PROGRAM
SHAREHOLDERS' MEETING FOR THE YEAR 2025
Petrolimex Hanoi Trading and Transport Joint Stock Company
Date 05-04-2025

I. Time and place of the Congress

1. Time: From 8:00 a.m. on April 5, 2025 (Saturday)

2. Location: Hall of Petrolimex Hanoi Trading and Transport Joint Stock Company.

(49 Duc Giang Street - Long Bien - Hanoi).

II. Contents of the Congress

- Opening: Salute the flag. Statement of reasons, introduction of delegates. Introducing the Chairman of the Board of Directors to run the General Meeting.
- Introduction of the Presiding Committee of the Congress;
- Nomination of the Secretary.
- Nomination of the Shareholder Qualification Verification Committee.
- Report of the Shareholder Qualification Verification Board .
- Approve the Working Regulations of the Congress.
- Approve the Congress Program.
- Report on production and business results in 2024 and production and business plan in 2025.
- Report on the operation of the Board of Directors of the Company.
- Report on the operation of the Company's Supervisory Board.
- Proposal for selection of the Auditing Unit for the 2025 Financial Statements.
- The Company's Consolidated Financial Statements for 2024 have been audited.
- Report on dividend payment and profit distribution plan in 2024.
- Report on the Settlement of salaries and remuneration of Members of the Board of Directors and Members of the Supervisory Board in 2024. Report on the plan to pay remuneration to Members of the Board of Directors, Members of the Supervisory Board in 2025.
- Discussion section.
- Answer comments.
- Speeches of invited delegates.
- Vote to approve the contents discussed by the General Meeting of Shareholders.
- Approve the Resolution of the Congress.
- Approve the Minutes of the General Meeting.
- Closing of the Congress

BOARD

Người ký: CÔNG TY CỔ PHẦN THƯƠNG MẠI VÀ VẬN TẢI PETROLIMEX HÀ NỘI
Ký ngày: 19/03/2025 13:29:44

PETROLIMEX HANOI TRADING AND TRANSPORT JSC

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

PETROLIMEX

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hanoi, April 5, 2025

BOARD REPORT
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Dear Shareholders and Delegates!

On behalf of the Board of Directors (BOD), I would like to present a report on the basic features of the performance of the Board of Directors and each member of the Board of Directors in 2024 and some orientations in 2025 as follows:

A. OPERATING RESULTS IN 2024

1. General assessment and results of implementation of the Resolution of the General Meeting of Shareholders in 2024

In 2024, it will continue to be affected by the Russia-Ukraine war, political instability in a series of major economies such as Germany, France, South Korea, etc.have affected the global economy, the world petroleum market fluctuates complicatedly, gasoline prices tend to increase and decrease continuously with a large margin, unstable petroleum supply and unpredictable developments have had a great impact on the Company's business situation.

- In transportation business: The change of the Group's freight routes, the scarcity of goods at times caused a spike in transportation demand, however, the Company's investment in vehicles planned in 2023 was transferred to (20 vehicles) put into operation at the end of the 1st quarter of 2024, creating favorable conditions for the Company in increasing transportation capacity to meet the needs of customers.

- In petroleum trading: a number of newly issued regulations such as Decree 80/ND-CP dated November 17, 2023 amending and supplementing petroleum trading; Document 5080/TCT-DNL dated 13/11/2023 of the General Department of Taxation requires petroleum businesses to issue invoices for each sale, the Company must increase costs to invest in software and facilities, in order to respond promptly, employees at petrol stations must approach and adapt quickly to ensure compliance with regulations when selling.

- In the development investment work, it is difficult to implement or slow to implement because the procedures and supply of means of transport are not available.

Despite facing many difficulties, the Company continues to be closely oriented and directed by Vietnam National Petroleum Group and Petrolimex Petroleum Service Corporation, and at the same time because the Company has had resources for many years and has made good use of opportunities, overcoming difficulties, etc persistently implement the policies set out by the Board of Directors and have correct and successful solutions in management. Therefore, the Company has basically successfully completed the targets decided by the Annual General Meeting of Shareholders in 2024, specifically as follows:

STT	Quota	Units of Calculation	Implementation results 2024	Compared to Implementation in 2023 (%)	Compared to the Resolution of the General Meeting of Shareholders in 2024 (%)
1	Transportation Business	m3km	228.113.004	105	103
2	Petroleum trading	M3, Ton	44.992	104	103
3	Consolidated Net Revenue	Billion VND	1.192,770	98	93
4	Profit before tax	Billion VND	33,634	84	120
5	Profit after tax	Billion VND	26,461	83	118
6	Dividend Dividend Ratio	%	28	93	186
7	Investment value	Billion VND	80,621	254	161

In order to achieve this achievement, the Board of Directors of the Company would like to thank the direction and help of Petrolimex Petroleum Service Corporation, of Vietnam Petroleum Group, the coordination and facilitation of units in the Group, thank you for the coordination of inspection, supervision of the Company's Supervisory Board, acknowledging and thanking the efforts of the Board of Directors and employees in the Company. The Board of Directors unanimously approved the 2024 financial statements. Recognize and praise the achievements of individuals and collectives of employees in 2024.

2. Activities of the Board of Directors and each member of the Board of Directors in 2024.

2024 is the 4th year of the 2021-2025 term, the Board of Directors has 5 members, including 02 members operating at the Company, 03 part-time members from other units (01 member at Petrolimex Petroleum Service Corporation, 01 member of Region I Petroleum Company and independent member of the Board of Directors), there are 03 people who are representatives of the Corporation's capital in the Company.

On the basis of the Company's Charter, the Regulation on the operation of the capital representative, the Regulation on the operation of the Board of Directors, the decentralization in direction, management and administration between the Board of Directors, the Chairman of the Board of Directors and the Director of the Company, the Board of Directors has assigned tasks and assigned responsibilities to members of the Board of Directors to perform the functions of the Board of Directors according to the Company's Charter. In particular, through regular and irregular meetings of the Board of Directors to capture information and direct the approval of resolutions of the Board of Directors.

- The Board of Directors regularly evaluates the implementation of resolutions and monitors and supervises production and business activities through monthly, quarterly and annual reporting systems and through inspections and controls of the Supervisory Board. From the results of monitoring and supervision, the Board of Directors has issued a resolution directing to promptly overcome inadequacies and risks that cause unsafety in production and

business at the Company.

- In 2024, the Board of Directors has issued 10 Resolutions of the Board of Directors through periodic meetings or through written requests for opinions of the Chairman of the Board of Directors in order to decide on the issues of the Board of Directors and implement the targets set by the Annual General Meeting of Shareholders on the basis of whichlong-term goals have been developed. short-term is suitable for each period and each specific period. In addition, the Board of Directors also regularly learns and grasps the situation of the Company through many information channels, combining the organization of thematic meetings, briefings with the Company's leadership, management and administration. With a multi-dimensional approach, the Board of Directors helps the Board of Directors to timely grasp the situation of production and business activities, the management and administration of the Company's effective mechanisms and policies in various fields, on that basis, to set out guidelines and solutions to manage the Company more effectively.

- The Chairman of the Board of Directors is 1 of the 2 legal representatives of the Company, full-time activities have performed the function of managing the Company and directing and supervising the Company's production and business activities in accordance with the Enterprise Law, the Company's Charter of operation and the decentralization of the Board of Directors of the Company. In addition to chairing meetings of the Board of Directors, signing resolutions, decisions, approving the reports of the Company's Director, he also directly convenes a number of meetings to discuss important issues such as planning, appointment of officials according to management decentralization, etc the management and supervision of means of transport, the application of new informatics software, the work of economic and technical norms, solutions to increase transport capacity,.... The Chairman of the Board of Directors also coordinated and requested the Company's Supervisory Board to carry out the inspection of units.

- Members of the Board of Directors on the basis of their assigned tasks have taken the initiative and responsibility to participate and propose specific solutions in management and administration.

3. Some specific directions of the Board of Directors

3.1. To direct the completion of the organization and administration of the Company

- Directing the review of the personnel planning for the 2026-2031 period, reviewing and consolidating the appointment of officials under the management of the Board of Directors: Separating the titles of Deputy Director Head of Sales Department and appointing 01 Head of Transport Business Department, 01 Deputy Transport Business Department, 01 Deputy General Manager of Lao Cai Branch, to gain credibility and re-appoint a number of other cadre titles.

- Direct the improvement of the management quality of the Executive Board in the direction of assigning specific tasks and attaching the responsibilities of each person in the Board of Directors and Directors of branches. Direct and improve the control and advisory role of departments and fleets.

- Completed the synchronization of fuel and tire norms according to the Corporation's regulations and is directing the survey of all transport routes with norms higher than the prescribed norms (K>1 coefficient) of the Corporation.

- Direct the amendment and re-promulgation of the Regulation on management of petrol stations, the Regulation on management and distribution of wages;

- Direct the Company's Executive Board to focus on controlling, having solutions to maintain and develop the transport market share on the basis of sustainable solutions to improve service quality, reduce costs and ensure safety in the transportation process.

- Directing solutions to manage and monitor means of transport through GPS

equipment, fleets, professional departments of the Company and especially directing the establishment and operation of the Independent Trade Civilization and Journey Monitoring Team.

- To direct the focus on analysis in order to have specific assessments and solutions to improve the efficiency indicators of vehicle exploitation by group, type of vehicle, on each route of operation to serve as a basis for investment in means of transport.

- Regularly direct the strengthening of control over the repair of means of transport, direct the completion of the process of repair, assessment and adjustment of fixed quotas for materials, fuel, and tire tattoos. Promote the completion and strengthen inspection and supervision of the implementation of the plan on contracting costs for repair of means of transport and the contracting mechanism for petrol stations to ensure the efficient use of labor.

- Drastically direct to complete the project of management with informatics, well serving the requirements of governance and data exploitation.

- Direct the Executive Board to come up with solutions to reduce labor, increase labor productivity, and increase income.

- Direct the strengthening of internal training, fostering and arrangement of the Company's staff according to regulations.

3.2.- To direct the investment, use, preservation and development of capital.

The Board of Directors is consistent in the goal of gaining resources to focus on investing in 02 main areas: transportation and petroleum retail stores. On the basis of potentials, the advantages are gradually selectively expanded to invest in other fields. To direct the implementation of investment projects to ensure the right principles, timeliness and efficiency:

- In 2024, there will continue to be difficult times in terms of petroleum supply and the Group's gradual implementation of changing the flow of goods, so the demand for vehicles increases. In the context of difficulties in the investment in means of transport, the Board of Directors has directed to strengthen the quality management of existing vehicles, suspend the liquidation of old vehicles (except for expired vehicles or unsafe quality), improve the quality and productivity of the fleet, etc lowering transportation costs.

- Direct the investment in vehicles as planned from 2023 to transfer to and complete the investment in 10 new vehicles according to the plan in 2024.

- Drastically direct the completion of the investment project to build Dai Ang petrol station, organize bidding for the reconstruction of petrol station No. 1, replace petrol and oil tanks at petrol station 38, and repair petrol station No. 18.

- Focus on implementing the plan for business cooperation in other services at the Company's office area and at petrol stations such as car registration; tire tattoo service station,... to increase the value of land use and assets.

- Direct the formulation of financial plans, balance capital from time to time, take advantage of receivables and payable capital sources, and approve borrowing plans from time to time to reduce interest rates and borrowing periods.

- Direct the strengthening of the management of petrol and oil sales invoices, the inspection and supervision of activities at the company's branches and fleets, overcome the shortcomings that the internal inspection teams of the Ministry, the Corporation and the State Audit have stated and proposed.

- Decided on the policy of dissolution and termination of operation of P-AUTO Company, is directing the development of the plan and procedures for dissolution of the company before 30/06/2025.

4. Results of supervision of the company's director and other managers

The Board of Directors regularly monitors and supervises the Company's production

and business activities, the management and administration of the Board of Directors and other managers of the Company through financial reporting systems, statistics, and other reports monthly, quarterly, yearly, etc especially the implementation of the Resolution of the Board of Directors, the regulations and regulations of the Group, Petrolimex Petroleum Service Corporation and the laws of the State. In addition, the Board of Directors also conducts direct supervision through inspections and controls of the Supervisory Board; audit results of the State Audit Agency, independent audit, of Petrolimex Petroleum Service Corporation.

- In 2024, through the results of monitoring and supervision of the Board of Directors, the Board of Directors of the Company and other managers of the Company have properly performed their duties and duties in accordance with the provisions of the Company's Charter, the operation regulations of the Board of Directors, regulations on decentralization of management and administration between the Board of Directors and the Company's Director as well as regulations, other current regulations of the Company, Petrolimex Petroleum Service Corporation and State laws. The Board of Directors of the company fully implements the Resolution of the 2024 Annual General Meeting of Shareholders and the Resolutions of the Board of Directors. Proactively implement and direct the completion of basic and main targets according to the 2024 plan; fully exercise the legitimate rights and interests of shareholders, employees and enterprises. Fully fulfill obligations to the budget; preservation and development of capital.

- The Board of Directors has not detected any members of the Board of Directors violating the law.

- The Director of the Company has organized the management and administration of the company in accordance with the regulations and regulations on assignment and decentralization.

B. OPERATIONAL ORIENTATION OF THE BOARD OF DIRECTORS IN 2025 AND ORIENTATION FOR THE COMING YEARS

I. Influencing factors

- In 2025, the geopolitical situation in the world will still be unstable (such as the conflict between Russia and Ukraine; Israel and Iran/Hamas) will make world oil prices complicated, difficult to forecast, and indirectly affect the situation and business results.

- Along with the economic growth target and forecast of petroleum production demand to increase by over 5%, the Company is required to be more proactive in terms of human resources and means of transportation of petroleum.

- Changes in the provisions of the road traffic law (on driving time during the day, week, ,....) increase costs and reduce profits in transport business.

- The change of freight rates, implementation of transport bidding and the policy of centralized transportation dispatching of Vietnam National Petroleum Group will create new advantages and challenges for the Company's transportation business.

- Continue to face strong competition and share the market share of transportation business, petroleum trading both inside and outside the industry according to the Group's policy of sharing market share, which will reduce the Company's traditional transportation market share.

- Petrolimex Petroleum Services Corporation is the unit that manages the Group's capital at the company, which is expected to merge into Vietnam Petroleum Group before 30/06/2025, which will also have an impact on the management and administration of the Company.

In this context, the Board of Directors determines the targets, tasks, orientations and basic solutions in 2025 and the coming years as follows:

II. Orientations in 2025 and the coming years

1. Carefully and strategically evaluate the petroleum transportation market to ensure that it is effective and consistent with the Group's policy of operating and changing the movement of goods. Continue to invest in modernizing fleets, lowering costs and improving transport quality in order to be able to participate in and win bids in bidding and transport DOC.

2. To step up the development of the system of petrol stations and increase other benefits from petrol stations.

3. Continue to do a good job in internal governance: Human resource management, capital management, project management for investment efficiency, cost management, risk management, strengthen the application of information technology and AI technology in management.

4. Continue to improve the management of trade, economic and technical civilization and ensure labor safety, fire safety and traffic safety.

5. Strengthen training to improve qualifications and skills, encourage responsibility and ensure employment, increase incomes for employees, ensure dividends for shareholders, preserve and develop capital.

III. Basic targets for 2025

1- Planned revenue : 1,225,654 billion copper; equal to 103% in 2024.

2- Planned profit before tax: 27.588 billion copper flat; 71% in 2024.

3- Profit after tax : 22,070 billion copper flat; 83% in 2024.

4. Dividend payment rate (in cash or bonus shares): 15%;

5. Total investment value: 57,384 billion VND.

(Specific investment items have been shown in the report of the Director of the Company).

IV. Groups of solutions:

1. Group of solutions on transport market and market share: Maintaining and increasing market share, improving the quality of transport services, reducing costs, improving business efficiency); looking for new markets, ready to meet the bidding leader and DOC transportation dispatching of Vietnam National Petroleum Group; Invest in renewing the structure of the fleet of vehicles.

2. Developing petrol and oil business: Striving to increase 01 new petrol station and increase output at existing petrol stations; Promote the business of other goods.

3. Developing utility services at the Company's parking lot and petrol stations (electric vehicle charging stations; changing tires, batteries, lubricants, ...).

4. Group of solutions on internal management:

- To strengthen the management of vehicle productivity, labor productivity, management of vehicle repair costs and quality of means of transport.
- Review the implementation of internal management regulations and regulations, strengthen the inspection, control and remedy of shortcomings through inspection.
- Review, survey and adjust economic and technical norms and management processes.
- Continue to seek sources of capital with low and stable interest rates.
- Recruit drivers to ensure that they meet the new provisions of the law (on driving time during the week). Mobilize and arrange the management apparatus and indirect labor in a streamlined and efficient manner in accordance with the policy of contracting in

transportation business and petroleum trading. Strive to reduce the proportion of indirect labor on the total labor structure.

- Implement solutions on technical control of vehicles, alcohol, speed, and working hours to minimize traffic safety.

- Strengthen education to raise awareness, along with strict handling to limit and repel violations that must be disciplined among employees.

5. Promote initiatives in production and business. Promote the application of information technology and advanced management and administration technologies to improve the quality of governance throughout the Company.

6. To maintain and develop effective business association contracts; Recover and preserve capital at P-AUTO after it has been dissolved due to the expiration of the land lease term.

The Board of Directors sincerely thanks the facilitative direction of Vietnam National Petroleum Group, Petrolimex Petroleum Service Corporation, units in Vietnam National Petroleum Group, the support and help of shareholdersand all employees in the Company for helping the Board of Directors complete the tasks assigned by the General Meeting of Shareholders.

I wish you good health and happiness to all delegates and shareholders.

Thank you very much!

TM. BOARD
PRESIDENT

Bui Van Thanh

PETROLIMEX HANOI TRADING AND TRANSPORT JSC
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

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Hanoi, April 5, 2025

REPORT OF THE COMPANY'S DIRECTOR ON PRODUCTION AND BUSINESS RESULTS IN 2024 AND PRODUCTION AND BUSINESS PLAN IN 2025

Dear Shareholders, Delegates!

PART ONE
EVALUATION OF PRODUCTION AND BUSINESS RESULTS IN 2024

I. GENERAL OVERVIEW OF THE BUSINESS ENVIRONMENT

2024 continues to be a turbulent and difficult year for the world economy when facing a series of hot spots stemming from prolonged conflicts in Ukraine, the Middle East, political instability in a series of major economies such as Germany, France, etc South Korea... In the context of the world economy facing an increasingly obvious trend of market fragmentation, strategic competition between major countries threatens to weaken international cooperation, supply chains, as well as global economic stability and growth.

Although the international and domestic context is still challenging, Vietnam's economy has overcome difficulties to achieve outstanding achievements. In 2024, Vietnam will have a high economic growth rate and exceed the set target, belonging to the few countries with high growth rates in the region and the world.

Despite facing many difficulties due to high energy prices and unstable supply, greatly affecting the petroleum supply market, along with increasingly fierce competition in the petroleum business market in Vietnam, in 2024, Vietnam National Petroleum Group will still have a great growth in sales, petroleum production and trading market.

1. Advantages:

- The Company continues to be assigned tasks by Vietnam National Petroleum Group and Petrolimex Petroleum Service Corporation, creating favorable conditions for the Company in stabilizing market share and transport output in traditional areas as a basis for the Company to continue to be proactive in production and business activities. increase transportation output as well as improve capacity and service quality.
- From March 2024, due to changes in the flow of goods, construction companies such as Cao Bang Construction Company, Bac Thai Construction Company, Bac Ninh Construction Company, and Ha Bac Construction Company mainly take goods at Hai Duong petroleum terminal, which has created conditions for an increase in output.
- A number of investment vehicles planned for 2023 (20 vehicles) have been put into operation at the end of the 1st quarter of 2024, creating favorable conditions for the Company to increase transportation capacity to meet orders for customers.
- The domestic petroleum supply market grew well, air transport activities were also gradually recovered and had a growth step. The petroleum business environment tends to be more competitive and healthier, petroleum buyers move a lot to Petrolimex, increasing petroleum sales volume at Petrolimex's retail systems, including the Company's petroleum systems for most of the time in 2024, creating favorable conditions for the Company to increase transportation and production output. the volume of petroleum sales.

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- Gross profit assigned by the Group is relatively stable, the average gross profit is close to the gross profit oriented in 2024, creating favorable conditions for the Company to improve the efficiency of petroleum business.

- The investment in facilities and upgrading of infrastructure, management software of petrol stations, training to improve professional qualifications for employees over the past many years, contributing to improving the management and lowering costs in transportation business and petrol and oil trading;

2. Difficulties:

- The increase in input costs for transport business is due to the State's strengthening of the management, inspection and examination of transport-related fields, especially in the field of registration and inspection, which reduces labor productivity as well as vehicle exploitation productivity.

- Vietnam National Petroleum Group has not yet issued new tariffs in 2024 and continues to direct the Company to reduce variable costs, reduce land freight revenue in the condition that high input costs have sharply reduced the Company's revenue and transportation business efficiency in 2024.

- The domestic transport market continues to be subject to fierce competition with units inside and outside the Group. In particular, in addition to the market share of Ha Bac, Lang Son must share part of the output for PTS Ha Tay in 2023, from March 2024, the Company will continue to share part of the transportation output to Bac Ninh, Bac Thai, Vinh Phuc Petroleum Companies under the direction of the Corporation, reducing output, the Company's transport revenue.

- The implementation of a number of newly promulgated regulations of the State on petroleum trading, the General Department of Taxation requires petroleum trading enterprises to issue invoices for each sale, the Company must increase costs to invest in software, facilities, etc salary costs for employees at petrol stations to ensure compliance with regulations when selling.

- The investment in the development of petrol and oil retail stores faces many difficulties and complications in terms of paperwork, planning, compensation for site clearance; Competition among petrol trading enterprises; the state policy mechanism has changed and there are still many inadequacies.

Aware of the above difficulties and taking advantage of the advantages, the Board of Directors and the Board of Directors of the Company have come up with the right orientations and solutions in the field of production organization, investment, cost management and risk management. In 2024, the Company has achieved remarkable results.

II. RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024

1. Consolidated business results

TT	Name of the indicator	Units of Calculation	Plan for 2024	Implementation in 2024	Rate (%) TH 2024 compared to	
					TH 2023	YEAR 2024
I	**Output mainly**					
I.1	Transport	M3	2 755 178	2 736 509	99	99
		M3Km	221 778 153	228 113 004	105	103
I.2	**Petroleum sales volume**	**m3,Tons**	**43 500**	**44 992**	**104**	**103**
a	Sell wholesale	"	200	4	1	2
b	Retail	"	39 300	40 521	104	103
c	Contents	"	4 000	4 466	107	112

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TT	Name of the indicator	Units of Calculation	Plan for 2024	Implementation in 2024	Rate (%) TH 2024 compared to	
					TH 2023	YEAR 2024
II	**Total Revenue**	**Million VND**	**1 286 014**	**1 192 770**	**98**	**93**
1	Net sales	"	1 284 814	1 188 944	99	93
2	Contract revenue. finance	"	1 000	654	29	65
3	Other income	"	200	3 170	36	1 585
III	**Total cost**	"	**1 257 944**	**1 158 797**	99	92
IV	**Profit before tax**	"	**28 070**	**33 634**	84	120
1	Profitability of the transport business	Million VND	20 761	17 257	78	83
2	Petroleum business profit	Million VND	6 509	13 065	189	201
3	Other Business Profits	Million VND	600	477	108	80
4	Other income	Million VND	200	2 835	32	1418
V	**Profit after tax**	"	**22 456**	**26 461**	**83**	**118**
WE	**Ratio of Profit/Capital of the Company**	**%**	**31**	**36**	**86**	**116**
VII	**Ratio of Profit/Capital of CSH BQ**	**%**	**15**	**17**	**82**	**115**
VIII	**Dividend payout ratio**	**%**	**15**	**28**	**93**	**186**
IX	**Total PS payable NS**	**Million VND**	**29 216**	**30 790**	**83**	**105**
X	**Total salary fund**	**Million VND**	**143 604**	**144 383**	**109**	**101**
XI	**Number of employees at the end of the period**	**Person**	**525**	**505**	**100**	**96**
XII	**Average income**	**1000 VND/ng/year**	**23 147**	**23 900**	**104**	**103**
XIII	**Charter capital**	**Million VND**	**73 269**	**73 269**	**100**	**100**
XIV	**Investment value in the period**	**Million VND**	**49 930**	**80 621**	**254**	**161**

Overview of the situation and results of production and business activities in 2024 of the Company in specific fields:

1.1. In the field of transport:

a. About output:

- **Total volume of petroleum transported**: Only 99% of the plan and compared to 2023.
- **Total turnover:** reaching 102% of the plan and increasing by 103% compared to 2023.

The volume of freight transportation (M3) did not meet the plan and decreased compared to 2023 due to the impact of sharing the transport market share for Ha Tay University from March 2024. However, the increase in petroleum turnover was mainly due to the increase in petroleum sales volume of companies in the Petrolimex system and due to some petroleum companies changing their warehouses and moving goods with longer distances (up M3Km). But the most

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important thing is that the Company has well organized the work of ensuring transportation capacity, reasonable transportation operation, and increased vehicle efficiency to meet the transportation needs of customers.

b). Transport revenue reached VND 427 billion. Although transport volume increased by 3% compared to 2023 and exceeded 2% compared to the year plan, transport revenue only reached 98% compared to the plan and in 2023. The reason is that the average unit rate of freight in 2024 is 1,879 VND/M3Km, equal to 95.3% of the average unit price of the year plan and equal to 95.6% compared to 2023.

In addition to the basic reasons for the decrease in unit freight rates adjusted according to fuel prices in 2024 and the decrease in the unit rates of some transportation routes for customers due to the readjustment of transportation routes (with low road classification), the main reason is that in 2024, the Group will continue to direct the application of road classification according to Decision 5787/TCDB and direct the reducing variable costs and reducing freight revenue, which has sharply reduced the unit freight rate of the whole Company in 2024.

c. Total transport costs of VND 410 billion: Despite the increase in transport volume, transport costs in 2024 will only be equal to 99.4% of 2023, corresponding to a decrease in absolute costs of VND 2.3 billion, down compared to the 2024 plan of over VND 6.6 billion.

Compared to 2023, many expenses decreased sharply due to objective factors and subjective impacts of the management mechanism and orientation of the Board of Directors and the Board of Directors of the Company. Concrete:

- Depreciation expenses decreased by VND 3.8 billion, because in 2024, many of the Company's means of transport will be depreciated,
- Despite the increase in transportation volume, fuel costs decreased by over 5%, equivalent to over VND 7 billion compared to 2023. The basic reason is the impact of reduced fuel prices compared to 2023 and due to the investment in large-capacity vehicles, low fuel consumption, appropriate fuel quota adjustment and rationalization in transportation dispatching.
- The cost of tire tattoos and vehicle repair costs decreased by nearly VND 2 billion because the Company has liquidated many old cars with high repair costs and invested in many new high-tech vehicles in 2024.

In addition to the factors that reduce transportation costs, some fees have increased, mainly salaries, social insurance, expenses for employees and road and bridge costs (This cost has been offset by freight charges), interest costs, etc.

d. Transport profit of VND 17,257 billion (Including financial expenses), equal to 83% compared to customers and equal to 78% over the same period in 2023.

Compared to 2023, although the Company has many management solutions in terms of operation, costs, vehicle productivity, labor productivity, and transportation costs increase and decrease reasonably and positively, the unit price has decreased sharply due to the Group's policies and a number of objective costs have increased due to State regulations, which is the basic reason for profits transportation in 2024 will decrease sharply compared to 2023 and the plan.

1.2. In the field of petrol and oil trading.

a. Petroleum production and sales:

Petroleum production in 2024:

- Wholesale: reaching 2% of the year plan and equal to 1% of the same period.
- Retail: reached 103% of the year plan, up 4% over the same period.
- Internal level: reaching 112% of the annual plan and equal to 107% of the same period.

Although the impact of fierce competition with units inside and outside the Group greatly affects the retention and development of customers, especially service customers and direct retail customers. Along with many times, the scarce source of goods makes it difficult to coordinate the source of goods sold at petrol stations. But, basically, the company's output increased over

the same period, especially the retail output of petroleum. The reason is that the general demand of society increases. On the other hand, due to the Company's flexible sales mechanisms and policies, incentives for a stable group of customers, high consumption demand and the efforts of petrol stations to strengthen customer care and marketing to improve reputation to increase output. Wholesale petroleum production is low because the Company does not advocate the development of this business form due to inefficiency, large capital appropriation and high risk of financial insecurity.

b. Revenue, gross profit, expenses, and profit.

Petroleum business results achieved a profit of VND 13,065 billion, equal to 201% of the year plan and a high growth of 87% compared to 2023. Underlying causes:

- Along with the growth of petroleum production of 4% compared to 2023, the Group's average gross profit assigned to the whole company in 2024 is about 930 VND/liter, equivalent to the Group's plan-oriented gross profit, an increase of 130 VND/liter compared to the average in 2023, creating favorable conditions for the Company to improve the efficiency of petroleum business in 2024.
- In 2024, there will be 52 periods of price changes (24 times price increase, 28 times price reduction) which is favorable for the management of inventory goods to improve business efficiency, however, due to the Group's strict order management mechanism, the value of inventory goods difference due to price increase and decrease in 2024 will reach 2.3 billion, down compared to 2023 (2023 is 3.1 billion).
- Petroleum business expenses in 2024 for the whole company are 705 VND/liter, reaching 95% of the plan and increasing by 3% over the same period; down 37 VND/liter compared to the plan (down 1.7 billion VND) but up 22 VND/liter compared to 2023. The costs that increase are mainly salary costs, repair costs, and some other costs.

1.3. Trading in other goods:

Basically, the output and sales of non-petroleum products (except for grease trading) have reached and exceeded the 2024 plan. Although there are not many advantages in terms of selling prices when trading these products, in 2024, the Company has adjusted a number of mechanisms to promote increased production and sales and achieved quite positive results, especially the insurance sales business has created a profit from other goods business of VND 477 million, equal to 80% of the plan and 108% compared to 2023.

1.4 Revenue from financial activities and other income: In 2024, due to the effective use of existing capital, the company will generate a financial revenue of VND 654 million.

The total profit from other income of VND 2,835 billion is over VND 2.6 billion from compensation for site clearance of Duc Giang road.

Along with the close direction of the Company's Board of Directors, the implementation of many flexible mechanisms with the goal of increasing the output/sales of non-petroleum products, focusing on encouraging officials and employees in the Company, especially the petroleum sector, contributing to a sharp increase in the output/sales of non-gasoline business products the Company's oil, contributing to improving the efficiency of the Company's overall production and business activities. However, the targets of output and revenue of all types of non-petroleum goods trading, especially oil and grease trading, have not yet reached expectations

2. Consolidated financial indicators

2.1. Asset situation

The value of the Company's assets as of December 31, 2024 is VND 251,796 million, equal to 108% compared to the beginning of 2024. In which:

- Assets in cash : 23,063 million
- Short-term investment : 10,432 Million
- Inventory : 8,562 Million
- Residual value of fixed assets and construction : 149,603 Million

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- Long-term financial investment : 1,122 Million (after setting aside the provision for long-term investment depreciation: 677 Million VND)
- Receivables : 38,627 Million
- Short-term and other loans : 2,433 Million
- Other long-term assets : 17,954 Trd

2.2. Capital source as of 31/12/2024: 251,796 million VND. Include:
- Charter capital : 73,269 Million
- Other capital of the owner : 7,113 Million
- Development investment fund: : 43,045 Million
- Undistributed profits : 30,743 Million
- Long-term payable employees : 15,409 Million
- Payables and payables : 82,217 Million

2.3. Analysis of indicators:

Indicators of capital structure	TH last year	TH Year Report
Debt/total assets ratio	0.34	0.39
Debt/equity ratio	0.52	0.63

Financial targets	Previous Year (%)	Implementation of the reporting year (%)
- Profit after tax/Net revenue ratio	2,6	2,2
- Profit after tax/equity (ROE)	21,8	17,2
- Profit after tax/total assets (ROA)	13,8	11

The Company's financial situation is healthy, the asset structure and capital sources are appropriate, favorable for capital mobilization and debt payment. Total assets and capital as of December 31, 2024 is VND 251,796 million. In which:
- Short-term assets are VND 83,117 million, accounting for 33% of total assets;
- Long-term assets are VND 168,679 million, accounting for 67% of total assets;
- Liabilities of VND 97,626 million, accounting for 39% of total capital. In which, mainly short-term debts of VND 82,217 million, accounting for 84%; Long-term debt (Payable to employees) is 15,409 million VND, accounting for 18%.
- Equity is VND 154,170 million, accounting for 61% of the total capital.

2.2. Capital preservation:
- The charter capital of the Company is 73,269 million VND,
- Surplus and funds are 50,157 million VND.
- Undistributed profit after tax for this period is VND 26,461 million.

2.3. Debt management:

Customer debt as of December 31, 2024 is VND 35,993 million, down VND 3,023 million over the same period. In which, transport debts are 33,554 million VND, most of which are internal debts of the Group; Petroleum and other goods debt was 2,439 million VND, an increase of 147 million VND over the same period.

In 2024, the Company will not incur any additional bad debts.

3. Investment and implementation of projects

Total investment value in 2024: 80,621 million VND, including:
- Last year: Invested in 12 sitec cars and 03 tractors, 1 romooc shirt: 47,220 million VND.
- Investment according to the customer in 2024 including 10 sitec cars and 01 car: 32,561 million VND.

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- Investment in ERP management software: 840 million.

All investment is carried out through bidding, in accordance with the process and ensuring efficiency when exploiting and using.

- Business results at P-Auto Company in 2024 will be a loss of VND 436 million.

- In 2024, some projects according to the Company's plan to transition to 2025 are investment in repairing petrol station No. 1 under the project to renovate Duc Giang street (Due to the project schedule)

4. The situation and results of the implementation of the management work.

- In 2024, the Company will focus on the Company's governance on the basis of evaluating the implementation of the Company's current statutes, regulations and mechanisms, determining the reasons for good/poor implementation to have effective management and governance solutions.

- To adjust, amend and supplement a number of plans, mechanisms and systems of management documents in order to strengthen the management work, especially the management of transport quality, analysis of output, turnover, gross profit indicators, especially the costs of production and business activities, focus on analyzing and evaluating economic and technical indicators, especially the system of economic and technical norms, on that basis there is a plan to adjust a number of norms and quotas for the use of appropriate materials, spare parts, tires and fuels to reduce costs, improve the Company's business efficiency, and at the same time serve as a basis for synchronizing the normative system throughout the Corporation from May 1, 2024;

- Amending, supplementing and building new management regulations and production organization models of the Company in accordance with the Company's conditions; adjusting the mechanism of organizing the trading of petrol and oil, non-petrol and oil products, administering inventories; balance and rearrange transport forces between regions and units....).

- In 2024, the Company has adjusted its flexible business regime and has a preferential mechanism with customer groups to encourage petrol stations to maintain and grow output. In addition, the company also well implements the debt management regime to manage customers' debts well, reduce capital appropriation and ensure financial safety.

- Continue to improve the ERP management system software signed with Piacom that has been basically applied in 2024; Strengthen the application of software systems in management at the Company such as: Application of the Journey Monitoring system to strengthen the quality management of transportation services; Deploying invoice writing according to LOC sales at petrol stations, evaluating the application of testing the automatic tank measuring system at petrol station No. 38 – Lao Cai....

- Review and synthesize the report on proposals for adjustment and supplementation of the cadre planning for the 2021-2026 period. Develop labor quotas in 2024, review and consolidate cadre titles to improve management efficiency and business efficiency; The positions of management and executive officers have been re-appointed at the end of their term and a number of positions of fleet officers have been rearranged.

- Perform well labor management, improve labor productivity, ensure jobs and increase incomes for employees.

- To well implement traffic safety and fire safety, reduce the number of traffic accidents, and damage to goods and vehicles covered by insurance.

- Strengthen the management of vehicles and drivers in the course of performing their duties.

SECOND PART
2025 PLAN AND IMPLEMENTATION SOLUTIONS

I. FORECAST OF THE SITUATION:

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- Entering 2025, the geopolitical situation in the world is still uncertain (such as the conflict between Russia and Ukraine; Israel and Iran/Hamas) will make world oil prices complicated, difficult to forecast, indirectly affecting the situation and business results of Vietnam Petroleum Group.

- However, petroleum consumption in 2025 in Vietnam is expected to increase by over 8% compared to 2024, in the context that Vietnam's economy maintains a GDP growth rate of about 6.5% – 7% and strives to reach 7% – 7.5%. The total minimum petroleum supply in 2025 is estimated at 29.5 million m^3/ton, in the context of increasingly strict regulations on distribution, mandatory reserves and operating standards, many small businesses face difficulties and even be deprived of business licenses. This creates an opportunity for large enterprises such as Petrolimex, thanks to their management advantages, good compliance, scale advantages, distribution system and petroleum reserves, the Group can improve gross profit, continue to expand market share and grow petroleum sales volume by over 8% in 2025.

- The competition in the market, the market share of petroleum transportation in the Company's area of operation will be very harsh, especially having to compete with the unit in the industry, PTS Ha Tay to transport the additional production when implementing the D.O.C program along with the policy of implementing the Group's petroleum transportation bidding. the trend of the Company continuing to have to share the market and transportation market share for Ha Tay PTS of a number of petroleum companies in addition to petroleum companies that have been having to share in 2024 (Dien Bien, Ha Bac, Bac Ninh, Bac Thai and Vinh Phuc).

- The expansion and development of petrol stations will continue to face many difficulties due to competition with many units inside and outside the Group and difficulties from the State's mechanism will have a negative impact on the output growth target and efficiency in petroleum trading in 2025.

- Trading other products and goods does not have many advantages in terms of quality, price, and high competition, so it is very difficult to grow output.

2025 is considered to be a year with many difficulties and advantages intertwined, in which there are more difficulties than advantages. On the basis of evaluating the performance in 2024 and forecasting the situation in 2025, the Company sets out the orientations, basic plan targets and key tasks and solutions for 2024 as follows:

II. ORIENTATIONS AND TARGETS OF THE BASIC PLAN:

1. Orientations and tasks in 2025

(1) Properly implement the directions of the Group and the Corporation on market work, market share, ensure the capacity and quality of transport services to meet well for the Group's source creation and sales. Closely follow market developments, market share, D.O.C. orientation, transport bidding to ensure a reasonable balance of transportation capacity, timely supply of petroleum transportation needs of petroleum companies and customers.

(2) Continue to focus on improving management mechanisms, business mechanisms, investment in repair and renovation to increase output at existing petrol stations, along with developing the network of petrol stations in the direction of leasing, purchasing and applying for land to invest in the construction of petrol stations.

(3) Ensuring absolute safety in the production and business process is the top goal including safety: finance, legal, fire and explosion prevention, traffic, environmental protection, strengthening the inspection and supervision of service quality, security and safety during transportation, at petrol stations and at establishments throughout the Company.

(4) Closely follow the implementation of the Group's action programs in 2025 and the following years with groups of solutions focusing on improving the efficiency of corporate governance on the basis of investment, application of technology, informatics and digital transformation.

(5) Maintain the petroleum transportation market and petroleum trading, modernize and advance the advantages of transportation business and petroleum trading on the basis of

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investment in material and technical foundations of warehouses, tanks, petrol stations, means of transport, etc. adapt to the trend of D.O.C, bidding in transportation and the trend of trading in fuel products, green, clean energy, and environmental protection.

(6) For other business fields, continue to promote and effectively exploit existing facilities and human resources to increase the production and sale of non-petroleum business products including: Lubricants, Insurance, Vinfast charging stations, etc.;

2. Targets of the basic general financial plan in 2025.

TT	Quota	Units of Calculation	YEAR 2025	SS KH 2025 with TH 2024 (%)
1	**Main Business Output**			
1.1	Land Transport Output			
a.	Shipping Volume	M3	2.751.796	100
b.	Shipping Output	M3km	226.803.310	100
1.2	Petroleum sales volume	M3	45.835	102
a	Retail + Content	M3	45.835	102
b	Sell wholesale	M3		
2	**Turnover**	**Billion VND**	**1.225.654**	**103**
a	Transport activities	"	410,961	97
b	DT KD Construction Activities	"	804,145	107
c	Business activities of other goods	"	7,748	124
d	Revenue from other business activities	"	2,300	103
3	**Cost**	**Billion VND**	**1.198,066**	**103**
4	**Profit before tax**	**Billion VND**	**27,588**	**71**
a	Profit from transport business activities	"	16,430	95
b	Operating profit of KD XD	"	10,107	77
c	LN KD Other Goods	"	0.3	285
d	Profit from other business activities	Billion VND	0.75	23
5	**Profit after tax**	**Billion VND**	**22,070**	**83**
6	**Ratio of profit to charter capital**	**%**	**32**	**89**
7	**Profit and Profit/VCSH Ratio**	**%**	**16**	**87**
8	**Total investment value in the period**	**Billion VND**	**57,384**	**71**
9	**Submit the budget**	**Billion VND**	**30.371**	**96**
10	**Dividend Dividend Ratio**	**%**	**15**	**54**
11	**Number of Employees**	**Person**	**520**	**103**
12	**Labor productivity**			
12.1	Petroleum Transportation	M3km/person/month	42,806	84

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TT	Quota	Units of Calculation	YEAR 2025	SS KH 2025 with TH 2024 (%)
12.2	Petroleum retail	M3/person/month	44,9	88
13	**BQ income by salary source**	**million VND/month**	**23,908**	**100**
14	**Total salary**	**Billion VND**	**149,184**	**103**

III. KEY SOLUTIONS:

1. Marketing, business and business support

- Balancing the arrangement of means of transport, transport operation mechanism at the Company and areas to ensure the transport capacity to best meet the needs of petroleum transportation for customers, focusing on meeting the maximum transportation needs for Petrolimex's affiliated units according to the Group's D.O.C orientation. Closely supervise the transport market share under the direction of the Group and Corporation. To invest in additional transport capacity and to replace old means of transport, outdated technology, low productivity and low efficiency.

- Perform well the negotiation of transport contracts in 2025 on the basis of road freight and model contracts in 2025 of the Group and prepare necessary conditions well, have an effective plan to participate in transport bidding.

- To strengthen mechanisms and solutions, especially solutions on administration, application of science and technology (management software, equipment for monitoring vehicles and labor), building and adjusting the system of economic and technical norms, etc. to improve the quality of transport services, increase vehicle productivity, reduce costs, improve efficiency in transport business;

- To formulate new or supplement and amend mechanisms in petrol and oil trading in order to expand the petrol and oil retail market, concentrate on exploiting and increasing the production and sale volume at existing petrol and oil stations, focusing on exploiting the service-provided market at shops. Considering the investment, renovation and repair of stores as a top priority business solution in which renovation, repair and in-depth upgrading for petrol stations have potential, room to increase output in the direction of advanced, modern, highly automated in combination with green shifting, etc clean and protect the environment.

- Continue to promote the search and investment in the development of the system of petrol and oil retail stations in the orientation of leasing, buying or applying for land for construction of petrol stations on the basis of ensuring efficiency. Concentrate resources to complete the necessary procedures to build a petrol station in Dai Ang – Thanh Tri in the third quarter of 2025;

- To strengthen mechanisms and solutions to improve output and sales on the basis of ensuring the efficiency of non-petrol and oil products, focusing on increasing the production and sale of lubricants, insurance and detergent products at sales channels, especially at petrol stations. Research and have a plan to install VinFast charging stations at petrol stations and in the Company's land areas with advantages and efficiency. Develop a pilot plan to exploit advertising rental locations and auxiliary services for construction business activities at eligible locations in order to increase revenues, exploit and promote the advantages of space gaps at construction stations.

2. Investment in material and technical foundations

- Implement well the uninvested 2024 investment plan and the 2025 investment plan, including the following investment items:

STT	INVESTMENT ITEMS	EXPLAIN

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		Volume/quantity	Investment value (trđ)	*Funding*
I	**PREVIOUS YEAR PASSED OVER**		**21 031**	
2	Investment in the re-construction of petrol station No. 01	1	6 031	Loans and own capital
3	Investment in the construction of Dai Ang petrol station	1	15 000	Loans and own capital
II	**NEW INVESTMENT IN THE YEAR PLAN**		**36 353**	
1	Xitec Car Vehicle	10	31 692	Loans and own capital
2	SC Investment replaces 03 petrol tanks 38	1	1 032	Loans and own capital
3	Investment in the construction of Duc Giang Street Service Area	1	2 299	Loans and own capital
4	Rebuilding 02 guard houses, gates, fences	1	1 330	
	TOTAL		**57 384**	

- To continue liquidating old and inefficient vehicles with small-capacity vehicles for short-distance transportation, to invest in replacing them with large-capacity vehicles with low operating costs in order to reduce costs and improve competitiveness in the market.

- Continue leasing, purchasing and building petrol stations.

- Leasing and business cooperation to improve the efficiency of using the Company's existing land fund.

3. Financial management

- Develop an annual overall capital balancing plan for the whole Company to ensure business capital, capital for development investment activities on the principle of safety and efficiency;

- Improve the efficiency of using cash flow at the Company and units through promoting the strong implementation of non-cash payment programs, strictly controlling debts on time with contracts, payment deadlines, unifying debt control policies on ERP to increase financial security, preserving capital at the Company, branches and petrol stations.

- Monitor, synthesize and analyze quotas and fixed costs in order to adjust them rationally, continue to review and reduce cost norms, especially the system of economic and technical norms in transport in order to reduce transport costs and increase competitiveness inside and outside the sector.

- Continue to promote solutions to edit and improve management software in accordance with the Company's management and administration requirements.

- Good debt management, ensuring financial safety and continuing to effectively manage inventory.

- Termination of operation and recovery of the Company's contributed capital in P_AUTO.

4. Management and administration

- Complete, amend and promptly supplement the system of financial management regulations and processes in sync with the business mechanism and in accordance with practical conditions and synchronous with new regulations on business of the Company, the Group and the State.

- Focus on good management of costs and prices in the Company's production and business activities on the basis of managing, analyzing and evaluating cost items to have solutions to save

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costs, reduce costs, improve production and business efficiency in 2025 and orientation for the following years.

- Completing and amending the repair contracting plan on the principle of changing the form of cost contracting to contracting the bonus quota, increasing the management and supervision rights of the fleet and the Company in the process of vehicle BDSC.

- Continue to review and evaluate the efficiency of using materials, spare parts, tires, fuel, etc. as a basis for adjusting, supplementing and amending the system of economic and technical norms for vehicle exploitation on the basis of applying new management technologies and using supplies and raw materials suitable to each type of vehicle.

- Continue to study and adjust contracting mechanisms in petroleum trading and non-petroleum products in accordance with the Group's business mechanism and adapt to the market;

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

- Regularly update and assess the impact of legal regulations related to transportation and petroleum business activities, investment, bidding, procurement, etc. in order to minimize risks in the process of organizing goods management, business, sales and investment.

- Improve the efficiency of risk control at the system of petrol stations, in the process of transportation through solutions to increase awareness of risk management, build an effective internal control environment and culture; Risk monitoring by digital processes, digital technology such as automatic level measurement, shift delivery, automatic delivery, monitoring of petrol stations, means of transport via cameras, GSHT equipment, etc.

- Strengthen periodic, abnormal and remote inspection and control; Improve capacity, responsibility, initiative and coordination with units and departments in order to promptly prevent and strictly handle cases of profiteering and fraud in the stages of cargo management, transportation, measurement and control of petrol and oil quality at means of transport and petrol and oil stations.

5. Wage labor, emulation and commendation, discipline, regimes and policies and implementation of democracy in enterprises:

- Continue to carry out the training, planning and organization of cadre bosses.

- Rationally adjust the organizational model of the Company, especially the organizational model of departments, professional departments and fleets when implementing the Group's D.O.C.

- Save wage costs on the basis of increasing labor productivity, assigning labor productivity targets to blocks.

- Strengthen internal management measures, organize training courses to improve professional qualifications for officials and employees at the Company's offices, branches, fleets, store managers and commercial civilization for petrol and oil retail workers and drivers.

- Strictly handle cases of violations to improve discipline in the Company, along with promoting timely evaluation and reward for officials and employees who have achievements or contributions to the Company.

- Continue to pay attention to the good implementation in accordance with the State's regulations; Improve working conditions and environment for employees through investment, upgrading of equipment and technical facilities, repair and renovation of petrol stations to ensure that the workplace is spacious and synchronous.

6. Digital transformation

- Continue to complete and drastically and thoroughly implement non-cash payment solutions, test automatic payment with RFID technology and smart cameras to recognize license plates and e-invoices right after each sale... with the goal of developing smart features and utilities

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to meet the needs of customers when purchasing goods at the Company's petrol station system in accordance with the Group's orientation.

- Apply advanced technological solutions to serve the management, administration and supervision of the transportation process and sales at petrol stations.
- Continue to exploit the application of Digital Office (Petrolimex DOffice) throughout the Company, especially to direct employees, strengthen internal communication, digital culture, corporate culture, digital training, etc. on Doffice according to the Group's policy.

Above are the results of production and business activities in 2024 and the Company's production and business plan in 2025 reported at the Annual General Meeting of Shareholders in 2025.

On behalf of the Board of Directors of the Company, I would like to thank the direction and help of Vietnam National Petroleum Group, Petrolimex Petroleum Service Corporation, units and partners in and outside the industry.

Thank you for the direction of the Board of Directors of the Company, the coordination of the Supervisory Board of the Company. Please be recognized, praised and thanked the employees in the company.

I wish you good health to all delegates and shareholders.

Thank you very much!

DIRECTOR

Pham Quoc Hung

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PETROLIMEX HANOI TRADING AND TRANSPORT JSC
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 202

Form No. 4

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

PETROLIMEX

Hanoi, April 5, 2025

PERFORMANCE REPORT
OF THE SUPERVISORY BOARD OF PETROLIMEX HANOI TRADING AND TRANSPORT JOINT STOCK COMPANY IN 2024

(To be submitted to the Annual General Meeting of Shareholders/annual term...)

Dear: *- Ladies and gentlemen,*
- Dear Shareholders

Perform the functions and tasks of inspection and supervision specified in the Law on Enterprises; Charter of Petrolimex Trading and Transport Joint Stock Company (the Company); Regulation on organization and operation of the Control Board. The Supervisory Board would like to report to the General Meeting of Shareholders the results of inspection and supervision of the Company's activities and the operation of the Supervisory Board in 2024 as follows:

PART I
ACTIVITIES OF THE SUPERVISORY BOARD

The Supervisory Board has properly performed the functions and tasks of supervising the Company's management and administration activities to ensure the principles of objectivity and honesty based on the Company's charter, resolutions of the General Meeting of Shareholders, the Board of Directors, and current legal regulations. In 2024, the Supervisory Board has implemented a number of the following tasks:

- Agree to develop a plan to implement the work program in 2024;
- Organize the collection of information, build and complete the database in service of the supervision and analysis of business reports and periodic financial statements.
- Appraisal, analysis and evaluation of the Company's business results and governance;
- Coordinate with professional departments in inspecting the management and evaluation of the results of the implementation of the Plan's targets;
- Coordinate with the Invoice Supervision Team to inspect the issuance of invoices at petrol stations throughout the Company;
- Inspect debt management, analyze debt age, bad debts, insolvency;
- Inspect the management at branches, petrol stations and fleets;
- Attend meetings and have opinions with the Board of Directors of the Company.

In addition to meetings and face-to-face work, the Supervisory Board has also regularly communicated, exchanged information, documents and proposed specific and practical solutions in implementing the Board's tasks to constantly improve operational efficiency.

PART II
RESULTS OF INSPECTION AND SUPERVISION

I/ Appraisal of financial statements in 2024

The Company's consolidated financial statements for 2024 audited by An Viet Auditing Co., Ltd. have honestly and reasonably reflected on key aspects of the Company's financial

situation, production and business results, cash flow situation, etc in accordance with Vietnamese Accounting Standards and relevant current regulations.

Some basic financial indicators in financial statements:

STT	Quota	Resident	31/12/2024	
			Parent Company	Consolidation
I	**Total assets**			**251.796**
1	Short-term assets	Bronze		83.117
2	Long-term assets	Bronze		168.679
3	Goodwill Advantage	Bronze		0
II	**Total capital**			**251.796**
1	Liabilities	Bronze		97.626
2	Equity	Bronze		154.170
3	Minority shareholder benefits	Bronze		0
III	**Solvency**			
1	Short-term payment ratio	Times		1,0
2	Fast Payout Ratio	Times		0,9
IV	**Structure of capital sources**			
1	Liabilities/Total Capital	%		39
2	Equity/Total Capital	%		61
V	**Profitability**			
	Profit after tax	Bronze		26.461
1	ROE (Profit Ratio/BQ Equity)	%		17
2	ROA (Profit Ratio/Total Assets BQ)	%		11
MICRC	**Underlying earnings per share**	copper		3.612

II/ Results of implementation of resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors and a number of key tasks:

1. Results of the annual consolidated report:

- Petroleum consumption: 44,992 m3.ton, reaching 103% of the customer and equaling 104% over the same period;
- Transport output: over 227 million m3km, equal to 102% of the customer and equal to 103% over the same period;
- Revenue: reached VND 1,189 billion, reaching 93% of the customer, equaling 99% over the same period;
- Profit before tax: reached VND 33,634 million, reaching 120% of the customer, equaling 84% over the same period;
- Profit after tax: reached VND 26,461 million, reaching 118% of the customer, equaling 83% over the same period;
- Ratio of profit to average charter capital: 36%;

2. Evaluation of the results of the implementation of the production and business plan targets:

The company has successfully completed the targets of the plan approved by the General Meeting of Shareholders, specifically as follows:

- Transport output reached 103% of the customer; Petroleum consumption reached 103% of the customer;
- Profit before tax of VND 33,634 million, reaching 120% of the customer, profit after tax of VND 26,461 million, reaching 118% of the customer; the average return on charter capital reached 36%; the average return on capital of CSH reached 17%;

- Expected dividend payment: 28%;

The results of the 2 main business areas are as follows:

* Transport sector:

- Total transport output is 2,736,509 m3,ton; equal to 99% of customers and equal to 99% over the same period.

- The total turnover of the whole Company reached over 227 million m3km, equal to 102% of the customer and equal to 103% of the same period.

- The reason for the increase in the Company's turnover over the same period is that from 03/2024, the flow of goods has changed. Petroleum companies: Cao Bang Construction Company, Bac Thai Construction Company, Bac Ninh Construction Company, Ha Bac Construction Company mainly take goods at Hai Duong petroleum terminal, which has created conditions for an increase in turnover.

- Realized transport revenue reached VND 427 billion, reaching 98% of the customer and equaling 98% over the same period;

- The absolute cost of transportation is 410 billion VND (including the outsourced transportation fee and interest expenses), the average price is 1,806 VND/m3km. In absolute terms, transportation costs decreased by VND 4 billion; in terms of the average cost of the whole company, down 69 VND/m3km over the same period. The average transportation cost of the whole company decreased mainly due to:

In 2024, many of the Company's means of transport have run out of depreciation; new vehicles invested under the 2023 plan will be transferred to 2024 until the end of the 3rd quarter and new vehicles invested in 2024 will not be completed until the end of December. The decrease in output also reduces the costs of output. On the other hand, the Company has adjusted the quota, evaluated and standardized to use some types of tires suitable for the Company's operating routes, which has reduced the cost of the whole Company.

- Profit before tax of VND 17,257 billion (including profit from financial activities) reached 83% of the customer.

Although the turnover volume increased over the same period, the transport revenue decreased over the same period due to the Group's policies and an increase in objective costs due to the State's regulations, which caused the profit of transport activities in 2024 to decrease, the transport profit after allocating management costs reached 17,365 million VND, Profit after interest expense reached 16,603 million, equivalent to 80% of the plan, but only equal to 83% over the same period.

* Petroleum trading field:

- The company's petroleum sales volume was 44,992 m3, reaching 103% of the customer and equaling 104% over the same period; In which:

+ Retail output was 40,521 m3, tons reached 103% of the customer and equaled 104% over the same period;

+ Internal sales were 4,466 m3, tons reached 112% of the customer and equaled 107% over the same period.

+ Wholesale is 4m3.

The company's petroleum sales volume increased due to the increase in general social demand; The company has flexible sales mechanisms and policies, incentives for a stable group of customers, high consumption demand and the efforts of petrol stations to strengthen customer care and marketing to improve prestige to increase output.

- The Company's petroleum business expenses in 2024 in absolute terms are VND 32 billion, reaching 98% of the plan and equal to 107% over the same period; assessed according to the criteria of 705 VND/L, reaching 95% of the plan and equal to 103% over the same

period; decreased by 37 VND/liter compared to the plan and increased by 22 VND/liter over the same period.

Petroleum business expenses in absolute terms increased by 02 billion VND, in terms of the sales target increased by 22 VND/l over the same period. In 2024, the costs that will increase are mainly salary costs, repair costs, and some other costs.

- Petroleum business profit in 2024 will reach 13,065 million, reaching 201% of the customer and 187% over the same period.

Petroleum business profit in 2024 will reach 201% of the plan because in 2024, the source of goods for gasoline products is relatively stable, creating conditions for units to balance and manage inventory. On the other hand, the Group's average gross profit for the whole year of 2024 is stable, ensuring that the gross profit is oriented to build a plan in 2024. The average gross profit of items reached 996 VND/l, higher than the same period by about 152 VND/l. In addition, there are 52 cycles of changes in retail prices (gasoline increased in price 24 times, decreased 28 times; oil increased in price 20 times, decreased 32 times); The Company has managed a reasonable inventory balance between price changes, which also affects the Company's petroleum business profit.

- Debt management: Debts receivable to customers as of 31/12/2024 are 35,993 million VND. In which: the debt in the payment period is 35,993 million VND, the Company has no overdue debts.

+ Transport receivables: 33,555 million VND are debts of petroleum companies in the industry, all of which are debts within the payment period;

+ Petroleum receivables: 2,359 are all debts within the payment period.

The Company's debt management situation is relatively stable, there are no bad debts, new insolvency.

3. Implementation of the company's Charter and Resolution of the General Meeting of Shareholders

- The company has successfully completed the customer targets, the average income of employees in 24 million VND reached 103% of the customer, ensuring the source of dividend payment to shareholders according to the plan, making key and effective investments, according to the plan, implementing bidding in accordance with the State's regulations and the regulations of the Board of Directors.

- Complete the distribution of profits and dividends to shareholders in 2023.

4. Results of supervision of members of the Board of Directors

- The Board of Directors has worked in accordance with the Company's charter, the operation regulations of the Board of Directors and in accordance with the decentralization. The Board of Directors has held regular and irregular meetings; the votes for opinions to decide on the issues of the Board of Directors and implement the targets set by the 2024 Annual General Meeting of Shareholders , the contents decided by the Board of Directors; have issued resolutions and documents, properly implement the functions, tasks and competence according to the decentralized competence.

- The orientation of the Board of Directors' annual production and business activities is of quality, consistent with long-term goals and in accordance with the characteristics of the situation each year, facilitating the administration. In 2024, the Board of Directors has directed the completion and promulgation of internal governance regulations under the jurisdiction of the Board of Directors, continuing to direct the review of governance regulations to be in accordance with the provisions of the Law and the actual situation at the Company. The planning of cadres and the arrangement of adjacent cadres have been paid attention to by the Board of Directors.

5. Results of supervision of the CEO and other managers

- The Board of Directors has actively implemented many solutions to complete the target in 2024 in difficult conditions with many adverse factors affecting production and business activities. The workload that the Board of Directors has to directly handle is quite large, but with the efforts, responsibility, and strict handling of cases of violation of internal rules and regulations along with the efforts of all employees, the Company has successfully completed the customer targets in 2024.

- The company's directors strictly perform the functions, tasks and decentralization of the Board of Directors, proactively propose to solve problems with the Board of Directors.

6. Report on assessment of the coordination between the Supervisory Board and the Board of Directors, the Executive Director and shareholders, and implement the recommendations of the Supervisory Board

The Board of Directors, the Company's Director and professional departments/departments have provided sufficient information, creating favorable conditions for the Supervisory Board to perform their tasks. The opinions and recommendations of the Supervisory Board are of interest to the Board of Directors and the Director of the Company, and have been implemented.

PART III
SOME RECOMMENDATIONS

The Supervisory Board highly appreciates the efforts of the Board of Directors, the Board of Directors of the Company for managing and operating the Company to complete the 2024 Production and Business Planning to create conditions for the implementation of safe and sustainable business development goals for the common benefit of shareholders, employees.

In order to complete the production and business plan in 2025 and development goals in the following years, the Supervisory Board has a number of recommendations as follows:

1. Petition to the Vietnam Petroleum Corporation and Group

- On 31/12/2024, the Group issued a new set of freight rates according to Decision 1176/PLX-QD-HDQT stipulating the tariff applicable by region along with Official Letter 3178/PLX-CSKD requesting member petroleum companies to reduce at least 2% compared to the Group's unit rate for all retail output at petrol stations. Therefore, it is proposed that the Corporation propose to the Vietnam Petroleum Group to consider increasing the reduction of the unit freight rate for petroleum companies in order to ensure sufficient operating costs and profits for the Company.

- Currently, the Company has been allowed by the Group to apply the brand identity system as for petrol stations of the Group's member petroleum companies, but the name plate must have the words: **"Franchise of Petrolimex..."**. It is proposed that the Corporation propose Vietnam National Petroleum Group to allow PTC's petrol stations and Transport Joint Stock Companies to continue to participate in the Group's general ecosystem if they fully meet the conditions prescribed by the Group.

2. Petition to the Company

- Recently, the Company has also amended a number of regulations and regulations to comply with current legal regulations and business management requirements. The Supervisory Board recommends that the Company continue to review and amend internal management regulations in accordance with current legal regulations and current business management renewal requirements.

- There are specific and synchronous programs and solutions to improve the quality of inspection and supervision in accordance with the orientation of the Board of Directors on

strengthening management and business decentralization, enhancing the initiative and responsibility of affiliated units.

- Improve training, strengthen internal training in combination with external training.
- Consider implementing measures to manage customers who buy petrol and oil in large quantities in order to grasp the increase and decrease in production and have appropriate sales mechanisms to attract customers in the trend of increasingly strong competition.
- In increasingly difficult business conditions, the State's regulations control driving time, sanctioning very severely violations of regulations on traffic safety order. The company needs to have a strategy in terms of market share, especially target markets; strengthen the management of labor productivity and quality; continue to develop the market, improve service quality... to maintain profits, and at the same time have solutions to boost business output and efficiency, specifically:

+ Transport sector: Continue to well manage transport costs through cost management solutions, management of economic norms, application of new techniques to improve the competitiveness of transport costs; well manage the transport market share. The company needs to strengthen inspection and supervision of the fleet to ensure vehicle safety and commercial civilization to improve service quality; strengthen the quality management of convoys, prepare a good vehicle force to meet the requirements of DOC dispatching and transport bidding.

+ Petroleum business: To develop more petrol stations; Good management of sales invoices and commercial civilization in petroleum trading; Organize well the trading of other goods and services at the Company and the system of petrol stations; Continue to pay attention to managing petroleum inventories and debts;

- Continue to have a roadmap to increase capital or mobilize capital from other sources to supplement the missing capital, reduce pressure on loans and interest expenses.
- There is a solution to recover the maximum amount of capital invested in the P_Auto company when the company P_Auto dissolved.

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

On behalf of the Supervisory Board, I would like to sincerely thank the Board of Directors, the Board of Directors, units under the Company, and shareholders in the past year for coordinating and facilitating the Supervisory Board to successfully complete the tasks assigned by the General Meeting of Shareholders; I would like to wish you all good health, happiness and success, and wish the Congress a great success./.

Recipient:
- The Board of Directors of the Compa (in lieu of b/report);
- HĐQT, Ban GĐ cty;
- Shareholders;
- Luu VT, BKS.

TM. SUPERVISORY BOARD
HEAD

VU THI THU HUONG

Form No. 9

PETROLIMEX PETROLEUM SERVICE CORPORATION
PETROLIMEX HANOI TRADING AND TRANSPORT JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

PETROLIMEX

Hanoi, April 5, 2025

REPORT

About: Selection of auditing unit for the 2025 Financial Statements

***Courtesy*: General Meeting of Shareholders**
Petrolimex Hanoi Trading and Transport Joint Stock Company

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

Pursuant to the Charter of Petrolimex Hanoi Trading and Transport Joint Stock Company approved by the General Meeting of Shareholders on April 8, 2016;

The Supervisory Board submits to the General Meeting of Shareholders the selection criteria and list of auditing companies for the Company's 2025 financial statements as follows:

1. Criteria for selecting an independent audit firm

- Being a company legally operating in Vietnam and approved by the State Securities Commission to audit listed companies in 2025;
- Experience in auditing public companies in Vietnam;
- Having a reputation for audit quality;
- A team of highly qualified and experienced auditors;
- Meet the Company's requirements on the scope and progress of the audit;
- Having a reasonable audit fee in accordance with the audit quality and scope of the audit.

2. List of recommended auditing firms

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders a list of auditing firms that will be selected to audit the Company's 2025 Financial Statements and authorizes the Board of Directors of the Company to decide to select one of the following companies:

- An Viet Auditing Co., Ltd.;
- Vietnam Auditing and Valuation Co., Ltd.;
- CPA Vietnam Auditing Co., Ltd.

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

TM. SUPERVISORY BOARD
HEAD

Vu Thi Thu Huong

PETROLIMEX HANOI TRADING AND TRANSPORT JSC
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 5, 2025

REPORT
PROFIT DISTRIBUTION PLAN IN 2024

To: General Meeting of Shareholders of Trading Joint Stock Company and Petrolimex Hanoi transport in 2025.

I. Principles of profit distribution

- Pursuant to the Charter of Petrolimex Hanoi Trading and Transport Joint Stock Company approved by the Annual General Meeting of Shareholders on April 5, 2021;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders approved on April 17, 2024;
- Pursuant to the Company's 2024 Consolidated Financial Statements audited by An Viet Auditing Co., Ltd.; Based on the results of production and business implementation in 2024.

II. Profit distribution plan implemented in 2024

TT	Quota	Amount (VND)	Notes
I	**Realized profit in 2024**	**33.634.093.026**	I= 1a + 1b
1a	Operating profit in 2024	33.634.093.026	
1b	Unrealized interest on exchange rate difference		
1c	Profit subject to CIT	34.922.297.781	
II	**Science and Technology Development Fund**		
III	**CIT**	**7.172.599.889**	III= 1c x % (thuế)
3a	From business		3a= III - 3b
3b	CIT from CLTG profits		3b= 1b x %
IV	**Undistributed profit after tax**	**30.743.306.262**	
5a	Undistributed after-tax profit in 2024	26.461.493.137	
5b	Undistributed after-tax profit in 2023 will be transferred to	4.281.813.125	
V	**Profit Distribution**	**30.743.306.262**	
5a	Pay for affiliates	126.000.000	
5b	Dividend distribution (28 %/Charter capital) T/H time: from /2025	20.515.210.800	(Cash dividends 7,326,861 shares, excluding 67 treasury shares)
5c	Reward Fund	4.000.000.000	
5d	Welfare Fund	2.777.076.898	
5e	Bonus fund of the company's management board	717.530.000	
5g	Undistributed profit after tax is carried forward to the next year	2.607.488.564	Compensation and support for upgrading and renovation of Duc Giang street

We would like to request the 2025 Annual General Meeting of Shareholders to approve.

TM. BOARD
PRESIDENT

Bui Van Thanh

PETROLIMEX HANOI TRADING AND TRANSPORT JSC
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, May 2025

REPORT

Regarding the plan to pay salaries and remuneration to members of the Board of Directors and the Supervisory Board in 2025.

Dear Shareholders, Delegates!

Pursuant to the Charter of organization and operation of Petrolimex Hanoi Trading and Transport Joint Stock Company approved by the Annual General Meeting of Shareholders on April 5, 2021;

Pursuant to the Government's current regulations on labor, salaries, remuneration and bonuses for companies with dominant shares and contributed capital of the State and the Circular of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation;

Based on the Company's 2025 production and business plan;

Pursuant to the Regulation on management of salaries, remuneration and bonuses for Managers at Petrolimex Hanoi Trading and Transport Joint Stock Company issued under Decision No. 125/QD-HDQT-PETAJICOHN dated 23/11/2023 of the Board of Directors of the Company.

The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders plan to pay salaries and remuneration to members of the Board of Directors and the Supervisory Board in 2025, specifically as follows:

1. The salary and remuneration fund of the members of the Board of Directors, of the Supervisory Board:

* The total salary and remuneration fund of the Board of Directors in 2025 is planned: **1,234,800,000 VND.**

* The total salary and remuneration fund of the Supervisory Board in 2025 is planned: **876,120,000 VND.**

(There is a detailed plan to pay salaries and remuneration to members of the Board of Directors and the Supervisory Board in 2025 attached)

2. Method of remuneration for members of the Board of Directors and members of the Supervisory Board in 2025: Make monthly temporary payment and be finalized at the end of the year finance. The Board of Directors will report to the Company's General Meeting of Shareholders in 2026 for approval.

Submit to the 2025 Annual General Meeting of Shareholders for consideration and approval./.

TM. BOARD
PRESIDENT

Bui Van Thanh

PETROLIMEX HANOI TRADING AND TRANSPORT JSC

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

REPORT ON SETTLEMENT OF SALARY AND REMUNERATION FUND OF THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND THE EXECUTIVE BOARD IN 2024

A. Basic indicators

- Profit after tax:	**implement**	**26 461 493 137**	**copper**
- Equity:	**average**	**153 398 764 862**	**copper**
- Profit after tax ratio to equity		**17,2%**	

B. Salary and remuneration fund

TT	Title	Average number of people	Basic salary/remuneration (VND/ng/year)	Salary/remuneration is based on ROE>13% (VND/ng/year)	Increased salary/remuneration fund due to 16%≤ROE<18 % (VND/person)	Salary and remuneration fund implemented in 2024 (dd)	Bonus equal to 1.5 months of BQ salary (dd)	Notes
(1)	(2)	(3)	(4)	(5)=(4)*1,5	(6)=(4)*4	(7)=(3)*{(5)*12+(6)}	(8)	(9)
I	**Board of Directors**					**1 293 600 000**	**161 700 000**	
1	**Chairman of the Board of Directors**							
-	Chairman of the Board of Directors	1	39 600 000	59 400 000	158 400 000	871 200 000	108 900 000	
-	Part-time							
2	**Member of the Board of Directors**							
-	Dedicated							
-	Part-time	3	6 400 000	9 600 000	25 600 000	422 400 000	52 800 000	
II	**Supervisory Board**					**917 840 000**	**114 730 000**	
1	**Head of the Supervisory Board**							
-	Dedicated	1	32 000 000	48 000 000	128 000 000	704 000 000	88 000 000	
2	**Member of the Supervisory Board**							
-	Dedicated							
-	Part-time	2.00	4 860 000	7 290 000	19 440 000	213 840 000	26 730 000	
III	**Executive Board**					**3 528 800 000**	**441 100 000**	
-	Director (TV of the Board of Directors)	1	35 600 000	53 400 000	142 400 000	783 200 000	97 900 000	
-	Deputy Director	3	32 000 000	48 000 000	128 000 000	2112 000 000	264 000 000	
-	Chief Accountant	1	28 800 000	43 200 000	115 200 000	633 600 000	79 200 000	
	Total					**5 740 240 000**	**717 530 000**	

* The salary/remuneration finalized in 2024 is determined on the basis of ROE = 17.2%.

Hanoi, February 12, 2025

TM BOARD OF DIRECTORS

PRESIDENT

Bui Van Thanh

PETROLIMEX HANOI TRADING AND TRANSPORT JSC
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, May 2025

REPORT

Regarding the settlement of salary and remuneration funds of members of the Board of Directors, members of the Company's Supervisory Board in 2024

To: Annual General Meeting of Shareholders 2025 -
Petrolimex Hanoi Trading and Transport Joint Stock Company.

Pursuant to the Charter of operation of Petrolimex Hanoi Trading and Transport Joint Stock Company approved by the Annual General Meeting of Shareholders on 05/4/2021;

Pursuant to the Resolution of the General Meeting of Shareholders of Petrolimex Hanoi Trading and Transport Joint Stock Company dated April 17, 2024 on approving the plan on the salary and remuneration fund of the Board of Directors and the Supervisory Board in 2024 and the Company's production and business results in 2024;

Pursuant to the Regulation on management of salaries, remuneration and bonuses for Managers at Petrolimex Hanoi Trading and Transport Joint Stock Company issued under Decision No. 125/QD-HDQT-PETAJICOHN dated 23/11/2023 of the Board of Directors of the Company.

The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders to approve the Report on the settlement of the salary fund, remuneration for members of the Board of Directors and members of the Supervisory Board in 2024 (Due to the ROE achieved at 17.2%, the salary and remuneration fund will increase compared to the plan submitted to the General Meeting of Shareholders in 2024), specifically as follows:

1. The salary and remuneration fund of members of the Board of Directors in 2024 is: VND 1,293,600,000.

2. The salary and remuneration fund of members of the Supervisory Board in 2024 is: VND 917,840,000, of which:

- Total salary of the full-time Head of the Supervisory Board: 704,000,000 VND.
- The total remuneration of part-time members of the Supervisory Board is: 213,840,000 VND.

(There is a specific plan on the settlement of QTL and remuneration for members of the Board of Directors and members of the Supervisory Board attached)

Submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Thank you very much!

TM. BOARD
PRESIDENT

Bui Van Thanh

PETROLIMEX HANOI TRADING AND TRANSPORT JSC

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

PLAN OF SALARY AND REMUNERATION FUND

OF THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND THE EXECUTIVE BOARD IN 2025

(FORM Attached to CV No. 005/PTC-HDTV dated 22/01/2018 of Petrolimex Petroleum Service Corporation)

A. Basic targets in 2025

- Planned profit after tax: **22,4** **billion VND**

- Equity: **152** **billion VND**

- Profit after tax ratio to equity **15%**

B. Salary fund planned in 2025

TT	Title	Average number of people	Basic salary/remuneration (VND/ng/year)	Planned salary/remuneration if reaching the profit target (VND/year)	Total planned salary/remuneration fund (dd)	Notes
(1)	(2)	(3)	(4)	(5)	(6) = (5)*(3)*12th	(7)
I	**Board of Directors**				**1 234 800 000**	Submission to the General Meeting of Shareholders
1	**Chairman of the Board of Directors**					
-	Chairman of the Board of Directors	1	39 600 000	69 300 000	831 600 000	
-	Part-time					
2	**Member of the Board of Directors**					
-	Dedicated					
-	Part-time	3	6 400 000	11 200 000	403 200 000	
II	**Supervisory Board**				**876 120 000**	Submission to the General Meeting of Shareholders
1	**Head of the Supervisory Board**					
-	Dedicated	1	32 000 000	56 000 000	672 000 000	
2	**Member of the Supervisory Board**					
-	Dedicated					
-	Part-time	2	4 860 000	8 505 000	204 120 000	
III	**Executive Board**				**3 368 400 000**	General Meeting of Shareholders
-	Director	1	35 600 000	62 300 000	747 600 000	TV of the Board of Directors
-	Deputy Director	3	32 000 000	56 000 000	2 016 000 000	
-	Chief Accountant	1	28 800 000	50 400 000	604 800 000	
	Total				**5 479 320 000**	

* The planned salary/remuneration is determined on the basis of ROE = 15%. The salary fund shall be implemented based on the results of the implementation of the profit plan, return on capital (ROE) and the number of employees and actual working time.

Hanoi, February 12, 2025

TM BOARD OF DIRECTORS

PRESIDENT

Bui Van Thanh

Petrolimex Hanoi Trading and Transport Joint Stock Company
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

No.: ..... /PETAJICOHN-NQĐHDG

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 5, 2025

PETROLIMEX

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
PETROLIMEX HANOI TRADING AND TRANSPORT JOINT STOCK COMPANY.

- Pursuant to the Law on Enterprises, the Law on Securities and guiding documents of relevant agencies;

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

- Pursuant to the Minutes of the Annual General Meeting of Shareholders of Petrolimex Hanoi Trading and Transport Joint Stock Company held on April 5, 2025,

Annual General Meeting of Shareholders in 2025 Petrolimex Hanoi Trading and Transport Joint Stock Company

RESOLUTION

Article 1. Approve the production and business report in 2024 and the production and business plan in 2025.

1.1. Production and business results in 2024:

- Realized revenue : 1,192,770 million copper.
- Profit before tax : 33,634 million copper.
- Profit after tax : 26,461 million copper.

1.2. Production and business plan in 2025:

- Planned revenue : 1,225,654 million copper.
- Pre-tax planned profit : 27,588 million copper.
- Profit after tax : 22,070 million copper.
- Dividend payout ratio (in cash or bonus shares) : 15 %

1.3. Investment plan in 2025 : 57,384 million VND, of which:

- Investment value in 2024 transferred: 21,031 million VND, including:

+ Investment in re-construction of petrol station No. 01: 6,031 million VND
+ Investment in the construction of Dai Ang petrol station: 15,000 million VND.

- Investment value in 2025: 36,353 million VND:

+ Investment in means of transport : 31,692 million VND.
+ Investment in replacing 3 petrol stations 38: 1,032 million VND
+ Investment in repair of basic construction items : 3,629 million VND.

Article 2. Approved the performance report of the Board of Directors of the Company in 2024, orientation for 2025.

Article 3. Approve the report on the performance of the Supervisory Board in 2024.

PETROLIMEX HANOI TRADING AND TRANSPORT JOINT STOCK COMPANY
No. 49 Duc Giang, Long Bien District, Hanoi, Vietnam – T (84-4)38773539 – F (84-4)36557814 - W www.petajicohanoi.com.vn

Article 4. Approved the report on the selection of the auditor for the financial statements in 2025.

The General Meeting unanimously authorized the Board of Directors to decide to select one of the auditing companies according to the report of the company's Supervisory Board to audit the Company's 2025 financial statements.

Article 5. Approved the 2024 financial statements have been audited by An Viet Auditing Co., Ltd.

Article 6. Approve the profit distribution plan in 2024, specifically:

6.1. Realized profit in 2024 : 33.634.093.026 copper

6.2. CIT : 7.172.599.889 copper

6.3. Undistributed profit after tax in 2024 : 30,743,306,262 VND, including:

* Profit after tax in 2024: VND 26,461,493,137

* Undistributed after-tax profit in 2023 is transferred to: VND 4,281,813,125.

6.4. Profit distribution: VND 30,743,306,262

- Pay for affiliates : 126,000,000 VND
- Dividend payment (28 %/Charter capital) : 20.515.210.800 copper.

(number of treasury shares: 67 non-dividend shares)

- Deduction of reward funds: : VND 4,000,000,000
- Deduction of welfare funds : 2,777,076,898 VND
- The company's management board bonus fund : 717.530.000 copper.
- Undistributed after-tax profit carried forward to the next year: VND 2,607,488,564 (Compensation and support for upgrading and renovation of Duc Giang street).

Article 7. Approved the plan to settle the salary, remuneration and bonus fund of the Board of Directors, the Supervisory Board in 2024 and the Plan for 2025.

Article 8. The General Meeting assigns the Board of Directors and the Supervisory Board of the company to base on the Resolution of the General Meeting to develop specific work programs and organize the implementation of the goals approved by the 2025 Annual General Meeting of Shareholders, ensuring the interests of shareholders and businesses and in accordance with the provisions of law.

Article 9. Enforcement Terms

- This Resolution takes effect from the date of adoption by the Congress.
- This Resolution has been read and approved before the 2025 Annual General Meeting of Shareholders on April 5, 2025./.

Recipient:
- Shareholders (at the Company's website);
- Securities Commission, Hanoi Stock Exchange (to B/c);
- Board of Directors of the Company;
- Supervisory Board of the Company;
- Board of Directors of the Company;
- Liu Vshu.

TM. GENERAL MEETING OF SHAREHOLDERS
PRESIDING OFFICER OF THE CONGRESS

PETROLIMEX HANOI TRADING AND TRANSPORT JOINT STOCK COMPANY
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