

Số./No.: 98 /PDV-CBTT
V/v: CBTT Báo cáo thường niên năm 2025/
Disclosure of the Annual Report 2025

TP.HCM, ngày 13 tháng 4 năm 2026
Ho Chi Minh City, April 13th, 2026

CÔNG BỐ THÔNG TIN
INFORMATION DISCLOSURE

Kính gửi: – Ủy ban Chứng khoán Nhà nước
– Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh
– Quý Cổ đông

To: – State Securities Commission of Vietnam
– Ho Chi Minh City Stock Exchange
– Valued shareholders

1. Tên tổ chức/Name of organization: Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt/ Phuong Dong Viet Shipping and Logistics Corporation
– Mã chứng khoán/ Stock code: PDV
– Địa chỉ/Address: Lầu 8, Cao ốc Citilight, số 45 Võ Thị Sáu, Phường Tân Định, Thành phố Hồ Chí Minh, Việt Nam/ Floor 8, Citilight Tower, 45 Vo Thi Sau Street, Tan Dinh Ward, Ho Chi Minh City, Viet Nam.
– Điện thoại liên hệ/Tel.: (028) 62911 281 Fax: (028) 62911 280
– E-mail: info@pvtlogistics.vn

2. Nội dung thông tin công bố/Contents of disclosure:

Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt (PVT Logistics) đã ban hành Báo cáo thường niên năm 2025/ Phuong Dong Viet Shipping and Logistics Corporation (PVT Logistics) has issued the Annual Report 2025.

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 13/4/2026 tại đường dẫn: <https://pvtlogistics.vn>/This information was published on the Company's website on April 13th, 2026 at: <https://pvtlogistics.vn>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We hereby certify that the information disclosed above is true and accurate and and we are fully responsible under applicable laws for the contents of this disclosure.

Nơi nhận/Recipients:

- Như trên/ As stated above;
- HĐQT, Ban KS/ B.O.D, B.O.S;
- Lưu: VT, TCKTKH, TH (1b)/ Archived

Đính kèm/Attached:

- Báo cáo thường niên năm 2025/ The Annual Report 2025.

ĐẠI DIỆN TỔ CHỨC
ORGANIZATION REPRESENTATIVE
GIÁM ĐỐC/DIRECTOR



Lê Trúc Lâm



PVT LOGISTICS

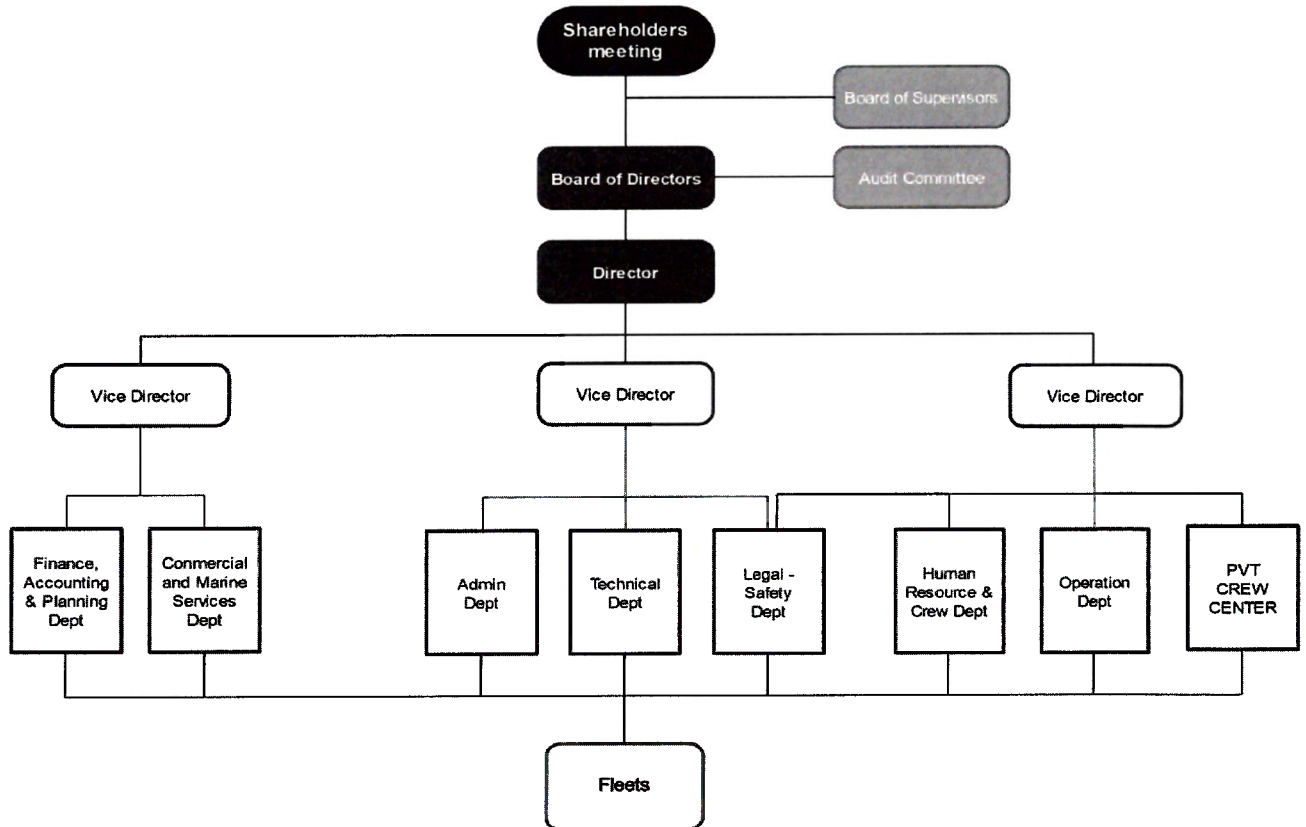
**PHUONG DONG VIET SHIPPING AND
LOGISTICS CORPORATION
(PVT LOGISTICS)**

**ANNUAL REPORT
2025**

Ho Chi Minh City, April 2026

4. Information on the governance model, business organization and management structure

- **Governance model:** The corporate governance model complies with the governance model of a joint stock company.
- **Organizational structure as illustrated in the following diagram:**



5. Development orientation

• Main objectives of the Company

- To build and develop PVT Logistics into a major transporter of chemical products and dry bulk cargo of PetroVietnam Transportation Corporation (PV Trans), becoming a strong brand in the international market;
- To enhance management capacity, corporate governance, competitiveness and business efficiency by optimally utilizing all available resources and focusing on efficient business sectors;
- To maintain business operations, ensure stable employment for employees, effectively manage costs to reduce service prices and enhance competitiveness; to maintain good relationships with customers, thereby exploring additional potential markets;
- PVT Logistics strives to exceed the key targets in 2026.

• Medium- and long-term development strategy

- To gradually expand fleet size, diversify business lines, expand markets and operational scale, and diversify products and services to increase revenue and profit, ensuring fulfillment of assigned plans;

- To build solutions for safe operation, combining effective exploitation of both international and domestic routes for the Company's fleet;
- To ensure efficient business operations, preserve and develop capital, and maximize shareholders' interests;
- To focus on improving management by supplementing capable and dynamic personnel to meet approved production and business requirements;
- To ensure that the safety management system is fully implemented, improved and amended to comply with the TMSA system.
 - ✓ Vision: To become a leading trusted partner in the region providing petroleum, chemical, dry bulk transportation and logistics services with optimal value for customers.
 - ✓ Mission: To transport customers' cargo absolutely safely and on schedule, handled with care and responsibility; to ensure the well-being of employees; to protect shareholders' interests; and to contribute to society.
 - ✓ Core values: Professionalism – Aspiration – Intelligence – Responsibility.

- **Objectives relating to environment, society and community.**

- For the environment: During vessel operations at sea, to ensure compliance with environmental protection regulations in accordance with Vietnamese law and relevant international conventions.

In 2026, the Company implemented the following measures to control and protect the environment:

- + Emission control: Maintenance and upgrading of machinery and equipment to limit emissions of the entire fleet, thereby reducing environmental pollution;
- + Wastewater control: Management and compliance with conventions on wastewater and ballast water of the fleet, ensuring no pollution or adverse impact on the marine environment;
- + Waste management: Classification and management of waste in compliance with waste management plans, ensuring collection and transfer ashore for treatment, avoiding environmental pollution.

In addition, the Company has supplemented and implemented several solutions aimed at improving the fleet's fuel efficiency. Specifically, anti-fouling coating has been applied to vessel hulls to reduce friction during operation; an ultrasonic system has been installed to limit marine organism growth in the sea chest area; and a fin cap has been fitted to optimize propeller efficiency, thereby contributing to reduced fuel consumption and improved operational performance.

The total investment cost for these solutions is USD 170,000 for two vessels, with a payback period of one year. The service life of the solutions ranges from 7–10 years for the Eco-Cap system and 2.5 years for the ultrasonic system and the new-generation coating solution. As a result, approximately 290 tons of fuel oil consumption is saved (equivalent to a 5% reduction, or about USD 174,000 per year for two vessels), corresponding to a reduction of approximately 870 tons of CO₂ emissions. These measures help the Company comply with IMO 2020 standards and contribute to meeting EEXI and CII requirements, as

well as the “Net Zero 2050” strategy, demonstrating the Company’s commitment to green operations and sustainable development.

The Company has also transitioned from using fossil-fuel-powered taxi services to cooperating with SM Green Taxi, utilizing electric vehicles for all office staff. This initiative helps reduce greenhouse gas emissions and clearly reflects the Company’s orientation toward sustainable and environmentally friendly development.

- For society and community: Social welfare and educational support activities are regularly maintained and implemented, reflecting corporate culture and responsibility to the community:

+ Regularly organizing and maintaining social welfare and educational support programs; organizing visits, Tet greetings and gifts for employees, seafarers and former employees; supporting disadvantaged families to better celebrate Tet;

+ Providing donations and support to people and employees/seafarers affected by floods in Nghe An, Dien Bien, Son La and storms No. 10 & 11 in Dak Lak, Gia Lai, Phu Yen, Khanh Hoa, Ninh Thuan, demonstrating the spirit of solidarity of the oil and gas sector;

+ Providing gifts to disadvantaged students at Vinh Phu Secondary School and Vinh Thanh B Primary School under the program “Joining hands to support disadvantaged students”; implementing the program “Greening rural roads” at the road leading to the Victory Monument 915 – My Trinh, Vinh Thanh commune, Ca Mau province;

+ Employees and union members actively participating in voluntary blood donation programs such as “PetroVietnam Spirit”, as well as sports activities, running events, and teambuilding to improve health, skills and team spirit;

+ Establishing a running club with the program “PVT Logistics – Run for Growth” throughout 2025, whereby each accumulated kilometer contributes VND 1,000 to the Company’s social welfare fund; in 2025, a total of 35,683 km was accumulated, equivalent to VND 35,683,000 contributed;

+ Regarding spiritual well-being, the Company organizes gifts for birthdays, weddings, major holidays (8 March, 20 October, 22 December, War Invalids and Martyrs Day), gifts for employees’ children on International Children’s Day (1 June), Mid-Autumn Festival, and rewards for academic achievements; providing timely support to employees’ families in cases of childbirth, illness or bereavement, and caring for seafarers in difficult circumstances.

- The Company always creates favorable conditions for employees to contribute and develop their capabilities, ensures employment, pays salaries and social insurance on time, and maintains stable income growth, helping employees to feel secure in their work.

6. Risks:

As a joint stock company operating in the economy, the business activities of Phuong Dong Viet Shipping and Logistics Corporation (PDV) are exposed to business risks, mainly including market risks (freight rate risk, vessel charter rate and fuel price risk, natural disaster risk) and financial risks (including exchange rate risk, interest rate risk, credit risk).

- Risks related to freight rates, vessel charter rates and fuel prices:

- The Company's business operations may be affected by changes in market conditions; in each period, fluctuations in supply and demand may affect freight rates, vessel charter rates and fuel prices, thereby impacting the Company's production and business activities;
- Currently, the Company's fleet operates in the international market, where vessel chartering activities fluctuate rapidly and unpredictably due to geopolitical factors, pandemics, etc. Therefore, the Company's business operations in the international market are mainly exposed to risks arising from changes in freight rates, vessel charter rates and fuel prices.
- Natural disaster risks:
 - The Company's main operations are in the transportation of petroleum products and chemicals at sea; therefore, natural phenomena such as tsunamis, storms, etc. may significantly affect vessel deployment plans, sailing schedules, and overall business efficiency of the Company.
- Exchange rate, interest rate and credit risks:
 - Regarding exchange rate, PVT Logistics currently has outstanding foreign currency loans accounting for a relatively small proportion of total long-term borrowings. However, as most of the Company's revenue is in USD, an increase in exchange rates may bring benefits to the Company; at the same time, due to certain foreign currency-denominated transactions, the Company is exposed to exchange rate fluctuations;
 - Regarding interest rate and credit, depending on market conditions at each point in time, the Company implements credit and borrowing management measures in VND or USD to mitigate risks impacting its financial position and business operations.

In addition to its efforts in production and business activities, risk management has always been a focus, researched and implemented across the Company. The main objective of risk management is to identify potential risks and unexpected factors that may affect the Company's strategic objectives, thereby proposing timely response solutions to help the Company overcome difficulties. At present, risks have been identified, assessed and are subject to appropriate mitigation and control measures by the Company.

II. Business performance in 2025:

1. Production and business activities:

- Results of production and business activities during the year:

With strong efforts and high unity across the Company, together with decisive and appropriate solutions aligned with market conditions, in 2025 the Company continued to maintain its growth and exceeded its production and business targets.

Key production and business performance indicators are as follows:

Unit: Million dong

No.	Indicators	2025 Plan	2025 Actual	Assess actual result	
				Actual vs Plan	Actual - Plan
1	Total revenue	1.850.000	2.006.775	108%	156.775
2	Total expenses	1.740.000	1.895.777	109%	155.777

3	Profit before tax	110.000	110.998	101%	998
4	Profit after tax	88.000	89.568	102%	1.568
5	State budget contribution	23.500	25.084	107%	1.584

● **Production and business results in 2025:**

- Total revenue reached VND 2,006,775 million, exceeding the plan by 8%, equivalent to an increase of VND 156,775 million. This result indicates that business operations maintained solid growth momentum, with a stable market and improved sales efficiency.
- Total expenses amounted to VND 1,895,777 million, exceeding the plan by 9% (an increase of VND 155,777 million). The increase in costs was relatively in line with revenue growth, reflecting business expansion accompanied by higher input costs.
- Profit before tax reached VND 110,998 million, slightly exceeding the plan by 1%, equivalent to an increase of VND 998 million. This demonstrates that the Company maintained relatively effective cost control, ensuring operational efficiency.
- Profit after tax reached VND 89,568 million, exceeding the plan by 2% (an increase of VND 1,568 million), further confirming stable business performance.
- State budget contribution reached VND 25,084 million, exceeding the plan by 7%, reflecting the Company's responsibility to the State and society.

2. List of the Executive Management and Chief Accountant as at 31 December 2025.

No.	Position	Full Name	Gender	Date of Birth	Place of Origin	ID/Passport No.
1	Director	Le Truc Lam	Male	25/10/1981	Bac Ninh	001081013933 issued on 26/12/2021 by the Police Department for Administrative Management of Social Order and National Population Database
2	Deputy Director	Nguyen Xuan Loc	Male	24/09/1966	Ninh Binh	036066008376 issued on 25/04/2021 by the Police Department for Administrative Management of Residence and National Population Database
3	Deputy Director	Vu Trong Do	Male	25/07/1977	Hai Phong	030077023252 issued on 27/12/2021 by the Police Department for Administrative Management of Social Order

No.	Position	Full Name	Gender	Date of Birth	Place of Origin	ID/Passport No.
4	Deputy Director	Pham Van Nghia	Male	07/09/1977	Hai Phong	031077014084 issued on 10/07/2021 by the Police Department for Administrative Management of Social Order
5	Chief Accountant	Nguyen Thai Dao	Male	13/10/1982	Nghe An	040082019915 issued on 25/12/2023 by the Police Department for Administrative Management of Social Order

3. Changes in the Executive Management:

- Mr. Ho Si Thuan – Director cum legal representative – dismissed pursuant to Decision No. 20.1/QĐ-PĐV-HĐQT dated 01 July 2025 of the Company’s Board of Directors;
- Mr. Le Truc Lam – Director cum legal representative – appointed pursuant to Decision No. 21/QĐ-PĐV-HĐQT dated 01 July 2025 of the Company’s Board of Directors;
- Mr. Pham Van Nghia – Deputy Director – appointed pursuant to the Decision dated 08 January 2025 of the Company’s Board of Directors.

4. Number of employees. Summary of policies and changes in policies for employees

- Total number of employees of the Company as at 31 December 2025 was 449 persons (as at 31 December 2024: 429 persons).
- Phuong Dong Viet Shipping and Logistics Corporation (PDV) has developed the following policies for employees:
 - The Company attaches great importance to training and improving professional knowledge and working skills to enable employees to perform their work effectively and develop their careers. In addition, the Company focuses on training and career development for internal personnel who are enthusiastic, responsible and capable of meeting requirements;
 - The Company always ensures all rights and benefits of employees. Employees working at the Company are entitled to competitive salaries compared to the market and salary regimes in accordance with regulations. Timely, fair and transparent reward policies encourage and motivate employees to contribute and strive for the development of the Company;
 - Upon signing labor contracts with the Company, employees are entitled to participate in social insurance, health insurance and unemployment insurance in accordance with legal regulations; in addition, employees are also provided with accident insurance and healthcare insurance packages. The Company pays salaries and social insurance contributions on time and ensures stable employment and income for employees;

- The Company has developed and issued regulations on salary and income management. The average salary of employees is regularly adjusted to ensure living standards, attract talents and retain employees;
- The average income of employees in 2025 was VND 32 million/person/month;
- The Company always pays attention to employees' spiritual well-being, organizing gifts for birthdays, weddings and major occasions such as 8 March, War Invalids and Martyrs Day, 20 October, 22 December; gifts for employees' children on International Children's Day (1 June), Mid-Autumn Festival and rewards for academic achievements; visiting and supporting employees' families in cases of childbirth, illness or bereavement; supporting seafarers in difficult circumstances. Annually, the Company organizes trips combined with teambuilding activities for employees to enhance connection and regenerate working capacity.

5. Investment activities, listing transfer and implementation of projects:

- In 2025, the Company invested in and put into operation the bulk carrier PVT Emerald with a deadweight of 33,800 DWT in August 2025, increasing the total number of owned and bareboat chartered vessels to 10, with total deadweight reaching 341,490 DWT, thereby enhancing competitiveness, diversifying vessel sizes and types, and meeting diverse transportation needs of customers;
- The Company paid cash dividends at the rate of 5% of charter capital and share dividends at the rate of 20% of charter capital to shareholders;
- The Company completed the listing of its shares on the Ho Chi Minh City Stock Exchange (HOSE), and PDV shares officially commenced trading on HOSE from 19 November 2025;
- Organized cash flow planning and implemented strict control over cash inflows and outflows; continued to focus on handling outstanding receivables to enhance recovery and supplement capital for business operations;
- Due to the impact of the ship sale and purchase's market, the 2025 investment plan for oil/chemical tankers of approximately 19,000–26,000 DWT (Project code: PDV-HC-03/23), oil/chemical tankers of approximately 19,000–26,000 DWT or bulk carriers of 55,000–75,000 DWT (Project codes: PDV-HC/HR-06/25 and PDV-HC/HR-07/25) has not been implemented and is proposed to be carried forward for implementation in 2026.

6. Financial situation report:

a. Financial position

Unit: Million dong

Indicators	2024	2025	% increase/(decrease) between 2025 vs 2024
Total assets	2.164.690	2.234.033	3,2%
Net revenue	1.362.277	1.937.574	42,2%
Gross profit	216.797	167.900	-22,6%

Indicators	2024	2025	% increase/(decrease) between 2025 vs 2024
Operating profit	119.854	70.559	-41,1%
Other profit	160.543	40.439	-74,8%
Accounting profit before tax	280.398	110.998	-60,4%
Accounting profit after tax	224.355	89.568	-60,1%
Dividend payout ratio	25%	5% (*)	-80,0%

(*) The dividend payout ratio for 2025 is expected to be submitted to the 2026 Annual General Meeting of Shareholders for approval..

b. Key financial indicators:

No.	Indicators	Unit	2024	2025
1	Liquidity ratios			
	Current ratio (Current assets / Current liabilities)	Times	1,69	1,50
	Quick ratio (Current assets – Inventories) / Current liabilities	Times	1,60	1,12
2	Capital structure			
	Debt / Total assets	Times	0,54	0,53
	Debt / Equity	Times	1,17	1,15
3	Operating efficiency			
	Total asset turnover (Net revenue / Average total assets)	Times	0,78	0,88
	Working capital turnover (Net revenue / Average current assets)	Times	19,09	22,79
	Inventory turnover (Cost of goods sold / Average inventories)	Turns	40,3	42,17
4	Profitability ratios			
	Return on sales (ROS) (PAT / Net revenue)	%	16,5%	4,6%
	Return on assets (ROA) (PAT / Average total assets)	%	12,9%	4,1%
	Return on equity (ROE) (PAT / Average equity)	%	28,2%	8,8%
	Earnings per share (EPS)	VND/share	3.145	1.255

- In 2025, the Company significantly improved its operational efficiency and asset utilization, as reflected in the strong increase in turnover ratios. The financial structure remained stable, and the leverage level was maintained within a safe threshold.

- However, profitability declined markedly due to rising costs that compressed profit margins. In addition, liquidity ratios showed a downward trend, indicating increasing pressure on cash flow that will require greater attention in the coming period.

7. Shareholding structure and changes in owners' equity:

a. Shares:

- Total outstanding shares: 79,314,926 shares (Seventy-nine million three hundred fourteen thousand nine hundred twenty-six shares);
- Type of shares outstanding:
Ordinary shares: 79,314,926 shares.

b. Shareholding structure as at 31 December 2025:

No.	Shareholder	Number of shares	Ownership (%)
I	PetroVietnam Transportation Corporation (PV Trans)	41,142,328	51.87%
II	Tan Long Co., Ltd.	18,098,043	22.82%
III	Other shareholders	20,074,555	25.31%
	Total (I+II+III)	79,314,926	100.00%

c. Changes in owners' equity:

- In 2025, the Company completed a capital increase of VND 132 billion through share dividend distribution at the rate of 20% of charter capital, increasing charter capital from VND 661 billion to VND 793 billion, and the ownership structure is as presented in section (b) above.

d. Treasury share transactions:

- Currently, Phuong Dong Viet Shipping and Logistics Corporation has no treasury shares;
- In 2025, the Company had no transactions relating to treasury shares.

e. Other securities:

- In 2025, Phuong Dong Viet Shipping and Logistics Corporation did not have any other securities in circulation.

8. Shareholder and Investor Relations:

- In 2025, the Company actively implemented investor relations (IR) activities to enhance transparency, strengthen credibility, and reinforce the confidence of shareholders and the investment community. The Company ensured full and timely disclosure of information in accordance with regulations, including periodic financial statements, annual reports, and extraordinary disclosures related to its business operations.



- In addition, the Company organized the Annual General Meeting of Shareholders in compliance with regulations, providing shareholders with the opportunity to participate in discussions, contribute opinions, and stay informed about the Company's development orientation. Communication channels such as the website, email, and the investor relations department were effectively maintained to ensure prompt receipt and response to investors' inquiries and requests.
- Furthermore, the Company strengthened direct engagement with investors and financial institutions to provide updated information on business performance, strategic direction, and development prospects. Through these activities, the Company continues to affirm its commitment to partnering with investors based on transparency, professionalism, and sustainable development.

III. Report and assessment of the Board of Management:

1. Assessment of production and business results:

● Petroleum/chemical product transportation and dry bulk transportation services:

- To mitigate market risks, stabilize revenue sources and improve fleet utilization efficiency, the Company's management determined from the planning stage to focus on deploying vessels in the international market through participation in the Womar Pool, time charter or voyage charter arrangements;
- Total revenue from fleet operations reached VND 1,140.26 billion, equivalent to 103% compared to 2024.

● Trading activities::

- During the year, the Company continued trading activities in plastic resins, achieving total revenue of VND 783.31 billion, equivalent to 327% compared to 2024.

2. Financial position:

a. Assets:

- Total assets as at 31 December 2024: VND 2,164,690,655,218;
- Total assets as at 31 December 2025: VND 2,234,032,757,189;

The above figures show that total assets increased by VND 69,342,101,971, equivalent to 3.2% compared to 2024.

b. Liabilities:

- The Company is able to settle short-term liabilities using its most liquid assets and is gradually meeting its short-term debt obligations.

3. Improvements in organizational structure, policies and management

- In 2025, the Company continued to reorganize and arrange personnel to strengthen management and align with production and business conditions;
- Fully self-managed the Company's fleet, meeting international transportation requirements in high-standard markets such as Europe, the United States, etc.; enhanced technical management capacity in accordance with international standards, contributing to cost reduction for fleet operations;

- Ensured that the safety management system is continuously controlled, improved and updated; technical conditions and safety equipment are always maintained in good condition to sustain SIRE/Oil Major Approval for the Company's fleet under the OCIMF system; no incidents of pollution, fire, collision or crew injury occurred;
- Focused on internal training of seafarers in the context of a shortage in both quantity and quality in the seafarer market.

4. Future development plans and objectives

- To organize safe, continuous and efficient management and operation of the Company's fleet to meet market and customer requirements; to focus on expanding petroleum/chemical and dry bulk transportation markets domestically and internationally; to proactively and flexibly manage fleet deployment plans to ensure efficiency, capital safety, and sustainable development of the Company;
- To maintain and develop ship management services, trading activities, shipping agency, logistics and port/warehouse services on the principle of efficiency and capital safety;
- To strengthen safety and technical management of vessels; strictly control cargo loss and fuel consumption; reduce costs and optimize fleet operation efficiency; organize periodic dry-docking for the fleet safely, with quality and on schedule;
- To effectively organize and operate the maritime human resources center to ensure sufficient supply and improved quality of seafarers for the Company and member units of PVTrans;
- To implement investment projects in order to expand and rejuvenate the fleet, ensuring efficiency and compliance with emission standards; consider the plan to dispose of the PVT Neptune vessel to supplement equity for investment in newbuilding or bareboat charter of additional vessels, including oil/chemical tankers with a capacity of approximately 19,000–26,000 DWT and/or bulk carriers of 55,000–75,000 DWT, in order to restructure the fleet, enhance transportation capacity, and improve market competitiveness.
- To preserve and develop shareholders' capital, maintain and strengthen financial safety indicators; to ensure adequate capital allocation for investment projects and the Company's regular operations;
- To implement the Company's restructuring roadmap; to streamline and professionalize the organizational structure; to apply science and technology in management; to establish a fleet management system in line with international standards and customer requirements to ensure full autonomy in fleet management and operation; to continue updating and improving the safety management system in accordance with TMSA requirements to meet Oil Major and major customer standards;
- To focus on human resource development, succession planning and potential talent; to enhance workforce quality through training and personnel rotation;
- To recruit and train seafarers in order to ensure sufficient qualified manpower for fleet management and operation, avoiding shortages, especially during fleet expansion; to improve professional knowledge and awareness of health, safety and environmental practices for employees and seafarers;



- To actively recover overdue receivables and doubtful debts; to make provisions for doubtful debts in accordance with legal regulations; to strengthen inspection and control, closely manage receivables to prevent new bad debts;
- To implement digital transformation across the Company in alignment with management, finance and accounting systems to improve operational efficiency; to conduct management and transactions on digital platforms to enhance efficiency while ensuring proper, secure and confidential data storage;
- To build and standardize a professional working environment across the Company; to continue developing corporate culture;
- To participate in social welfare activities; to ensure employment, improve material and spiritual life for employees.

IV. Assessment of the Board of Directors on all aspects of the Company's operations:

1. Assessment of the Board of Directors on the Company's operations

- In 2025, the Board of Directors effectively performed its role in strategic orientation, supervision and corporate governance, ensuring compliance with legal regulations, the Company's Charter and internal regulations, thereby enhancing operational efficiency and promoting sustainable development;
- Regarding production and business activities, the Board of Directors acknowledged the proactiveness of the Board of Management in adapting to fluctuations in freight rates and market supply-demand conditions, effectively utilizing resources to optimize operations; and highly appreciated the efforts of employees and seafarers in successfully achieving the business targets assigned by the General Meeting of Shareholders;
- Regarding financial position, the Company maintained a solid financial foundation with high liquidity ratios (>1.5 times), and a debt-to-equity ratio at a near-safe level of 1.15 times; the loan structure was reasonably arranged in line with financial planning and risk management; outstanding loans accounted for approximately 44% of total assets, enabling the Company to maintain appropriate leverage and ensure solvency; the Board of Directors paid attention to financial risk management and maintained flexible capital mobilization plans to optimize costs and capital efficiency;
- Regarding investment activities, the Company focused on market forecasting and closely monitored market developments to implement feasible and effective investment projects; accordingly, in 2025, the Company successfully invested in an additional vessel at a reasonable price and promptly put it into operation;
- Although the Company's financial situation has improved, the Company remains relatively small and requires additional capital for fleet development;
- Increasing industry standards and regulations will significantly impact technical management, safety requirements and crew qualifications, leading to increased management costs in the coming years;
- The Company's reputation and brand have been gradually strengthened and recognized by international customers, resulting in a diversified cargo source for the Company's chemical fleet;



- Despite encouraging results in 2025, the Company still faces many challenges ahead; internal management and governance need further improvement, including the application of digital transformation and continuous review and enhancement of internal governance systems in line with best practices and legal requirements to improve the Company's position and reputation in the market.
- 2. Assessment of the Board of Directors on the activities of the Board of Management**
- Based on the Company's Charter and internal governance regulations, the Board of Directors delegated authority to the Director to proactively decide on certain operational matters, while establishing supervision mechanisms through reporting systems and Board meetings, as reflected in resolutions and decisions relating to fleet operation, development and receivables management;
 - The Board of Directors acknowledged the efforts of the Board of Management in effectively implementing business activities, maintaining and improving fleet quality, ensuring operational safety and strict compliance with maritime safety regulations, thereby increasing shareholder value and improving employee and seafarer welfare;
 - Members of the Board of Management possess qualifications, capability and integrity, are professionally trained, knowledgeable in their respective areas and have many years of relevant experience;
 - In 2025, the Board of Directors assessed that the Board of Management fully complied with and implemented directives of the Board of Directors, executed the business plan in line with resolutions of the General Meeting of Shareholders and complied with the Company's Charter and legal regulations.
- 3. Plans and orientations of the Board of Directors**
- Assessment of the Board of Directors on the 2026 outlook:
 - Domestic economic conditions show more positive developments; macroeconomic stability is maintained; inflation is well controlled; USD/VND exchange rate is expected to remain stable with fluctuations of 2–3% during the year;
 - Demand for production and consumption, although recovering, remains lower than pre-COVID-19 levels, combined with impacts from the Russia–Ukraine war, geopolitical tensions in the Middle East and policies of President Trump affecting the global economy;
 - Shortage of qualified seafarers due to rapid growth of fleets in Vietnam and in the region (including China and India), leading to intense competition and rising costs;
 - Limited availability of experienced and highly specialized management personnel in international chemical transportation at the office level.
 - Based on the above, the Board of Directors' plan and orientation are as follows:
 - To direct the preparation and submission of the 2026 production and business plan for approval by the General Meeting of Shareholders, and to decisively implement such plan after approval;

- To manage and supervise the Director in implementing resolutions of the General Meeting of Shareholders and the Board of Directors; to coordinate with the Executive Management to propose solutions for fleet development and rejuvenation, enhancing transport capacity for sustainable growth;
- To direct the Executive Management to implement vessel investment in accordance with approved plans to develop the fleet in target markets, ensuring operational efficiency;
- To research and evaluate investment opportunities in ports, warehouses, yards and logistics sectors;
- To review and improve internal regulations and techno-economic norms in line with actual business conditions; to apply digital transformation in management and operations; to enhance corporate governance in line with ESG orientation;
- To complete personnel restructuring, appointment and dismissal in accordance with organizational structure and workforce planning aligned with 2026 business orientation;
- To protect the lawful rights and interests of shareholders and employees; to improve working conditions and employee welfare; to implement incentive mechanisms to encourage employees to contribute and dedicate themselves to the sustainable development of the Company.

V. Corporate Governance

1. Board of Directors:

1.1. The Board of Directors of the Company, as stipulated by the General Meeting of Shareholders, consists of 5 members, including:

The Board of Directors of PVT Logistics consists of 05 members, including 03 non-executive members and 01 independent member. In 2025, there were changes in the composition of the Board of Directors. The list of Board members is as follows:

No.	Member of Board	Position	Date of Dismissal/Appointment	
			Date of Appointment	Date of Dismissal
1	Mr Ho Si Thuan	Chairman	01/07/2025	
2	Mr Le Truc Lam	Member of Board	29/11/2023	
3	Mr Nguyen Hoai Phuong	Member of Board	06/01/2021	
4	Mr Doan Dinh Hieu	Member of Board	26/04/2023	
5	Ms Phan Thi Thu Ha	Independent member of Board	26/06/2025	

No.	Member of Board	Position	Date of Dismissal/Appointment	
			Date of Appointment	Date of Dismissal
6	Mr Le Truc Lam	Chairman		01/07/2025
7	Mr Hoang Minh Tuan	Independent member of Board		26/06/2025

1.2. Structure of B.o.D

No.	Criteria / Name	Mr. Ho Si Thuan	Mr Le Truc Lam	Mr Nguyen Hoai Phuong	Mr Doan Dinh Hieu	Ms Phan Thi Thu Ha
1	Position on the Board / Executive Role	Non-Executive Chairman of the Board	Member of the Board of Directors cum General Director	Member of the Board of Directors	Member of the Board of Directors	Independent Member of the Board of Directors
2	Gender	Male	Male	Male	Male	Female
3	Age	48	45	64	59	47
4	Professional background / Qualifications	- Bachelor of Economics; - Master of Business Administration - Director Certification Program (DCP) issued by VIOD	- Bachelor of Commerce; - Master of Project Management - Director Certification Program (DCP) issued by VIOD	- Bachelor's degree	- Bachelor of Economics; - Master of Business Administration - Director Certification Program (DCP) issued by VIOD	- Master of Business Administration - Director Certification Program (DCP) issued by VIOD
5	Positions held in other companies	- Chairman of the Board of Directors, PetroVietnam Transportation Ha Noi JSC; - Deputy General Director, PetroVietnam Transportation Corporation (PVTrans)	None	- Chairman of the Members' Council and Legal Representative, Tan Long Co., Ltd.; - Member of the Board of Directors, Ha Long Real Estate Investment JSC	- Head of Internal Audit Committee, PetroVietnam Transportation Corporation	- Chief Accountant / Deputy General Director, PVTrans Transportation Ha Noi JSC

- The Board of Directors of PVT Logistics comprises five (05) members, in compliance with the provisions of the Company Charter (stipulating from five (05) to eleven (11) members) and the Law on Enterprises (stipulating from three (03) to eleven (11) members).

- There is one (01) independent member of the Board of Directors, satisfying the minimum requirement for independent members as prescribed by applicable regulations.

- There are four (04) non-executive members of the Board of Directors, ensuring that at least one-third (1/3) of the total number of Board members are non-executive members, in accordance with regulatory requirements.

- Female representation on the Board of Directors comprises one (01) out of a total of five (05) members.

- Members of the Board of Directors possess professional expertise across various fields relevant to PVT Logistics' business operations, including maritime transportation, shipping, economics, finance, and business administration, thereby ensuring diversity in knowledge and experience to support effective management and corporate governance of the Company.

- As at the reporting date, no executive member of the Board of Directors concurrently serves as a board member in more than two (02) listed companies other than the Parent Company.

1.3. Person in Charge of Corporate Governance

The Board of Directors appointed one (01) person in charge of corporate governance to support corporate governance activities of the Company in accordance with Decision No. 58/QĐ-HĐQT dated 01/11/2024. The details of the appointed individual are as follows:

Name	Position	Expertise / Qualifications
Ms Tran Thi Thanh Huyen	- Person in charge of Corporate Governance; - Officer of the Finance, Accounting and Planning Department	- Bachelor's degree in Accounting, Finance and Banking - Corporate Secretary Master Program (CSMP) of the Vietnam Institute of Directors (VIOD)

The person in charge of corporate governance / Company Secretary acts as the secretary to the Board of Directors, providing support to the Board of Directors in performing its functions and duties in accordance with applicable laws, the Company Charter, and the Internal Corporate Governance Regulations, specially, such responsibilities include preparing the Board's working programs; preparing meeting materials; organizing meetings and/or written consultations; recording meeting minutes; completing and maintaining records; drafting and issuing documents of the Board of Directors; and monitoring and urging the implementation of resolutions and decisions of the Board of Directors.

In addition, the person in charge of corporate governance / Company Secretary coordinated the organization of the 2025 Annual General Meeting of Shareholders and carried out information disclosure in compliance with legal requirements and in line with good corporate governance practices, thereby contributing to enhanced transparency, accountability, and governance effectiveness of the Board of Directors.

2. Meetings of B.o.D:

In 2025, the Board of Directors held twenty-five (25) meetings. The convening, conduct of meetings, and adoption of resolutions/decisions of the Board of Directors were carried out in compliance with applicable laws, the Company Charter, and the Internal Corporate Governance Regulations of Phuong Dong Viet Shipping and Logistics Corporation, specifically as follows:

- Meeting materials were prepared and simultaneously circulated to members of the Board of Directors and the Board of Supervisors at least three (03) working days prior to the meeting date.

- A meeting was duly convened when at least three-quarters (3/4) of the total number of members of the Board of Directors were present.

- Each member of the Board of Directors, or an authorized representative attending the meeting, was able to hear other participating members express their opinions and was entitled to one (01) voting right.

- Resolutions and decisions of the Board of Directors were adopted upon approval by a majority of the attending members (at least 50%).

- Minutes of meetings of the Board of Directors were prepared by the Meeting Secretary and fully recorded the contents of the meeting and the voting results on each agenda item; any opinions of Board members differing from the adopted resolutions were duly and fully recorded in the minutes. The minutes were approved and signed by all members attending the meeting.

Members of the Board of Directors attended all meetings in full and demonstrated a high sense of responsibility in corporate governance. Details of attendance at Board of Directors' meetings are as follows:

STT	Member of Board	Position	Number of Meetings/Opinions Attended	Attendance Rate	Reason for Non-Attendance
1	Mr Ho Si Thuan	Chairman	25/25	100%	
2	Mr Le Truc Lam	Member of BOD	25/25	100%	
3	Mr Nguyen Hoai Phuong	Member of BOD	25/25	100%	
4	Mr Doan Dinh Hieu	Member of BOD	25/25	100%	
5	Ms Phan Thi Thu Ha	Independent member of BOD	15/25	60%	Appointment date 26/06/2025
6	Mr Hoang Minh Tuan	Independent member of BOD	10/25	40%	Disposal date 26/06/2025

3. Resolutions and Decisions of the Board of Directors:

In 2025, the Board of Directors Childducted twenty-five (25) meetings in the form of in-person meetings or written Childsultations, and issued fifty-one (51) resolutions and decisions across various operational matters to direct the General Director in their implementation. The authority, procedures for Childvening meetings, and the issuance of resolutions and decisions of the Board of Directors were carried out in compliance with the Law on Enterprises, the Company Charter, and the Regulations on the Operation of the

Board of Directors.

A list of significant resolutions and decisions of the Board of Directors issued in 2025 is provided in Appendix 1, *as attached*.

4. Activities of the Board of Directors:

In 2025, the Company experienced changes in the personnel and structure of the Board of Directors. The Board consistently operated in accordance with its principles and working regulations, effectively fulfilling its roles and responsibilities while maximizing the contributions of each Board member. During the year, the Board reviewed, amended, and supplemented the Company's Charter following the completion of the charter capital increase. It also developed, reviewed, and improved internal processes, regulations, and management systems, while strengthening organizational restructuring, training, and the appointment of qualified key personnel. Management efforts were enhanced to ensure that the fleet operated continuously, safely, efficiently, and cost-effectively.

With a high sense of responsibility, unity, and cooperation, the Board of Directors carried out its duties with integrity and prudence in the best interests of the shareholders and the Company. The Board implemented decisive governance measures, directed the Board of Management in executing resolutions of the General Meeting of Shareholders and the Board's own resolutions, thereby contributing to the Company's 2025 performance results.

The Board closely adhered to the resolutions of the General Meeting of Shareholders, internal corporate governance regulations, and the Company's actual situation to formulate appropriate policies for each period. In 2025, the Board conducted meetings, discussions, and governance primarily through in-person and virtual meetings, as well as written resolutions, to ensure the achievement of the Company's business plan. Each meeting included analysis and evaluation of business performance, along with the formulation of directions and plans for subsequent quarters. The Board issued resolutions and decisions, amended and supplemented internal regulations in line with business operations and development strategy, and made personnel decisions within its authority. It also continuously supervised and urged the Board of Management to address outstanding issues raised in previous meetings, all of which were documented in meeting minutes and resolutions.

The Board of Directors fully performed its supervisory function over the Company's executive management, provided appropriate strategic direction, and issued timely instructions to ensure the efficient use of resources in achieving the targets assigned by the General Meeting of Shareholders, in compliance with applicable laws and the Company's Charter.

4.1. Activities of the Independent Member of the Board of Directors:

- **Activities of the Independent Board Member:**

- Regarding meeting attendance: Attended 18/18 regular and extraordinary Board meetings during the year. For matters circulated for written opinion, I reviewed and provided full responses in a timely manner.

- Regarding independence: Maintained independence, objectivity, and transparency in compliance with legal regulations, with no conflicts of interest affecting decision-making, ensuring that all opinions and decisions were made in the best interests of the Company and its shareholders.

The Independent Board Member reviewed documents, participated in discussions, and provided independent opinions on matters within the authority of the Board of Directors, particularly those related to strategy, investment, finance, and related-party transactions, based on principles of fairness, transparency, and in the best interests of the Company and its shareholders.

- **Evaluation results of the Independent Member regarding the Board's performance:**

- In 2025, the Board of Directors fully performed its rights and obligations in accordance with applicable laws and internal regulations, consistently upholding responsibility, fairness, transparency, and the interests of the Company, its shareholders, and related parties, specifically as follows:

- The Board directed the development and review of strategies and plans, including the business and investment plan for the 2026–2030 period, the development strategy to 2030 with a vision to 2050, and the 2025 business and investment plan.

- The Board effectively carried out its supervisory role over the Board of Management, ensuring that the Company's operations were closely monitored, aligned with strategic direction, and that decisions were adjusted in a timely manner when required by actual conditions.

- Inspection and supervision were consistently emphasized; the Board provided sufficient documents and information to Board members and the Supervisory Board to perform their duties.

- Related-party transactions in 2025 were reviewed and approved in accordance with proper procedures and authority; members with related interests did not participate in voting in compliance with regulations. Based on review, such transactions were conducted in compliance with applicable laws and Company regulations, on market terms, with transparency, and ensuring the legitimate interests of the Company and its shareholders, and were fully disclosed in accordance with regulations.

5. Supervisory Board:

5.1. Members and structure:

- | | |
|----------------------|---------------------------------|
| - Ms Bui Lan Anh | Head of the Supervisory Board |
| - Ms Vu Thi Phuong | Member of the Supervisory Board |
| - Mr Nguyen Duc Quan | Member of the Supervisory Board |

5.2. Activities of the Supervisory Board:

- The Supervisory Board fully performed its functions and duties with the coordination, support and facilitation of the Board of Directors and the Board of Management. During the year, the Supervisory Board held 04 meetings to approve reports to the

2025 Annual General Meeting of Shareholders and to approve supervisory reports for Q1, Q2, Q3 and the full year 2025;

- In 2025, the Supervisory Board operated in accordance with resolutions approved at the Annual General Meeting of Shareholders, the Law on Enterprises and the Company's Charter. It supervised the implementation of the 2025 production and business plan, monitored the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors. On a quarterly, semi-annual and annual basis, the Supervisory Board reviewed business performance reports, assessed financial position, operating results, solvency and capital preservation and development, and provided necessary recommendations.

6. Transactions, remuneration and benefits of the Board of Directors, Board of Management and Supervisory Board

6.1. Salaries, bonuses and remuneration:

Pursuant to Resolution No. 01/NQ-PĐV-ĐHĐCĐ dated 26 June 2025 of the General Meeting of Shareholders regarding the remuneration plan for the Board of Directors, Board of Management and Supervisory Board in 2025, Phuong Dong Viet Shipping and Logistics Corporation implemented such plan in accordance with regulations.

Details of income (under the Company's salary fund) of the Board of Directors, Board of Management, Supervisory Board and Chief Accountant in 2025 are as follows:

Name	Position	Total Income (VND)	Remarks
Mr. Ho Si Thuan	Chairman of the Board of Directors (from 01 July 2025)	457,300,000	Appointed on 01/07/2025
	Director (until 01 July 2025)	471,000,000	Dismissed on 01/07/2025
Mr. Le Truc Lam	Member of the Board of Directors / Director (from 01 July 2025)	434,842,000	Appointed on 01/07/2025
	Chairman of the Board of Directors (until 01 July 2025)	410,760,000	Dismissed on 01/07/2025
Mr. Doan Dinh Hieu	Member of the Board of Directors	60,000,000	
Mr. Nguyen Hoai Phuong	Member of the Board of Directors	60,000,000	
Mr. Hoang Minh Tuan	Independent Member of the Board of Directors	30,000,000	Dismissed on 26/06/2025
Ms. Phan Thi Thu Ha	Independent Member of the Board of Directors	30,000,000	Appointed on 26/06/2025

Name	Position	Total Income (VND)	Remarks
Mr. Vu Trong Do	Deputy Director	808,699,600	
Mr. Nguyen Xuan Loc	Deputy Director	790,316,800	
Mr. Pham Van Nghia	Deputy Director	737,140,078	Appointed on 08/01/2025
Mr. Nguyen Thai Dao	Chief Accountant	695,760,557	
Ms. Bui Lan Anh	Head of the Supervisory Board	48,000,000	
Mr. Nguyen Duc Quan	Member of the Supervisory Board	30,000,000	
Ms. Vu Thi Phuong	Member of the Supervisory Board	30,000,000	

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 2025

6.2. Share transactions of insiders (Information on share transactions of members of the Board of Directors, members of the Supervisory Board/Audit Committee, Director (General Director), Chief Accountant, managers, Company Secretary, major shareholders and their related persons)

- In 2025, insiders of the Company conducted share transactions as detailed in Appendix 01 attached.

6.3. Contracts or transactions with insiders:

During the year, the Company entered into a number of contracts and transactions between Phu Dong Viet Shipping and Logistics Corporation and related parties in production and business activities, service provision and trading, ensuring the interests of the Company and compliance with legal regulations, as presented in the audited financial statements for 2025; specifically as follows:

- On 31 December 2025, PVT Logistics and PetroVietnam Transportation Corporation (owner of vessel PVT Saturn) signed Appendix No. 03 on restructuring the loan of vessel PVT Saturn under Contract No. 100/HD2017/PVT-PĐV dated 22 June 2017;
- In 2025, PVT Logistics and PetroVietnam Transportation Corporation (owner of vessel PVT Pearl) signed Appendix No. 02 on adjustment of the third-year bareboat charter rate of vessel PVT Pearl and Appendix No. 03 on loan restructuring under Contract No. 152/HD2023/PVT-PVTL dated 27 September 2023./2023

6.4. Assessment of compliance with corporate governance regulations:

- In 2025, the Company strictly complied with the provisions of the Corporate

Governance Regulations approved and issued by the Board of Directors in accordance with legal requirements.

VI. Financial statements

1. Audit opinion

- Audit opinion on the 2025 financial statements: According to Audit Report No. 0366/VN1A-HC-BC dated 23 March 2026 issued by the Branch of Deloitte Vietnam Co., Ltd. for the Company's 2025 financial statements, the auditor expressed the following opinion: *“In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of the Company as at 31 December 2025, and of its results of operations and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and relevant legal regulations on the preparation and presentation of financial statements.”*

2. Audited financial statements:

- The audited financial statements for 2025 of Phuong Dong Viet Shipping and Logistics Corporation (PVT Logistics) have been disclosed in accordance with regulations and published on the Company's website: <https://pvtlogistics.vn/>

Ho Chi Minh City, 13th April 2026

**CONFIRMATION OF THE LEGAL
REPRESENTATIVE OF THE COMPANY
DIRECTOR**

(signed)

LE TRUC LAM

Phụ lục 01
DANH SÁCH CÁC QUYẾT ĐỊNH/NGHỊ QUYẾT QUAN TRỌNG CỦA
HĐQT BAN HÀNH NĂM 2025
(Đính kèm Báo cáo Thường niên Công ty năm 2025)

STT	Ngày	Nghị quyết/ Quyết định	Nội dung	Tỉ lệ thông qua
1	08/01/2025	01/QĐ-PĐV-HĐQT	Quyết định bổ nhiệm Phó Giám Đốc Phạm Văn Nghĩa	100%
2	15/01/2025	02/QĐ-PĐV-HĐQT	Quyết định về việc thành lập tiểu ban kiểm toán nội bộ trực thuộc HĐQT của Công ty CP Vận tải và Tiếp vận Phương Đông Việt	100%
3	15/01/2025	03/QĐ-PĐV-HĐQT	Quyết định về việc đánh giá mức độ hoàn thành nhiệm vụ của cán bộ quản lý điều hành công ty năm 2024 của Công ty CP Vận tải và Tiếp vận Phương Đông Việt	100%
4	12/02/2025	04/NQ-PĐV-HĐQT	Nghị quyết về việc Thông qua kế hoạch tổ chức Đại hội Đồng Cổ Đông thường niên năm 2025 của Công ty Cổ phần Vận tải và Tiếp Vận Phương Đông Việt	100%
5	17/02/2025	05/QĐ-PĐV-HĐQT	Quyết định của HĐQT về việc Phê duyệt kế hoạch SXKD năm 2025 của Công ty	100%
6	18/02/2025	06/NQ-PĐV-HĐQT	Nghị quyết về việc Phê duyệt cập nhật Báo cáo nghiên cứu khả thi Dự án đầu tư mua tàu hàng rời Handysize trọng tải khoảng 25.000 – 39.000 DWT (Mã số dự án: PDV-HR-02/22) của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
7	18/02/2025	07/NQ-PĐV-HĐQT	Nghị quyết về việc Phê duyệt Kế hoạch mua tàu Dự án đầu tư mua tàu hàng rời Handysize trọng tải khoảng 25.000 – 39.000 DWT (Mã số dự án: PDV-HR-02/22) của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
8	05/03/2025	08/QĐ-PĐV-HĐQT	Thông qua việc phê duyệt quỹ lương thực hiện trích vào chi phí năm 2024 của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
9	05/03/2025	09/QĐ-PĐV-HĐQT	Quyết định về việc ban hành quy chế quản lý dòng tiền	100%
10	19/03/2025	10/NQ-PĐV-HĐQT	Nghị quyết Thông qua nội dung Gia hạn thời gian hợp ĐHCĐ thường niên năm 2025 và Huỷ danh sách cổ đông đăng ký cuối cùng ngày 05/03/2025 của Công ty Cổ phần Vận tải và Tiếp Vận Phương Đông Việt	100%
11	28/03/2025	11/QĐ-PĐV-HĐQT	Quyết định Về việc bổ nhiệm lại ông Vũ Trọng Độ giữ chức Phó Giám đốc Công ty của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%

STT	Ngày	Nghị quyết/ Quyết định	Nội dung	Tỉ lệ thông qua
12	28/03/2025	12/QĐ-PĐV-HĐQT	Quyết định Phê duyệt Dự kiến kế hoạch sản xuất kinh doanh năm 2026 của Công ty cổ phần Vận tải và Tiếp Vận Phương Đông Việt	100%
13	15/04/2025	13/NQ-PĐV-HĐQT	Quyết định Về việc chốt danh sách cổ đông để tổ chức ĐHĐCĐ thường niên năm 2025 của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
14	15/04/2025	14/QĐ-PĐV-HĐQT	Quyết định về việc phê duyệt Báo cáo quyết toán hoàn thành dự án bán tàu PVT Synergy	100%
15	15/04/2025	15/QĐ-PĐV-HĐQT	Quyết định về việc phê duyệt Báo cáo quyết toán hoàn thành Dự án mua tàu chở hàng rời trọng tải khoảng 55.000-65.000 DWT (Mã số dự án: PDV-HR-04/24).	100%
16	15/04/2025	16/QĐ-PĐV-HĐQT	Quyết định về việc phê duyệt Báo cáo quyết toán hoàn thành Dự án mua tàu chở hàng rời trọng tải khoảng 55.000-65.000 DWT (Mã số dự án: PDV-HR-05/24).	100%
17	15/04/2025	17/QĐ-PĐV-HĐQT	Quyết định về việc Ban hành Quy chế hoạt động của tiểu ban kiểm toán nội bộ trực thuộc Hội đồng quản trị của Công ty cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
18	23/05/2025	18/QĐ-PĐV-HĐQT	Quyết định về việc cử cán bộ đi công tác tại nước ngoài	100%
19	01/07/2025	19/QĐ-PĐV-HĐQT	Quyết định về việc miễn nhiệm chức danh Chủ tịch HĐQT của Công ty CP Vận tải và Tiếp vận PĐV	100%
20	01/07/2025	20/NQ-PĐV-HĐQT	Nghị quyết về việc Bầu Chủ tịch HĐQT của Công ty CP Vận tải và Tiếp vận Phương Đông Việt nhiệm kỳ 2025 - 2030	100%
21	01/07/2025	20.1/QĐ-PĐV-HĐQT	Quyết định về việc miễn nhiệm chức danh Giám đốc Công ty của Công ty CP Vận tải và Tiếp vận PĐV	100%
22	01/07/2025	21/QĐ-PĐV-HĐQT	Quyết định về việc bổ nhiệm Giám đốc Công ty CP Vận tải và Tiếp vận Phương Đông Việt	100%
23	01/07/2025	22/QĐ-PĐV-HĐQT	Quyết định về việc thay đổi người đại diện theo pháp luật của Công ty CP Vận tải và Tiếp vận PĐV	100%
24	10/07/2025	23/QĐ-PĐV-HĐQT	Quyết định về việc cử cán bộ đi công tác tại nước ngoài	100%
25	14/07/2025	24/NQ-PĐV-HĐQT	Nghị quyết về việc Phê duyệt kết quả lựa chọn tàu Dự án đầu tư mua tàu hàng rời Handysize trọng tải khoảng 25.000 – 39.000 DWT (Mã số Dự án: PDV-HR-02/22)	100%
26	16/07/2025	25/QĐ-PĐV-HĐQT	Quyết định Về việc Phê duyệt cập nhật kế hoạch về sản xuất kinh doanh và đầu tư năm 2025 của Công ty cổ phần Vận tải và Tiếp Vận Phương Đông Việt.	100%

STT	Ngày	Nghị quyết/ Quyết định	Nội dung	Tỉ lệ thông qua
27	18/07/2025	26/NQ-PĐV-HĐQT	Nghị quyết Về việc Phê duyệt lựa chọn Ngân hàng ký kết hợp đồng cấp tín dụng cho khoản vay mua và thế chấp/cầm cố tàu SEA DOLPHIN C (IMO No. 9486427) tên mới dự kiến PVT Emerald của Công ty cổ phần Vận tải và Tiếp vận Phương Đông Việt.	100%
28	21/07/2025	27/QĐ-PĐV-HĐQT	Quyết định về việc Lựa chọn Công ty kiểm toán độc lập thực hiện kiểm toán Báo cáo tài chính năm 2025 của Công ty	100%
29	28/07/2025	28/NQ-PĐV-HĐQT	Nghị quyết về việc ban hành "Điều lệ Công ty" của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
30	08/08/2025	29/QĐ-PĐV-HĐQT	Quyết định về việc Ban hành "Quy chế hoạt động của Hội đồng quản trị của Công ty CP Vận tải và Tiếp vận Phương Đông Việt"	100%
31	08/08/2025	30/NQ-PĐV-HĐQT	Nghị Quyết về việc Ban hành "Quy chế nội bộ về quản trị của Công ty CP Vận tải và Tiếp vận Phương Đông Việt"	100%
32	11/08/2025	31/NQ-PĐV-HĐQT	Nghị quyết Về việc Thông qua ngày chốt danh sách đăng ký cuối cùng của cổ đông để thực hiện quyền chi trả cổ tức năm 2024 bằng tiền mặt của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
33	25/08/2025	32/QĐ-PĐV-HĐQT	Quyết định Về việc Phê duyệt tài trợ "Chương trình Gala dinner kỷ niệm 50 năm Ngày thành lập PetroVietnam" - Gói tổ chức xây dựng kỹ thuật (Âm thanh, Ánh sáng) & Hiệu ứng sân khấu Chương trình Gala Dinner	100%
34	27/08/2025	33/QĐ-PĐV-HĐQT	Quyết định Về việc Phê duyệt cơ cấu tổ chức, định biên lao động và kế hoạch tiền lương năm 2025 của Công ty	100%
35	09/05/2025	34/QĐ-PĐV-HĐQT	Quyết định về việc cử cán bộ đi công tác tại nước ngoài	100%
36	09/12/2025	35/QĐ-PĐV-HĐQT	Quyết định Về việc Phân công nhiệm vụ trong Hội đồng quản trị Công ty cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
37	09/12/2025	36/NQ-PĐV-HĐQT	Nghị quyết Về việc Phê duyệt cập nhật Báo cáo nghiên cứu khả thi Dự án mua tàu chở dầu/hóa chất trọng tải khoảng 19.000 – 25.000 DWT (Mã số dự án: PDV-HC-03/23) của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
38	09/12/2025	37/NQ-PĐV-HĐQT	Nghị quyết Về việc Phê duyệt cập nhật Kế hoạch mua tàu Dự án mua tàu chở dầu/hóa chất trọng tải khoảng 19.000 – 25.000 DWT (Mã số dự án: PDV-HC-03/23) của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%

TIẾP VẬN

STT	Ngày	Nghị quyết/ Quyết định	Nội dung	Tỉ lệ thông qua
39	15/9/2025	38/NQ-PĐV-HĐQT	Quyết định Về việc Phê duyệt bỏ không áp dụng Quy chế đầu tư ban hành năm 2018 của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt do không còn phù hợp	100%
40	19/9/2025	39/NQ-PĐV-HĐQT	Nghị quyết Về việc chấp thuận chủ trương bán tàu và phê duyệt kế hoạch bán tàu PVT Neptune của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
41	22/9/2025	40/QĐ-PĐV-HĐQT	Quyết định Về việc điều chỉnh định mức nhiên liệu, dầu nhớt các tàu PVT Venus, PVT Flora của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt.	100%
42	22/9/2025	41/QĐ-PĐV-HĐQT	Quyết định Về việc Sửa đổi, bổ sung Quy chế dân chủ của Công ty Cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
43	07/10/2025	42/QĐ-PĐV-HĐQT	Quyết định về việc cử cán bộ đi công tác tại nước ngoài	100%
44	27/10/2025	43/NQ-PĐV-HĐQT	Nghị quyết Về việc thông qua việc hủy đăng ký giao dịch cổ phiếu PDV tại Sở Giao dịch chứng khoán Hà Nội, chuyển sang niêm yết tại Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh	100%
45	06/11/2025	44/NQ-PĐV-HĐQT	Nghị quyết Về việc Thông qua việc triển khai phương án phát hành cổ phiếu để trả cổ tức	100%
46	10/11/2025	45/NQ-PĐV-HĐQT	Nghị quyết Về việc Thông qua niêm yết cổ phiếu Công ty tại Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh	100%
47	19/11/2025	46/NQ-PĐV-HĐQT	Nghị quyết Về việc Thông qua ngày đăng ký cuối cùng để thực hiện quyền nhận cổ tức năm 2024 bằng cổ phiếu	100%
48	20/11/2025	47/QĐ-PĐV-HĐQT	Quyết định Về việc Báo cáo quyết toán hoàn thành Dự án đầu tư mua tàu hàng rời Handysize trọng tải khoảng 25.000 – 39.000 DWT (Mã số dự án: PDV-HR-02/22)	100%
49	20/11/2025	48/QĐ-PĐV-HĐQT	Quyết định Về việc Phê duyệt định mức nhiên liệu, dầu nhớt tàu PVT TOPAZ của Công ty cổ phần Vận tải và Tiếp vận Phương Đông Việt	100%
50	01/12/2025	49/QĐ-PĐV-HĐQT	Quyết định Về việc Ban hành quy chế Công bố thông tin	100%
51	10/12/2025	50/NQ-PĐV-HĐQT	Nghị quyết thông qua kết quả đợt phát hành cổ phiếu để trả cổ tức năm 2024, thay đổi vốn điều lệ và sửa đổi Giấy chứng nhận đăng ký doanh nghiệp	100%
52	31/12/2025	51/NQ-PĐV-HĐQT	Nghị quyết Về việc Ban hành Điều lệ Công ty Cổ phần Vận tải và Tiếp Vận Phương Đông Việt	100%

APPENDIX 02

LIST OF ALL INSIDERS AND RELATED PERSONS WITH SHARE TRANSACTIONS IN 2025

(Attach hereto the Annual Report for the year 2025)

No.	Full name	Position at company	Relationship with insider	Shares held at beginning of period		Shares held at end of period		Reason for increase/decrease (purchase, sale, conversion, bonus, etc.)
				Shares held at beginning of period	Ownership % (beginning)	Shares held at end of period	Ownership % (end)	
1	Petrovietnam Transportation Corporation (PVTrans)		Major shareholder	34,285,274	51.87%	41,142,328	51.87%	PDV company paid 20% stock dividend in 2025
2	Tan Long Co., Ltd.		Mr. Nguyen Hoai Phuong is a Board member	15,081,703	22.82%	18,098,043	22.82%	
3	Ho Si Thuan	Chairman of the Board		150,000	0.23%	180,000	0.23%	
4	Vo Thi Minh Ngoc		Wife of Mr. Ho Si Thuan	875,331	1.32%	1,050,397	1.32%	
5	Le Truc Lam	Board Member / Company Director		150,000	0.23%	180,000	0.23%	
6	Vu Trong Do	Deputy Director		214,249	0.32%	257,098	0.32%	
7	Nguyen Xuan Loc	Deputy Director		136,700	0.21%	164,040	0.21%	
8	Nguyen Thi Hoa Dung	-	Sister of Mr. Nguyen Xuan Loc	1,610	0.00%	1,932	0.00%	
9	Nguyen Xuan Quyen	-	Brother of Mr. Nguyen Xuan Loc	104,293	0.13%	104,293	0.13%	
10	Tran Thuy Hang	-	Sister-in-law of Mr. Nguyen Xuan Loc	120,463	0.15%	120,463	0.15%	
11	Pham Van Nghia	Deputy Director		132,815	0.20%	159,378	0.20%	
12	Nguyen Thai Dao	Chief Accountant		291,940	0.44%	355,488	0.45%	
13	Tran Thi Thanh Huyen	Corporate Governance Officer		177,576	0.27%	212,971	0.27%	



Appendix 03

Transactions between the Company and related parties

(Attached hereto is the Annual Report for the year 2025)

No.	Name of organization/individual	Relationship with the Company	Identification certificate No.*, Date of Issue, Place of Issue	Head Office Address/Childtact Address	Time of transactions with the Company	Childtent, quantity, total transaction value
1	Vietnam Public Joint Stock Commercial Bank - Ho Chi Minh Branch	Company under PVN	0101057919-028	19 Pham Ngoc Thach Str., Vo Thi Sau Ward, Ho Chi Minh City	2025	- Provide banking services and financial income, total transaction value: VND 3.07 billion
2	PVI Ben Thanh	Company under PVN	0105402531-020	4th and 5th Floors, Office Building, No. 06-10 Cuu Long, Ward 2, Tan Son Hoa Ward, Ho Chi Minh City, Vietnam	2025	- Provide insurance services, total transaction value: VND 884 million
3	PVI Southern Insurance Company	Company under PVN	0105402531	19th Floor, PetroVietnam Building 1-5 Le Duan, Sai Gon Ward , Ho Chi Minh City, Vietnam	2025	- Provide personnel/vessel insurance services, total transaction value: VND 21.3 billion
4	Tan Long Limited Company	Major shareholder	0100285599	535 Kim Ma Street, Ngoc Khanh Ward, Ba Dinh District, Hanoi, Vietnam	2025	- Cash dividend payment, value: VND 7.5 billion
5	Petrovietnam Transportation Corporation	Major shareholder	0302743192	2th Floor , PVFCCo Tower, 43 Mac Dinh Chi Str., Sai Gon Ward, HCM City	2025	- Share dividend payment, value: VND 30.1 billion
6	Branch Of Petrovietnam Transportation Corporation	Company under PVTrans	0302743192-005	Mezzanine Floor, PVFCCo Building, No. 43 Mac Dinh Chi Street,	2025	- Provide vessel chartering services, total transaction value: VND 196.37 billion

No.	Name of organization/individual	Relationship with the Company	Identification certificate No.*, Date of Issue, Place of Issue	Head Office Address/Childtact Address	Time of transactions with the Company	Childtent, quantity, total transaction value
				Sai Gon Ward, Ho Chi Minh City, Vietnam		
7	Thang Long Maritime Joint Stock Company	Company under PVTrans	3500819392	6 th Floor, PVFCCo Building, No. 43 Mac Dinh Chi Street, Sai Gon Ward, Ho Chi Minh City, Vietnam	2025	- Cash dividend payment, value: VND 17.1 billion
8	PetroVietnam Transportation Ha Noi Joint Stock Company	Company under PVTrans	0102396287	5th Floor, Oriental Tower Building, No. 324 Tay Son Street, Nga Tu So Ward, Dong Da District, Hanoi City	2025	- Share dividend payment, value: VND 68.5 billion
9	Pacific Petroleum Transportation Joint Stock Company	Company under PVTrans	0305475110	3th Floor, PVFCCo Building, No. 43 Mac Dinh Chi Street, Sai Gon Ward, Ho Chi Minh City, Vietnam	2025	- Provide training services, total transaction value: VND 9 million
10	Indochina Oil and Gas Transport Joint Stock Company	Company under PVTrans	0102327357	6th Floor, Viet A Building, No. 9 Duy Tan Street, Dich Vong Hau Ward, Cau Giay District, Hanoi City	2025	- Provide training services, total transaction value: VND 6 million
11	Branch of Indochina Oil and Gas Transport Joint Stock Company	Company under PVTrans	0102327357-003	Kicotrans Tower, No.5 Dong Da, Tan Son Hoa Ward, Ho Chi Minh City, Vietnam	2025	- Provide training services and vessel management services, total transaction value: VND 13.7 billion

