



Ha Noi, April 15th, 2026

**COMPANY DIRECTOR'S REPORT ON BUSINESS PERFORMANCE
IN 2025 AND BUSINESS PLAN FOR 2026**

PART ONE

ASSESSMENT OF BUSINESS PERFORMANCE IN 2025

I. GENERAL OVERVIEW OF THE BUSINESS ENVIRONMENT

1. Advantages

- In 2025, the Company will continue to receive the assignment mechanism from the Vietnam Petroleum Corporation to transport 100% of the retail market share of petroleum companies. The increasing demand for petroleum products in society compared to the same period has created favorable conditions for the Company to stabilize its transportation market share in its traditional areas, increasing the volume and revenue of transportation for the entire Company;

- From January 1, 2025, the Corporation will issue a new set of transportation tariffs with a general upward trend in the Company's overall transportation market, along with adjustments to cargo transportation routes according to the Corporation's D.O.C program, creating conditions for increasing volume and improving the efficiency of the Company's transportation business;

- In 2025, the supply of goods is relatively stable. The Vietnam National Petroleum Group (Petrolimex) consistently shares petroleum business information with its member units, facilitating the balancing and management of inventory.

2. Difficulties.

- The Group continues to prioritize sharing the production volume of some petroleum companies in the Company's traditional operating areas with PTS Ha Tay for transportation. This has negatively impacted the Company's market share and also reduced revenue, production volume, and profits in the first months of 2025, especially in markets that benefit from increased freight rates when the new tariff system is implemented.



- From January 1, 2025, the Law on Road Traffic Safety stipulates that drivers of commercial transport vehicles cannot operate for more than 48 hours per week. This, along with the requirement to stop vehicles for registration changes as prescribed by the Ministry of Public Security, has significantly impacted vehicle productivity, creating an imbalance in transport capacity and increasing costs and prices for the Company's transportation services.

- The continuous storms and natural disasters since the beginning of 2025 have led to a decrease in social demand for petroleum products, negatively impacting the Company's transport productivity and output.

- The Group's gross profit margin has been low at many times, with some periods averaging only 350-400 VND/liter, lower than the target gross profit of 400-500 VND/liter.

- The density of gas stations outside the company is increasing rapidly, sales policies are flexible, and gas stations within the company have to operate in a more challenging business environment, competing with gas stations inside and outside the Group. The ability to maximize the capacity of gas stations is limited because the company has not yet participated in the Group's ecosystem.

- The investment and development of retail gasoline stations faces many difficulties and complexities regarding paperwork, planning, land compensation and clearance; and competition among gasoline businesses.

Aware of the aforementioned difficulties and taking advantage of favorable conditions, the Board of Directors and the Management Board of the Company have set forth correct directions and many solutions in the areas of production organization, investment, cost management, and risk management. In 2025, the Company achieved remarkable results.

II. RESULTS OF PRODUCTION AND BUSINESS OPERATIONS IN 2025

1. Consolidated business results.

STT	Indicator Name	Unit of Measurement	Planned 2025	Actual 2025	Percentage (%) of Implementation 2025 compared to	
					TH 2024	KH 2025
I	Main output					
1	Transport output	M ³	2 751 796	2 846 388	104%	103%

STT	Indicator Name	Unit of Measurement	Planned 2025	Actual 2025	Percentage (%) of Implementation 2025 compared to	
					TH 2024	KH 2025
		M ³ Km	226 803 310	245 178 493	108%	108%
2	Petroleum Production	M ³	45 835	50 233	112%	110%
II	Total Revenue	Trđ	1 225 654	1 290 651	108%	105%
1	Net Revenue	”	1 225 154	1 289 993	108%	105%
2	Financial Income	”		355	54%	
3	Other Income	”	500	303	10%	61%
III	Total Expenses	”	1 195 066	1 244 652	107%	104%
1	Cost of Goods Sold	”	1 113 583	1 144 240	107%	103%
2	Business Expenses	”	83 483	100 161	112%	120%
3	Financial Expenses	”	1 000	117	15%	12%
4	Other Expenses	”		134	40%	
IV	Profit Before Tax	”	27 588	45 999	137%	167%
1	Profit from Transportation Business	”	16,430	36,048	208%	219%
2	Profit from Petroleum Business	”	10,107	9,243	71%	91%
3	Profit from Other Business Activities	”	1050	708	22%	67%
V	Profit After Tax	”	22 070	36 588	138%	166%
VI	Profit/Average Capital Gains Ratio	%	32	50	139%	156%
VII	Profit/Average Equity Gains Ratio	%	16	23	135%	144%

STT	Indicator Name	Unit of Measurement	Planned 2025	Actual 2025	Percentage (%) of Implementation 2025 compared to	
					TH 2024	KH 2025
VIII	Dividend Payout Ratio (Expected)	%	15	25	89%	167%
IX	Total Taxes Payable to the State Budget	Trđ	30 371	37 849	123%	125%
X	Charter Capital	Trđ	73 269	73 269	100%	100%
XI	Investment Value During the Period	Trđ	57 384	8 633	9%	15%

2. Results of Production and Business Activities in Various Sectors.

Overview of the Company's production and business performance in 2025 across specific sectors:

2.1. In the transportation sector:

- a. - Total volume of petroleum transported: reached over 2.8 million M3, an increase of 3% compared to the plan and 3% compared to 2024.
- b. - Total volume of goods transported: over 245 million M3Km, reaching 108% of the plan and an increase of 8% compared to 2024.
- c. - Transportation revenue: VND 481 billion (before VAT), an increase of 13% compared to 2024 and 117% of the annual plan.
- d. - Average freight rate: 1,960 VND/M3Km, an increase of 4.3% compared to 2024.
- e. - Pre-tax profit: Reached over 36 billion VND, an increase of 108% compared to 2024 and an increase of 119% compared to the annual plan.

Basically, in 2025, the adjusted freight rate increased, transport volume increased by 8% compared to 2024, and above all, the Company has implemented many management solutions regarding operations, costs, vehicle productivity, labor productivity, and transportation costs, resulting in reasonable and effective cost reductions. The factors impacting the increase/decrease in profit are all positive, which is the basic reason for the high transportation profit level in 2025.

2.2. In the petroleum business sector.

- a. Sales volume of petroleum products in 2025 will reach 50,233 M3, achieving 110% of the annual plan, an increase of 12% compared to 2024.
- b. Revenue will reach 883 billion VND, an increase of 5% compared to 2024 and 110% of the 2025 plan;

- c. Gross profit will reach 46 billion VND, an increase of 2% compared to 2024 but only 94% of the 2025 plan;
- d. Profits reached VND 9.243 billion, equivalent to 91% of the annual plan and 71% compared to 2024.

- In 2025, the volume of gasoline and diesel sales will increase compared to the same period, especially retail sales (up 13%), due to the company's flexible sales mechanisms and policies, preferential treatment for stable customer groups with high consumption demand, and various solutions to encourage employees at gas stations to improve customer care and marketing to enhance reputation and increase sales.

- Although gasoline and diesel production increased by 12% compared to 2024, the average gross profit for all products of the entire company in 2025 was lower than the Group's planned gross profit target by about 80 VND/liter. Increased costs due to the incentive mechanism for increased production are the basic reasons why gasoline and diesel profits in 2025 did not meet the set plan and decreased compared to 2024.

2.3. Other Goods Business:

- For lubricants, the production target was 79 tons, reaching 105% of the annual plan and increasing by 10% year-on-year (of which retail sales reached 27 tons, an increase of 7%, and internal sales reached 52 tons, an increase of 13%).

- For insurance and Jana laundry detergent businesses, although there were not many advantages in terms of selling price, in 2025, the Company adjusted some mechanisms to promote increased production and sales and achieved quite positive results.

- In 2025, the company will pilot the sale of exhaust gas treatment solutions at some gas stations to indirectly boost fuel sales and increase employee income.

In 2025, the company implemented many flexible mechanisms aimed at increasing the production/sales of non-fuel products, focusing on encouraging employees, especially those in the fuel sector, to boost the production/sales of non-fuel products. Indicators for production and revenue of non-fuel product businesses, especially lubricants, have shown growth.

2.4 Financial operating revenue and other income:

In 2025, due to the company's efficient use of existing capital, it generated financial revenue of VND 355 million.

Essentially, in 2025, the targets for production volume, revenue, and profit will all show growth compared to 2024 and exceed the plan set by the 2025 Annual General Meeting of Shareholders.

3. Consolidated Financial Indicators

3.1. Asset Situation



The Company's asset value as of December 31, 2025 is VND 273,838 million, equivalent to 109% compared to the beginning of 2025. Of which:

- Cash assets: VND 55,763 million
- Short-term investments: VND 5,575 million
- Inventory: VND 6,341 million
- Remaining value of fixed assets and construction in progress: VND 133,615 million
- Long-term financial investments: VND 0 million (provision for impairment of long-term investments has been completed at VND 677 million)
- Accounts receivable: VND 49,970 million
- Short-term assets and other items: VND 3,163 million
- Other long-term assets: 19,411 million VND

3.2. Capital sources as of December 31, 2025: 273,838 million VND. Including:

- Charter capital: 73,269 million VND
- Other owner's equity: 7,113 million VND
- Development investment fund: 43,045 million VND
- Undistributed profits: 39,195 million VND
- Long-term payables to employees: 15,369 million VND
- Accounts payable and liabilities: 95,847 million VND

3.3. Analysis of indicators:

Capital Structure Indicators	Previous Year	Reporting Year
Debt-to-total assets ratio	0.39	0.41
Debt-to-equity ratio	0.63	0.68

Financial Indicators	Previous Year	Reporting Year
- Net Profit Margin/Net Revenue Ratio	2,2	2,8
- Return on Equity (ROE)	17,2	23,1
- Return on Assets (ROA)	11	13,3
Net Profit from Operating Activities/Net Revenue Ratio	2,0	2,8

The company's financial situation is healthy, with a suitable asset and capital structure, facilitating capital mobilization and debt repayment. Total assets and capital as of December 31, 2025, amounted to VND 273,838 million, of which short-term assets were VND 120,812 million (44% of total assets), long-term assets were VND 153,026

million (56% of total assets), liabilities were VND 111,217 million (41% of total capital), mainly short-term debt, and equity was VND 162,621 million (59% of total capital).

3.4. Capital Preservation Situation:

- The company's charter capital is VND 73,269 million,
- Surplus and funds are VND 50,157 million.
- Undistributed after-tax profit for this period is VND 36,587 million;
Undistributed after-tax profit from the previous period is VND 2,607 million.

3.5. Accounts Receivable Management:

Customer accounts receivable as of December 31, 2025 are VND 43,427 million, of which transportation accounts receivable are VND 41,406 million, mostly internal Group accounts receivable; accounts receivable for fuel and other goods are VND 2,021 million, a decrease of VND 418 million compared to the same period.

In 2025, the Company did not incur any additional uncollectible accounts receivable.

4. Investment and Project Implementation Situation.

STT	INVESTMENT ITEMS	Plan for 2025 (Billion VND)		Actual Investment Plan for 2025 (Billion VND)	Comparison of % Actual 2025 with	
		General Meeting of Shareholders' Plan Approved	Group Plan Approved		General Meeting of Shareholders' Plan Approved	Group Plan Approved
I	MOVING OVER LAST YEAR	21 031	6 031	5 189	25	86
1	Investment in rebuilding Petrol Station No. 1	6 031	6 031	5 189	86	86
2	Construction of Ngoc Hoi Petrol Station	15 000				
II	NEW INVESTMENTS IN THE YEAR	36 353	4 661	3 444	9	74
1	Transportation	31 692				
2	Other investments	4 661	4 661	3 444	74	74

STT	INVESTMENT ITEMS	Plan for 2025 (Billion VND)		Actual Investment Plan for 2025 (Billion VND)	Comparison of % Actual 2025 with	
		General Meeting of Shareholders' Plan Approved	Group Plan Approved		General Meeting of Shareholders' Plan Approved	Group Plan Approved
2.1	<i>Repair and replacement of 3 tanks at Petrol Station 38</i>	1 032	1 032	1 049	102	102
2.2	<i>Reconstruction of the service area along Duc Giang road</i>	2 299	2 299	1 785	78	78
2.3	<i>Reconstruction of 2 guard houses, 2 gates, fence, and parking garage</i>	1 330	1 330	610	46	46
	TOTAL	57 384	10 692	8 633	15	81

The 2025 investment and development plan, approved by the General Meeting of Shareholders, has a total investment value of VND 57.384 billion, including VND 31.692 billion for vehicle investment and VND 15 billion for the construction of the Ngoc Hoi gas station.

However, in 2025, the Group approved a disbursement plan for investment items of VND 10.692 billion (excluding the VND 31.692 billion for vehicle investment and VND 15 billion for the construction of the Ngoc Hoi gas station).

In 2025, the Company implemented 100% of the investment items according to the disbursement plan approved by the Group, with a total investment value of VND 8.633 billion, achieving 81% of the disbursement value.

In 2025, the Company divested 100% of its capital contribution in P_AUTO Company and recovered VND 1.81 billion/VND 1.8 billion in capital contribution as stipulated in the 2025 Annual General Meeting Resolution.

5. Situation and results of corporate governance.

Successfully implemented the objectives and tasks according to the 2025 Annual General Meeting Resolution, the Board of Directors' Resolutions, and the Chairman of the Board of Directors' directives. Specifically:

- Focused on corporate governance based on evaluating the implementation of the Company's current regulations, rules, and mechanisms, identifying the reasons for good/poor performance to develop effective management and governance solutions.

- Adjust, revise, and supplement several plans, mechanisms, and systems of management documents to strengthen management, especially the management of transportation quality; analyze production, sales, and gross profit indicators, particularly production and business operating costs; focus on analyzing and evaluating economic and technical indicators, especially the system of economic and technical norms; based on this, develop plans to adjust some norms and quotas for the use of materials, spare parts, tires, and fuel to reduce costs and improve the company's business efficiency.

- Revise, supplement, and develop new management regulations and production organization models for the company to suit its conditions; adjust the mechanism for organizing the business of petroleum products and non-petroleum products, and manage inventory; balance and rearrange the transportation force between regions and units, etc.

- Adjusting business mechanisms flexibly, with preferential policies for customer groups to encourage gas stations to maintain and increase sales volume. Implementing decisively and promptly the sales volume increase solutions outlined at petroleum business conferences. Effectively implementing debt management regulations to manage customer debt, reduce capital tie-up, and ensure financial security.

- Continuing to improve the ERP management system software, which will be largely implemented in 2025; Strengthening the application of software systems in company management such as: Applying a vehicle tracking system to enhance the management of transportation service quality; Non-cash payment at gas stations...

- Strengthening organizational structure and staff positions to improve management and business efficiency; Establishing a Digital Technology and Communications Department to meet management requirements in the new phase;

- Reappointing management and executive staff whose terms have expired, appointing one new deputy head of department, and reorganizing some positions in the vehicle fleet. Organizing the transfer of 7 staff members from PTC.

- Strengthening the management of vehicles and drivers during mission execution. By 2025, the company had basically achieved good results in traffic safety and fire prevention, with a decrease in traffic accidents, no damage to goods or vehicles, and all repairs to vehicles damaged in traffic accidents were covered by insurance.

- Actively promoting the completion of procedures to soon begin construction of the Ngoc Hoi gas station in Hanoi.

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PART TWO

2026 PLAN AND IMPLEMENTATION SOLUTIONS

I. SITUATION FORECAST:

- Entering 2026, the geopolitical situation in the world remains unstable due to global conflicts, trade wars, and tariffs, which will make world oil prices complex and difficult to predict, indirectly affecting the situation and business results of the Vietnam National Petroleum Group.

- However, petroleum consumption in Vietnam in 2026 is expected to increase by 10% compared to 2025. In the context of increasingly stringent regulations on distribution, mandatory reserves, and operating standards, many small businesses are facing difficulties, even having their business licenses revoked. This creates opportunities for large enterprises like Petrolimex, thanks to their management advantages, good compliance capabilities, economies of scale, distribution system, and petroleum storage facilities. The Group can improve gross profit, continue to expand market share, and increase petroleum sales volume in 2026.

- Market competition and petroleum transportation market share in the Company's operating area will be fierce, especially competing with the industry unit, PTS Ha Tay, to transport the increased volume of petroleum products when implementing the D.O.C. program.

- The Group will have many policies to create favorable conditions for joint-stock companies in the petroleum business, such as: allowing 100% brand recognition of the Group, supporting training for staff, store managers, and workers, applying software and equipment for petroleum business management, and integrating into the Group's ecosystem... which will create favorable conditions for the Company in competing to attract customers and increase petroleum sales volume.

The application of the Group's Document 336 in calculating losses for drivers during import, export, and transportation differs from the previous method by recording losses based on actual figures and calculating transportation losses per trip, leading to difficulties in reconciliation.

- The expansion and development of gas stations continues to face many difficulties due to competition from many units within and outside the Group, and obstacles from the State's mechanisms will hinder the growth targets for production volume and efficiency in the petroleum business in 2026.

- The business of other goods does not have many advantages in terms of quality and price, and lacks high competitiveness, making it very difficult to increase production volume.



2026 is assessed as a year with many difficulties and advantages intertwined, with difficulties outweighing advantages. Based on the assessment of the results of implementation in 2025 and the forecast of the situation in 2026, the Company sets out the basic orientations, plan targets and key tasks and solutions for 2026 as follows:

II. ORIENTATIONS AND BASIC PLAN TARGETS:

1. Orientation and tasks for 2026

(1) To effectively carry out market work and transport market share, ensuring the capacity and quality of transport services to best meet the transport needs for the Group's sourcing and sales activities, in line with the Group's trend of expanding into green, clean, and environmentally friendly fuel and energy products.

(2) Continue to focus on perfecting governance mechanisms, business mechanisms, and new investment in brand identity to integrate with the Group's overall ecosystem and maximize the Petrolimex brand and image to increase sales volume of petroleum products and non-petroleum products, ensuring efficiency;

(3) Closely follow the implementation of the Group's action programs for 2026 and subsequent years with solution groups focusing on improving the efficiency of corporate governance based on investment deployment, application of technology, information technology and digital transformation.

(4) Focus investment resources on modernizing and advancing the advantages of transportation and petroleum business based on investment in technical infrastructure, advanced and modern technology and high-quality human resources to meet the technological innovation requirements of the Group and society.

(5) Ensuring absolute safety in the production and business process is the top priority, including safety in finance, law, fire prevention and control, traffic, environmental protection, etc.;

(6) Continuing to develop and effectively utilize existing facilities and human resources to increase the sales volume of non-petroleum business products including: Lubricants, Insurance, Electric charging stations, joint ventures and partnerships...;

2. Basic overall financial plan targets for 2026.

TT	Indicators	Đơn vị tính	Unit of measurement	Comparison with 2025 performance (%)
1	Main business output			
1.1	Road transport output			
a.	Transport volume	M ³	3.107.071	110%

TT	Indicators	Đơn vị tính	Unit of measurement	Comparison with 2025 performance (%)
b.	Transport output	M ³ km	267.880.882	109%
1.2	Gasoline sales output	M ³	54.400	108%
	Of which: Retail sales output	M ³	50.502	110%
2	Revenue	Billion VND	1.555,762	121%
a	Transport operating revenue	"	525,046	109%
b	Construction business operating revenue	"	1.020,604	127%
c	Other goods trading revenue	"	7,748	109%
d	Other business operating revenue	"	2,364	85%
3	Expenses	Billion VND	1.511,424	121%
4	Profit before tax	Billion VND	44,338	96%
a	Transport operating profit	"	34,526	96%
b	Construction business operating profit	"	9,541	103%
c	Other goods trading profit	"	0,170	90%
d	Other business operating profit	Billion VND	0,101	95%
5	Profit after tax	Billion VND	35,471	97%
6	Net Profit Margin/Charter Capital	%	48%	96%
7	Net Profit Margin/Shareholder Equity Margin	%	24%	104%
8	Total Investment Value during the Period	Billion VND	58,130	673%
9	Payment to the State Budget	Billion VND	38,680	102%
10	Dividend Rate	%	25	100%

III. KEY SOLUTIONS:

1. Market, Business and Business Support Activities

- Balance the allocation of transportation vehicles and the transportation management mechanism at the Company and in the regions to ensure transportation capacity best meets the needs of customers for petroleum transportation, focusing on

maximizing transportation needs for Petrolimex's affiliated units according to the Group's D.O.C. Closely monitor transportation market share as directed by the Group. Invest in additional transportation capacity and replace old, outdated, low-productivity, and low-efficiency transportation vehicles. Improve transportation service quality, increase vehicle productivity, reduce costs, and improve efficiency in transportation business;

- Successfully implement negotiations and contract signing for transportation in 2026 with petroleum companies to ensure efficiency and a market share no lower than in 2025 to complete the transportation volume plan assigned by the Group. - Continue to supplement and amend mechanisms in the petroleum business to increase sales volume at existing gas stations, focusing on exploiting the service-oriented market and large-volume retail customers at the stations. Consider investment, renovation, and repair of stations, especially investment in brand identity as regulated by the Group, as a top priority business solution. This includes in-depth renovation, repair, and upgrading of gas stations with potential and room for increased sales volume towards advanced, modern, highly automated, digital technology applications combined with green and clean transformation, and environmental protection.

- Strengthen mechanisms and solutions to increase sales volume and revenue while ensuring the effectiveness of non-petroleum products, focusing on increasing sales volume of lubricants, insurance, detergents, urea water, etc., at sales channels, especially at gas stations. Coordinate with partners to bring the charging station at the Company's office into operation as soon as possible. Research cooperation in operating electric vehicle charging and battery swapping stations at gas stations and on the Company's land areas with advantages and efficiency. Develop a pilot plan to exploit locations for advertising rentals and supplementary services for gas station business operations at suitable locations to increase revenue and exploit and leverage the advantages of vacant space at gas stations.

2. Investment in physical and technical infrastructure

- Successfully implement the 2026 investment plan, including the following investment items:

STT	Project Name	Value	Execution Time
1	Investment in 15 tanker trucks with a capacity of 19-22m3	51 180	Q2/2026
2	Investment to replace 1 office vehicle	2 500	Q1/2026
3	Construction of an office service building	950	Q2/2026
4	Expansion of the vehicle fleet office building	950	Q1/2026

STT	Project Name	Value	Execution Time
5	Repair of workshops and warehouses	700	Q1/2026
6	Renewing the branding of Gas Station 18	900	Q3/2026
7	Rooftop solar power system	950	Q1/2026
	TOTAL	58 130	

- Continue to liquidate old, inefficient vehicles, including small-capacity vehicles used for short-distance transport, and invest in replacing them with larger-capacity vehicles with lower operating costs to reduce costs and enhance competitiveness in the market.

- Develop a mechanism to encourage employees inside and outside the company to seek and invest in the development of retail gasoline stations, focusing on leasing, purchasing, or applying for land to build gas stations while ensuring efficiency. Concentrate resources to complete the necessary procedures for building a gas station in Dai Ang – Thanh Tri in Q4/2026;

3. Financial Management

- Develop an overall annual capital balance plan for the entire company to ensure working capital and capital for investment and development activities based on the principles of safety and efficiency;

- Improve the efficiency of cash flow management at the Company and its units by strongly promoting the implementation of cashless payment programs, strictly controlling accounts receivable according to contracts and payment deadlines, and unifying accounts receivable control policies on the ERP system to increase financial security and preserve capital at the Company, branches, and gas stations.

- Monitor, summarize, and analyze quotas and contracted expenses to make appropriate adjustments, continue reviewing and reducing cost norms, especially the economic and technical norms system in transportation, in order to reduce transportation costs and increase competitiveness within and outside the industry.

- Effectively manage accounts receivable, ensure financial security, and continue to manage inventory efficiently.

4. Management and Administration

- Timely completion, amendment, and supplementation of the system of financial management regulations and procedures to ensure consistency with the business mechanism, suitability to practical conditions, and alignment with new business regulations of the Company, Group, and State.



- Focus on effective management of costs and prices in the Company's production and business activities based on managing, analyzing, and evaluating monthly cost items to develop solutions for cost savings, price reduction, and improved production and business efficiency in 2026 and subsequent years.

- Complete the regulations guiding and implementing the plan for managing and repairing transport vehicles, based on the principle of resolving all difficulties and obstacles arising during implementation;

- Continue reviewing and evaluating the efficiency of using materials, spare parts, tires, fuel, etc., as a basis for adjusting, supplementing, and modifying the system of economic and technical norms for vehicle operation based on the application of new management technologies and the use of materials and raw materials suitable for each type of vehicle.

- Strengthen the application of technology and information technology in management and administration to meet management requirements and integrate with the digital transformation trend of society within the Group. Focus resources to coordinate with Piacom and other software units to complete, supplement, and effectively utilize the Company's management software.

- Enhance risk control effectiveness at gas stations and during transportation through risk monitoring solutions using digital processes, digital technology, monitoring of gas stations and transport vehicles via cameras, GPS tracking devices, etc.

- Adjust the company's organizational model appropriately, especially the organizational model and functions of departments, divisions, and vehicle fleets when implementing the Group's D.O.C. (Direct Control) program.

- Strengthen the organization of training courses to improve the professional skills of staff and employees at the company's offices, branches, vehicle fleets, and gas station managers, and promote ethical business practices for retail gasoline station workers and drivers. Strictly handle cases of violations while promoting timely evaluation and rewards for staff and employees with achievements or contributions to the company.

5. Digital Transformation

- Continue to promote solutions for modifying and improving the management software to suit the Company's management and administration requirements.

- Continue to improve and vigorously and thoroughly implement solutions to accelerate the application of advanced technology solutions to serve the Company's management and administration, monitor transportation processes, and sales activities at the Company's gas stations in accordance with the Group's orientation.

- Continue to promote the exploitation of the Digital Office application (Petrolimex DOffice) throughout the Company, especially for direct employees,

strengthen internal communication, digital culture, corporate culture, digital training, etc., on DOffice in accordance with the Group's policy.

IV. SOME RECOMMENDATIONS TO THE GROUP

- Continue to create stable conditions for the transportation market and market share so that the Company can organize the exploitation of vehicles and guide investment effectively. - Apply 100% of the Group's published freight rates to petroleum companies in transportation contracts, creating conditions for transportation companies to offset costs, ensure business efficiency and invest in new, large-capacity, high-tech vehicles, gradually upgrade their fleets, improve service quality, ensure good sourcing for petroleum companies, and be ready to participate in the Group's D.O.C. (Delivery Control) work.

- Adjust the software and change the principles for calculating and accounting for excess and shortage of goods in accordance with document No. 0336/PLX-KDBL dated February 24, 2025, of the Vietnam National Petroleum Group on guiding the implementation of the Regulations on managing gas stations, which includes guidance on implementing accounting for losses at each stage in the transportation and delivery of petroleum products, applicable from July 1, 2025, in line with the actual delivery and receipt work in transportation, so that transportation units are only responsible for transportation losses at the stage of transport from the warehouse to the gas station.

- Facilitate the company's investment in restructuring its fleet to continuously improve the quality and efficiency of its business operations upon the company's proposal.

- Implement a centralized dispatching plan at the Group level as soon as possible to better combine the resources of transportation companies and reduce mobilization costs.

- Organize management and operational training courses for transportation joint-stock companies, especially for station managers and fuel distribution managers, to enhance professional skills and commercial ethics.

- Establish a price mechanism for transportation joint-stock companies purchasing fuel through member fuel companies, ensuring stable prices that are not lower than the Group's target gross profit.

- Support investment in gas stations to improve brand identity according to Group standards, equip them with management software and equipment within the Group's overall ecosystem to maximize the capacity of gas stations, and ensure their full participation in the Group's overall ecosystem. The above is the Company's business performance report for 2025 and business plan for 2026, presented at the 2026 Annual General Meeting of Shareholders.

On behalf of the Company's Board of Directors, I would like to express my sincere gratitude for the guidance and assistance from the Vietnam National Petroleum Group, Petrolimex Petroleum Services Corporation, and all units and partners inside and outside the industry.

I would also like to express my sincere gratitude for the guidance of the Company's Board of Directors and the cooperation of the Company's Supervisory Board. I would like to acknowledge, commend, and thank all the employees of the Company.

I wish good health to all distinguished delegates and shareholders.

Sincerely,

DIRECTOR

Pham Quoc Hung





Ha Noi, April 15th, 2026

**REPORT OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL
GENERAL MEETING OF SHAREHOLDERS**

To: Esteemed Shareholders and Distinguished Delegates!

On behalf of the Board of Directors (the “BOD”), I am pleased to present a summary of the BOD’s performance and that of its individual members in 2025, together with key orientations for 2026, as follows:

I. REVIEW OF BUSINESS PERFORMANCE IN 2025.

1. General Context :

In 2025, the Company’s business operations were affected by several factors, including:

- Volatility in fuel prices due to ongoing global geopolitical uncertainties.
- Effective from January 1, 2025, the Law on Road Traffic Order and Safety introduced additional restrictions on working hours for commercial drivers (not exceeding 48 hours per week), which, combined with the requirement to halt vehicles for registration renewal under the Ministry of Public Security's regulations, significantly impacted fleet productivity, disrupted transportation capacity, and increased the Company's operating costs and transportation prices.
- Frequent storms and natural disasters since the beginning of 2025 caused landslides across multiple transportation routes of the company, posing significant challenges to logistics operations.
- Petrolimex Petroleum Services Corporation required the reallocation of part of the Company’s traditional market share to PTS Ha Tay, which adversely affected the Company’s market share and transportation market.
- Investment in the development of petroleum retail stations continued to face numerous difficulties and complexities regarding paperwork procedures, planning, and land clearance compensation in Hanoi city.

2. Business Performance Results

- Despite these challenges, the Company proactively leveraged opportunities, overcame difficulties, and persistently implemented the strategic directions set by the BOD, successfully exceeding the key targets approved by the 2025 Annual General Meeting of Shareholders, specifically as follows:

No.	Indicator	Unit	2025 Actual	vs. 2024 (%)	vs. 2025 AGM Resolution (%)
1	Consolidated net revenue	VND million	1.290.651	108	105
2	Profit before tax	VND million	45.999	137	167
3	Profit after tax	VND million	36.588	138	166
4	Dividend payout ratio	%	25	89	167
5	Total investment value	VND million	8.633	11	81

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

The Company's BOD consists of 05 members, including 02 executive members working at the Company and 03 non-executive members from other entities (01 from Petrolimex Petroleum Services Corporation, 01 from Petrolimex Region I, and 01 external shareholder). Among them, 03 members are representatives of the capital contribution of Vietnam National Petroleum Group at the Company.

Based on the Company's Charter, the Operation Regulations for Capital Representatives, the BOD's Operation Regulations, and the decentralization of direction, management, and administration among the BOD, the Chairman of the BOD, and the Company Director, the BOD has assigned tasks and responsibilities to its members to manage the Company. Specifically, through regular and extraordinary BOD meetings, the BOD captures information and provides directions via its resolutions.

Effective October 1, 2025, in accordance with the policy of Vietnam National Petroleum Group and the restructuring of Petrolimex Petroleum Services Corporation, 01 BOD member (Mr. Mai Ngoc Du) requested to resign from his position as a BOD member of the Company to undertake other duties.

In 2025, the Board of Directors effectively fulfilled its governance role in accordance with the Law on Enterprises and the Company's Charter. Specifically:

1. Issuing resolutions to direct business operations

- In 2025, the BOD organized 4 regular meetings and collected written opinions to decide on BOD matters and implement the targets set by the 2026 Annual General Meeting of Shareholders, thereby developing short-term and long-term objectives suitable for each specific period and phase. Based on their assigned tasks, BOD members proactively and responsibly participated in proposing specific solutions for management and operations.

- The BOD provided directions through its resolutions (issuing 14 Resolutions in 2025 via physical meetings or collecting written opinions). Furthermore, the BOD regularly monitored the Company's situation through various information channels, combining specialized meetings with the Company's leadership and management apparatus. This multi-dimensional approach helped the BOD promptly capture the business operations situation, the management administration, and the effectiveness of the Company's mechanisms and policies across different fields, thereby proposing more practical and effective corporate management guidelines and solutions.

2. Supervising the operations of the Board of Management and the Company's dependent units.

The BOD regularly monitored and supervised the Company's business operations, as well as the management and administration of the Board of Management and other managers, through financial reports, statistical systems, and other monthly, quarterly, and annual reports. Special attention was given to the implementation of BOD Resolutions, regulations of the Group and Petrolimex Petroleum Services Corporation, and State laws. Furthermore, the BOD exercised direct supervision through the inspections and controls conducted by the Supervisory Board; and the audit results from independent auditing bodies and Petrolimex Petroleum Services Corporation.

In 2025, according to the BOD's monitoring and supervision results, the Company's Board of Management and other managers properly executed their functions and duties as prescribed by the Company's Charter, the BOD's Operation Regulations, the regulations on decentralized management between the BOD and the Company Director, as well as other current regulations of the Company, Petrolimex Petroleum Services Corporation, and State laws. The Company's Board of Management fully implemented the Resolutions of the 2025 Annual General Meeting of Shareholders and the BOD's Resolutions. They proactively deployed and directed the successful completion of the basic and primary targets of the 2025 Business Plan; and fully realized the legitimate rights and interests of shareholders, employees, and the enterprise. They fully fulfilled obligations to the state budget and preserved and developed capital

- The BOD did not detect any violations of the law by members of the Board of Management.

3. Deciding on crucial matters such as:

3.1 Directing the improvement of corporate organization and governance

Over the past year, implementing the policies of the Party and the State, the Company's BOD directed the Company Director to study the organizational model of functional departments, particularly the provincial Fleets, to align with the organization of Petroleum Companies and Petroleum Depots.

- Appointed 01 additional Deputy Director of the Company (who is the capital representative of Petrolimex Petroleum Services Corporation) upon the restructuring of the Corporation as directed by the Group.

- Established the Digital Technology and Communications Department by separating functions and duties from the Organization and Administration Department to implement the digitalization policy, enhance technological application capabilities in business, and better serve management and data exploitation requirements.

- Focused on maintaining the transportation market share based on sustainable solutions: improving service quality, reducing costs, and ensuring safety during transportation. Specifically focused on analyzing to provide concrete assessments and solutions to improve the efficiency indicators of vehicle utilization by group, vehicle type, and operational route to serve as a basis for investing in transportation vehicles for 2025 and subsequent years, ready to meet the Group's centralized transportation dispatching (D.O.C) policy.

- Improved the quality of the Fleet and station management staff through solutions such as: organizing competitions for staff to showcase ideas and solutions, which are then evaluated and widely applied throughout the company. This also serves as a basis for salary payment, rewarding, mobilization, and appointment of staff.

- The BOD continuously directed the strengthening of control over transportation

vehicle repairs by pushing the completion of the management mechanism and enhancing the inspection and supervision of repair execution.

- In the petroleum business, the BOD directed enhanced supervision of sales invoices and documents; rational management of inventory; and focused on analyzing and evaluating the effectiveness of each method and customer group, along with implementing solutions to organize the petroleum business to enhance its efficiency.

- Focused on improving the management quality of Branches and the professional qualifications of Branch staff and Station Managers.

- Directed the Executive Board to implement solutions to reduce the workforce, increase labor productivity, and increase income.

- Approved the 2025 staffing plan proposed by the Company Director; Directed the implementation of training and personnel arrangement within the Company according to regulations.

- Directed solutions to ensure employment and increase income for employees.

3.2. Directing the use, preservation, and development of capital, and risk management.

- Actively directed the development and management of technical and economic norms in transportation to save costs and lower transportation prices: Directed the formulation, adjustment, and approval of technical and economic norms, with direct supervision.

- Directed the procurement of transportation vehicles, capital construction, and purchase of materials and equipment through bidding and competitive pricing.

- Directed the preparation of financial plans, balancing capital at each period, utilizing accounts receivable and payable, and approving loan plans corresponding to each period to reduce interest rates and loan durations.

- Paid attention to and frequently implemented measures to strengthen cash flow management in the petroleum business to ensure financial efficiency and safety.

- Directed the deployment of solutions regarding fire prevention and fighting safety, traffic safety, occupational safety, and commercial civilization.

3.3. Directing investment activities

The BOD consistently continued to allocate resources to focus investment on two main areas: transportation vehicles and petroleum retail stations. Based on potentials and advantages, selectively expanded investments into other sectors step-by-step. Directed the timely and effective implementation of investment projects adhering strictly to principles:

- In 2025, due to the policy of organizing and restructuring Petrolimex Petroleum Services Corporation, the Group did not approve the investment in new transportation vehicles. The BOD directed strengthening the quality management of existing vehicles, suspending the liquidation of old vehicles (except for those expired or of extremely low quality), improving the quality and productivity of the vehicle fleet, and lowering transportation costs.

- Focused investment on upgrading and renovating existing petroleum retail stations to increase volume and business efficiency. Rebuilt Petroleum Station No. 01 due to the policy of expanding Duc Giang street; Regarding the project to build a petroleum station in Thanh Tri commune, Hanoi city, although the Hanoi People's Committee approved the investment policy, the project's construction has not yet been completed due to numerous objective factors related to the city's policies.

- Directed the upgrade and repair of several facilities at the Company and business service units.
- Successfully divested and recovered 100% of the Company's capital contribution value at P.auto Automobile Repair Service Joint Stock Company through public offering.
- Directed the joint venture to build electric vehicle charging stations and the tire business.

3.4. Implementing transparent corporate governance and protecting shareholders' interests

- Conducted independent audits and publicly disclosed financial reports and corporate governance reports.
- Directed the preparation of reports on information disclosure regarding changes and explained the causes of fluctuations in business performance results.

III. OPERATIONAL DIRECTIONS OF THE BOD IN 2026 AND ORIENTATIONS FOR THE COMING YEARS

1. Influencing factors

- The global geopolitical situation remains unstable due to conflicts worldwide; trade wars and tariffs will cause world oil prices to fluctuate unpredictably, indirectly affecting the business situation and results of Vietnam National Petroleum Group.
- However, petroleum consumption volume in Vietnam in 2026 is expected to increase by 10% compared to 2025. In the context of increasingly strict regulations on distribution, mandatory reserves, and operational standards, many small enterprises face difficulties. This creates opportunities for large enterprises like Petrolimex, thanks to advantages in governance, strong compliance capabilities, scale advantages, distribution systems, and petroleum reserves.
- Competition for the market and petroleum transportation market share in the Company's operating area will be highly fierce, especially the competition with PTS Ha Tay, an entity within the industry, to transport the additional output when implementing the D.O.C program.
- The expansion and development of petroleum stations will continue to face many difficulties due to competition with numerous internal and external entities of the Group, and obstacles stemming from State mechanisms will pose significant challenges to the targets of output growth and efficiency in the petroleum business in 2026.
- Implementing the Group's D.O.C policy requires the Company to well-prepare human resources and vehicles. However, recruiting drivers and investing in petroleum transportation vehicles face difficulties.

2. Orientations for the coming years

1. Promote the development of the petroleum transportation business through investing in the modernization of the vehicle fleet and recruiting high-quality labor.
2. Step up the development of the petroleum retail station system and increase other benefits derived from these stations.
3. Continue to excel in internal governance: Human resources management and cost management.
4. Improve business and production efficiency, preserve and grow equity through increasing charter capital and appropriating production development funds from business profits.
5. Ensure dividends for shareholders and income for employees.

III. Basic Targets for 2026

1. Planned revenue: VND 1,556 billion, equaling 121% of 2025.

2. Profit before tax: VND 44.3 billion, equaling 97% of 2025.
3. Profit after tax: VND 35.5 billion, equaling 97% of 2025.
4. Dividend payout ratio (in cash or bonus shares): 25%.
5. Total investment value: VND 58.13 billion.

IV. Groups of Solutions for 2026

1. Group of solutions for the transportation business:

- Manage the existing transportation market share well and develop new markets and new transportation business lines.
- Continue to invest in innovating the structure and quality of the vehicle fleet.
- Recruit and train a team of petroleum transport drivers ready to meet task requirements.

2. Group of solutions for the petroleum business:

- Strive to retain existing petroleum stations.
- Focus resources on increasing output at existing petroleum stations.
- Strive to complete procedures to invest in the Thanh Tri - Ngoc Hoi petroleum station project.
- Promote the business of other goods.

3. Group of solutions for internal governance:

- Perfect and supplement internal governance regulations and rules; enhance inspection and control work, and rectify shortcomings found through inspections.
- Review and adjust technical and economic norms and management processes.
- Accelerate digital transformation efforts.
- Develop and apply KPIs in executive management.
- Mobilize and arrange the management apparatus towards a lean and efficient structure in accordance with State policies.
- Strive to reduce the proportion of indirect labor in the total labor structure.
- Introduce solutions for vehicle technical control, alcohol consumption, speed limits, and working hours to minimize traffic safety risks.
- Enhance education to raise awareness, coupled with strict handling to limit and progressively eliminate violations requiring disciplinary action among employees.

The Company's Board of Directors would like to express our sincere gratitude for the direction and support from Vietnam National Petroleum Group, the coordination and facilitation from member units within the Group, and the coordination in inspection and supervision by the Company's Supervisory Board. We acknowledge and thank the Executive Board and all employees of the Company for their utmost efforts.

We wish all Distinguished Delegates and Esteemed Shareholders good health and happiness.

Sincerely thank you!

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**

Bui Van Thanh





Ha Noi, April 15th, 2026

**REPORT ON THE PERFORMANCE OF THE SUPERVISORY BOARD
PETROLIMEX HANOI TRADING AND TRANSPORTATION JOINT STOCK
COMPANY IN 2025**

(Submitted to the 2026 Annual General Meeting of Shareholders)

To: Distinguished Guests and Valued Shareholders

In exercise of the functions and duties of inspection and supervision as prescribed by the Law on Enterprises, the Charter of Petrolimex Hanoi Commercial and Transportation Joint Stock Company (the Company), and the Regulation on Organization and Operation of the Supervisory Board; the Supervisory Board hereby reports to the General Meeting of Shareholders on the results of its supervision of the Company's activities and the Board's performance in 2025 as follows:

PART I:

ACTIVITIES OF THE SUPERVISORY BOARD

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

- Consistent development and implementation of the 2025 annual work plan;
- Organizing data collection, building, and finalizing the database to support supervision and analysis of periodic business and financial reports (quarterly, semi-annually, nine-month, and annual);
- Conducting appraisals, analyses, and evaluations of the Company's business results and corporate governance;
- Coordinating with functional departments to inspect management activities and evaluate the achievement of planned targets on a monthly, quarterly, and annual basis;
- Inspecting debt management, analyzing aging debts, bad debts, and insolvency risks;
- Coordinating with functional departments to inspect management activities at gas stations;
- Attending meetings and providing consultative opinions to the Board of Directors.

In addition to formal meetings and direct working sessions, the Supervisory Board maintained regular communication, exchanged information and documents, and proposed specific, practical solutions to fulfill its duties and continuously enhance operational efficiency.

PART II:

INSPECTION AND SUPERVISION RESULTS

I. Appraisal of the 2025 Financial Statements



The 2025 Consolidated Financial Statements of the Company, audited by An Viet Auditing Co., Ltd., present a true and fair view, in all material respects, of the financial position, business performance, and cash flows of the Company, in accordance with Vietnamese Accounting Standards and relevant prevailing regulations.

Key financial indicators from the financial statements:

No.	Indicators	Unit	31/12/2025	
			Parent Co.	Consolidated
I	Total Assets			273.838
1	Current assets	Million VND		120.812
2	Non-current assets	Million VND		153.026
3	Goodwill	Million VND		0
II	Total Capital & Liabilities			273.838
1	Liabilities	Million VND		111.217
2	Owner's Equity	Million VND		162.621
3	Non-controlling interests	Million VND		0
III	Liquidity Ratios			
1	Current ratio	Times		1,3
2	Quick ratio	Times		1,2
IV	Capital Structure			
1	Total Liabilities / Total Capital	%		41
2	Owner's Equity / Total Capital	%		59
V	Profitability			
	Profit after tax for the reporting period	Million VND		36.588
1	ROE (PAT / Average Owner's Equity)	%		23
2	ROA (PAT / Average Total Assets)	%		14
VI	Basic Earnings Per Share (EPS)	VND		4.994

II. Implementation Results of GMS and BOD Resolutions and Key Tasks

1. Consolidated Performance Results:

- Petroleum volume: Reached 50,233 m3/tons (110% of the plan, up 12% compared to 2024). Internal consumption reached 4,322 m3 (86% of the plan, equal to 97% of the same period).
- Transportation volume: Over 245 million m3.km (108% of the plan, up 8% compared to 2024).
- Revenue: 1,291 billion VND (105% of the plan, up 8% compared to the same period).
- Profit Before Tax (PBT): 45,999 million VND (167% of the plan, up 37% compared to the same period).
- Profit After Tax (PAT): 36,588 million VND (166% of the plan, up 38% compared to the same period).
- PAT/Average Charter Capital ratio: 50%.

- Expected Dividend: 25%.

2. Evaluation of Business Plan Achievement:

The company has successfully met the targets approved by the Shareholders' Meeting, specifically as follows:

- Transportation volume reached 108% of the plan; fuel consumption volume reached 110% of the plan;
- Pre-tax profit reached VND 45,999 million, achieving 167% of the plan; after-tax profit reached VND 36,588 million, achieving 166% of the plan; average return on charter capital reached 50%; average return on equity reached 23.1%;

Results of the two main business areas are as follows:

*** Transportation sector:**

- Total transportation volume reached over 2.8 million M3, an increase of 3% compared to the plan and 4% compared to 2024;
- Total turnover of the entire company reached over 245 million M3Km, achieving 108% of the plan and an increase of 8% compared to 2024;

The 2025 transportation volume growth is mainly due to increased sales volume from many petroleum companies compared to 2024, boosting the overall transportation volume of the company. In particular, the petroleum companies in Hai Duong, Tuyen Quang, Lao Cai, and Dien Bien saw an average 12% increase in retail sales volume compared to the same period in 2024. Furthermore, the Group's management of the supply chain under the D.O.C. program, with increased pickup at the K130 warehouse for petroleum companies in Ha Bac, Hai Duong, Thai Binh, and Cao Bang, increased pickup at the Duc Giang warehouse for petroleum companies in Phu Tho, Yen Bai, and Dien Bien, continued pickup at the K131 and K130 warehouses by the KV3 Petroleum Company, and the partial shift of pickup from the B12 warehouse by the Aviation Fuel Company, also contributed to the company's increased turnover.

The company's overall output increased by 12% compared to the same period, mainly due to increased overall societal demand. Simultaneously, the company has flexible sales mechanisms and policies, offering incentives for stable customer groups with high consumption needs, and implementing various solutions to encourage employees at gas stations. The efforts of gas stations in enhancing customer care and marketing enhance reputation and increase sales volume.

- Transportation revenue reached VND 481 billion, achieving 117% of the plan and 113% compared to the same period last year.

- Transportation costs in absolute terms were VND 445 billion (including outsourced transportation fees and interest expenses), with an average cost of VND 1,814/m3km. In absolute terms, transportation costs decreased by VND 35 billion; in terms of average cost, the entire company increased by VND 8/m3km compared to the same period last year. The average transportation cost across the entire company increased mainly due to the impact of increased production leading to higher costs, and increased costs for repairing transportation vehicles because many of the company's vehicles have been in operation for a very long time (over 15 years, over 20 years) without new investment, so the company had to refurbish and repair them; especially in 2025, the company increased the allocation of salary and benefits for employees, which increased the overall transportation cost of the entire company.

- Pre-tax profit of VND 36,286 billion (including financial operating profit) reached 219% of the plan and was 208% compared to the same period.

*** Petroleum business sector:**

- The total sales volume of petroleum products reached 50,233 m3/tons, reaching 110% of the plan and growing by 12% compared to the same period in 2024; Specifically:

+ Retail sales volume was 45,911 m3/tons, reaching 113% of the plan and 113% compared to the same period last year;

+ Internal sales volume was 4,322 m3/tons, reaching 86% of the plan and 97% compared to the same period last year.

The company's total petroleum sales volume increased by 12% compared to the same period last year, mainly due to increased general social demand; at the same time, the company has flexible sales mechanisms and policies, with incentives for stable customer groups with high consumption demand, and many solutions to encourage employees at gas stations, as well as the efforts of gas stations to enhance customer care and marketing to improve reputation and increase sales volume.

- The company's petroleum business expenses in 2025, in absolute terms, were 36.6 billion VND, reaching 110% of the plan and 115% compared to the same period last year; The assessment based on the fuel consumption rate (D/L) criterion shows 729 D/L, achieving 100% of the plan and 103% compared to the same period last year; in absolute terms, the D/L indicator increased by 24 VND/liter compared to the same period last year.

The cost of gasoline and diesel fuel increased by 4.8 billion VND in absolute terms and 24 VND/liter in D/L compared to the same period last year. In 2025, the increase in costs is mainly due to salaries and benefits for employees and some other expenses.

- The profit from gasoline and diesel fuel business in 2025 reached 9,243 million VND, achieving 91% of the plan and 71% compared to the same period last year.

Profits from petroleum business in 2025 did not meet the plan and only reached 71% compared to the same period in 2024, mainly because the average gross profit margin assigned by the Group for all products of the Company in 2025 was approximately 910 VND/liter, lower than the Group's target gross profit margin of 80 VND/liter, and also lower than the same period by about 80 VND/liter; There were periods in March, April, May, and December 2025 when the Group's gross profit margin was very low compared to the target gross profit margin (in some periods, the average gross profit margin for products only reached 250 VND/liter to 400 VND/liter, especially on December 18, 2025, the gross profit margin for R95 III gasoline in Zone 1 was only 160 VND/liter).

- Accounts receivable management: Accounts receivable from customers as of December 31, 2025, amounted to VND 43,427 million, all within the payment deadline. The company has no overdue accounts.

+ Transportation accounts receivable: VND 41,406 million, all accounts receivable from petroleum companies in the industry, all within the payment deadline;

+ Petroleum accounts receivable: VND 2,021 million, all within the payment deadline.

The company's debt management situation is relatively stable, There have been no new cases of bad debts or insolvency.

3. Financial Status:

- The company's financial situation is healthy, with a suitable asset and capital structure that facilitates capital mobilization and debt repayment. Total assets and capital as of December 31, 2025, amounted to VND 273,838 million, of which short-term assets were VND 120,812 million (44%), long-term assets were VND 153,026 million (56%); liabilities totaled VND 111,217 million (41%), mainly short-term debt; equity was VND 162,621 million (59%).

The financing ratio (Equity/Total Assets) was 0.59 times; the self-financing ratio of fixed assets was 1.41 times. The high financing and self-financing ratios of the company indicate a relatively stable financial situation; the company is completely financially independent.

The short-term liquidity ratio was 1.26 times. The quick ratio is 1.19 times; the company's solvency ratios are all greater than 1, indicating high financial stability and autonomy.

Return on Equity (ROE) is 23.1%; Return on Assets (ROA) is 13.3%.

- Capital preservation situation: The company's charter capital is VND 73,269 million, surplus and reserves are VND 50,157 million, undistributed after-tax profit is VND 39,195 million, of which undistributed after-tax profit for this period is VND 36,587 million, and undistributed after-tax profit carried over from the previous period is VND 2,608 million. Shareholders' investment capital is preserved and growing sustainably.

4. Investment and Asset Acquisition Situation:

- Investment Plan: In 2025, the Group approved a disbursement plan for investment items totaling VND 10,692 billion.

- Results in 2025: The Company implemented 100% of the investment items approved by the Group.

The Company's investment items were implemented in accordance with the Company's financial management regulations and bidding regulations;

For liquidated assets, valuation was carried out, and a bidding process was organized to select an auctioneer and conduct the auction in accordance with regulations.

III. Activities of the Board of Directors (BOD)

1. Board of Directors' Performance:

The Board of Directors has operated in accordance with the Company's charter, the Board's operating regulations, and the established hierarchy. The Board of Directors has held regular and extraordinary meetings, and conducted opinion polls to decide on Board matters and implement the targets set by the 2025 Annual General Meeting of Shareholders. All decisions made by the Board of Directors have been formalized through resolutions and written documents. In 2025, the Board of Directors issued 14 resolutions. These resolutions have been implemented in accordance with the Board's functions, duties, and delegated authority.

2025 marks the 5th year of the 2021-2025 term. The Board of Directors currently has 5 members, including 2 members working at the Company and 3 members holding dual roles from other units (1 member from Petrolimex Petroleum Services PLX, 1 member from the Regional Petroleum Company I, and 1 Board member who is an external shareholder). In October 2025, the Group merged Petrolimex Petroleum Services PLX into the Group. One member from the PLX also submitted a resignation, so from October 2025, the Company's Board of Directors will have only 4 members, including 2 members representing the Group's capital stake in the Company.

2. Results of implementing the Board of Directors' resolutions and fulfilling some key tasks:

The Board of Directors' annual business orientation work has been of high quality, consistent with long-term goals and appropriate to the characteristics of each year's situation, facilitating management.

In 2025, the Board of Directors successfully directed the implementation of the resolutions it had issued, specifically:

- Directed the finalization of the shareholder list and payment of the 2024 dividend to shareholders;

- Directed the selection and signing of a contract with an independent auditing firm to audit the 2025 financial statements;

- Directed the completion and issuance of internal governance regulations within the authority of the Board of Directors, such as: Regulations on managing gas stations;



Regulations on managing financial expenditures; Regulations on contractor selection, etc. - Continue to direct the review of governance regulations to ensure compliance with legal regulations and the actual situation at the Company;

- Direct the review of personnel planning for the period 2026-2031, review and consolidate appointments and reappointments of personnel under the management of the Board of Directors; receive and arrange labor from Petrolimex Petroleum Services PLX;

- Direct the implementation of valuation and transfer of all shares of the Company invested in Petrolimex Automobile Repair Joint Stock Company; transfer of all shares of the Company invested in Dong Binh Cement Company;

- Direct the establishment of the Digital Technology and Communications Department;

- Direct the investment, use, preservation and development of capital.

PART III

RECOMMENDATIONS

The year 2025 concluded with positive results in many aspects: business efficiency was improved, the financial structure continued to be strengthened, solvency was ensured, and shareholder rights were fully realized.

Based on the monitoring results of 2025 and the summary of the 2021–2025 term, the Supervisory Board recognizes that, in addition to the positive results achieved, the Company still needs to continue strengthening its governance foundation and improving operational efficiency in the coming period.

The Supervisory Board proposes the following:

1. Recommendations to the Vietnam National Petroleum Group (PLX)

- Currently, the Company's fleet consists of nearly 300 vehicles, including 26 vehicles that have been in use for over 20 years and 100 vehicles that have been in use for over 15 years. Therefore, we request that the Group provide support to the Company in developing an investment roadmap to replace long-operating transport vehicles, ensuring technical safety, reducing major repair costs, and improving operational capacity.

- We request that the Group allow the Transport Joint Stock Companies to participate in management training courses, especially those organized by the Group for store managers and fuel distributors, to improve the professional skills and commercial ethics of the Joint Stock Company's staff and workers;

- We request that the Group adjust the fuel pricing mechanism for the Transport Joint Stock Companies. A mechanism should be established for Transport Joint Stock Companies purchasing fuel through member fuel companies, with a stable price that is not lower than the Group's target gross profit.

- We propose that the PLX provide investment support mechanisms for the Transport Joint Stock Company's gas stations regarding brand identity according to the PLX's standards, equipping them with management software and equipment within the PLX's overall ecosystem to maximize the capacity of the gas stations, and ensuring their full participation in the PLX's overall ecosystem.

2. Recommendations to the Company

- Recently, the Company has revised some regulations and rules to comply with current legal regulations and business management requirements. The Supervisory Board recommends that the Company continue to review and revise internal management regulations to comply with current legal regulations and the requirements of modern business management. Especially in the first six months of 2025, the State will issue amendments to laws, decrees, and circulars such as: Law on Value Added Tax No.

48/2024/QH15; Decree No. 70/2025/ND-CP regulating invoices and documents, etc. The Company needs to revise its regulations to comply with the new State regulations.

- Develop specific and comprehensive programs and solutions to improve the quality of inspection and supervision work in line with the Board of Directors' orientation on strengthening management and business decentralization, and enhancing the proactiveness and accountability of subordinate units.

- Improve training, strengthening internal training combined with external training.

- Consider implementing measures to manage retail customers purchasing large quantities of gasoline and diesel to monitor fluctuations in production volume and develop appropriate sales mechanisms to attract customers in an increasingly competitive environment.

- In increasingly challenging business conditions, with government regulations restricting driving time and imposing heavy penalties for traffic safety violations, the company needs a strategy for market share and targeting specific markets; and to strengthen the management of labor productivity and quality. Continue to develop the market, improve service quality... to maintain profitability, while implementing solutions to boost petroleum sales volume, specifically:

- + Transportation sector: Continue to effectively manage transportation costs through cost management solutions, analyzing and evaluating cost items to find solutions to save costs, reduce prices, and improve production and business efficiency;

Continue to review, adjust, supplement, and amend the system of economic and technical norms for vehicle operation based on the application of new management technologies and the use of materials and supplies suitable for each type of vehicle to enhance competitiveness in transportation costs;

The company needs to strengthen inspection and supervision of the vehicle fleet to ensure vehicle safety and commercial conduct to improve service quality; strengthen fleet quality management, and prepare a good fleet of vehicles to meet the requirements of centralized transportation dispatch (DOC).

- + Petroleum business sector: Continue to promote and invest in the development of the retail petroleum station system; Focus resources on completing the necessary procedures to build a petroleum station in Ngoc Hoi - Hanoi;

Continue to supplement and improve incentive mechanisms and solutions in the petroleum business to increase sales volume and ensure efficiency;

Effectively manage sales invoices and customers, and implement good commercial practices in the petroleum business; Organize the business of other goods and services at the Company and the petroleum station system; Continue to pay attention to managing inventory and accounts receivable for petroleum;

- Continue to have a roadmap to increase capital or mobilize capital from other sources to supplement the capital deficit, reduce pressure on loan capital and interest expenses.

The above is the content of the Supervisory Board's Report, respectfully submitted to the General Meeting of Shareholders.

On behalf of the Supervisory Board, I would like to express my sincere gratitude to the Board of Directors, the Management Board, the Company's subsidiaries, and all shareholders for their cooperation and support in helping the Supervisory Board successfully fulfill the tasks assigned by the General Meeting of Shareholders over the past year;

I wish you all good health, happiness, and success, and wish the General Meeting great success./.

Recipients:

- Board of Directors of PLX (for reporting);
- Board of Directors, Management Board of the company;
- Shareholders;
- Archives: Office, Supervisory Board.

**ON BEHALF OF
SUPERVISORY BOARD
CHAIRPERSON**

VU THI THU HUONG





Ha Noi, April 15th, 2026

REPORT

Regarding the selection of an audit firm for the 2026 financial statements

To: The General Meeting of Shareholders–Petrolimex Hanoi Trading and Transportation JSC.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly on June 17, 2020;

- Pursuant to the Charter of Petrolimex Hanoi Trading and Transportation Joint Stock Company approved by the General Meeting of Shareholders on April 05, 2021;

The Supervisory Board hereby submits to the General Meeting of Shareholders (GMS) the selection criteria and the list of proposed auditing firms for the Company's 2026 Financial Statements as follows:

1. Criteria for Selecting an Independent Auditing Firm:

- Must be legally operating in Vietnam and approved by the State Securities Commission (SSC) to audit listed companies in 2026;
- Must have extensive experience in auditing public companies in Vietnam;
- Must possess a high reputation for audit quality;
- Must have a team of highly qualified and experienced auditors;
- Must satisfy the Company's requirements regarding audit scope and schedule;
- Must offer reasonable audit fees commensurate with the quality and scope of the audit.

2. List of Proposed Auditing Firms:

Based on the above criteria, the Supervisory Board respectfully submits to the GMS the list of auditing firms to be considered for the audit of the Company's 2026 Financial Statements. We further request the GMS to authorize the Board of Directors (BOD) to decide and select one of the following firms:



- An Viet Auditing Company Limited;
- Vietnam Auditing and Evaluation Company Limited (VAE);
- CPA Vietnam Auditing Company Limited.

The Supervisory Board respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF
SUPERVISORY BOARD
CHAIRPERSON**

VŨ THỊ THU HƯỜNG





Hà Nội, April 15th, 2026

Profit distribution plan for 2025

To: 2026 Annual General Meeting of Shareholders -
Petrolimex Hanoi Trading and Transportation JSC

I. Principles of Profit Distribution

- Pursuant to the Charter of Petrolimex Hanoi Commercial and Transportation Joint Stock Company, approved by the Annual General Meeting of Shareholders (AGM) on April 5, 2021;
- Pursuant to the Resolution of the 2025 AGM approved on April 5, 2025;
- Pursuant to the 2025 Consolidated Financial Statements of the Company, audited by An Viet Auditing Co., Ltd.;
- Pursuant to the 2025 business performance results.

II. 2025 Profit Distribution Plan

1. Total undistributed Profit After Tax (PAT) of Petrolimex Hanoi Commercial and Transportation JSC in 2025: 39,195,027,640 VND, in which:

Undistributed PAT of 2025: 36,587,539,076 VND.

Undistributed PAT carried forward from 2024: 2,607,488,564 VND.

2. Profit Distribution: 2.1. Payments to affiliated entities: 126,000,000 VND.

2.2. Dividend payments:

2025 cash dividend rate (25%): 2,500 VND/share, equivalent to 18,317,320,000 VND (based on 7,326,861 shares, excluding 67 treasury shares).

Payment schedule for 2025 dividends: To be conducted in two installments:

1st Installment: From April 10, 2026.

2nd Installment: After the 2026 Annual General Meeting of Shareholders.

2.3. Appropriation to Bonus and Welfare Fund: 14,285,083,333 VND.

2.4. Appropriation to Management Bonus Fund: 569,168,833 VND.

2.5. Appropriation to Investment and Development Fund: 5,897,622,974 VND.

(Detailed breakdown is attached in the supplementary schedules).

Respectfully submitted to the 2026 AGM for consideration and approval.

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**

Bui Van Thanh

PETROLIMEX HA NOI TRADING AND
TRANSPORTATION JSC
2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS

THE SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom - Happiness

Ha Noi, April 15th, 2026



APPENDIX OF 2025 PROFIT DISTRIBUTION PLAN

NO.	ITEMS	AMOUNT (VND)	NOTES
I	Realized profit of 2025	45.999.000.269	I= 1a + 1b
1a	Profit from business operations 2025	45.999.000.269	
1b	Unrealized foreign exchange gain		
1c	Taxable corporate income	47.057.305.964	
II	Science and Technology Development Fund		
III	Corporate Income Tax (CIT)	9.411.461.193	III= 1c x % (tax)
3a	CIT from business operations		3a= III - 3b
3b	CIT from unrealized foreign exchange gain		3b= 1b x %
IV	Undistributed after-tax profit	39.195.027.640	
5a	Undistributed after-tax profit of 2025	36.587.539.076	
5b	Undistributed after-tax profit carried forward from 2024	2.607.488.564	
V	Profit distribution	39.195.027.640	
5a	Payments to associates/affiliated entities	126.000.000	
5b	Dividend payment (25% / Charter Capital) Execution time: from Month /2026	18.317.152.500	Cash dividends (for 7,326,861 shares, excluding 67 treasury shares)
5c	Bonus and Welfare Fund	14.285.083.333	
5d	Bonus fund for Executive Board	569.168.833	
5e	Investment and Development Fund	5.897.622.974	

Respectfully submitted to the 2026 AGM for consideration and approval.

ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN

Bui Van Thanh



Ha Noi, April 15th, 2026

REPORT

Subject: The 2025 Remuneration and Salary Plan for Members of the Board of Directors and the Supervisory Board

To: 2026 Annual General Meeting of Shareholders -
Petrolimex Hanoi Trading and Transportation JSC

Pursuant to the Charter of Petrolimex Hanoi Trading and Transportation Joint Stock Company, approved by the Annual General Meeting of Shareholders (AGM) on April 5, 2021;

Pursuant to the Resolution of the 2025 AGM regarding the approval of the 2025 salary and remuneration fund plan for the Board of Directors (BOD) and the Supervisory Board, and the 2025 business performance results of the Company;

Pursuant to the Regulation on Management of Salaries, Remuneration, and Bonuses for Managers at Petrolimex Hanoi Trading and Transportation Joint Stock Company, issued under Decision No. 125/QD-HDQT-PETAJICOHN dated November 23, 2023, by the BOD.

The Board of Directors hereby submits to the 2026 AGM for approval the Report on the Settlement of the 2025 Salary and Remuneration Fund for members of the BOD and the Supervisory Board (Due to an achieved ROE of 23.1%, the salary and remuneration fund has increased compared to the plan submitted to the 2025 General Meeting of Shareholders), specifically as follows:

1. 2025 Salary and Remuneration Fund for Members of the Board of Directors:
Total: 1,461,460,011 VND.

2. 2025 Salary and Remuneration Fund for Members of the Supervisory Board:
Total: 1,065,945,996 VND.

In which:

- Total salary for the Full-time Head of the Supervisory Board: 817,599,996 VND.



- Total remuneration for Part-time members of the Supervisory Board: 248,346,000 VND.

(The detailed Settlement Plan for the salary and remuneration of BOD and Supervisory Board members is attached).

Respectfully submitted to the 2026 AGM for consideration and approval.

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**

Bui Van Thanh



**FINAL SETTLEMENT REPORT ON SALARY AND REMUNERATION
 OF THE BOARD OF DIRECTORS, SUPERVISORY BOARD, AND EXECUTIVE BOARD 2025**

A. Key Indicators:

- After-tax Profit (Actual): 36,587,000,000 VND
- Owner's Equity (Average): 158,385,281,385 VND
- Return on Equity (ROE): 23.1%

B. Salary and Remuneration Fund

No.	Position	Avg. No. of Persons	Basic Salary/ Remunerat ion (VND/mon th)	Remuneration (VND/month)Finalized Salary/ Remuneration based on 2025 ROE (VND/month)	Actual Salary & Remuneratio n Fund 2025 (VND)	Bonus (VND)	Notes
I	Board of Directors (BOD)	3,75			1 461 460 011	121 788 334	
1	Chairman of the BOD						
-	Chairman (Full-time)	1	39 600 000	84 315 000	1011 780 000	84 315 000	
-	Concurrent/Part-time						
2	BOD Members						
-	Full-time						
-	Concurrent/Part-time	2,75	6 400 000	13 626 667	449 680 011	37 473 334	
II	Supervisory Board	3			1065 945 996	88 828 833	
1	Head of Supervisory Board						
-	Full-time	1	32 000 000	68 133 333	817 599 996	68 133 333	
2	Members of Supervisory Board						
-	Full-time						
-	Concurrent/Part-time	2	4 860 000	10 347 750	248 346 000	20 695 500	
III	Executive Board	5,25			4 302 619 983	358 551 665	
-	Director (BOD Member)	1	35 600 000	75 798 333	909 579 996	75 798 333	
-	Deputy Director	3,25	32 000 000	68 133 333	2657 199 987	221 433 332	
-	Chief Accountant	1	28 800 000	61 320 000	735 840 000	61 320 000	
	TOTAL				6 830 025 990	569 168 833	

* The 2025 finalized salary/remuneration is determined based on ROE = 23.1%.

Hanoi, April 15th, 2026
ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN



Ha Noi, April 15th, 2026

REPORT

Subject: The 2026 Remuneration and Salary Plan for Members of the Board of Directors and the Supervisory Board

To: Shareholders and Delegates.

Pursuant to the Charter of Petrolimex Hanoi Commercial and Transportation Joint Stock Company, approved by the General Meeting of Shareholders on April 5, 2021;

Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025, issued by the Government regarding the regulations on salaries, remuneration, and bonuses for direct owner representatives, state capital representatives, and supervisors in state-owned enterprises (abbreviated as ND248);

Pursuant to Official Dispatch No. 0042/PLX-HDQT dated January 8, 2026, issued by the Board of Directors of Vietnam National Petroleum Group (Petrolimex) regarding the salary mechanism at Corporations and Joint Stock/LLC companies with over 50% capital contribution from the Group;

Pursuant to the 2026 Business and Production Plan of the Company;

Pursuant to the Regulation on Management of Salaries, Remuneration, and Bonuses for Managers at Petrolimex Hanoi Commercial and Transportation Joint Stock Company issued by the Board of Directors (BOD).

The Board of Directors hereby submits to the 2026 Annual General Meeting of Shareholders (AGM) the salary and remuneration plan for members of the BOD and the Supervisory Board for the year 2026, as follows:

1. Salary and Remuneration Fund for the BOD and the Supervisory Board:

Total planned salary and remuneration fund for the BOD in 2026: 1,533,600,000 VND.

Total planned salary and remuneration fund for the Supervisory Board in 2026: 892,800,000 VND.



(Detailed salary and remuneration plans for members of the BOD and the Supervisory Board for 2026 are attached).

2. Payment method for remuneration of BOD and Supervisory Board members in 2026: will be paid on a monthly provisional basis and finalized at the end of the fiscal year. The Board of Directors will report to the 2027 AGM for final approval.

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

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**

Bui Van Thanh





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

A. Key Indicators for 2026

- **Planned Profit Before Tax: 44.3 billion VND**

B. Planned Salary and Remuneration Fund 2025

No.	Position	Avg. No. of Persons	Planned Salary/ Remuneration (VND/month)	Total Planned Salary/ Remuneration Fund 2026 (VND)	Notes
(1)	(2)	(3)	(4)	(5) = (4)*(3)*12th	(7)
I	Board of Directors (BOD)			1 533 600 000	To be submitted to GMS
1	Chairman of the BOD				
-	Chairman (Full-time)	1	83 000 000	996 000 000	
-	Concurrent/Part-time				
2	BOD Members				
-	Full-time		56 000 000		
-	Concurrent/Part-time	4	11 200 000	537 600 000	
II	Supervisory Board			892 800 000	To be submitted to GMS
1	Head of Supervisory Board				
-	Full-time	1	56 000 000	672 000 000	
2	Members of Supervisory Board				
-	Full-time		46 000 000		
-	Concurrent/Part-time	2	9 200 000	220 800 000	
III	Executive Board			4 104 000 000	Report to GMS
-	Director (BOD Member)	1	66 000 000	792 000 000	Concurrent BOD Member
-	Deputy Director	4	56 000 000	2 688 000 000	
-	Chief Accountant	1	52 000 000	624 000 000	
	TOTAL			6 530 400 000	

* The salary and remuneration fund is established on the basis of Actual Profit = Planned Profit.

- In case Actual Profit 2026 is higher than Planned Profit 2026: For every 1% of profit exceeding the plan, the actual salary level shall increase by 2%, up to a maximum increase of 20% compared to the planned salary.

- In case Actual Profit 2026 is lower than Planned Profit 2026: For every 1% decrease in profit, the actual salary level shall decrease by 1%, with a maximum reduction of 20% of the planned salary.

Hanoi, February 24, 2026
ON BEHALF OF BOARD OF DIRECTORS

Bùi Văn Thành



Hà Nội, April 15th, 2026

REPORT

Subject: Election of members of the Board of Directors and Supervisory Board of the Company for the term 2026-2031.

To: General Meeting of Shareholders -
Petrolimex Hanoi Trading and Transportation JSC

Pursuant to:

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly on June 17, 2020;
- The Charter of Petrolimex Hanoi Trading and Transportation Joint Stock Company (the Company).
- Resolution No. 039/NQQ-HĐQT-PETAJICOHN dated March 24th, 2025, of the Board of Directors of the Company.

The Company's Board of Directors respectfully submits the following matters to the Company's General Meeting of Shareholders for consideration and approval:

1. Regarding the number of members to be elected for a new term:

- Number of Board of Directors members to be elected: 5 members.
- Number of Supervisory Board members to be elected: 3 members.

2. List of candidates/nominations: A list is attached.

3. Election method: The election was conducted on a cumulative voting basis, in accordance with the Company's Articles of Association and the Election Regulations.

Respectfully submitted to the 2026 AGM for consideration and approval.
Best regards./.

Recipients:

- As above;
- Archive: Office, BOD.

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**

Bui Văn Thanh

LIST OF CANDIDATES FOR THE SUPERVISORY BOARD TERM 2026-2031



Pursuant to: Document No. 0574/PLX-HĐQT dated March 24th, 2025 of Board of Directors of Vietnam Petroleum Corporation;
Resolution No. 039/NQ-HĐQT-PETAJICOHN dated March 24th, 2025, of the Board of Directors of the Company.

The BOD of Petrolimex Hanoi Transportation and Trading JSC hereby announces the list of nominated candidates for the Supervisory Board for the 2026-2031 term to be presented at the General Meeting of Shareholders on April 15, 2026, as follows:

No.	Full Name	Year & Place of Birth	Qualifications	Recent Work History	Current Position & Workplace	Total Shares			Nominated / Applied by
						Own	Represent	Total	
1	Vu Thi Thu Huong	1973, Lao Cai	Bachelor of Accounting Corporate Finance; Bachelor of Laws	2016–Present: Head of Supervisory Board at Petajico Hanoi	Head of Supervisory Board - Petajico Hanoi	3 500		3 500	Nominated (Company BOD)
2	Bui Thuy Linh	1984, Ha Noi	Bachelor of Accounting Banking	2010–Present: Specialist at Finance & Accounting Dept - Vietnam National Petroleum Group	Specialist at Finance & Accounting Dept - VN Petroleum Group; Supervisor at Petrolimex Dong Thap Co., Ltd				Nominated (Petrolimex Group)
3	Nguyen Thai Ninh	1984, Quang Ninh	Master of Business Administration	2011–Present: Specialist, Deputy Manager of Transport Business Dept; 2021–Present: Supervisory Board Member - Petajico Hanoi	Member of Supervisory Board - Petajico Hanoi	254 338		254 338	Nominated (Company BOD)

ON BEHALF OF
BOARD OF DIRECTORS

LIST OF CANDIDATES FOR THE THE BOARD OF DIRECTORS TERM 2026-2031



- Document No. 0574/PLX-HDQT dated March 24th, 2025 of Board of Directors of Vietnam Petroleum Corporation;
 - Nomination Letter from a group of shareholders owning 14.05% of the Company's shares.
 - Resolution No. 039/NQ-Q-HDQT-PETAJICOHN dated March 24, 2025, of the Company's BOD.

The BOD of Petrolimex Hanoi Transportation and Trading JSC hereby announces the list of nominated candidates for the Board of Directors for the 2026-2031 term to be presented at the General Meeting of Shareholders on April 15, 2026, as follows:

No.	Full Name	Year & Place of Birth	Qualifications	Current Position & Workplace	Recent Work History	Total Shares			Nominated / Applied by
						Own	Represent	Total	
1	Bui Van Thanh	1966, Hung Yen	Bachelor of Road Transport Economics; Bachelor of Finance & Accounting	Chairman of the BOD, Petajico Hanoi	2006-02/2018: BOD Member, Director; 03/2018–17/9/2020: Chairman & Director; 18/9/2020–Present: Chairman of BOD Petajico Hanoi	32,062	1,683,597	1,715,659	Nominated (Petrolimex Group)
2	Pham Quoc Hung	1969, Hanoi	Bachelor of Road Transport Economics	BOD Member, Director of Petajico Hanoi	2010-17/9/2020: BOD Member, Deputy Director; 18/9/2020–Present: BOD Member, Director of Petajico Hanoi; 2014–2025: Chairman of Petrolimex SC Auto Trading & Service JSC (concurrent duties)	25,312	1,309,464	1,334,776	Nominated (Petrolimex Group)
3	Phan Van Tan	1970, Hanoi	Master of Business Administration	Deputy Director of Petajico Hanoi	1/2/2020–9/2025: Member of Council, Deputy CEO of PTC; 10/2025–Present: Deputy Director Petajico Hanoi		748,265	748,265	Nominated (Petrolimex Group)

4	Nguyen Thanh Hang	1985, Hanoi	Master of Business Administration	SD Member of Dak Lak Tourism JSC; BOD Member of Thai Nguyen Import- Export JSC; BOD Member of Petajico Hanoi	Sa Giang Import-Export JSC- BOD Member (2019-2021); Online Education School-CEO (2021-2025); BOD Member Petajico Hanoi since 2021	1,110,844	1,110,844	Nominated (Shareholder Group)
5	Ngo Tat Thang	1980, Hung Yen	Mechanical Engineer	Transport Management Specialist - Petrolimex Asphalt Co., Ltd	Thang Long Bridge 3 JSC: Construction machinery Engineer (2002-2006); Cavico: Head of Equipment Department (2006- 2011); Petrolimex Asphalt Co., Ltd: Transportation management Specialist (2013-Present)	0	0	Nominated (Company BOD)

**ON BEHALF OF
BOARD OF DIRECTORS**





Ha Noi, April 15th, 2026

REPORT
CONTENT OF AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF
PETROLIMEX HANOI TRADING AND TRANSPORTATION JOINT STOCK
COMPANY

To: Distinguished Shareholders and Delegates!

I. BASIS FOR AMENDMENTS AND SUPPLEMENTS:

- Pursuant to the changes in the Company's and branches' addresses due to the reorganization of administrative units.
- Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29th, 2025, of the Prime Minister on the promulgation of the Vietnam Standard Industrial Classification.
- Pursuant to the Charter of Petrolimex Hanoi Trading and Transportation Joint Stock Company approved by the Annual General Meeting of Shareholders on April 5th, 2021.

II. PRINCIPLES OF AMENDMENT:

The amended Charter of Petrolimex Hanoi Trading and Transportation Joint Stock Company at the 2026 Annual General Meeting of Shareholders (AGM) held on April 15, 2026, shall continue to comply with the terms of the Charter approved on April 5, 2021. Amendments shall be made to provisions regarding the Company's and branches' addresses resulting from administrative unit changes, and business lines shall be updated to comply with Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister.

III. CONTENT OF AMENDMENTS:

1. Proposed amendments to the 2026 Charter compared to the Charter approved on April 5, 2021:

2.

No.	Current Charter	Proposed Amendments	Notes
1	Article 2, Clause 3: Registered Head Office: a. Head office address: No. 49 Duc Giang Street, Duc Giang Ward, Long Bien District, Hanoi City, Vietnam.	<u>To be amended as:</u> a. Head office address: No. 49 Duc Giang Street, Viet Hung Ward, Hanoi City, Vietnam.	
2	Article 2, Clause 4. Branches, Representative Offices: a. Lao Cai Branch: Son Man Village, Van Hoa Commune, Lao Cai City, Lao Cai Province. b. Bac Ninh Branch: Vo Cuong Ward, Bac Ninh City, Bac Ninh Province.	<u>To be amended as:</u> a. Lao Cai Branch: Son Man Residential Group, Lao Cai Ward, Lao Cai Province. b. Bac Ninh Branch: Vo Cuong Ward, Bac Ninh Province.	

No.	Current Charter	Proposed Amendments	Notes
3	Article 4, Clause 1: Business Lines of the Company:	Article 4, Clause 1: Business Lines of the Company:	
1	Road freight transport Details: Business of transporting petroleum, petrochemical products and other products domestically and internationally;	To be amended as: Road freight transport (Industry code 4933)	Edit and Add Industry Codes.
2	Wholesale of solid, liquid, and gaseous fuels and related products. Details: Wholesale of petroleum and related products; Wholesale of natural gas and related products	<i>To be amended as:</i> Wholesale of solid, liquid, and gaseous fuels and related products (Industry code 4671)	Edit and Add Industry Codes.
3	Other remaining business support service activities not classified elsewhere Details: Import and export business of Sitec vehicles, specialized tank trucks, spare parts, and automobile tires	Other remaining business support service activities not classified elsewhere (Industry code 8299) Exclusions: - Asset recovery services; - Independent auction activities; - Court reporting services. (Amendment/Supplement)	Edit, Add.
4	Repair of machinery and equipment. Details: Repair services and consumer goods services.	Repair and maintenance of machinery and equipment (Industry code 3312)	Edit and Add Industry Codes.
6	Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals	Details: Buying and selling agricultural products. Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals (Industry code 4620) Exclusions: Items prohibited by the State	Edit and Add Industry Codes.
7	Wholesale of textiles, clothing, and footwear.	Details: Buying and selling textiles, clothing, and footwear. Wholesale of textiles, clothing, and footwear (Industry code 4641)	Edit and Add Industry Codes.
8	Wholesale of other machinery, equipment, and machine parts Details: Buying and selling machinery, equipment, and petroleum supplies;	Wholesale of other machinery, equipment, and machine parts (Industry code 4659)	Edit and Add Industry Codes.

No.	Current Charter	Proposed Amendments	Notes
9	Wholesale of automobiles and other motor vehicles Details: Buying and selling automobiles	Wholesale of automobiles and other motor vehicles (Industry code 4661) Exclusions: Types prohibited by the State	Edit,Add.
10	Maintenance and repair of automobiles and other motor vehicles. Details: Warranty repair of automobiles, motorcycles, and petroleum products.	Repair and maintenance of automobiles and other motor vehicles (Industry code 9531)	Edit and Add Industry Codes.
11	Mechanical processing; metal treatment and coating Details: Mechanical services business	Mechanical processing; metal treatment and coating (Industry code 2592)	Edit and Add Industry Codes.
12	Construction of other civil engineering works Details: Construction of petroleum facilities	Construction of other civil engineering works (Industry code 4299)	Edit and Add Industry Codes.
13	Real estate business, land use rights belonging to the owner, user or lessee	Real estate business, land use rights belonging to the owner, user or lessee (Industry code 6810) Details: Real estate business	Edit,Add.
14	Short-term accommodation services. Details: Hotel and guesthouse business	Other short-term accommodation services (Industry code 5520)	Edit and Add Industry Codes.
15		Hotels and similar accommodation services (Industry code 5510)	Additional
16	Restaurants and mobile food service businesses Details: Restaurant and food service business;	Restaurants and mobile food service businesses (Industry code 5610)	Edit and Add Industry Codes.
17	Services related to the promotion and organization of tourist tours. Details: Domestic and international travel services.	Other tourism-related activities (Industry code 7990)	Edit and Add Industry Codes.
18		Travel agency (Industry code 7911)	Additional
19		Tour operator (Industry code 7912)	Additional
20	Vocational education. Details: Vocational training (driving, mechanics, motor vehicle repair,	Intermediate level training (Industry code 8532) Details: Vocational training (driving, mechanics, motor	Edit and Add Industry Codes.

No.	Current Charter	Proposed Amendments	Notes
	construction, information technology)	vehicle repair, construction, information technology)	
21	Educational support services. Details: International study abroad consulting.	Other educational support activities (Industry code 8569) Details: Study abroad consulting (Article 107 of Decree No. 46/2017/ND-CP)	Edit and Add Industry Codes.
22	Primary Education Details: Primary education services	Primary Education (Industry code 8521) Details: Primary education services	Edit and Add Industry Codes.
23	Secondary and High School Education Details: General education services	High School Education (Industry code 8523) Details: General education services	Edit and Add Industry Codes.
24	Other telecommunications activities Details: Postal agency;	Other telecommunications activities (Industry code 6190)	Edit and Add Industry Codes.
25	Agents, brokers, and auctioneers of goods Details: Agents for buying, selling, and consigning goods	Agents, brokers, and auctioneers of goods (Industry code 4610) Excluded: Auction of goods	Edit and Add Industry Codes.
26	Retail sale of other new goods in specialized stores. Details: Retail sale of gas.	Retail sale of other new goods (excluding automobiles, motorcycles, and related parts) (Industry code 4773) Exclusions: - Auction activities - Retail sale of firearms and ammunition for hunting or sporting purposes; - Retail sale of stamps and coins; Gold	Edit and Add Industry Codes.
27	Wholesale of other household goods Details: Wholesale of perfumes, cosmetics and hygiene products;	Wholesale of other household goods (Industry code 4649)	Edit and Add Industry Codes.
28	Retail sale of medical instruments, cosmetics and hygiene products in specialized stores.	Retail sale of pharmaceuticals, medical devices, cosmetics and hygiene products (Industry code 4772) Details: - Retail sale of pharmaceuticals and medical devices (Regulations in Article 40 of Decree 98/2021/ND-CP)	Edit and Add Industry Codes.

No.	Current Charter	Proposed Amendments	Notes
		<ul style="list-style-type: none"> - Retail sale of cosmetics and hygiene products (Article 41 of Decree 91/2016/ND-CP) - Sale of traditional medicine and herbal medicine (Regulations in Article 19 of Decree 163/2025/ND-CP) 	
	Activities of insurance agents and brokers Details: Insurance agents;	Activities of insurance agents and brokers (Industry code 6622) Details: <ul style="list-style-type: none"> - Insurance brokerage (Article 133 of the Law on Insurance Business) - Insurance agents (Article 125 of the Law on Insurance Business) 	Edit and Add Industry Codes.
	Retail sale of hardware, paint, glass, materials and other installation equipment in construction in specialized stores	Retail sale of hardware, paint, glass, materials and other installation equipment in construction (Industry code 4752)	Edit and Add Industry Codes.
		Retail sale of motor fuel (Industry code 4730)	Additional
		Repair and maintenance of motorcycles and scooters (Industry code 9532)	Additional
		Electricity transmission and distribution Details: Electricity distribution (Article 5 of Decree 61/2025/ND-CP) (Industry code 3513)	Additional
		Direct support services for road transport (Industry code 5225)	Additional
		Warehousing and storage of goods Details: Warehousing and storage services (Article 4 of Decree 163/2017/ND-CP) (Industry code 5210)	Additional
		Other support services related to transport (Industry code 5229)	Additional
		Technical inspection and analysis Exclusion: Activities of police laboratories	Additional

No.	Current Charter	Proposed Amendments	Notes
		(Industry code 7120)	
		Retail sale of spare parts and auxiliary components of automobiles and motor vehicles Other agencies (industry code 4782)	Additional

2. Effective Date:

The aforementioned amendments and supplements to the Charter shall take effect from April 15th, 2026.

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**

Bui Van Thanh





**PETROLIMEX HA NOI TRADING AND
TRANSPORTATION JSC
2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**



THE SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom - Happiness

Ha Noi, April 15th, 2026

DRAFT PROPOSAL

Subject: Approval for the execution of contracts in 2026

To: The 2026 Annual General Meeting of Shareholders – Petrolimex Hanoi Trading and Transportation JSC.

Pursuant to:

- The Law on Enterprises approved by the National Assembly of the Socialist Republic of Vietnam;
- The Charter of Petrolimex Hanoi Trading and Transportation Joint Stock Company approved by the General Meeting of Shareholders on April 5, 2021;
- Decree No. 83/2014/ND-CP and its amendment, Decree No. 95/2021/ND-CP of the Government on petroleum business;
- The 2026 Business Plan;

Based on the Petroleum Retail Franchise Agreement (2024) valid until December 31, 2028; the 2026 Petroleum Transportation Contract; and the Petroleum Sale and Purchase Agreement (2026) valid until December 31, 2028, signed with three Petrolimex One Member Limited Liability Companies (subsidiaries of Vietnam National Petroleum Group);

Petrolimex Hanoi Trading and Transportation JSC hereby submits to the General Meeting of Shareholders (GMS) for approval the estimated values of the Retail Franchise Agreements, Sale and Purchase Agreements, and Transportation Contracts for 2026 with the three Petrolimex subsidiaries, with estimated volumes and values as follows:

No.	Contracting Entity	Type of Contract	Total Estimated Volume/Year (M3)	Estimated Contract Value 2026 (VND Billion)	Total Estimated Value for 2026 (VND Billion)
1	Petrolimex Hanoi One Member Ltd.	Franchise Agreement	11 160	185	222
		Transportation Contract	580 000	37	



2	Petrolimex Lao Cai One Member Ltd. & Petrolimex North Lao Cai Branch	Franchise Agreement	11 700	202	247
		Transportation Contract	162 179	45	
3	Petrolimex Bac Ninh One Member Ltd. & Petrolimex Kinh Bac Branch	Franchise Agreement	29 040	482	502
		Transportation Contract	121 654	17	
		Sale and Purchase Agreement	125	3	

The contract values are estimates as they depend on actual retail volume, retail prices, and freight rates applicable at different periods.

Transaction and Payment Methods:

For Petroleum Retail Franchise Agreements: Goods are delivered per shipment; payments are made daily when the transaction value exceeds the credit limit.

For Transportation and Sale and Purchase Agreements: Goods are delivered per shipment/order; payments are settled in the following month.

The Board of Directors (BOD) respectfully requests the General Meeting of Shareholders to consider and approve these contracts and authorize the BOD to approve/decide on subsequent steps for execution, ensuring compliance with current laws, the Company's Charter, and internal regulations.

Respectfully submitted to the General Meeting./.

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**



Bui Van Thanh