

*Ho Chi Minh City, June 01, 2026*

**MEETING INVITATION NOTICE**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**OF PETROVIETNAM ENGINEERING CONSULTANCY JOINT STOCK COMPANY**

**To: Shareholders of Petrovietnam Engineering Consultancy Joint Stock Company**

The Board of Directors of Petrovietnam Engineering Consultancy Joint Stock Company (PVE) cordially invites Shareholders to attend the 2026 Annual General Meeting of Shareholders of PVE. Specific details are as follows:

**1. Time:** 08:30 AM, Wednesday, June 24, 2026.

**2. Venue:** No. 25 - 27, Street 12, Tan Hung Ward, Ho Chi Minh City.

**3. Attendees:** All shareholders owning PVE shares according to the list of securities owners compiled as of May 25, 2026, by the Vietnam Securities Depository and Clearing Corporation (VSDC), or their authorized representatives.

**4. Content:** Discuss and approve matters under the authority of the General Meeting of Shareholders in accordance with the law. Details are provided in the Draft Agenda and Meeting Content.

**5. Meeting Documents:**

All documents for the General Meeting of Shareholders are posted on PVE's website: <https://pve.vn/quan-he-co-dong/>

**6. Important notes for meeting attendance:**

When attending the General Meeting of Shareholders, shareholders or authorized representatives are requested to bring the following documents:

6.1. Shareholders attending in person:

- Individual shareholders: Citizen Identity Card (CCCD)/Identity Card/Passport of the shareholder;

- Institutional shareholders: Certified copy of the Enterprise Registration Certificate of the organization and the CCCD/Identity Card/Passport of the legal representative.

6.2. In case of authorization to attend:

Original or certified copy of the valid power of attorney and the CCCD/Identity Card/Passport of the authorized individual, or a certified copy of the Enterprise Registration Certificate of the organization (if the shareholder is an organization and/or the authorized person is an organization) and the CCCD/Identity Card/Passport of the legal representative of the authorized organization.

*Note: For individual shareholders whose securities owner registration number recorded in the list of securities owners as of May 25, 2026, by VSDC is an old ID card number or other legal document no longer in use, shareholders must provide documents/evidence to confirm their shareholder status when exercising the right to attend/authorize attendance at the AGM.*

**7. Contact information:**

For any information or inquiries, please contact:

**Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE**

Address: No. 25 - 27, Street 12, Tan Hung Ward, Ho Chi Minh City

Contact person:

1. Dang Thi Thoa – Email: kimthoa@pve.vn – Telephone: 0983077007
2. Nguyen Quynh Hoa – Email: hoanq@pve.vn – Telephone: 0869870859

Shareholders are requested to contact the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE during business hours (8:00 AM – 12:00 PM; 1:00 PM – 5:00 PM, from Monday to Friday).

The date of the proposal document sent to the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE is calculated as the date the Organizing Committee signs for receipt on the postal delivery note/receipt; or according to the confirmation of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE (in case of direct submission).

We look forward to welcoming you to the 2026 Annual General Meeting of Shareholders of Petrovietnam Engineering Consultancy Joint Stock Company!

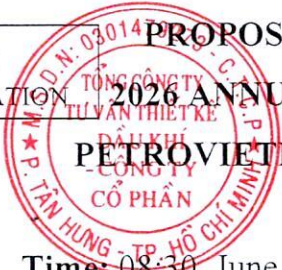
Sincerely./.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**Ta Duc Tien**

ENGLISH  
TRANSLATION



**PROPOSED AGENDA AND CONTENT OF THE MEETING**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF**  
**PETROVIETNAM ENGINEERING CONSULTANCY JOINT STOCK**  
**COMPANY (PVE)**

**Time:** 08:30, June 24, 2026

**Venue:** No. 25 - 27, Street 12, Tan Hung Ward, Ho Chi Minh City

Time	No.	Agenda content
	<b>I</b>	<b>Preparation:</b>
8:00 – 8:30	1	Welcoming and check-in Verification of shareholder eligibility
	<b>II</b>	<b>Opening:</b>
8:30 – 8:40	1	Report on the results of shareholder eligibility verification
08:45	2	Opening remarks
8:45 – 9:15	3	Introduction and submission to the General Meeting of Shareholders for approval of the Chairperson
	4	Introduction of the Secretary Committee
	5	Introduction and submission to the General Meeting of Shareholders for approval of the Vote Counting Committee
	6	The Chairperson presides over the approval of the Organization Regulations of the General Meeting of Shareholders
	7	The Chairperson presides over the approval of the Agenda and Content of the General Meeting of Shareholders
	<b>III</b>	<b>Content of the meeting agenda:</b>
9:15 - 11:15	<b>III.1</b>	<b>Reports:</b>
	1	Report on 2025 business results and 2026 business plan
	2	Report on the activities of the Board of Directors in 2025
	3	Summary of the 2025 audited separate and consolidated financial statements
	4	Report on the activities of the Board of Supervisors in 2025
	5	Report on no longer meeting the conditions of a public company
	6	Report on the status of dispute resolution with Technicas Reunidas Malaysia Sdn Bhd
	<b>III.2</b>	<b>Proposals:</b>

<b>Time</b>	<b>No.</b>	<b>Agenda content</b>
	7	Proposal on the list of independent audit firms to audit the 2026 financial statements
	8	Proposal on the approval of the 2025 profit distribution plan
	9	Proposal on changing PVE's business lines and amending Clause 1, Article 5 of PVE's Charter
	10	Proposal on the approval of remuneration and expenses for the Board of Directors and the Board of Supervisors
	11	Proposal on the approval of the enforcement agreement with related parties
	<b>III.3</b>	<b>Contents approved in previous General Meeting of Shareholders Resolutions that have not yet been implemented</b>
	12.1	+ Report on the payment of dividends for 2016 and 2017
	12.2	+ Report of the Member of the Board of Directors whose term has expired
	<b>III.4</b>	<b>Other matters under the authority of the General Meeting of Shareholders (if any)</b>
11:15 – 11:45	13	Discussion by the General Meeting of Shareholders
11:45 – 12:00	14	- Update on the shareholder eligibility verification minutes - Instructions for voting and voting to approve reports and proposals via ballot
12:00 – 12:20	15	Vote Counting Committee commences work
12:20 – 12:45	16	Vote Counting Committee announces voting results
	17	Presentation of the draft Meeting Minutes and Resolution of the General Meeting of Shareholders
12:45 – 13:00	18	Voting to approve the Minutes and Resolution of the General Meeting of Shareholders
13:00	<b>IV</b>	<b>Closing remarks</b>

ENGLISH  
TRANSLATION

DRAFT



Ho Chi Minh City, 2026

## ORGANIZATION REGULATIONS

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

## PETROVIETNAM ENGINEERING CONSULTANCY JOINT STOCK COMPANY

### CHAPTER I

#### GENERAL PROVISIONS

##### **Article 1. Scope of application**

These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Petrovietnam Engineering Consultancy Joint Stock Company (PVE) (the "Meeting") in accordance with the Meeting Invitation dated June 01, 2026.

**Article 2.** This Regulation specifies the rights and obligations of parties attending the General Meeting of Shareholders, as well as the conditions and procedures for conducting the General Meeting of Shareholders.

**Article 3.** Shareholders and other attendees are responsible for complying with the provisions set forth in these Regulations when attending the General Meeting of Shareholders.

### CHAPTER II

#### REGULATIONS FOR MEETING ATTENDEES

##### **Article 4. Regulations for shareholders or authorized representatives attending the Meeting**

4.1. Conditions for attending the Meeting:

All shareholders owning PVE shares according to the Consolidated List of Securities Owners as of May 25, 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC), or their authorized representatives.

4.2. Shareholders or authorized representatives attending the Meeting must bring:

4.2.1. Shareholders attending the Meeting in person:

- Individual shareholders: Citizen Identity Card (CCCD)/Identity Card/Passport of

the shareholder;

- Institutional shareholders: A certified copy of the Enterprise Registration Certificate of the organization and the CCCD/Identity Card/Passport of the legal representative.

4.2.2. In case of proxy attendance: The original or a certified copy of the legal power of attorney and the CCCD/Identity Card/Passport of the authorized individual, or a certified copy of the Enterprise Registration Certificate of the organization (if the shareholder is an organization and/or the authorized representative is an organization) and the CCCD/Identity Card/Passport of the legal representative of the authorized organization.

4.2.3. For individual shareholders whose securities owner registration number recorded in the Consolidated List of Securities Owners as of May 25, 2026, provided by VSDC, is an old ID card number or other legal document no longer in use, the shareholder must provide documents/materials to verify their shareholder status when exercising the right to attend/authorize attendance at the General Meeting of Shareholders.

4.3. After presenting the above documents to the Shareholder eligibility verification committee, the shareholder or authorized representative attending the meeting shall receive the following documents:

- Voting card;
- Ballot;

Specifically: The Voting card and Ballot of the shareholder or authorized representative attending the meeting shall be inscribed with the full name of the shareholder or authorized representative, registration code, and number of voting shares.

4.4. Shareholders or authorized representatives attending the meeting who wish to express their opinions must obtain the consent of the Chairperson. When permitted by the Chairperson to speak, the shareholder or authorized representative shall speak concisely and focus on the core issues to be discussed, in accordance with the approved agenda of the Meeting. Issues already addressed by previous speakers should not be repeated to avoid redundancy.

4.5. Shareholders or authorized representatives attending the meeting are entitled to vote on all matters under the authority of the General Meeting of Shareholders in accordance with the current Law on Enterprises and the Charter of PVE.

4.6. Shareholders or authorized representatives attending the meeting, after hearing the Reports, Proposals on the matters to be approved, shall discuss and pass them by voting.

4.7. During the Meeting, shareholders or authorized representatives attending the meeting must comply with the guidance of the Chairperson and behave in a civilized and polite manner.

4.8. Shareholders or authorized representatives attending the meeting who arrive after the Meeting has commenced may still register and are entitled to participate and vote immediately after registration; in such cases, the validity of matters already voted upon remains unchanged.

#### **Article 5. Regulations for the Chairperson**

5.1. The Chairman of the Board of Directors shall serve as the Chairperson of the meeting.

5.2. Duties of the Chairperson:

- To direct the activities of the Meeting in accordance with the agenda approved by the Meeting. To carry out necessary tasks to ensure the Meeting proceeds in an orderly manner and reflects the wishes of the majority of shareholders and shareholder representatives in attendance.
- To guide shareholders or authorized representatives attending the Meeting in their discussions.
- To present drafts and necessary content for the Meeting to vote on.

#### **Article 6. Regulations for the Shareholder Eligibility Verification Committee**

The Shareholder Eligibility Verification Committee is established by the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE. The Shareholder Eligibility Verification Committee shall receive documents from shareholders or authorized representatives attending the meeting to cross-check with the Consolidated List of Securities Owners as of May 25, 2026, prepared by VSDC; distribute documents, Voting cards, and Ballots; and report to the Meeting on the results of the shareholder eligibility verification and the conditions for conducting the General Meeting of Shareholders in accordance with the law and the Charter of PVE.

#### **Article 7. Regulations for the Meeting Secretary**

7.1. The Chairperson shall introduce one or more persons to the Meeting Secretary.

7.2. The Secretary shall perform tasks to assist the Chairperson, including:

- Recording the contents of the Meeting fully and truthfully.
- Assisting the Chairperson in announcing the draft Minutes and Resolutions of the

Meeting when requested.

### **Article 8. Regulations for the Vote Counting Committee**

8.1. The Chairperson shall introduce the Vote Counting Committee and request a vote for approval at the Meeting.

8.2. The Vote Counting Committee has the following duties:

- To guide shareholders in voting in accordance with these Regulations as assigned by the Chairperson;
- To conduct procedures and supervise the voting of Shareholders/authorized representatives attending the meeting;
- To aggregate ballots for each item and announce the results to the Chairperson and the Meeting Secretary;
- To address inquiries from shareholders or authorized representatives attending the meeting regarding vote counting results as assigned by the Chairperson.

## **CHAPTER III**

### **PROCEEDING OF THE MEETING**

#### **Article 9. Conditions for conducting the Meeting**

The General Meeting of Shareholders shall be conducted when the number of shareholders and authorized representatives attending the meeting represents over 50% of the total voting shares.

#### **Article 10. Order of the Meeting**

10.1. Shareholders or authorized representatives attending the Meeting must be polite.

10.2. Shareholders or authorized representatives attending the Meeting shall sit in the designated positions or areas specified by the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE. Smoking is prohibited in the meeting room.

10.3. The Chairperson has the authority to postpone a General Meeting of Shareholders that has sufficient attendees for a maximum of 03 working days from the originally scheduled opening date and may only postpone the meeting or change the venue in the following cases: The venue does not have sufficient seating for all attendees; communication facilities at the venue do not ensure that shareholders can participate, discuss, and vote; or an attendee obstructs or disrupts the order, posing a risk that the meeting will not be conducted fairly and legally.

10.4. The convener of the General Meeting of Shareholders has the right to require

shareholders or authorized representatives attending the meeting to undergo security checks or other reasonable and legal security measures; to request competent authorities to maintain order at the meeting; and to expel those who do not comply with security check requirements from the General Meeting of Shareholders. In cases where a shareholder or authorized representative attending the meeting fails to comply with the aforementioned security check regulations or security measures, or fails to comply with the Chairperson's authority, or intentionally disrupts order and hinders the normal progress of the meeting, the convener of the 2026 Annual General Meeting of Shareholders of PVE, after careful consideration, has the right to refuse or expel such shareholder or authorized representative from the Meeting.

10.5. Shareholders or authorized representatives attending the meeting shall not engage in private conversations while the Meeting is in progress. Mobile phones should be turned off or set to silent mode.

#### **Article 11. Method of voting on matters at the Meeting**

All items on the Meeting agenda must be approved by open voting by all shareholders attending the Meeting using Voting cards/Ballots corresponding to the number of shares owned/represented and authorized.

**11.1. Voting card:** printed on **blue paper**, used to vote on the following items:

- Approval of the Meeting Chairperson;
- Approval of the Vote Counting Committee;
- Approval of the Meeting Agenda and Content;
- Approval of the Meeting Organizational Regulations;
- Approval of the Minutes and Resolution of the General Meeting of Shareholders;
- Approval of other matters as directed by the Chairperson.

Shareholders vote on an issue under the direction of the Chairperson by raising their Voting card to vote For, Against, or Abstain. When voting, the front side of the Voting card, which bears the full name of the shareholder or authorized representative, registration code, and number of voting shares, must be directed toward the Chairperson.

For each voting item, the Shareholder/Authorized representative may only select one of the three voting statuses.

An invalid voting entry is one where more than one (01) voting status is selected. In such cases, the remaining valid voting entries will still be counted towards the voting results.

**11.2. Ballot:** printed on **white paper**, used to vote on Proposals, Reports at the Meeting. Ballots are issued to shareholders or authorized representatives attending the meeting for each voting item. Shareholders or authorized representatives vote on each item by marking one of the three boxes: Approve, Disapprove, or Abstain.

Shareholders shall cast their ballots into the ballot box under the direction of the Chairperson. The ballot box must be inspected by shareholders or authorized representatives attending the meeting before voting commences.

After voting concludes, the Vote Counting Committee shall conduct the vote count, then report the results to the Chairperson and the Meeting to serve as a basis for issuing a Resolution, if approved by the 2026 Annual General Meeting of Shareholders of PVE.

**A valid ballot** is one that meets the following conditions:

- Follows the pre-printed template issued by the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE and bears the official stamp of PVE.
- No erasure, scraping, or alteration of printed content.
- No additional content written, except for information requested by the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE.
- Not torn and must remain intact.
- Must bear the signature of the shareholder or authorized representative attending the meeting.

**Invalid ballot:**

- A ballot that fails to meet any of the conditions for a valid ballot.
- A ballot that selects more than 01 (one) voting option.

## **Article 12. Approval of Resolutions of the General Meeting of Shareholders**

Pursuant to Article 148 of the Law on Enterprises, as amended by Clause 5, Article 7 of Law No. 03/2022/QH15 dated January 11, 2022, and Article 20 of the PVE Charter, the conditions for a resolution of the General Meeting of Shareholders to be approved are as follows:

**12.1.** A resolution on the following matters shall be approved if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises:

- Type of shares and total number of shares of each type;

- Changes in business lines and sectors;
- Changes in the company's management organizational structure;
- Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements;
- Reorganization or dissolution of the company.

**12.2.** Other resolutions are approved when they are approved by shareholders owning over 50% of the total voting shares of all shareholders attending and voting at the meeting, except for cases specified in Clauses 1, 3, 4, and 6 of Article 148 of the Law on Enterprises.

## **CHAPTER IV**

### **END OF MEETING**

#### **Article 13. Minutes and Resolutions of the General Meeting of Shareholders**

13.1. The Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders of PVE must be prepared and approved before the closing of the General Meeting of Shareholders.

13.2. The Minutes of the General Meeting of Shareholders, the appendix containing the list of shareholders registered to attend, the approved Resolutions, and related documents shall be sent by the Organizing Committee of the 2026 Annual General Meeting of Shareholders of PVE to PVE for storage at the company's headquarters in accordance with the law.

#### **Article 14. Effectiveness**

This Regulation consists of 14 (fourteen) Articles, is read publicly before the 2026 Annual General Meeting of Shareholders of PVE, and takes effect immediately after being voted for approval by the 2026 Annual General Meeting of Shareholders of PVE./.

**ON BEHALF OF GENERAL MEETING OF SHAREHOLDERS**

**CHAIRPERSON**

**Ta Duc Tien**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



AUTHORIZATION DOCUMENT

TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS PETROVIETNAM ENGINEERING CONSULTANCY JOINT STOCK COMPANY (PVE)

1. AUTHORIZING PARTY:

Shareholder name:

ERC/ID Card/Citizen Identity Card/Passport No.: .....

issued on..... at .....

Address: .....

Phone:..... Email: .....

Number of shares owned: .....

(In words: .....) )

2. AUTHORIZED PARTY:

Name of organization/individual: .....

ERC/ID Card/Citizen Identity Card/Passport No.: .....

issued on..... at .....

Address: .....

Phone:..... Email: .....

Number of authorized shares: .....

(In words: .....) )

3. SCOPE OF AUTHORIZE:

The Authorized Party is authorized to represent the Authorizing Party to attend the 2026 Annual General Meeting of Shareholders of PVE, held at 8:30 AM on June 24, 2026, and to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares. Specifically, this includes the right to attend and speak at the General Meeting of Shareholders meetings and to exercise voting rights directly at the 2026 Annual General Meeting of Shareholders of PVE.

The Authorized Party commits to strictly complying with the provisions of current law and assumes full legal responsibility for the execution of this authorization.

....., ..... 2026

**AUTHORIZING PARTY**

*(Sign and write full name, affix seal if an organization)*

**AUTHORIZED PARTY**

*(Sign and write full name, affix seal if an organization)*



## RESOLUTION

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

#### PETROVIETNAM ENGINEERING CONSULTANCY JOINT STOCK COMPANY

*Pursuant to the current Law on Enterprises and guiding documents for implementation;*

*Pursuant to the current Law on Securities and guiding documents for implementation;*

*Pursuant to the Charter of PetroVietnam Engineering Consultancy Joint Stock Company (“Corporation”/ “PVE”);*

*Pursuant to the Minutes of the General Meeting of Shareholders No. .... dated ...../2026;*

*Pursuant to the Vote Counting Minutes No. .... dated ...../2026.*

### RESOLVED

**Article 1.** To approve the Operating Results report for 2025 and the business plan for 2026 (as per the attached documents).

**Article 2.** To approve the report on the Activities of The Board of Directors for 2025 (as per the attached documents).

**Article 3.** To approve the audited separate and consolidated Financial Statements for 2025 (as per the attached documents).

**Article 4.** To approve the report on the Activities of the Board of Supervisors for 2025 (as per the attached documents).

**Article 5.** To approve the list of independent auditing firms to audit the 2026 Financial Statements (as presented in the corresponding Proposals).

**Article 6.** To approve the profit distribution plan for 2025 (as presented in the corresponding Proposals).

**Article 7.** To approve the remuneration and expenses for the Board of Directors and the Board of Supervisors (as presented in the corresponding Proposals).

**Article 8.** To approve the agreement on judgment enforcement with related persons (as presented in the corresponding Proposals).

**Article 9.** To approve the extension of the dividend payment deadline for 2016 and 2017

(as presented in the corresponding report).

**Article 10.** To approve the Report of the Board Members of the previous term (as presented in the corresponding report).

**Article 11. Implementation terms**

11.1. This Resolution of the General Meeting of Shareholders was approved by the 2026 Annual General Meeting of Shareholders of PVE at the meeting and shall be effective as of the date of signing.

11.2. All shareholders, the Board of Directors, the General Director of PetroVietnam Engineering Consultancy Joint Stock Company, and other relevant departments/individuals are responsible for implementing this Resolution.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**Ta Duc Tien**

Ho Chi Minh City, 2026

ENGLISH TRANSLATION

DRAFT

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

PETROVIETNAM ENGINEERING CONSULTANCY JOINT STOCK COMPANY

*Pursuant to the current Law on Enterprises and its guiding documents for implementation;*

*Pursuant to the current Law on Securities and its guiding documents for implementation;*

*Pursuant to the Charter of PetroVietnam Engineering Consultancy Joint Stock Company (“Corporation”/ “PVE”);*

*Pursuant to the Minutes of the General Meeting of Shareholders No. .... dated ...../2026;*

*Pursuant to the Vote Counting Minutes No. .... dated ...../2026.*

**RESOLVED:**

**Article 1.** To approve the change of business lines of PetroVietnam Engineering Consultancy Joint Stock Company as follows:

No.	Registered sector name	Proposed adjusted sector name
1	(7020) Management consulting activities Details: - Project management consultancy for civil engineering construction works. - Project management consultancy specializing in oil and gas from onshore to offshore, oil and gas exploration, extraction, and refining projects, and industrial and civil projects. - Investment project preparation consultancy. - Consultancy on preparation of bidding documents, bidding, analysis, and evaluation of bid proposals.	(7020) Business management consultancy activities <b>and other management consultancy activities</b> Details: - Project management consultancy for civil engineering construction works. - Project management consultancy specializing in oil and gas from onshore to offshore, oil and gas exploration, extraction, and refining projects, and industrial and civil projects. - Investment project preparation consultancy.

	<ul style="list-style-type: none"> <li>- Project management, construction investment cost management.</li> <li>- Preparation of construction investment projects.</li> </ul>	<ul style="list-style-type: none"> <li>- Consultancy on preparation of bidding documents, bidding, analysis, and evaluation of bid proposals.</li> <li>- <b>Strategy and operational planning consultancy.</b></li> <li>- Project management, construction investment cost management.</li> <li>- Preparation of construction investment projects.</li> </ul>
2	<p>(7110) Architectural activities and related technical consultancy Details:</p> <ul style="list-style-type: none"> <li>- Design of electrical systems for civil and industrial works.</li> <li>- Thermal and refrigeration design for civil and industrial works.</li> <li>- Mechanical design for oil and gas projects.</li> <li>- Technology design for chemical, petrochemical, and gas processing industrial works.</li> <li>- Electrical design for industrial works.</li> <li>- Supervision of construction and completion of waterway transport works.</li> <li>- Construction survey.</li> <li>- Structural design for civil and industrial construction works, urban technical infrastructure works, voltage &lt;22KV, and architectural design for civil and industrial works.</li> <li>- Construction quality inspection.</li> <li>- Construction design for civil and industrial works.</li> <li>- Mechanical and electrical design for civil and industrial works.</li> <li>- Mechanical design for civil and industrial works.</li> <li>- Construction design for urban technical infrastructure works.</li> <li>- Industrial works design 2 (heating, air conditioning).</li> </ul>	<p>(7110) Architectural activities and related technical consultancy Details:</p> <ul style="list-style-type: none"> <li>- Design of electrical systems for civil and industrial works.</li> <li>- Thermal and refrigeration design for civil and industrial works.</li> <li>- Mechanical design for oil and gas projects.</li> <li>- Technology design for chemical, petrochemical, and gas processing industrial works.</li> <li>- Electrical design for industrial works.</li> <li>- Supervision of <b>basic construction</b> and completion of waterway transport works.</li> <li>- <b>Construction</b> survey.</li> <li>- Structural design for civil and industrial construction works, urban technical infrastructure works, voltage &lt;22KV, and architectural design for civil and industrial works.</li> <li>- Construction quality inspection.</li> <li>- Construction design for civil and industrial works.</li> <li>- Mechanical and electrical design for civil and industrial works.</li> <li>- Mechanical design for civil and industrial works.</li> <li>- Construction design for urban technical infrastructure works.</li> <li>- Industrial works design 2 (heating, air conditioning).</li> </ul>

	<ul style="list-style-type: none"> <li>- Geological survey for construction works.</li> <li>- Topographic survey.</li> <li>- Other related technical consultancy activities.</li> <li>- Design of wastewater treatment for construction works.</li> <li>- Environmental treatment design.</li> <li>- Technology pipeline design for oil and gas projects.</li> <li>- Consultancy on fire prevention and fighting design; Consultancy on fire prevention and fighting appraisal; Consultancy on technical inspection and verification of fire prevention and fighting; Consultancy on fire prevention and fighting supervision.</li> </ul>	<ul style="list-style-type: none"> <li>- Geological survey for construction works.</li> <li>- Topographic survey.</li> <li>- Other related technical consultancy activities.</li> <li>- Design of wastewater treatment for construction works.</li> <li>- Environmental treatment design.</li> <li>- Technology pipeline design, <b>pipeline engineering</b> for oil and gas projects.</li> <li>- Consultancy on fire prevention and fighting design; Consultancy on fire prevention and fighting appraisal; Consultancy on technical inspection and verification of fire prevention and fighting; Consultancy on fire prevention and fighting supervision.</li> </ul>
3	(3311) Repair of fabricated metal products (excluding mechanical processing, electroplating)	(3311) Repair and <b>maintenance</b> of fabricated metal products (excluding mechanical processing, electroplating)
4	(3312) Repair of machinery and equipment (excluding mechanical processing, electroplating)	(3312) Repair and <b>maintenance</b> of machinery and equipment (excluding mechanical processing, electroplating)
5	(4312) Prepare the ground	(4312) Prepare the ground <b>(excluding blasting services)</b>
6	(4662) Wholesale of metals and metal ores Details: - Wholesale of metal ores, iron, and steel. - Wholesale of other metals (excluding gold bar trading)	<b>(4672)</b> Wholesale of metals and metal ores Details: - Wholesale of metal ores, iron, and steel. - Wholesale of other metals ( <b>excluding trading of gold, silver, and other precious metals</b> )
7	(6810) Real estate business, land lease rights dependent on the owner, user, or lessee Details:	(6810) Real estate business, land lease rights dependent on the owner, user, or lessee Details:

	- Real estate business	- Real estate business ( <b>excluding investment in cemetery infrastructure construction for the transfer of land use rights associated with infrastructure</b> )
8		New registration: <b>(7499) Other professional, scientific, and technical activities not elsewhere classified.</b>
9	(7830) Labor supply and management	New registration of sectors: <b>(7821) Temporary labor supply</b> (excluding supply of labor for working abroad) <b>(7822) Other human resource supply.</b> Details: Domestic other human resource supply

- Business lines that are not proposed for adjustment will remain unchanged, specifically the following sectors:

No.	Business line	Sector code
1	Crude oil exploitation Details: - Operation of oil and gas projects, and other construction projects.	0610
2	Manufacture of other special-purpose machinery Details: - Manufacturing of oil and gas technology products (not operating at the headquarters).	2829
3	Installation of industrial machinery and equipment	3320
4	Construction of residential buildings (not operating at the headquarters)	4101
5	Construction of non-residential buildings (not operating at the headquarters)	4102
6	Construction of electrical works Details: Consultancy on investment project preparation, design, and bidding for thermal power plant projects without capacity scale limitations. Consultancy on construction supervision for thermal power plant projects without production scale limitations. Consultancy on investment project preparation, design, and bidding for power line and transformer station projects with voltage levels up to 220kV	4221

No.	Business line	Sector code
7	Construction of waterway works (not operating at the headquarters)	4291
8	Construction of mining works (not operating at the headquarters)	4292
9	Construction of processing and manufacturing works (not operating at the headquarters)	4293
10	Construction of other civil engineering works (not operating at the headquarters)	4299
11	Installation of electrical systems Details: Installation of fire fighting systems, automatic fire alarms, lightning protection, electronic surveillance and alarm systems, and installation of electrical wiring and equipment	4321
12	Other specialized construction activities	4390
13	Wholesale of electronic and telecommunications equipment and components	4652
14	Wholesale of other machinery, equipment, and spare parts Details: - Wholesale of machinery, equipment, and spare parts for mining and construction. - Wholesale of electrical machinery, equipment, and electrical materials (generators, electric motors, electrical wiring, and other equipment used in electrical circuits). - Wholesale of other machinery, equipment, and spare parts. - Wholesale of machinery, equipment, tools, and vehicles for fire prevention, fighting, rescue, relief, anti-theft, and surveillance cameras. - Wholesale of electrical machinery, equipment, electrical materials, and thermal and refrigeration equipment.	4659
15	Financial service support activities not elsewhere classified Details: - Investment consultancy (excluding financial, accounting, and legal consultancy)	6619
16	Technical testing and analysis	7120

**Article 2.** To amend Clause 1, Article 5 of the Charter of PetroVietnam Engineering Consultancy Joint Stock Company as follows:

***“Article 5. Objectives of the Corporation***

1. *The business lines of the Corporation are:*

No.	Business line	Sector code
1	<p>Business management consultancy and other management consultancy activities</p> <p>Details:</p> <ul style="list-style-type: none"> <li>- Project management consultancy for civil engineering construction works.</li> <li>- Project management consultancy for the oil and gas sector, from onshore to offshore, exploration and extraction projects, oil refining, and industrial and civil projects.</li> <li>- Consultancy on investment project preparation.</li> <li>- Consultancy on preparation of bidding documents, bidding, analysis, and evaluation of bid proposals.</li> <li>- Consultancy on strategy and operational planning.</li> <li>- Project management, construction investment cost management.</li> <li>- Preparation of construction investment projects.</li> </ul>	7020 (Main)
2	<p>Architectural activities and related technical consultancy</p> <p>Details:</p> <ul style="list-style-type: none"> <li>- Electrical system design for civil and industrial works.</li> <li>- Thermal and refrigeration design for civil and industrial works.</li> <li>- Mechanical design for oil and gas projects.</li> <li>- Technology design for chemical, petrochemical, and gas processing industrial works.</li> <li>- Electrical design for industrial works.</li> <li>- Construction supervision and completion of waterway transport works.</li> <li>- Construction surveying.</li> <li>- Structural design for civil and industrial construction works, urban technical infrastructure works, voltage &lt;22KV, and architectural design for civil and industrial works.</li> <li>- Construction quality inspection.</li> <li>- Construction design for civil and industrial works.</li> <li>- Mechanical and electrical design for civil and industrial works.</li> <li>- Mechanical design for civil and industrial works.</li> <li>- Urban technical infrastructure construction design.</li> <li>- Industrial work design 2 (heating, air conditioning).</li> <li>- Geological surveying for construction works.</li> <li>- Topographic surveying.</li> <li>- Other related technical consultancy activities.</li> <li>- Wastewater treatment design for construction works.</li> <li>- Environmental treatment design.</li> <li>- Process piping design and pipeline engineering for oil and gas projects.</li> </ul>	7110

No.	Business line	Sector code
	- Consultancy on fire prevention and fighting design; Consultancy on fire prevention and fighting appraisal; Consultancy on technical inspection and verification of fire prevention and fighting; Consultancy on fire prevention and fighting supervision.	
3	Crude oil exploitation Details: - Operation of oil and gas projects, and other construction projects.	0610
4	Manufacture of other special-purpose machinery Details: - Manufacturing of oil and gas technology products (not operating at the headquarters).	2829
5	Repair and maintenance of fabricated metal products (excluding mechanical processing and electroplating)	3311
6	Repair and maintenance of machinery and equipment (excluding mechanical processing and electroplating)	3312
7	Installation of industrial machinery and equipment	3320
8	Construction of residential buildings (not operating at the headquarters)	4101
9	Construction of non-residential buildings (not operating at the headquarters)	4102
10	Construction of electrical works Details: Consultancy on investment project preparation, design, and bidding for thermal power plant projects without capacity scale limitations. Consultancy on construction supervision for thermal power plant projects without production scale limitations. Consultancy on investment project preparation, design, and bidding for power line and transformer station projects with voltage levels up to 220kV	4221
11	Construction of waterway works (not operating at the headquarters)	4291
12	Construction of mining works (not operating at the headquarters)	4292
13	Construction of processing and manufacturing works (not operating at the headquarters)	4293
14	Construction of other civil engineering works (not operating at the headquarters)	4299
15	Prepare the ground (excluding blasting services)	4312
16	Installation of electrical systems Details: Installation of fire fighting systems, automatic fire alarms, lightning protection, electronic surveillance and alarm systems, and installation of electrical wiring and equipment	4321
17	Other specialized construction activities	4390

No.	Business line	Sector code
18	Wholesale of electronic and telecommunications equipment and components	4652
19	Wholesale of other machinery, equipment, and spare parts Details: - Wholesale of machinery, equipment, and spare parts for mining and construction. - Wholesale of electrical machinery, equipment, and electrical materials (generators, electric motors, electrical wiring, and other equipment used in electrical circuits). - Wholesale of other machinery, equipment, and spare parts. - Wholesale of machinery, equipment, tools, and vehicles for fire prevention, fighting, rescue, relief, anti-theft, and surveillance cameras. - Wholesale of electrical machinery, equipment, electrical materials, and thermal and refrigeration equipment.	4659
20	Wholesale of metals and metal ores Details: - Wholesale of metal ores, iron, and steel. - Wholesale of other metals (excluding trading of gold, silver, and other precious metals)	4672
21	Financial service support activities not elsewhere classified Details: - Investment consultancy (excluding financial, accounting, and legal consultancy)	6619
22	Real estate business, land lease right depending on the owner, user, or lessee Details: - Real estate business (excluding investment in cemetery infrastructure construction for the transfer of land lease right associated with infrastructure)	6810
23	Technical testing and analysis	7120
24	Other professional, scientific, and technical activities not elsewhere classified	7499
25	Temporary labor supply (excluding supply of labor for working abroad)	7821
26	Other human resource supply Details: Domestic other human resource supply	7822

**Article 3.** To assign the General Director of PetroVietnam Engineering Consultancy Joint Stock Company to update the amended contents in the Charter and issue the corresponding updated version of the Charter.

**Article 4.** To authorize the General Director to carry out relevant procedures in accordance with the law.

**Article 5. Implementation Terms**

5.1 This Resolution of the General Meeting of Shareholders was approved by the 2026 Annual General Meeting of Shareholders of PVE at the meeting and shall be effective from the date of signing.

5.2 All shareholders, the Board of Directors, the General Director of PetroVietnam Engineering Consultancy Joint Stock Company, and other relevant departments/individuals are responsible for implementing this Resolution.

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

**Ta Duc Tien**

# Petrovietnam Engineering Consultancy Joint Stock Company

ENGLISH  
TRANSLATION

## 2026 Annual General Meeting of Shareholders

**FORM**



## VOTING BALLOT

**REGISTRATION CODE:** .....

Name of shareholder/Authorized party : .....

ERC/ID Card/Citizen ID/Passport No. : .....

Number of shares owned/represented : .....shares

Number of authorized shares : .....shares

**Total voting shares** : .....shares

*(Shareholders please mark your choice in the box for each Content of voting)*

Content of voting	Approve	Disapprove	Abstain
Item 1: Approve the 2025 Operating Results report and 2026 business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 2: Approve the 2025 Activities of The Board of Directors report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3: Approve the 2025 audited separate and consolidated Financial Statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4: Approve the 2025 Activities of the Board of Supervisors report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 5: Approve the Proposal on the list of independent audit firms to audit the 2026 Financial Statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 6: Approve the Proposal on the 2025 profit distribution plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 7: Approve the Proposal on changing PVE's business lines and amending Clause 1, Article 5 of PVE's Charter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Item 8: Approve the Proposal on approving remuneration and expenses for the Board of Directors and the Board of Supervisors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 9: Approve the Proposal on approving the enforcement agreement with related parties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 10: Approve the Report on dividend payment for 2016 and 2017	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 11: Approve the Report of the Member of the Board of Directors whose term has expired	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Instructions:**

Shareholders mark (X) in 1 of the 3 boxes:  
 Approve/ Disapprove/ Abstain  
 for each voting content.

.....2026

**SHAREHOLDER**

*(Signature and full name)*

Ho Chi Minh City, June 01, 2026



**GENERAL DIRECTOR'S REPORT ON 2025  
BUSINESS RESULTS AND 2026 BUSINESS PLAN**

To: General Meeting of Shareholders

**CHAPTER I. IMPLEMENTATION OF THE 2025 PLAN**

**I. IMPLEMENTATION OF THE 2025 BUSINESS AND PRODUCTION PLAN**

**1. Assess the impacts on production and business operations and the solutions implemented by PVE in 2025**

In an overall assessment of 2025, the global economy experienced slow growth; however, the energy sectors in both the world and Vietnam maintained their strength due to the demand for transitioning toward natural gas, LNG, and renewable energy. Nevertheless, the oil and gas market could not avoid the impacts of complex developments in the global energy market and risks stemming from macroeconomic factors. Despite having extensive experience and successfully meeting the technical criteria for numerous bidding packages, PVE failed to meet the mandatory financial conditions in bidding documents for participation in domestic and international projects due to limited high-quality human resources and financial difficulties. Furthermore, concerns from Owners/General Contractors regarding domestic and international lawsuits and judgment executions, which continue to be prolonged, have led to many missed opportunities for cooperation and development, negatively affecting PVE's business performance.

To respond to the multi-dimensional impacts of the socio-political and economic climate, market challenges, and service pricing, combined with constraints in financial and human resources, PVE's Leadership has proactively implemented comprehensive internal solutions. The specific implementation status at PVE is as follows:

**1.1. Orporate Governance Objectives:**

The General Director Board has instructed all departments/units to update their core objectives, key tasks, and detailed solutions. This action aims to reflect current operational realities and maintain financial and human resource stability.

**1.2. Growth Assurance Objectives:**

**1.2.1 Business Operations:**

In addition to tightly controlling and maximizing the reduction of production and business costs, and actively seizing business opportunities within the energy transition trend to develop and expand service provision, the Board of General Directors has been actively implementing specific solutions and plans to achieve the goals and targets of the 2025 Production and Business Plan approved by the Board of Director.

**1.2.2 Human Resource Investment and Development:**

Consistently direct the arrangement, deployment, and rotation of personnel to ensure optimal resource utilization across all projects. Simultaneously employ strategies like engaging external collaborators, authorizing overtime, and contracting out additional work to meet project

requirements on schedule. In addition, offer a range of internal training programs and provide practical, on-the-job and project-based learning experiences.

### 1.2.3 Financials:

Financial efforts included boosting payment and debt recovery for legacy projects and personal accounts, which largely maintained operational cash flow. Concurrently, PVE is actively handling the ICC, Switzerland's post-arbitration ruling on the RAPID project lawsuit from Tecnicas Reunidas Malaysia Sdn. Bhd (TR). Regularly coordinating with Vietcombank, BIDV, etc., to partially resolve the remaining principal debt and overdue interest.

## 2. The 2025 plan indicator implementation results

*Unit: Billion VND*

No	Indicator	2025 Plan (BOD approved)	2025 Results	% Achieved compared to plan
<b>I</b>	<b>Total Corporation</b>			
1	Total Revenue	225,18	181,44	80,58%
2	Profit Before Tax	3,54	5,94	168%
3	Profit After Tax	3,30	0,76	23%
4	State Budget Contribution	15,54	21,00	135%
<b>II</b>	<b>Controlling company</b>			
1	Total Revenue	127,00	138,94	109,40%
3	Profit Before Tax	2,32	6,02	260%
4	Profit After Tax	2,32	1,84	79%
5	State Budget Contribution	12,00	17,53	146%

### *(\*)Notes on Full-Year 2025 Financial Performance:*

The financial results for services provided in 2025 do not currently incorporate the impact of the International Court of Arbitration of the International Chamber of Commerce (ICC Switzerland) ruling concerning the lawsuit initiated by the General Contractor, Tecnicas Reunidas Malaysia Sdn. Bhd (TR), in connection with the Pengerang Integrated Complex (RAPID) project in Malaysia.

## 3. Business Development in 2025

In 2025, PVE actively pursued business development in the fields of consulting, design, and engineering services domestically, contacting several overseas partners for cooperation, bidding, and seeking opportunities to participate in domestic and international projects.

Currently, PVE is continuing to search for and evaluate the capabilities/experience of partners/clients to cooperate in bidding for domestic and international projects, matching PVE's capabilities and experience. In addition, the Corporation has established a Business Development Team and developed a strategy to promote business development and seek suitable projects.

## CHAPTER 2. BUSINESS AND PRODUCTION PLAN FOR 2026

### I. FORECAST AND ANALYSIS OF INFLUENCING FACTORS ON PRODUCTION AND BUSINESS ACTIVITIES IN 2026

2026 is projected to be a challenging year, yet it also presents numerous opportunities for the global economy and Vietnam in particular, especially amidst the robust energy transition toward renewable sources. This shift creates favorable conditions for PVE to participate in providing services for major projects, such as the Central Refinery and Petrochemical Hub, Khanh My – Dam Doi, O Mon 3 and 4 Power Plants, and ad-hoc packages for CLJOC, BSR, Ca Mau Fertilizer Plant, and Phu My Fertilizer Plant. Opportunities also extend to the Quang Ninh, Thai Binh, and Thanh Hoa LNG projects, as well as Offshore Wind, Nuclear Power, Hydrogen, and Chemicals.

While the market is expected to see positive movements, it remains susceptible to the complex developments of the global energy market, macroeconomic risks, and geopolitical instability, including prolonged conflicts in the Middle East. Consequently, service providers will experience significant impacts on their workloads. In this context, PVE's core business sectors must confront intense competitive pressure and the potential risk of workload shortages.

#### 1. Advantages

- a. PVE possesses extensive capabilities and experience in providing a diverse range of services: Topographical and geological surveys; Master planning consultancy, orientation reports, Pre-Feasibility Study (Pre-FS), Feasibility Study (FS), and Technical-Economic Reports; Conceptual/Basic Design, Front-End Engineering Design (FEED), and Detailed Design; Project management consultancy (PMC) services; Construction and installation of temporary facilities, mechanical items, pipelines, piping, equipment, electrical systems, and control systems; Maintenance and modification services for offshore platforms; Other technical services such as Non-Destructive Testing (NDT), Post-Weld Heat Treatment (PWHT), etc., for oil and gas projects and facilities.
- b. Beyond oil and gas projects, the non-industry market—including renewable energy projects such as wind, solar, and waste-to-energy plants; non-industry petroleum storage projects; and the design and construction of industrial park facilities—presents significant development potential. This landscape offers a strategic opportunity for PVE to expand its service offerings beyond its traditional sector
- c. PVE possesses a team of highly capable and experienced engineers and staff specializing in design consultancy and project management, with expertise accumulated through major large-scale projects.
- d. PVE has established long-term cooperative relationships with international contractors. Furthermore, the Corporation has extensive experience in providing technical services for major petrochemical and refinery projects, including Dung Quat, Nghi Son, RAPID (Malaysia), and Long Son.

#### 2. Challenges and Difficulties

- a. External and new markets present opportunities for service expansion, but also pose challenges requiring greater efforts to penetrate these markets and secure viable workloads, thereby reducing dependence on the implementation progress of projects within the industry.

- b. The quantity of high-quality and experienced personnel remains insufficient to meet the demands of business operations.
- c. PVE continues to resolve lingering obstacles and issues carried over from previous periods.
- d. The difficult financial situation is an adverse consequence of lawsuits that have severely impacted PVE's business operations.

## II. KEY TARGETS FOR THE 2026 PLAN

No	Indicator	Unit	2025 Plan (BOD approved)	2025 Results	2026 Plan	Ratio of 2026 Plan/2025 Plan
<b>I</b>	<b>Total Corporation</b>					
-	Total Revenue	<i>Billion VND</i>	225,18	181,44	201,77	90%
-	Profit Before Tax	<i>Billion VND</i>	3,54	5,94	5,91	167%
-	Profit After Tax	<i>Billion VND</i>	3,30	0,76	3,80	115%
-	State Budget Contribution	<i>Billion VND</i>	15,54	21,00	15,20	98%
<b>II</b>	<b>Controlling company</b>					
-	Charter capital	<i>Billion VND</i>	250,00	250,00	250,00	100%
	<i>Rate of Petrovietnam</i>	<i>%</i>	<i>29%</i>	<i>29%</i>	<i>29%</i>	<i>100%</i>
-	Total Revenue	<i>Billion VND</i>	127,00	138,94	127,00	100%
-	Profit Before Tax	<i>Billion VND</i>	2,32	6,02	5,00	215%
-	Profit After Tax	<i>Billion VND</i>	2,32	1,84	3,00	129%
-	State Budget Contribution	<i>Billion VND</i>	12,00	17,53	12,10	101%
<b>III</b>	<b>Another indicators</b>					
	<b>Controlling company</b>					
-	Headcount at Period End	<i>People</i>	160	132	162	101%
-	Average Headcount	<i>People</i>	158	129	147	93%

No	Indicator	Unit	2025 Plan (BOD approved)	2025 Results	2026 Plan	Ratio of 2026 Plan/2025 Plan
-	Average Income	<i>Million VND/Person/Month</i>	27,0	29,1	30,0	111%
-	Labor productivity	<i>Million VND/Person/Month</i>	67,2	86,56	72,00	106%
-	Training	<i>People</i>	60	97	80	133%
-	Training Expenses	<i>Billion VND</i>	0,4	0,24	0,8	200%
-	Investment	<i>Billion VND</i>	9,75	3,64	10,88	112%

**Note:**

- The Controlling Company's actual revenue for 2025 includes proceeds from the liquidation of assets.
- The Controlling Company's revenue target for 2026 remains unchanged compared to the 2025 plan. However, as challenges are expected to ease in 2026, gross profit is projected to achieve better results.

**III. KEY TASKS**

- a. Implement the Corporation's restructuring and optimize the corporate governance model/apparatus towards a lean and efficient structure; focus intensely on core strengths to leverage PVE's competitive advantages and maintain stable business operations.
- b. Focus on market development to ensure a stable workload. Evaluate market demand and execution capabilities; closely monitor potential projects/clients to enhance competitiveness and bidding efficiency within both the oil & gas and non-industry sectors.
- c. Maintain and develop the team of staff and engineers; improve both the quantity and quality of project personnel to meet client requirements and affirm service excellence.
- d. Strengthen project management and implement timely risk prevention and mitigation solutions to ensure profitability by delivering services on schedule, with high quality and efficiency.
- e. Expedite project settlements and debt recovery; balance finances to ensure sufficient cash flow for maintaining business operations and partial debt repayment.
- f. Continue addressing legal matters, obstacles, and lingering issues from previous periods to ensure full compliance with legal regulations.
- g. Continue digital transformation efforts, establishing databases and data management systems to support projects/tasks, based on the actual business situation and the Corporation's financial resources.

- h. Continue the renewal of PVE's corporate culture to create a foundation and support for business activities. Organize emulation movements and activities to motivate employees and foster solidarity within the PVE workforce during challenging periods.

#### **IV. SOLUTION**

##### **1. Corporate Restructuring Solutions**

- a. Review and evaluate the quality of human resources; rearrange personnel within the Corporation's functional departments toward a lean and efficient structure.
- b. Restructure the Engineering Design Center and subsidiaries by expanding their business sectors and operational scope, aligning with the Petrovietnam's industrial and energy development orientation.
- c. Ensure full implementation of employee benefits and policies in strict compliance with legal regulations and PVE's internal rules and regulations.

##### **2. Solutions for Maintaining Stable Business Operations**

###### ***2.1. Management and operation:***

- a. Promptly identify opportunities and risks in business operations; implement timely solutions and plans to maximize opportunities and minimize risks in marketing, bidding, contracting, project execution, human resources, and financial management to achieve the 2026 planned targets.
- b. Review and update the functions, duties, and workload of each Functional Department and units within the Design and Engineering Consultancy Center to ensure appropriate staffing and clear assignment of responsibilities.
- c. Proactively coordinate between departments, units, and individuals to handle tasks most quickly and efficiently; establish specific KPIs (Key Performance Indicators) for each position for periodic evaluation.
- d. Strengthen the supervision of business operations at Subsidiaries.
- e. Develop the PVE brand identity system and implement communication plans to build, maintain, and promote PVE's image to domestic and international clients and partners. Supervise and urge PVE's subsidiaries to comply with Petrovietnam's brand management and usage regulations.
- f. Cultivate and spread PVE's corporate culture of "Intelligence – Professionalism – Efficiency" through internal communications, events, and the recognition of outstanding employees to further integrate corporate culture into practical business activities.
- g. Reinforce project management and implement timely risk prevention and mitigation solutions to ensure profitability by delivering services that meet schedule, quality, and efficiency requirements.

###### ***2.2. Market Development:***

- a. Recruit experienced personnel for market development activities.

- b. Stay close to core sectors and traditional markets; capture accurate and timely information to develop and update scenarios, maximizing opportunities in new projects while minimizing business operational risks.
- c. Maintain relationships with industry clients; implement periodic working programs and meetings with key partners. Strengthen relationships with international partners to jointly participate in bidding for service provision.
- d. Enhance cooperation and alliances with other units based on complementary capabilities to increase competitiveness for large-scale projects, especially non-industry projects.
- e. Implement solutions to improve bidding efficiency, specifically by increasing the selectivity of high-feasibility packages and pursuing projects aligned with PVE's strengths, such as investment consultancy and design for oil & gas, chemicals, LNG projects, and non-industry petroleum storage, etc.
- f. Access and participate in scientific research projects of the Petrovietnam and the Ministry of Industry and Trade in the field of design consulting.

### **2.3. *Human Resources:***

- a. Review and evaluate the competencies of employees as a basis for personnel arrangement, restructuring, and human resource development planning.
- b. Update the Salary and Bonus Regulations, ensuring the implementation of effective performance-based compensation policies. Aim to create internal and external equity with competitive pay to retain talented individuals with outstanding contributions and attract new hires to meet project demands.
- c. Regularly capture the aspirations and thoughts of employees to promptly resolve their difficulties and concerns; revitalize staff morale and motivation; and maintain the core team of capable and experienced personnel.
- d. Recruit additional personnel and hire collaborators based on the requirements and plans of Departments/the Design and Engineering Consultancy Center. Focus particularly on expert engineers with deep experience in the industry-energy sector and high-achieving young engineers with strong English proficiency to develop the design consultancy team for new energy projects.
- e. Encourage a spirit of self-learning among employees to obtain professional qualifications and certifications; proactively propose and apply creative ideas and initiatives in labor.
- f. Actively implement external, internal, and project-based training programs to enhance the professional expertise and foreign language skills of employees. This aims to maintain and develop high-quality human resources to meet immediate requirements while building a succession pipeline.

### **2.4. *Finance:***

- a. Establish periodic quarterly and monthly financial plans with a cost structure aligned with the revenue generated during the period.
- b. Regularly update the balance of cash flow, along with short-term and medium-to-long-term working capital, to provide timely forecasts and response measures.
  - + Continue balancing cash flow from projects to pay taxes and social insurance at a rate of 10% of the total funds collected from projects implemented in 2026.

- + Negotiate to reduce accrued interest from previous years; develop payment plans for interest on individual loans and loans from Vietcombank and BIDV, as well as a repayment plan for the remaining principal to BIDV (estimated at 8 billion VND per year).
- c. Maintain the preparation of detailed cost estimates and execution plans for approval prior to project commencement. Simultaneously, provide continuous direction to monitor and control the efficiency of each project.
- d. Strictly manage accounts receivable: consistently expedite the inspection, acceptance, and settlement of projects reaching payment milestones; decisively resolve overdue projects and leverage settlement negotiations to effectively recover bad debts.
- e. Maintain the reduction and optimization of business operating expenses and administrative costs across all units and departments.

**2.5. Technology:**

- a. Continue driving digital transformation and the application of AI in operations to enhance labor productivity, improve the quality of products and services, and increase overall business efficiency.
- b. Further establish databases and data management systems to support engineering consultancy, project management, marketing, and bidding activities.
- c. Regularly review the status of equipment and specialized engineering software to make timely investment decisions, ensuring cost optimization while meeting operational requirements.

**3. Solutions for Resolving Outstanding Corporate Issues**

- a. Negotiate and settle debts in installments to defer payables across different periods, ensuring the dual objectives of incremental debt repayment and maintaining working capital for business operations (project execution and personnel retention).
- b. Coordination with legal counsel, will continue to handle legal matters related to ongoing lawsuits in accordance with statutory regulations.
- c. Maintain regular engagement with individual creditors and banks (Vietcombank, BIDV) regarding debt and interest payment plans.

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

**GENERAL DIRECTOR**

**(signed)**

**Ngo Ngoc Thuong**

No: 01/BC-HĐQT

Ho Chi Minh City, June 01, 2026

ENGLISH  
TRANSLATION

**REPORT ON BOARD OF DIRECTORS' ACTIVITIES IN 2025**

To: General Meeting of Shareholders

**1. Report on corporate governance and performance of the Board of Directors and each member of the Board of Directors in 2025 (in accordance with the provisions of Point c, Clause 3, Article 139 of the Law on Enterprises)**

**1.1 Report on corporate governance and performance of the Board of Directors**

The year 2025 was the first year the Board of Directors for the 2025–2030 term assumed and implemented its duties in a context where the Company faced many difficulties, particularly long-standing backlogs related to information disclosure, corporate governance, organization of the General Meeting of Shareholders, and stabilization of business operations. With a high sense of responsibility, the Board of Directors focused on providing direction, guidance, and supervision to the Board of Management in implementing solutions to gradually improve the governance system, enhance compliance, and bring the Company's operations toward stability, achieving several notable results as follows:

**(1) Completion of the audited separate and consolidated Financial Statements for the 2019–2024 period**

One of the key foundational achievements was the completion and submission of the audited separate and consolidated Financial Statements for the years 2019 to 2024 to the General Meeting of Shareholders, representing a substantial volume of outstanding work accumulated over many years. This achievement is of great importance in enhancing financial transparency, ensuring compliance, and strengthening shareholder confidence.

**(2) Successful organization of the General Meeting of Shareholders in accordance with the provisions of the law after a long period during which the previous Board of Directors failed to do so:**

After a long period during which the previous Board of Directors failed to organize the General Meeting of Shareholders as prescribed, the major shareholder, PVN, on behalf of PVE, convened an Extraordinary General Meeting of Shareholders on January 08, 2025, to consolidate the Board of Directors and the Supervisory Board. Subsequently, the new Board of Directors convened and successfully organized the 2025 Annual General Meeting of Shareholders on June 24, 2025, for the years 2020, 2021, 2022, 2023, and 2024, which had not been organized as prescribed. Organizing the General Meeting of Shareholders in the correct order and procedures in accordance with the provisions of the law not only ensures the rights of shareholders but also affirms the determination of the new Board of Directors to re-establish order, discipline in corporate governance, and compliance with the provisions of the law.

On March 26, 2025, a group of shareholders filed a Petition for civil dispute resolution with the competent People's Court, requesting the Court to cancel the entire content of the General Meeting of Shareholders Resolution No. 05/NQ-ĐHĐCĐ dated January 08, 2025.

On August 25, 2025, the aforementioned shareholder group continued to file a Petition for civil dispute resolution requesting the Court to cancel the entire content of 02 General Meeting of Shareholders Resolutions, No. 32/NQ-ĐHĐCĐ and Resolution No. 33/NQ-ĐHĐCĐ dated June 24, 2025.

To protect its legitimate rights and interests, the Company hired a legal consulting firm to advise and perform the necessary procedures in accordance with the provisions of the law.

On October 13, 2025, the Court issued First-instance Decision No. 01/2025/QĐST-KDTM, which rejected the entire request of the shareholder group to cancel the 03 aforementioned General Meeting of Shareholders Resolutions.

On October 17, 2025, the aforementioned shareholder group continued to file an Appeal petition, requesting the competent Court to amend the entire content of the First-instance Decision in the direction of canceling the entire content of the 03 aforementioned General Meeting of Shareholders Resolutions.

After several postponements of the court hearing as decided by the Court, on April 22, 2026, the appellate Court held an appellate session and decided not to accept the appeal request of the shareholder group, upholding the entire content of the First-instance Decision.

The fact that a group of shareholders sued to request the court to cancel the aforementioned General Meeting of Shareholders Resolutions, while the meetings were held in accordance with the order and procedures prescribed by law and were reviewed by the first-instance Court, which rejected the entire request for cancellation, shows that the complaints of the aforementioned shareholder group are groundless and lack legal basis as stipulated in the PVE Charter and the Law on Enterprises. The fact that the aforementioned shareholder group continues to pursue litigation procedures has prolonged the resolution process, thereby affecting the overall stability in corporate governance and business operations, human resources, time, and costs of the Company, and consequently, has a highly negative impact on all remaining shareholders of PVE.

During this process, the Company had to dedicate significant resources to coordinate with the legal consulting firm and participate in litigation procedures as prescribed, incurring costs and affecting the time and efforts of the Board of Management and relevant departments. Furthermore, the prolonged litigation also negatively impacted the operating environment, employee morale, as well as the image and reputation of the Company in the context where the current Board of Directors, together with the General Director and the Board of Management, are gradually stabilizing business operations and handling and overcoming the extremely large volume of negative backlogs from the period before July 2021 left by the General Director of the previous term for PVE.

In that context, the Company continues to fully exercise its rights and obligations in accordance with the provisions of the law, proactively coordinating with competent authorities to protect its legitimate rights and interests while maintaining stable business operations.

### **(3) Restore and strictly implement information disclosure tasks**

The Board of Directors directed the Company's Board of Management to comprehensively review information disclosure obligations, thereby gradually overcoming the delays that had persisted for many years. Information disclosure

in 2025 was carried out fully, promptly, and in compliance with the provisions of the law, contributing to enhancing transparency and improving the Company's reputation on the stock market and among shareholders, investors, and PVE's customers and partners.

**(4) Perfect the corporate governance framework and internal document system**

The Board of Directors directed the review, amendment, and issuance of important internal regulations, including the Charter, the Regulations on corporate governance, and the Regulations on operation of the Board of Directors, ensuring compliance with the Law on Enterprises, the Law on Securities, and guiding documents. At the same time, the Board of Directors appointed a person in charge of corporate governance as prescribed and established a legal compliance department for the enterprise, contributing to perfecting the governance apparatus and improving compliance efficiency.

**(5) Gradually restore internal activities and improve employee morale**

The Board of Directors focused on directing the organization of internal activities to improve employee morale and engagement, which had been interrupted for many years, including: organizing company retreat after many years of non-implementation, launching and maintaining union movements, contributing to building a positive working environment, organizing the Trade Union Congress, the Youth Union Congress, and implementing the activities of these organizations systematically and in accordance with regulations, and organizing internal sports competitions, thereby enhancing solidarity and improving the work motivation of staff. These activities contributed to gradually restoring corporate culture and strengthening the trust and attachment of employees to PVE.

**(6) Proactively seek and develop projects to maintain operations and ensure income for employees**

The Board of Directors provided direction and support to the Board of Management in seeking opportunities and developing new projects, while leveraging available resources to maintain business operations. These efforts aim at the important goal of ensuring jobs and income for employees, maintaining the existence of PVE, and gradually addressing financial and operational backlogs of the Company.

## 1.2 Performance of each Member of the Board of Directors

In 2025, the Members of the Board of Directors performed their duties and responsibilities in accordance with the provisions of the law, the Company's Charter, and the Regulations on operation of the Board of Directors, actively participating in meetings, discussions, and contributing opinions on issues under the authority of the Board of Directors, especially in handling backlogs from previous years and providing direction for stabilizing the Company's operations. Specifically as follows:

**Mr. Ta Duc Tien** – Chairman of the Board of Directors: Presided over and managed the activities of the Board of Directors, directed and supervised the Board of Management in implementing key tasks. Under the direction of the Chairman of the Board of Directors, the Company completed the audited Financial Statements for the 2019–2024 period, organized the 2025 Annual General Meeting of Shareholders in accordance with the provisions, gradually overcame backlogs in information disclosure, perfected the corporate governance framework, and maintained business operations, contributing to stabilizing the general situation of the Company.

**Mr. Ngo Ngoc Thuong** – Member of the Board of Directors: Participated fully in Board of Directors meetings; in his capacity as General Director, reported and proposed contents related to business operations, finance, and information disclosure at meetings, and participated in discussions and contributed opinions on issues under the authority of the Board of Directors.

**Mr. Do Van Thanh** – Member of the Board of Directors: Performed the duties of a Member of the Board of Directors, participated in meetings, discussions, and contributed opinions.

**Ms. Tran Nguyen Cam Ly** – Member of the Board of Directors until June 24, 2025: Participated in the activities of the Board of Directors during her tenure; coordinated in reviewing and discussing matters under the authority of the Board of Directors.

**Mr. Tran Nguyen Song Han** – Member of the Board of Directors from after June 24, 2025: Participated in the activities of the Board of Directors from the time of election, provided opinions and contributions regarding matters related to business operations, contributing to the finalization of the decisions of the Board of Directors.

**Mr. Nguyen Xuan Nguyen** – Independent Member of the Board of Directors: Performed the role of an Independent Member of the Board of Directors in accordance with regulations, actively participated and contributed objective and cautious opinions on important issues; contributed to ensuring that the decisions of the Board of Directors were considered on the basis of transparency, balancing the interests of related parties, and in accordance with the provisions of the law.

**2. Remuneration, operating expenses, and other benefits of the Board of Directors and each Member of the Board of Directors in 2025 (in accordance with the provisions of Clause 1, Article 280 of Decree 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities)**

The General Meeting of Shareholders (GMS) approved the budget for the Board of Directors and the Board of Supervisors for 2025 in GMS Resolution No. 32/NQ-ĐHĐCĐ-TKDK dated June 24, 2025, which has been paid and remains unpaid as mentioned in the Proposals on remuneration of the Board of Directors and the Board of Supervisors.

Mr. Ngo Ngoc Thuong is a Member of the Board of Directors and General Director; therefore, in addition to remuneration, he also receives a salary.

**3. Summary of Meetings of the Board of Directors and Resolutions/Decisions of the Board of Directors in 2025 (in accordance with the provisions of Clause 2, Article 280 of Decree 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities)**

**3.1 Meetings of the Board of Directors:**

In 2025, the Board of Directors held 08 meetings and collected written opinions on 56 contents to provide orientation and direction for PVE's activities in each period, and to review and decide on tasks under the authority of the Board of Directors as well as other contents.

No.	Member of the Board of Directors	Number of meetings attended	Meeting attendance rate	Number of meetings based on written opinions	Response rate to written opinion forms	Reasons for absence

1	Mr. Ta Duc Tien	08/08	100%	56/56	100%	
2	Mr. Ngo Ngoc Thuong	08/08	100%	56/56	100%	
3	Mr. Nguyen Xuan Nguyen	08/08	100%	56/56	100%	
4	Ms. Tran Nguyen Cam Ly	05/05	100%	31/31	100%	Ms. Tran Nguyen Cam Ly was dismissed as a Member of the Board of Directors from June 24, 2025
5	Mr. Do Van Thanh	08/08	100%	54/56	96,42%	
6	Mr. Tran Nguyen Song Han	03/03	100%	25/25	100%	Mr. Tran Nguyen Song Han has been a Member of the Board of Directors since June 24, 2025

7	Mr. Le Huu Bon	0/0	-	0/0	-	Mr. Le Huu Bon is no longer a Member of the Board of Directors from January '08, 2025
8	Mr. Dinh Van Dinh	0/0	-	0/0	-	Mr. Dinh Van Dinh is no longer a Member of the Board of Directors from January 08, 2025
9	Mr. Le Thai Thanh	0/0	-	0/0	-	Mr. Le Thai Thanh is no longer a Member of the Board of Directors from January 08, 2025
10	Mr. Fong Nyuk Loon	0/0	-	0/0	-	Mr. Fong Nyuk Loon is no longer a Member of the Board of Directors from January 08, 2025

### 3.2 Resolutions/Decisions of the Board of Directors

No.	Resolution/Decision No.	Date	Content	Approval rate
1	1/NQ-HĐQT	14/01/2025	Electing the Chairman of the Board of Directors for the 2025-2030 term	80%
2	2/NQ-HĐQT	24/01/2025	Approval of the Report on corporate governance for the last 6 months of 2024	80%
3	3/NQ-HĐQT	04/02/2025	Approval of the plan to relocate the Parent Company's office to a new location	80%
4	4/NQ-HĐQT	07/02/2025	Approval of the contents of the contract for the Long Thanh International Airport construction project	100%
5	5/NQ-HĐQT	07/02/2025	Approval of the contract with Dam Phu My Fertilizer Plant	100%
6	6/NQ-HĐQT	10/02/2025	Approval of the auditing firm for PVE's Financial Statements for 2023, 2024	100%
7	7/NQ-HĐQT	24/02/2025	Approval of the contents of the Consulting Contract for preparing	100%

			the Feasibility Study report for the Southern Vietnam Petrochemical Complex Project	
8	8/NQ-HĐQT	24/02/2025	Approval of the General Meeting of Shareholders plan of PVE SC	80%
9	9/NQ-HĐQT	28/02/2025	Issuance of the Assignment of duties for Members of the Board of Directors for the 2025-2030 term	80%
10	10/NQ-HĐQT	28/02/2025	Approval of the list of auditing firms for the 2023, 2024 Financial Statements of PVE PMC Company	80%
11	11/NQ-HĐQT	10/03/2025	Approved the list of auditors for the 2023 and 2024 Financial Statements of PVE-SC	80%
12	12/NQ-HĐQT	17/03/2025	Approved the 2025 production-business plan of PVE-SC	80%
13	13/NQ-HĐQT	17/03/2025	Approved the main contents of the service contract for project management consultancy during the EPC phase of the crude	100%

			oil storage tank project – a project to build additional crude oil storage tanks for the existing Dung Quat Oil Refinery, signed with a related party	
14	14/NQ-HĐQT	27/03/2025	Approved the main contents of the service contract for project management consultancy during the EPC phase – a project to upgrade and expand the existing tanker loading station for DO and JetA1 products at the existing Dung Quat Oil Refinery, signed with a related party	100%
15	15/NQ-HĐQT	31/03/2025	Approved the 2025 production-business plan of PVE	80%
16	16/NQ-HĐQT	04/09/2025	Approved the 2025 production-business plan of PVE-PMC	80%
17	17/NQ-HĐQT	29/04/2025	Approved the main contents of the service contract for BK-10A detailed design support, order no. DV-0163/25-	100%

			NIPI, signed with a related party	
18	18/NQ-HĐQT	29/04/2025	Approved the organization of the 2025 Annual General Meeting of Shareholders of PVE	80%
19	19/NQ-HĐQT	29/04/2025	Approved the business performance report for Q1 2025 and the production-business plan for Q2 2025	80%
20	20/NQ-HĐQT	29/04/2025	Approved the work program of the Chairman of the Board of Directors	80%
21	21/NQ-HĐQT	15/05/2025	Approved the contents of the 2025 Annual General Meeting of Shareholders program of PVE-PMC	80%
22	22/NQ-HĐQT	26/05/2025	Resignation of Mr. Nguyen Khac Chuong from the position of Chief Accountant of PVE	80%
23	23/NQ-HĐQT	26/05/2025	Assigned Mr. Le Quang Thang to the position of Head of the Finance and Accounting Department	80%

24	24/NQ-HĐQT	27/05/2025	Approved the program and documents for the 2025 Annual General Meeting of Shareholders of PVE	60%
25	25/NQ-HĐQT	04/06/2025	Approved the resignation of a member of the Board of Directors of PVE	100%
26	26/NQ-HĐQT	04/06/2025	Approved the adjustment of the 2025 procurement plan for software materials and equipment of PVE	60%
27	27/NQ-HĐQT	10/06/2025	Appointed personnel and assigned management of PVE's capital contribution at PVE PMC	60%
28	28/NQ-HĐQT	10/06/2025	Mr. Tran Duc Tuan ceased to be the representative of PVE's capital contribution at PVE PMC	60%
29	29/NQ-HĐQT	13/06/2025	Approved the proposal of shareholder Ulatech to include items in the program and contents of the 2025 Annual General Meeting of Shareholders of PVE	80%

30	30/NQ-HĐQT	16/06/2025	Approved the organization of the 2025 Annual General Meeting of Shareholders of PVE SC	80%
31	31/NQ-HĐQT	23/06/2025	Accepted the proposal of shareholder Ta Duc Tien to include items in the expected program of the 2025 Annual General Meeting of Shareholders of PVE	60%.
32	34/NQ-HĐQT	25/06/2025	Appointed staff to the position of Deputy General Director of PVE from internal human resources	80%
33	35/NQ-HĐQT	18/07/2025	Dismissal of personnel at PVE-SC	80%
34	36/NQ-HĐQT	18/07/2025	Appointment of personnel at PVE-SC	80%
35	37/NQ-HĐQT	18/07/2025	Approved the main contents of the service contract for cost estimation for the EPC project of the Lot B – O Mon gas pipeline and the service contract for fire protection design review for the construction of the main raw material	66,7%

			storage tank for the Southern Vietnam Petrochemical Complex, signed with a related party.	
36	38/QĐ-HĐQT	25/07/2025	Approved the new PVE logo of the General Director of PetroVietnam Engineering Consultancy Joint Stock Company	100%
37	39/NQ-HĐQT	25/07/2025	Approved the continued extension of the land lease at 35, 30/4 Street, Tam Thang Ward, Ho Chi Minh City (Old address: 35, 30/4 Street, Vung Tau City) according to the contents of Proposal No. 519/TGD – TKDK dated July 16, 2025, of the General Director of PVE	100%
38	40/NQ-HĐQT	28/07/2025	Approved the Report on Corporate Governance for the first 6 months of 2025 of PetroVietnam Engineering Consultancy Joint Stock Company	60%

39	41/NQ-HĐQT	28/07/2025	Approved the proposal to change the organizational management structure model of PVE's subsidiaries	80%
40	42/NQ-HĐQT	30/07/2025	Assigned Mr. Ngo Ngoc Thuong – General Director of PetroVietnam Engineering Consultancy Joint Stock Company to concurrently hold the position of Director/Legal Representative of PVE Survey Consultancy Joint Stock Company (PVE-SC) until the personnel consolidation at PVE-SC is completed	80%
41	43/NQ-HĐQT	04/08/2025	Approved the main contents of the consultancy and design service contract for MOC-ALL-23-362 “Additional installation of fixed fire fighting system for AFC in areas A1, A2, A3” according to order no. 968-1100002813/ĐH-NCPT,	66,7%

			signed with a related party	
42	44/NQ-HĐQT	04/08/2025	Approved the main contents of the purchase order for assessment and design services for the existing 10-V5052 condensate separator system for 10-E-5053 of X.Amo, signed with a related party	66,7%
43	45/NQ-HĐQT	04/08/2025	Did not extend the lease term for the land plot at 37, Nguyen Thien Thuat Street, Vung Tau City (old)	60%
44	46/NQ-HĐQT	22/08/2025	Approved the adjustment of the 2025 procurement plan for equipment and software of PetroVietnam Engineering Consultancy Joint Stock Company according to the contents of Proposal No. 605/TGD – TKDK dated August 08, 2025, of the General Director of PVE	80%
45	47/NQ-HĐQT	23/08/2025	Approved the draft Charter and Regulations on Operation of the	60%

			Board of Directors (amended) of subsidiaries PVE-SC and PVE-PMC	
46	48/NQ-HĐQT	03/09/2025	Personnel work of PVE-SC	60%
47	49/NQ-HĐQT	11/09/2025	Changed the seal sample of PetroVietnam Engineering Consultancy Joint Stock Company	100%
48	50/QĐ-HĐQT	12/09/2025	Approved the selection of AASC Auditing Firm Co., Ltd. as the auditor for the 2025 financial statements of PetroVietnam Engineering Consultancy Joint Stock Company.	100%
49	51/QĐ-HĐQT	24/09/2025	Appointed Ms. Nguyen Quynh Hoa – Specialist of the Organization and Administration Department to the position of Person in charge of corporate governance of PetroVietnam Engineering Consultancy Joint Stock Company	80%

50	52/NQ-HĐQT	25/09/2025	Approved the main contents of the Front-End Engineering Design (FEED) service contract, signed with a related party	100%
51	53/NQ-HĐQT	25/09/2025	Approved the main contents of the technical support service contract for design work and the service contract for the Feasibility Study Report and Technical Design of the new Flare system, signed with a related party	100%
52	54/NQ-HĐQT	01/10/2025	Approved the main contents of the contract “Updating Basic Design and Total Investment for the Su Tu Trang gas gathering and transportation pipeline project”, signed with a related party	100%
53	55/NQ-HĐQT	01/10/2025	Approved the organization of the 2025 Extraordinary General Meeting of Shareholders and personnel work of PVE Project Management	80%

			Consultancy Joint Stock Company (PVE-PMC)	
54	56/NQ-HĐQT	03/11/2025	Approved the plan to consolidate the organizational structure and office location of PVE Survey Consultancy Joint Stock Company (PVE-SC)	80%
55	57/NQ-HĐQT	24/11/2025	Approved the main contents of the service contract for additional assessment and updating of the operational flow capacity of storage tanks according to Order No. 772/1100003870/ĐH-NCPT, signed with a related party	100%
56	58/NQ-HĐQT	24/11/2025	Approve the adjustment of personnel work for PVE Project Management Consultancy Joint Stock Company (PVE-PMC) in Resolution No. 55/NQ-HĐQT dated 01 October 2025	80%
57	59/NQ-HĐQT	25/12/2025	Approve the 2026 production and business plan of PetroVietnam Engineering	80%

			Consultancy JSC according to the content of Proposal No. 951/TTr-TKDK dated 03 December 2025 of the General Director of PVE.	
58	60/NQ-HĐQT	19/12/2025	Process Proposal No. 944/TTr-TKDK dated 02 December 2025	80%

4. **Report on transactions between the company, Company's subsidiaries, companies controlled by the public company with over 50% or more of charter capital, and Members of the Board of Directors and affiliated persons of such members; transactions between the company and companies in which a Member of the Board of Directors is a founding member or a business manager within the 03 years prior to the Time of transaction (in accordance with the provisions of Clause 3, Article 280 of Decree 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities):** No transactions occurred in 2025.
5. **Results of supervision of the General Director and other executives in 2025 (in accordance with the provisions of Clause 7, Clause 8, Article 280 of Decree 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities)**  
The Board of Directors supervises the activities of the Board of General Directors and functional departments to ensure that the Company's operations comply with the provisions of the law, the Company's development strategy, and the Company's production and business plan.
6. **Report on corporate governance (in accordance with the provisions of Article 297 of Decree 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities):** On January 30, 2026, the Company disclosed information regarding the 2025 Report on corporate governance.

**7. Future plans (in accordance with the provisions of Clause 9, Article 280 of Decree 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities)**

The Board of Directors has determined several orientations for the Company's activities as follows:

- (i) Continue to maintain and improve the quality of corporate governance and legal compliance
  - Strictly, fully, and timely implement information disclosure obligations;
  - Continue to perfect the internal governance system in a transparent, effective, and compliant manner with the provisions of the law.
- (ii) Stabilize financial operations and improve production and business efficiency
  - Implement solutions to consolidate the financial situation, gradually improving performance indicators;
  - Strengthen cost control and improve the efficiency of resource utilization;
  - Gradually address financial backlogs from previous periods on the basis of compliance with the provisions of the law and clear responsibilities between the Board of Directors and General Director of the old term (from January 08, 2025, and before) and the Board of Directors and General Director of the new term (from January 09, 2025, until the time this report is submitted to the 2026 Annual General Meeting of Shareholders).
- (iii) Accelerate project search, development, and market expansion
  - Focus on finding new sources of work, especially in the core areas of the Company;
  - Proactively approach cooperation and linkage opportunities with partners inside and outside the industry;
  - Enhance competitiveness and gradually restore the Company's position in the market.
- (iv) Continue to care for and develop human resources
  - Maintain internal activities and union movements to improve the spirit and cohesion of employees;
  - Build a stable and professional working environment;

- Have appropriate solutions to retain and develop a capable workforce.
- (v) Gradually improve the reputation and image of the Company
- Strengthen the confidence of shareholders, investors, and partners through transparency of information and performance results;
- Strengthen internal and external communication;
- Build the Company's image in a professional, compliant, and sustainable development direction.

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**(signed)**

**Ta Duc Tien**

VIETNAM NATIONAL INDUSTRY - ENERGY  
GROUP

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

PETROVIETNAM ENGINEERING  
CONSULTANCY JOINT STOCK COMPANY

*Ho Chi Minh City, June 01, 2026*

ENGLISH  
TRANSLATION



## REPORT

Re: Audited separate and consolidated 2025 financial statements

To: 2026 General Meeting of Shareholders

*Pursuant to the current Law on Enterprises and the system of guiding documents for implementation;*

*Pursuant to the Charter of PetroVietnam Engineering Consultancy Joint Stock Company;*

*Pursuant to the audited Financial Statements for the year 2025,*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the separate and consolidated 2025 financial statements, audited by AASC Auditing Co., Ltd.

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**(signed)**

**Ta Duc Tien**