

No.: 1797/TVĐ3-TKCT

*Ho Chi Minh City, April 24, 2026*

**CHANGE IN PERSONNEL**

**To:**       - State Securities Commission of Vietnam;  
              - Hanoi Stock Exchange.

Pursuant to Resolution No. 76/NQ-ĐHĐCĐ-TVĐ3 dated April 23, 2026 of the General Meeting of Shareholders and Resolution No. 36/NQ-HĐQT-TVĐ3 dated March 26, 2026 of the Board of Directors of Power Engineering Consulting Joint Stock Company 3, we hereby respectfully announce the change in personnel of Power Engineering Consulting Joint Stock Company 3 as follows:

**In case of dismissal:**

- 1- Mr. Tran Le Minh
  - Dismissed position: Member of the Board of Directors
  - Effective date: April 23, 2026
- 2- Mr. Tran Quoc Dien
  - Dismissed position: Deputy General Director
  - Effective date: May 01, 2026

**In case of election/appointment:**

- Mr. Pham Dang An
- Appointed position: Member of the Board of Directors
- Term: 05 years
- Effective date: April 23, 2026

**Attached documents:**

- Resolution No. 76/NQ-ĐHĐCĐ-TVĐ3;
- Resolution No. 36/NQ-HĐQT-TVĐ3;
- List of internal person and their related persons (form 03\_CBTT/SGDHN).

**Recipients:**

- As above;
- BOD, GD (for reporting);
- Archive: Office.

**For and on behalf of the General Director  
Company Secretary**



**Pham Tran Quoc Viet**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No.: 76/NQ-ĐHĐCĐ-TVĐ3

Ho Chi Minh City, April 23, 2026

**RESOLUTION**

**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**POWER ENGINEERING CONSULTING JOINT STOCK COMPANY 3**



Pursuant to the Charter of Power Engineering Consulting Joint Stock Company 3, as approved by the GMS on September 19, 2007, and as amended for the 13<sup>th</sup> time on June 27, 2024;

- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 3, No.: 75/BB-ĐHĐCĐ-TVĐ3 dated April 23, 2026.

**RESOLUTION****Article 1:** Approval of the reports:

- (i) Report on the Activities of the Board of Directors in 2025;
- (ii) Report of the Independent member of the BOD on the assessment of the BOD's Activities in 2025;
- (iii) Report on the Business results for 2025 and the Business plan for 2026;
- (iv) Report on the Financial situation for 2025 and the Financial plan for 2026;
- (v) Report of the Board of Supervisors.

**Article 2:** Approval of the Business results for 2025 with the following key indicators:

Indicator	Plan	Actual	Achievement Rate
- Revenue:	200.00 billion VND	330.24 billion VND	165.12%
- Profit before tax:	14.00 billion VND	19.95 billion VND	142.48%
- Profit after tax:	12.00 billion VND	16.95 billion VND	141.25%
- Investment in construction and procurement of assets, machinery, equipment:			
+ Investment in construction of the Company's Headquarters in Thu Duc City (now Cat Lai Ward, Ho Chi Minh City):	36.40 billion VND	2.53 billion VND	6.95%
+ Procurement of assets, machinery, equipment:	5.00 billion VND	2.91 billion VND	58.18%

**Article 3:** Approval of the Business plan for 2026 with the following key indicators:

- Revenue plan: 330.00 billion VND
- Profit plan:
  - + Profit before tax: 20.00 billion VND
  - + Profit after tax: 16.00 billion VND
- Investment in construction and procurement of assets, machinery, equipment plan:
  - + Investment in construction: 48.70 billion VND
  - + Procurement of assets, machinery, equipment: 6.50 billion VND



**Article 4:** Approval of the 2025 Audited combined financial statements of Power Engineering Consulting Joint Stock Company 3 audited by VACO Auditing Company limited and the Financial results for 2025 with the following key indicators:

Indicator	Plan	Actual	Achievement Rate
- Revenue:	200.00 billion VND	330.24 billion VND	165.12%
- Profit before tax:	14.00 billion VND	19.95 billion VND	142.48%
- Profit after tax:	12.00 billion VND	16.95 billion VND	141.25%
- ROE	9.06%	12.71%	140.29%

**Article 5:** Approval of the Financial plan for 2026 with the following key indicators:

- Revenue:	330.00 billion VND
- Profit before tax:	20.00 billion VND
- Profit after tax:	16.00 billion VND
- Profit after tax/Shareholders' Equity (ROE):	11.38%

**Article 6:** Approval of the Profit distribution for 2025 as follows:

1. Profit after tax 2025 (PAT): 16,949 million VND
2. PAT from unrealized foreign exchange differences: - 342 million VND
3. Retained earnings accumulated to the prior year end: 14,257 million VND
4. Total distributable profit (DP) (=1+2+3): 30,865 million VND
5. Distributable profit:
  - a) Development investment fund (50% PAT): 8,475 million VND
  - b) Bonus and Welfare fund: 11,770 million VND
  - c) Dividend distribution in cash (5% of par value): 4,759 million VND
  - d) Retained profit after distribution: 5,861 million VND

The 2026 AGM authorizes the Board of Directors and the Executive Board to implement the 2025 dividend payment in accordance with current regulations.

**Article 7:** Approval of the Profit distribution plan for 2026 as follows:

1. Development investment fund: Up to 50% of PAT 2026;
2. Bonus and Welfare fund: Pursuant to Point b, Clause 2, Article 29 of Decree No. 366/2025/NĐ-CP;
3. Dividend distribution: Not less than 5% of par value, payable in cash. The dividend payout ratio shall be determined by the 2027 Annual General Meeting of Shareholders based on the company's business performance in 2026.

**Article 8:** Approval of the Finalization of salaries, remuneration for the members of the BOD, the BOS in 2025 as follows:

Unit: million VND

No.	Position	No. of members	Total annual income
<b>I</b>	<b>The Board of Directors</b>		
1	Chairman of the BOD	01	964.80
2	Member of the BOD, General Director	01	156.00

No.	Position	No. of members	Total annual income
3	Member of the BOD, Deputy General Director	02	312.00
4	Concurrent Member of the BOD	01	156.00
<b>II</b>	<b>The Board of Supervisors</b>		
1	Dedicated Head of the BOS	01	808.80
2	Concurrent Member of the BOS	02	312.00
	<b>Total</b>		<b>2,709.60</b>

**Article 9:** Approval of the Plan of salary, remuneration for the members of the BOD, the BOS in 2026 as follows:

Unit: million VND

No.	Position	Monthly salary /person	Monthly remuneration /person
<b>I</b>	<b>The Board of Directors</b>		
1	Chairman of the BOD	74.00	
2	Member of the BOD, General Director		12.00
3	Dedicated member of BOD	60.00	
4	Member of the BOD, Deputy General Director/ Concurrent Member of the BOD		12.00
5	Independent Member of the BOD		12.00
<b>II</b>	<b>The Board of Supervisors</b>		
1	Dedicated Head of the BOS	62.00	
2	Concurrent Member of the BOS		12.00

The total planned salary and remuneration fund for BOD and the BOS in 2026 is 2,880.00 million VND.

**Article 10:** Approval of the authorization for the Board of Directors to decide on the approval of contracts between the Company and its related persons, namely Vietnam Electricity and its member entities, in respect of transactions which result in the aggregate value of transactions arising within a period of 12 months from the date of the first transaction reaching or exceeding 35% of the total assets as recorded in the Company's most recent financial statements. This authorization shall remain valid until the date of the 2027 Annual General Meeting of Shareholders.

**Article 11:** Approval of the authorization for the Board of Directors to select the independent auditing firm for auditing the Company's financial statements for the period 2026-2028, based on the proposal of the Board of Supervisors, from



the list of audit firms approved to audit public interest entities in the securities sector for 2026 as issued by the State Securities Commission of Vietnam.

**Article 12:** Approval of the amendments and supplements to the Company's Charter (14<sup>th</sup> amendment) *(as detailed in the Appendices 1,2 and the draft Charter attached hereto)*, including:

- Update changes to industry codes, specific business line details, and refine the wording of business lines for EVNPECC3 to align with Decision No. 36/2025/QĐ-TTg;
- Adjust detailed information due to changes in administrative boundaries and wording according to current legal regulations;
- Amend and supplement several business lines and refine wording and presentation format for business sectors specified in Clause 1, Article 3 of the Company Charter;
- Review and update contents according to Decree No. 245/2025/NĐ-CP regarding public company governance and unify terminology in accordance with legal regulations.

Assign the Legal Representative of the Company to issue the 14<sup>th</sup> amended Charter of the Company to comply with legal regulations.

**Article 13:** Approval of the Company's implementation of procedures to adjust certain registered business lines on the National Business Registration Portal to ensure consistency with the current Company Charter.

**Article 14:** Approval of the amendments and supplements to, and authorization for the Chairman of the Board of Directors to sign and promulgate, the Internal Regulations on Corporate Governance of Power Engineering Consulting Joint Stock Company 3 (Issue No.: 06) *(as detailed in Appendix 3 and the draft Regulation attached hereto)*.

**Article 15:** Approval of the amendments and supplements to, and authorization for the Chairman of the Board of Directors to sign and promulgate, the Regulations on the Operation of the Board of Directors of Power Engineering Consulting Joint Stock Company 3 (Issue No.: 03) *(as detailed in Appendix 4 and the draft Regulation attached hereto)*.

**Article 16:** Approval of the dismissal of Mr. Tran Le Minh from the position of Member of the Board of Directors, effective from April 23, 2026.

**Article 17:** Approval of the election of Mr. Pham Dang An as a member of the Board of Directors of Power Engineering Consulting Joint Stock Company 3 for the 2026-2031 term.

**Article 18:** The 2026 Annual General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 3 unanimously approved this Resolution with 18 Articles and assigned the Board of Directors to implement it.

**Appendices attached to the Resolution:**

- 1- Appendix 1. Amendments and supplements to the Company's Charter.
- 2- Appendix 2. Amendments and supplements to certain business lines of the Company's Charter.
- 3- Appendix 3. Amendments and supplements to the Internal Regulations on Corporate Governance Power Engineering Consulting Joint Stock Company 3.
- 4- Appendix 4. Amendments and supplements to the Regulations on the Operation of the Board of Directors Power Engineering Consulting Joint Stock Company 3.

**ON BEHALF OF THE 2026 AGM  
CHAIRMAN**

*(Signed and sealed)*

**Nguyen Nhu Hoang Tuan  
Chairman of the Board of Directors**







**No. 36/NQ-HĐQT-TVĐ3**

*Ho Chi Minh City, March 26, 2026*

**RESOLUTION  
OF THE BOARD OF DIRECTORS  
POWER ENGINEERING CONSULTING JOINT STOCK COMPANY 3**

*Pursuant to the Minutes of the extraordinary meeting of the Board of Directors No. 35/BB-HĐQT-TVĐ3 dated March 26, 2026.*

The Board of Directors of Power Engineering Consulting Joint Stock Company 3 has unanimously resolved as follows:

**RESOLUTION**

- Article 1.** To approve the assignment of Mr. Tran Quoc Dien to serve as a full-time member of the Board of Directors of the Company with effect from May 1, 2026; and to approve the non-reappointment of Mr. Tran Quoc Dien to the position of Deputy General Director of EVNPECC3 upon expiry of his current term of appointment.
- Article 2.** To submit to the 2026 Annual General Meeting of Shareholders for consideration and approval the resignation of Mr. Tran Le Minh from the position of Member of the Board of Directors for the 2022-2027 term.
- Article 3.** Upon approval by the Annual General Meeting of Shareholders of the resignation of Mr. Tran Le Minh from the position of Member of the Board of Directors for the 2022-2027 term, to organize the election of a replacement Member of the Board of Directors at the 2026 Annual General Meeting of Shareholders.
- Article 4.** To approve the agenda and draft documents for submission to the 2026 Annual General Meeting of Shareholders for information disclosure in accordance with applicable regulations.
- Article 5.** This Resolution is effective as of the date of issuance. Members of the Board of Directors, the Board of Supervisors, the Executive Board, and Heads of the Company's affiliated units are responsible for implementing this Resolution./.

**Recipients:**

- As stated in Article 5;
- Archives: Office, BOD.

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

*(Signed and sealed)*

**Nguyen Nhu Hoang Tuan**

**Form 03\_CBT/SGDHN**

(Issued with the Decision No. 606/QĐ-SGDHN on September 29, 2016 of the CEO of Hanoi Stock Exchange on the Information Disclosure Regulation of Hanoi Stock Exchange)

**LIST OF INTERNAL PERSON AND THEIR RELATED PERSONS**

(Attached document No.: 1797/TVĐ3-TKCT dated 24/4/2026)

Stock code: TV3

No.	Name of person	Position/ Relationship	Address	ID number, Date of issue	Shareholding (shares)	Shareholding (%)	Appointment date	Dismissal date	Tel. and Fax
1	2	3	4	5	6	7	8	9	10
1	Pham Dang An	Member of the BOD			0	0	23/4/2026		
1.1	Vu Phong Energy Group Joint Stock Company	Mr. Pham Dang An as Deputy General Director			0	0			
1.2	VP Carbon Solutions Joint Stock Company	Mr. Pham Dang An as Chief Executive Officer			0	0			