
No: 796/CBTT-SMBD

Ho Chi Minh City, June 30, 2026

NOTICE OF PERSONNEL CHANGES
(Applied to cases of appointment and/or dismissal/resignation)

To: Vietnam Exchange/ Hanoi Stock Exchange

Pursuant to Resolution No. 119/NQ-SMBĐ-ĐHĐCĐ dated June 30, 2026, and Resolution No. 120/NQ-HĐQT dated June 30, 2026 (attached), issued by the General Meeting of Shareholders of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company (SMBĐ), we hereby respectfully announce the personnel changes at SMBĐ as follows:

Appointment case(*):

1. Mr Tran Duc Thang

- Position held prior to appointment: Head of Industrial Department, PTSC Corporation
- Appointed position: Chairman of the Board of Directors of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company.
- Term of appointment: 30/06/2026
- Effective date: 30/06/2026

2. Mr Tran Xuan Dieu

- Position held prior to appointment: Deputy Head of the Planning and Investment Department, PTSC Corporation.
- Appointed position: Member of the Board of Directors of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company.
- Term of appointment: 30/06/2026
- Effective date: 30/06/2026

3. Ms Trinh Tu Ngoc

- Position held prior to appointment: Specialist, Financial Investment and International Planning Division, Finance and Accounting Department, PTSC Corporation.
- Appointed position: Head of the Supervisory Board of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company.
- Term of appointment: 30/06/2026
- Effective date: 30/06/2026

Cases of dismissal/resignation:

1. Mr Pham Van Hung

- No longer holding the position: Chairman of the Board of Directors of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company.
- Reason for dismissal (if any): At one's own request
- Effective date: 30/06/2026

2. Mr Tran Xuan Tai

- No longer holding the position: Member of the Board of Directors of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company.
- Reason for dismissal (if any): At one's own request
- Effective date: 30/06/2026

3. Ms Nguyen Le Tra

- No longer holding the position: Head of the Supervisory Board of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company
- Reason for dismissal (if any): At one's own request
- Effective date: 30/06/2026

Best regards.

Nơi nhận:

- CT.HDQT Cty;
- Ban GD Cty;
- T.BKS Cty;
- Ban BTT Website;
- Lưu VT, TCHC, NTH(scan).

Information disclosure person



Nguyen Thu Huong

RESOLUTION

2026 Annual General Meeting of Shareholders
**GENERAL MEETING OF SHAREHOLDERS
SAO MAI - BEN DINH PETROLEUM INVESTMENT
JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and effective from January 1, 2021;

Pursuant to the Charter of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company (the Company) and current regulations;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 1017/BB-SMBĐ-ĐHĐCĐ dated June 30, 2026, of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company,

DECISION:

Article 1. Approval of the Report on the Board of Directors' (BOD) performance in 2025 and operational plan for 2026 (Report No. 757/BC-HĐQT dated May 25, 2026); the Report on the Board of Management's production and business results for 2025 and plan for 2026 (Report No. 756/BC-SMBĐ dated May 25, 2026); and the Report on the Supervisory Board's performance in 2025 and task plan for 2026 (Report No. 758/BC-BKS dated May 25, 2026).

Article 2. Approval of the 2025 financial statements audited by VACO Auditing Co., Ltd., pursuant to Proposal No. 767/TTr-HĐQT dated May 25, 2026, of the Board of Directors.

Article 3. Approval of the profit distribution plan for 2025 and the business plan for 2026, in accordance with Proposal No. 768/TTr-HĐQT dated May 25, 2026, of the Board of Directors, specifically as follows:

1. Profit distribution plan for 2025:

Unit of measurement: VND

STT	Target	Amount
1	Total undistributed profit after tax as of December 31, 2025	16.663.108.109
-	Accumulated profit after corporate income tax as of the end of the previous year	15.056.049.794

-	Profit after corporate income tax for 2025	1.607.058.315
2	Allocation to funds for 2025	476.147.473
-	Allocation to the Executive Board Bonus Fund and the Reward and Welfare Fund.	476.147.473
+	<i>Executive Management Bonus Fund</i>	235.088.726
+	<i>Reward and welfare fund (15% of profit after tax):</i>	241.058.747
3	2025 dividend	-
4	Remaining profit carried forward to 2026 (1-2-3):	16.186.960.836

The General Meeting of Shareholders authorizes the Board of Directors to determine the plan for distributing the remaining undistributed profit, in accordance with the Company's business operations, financial position, and investment activities.

2. 2026 Business Plan:

TT	INDICATORS	Unit of measurement	2026 Plan
1	Owner's equity	Billion VND	
-	Charter capital	Billion VND	750
2	Total Revenue	Billion VND	320,00
3	Profit before tax	Billion VND	3,00
4	Profit after tax	Billion VND	2,12
5	Profit carried forward from 2025	Billion VND	16,19
6	Total distributable profit	Billion VND	18,31
7	Allocation to funds for 2026	Billion VND	0,86
	Allocation to Executive Management Bonus Fund and Reward & Welfare Fund	Billion VND	0,86
-	<i>Executive Management Bonus Fund</i>	<i>Billion VND</i>	<i>0,44</i>
-	<i>Reward and Welfare Fund (20% of Profit After Tax)</i>	<i>Billion VND</i>	<i>0,42</i>
8	2026 Dividends	Billion VND	-
9	Undistributed Profit for 2026	Billion VND	17,45
10	Capital Construction Investment		

-	Investment execution value	VND billion	362,22
-	Disbursement value	VND billion	402,76
+	<i>Equity</i>	<i>VND billion</i>	98,43
+	<i>Borrowed/other capital</i>	<i>VND billion</i>	304,33

The General Meeting of Shareholders agrees to authorize the Board of Directors to approve adjustments and supplements to the Company's 2026 production and business plan (if any) to align with actual conditions.

Article 4. Approval of remuneration and operating expenses for members of the Board of Directors and the Supervisory Board for the year 2026, in accordance with Proposal No. 769/TTr-HĐQT dated May 25, 2026, as follows:

1. The salary and bonus fund for full-time members of the Board of Directors and full-time members of the Supervisory Board for 2026 shall be implemented in accordance with the Salary Regulation and relevant guidelines.

- The salary fund for the full-time Supervisory Board is VND 528,000,000, corresponding to a total of 01 Supervisory Board member.

2. Remuneration for non-full-time (concurrently holding office) members of the Board of Directors and Supervisory Board for 2026:

- Chairman of the Board of Directors (concurrently holding office): VND 5,000,000/person/month.

- Member of the Board of Directors (concurrently holding office): VND 4,000,000/person/month.

- Head of the Supervisory Board (concurrently holding office): VND 4,000,000/person/month.

- Member of the Supervisory Board (concurrently holding office): VND 3,000,000/person/month.

For any Head of the Supervisory Board or Supervisory Board member concurrently holding office who is appointed or nominated by PetroVietnam Technical Services Corporation (PTSC) to participate in the Company, the remuneration shall be paid by PTSC.

3. Operating expenses for members of the Board of Directors and the Supervisory Board in 2026: Official duty expenses (including travel, meals, accommodation, work tools and facilities, external relations activities, etc.) and other reasonable expenses incurred in the performance of assigned duties shall be handled in accordance with the Company's internal regulations and in compliance with applicable regulations.

Article 5. Approve the list of audit firms and authorize the Company's Board of Directors to select an audit firm to audit the Company's 2026 financial statements from the list of audit

firms specified in Proposal No. 770/TTr-BKS dated May 25, 2026, of the Supervisory Board, ensuring compliance with current regulations.

Article 6. Approve the change of the Company's name; the update and supplementation of business lines in the Enterprise Registration Certificate; and the amendment of the Company's Charter, as detailed in Proposal No. 771/TTr-HĐQT dated May 25, 2026, of the Board of Directors. The General Meeting of Shareholders authorizes the Board of Directors to carry out subsequent actions in accordance with current laws.

Article 7. Approval of the dismissal and supplementary election of members of the Company's Board of Directors, specifically as follows:

- Dismissal of Mr. Pham Van Hung and Mr. Tran Xuan Tai (representatives of PTSC Corporation) from the position of member of the Company's Board of Directors.

- Ratification of the election results appointing Mr. Tran Duc Thang and Mr. Tran Xuan Dieu (representatives of PTSC Corporation) as members of the Company's Board of Directors for the 2026–2031 term.

Article 8. Approval of the dismissal and supplementary election of the Company's Supervisory Board member, specifically as follows:

- Dismissal of Ms. Nguyen Le Tra (representative of PTSC Corporation) from the position of member of the Company's Supervisory Board.

- Ratification of the election results appointing Ms. Trinh Tu Ngoc (representative of PTSC Corporation) as a member of the Company's Supervisory Board for the 2026–2031 term.

Article 9. Approval of the authorization to decide on matters related to the adjustment of the Sao Mai – Ben Dinh Oil and Gas Maritime Service Base Project, as proposed by the Company's Board of Directors in Submission No. 834/TTr-HĐQT dated June 5, 2026.

Article 10. Approval of the authorization to make decisions regarding matters arising during the implementation of the 35-hectare Petroleum Services Zone construction investment project, as proposed by the Company's Board of Directors in Proposal No. 833/TTr-HĐQT dated June 5, 2026.

Article 11. Effectiveness

1. This Resolution takes effect from the date of signing. Where required by competent authorities or necessitated by procedures involving relevant parties, the Board of Directors is authorized to issue the contents of this Resolution as separate resolutions or decisions, provided that such issuances do not contradict the contents approved by the General Meeting of Shareholders.

2. Shareholders, the Board of Directors, the Supervisory Board, and the Board of Management of the Company are responsible for implementing this resolution.

On behalf of the General Meeting of Shareholders
Chairman of the Board of Directors
Pham Van Hung
(signed)



PETROVIETNAM TECHNICAL
SERVICES CORPORATION
Sao Mai - Ben Dinh Petroleum
Investment Joint Stock Company

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



No: 120 /NQ-SMBĐ-HĐQT

Ho Chi Minh City, June 30, 2026

RESOLUTION

Meeting to Elect the Chairman of the Board of Directors

**Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company GENERAL MEETING
OF SHAREHOLDERS**

**SAO MAI - BEN DINH PETROLEUM INVESTMENT
JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company;

Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company;

Pursuant to Minutes No. 1018/BB-HĐQT dated June 30, 2026, of the Board of Directors regarding the election of the Chairman of the Board of Directors of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company,

RESOLVED:

Article 1. To approve the election of **Mr. Tran Duc Thang** - a member of the Board of Directors of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company and the representative of PetroVietnam Technical Services Corporation (PTSC)—to the position of Chairman of the Board of Directors of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company.

Article 2. This Resolution takes effect from the date of signing.

Article 3. The Board of Directors, the Supervisory Board, the Board of Management, Mr. Tran Duc Thang, and relevant organizations and individuals are responsible for implementing this Resolution.

On behalf of the Board of Directors

Meeting Chairperson

Tran Duc Thang

(signed)