

DECISION

On the Promulgation of the Internal Corporate Governance Regulations of Petrolimex Petrochemical Corporation – JSC

THE BOARD OF DIRECTORS OF PETROLIMEX PETROCHEMICAL CORPORATION – JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2025, and its amendments, supplements and replacements (if any) from time to time;

Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Viet Nam on November 29, 2024, and its amendments, supplements and replacements (if any) from time to time;

Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15 dated June 14, 2025, and its amendments, supplements and replacements (if any) from time to time;

Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities, Government's Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2025 detailing the implementation of certain provisions of the Law on Securities, Circular No. 116/2020/TT-BTC dated December 31, 2020, approved by the Ministry of Finance, guiding certain corporate governance provisions applicable to public companies under Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities and its amendments, supplements and replacements (if any) from time to time;

Pursuant to the Articles of Incorporation of Petrolimex Petrochemical Corporation – JSC (PLC) approved by the 2026 Annual General Meeting of Shareholders of PLC on April 17, 2026;

Pursuant to Resolution No. 01/NQ-PLC-DHDCTD approved by the 2026 Annual General Meeting of Shareholders of PLC on April 17, 2026.



HEREBY DECIDES:

Article 1. The "Internal Regulations on Corporate Governance of Petrolimex Petrochemical Corporation – JSC" are promulgated together with this Decision.

Article 2. This Decision shall take effect from the date of signing. All previous provisions contrary to this Decision shall cease to be effective.

Article 3. Members of the Board of Directors, the General Director, Heads of the Board of Directors' Committees of PLC; the Chairmen of the Members' Councils of Petrolimex Asphalt Company Limited and Petrolimex Chemicals Company Limited; the Head of the group of representatives managing PLC's contributed capital in other enterprises; and relevant organizations and individuals shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 3;
- Vietnam National Petroleum Group (for reporting);
- PLC Party Committee;
- PLC Supervisory Board;
- PLC Board of Management;
- PLC Trade Union;
- Archived: Administration Office, Board of Directors.

ON BEHALF OF THE BOD
CHAIRMAN



[Signature]
DO HUU TAO

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**INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF
PETROLIMEX PETROCHEMICAL CORPORATION – JSC**

*(Issued together with Decision No.29/QĐ-PLC-HĐQT dated April 17, 2026, of the
Board of Directors of Petrolimex Petrochemical Corporation – JSC)*

CHAPTER I. GENERAL PROVISIONS

Article 1. Purpose of Issuance and Scope of Regulation

1. These Regulations set out the basic principles for the governance of Petrolimex Petrochemical Corporation – JSC in order to (i) protect the lawful rights and interests of shareholders and Petrolimex Petrochemical Corporation – JSC and (ii) ensure that Petrolimex Petrochemical Corporation – JSC operates in compliance with law, the Articles of Incorporation of Petrolimex Petrochemical Corporation – JSC, and best standards and practices in production and business operations so as to achieve the highest business efficiency.

2. Scope of application: These Regulations shall apply to members of the Board of Directors, the Supervisory Board, the General Director, managers of the Corporation, and relevant persons.

Article 2. Definitions

1. The following terms shall have the meanings set out below:

a. “Corporation” and “PLC” means Petrolimex Petrochemical Corporation – JSC;

b. “Corporate Governance” means the system of rules intended to ensure that the Corporation is effectively managed, directed, administered and controlled for the benefit of shareholders and other stakeholders of the Corporation.

c. “Regulations” means these Internal Regulations on Corporate Governance of Petrolimex Petrochemical Corporation – JSC.

d. “Law on Enterprises” means the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2025, and its amendments, supplements and replacements (if any) from time to time.

e. “Law on Securities” means the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November

26, 2019, Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Viet Nam on November 29, 2024, and its amendments, supplements and replacements (if any) from time to time.

f. *“Related Person”* means an organization or individual having a direct or indirect relationship with the Corporation as provided in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.

g. *“Major Shareholder”* means a shareholder directly or indirectly owning 5% or more of the voting shares of the Corporation.

h. *“Shareholder”* means an individual or organization holding at least one share of PLC.

i. *“Online General Meeting of Shareholders”* means a form of organization of a General Meeting of Shareholders using electronic means to transmit images and sound via the internet environment, allowing shareholders in different locations to attend the meeting, discuss, and vote on matters of the meeting.

j. *“Electronic Means”* means any means operating on the basis of electrical, electronic, digital, magnetic, wireless transmission, optical, electromagnetic, or similar technology.

k. *“Venue of the Online General Meeting”* includes the main venue and other venues. The main venue is the place where the chairperson attends and presides over the meeting, while the other venues are places where shareholders log into the System using the Access Account provided by PLC to attend the Online General Meeting.

l. *“Electronic Voting”* means the voting or election by shareholders through Petrolimex’s electronic voting system (hereinafter referred to as the “P-Vote System”) or an electronic voting system of a third party designated by PLC.

m. *“Remote voting”* means the method by which a shareholder sends his/her/its voting ballot/election ballot to Petrolimex to vote on matters falling under the authority of the General Meeting of Shareholders, in the form of direct mail or email.

n. *“Registration for Attendance at an Online General Meeting”* means the use by a shareholder of the Access Account to log into the System and register for attendance at the Online General Meeting in accordance with these Regulations and the guidance of PLC.

o. *“Access Account”* includes the login ID and password uniquely issued by PLC to each shareholder for attendance, discussion, and voting on matters of the General Meeting of Shareholders. The account is issued based on the identification information of the participant registered with PLC.

p. *“One-Time Password (OTP)”* means a password/code used only once, valid only for a certain period of time, and sent by text message to the mobile phone number provided by the shareholder. OTP is used by shareholders to verify information and confirm their agreement to perform actions on the System when attending the Online General Meeting, conducting Electronic Voting, or carrying out

other actions requiring shareholder authentication.

q. *"Shareholder login ID"* means the Personal Legal Document Number; Enterprise Identification Number, Foreign Investor Identification Number, or other forms of identification registered with PLC or registered with the Vietnam Securities Depository and Clearing Corporation (VSDC).

r. Other words and terms shall have the meanings provided in the Articles of Incorporation of the Corporation.

2. In these Regulations, references to one or more provisions or legal documents shall include any amendments or supplements thereto or any replacement documents thereof.

Article 3. Principles of corporate governance of PLC

1. Ensuring an effective governance structure;
2. Ensuring the rights and interests of shareholders;
3. Ensuring equitable treatment among shareholders;
4. Ensuring the role of stakeholders of the Corporation;
5. Ensuring transparency in the Corporation's operations;
6. Ensuring effective leadership and control of the Corporation.

CHAPTER II. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 4. Rights and Obligations of Shareholders

Shareholders shall have the rights provided in Article 12 and the obligations provided in Article 13 of the Articles of Incorporation of PLC.

Article 5. Matters Relating to Major Shareholders

1. The Board of Directors shall establish a mechanism for regular communication with major shareholders.
2. Major shareholders must not abuse their advantages to prejudice the lawful rights, obligations, and interests of the Corporation and other shareholders.

Article 6. General Meeting of Shareholders

1. Roles, rights, and obligations of the General Meeting of Shareholders:
 - a) The General Meeting of Shareholders comprises all shareholders having voting rights and is the highest decision-making body of the Corporation.
 - b) The General Meeting of Shareholders shall hold an annual meeting once each year within four (04) months from the end of the financial year. The Board of Directors may decide to extend the time for convening the annual General Meeting of Shareholders where necessary, but not beyond six (06) months from the end of the financial year. In addition to the annual meeting, the General Meeting of

Shareholders may hold extraordinary meetings. The venue of a meeting of the General Meeting of Shareholders shall be determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select an appropriate venue and form. The annual General Meeting of Shareholders shall decide on matters in accordance with applicable laws and the Corporation's Articles of Incorporation, in particular the approval of the audited annual financial statements. In case the audit report on the Corporation's annual financial statements contains material qualified opinions, adverse opinions, or a disclaimer of opinion, the Corporation must invite a representative of the approved auditing firm conducting the audit of the Corporation's financial statements to attend the annual General Meeting of Shareholders, and such representative of the approved auditing firm shall be responsible for attending the Corporation's annual General Meeting of Shareholders.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a) The Board of Directors considers it necessary for the benefit of the Corporation;

b) The remaining number of members of the Board of Directors or the Supervisory Board is fewer than the minimum number prescribed by law;

c) At the request of a shareholder or group of shareholders as provided in Clause 2, Article 115 of the Law on Enterprises; such request for convening a General Meeting of Shareholders must be made in writing, stating the reasons for and purpose of the meeting, and bear the full signatures of the relevant shareholders, or be made in several counterparts and contain the full signatures of the relevant shareholders;

d) At the request of the Supervisory Board;

d. Other cases as provided by law and the Articles of Incorporation of the Corporation.

4. Convening an extraordinary General Meeting of Shareholders

a) The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date on which the remaining number of members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board falls to the level specified in point b, Clause 3 of this Article, or from the date of receipt of a request referred to in points c and d, Clause 3 of this Article;

b) Where the Board of Directors fails to convene a General Meeting of Shareholders in accordance with point a, Clause 4 of this Article, the Supervisory Board shall, within the following 30 days, convene the General Meeting of Shareholders in place of the Board of Directors in accordance with Clause 3, Article 140 of the Law on Enterprises;

c) Where the Supervisory Board fails to convene a General Meeting of

Shareholders in accordance with point b, Clause 4 of this Article, the shareholder or group of shareholders referred to in point c, Clause 3 of this Article shall have the right to request the representative of the Corporation to convene the General Meeting of Shareholders in accordance with the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the order and procedures for convening and conducting the meeting and for adopting decisions of the General Meeting of Shareholders. All expenses incurred for convening and holding the General Meeting of Shareholders shall be reimbursed by the Corporation. Such expenses shall not include expenses incurred by shareholders in attending the General Meeting of Shareholders, including accommodation and travel expenses.

5. Depending on actual circumstances, the Board of Directors shall decide to convene the meeting in the form of an online General Meeting of Shareholders or an online General Meeting of Shareholders in combination with an in-person meeting in accordance with the provisions of PLC's Articles of Incorporation.

Article 7. Rights and Obligations of the General Meeting of Shareholders

The rights and obligations of the General Meeting of Shareholders shall be as provided in Article 15 of the Articles of Incorporation of the Corporation.

Article 8. Preparation of the List of Shareholders Entitled to Attend the General Meeting of Shareholders and Notice of the Record Date

1. The Board of Directors shall convene the General Meeting of Shareholders, or the General Meeting of Shareholders shall be convened in the cases specified in point b or point c, Clause 4, Article 14 of the Articles of Incorporation of the Corporation.

2. The person convening the General Meeting of Shareholders shall prepare the list of shareholders entitled to attend the General Meeting of Shareholders.

3. The person convening the General Meeting of Shareholders shall carry out the following tasks:

a. To disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date for exercising the right to attend the General Meeting of Shareholders.

b. To prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared not earlier than five (05) days before the date of sending the notice of meeting of the General Meeting of Shareholders;

c. To prepare the agenda and contents of the meeting;

d. To prepare the meeting materials;

e. To prepare draft resolutions of the General Meeting of Shareholders corresponding to the matters expected to be discussed at the meeting;

f. To determine the time and venue of the meeting;

g. To notify and send the notice of meeting of the General Meeting of

Shareholders to all shareholders entitled to attend;
Other tasks serving the meeting.

Article 9. Notice of Convocation of the General Meeting of Shareholders

1. The notice of meeting of the General Meeting of Shareholders shall be sent to all shareholders by a secure method, and at the same time be published on:

- The Corporation's website;
- The State Securities Commission;
- The Hanoi Stock Exchange.

The person convening the General Meeting of Shareholders must send the notice of meeting to all shareholders on the list of shareholders entitled to attend no later than 21 days before the opening date of the General Meeting of Shareholders (counting from the date on which the notice is validly sent or dispatched, postage prepaid, or deposited in the mail).

The agenda of the General Meeting of Shareholders and documents relating to matters to be voted on at the meeting shall be posted on the Corporation's website. The notice of meeting must clearly state the link to the full set of meeting materials so that shareholders may access them, including:

- a. The meeting agenda and documents to be used at the meeting;
- b. The list and detailed information of candidates in the case of election of members of the Board of Directors and Controllers;
- c. Voting ballots;
- d. Form of designation of proxy to attend the meeting;
- e. Draft resolutions for each matter on the meeting agenda.

2. A shareholder or group of shareholders referred to in point d, Clause 2, Article 12 of the Articles of Incorporation of the Corporation shall have the right to propose matters for inclusion in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and sent to the Corporation at least three (03) business days before the opening date of the General Meeting of Shareholders. The proposal must include the full name of the shareholder; permanent address; nationality; Citizen Identity Card number, Identity Card number, passport number, or other lawful personal identification of an individual shareholder; the name, enterprise code or establishment decision number, and registered head office address of an institutional shareholder; the number and class of shares held by such shareholder; and the matter proposed for inclusion in the meeting agenda.

Article 10. Method of Registration for Attendance at the General Meeting of Shareholders

1. Shareholders and their authorized representatives attending the meeting may register for attendance by email, but must still bring and present their identification documents, powers of attorney, and other relevant documents as required by the Organizing Committee for registration at the venue of the meeting.

2. Shareholders entitled to attend the General Meeting of Shareholders in accordance with law may: attend the General Meeting of Shareholders in person; send voting ballots to the meeting by post, fax, or email; attend and vote through the online General Meeting of Shareholders; conduct electronic voting or vote by other

electronic means; or authorize an individual or organization to attend as their representative. Where there is more than one authorized representative, the number of shares and votes authorized to each representative must be specifically determined.

3. The authorization of a representative to attend the General Meeting of Shareholders must be made in writing in the form prescribed by the Corporation and must bear signatures as follows:

a. Where the authorizing party is an individual shareholder, the power of attorney must bear the signatures of such shareholder and of the individual or the legal representative of the organization authorized to attend the meeting;

b. Where the authorizing party is an institutional shareholder, the power of attorney must bear the signatures of the authorized representative, the legal representative of the institutional shareholder, and the individual or the legal representative of the organization authorized to attend the meeting;

c. In other cases, the power of attorney must bear the signatures of the legal representative of the shareholder and of the person authorized to attend the meeting.

The authorized representative attending the General Meeting of Shareholders must submit the written authorization upon registration for attendance before entering the meeting room.

4. Where a lawyer signs the instrument appointing a representative on behalf of the authorizing party, such appointment shall be valid only if that instrument is presented together with the power of attorney granted to the lawyer (unless previously registered with the Corporation).

5. Except in the case specified in Clause 4 of this Article, the voting ballot of an authorized representative attending the meeting within the scope of authorization shall remain valid if any of the following events occurs:

a. The authorizing person has died, has limited legal capacity, or has lost legal capacity;

b. The authorizing person has revoked the authorization;

c. The authorizing person has revoked the authority of the person carrying out the authorization.

This Clause shall not apply where the Corporation has received notice of any of the above events before the opening of the General Meeting of Shareholders or before the reconvened meeting.

Where a shareholder authorizes another individual or organization to attend the online General Meeting of Shareholders or to conduct electronic voting, both the shareholder and the authorized person shall be responsible for such authorization and for the results of electronic voting made through the issued Access Account.

Article 11. Procedures for Conducting the General Meeting of Shareholders

1. Before the opening of the meeting, the Corporation must carry out shareholder registration procedures and must continue registration until all attending shareholders entitled to attend the meeting have completed registration, in the following order:

a) When registering shareholders, the Corporation shall issue to each shareholder or authorized representative having voting rights a voting card stating the registration number, the full name of the shareholder, the full name of the authorized representative, and the number of votes of such shareholder.

b) A shareholder, the authorized representative of an institutional shareholder, or an authorized person arriving after the opening of the meeting shall have the right to register immediately and, after registration, to participate in and vote at the General Meeting immediately thereafter. The Chairperson shall not be required to suspend the General Meeting to allow late-arriving shareholders to register, and the validity of matters already voted on before that time shall remain unchanged.

2. The election of the Chairperson, the secretary, and the vote-counting committee shall be conducted as follows:

a) The Chairman of the Board of Directors shall act as Chairperson, or may authorize another member of the Board of Directors to act as Chairperson of a General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of themselves to act as Chairperson of the meeting on the basis of majority rule. If no Chairperson can be elected, the Head of the Supervisory Board shall conduct the meeting so that the General Meeting of Shareholders may elect the Chairperson from among the persons attending the meeting, and the person receiving the highest number of votes shall act as Chairperson of the meeting.

b) Except in the case specified in point a of this Clause, the person signing the notice convening the General Meeting of Shareholders shall conduct the meeting so that the General Meeting of Shareholders may elect the Chairperson, and the person receiving the highest number of votes shall act as Chairperson of the meeting.

c) The Chairperson shall appoint one or more persons to act as secretary of the meeting.

d) The General Meeting of Shareholders shall elect one or more persons to the vote-counting committee at the proposal of the Chairperson of the meeting.

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically indicate the time allocated to each matter on the meeting agenda.

4. The Chairperson of the meeting shall have the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the agenda approved, and in a way that reflects the wishes of the majority of the attendees.

a) Arranging seating at the venue of the General Meeting of Shareholders;

b) Ensuring the safety of all persons present at the meeting venues;

c) Facilitating shareholders' attendance (or continued attendance) at the

General Meeting. The person convening the General Meeting of Shareholders shall have full authority to vary the measures referred to above and to apply all necessary measures. Such measures may include the issuance of admission cards or the use of other selection methods.

5. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. Voting shall be conducted by votes in favor, votes against, and abstentions. At the General Meeting, cards voting in favor of a resolution shall be collected first, cards voting against shall be collected afterwards, and the total number of votes in favor or against shall then be counted to determine the result. The vote-counting result shall be announced by the Chairperson immediately before the close of the meeting.

The General Meeting shall elect persons responsible for vote counting or supervision of vote counting at the proposal of the Chairperson. The number of members of the vote-counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting.

6. A shareholder or authorized person attending the meeting after the opening of the meeting may still register and shall have the right to participate in voting immediately after registration; in this case, the validity of matters already voted on before that time shall remain unchanged.

7. The person convening the meeting or the Chairperson of the General Meeting of Shareholders shall have the following rights:

a) To require all persons attending the meeting to submit to inspection or other lawful and reasonable security measures;

b) To request the competent authority to maintain order at the meeting and to expel persons who do not comply with the Chairperson's authority to conduct the meeting, who intentionally disturb order, obstruct the normal progress of the meeting, or fail to comply with security inspection requirements from the meeting of the General Meeting of Shareholders.

8. The Chairperson shall have the right to adjourn a meeting of the General Meeting of Shareholders for which a sufficient number of persons have registered to attend, for a period not exceeding 03 business days from the intended opening date of the meeting, and may adjourn the meeting or change the meeting venue only in the following cases:

a) The meeting venue does not have sufficient seats conveniently available for all attendees;

b) The communication facilities at the meeting venue do not ensure that attending shareholders can participate in, discuss, and vote on matters at the meeting;

c) Persons attending the meeting obstruct or disturb order, creating a risk that the meeting cannot be conducted in a fair and lawful manner.

9. If the Chairperson adjourns or suspends the General Meeting of Shareholders contrary to Clause 8 of this Article, the General Meeting of

Shareholders shall elect another person from among those attending the meeting to replace the Chairperson in conducting the meeting until its conclusion; all resolutions passed at that meeting shall remain valid and enforceable.

10. Holding an online General Meeting of Shareholders

a. In case the meeting is held online, the Organizing Committee established by the Board of Directors shall be responsible for carrying out the procedures and tasks serving the online organization. The Corporation shall be responsible for ensuring that shareholders may attend and vote by electronic voting or other electronic means in accordance with applicable laws. The Corporation shall maximize the application of modern information technology solutions to facilitate shareholders' convenient participation in online General Meetings of Shareholders.

b. Shareholders' registration to attend the online General Meeting of Shareholders and participation in electronic voting shall have the same legal validity as attendance and voting at an in-person General Meeting of Shareholders.

c. The system for holding an online General Meeting of Shareholders and electronic voting must satisfy the following conditions:

- The system must be maintained in a safe and stable operation, ready to meet the connection and participation requirements of shareholders.

- The main venue must ensure adequate conditions in terms of sound, lighting, transmission lines, power supply, electronic devices and other equipment in accordance with the requirements and nature of the online meeting.

- Information security must be ensured and access accounts to the System must be kept confidential. All information received and provided on the System must comply with the principle of information confidentiality and be consistent with the provisions of the Law on Cyberinformation Security and the Law on Cybersecurity.

- Electronic data of the agenda of the online General Meeting of Shareholders must be recorded, stored and used in accordance with applicable regulations.

d. The Board of Directors shall be responsible for issuing specific regulations and necessary guidelines for shareholders participating in the online General Meeting of Shareholders and electronic voting.

Article 12. Voting Procedures at the General Meeting of Shareholders

a. Voting methods

- Unless otherwise provided, upon shareholder registration, the Corporation shall issue to each Shareholder or Authorized Representative Attending the Meeting having voting rights a Voting Ballot and an Election Ballot (if any), stating the registration number/code, the full name of the Shareholder, the full name of the Authorized Representative Attending the Meeting (if any), and the number of voting rights of such Shareholder.

- The contents of the Voting Ballot shall depend on the contents of the General Meeting of Shareholders.

- When voting at the General Meeting, Shareholders shall cast their votes by

Voting Ballot in accordance with the instructions of the Chairperson. Normally, Shareholders shall vote by raising the Voting Ballot to indicate approval, disapproval, or abstention in respect of each matter put to a vote.

- The form and contents of the Election Ballot shall be governed by the Election Rules. When conducting an election at the General Meeting, Shareholders shall exercise their voting rights in accordance with the instructions of the Vote-counting Committee, corresponding to the number of shares held by the Shareholder, and place the ballot into the sealed ballot box for counting by the Vote-counting Committee.

- Shareholders wishing to vote and elect (if any) remotely shall be provided with Voting Ballots and Election Ballots (if any) via email, fax, telephone, or other electronic means (as provided in the Voting Rules and Election Rules) registered by the Shareholder. Remote Voting Ballots and Election Ballots (if any) shall have validity equivalent to direct voting at the meeting. In such case, the Shareholder must send the Voting Ballot and Election Ballot (if any) to the Organizing Committee before the voting time and/or before the close of the election.

- Where the General Meeting of Shareholders is held online, Shareholders attending the meeting online shall exercise their voting rights and election rights (if any) in accordance with the Voting Rules. Online Voting Ballots and Election Ballots (if any) shall have validity equivalent to direct voting at the meeting. In such case, the Shareholder must vote or elect (if any) before the voting time and/or before the close of the election.

- For matters which the General Meeting decides to vote on openly, the Organizing Committee shall issue separate Voting Ballots for such matters so that Shareholders/Authorized Representatives may conduct open voting in accordance with the instructions of the Vote-counting Committee.

- Voting and election by Shareholders through electronic means shall be accepted simultaneously with direct voting at the meeting where the Election Rules and Voting Rules approved at the opening session of the General Meeting of Shareholders prescribe and provide guidance on remote voting and/or voting through electronic means.

- Other matters shall be specifically addressed when the Corporation decides to apply the online meeting format.

b. Vote-counting methods:

- The General Meeting shall elect persons responsible for vote counting and supervision of vote counting at the proposal of the Chairperson. The Organizing Committee shall prepare assisting personnel, and the Vote-counting Committee may decide on its own assisting personnel.

- In the case of remote voting, the review of such Voting Ballots shall include checking the sealing status and the completeness of accompanying documents, and such ballots shall be reviewed and aggregated together with the Voting Ballots issued directly at the General Meeting.

- The voting positions of "approve", "disapprove", and "abstain" shall be aggregated separately (with blank voting ballots and ballots on which no vote is cast being included in the "abstain" group). The total result for each voting position shall be divided by the total number of voting rights issued at the registration stage in

order to determine the percentage of each voting position.

- The Corporation shall only apply vote counting by automatic electronic software with barcode identification to prevent errors where the Election Rules and Voting Rules approved at the opening session of the General Meeting of Shareholders prescribe the method of vote counting by electronic software.

- The Vote-counting Committee shall have personnel to supervise the vote-counting process and results. All members of the Vote-counting Committee shall sign to confirm the results.

c. Announcement of vote-counting results:

- The Head of the Vote-counting Committee shall read out the vote-counting results after completion of the count.

The vote-counting minutes must be published on the Corporation's website within twenty-four (24) working hours from the time the resolution of the General Meeting of Shareholders is adopted.

Article 13. Procedures for Election of Members of the Board of Directors and Members of the Supervisory Board at the General Meeting of Shareholders

Unless otherwise provided in the Election Rules for members of the Board of Directors and members of the Supervisory Board approved by the General Meeting of Shareholders at its opening session, the election of members of the Board of Directors and members of the Supervisory Board shall be conducted as follows:

1. Notice of nomination and self-nomination of members of the Board of Directors

Where candidates for the Board of Directors have been identified, the Corporation must disclose information relating to such candidates at least 10 days prior to the opening date of the General Meeting of Shareholders on the Corporation's website so that shareholders may review such candidates before voting. Candidates for the Board of Directors must provide a written undertaking as to the truthfulness and accuracy of their disclosed personal information and must undertake to perform their duties honestly, prudently and in the best interests of the Corporation if elected as a member of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed shall include:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work experience;
- d) Other managerial positions (including positions as a member of the Board of Directors of other companies);
- d) Interests related to the Corporation and its related parties;
- e) Other information (if any);
- g) The Corporation shall be responsible for disclosing information on the companies in which the candidate holds the position of a member of the Board of Directors, other managerial positions, and interests related to such companies of the

candidate (if any).

2. Election principles

a. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted by the cumulative voting method by secret ballot at the General Meeting of Shareholders. Remote voting and electronic voting may be applied where so provided in the Election Rules and approved by the General Meeting of Shareholders at its opening session.

b. Cumulative voting method: Each shareholder/shareholder representative shall have a total number of votes (Election Ballots) equal to the total number of shares owned/represented multiplied (x) by the number of members to be elected to the Board of Directors/Supervisory Board. A shareholder/shareholder representative may allocate all of his/her/its total votes to one or several candidates, or allocate an equal number of votes to several candidates. The total number of votes cast for all candidates must not exceed the total number of votes available for election stated in the shareholder information section.

c. Form of Election Ballot: As prescribed by the Organizing Committee of the General Meeting of Shareholders.

d. Method of completing the Election Ballot under the cumulative voting method: A shareholder shall choose one of the following two methods: uneven cumulative voting or equal cumulative voting.

e. **Uneven cumulative voting:** A shareholder shall write directly the number of votes cast in the column "Number of Votes" for each candidate. The number of votes cast for each candidate may be different. A shareholder may allocate all or part of his/her/its total votes to one or several candidates, and may leave the remaining votes unapplied to any candidate. The following principle must be ensured: the total number of votes cast for all candidates must not exceed the total number of votes available for election.

f. **Equal cumulative voting:** A shareholder need only mark an X against each candidate in the column "Number of Votes". Each candidate shall receive a number of votes equal to the total number of votes available for election divided by (:) the number of candidates marked with an X. The Vote-counting Committee shall automatically divide the shareholder's total available votes by the number of persons marked on the ballot.

3. Dossier for nomination and self-nomination of members of the Board of Directors and members of the Supervisory Board

Shareholders or groups of shareholders wishing, and having the right, to nominate or self-nominate candidates for the Board of Directors or the Supervisory Board of PLC must submit their dossiers to Petrolimex Petrochemical Corporation – JSC at least 3 days before the date of the General Meeting of Shareholders for appraisal by the Organizing Committee. A shareholder's dossier for nomination or self-nomination of candidates for the Board of Directors or the Supervisory Board shall include:

a) Application for nomination/self-nomination of a member of the Board of

Directors/a member of the Supervisory Board, together with the undertaking, in the form prescribed by the Organizing Committee of the General Meeting of Shareholders;

b) A summary curriculum vitae with affixed photograph (in the form prescribed by the Organizing Committee of the General Meeting of Shareholders) certified by the candidate's employer or by the local People's Committee of the place of permanent residence;

c) Notarized copies of the following documents: Identity Card/Citizen Identity Card, diplomas, and certificates of educational and professional qualifications;

d) A document from the institutional shareholder or group of shareholders nominating the candidate as its representative for participation in the Board of Directors or the Supervisory Board of PLC (in the form prescribed by the Organizing Committee of the General Meeting of Shareholders).

4. Approval of the list of nominees and candidates for the Board of Directors and members of the Supervisory Board

a) The incumbent Board of Directors or the Organizing Committee of the General Meeting of Shareholders shall, based on the regulations on the conditions and standards for members of the Board of Directors and members of the Supervisory Board, and the shareholders' rights of nomination and self-nomination, appraise the list of nominees and candidates for the Board of Directors and the Supervisory Board.

b) The list of nominees and candidates for the Board of Directors and the Supervisory Board that satisfy the eligibility requirements shall be disclosed on PLC's website before the opening of the General Meeting of Shareholders.

c) The list of nominees and candidates for the Board of Directors and the Supervisory Board, and the number of members of the Board of Directors and members of the Supervisory Board to be elected at the General Meeting of Shareholders, must be approved at the opening session of the General Meeting of Shareholders.

5. Election Ballot Rules

a. Valid Election Ballot:

- A paper ballot or electronic ballot issued by the Organizing Committee in the uniform form published on the Corporation's website, without alteration, erasure, deletion, or correction;

- A ballot cast for persons included in the list of candidates approved by the General Meeting;

- The total number of votes cast by the shareholder for the candidates is equal to or less than the total voting rights of such shareholder.

b. Invalid Election Ballot:

- A ballot not issued by the Organizing Committee;

- A torn ballot or a ballot containing crossing-out, erasure, deletion, or correction;
- A ballot cast for a number of candidates exceeding the number of members of the Board of Directors and Controllers approved by the General Meeting;
- A ballot on which the total number of votes cast by the shareholder for all candidates exceeds the total number of votes available to such shareholder;
- A ballot on which the shareholder crosses out a candidate's name or adds another person's name to the list;
- A ballot on which the number of votes is stated in percentage form;
- A ballot on which the shareholder both writes the number of votes and marks an (X).

6. Principles for election of members of the Board of Directors and members of the Supervisory Board

a) Successful candidates shall be determined in descending order based on the number of votes received, starting from the candidate with the highest number of votes until the number of members determined by the General Meeting of Shareholders is filled. In the event that two or more candidates receive an equal number of votes for the final seat on the Board of Directors or the Supervisory Board, a re-election shall be conducted among the candidates receiving the same number of votes;

b) Any complaint relating to the election results shall be considered only immediately at the General Meeting, and shareholders may not object to such validity at any other time. In the event of any disagreement regarding the election procedures or results, the Vote-counting Committee shall re-examine the matter and seek the decision of the General Meeting.

7. Principles of vote counting

a) The Vote-counting Committee shall consist of 5 persons elected by the General Meeting of Shareholders at the proposal of the Chairperson at the opening session of the General Meeting of Shareholders.

b) Voting shall commence after the General Meeting of Shareholders has approved the Election Rules or the number and composition of members of the Board of Directors and members of the Supervisory Board to be elected at the General Meeting, and shall end at the time determined by the General Meeting of Shareholders for completion of voting, so that shareholders and shareholder representatives may exercise their voting rights in accordance with the meeting agenda. This time limit shall also apply to remote voting and electronic voting.

c) The Vote-counting Committee shall inspect the ballot box and announce the number of ballots collected in the ballot box in the presence of the shareholders before taking them away for counting.

Where remote election or electronic election is conducted, the Vote-counting Committee shall announce the number of election ballots successfully submitted as

of the close of the election before checking the validity of the electronic election results.

d) Vote counting must be carried out immediately after the voting ends.

e) The vote-counting results shall be recorded in writing and announced to the General Meeting by the Head of the Vote-counting Committee.

Article 14. Minutes of Meetings of the General Meeting of Shareholders

1. Meetings of the General Meeting of Shareholders must be minuted and may be audio-recorded or otherwise recorded and retained in another electronic form. For an online meeting of the General Meeting of Shareholders, electronic data recorded and retained during the meeting may be used as part of the contents of the minutes. The minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language, and must contain the following principal particulars:

a) Name, registered head office address, and enterprise code;

b) Time and venue of the General Meeting of Shareholders;

c) Agenda and contents of the meeting;

d) Full names of the Chairperson and the secretary;

d) Summary of the proceedings of the meeting and opinions expressed at the General Meeting of Shareholders in respect of each matter on the agenda;

e) Number of shareholders and total number of votes of shareholders attending the meeting; appendix containing the list of shareholders registered to attend the meeting and shareholders' representatives attending the meeting, together with the corresponding number of shares and votes;

g) Total number of votes cast in respect of each matter put to a vote, specifying the voting method, the total number of valid votes, invalid votes, votes in favor, votes against, and abstentions, and the corresponding ratio to the total votes of the attending shareholders;

h) Matters approved and the corresponding approval ratio;

i) Full names and signatures of the Chairperson and the secretary. If the Chairperson or the secretary refuses to sign the minutes, such minutes shall nevertheless be valid if signed by all other members of the Board of Directors attending the meeting and if they contain all contents prescribed in this Clause. The minutes must clearly state that the Chairperson and/or the secretary refused to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the close of the meeting. The Chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly liable for the truthfulness and accuracy of the contents of the minutes.

3. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In the event of any inconsistency between the Vietnamese version and the foreign-language version, the Vietnamese version shall prevail.

4. The minutes of the General Meeting of Shareholders must be published on the Corporation's website within twenty-four (24) hours or sent to all shareholders within fifteen (15) days from the date of conclusion of the meeting.

5. The minutes of the General Meeting of Shareholders shall be deemed conclusive evidence of the matters conducted at the General Meeting of Shareholders unless an objection to the contents of the minutes is raised in accordance with the prescribed procedures within ten (10) days from the date on which the minutes are sent.

6. Resolutions and minutes of meetings of the General Meeting of Shareholders, the appendix containing the list of shareholders registered to attend the meeting bearing shareholders' signatures, powers of attorney for attendance, all documents attached to the minutes (if any), and documents enclosed with the notice of meeting must be disclosed in accordance with the laws on information disclosure in the securities market and must be kept at the registered head office of the Corporation.

Article 15. Conditions for Adoption of Resolutions

1. A resolution on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting, except in the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:

- a) The classes of shares and the total number of shares of each class;
- b) Change of business lines and sectors;
- c) Change of the organizational and management structure of the Corporation;
- d) Investment projects or the purchase or sale of assets of the Corporation or its branches with a value equal to or exceeding 35% of the total asset value recorded in the Corporation's most recent financial statements;
- d) Reorganization or dissolution of the Corporation;
- e) Amendments to and supplements of the Articles of Incorporation.

2. Other resolutions shall be adopted if approved by shareholders holding more than 50% of the total voting rights of all shareholders attending the meeting, except in the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

3. Resolutions of the General Meeting of Shareholders shall take effect from the date of adoption or from the effective date specified in such resolution. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares shall be lawful and effective even if the procedures and formalities for convening the meeting and adopting such resolutions are in violation of the Law on Enterprises and the Articles of Incorporation.

4. In case a shareholder or a group of shareholders requests the Court or Arbitration to annul a resolution of the General Meeting of Shareholders in

accordance with Article 151 of the Law on Enterprises, such resolution shall remain effective and enforceable until the Court or Arbitration issues a different decision, except where interim emergency measures are applied pursuant to a decision of a competent authority.

5. The election of members of the Board of Directors and members of the Supervisory Board must be conducted by the cumulative voting method, whereby each shareholder shall have a total number of votes equal to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and each shareholder shall have the right to allocate all or part of his or her total votes to one or several candidates. Successful candidates for the Board of Directors or as Controllers shall be determined in descending order based on the number of votes received, starting from the candidate receiving the highest number of votes until the number of members prescribed in the Articles of Incorporation of the Corporation is filled. In the event that 02 or more candidates receive an equal number of votes for the final seat on the Board of Directors or the Supervisory Board, a re-election shall be conducted among the candidates receiving the same number of votes, or selection shall be made in accordance with the criteria provided in the Election Rules.

6. Resolutions of the General Meeting of Shareholders must be published within 24 hours on the Corporation's website and through the information channels as prescribed. The notification of resolutions of the General Meeting of Shareholders must be accurate, complete, and timely, and shall be made by the General Director or the person authorized to disclose information. Resolutions of the General Meeting of Shareholders must be notified to shareholders entitled to attend the General Meeting of Shareholders within 15 days from the date on which such resolutions are passed; such notification shall be made by posting the resolutions on the Corporation's website.

Article 16. Request for Cancellation of Decisions of the General Meeting of Shareholders

1. Within 10 days from the date of publication of the resolutions, the minutes of the General Meeting of Shareholders, or the minutes recording the results of vote counting for obtaining written opinions of the General Meeting of Shareholders on the Corporation's website, a shareholder or group of shareholders referred to in Clause 2, Article 115 of the Law on Enterprises shall have the right to request the Court or an Arbitral Tribunal to review and cancel a resolution, or part of the contents of a resolution, of the General Meeting of Shareholders in the following cases:

a) The order and procedures for convening the meeting and adopting decisions of the General Meeting of Shareholders seriously violate the Law on Enterprises and the Articles of Incorporation of the Corporation, except in the case specified in Clause 3, Article 21 of the Articles of Incorporation of the Corporation.

b) The contents of the resolution violate the law or the Articles of Incorporation of the Corporation.

2. A shareholder or group of shareholders referred to in Clause 2, Article 115

of the Law on Enterprises objecting to a decision of the General Meeting of Shareholders must do so in writing, clearly stating the full name and registration code for attendance at the General Meeting of Shareholders, together with the contents of and reasons for the objection. Such written objection shall be submitted to the secretary of the General Meeting for record.

3. A shareholder or group of shareholders referred to in Clause 2, Article 115 of the Law on Enterprises voting against a resolution on the reorganization of the company or on a change to the rights and obligations of shareholders as provided in the Articles of Incorporation of the Corporation shall have the right to require the company to repurchase its shares. Such request must be made in writing, stating the name and address of the shareholder, the number of shares of each class, the proposed selling price, and the reason for requesting the company to repurchase the shares. Such request must be sent to the company within 10 days from the date on which the General Meeting of Shareholders passes the resolution on the reorganization of the company or on the change to the rights and obligations of shareholders as provided in the Articles of Incorporation of the Corporation.

Article 17. Authority and Procedures for Obtaining Shareholders' Written Opinions to Adopt Resolutions of the General Meeting of Shareholders

The obtaining of shareholders' written opinions may only be conducted after a resolution of the Board of Directors has been adopted approving the use of the written opinion method. The procedures for obtaining shareholders' written opinions to adopt a decision of the General Meeting of Shareholders shall be carried out as follows:

1. The Board of Directors shall have the right to obtain shareholders' written opinions to adopt a decision of the General Meeting of Shareholders where it deems such action necessary in the interests of the Corporation, except in the case provided in Clause 2, Article 147 of the Law on Enterprises.

2. The Board of Directors must prepare the written opinion ballot, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution. The Board of Directors must ensure that such documents are sent to and disclosed to shareholders within a reasonable period for consideration and voting, and in any event at least ten (10) days before the deadline for return of the written opinion ballots. The requirements and methods for sending the written opinion ballots and accompanying documents shall comply with Clause 3, Article 18 of the Articles of Incorporation of the Corporation.

3. A written opinion ballot must contain the following principal particulars:

- a. Name, registered head office address, and enterprise code of the Corporation;
- b. Purpose of obtaining written opinions;
- c. Full name, permanent address, nationality, Citizen Identity Card number, Identity Card number, passport number, or other lawful personal identification of an individual shareholder; the name, enterprise code or establishment decision number, and registered head office address of an institutional shareholder; or the full name,

permanent address, nationality, Citizen Identity Card number, Identity Card number, passport number, or other lawful personal identification of the authorized representative of an institutional shareholder; the number of shares of each class and the number of votes of the shareholder;

d. Matters on which opinions are sought for adoption of a decision;

e. Voting options, including "approve", "disapprove", and "abstain" for each matter on which opinions are sought;

f. Deadline for return of the completed written opinion ballot to the Corporation;

g. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Corporation.

4. A completed written opinion ballot must bear the signature of an individual shareholder, or the legal representative of an institutional shareholder, or the individual or legal representative of the authorized organization.

5. Written opinion ballots may be returned to the Corporation in the following forms:

a. By post: a written opinion ballot returned to the Corporation must be enclosed in a sealed envelope and must not be opened by anyone before the vote counting;

b. By fax, email, or other data message: written opinion ballots sent to the Corporation by fax, email, or other data message must be kept confidential until the vote-counting time.

6. Any written opinion ballot received by the Corporation after the deadline specified in the ballot, or opened in the case of postal return, or disclosed before the vote-counting time in the case of return by fax or email, shall be invalid. Any written opinion ballot not returned shall be deemed a non-voting ballot.

7. The Board of Directors shall establish a Vote-counting Committee. The Vote-counting Committee must include at least the Chairman of the Board of Directors, the Supervisory Board, and one member of the Secretariat. The Chairman of the Board of Directors shall act as Head of the Vote-counting Committee. The vote-counting minutes must contain the following principal particulars:

a. Name, registered head office address, and enterprise code of the Corporation;

b. Purpose and matters on which opinions are sought for adoption of the resolution;

c. Number of shareholders and total number of votes participating in the voting, clearly distinguishing valid votes and invalid votes, and the method of submission of the voting ballots, together with an appendix listing the shareholders participating in the voting;

d. Total number of votes in favor, against, and abstaining on each matter;

e. Matters adopted;

f. Full names and signatures of the Chairman of the Board of Directors, the legal representative of the Corporation, the vote counters, and the supervisors of vote counting.

Members of the Board of Directors, the vote counters, and the supervisors of vote counting shall be jointly liable for the truthfulness and accuracy of the vote-counting minutes, and jointly liable for any damage arising from decisions adopted as a result of dishonest or inaccurate vote counting.

8. The vote-counting minutes must be posted on the Corporation's website within twenty-four (24) hours from the time the vote counting is completed.

9. The completed written opinion ballots, the vote-counting minutes, the adopted resolution, and relevant documents enclosed with the written opinion ballot must all be kept at the registered head office of the Corporation.

10. A resolution adopted by obtaining shareholders' written opinions must be approved by shareholders representing more than 50% of the total voting shares and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

Article 18. Reports Approved by the General Meeting of Shareholders

The annual General Meeting of Shareholders shall approve the documents specified in Clause 3, Article 139 of the Law on Enterprises, including at least the following reports:

1. Annual business plan;
2. Audited annual financial statements;
3. Report of the Board of Directors on corporate governance and on the performance of the Board of Directors and each member of the Board of Directors; final settlement and the proposed salary fund and remuneration for members of the Board of Directors and members of the Supervisory Board;
4. Report of the Supervisory Board on the company's business results, the performance of the Board of Directors, the Director or General Director, and the self-assessment of the performance of the Supervisory Board and Controllers;
5. Profit distribution plan and the dividend rate for each share of each class;
6. Selection of the audit firm for the financial statements.

Article 19. Report on the Activities of the Board of Directors at the Annual General Meeting of Shareholders

The report on the activities of the Board of Directors submitted to the annual General Meeting of Shareholders must include the following principal contents:

- Assessment of the Corporation's performance during the financial year;
- Activities, remuneration, and operating expenses of the Board of Directors;
- Summary of meetings of the Board of Directors and decisions of the Board

of Directors;

- Results of supervision of the General Director;
- Results of supervision of other executives;
- Activities of the independent members of the Board of Directors and each independent member's assessment of the activities of the Board of Directors;
- Activities of the committees of the Board of Directors;
- Proposed plans for the future.

Article 20. Report on the Activities of the Supervisory Board at the Annual General Meeting of Shareholders

The report on the activities of the Supervisory Board submitted to the annual General Meeting of Shareholders must include the following principal contents:

- Activities of the Supervisory Board;
- Summary of meetings of the Supervisory Board and decisions of the Supervisory Board;
- Results of supervision of the Corporation's operational and financial situation;
- Results of supervision of members of the Board of Directors, the General Director, and other executives;
- Report assessing the coordination between the Supervisory Board, the Board of Directors, the General Director, and shareholders;
- Proposals and recommendations of the Supervisory Board.

CHAPTER III. BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF DIRECTORS

Article 21. Organization and Operation of the Board of Directors and Members of the Board of Directors

To be implemented in accordance with the Operating Regulations of the Board of Directors as approved by the General Meeting of Shareholders.

CHAPTER IV. SUPERVISORY BOARD

Article 22. Organization and Operation of the Supervisory Board and Members of the Supervisory Board

To be implemented in accordance with the Operating Regulations of the Supervisory Board as approved by the General Meeting of Shareholders.

CHAPTER V. EXECUTIVES OF THE CORPORATION

Article 23. General Director

The duties and powers of the General Director are provided in Clause 3, Article 35 of the Articles of Incorporation of the Corporation.

1. The Board of Directors shall appoint one (01) member of the Board of Directors or another person to act as the General Director, and shall enter into a labor contract stipulating remuneration, salary, and other benefits.

a) Where the General Director is a member of the Board of Directors, the appointment and removal shall be effected upon approval by a majority of the attending members of the Board of Directors having voting rights.

b) Where the General Director is not a member of the Board of Directors, the nomination, self-nomination, appointment, and removal shall be carried out in accordance with the Regulations on the Management of Organization and Personnel Affairs of Petrolimex Petrochemical Corporation promulgated by the Board of Directors.

2. The term of office of the General Director shall not exceed five (05) years and may be renewed. The appointment may cease to be effective in accordance with the provisions of the labor contract.

3. The General Director must satisfy the following standards and conditions:

a. Have full legal capacity and not fall into the category of persons prohibited from managing an enterprise under Clause 2, Article 18 of the Law on Enterprises and the Articles of Incorporation of the Corporation.

b. Possess professional qualifications and experience in the business management of the Corporation.

c. The General Director must not concurrently hold the position of Director or General Director of another enterprise.

5. The General Director shall be accountable to the Board of Directors and the General Meeting of Shareholders for the performance of the assigned duties and powers, and must report to such bodies upon request.

6. Coordination by the General Director shall be carried out as follows:

a) Coordination with the Board of Directors shall be conducted in accordance with the Operating Regulations of the Board of Directors as approved by the General Meeting of Shareholders.

b) Coordination with the Supervisory Board shall be conducted in accordance with the Operating Regulations of the Supervisory Board as approved by the General Meeting of Shareholders.

c) Coordination with the legal representatives of the Corporation shall be conducted in accordance with the Articles of Incorporation and the Regulations on

the Allocation of the Rights and Obligations of the Legal Representatives promulgated by the Board of Directors.

7. The annual evaluation, reward, and discipline of the General Director shall be implemented in accordance with the regulations promulgated by the Board of Directors.

8. The remuneration, salary, and other benefits of the General Director shall be implemented in accordance with the Regulations on the Management of Salaries, Remuneration, and Bonuses for Managers at Petrolimex Petrochemical Corporation promulgated by the Board of Directors. The remuneration, salary, and other benefits of the General Director must be reported at the annual General Meeting of Shareholders, presented as a separate item in the annual financial statements, and stated in the Corporation's Annual Report.

Article 24. Deputy General Directors and Chief Accountant

1. The Corporation shall have Deputy General Directors and a Chief Accountant appointed by the Board of Directors, engaged under fixed-term contracts (not exceeding 05 years), and eligible for reappointment or replacement. The structure and number of Deputy General Directors shall be appropriate to the scale and operational characteristics of the Corporation.

2. The Deputy General Directors shall assist the General Director in managing and operating the Corporation in accordance with assigned duties and/or delegated authority, and shall be accountable to the General Director, the Board of Directors, and before the law for the duties assigned and authority delegated.

3. The Chief Accountant shall be responsible for organizing the financial and accounting work of the Corporation; assisting the General Director and the Board of Directors in supervising the Corporation's financial affairs in accordance with the laws on finance and accounting; and shall be accountable to the General Director, the Board of Directors, and before the law for the duties assigned and authority delegated.

4. The Deputy General Directors and the Chief Accountant must satisfy the standards and conditions prescribed in the Regulations on the Management of Organization and Personnel Affairs of the Corporation promulgated by the Board of Directors and relevant laws.

5. The Deputy General Directors and the Chief Accountant shall be entitled to salary and other benefits in accordance with the Regulations on the Management of Salaries, Remuneration and Bonuses for Managers at the Corporation promulgated by the Board of Directors and applicable laws.

Article 25. Order and Procedures for Appointment, Removal, and Resignation of Deputy General Directors and the Chief Accountant

1. The order and procedures for the appointment of Deputy General Directors and the Chief Accountant shall be implemented in accordance with the Regulations on the Management of Organization and Personnel Affairs of the Corporation

promulgated by the Board of Directors, and shall basically include the following steps:

a. The Board of Directors shall be the body directly responsible for the appointment and removal of Deputy General Directors and the Chief Accountant.

b. The Board of Directors shall identify and select, or the General Director shall propose, personnel for introduction to the Board of Directors based on the standards and work requirements of the position to be appointed.

c. Based on the list of candidates for appointment to the positions of Deputy General Director and Chief Accountant, the Board of Directors shall carry out the personnel appointment process.

2. Cases of removal and resignation of Deputy General Directors and the Chief Accountant:

a. A Deputy General Director or the Chief Accountant wishing to resign must submit a resignation letter to the Board of Directors. The Board of Directors shall consider and issue its decision within one (01) month from receipt of the resignation letter. Pending approval by the Board of Directors, the Deputy General Director or the Chief Accountant must continue to perform the duties of the appointed position.

b. The Board of Directors may remove a Deputy General Director or the Chief Accountant in the following cases:

Due to work requirements, reassignment, or personnel rotation;

Due to health conditions insufficient to continue working;

Failure to fulfill assigned duties, or violation of the internal rules or regulations of the Corporation; violation of law not yet serious enough for dismissal;

Other cases.

c. The procedures for removal and resignation of Deputy General Directors and the Chief Accountant shall be implemented in accordance with the Regulations on the Management of Organization and Personnel Affairs of the Corporation promulgated by the Board of Directors.

Article 26. Notice of Appointment and Removal of the General Director, Deputy General Directors and Chief Accountant

Following any decision on the appointment or removal of the General Director, Deputy General Directors, or the Chief Accountant, the Corporation shall be responsible for disclosing such information internally within the Corporation, to relevant authorities, and on the Corporation's website in accordance with law and the Information Disclosure Regulations promulgated by the Board of Directors.

CHAPTER VI. PERSON IN CHARGE OF CORPORATE GOVERNANCE OF THE CORPORATION

Article 27. Person in Charge of Corporate Governance of the Corporation

1. The Board of Directors of the Corporation must appoint at least 01 person in charge of corporate governance of the Corporation to support corporate

governance at the enterprise. The person in charge of corporate governance of the Corporation shall be the Secretary of the Corporation as provided in Clause 5, Article 156 of the Law on Enterprises.

The Board of Directors may, from time to time, appoint an assistant to the person in charge of corporate governance of the Corporation.

2. The person in charge of corporate governance of the Corporation must not concurrently work for the approved audit firm currently auditing the Corporation's financial statements.

3. The person in charge of corporate governance of the Corporation shall have the following rights and obligations:

a) To advise the Board of Directors on organizing meetings of the General Meeting of Shareholders in accordance with regulations and on matters relating to the relationship between the Corporation and its shareholders;

b) To prepare meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;

c) To advise on procedures for meetings of the Board of Directors and the General Meeting of Shareholders;

d) To attend meetings of the Board of Directors and the General Meeting of Shareholders;

d) To advise on procedures for preparing resolutions of the Board of Directors in accordance with law;

e) To provide financial information, copies of minutes of meetings of the Board of Directors, and other information to members of the Board of Directors and members of the Supervisory Board;

g) To supervise and report to the Board of Directors on the Corporation's information disclosure activities;

h) To act as the point of contact with stakeholders;

i) To keep information confidential in accordance with law and the Articles of Incorporation of the Corporation;

k) Other rights and obligations as provided by law and the Articles of Incorporation of the Corporation.

4. The Board of Directors may dismiss the person in charge of corporate governance of the Corporation when necessary, provided that such dismissal is not contrary to the applicable labor laws.

5. Following any decision on the appointment or dismissal of the person in charge of corporate governance of the Corporation, the Corporation shall be responsible for disclosing such information internally within the Corporation, to relevant authorities, and on the Corporation's website in accordance with regulations.

CHAPTER VII. PREVENTION OF CONFLICTS OF INTEREST AND TRANSACTIONS WITH RELATED PERSONS; PROTECTION OF STAKEHOLDERS

Article 28. Duty of Loyalty and Avoidance of Conflicts of Interest of Members of the Board of Directors, the General Director and Other Executives of the Corporation

1. Members of the Board of Directors, the General Director, Controllers, Deputy General Directors, the Chief Accountant and other executives, and their related persons, must not use business opportunities that may benefit the Corporation for personal purposes; nor may they use information obtained by virtue of their positions for personal gain and/or to serve the interests of other organizations and/or individuals.

2. Members of the Board of Directors, the General Director, Controllers, Deputy General Directors, the Chief Accountant and other executives shall be responsible for and obliged to notify the Board of Directors of contracts between the Corporation and such persons themselves or their related persons. Such persons may continue to perform such contracts where the members of the Board of Directors having no related rights and interests have decided not to pursue the matter.

3. The Corporation must not grant loans or guarantees to members of the Board of Directors, the General Director, Controllers, Deputy General Directors, the Chief Accountant and other executives, and their related persons, or to any legal entity in which the foregoing persons have related rights and interests, unless otherwise decided by the General Meeting of Shareholders.

4. A member of the Board of Directors must not vote on transactions in which that member or such member's related person participates, including where the rights and interests of such member of the Board of Directors in such transaction have not yet been identified. Such transactions must be presented in the notes to the financial statements for the relevant period and disclosed in the Annual Report.

5. Members of the Board of Directors, the General Director, Controllers, Deputy General Directors, the Chief Accountant and other executives, and persons related to the foregoing persons, must not use undisclosed information of the Corporation to disclose it to others or to carry out related transactions themselves.

Article 29. Transactions with Related Persons

1. When entering into transactions with related persons, the Corporation must execute written contracts on the principles of equality and voluntariness. The contents of the contracts must be clear and specific. The contractual terms, amendments and supplements, term of validity, price, and the basis for price determination of the contracts must be disclosed in accordance with law.

2. The Corporation shall apply necessary measures to prevent related persons from interfering with the Corporation's operations and prejudicing the interests of the Corporation through monopolizing purchase, sale, or distribution channels,

manipulating prices, and the like.

3. The Corporation shall apply necessary measures to prevent shareholders and related persons from conducting transactions causing loss of capital, assets, or other resources of the Corporation. The Corporation must not provide financial guarantees to shareholders and related persons.

Article 30. Ensuring the Lawful Interests of Stakeholder of the Corporation

1. The Corporation must respect the lawful interests of stakeholders of the Corporation, including banks, creditors, employees, consumers, suppliers, the community, and other stakeholders of the Corporation.

2. The Corporation shall actively cooperate with its stakeholders by :

a. Providing banks and creditors with full necessary information to help them assess the Corporation's operational and financial position and make decisions;

b. Encouraging stakeholders to provide opinions on the business performance, financial position, and important decisions relating to their interests through direct contact with the Board of Directors, the General Director, Deputy General Directors, and the Supervisory Board.

3. The Corporation must pay due attention to welfare matters, environmental protection, the common interests of the community, and the Corporation's social responsibility.

CHAPTER VIII. INFORMATION DISCLOSURE AND TRANSPARENCY

Article 31. Information Disclosure

1. The Corporation shall be obliged to disclose fully, accurately, and promptly periodic and extraordinary information on its production and business operations, financial position, and corporate governance to shareholders and the public. Information and the methods of disclosure shall be implemented in accordance with law and the Articles of Incorporation. In addition, the Corporation must promptly and fully disclose other information if such information is likely to affect the price of securities and the decisions of shareholders and investors.

2. Information disclosure shall be carried out by methods that ensure shareholders and investors are able to access such information fairly and simultaneously. The wording used in information disclosure must be clear, easy to understand, and must avoid causing misunderstanding to shareholders and investors.

Article 32. Annual, Semi-Annual and Quarterly Financial Statements

1. The Corporation must prepare annual financial statements in accordance with law and the regulations of the State Securities Commission, and such statements must be audited in accordance with regulations, and must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, and the business

registration authority.

2. The annual financial statements must include an income statement fairly and accurately reflecting the Corporation's profit and loss during the financial year, a balance sheet fairly and accurately reflecting the Corporation's position as of the reporting date, a cash flow statement, and notes to the financial statements.

3. The Corporation must prepare and disclose semi-annual and quarterly reports in accordance with the regulations of the State Securities Commission and submit them to the relevant tax authority and the business registration authority in accordance with the Law on Enterprises.

4. The Corporation's audited financial statements (including the auditor's opinion), semi-annual reports, and quarterly reports must be published on the Corporation's website.

5. Any interested organization or individual shall have the right to inspect or copy the audited annual financial statements, semi-annual reports, and quarterly reports during the Corporation's working hours at the Corporation's registered head office, and must pay a reasonable copying fee.

6. The Corporation must prepare and disclose its Annual Report in accordance with the laws on securities and the securities market.

Article 33. Organization of Information Disclosure of the Corporation

1. The Corporation's information disclosure organization shall include the following principal contents:

- Formulating and promulgating regulations on information disclosure in accordance with the Law on Securities and guiding documents;
- Appointing at least one (01) information disclosure officer.

2. The information disclosure officer may be the Secretary or a concurrently serving management officer.

3. The information disclosure officer must be a person who:

- Has knowledge of accounting and finance and possesses a certain level of computer skills;
- Publicly discloses his or her name and business telephone number so that shareholders may easily contact him or her;
- Has sufficient time to perform his or her duties, especially maintaining contact with shareholders, receiving shareholders' opinions, periodically disclosing responses to shareholders' opinions and issues relating to corporate governance as prescribed;

- Is responsible for the Corporation's information disclosure to investors in accordance with law and the Articles of Incorporation of the Corporation.

CHAPTER IX. OTHER MATTERS

Article 34. Corporate governance training

Members of the Board of Directors, the General Director, and Controllers

must participate in corporate governance training courses to enhance their knowledge and meet the requirements of corporate governance duties.

Article 35. Resolution of internal disputes

1. In case any dispute or complaint arises in relation to the Corporation's operations, the rights and obligations of shareholders as prescribed in the Law on Enterprises, other laws, the Corporation's Articles of Incorporation, arising between:

- a. A shareholder and the Corporation; or
- b. A shareholder and the Board of Directors, the General Director, Deputy General Directors, the Supervisory Board, or other executives

The relevant parties shall endeavor to resolve such dispute through negotiation and conciliation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present the relevant relating to the dispute within thirty (30) working days from the date the dispute arises. In case the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Supervisory Board to appoint an independent expert to act as mediator in the dispute resolution process.

2. If no conciliation decision is reached within six (06) weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, either party may refer such dispute to Arbitration or the Court.

3. The parties shall bear their own costs relating to the negotiation and conciliation procedures. Payment of Arbitration and Court costs shall be made in accordance with the arbitral award or the Court's judgment.

CHAPTER X. SUPPLEMENTS TO AND AMENDMENTS OF THE CORPORATE GOVERNANCE REGULATIONS OF THE CORPORATION

Article 36. Implementation provisions

1. These Regulations consist of 10 Chapters and 36 Articles and shall take effect from April 17, 2026. Any provisions of internal regulations issued by the Board of Directors that are contrary to these Regulations are hereby repealed.

2. Members of the Board of Directors, the General Director, other executives, and relevant organizations and individuals shall be responsible for implementing these Regulations.

3. The Supervisory Board shall be responsible for inspecting and supervising the implementation of these Regulations within the Corporation.

4. Any amendment, supplement, or replacement of provisions relating to these Regulations shall be decided by the Board of Directors of the Corporation.

5. Where legal provisions relating to the Corporation's operations are not

addressed in these Regulations, or where new legal provisions differ from the provisions of these Regulations, such legal provisions shall automatically apply and govern the Corporation's operations./.

ON BEHALF OF THE BOD
CHAIRMAN



DO HUU TAO