

No.: 43./CBTT-MCG

*Ha Noi, date 01 month 4 year 2026*

**INFORMATION DISCLOSURE  
ON THE ELECTRONIC INFORMATION PORTAL OF THE STATE SECURITIES  
COMMISSION AND HANOI STOCK EXCHANGE**

To: - State Securities Commission,  
- Hanoi Stock Exchange.

**1. Organization name: MCG Energy and Real Estate Joint Stock Company**

- Stock code: MCG
- Address: Alley 102, Truong Chinh Street, Kim Lien Ward, Hanoi City, Vietnam
- Contact phone number: (+84) 024.38694773
- Email: [vanphong@mcger.com](mailto:vanphong@mcger.com)

**2. Information disclosure content:**

Documents of the Annual General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company in 2026.

3. This information was published on the Company's website on 01./04./2026 at the link:

<https://www.mcger.com/dang-bai/categories/tin-tuc>

We hereby commit that the information published above is true and take full legal responsibility for the content of the information published above.

Attached documents:

- Information content to be published and related documents.

**Recipients:**

- As above;
- File: TCHC.

**ORGANIZATION REPRESENTATIVE**

Legal representative/Authorized person to disclose information  
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)



**Nguyen Ngoc Hung**

## INVITATION Annual General Meeting of Shareholders 2026

To: **SHAREHOLDERS OF MCG ENERGY AND REAL ESTATE JOINT STOCK COMPANY**

The Board of Directors of MCG Energy and Real Estate Joint Stock Company (MCK: MCG) hereby announces the organization of the 2026 Annual General Meeting of Shareholders with the following contents:

1. Time : 08:00 AM, April 23, 2026
2. Location : Meeting Room, 7th Floor - Office Tower Building - Meco Complex, Alley 102, Truong Chinh Street, Kim Lien Ward, Hanoi City, Vietnam.
3. Participants:

Shareholders holding MCG shares as of the closing date of **March 24, 2026**.

**4. Main content of the Congress:**

- Report on the activities of the Board of Directors/ Reports of independent members of the Board of Directors
- Report on the activities of the General Director's Board on the business results in 2025 and the business plan for 2026
- Report on the activities of the Supervisory Board in 2025
- Report on salaries and remuneration of the Board of Directors, Supervisory Board, authorized representatives, the Chief Executive Officer and Company Secretary, and the Internal Auditor in 2025; Proposed salary and remuneration plan for members of the Board of Directors, Supervisory Board, authorized representatives, the Chief Executive Officer and Company Secretary, and the Internal Auditor in 2026
- Audited financial statements for 2025
- Selection of the auditing firm for the financial statements for 2026
- Other matters.

**5. Meeting Documents:** Published on **www.mcger.com** from **April 1, 2026**

**6. Register to attend the Congress:**

To facilitate the organization, we request that shareholders please send in advance the Confirmation/Authorization Letter/Confirmation of Attendance at the Meeting via post/email/phone/zalo to the Company.

- **Contact : Organization and Administration Department**  
Phone : 0981.507687 (zalo) / (024) 38694773 / (024) 22138518  
Email : vanphong@mcger.com.
- **Or send information by mail:**  
Recipient : Organization and Administration Department  
MCG Energy and Real Estate Joint Stock Company.  
Address : 7th Floor - Office Tower - Meco Complex,  
Lane 102 Truong Chinh Street, Kim Lien Ward, Hanoi City, Vietnam.

**Note: Shareholders are requested to note:**

- When attending the General Meeting, shareholders are kindly requested to bring the following: Invitation letter / Confirmation of attendance / Authorization letter to attend the General Meeting (if any), Citizen Identification Card / Passport (original) for registration procedures.

**Best regards!**

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyen Ngoc Binh





**PROGRAMME**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**Date 23 month 4 year 2026**

Numerical order	CONTENT	TIME	OPERATION
1	Welcoming and verifying the credentials of delegates.	08h00 - 09h00	Organizing Committee
2	The meeting includes: stabilizing the organization, reporting on the attendance of shareholders, introducing guests, electing the Presidium, Secretariat, and Vote Counting Committee, and outlining the regulations of the General Meeting; the Presidium presides over the meeting.	09h00 - 09h05	Organizing Committee
3	Report of the Board of Directors/Independent Board Member	09h05 - 09h20	Presidium/ Board of Directors
4	Report of the Executive Board	09h20 - 09h30	Executive Board
5	Report of the Supervisory Board	09h30 - 09h40	Supervisory Board
6	Proposal for issues to be voted on	09h40 - 09h45	Presidium
7	Proposal on the selection of the 2025 audit firm	09h45 - 10h00	Supervisory Board
8	Answer to questions	10h00 - 10h10	Presidium
9	Opinion of A&C Audit and Consulting Company Limited, Hanoi Branch, on the 2025 audit results of MCG	10h10 - 10h20	Representative Auditing firm
10	- Through the Voting Rules - Instructions for Voting - Voting on Issues to be Passed at the Congress	10h20 - 10h35	Presidium
11	- The Congress takes a break. - Counting of votes on issues approved at the Congress.	10h35 - 11h05	Vote Counting Committee
12	Answering questions	11h05 - 11h20	Presidium
13	The vote counting committee approves the results of the vote on issues to be approved at the Congress	11h20 - 11h40	Vote Counting Committee
14	Approval of the Minutes and Resolutions of the Congress	11h40 - 11h50	Secretariat
15	Closing of the Congress	11h50	Presidium

**DRAFT**

**WORKING REGULATIONS  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
MCG ENERGY AND REAL ESTATE JOINT STOCK COMPANY**

**To: General Meeting of Shareholders of MCG Energy and Real Estate Joint  
Stock Company**

*Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National  
Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Based on the Charter of MCG Energy and Real Estate Joint Stock Company  
dated March 21, 2025,*

**\* Objectives of the Regulations:**

- Ensuring compliance with legal regulations and the Company's Charter.
- Ensuring the principles of transparency, democracy, and the legitimate rights  
of all shareholders.
- Ensuring the centralized and stable organization of the General Meeting of  
Shareholders.

The Organizing Committee of the 2026 Annual General Meeting of  
Shareholders of MCG Energy and Real Estate Joint Stock Company hereby reports to  
the General Meeting of Shareholders for approval of the Rules of Procedure for the  
Meeting as follows:

**CHAPTER 1  
GENERAL PROVISIONS**

**Article 1. Scope of regulation and applicable subjects:**

1. These regulations apply to the organization of the 2026 Annual General  
Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company  
(hereinafter referred to as the Meeting) in the form of a face-to-face meeting.
2. These regulations specify the rights and obligations of shareholders and other  
parties participating in the General Meeting; and the conditions and procedures for  
conducting the General Meeting.



## **CHAPTER 2**

### **RIGHTS AND OBLIGATIONS OF SHAREHOLDERS ATTENDING THE GENERAL MEETING**

#### **Article 2. Conditions of participation:**

Shareholders who are legal entities, natural persons, or representatives of shareholders or groups of shareholders owning voting shares of MCG Energy and Real Estate Joint Stock Company on the record date (March 24, 2026) are entitled to attend the 2026 Annual General Meeting of Shareholders.

#### **Article 3. Rights and obligations of shareholders attending the General Meeting:**

1. Shareholders or their representatives attending the General Meeting must bring their identification documents (Citizen Identity Card or Passport) and the invitation letter, and a power of attorney (if applicable) to the shareholder eligibility verification committee.

2. Shareholders and their authorized representatives attending the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders. Shareholders who violate these regulations will be subject to disciplinary action by the Presidium, depending on the severity, in accordance with point b, clause 7, Article 146 of the Enterprise Law.

3. Shareholders arriving late have the right to register immediately, and subsequently have the right to participate and vote at the General Meeting. The Chairperson is not obligated to interrupt the General Meeting for shareholder registration, and the validity of any voting already conducted will not be affected.

#### **Article 4. Authorization to attend the General Meeting of Shareholders:**

Shareholders may authorize their representatives to attend meetings and vote on company matters within their authority. The authorized representative does not necessarily have to be a shareholder of the company; the authorized representative may exercise the rights within the scope of the authorization in accordance with the law and the company's charter. The authorized representative may not delegate their authority to a third party.

#### **Article 5. Order of the Congress:**

1. All shareholders attending the General Meeting must arrive on time and register with the Shareholder Eligibility Verification Committee and receive voting cards.

2. Shareholders must sit in the designated seats or areas within the meeting room as specified by the Organizing Committee. Strict adherence to the arrangements of the Organizing Committee is required, along with civilized and courteous behavior.

3. Smoking is prohibited in the meeting room.

4. Private conversations and the use of mobile phones are prohibited during the meeting. All mobile phones must remain silent.

5. Shareholders must adhere to the regulations regarding the use and protection of meeting documents.

### **CHAPTER 3**

#### **VOTING ON ISSUES AT THE CONGRESS**

##### **Article 6. Voting principles:**

All items on the General Meeting agenda are approved by public vote of all shareholders/authorized representatives using ballots and voting cards. Each shareholder/authorized representative will be issued one ballot and one voting card.

The voting card bears the shareholder's name, the number of shares entitled to vote, and the seal of MCG Energy and Real Estate Joint Stock Company.

The ballot contains the shareholder's name, the number of shares entitled to vote, and the items to be voted on and approved at the meeting; the ballot also bears the seal of MCG Energy and Real Estate Joint Stock Company.

##### **Article 7. Voting method:**

Voting cards can be used when issues requiring a vote arise at the general meeting. Shareholders raise their ballots to vote in favor, against, or abstain when the Chairman asks for their opinion on the issues requiring a vote at the meeting.

Voting cards record the issues to be voted on as stated in the presentations. Shareholders/authorized representatives select the option: "Approve," "Disapprove," or "Abstain" for each issue requiring approval at the meeting and submit the ballot to the vote counting committee.

##### **Article 8. Approval of decisions of the General Meeting of Shareholders:**

1. Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting:



- a. Types of shares and the total number of shares of each type;
  - b. Changes to the business sector and field of operation;
  - c. Changes to the organizational structure of the Company's management;
  - d. 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 statement, unless the Company's charter stipulates a different percentage or value;
  - e. Reorganization or dissolution of the Company;
  - f. Other matters as stipulated in the Company's charter.
2. Resolutions shall be adopted when approved by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting, except as stipulated in Clauses 1, 3, 4, and 6 of Article 148 of the Enterprise Law.
3. Resolutions passed by 100% of the total voting shares of the General Meeting of Shareholders are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the Company's Articles of Association.

## **CHAPTER 4**

### **SPEAKING OPINIONS AT THE CONGRESS**

#### **Article 9. Registration for speaking:**

Shareholders attending the General Meeting who wish to speak must register their remarks on the speech registration form, which is then submitted to the support team for the Presidium. The support team for the Presidium is responsible for compiling the opinions and sending them to the Presidium through the General Meeting's secretariat.

#### **Article 10. Manner of speaking:**

Shareholders should speak concisely, avoid repetition, and focus on the key issues to be discussed, in line with the approved agenda of the General Meeting. The Chairman of the General Meeting will arrange for shareholders to speak in the order of registration and will also answer shareholders' questions.

## **CHAPTER 5**

### **RESPONSIBILITIES OF THE PRESIDIAL BOARD**

#### **Article 11. Number and duties of the Presidium:**

1. Number of members in the Presidium: The Presidium consists of 3 members.
2. Duties of the Presidium:
  - a. To manage the activities of the Shareholders' Meeting according to the agenda approved by the Shareholders' Meeting.
  - b. To guide the delegates and the meeting in discussions.
  - c. To present drafts and conclusions on necessary issues for the Shareholders' Meeting to vote on.
  - d. To answer or appoint individuals responsible for answering questions requested by the meeting.
  - e. The Presidium operates on the principles of collective decision-making and democratic centralism, conducting the meeting in a valid and orderly manner, reflecting the wishes of the majority of shareholders and their representatives.

## **CHAPTER 6**

### **SHAREHOLDER QUALITY INSPECTION COMMITTEE**

#### **Article 12. Number and responsibilities of the Shareholder Qualification Inspection Board:**

1. The shareholder eligibility verification committee is nominated by the General Meeting Organizing Committee.
2. The eligibility verification committee is responsible for verifying the eligibility of delegates and reporting the verification results to the General Meeting of Shareholders.

## **CHAPTER 7**

### **CONGRESS SECRETARY**

#### **Article 13. Number and responsibilities of congress secretaries:**

1. The Secretary of the General Meeting is nominated by the Organizing Committee and approved by the General Meeting.
2. The Secretary of the General Meeting is responsible for:



- a. Accurately and truthfully recording all proceedings of the General Meeting and any issues approved or still under consideration by shareholders in the minutes of the meeting and before the closing of the meeting.
- b. Assisting the Presidium in announcing the draft documents, conclusions, and resolutions of the General Meeting.
- c. Receiving questions from shareholders through the Presidium's support team.

## **CHAPTER 8**

### **VOTE COUNTING COMMITTEE**

#### **Article 14. Number and responsibilities of the Ballot Counting Committee:**

1. The vote counting committee is nominated by the Organizing Committee and approved by the General Meeting of Shareholders.
2. The vote counting committee has the following duties:
  - a. To disseminate the voting principles.
  - b. To conduct the vote counting.
  - c. To announce to the General Meeting the results of the shareholders' votes on the issues approved at the General Meeting.
  - d. To review and report to the General Meeting on cases of violations of the voting rules.

The Rules of Procedure for the 2026 Annual General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company shall take effect immediately upon being approved by the Company's General Meeting of Shareholders./.

**TM. CONGRESS ORGANIZING  
COMMITTEE  
HEAD OF ORGANIZING COMMITTEE**



Nguyen Ngoc Hung

## **RULES**

### **Voting at the 2026 Annual General Meeting of Shareholders**

#### **I. Voting form:**

- The contents of the proposals submitted to the 2026 Annual General Meeting of Shareholders will be approved by direct, public voting at the meeting.
- In case any issues requiring a vote arise during the meeting, shareholders will use their voting cards to vote when the Chairman asks for their opinion on the matter to be voted on.

#### **II. Voting ballot:**

- Shareholders or their authorized representatives are issued one voting ballot to vote on matters to be approved at the general meeting.
- The voting ballot includes the shareholder's name, shareholder code, number of shares held, and the total number of votes cast.
- The voting value of the ballot corresponds to the ratio of the number of voting shares held by the shareholder to the total number of shares participating in the voting at the general meeting.
- A valid voting ballot must meet the following conditions: Issued by the General Meeting Organizing Committee, stamped with the Company seal, with no information altered, and intact.
- A invalid voting ballot is one that: Is not issued by the General Meeting Organizing Committee, does not conform to the prescribed form, lacks the Company seal, is crossed out, torn, or patched.

#### **III. Voting procedure:**

- Shareholders or their authorized representatives should mark an "x" in the "agree" box for all voting issues. Alternatively, they can mark an "x" in one of the three boxes: "Agree," "Disagree," or "No Opinion" for each voting issue.
- In case a shareholder marks the wrong voting issue, they must request a replacement ballot from the Ballot Counting Committee immediately at the meeting. The Ballot Counting Committee will collect and invalidate the defective ballot by crossing it out.
- The ballot must be placed in the ballot box. After the ballot box is opened, the Ballot Counting Committee will not accept any further ballots.

**ON BEHALF OF THE ORGANIZING  
COMMITTEE  
HEAD OF ORGANIZING COMMITTEE**



**Nguyen Ngoc Hung**



**DRAF PROPOSAL OF ISSUES TO BE VOTED ON  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
Date 23 month 4 year 2026**

To: General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following issues to be voted on:

**1. 2025 business results and 2025 profit distribution:**

***Key indicators:***

- Output	:	45,86 billion VND
- Revenue	:	45,86 billion VND
- Profit after tax	:	- 10,05 billion VND
- Dividend	:	Not distributed

**2. Report on activities of the Board of Directors, Report of the Board of General Directors, Report of the Supervisory Board**

**3. Audited financial statements for 2025**

**4. Production and business plan for 2026 and dividends for 2026:**

- Output	:	93,33 billion VND
- Revenue	:	100,83 billion VND
- Profit after tax	:	0,55 billion VND
- Dividend	:	Not distributed

**5. Salary, Remuneration of members of the Board of Directors and Supervisory Board, In charge of internal audit, in charge of administration cum Company secretary, In charge of information disclosure (including tax)**

The Board of Directors respectfully submits to the General Meeting of Shareholders a proposal for the total salary payment to the Chairman of the Board of Directors and remuneration to the members of the Board of Directors and Supervisory Board for the fiscal year 2025 of VND 646,693,363 (Six hundred forty-six million six hundred ninety-three thousand three hundred sixty-three dong); a total remuneration payment to the Head of Internal Audit, Head of Governance and Company Secretary, and Head of Information Disclosure for the fiscal year 2025 of VND 15,000,000 (Fifteen million dong); and proposes the following remuneration levels for members of the Board of Directors and Supervisory Board, Head of Internal Audit, Head of Governance and Company Secretary, and Head of Information Disclosure for the fiscal year 2026:



NUMERICAL ORDER	TITLE	SALARY /MONTH	REMUNERATION /MONTH	NOTE
1	Chairman of the Board of Directors	52.000.000	15.000.000	
2	Member of the Board of Directors	37.000.000	5.000.000	
3	Head of the Supervisory Board	22.000.000	2.500.000	
4	Member of the Supervisory Board	12.000.000	2.000.000	
5	In charge of internal audit	15.000.000	2.000.000	
6	In charge of administration and corporate secretary	12.000.000	2.000.000	
7	In charge of information disclosure	12.000.000	2.000.000	

## 6. Authorize the Board of Directors:

**6.1.** Accepting transactions with a value less than 35% of the total assets recorded in the most recent financial statement of the related party includes:

- Businesses and individuals related to the Company include: An Pha Hydropower Investment Joint Stock Company; Thien Nam Asset Management and Exploitation Joint Stock Company; Van Lam Mechanical Joint Stock Company; MCG Construction Joint Stock Company; Binh Long Renewable Energy Joint Stock Company; Electromechanical Equipment and Spare Parts Joint Stock Company; Khanh Khe Hydropower Joint Stock Company; Meco Power Investment and Development Joint Stock Company; Meco Saigon Irrigation Construction Joint Stock Company; Song Da 7.09 Joint Stock Company; Hoa Binh Electromechanical and Construction Joint Stock Company; BP Consulting and Construction Investment Joint Stock Company; Yen Bai Artificial Board Joint Stock Company; Ha Tinh Industrial Parks Investment and Development Joint Stock Company; HTC Global Joint Stock Company; Long Giang Limited Company; Linh Vietnam Investment Limited Company; My Hung Renewable Energy Joint Stock Company; Tien Thanh Investment and Development Joint Stock Company.

- Transactions with individuals and businesses who are insiders and those related to insiders of the Company are accepted.



- The content of the approved contracts and related transactions includes:
  - + Construction and installation;
  - + Buying and selling goods, shares, capital investment; joint ventures and partnerships (including deposit contracts/agreements for the above transactions);
  - + Borrowing, lending, guarantees and receiving guarantees;
  - + Payment, offsetting, and swapping of debts.

6.2. Choosing the right time to decide on changes in ownership ratios and divestment in certain subsidiaries and associated companies.

6.3. Approve the conversion of shareholders' debt in the parent company into shares in related companies owned by the shareholders.

6.4. The company may choose to sell treasury shares and investment shares at a time no lower than the market price at the time of sale; sell the remaining assets of the Company at Project 102 Truong Chinh and liquidate other assets to repay debts and raise capital from members of the Board of Directors, the Executive Board or other sources at an interest rate equivalent to that of banks at the time to resolve the company's financial restructuring.

6.5. Write off outstanding receivables and payables for projects in accordance with current regulations. Establish provisions for doubtful receivables and handle these doubtful receivables using the allocated funds as prescribed by law. For outstanding payables from projects that have been pending for a long time, where suppliers have failed to reconcile accounts and request payment, or where suppliers have been dissolved or gone bankrupt, write off these debts in accordance with current regulations.

Respectfully submit to the General Meeting of Shareholders for consideration and approval of the above issues!

**Best regards!**

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



**Nguyen Ngoc Binh**



## **DRAFT SUBMISSION**

### **Regarding the selection of the Auditing Unit for the 2026 Financial Statements**

To: General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company

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

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government of the Socialist Republic of Vietnam detailing the implementation of a number of articles of the Securities Law;

Pursuant to the Charter of MCG Energy and Real Estate Joint Stock Company,

The Supervisory Board of MCG Energy and Real Estate Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of an independent auditing firm to audit the Company's financial statements for the year 2026 as follows:

#### **1. Criteria for selecting an independent auditing firm:**

- A legally operating company in Vietnam, approved by the Ministry of Finance and the State Securities Commission to conduct audits for public interest entities in 2025;
- Experienced in auditing public interest entities in Vietnam;
- Reputable in the auditing field;
- Possesses a team of auditors with high professional qualifications and extensive experience in fields similar to the Company's activities;
- Meets the Company's audit scope and audit plan requirements;
- No conflict of interest when auditing the Company's financial statements;
- Offers audit fees that are appropriate to the Company's audit scope and audit plan.

#### **2. Specific recommendations on selecting an independent auditing company:**

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms to select an auditing firm to review the semi-annual financial statements and audit the 2026 annual financial statements of the Company, including:





**- A & C Auditing and Consulting Co., Ltd. Hanoi Branch**

Address: 40 Giang Vo Street, Cat Linh Ward, Dong Da District, Hanoi City.

**- AASC Auditing Firm Co., Ltd.**

Address: No. 1, Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi, Vietnam.

**- Nhan Tam Viet Auditing Co., Ltd.**

Address: 2nd Floor, Platinum Residences Building, No. 6 Nguyen Cong Hoan Street, Ngoc Khanh Ward, Ba Dinh District, Hanoi, Vietnam.

**- Or an auditing firm from the list of qualified companies stipulated by the Ministry of Finance.**

We hereby request the General Meeting of Shareholders to authorize the Board of Directors of the Company to decide on the selection of one of the auditing firms on the above list to conduct a review of the semi-annual financial statements and audit the 2026 annual financial statements of the Company in accordance with the provisions of the law.

Respectfully submit to the General Meeting of Shareholders for consideration and approval of the above issues!

**Thanks a lot!**

**Recipients:**

- General Meeting of Shareholders;
- Supervisory Board, Board of Directors, Board of Management;
- Office, Departments;
- File: VT

**ON BEHALF OF  
THE SUPERVISORY BOARD  
PREFECT**



**Pham Hong Sang**

**DRAFT REPORT**  
**ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**  
**AND THE DIRECTION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026**

**Dear Shareholders of MCG Energy and Real Estate Joint Stock Company!**

On behalf of the Board of Directors of MCG Energy and Real Estate Joint Stock Company, I would like to warmly welcome all distinguished delegates and shareholders to our Annual General Meeting of Shareholders 2026 today.

The Board of Directors of MCG Energy and Real Estate Joint Stock Company hereby presents the Report on the Board of Directors' activities in 2025 and the Board's operational orientation for 2026 with the following main points:

**PART I**  
**RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025**

**I. PRODUCTION AND BUSINESS ACTIVITIES SITUATION IN 2025**

Over the past year, the company's production and business activities have faced many difficulties. Hydropower and real estate investment projects have been delayed due to organizational restructuring and the division of authority in land compensation and clearance by various levels of government.

Despite these challenges, the Board of Directors has consistently adhered to the mechanisms, policies, and guidelines of the Party and the State to develop solutions and maintain the company's production and business operations.

**1. Regarding Investment:**

- Continue researching and approaching planning, closely following local investment policies to develop and expand investment in the power and real estate sectors.
- Closely monitor and accelerate the progress of land clearance and installation work at the Nam Hoa 1 and Suoi Choang hydropower projects to ensure early completion and power generation.
- Research and prepare a plan to expand investment in coffee production and processing in Son La.

**2. Regarding production activities:**

- Strengthen management, closely monitor and promptly provide solutions to address emerging issues in order to effectively exploit the Nam Hoa 2 hydropower project in Son La, the Binh Long hydropower project in Cao Bang, and the 102 Truong Chinh project.



- Continue implementing joint venture contracts for the construction of the "Investment in the construction of technical infrastructure for the Van Tu craft village industrial cluster" project in Chuyen My commune, Hanoi.

- Closely adhere to regulations and policies to prepare for the handover of the electricity system to Hoan Kiem Power Company due to the inefficiency of its retail electricity business.

- Continue implementing a centralized management plan to enhance operational capacity and production organization, aiming to concentrate intellectual resources and management strength to achieve optimal results at the lowest cost.

- Continue reviewing and reassessing human resources, staffing levels, and personnel allocation at subordinate units.

- Strengthen inspection and supervision at the company's investment and construction projects.

- Apply Industry 4.0 technologies in management and operations.

### **3. Business performance results:**

#### ***3.1. Project 102 Truong Chinh:***

- The cooperation in exploiting assets at Project 102 Truong Chinh is stable, ensuring revenue according to plan.

- The company is continuing to follow procedures to request the conversion of a portion of the HH1B office building's function to residential units for sale; to obtain certificates for areas owned by the company; and to request approval for the socialization of the "TH" land plot in the project.

#### ***3.2. Hydroelectric projects:***

- The Nam Hoa 1 Hydropower Project - with a capacity of 18MW: has not been completed and put into operation due to incomplete land clearance for the reservoir area. This is partly due to numerous changes in the organization of government at various levels, leading to delays in land clearance due to changes in documentation and changes in the authority responsible for signing and approving the documents.

- The Suoi Choang hydropower project (4MW capacity) has not completed land clearance due to numerous changes in documentation, verification units, and approval processes by various levels of government; construction work has been affected by storms and floods.

- The Binh Long hydropower plant (6.5MW capacity) has not achieved profitability because electricity generation revenue has not covered interest expenses and depreciation of fixed assets.

- The Nam Hoa 2 hydropower plant (8MW capacity) is not highly efficient due to high interest expenses, depreciation of fixed assets, and electricity generation revenue not fully covering costs.

**3.2. Regarding construction and installation:**

- The construction of Package No. 20, the main dam of the Cai River and Auxiliary Dam No. 1 of the Tan My Irrigation System Project in Ninh Thuan province, has been completed and is currently undergoing final settlement.

- Construction of the technical infrastructure of the Van Tu craft village industrial cluster project in Chuyen My commune, Hanoi city, continues.

**3.4. Business performance results for 2025:**

Unit of measurement: billion VND

No.	Target	Merger		
		Plan for 2025	To be implemented in 2025	% Plan completed
	<b>A</b>	<b>1</b>	<b>2</b>	<b>3= 2/1</b>
<b>1</b>	<b>PRODUCTION</b>	97,28	45,86	47,14%
-	Construction	12,912	0,352	2,73%
-	Industrial production; Trade and services	84,368	45,507	53,94%
<b>2</b>	<b>REVENUE</b>	<b>131,099</b>	<b>45,86</b>	<b>34,98%</b>
-	Construction	46,731	0,352	0,75%
-	Industrial production; Trade and services	84,368	45,507	53,94%
<b>3</b>	<b>PROFIT AFTER TAX</b>	<b>0,55</b>	<b>-10,049</b>	

**4. Evaluate the reasons for not meeting the profit target:**

- Regarding the accumulated loss as of December 31, 2025: The main cause of the accumulated loss is the provision for losses on financial investments in subsidiaries; and the provision for doubtful receivables.

- Regarding the accumulated loss as of December 31, 2025: The main cause of the accumulated loss is the provision for losses on doubtful receivables; and the provision for losses on financial investments in joint ventures and associated companies; specifically: the business results for 2025 on the consolidated financial statements of MCG Energy and Real Estate Joint Stock Company - VND 10.05 billion - are mainly due to the large interest expense of the subsidiary - An Pha Hydropower Investment Joint Stock Company - when



consolidated, with a value of VND 11.39 billion. In addition, the business management expenses for the year were VND 8.96 billion. - Due to high financial and administrative costs, although sales revenue and service provision, along with other income from contract violation penalties, increased compared to last year, they were insufficient to offset expenses, resulting in a loss in the 2025 reporting period.

- Investment activities in energy projects have not been profitable, mainly due to high costs from interest payments and depreciation of fixed assets.

- Debt collection: significantly decreased compared to the previous period due to the recovery of some long-standing debts and the provision for some difficult-to-collect receivables; however, outstanding debts remain.

- The legal procedures for converting a portion of the HH1B office building's function to residential units for sale have not yet been completed.

## II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

### 1. Activities of the Board of Directors in 2025:

In 2025, the Board of Directors held 10 meetings and issued 16 resolutions and decisions to implement the resolutions of the 2025 annual general meeting of shareholders, mainly focusing on important issues to promptly serve production and business activities, investment and development, and financial matters.

No.	Number Resolution/ Decision	Day	Content	Passage Rate
<b>Term 2020 - 2025</b>				
1	60/2025/NQ-HĐQT	15/01/2025	Resolution approving the finalization of the List of shareholders to exercise the right to attend the 2025 Annual General Meeting of Shareholders	100%
2	01/2025/QĐ-HĐQT	22/01/2025	Decision to establish the 2025 Annual General Meeting of Shareholders Preparation Committee	
3	61/2025/NQ-HĐQT	13/02/2025	Resolution approving and approving the policy on the Company signing and implementing Contracts/Transactions with: Subsidiaries directly or indirectly owned by the Company from 51% of charter capital, related businesses, related persons as prescribed in the Company Charter, Enterprise Law and Securities Law expected to arise in 2025 according to the limit framework	100%

No.	Number Resolution/ Decision	Day	Content	Passage Rate
4	62/2025/NQ-HĐQT	13/02/2025	Resolution approving the time and location of the 2025 Annual General Meeting of Shareholders	100%
5	63/2025/NQ-HĐQT	11/03/2025	Resolution approving the List to elect the Board of Directors and Supervisory Board for the term 2025 - 2030	100%
6	08/2025/QĐ-HĐQT	26/5/2025	Decide on assignment of tasks within the Board of General Directors	
<b>Term 2025 - 2030</b>				
1	01/2025/NQ-HĐQT	11/4/2025	Resolution approving the change of the Company's legal representative to the General Director	100%
2	02/2025/NQ-HĐQT	11/4/2025	Resolution appointing personnel to join the Board of Directors of Anpha Hydropower Investment Joint Stock Company	100%
3	03/2025/NQ-HĐQT	04/8/2025	Resolution approving the mortgage of shares at Binh Long Renewable Energy Joint Stock Company to ensure all obligations of Binh Long Renewable Energy Joint Stock Company to borrow capital at BIDV Ha Thanh	100%
4	04/2025/NQ-HĐQT	17/10/2025	Resolution passed:	100%
5	05/2025/NQ-HĐQT	03/11/2025	- Update the Company address on the Business Registration Certificate according to 2-level government organizations	100%
6	06/2025/NQ-HĐQT	20/11/2025	- Update the address of the Legal Representative on the Business Registration Certificate according to 2-level government organizations	100%
7	11/2025/QĐ-HĐQT	25/11/2025	Resolution to change the name of Tuyen Quang Branch, update the Branch's address and update the Branch Director's information	
8	13/2025/QĐ-BĐH	15/12/2025	Resolution appointing Mr. Nguyen Ngoc Hung - General Director/Legal Representative to represent the Company's capital contribution at Binh Long Renewable Energy Joint Stock Company	



No.	Number Resolution/ Decision	Day	Content	Passage Rate
9	15/2025/QĐ-HĐQT	25/12/2025	Decided to appoint personnel to join the Management Board of Mecos Complex Apartment Complex	
10	07/2025/NQ-HĐQT	31/12/2025	Decision to establish the Steering Committee for inventory and financial statements in 2025	100%

## 2. Evaluating the performance of the Board of Directors members in 2025:

The Board of Directors has consistently monitored the daily operations and project implementation of the Company, directing and supervising the Executive Board and management staff in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors in production and business activities; directly and promptly resolving difficulties and obstacles, providing direction and guidance on important and urgent tasks of the Company. The majority of Board members have fully participated in Board meetings with a high sense of responsibility, demonstrating their leadership capabilities for the benefit of shareholders and the sustainable development of the Company.

In addition to fulfilling their general responsibilities for the Board of Directors' activities, the Board members have completed their assigned tasks, specifically:

- The Chairman has fulfilled his duties as Chairman of the Board of Directors in accordance with the Enterprise Law, the charter, and the operating regulations of the Board of Directors in preparing and implementing the annual work program, assigning tasks among Board members, organizing meetings, soliciting written opinions, and issuing resolutions, decisions, and announcements of the Board of Directors.

- Independent Board members have made positive contributions to improving the Company's internal governance system and, together with the Board of Directors, managing and supervising business operations.

- Board members assigned to oversee the Company's business areas have also made efforts to fulfill their assigned tasks.

## 3. Supervision of the Board of Directors:

- Despite facing numerous operational challenges, the Board of Directors has made significant efforts in managing and directly implementing the resolutions of the General Shareholders' Meeting and the Board of Directors. However, the company's production and business results during this term did not meet the planned targets and profit goals.



- In 2026, with the prospect of continued challenges and new development requirements, the Board of Directors still needs to continue reviewing, improving, and enhancing its professional capabilities, and be more proactive and creative to increase efficiency, progress, and quality in business management and operations. The Board of Directors needs to seriously assess the objective and subjective causes and lessons learned from the production and business management in 2025 in order to promptly propose solutions. At the same time, they need to be more determined and make greater efforts to successfully implement the strategies, objectives, and business plan targets for 2026 assigned by the General Shareholders' Meeting and the Board of Directors.

## **PART II**

### **DIRECTION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026**

To continue its journey towards sustainable and in-depth development in 2026, the Board of Directors will focus on accelerating progress to complete planned investment projects to increase long-term development resources, realize revenue and profits from implemented projects, and supplement cash flow for investment and reinvestment in new projects.

#### **1. Regarding Real Estate and Power Investment:**

- Focus resources on land clearance and completion of installation work to bring the 18MW Nam Hoa 1 Hydropower Project into commercial operation in 2026.
- Accelerate construction and land clearance for the 4MW Suoi Choang Hydropower Project to bring it into operation in 2026.
- Continue cooperation with Thien Nam Asset Management and Exploitation Joint Stock Company to effectively utilize assets at the 102 Truong Chinh Project.
- Closely follow the State's policies and guidelines to complete the necessary legal documents to request the conversion of a portion of the HH1B office building's function to residential housing for sale.
- Continue to request approval to be the investor for a school on the remaining 2,700m2 plot at the 102 Truong Chinh Project under a public-private partnership model.
- Organize the assessment of financial and material resources, as well as subjective and objective factors, to consider and decide on the implementation of investment in the coffee production and processing sector in the raw material areas of Son La province.
- Continue to implement the investment survey steps for several energy projects: My Hung - Cao Bang hydropower project, wind power project in Bao Lac - Bao Lam, Cao Bang..., hydropower project in Ha Giang.



## **2. Regarding construction and installation:**

- Continue organizing and implementing the construction of technical infrastructure for the following projects: Investment in the construction of technical infrastructure for the Van Tu craft village industrial cluster, Chuyen My commune, Hanoi city; and the construction and installation project of the coffee processing and production plant of Son La Coffee Production and Processing Joint Stock Company.

- Closely follow the investment plans of ministries, departments, and agencies to participate in bidding for construction packages related to civil engineering, irrigation, and transportation projects.

- Actively seek, negotiate, and secure contracts for hydropower projects that match the company's capabilities to increase revenue and profit.

## **3. Regarding financial matters:**

To strengthen financial resources for production and business operations, the Company will continue to implement the following:

- Intensify debt collection efforts through various methods, including direct, indirect, and legal services.

- Complete the settlement and warranty of completed and handed-over projects to recover retained warranty and settlement funds.

- Closely monitor the effectiveness of investment cooperation and capital contribution contracts.

- Continue divesting from some underperforming affiliated companies.

- Sell treasury shares to increase ownership in investment projects and supplement working capital for the Company's business operations upon notification from the State Securities Commission of receipt of complete documentation for the sale of treasury shares.

## **4. Regarding governance direction for 2025:**

- Continue to improve management and operations, develop human resources, and build a reputable and transparent brand image.

- Enhance the performance of each Board of Directors member through assignment of responsibilities, evaluation, and monthly, quarterly, and annual summaries.

- Closely monitor and promptly direct the activities of the Executive Board.

- Maintain a healthy financial situation, research and apply financial risk management tools.

- Continue to restructure and improve the corporate financial system to ensure sustainability, transparency, and protect shareholder interests.

***Dear all shareholders!***

The above summarizes the Board of Directors' performance in 2025 and outlines the Board's operational direction for 2026.

The Board of Directors acknowledges that 2026 and the following years will present challenges due to the complex and challenging global situation, slowing economic growth caused by trade protectionism and rising public debt, and geopolitical tensions in the Middle East and Ukraine significantly impacting fuel and input material prices. However, the Board of Directors is confident that with unity and responsibility, it will strive to achieve the set goals and objectives.

We wish our esteemed shareholders good health, happiness, and success!

***Wish the Congress great success!***

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



**Nguyen Ngoc Binh**



**DRAFT**  
**BOARD OF MANAGEMENT REPORT**

To: General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company

The Board of Directors of MCG Energy and Real Estate Joint Stock Company (MCG E&R) would like to submit to our esteemed shareholders a report consisting of two parts as follows:

- 1. Implement the production, business, and investment plan for 2025.**
- 2. Business and Investment Plan for 2026.**

The specific details are as follows:

**I. IMPLEMENTING THE PRODUCTION, BUSINESS AND INVESTMENT PLAN FOR 2025.**

**1. Implement the company's production and business plan.**

In 2025, the Company's business operations will take place amidst a volatile economic environment, particularly in the construction, real estate, and energy sectors. Legal factors affecting project implementation will significantly impact the Company's performance. The business results for 2025 are shown in the following table:

*Unit of measurement: Billion VND*

No.	Target	Merger		
		Plan for 2025	To be implemented in 2025	% Plan completed
		1	2	3= 2/1
1	<b>SẢN LƯỢNG</b>	97,28	45,86	47,14%
-	Construction	12,91	0,35	
-	Industrial production; trade and services	84,37	45,51	
2	<b>REVENUE</b>	131,10	45,86	34,98%
-	Construction	46,73	0,35	
-	Industrial production; trade and services	84,37	45,51	
3	<b>PROFIT AFTER TAX</b>	1,53	-10,05	

**\* Construction field:**

- The construction sector failed to meet its 2025 targets due to key projects not being implemented on schedule, particularly:
  - + The Nam Hoa 1 hydropower project is delayed due to land clearance issues.

+ The Van Tu Craft Village Cluster project has not yet completed the procedures for obtaining construction permits for the technical infrastructure components.

**\* Industrial production, trade and services sector:**

- The industrial, commercial, and service sectors maintained relatively stable operations, continuing to be the company's main sources of revenue. This includes revenue from commercial power generation at the Nam Hoa 2 hydropower plant and the sale of electricity for residential use at the 102 Truong Chinh project (Meco Complex).

- Investment projects: The 102 Truong Chinh real estate project (Meco Complex), completed in 2014, continues to generate revenue for the company through office and commercial space leasing. The company is currently finalizing legal documents to convert a portion of the HH1B office building into residential units for sale.

**2. Evaluate the company's business performance.**

The company has achieved several targets set at the 2025 Shareholders' Meeting. However, some tasks have encountered significant difficulties during implementation due to the following main reasons:

**- Objective causes:**

+ The Nam Hoa 1 hydropower project is delayed due to slow land clearance work by the investor, leading to delays in the progress of some components;

+ The Van Tu craft village cluster project cannot yet commence construction of technical infrastructure items because the investor is still completing legal procedures for construction permits.

+ Local policies related to investment activities, such as policies on land clearance for projects, are difficult and complex, prolonging the completion time and directly affecting the project's progress, increasing costs, loan terms, and repayment periods for businesses.

**- Subjective causes:**

+ The bidding and project search process encountered difficulties, resulting in a lack of projects for construction;

+ Revenue in the real estate business sector faced difficulties due to legal procedures for converting a portion of the HH1B office building's function to residential units for sale, which are still hampered by general policy issues from state management agencies. The company plans to expedite the completion of the conversion procedures in 2025 to promptly recognize the revenue.

**II. PRODUCTION, BUSINESS AND INVESTMENT PLAN FOR 2026.**

**1. The company's business plan for 2026.**



Based on the company's production and business capabilities and the contracts signed with partners, the Board of Directors and the Management Board of the Company have developed the production and business plan for the fiscal year 2026 (accounting year from January 1, 2026 to December 31, 2026) as follows:

*Unit of measurement: Billion VND*

No.	Target	Merger		
		To be implemented in 2025	Plan for 2026	Note
		1	2	
<b>1</b>	<b>SẢN LƯỢNG</b>	<b>45,86</b>	<b>93,33</b>	
-	Construction	0,35	24,46	
-	Industrial production; trade and services	45,51	68,87	
<b>2</b>	<b>REVENUE</b>	<b>45,86</b>	<b>100,83</b>	
-	Construction	0,35	31,96	
-	Industrial production; trade and services	45,51	68,87	
<b>3</b>	<b>PROFIT AFTER TAX</b>	<b>-10,05</b>	<b>0,55</b>	

## **2. The company's investment plan for 2026.**

To successfully implement the 2026 plan approved by the Shareholders' Meeting and the Board of Directors, the Company has outlined the necessary solutions to achieve the objectives, specifically as follows:

### **2.1. Improve the company's operational efficiency.**

#### **2.1.1. Regarding direct management of production and business operations:**

- a. Focus on directing and managing the construction of the Nam Hoa 1 hydropower project, completing it and commencing commercial operation when land clearance and compensation meet the requirements.
- b. Acknowledging the eligibility of assets on the land of the 102 Truong Chinh project.
- c. Focus on directing efforts to expedite the completion of legal procedures for converting a portion of the office block at the 102 Truong Chinh project into residential units for sale.
- d. Focus on directing and managing the construction of real estate projects:
  - Van Tu craft village industrial cluster, Chuyen My commune, Hanoi city;
  - Complete technical consulting and project management contracts.
- e. Participate in construction work within companies under the same system, and undertake new projects to increase output and revenue;
- f. Focus on developing commercial business.

#### **2.1.2. Investment 2026:**

- We are continuing to seek investment and adjustments to the planning, including a

change in land use purpose for the 3,000m2 plot at the 102 Truong Chinh project.

- Look for other investment projects such as: Real estate, clean energy, and hydropower and irrigation projects.

*2.1.3. Regarding financial matters:*

- Ensure timely financial balance, prioritizing key projects with clear effectiveness.
- Establish specialized committees to decide on approvals, personnel additions, tools, and debt recovery measures to enhance the effectiveness of debt collection.

*2.2. Improve the company's management and human resources system:*

- Continue building the culture and maintaining the MCG E&R brand.
- Refine the financial regulations, management contract regulations, and salary and bonus regulations.

*2.3. Administrative tasks:*

- Human Resources Management: Focus on a lean and efficient approach, assigning management responsibilities by field, industry, and sector to accurately assess competence and job performance.

- Financial Management: Develop financial plans linked to cost management and risk management for each project.

- Asset Management: Develop asset utilization plans aligned with the business strategy, and resolutely address inefficient asset management.

- Production Planning Management: Adhere closely to the annual business strategy and production plan.

**Best regards!**

**Recipient:**

- As above;
- File: VT.

**GENERAL DIRECTOR**



**Nguyen Ngoc Hung**





**DRAFT**

**REPORT OF THE SUPERVISORY BOARD**

To: Shareholders Meeting of MCG Energy and Real Estate Joint Stock Company

***Dear shareholders!***

In fulfilling the functions and duties of the Supervisory Board as stipulated in the Enterprise Law and the Charter of Organization and Operation of MCG Energy and Real Estate Joint Stock Company, the Supervisory Board hereby reports on the situation and results of the business operations of MCG Energy and Real Estate Joint Stock Company in 2025 to the Annual General Meeting of Shareholders in 2026, comprising the following three points:

1. The Supervisory Board's operational situation in 2025
2. Results of monitoring various aspects of operations in 2025
3. The Supervisory Board's work plan for 2026

**PART I. PERFORMANCE STATE OF THE SUPERVISORY BOARD IN 2025**

Review and evaluate the performance of the Board of Directors, the General Management Board, and the Company's management system throughout the fiscal year related to the implementation of the Company's 2025 plan, as approved by the Shareholders' Meeting.

Supervise and coordinate with the General Management Board to conduct inspections of the Company's production, business, and financial activities. Directly work with the Company's leadership to identify risks and shortcomings and propose appropriate solutions to the Company's leadership, management, and units;

Monitor and inspect the development of the Company's regulations and rules and the implementation of the issued regulations and rules;

In 2025, select A&C Auditing and Consulting Co., Ltd. as the auditing firm in accordance with the Shareholders' Meeting resolution;

Assess the Company's financial statements and business performance reports (quarterly, semi-annually, and annually), reviewing indicators and ratios;

Participate in reviewing and inspecting several unfinished construction projects undertaken by the company, such as Nam Hoa 1 and Suoi Choang;

Perform other tasks as assigned by the Supervisory Board.

## **PART II. RESULTS OF MONITORING ACTIVITIES IN 2025**

### **I. Company management and operation:**

#### **1. Board of Directors:**

- The Board of Directors' activities in 2025 complied with the Company's Charter and current legal regulations;
- Supervised the activities of the Board of Directors, ensuring compliance with the law and the implementation of resolutions of the Shareholders' Meeting and the Board of Directors;
- Performed functions and duties as prescribed, organized regular meetings, and issued timely resolutions and decisions based on the Company's actual situation to ensure the Company's development aligns with the direction approved by the Shareholders' Meeting;
- In addition to fulfilling their general responsibilities for the Board of Directors' activities, the members of the Board of Directors completed their assigned tasks. However, in 2025, due to the impact of the general economic difficulties, the Company did not achieve some targets set at the Shareholders' Meeting.

#### **2. Company Executive Board:**

- The Company's operations are implemented by the Executive Board based on resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, and the Company's Charter:
  - Despite numerous operational difficulties, the Executive Board has proactively and diligently worked to complete its tasks, implementing flexible and timely management solutions. However, the Company's production and business results in 2025 did not meet the set plan.
- \* Regarding construction:
  - The completion and final settlement of Package No. 20: Main Dam of Song Cai River and Auxiliary Dam No. 1 of the Tan My Irrigation System Project in Ninh Thuan Province is underway.
  - Construction of technical infrastructure continues for the Project: Investment in the construction of technical infrastructure for the Van Tu craft village industrial cluster, Chuyen My commune, Hanoi city.
- \* Investment in projects:
  - The cooperation in exploiting assets at the 102 Truong Chinh Project is stable, ensuring revenue according to plan.
  - The company is continuing to follow procedures to request the conversion of a portion of the HH1B office building's function to residential housing for sale; to obtain certificates for areas owned by the company; and to request approval for the socialization of the "TH" land plot within the project.



- The Nam Hoa 1 Hydropower Project (18MW capacity): has not been completed and put into operation due to incomplete land clearance for the reservoir area, partly due to numerous changes in the organization of government at various levels, leading to delays in land clearance due to changes in documentation and the authority responsible for signing and approving documents.

- The Suoi Choang Hydropower Project (4MW capacity): has not completed land clearance due to numerous changes in documentation, the verification and approval units of government at various levels; construction work has been affected by storms and floods. - Binh Long Hydropower Plant (capacity - 6.5MW): has not achieved efficiency because electricity generation revenue has not covered interest expenses and depreciation of fixed assets.

- Nam Hoa 2 Hydropower Plant (capacity - 8MW): efficiency is not high due to high interest expenses, depreciation of fixed assets, and electricity generation revenue not covering costs.

\* Regarding debt recovery:

- Measures and solutions have been implemented, including direct and indirect methods, and through law offices, to continue recovering outstanding debts.

The Company's Executive Board's operations in 2025 did not meet the revenue targets set by the Shareholders' Meeting. The group's business results continue to show losses, with a loss on the consolidated report; the accumulated loss as of December 31, 2025 is VND 441,321,252,547. Inefficient operations of subsidiaries and affiliated companies, decreased revenue from hydropower construction projects, and the general economic difficulties, along with obstacles from state legal procedures, have prevented the company from completing some unfinished projects and from evaluating and implementing new projects in 2025.

## **II. Business and financial performance in 2025:**

Based on information and documents regarding the management and operation of the Company's business activities provided by the Board of Directors, the General Director, and the Company's functional departments, and approved with a qualified opinion by A&C Audit and Consulting Co., Ltd., the members of the Supervisory Board have conducted the following review and assessment:

The consolidated financial statements fairly and reasonably reflect, in all material respects, the financial position of the entity as of December 31, 2025, as approved with a qualified opinion by A&C Audit and Consulting Co., Ltd.: at the time of preparing this Report, we could not fully confirm or verify by alternative audit procedures the balances of accounts receivable and payable as of December 31, 2025.

The results of business operations and cash flow for the fiscal year ending on the same day comply with current Vietnamese corporate accounting standards and regulations and relevant legal provisions.

### 1. The Company's financial situation in 2025:

Unit: VND

TARGETS	Code	Explanation	Final number	Beginning of year number
<b>ASSET</b>				
<b>A - SHORT-TERM ASSETS</b>	<b>100</b>		<b>46,001,487,979</b>	<b>97,495,267,265</b>
<b>I. Cash and cash equivalents</b>	<b>110</b>		<b>2,318,596,164</b>	<b>5,096,837,970</b>
1. Money	111		2,318,596,164	5,096,837,970
2. Cash equivalents	112		-	-
<b>II. Short-term financial investments</b>	<b>120</b>		<b>1,372,370,000</b>	<b>906,801,515</b>
1. Trading securities	121		1,757,231,910	1,128,905,891
2. Provision for impairment of trading securities	122		(384,861,910)	(222,104,376)
3. Investment held until maturity.	123		-	-
<b>III. Short-term receivables</b>	<b>130</b>		<b>37,766,000,266</b>	<b>43,478,517,745</b>
1. Short-term receivables from customers	131		42,920,709,251	46,590,605,262
2. Prepayment to short-term suppliers	132		10,314,331,876	11,281,258,844
3. Short-term intercompany receivables	133		-	-
4. Payments must be collected according to the progress schedule of the construction contract.	134		-	-
5. Short-term loans receivable	135		9,333,020,468	9,333,020,468
6. Other short-term receivables	136		69,446,345,860	67,460,324,275
7. Provision for doubtful short-term receivables	137		(94,248,407,189)	(91,186,691,104)
8. Assets awaiting processing	139		-	-
<b>IV. Inventory</b>	<b>140</b>		<b>3,123,127,534</b>	<b>44,152,104,546</b>
1. Inventory	141		3,123,127,534	44,152,104,546
2. Provision for inventory devaluation.	149		-	-
<b>V. Other current assets</b>	<b>150</b>		<b>1,421,394,015</b>	<b>3,861,005,489</b>
1. Short-term prepaid expenses	151		14,945,154	38,158,712
2. Deductible VAT	152		1,405,842,054	3,822,239,970
3. Taxes and other amounts due to the State	153		606,807	606,807
4. Government bond repurchase transactions	154		-	-
5. Other current assets	155		-	-
<b>B. LONG-TERM ASSETS</b>	<b>200</b>		<b>1,294,624,758,782</b>	<b>1,231,709,965,226</b>
<b>I. Long-term receivables</b>	<b>210</b>		<b>7,000,000</b>	<b>7,000,000</b>
1. Long-term receivables from customers	211		-	-
2. Long-term upfront payment to the seller.	212		-	-
3. Business capital in subsidiary units	213		-	-
4. Long-term intercompany receivables	214		-	-



TARGETS	Code	Explanation	Final number	Beginning of year number
5. Long-term loans receivable	215		-	-
6. Other long-term receivables	216		7,000,000	7,000,000
7. Provision for long-term doubtful receivables	219		-	-
<b>II. Fixed Assets</b>	<b>220</b>		<b>219,495,233,061</b>	<b>235,493,905,593</b>
<b>1. Tangible fixed assets</b>	<b>221</b>		<b>219,495,233,061</b>	<b>235,493,905,593</b>
- Original price	222		384,737,579,128	387,255,173,918
- Accumulated depreciation value	223		(165,242,346,067)	(151,761,268,325)
<b>2. Fixed assets under finance lease</b>	<b>224</b>		-	-
- Original price	225		-	-
- Accumulated depreciation value	226		-	-
<b>3. Intangible fixed assets</b>	<b>227</b>		-	-
- Original price	228		-	-
- Accumulated depreciation value	229		-	-
<b>III. Investment Properties</b>	<b>230</b>		<b>89,427,475,330</b>	<b>91,756,249,478</b>
- Original price	231		117,774,019,565	117,774,019,565
- Accumulated depreciation value	232		(28,346,544,235)	(26,017,770,087)
<b>IV. Long-term work-in-progress assets</b>	<b>240</b>		<b>971,988,796,183</b>	<b>892,799,311,060</b>
1. Long-term work-in-progress production and business costs	241		42,142,198,717	-
2. Construction in progress costs	242		929,846,597,466	892,799,311,060
<b>V. Long-term financial investment</b>	<b>250</b>		<b>13,691,256,794</b>	<b>11,613,900,149</b>
1. Investing in subsidiaries	251		-	-
2. Investing in affiliated companies and joint ventures.	252		-	-
3. Investing capital in other entities.	253		19,891,470,000	19,891,470,000
4. Provision for long-term financial investments	254		(8,964,213,206)	(8,277,569,851)
5. Investment held until maturity.	255		2,764,000,000	-
<b>VI. Other long-term assets</b>	<b>260</b>		<b>14,997,414</b>	<b>39,598,946</b>
1. Long-term upfront costs	261		14,997,414	39,598,946
2. Deferred income tax assets	262		-	-
3. Long-term equipment, supplies, and spare parts.	263		-	-
4. Other long-term assets	268		-	-
5. Trade advantages	269		-	-
<b>TOTAL ASSETS</b>	<b>270</b>		<b>1,340,626,246,761</b>	<b>1,329,205,232,491</b>
<b>FUNDING</b>				
<b>C. LIABILITIES</b>	<b>300</b>		<b>1,118,826,179,223</b>	<b>1,097,356,305,189</b>
<b>I. Short-term debt</b>	<b>310</b>		<b>190,626,236,660</b>	<b>420,016,903,189</b>
1. Short-term payables to suppliers.	311		126,011,108,225	125,441,294,218
2. Short-term advance payment by the buyer	312		13,025,173,246	13,024,604,848
3. Taxes and other payments due to the government.	313		1,764,504,732	2,241,562,825
4. Workers must be paid.	314		932,595,200	897,079,946

TARGETS	Code	Explanation	Final number	Beginning of year number
5. Short-term liabilities	315		12,126,774,014	174,876,529,159
6. Short-term internal payments required.	316		-	-
7. Payment must be made according to the construction contract schedule.	317		-	-
8. Short-term unearned revenue	318		15,379,371	-
9. Other short-term payables	319		20,396,117,181	92,300,143,096
10. Short-term loans and financial leases	320		9,072,958,158	3,954,062,564
11. Short-term provisions for liabilities	321		-	-
12. Reward and Welfare Fund	322		7,281,626,533	7,281,626,533
13. Price Stabilization Fund	323		-	-
14. Government bond repurchase transactions	324		-	-
<b>II. Long-term debt</b>	<b>330</b>		<b>928,199,942,563</b>	<b>677,339,402,000</b>
1. Long-term payment to the seller.	331		-	-
2. Buyers pay in advance for a long term.	332		-	-
3. Long-term costs	333		189,469,901,989	-
4. Internal payments for working capital.	334		-	-
5. Long-term internal payment required.	335		-	-
6. Long-term unearned revenue	336		-	-
7. Other long-term payables	337		196,186,421,250	129,219,000,000
8. Long-term loans and financial leases	338		542,543,619,324	548,120,402,000
9. Convertible bonds	339		-	-
10. Preferred stock	340		-	-
11. Deferred income tax payable	341		-	-
12. Long-term provisions for liabilities	342		-	-
13. Science and Technology Development Fund	343		-	-
<b>D. EQUITY</b>	<b>400</b>		<b>221,800,067,538</b>	<b>231,848,927,302</b>
<b>I. Equity</b>	<b>410</b>		<b>221,800,067,538</b>	<b>231,848,927,302</b>
<b>1. Owner's equity contribution</b>	<b>411</b>		<b>575,100,000,000</b>	<b>575,100,000,000</b>
- Common stock with voting rights	411a		575,100,000,000	575,100,000,000
- Preferred stock	411b		-	-
2. Shareholder surplus	412		32,960,749,348	32,960,749,348
3. Bond conversion option	413		-	-
4. Other owner's equity	414		-	-
5. Treasury stock	415		(73,426,398,513)	(73,426,398,513)
6. Revaluation difference of assets	416		-	-
7. Exchange rate differences	417		-	-
8. Development Investment Fund	418		-	-
9. Fund for supporting business restructuring	419		-	-
10. Other funds belonging to equity capital	420		-	-
<b>11. Undistributed after-tax profit</b>	<b>421</b>		<b>(448,885,681,913)</b>	<b>(441,321,252,547)</b>



TARGETS	Code	Explanation	Final number	Beginning of year number
- Undistributed net profit accumulated up to the end of the previous period	421a		(441,321,252,547)	(441,321,252,547)
- Undistributed net profit for this period	421b		(7,564,429,366)	-
12. Capital investment sources for construction projects.	422		-	-
13. Non-controlling shareholder interests	429		136,051,398,616	138,535,829,014
<b>II. Funding Sources and Other Funds</b>	<b>430</b>		-	-
1. Funding sources	431		-	-
2. Sources of funding used to acquire fixed assets	432		-	-
<b>TOTAL FUNDING</b>	<b>440</b>		<b>1,340,626,246,761</b>	<b>1,329,205,232,491</b>

(Source: Excerpt from 2025 consolidated financial statements)

## 2. Business results in 2025:

Unit: VND

No.	INDICATORS	Code	Explanation	This year	Last year
1.	Revenue from sales and services	01	VI.1	45,858,259,669	45,033,889,413
2.	Revenue deductions	02		-	-
3.	Net revenue from sales and services	10		<b>45,858,259,669</b>	<b>45,033,889,413</b>
4.	Cost of goods sold	11	VI.2	34,813,281,523	35,830,287,393
5.	Gross profit from sales and services	20		<b>11,044,978,146</b>	<b>9,203,602,020</b>
6.	Financial operating revenue	21	VI.3	257,614,404	877,107,345
7.	Financial costs	22	VI.4	12,630,073,635	13,724,210,077
	<i>In which: interest expense</i>	23		<i>11,393,629,877</i>	<i>12,102,785,667</i>
8.	The profit or loss share in a joint venture or associated company.	24		-	-
9.	Cost of goods sold	25		-	-
10.	Business management costs	26	VI.5	8,963,597,615	3,421,168,570
11.	Net profit from business operations	30		<b>(10,291,078,700)</b>	<b>(7,064,669,282)</b>
12.	Other income	31	VI.6	552,211,150	224,603,148
13.	Other expenses	32	VI.7	309,992,214	175,200,640
14.	Other profits	40		<b>242,218,936</b>	<b>49,402,508</b>
15.	Total accounting profit before tax	50		<b>(10,048,859,764)</b>	<b>(7,015,266,774)</b>
16.	Current corporate income tax expense	51		-	-
17.	Deferred corporate income tax expense	52	VI.8	-	-
18.	Profit after corporate income tax	60		<b>(10,048,859,764)</b>	<b>(7,015,266,774)</b>
18.1	<i>Net profit after tax of the parent company</i>	61		<i>(7,564,429,366)</i>	<i>(3,748,737,230)</i>
18.2	<i>Net profit after tax attributable to non-controlling shareholders</i>	62		<i>(2,484,430,398)</i>	<i>(3,266,529,544)</i>

No.	INDICATORS	Code	Explanation	This year	Last year
19.	Earnings per share	70	VI.9	(145)	(72)
20.	Declining earnings per share	71	VI.9	(145)	(72)

*(Source: Excerpt from 2025 consolidated financial statements)*

Thus, in 2025, the revenue and profit targets were not achieved as expected compared to the Shareholders' General Meeting Resolution, the Group incurred a net loss of VND 7.56 billion, the Group's accumulated loss was VND 448.9 billion; short-term liabilities exceeded short-term assets by VND 144.6 billion. The Supervisory Board assessed as follows:

### 1. Objective reasons:

- 2025 will be a challenging year for the global economy, with persistently high inflation, geopolitical tensions, and technological fragmentation. The Vietnamese economy in 2025 will also be significantly impacted by the global economic situation, coupled with the restructuring of the administrative apparatus from a three-tiered to a two-tiered system and the merger of provinces and cities nationwide, which will create considerable difficulties for businesses in production and operations.

- The climate and weather will be drastically changing, especially in 2025, with drought at the beginning of the year and exceptionally severe floods in the middle, causing significant damage to the construction and operation of hydropower projects.

- Investment in energy projects such as the Nam Hoa 2 and Binh Long hydropower plants will not be profitable in the short term due to high interest and depreciation costs during the initial commercial power generation phase; Nam Hoa 1 hydropower plant; - Suoi Choang has not yet generated commercial electricity;

- Local policies related to investment activities still have many shortcomings, especially the land clearance work for the project, which faces many difficulties leading to prolonged construction time, directly affecting the project completion schedule, increasing costs, loan terms and repayment periods... for businesses.

### 2. Subjective causes:

- Debt collection efforts have faced significant difficulties due to the financial struggles of indebted businesses, hindering the collection process and failing to meet targets;

- The legal procedures for converting a portion of the HH1B office building's function to residential units for sale have not been completed due to obstacles related to general policies of state management agencies, thus preventing the recognition of revenue from the real estate business sector as planned;

- Changes in some policies in 2025 have delayed the progress of investment projects;

- Some projects planned for implementation in 2024-2025 could not be completed on schedule because the investor had not completed legal procedures and there were changes in



project scale, such as the construction contract for the technical infrastructure of the Van Tu craft village industrial cluster in Phu Xuyen district, Hanoi.

- High financial costs due to losses from investments in subsidiaries and affiliated companies with inefficient business operations;

- Capital tied up in projects that have not yet entered commercial operation, making it impossible to reinvest in production and business activities, as well as arrange for loan repayment;

- The analysis, planning, and balancing of capital sources for projects have not kept pace with the implementation schedule of projects and works.

### **3. Recommendations of the Board of Supervisors:**

***3.1. Based on the above assessments and recommendations regarding the operational results, the Supervisory Board proposes that the General Meeting of Shareholders approve:***

The report of the Board of Directors and the Company's Executive Board on the business results for 2025 and the business plan for 2026, as presented to the General Meeting.

***3.2. Recommendations of the Supervisory Board to the Board of Directors and the General Management Board of the Company***

Based on the above issues, in order to gradually improve the effectiveness of the Company's production and business management, the Supervisory Board makes the following recommendations:

- Actively implement measures to recover outstanding debts, especially long-standing debts, in order to increase payment capacity and balance cash flow;

- Continue to implement the overall restructuring of the Company in a way that is efficient and consistent with the actual situation of the Company's production and business activities;

- Focus on completing the legal procedures to convert a portion of the office building's function to commercial housing with a basis for sale and revenue generation from real estate business activities;

- Closely monitor the investment in the Nam Hoa 1 and Suoi Choang hydropower projects to bring them into commercial operation;

- Continue to request approval to be the investor for the school on the remaining 2,700m<sup>2</sup> plot of land at the 102 Truong Chinh project under the socialized investment model.

- Organize the assessment of financial and material resources, as well as subjective and objective factors, to consider and decide on the implementation of investment in the coffee production and processing sector in the raw material areas of Son La province.

- Continue to implement the investment survey steps for several energy projects: My Hung - Cao Bang hydropower project, wind power project in Bao Lac - Bao Lam, Cao Bang..., hydropower project in Ha Giang.

### **III. 2026 WORK PLAN OF THE BOARD OF SUPERVISION:**

- Participate in the review of the 2026 financial statements with the independent auditors.
- Inspect the investment, construction, and project implementation activities of the Company.
- Oversee the activities of the Board of Directors and the Executive Board in:
  - + Implementing the Company's strategy approved by the General Meeting of Shareholders and the Board of Directors.
  - + Implementing the 2026 business plan.
  - + Efficiently utilizing shareholders' capital.
  - + Adhering to the Company's charter.
- Organize the appraisal of quarterly, semi-annual, and annual financial statements, along with inspecting and organizing the implementation of financial and accounting work and other tasks.

The above are the basic contents of the Supervisory Board's report on the Company's business performance in 2025 and the plan for 2026.

**The Board of Supervisors respectfully presents to the congress!**

*Wish the congress great success!*

**ON BEHALF OF THE BOARD OF  
SUPERVISION  
HEAD OF BOARD**



**Pham Hong Sang**





## **ASSESSMENT REPORT ON THE ACTIVITIES OF INDEPENDENT BOARD MEMBERS IN 2025**

In 2025, the Board of Directors of MCG Energy and Real Estate Joint Stock Company had a total of 5 members, including 1 independent member. All members of the Board of Directors actively participated in strategic planning, compliance control, monitoring the activities of the General Director's Office, and ensuring compliance with corporate governance standards as stipulated by law.

Together with the other members, the independent members of the Board of Directors participated in reviewing and controlling business plan objectives, contributing to the development of operating regulations and policies to ensure the common interests of the Company. They also directly shared knowledge with the General Director's Office to improve the effectiveness of the Company's governance.

### **1. VỀ VIỆC TỔ CHỨC CÁC CUỘC HỌP HĐQT**

- In 2025, the Board of Directors held regular and extraordinary meetings. These meetings were convened and conducted with a specific schedule, with thorough preparation of documents, in accordance with the principles and regulations of the Company Charter and applicable laws. The content of the meetings was discussed, debated, and evaluated thoroughly and carefully by the Board members to provide the best directions and solutions for the Company.

- Issues related to business strategy, financial strategy, corporate culture, and the development of management systems were all discussed and closely monitored between the Board of Directors and the General Management Board.

- Investments in new projects were researched, discussed, and debated in meetings between the Board of Directors and the General Management Board, with the participation of independent experts.

### **2. REGARDING THE SUPERVISION OF THE GENERAL DIRECTOR AND MEMBERS OF THE BOARD OF DIRECTORS**

- Overall, the Board of Directors has effectively supervised the General Management Board, ensuring that the Company's operations are always closely monitored to stay aligned with the strategic direction and that decisions are adjusted promptly when changes



affect the Company's business operations.

- The Board of Directors regularly monitors and guides the operational progress of the General Director and the General Management Board, ensuring compliance with the delegation of authority and the policies and plans of the Board of Directors, while also adhering to legal regulations.

- Decisions of the General Management Board have been analyzed, debated, and consulted with members of the Board of Directors to arrive at optimal solutions for the Company's benefit. Through this, the Board of Directors always has a clear understanding of the Company's operational situation and is promptly updated on practical requirements.

- Board members proactively identify their roles and responsibilities in supporting the General Management Board and conduct numerous experience-sharing and training sessions on corporate governance and business management for middle management and the General Management Board.

- The Board of Directors pays particular attention to risk management solutions, aiming to support the General Management Board in identifying problems early, helping the Company maintain sustainability and stability.

### **3. OVERALL ASSESSMENT OF THE BOARD OF DIRECTORS' PERFORMANCE**

- According to the Board of Directors' operational plan, the work performed by the Board of Directors in 2025 focused on the resolutions of the General Meeting of Shareholders and complied with the Company's Charter, the Corporate Governance Regulations, and corporate governance standards.

- All members of the Board of Directors demonstrated a high sense of responsibility and professionalism, with clear responsibilities assigned to them and careful execution of their role in protecting the Company's interests.

- Board members proposed and advised the Board on improving corporate governance capacity, changing organizational structure, management policies, and solutions for handling risks arising in the Company's operations.

- Board members participated with the General Director in implementing activities to build and maintain corporate culture.



- The Board of Directors has provided guidance on many effective and timely solutions to help the General Director overcome several challenges in the Company's operation, effectively monitoring and controlling to ensure that the Company absolutely respects the criteria of legal compliance. - The Board of Directors has demonstrated a highly professional attitude, a proactive and committed role, clear planning, and effective risk management, balancing short-term and long-term goals for MCG's sustainable development over the past year.

**Best regards!**

**INDEPENDENT BOARD MEMBER**



**Nguyen Van Tuan**



**REPORT**  
**SALARY AND REMUNERATION OF THE BOARD OF DIRECTORS AND**  
**SUPERVISORS IN 2025**  
**PLAN FOR PAYING SALARY AND REMUNERATION TO MEMBERS OF THE**  
**BOARD OF DIRECTORS, SUPERVISORS,**  
**INTERNAL AUDITORS, MANAGEMENT AND COMPANY SECRETARY,**  
**INFORMATION DISCLOSURE MANAGERS IN 2026**

**I. Salary and remuneration paid in 2025:**

**1. Total salary and remuneration of the Board of Directors in 2025: 607.693.363 VND**

**1.1. Board of Directors' salary:**

TT	FULL NAME	TITLE	PLANNING SALARY	ACTUAL SALARY	NOTE
1	Nguyen Ngoc Binh	Chairman of the Board	624.000.000đ	495.193.363	Specialized

**1.2. Board of Directors' remuneration:**

TT	FULL NAME	TITLE	PLANNING SALARY	ACTUAL SALARY	NOTE
	<b>Total remuneration</b>		<b>240.000.000</b>	<b>117.500.000</b>	
1	Nguyen Van Huyen	Board Member	60.000.000	30.000.000	Non-specialized
2	Tran Hai Anh	Board Member	60.000.000	30.000.000	Non-specialized
3	Do Quang Tuan	Independent Board Member	15.000.000	7.500.000	Non-specialized position, term ends March 2025
4	Nguyen Van Tuan	Independent Board Member	45.000.000	22.500.000	Non-specialized From April 2025
5	Nguyen Thi Phuong Ngoc	Board Member	45.000.000	22.500.000	Non-specialized From April 2025





## 2. Total remuneration of the Board of Supervisors in 2025: 39,000,000 VND

TT	FULL NAME	TITLE	PLANNING SALARY	ACTUAL SALARY	NOTE
	<b>Total remuneration</b>		<b>78.000.000</b>	<b>39.000.000</b>	
1	Dinh Thi Van	Head of Control Board	7.500.000	3.750.000	Non-specialized position, term ends March 2025
2	Pham Hong Sang	Head of Control Board	22.500.000	11.250.000	Non-specialized From April 2025
3	Nguyen Thiet	Controlling Member	24.000.000	12.000.000	Non-specialized
4	Hoang Thi Kim Anh	Controlling Member	6.000.000	3.000.000	Non-specialized position, term ends March 2025
5	Kieu Thi Thanh Hai	Controlling Member	18.000.000	9.000.000	Non-specialized position, term ends March 2025

## 3. Total remuneration of internal audit PT, administrative PT cum secretary, in charge of information disclosure in 2025: 15,000,000 VND

TT	FULL NAME	TITLE	PLANNING SALARY	ACTUAL SALARY	NOTE
	<b>Total remuneration</b>		<b>30.000.000</b>	<b>15.000.000</b>	
1	Pham Hong Sang	Internal Auditor	6.000.000	3.000.000	
2	Nguyen Ngoc Hung	Information Disclosure Officer	24.000.000	12.000.000	

## II. Salary and remuneration plan for the Board of Directors and Board of Supervisors in 2026:

TT	TITLE	SALARY/MONTH	REMUNERATION /MONTH	NOTE
1	Chairman of the Board	52.000.000	15.000.000	
2	Member of the Board	37.000.000	5.000.000	
3	Head of the Supervisory Board	22.000.000	2.500.000	
4	Member of the Supervisory Board	12.000.000	2.000.000	

**III. Remuneration plan for Internal Auditor, Administration Officer and Corporate Secretary, and Information Disclosure Officer in 2026:**

TT	TITLE	SALARY/MONTH	REMUNERATION /MONTH	NOTE
1	Internal Auditor	15.000.000	2.000.000	
2	Administrator and Corporate Secretary	15.000.000	2.000.000	
3	Information Disclosure Officer	12.000.000	2.000.000	

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



**Nguyen Ngoc Binh**





**CONFIRMATION OF ATTENDANCE**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**To: MCG Energy and Real Estate Joint Stock Company**

- Name of individual/organization: .....
- Citizen ID card / business registration certificate: .....
- Date issued: ...../...../..... Place of issue: .....
- Permanent address/Head office: .....
- .....

I/We currently own: ..... common stock  
(In words: ..... share) of  
MCG Energy and Real Estate Joint Stock Company.

By this document, I/we confirm my attendance at the 2026 Annual General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company.

....., date ..... month ..... year 2026

**SHAREHOLDER REGISTRATION**

(Sign and print full name /  
Sign and seal for shareholders who are organizations)

**Note:** To facilitate the organization, we request shareholders to send the Meeting Attendance Confirmation in advance via post/email/zalo/phone to **MCG Energy and Real Estate Joint Stock Company**.

- Address: 7th Floor - Office Tower Building - Meco Complex, Alley 102 Truong Chinh Street, Phuong Mai Ward, Dong Da District, Hanoi City.

- Phone: 0981.507687 (zalo) / (024) 38694773 / (024) 22138518 - email: [vanphong@mcger.com](mailto:vanphong@mcger.com)

**AUTHORIZATION FORM TO ATTEND MEETING  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

To: MCG Energy and Real Estate Joint Stock Company.

**1. Authorized person:**

- Name of individual/organization: .....
- ID card/business registration certificate: ..... Date of issue: ...../...../.....  
Place of issue: .....
- Number of shares owned: .....shares.
- Permanent address/Head office:.....

**2. Authorized recipient:**

- Personal name: .....
- ID card/Passport: .....Date of issue: ...../...../..... Place of issue:.....
- Address: ..... Phone:.....

**Or authorize:**

Mr. Nguyen Ngoc Binh - Chairman of the Board of Directors

☐

Mr. Pham Hong Sang - Head of Supervisory Board

☐

**3. Authorization content:**

- Attend the 2026 Annual General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company.
- Exercise the right to speak and vote on all issues at the General Meeting with the number of shares I own in accordance with the provisions of the Law.

**4. Term of authorization:**

This power of attorney is only valid for the duration of the 2026 Annual General Meeting of Shareholders of MCG Energy and Real Estate Joint Stock Company. If the Company has to hold a second or third Annual General Meeting of Shareholders, this power of attorney will remain valid for those meetings.

**5. Responsibilities of the Authorizer and the Authorized Person:**

I take full responsibility for this authorization and commit to strictly complying with all applicable laws and regulations and the Articles of Association of MCG Energy and Real Estate Joint Stock Company, and I also commit not to file any complaints or lawsuits against the Company.

*Note: The authorized person is not allowed to authorize a third party to perform the tasks stated in this Power of Attorney.*

**AUTHORIZED PERSON**

*(Sign and print full name)*

....., date ..... month ..... year 2026

**AUTHORIZED PERSON**

*(Sign and print full name /*

*Sign and seal for shareholders who are organizations)*

**Note:** To facilitate the organization, we request that shareholders please send in advance the Power of Attorney to attend the Meeting via post/email/zalo/phone to **MCG Energy and Real Estate Joint Stock Company**.

- Address: 7th Floor - Office Tower - Meco Complex, Lane 102 Truong Chinh Street, Kim Lien Ward, Hanoi City.

- Phone: 0981.507687(zalo) / (024) 38694773 / (024)22138518 - email: [vanphong@mcger.com](mailto:vanphong@mcger.com)