

MINUTES
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Company Name: BÌNH SƠN PETROLEUM PACKAGING AND TRADING
JOINT STOCK COMPANY

Head Office: Phuoc Hoa Village, Van Tuong Commune, Quang Ngai
Province.

Business Registration Number: 4300429492.

The Meeting is opened at o'clock on April 2026 at the
Conference Hall of Binh Son Petroleum Packaging and Trading Joint Stock
Company (Km9+100 Vo Van Kiet Road, Dung Quat Economic Zone, Quang
Ngai Province)..

Presidium of the Meeting:

- Mr. Bui Ta Vu – Chairman of the Board of Directors: Chairman of the
Meeting;
- Mr. Phan Quoc Toan – Member of the Board of Directors, Director;
- Mr. Le Xuan Son – Member of the Board of Directors;
- Ms. Ha Thi Hoa – Member of the Board of Directors.

Meeting Secretary:

- Mr. Le Xuan Huy – Corporate Governance Officer & Company
Secretary.

Attendees:

Invited Delegates:

- Mr./Ms..... – representing the Quang Ngai Provincial Party
Committee Office;
- Mr./Ms – representing the Board of Directors of BSR;
- Mr./Ms –representing the Executive Board of BSR.
-

Shareholders and Shareholder Representatives in Attendance:

Representatives of 02 corporate shareholders (Binh Son Refining &
Petrochemical Joint Stock Company, Cam Thanh Hotel) and individual
shareholders, with a total of voting shares, attended, representing
.....% of the voting shares of the Company.

The Board of Supervisors:

- Ms. Do Thi Phuong Thuy – Head of the Board;
- Mr. Phan Ba Cong – Member;
- Ms. Pham Thanh Thao – Member.

AGENDA OF THE GENERAL MEETING

1. Ms. – Reporting the verification results of the eligibility of shareholders/shareholder representatives to attend and vote at the Meeting, specifically:

1.1 Mr. Bui Ta Vu– Representative of BSR’s capital at BSPPT, holding 6,132,800 shares, accounting for 35% of the total voting shares of the Company.

1.2 Mr. Phan Quoc Toan – Representative of BSR’s capital at BSPPT, holding 5,256,600 shares, accounting for 30% of the total voting shares of the Company.

1.3 Mr. Tran Xuan Thu – Representative of BSR’s capital at BSPPT and also a shareholder, holding 1,856,700 shares, accounting for 10.57% of the total voting shares of the Company.

1.4 Mr. Le Xuan Son – Representative of BSR’s capital at BSPPT, holding 1,447,484 shares, accounting for 8.26% of the total voting shares of the Company.

1.5 Ms. Ha Thi Hoa – Shareholder and representative of individual shareholder votes, holding shares, accounting for% of the total voting shares of the Company.

1.6 Mr./Ms. – Representative of Cam Thanh Hotel’s capital, under the Quang Ngai Provincial Party Committee Office, holding 550,000 shares, accounting for 3.14% of the total voting shares of the Company.

1.6 Individual shareholders (..... shareholders) holding shares, accounting for% of the total voting shares of the Company.

The proportion of shareholders and shareholder representatives present at the Meeting reached% of the total voting shares of the Company – sufficient to proceed with the Meeting.

2. Mr./Ms. – Presented and called for a vote on the Meeting Regulations and the Meeting Agenda (with the Regulations and Agenda attached)

Voting results:

- *Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.*

- *Number of votes in favor: votes, accounting for% of the votes present and voting at the Meeting;*

- *Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.*

3. Mr./Ms. – Presented the Report on Business and Production Activities in 2025 and the Business and Production Plan for 2026 (Report attached).

4. Mr./Ms. – Presented the Report of the Board of Directors (Report attached).

5. Mr./Ms. – Presented:

- The proposal for approval of salaries and remuneration for management personnel;

- The proposal for approval of the plan for the distribution of post-tax profits.

6. Mr./Ms. – Presented the Independent Auditor's Report and submitted the proposal for approval of the audited 2024 Financial Statements (Proposal and Financial Statements attached).

7. Mr./Ms. – Presented the 2024 Report of the Board of Supervisors and the proposal to select an independent auditing company for the Company's 2025 Financial Statements (Report and Proposal attached).

8. Mr./Ms. – Presented:

- The proposal regarding the Company's public company status;
- The proposal for approval to enter into contracts with related parties.

9. The Meeting discusses and approves:

9.1. The 2025 Business and Production Results Report, including the key indicators:

No	Targets	Unit	2025 Plan	2025 actuals	Plan achievement rate
I	Financial target				
1	Total revenue	Billion VND	1,350.20	1,452.20	108%
2	Total cost (excluding salary)	Billion VND	1,292.20	1,383.10	107%
3	Profit before tax	Billion VND	20.0	22.9	115%
4	State Budget Contribution	Billion VND	12.7	13.1	103%
5	Profit after tax	Billion VND	17.1	20.0	117%
II	Labor and payroll targets				
1	Average Number of	Person	300	292	97%

No	Targets	Unit	2025 Plan	2025 actuals	Plan achievement rate
	Employees				
2	Average labor productivity calculated as total revenue minus costs excluding wages	million VND/person/month	16.12	19.71	122%
3	Average salary	million VND/person/month	9.811	11.990	122%
4	Total Payroll Fund for Employees and Executive Management	Million VND	35,319	42,595	121%
III	Targets for fixed asset investment and equipment procurement	Billion VND	45.14	45.14	100%

Voting results:

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.2 2026 Business and Production Plan:

1.2 2026 Business and Production Plan

a) Plan Tasks

In 2026, the Company will closely follow the development directions as instructed by BSR, while also taking into account the actual market situation to organize and implement accordingly. At the same time, the Company proactively identifies risks and challenges in order to develop effective response scenarios, while seeking and leveraging growth drivers for production and business activities through seizing opportunities and implementing coordinated solutions to establish a foundation and strategic leap for the Company.

- Production and business of packaging products: Focus on research, process improvement, and investment in machinery and equipment to enhance quality and reduce the cost of packaging products; optimize production processes, expand the list of suppliers, and research the production of new product types to diversify the product portfolio.

- Production of wooden pallet products: Focus on process improvements and investment in machinery and equipment to increase capacity and reduce product costs; proactively source wood materials and optimize production processes.

- Trading and distribution of petrochemical products: Effectively implement business plans for PP resin, LPG, granular sulfur, catalyst chemicals, and materials. Focus on end-user customers and diversify payment methods according to customer requirements.

- Business of logistics services: Continue to maintain service contracts signed during the year, with an emphasis on improving service quality in a professional manner, and strictly controlling costs to enhance business efficiency. Gradually expand technical services to build reputation and remain competitive with other companies in the same field.

- Proactively allocate resources to develop new business products, targeting proprietary products beyond BSR.

- Effectively manage cash flow, balance capital for production, business, and asset investment activities, and proactively arrange cash flow from trading materials, catalyst chemicals, and additives.

- Standardize the management reporting system and strengthen risk control in document management and accounting.

- Optimize procurement and supply chain activities by diversifying supply sources, reducing input costs, and standardizing procurement processes toward digitalization, transparency, and risk control.

- Ensure safety, security, and environmental compliance in the Company's production and business activities.

- Strengthen investment management, shorten the time for preparing documentation, and effectively implement strategic projects such as the PP Compound resin plant, wastewater recycling technology, sulfur solidification project, PE 3-layer blow molding machine investment, ... as well as machinery and equipment to support production, ensuring stable and continuous operations.

- Complete the implementation of the KPI system to enhance workforce performance and strengthen training and human resource development..

- Continue to promote the development of science and technology and innovation.

- Implement ESG initiatives appropriately and in alignment with BSR's development strategy.

b) Key Plan Targets for 2026

No	Target	Unit	Plan in 2026	% compared to 2025 actuals
I	Financial target			

No	Target	Unit	Plan in 2026	% compared to 2025 actuals
1	Total revenue	Billion VND	2,060.45	142%
2	Total cost (excluding salary)	Billion VND	2,037.70	147%
3	Profit before tax	Billion VND	22.75	99%
4	State Budget Contribution	Billion VND	14.40	110%
5	Profit after tax	Billion VND	18.15	91%
II	Average Number of Employees	person	305	104%
1	Average labor productivity calculated as total revenue minus costs excluding wages	million VND/person/month	305	104%
2	Average salary	million VND/person/month	18.54	94%
3	Total Payroll Fund for Employees and Executive Management	Million VND	11.41	95%
4	Targets for fixed asset investment and equipment procurement	Billion VND	41,739	98%
III	Average Number of Employees	person	3.80	8%

Voting results:

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.3 Approval of the 2024 Audited Financial Statements (Report attached)

Kết quả biểu quyết:

- Number of votes present and participating in the vote on this item:

votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.4 Approval of the 2025 Salary and Remuneration Fund for Management Personnel:

Salary and remuneration fund implemented for the Board of Directors and the Board of Supervisors in 2025

Unit: Million VND

No	Items	2025 Plan (đ/c)	2025 Actual	Notes
1	Wage Fund for Full-time Members of the Board of Directors and the Board of Supervisors	2,232.55	2,852.26	Increase the salary and remuneration fund due to actual profits exceeding the plan
2	Remuneration Fund for Part-time Members of the Board of Directors and the Board of Supervisors	493.51	690.91	

Details of salaries and remuneration actually paid in 2025 to the Board of Directors and the Board of Supervisors:

Stt	Department	2025 Actual		Notes
		Average number of people	Amount (VND)	
I.	Board of Directors	5,00	1,904,082,467	
1	Chairman (Non-Executive)	1,00	190,408,247	
2	Member	2,00	1.428,061,850	
3	Member (Non-Executive)	2,00	285,612,370	
II.	Board of Supervisors	2,65	1.069,535,211	
1	Head of Board	1,00	666,428,864	
2	Member	0,65	307,902,224	
3	Member (Non-Executive)	1,00	95,204,123	

Voting results::

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.5 Approval of the post-tax profit distribution plan for 2025:

Unit: VND

After-Tax Profit	19,955,170,488
1. Allocation to Bonus and Welfare Fund (Equivalent to 2.0 months of the employees' actual average salary)	6,707,185,697
2. Task Completion Bonus (Equivalent to 1.0 month of the actual average salary/remuneration of managers)	491,762,039
3. Remaining profit after allocations to funds and task completion bonuses (to be distributed as dividends to shareholders)	12,756,222,752
- Binh Son Refining and Petrochemical Joint Stock Company: 83,26%	10,620,998,752
- Cam Thanh Hotel: 3,14%	400,400,000
- Individual Shareholders Group: 13,6%	1,734,824,000

* Dividend/Charter Capital Ratio: 7.28%.

Voting results::

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.6 Approval of the 2026 salary and remuneration plan for management personnel:

Unit: Million VND

No	Items	Quantity	Amount	Notes
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		(person)	(Million VND)	
1	Salary Fund for Board Members and Full-Time Supervisors	4.88	3,001.02	
2	Remuneration Fund for Non-Executive Management Personnel	3.12	353.13	

The Board of Directors stipulates the salary and concurrent remuneration for each specific position, ensuring compliance with State regulations and the competent authority.

Voting results:

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.7 After-Tax Profit Distribution Plan 2026:

Unit: Million VND

After-Tax Profit	18,154.50
1. Allocation to Bonus and Welfare Fund <i>(Equivalent to 2.0 months of the employees' planned average salary)</i>	6,240.92
2. Task Completion Bonus <i>(Equivalent to 1.0 month of the managers' planned average salary/remuneration)</i>	637.33
3. Profit Distributed as Dividends to Shareholders According to Ownership Ratio <i>(Remaining profit after allocations to the funds)</i>	11,276.25

* Dividend/Charter Capital Ratio: 6.44%

Voting results:

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.8 Approval of the Board of Supervisors' Report (Report attached)

Voting results:

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.9 Approval of the plan to select an independent auditing firm for the Company's 2025 semi-annual/annual financial statements (Proposal attached)

Voting results:

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.10 Approve the principle of authorizing the Board of Directors to select an appropriate solution and submit it to the competent authority for consideration and approval, and to implement it before December 31, 2026, in order to ensure the Company maintains its public company status (Proposal attached);

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

9.11 Approve the signing of contracts with related parties (Proposal attached)

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

10. Matters on the Organization of the Board of Directors and the Board of Supervisors

10.1 Mr./Ms. – Presents the Board of Directors' proposal regarding personnel matters

10.2 Mr. Le Xuan Huy – Secretary of the Meeting – summarizes and

reports the list of nominated personnel, introducing candidates proposed by shareholders and shareholder groups.

List of Board of Directors candidates:

No	Full name	Shareholder / Shareholder Group Introducing	Percentage (%)	Notes
1				
2				
3				

List of Board of Supervisors Candidates:

No	Full name	Shareholder / Shareholder Group Introducing	Percentage (%)	Notes
1				
2				
3				

10.3 Mr./Ms. – Presides over the Election session.

10.4 Results of elected Board of Directors members:

Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

No	Full name	Votes Cast	Abstained Votes	Notes
1				
2				
3				

10.5 Results of elected Board of Supervisors members:

Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

No	Full name	Votes Cast	Abstained Votes	Notes
1				
2				
3				

11. Approval of the Minutes, Resolutions, and Closing of the Meeting.

11.1 Mr. Le Xuan Huy – Secretary of the Meeting – presents the full draft of the Minutes and the Resolutions of the Company's 2025 Annual General Meeting of Shareholders, with the resolutions recorded in Sections 9 and 10 of these Minutes.

11.2 Mr. Bu Ta Vu – On behalf of the Presidium – presides over the voting session, and the General Meeting of Shareholders approves the Minutes and the Resolutions of the Meeting;

- Number of votes present and participating in the vote on this item: votes, equivalent to% of the total voting shares of the Company.

- Number of votes in favor: votes, accounting for 100% of the votes

present and voting at the Meeting;

- Number of votes against: votes, accounting for% of the votes present and voting at the Meeting.

12. Mr. Bui Ta Vu – Delivers the closing speech of the 2026 Annual General Meeting of Shareholders of the Petro Home and Trading Joint Stock Company at hours minutes on

The Minutes of the Meeting, consisting of 10..... (.....) pages, are made in 02 (two) copies; kept at the Company's Office (VT and Company Secretary); the Minutes are posted on the Company's official website (<https://bsppt.com.vn>) and disclosed in accordance with regulations.

**SECRETARY OF THE
MEETING**

**CHAIRMAN OF THE MEETING
CHAIRMAN OF
THE BOARD OF DIRECTORS**

Le Xuan Huy

Bui Ta Vu

**BINH SON PETROLEUM
PACKAGING AND TRADING
JOINT STOCK COMPANY**

No: /NQ-BSPPT
Draft

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Quang Ngai,,2026

RESOLUTION
Annual General Meeting of Shareholders
Binh Son Petroleum Packaging and Trading Joint Stock Company 2026

GENERAL MEETING OF SHAREHOLDERS
BINH SON PETROLEUM PACKAGING AND TRADING
JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its relevant guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and relevant amendments, supplements, and guiding documents;

Pursuant to the Charter of Binh Son Petrochemical Packaging and Trading Joint Stock Company as approved by the General Meeting of Shareholders on May 15, 2024, and as amended and supplemented on December 2, 2025;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Binh Son Petroleum Packaging and Trading Joint Stock Company dated April 24, 2025.

RESOLVE:

Điều 1. Approval of the 2025 Business Performance Report; the 2025 Business Plan and Key Tasks; the 2025 Report on the Operations of the Board of Directors; the 2025 Audited Financial Statements; the 2025 Report of the Board of Supervisors; and the Proposals submitted by the Board of Directors and the Board of Supervisors, with the following main contents:

1.1 Production and business results in 2024 with basic indicators

No	Targets	Unit	2025 Plan	2025 actuals	Plan achievement rate
I	Financial target				
1	Total revenue	Billion VND	1,350.20	1,452.20	108%

No	Targets	Unit	2025 Plan	2025 actuals	Plan achievement rate
2	Total cost (excluding salary)	Billion VND	1,292.20	1,383.10	107%
3	Profit before tax	Billion VND	20.0	22.9	115%
4	State Budget Contribution	Billion VND	12.7	13.1	103%
5	Profit after tax	Billion VND	17.1	20.0	117%
II	Labor and payroll targets				
1	Average Number of Employees	Person	300	292	97%
2	Average labor productivity calculated as total revenue minus costs excluding wages	million VND/person/month	16.12	19.71	122%
3	Average salary	million VND/person/month	9.811	11.990	122%
4	Total Payroll Fund for Employees and Executive Management	Million VND	35,319	42,595	121%
III	Targets for fixed asset investment and equipment procurement	Billion VND	45.14	45.14	100%

1.2 Production and Business Plan for 2026

a) Planned tasks

In 2026, the Company will closely follow the development orientations as directed by BSR, while also taking into account the actual market conditions to organize and implement appropriate measures. At the same time, the Company will proactively identify risks and challenges in order to develop effective response scenarios, as well as seek and leverage growth drivers for its production and business activities by capitalizing on opportunities and implementing coordinated solutions, thereby establishing a foundation and strategic leap for the Company.

- Production and business activities for packaging products: Focus on research, improvement, and investment in machinery and equipment to enhance quality and reduce production costs of packaging products; optimize production

processes, expand the supplier base, and research and develop new product lines to diversify the product portfolio.

- Production of wooden pallet products: Focus on improvement and investment in machinery and equipment to enhance capacity and reduce product costs; proactively secure wood raw material sources and optimize production processes.

- Effectively implement business plans for polypropylene (PP) resin, LPG, prilled sulfur, catalysts, and materials; focus on end users and diversify payment methods in accordance with customer needs.

- Provision of logistics services: Continue maintaining the service contracts executed during the year; focus on improving service quality in a professional manner and strictly control costs to enhance business efficiency. Gradually expand technical service offerings to build credibility and competitiveness with peers in the same sector.

- Proactively mobilize resources to develop new products, with the objective of expanding proprietary business lines beyond BSR.

- Effectively manage cash flows, balance funding sources for production and business operations as well as capital expenditures on asset procurement; proactively arrange cash flows from trading of materials, catalysts, and additives.

- Standardize the management reporting system and strengthen risk control in document and record management as well as accounting practices.

- Optimize procurement and the supply chain by diversifying sources of supply, reducing input costs, and standardizing procurement processes toward digitalization, transparency, and effective risk control.

- Ensure safety, security, and environmental protection in all of the Company's production and business activities.

- Strengthen investment management, shorten the time for dossier preparation, and effectively implement strategic projects such as the PP compound resin production plant, wastewater recycling technology, sulfur solidification project, investment in a 3-layer PE blowing machine, and other equipment and facilities serving production, ensuring stable and continuous operations.

- Complete the implementation of the KPI evaluation system to enhance the efficiency of the workforce, and strengthen training and human resource development.

- Continue to promote the development of science and technology and foster innovation.

- Implement ESG in a consistent and aligned manner with BSR's development strategy.

b) Key planned targets for 2026

No	Target	Unit	Plan in 2026	% compared to 2025 actuals
I	Financial target			
1	Total revenue	Billion VND	2,060.45	142%
2	Total cost (excluding salary)	Billion VND	2,037.70	147%
3	Profit before tax	Billion VND	22.75	99%
4	State Budget Contribution	Billion VND	14.40	110%
5	Profit after tax	Billion VND	18.15	91%
II	Labor and payroll targets			
1	Average Number of Employees	person	305	104%
2	Average labor productivity calculated as total revenue minus costs excluding wages	million VND/person/month	18.54	94%
3	Average salary	million VND/person/month	11.41	95%
4	Total Payroll Fund for Employees and Executive Management	Million VND	41,739	98%
III	Targets for fixed asset investment and equipment procurement	Billion VND	3.80	8%

1.2 Approval of the 2025 Salary and Remuneration Fund for Management

Actual Salary and Remuneration Fund of the Board of Directors and the Supervisory Board in 2025

Unit: Million VND

No	Items	2025 Plan (đ/c)	2025 Actual	Notes

1	Wage Fund for Full-time Members of the Board of Directors and the Board of Supervisors	2,232.55	2,852.26	<i>Increase in Wage and Remuneration Fund</i>
2	Remuneration Fund for Part-time Members of the Board of Directors and the Board of Supervisors	493.51	690.91	

Details of Salary and Remuneration Paid in 2025 to the Board of Directors and the Board of Supervisors:

Stt	Department	2025 Actual		Notes
		Average number of people	Amount (VND)	
I.	Board of Directors	5.00	1,904,082,467	
1	Chairman (Non-Executive)	1.00	190,408,247	
2	Member	2.00	1,428,061,850	
3	Member (Non-Executive)	2.00	285,612,370	
II.	Board of Supervisors	2.65	1,069,535,211	
1	Head of Board	1.00	666,428,864	
2	Member	0.65	307,902,224	
3	Member (Non-Executive)	1.00	95,204,123	

1.3 Approve the 2025 After-Tax Profit Distribution Plan:

Unit: VND

After-Tax Profit		19,955,170,488
1. Allocation to Bonus and Welfare Fund <i>(Equivalent to 2.0 months of the employees' actual average salary)</i>		6,707,185,697
2. Task Completion Bonus <i>(Equivalent to 1.0 month of the actual average salary/remuneration of managers)</i>		491,762,039
3. Remaining profit after allocations to funds and task completion bonuses (to be distributed as dividends to shareholders)		12,756,222,752
-	Binh Son Refining and Petrochemical Joint Stock Company: 83.26%	10,620,998,752
-	Cam Thanh Hotel: 3.14%	400,400,000

-	Individual Shareholders Group: 13.6%	1,734,824,000
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* Dividend/Charter Capital Ratio: 7.28%.

1.5 Approval of the 2026 Salary and Remuneration Plan for Management Personnel:

Unit: Million VND

No	Items	Quantity (person)	Amount (Million VND)	Notes
1	Salary Fund for Board Members and Full-Time Supervisors	4.88	3,001.02	
2	Remuneration Fund for Non-Executive Management Personnel	3.12	353.13	

1.6 2026 After-Tax Profit Distribution Plan:

Unit: Million VND

After-Tax Profit	18,154.50
1. Allocation to Bonus and Welfare Fund <i>(Equivalent to 2.0 months of the employees' planned average salary)</i>	6,240.92
2. Task Completion Bonus <i>(Equivalent to 1.0 month of the managers' planned average salary/remuneration)</i>	637.33
3. Profit Distributed as Dividends to Shareholders According to Ownership Ratio <i>(Remaining profit after allocations to the funds)</i>	11,276.25

* Dividend/Charter Capital Ratio: 6.44%

1.7 Approval of the Selection Plan for the Audit Firm for the 2025 Financial Statements of the Company *(with the attached proposal from the Board of Supervisors)*;

1.8 Approve the policy of authorizing the Board of Directors to select an appropriate solution to submit to the competent authority for review and approval, and to implement it before December 31, 2026, in order to ensure the Company maintains its public company status *(with the attached proposal)*;

1.9 Approve the execution of contracts with related parties *(with the attached proposal)*.

1.10 Approve the results of the completion and supplementation of the Board of Directors and the election of the Board of Supervisors:

1.10.1 Elect additional members of the Board of Directors:

- Mr./Ms. – nominated/recommended by
 - Mr./Ms. – nominated/recommended by
 - Mr./Ms. – nominated/recommended by
- 1.10.2 Elect members of the Board of Supervisors:
- Mr./Ms. – nominated/recommended by
 - Mr./Ms. – nominated/recommended by
 - Mr./Ms. – nominated/recommended by

Article 2. This resolution was fully approved at the 2026 Annual General Meeting of Shareholders with votes in favor, representing% of the votes cast and voted at the meeting; equivalent to% of the total voting shares of the Company.

The Chairman of the Board of Directors, members of the Board of Directors, the Board of Supervisors, the Director, heads of departments of the Company, and related organizations and individuals shall be responsible for implementing this resolution./.

Recipients:

- Shareholders;
- As Article 2;
- Filed at: VT, Company Secretary.

**CHAIRMAN OF THE ANNUAL
GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS**

Bui Ta Vu