
- Ballots must vote only for candidates included in the list approved by the General Meeting of Shareholders;
- The total number of votes assigned to candidates must not exceed the shareholder's total voting rights.

2. Invalid Ballots

- Ballots not issued by the Organizing Committee of the General Meeting of Shareholders;
- Ballots that are scratched, altered, added to, or contain incorrect names or names not in the list of approved candidates;
- Ballots with a total number of votes for candidates exceeding the total number of voting rights of the shareholder.
- Ballots indicating more elected persons than allowed (more than 03 for BOD or more than 03 for SB).

3. Blank Ballots

Ballots that do not vote for any candidate shall be considered blank.

Article 8: Vote Counting Committee, Voting and Vote Counting Procedures.

1. Vote Counting Committee

- The Vote Counting Committee shall be nominated by the Chairperson and approved by the General Meeting of Shareholders;
- Responsibilities of the Committee include:
 - + Presenting the voting procedure and instructions;
 - + Conducting the ballot counting for BOD and SB elections;
 - + Overseeing and executing the vote counting process;
 - + Announcing the election results before the General Meeting.
- Members of the Vote Counting Committee must not be candidates or nominees for the BOD or SB.

2. Voting and Vote Counting Principles

- The Vote Counting Committee shall inspect the ballot boxes in the presence of shareholders;
- Voting begins once all ballots have been distributed and ends once the last shareholder casts their vote;
- Vote counting must commence immediately after voting concludes;
- Vote counting results must be documented in writing and publicly announced by the Head of the Vote Counting Committee during the Meeting.

Article 9: Principles for Determining Successful Candidates for the BOD and SB.

1. Principles for BOD Members:

BOD members shall be elected based on descending vote counts until the required number (03 members) is reached; In the case of a tie between two or more candidates for the final seat, a re-vote shall be held among the tied candidates..

2. Principles for SB Members:

- SB members shall also be elected based on descending vote counts until the required number (03 members) is reached.
- In the event that two or more candidates receive an equal number of votes for the final Supervisory Board (SB) member position, a re-election shall be conducted among the candidates with the tied vote count.

Article 10: Preparation and Announcement of Vote Counting Minutes.

1. Upon completion of vote counting, the Vote Counting Committee must prepare written vote counting minutes including the following:

- Total number of ballots distributed;
- Total number of ballots collected;
- Number of valid, invalid, and blank ballots
- Number of votes received by each candidate for the BOD and SB.

2. The full text of the vote counting minutes must be announced during the General Meeting.

Article 11: Complaints and Complaint Resolution

Any complaints related to the election and vote counting shall be resolved by the Chairperson of the meeting and recorded in the minutes of the General Meeting of Shareholders.

This regulation consists of 11 Articles, publicly read and submitted for approval at the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Nguyễn Đình Phước



Da Nang, May 12th, 2025

REPORT
ON 2024 BUSINESS PERFORMANCE AND 2025 BUSINESS PLAN

To: The Annual General Meeting of Shareholders 2025
Mien Trung Petroleum Construction Joint Stock Company (PVC-MT)

On behalf of the Board of Directors, the General Director of PVC-MT respectfully submits the report on the Company's business performance in 2024 and the operational plan for 2025 as follows:

PART I
BUSINESS PERFORMANCE IN 2024

1. General Overview

In 2024, PVC-MT continued to face losses, primarily due to overdue interest expenses on long-standing loans. The financial condition deteriorated, as revenues were insufficient to cover operational costs. Since 2013, the Company has suspended core construction activities, generating only modest income from equipment and office leasing.

Currently, PVC-MT possesses limited operational equipment, resulting in low cash flow, inadequate to cover salaries and maintain minimal operations. Many assets have depreciated significantly, reducing competitiveness and revenue-generating capability, while financial imbalances continue to worsen. The Company has maintained a streamlined workforce focused on resolving backlogs and supporting the restructuring process.

Despite cost-cutting efforts, such as staff downsizing and implementing rotational leave, revenues remain inadequate. The Company has struggled with delayed salary payments and outstanding tax and insurance obligations.

Advantages and Challenges for the Company in 2024

Advantages:

- The company has received support and attention from PETROCONS. Additionally, the solidarity and determination of the company's officers and employees play a crucial role in carrying out business and production tasks.

Challenges:

- Finding new customers for leasing machinery, equipment, and tools has been extremely difficult. Some machines were manufactured a long time ago and are now outdated, failing to

meet current market demands. Meanwhile, as the company is undergoing restructuring, dissolution/merger, or bankruptcy, there are no investment plans to upgrade leasing equipment capacity.

- The financial situation of PVC-MT has become increasingly unbalanced, with accumulated losses exceeding four times the owner's contributed capital. The company's resources are gradually depleting, significantly affecting its operations.

- The company's management faces tremendous pressure from debt collection efforts by customers and financial institutions. PVCombank has initiated legal proceedings against the company to recover hundreds of billions of VND in loans. The company is also burdened with hundreds of millions of VND in court fees and is required to execute judgments amounting to hundreds of billions of VND. This has led to severe difficulties in banking transactions, with company accounts frequently frozen to enforce judgments.

- Due to prolonged financial difficulties, many officers and employees have sought to transfer to other workplaces. The company is struggling to retain specialized personnel to handle the settlement and finalization of outstanding projects such as the Vung Ang 1 Thermal Power Plant project, several works at the Dung Quat Shipbuilding Industry Plant project, and the Bio-Ethanol project.

2. Business Results in 2024 (Unit: VND Billion)

No.	Indicators	2024 Plan Approved by AGM	2024 Actual Performance	Completion Rate (%)
1	Production & Business Value	2,34	1,91	82%
	- Construction			
	- Non-construction	1,84	0,70	38%
	- Financial Activities			
	- Other Income	0,50	1,21	242%
2	Revenue	2,17	1,77	82%
	- Construction			
	- Non-construction	1,70	0,65	38%
	- Financial Activities			
	- Other Income	0,47	1,12	238%
3	Profit before tax		(18,30)	
4	Profit after tax		(18,30)	
5	State Budget Contribution	0,18	0,17	94%
6	Investment			
7	Average Income (mil VND/month)	6,5	6,7	103%

In 2024, PVC-MT did not engage in any construction and installation activities. The company's revenue primarily came from leasing machinery, equipment, workshops, warehouses, and asset liquidation. However, revenue from equipment leasing was significantly low due to a lack of work opportunities, scattered and small-scale projects, and the frequent breakdown of outdated machinery, leading to low efficiency.

PVC-MT did not achieve the targets approved by the 2024 Annual General Meeting of Shareholders. The specific results are as follows:

- Production output: Achieved VND 1.91 billion, reaching 82% of the plan.
- Revenue: Achieved VND 1.77 billion, reaching 82% of the plan.
- Profit/Loss: Recorded a loss of VND 18.30 billion. The primary cause of the loss was overdue loan interest expenses amounting to VND 18.43 billion.

3. Debt Recovery and Settlement of Outstanding Projects:

- Debt Recovery Situation:

- + Receivables from customers: The recovery of old debts has not yielded results as partners, investors, and customers are also facing difficulties in their business operations. For example, Central Petroleum Biofuel Joint Stock Company owes VND 4.48 billion, and PetroVietnam Construction Joint Stock Corporation - Nghe An owes VND 3.76 billion, both of which are difficult to recover.

- + Receivables from individuals: Former employees with outstanding advance balances have not cooperated with the company to resolve these issues and have avoided their financial responsibilities.

- + Internal settlement related to individual advance balances: There is a lack of internal settlement documents, including approvals from department heads and company leaders who have resigned. The incomplete settlement records have hindered the process of finalizing accounts and recovering debts.

- Debt Recovery Situation: During the year, the company was unable to complete the settlement of outstanding projects such as:

- + Dung Quat Shipbuilding Industry Plant Project
 - + Bio-Ethanol – Dung Quat Project
 - + Vung Ang 1 Thermal Power Plant Project

The primary reasons for these delays include unresolved issues faced by the project investors from previous years. Additionally, the settlement process depends on the project owners, main contractors, and PVC-MT itself, which is currently struggling with a lack of personnel to carry out the work.

4. Labor, Salary, Training, Technology, and Social Welfare Performance:

- Labor and salary: By the end of 2024, the company had a total of 30 employees, of which 9 employees were actively working, while 21 employees had left but had not officially terminated their contracts due to unresolved issues with the company. The average monthly income of active employees in 2024 was VND 6.7 million per person.

- Training and technology development: No activities were carried out.

- Social welfare programs: No activities were carried out.

5. Unfinished Tasks, Challenges, and Lessons Learned from the 2024 Plan Implementation

- Marketing and job-seeking efforts did not meet the planned targets.
- The Nui Thanh office space was not fully utilized for leasing due to difficulties in finding suitable tenants. Additionally, land use restrictions under the lease contract with the Chu Lai Economic Zone Management Board further limited leasing activities.
- The liquidation of outdated and damaged tools, equipment, and machinery was not carried out in a timely manner.
- The recovery of receivables from completed projects was not successfully executed.

PART II

PLAN, KEY TASKS, AND IMPLEMENTATION SOLUTIONS FOR 2025

1. Key Business Targets for 2025

No	Indicator	Unit	Actual 2024	Plan 2025	Growth Rate vs. 2024
1	Charter Capital				
	- Beginning of the year	Billion VND	150,00	150,00	100%
	- End of the year	Billion VND	150,00	150,00	100%
2	Production & Business Value	Billion VND	1,91	2,34	122%
	- Construction	Billion VND			
	- Non-construction	Billion VND	0,70	1,84	262%
	- Financial activities	Billion VND			
	- Other income	Billion VND	1,21	0,50	41%
3	Total Revenue	Billion VND	1,77	2,17	122%
	- Construction	Billion VND			
	- Non-construction	Billion VND	0,65	1,71	263%
	- Financial activities	Billion VND			
	- Other income	Billion VND	1,12	0,46	41%
4	Pre-tax Profit	Billion VND	(18,30)		
5	Post-tax Profit	Billion VND	(18,30)		
6	Tax Payment to the State Budget	Billion VND	0,17	0,18	105%
7	Average Monthly Income per Employee	Million VND/person /month	6,7	6,7	100%

2. Implementation Solutions

- Strengthen job-seeking efforts to maximize the utilization of all machinery, equipment, and tools.

- Continue liquidating obsolete, degraded, inefficient, or damaged vehicles and equipment to recover capital. At the same time, consider repairing, upgrading, and converting equipment to more efficient types.

- Enhance the collection of receivables from projects that have been finalized. For difficult-to-collect debts, develop a debt sale plan or initiate legal proceedings to recover outstanding amounts.

- Take decisive actions to collect debts from individuals, including legal actions in accordance with the law.

- Restructure and optimize the workforce to enable the company to complete the settlement of outstanding projects and recover debts. Streamline the management structure and continue cost-cutting measures such as rotational leave, reducing entertainment and office expenses, etc.

This concludes the 2024 Business Performance Report and 2025 Plan of PetroVietnam Central Construction Joint Stock Company (PVC-MT).

Respectfully submitted to the Annual General Meeting of Shareholders for review and approval.

Recipients:

- As addressed;
- PetroCons (For reporting);
- PVC-MT Board of Directors;
- PVC-MT Supervisory Board;
- Archived: VT, TCTH.

GENERAL DIRECTOR



Lê Tuấn Nguyên





2025 PRODUCTION PLAN

No.	Work Description	Unit	Quantity	Unit Price (VND/month)	Total Amount (VND)	Proportion (%)
1	Machinery and Equipment Rental				1.468.600.000	63%
	- Kobelco 1.2m ³ Excavator	month	7	55.000.000	385.000.000	16%
	- Kobelco 1.0m ³ Excavator	month	7	52.000.000	364.000.000	16%
	- Hitachi 0.9m ³ Excavator	month	7	40.000.000	280.000.000	12%
	- QTZ6015 Tower Crane	month	7	37.800.000	264.600.000	11%
	- Vibratory Roller	month	7	25.000.000	175.000.000	7%
2	Land and Service Lease Contracts				371.000.000	16%
	- Administrative Management & Asset Guard Service Contract (XCK)	month	12	19.000.000	228.000.000	10%
	- Núi Thành Office Rental	month	12	11.916.667	143.000.000	6%
3	Asset Liquidation				500.000.000	21%
	TOTAL ESTIMATED PRODUCTION IN 2025				2.339.600.000	100%

PREPARED BY

GENERAL DIRECTOR

DRAFT

FINANCIAL PLAN REPORT FOR THE YEAR 2025

No.	Item	Unit	Annual Plan	Notes
1	2	3	4	5
I	TOTAL BUSINESS PRODUCTION VALUE	1000 VND	2.339.600	
1	Construction	1000 VND		
2	Non-construction activities	1000 VND	1.839.600	
	- Industrial production	1000 VND		
	- Real estate and infrastructure business	1000 VND		
	- Financial investment business	1000 VND		
	- Other business activities	1000 VND	1.839.600	
3	Other income	1000 VND	500.000	
II	SALES REVENUE	1000 VND	2.339.600	
1	Revenue	1000 VND	2.166.296	
1.1	Construction	1000 VND		
1.2	Non-construction activities	1000 VND	1.703.333	
	- Industrial production	1000 VND		
	- Real estate and infrastructure business	1000 VND		
	- Financial investment business	1000 VND		
	- Other business activities	1000 VND	1.703.333	
1.3	Other income	1000 VND	462.963	
2	Output VAT	1000 VND	173.304	
III	TOTAL EXPENSES	1000 VND	1.516.407	
IV	PROFIT	1000 VND		
1	Profit before CIT	1000 VND		
1.1	Construction	1000 VND		
1.2	Non-construction activities	1000 VND		
	- Industrial production	1000 VND		
	- Real estate and infrastructure business	1000 VND		
	- Financial investment business	1000 VND		
	- Other business activities	1000 VND		
2	Profit after CIT	1000 VND		
3	Net profit margin (after tax / revenue)	%		
4	Return on charter capital (after tax)	%		
V	PAYMENTS TO STATE BUDGET	1000 VND	176.304	
1	Taxes payable	1000 VND	176.304	
	- VAT (Value Added Tax)	1000 VND	173.304	
	- Corporate Income Tax (CIT)	1000 VND		
	- Resource Tax	1000 VND		
	- Environmental Fee	1000 VND		
	- Other Taxes	1000 VND	3.000	
2	Taxes paid	1000 VND		
	- VAT (Value Added Tax)	1000 VND		



No.	Item	Unit	Annual Plan	Notes
1	2	3	4	5
	- Corporate Income Tax (CIT)	1000 VND		
	- Resource Tax	1000 VND		
	- Environmental Fee	1000 VND		
	- Other Taxes	1000 VND		
VI	WORKING CAPITAL TURNOVER	turns	3.4	
VII	CREDIT	1000 VND	507.394	
1	Working capital credit	1000 VND	507.394	
	- Credit limit	1000 VND	507.394	
	- Guarantee limit	1000 VND		
	- Outstanding working capital loans at report date	1000 VND		
2	Investment credit			
	- Disbursed during the period	1000 VND		
	- Outstanding balance at period end	1000 VND		
VIII	LABOR & SALARY			
1	Average number of employees	người	9	
2	Total salary and other income fund	1000 VND	723.600	
3	Average monthly income per person	1000 VND	6.700	
IX	FIXED ASSETS			
1	Gross value of fixed assets at year end	1000 VND	35.892.447.185	
2	Depreciation during the year	1000 VND	90.218.228	
3	Net book value at year end	1000 VND	56.909.772	
X	CAPITAL CONSTRUCTION INVESTMENT			
1	Investment in industrial production projects	1000 VND		
2	Improvement of construction capacity	1000 VND		
3	Investment in real estate projects	1000 VND		
XI	FINANCIAL INVESTMENT			
1	Beginning balance of investments	1000 VND		
2	Investment during the period	1000 VND		
	- Increase	1000 VND		
	- Decrease	1000 VND		
3	Ending balance of investments	1000 VND		
XII	OWNERS' EQUITY	1000 VND		
1	Charter capital	1000 VND	150.000.000	
	+ Contributed by PETROCOs	1000 VND	72.400.000	
	+ Contributed by other shareholders	1000 VND	77.600.000	
2	Other equity	1000 VND		
XIII	DIVIDENDS			
1	Dividend payout ratio	%		
2	Dividend amount	1000 VND		

Prepared by

Chief Accountant

Huỳnh Lê Lê Diễm

Huỳnh Lê Lê Diễm

General Director



Lê Tuấn Nguyễn

DRAFT

REPORT ON THE WORKING CAPITAL CREDIT LIMIT PLAN
Fiscal Year 2025

No.	Indicator	Unit	Annual Plan	Notes
1	2	3	4	5
1	Total Production Value	1000 d	2.339.600	
-	Construction Activities	1000 d	-	
-	Other Business Operations	1000 d	1.839.600	
-	Other Income	1000 d	500.000	
2	Total Revenue	1000 d	2.166.296	
-	Construction Activities	1000 d	-	
-	Other Business Operations	1000 d	1.703.333	
-	Other Income	1000 d	462.963	
3	Value-Added Tax (8%)	1000 d	173.304	
-	Construction Activities	1000 d	-	
-	Other Business Operations	1000 d	136.267	
-	Other Income	1000 d	37.037	
4	Depreciation of Fixed Assets	1000 d	90.218	
5	Normative Profit	1000 d	-	
6	Working Capital Turnover Ratio	turns	3,400	
-	Construction Activities	turns	-	
-	Other Business Operations	turns	3.4	
7	Average Working Capital Requirement = (1-3-4-5)/6	1000 VND	610.611	
-	Construction Activities	1000 VND	-	
-	Other Business Operations	1000 VND	610.611	
8	Equity and Equivalent Funding Sources	1000 VND	-	
9	Mobilized and Appropriated Funds	-	103.218	
-	Average Customer Prepayments per Turnover Cycle	1000 VND	68.812	
-	Supplier Credit and Other Appropriated Capital per Cycle	1000 VND	34.406	
10	Balanced Average Working Capital Requirement = (7-8-9)	1000 VND	507.394	
-	Short-Term Borrowings	1000 VND	507.394	

Prepared by

Chief Accountant

General Director

Huỳnh Lê Lê Diễm

Huỳnh Lê Lê Diễm

Lê Tuấn Nguyên



Da Nang, May 20th, 2025

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS
PRESENTED TO THE 2024 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

To: The General Meeting of Shareholders
Mien Trung Petroleum Construction Joint Stock Company

Pursuant to legal regulations and the Company's Charter, the Board of Directors (BOD) hereby submits to the General Meeting of Shareholders the report on the governance and performance of the BOD in 2024, as well as orientations for the upcoming period as follows:

1. General Assessment of 2024:

In 2024, the Company's business operations continued to incur losses, primarily due to the accrual of overdue loan interest, while revenue remained insufficient to cover operating expenses. The Company's financial situation has become increasingly and severely imbalanced. Since 2013, the Company has ceased its core business activity in construction and installation, and has only maintained operations through the leasing of vehicles, machinery, equipment, office space, and warehouse facilities.

Currently, the Company possesses only a limited number of vehicles and equipment that remain operational and capable of generating cash flow to pay salaries and maintain its day-to-day operations. A significant portion of assets have deteriorated, become damaged, and lost their competitiveness, rendering them inoperable and resulting in a sharp decline in revenue. The Company's income is insufficient to cover operating expenses, and its financial deficit continues to deepen. The Company is operating at a minimal level. Employee morale has been adversely affected, with many staff members tendering resignations due to prolonged salary arrears. The Company is making every effort to maintain its existing human resources in order to resolve longstanding issues and implement restructuring plans. However, the current organizational structure is inadequate both in terms of personnel numbers and professional expertise, making it difficult to address long-pending matters such as the finalization of unsettled construction projects and the recovery of overdue receivables.

The search for new clients to lease machinery, equipment, and tools has encountered numerous difficulties. Some of the machinery was manufactured a long time ago and has become outdated, failing to meet current market requirements. Meanwhile, as the Company is undergoing restructuring and falls under the scope of dissolution/merger or bankruptcy, there are no investment plans in place to upgrade or enhance the capacity of its rental equipment.

The Company has implemented maximum personnel reductions, with staff taking turns for rotational leave, and has also minimized corporate management expenses. However, revenue remains insufficient to cover operational costs. The Company has continuously fallen behind on salary payments to employees, as well as on tax obligations and social insurance contributions.

The restructuring efforts have yet to identify a viable plan for implementation, as the Company's financial instability has persisted for many years, failing to ensure the ability to operate as a going concern.

The Board of Directors has consistently overseen and directed all activities of the Company, specifically focusing on seeking new business opportunities, restructuring the organizational system to suit the Company's actual circumstances, liquidating unused tools and damaged equipment, and utilizing the proceeds to repair certain machinery and maintain the Company's operations.

The resolution of long-standing issues from previous years continues to face significant challenges. Debt recovery efforts have not yielded the expected results due to the lingering difficulties and consequences from prior periods. The restructuring process has been progressing very slowly, as a suitable implementation plan has yet to be identified. The Company's operations remain under considerable pressure from creditors and financial institutions. For instance, PVCombank has initiated legal proceedings against the Company to recover loan amounts totaling hundreds of billions of VND. At present, the Company is burdened with hundreds of millions of VND in court fees and enforcement obligations of hundreds of billions of VND demanded by creditors, making banking transactions extremely difficult. The Company's bank accounts are frequently subject to freezing for the purpose of debt enforcement.

Despite these severe difficulties, in 2024, the Board of Directors continued to lead the Company's operations with prudence, standing in solidarity with the Executive Management and all employees in proposing solutions aimed at maintaining the Company's minimum level of operations and generating cash flow to cover part of the Company's administrative expenses.

2. Implementation of the Functions and Duties of the Board of Directors in 2024:

Throughout the year, the Board of Directors (BoD) convened meetings and collected written opinions from its members to decide on matters concerning the Company. All meetings and consultations involved the participation of the Supervisory Board. Relevant documents were distributed in full and in a timely manner to the concerned departments for information and compliance in accordance with regulations.

Meetings of the Board of Directors:

No.	Minutes No.	Date	Agenda
1	04/BBH-XLDKMT-HĐQT	26/2/2024	Report on the 2023 Business Results and 2024 Plan; Plan for organizing the 2024 Annual General Meeting of Shareholders
2	19/BBH-XLDKMT-HĐQT	28/6/2024	Mid-year review of the production plan for the first half of 2024 and business production plan for the second half of 2024

3	21/BBH-XLDKMT-HĐQT	15/7/2024	Report on the liquidation process and plan for utilizing the proceeds from liquidation
4	25/BBH-XLDKMT-HĐQT	30/9/2024	Nine-month review of 2024 and report on the implementation of the Board of Directors from the meeting on 28/6/2024
5	27/BBH-XLDKMT-HĐQT	27/11/2024	Report on the estimated fulfillment of the 2024 production plan

Board of Directors Attendance at Meetings in 2024:

No.	Board Member Name	Position	Number of Meetings Attended	Attendance Rate	Reason for Absence
1	Nguyễn Đình Phước	Chairman	5/5	100%	
2	Lê Tuấn Nguyên	Member	5/5	100%	
3	Nguyễn Đức Anh	Member	5/5	100%	Attended via online meeting

During the year 2024, the Board of Directors (BOD) has issued 01 Resolution and 07 Decisions concerning the operations of the Company, as outlined below:

No.	Minutes No.	Date	Agenda
I	Resolution		
1	05/NQ-XLDKMT-HĐQT	27/02/2024	Approval of the plan for organizing the Annual General Meeting of Shareholders for 2024
II	Decision		
1	01/QĐ-XLDKMT-HĐQT	07/02/2024	Establishment of the Organizing Committee for the Annual General Meeting of Shareholders in 2024
2	02/QĐ-XLDKMT-HĐQT	18/3/2024	Amendments and additions to the personnel of the Asset Liquidation Board
3	03/QĐ-XLDKMT-HĐQT	17/4/2024	Establishment of the Shareholder Eligibility Verification Committee for the Annual General Meeting of Shareholders in 2024
4	04/QĐ-XLDKMT-HĐQT	03/5/2024	Approval for the liquidation of assets, including 03 trucks and 01 wheel loader
5	05/QĐ-XLDKMT-HĐQT	28/5/2024	Approval for the liquidation of assets, including 05 CAMC dump trucks
6	06/QĐ-XLDKMT-HĐQT	11/9/2024	Issuance of the Information Disclosure Regulations

7	07/QĐ-XL DKMT-HĐQT	22/12/2024	Establishment of the Steering Committee for the inventory of PVCMT's assets at 00:00 on 01/01/2025
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- The Board of Directors (BOD) has closely followed the Resolutions of the General Meeting of Shareholders to direct the Company's operations, making every effort to implement the proposed strategies and plans.

- The BOD has maintained a regular meeting schedule (every three months) and convened additional meetings as needed, ensuring that the agenda, quorum, and voting on matters in accordance with legal requirements are properly observed. Notably, as the members of the BOD serve in dual capacities, the decision-making and implementation processes have been carried out swiftly and efficiently.

- The approval and decision-making on matters within the BOD's authority, especially those concerning critical issues such as achieving business performance targets as per the resolutions of the General Meeting, asset liquidation, debt recovery, fulfilling obligations to the State, guiding commercial operations, and managing legal disputes, have been executed with due diligence, urgency, and consensus.

- The BOD has consistently engaged with major shareholders to assess and analyze the Company's current status, seeking solutions to provide direction for the Company's operations both at present and in the future.

3. Implementation of the Resolutions of the Annual General Meeting of Shareholders 2024:

3.1. Regarding the Company's Business Operations in 2024:

- In 2024, PVC-MT did not engage in construction activities. The production volume/revenue mainly came from leasing machinery, equipment, and industrial properties. The results achieved were very low due to the lack of substantial projects, with only small and scattered tasks; tools and equipment had deteriorated and were not suitable for leasing; the number of vehicles and equipment put into operation decreased significantly compared to previous years; rental operations were interrupted due to frequent breakdowns, leading to poor performance. PVC-MT failed to meet the targets approved by the Annual General Meeting of Shareholders 2024, specifically as follows:

- Regarding production volume: Achieved 1.91 billion VND, reaching 82% of the plan.

- Regarding revenue: Achieved 1.77 billion VND, reaching 82% of the plan.

- Regarding profit: The Company incurred a loss of 18.30 billion VND. The main reason for the loss was overdue interest expenses of 18.43 billion VND and the reversal of provision for doubtful debts amounting to 0.063 billion VND. In addition, the estimated management staff expenses amounted to 0.71 billion VND, accounting for 40% of revenue. This cost was incurred as the company had minimized its workforce and paid the lowest possible wages to maintain the Company's operations.

- Although the results did not meet the set targets, with the close supervision of the Board of Directors and the efforts of the executive team, departments, and the Company's staff, as well as the support from major shareholders, investors, partners, and customers, the

Company has managed to overcome some challenges and continue its operations in the current context.

* *Activities related to the settlement of backlog projects:* During the year, the Company was unable to finalize the settlement of pending projects such as the Dung Quat Shipbuilding Industrial Plant project, the Bio-Ethanol – Dung Quat project, and the Vung Ang 1 Thermal Power Plant project. The main reasons for this were as follows: The project investors encountered general difficulties and had halted work in previous years, and the settlement process was dependent on the investor/main contractor. PVC-MT, as a subcontractor, is also facing difficulties and has been unable to maintain a specialized workforce to carry out the necessary work.

* *Debt recovery efforts:* The company did not achieve the set targets due to existing issues from previous years. In 2024, the Company did not implement any breakthrough solutions such as legal action or using legal channels to recover debts.

* *Personal receivables:* Some individuals with outstanding advances have resigned and are uncooperative with the Company in resolving these issues. They have been avoiding responsibility for settling personal debts.

3.2. The Board of Directors directs the CEO to implement the following additional tasks:

- Enhance debt recovery efforts to reduce interest expenses, settle debts with major shareholders and banks, and increase the search for new business opportunities to boost revenue while minimizing management costs. However, the debt recovery process has not yielded results, as partners and investors/customers are also facing significant difficulties in their business operations.

- Strengthen the repair of equipment to meet market demand for leasing, with priority given to seeking new business from units within Petrocons Corporation and the PVN Group. However, the results have not yet been achieved due to difficulties faced by these units, arising from the overall economic challenges, with many projects halted or delayed.

- Regarding the Quang Ngai Mechanical and Construction Materials Workshop: Ensure the proper storage and maintenance of assets in accordance with the contract signed with the Parent Company.

- For the Nui Thanh Office: Regularly manage and inspect tenants to ensure compliance with the signed contracts; continue marketing efforts to find new clients for leasing the remaining office space to improve leasing effectiveness.

- Regarding the disposal of unused assets, as stated in PVC-MT's 2024 key tasks, the process must comply with the laws and the Company's Charter.

- Conduct asset inventory checks, annual reporting, and auditing in accordance with the Company's regulations and the law.

3.3 Authorization for the Board of Directors to select an auditing firm:

The Board of Directors has selected and directed the CEO to sign an audit contract with AAC Auditing and Accounting Co., Ltd., ensuring compliance with the law and the Company's Charter.

4. Supervision of the CEO and other executives' activities:

The Board of Directors has actively reviewed and directed, with caution, the activities of the CEO and appreciates the efforts made in seeking additional contracts to maintain the Company's operations, provide employment and income for workers, and generate cash flow to cover part of the direct and indirect costs during the challenging period of 2024.

- The Board requires the Executive Board to report on operational conditions during the quarterly Board meetings.

- Collaborate with the Supervisory Board to understand the Company's operational situation, enabling practical recommendations to assist the Executive Board in controlling and fulfilling tasks assigned by the General Meeting of Shareholders and the Board of Directors.

- Actively participate in regular management meetings and other periodic meetings of the Executive Board to closely follow the Company's business activities.

- Monitor the implementation of the 2024 production and business plan.

- Monitor costs and develop solutions to enhance business efficiency.

- Oversee the preparation of financial reports and audited financial statements.

- Supervise the asset liquidation process and manage the use of funds from asset disposals.

- Review salary and employee benefits matters.

- Inspect the implementation of regulations set by the Board of Directors and compliance with state regulations and laws.

- Monitor and inspect the exploration plan for the Nui Thanh office building in Quang Nam and the Mechanical Workshop in Dung Quat.

- Oversee the asset liquidation process.

- Supervise the annual inventory process as per regulations.

5. Remuneration and Operating Expenses of the Board of Directors in 2024:

- Total remuneration for the Board of Directors: 66.000.000 VND including:

- + Remuneration for the Chairman (concurrent position): 2.500.000 VND/month

- + Remuneration for Board Members (concurrent positions): 1.500.000 VND/month

- Remuneration report for members of the Board of Directors:

No.	Full Name	Position	Remuneration in 2024	Notes
1	Nguyễn Đình Phước	Chairman	30.000.000 VND	Concurrent member of the Board of Directors
2	Lê Tuấn Nguyên	Member of the Board (concurrent position)	18.000.000 VND	Receives salary as General Director and remuneration as Board Member per GMS resolution

3	Nguyễn Đức Anh	Member of the Board (concurrent position)	18.000.000 VND	Concurrent member of the Board of Directors
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- Operating expenses: None

6. Report on Transactions Involving Board Members and Their Related Parties:

- In 2024, members of the Board of Directors, the General Director, other executive officers, and their related parties did not engage in any contracts or transactions with the Company.

- The Company did not engage in any transactions with entities in which a Board member has acted as a founding member or has held managerial positions during the past three (03) years.

7. Activities of Independent Board Members: None

8. Activities of Other Subcommittees Under the Board of Directors: None

9. General Assessment and Existing Limitations:

- The Company has received attention and support from major shareholders, including the Vietnam Oil and Gas Construction Corporation (Petrocons), in both its business operations and assistance in handling debts as well as seeking options for restructuring the Company.

- The unity and determination of the company's staff and workers in carrying out business and production tasks.

- Despite efforts to maintain business operations, the Company's revenue has been insufficient to cover employee salaries, social insurance, health insurance, and unemployment insurance contributions to state agencies.

- The Company's financial situation has become increasingly imbalanced, with accumulated losses almost four times the company's equity. The Company's resources are continuously depleting, significantly impacting its operations.

- Efforts to attract new customers for leasing vehicles, equipment, and tools have faced many difficulties. Some of the machinery and equipment are outdated and no longer meet the current market demand. Furthermore, the Company is undergoing restructuring, facing the possibility of dissolution/merger or bankruptcy, and thus lacks the investment plans necessary to upgrade machinery and equipment for leasing.

- The Nui Thanh office space has not been fully leased due to the inability to find suitable tenants. Additionally, the leasing efforts are further restricted by land use constraints outlined in the lease agreement with the Chu Lai Economic Zone Management Board.

- The vehicles and equipment have little to no work and are often idle, awaiting assignments.

- In 2024, due to the ongoing economic difficulties, many major projects in Dung Quat remain on hold, which has had a significant impact on the Company's plans to lease out vehicles, equipment, and tools.

- The Company's management faces substantial pressure from creditors, including PVCombank, which is suing the Company for outstanding loans amounting to hundreds of billions of VND. The Company is currently in debt for millions of VND in court fees and has outstanding debts of hundreds of billions of VND that require enforcement, making it difficult to engage in banking transactions. The Company is under constant threat of having its bank accounts frozen for debt enforcement.

- The prolonged financial difficulties have severely affected employee morale, with many staff members requesting transfers. The Company will face significant challenges in retaining specialized personnel to finalize the settlement of ongoing projects, such as the Vung Ang 1 Thermal Power Plant, various components of the Dung Quat Shipbuilding Industrial Plant, and the Bio-Ethanol project.

- Moreover, the Board of Directors has not been decisive in certain matters, leading to delays in some tasks by the Executive Board. Key areas needing more decisive action include: ineffective debt recovery, particularly with regard to pursuing legal action against outstanding personal debts; a passive approach in seeking and maintaining customer relations; and a hesitancy in engaging with major shareholders, which has resulted in a lack of proactive support or intervention when the Company faced difficulties.

- The restructuring process, in line with the directives of the major shareholder Petrocons, has seen the Board of Directors actively coordinate with the Executive Board and major shareholders to continuously seek restructuring solutions. However, due to various objective factors, including financial conditions and ongoing issues from previous years, an appropriate restructuring solution has yet to be found to meet the current needs of the Company.

10. Orientation and Operational Plan for 2025:

In 2025, it is anticipated that PVC-MT will continue to face significant challenges, including a lack of revenue to cover salaries and maintain operational capacity. Therefore, the Board of Directors has set the following key economic targets for 2025, based on the current circumstances of the Company:

No.	Indicator	Unit	Actual 2024	Plan 2025	Growth Rate vs. 2024
1	Charter Capital				
	- Beginning of the year	VND billion	150,00	150,00	100%
	- End of the year	VND billion	150,00	150,00	100%
2	Total Production and Business Value	VND billion	1,91	2,34	122%
	- Construction and installation	VND billion			

	- Non-construction activities	VND billion	0,70	1,84	262%
	- Financial activities	VND billion			
	- Other income	VND billion	1,21	0,50	41%
3	Total Revenue	VND billion	1,77	2,17	122%
	- Construction and installation	VND billion			
	- Non-construction activities	VND billion	0,65	1,71	263%
	- Financial activities	VND billion			
	- Other income	VND billion	1,12	0,46	41%
4	Profit before tax	VND billion	(18,30)		
5	Profit after tax	VND billion	(18,30)		
6	Contribution to state budget	VND billion	0,17	0,18	105%
7	Average monthly income per employee	Million VND/person /month	6,7	6,7	100%

Given the severe imbalance between revenue and expenditure, PVC-MT recognizes that regardless of the broader economic context in 2025—whether favorable or unfavorable—the Company must expand its fleet of vehicles, equipment, and other leasable assets to generate sustainable revenue. As of the time of reporting, the Company has not identified a viable business solution; however, maintaining minimal operational functions remains essential. Accordingly, the Board of Directors proposes the following directions and solutions:

- Continue to direct the Company in cost control and reduction to improve operational efficiency and restructure personnel in alignment with actual business conditions.

- Enhance job acquisition efforts to fully utilize machinery, equipment, and tools. Focus on large-scale projects such as the Dung Quat Refinery Upgrade and Expansion Project and projects within the PetroCons Corporation/PVN Group.

- Proceed with the liquidation of outdated, deteriorated, and inefficient equipment that no longer meets operational standards to recover capital for reinvestment in more effective equipment, or to repair and upgrade existing assets in anticipation of projects at Dung Quat.

- Monitor, supervise, and guide the Executive Board to implement the 2025 business plan approved by the General Meeting of Shareholders.

- Seek solutions to streamline the organizational structure and enable the Company to complete final settlements of outstanding projects and recover debts, while maintaining compliance with the Enterprise Law. This includes downsizing the management structure and

continuing cost-saving measures such as rotational leave, paid leave, reductions in entertainment expenses, and office costs.

- Continue reviewing and evaluating unusable materials, tools, machinery, and equipment for liquidation, using proceeds to support production and management activities.

- Propose to and work with major shareholders to allow the use of proceeds from asset liquidation to reinvest in revenue-generating assets such as vehicles and equipment for leasing.

- Implement and supervise a concrete debt recovery program for projects that have completed final settlements.

- Direct the General Director to develop a proposal to the Chu Lai Economic Zone Authority to expand land-use purposes and optimize the exploitation of the Nui Thanh Office.

- Instruct the General Director to ensure compliance with state regulations in the implementation of the PetroCons Mechanical Workshop Guard Contract.

- Instruct the General Director to ensure legal compliance in the lease operations of the Nui Thanh Office.

- Direct the General Director to take a firm stance on debt collection, especially individual debts. Consider debt sale options and prepare legal action for irrecoverable debts, if necessary.

11. Proposals and Recommendations:

a. Regarding Business Operations:

- The revenue from leasing machinery and equipment has declined significantly compared to previous years due to outdated equipment and high operational costs, making it difficult to compete. Therefore, to improve business efficiency and increase output/revenue to offset operating expenses, PVC-MT respectfully proposes that major shareholders approve a policy allowing the Company to reinvest proceeds from asset liquidation and debt collection into machinery and equipment that meet market demands. Detailed plans will be submitted for prior shareholder approval before implementation.

- Propose that the major shareholder, PetroCons Corporation, support PVC-MT deploying equipment to projects under PetroCons and its affiliates.

- Propose that the major shareholder, PetroCons Corporation, allocate subcontracting work in mechanical construction and infrastructure installation valued below VND 10 billion for PVC-MT to execute within PetroCons projects and subsidiaries.

b. Regarding Restructuring and Debt Settlement:

- For unresolved project settlements and debt recovery: Propose that the major shareholder, PetroCons Corporation/PVN Group, provide support and direction to relevant units to resolve outstanding debts and project settlements. Additionally,

request support in personnel or financial resources to maintain staff responsible for finalizing projects within the industry such as the Vung Ang Thermal Power Plant, Dung Quat Biofuel Plant, and Dung Quat Shipyard.

- Propose that PetroCons approve a policy allowing the Company to engage in debt trading for irrecoverable debts.

This is the management report for 2024 and the tasks and plans for 2025. The Board of Directors respectfully submits it to the General Meeting of Shareholders for consideration and feedback to facilitate the effective governance of the Company moving forward.

Respectfully submitted.

Recipients:

- As addressed
- PetroCons (for reporting)
- Board of Directors, Supervisory Board
- General Administration Division (for coordination)
- Filed at: Board of Directors Office, Archive

**ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN**



Nguyễn Đình Phước

1. C. P. * SM.

No. 30 /BC-XLDKMT-BKS

Da Nang, May 20th, 2025

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD
IN 2024 AND PLAN FOR 2025**

To: The Annual General Meeting of Shareholders 2025
Central Petroleum Construction Joint Stock Company (PVC-MT)

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

- *The Charter of Organization and Operation of Central Petroleum Construction Joint Stock Company (PVC-MT) approved by the Annual General Meeting of Shareholders on June 28, 2021;*

- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;*

- *Circular No. 116/2020/TT-BTC dated December 31, 2020, guiding several regulations on corporate governance applicable to public companies;*

- *The Regulation on Organization and Operation of the Supervisory Board of PVC-MT.*

The Supervisory Board of Central Petroleum Construction Joint Stock Company respectfully reports to the Annual General Meeting of Shareholders 2025 on the inspection and supervision activities of the Supervisory Board in 2024 as follows:

PART I: SUPERVISION RESULTS

I- SUPERVISION OF THE BOARD OF DIRECTORS, THE GENERAL DIRECTOR, AND OTHER EXECUTIVE OFFICERS:

In 2024, pursuant to the resolution of the Annual General Meeting of Shareholders, the Board of Directors of PVC-MT issued one (01) resolution and seven (07) decisions to provide direction and oversight to the General Director regarding the implementation of the Company's 2024 business plan.

Throughout the year, members of the Board of Directors and the General Director demonstrated a strong sense of responsibility and fulfilled their respective roles and duties. The Board of Directors actively supported the General Director in the operational management of the Company.

Supervision Results:

In the field of construction and installation: PVC-MT did not undertake any construction or installation contracting activities in 2024.

In non-construction-related fields: The Company focused on the following key activities:

- + Currently, the Company retains only a limited number of machines and equipment capable of generating cash flow. A significant portion of its remaining assets has been severely damaged or degraded beyond repair. As a result, the Company's operations have been maintained at a minimal, stagnant level, mainly aimed at retaining core personnel to address outstanding issues. Consequently, the Company's primary activities in the past year consisted of leasing machinery, equipment, tools, office premises, and yards, as well as liquidating non-functional and irreparable assets.

In 2024, due to the overall economic downturn and the continued suspension of several major projects in the Dung Quat area, the Company's rental business for machinery, equipment, and tools was heavily impacted.

Efforts to acquire new customers for equipment rental encountered numerous difficulties. Many of the Company's machines were manufactured long ago and are no longer compatible with current market demands. Moreover, as the Company is undergoing restructuring toward dissolution/merger or bankruptcy, there are no plans for investment in upgrading equipment capacity.

Regarding the implementation of the 2024 business plan: (as presented in Section V of this report);

Regarding organizational restructuring efforts: PVC-MT maintained a lean and efficient organizational structure. Staffing levels were reviewed and adjusted across departments in accordance with the Company's current financial difficulties. As of December 31, 2024, the total number of employees stood at nine (09).

Regarding the finalization and settlement of outstanding work-in-progress (WIP) values to recover capital:

- + As of December 31, 2024, the Company had three (03) projects (or project components) that were completed during 2011 and 2012 but had yet to be fully inspected, finalized, and settled. This continues to hinder efforts to recover capital or return advance payments made by the Company to the project investors or main contractors. These projects include: Vung Ang Thermal Power Plant Project; Various project components at Dung Quat Shipbuilding Plant; Dung Quat Bio-Ethanol Plant Project

Regarding debt recovery:

- + For accounts receivable from customers:

The Company's outstanding receivables from several entities remain significantly high, including: PTSC Quang Ngai for the Dung Quat Bio-Ethanol Plant Project; Various works and project components under Dung Quat Shipbuilding Industry One-Member LLC; Bio-Fuel Joint Stock Company for the Dung Quat Tapioca Starch Transit Warehouse Project; Petroleum Construction Joint Stock Company Nghe An, among others. It is worth noting that revenue from PTSC Quang Ngai and Dung Quat Shipbuilding Industry One-Member LLC has been pledged as collateral to PVCOMBANK, where the Company currently holds outstanding loans.

- + For advances paid to suppliers:

The recovery of these receivables remains unresolved, primarily due to the lack of final inspection and settlement with subcontractors. Consequently, the Company has no legal basis to recover certain long-outstanding advances that have not been settled for an extended period.;

+ Regarding advances to individuals:

In 2024, pursuant to directives from PetroCons, PVC-MT issued formal notices requesting individuals with outstanding advances from the Company to settle or return the excess amounts disbursed. However, efforts to recover these individual advances yielded no positive results, and the outstanding amounts remain unsettled.;

Regarding accounting practices in accordance with regulations:

Based on recommendations from the auditing unit and under the direction of PVC-MT's management, the Company's accounting department has made fundamental corrections to address shortcomings in bookkeeping and financial accounting, as identified in audit and inspection reports. Nevertheless, due to prolonged financial challenges and structural issues, these corrective measures have not yet been thoroughly resolved.;

Regarding the liquidation of fixed assets, materials, and tools:

Following the resolution of the Board of Directors, the Company liquidated a number of unusable assets, tools, and materials that were no longer needed. This effort was undertaken to generate additional income during the year 2024.;

Since 2012, the Company has faced persistent financial imbalances and severe operational difficulties. The Board of Directors and the Executive Management of PVC-MT have made earnest efforts to fulfill their assigned duties. However, a clear strategic direction has yet to be established to develop a business plan that aligns with the Company's current circumstances. Consequently, efforts to stabilize operations and overcome long-standing difficulties have remained largely ineffective.

II – SELF-ASSESSMENT REPORT ON THE PERFORMANCE OF THE SUPERVISORY BOARD AND EACH MEMBER

Operational Overview of the Supervisory Board:

In 2024, the Supervisory Board of PVC-MT consisted of two members: Mr. Nguyễn Trọng Đại, who served as the non-executive Head of the Supervisory Board, and Mr. Nguyễn Văn Tĩnh, who served as a concurrent member. Based on the plan approved by the General Meeting of Shareholders, the Supervisory Board carried out its duties in a serious and honest manner, regularly monitoring and supervising the Company's business operations. The Board focused its oversight on the governance activities of the Board of Directors and the executive activities of the General Director to ensure that the Company's operations complied with the Charter and internal regulations. Key activities included:

In 2024, the Supervisory Board of PVC-MT consisted of two members: Mr. Nguyễn Trọng Đại, who served as the non-executive Head of the Supervisory Board, and Mr. Nguyễn Văn Tĩnh, who served as a concurrent member. Based on the plan approved by the General Meeting of Shareholders, the Supervisory Board carried out its duties in a serious and honest manner, regularly monitoring and supervising the Company's business operations. The Board focused its oversight on the governance activities of the Board of

Directors and the executive activities of the General Director to ensure that the Company's operations complied with the Charter and internal regulations. Key activities included;

The Head of the Supervisory Board participated in all meetings of the Executive Board and the Board of Directors, ensuring continuous supervision and timely access to information regarding the Company's operational performance during 2024;

Monitoring the execution of the Supervisory Board's recommendations;

Conducting periodic inspections and preparing quarterly, semi-annual, nine-month, and year-end reports on the management and utilization of cash and bank deposits; monitoring receivables management and collection; overseeing the leasing of machinery, equipment, office space, warehouses, and other assets and tools; supervising the asset liquidation and inventory process in 2024;

Reviewing the financial statements and evaluating the Company's performance;

Maintaining close coordination with the Board of Directors, the General Director, and other departments to ensure effective oversight of the Company's management activities;

Execution of Other Duties within the Authority and Responsibilities of the Supervisory Board

In 2024, the overall situation of PVC-MT remained extremely challenging. Nevertheless, the Supervisory Board made considerable efforts to fulfill its assigned responsibilities. The self-assessment regarding the task performance of each Supervisory Board member is as follows:

Task Completion and Compliance: All members of the Supervisory Board demonstrated a strong sense of responsibility, fully complying with legal regulations, and ensuring adherence to the Company's Charter, the Law on Enterprises, and the Supervisory Board's internal regulations. The members completed the tasks assigned by the General Meeting of Shareholders in accordance with applicable legal provisions;

The Supervisory Board regularly conducted inspections and oversight of the Company's operations. However, due to the concurrent nature of personnel appointments and limited resources, there were certain limitations in operations. The Board has not proactively engaged in discussions or contributed opinions to the Board of Directors and Executive Board as frequently as necessary. Nevertheless, the Supervisory Board held internal meetings and carried out a self-assessment of the task performance of each member as follows:

1. Mr. Nguyễn Trọng Đại - Non-executive Head of the Supervisory Board, Responsible for overall oversight duties, including:

- Conducted inspections and supervision in accordance with the Law on Enterprises, the Company's Charter, and the working regulations of the Supervisory Board; attended all necessary Company meetings; led the preparation of the Supervisory Board's annual operational plan; monitored and reviewed the implementation of the Board's recommendations; appraised the Company's quarterly and annual financial statements;

- Reviewed and assessed internal control processes; prepared quarterly and annual reports; reviewed feedback and opinions from the Board of Directors and the Executive

Board; delegated and supervised the performance of tasks assigned to each member of the Supervisory Board;

2. Mr. Nguyễn Văn Tĩnh - Member of the Supervisory Board, responsible for monitoring and supervising the activities of the Mechanical Construction Team; overseeing the leasing operations of machinery, equipment, and office space; supervising the recovery and settlement of outstanding debts at project sites; overseeing the liquidation of assets, tools, and equipment; providing timely reports on assigned duties and performing other tasks as delegated by the Head of the Supervisory Board.

III- Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board in 2024 and the Plan for 2025:

- As approved by the General Meeting of Shareholders in 2024, the total planned remuneration for the Supervisory Board was: 18.000.000 VND
- Total remuneration actually paid to the Supervisory Board in 2024: 18.000.000 VND including:
 - + Remuneration paid to Mr. Nguyễn Trọng Đại: 12.000.000 VND
 - + Remuneration paid to Mr. Ông Nguyễn Văn Tĩnh: 6.000.000 VND
- The planned remuneration for the Supervisory Board in 2025 is: 21.500.000 VND

Salaries, bonuses, remuneration, and other benefits of the Supervisory Board are implemented in accordance with the Company's salary regulations and the established salary scale and payroll system, based on the guidelines stipulated in the Labour Code No. 10/2012/QH13, Decree No. 49/2013/ND-CP, and Decree No. 90/2019/ND-CP issued by the Ministry of Labour, Invalids, and Social Affairs.

IV- Summary of Supervisory Board Meetings and Key Conclusions

In compliance with Decree No. 155/2020/ND-CP and Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding corporate governance applicable to public companies, the Supervisory Board conducted regular quarterly meetings to evaluate and report on its activities. The meetings included the following:

Meeting 1: Deploy tasks in 2024, assign tasks to each member of the Supervisory Board; Approved the report on supervision results for the first 6 months of 2024 and the operating plan for the last 6 months of 2024 of the Supervisory Board.

Meeting 2: Approving the 2024 inspection and supervision results report; Conducted Review emulation and reward titles in 2024 and develop the 2025 operating plan of the Supervisory Board.

V- BUSINESS PERFORMANCE RESULTS OF THE COMPANY:

The implementation results of the 2024 business plan of PVC-MT are as follows:

No.	Indicator	2024 Plan Approved by GMS (billion VND)	2024 Actual (billion VND)	Completion Rate (%)
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1	Production & Business Value	2,34	1,91	82%
	- Construction			
	- Non-construction Activities	1,84	0,70	38%
	- Financial Activities			
	- Other Income	0,50	1,21	242%
2	Revenue	2,17	1,77	82%
	- Construction			
	- Non-construction Activities	1,70	0,65	38%
	- Financial Activities			
	- Other Income	0,47	1,12	238%
3	Profit Before Tax		(18,30)	
4	Profit After Tax		(18,30)	
5	State Budget Contributions	0,18	0,17	94%
6	Investment Implementation Value			
7	Average Monthly Income per Employee (million VND/person/month)	6,5	6,7	103%

Assessment: In 2024, PVC-MT did not engage in any construction activities. The majority of the output and revenue came from leasing machinery, equipment, warehouses, and liquidated assets. Revenue from equipment leasing was very low due to lack of jobs, small and scattered tasks, and severely outdated machinery leading to frequent breakdowns and low efficiency. PVC-MT did not fulfill the business targets approved by the 2024 Annual General Meeting of Shareholders, specifically:

- Output: Reached VND 1.91 billion, achieving 82% of the plan.
- Revenue: Reached VND 1.77 billion, achieving 82% of the plan.
- Profit: Loss of VND 18.30 billion.

The company's business losses were primarily due to overdue loan interest costs amounting to 18.43 billion VND.

The final settlement of completed projects/items from previous years has yet to be resolved, and the Company continues to face significant difficulties in recovering receivables. This has resulted in a failure to recover capital for bank debt repayment, thereby increasing interest expenses. Specific cases include:

+ Bio-Ethanol Dung Quat Project: Final settlement remains incomplete for 5 out of 14 items. The new personnel are unable to resolve existing issues inherited from the previous workforce, and there are no viable solutions for handling the additional incurred costs;

+ Dung Quat Shipbuilding Industry Plant Project: Despite several official directives from the Group over the years urging DQS to resolve outstanding issues related to the final settlement of Package No. 89 (dredging for channel creation), the project has yet to be implemented;

+ Vung Ang 1 Thermal Power Plant Project: Approval of incurred expenses has been delayed. Numerous issues persist concerning the contractor's volume acceptance, as well as adjustments to the project's total investment capital. To date, conditions are not yet adequate for the parties involved to proceed with final settlement;

In addition, the internal settlement process is hindered by significant outstanding employee advances. The Company is unable to proceed due to former employees having left without fulfilling settlement obligations and showing no willingness to cooperate. This has led to unresolved internal debts, with individuals actively evading their responsibilities;

In spite of these challenges, with the dedication of the Company's leadership and the collective effort of all employees, by December 31, 2024, the Company had: .

VI- SUPERVISORY RESULTS ON THE COMPANY'S FINANCIAL PERFORMANCE IN 2024.

Assessment of the Audited Financial Statements for 2024:

The financial statements for the year 2024 were audited and certified by AAC Auditing and Accounting Co., Ltd., and have been publicly disclosed in accordance with applicable regulations. The Supervisory Board concurs with the figures presented in the audited financial statements;

As of December 31, 2024, the financial position of PVC-MT was under severe distress and significantly imbalanced: Total liabilities exceeded current assets by 486 billion VND; Accumulated losses as of the reporting date reached 638.7 billion VND; As a result, shareholders' equity was negative 485.5 billion VND. These factors have seriously impacted the Company's liquidity and raised substantial doubt about its ability to continue as a going concern in 2024 and the following years.

Key Financial Indicators Regarding Assets, Liabilities, and Business Performance:

No.	Indicator	As of 31/12/2023 (VND)	As of 31/12/2024 (VND)	Note
A	Assets			
I	Current Assets	39.871.677.084	39.759.560.106	
1	Cash and Cash Equivalents	78.777.316	213.582.831	
2	Short-term Receivables	25.199.488.439	24.949.935.643	
3	Inventories	14.404.692.626	14.404.692.626	
4	Other Current Assets	188.718.703	191.349.006	
II	Non-current Assets	1.104.677.847	933.212.778	
1	Long-term Receivables	5.348.008	5.348.008	
2	Fixed Assets	147.127.990	56.909.762	
	- Tangible Fixed Assets			
	- Intangible Fixed Assets			
	- Construction in Progress	229.949.191	229.949.191	
3	Long-term Financial Investments			
4	Other Non-current Assets	722.252.658	641.005.817	
	Total Assets (I+II)	40.976.354.931	40.692.772.884	

B	Liabilities and Equity			
I	Total Liabilities	508.173.767.858	526.198.554.065	
1	Short-term Liabilities	508.173.767.858	526.198.554.065	
2	Long-term Liabilities			
II	Owner's Equity	(467.197.412.927)	(485.505.781.181)	
1	Charter Capital	150.000.000.000	150.000.000.000	
2	Development Investment Fund	3.226.713.965	3.226.713.965	
3	Accumulated Losses	(620.424.126.892)	(638.732.495.146)	
	Total Liabilities and Equity (I+II)	40.976.354.931	40.692.772.884	
C	Business Results	Năm 2023	Năm 2024	
I	Total Revenue	1.384.563.903	1.770.309.795	
1	Net Sales and Services	1.383.481.513	652.577.063	
2	Financial Income	1.082.390	378.658	
3	Other Income	0	1.117.254.074	
II	Total Expenses	21.539.440.715	20.078.678.049	
1	Cost of Goods Sold	415.237.352	456.742.814	
2	General & Administrative Expenses	2.420.053.439	1.009.573.393	
3	Selling Expenses	0		
4	Financial Expenses	18.416.530.081	18.428.217.879	
5	Other Expenses	341.619.843	184.143.963	-
III	Loss Before Tax	(19.875.244.741)	(18.308.368.254)	-
1	Operating Loss			-
2	Other Loss			-
IV	Loss After Tax	(19.875.244.741)	(18.308.368.254)	-

Upon reviewing the figures from the audited financial statements, the Supervisory Board notes that financial expenses remain significantly high. Therefore, the Supervisory Board recommends that the Company continue negotiating with credit institutions to seek full exemption or partial reduction of outstanding interest payments, especially after repayment of the principal debt or a portion thereof.

VII- REPORT ON THE ASSESSMENT OF COORDINATION BETWEEN THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS, GENERAL DIRECTOR, AND SHAREHOLDERS

In 2024, the Supervisory Board maintained close and effective coordination with the Board of Directors and the General Director in fulfilling its assigned roles and responsibilities, particularly in monitoring and supervising the company's operations. This collaboration included joint efforts in inspection activities and timely reporting on the company's performance;

The Board of Directors and the General Director provided favorable conditions for the Supervisory Board to carry out its duties, including the full and timely provision of information and documentation related to the company's operations. The Supervisory Board was regularly invited to attend all meetings of the Board of Directors and company briefings;

The Supervisory Board reported the 2024 inspection and supervision activities to the Board of Directors and the General Director and consulted with the Board prior to submitting the report to the General Meeting of Shareholders;

Furthermore, the Supervisory Board reviewed, assessed, and provided opinions on the preparation and presentation of the 2024 financial statements, ensuring compliance with the current regulations set forth by state regulatory authorities. The Board also reported on the company's business performance for 2024 before it was submitted to the Board of Directors and the General Meeting of Shareholders;

During the year 2024, the Supervisory Board did not receive any requests, complaints, or petitions from shareholders or shareholder groups concerning the company's operations or the performance of the Board of Directors and the General Director.

VIII – REPORT ON TRANSACTIONS BETWEEN THE COMPANY AND ITS SUBSIDIARIES OR OTHER ENTERPRISES IN WHICH THE COMPANY HOLDS OVER 50% OF CHARTER CAPITAL, AS WELL AS MEMBERS OF THE BOARD OF DIRECTORS, GENERAL DIRECTOR, EXECUTIVE OFFICERS, AND RELATED PERSONS...

In the past three years (from 2022 to 2024), no transactions were incurred between members of the Board of Directors, the General Director, executive officers, and their related persons. Furthermore, the members of the Board of Directors, the General Director, and other executive officers are not founders, do not contribute capital to, and are not managers of any other company.

PART II: RECOMMENDATIONS AND ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

1- Các kiến nghị của Ban kiểm soát:

According to the 2025 Business and Production Plan, the Company has set the following key performance targets:

Production & Business Value:	2,34 tỷ đồng
Revenue:	2,17 tỷ đồng
Average Monthly Income per Employee:	6,7 triệu đồng

Given the 2025 production and business targets alongside unresolved difficulties and limitations from 2024, the Company must continue addressing these issues throughout 2025. In order to successfully execute the 2025 Business Plan, the Company is advised to focus on clearing the remaining backlogs from 2024, gradually overcoming existing challenges, and stabilizing operations. The Supervisory Board hereby makes the following recommendations:

The Company should prioritize the full implementation of the 2025 Production and Business Plan;

The Finance – General Department is to prepare a detailed breakdown of all management-related expenses, to be submitted to the General Director and Board of Directors for approval in 2025;

The Company should streamline the organizational structure, aiming to maximize labor productivity at all levels, from leadership to employees;

Strengthen efforts to seek new business opportunities, optimizing the use of all available vehicles, machinery, tools, premises, yards, and infrastructure, and expand partnerships with new clients;

- Conduct a feasibility study and submit proposals to the Chu Lai Economic Zone Authority to amend the land use purpose for maximizing the utility and revenue potential of the Núi Thành Office;

The Company must intensify efforts to collect outstanding receivables from completed projects as well as unsettled personal advances;

Continue to improve accounting and financial reporting practices in strict compliance with current laws and regulations;

Regarding disposal of unused assets, all departments must follow legal procedures and the Company's charter during the liquidation process;

The year 2024 was particularly difficult for the Company, with employee salaries delayed for 6 to 7 months, significantly affecting employees' livelihoods and morale. Therefore, it is imperative that the entire leadership and staff unite, strengthen marketing and customer acquisition activities, and proactively pursue debt collection to ensure sufficient operating funds for 2025 and subsequent years.

2- Supervisory Board's Action Plan for 2025:

The Supervisory Board shall fully exercise its rights and responsibilities in accordance with the provisions of the Law on Enterprises, the Company's Charter, and the assignments of the 2025 Annual General Meeting of Shareholders (AGM). The focus areas for inspection and supervision in 2025 include:

- Reviewing the implementation of resolutions and decisions passed by the General Meeting of Shareholders (GMS) and the Board of Directors (BOD) in 2025;

- Supervising the governance and management activities of the BOD and the General Director;

- Inspecting and evaluating the execution of the Company's production and business plans;

- Checking the compliance with internal regulations and procedures regarding procurement and investment expenses;

- Verifying data in the Company's quarterly, semi-annual, nine-month, and year-end financial statements;

- Preparing and submitting reports on a regular and periodic basis as prescribed;

- Reviewing and verifying the 2024 salary fund settlement report and assessing the 2025 salary plan for the Company's management and employees;

- Monitoring the implementation of cost-saving measures in administrative management;

- Participating in Company meetings and Board of Directors meetings;

- Coordinating with relevant departments, the BOD, the General Director, and other inspection teams in supervisory tasks related to the Company's operations;

- Performing other duties as stipulated in the Company's Charter and the Law on Enterprises.

On behalf of the Supervisory Board, I would like to sincerely thank the Board of Directors, the Executive Management, all departments, and the entire staff for their continued support and cooperation. We also express our deep appreciation to the General Meeting of Shareholders for placing your trust in us over the past year. We are committed to making even greater efforts in the coming time to join hands with the Board of Directors, Executive Management, and all employees in overcoming current difficulties and moving the Company towards stability and growth.

The above is the full report on the Supervisory Board's activities carried out in 2024, along with the proposed operational plan for 2025, respectfully submitted to the General Meeting of Shareholders for your consideration.

Respectfully submitted.

Recipients:

- As addressed;
- Supervisory Board of PetroCons (for report);
- Board of Directors of PVC-MT;
- Executive Board of PVC-MT;
- Departments of General Planning &

Accounting;

- To be archived: Office, Supervisory Board of PVC-MT.

On behalf of the Supervisory Board of
PVC-MT



Nguyen Van Tinh

C. P. * SML.

No.04/TTr-XLDKMT-HĐQT

Da Nang, May 20th 2025

PROPOSAL

Re: Approval of the Audited Financial Statements for Fiscal Year 2024.

To: The General Meeting of Shareholders
PetroVietnam Central Construction Joint Stock Company (PVC-MT)

Pursuant to The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to The Law on Securities No. 54/2019/QH14 dated November 26, 2019;
Pursuant to The Charter of PetroVietnam Central Construction Joint Stock Company
approved at the 2023 Annual General Meeting of Shareholders on May 12, 2023.

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders
authorizing the Board of Directors to select the independent auditing firm, the Board of
Directors of PetroVietnam Central Construction Joint Stock Company (PVC-MT) selected
AAC Auditing and Accounting Co., Ltd. to audit the financial statements of the Company
for the fiscal year 2024.

The Board of Directors respectfully submits to the General Meeting of Shareholders
for approval the audited financial statements of the Company for the 2024 fiscal year,
including the following components:

1. Independent Auditor's Report.
2. Balance Sheet as of December 31, 2024.
3. Income Statement for the fiscal year 2024.
4. Cash Flow Statement for the fiscal year 2024.
5. Notes to the Financial Statements for the fiscal year 2024.

We respectfully request the General Meeting of Shareholders to consider and
approve the above-mentioned contents

Respectfully submitted.

Recipients:

- As addressed above;
- Board of Directors, Supervisory Board;
- Archives: Office of the Board of Directors.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Nguyễn Đình Phước

Da Nang, May 20th, 2025

PROPOSAL

Re: Approval of the Auditor Selection Plan for the 2025 Financial Statements

To: The General Meeting of Shareholders
Central Petroleum Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to Luật Chứng khoán số 54/2019/QH 14 ngày 26/11/2019;
Pursuant to the Charter of Central Petroleum Construction Joint Stock Company as
approved by the 2023 Annual General Meeting of Shareholders on May 12, 2023,

The Supervisory Board respectfully submits to the 2025 Annual General Meeting of Shareholders the proposed selection of an independent auditing firm to perform the audit of the Company's financial statements for the fiscal year 2025, as follows:

1. Requirements for the Independent Auditing Firm:

The auditing firm must be legally operating in Vietnam and included in the list of eligible auditing firms for 2025 as announced by the State Securities Commission.

The auditing firm must have a strong reputation for audit quality, be capable of meeting the Company's deadlines and reporting schedule, and offer reasonable audit fees in line with the expected audit quality and scope.

2. Propose:

To facilitate the selection process, the Supervisory Board respectfully requests that the General Meeting of Shareholders approve the proposed list of auditing firms and authorize the Board of Directors to decide on the selection of an independent auditor to audit the Company's financial statements for the fiscal year 2025 in accordance with applicable laws. The proposed list of auditing firms includes:

- AAC Auditing and Accounting Co., Ltd
- Vaco Auditing Co., Ltd
- A&C Auditing and Consulting Co., Ltd

We respectfully submit this proposal for your review and approval.

Recipients:

- As addressed above;
- Board of Directors, Supervisory Board;
- Archives.

ON BEHALF OF THE SUPERVISORY BOARD
MEMBER OF THE SUPERVISORY BOARD



Nguyễn Văn Tinh

No. 05/TTr-XLDKMT-HĐQT

Da Nang, May 20th, 2025

PROPOSAL

Re: Request for Non-Payment of Dividends for the Year 2024.

To: The General Meeting of Shareholders
Central Petroleum Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020, effective from January 1, 2021;

Pursuant to the Charter of Central Petroleum Construction Joint Stock Company as approved by the Annual General Meeting of Shareholders on May 12, 2023;

Pursuant to the 2024 audited financial statements conducted by AAC Auditing and Accounting Co., Ltd.;

Based on the Company's operational situation and business performance in 2024;

The Board of Directors of Central Petroleum Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders the proposal not to distribute dividends for the year 2024, for the following reasons:

The year 2024 was an extremely difficult year for the Company. Central Petroleum Construction JSC continued to incur losses, and its financial condition remained severely imbalanced. The Company recorded an accumulated undistributed after-tax loss of VND 18.3 billion. Moreover, while the Company maintained operations, it did not generate significant business activity. Current revenue is mainly derived from leasing machinery and equipment, which is insufficient to cover essential expenses such as: Overdue loan interest to credit institutions; Depreciation of fixed assets; Office rental costs; Tax obligations; Payments due to creditors following enforcement judgments;

In light of the above, the Board of Directors respectfully requests the General Meeting of Shareholders to approve the proposal for the Company not to pay dividends for the fiscal year 2024.

We respectfully submit this proposal for your review and approval.

Recipients:

- As addressed above;
- Board of Directors, Supervisory Board;
- Archives: Office of the Board of Directors.

ON BEHALF OF THE BOARD OF

**DIRECTORS
CHAIRMAN**



Nguyễn Đình Phước

No.06/TTr-XLDKMT-HĐQT

Da Nang, May 20th, 2025

PROPOSAL

Re: Settlement of Remuneration for 2024 and Remuneration Plan for 2025
for the Board of Directors and the Supervisory Board.

**To: The General Meeting of Shareholders
Mien Trung Petroleum Construction Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Central Petroleum Construction Joint Stock Company as
approved at the 2023 Annual General Meeting of Shareholders on May 12, 2023,
Pursuant to Resolution No. 15/NQ-ĐHĐCĐ-XLDKMT passed by the 2024 Annual
General Meeting of Shareholders on May 20, 2024,

The Board of Directors respectfully submits to the General Meeting of Shareholders
for consideration and approval the settlement of remuneration for the Board of Directors
(BOD) and the Supervisory Board (SB) in 2024 and the proposed remuneration plan for
2025 as follows:

1. Remuneration Settlement for the Board of Directors and the Supervisory Board in 2024

- Total remuneration for the Board of Directors: 66.000.000 VND
- Total remuneration for the Supervisory Board: 18.000.000 VND

(Details are provided in Appendix 01 attached to this Proposal)

2. Remuneration Plan for the Board of Directors and the Supervisory Board in 2025:

- Remuneration rates for concurrently holding members in 2025:
 - + Chairman of the Board of Directors (concurrent position): 2.500.000 VND/person/month.
 - + Member of the Board of Directors (concurrent position): 1.500.000 VND/person/month.
 - + Head of the Supervisory Board (concurrent position): 1.000.000 VND/person/month.
 - + Member of the Supervisory Board (concurrent position): 500.000 VND/person/month.

- In 2025, the Board of Directors is expected to consist of 03 members, and the Supervisory Board of 03 members. The planned remuneration fund for the Board of Directors and the Supervisory Board in 2025 is as follows:

- + Remuneration for the Board of Directors in 2025: 66.000.000 VND
- + Remuneration for the Supervisory Board in 2025: 21.500.000 VND
- Total planned remuneration fund for 2025: **87.500.000 VND**

(Details are provided in Appendix 02 attached to this Proposal)

This report presents the remuneration settlement for 2024 and the proposed remuneration plan for 2025 for the Board of Directors and the Supervisory Board of Mien Trung Petroleum Construction Joint Stock Company.

We respectfully submit this to the General Meeting of Shareholders for review and approval.

Respectfully submitted.

Recipients:

- As addressed above;
- Board of Directors; Supervisory Board;
- Archives (Office of the Board of Directors).

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRMAN



Nguyen Dinh Phuoc

STATEMENT OF REMUNERATION AND SALARY SETTLEMENT FOR THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS IN 2024

No.	Representative's Name	Position	2024 Plan (VND)	2024 Actual (VND)	Comparison		Notes
					Amount (VND)	Ratio (%)	
I	Board of Directors		66,000,000	66,000,000	-	100.0%	
1	Nguyễn Đình Phước	Chairman of the Board (concurrent position)	30,000,000	30,000,000	-	100.0%	
2	Lê Tuấn Nguyễn	Member of the Board (concurrent position)	18,000,000	18,000,000	-	100.0%	
3	Nguyễn Đức Anh	Member of the Board (concurrent position)	18,000,000	18,000,000	-	100.0%	
II	Board of Supervisors		18,000,000	18,000,000	-	100.0%	
1	Nguyễn Trọng Đại	Head of the Board of Supervisors (concurrent position)	12,000,000	12,000,000	-	100.0%	
2	Nguyễn Văn Tinh	Member of the Board of Supervisors (concurrent position)	6,000,000	6,000,000	-	100.0%	
	Total		84,000,000	84,000,000	-	100.0%	

Da Nang, May 20th, 2025

Prepared by

ML
Đặng Lan Anh

Chief Accountant

PL
Huỳnh Lê Lệ Diễm


Head of Unit



REMUNERATION/SALARY PLAN FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD IN 2025

No.	Họ và tên Người đại diện	Position	Salary Coefficient		Allowance Rates					Basic Salary Settlement (1000VN D)	Fixed Salary Settlement (1000VN D)	Allowance Settlement (1000VN D)	Supplementary Salary (01 month) (1000VN D)	Planned Salary Settlement (1000VN D)	Estimated Completion Rate	Notes
			Basic Salary	Title Salary	Base Allow. Coeff.	Attraction Allow. (%)	Concurrent Position Allow. (1000VN D)	Safety Bonus (1000VN D)								
1	2	3	4	5	6	7	8	9	10	11	12	13	14			
I	Board of Directors								-	-	66,000	-	66,000	100%		Expected to be elected at the 2025 Annual General Meeting of Shareholders
1	Chairman of the Board (concurrent position)						2,500			-	30,000		30,000	100%		
2	Member of the Board (concurrent position)						1,500				18,000		18,000	100%		
3	Member of the Board (concurrent position)						1,500				18,000		18,000	100%		
II	Board of Supervisors							-	-	-	21,500	-	21,500			Expected to be elected at the 2025 Annual General Meeting of Shareholders
1	Head of the Board of Supervisors (concurrent position)						1,000		-	-	12,000		12,000	100%		
2	Member of the Board of Supervisors (concurrent position)						500				6,000		6,000	100%		
3	Member of the Board of Supervisors (concurrent position)						500				3,500		3,500	100%		
	Total								-	-	87,500	-	87,500			

Prepared by


Đặng Lan Anh

Chief Accountant


Huỳnh Lê Lệ Diễm



PETRO VIETNAM CONSTRUCTION JOINT
STOCK CORPORATION
**MIEN TRUNG PETROLEUM CONSTRUCTION
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 07/TTr-XLDKMT-HĐQT

DaNang, May 20, 2025

PROPOSAL

Re: for dismissal of members of the Supervisory Board for the 2025-2030 term.

To: The General Meeting of Shareholders of Mien Trung Petroleum Construction
Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock
Company as approved by the Annual General Meeting of Shareholders on May 12,
2023;

Pursuant to the resignation application of Mr Nguyen Trong Dai,

The Board of Directors respectfully submits to the 2025 Annual General Meeting
of Shareholders the dismissal of members of the Supervisory Board and the removal of
the position of Head of the Supervisory Board for Mr. Nguyen Trong Dai.

Respectfully submitted to the General Meeting of Shareholders for approval!

Recipients:

- As addressed above;
- Board of Directors, Supervisory Board;
- Archives: Office of the Board of Directors

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Nguyễn Đình Phước

No.: 08 /TTr-XLDMKT-HĐQT

DaNang, May 29, 2025

PROPOSAL

Re: Election of Members of the Board of Directors for the 2025–2030 Term.

To: The General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock Company as approved by the Annual General Meeting of Shareholders on May 12, 2023;

Pursuant to the nomination/self-nomination documents submitted by shareholders/shareholder groups for the election of members to the Board of Directors,

The Board of Directors of Mien Trung Petroleum Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and election of members to the Board of Directors for the 2025–2030 term as follows:

Number of members to be elected to the Board of Directors: 02 persons

Term of the Board members: 5 years (term 2025–2030)

List of nominees for election to the Board of Directors for the 2025–2030 term:

3.1. Self-nomination: None

3.2. Nomination: The Company has received Document No. 35/XLDMKT-HĐQT dated April 26, 2025 from a shareholder – PetroVietnam Construction Joint Stock Corporation – holding 7,420,000 shares, accounting for 48.26% of the Company's charter capital, nominating the following individuals:

+ Mr. Nguyen Dinh Phuoc

+ Mr. Le Tuan Nguyen

(Resumes of the candidates for the Board of Directors for the 2025–2030 term are attached herewith.)

We respectfully submit this for the General Meeting of Shareholders' consideration and approval.

Respectfully submitted.

Recipients:

- As addressed above;
- Board of Directors, Supervisory Board;
- Archives: Office of the Board of Directors

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyễn Đình Phước

Số: 09 /TTr-XLDKMT-HĐQT

DaNang, May 29, 2025

PROPOSAL

Re: Election of Members of to the Supervisory Board for the 2025–2030 Term.

To: The General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company

To: The General Meeting of Shareholders of Mien Trung Petroleum Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock Company as approved by the Annual General Meeting of Shareholders on May 20, 2023;

Pursuant to the nomination/self-nomination documents submitted by shareholders/shareholder groups for the election of members to the Supervisory Board;

The Board of Directors of Mien Trung Petroleum Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and election of members to the Supervisory Board for the 2025–2030 term as follows:

Number of Supervisory Board members to be elected: 03 persons

Term of the Supervisory Board members: 5 years

List of candidates nominated/intended for election to the Supervisory Board:

3.1. Self-nomination: None

3.2. Nomination/Recommendation:

The Company has received Document No. 35/XLDK-HĐQT dated April 26, 2025 from a shareholder – PetroVietnam Construction Joint Stock Corporation – holding 7,420,000 shares, accounting for 48.26% of the Company's charter capital, nominating the following individuals:

+ Ms. Nguyen Thanh Ngan

+ Ms. La Minh Hue

The Board of Directors of Mien Trung Petroleum Construction Joint Stock Company nominates Mr. Nguyen Van Tinh, a current member of the Supervisory Board for the 2020–2025 term, to continue serving as a concurrent member of the Supervisory Board for the 2025–2030 term.

(Resumes of the candidates for the Supervisory Board for the 2025–2030 term are attached herewith.)



We respectfully submit this for the General Meeting of Shareholders' consideration and approval.

Respectfully submitted.

Recipients:

- As addressed above;
- Board of Directors, Supervisory Board;
- Archives: Office of the Board of Directors

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Nguyễn Đình Phước



MIEN TRUNG PETROLEUM CONSTRUCTION
JOINT STOCK COMPANY
ORGANIZING COMMITTEE – 2025
ANNUAL GENERAL MEETING OF
SHAREHOLDERS
SOCIALIST REPUBLIC OF VIETNAM

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

DaNang, May 26, 2025

REPORT

**Re: Nomination, Candidacy, and Personnel Introduction
for the Board of Directors and Supervisory Board of Mien Trung Petroleum
Construction Joint Stock Company.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Mien Trung Petroleum Construction Joint Stock Company approved by the Annual General Meeting of Shareholders on June 28, 2021;

Pursuant to Notice No. 13/TB-XLDKMT-HĐQT dated April 4, 2025 of Mien Trung Petroleum Construction JSC on the nomination/candidacy/introduction of personnel to participate in the Board of Directors and Supervisory Board;

Pursuant to the dossiers of nomination, candidacy, and personnel introduction for participation in the Board of Directors and Supervisory Board of Mien Trung Petroleum Construction JSC;

On behalf of the Organizing Committee of the 2025 Annual General Meeting of Shareholders, Mien Trung Petroleum Construction Joint Stock Company (PVC-MT) respectfully reports the nomination, candidacy, and personnel introduction for participation in the Board of Directors and Supervisory Board as of 5:00 PM on May 25, 2025, as follows:

1. List of candidates and nominees for election to the Board of Directors for the 2025–2030 term

1.1 Candidacy: None

1.2 Nomination / Introduction:

The Company received Official Letter No. 35/XLDK-HĐQT dated April 26, 2025, from the shareholder Vietnam Petroleum Construction Joint Stock Corporation, owning 7,420,000 shares (equivalent to 48.27% of the Company's charter capital), nominating the following individuals:

1. Mr. Nguyễn Đình Phước

- Date of Birth: October 8, 1977
- Academic Qualification: High school diploma (12/12)
- Professional Qualification: Engineer in Civil Engineering
- Current Positions:
 - Chairman of the Board of Directors – Mien Trung Petroleum Construction JSC



- Deputy Director – Binh Son Petroleum Construction JSC

2. Mr. Lê Tuấn Nguyễn

- Date of Birth: December 20, 1971
- Academic Qualification: High school diploma (12/12)
- Professional Qualification: Engineer in Petroleum Business Administration
- Current Position:
 - Member of the Board of Directors and General Director – Mien Trung Petroleum Construction JSC

2. List of candidates and nominees for election to the Supervisory Board for the 2025–2030 term

2.1 Candidacy: None

2.2 Nomination / Introduction:

The Company received Official Letter No. 35/XLKD-HĐQT dated April 26, 2025, from the shareholder Vietnam Petroleum Construction Joint Stock Corporation, owning 7,420,000 shares (equivalent to 48.27% of the Company's charter capital), nominating the following individuals:

1. Ms. Nguyễn Thanh Ngân

- Date of Birth: March 23, 1985
- Academic Qualification: High school diploma (12/12)
- Professional Qualification: Bachelor of Accounting
- Current Position: Officer, Finance – Accounting – Auditing Department, Vietnam Petroleum Construction JSC

2. Ms. La Minh Huệ

- Date of Birth: May 27, 1975
- Academic Qualification: High school diploma (12/12)
- Professional Qualification: Bachelor of Accounting
- Current Position: Officer, Organization – Administration Department, Vietnam Petroleum Construction JSC

In addition, the Board of Directors of Mien Trung Petroleum Construction JSC introduces:

3. Mr. Nguyễn Văn Tĩnh

- Date of Birth: November 15, 1978
- Academic Qualification: High school diploma (12/12)
- Professional Qualification: Engineer in Electronic Engineering Technology
- Current Position: Team Leader, Mechanical Construction Team, Mien Trung Petroleum Construction JSC
- Status: Current concurrent member of the Supervisory Board (2020–2025 term), recommended to continue for the 2025–2030 term.

(Curricula vitae of all candidates are attached to this report.)



This is the report on nominations, candidacies, and personnel introductions for the Board of Directors and Supervisory Board of Mien Trung Petroleum Construction Joint Stock Company.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

- As addressed
- Archive: Office of the Board of Directors.

ON BEHALF OF THE ORGANIZING COMMITTEE
2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
HEAD OF THE COMMITTEE



Lê Tuấn Nguyên

