

NOTICE OF PERSONNEL CHANGES

To:

- The State Securities Commission;
- The Hanoi Stock Exchange.

Pursuant to the Board of Directors' Resolution No. 90/NQ-PAP dated September 25, 2026 and the General Meeting of Shareholders' Resolution No. 92/NQ-PAP dated September 25, 2026 of Phuoc An Port Investment and Exploitation Petroleum Joint Stock Company, we hereby respectfully announce the following changes in the Company's personnel:

Appointment**1. Mr. Nguyen Thanh Dat**

- Position before appointment: Chairman of the Board of Directors for the 2024–2029 term
- Position appointed to: Chairman of the Board of Directors for the 2026–2031 term
- Term of appointment: 05 years
- Effective date: September 25, 2026

2. Mr. Truong Hoang Hai

- Position before appointment: Member of the Board of Directors for the 2024–2029 term
- Position appointed to: Member of the Board of Directors for the 2026–2031 term
- Term of appointment: 05 years
- Effective date: September 25, 2026

3. Mr. Nguyen Thai Phuc

- Position before appointment: Member of the Board of Directors for the 2024–2029 term
- Position appointed to: Member of the Board of Directors for the 2026–2031 term
- Term of appointment: 05 years
- Effective date: September 25, 2026

4. Mr. Tran Nhan Tam

- Position before appointment: Member of the Board of Directors for the 2024–2029 term
- Position appointed to: Member of the Board of Directors for the 2026–2031 term
- Term of appointment: 05 years
- Effective date: September 25, 2026

5. Mr. Nguyen Huu Thang

- Position before appointment: Member of the Board of Directors for the 2024–2029 term



term

- Position appointed to: Member of the Board of Directors for the 2026–2031
- Term of appointment: 05 years
- Effective date: September 25, 2026

Dismissal/Resignation

1. Mr. Nguyen Hong Son

- Position before dismissal: Member of the Board of Directors for the 2024–2026 term.
- Position no longer held: Member of the Board of Directors for the 2024–2026 term.
- Position(s) remaining: Following his dismissal, Mr. Nguyen Hong Son is no longer an internal person of the Company.
- Reason for dismissal (if any): Resolution of the 2026 Extraordinary General Meeting of Shareholders.
- Effective date: September 25, 2026.

2. Mr. Dao Minh Tung

- Position before dismissal: Member of the Board of Directors for the 2024–2026 term.
- Position no longer held: Member of the Board of Directors for the 2024–2026 term.
- Position(s) remaining: Following his dismissal, Mr. Dao Minh Tung is no longer an internal person of the Company.
- Reason for dismissal (if any): Resolution of the 2026 Extraordinary General Meeting of Shareholders.
- Effective date: September 25, 2026.

This information has been disclosed on the Company's website on the same date at <https://phuocanport.com>.

We hereby confirm that the information disclosed above is true and accurate and accept full responsibility before the law for the contents of the information disclosed.

Respectfully./.

**PHUOC AN PORT INVESTMENT AND EXPLOITATION
PETROLEUM JOINT STOCK COMPANY
INFORMATION DISCLOSURE REPRESENTATIVE**



NGUYEN VAN HOANG



RESOLUTION

Re: Election of the Chairman of the Board of Directors for the 2026 - 2031 Term

**BOARD OF DIRECTORS OF PHUOC AN PORT INVESTMENT AND
DEVELOPMENT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises;

Pursuant to the Charter and the Regulations on the Operation of the Board of Directors of Phuoc An Petroleum Investment and Port Exploitation Joint Stock Company;

Pursuant to the Minutes of the Board of Directors Meeting No. 89/BB-PAP dated September 25, 2026.

RESOLUTION

Article 1: The Board of Directors hereby unanimously elects Mr. Nguyen Thanh Dat, born on February 6, 1987, as Chairman of the Board of Directors of Phuoc An Petroleum Investment and Port Exploitation Joint Stock Company for the 2026 - 2031 term, effective from September 25, 2026.

Article 2: This Resolution shall take effect from the date of signing. The members of the Board of Directors, the Board of Management of the Company, and Mr. Nguyen Thanh Dat shall be responsible for implementing this Resolution./.

Recipients:

- As stated in Article 2;
- Head of the Board of Supervisors of PAP;
- Filed at the Administration Office and the Board of Directors.

TM. BOARD OF DIRECTORS

Nguyen Thanh Dat

**RESOLUTION 2026 EXTRAORDINARY GENERAL MEETING OF
SHAREHOLDERS OF PHUOC AN PETROLEUM INVESTMENT AND
PORT EXPLOITATION JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Phuoc An Petroleum Investment and Port Exploitation Joint Stock Company;

Pursuant to the Minutes of the 2026 Extraordinary General Meeting of Shareholders No. 91/BB-PAP dated September 25, 2026 of Phuoc An Petroleum Investment and Port Exploitation Joint Stock Company.

RESOLUTION

Article 1: Approval of the adjustment to certain key tasks of the Company for 2026: not converting the function of the 220.4-hectare Phuoc An Port Logistics Services Project into an industrial park, specifically:

1. Not continuing to implement the investment plan for the Phuoc An Industrial Park Project based on the 220.4-hectare Phuoc An Port Logistics Services Project.

2. Continuing to invest in the existing 220.4-hectare Phuoc An Port Logistics Services Project.

3. Assigning the General Director of the Company to carry out the relevant procedures for the investment in and construction of the Phuoc An Port Logistics Services Project in accordance with applicable regulations and submit the same to the Board of Directors for approval.

Article 2: Approval of the Company's production and business plan for the 2026–2030 period, pursuant to Proposal No. 85/TTr-PAP dated September 21, 2026.

Article 3: Approval in principle of the investment in Phase 3.2 of the Phuoc An Port Construction Investment Project, pursuant to Proposal No. 84/TTr-PAP dated September 21, 2026.

Article 4: Approval of the adjustment to the Phuoc An Port Construction Investment Project, pursuant to Proposal No. 86/TTr-PAP dated September 21, 2026.

Article 5: Approval of the amendments and supplements to:

- The Charter of Phuoc An Petroleum Investment and Port Exploitation Joint Stock Company;

- The Internal Regulations on Corporate Governance of Phuoc An Petroleum Investment and Port Exploitation Joint Stock Company;



- The Regulations on the Operation of the Board of Directors of Phuoc An Petroleum Investment and Port Exploitation Joint Stock Company.

Article 6: Approval of the dismissal of the members of the Board of Directors for the 2024–2029 term, specifically:

1. Dismissal of the members of the Board of Directors for the 2024–2029 term, including:

- Mr. Nguyen Thanh Dat – Member of the Board of Directors/Chairman of the Board of Directors;

- Mr. Dao Minh Tung – Member of the Board of Directors;

- Mr. Nguyen Huu Thang – Member of the Board of Directors;

- Mr. Truong Hoang Hai – Member of the Board of Directors;

- Mr. Nguyen Thai Phuc – Member of the Board of Directors;

- Mr. Nguyen Hong Son – Member of the Board of Directors;

- Mr. Tran Nhan Tam – Member of the Board of Directors.

2. The dismissal shall take effect from the time this Resolution is approved by the General Meeting of Shareholders.

Article 7: Approval of the election results for the members of the Board of Directors for the 2026–2031 term, specifically:

1. Members of the Board of Directors:

- Mr. Nguyen Thanh Dat;

- Mr. Truong Hoang Hai;

- Mr. Nguyen Thai Phuc;

- Mr. Tran Nhan Tam;

- Mr. Nguyen Huu Thang.

2. Chairman of the Board of Directors:

Based on the election results of the members of the Board of Directors for the 2026–2031 term, the Board of Directors held a meeting and elected Mr. Nguyen Thanh Dat as Chairman of the Board of Directors of the Company for the 2026–2031 term in accordance with regulations.

Enclosed with the Minutes of the Board of Directors Meeting No. 89/BB-PAP dated September 25, 2026

Article 8: The 2026 Extraordinary General Meeting of Shareholders of the Company assigns the Presidium and the Secretary of the Meeting to finalize the Meeting documents; and assigns the Chairperson of the Meeting – Chairman of the Board of Directors of the Company to sign the documents and resolutions relating to the matters approved at the Meeting.

Article 9: This Resolution was approved by the 2026 Extraordinary General Meeting of Shareholders of the Company on September 25, 2026. The Board of Directors, Board of Supervisors, Legal Representative, General Director, and relevant individuals and units shall be responsible for implementing this Resolution./.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS**

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

Recipients:

- As stated in Article 9;
- State Securities Commission (IDS);
- Hanoi Stock Exchange (HNX);
- Website PAP;
- PAP Board of Directors;
- File: Office, Board of Directors.



Nguyễn Thanh Dat

