



PETROLIMEX



April 20th, 2026

AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Petrolimex Nghe Tinh Transportation and Service Joint Stock Company

Time: 08h00 am, April 20th, 2026

Venue: Vinh Plaza Hotel, No. 03 Mai Hac De Street, Vinh Hung Ward, Nghe An Province.

No.	Time	Details
1	07:30 - 08:00	Checking-in for shareholders and distributing Meeting's documents
2	08:00 - 08:05	Announcing shareholders' eligibility result
3	08:10 - 08:15	Inaugurating the AGM and introducing delegates.
4	08:15 - 08:20	Introducing and voting the Chairman Board and Secretary Board of the Meeting.
5	08:20 - 08:25	Submission and approving on the Voting Counting Committee. Approving on the Regulations of operating and voting of The 2026 Annual General Meeting of Shareholders, Regulations of election members of the Board of Directors and the Supervisory Board for the Term 2026-2031. Approvaing on the Meeting's agenda.
6	8:25- 10:10	Reports and Submissions: <ul style="list-style-type: none">- Report on the activities of the Board of Directors in 2025 and strategic directions for 2026;- Report of the Executive Board about business performance in 2025 and plans for 2026;- Report on the activities of the Supervisory Board in 2025;- Submission about approving on the 2025 audited financial statements.- Submission about selecting the auditing firm for the 2026 financial statements;- Submission about the 2025 profit distribution plan;



		<ul style="list-style-type: none"> - Report on the settlement of remuneration and allowances for Board of Directors' members and Supervisory Board's members in 2025; - Submission about salary and remuneration plans for Board of Directors' members and Supervisory Board's members in 2026; - Submission about approving of contracts and transactions with related parties; - Submission about the election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term; - Other contents under the authority of the General Meeting of Shareholders (if any).
7	10:10 - 10:40	Meeting discussion.
8	10:40 - 10:50	Voting on the presented reports and Submissions.
9	10:50 – 10:55	The Vote Counting Committee performs their duties and prints the report
10	10:55 – 11:00	Announcement of vote counting results for matters submitted for GMS approval
11	11:00 – 11:15	Election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term
12	11:15 – 11:20	The Vote Counting Committee conducts vote counting and generates the report
13	11:20 – 11:25	Announcement of election results for members of the Board of Directors and the Supervisory Board for the 2026–2031 term
14	11:25 - 11:40	Presentation of the draft Minutes and Resolution of the Meeting. Approving on the Minutes and Resolution of the Meeting.
15	11:40 - 11:45	Concluding the meeting.



No.: 0139-2026/PTSNT-QC-DCDCD



Nghe An, April 20th, 2026

**REGULATIONS ON OPERATING AND VOTING
OF 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
PETROLIMEX NGHE TINH TRANSPORTATION AND SERVICE
JOINT STOCK COMPANY**

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter on Organization and Operation of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company, as approved by the General Meeting of Shareholders on March 31, 2025.

The 2026 Annual General Meeting of Shareholders of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company (PTX) shall be organized and conducted in accordance with the following regulations:

Article 1. Objectives

- To ensure that the procedures, code of conduct, and voting principles at the 2026 Annual General Meeting of Shareholders of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company ("PTS Nghe Tinh") are conducted in compliance with legal regulations.
- The resolutions of the General Meeting of Shareholders shall reflect the unified will of the shareholders, safeguard their rights and interests, and adhere to legal provisions.

Article 2. Participants and Scope

- **Participants:** All attendees and authorized representatives attending the 2026 Annual General Meeting of Shareholders of PTS Nghe Tinh must comply with this Regulation, the company's Charter, and applicable legal provisions.

- **Scope of application:** This Regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company.

Article 3. Conditions for Convening the General Meeting of Shareholders

- The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent more than 50% of the total voting shares.
- If the required number of attendees is not met within 30 minutes from the scheduled opening time, the meeting must be reconvened within 30 days from the originally scheduled date. The reconvened General Meeting of Shareholders can only proceed if shareholders and authorized representatives present represent at least 33% of the total voting shares.
- If the second meeting cannot be held due to insufficient attendance within 30 minutes from the scheduled opening time, the third General Meeting of Shareholders may be convened within 20 days from the planned date of the second meeting. In this case, the meeting will be considered valid regardless of the number of shareholders or authorized representatives present and will have full authority to decide on all contents originally planned for approval at the first meeting.

Điều 4. Attendees attending the General Meeting of Shareholders

1. Shareholders of PTS Nghe Tinh and their authorized representatives holding voting shares (as per the final shareholder registration list dated March 23rd, 2026) are entitled to attend the General Meeting of Shareholders.
2. Shareholders and/or authorized representatives (hereinafter referred to as "Attendees") must arrive on time and complete registration procedures with the Meeting Organizing Committee before entering the meeting room.
3. Late-arriving Attendees are still allowed to register and participate in the remaining agenda contents of the General Meeting. However, the meeting will not pause or re-vote on contents already approved.
4. During the General Meeting of Shareholders, Attendees must follow the instructions of the Presidium, maintain proper conduct, act respectfully, and uphold order in the meeting.
5. Attendees must ensure confidentiality, adhere to document usage and security protocols, and must not copy, record, or share documents with outsiders without prior approval from the Presidium.
6. Smoking is strictly prohibited in the meeting room.
7. Private conversations and mobile phone use during the meeting are not allowed. All mobile phones must be switched off or set to silent mode.

Article 5. Presidium

1. The Presidium consists of two members, including one Chairman and one member. The Chairman of the Board of Directors serves as the Chairman of the Presidium and presides over the 2026 Annual General Meeting of Shareholders of PTS Nghe Tinh.
2. Responsibilities of the Presidium:
 - a. Conducting the activities of the General Meeting of Shareholders according to the program approved by the Board of Directors (BOD) and ratified by the General Meeting of Shareholders;
 - b. Guiding attendees and the meeting in discussions on the contents outlined in the agenda;
 - c. Presenting drafts and concluding necessary issues for shareholder voting;
 - d. Addressing queries raised by the General Meeting;
 - e. Resolving arising contents throughout the General Meeting.
3. Working principles of the Presidium:

The Presidium operates on the principle of collective decision-making, democratic centralism, and majority rule.

Article 6. Eligibility Examination Committee

1. The Eligibility Examination Committee consists of one Head and members appointed by the Board of Directors. The committee is accountable to the Presidium and the General Meeting of Shareholders for its responsibilities.
2. The committee is responsible for verifying shareholder credentials, confirming the validity of shareholder representatives attending the meeting in accordance with legal regulations, and cross-checking with the final shareholder list as of March 23, 2026. It also distributes voting ballots, voting cards, and meeting materials.
3. If an attendee does not meet the necessary credentials to participate in the meeting, the committee has the authority to deny participation, refuse to issue voting ballots and voting cards, and withhold meeting materials.
4. The Head of the Credential Verification Committee reports the attendance status to the General Meeting of Shareholders. If the meeting meets the required quorum with shareholders representing more than 50% of total voting shares, the General Meeting shall proceed.

Article 7. Secretary Committee of the General Meeting

1. The Secretary Committee consists of two members appointed by the Chairman (through the Meeting Organizing Committee) and is accountable to the Presidium and the General Meeting of Shareholders for its assigned duties under the direction of the Presidium.
2. Responsibilities of the Secretary Committee:
 - a. Assisting the Presidium in verifying attendee credentials (if necessary);

- b. Supporting the Presidium in announcing draft documents, resolutions, and notifications as required;
- c. Receiving and reviewing discussion ballots and attendee opinions for the Presidium's decision;
- d. Accurately and comprehensively recording the meeting proceedings, approved contents, and noted issues in the Meeting Minutes;
- e. Drafting resolutions for issues approved by the General Meeting.

Article 8. Vote Counting Committee

1. *The Vote Counting Committee consists of* four members, including one Head and three members, appointed by the Chairman (through the Meeting Organizing Committee) and approved by shareholder voting.
2. Responsibilities of the Vote Counting Committee:
 - a. Preparing ballot boxes, explaining the voting regulations, and guiding voting procedures;
 - b. Compiling vote tally reports and ensuring accountability to the Presidium and the General Meeting of Shareholders;
 - c. Accurately determining voting results;
 - d. Promptly informing the Secretary Committee of the vote count results;
 - e. Conducting vote counting in accordance with these Regulations;
 - f. Reviewing and reporting any violations or complaints regarding the voting process.

Article 9. Discussions at the General Meeting

1. Principles:
 - Discussions must be within the allocated timeframe and relevant to the approved meeting agenda;
 - Attendees must register their opinions on discussion ballots and submit them to the Secretary Committee;
 - The Secretary Committee will arrange discussion ballots in the order of registration and forward them to the Presidium;
 - Attendees wishing to speak must raise their hands and may only speak upon approval from the Presidium. Each attendee is allowed up to three minutes to present their opinion concisely and without redundancy.
2. Response to Attendee Inquiries:
 - The Chairman or an appointed Presidium member will address inquiries based on discussion ballots;

- Unanswered questions due to time constraints will be addressed in writing by the Company.

Article 10. Voting on contents

1. Principles:

- All issues on the meeting agenda must be openly discussed and voted on using voting cards or ballots;
- Voting cards and ballots are pre-printed, stamped by the Company, and distributed to attendees along with meeting materials. Each attendee receives one voting card and one voting ballot, with their name, shareholding, and voting rights clearly indicated.

2. Voting Method:

- **Voting cards** are used for general contents, excluding reports and submission s;
- **Voting ballots** are used for voting on reports and submission s presented at the meeting;
- Attendees vote by raising their voting cards or marking their choice on ballots, selecting "Approve," "Disapprove," or "Abstain" for each content;
- When voting by raising voting cards, attendees must hold the card high and face the Presidium. If an attendee fails to raise the card in all three rounds of voting, their vote is considered as "Approve" of that content. If an attendee raises their card more than once in any round, their vote is deemed invalid. Members of the Vote Counting Committee shall record each attendee along with their corresponding number of voting shares for "Approve," "Disapprove," or "Abstain" and "Invalid" categories;
- In the event that an attendee or an authorized representative arrives after the voting process for a specific content has concluded, they are still entitled to register and vote on any subsequent contents arising after their registration. However, they are not permitted to vote on contents for which the voting has already been completed. In such cases, the validity of the votes previously cast remains unaffected
- Upon completion of all voting contents, attendees shall submit their Voting Ballots into the sealed ballot box at the Meeting as instructed by the Vote Counting Committee. The Voting Ballot must be signed and clearly state the full name of the attendee

3. Voting Rules:

- Contents submitted for voting at the General Meeting shall be approved if they are supported by shareholders representing more than 50% of the total voting shares of all shareholders attending and voting at the meeting;
- The contents specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises and Clause 1, Article 21 of the Company's Charter shall only be approved if they are supported by shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the meeting.

Article 11. Validity of Voting Content

1. Valid Voting Ballots

- A ballot is considered valid if it follows the printed template issued by the Organizing Committee, is not erased, altered, modified, or torn, and contains no additional content other than what is specified for the ballot. It must bear the handwritten signature and full name of the attending attendee.
- Regarding the voting content (Reports, Submission s), it is considered valid when the attendee marks only one of the three voting boxes.

2. Invalid Voting Ballots:

- Any ballot with additional content written on it.
 - Ballots that do not follow the printed template issued by the Organizing Committee.
 - Ballots that do not bear the red seal of the Corporation, or have been erased, altered, modified, torn, or contain additional content. In such cases, all voting content on the ballot shall be deemed invalid.
 - For a specific voting content, if an attendee fails to select any option or selects more than one of the three options “Approve,” “Disapprove,” or “Abstain”, that specific voting content shall be considered invalid.
3. The validity or invalidity of one specific voting content shall not affect the validity of other voting contents on the same ballot. If a valid ballot contains one or more invalid voting contents, the remaining valid contents shall still be counted toward the voting results for those respective contents.
4. Replacement of Ballots: In the event that a Voting Ballot is erased, torn, or altered, the attendee may request a new ballot from the Organizing Committee after surrendering the old one. This process must be completed before the voting deadline for the ballot box as stipulated by the Chairperson of the Meeting.

Article 12. Meeting Minutes and Resolutions

The draft Meeting Minutes and Resolutions must be read and approved before the meeting concludes. The Chairman shall seek shareholder approval for the draft Meeting Minutes and Resolutions.

Article 13. Implementation of the Regulations

All attendees attending the General Meeting must strictly comply with these Regulations. Any violations will be addressed by the Presidium in accordance with the Company’s Charter and the Enterprise Law.

These Regulations consist of 13 Articles and take effect immediately upon approval by the General Meeting of Shareholders of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company.

Recipients:

- Company shareholders;
- To be archived by the BODs, Supervisory Board, Executive Board, website, and Administrative Office.

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



Hoàng Cong Thanh

No.: 0140-2026/PTSNT-QC-DHDCD



Nghe An, April 20th, 2026

REGULATION
ON ELECTION MEMBERS OF THE BOARD OF DIRECTORS AND THE
SUPERVISORY BOARD FOR THE TERM 2026-2031
PETROLIMEX NGHE TINH TRANSPORTATION AND SERVICE JOINT
STOCK COMPANY

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter on Organization and Operation of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company, as approved by the General Meeting of Shareholders on March 31, 2025.

The election of members of the Board of Directors and members of the Supervisory Board for the 2026-2031 term of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company (PTX) shall be organized and conducted in accordance with the following regulation:

CHAPTER I
GENERAL PROVISIONS

Article 1. Purpose, Scope, and Applicability

1. These Regulations shall apply to the election of members of the Board of Directors (hereinafter referred to as the "BOD") and members of the Supervisory Board (hereinafter referred to as the "SB") for the 2026-2031 term of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company. This election is to be held at the 2026 Annual General Meeting of Shareholders and shall comply with the provisions of current applicable laws.

2. Applicability: Shareholders, authorized representatives of shareholders

(hereinafter collectively referred to as "Attendees"), and all parties participating in the 2026 Annual General Meeting of Shareholders of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company shall be responsible for complying with the provisions of these Regulations.

Article 2. Effectiveness

These Regulations shall apply at the 2026 Annual General Meeting of Shareholders of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company.

Article 3. Rights and Obligations of Shareholders and Authorized Representatives attending the 2026 Annual General Meeting of Shareholders of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company

1. Each shareholder or authorized representative of a shareholder, upon attending the Meeting, shall receive one (01) ballot for the election of members of the Board of Directors for the 2026-2031 term and one (01) ballot for the election of members of the Supervisory Board for the 2026-2031 term.

2. Shareholders must comply with the conditions and procedures specified in these Regulations and follow the instructions of the Vote Counting Committee and the Chairperson of the Meeting.

CHAPTER II

REGULATIONS ON THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR THE 2026-2031 TERM

Article 4. Number and Qualifications of Members of the Board of Directors for the 2026-2031 Term

1. Number of members of the Board of Directors for the 2026-2031 term to be elected: 05 members.

2. Board of Directors Structure: The structure must ensure that at least one-third (1/3) of the total members are non-executive members and at least 01 member is the independent member;

3. Qualifications and Conditions for Board of Directors members:

Candidates of Board of Directors members must satisfy the criteria for Board of Directors membership as prescribed by the Law on Enterprises 2020, the Company's Charter, and these Regulations, specifically

- Possess full civil act capacity and not fall under the categories prohibited from establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises;

- Possess professional qualifications or experience in business administration or in the Company's core business sectors;
 - A Board of Directors member may concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies;
 - A Board of Directors member is not required to be a shareholder of the Company.
4. Qualifications and Conditions for Independent Board of Directors member:
- Meet all the qualifications and conditions for Board of Directors members mentioned above;
 - Not be a person currently working for the Company, its parent company, or its subsidiaries; and must not have worked for the Company, its parent company, or its subsidiaries for at least the 03 preceding years;
 - Not be a person receiving a salary or remuneration from the Company, except for the allowances to which Board of Directors members are entitled as prescribed;
 - Not be a person whose spouse, biological parent, adoptive parent, biological child, adoptive child, or sibling is a major shareholder of the Company, or a manager of the Company or its subsidiaries;
 - Not be a person who directly or indirectly owns at least 01% of the total voting shares of the Company;
 - Not have been a member of the Board of Directors or the Supervisory Board of the Company for at least the 05 preceding years, except in the case of being appointed for 02 consecutive terms.
 - An individual shall only be elected as an independent member of the Board of Directors for no more than 02 consecutive terms.

Article 5. Number and Qualifications of Members of the Supervisory Board for the 2026-2031 Term

1. Number of members of Supervisory Board to be elected: 03 members.
2. Qualifications and Conditions for members of the Supervisory Board:

Candidates of members of the Supervisory Board must meet the criteria as prescribed in Clause 1, Article 169 of the Law on Enterprises and the Company's Charter, and must not fall under the following cases:

- Working in the accounting or finance department of the Company;

- Being a member or employee of the independent auditing firm that has audited the Company's financial statements in the 03 preceding years.
- The Head of the Supervisory Board and other Supervisors must hold a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major related to the Company's business activities. They must possess professional qualifications or experience in business administration or in the Company's core business sectors.

Article 6. List of Candidates for the Board of Directors and the Supervisory Board

1. The list of qualified candidates shall be reported at the Meeting and approved by the General Meeting of Shareholders.

2. The list of candidates for the BOD and the SB is compiled based on nominations by shareholders/groups of shareholders or self-nominations by individual shareholders who meet the conditions prescribed by law and the Company's Charter. The incumbent BOD is responsible for receiving dossiers, summarizing the list of nominees and candidates, and disclosing candidate information on the Company's website for the information of eligible shareholders.

In the event that the number of candidates for the BOD/SB through nominations and self-nominations is insufficient, the incumbent BOD/SB may nominate additional candidates in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the BOD and SB. Any such introduction of candidates by the incumbent BOD/SB must be clearly announced before the GMS proceeds to vote in accordance with the law.[VLH1]

3. The full names of the candidates for the BOD and the SB shall be fully listed on the shareholders' ballots.

Article 7. Voting Method

1. The election of members of the BOD and the SB shall be conducted using the cumulative voting method.

2. Each shareholder shall have a total number of votes for the BOD/SB equal to the total number of voting shares held (including owned and authorized shares) multiplied by the number of members to be elected for the BOD/SB. Specifically:

$$\begin{array}{l} \text{Total number of} \\ \text{votes for BOD/SB} \\ \text{members} \end{array} = \begin{array}{l} \text{Total number of votes for} \\ \text{BOD/SB members} \end{array} \times \begin{array}{l} \text{Number of members to be} \\ \text{elected for the BOD/SB} \end{array}$$

3. Attendees may cast all of their total votes for one or several candidates, but the

number of selected candidates must not exceed the total number of BOD/SB members for the 2026–2031 term as approved by the GMS.

4. The total votes cast for candidates by a shareholder must not exceed the total permitted votes of that shareholder (calculated as total represented shares multiplied by the number of members to be elected).

5. In the event that two or more candidates receive the same number of votes for the final position on the BOD/SB, a re-election shall be conducted among the candidates with the equal number of votes.

Article 8. Voting Ballots

1. Definitions and General Provisions

- The following terms used in the Voting Ballot are interpreted as follows:
 - + “Total number of voting shares presented”: Means the number of voting shares held by the attendee and/or received via authorization from one or more other attendees.
 - + “Total number of voting rights for BOD members”: Means the Total represented voting shares multiplied (x) by the number of BOD members to be elected for the 2026-2031 term as approved by the GMS.
 - + “Total number of voting rights for SB members”: Means the Total represented voting shares multiplied (x) by the number of SB members to be elected for the 2026-2031 term as approved by the GMS
 - Voting Ballots for the BOD and SB are issued by the Company, specifying the attendee's name, attendee code, Total represented voting shares, Total number of votes for BOD/SB members, and the list of candidates.
 - Upon receiving the Ballots, attendees must verify all information. Any errors must be reported immediately to the Vote Counting Committee.

2. Instructions for Marking the Ballot

- + Each Ballot may be used to elect up to the maximum number of BOD/SB members approved by the GMS for the 2026-2031 term.
- + Attendees shall perform the election according to the following instructions:
 - **Case 1: Cumulative voting for one or more candidates equally**

The attendee ticks the box in the “Equal and even cumulative voting” column for the corresponding candidates.

In this case, the system will automatically distribute the votes equally among the selected candidates. If the division results in a fraction, the system will automatically truncate the decimals and round down the number of votes.

▪ **Case 2: Distributing unequal votes among candidates**

The attendee clearly enters the specific number of votes into the “Unequally split voting” column for the corresponding candidates.

▪ **Case 3: Not voting for any candidate**

The attendee leaves the ballot blank, **NOT SELECTING OR WRITING** any symbol in either the “Equal and even cumulative voting” or “Unequally split voting” columns for all candidates.

- + The shareholder/representative must sign and clearly state their full name on the Ballot.
- + If an attendee both ticks the “**Equal and even cumulative voting**” box and enters a number in the “**Unequally split voting**” box, the number entered in the “**Unequally split voting**” box shall prevail.

Article 9. Validity of Voting Ballots

1. Valid Ballots:

A ballot is considered valid if it is the printed template issued by the Organizing Committee, contains no erasures, alterations, or additional content; bears the signature and full name of the attendee; and is submitted to the Vote Counting Committee before the ballot boxes are unsealed.

2. Invalid Ballots

- Ballots with additional content written on them;
- Ballots marked with a pencil;
- Ballots where candidates' names are crossed out;
- Ballots not following the official template, lacking the Company's stamp, or having been erased, modified, or altered;
- The number of elected candidates exceeds the total number of members to be elected for the BOD/SB for the 2026-2031 term as approved by the GMS;
- The total votes cast for candidates exceeds the Total number of votes for BOD/SB members that the attendee represents;
- Ballots submitted after the Vote Counting Committee has unsealed the ballot boxes;
- Ballots lacking the signature and full name of the attendee.

Article 10. Voting and Vote Counting

1. In the event of an error, attendees may contact the Vote Counting Committee to request a new ballot and must surrender the old one (before casting it into the ballot box).

2. Attendees shall cast their ballots into the sealed ballot boxes under the supervision of the Vote Counting Committee. Each ballot must bear the signature and full name of the attendee.

3. The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and, together with the Chairperson, resolving any inquiries or complaints from attendees (if any).

4. Ballots, after being counted, shall be archived in accordance with regulations.

Article 11. Principles for Determining Election Results

1. Elected members of the BOD and the SB for the 2026-2031 term shall be determined based on the number of votes received, ranked from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.

2. In the event that two (02) or more candidates receive the same number of votes for the final position of the BOD/SB, a re-election shall be conducted among the candidates with the equal number of votes.

Article 12. Preparation and Announcement of Vote Counting Minutes

1. After counting the votes, the Vote Counting Committee must prepare the Vote Counting Minutes.

2. The Vote Counting Minutes shall include the following primary contents:

- a) Time and location of preparing the Minutes;
- b) Composition of the Vote Counting Committee;
- c) Purpose and content of the voting;
- d) Total number of shareholders present and authorized representatives participating in the election; total number of voting shares cast, distinguishing between valid and invalid votes, accompanied by an appendix listing participating shareholders;
- e) Election results;
- f) Signatures of the Vote Counting Committee members.

3. The full text of the Vote Counting Minutes shall be announced by the Vote Counting Committee before the Meeting and recorded in the Resolution of the Meeting.

Article 13. Resolution of Complaints

1. Any inquiries or complaints regarding the election process (if any) shall be resolved by the Chairperson of the General Meeting of Shareholders.

2. Every shareholder has the right to raise questions before the Meeting regarding

election-related issues if they observe signs of non-compliance with the Law on Enterprises and the Company's Charter.

CHAPTER III

IMPLEMENTATION PROVISIONS

Article 14. Effectiveness

These Regulations consist of 03 Chapters and 14 Articles, and shall take effect immediately upon approval by the Annual General Meeting of Shareholders on April 20, 2026.

The above is the full text of the Regulations on the Election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company.

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

Thank you very much!

Recipients:

- Company shareholders;
- Vietnam National Petroleum Group (for reporting purposes);
- To be archived by the BODs, Supervisory Board, Executive Board, website, and Administrative Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD



Hoang Cong Thanh

No.: 0141 -2026/PTX-BC-HDQT



Nghe An, April 20th, 2026

**REPORT OF THE BOARD OF DIRECTORS
ON THE ACTIVITIES 2025 AND STRATEGIC DIRECTIONS FOR 2026**

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Charter of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company (“PTS Nghe Tinh”) and relevant legal regulations, the Board of Directors (BOD) hereby submits to the 2026 Annual General Meeting of Shareholders (AGM) the report on BOD activities in 2025 and proposed strategic orientations for 2026 as follows:

I. OVERVIEW OF BUSINESS OPERATIONS IN 2025

In 2025, geopolitical instabilities, particularly the Russia-Ukraine conflict, continued to exert profound impacts on the global economic landscape, and PTS Nghe Tinh was no exception to these influences. The Board of Directors proactively and flexibly adjusted strategic objectives and orientations, creating favorable conditions for the Management Board to implement solutions effectively. These efforts aimed to achieve business performance in alignment with the plans approved by the 2025 AGM, ensuring capital preservation and growth, while securing stable employment for the workforce.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

By persistently pursuing the goals and solutions set out from the beginning of the year, and implementing flexible business operations that adapted timely to market conditions and external factors, PTS Nghe Tinh achieved relatively positive results. Notably, the Company fulfilled the profit and dividend targets for 2024 as approved by the General Meeting of Shareholders in Resolution No. 091-2025/PTX-NQ-DHDCCD dated March 31, 2025.

2.1. Member of the Board of Directors

As of the 2026 Annual General Meeting of Shareholders, the Board of Directors of PTS Nghe Tinh consists of 04 members, including 01 full-time member serving as the Chairman, 02 executive members, and 01 independent member. The detailed list is as follows:

No.	Full name	Position
1	Mr Hoang Cong Thanh	Chairman of the BODs

2	Mr Manh Xuan Hung	Member of the BODs, Director
3	Mr Dao Ngoc Tien	Member of the BODs, Deputy Director
4	Mr Vo Anh Tuan	Independent member of the BODs

2.2. Organization of Board of Directors' meetings

In 2025, the Board of Directors of PTS Nghe Tinh conducted meetings through both in-person sessions and written ballots. All meetings were organized in strict compliance with the sequences and procedures stipulated in the Company's Charter and the Law on Enterprises.

Minutes of the Board of Directors' meetings were prepared in accordance with legal forms and standards. All relevant dossiers and documents were fully distributed to members in advance for their review and research, ensuring adherence to the Company's Charter.

The attendance rate of Board of Directors' members for the periodic meetings in 2025 is as follows:

No.	Board of Director' members	Position	Number of meetings attended by Board of Directors	Attendance rate
1	Mr Hoang Cong Thanh	Chairman of the BODs	04/04	100%
2	Mr Manh Xuan Hung	Member of the BODs	04/04	100%
3	Mr Vo Anh Tuan	Member of the BODs	04/04	100%
4	Mr Dao Ngoc Tien	Member of the BODs	04/04	100%

2.3. Assessment of the Board of Directors' Activities in 2025:

- Profit Distribution for 2025: In implementation of the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors directed the Management Board to distribute profits in strict accordance with the contents of the AGM Resolution;
- Remuneration for the Board of Directors in 2025: The total amount of remuneration, salaries, and bonuses paid to the Board of Directors for the 2025 fiscal year was VND 1,074,675,000. Detailed information regarding the payments to each BOD member is disclosed in the Notes to the 2025 Audited Financial

Statements, which have been officially released and posted on the Company's website.

- Fully complied with the information disclosure regulations of the Law, the State Securities Commission, and Vietnam National Petroleum Group;
- Regularly issued Resolutions following periodic Board of Directors meetings;
- Maintained effective coordination with the Supervisory Board to ensure the safety and continuity of business operations within the scope of the BOD's powers and duties as stipulated in the Company's Charter;
- Performed corporate governance functions in accordance with the authority and responsibilities of the Board of Directors defined by the Company's Charter.

2.4. Activities of the Independent member of the Board of Directors and Evaluation Results of the Board of Directors' performance

- Activities of the Independent member of the Board of Directors:

In 2025, Petrolimex Nghe Tinh Transportation and Service Joint Stock Company had 01 Independent member of the Board of Directors, Mr. Vo Anh Tuan. The Independent member performed his duties with a high sense of prudence and responsibility, promoting an independent role in providing constructive opinions and objective assessments regarding the Company's strategic directions and Board decisions. He also evaluated risk management and the protection of shareholders' capital, particularly the interests of minority shareholders and other related interest groups. Key activities included:

- + Attending Board meetings and contributing opinions to the formulation of business policies and strategies.
- + Monitoring the implementation of management decisions to ensure shareholders' rights.
- + Proposing solutions to improve corporate governance efficiency.
- + Reviewing and evaluating the transparency of Financial Statements and major decisions.

- Evaluation Results from the Independent Member

- + The Board of Directors operated effectively in its role, ensuring strategic orientation.
- + The decision-making process was conducted transparently and scientifically.
- + Corporate governance policies were in full complizance with legal regulations

2.5. Approval of Transactions between related party

During the year, the 2025 Annual General Meeting of Shareholders (AGM) approved and authorized the Board of Directors (BOD) to execute contracts and transactions with related parties. These parties include subsidiaries and affiliates within Petrolimex, involving transactions such as petroleum transportation services, trading of petroleum products, petrochemicals, lubricants, gas, detergents, insurance, etc.

Detailed values of transactions between the Company and related parties are fully disclosed in the 2025 Audited Financial Statements, which have been officially released and posted on the Company's website.

2.6. Supervision of the Board of Directors over the Board of Management

Pursuant to the Company's Charter and Corporate Governance Regulations, the Board of Directors supervised the Director and the Board of Management in implementing the Resolutions of the AGM and the BOD in 2025 as follows:

- **Supervision Methods:**

- The Board of Directors strictly and effectively directed and supervised the activities of the Board of Management, timely resolving issues within the BOD's authority. Simultaneously, the BOD engaged in discussions and inquiries with the Director and/or members of the Board of Management regarding strategy formulation, execution of business plans, and objectives approved by the AGM. The BOD and the Director collaborated during Board meetings to identify and resolve difficulties to achieve the targets set by the AGM.
- Through close coordination between the Board of Directors and the Supervisory Board, the BOD provided constructive feedback to the Director and the Board of Management to continuously enhance the efficiency of the internal control and corporate management systems.
- The Board of Directors discussed and approved decisions via Resolutions after each meeting session on matters within its authority, providing a legal basis for the Director and the Board of Management to implement

- **Supervision Results:**

- The Board of Management successfully fulfilled its role in managing the Company's business operations in accordance with the objectives, orientations, and directives of the Board of Directors.
- The Director and executive managers effectively performed their duties in managing the Company's business.
- During the management process, the Director and the Board of Management strictly complied with the governance decentralization defined in the Charter, Internal

Governance Regulations, as well as the Resolutions and directives of the Board of Directors

2.7. Resolutions/Decisions of the Board of Directors

No.	Resolution/Decision No.	Date	Content	Approval rate
1	024-2025/PTX-NQ-HDQT	07/02/2025	Board of Directors' Resolution on the organization of the 2025 Annual General Meeting of Shareholders.	100%
2	144/PTX-NQ-HDQT	28/05/2025	Board of Directors' Resolution on the distribution of dividends for 2025.	100%
3	121-2025/PTX-NQ-HDQT	23/07/2025	Board of Directors' Resolution on the Board of Directors' meeting of the Company for the first quarter of 2025.	100%
4	121-2025/PTX-NQ-HDQT	25/04/2025	Resolution of the Board of Directors Meeting – Q1/2025	100%
5	235-2025/PTX-NQ-HDQT	28/07/2025	Resolution of the Board of Directors Meeting – Q2/2025	100%
6	338-2025/PTX-NQ-HDQT	30/11/2025	Resolution of the Board of Directors Meeting – Q3/2025	100%
7	432-2025/PTX-NQ-HDQT	10/01/2025	Resolution of the Board of Directors Meeting – Q4/2025	100%
8	024-2025/PTX-NQ-HDQT	07/02/2025	Board of Directors' Resolution on the organization of the 2025 Annual General Meeting of Shareholders.	100%

III. ASSESSMENT BY THE BOARD OF DIRECTORS ON THE MANAGEMENT BOARD'S PERFORMANCE IN 2025.

- The Management Board effectively achieved the business targets set forth in the 2025 AGM Resolution:

- + Profit Before Tax: VND 22,800 million (reaching 97% compared to the same period last year);
 - + Profit After Tax: VND 18,860 million (reaching 96% compared to the same period last year).
 - + Proposed Dividend Rate: 16% of Charter Capital (reaching 67% compared to the same period last year).
 - + Average Income: VND 16.36 million/person/month (an increase of 4% compared to the same period last year).
- Implemented synchronized business management solutions to increase petroleum sales volume.
 - Effectively managed customer receivables despite strong growth in wholesale volume.
 - Executed in-depth investment in the retail network, completing the expansion and upgrade of retail stations to meet the sales standards of Vietnam National Petroleum Group.
 - Finalized the construction of the Hung Dong driving practice field.
 - Coordinated transportation vehicles to strictly follow the directives of Vietnam National Petroleum Group in ensuring consistent supply at all times.
 - Restructured the transportation fleet amidst the narrowing Lao transport market while increasing domestic transport market share. Enhanced human and vehicle resource management for the Jet Fuel transportation segment, with a strategic focus on expanding market share to improve business efficiency.

IV. GENERAL ASSESSMENT.

With a high sense of responsibility toward shareholders, employees, and the sustainable growth of the unit, it is assessed that the Board of Directors (BOD) has successfully fulfilled its functions and duties in accordance with the law and the Company's Charter. This includes supervising the Management Board in implementing AGM Resolutions as well as the BOD's own Resolutions and Decisions. Consequently, the key targets of the 2025 AGM Resolution were well-achieved, creating a foundation for the Company's stable and sustainable development.

At the same time, we recognize that certain aspects have not yet met the expectations of every Board member, our valued shareholders, and the collective workforce. Some Board members serve in concurrent positions, which occasionally led to a lack of close supervision over the Company's daily operations. Additionally, the Company's low equity ratio has posed significant challenges for investment activities. Nevertheless, we

confidently report to our Shareholders that the Board of Directors of PTS Nghe Tinh has successfully fulfilled the key mandates entrusted to us by the 2025 AGM.

V. STRATEGIC ORIENTATIONS FOR 2026

In 2026, geopolitical tensions—including the Russia-Ukraine conflict, the Israel-Palestine conflict, and especially broader instability in the Middle East—are projected to remain highly complex. These factors will continue to profoundly impact the global economy, leading to volatility in petroleum business mechanisms and transportation. Shifts in commodity movement routes may cause localized supply shortages at certain times, significantly affecting the business efficiency of the corporate community in general and our Company in particular.

Based on the 2025 results and an evaluation of upcoming opportunities and challenges, the Board of Directors (BOD) sets forth the following orientations for 2026:

- Provide close supervision to ensure the successful implementation of the 2026 Annual General Meeting (AGM) Resolution.
- Be decisive in directing and organizing the business plan; enhance the sense of responsibility and the efficiency of shareholders' capital utilization.

Key Financial Targets for 2026:

- + Total Revenue: VND 1,867 billion (reaching 107% of the 2025 performance).
- + Profit Before Tax: VND 24.1 billion (reaching 106% of the 2025 performance).
- + Total Investment Value: VND 55.4 billion (reaching 54% of the 2025 performance).
- + Expected Dividend Rate: 15% (reaching 94% of the 2025 performance).

For unplanned investment items, the BOD submits to the AGM for authorization to execute in accordance with the Law and the Company's Charter, ensuring capital safety, growth, and the maximization of interests for shareholders and investors. The BOD will provide detailed reports on these investments at the nearest AGM.

- Strategic Goals:

- + Develop PTS Nghe Tinh to be stronger and more efficient through the rational use of resources, enhanced corporate governance, and closer integration of finance, technology, and markets.
- + Build a professional and courageous leadership team alongside a dynamic, creative, and highly competent management staff.

- Key Solutions:

- + Strengthen forecasting and financial management to ensure safe and effective financial operations across the Company.
- + Flexibly adjust business strategies to align with actual market conditions.
- + Modernize the governance system to meet new requirements, especially as the Company registers for trading on centralized stock exchanges.
- + Re-evaluate management tools (software, equipment, etc.) to invest in and replace systems in synchronization with the Group's standards (Petrolimex), ensuring consistency, increasing labor productivity, and enhancing work efficiency. Focus on perfecting the Gas Station Management Software and Non-Cash Payment (NCP) systems to differentiate the brand and increase Petrolimex identification (Egas, Agas, NCP systems, etc.).
- + Coordinate regularly with PA Company to deploy the construction of a Jet Fuel warehouse at the Company's Office.
- + Develop pre-feasibility plans and detailed evaluations of the costs and benefits for the construction of the Company's Head Office.
- + Promote and innovate training, recruitment, planning, appointment, and remuneration policies for employees.
- + Maintain and promote all other BOD activities according to functions and authority, promptly addressing weaknesses to strive alongside the Board of Management for the Company's continued growth, meeting the expectations of our valued shareholders.

Distinguished Shareholders and delegates!

The above is the Board of Directors' report summarizing the 2025 activities and orientations for 2026. We look forward to receiving your practical contributions to help the Board operate more effectively, improve business performance, and increase dividends for shareholders.

On behalf of the Board of Directors, I would like to express our sincere gratitude to our Shareholders, the authorities of Nghe An province, Vietnam National Petroleum Group, and our partners and customers for their trust and support for PTS Nghe Tinh over the years. We commit to continuing our utmost efforts for the sustainable development of Petrolimex in general and PTS Nghe Tinh in particular.

I wish all Shareholders and Guests health, success, and happiness!

Sincerely thanks!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD




Hoang Cong Thanh

No.: 0142-2026/PTSNT-BC-BGD



Nghe An, April 20th, 2026

REPORT OF THE EXECUTIVE BOARD ON BUSINESS PERFORMANCE IN 2025 AND PLANS FOR 2026

To: The 2026 Annual General Meeting of Shareholders

Distinguished Shareholders and Delegates!

In 2025, the Company's business operations were conducted against a global and regional economic backdrop characterized by ongoing uncertainties. Crude oil and energy prices experienced complex fluctuations, while logistics and financial costs exhibited an upward trend. Domestically, the petroleum market faced increasingly fierce competition, leading to narrowed profit margins. Furthermore, heightened requirements for transparency, electronic invoicing, and non-cash payments exerted significant pressure on corporate governance and operational execution.

Nghe An province recorded a GRDP growth rate of 8.44%, surpassing the national average of 8.02% and ranking 13th nationwide. The acceleration of public investment created ample opportunities for petroleum consumption, freight transportation, and driver training. The implementation of the two-tier local government model in 2025 is expected to enhance State management effectiveness in the long term; however, the initial transition phase posed certain challenges to coordination, administrative procedures, and the overall management of business activities.

I. 2025 BUSINESS RESULTS

1.1. Favorable Factors

-Timely guidance and support from Vietnam National Petroleum Group (Petrokimex) and PTC Corporation (until the end of July 2025) enabled the Company to successfully integrate two transport branches in Binh Dinh and Khanh Hoa starting August 1, 2025, while maintaining stable transportation services for member petroleum companies within our designated markets.

- As a subsidiary of Petrokimex, the Company benefits from a prestigious brand, stable supply sources, and strictly controlled quality, providing a sustainable competitive advantage over entities outside the system.

1.2. Challenges and Difficulties

- The sourcing of Diesel 0.001S-V was unstable at certain periods in the North Central region. Concentrating procurement at the Ben Thuy terminal (which has only one discharge nozzle) hindered delivery progress and increased vehicle waiting times, directly impacting operational efficiency.

- In this year, the Central region was severely affected by extreme weather events, specifically Typhoons No. 5, 10, 11, and 12. These caused supply chain disruptions at major terminals and dampened market demand, significantly affecting petroleum consumption.

- Although the Company is a member unit within the Vietnam National Petroleum Group system and currently operates 32 retail stations, its petroleum retail network has not yet been fully integrated into the Group's shared business ecosystem. This has limited the ability to expand the customer base, increase sales volume, and enhance the overall efficiency of retail operations.

- At certain periods during the beginning and end of the year, market supply showed signs of scarcity and was allocated on a scheduled basis, causing difficulties in vehicle dispatching and inventory balancing to ensure sales continuity.

- The local petroleum market faces intense competition from other major wholesalers who are continuously expanding their networks, such as Anh Phat Petrol Co., Ltd., PVOIL, Tay Nam Petro, etc.

- At certain times, low gross profit margins on petroleum significantly impacted the efficiency of the petroleum retail business.

- The North-South Expressway passing through Nghe An and Ha Tinh provinces has now been fully connected. Consequently, the majority of vehicles have diverted to the expressway, leading to a sharp decline of 20–30% in sales volume at retail stations located along National Highway 1A.

- Persistent shortcomings remain in the accounting of transportation losses during the petroleum delivery process between units, as well as in the demarcation of responsibilities across various stages among the stakeholders involved.

- The initial phase of transferring the functions of management, testing organization, and issuance of driver's licenses from the Department of Transport to the Police force was not synchronized. This resulted in additional procedures and documentation, affecting the progress of testing sessions and the facility's training plans, while incurring further costs.

1.3. Key Achievements:

No	Indicators	Units	2025 plans	Performance		% Achievement of 2024 Actual	
				2025	2024	2024	2025 plan
I	Key Product Volume						

I.1	Transportation	m³.km	68,000,000	109,064,271	66,798,095	163	160
I.2	Petroleum	m³	874,278	1,170,993	840,263	139	134
1	Retail	m ³	76,750	83,717	91,306	92	109
2	Industrial Customer Sales	m ³					
I.3	Other Commodities		114	167	115	145	147
1	Lubricants	Ton	471	478	412	116	101
2	Gas	Ton	1,300	1,302	1,300	100	100
3	Insurance	VND Million	6,900	6,948	6,899	100	100
4	Detergents	Can	8,370	10,476	9,225	114	125
I.4	Driving Training	Trainees	3,570	3,855	4,007	96	108
1	Trainees (Categories B1, B2, C)	Trainees	4,800	6,621	5,218	127	138
2	Trainees (Category A1)	Trainees	68,000,000	109,064,271	66,798,095	163	160

Overall, in 2025, despite numerous challenges in the business environment, the Company achieved certain positive results thanks to the close guidance of the Group, the Board of Directors, and the Board of Management, combined with the integrated strength of the system:

a. Petroleum Transportation

Total transport volume in 2025: reached 109,064,271 m³.km, achieving 160% of the target and a 63% increase compared to 2024. This growth was primarily driven by the acquisition of two branches—Binh Dinh and Khanh Hoa—effective August 1, 2025, and the transportation of aviation fuel. *(Excluding the two new branches, the transport volume was 74,961,762 m³.km, reaching 106% of the target, a 29% increase over 2024).*

+ *Binh Dinh Branch*: Total volume of 21,786,297 m³.km.

+ *Khanh Hoa Branch*: Total volume of 12,316,212 m³.km.

+ *Petrolimex Aviation Fuel JSC*: Reached 17,326,057 m³.km, achieving 114% of the target, up 34% year-over-year (YoY). Notably, volume for the Noi Bai route rose by 30% YoY, while Phu Quoc saw a sharp increase of 269% YoY. This was due to Petrolimex Aviation successfully acquiring new airlines from Russia and Asia, increasing monthly volume from 2,500 m³ to 8,000–9,000 m³, with an expected target of 12,000 m³. Traditional transport markets remained stable with slight growth

+ *Petrolimex Nghe An*: 9,802,486 m³.km, reaching 104% of the annual target, up 13.5% YoY. Growth occurred across all three channels: retail (+13%), agents (+18%), and wholesale (+20%). This was driven by the opening of two new stations in 2025 and the strategic location of stations near expressway interchanges. Additionally, direct commercial sales (NQTM) volume increased as Petrolimex Nghe An took over all NQTM customers from PTS Nghe Tinh.

+ *Petrolimex Ha Tinh*: 12,017,864 m³.km, reaching 98% of the target, up 7% YoY. Retail transport reached 101% of the target (+9% YoY), while wholesale reached 87% (down 4% YoY). Growth was primarily seen in stations near North-South Expressway interchanges, while volume for major customers like the Vung Ang Thermal Power Plant remained stable.

+ *Petrolimex Thanh Hoa*: 20,309,830 m³.km, reaching 99% of the plan, a 1% decrease compared to the same period last year; retail transport reached 98% of the plan, down 2% year-on-year; wholesale transport reached 111% of the plan, an 8% increase year-on-year; and transport for self-operating customers reached 75% of the plan, down 18% year-on-year. The cause is that Thanh Hoa Petroleum Company expanded its wholesale and commercial franchise (NQTM) customer network, leading to an increase in wholesale volume; meanwhile, the decline in retail volume was largely due to the opening of the North-South Expressway passing through the area, which reduced the volume of gas stations along Highway 1A.

+ *Laos Market*: 119,250 m³.km, down 78% YoY. This volume was incidental from Petrolimex Laos - Xieng Khoang; as this market has minimal transport activity, the Company proactively excluded it from the 2025 plan.

+ *Internal Transport (PTS Nghe Tinh)*: 3,783,537 m³.km, reaching 114% of the target, down 3% YoY. The slight decrease resulted from transferring NQTM customers to member petroleum companies.

+ *Outsourced Transportation*: 11,602,738 m³.km, reaching 113% of the target, up 31% YoY.

b. Trading of Petroleum, Lubricants, Gas, Detergents, and Insurance

❖ Petroleum Trading

In 2025, the Company's total petroleum sales volume reached 83,717 m³, exceeding the assigned resolution target by 9% and equivalent to 92% of the 2024 figures. Consequently, although the volume decreased compared to the previous year, the Company fundamentally fulfilled its planned targets as per the resolution amidst significant market volatility.

In which:

+ *Industrial Customer Sales*: Volume reached 3,184 m³, a sharp decline from 11,981 m³ in 2024, equivalent to only 27% compared to the same period. The decrease in sales volume to industrial customers was due to the cessation of sales through intermediary channels and the transfer of all commercial franchise (NQTM) customers to local member petroleum companies effective from June 1, 2024. Additionally, the Binh Dinh Branch successfully acquired industrial customers in 2025 with a volume of 105 m³.

+ *Retail Sales*: Retail volume in 2025 reached 78,790 m³, equivalent to 95% of the target and a 1% increase compared to 2024. This slight growth in retail volume was primarily driven by performance in the provincial road markets, specifically: Station 138 (Nam Thai) up 41%; Station 110 (Thach Quy) up 33%; Station 116 (Cau Treo) up 61%; and Station 120 (Pho Chau) up 20%. Stations 112 (Thach Khe), 151 (Bao Thanh), and 142 (Thanh Thuy) all grew by approximately 20% compared to 2024.

However, stations located on National Highway 1A and National Highway 7A experienced significant volume drops due to the opening of the North-South Expressway and a sharp decline in ore transportation customers. These are all high-volume stations for the Company, specifically: Station 118 (Xuan Linh Center) down 32%; Station 146 (Nghì Hoa) down 30%; Station 148 (Nghì Long) down 7%; Station 150 (Hien Son) down 5%; and Station 158 (Dong Chi Khe) down 7%.

Notably, Petrol Station 108 (Bac Thach Linh) saw a decrease of approximately 30%, equivalent to 400 m³/month, compared to the period before the expressway opened.

+ *Internal consumption*: Internal consumption volume reached 1,742 m³, achieving 110% of the plan and exceeding the 2024 figures by 4%.

❖ ***Business Results for Other Commodities:***

- *Lubricant Business:*

In 2025, lubricant sales volume reached 167 tons, equivalent to 147% of the annual plan and representing a 45% increase over 2024. This growth was primarily driven by the wholesale channel, which achieved 90 tons—exceeding the plan by 225% and increasing by 147% year-on-year. The Company proactively expanded and effectively tapped into industrial and marine customer segments, with notable contributors including An Hai Maritime Company (34 tons), Trung Nguyen Minerals Company (22 tons), and N.A Co., Ltd (15 tons). However, retail volume reached only 77 tons, fulfilling 104% of the plan but decreasing by 2% compared to 2024. This decline was due to the completion of the North-South Expressway construction; consequently, gas stations located near former construction sites experienced a sharp drop in lubricant sales volume.

- *Liquefied Petroleum Gas Business*

LPG operations in 2025 maintained stable growth momentum, exceeding targets and showing healthy year-on-year growth. Total LPG volume reached 478 tons, achieving 101% of the annual target and a 16% increase over 2024, in which:

+ *Wholesale*: Reached 321 tons, equivalent to 109% of the target and a 30% increase over 2024, thanks to proactive market expansion into industrial parks and institutional kitchens, alongside the recovery of the restaurant and catering sectors post-pandemic.

+ *Retail*: Reached 156 tons, equivalent to 89% of the target and 94% compared to the same period last year. The primary cause for the decline was fierce competition in the domestic gas market from private entities applying flexible pricing policies, while Petrolimex gas prices typically remain 8,000 - 10,000 VND/kg higher than the market average. Additionally, consumer trends are shifting toward electric appliances like induction and infrared cookers, especially in apartment complexes. LPG business efficiency in 2024 was not high, mainly due to very low gross profit margins for Petrolimex gas.

- *Total insurance retail revenue in 2025 reached 1.3 billion VND, achieving 100% of the target and remaining consistent with the same period last year.*

- *2025 Detergents volume reached 6,948 canisters, achieving 100% of the target and*

remaining consistent with 2024. Detergent volume primarily originated from the Company's internal sales channels.

c. Other Business Activities

❖ Driving Training and Testing Center

- Total number of trainees in 2025: 10,476 trainees, reaching 125% of the plan and representing a 14% increase compared to 2024. This growth was primarily driven by Category A1 training. Meanwhile, Category B reached 109% of the plan, equivalent to 99% of the figures from the same period last year. Category C saw a sharp decline, achieving only 57% of the plan and decreasing by 23% compared to 2024.

- Overall, driving training and testing activities in 2025 remained relatively stable compared to the same period last year. However, the Center significantly exceeded its targets by effectively streamlining enrollment and maximizing its licensed training capacity. The only notable decline occurred in Category C trainees, primarily due to updated government regulations regarding driving range dimensions and training vehicle specifications. While the Center awaits official standards to proceed with synchronized upgrades and repairs, it is also adapting to new requirements which restrict Category C training solely to those upgrading from Categories B and C1.

❖ **Mechanical Repair, Pump Services, and Other Fields:** In general, the mechanical repair workshop and pump service center primarily met internal repair needs in 2025. External assembly and repair revenue remained limited due to constrained workshop space and the saturation of the external petroleum equipment installation market.

1.4. Business Results by Segment:

No.	Indicators	Performance the previous year	Actual Performance in reporting year	Reporting year vs. previous year actual (%)
1	Consolidated Revenue (VND Billion)	1,906	1,752	92
2	Consolidated Profit Before Tax (VND Billion)	23.6	22.8	97
3	Consolidated Profit After Tax (VND Billion)	19.61	18.86	96
4	Total Investment Value (VND Billion)	29.95	103.05	344

a) Revenue, Expenses, and Profit in 2025

Consolidated Revenue in 2025 reached VND 1,752 billion, equivalent to 92% compared to the same period in 2024 and achieving 100% of the 2025 annual plan.

Profit Before Tax in 2025 was VND 22,800 million, equivalent to 97% compared to the same period in 2024 and achieving 123% of the 2025 annual plan.

The specific breakdown of profit growth exceeding the plan is as follows:

- Profit from Transportation Business: reached VND 5,554 million, equivalent to 299% YoY and 321% of the plan. This profit surged against the plan and fluctuated significantly compared to the same period last year due to the establishment of two additional branches on August 1, 2025: Petrolimex Binh Dinh Transportation and Service Branch and Petrolimex Khanh Hoa Transportation and Service Branch, alongside further market expansion.

- Profit from Petroleum Business: reached VND 7,092 million, equivalent to 77% YoY and 88% of the plan.

- Profit from Other Businesses (Lubricants and Gas): reached VND 430 million, equivalent to 105% YoY and 173% of the plan, driven by strong growth in lubricant and gas sales volumes.

- Profit from Driving Training and Testing Center: reached VND 8,648 million, equivalent to 79% YoY and 121% of the plan.

- Other Profit and Other Income: reached VND 1,076 million, primarily originating from the leasing of premises for Vinfast electric vehicle charging stations.

b) Debt Recovery Status:

As of December 31, 2025, the Company's accounts receivable totaled VND 23,459 million. The breakdown is as follows: receivables from transportation customers were VND 17,419 million; receivables from petroleum customers were VND 3,552 million; receivables from the Driving Training Center were VND 2,195 million; and other receivables amounted to VND 293 million. The status of receivables from transportation, wholesale, and commercial franchising strictly followed signed contracts, resulting in no new bad debts. Receivables at retail stations were closely managed and coordinated with station units for timely collection and tailored solutions for each customer, thus preventing any increase in bad debts in 2025. As of December 31, 2025, the Company's bad debts stood at VND 245 million. For these non-performing loans, the Company assigned individual accountability and implemented professional recovery measures, such as regular monitoring, inspection, and persistent collection efforts. The Company has also intensified its inspection and review of all customers, focusing on recovering outstanding debts to ensure financial security and minimize interest expenses. In addition to assigning personal responsibility, the Company has initiated legal procedures, including filing lawsuits in court as prescribed by law.

1.5. Investment Status and Project Implementation

1.5.1. Summary Table of Investment Values

Unit: VND million

No.	INVESTMENT ITEMS	2025 Investment Plan	Disbursement Value as of Dec 31, 2025	% Actual vs. Plan
1	Construction of Hoa Son Petroleum Station	300	186	62%
2	Expansion of Hung Dong Driving Practice	1,100	660	60%

	Field			
3	Expansion of Hung Dong Driving Practice Field	2,225	2,284	103%
4	Reconstruction of Petrolimex Station 108	450	196	44%
5	Investment in transport vehicles for market expansion	99,083	94,988	96%
6	Comprehensive upgrade of parking lots; expansion of mechanical workshops, garages, and perimeter fences	3,461	3,634	105%
7	Solar power system for the Company's office area	1,109	1,035	93%
8	Automotive technology classroom for the Driving Training and Testing Center	400	63	16%
	TOTAL	108,127	103,050	95%

1.5.2. Implementation Results

- Construction of Hoa Son Petroleum Station: Completed procedures for the 1/500 scale detailed construction planning and land procedures (Land Use Rights Certificate has been issued). Currently processing permits for Fire Prevention and Fighting (PCCC), construction, traffic connection, and bidding procedures for construction and installation.

- Expansion of Hung Dong Driving Practice Field: In 2025, the Company performed ground leveling and completed the perimeter fencing for the land area where Phase 1 compensation was finished. Simultaneously, the Company continues compensation procedures and the transfer of land use right certificates for households within the expansion phase area.

- Procurement of TATSUNO Petroleum Dispensers: The Company has completed the investment, put into use, and finalized the settlement for the procurement of 14 petroleum dispensers.

- Reconstruction of Petrolimex 108 - PTS Nghe Tinh: Completed the approval procedures for the 1/500 scale detailed construction planning. In Q1/2026, the Company will finalize procedures including technical construction design, PCCC, construction, and bidding. Construction is expected to commence and be put into use starting from Q2/2026.

- Investment in Transport Vehicles for Market Expansion: The Company invested in market expansion by establishing two transport branches, including the Binh Dinh Branch with 45 tank trucks and the Khanh Hoa Branch with 24 tank trucks. Concurrently, the Company completed the procurement of 02 UD 24m³ trucks to serve the Nghe An and Ha Tinh routes. The Company has signed a contract for the procurement of 01 additional Hyundai HD320 (23m³ capacity) to serve aviation fuel transportation in Phu Quoc, which is currently in the handover and acceptance process.

- Comprehensive Upgrade of Parking Lots, Expansion of Mechanical Workshops, Garages, and Perimeter Fences: The Company has completed the investment, put into use, and finalized the settlement for the project.

- Solar Power for the Company's Office Area: The Company has completed the investment, put into use, and finalized the settlement for the solar power investment category at the Company's office area with a capacity of 99 KW.

- Automotive Technology Classroom for the Driving Training and Testing Center: To increase training and testing capacity, the Company invested in a 2-room technology classroom at the Company's office area. The project has completed the approval procedures for the Economic-Technical Report design and the contractor selection plan.

- During the year, the People's Committee of Ha Tinh Province issued a decision to recover and compensate for assets on land regarding Petrolimex-Station 104 (Thach Binh); the compensation value is VND 1.35 billion. Thach Binh Station will operate until the end of the 2026 Lunar New Year, after which it will cease operations.

- New location to replace Thach Binh

+ The Company surveyed and proposed a location in Toan Luu Commune to the People's Committee of Ha Tinh Province.

+ The location has been included in the local 2030 land use and project plan by the Toan Luu Commune People's Committee. The policy for transferring agricultural land to implement the project was approved via Official Dispatch No. 90 dated January 16, 2026. Investment procedures in Toan Luu Commune, Ha Tinh Province, are currently being expedited.

II. CONSOLIDATED FINANCIAL INDICATORS:

2.1. Financial Statements:

2.1.1 The Company's Total Asset Value as of December 31, 2025, was VND 281,662,316,990, an increase of VND 87,250,762,614, representing a 45% growth rate compared to the beginning of 2025:

In which:

+ Current Assets :	VND 70,773,325,410
- Cash and cash equivalents:	VND 15,175,153,011
- Short-term receivables:	VND 30,807,474,776
- Inventory:	VND 15,151,925,889
- Other current assets:	VND 9,638,771,734
+ Non-current Assets:	VND 210,888,991,580
- Net book value of fixed assets:	VND 200,500,669,536
- Construction in progress:	VND 925,145,705
- Other non-current assets:	VND 9,463,176,339

2.1.2 The Company's Capital Resources as of December 31, 2025: VND 281,662,316,990.

+ Owner's Equity:	VND 103,195,794,062
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- Charter capital:	VND 64,324,530,000
- Other owner's capital:	VND 326,109,150
- Investment and development fund:	VND 19,685,512,169
- Undistributed after-tax profit:	VND 18,859,642,743
+ Liabilities:	VND 178,466,522,928
- Short-term liabilities:	VND 141,348,712,928
- Long-term liabilities:	VND 37,117,810,000

2.2. Analysis of Key Indicators:

TT	Capital and Asset Structure Indicators	Unit	2025	2024	2023
1	Asset Structure	%			
	- Non-current Assets / Total Assets		74.87	76.14	62.82
	- Current Assets / Total Assets		25.13	23.86	37.18
2	Capital Structure	%			
	- Total Liabilities / Total Capital Resources		63.36	47.34	56.79
	- Owner's Equity / Total Capital Resources		36.64	52.66	43.21
3	Debt Ratios				
	Debt-to-Total Assets Ratio		0.63	0.47	0.57
	Debt-to-Equity Ratio (D/E)		1.73	0.9	1.30

Based on the above indicators, the Company's assets consist primarily of non-current assets, accounting for 74.87%, while current assets represent only 25.13% of total assets. The capital structure is mainly comprised of loans and liabilities, which account for 63.36% of total capital resources; owner's equity accounts for 36.64% of the total capital resources in 2025.

+ Liquidity and Profitability Ratios:

Financial Indicators	Previous Year Actual (%)	Reporting Year Actual (%)
- Net Profit Margin	1.03%	1.08%
- Return on Equity (ROE)	19.9%	19.4%
- Return on Assets (ROA)	9.5%	7.3%
- Operating Profit Margin	1.12%	1.22%

+ Number of outstanding shares: 6,432,453 shares

+ Expected dividend yield: 16% (VND 1,600/share)

II. 2026 PLAN AND IMPLEMENTATION SOLUTIONS:

3.1. 2026 Target Indicators:

No.	Indicators	Unit	2026 plan	Comparison: 2026 Plan vs. 2025 Actual
1	Key Business Volume			
1.1	Transportation Volume	M ³ km	162,683,308	149%
1.2	Petroleum Sales Volume	M ³	83,600	100%
1.3	Other Commodities Sales Volume			
a	Lubricants	Ton	150	82%
b	Gas	Ton	500	105%
c	Detergents	Can	7,000	101%
d	Insurance	VND Million	1,390	107%
1.4	Driving Training and Testing	Trainees	9,215	100%
	Trainees (Categories B1, B2, C)	Trainees	4,215	105%
	Trainees (Category A1)	Trainees	5,000	96%
2	Total Revenue	VND Million	1,867,899	107%
3	Total Expenses	VND Million	1,843,801	107%
4	Profit Before Tax	VND Million	24,098	106%
5	Profit After Tax	VND Million	19,456	103%
6	Dividend Payout Ratio	%	15	83%
7	Total Investment Value for the Period	VND Million	55,444	54%
8	Headcount / Total Employees	Người	615	107%

3.2. Key Solutions:

a. Petroleum Business

- Proactively review actual consumption needs at each station and region to develop supply registration plans that align with reality, mitigating local product shortages.
- Continue surveying new areas to expand the petroleum retail network.
- Implement the sale of E10 biofuel across the entire system in accordance with the Group's strategic roadmap.

- Focus on completing procedures to invest in and put Hoa Son and Truong Thi stations into operation.

- Continue market assessments to introduce DO 0.001S into business at selected stations in city centers and high-density residential areas to meet increasing social demand.

- Promote lubricant sales volume through various new sales channels.

- Emphasize product promotion on social media platforms such as Zalo, Facebook, etc.

- Coordinate effectively with the Petrochemical Joint Stock Company in market development and researching sales promotion solutions.

- Coordinate effectively with Petrolimex Gas Hai Phong Co., Ltd. to ensure supply sources and develop markets and customers.

- Propose that Pjico Nghe An support insurance business management software for application across the Company's petroleum station network.

- Continue effective coordination with Pjico Nghe An Insurance Company to improve customer service quality, ensuring timely and accurate claim settlements to protect customer interests.

b. Transportation:

- Focus on investing in transport vehicles to enhance operational capacity and meet the petroleum transport needs of Group units within assigned markets. Consolidate traditional markets (Nghe An, Ha Tinh, Thanh Hoa), particularly serving the operation of stations located within rest stops on the North-South Expressway.

- Deeply exploit the Binh Dinh – Phu Yen – Central Highlands markets; restructure transportation plans in Khanh Hoa – Dak Lak.

- Expand specialized aviation fuel transportation for Noi Bai and Phu Quoc.

- Implement centralized dispatching and comprehensive digitalization (ERP, GPS, driving time data, and stop points).

- Optimize routes and supply plans according to seasonal demands and the specific characteristics of each warehouse.

- Review and update techno-economic norms to suit actual operating conditions.

- Standardize KPIs for each branch and transport route.

c. Finance and Accounting:

- Organize communication and guidance for units to ensure strict compliance with legal regulations on invoicing and petroleum station regulations.

- Strengthen inspection and supervision of grassroots units to improve management quality, ensuring absolute financial safety, capital preservation and development, cost savings, and enhanced business efficiency.

- Continue reviewing techno-economic norms to ensure cost reduction, improve business efficiency in each sector, reduce management expenses, and practice thrift and anti-wastefulness.

d. Technical Management and Construction Investment:

- Continue finalizing pending investment procedures. Complete basic construction items and vehicle replacement investments according to the Company and Group's plans.

- Ensure absolute safety in all production and business aspects; further strengthen inspection and supervision of compliance with regulations regarding: quantity, product quality, fire prevention and fighting, environmental protection, security, and safety at petroleum stations.

- Investment, procurement, and management of fire prevention and rescue equipment (PCCC&CNCH) and mandatory fire insurance: Continue reviewing and replacing old or damaged equipment and provide rescue kits for grassroots rescue teams as regulated.

- Continue strengthening inspections and rectifying delivery, measurement management, quality control, and sampling of petroleum stored in tanks at subordinate stations for quality testing. Establish periodic tank cleaning plans at stations to ensure product quality and meet the requirements for transitioning from base gasoline to biofuel according to the Group's orientation.

e. Organization, Personnel, Labor, and Wages:

- Review and adjust the salary payment regime for managers and employees according to regulations, suitable for the Company's business situation, based on increasing labor productivity, wages, and employee income.

- Strengthen political theory training and professional expertise for employees in line with scientific, technological, and digital transformation trends to meet production and business requirements and enhance the quality of the Company's human resources.

- Strengthen inspections regarding compliance with the Company's internal rules and regulations in production and business to ensure efficiency, quality, and occupational safety and health.

IV. CONCLUSION

In 2025, despite facing many difficulties and intense market competition, the Company achieved certain positive results. However, many of the Company's business sectors have not yet reached their full potential. In 2026, market competition is expected to be even greater, with many objective factors affecting the Company's fields of activity. Nevertheless, with the efforts of the leadership team and all employees, along with the close coordination and integrated strength within the Petrolimex system, Nghe Tinh PTS Company will strive to fulfill the set plans.

The above is the report on business performance results for 2025 and tasks and solutions for 2026, presented at the 2026 General Meeting of Shareholders./

Respectfully!



Manh Xuan Hung

No.: 0143-2026/PTX-BC



Nghe An, April 20th, 2026

2025 EVALUATION REPORT OF INDEPENDENT MEMBER BOARD OF THE BOARD OF DIRECTOR

To: The General Meeting of Shareholders

Petrolimex Nghe Tinh Transportation and Service Joint Stock Company

I, Vo Anh Tuan – Independent Member of the Board of Directors of the Company for the 2021–2026 term, in exercising my rights and obligations as prescribed by law, the Company's Charter, and the Internal Regulations on Corporate Governance, hereby report the 2025 operational results and independent evaluation of the Board of Directors (BOD) as follows:

I. ACTIVITIES OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

1. Attendance and Responsibility

In 2025, the BOD held 04 in-person meetings and 03 sessions for collecting written opinions; issued 07 resolutions/decisions regarding the Company's organization and business operations.

I personally attended 100% of the meetings, fully participated in all matters requiring opinions, and exercised my voting rights independently, objectively, and responsibly, satisfying compliance requirements and demonstrating corporate governance discipline.

2. Execution of Independent Supervisory Functions

- Monitored and supervised adherence to the Company's Charter, internal governance regulations, Petrolimex Group and PTC Corporation regulations, and prevailing laws. In 2025, the Company maintained strong governance discipline with no systemic errors.



- Supervised high-risk transactions such as related-party transactions, credit agreements, loans, investment decisions, and asset procurement. This was done to ensure not only procedural compliance but also economic substance and long-term risk control. No abnormal transactions were detected in 2025; all transactions were executed within authorized limits with proper documentation.
- Actively provided input on business plans, financial schemes, investment projects, and the implementation of new operational models to ensure substantive effectiveness, sustainability, and risk management.
- Fulfilled the role of protecting shareholder interests, ensuring information transparency, and preventing conflicts of interest; specifically focused on the rights of minority shareholders and ensuring equitable access to information.

II. EVALUATION OF BOARD OPERATIONS IN 2025

1. Governance Principles and Discipline

The BOD maintained collective principles and majority-based decision-making. Meeting discipline and resolution issuance were practical and aligned with Company operations. Dossiers and documents were prepared thoroughly, ensuring legality and demonstrating a methodical, standardized, and compliant approach.

2. Strategic Management Quality

Amidst volatile markets in transportation, petroleum, and services, rising input costs, and intense competition, the BOD closely followed the General Meeting of Shareholders' orientation, adjusting flexibly and balancing growth with safety.

3. Coordination with Executive Management

The BOD maintained a strategic and supervisory role without over-interfering in daily operations. The Executive Board proactively implemented tasks following BOD resolutions. Overall, the coordination was cohesive, with clear roles and effective accountability.

4. Transparency and Finance

- Remuneration and Expenses: Executed in accordance with the GMS resolutions, ensuring openness and transparency.
- Financial Statements: Prepared in compliance with standards, with full disclosures and no signs of financial transparency risks.

5. Risk Management

The Company effectively controlled key risk groups: maintaining cash flow balance, controlling debt, complying with safety regulations to limit financial incidents, and ensuring tight transaction contracts.

However, the risk management system remains focused on traditional control rather than transitioning toward predictive management.

III. RECOMMENDATIONS AND PROPOSALS

1. Transition from “Control-Based Governance” to “Predictive Governance”

In the context of the Company's expanding scale, increasing management touchpoints, and the Group's transition to a new governance model for road transport entities effective from 2025, it is essential to establish a centralized data management system, digitize operations, and enhance work quality.

Furthermore, there is a strategic need to accelerate the application of AI technology in forecasting demand for transportation, petroleum, and other services; optimizing inventory; and analyzing market trends and cost structures. This is an inevitable progression in the Industry 4.0 era.

2. Business Restructuring

- Conduct comprehensive reviews and performance evaluations of each business segment; develop value-added services to reduce reliance on conventional transportation.
- Strengthen integration into the governance model within the Petrolimex ecosystem to ensure consistency in management, strategy, and commercial policies.

3. Upgrading Financial Management

- Maintain rigorous control over accounts receivable; re-establish debt management regulations tailored to each business line; and manage cash flow to optimize capital turnover and minimize financial costs.
- Upgrade financial management software systems; establish risk-warning thresholds; and develop rapid response mechanisms for emerging risks.

4. Human Resource Development

- Enhance human capital through internal training, expert consultations, and periodic assessments to foster modern management mindsets and data analysis skills across the headquarters and branches.
- Implement a KPI system linked to substantive performance; apply productivity-based compensation; and establish transparent personnel evaluation mechanisms.

IV. OTHER MATTERS

Through my supervisory activities, I have recorded no material issues affecting shareholder rights, transparency, or the Company's going concern status. Furthermore, I express high consensus with the reports and proposals submitted by the Board of Directors and the Executive Board.

V. CONCLUSION AND COMMITMENT

In 2025, the Board of Directors upheld governance discipline, ensured system safety, and maintained stable operational efficiency.

As an Independent Member, I commit to maintaining my independence and objectivity, enhancing supervisory quality, and accompanying the Board of Directors in standardizing governance to align with advanced international practices.

Respectfully submitted!

**INDEPENDENT MEMBER BOARD OF
THE BOARD OF DIRECTOR**

Vo Anh Tuan

No.: 0144/PTX-BC-BKS



Nghe An, April 20th, 2026

REPORT
ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025
PETROLIMEX NGHE TINH TRANSPORTATION AND SERVICE
JOINT STOCK COMPANY

To:

- Distinguished Guests
- Valued Shareholders

Pursuant to the inspection and supervision functions and duties stipulated in the Law on Enterprises; the Charter of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company; and the Regulations on the Organization and Operation of the Supervisory Board, the Supervisory Board hereby submits to the General Meeting of Shareholders the report on the results of inspection, supervision, and the operational status of the Supervisory Board in 2025 as follows:

PART I
OPERATIONS OF THE SUPERVISORY BOARD

The Supervisory Board of Nghe Tinh PTS Company consists of 03 members:

1. Mr. Tran Anh Tuan – Head of the Supervisory Board
2. Mr. Nguyen Tri Dung – Member of the Supervisory Board
3. Mr. Thai Van Linh – Member of the Supervisory Board

The Supervisory Board has strictly performed its functions and duties in supervising management and executive activities, ensuring the principles of objectivity and integrity based on the Company's Charter, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors (BOD), and prevailing legal regulations. In 2025, the Supervisory Board implemented the following tasks:

- Developed operational programs and plans, and assigned specific duties to each member based on their professional expertise.
- Attended all meetings of the Board of Directors and provided recommendations to the BOD and the Board of Management regarding matters related to the Company's operations.

- Supervised the implementation and results of the Resolutions of the 2025 Annual General Meeting of Shareholders and the Resolutions of the BOD. Supervised the performance of the BOD, the Board of Directors (Executive Board), and management officers in executing their assigned duties.
- Appraised financial statements; reviewed customer receivables, operating expenses, labor and wages, and the execution of investment plans; and provided recommendations to the BOD and the Board of Management on matters related to corporate governance.
- Summary of Supervisory Board meetings: During the year, the Company's Supervisory Board held 04 meetings. The attendance rate of Supervisory Board members at the 2025 periodic meetings is as follows:

No.	Members	Position	Number of Meetings Attended	Attendance Rate
1	Mr. Tran Anh Tuan	Head of the Supervisory Board	04/04	100%
2	Mr. Thai Van Linh	Member of the Supervisory Board	04/04	100%
3	Mr. Nguyen Tri Dung	Member of the Supervisory Board	04/04	100%

- The total amount of remuneration, salaries, and bonuses paid to the Supervisory Board in 2025 was VND 865,260,000. Detailed information regarding the payment of remuneration, salaries, and bonuses to the members of the Supervisory Board during the year is presented in the Notes to the 2025 Audited Financial Statements, which have been officially disclosed and posted on the Company's website.

PART II

INSPECTION AND SUPERVISION RESULTS

I. Appraisal of Financial Statements:

- The Supervisory Board expresses its concurrence with the contents of the Company's Financial Statements as of December 31, 2025, which were audited by An Viet Auditing Company Limited.
- The Financial Statements present a true and fair view, in all material respects, of the financial position of the Company as of December 31, 2025, as well as its business

performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards (VAS), the Vietnamese Accounting System, and relevant prevailing regulations.

Key financial indicators from the financial statements:

No.	Indicators	Unit	31/12/2025	31/12/2024
I	Total assets		281,662	194,412
1	Current Assets	VND million	70,773	46,387
2	Non-current Assets	VND million	210,889	148,025
II	Total Capital Resources		281,662	194,412
1	Liabilities	VND million	178,467	92,038
2	Owner's Equity	VND million	103,196	102,374
III	Liquidity Ratios			
1	Current Ratio	Time	0.5	0.5
2	Quick Ratio	Time	0.4	0.3
IV	Capital Structure			
1	Total Liabilities / Total Capital Resources	%	63	47
2	Owner's Equity / Total Capital Resources	%	37	53
V	Profitability Ratios			
1	Profit After Tax	VND million	18,860	19,606
2	ROE (Return on Average Equity)	%	19.4	19.9
3	ROA (Return on Average Assets)	%	7.3	9.5
VI	Basic Earnings Per Share	VND	2,932	2,644

Total assets and capital resources reached VND 281,662 million, an increase of VND 87,251 million compared to the beginning of the year. Of this, current assets were VND 70,773 million (up by VND 24,387 million, accounting for 25%), and non-current assets were VND 210,889 million (up by VND 62,864 million, accounting for 75%). Liabilities stood at VND 178,467 million (up by VND 86,429 million, accounting for 63%), while owner's equity was VND 103,196 million (up by VND 822 million,

accounting for 37%). Compared to the beginning of the year, the increase in assets and capital was primarily concentrated in: cash and cash equivalents (up by VND 3,560 million), accounts receivable (up by VND 13,965 million), tangible fixed assets (up by VND 62,897 million), accounts payable (up by VND 14,281 million), payroll payables (up by VND 8,110 million), short-term loans (up by VND 29,534 million), long-term loans (up by VND 34,562 million), and a decrease in inventory of VND 2,074 million.

As of December 31, 2025, accounts receivable totaled VND 23,459 million, including: retail receivables of VND 3,475 million, direct consumer sales of VND 77 million, and transportation receivables of VND 17,419 million (*primarily from Petrolimex Aviation Fuel JSC and other Petrolimex subsidiaries*). Bad debts amounted to VND 245 million, for which a 100% provision of VND 245 million has been fully recognized.

The Debt-to-Equity ratio was 1.7x, an increase of 0.8x compared to the beginning of the period, with owner's equity financing 37% of the Company's capital requirements. The current ratio stood at 0.5x. According to the 2025 average capital structure, the Company utilized 50% of short-term capital to invest in fixed assets. Regarding the balance between long-term capital and non-current assets as of December 31, 2025, there was a long-term capital deficit of VND 70,575 million. The Return on Equity (ROE) for 2025 was 19.4%.

II/ Implementation Results of the Resolutions of the General Meeting of Shareholders, the Resolutions of the Board of Directors, and Key Focus Tasks:

1. Consolidated Annual Results:

Indicators	Unit	2025 plan	2025 performance	% plan	% YoY
- Operating Volume					
+ Transportation	m ³ Km	68,000,000	109,064,271	160	163
+ Petroleum	m ³ /Ton	76,750	83,717	109	92
+ Lubricants	Ton	114	167	147	145
+ Gas	Ton	471	478	101	116
+ Driving Training and Testing	Trainees	8,370	10,476	125	114
- Net Revenue	VND million	1,601,945	1,751,273	109	92

- Profit Before Tax	VND million	18,500	22,800	123	97
- Profit After Tax	%	15,501	18,860	122	96
- Profit After Tax / Charter Capital	%	24,1	29,3	122	96
- Expected Dividend Payout	%	15	16	107	67
- Total Investment Value	VND million	23,641	103,049	436	344

Net revenue reached VND 1,751,273 million, achieving 100% of the plan (Plan), but decreasing by 8% year-on-year (YoY).

Profit before tax (PBT) recorded a profit of VND 22,800 million, reaching 123% of the plan, though decreasing by 3% YoY. Of this, operating profit from production and business activities amounted to VND 21,753 million, accounting for 95%.

Profit after tax (Profit After Tax) reached VND 18,860 million, achieving 122% of the plan, with a 4% decrease YoY.

The ratio of Profit After Tax/Charter Capital stood at 29.3%, reaching 122% of the plan.

Expected dividend payout is 16%, reaching 107% of the plan and representing 67% of the 2024 level.

2. Assessment of Business and Production Targets:

• Transportation Sector:

Transportation turnover reached 109,064,271 m³km, equivalent to 160% of the plan and a 63% increase year-on-year. In 2025, the Company's transport volume and turnover surged primarily due to the acquisition of two petroleum transport branches in Khanh Hoa and Binh Dinh from Petrolimex Services Joint Stock Company (PTC) in late July 2025. This added 69 vehicles with a total capacity of 1,643 m³ (including 45 vehicles/1,005 m³ in Binh Dinh and 24 vehicles/638 m³ in Khanh Hoa). Significant contributions also came from new routes, such as Jet Fuel in Phu Quoc and Vung Ang II Thermal Power Plant in Ha Tinh. Regarding transport to Laos, companies proactively sourced goods from alternative suppliers; thus, these volumes were not included in the 2025 transport plan. The profit from transportation business in 2025 stood at VND 5,554 million.

Total transportation operating costs were VND 204,067 million, averaging 1,871 VND/m³km, a decrease of 20 VND/m³km compared to the same period. While costs

increased in absolute terms, the unit cost (VND/m³km) declined because transport volume grew by 63%. Specifically, the cost of services rendered was VND 179,813 million (equivalent to 1,649 VND/m³km, down 29 VND/m³km year-on-year). This reduction was mainly driven by decreases in repair costs (down 36 VND), tire costs (down 19 VND), other labor-related expenses (down 13 VND), hospitality expenses (down 59 VND), outsourced transport costs (down 35 VND), road tolls (down 21 VND), and allocated management fees (down 15 VND). Conversely, there were cost increases in depreciation (up 58 VND), fuel (up 46 VND), external services (up 43 VND), and interest expenses (up 25 VND) due to loan disbursements for vehicle investments at the branches.

• **Petroleum, Lubricants, and Gas Sector:**

Petroleum sales volume reached 83,717 m³, achieving 109% of the plan, down 8% YoY. Specifically: retail sales reached 78,790 m³ (105% of plan, up 1% YoY); direct consumer sales were 3,184 m³ (down 73% YoY); and internal sales reached 1,742 m³ (110% of plan, up 4% YoY). Overall petroleum volume decreased as the Company ceased sales to franchisees and transferred all such customers to other Petrolimex member companies as of June 1, 2024. Retail volume increased slightly; however, the opening of expressways in Nghe An and Ha Tinh is forecasted to continue impacting retail performance at stations. In 2025, several stations saw excellent growth exceeding 20%, notably: Petrolimex Station 112 (up 21%), Station 110 (up 33%), Station 138 (up 41%), and Station 116 (up 61%). The Company currently operates 32 stations (25 owned, 7 leased), with an average retail volume of 205 m³/month and average retail productivity of 41.6 m³/month. Average gross profit for petroleum was VND 1,319/liter.

Average retail volume per station (*excluding internal*):

70M ³ < SLBQ < 100M ³	: 25% (08 stations)
100M ³ < SLBQ < 200M ³	: 41% (13 stations)
200M ³ < SLBQ < 300M ³	: 22% (07 stations)
Above 300M ³	: 13% (04 stations)

The Company's petroleum business profit in 2025 was VND 7,092 million, reaching 88% of the plan (Plan) and decreasing by 23% year-on-year (YoY). This was primarily due to a decline in volume (as the previous year included sales to franchisees) and a reduction in the average retail commission of approximately VND 113/liter during the period. Total petroleum operating expenses in 2025 amounted to VND 103,290 million, equivalent to VND 1,234/liter. Of this, selling expenses were VND 90,876 million (VND 1,086/liter, up VND 22/liter YoY). Allocated general and administrative (G&A) expenses were VND 10,540 million (VND 126/liter, down VND 35/liter YoY), and

financial expenses were VND 1,874 million (VND 22/liter, up VND 11/liter YoY). Key cost components included: labor (25%), fixed asset depreciation (9%), repair costs (9%), asset leasing (4%), transportation (8%), business entertainment (16%), management overhead (10%), and financial expenses (2%).

Total direct lubricant sales volume (excluding internal sales) reached 167 Tons, achieving 147% of the plan and increasing by 45% YoY. This included: retail sales of 77 Tons (92% of plan, down 2% YoY) and wholesale volume of 90 Tons (299% of plan, up 147% YoY). The sharp increase in lubricant volume was mainly driven by new wholesale contracts with customers (volumes ranging from 15 to 34 Tons). Lubricant profit reached VND 310 million, achieving 240% of the plan and 108% YoY.

Gas sales volume reached 478 Tons, achieving 101% of the plan and increasing by 16% YoY. This comprised: retail sales of 156 Tons (89% of plan, down 6% YoY) and wholesale volume of 322 Tons (109% of plan, up 30% YoY). Although the gas business showed improvement, retail efforts faced significant challenges due to substantial price discrepancies compared to other gas brands in the region. The Company's implementation of monthly fixed-profit quotas for the Gas Center to stimulate sales helped achieve a gas profit of VND 120 million, reaching 100% of the plan and 98% YoY.

Detergent sales volume reached 6,948 canisters, achieving 101% of the plan and representing 75% of the 2024 level.

Insurance sales reached VND 1,302 million, achieving 100% of both the plan and the previous year's performance.

- **Driving Training and Testing:**

The number of training students reached 10,476, achieving 125% of the Plan and increasing by 14% year-on-year (YoY). This included 3,855 automobile trainees (Categories B and C), reaching 108% of the Plan (down 4% YoY), and 6,621 Category A1 trainees, reaching 138% of the Plan (up 27% YoY). Overall, driving training and testing activities are under strict State control; rising tuition fees and increasingly extensive and difficult curricula have led to a gradual decline in enrollment, making the business environment less favorable than in previous years. During the period, driving testing operations underwent a transition from the Department of Transport to the Police Department for management and licensing, causing some disruptions. Nevertheless, the Center organized 14 testing sessions for internal students and 21 sessions for external centers, contributing to a net revenue of VND 70,883 million (121% of Plan, 103% YoY). Profit before tax reached VND 8,648 million, achieving 121% of the Plan but decreasing by 21% YoY.

Investment Activities: Investment activities were conducted based on the early-year plan approved by the 2025 General Meeting of Shareholders, with adjustments made to investment values upon the merger of two transportation branches in Binh Dinh and Khanh Hoa. The total investment value for 2025 was VND 103,049 million (436% of Plan, 344% YoY). The sharp increase compared to the previous year was primarily due to expenditures for the auction of transportation vehicles at the two branches acquired from Petrolimex Transportation Service Corporation (PTC). While investment work is being executed urgently, land procedures for projects still face obstacles due to administrative disruptions during provincial mergers and the implementation of a new two-tier government model, which lacks clear decentralization. All investment activities comply with State regulations and the Company's Investment Regulations.

General Assessment: In the context of a complex 2025 petroleum market—characterized by supply constraints in the final months and the impact of natural disasters and floods—operations faced significant challenges. However, the Board of Directors (BOD), the Board of Management, and management officers proactively implemented solutions to complete planned targets, maintain stability, preserve shareholder capital, and improve the living standards and income of employees. The Board of Management's direction and administration were fundamentally aligned with the Resolutions of the General Meeting of Shareholders and the Resolutions and Decisions of the BOD.

III/ Report on related party transactions

Pursuant to the Law on Enterprises, the Company's Charter, and prevailing regulations on related party transactions, the Supervisory Board (SB) has inspected and evaluated transactions occurring over the past year.

In 2025, the Annual General Meeting of Shareholders approved contracts and transactions with related parties and authorized the BOD to sign and implement them. These contracts and transactions were conducted with member companies of the Vietnam National Petroleum Group (Petrolimex), including petroleum transportation services, petroleum trading, petrochemical products, lubricants, gas, detergents, insurance, and other related fields. According to the SB's assessment, the Company's related party transactions during the year were fully disclosed as regulated and contributed positively to business activities. The SB will continue to strengthen supervision and reporting on such transactions.

Detailed information on transaction values is summarized in the 2025 Audited Financial Statements and disclosed on the Company's website.

IV/ Activities of the board of directors:

1. Operational Status of the BOD:

- Successfully organized the Annual General Meeting of Shareholders (AGM) in March 2025, approving the 2024 cash dividend plan and completing payments in June 2025.
- Assigned the 2025 consolidated business plan to the Company.
- Completed procedures for investing in equipment and vehicles as approved by the 2025 AGM.
- Established two transportation branches in Binh Dinh and Khanh Hoa from Petrolimex Transportation Service Corporation, and completed approval procedures for investing in assets and vehicles at these branches through bank loans.
- Received and appointed one Deputy Director of the Company concurrently serving as the Director of the Petrolimex Binh Dinh Transportation and Service Branch.
- Held 04 periodic meetings and issued 07 resolutions during the year.

2. Results of Implementing BOD Resolutions and Key Tasks:

- The Company has implemented the 2024 profit distribution and paid dividends to shareholders in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders (AGM).
- The Company has signed a contract with An Viet Auditing Co., Ltd. as per the Resolution of the 2025 AGM to conduct the audit of the semi-annual and annual 2025 Financial Statements.
- Remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) has been paid in accordance with the 2025 AGM Resolution.
- In 2025, the Company completed its key targets as set by the AGM Resolutions (*including revenue, profit after tax, Return on Equity (ROE), and dividends*).

The Supervisory Board assesses that the BOD's activities in 2025 complied with legal regulations and the Company's Charter, meeting business requirements in a timely manner. All Resolutions and Decisions were issued by the BOD within its legal and corporate authority.

3. Report on the Coordination of Activities between the SB, the BOD, the Board of Management, and Shareholders

- Throughout 2025, the SB was provided with full information regarding BOD Resolutions and Decisions; SB members were invited to attend all periodic BOD meetings.
- The SB coordinated with the Board of Management to review and balance transportation capacity and accounts receivable. The SB's operational report was finalized after incorporating feedback from the BOD.

- The SB participated in unannounced inspections as well as quarterly and annual inventory counts at grassroots units.
- Regarding shareholders: During the year, the SB received no complaints from shareholders concerning the Company's operations or the management of the BOD and the Board of Management.

Generally, during the execution of its duties, the SB was provided with favorable conditions by the BOD, the Board of Management, and various departments within the Company to fulfill its tasks.

PART III

RECOMMENDATIONS

- The Company should review and revise outdated internal regulations and policies, and align them with the Group's documents to meet current management and business requirements under the Group's direct oversight.
- Strengthen direct and unannounced inspections to ensure the effective implementation of fire prevention and fighting (PCCC) during vehicle operations and business activities at petroleum stations. Monitor and manage risks regarding invoice management and issuance at stations to ensure that invoices are issued to the correct customers and per individual transaction.
- Continue seeking land funds for the construction of petroleum stations to expand the network.
- Analyze and evaluate the efficiency of invested assets and currently leased stations. Restructure assets and capital resources to ensure safe and efficient capital utilization.
- Closely monitor the market situation at the two newly merged branches to optimize vehicle dispatching, and evaluate actual needs to make investment decisions (regarding vehicles, stations, and yards) to enhance the Company's efficiency.
- As the number of receivable days for transportation services with Petrolimex member companies remains relatively high, it is recommended to negotiate a reduction in the debt cycle upon completion of freight reconciliation.

The above is the 2025 Operational Report of the Supervisory Board. We respectfully submit it to the General Meeting of Shareholders for consideration and comments, enabling the Supervisory Board to better fulfill its role in supervising the Company's activities.

On behalf of the Supervisory Board, I would like to express my sincere gratitude to the leadership, departments, and shareholders for their cooperation and for providing favorable conditions that helped the Supervisory Board successfully complete the tasks

assigned by the General Meeting of Shareholders. Wishing all shareholders and guests health, success, and happiness./.

Recipients:

- Board of Members of the Corporation;
- Board of Directors, Executive Board of the Company;
- Shareholders;
- Archive: Office, Supervisory Board.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**



Tran Anh Tuan



No.: 0145-2026/PTX-TT-HDQT



Nghe An, April 20th, 2026

SUBMISSIONS

Ref: Approving on the 2025 audited financial statements

To: 2026 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, and their guiding documents;
- Pursuant to Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter on Organization and Operation of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company, as approved by the General Meeting of Shareholders on March 31, 2025.

Board of Directors of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company respectfully submits the following proposal for consideration and approval by the 2026 Annual General Meeting of Shareholders:

To present the General Meeting of Shareholders for approval of the 2025 financial statements of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company, which have been independently audited by An Viet Auditing Company Limited, signed on 18/03/2026.

We respectfully submit this for the General Meeting of Shareholders' review and approval./.

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



Hoàng Cong Thanh

No.: 0146 -2026/PTX-TT-BKS



Nghe An, April 20th, 2026

SUBMISSIONS

Ref: selecting the auditing firm for the 2026 financial statements

To: 2026 Annual General Meeting of Shareholders

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, and their guiding documents;
- Pursuant to Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter on Organization and Operation of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company, as approved by the General Meeting of Shareholders on March 31, 2025

The Supervisory Board respectfully submits to the General Meeting of Shareholders the selection criteria and the list of audit firms for the audit of the 2026 financial statements of the Company as follows:

1. Criteria for selecting an Independent audit firm

- The firm must be legally operating in Vietnam and approved by the State Securities Commission to audit public interest entities in the securities sector in 2026;
- Must have experience in auditing public companies in Vietnam;
- Must have a strong reputation for audit quality;
- Must possess a team of highly qualified and experienced auditors;
- Must meet the Company's requirements regarding the scope and timeline of the audit;
- Must offer a reasonable audit fee commensurate with the quality and scope of the audit.



2. List of proposed Audit firms

Based on the above criteria, the Supervisory Board submits to the General Meeting of Shareholders the list of audit firms proposed for the audit of the Company's 2026 financial statements:

- An Viet Auditing Company Limited (An Viet);
- CPA Vietnam Auditing Company Limited (CPA Vietnam);
- Nam Viet Financial Consulting, Accounting, and Auditing Services Company Limited (AASCN);
- AASC Auditing Firm Company Limited (AASC).

The Supervisory Board respectfully proposes that the General Meeting of Shareholders authorize the Board of Directors to select one of the above-mentioned firms to conduct the audit and review of financial statements as follows:

- ✓ To audit the 2026 financial statements and review the semi-annual financial statements of 2026;
- ✓ To review financial statements at any given time as required by the Company

We respectfully submit this for the General Meeting of Shareholders' consideration and approval.

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD



Tran Anh Tuan

No.: 0147-2026/PTX-PQ-HDQT



Nghe An, April 20th, 2026

SUBMISSIONS

Ref: 2025 Profit Distribution Plan

To: 2026 Annual General Meeting of Shareholders

I. Principles of profit distribution:

- Pursuant to the Charter of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company (PTS Nghe Tinh), as approved by the General Meeting of Shareholders on 31/03/2025;
- Pursuant to the 2025 financial statements of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company, audited by An Viet Auditing Co., Ltd.;
- Pursuant to the business performance of the Company in 2025;

II. Specific profit distribution plan:

2.1. Total Profit after tax for 2025: VND 18,859,642,743.

2.2. Profit Distribution Plan for 2025: VND 18,859,642,743, allocated as follows:

2.2.1. Dividend payment for 2025

- Dividend payout ratio: 16% of charter capital
- Payment method: Cash dividend
- Total dividend amount for 2025: VND 10,291,924,800 accounting for 54.57% of the company's total profit after tax in 2025.
- Dividend per share: VND 1,600/share

2.2.2. Allocation to bonus and welfare funds:

- Total allocation for the bonus and welfare funds: VND 7,996,258,479 representing 42.40% of the company's total profit after tax in 2025.

2.2.3. Allocation to the research and development fund:



- Total allocation for the research and development fund: VND 571,459,464 accounting for 3.03% of the company's total profit after tax in 2025.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD



Hoang Cong Thanh



No.: 0148/PTSNT-BC



Nghe An, April 20th, 2026

REPORT

*Ref: the settlement of remuneration and allowances for Board of Directors' members
and Supervisory Board's members in 2025*

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Charter of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company (PTS Nghe Tinh), as approved by the General Meeting of Shareholders on 31/03/2025;

Pursuant to Resolution No. 091-2025/PTX-NQ-DHDCD dated 31/03/2025 of the 2025 Annual General Meeting of Shareholders of PTS Nghe Tinh, approving the remuneration plan for members of the Board of Directors and the Supervisory Board for 2025, as well as the company's 2025 business performance;

The Board of Directors of PTS Nghe Tinh hereby submits to the 2026 Annual General Meeting of Shareholders for approval the report on the finalization of the salary and remuneration fund for members of the Board of Directors and the Supervisory Board for 2025, as follows:

1. The salary and remuneration for members of the Board of Directors were implemented according to the plan approved by the 2025 Annual General Meeting of Shareholders on March 31, 2025. Accordingly, the total salary and remuneration fund for the Board of Directors in 2025 amounted to **VND 1,074,675,000**.

2. The salary and remuneration for members of the Supervisory Board were implemented according to the plan approved by the 2025 Annual General Meeting of Shareholders on March 31, 2025. Accordingly, the total salary and remuneration fund for the Supervisory Board in 2025 amounted to **VND 865,260,000**.

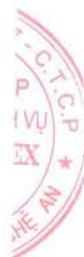
(A detailed plan for the finalization of the salary and remuneration fund for members of the Board of Directors and the Supervisory Board is attached to this Report).

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD



Hoàng Cong Thanh



**THE SETTLEMENT OF REMUNERATION AND ALLOWANCES FOR BOARD OF DIRECTORS'
MEMBERS AND SUPERVISORY BOARD'S MEMBERS IN 2025**

A. Key Indicators for 2025:

- Net Profit After Tax: VND 18.860 Million
- Average Owner's Equity: VND 96.977 Million
- Profit after tax on Equity: 19,4%
- * Exclusion Factors in Determining the Return on Equity after Tax (if any)

B. Planned salary and remuneration fund for 2025

Unit: VND

No.	Position	Average number of people	Basic Salary/Compensation (VND/month)	Planned salary/remuneration (VND/month)	Number of months	Planned Salary and remuneration fund (VND)	Notes
(1)	(2)	(3)	(4)	(5)	(6)	(7)=(3)x(5)x(6)	(8)
I	Board of Director					1.074.675.000	
1	Chairman of the Board of Directors					910.800.000	
-	Chairman of the Board of Directors	1	39.600.000	75.900.000	12	910.800.000	
2	Member of the Board of Directors					163.875.000	
-	Member of the Capital Representation Group of the Corporation	1	5.700.000	10.925.000	3	32.775.000	Resigned as a Member of the Board of Directors since April 2025.
-	Independent Member	1	5.700.000	10.925.000	12	131.100.000	
II	Supervisory Board					865.260.000	
1	Head of Supervisory Board					655.500.000	
-	Full-time	1	28.500.000	54.625.000	12	655.500.000	
2	Member of Supervisory Board					209.760.000	
-	Concurrent	2	4.560.000	8.740.000	12	209.760.000	
III	Executive Board					3.505.775.000	
-	Director		35.600.000	68.233.333	12	818.800.000	
-	Deputy Director	3	28.500.000	54.625.000	12	2.130.375.000	Appointed 01 Deputy Director since October 01, 2025
-	Chief Accountant	1	24.200.000	46.383.333	12	556.600.000	
	TOTAL					5.445.710.000	



ACCOUNTING
DEPARTMENT

HUMAN RESOURCES
DEPARTMENT

PREPARED BY

No.: 0149/PTSNT-TT



Nghe An, April 20th, 2026

SUBMISSIONS

**Ref: salary and remuneration plans for Board of Directors' members and
Supervisory Board's members in 2026**

To: 2026 Annual General Meeting of Shareholders

Pursuant to the Charter of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company (PTS Nghe Tinh), as approved by the General Meeting of Shareholders on 31/03/2025;

Pursuant to Government Decree No 248/2025/ND-CP dated 15/09/2025 of the Government, providing regulations on the regime of salaries, remuneration, and bonuses for direct owner's representatives, state capital representatives, and Supervisors in State-owned enterprises.

Pursuant to Document No. 0042/PLX-HĐQT dated January 08, 2026, issued by the Board of Directors of Vietnam National Petroleum Group regarding the salary mechanism at Corporations, Joint Stock Companies, and Limited Liability Companies with over 50% capital contribution by the Group.

Pursuant to the business performance results for 2025 and the 2026 business plan of PTS Nghe Tinh;

The Board of Directors of PTS Nghe Tinh hereby submits to the 2026 Annual General Meeting of Shareholders for approval the proposed salary and remuneration plan for members of the Board of Directors and the Supervisory Board for 2026 as follows:

1. Salary and Remuneration Fund for the Board of Directors and the Supervisory Board:

* The maximum salary and remuneration fund for the Board of Directors in 2026 is: **VND 1,413,973,333**

* The maximum salary and remuneration fund for the Supervisory Board in 2026 is: **VND 469,866,667.**

(A detailed plan for salary and remuneration payments to members of the BOD and the SB for 2026 is attached to this Proposal)



2. Payment Method for Remuneration of Board of Directors and Supervisory Board members in 2026: Monthly provisional payments shall be made, and the final settlement will be conducted at the end of the fiscal year. The Board of Directors will report to the 2027 General Meeting of Shareholders for approval.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

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



Hoang Cong Thanh



SALARY AND REMUNERATION FUND PLAN FOR THE BOARD OF DIRECTORS, SUPERVISORY BOARD, AND EXECUTIVE BOARD IN 2026

A. Key Indicators for 2026:

- Planned Profit before tax: VND 24.100 Million
- B. Planned salary and remuneration fund for 2026**

Unit: VND

No.	Position	Average number of people	Basic Salary/ Compensation	Planned salary/ remuneration	Notes
(1)	(2)	(3)	(4)	(5)	(6)
I	Board of Director	5		1.413.973.333	
1	Chairman of the Board of Directors	1	80.000.000	960.000.000	
-	Full-time	1	80.000.000	960.000.000	
-	Concurrent				
2	Member of the Board of Directors	4	10.240.000	453.973.333	
-	Full-time				
-	Concurrent	4	10.240.000	453.973.333	Plan to add 01 additional BOD Member from April 20, 2026
II	Supervisory Board	3		469.866.667	
1	Head of Supervisory Board	1	51.200.000	273.066.667	
-	Full-time	1	51.200.000	187.733.333	Plan to cease full-time status from April 20, 2026
-	Concurrent	1	10.240.000	85.333.333	Plan for additional appointment from April 20, 2026
2	Member of Supervisory Board	2	8.200.000	196.800.000	
-	Full-time				
-	Concurrent	2	8.200.000	196.800.000	
III	Executive Board	5		4.303.733.333	
1	Director	1	64.000.000	768.000.000	
2	Deputy Director	5	51.200.000	2.952.533.333	Appointed 01 Deputy Director since March 10, 2026
3	Chief Accountant	1	48.600.000	583.200.000	
	TOTAL			6.187.573.333	

DIRECTOR

ACCOUNTING DEPARTMENT

HR & ADMIN DEPARTMENT

PREPARED BY



GIÁM ĐỐC CÔNG TY
Manh Xuân Hùng

[Signature]

[Signature]

[Signature]

No.: 0150-2026/PTX-TT-HDQT



Nghe An, April 20th, 2026

SUBMISSIONS

Ref: Approval of Contracts and Transactions with Related Parties

To: 2026 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprise No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, and their guiding documents;
- Pursuant to Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter on Organization and Operation of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company, as approved by the General Meeting of Shareholders on March 31, 2025;
- Pursuant to the 2026 Business and Production Plan of the Company.

In the course of business operations and corporate management, Petrolimex Nghe Tinh Transportation and Service Joint Stock Company (hereinafter referred to as "the Company") engages in transactions involving the provision of petroleum transportation services and the trading of commodities directly serving regular business activities. The scope of these transactions includes, but is not limited to: the supply and transportation of petroleum products, fuels, petrochemicals, lubricants, LPG (Gas), consumer goods (detergents), insurance packages, as well as the procurement of machinery, equipment, and other specialized supplies.

The aforementioned transactions are conducted with partners who are member units under the Vietnam National Petroleum Group (Petrolimex). All such activities are ensured to be carried out on an arm's length basis (market principles), in strict compliance with prevailing legal regulations and the Company's internal governance rules to optimize operational efficiency.

Given the specific nature of the Company's transportation and petroleum service operations, and to ensure that operational activities remain continuous, seamless, and aligned with the established strategic goals; furthermore, to consolidate corporate

governance and fully fulfill reporting and information disclosure obligations on the stock market as per current regulations, the Board of Directors of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company hereby submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following contents:

I. Approval of contracts and economic transactions with related parties: The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of all economic contracts and transactions arising between Petrolimex Nghe Tinh Transportation and Service Joint Stock Company and member units under the Vietnam National Petroleum Group (Petrolimex), as well as other related organizations (details are listed in the attached Appendix 01).

The scope of these transactions includes: providing petroleum transportation services; trading fuels, petrochemical products, lubricants, and Gas; consumer goods (detergents), and insurance packages; procurement of specialized supplies, machinery, and equipment, and other auxiliary services directly serving the Company's regular business and production activities. All aforementioned transactions are established based on market principles, ensuring transparency and optimizing operational efficiency

II. Authorization for the Board of Directors: The GMS consistently assigns the BOD full authority to decide and direct specialized departments to: lead discussions, negotiate, and formulate specific terms and conditions of contracts and transactions; including decisions on amendments, supplements, terminations, or replacements of such contracts and transactions to ensure the optimization of the interests of the Company and its shareholders.

III. Implementation Effectiveness and Reporting Responsibility: The GMS Resolution on the aforementioned contents shall be effective for the Company's transactions, cooperation, and investments conducted during the 2026 fiscal year and extending until the 2027 Annual General Meeting of Shareholders. The BOD is responsible for providing a detailed report on the implementation status of these transactions and investment activities at the next Annual General Meeting of Shareholders.

The Board of Directors attaches to this Submission Appendix 01, which lists the categories of transactions and contracts with related parties expected to be implemented from 2026 until the 2027 Annual General Meeting of Shareholders. The Board of Directors is responsible for reporting the details of these transactions and investment activities at the next Annual General Meeting of Shareholders.

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

Recipients:

- Company shareholders;
- Vietnam National Petroleum Group (for reporting purposes);
- To be archived by the BODs, Supervisory Board, Executive Board, website, and Administrative Office.

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



Hoang Cong Thanh



APPENDIX 01: LIST OF TRANSACTIONS AND CONTRACTS SUBMITTED FOR SHAREHOLDER APPROVAL

(Attached to the Submission No. 01 SC-2026/PTX-TT-HDQT, dated 11/12/2025, regarding the approving of contracts and transactions with related parties)

No.	Individual/organization name	Relationship to the company	Business registration No.	Registered address/contact address	Transaction details, quantity, and total transaction value
1.	Petrolimex Nghe An	Member Units within the Petrolimex System	2900326304	Number 04, Nguyen Sy Sach Street, Hung Binh Ward, Vinh City, Nghe An Province	<ul style="list-style-type: none"> - Content: Petroleum transportation - Estimated Quantity: 266,133 m3 - Estimated Value: 22.5 VND billion
2.	Petrolimex Ha Tinh	Member Units within the Petrolimex System	3001278620	Number 29, Tran Phu Street, Tran Phu Ward, Ha Tinh City, Ha Tinh Province	<ul style="list-style-type: none"> - Content: Petroleum transportation - Estimated Quantity: 186.588 m3 - Estimated Value: 27 VND billion
3.	Petrolimex Thanh Hoa	Member Units within the Petrolimex System	2800114779	Number 305, Ba Trieu Street, Ham Rong Ward, Thanh Hoa City, Thanh Hoa Province	<ul style="list-style-type: none"> - Content: Petroleum transportation - Estimated Quantity: 205.145 m3 - Estimated Value: 35 VND billion
4.	Petrolimex Aviation Fuel Joint Stock Company	Member Units within the Petrolimex System	0102734592	6th Floor, Mipecc Tower, 229 Tay Son Street, Kim Lien Ward, Ha Noi City	<ul style="list-style-type: none"> - Content: Petroleum transportation - Estimated Quantity: 261.292 m3 - Estimated Value: 65 VND billion
5.	Petrolimex Dak Lak Company Limited - Petrolimex Phu Yen Branch	Member Units within the Petrolimex System	6000235027-018	Number 138C, Le Loi Street, Tuy Hoa Ward, Dak Lak Province, Vietnam	<ul style="list-style-type: none"> - Content: Petroleum transportation - Estimated Quantity: 104,946 m3 - Estimated Value: 14.4 VND billion
6.	Petrolimex Gia Lai Company Limited - Petrolimex Pleiku	Member Units within the Petrolimex System	4100259821-052	Number 274, Le Duan Street, Hoi Phu Ward, Gia Lai Province, Vietnam	<ul style="list-style-type: none"> - Content: Petroleum transportation - Estimated Quantity: 158.556 m3 - Estimated Value: 48 VND billion

Petrolimex Nghe Tinh Transportation and Service Joint Stock Company
 Address: No. 01, Lane 121, Nghe An - Xiang Khoang Street, Vinh Hung Ward, Nghe An Province;
 Web: <https://psnghe Tinh.petrolimex.com.vn>

	Branch		Member Units within the Petrolimex System			
7.	Petrolimex Gia Lai Company Limited			4100259821	Number 85, Tran Hung Dao Street, Quy Nhon Ward, Gia Lai Province, Vietnam	- Content: Petroleum transportation - Estimated Quantity: 136.507 m3 - Estimated Value: 12.7 VND billion
8.	Petrolimex Quang Ngai Company Limited - Petrolimex Kon Tum Branch		Member Units within the Petrolimex System	4300298507- 001	Number 06, Pham Van Dong Street, Dak Bla Ward, Quang Ngai Province	- Content: Petroleum transportation - Estimated Quantity: 68.510 m3 - Estimated Value: 26 VND billion
9.	Petrolimex Dak Lak Company Limited		Member Units within the Petrolimex System	6000235027	Number 06, Nguyen Tat Thanh Street, Buon Ma Thuot Ward, Dak Lak Province, Vietnam	- Content: Petroleum transportation - Estimated Quantity: 146.147 m3 - Estimated Value: 49.7 VND billion
10.	Petrolimex Nghe An		Member Units within the Petrolimex System	2900326304	Number 04, Nguyen Sy Sach Street, Hung Binh Ward, Vinh City, Nghe An Province	- Content: Petroleum trading - Estimated Quantity: 39.000m3 - Estimated Value: 741 VND billion
11.	Petrolimex Ha Tinh		Member Units within the Petrolimex System	3001278620	Number 29, Tran Phu Street, Tran Phu Ward, Ha Tinh City, Ha Tinh Province	- Content: Petroleum trading - Estimated Quantity: 40.000 m3 - Estimated Value: 760 VND billion
12.	Petrolimex Thanh Hoa		Member Units within the Petrolimex System	2800114779	Number 305, Ba Trieu Street, Ham Rong Ward, Thanh Hoa City, Thanh Hoa Province	- Content: Petroleum trading - Estimated Quantity: 4.050 m3 - Estimated Value: 77 VND billion
13.	Petrolimex Dak Lak Company Limited - Petrolimex Phu Yen Branch		Member Units within the Petrolimex System	4200240380- 027	Number 138C, Le Loi Street, Tuy Hoa Ward, Dak Lak Province, Vietnam	- Content: Petroleum and Lubricants trading - Estimated Quantity: 138m3 - Estimated Value: 2.6 VND billion

14.	Petrolimex Gia Lai Company Limited - Petrolimex Pleiku Branch	Member Units within the Petrolimex System	4100259821-052	274 Le Duan Street, Hoi Phu Ward, Gia Lai Province, Vietnam	<ul style="list-style-type: none"> - Content: Petroleum and Lubricants trading - Estimated Quantity: 1.465 m³ - Estimated Value: 27.8 VND billion
15.	Petrolimex Gia Lai Company Limited	Member Units within the Petrolimex System	4100259821	Number 85, Tran Hung Dao Street, Quy Nhon Ward, Gia Lai Province, Vietnam	<ul style="list-style-type: none"> - Content: Petroleum and Lubricants trading - Estimated Quantity: 469 m³ - Estimated Value: 8.9 VND billion
16.	Petrolimex Hai Phong Company Limited	Member Units within the Petrolimex System	0200120833	Number 1, So Dau Street, So Dau Ward, Hong Bang District, Hai Phong City	<ul style="list-style-type: none"> - Content: Petroleum and Lubricants trading - Estimated Quantity: 336 m³ - Estimated Value: 6.2 VND billion
17.	PTN Chemicals Company Limited	Member Units within the Petrolimex System	0200288152	Number 01, So Dau Street, So Dau Ward, Hong Bang District, Hai Phong City	<ul style="list-style-type: none"> - Content: Detergent trading - Estimated Quantity: 6 tấn - Estimated Value: 285 VND billion
18.	Petrolimex Petrochemical Corporation - Joint Stock Company	Member Units within the Petrolimex System	0101463614	18th and 19th Floor, Number 229, Tay Son Street, Kim Lien Ward, Ha Noi City, Vietnam	<ul style="list-style-type: none"> - Content: Lubricants trading - Estimated Quantity: 155 tấn - Estimated Value: 8.8 VND billion
19.	Petrolimex Gas Hai Phong Company Limited - Ha Tinh Branch	Member Units within the Petrolimex System	0200622262-004	Lot B9, Gia Lach Industrial Park, Nghi Xuan Ward, Ha Tinh Province, Vietnam	<ul style="list-style-type: none"> - Content: Gas Trading - Estimated Quantity: 455 tons - Estimated Value: 13 VND billion
20.	Petrolimex Oil and Gas Equipment Joint Stock Company	Member Units within the Petrolimex System	0100108102	Number 9, Lane 84, Ngoc Khanh Street, Giang Vo Ward, Ha Noi City, Vietnam	<ul style="list-style-type: none"> - Content: Equipment procurement - Estimated Value: 1.9 VND billion
21.	Petrolimex Information	Member Units	0101409374	Number 1, Kham Thien Street, Van	<ul style="list-style-type: none"> - Content: Management software

	Technology and Telecommunication Joint Stock Company		within the Petrolimex System		Mieu-Quoc Tu Giam Ward, Ha Noi City, Vietnam	procurement - Estimated Value: 2,6 VND billion
22.	Pjico Nghe An Insurance Company	0100110768-005	Member Units within the Petrolimex System		Number 13, Nguyen Sy Sach Street, Vinh Phu Ward, Nghe An Province	- Content: Insurance procurement - Estimated Value: 0.7 VND billion
23.	Pjico Thanh Hoa Insurance Company	0100110768-015	Member Units within the Petrolimex System		Number 599, Nguyen Chi Thanh Street, Ham Rong Ward, Thanh Hoa Province	- Content: Insurance procurement - Estimated Value: 0.3 VND billion
24.	Pjico Dak Lak Insurance Company	0100110768-013	Member Units within the Petrolimex System		37 Truong Chinh Street, Buon Ma Thuot Ward, Dak Lak Province	- Content: Insurance procurement - Estimated Value: 0.7 VND billion
25.	Pjico Gia Lai Insurance Company	0100110768-035	Member Units within the Petrolimex System		Number 231, Ly Thai To Street, Dien Hong Ward, Gia Lai Province	- Content: Insurance procurement - Estimated Value: 0.6 VND billion
26.	Pjico Binh Dinh Insurance Company	0100110768-025	Member Units within the Petrolimex System		Number 14, Truong Chinh Street, Quy Nhon Ward, Gia Lai Province	- Content: Insurance procurement - Estimated Value: 0.6 VND billion

Note: The actual execution value may vary depending on fluctuations in volume, transportation freight rates, and the retail unit prices of petroleum, lubricants, and gas.

No.: 0151-2026/PTX-TT-HDQT



Nghe An, April 20th, 2026

SUBMISSIONS

*Ref: the election of members of the Board of Directors and the Supervisory Board for the
2026-2031 term*

To: 2026 Annual General Meeting of Shareholders

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, and their guiding documents;
- Pursuant to Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government providing detailed regulations for the implementation of several articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to the Charter on Organization and Operation of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company;

The 2021 - 2026 term of office of the members of the Board of Directors and the Supervisory Board of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company, pursuant to the 2021 Annual General Meeting of Shareholders Resolution No. 161-2021/PTX-NQ-DHDCD dated April 19, 2021, has concluded. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the election of members of the Board of Directors and members of the Supervisory Board for the 2026-2031 term, with details as follows:

1. Number of members of the Board of Directors and the Supervisory Board to be elected:

- The number of Board of Directors (BOD) members: 05 members

In which

- + The number of non-executive BOD members: at least 02 members
- + The number of independent BOD members: at least 01 member

- The number of Supervisory Board (SB) members: 03 members.
- 2. Term of office: 05 years (the 2026 - 2031 term)
- 3. Number of candidates for the Board of Directors and the Supervisory Board: Unlimited
- 4. Standards and conditions for candidates for the Board of Directors and the Supervisory Board of the Company: Candidates for the BOD and the SB must fully satisfy the standards and conditions prescribed by the Law on Enterprises, the Law on Securities, the Company's Charter, and the specific provisions in the Regulations on the Election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term ("Regulations on Election").
- 5. List of qualified candidates nominated for election to the positions of members of the Board of Directors and the Supervisory Board for the 2026 - 2031 term:

Based on the results of nominations and self-nominations by shareholders and groups of shareholders as prescribed in the Company's Charter and the Notice on Nomination, Self-nomination, and Election of members of the Board of Directors and the Supervisory Board for the 2026 - 2031 term of Petrolimex Nghe Tinh Transportation and Service Joint Stock Company; based on the capacity, qualifications, prestige, and conditions to fulfill the duties and tasks of BOD/SB members of the candidates; the Company's Board of Directors has conducted a review, synthesized the dossiers, and established a List of Candidates ensuring full compliance with all standards.

The detailed list of candidates along with their nomination dossiers is attached to this submission for the General Meeting's consideration and voting.

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD



Hoang Cong Thanh



List of Candidates for the Board of Directors for the 2026–2031 term

(Attached to Submission No. 0151-2026/PTX-TT-HDQT dated April 20, 2026 regarding election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term)

No.	Full Name	Gender	Year of Birth	Nationality	Professional Qualification	Current Workplace and Position
1	HOANG CONG THANH	Male	1968	Vietnamese	Master's degree in Business and Management	Deputy Director, Petrolimex Nghe Tinh Transportation and Services Joint Stock Company
2	MANH XUAN HUNG	Male	1972	Vietnamese	Master's degree	Director, Petrolimex Nghe Tinh Transportation and Services Joint Stock Company
3	NGUYEN TRI DUNG	Male	1980	Vietnamese	Bachelor of Economics	Deputy Director, Petrolimex Nghe Tinh Transportation and Services Joint Stock Company
4	DAO NGOC TIEN	Male	1982	Vietnamese	Engineer	Chairman of the Board of Directors, Petrolimex Nghe Tinh Transportation and Services Joint Stock Company
5	HO VAN NGHIA	Male	1976	Vietnamese	Master's in IT Project Management	Head of Brokerage Division, LPBank Securities Joint Stock Company – Nghe An Branch



List of candidates for the Supervisory Board for the 2026–2031 term

(Attached to Submission No. 0151-2026/PTX-TT-HDQT dated April 20, 2026 regarding election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term)

No.	Full Name	Gender	Year of Birth	Nationality	Professional Qualification	Current Workplace and Position
1	LE BA ANH	Male	1975	Vietnamese	Master's in Economic Management	Deputy Head of Risk Management Department, Petrolimex Nghe Tinh Transportation and Services Joint Stock Company
2	NGUYEN ANH TUAN	Male	1983	Vietnamese	Bachelor of Economic Law	Head of General Affairs Department, PTS Nghe Tinh Company.
3	THAI VAN LINH	Male	1990	Vietnamese	Engineer	Deputy Head of Technical Management Department, Petrolimex Nghe Tinh Transportation and Services Joint Stock Company