



PETROLIMEX

Ho Chi Minh City, April 15, 2025

PROPOSAL

Re: Approval of on the Audited financial statements for 2024

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/6/2020 and its guiding documents;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to the Charter of Organization and Operation and the current internal governance regulations of Petrolimex Saigon Transportation and Service Joint Stock Company;
- Pursuant to the audited 2024 Financial Statements;
- Pursuant to point f, clause 1, Article 15 of the Charter of Petrolimex Saigon Transportation and Service Joint Stock Company, stipulating the rights and obligations of the General Meeting of Shareholders regarding the approval of the Company's annual audited financial statements.

The Board of Directors of Petrolimex Saigon Transportation and Service Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2024 Financial Statements audited by: **An Viet Auditing Company Limited (An Viet)** (*attached is the full text of the audited 2024 Financial Statements*).

The full text of the 2024 audited financial statements is posted on the Company's website: www.ptssaigon.petrokimex.com.vn

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincere thanks!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH

Ho Chi Minh City, April 15, 2025



PETROLIMEX

PROPOSAL

Re: Finalization of the Salary and Remuneration Fund for members of the Board of Directors, the Board of Supervisors, and the Board of Management in 2024, and the remuneration plan for these members in 2025

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises 59/2020/QH14;

Pursuant to the Law on Securities 54/2019/QH14;

Pursuant to Circular 96/2020/TT-BTC dated 16/11/2020 of the Ministry of Finance guiding information disclosure on the stock market;

Pursuant to the audited 2024 Financial Statements;

Pursuant to Resolution No. 01/2023/NQ-ĐHĐCĐ-PSC dated 14/4/2023 of the Annual General Meeting of Shareholders 2023 on approving the Plan for payment of salaries and remunerations for the Members of the Board of Directors and Member of the Board of Supervisors in 2023;

Pursuant to the current Charter of Petrolimex Saigon Transportation and Service Joint Stock Company;

Pursuant to the Company's production-business results in 2024.

The Board of Directors of the Company respectfully submits to the Annual General Meeting of Shareholders 2025 for approval the Report on the settlement of salaries and remunerations for the Members of the Board of Directors, Member of the Board of Supervisors of the Company in 2024 and the plan for payment of salaries and remunerations for the Members of the Board of Directors, Member of the Board of Supervisors in 2025 as follows:

1. Report on the total salary and remuneration fund implemented for the Members of the Board of Directors, Member of the Board of Supervisors in 2024 as follows:

1. The total salary and remuneration of the Board of Directors in 2024 is: 1,104,600,000 VND
2. The total salary and remuneration of the Board of Supervisors in 2024 is: 512,880,000 VND

2. Plan for payment of salaries and remunerations for the Members of the Board of Directors, Member of the Board of Supervisors in 2025 as follows:

1. Total salary and remuneration of the Board of Directors in 2025 is: 828,000,000 VND
2. Total salary and remuneration of the Board of Supervisors in 2025 is: 645,000,000 VND

(attached is the Report on Settlement of salaries, remunerations, and bonuses of the Board of Directors, Member of the Board of Supervisors in 2024 and the Plan for Salary and Remuneration Fund of the Board of Directors, Member of the Board of Supervisors in 2025).

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH

**PLAN FOR ESTIMATED REMUNERATION AND COMPENSATION
OF THE BOARD OF DIRECTORS/MANAGEMENT BOARD, SUPERVISORY BOARD, AND EXECUTIVE BOARD
FOR THE YEAR 2025**

A. Basic Financial Metrics for 2025

- Planned after-tax profit	7,400 million VND
- Equity capital:	119,300 million VND
- After-tax profit margin on equity:	6.2%

B. Quỹ tiền lương thực hiện năm 2025

No.	Position	Number of People (Average)	Average Basic Salary / Remuneration (million VND/month)	Planned Average Salary / Remuneration (million VND/month)	Planned Salary, Remuneration (million VND/month)	Notes
(1)	(2)	(3)	(4)	(5)	(6) = (5)*(3)*12th	(7)
I	Board of Directors/Management Board				828,000	
1	Chủ tịch HĐQT/HĐTV					
-	Concurrent position	1	7,900	10,350	124,000	
2	Thành viên HĐQT/HĐTV					
-	Specialization	1	32,000	41,920	503,000	
-	concurrent position	2	6,400	8,380	201,000	
II	Board of Supervisors				645,000	
1	Head of the Board of Supervisors					
-	Specialization	1	32,000	41,920	503,000	
2	Member of the Board of Supervisors					
-	Concurrent position	2	4,500	5,900	142,000	
III	Board of Management				1,566,000	
-	Director	1	35,600	46,640	560,000	
-	Deputy Director	2	32,000	41,920	1,006,000	
	Total				3,039,000	

Preparer

Ho Chi Minh City, April 15, 2024
Head of Capital Representative Team

Ho Chi Minh City, April 15, 2025



PETROLIMEX

**PROPOSAL
Regarding: Profit Distribution Plan for 2024**

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

I- Principles of Profit Distribution:

- Pursuant to the current Charter of the Company;
- Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ-PSC dated 2024-04-12 of the Annual General Meeting of Shareholders 2024 of Petrolimex Saigon Transportation and Service Joint Stock Company;
- Pursuant to the 2024 Financial Statements of Petrolimex Saigon Transportation and Service Joint Stock Company audited by An Viet Auditing Company Limited;
- Pursuant to the production and business results of 2024.

II- Specific Distribution Plan as follows:

1/ Total profit after tax in 2024: 990,639,063 dong.

2/ Distribution of remaining profit (after paying Profit from business cooperation):

2.1/ Allocation to Welfare and Reward Fund: 198,127,813 dong.

2.2/ Undistributed profit after tax: 792,511,250 dong.

2.3/ Allocation to the Board of Directors' Reward Fund: 0 dong.

(Detailed figures attached)

Respectfully request the General Meeting of Shareholders to consider and approve.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH

DETAILED PROFIT DISTRIBUTION TABLE

Unit: dong

No.	Criteria	Amount	Percentage	Note
1	Profit before tax	7,861,890,236		
2	Corporate Income Tax	6,871,251,173		
3	Remaining profit after tax to be distributed	990,639,063		
3.1	Welfare and Reward Fund	198,127,813	20%	
3.2	Undistributed profit after tax	792,511,250	80%	
3.3	Bonus Fund for the Board of the Management	0		

Ho Chi Minh City, April 15, 2025



PETROLIMEX

PROPOSAL

Regarding: Selection of the firm for reviewing the semi-annual financial statements of 2025 and auditing the financial statements of 2025

To: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to Enterprise Law No. 59/2020/QH14 dated 17/06/2020 and its guiding documents;

- Pursuant to the Charter of Petrolimex Saigon Transport and Service Joint Stock Company.

The Supervisory Board respectfully submits to the General Meeting of Shareholders the selection of the audit firm for the 2025 financial statements as follows:

1. Criteria for selecting an independent audit firm

- A legally operating company in Vietnam and approved by the State Securities Commission to audit listed companies in 2025;

- Experienced in auditing public companies in Vietnam;
- Reputable for audit quality;
- A team of highly qualified and experienced auditors;
- Meets the company's requirements for audit scope and schedule;
- Reasonable audit fees commensurate with audit quality and scope.

2. Specific proposal for selecting an independent audit firm:

Based on the above criteria, the Board of Supervisors presents to the General Meeting of Shareholders the list of audit firms to be selected for the review of the semi-annual 2025 financial statements and the audit of the 2025 financial statements of Petrolimex Saigon Transport and Service Joint Stock Company and authorizes the Board of Directors of Petrolimex Saigon Transport and Service Joint Stock Company to decide on the selection and sign a contract with one of the companies in the following list:

- 1/ An Viet Auditing Company Limited.
- 2/ A&C Auditing and Consulting Company Limited.
- 3/ Southern Auditing and Accounting Financial Consulting Services Company Limited (AASCS).

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

**ON BEHALF OF BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**

NGUYEN VAN BINH



Ho Chi Minh City, April 15, 2025



PETROLIMEX

REPORT

Regarding: Approval of Contracts and Transactions with Related Parties

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/6/2020 and its guiding documents;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to the Charter and internal governance regulations currently in effect of Petrolimex Saigon Transportation and Service Joint Stock Company.
- Pursuant to the actual needs of the Company's production and business activities.

Based on the specific nature of the Company's business operations and to ensure continuous business operations, in compliance with the provisions of Article 167 of the Enterprise Law, the Board of Directors of Petrolimex Saigon Transportation and Service Joint Stock Company (hereinafter referred to as the Company) respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the following content:

I. Approve and authorize the Board of Directors to approve contracts and transactions with a value exceeding 20% or transactions leading to a total transaction value arising within 12 (twelve) months from the date of the first transaction with a value exceeding 20% of the total assets recorded in the Company's most recent financial statements, based on risk assessment and ensuring the Company's safety, with the following entities:

1. Persons related to the Company, Persons related to members of the Board of Directors, members of the Supervisory Board, Directors and other managers of the Company;
2. Shareholders, authorized representatives of shareholders owning more than 10% of the total common shares of the Company and their Related Persons.

II. The Resolution of the General Meeting of Shareholders approving the above matter shall be effective for the Company's transactions, cooperation, and investments carried out in 2025 and until the 2026 Annual General Meeting of Shareholders.

The Board of Directors attaches hereto the Appendix of transactions and investments with related parties expected to be implemented from 2025 until the 2026 Annual General Meeting of Shareholders and is responsible for reporting on the implementation of these transactions and investments at the next Annual General Meeting of Shareholders.

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH

APPENDIX: LIST OF TRANSACTION CONTRACTS SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS FOR APPROVAL

(Attached to the Report dated 15/04/2025 regarding the Approval of Contracts and Transactions with Related Parties)

No.	Name of individual/organization	Relationship with the Company	Business Registration Number	Address of head office/ Contact address	Content, quantity, total value of transaction	Contract validity
1	Saigon Petroleum Branch	Member of Petrolimex system	0300555450-001	15 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	Construction Transportation Contract 17,100,000 m ³ km	01/01/2025-31/12/2025
2	Petrolimex Long An Co., Ltd	Member of Petrolimex System	1100108351	No. 10 Tra Quy Binh, Ward 2, Tan An City, Long An	Construction Transportation Contract 12,460,000 m ³ km	01/01/2025-31/12/2025
3	Petrolimex Song Be Co., Ltd	Member of Petrolimex System	3700146031	No. 8 Cach Mang Thang Tam, Phu Tho Ward, Thu Dau Mot Town, Binh Duong	Construction Transportation Contract 18,430,000 m ³ km	01/01/2025-31/12/2025
4	Petrolimex Dong Nai Company Limited	Member of Petrolimex System	3600247325	104 Ha Huy Giap, Bien Hoa City, Dong Nai	Construction Transportation Contract 12,800,000 m ³ km	01/01/2025-31/12/2025
5	Petrolimex Bariavungtau Co., Ltd	Member of Petrolimex System	3500102573	12 Hoang Hoa Tham, Ward 2, Vung Tau City, Ba Ria Vung Tau	Construction Transportation Contract 6,570,000 m ³ km	01/01/2025-31/12/2025
6	Binh Thuan Petroleum Branch	Member of Petrolimex System	3500102573019	No. 13, 19/4 Street, Phan Thiet City, Binh Thuan Province	Construction Transportation Contract 5,940,000 m ³ km	01/01/2025-31/12/2025

No.	Name of individual/organization	Relationship with the Company	Business Registration Number	Address of head office/ Contact address	Content, quantity, total value of transaction	Contract validity
7	Nam Tay Nguyen Petroleum Company	Member of Petrolimex System	6000235027	6 Nguyen Tat Thanh, Buon Ma Thuot City, Dak Lak Province	Construction Transportation Contract 10,060,000 m ³ km	01/01/2025-31/12/2025
8	Petrolimex Lamdong Limited Company	Member of Petrolimex System	5800000689	59 Hung Vuong, Ward 9, Da Lat City, Lam Dong Province	Construction Transportation Contract 19,480,000 m ³ km	01/01/2025-31/12/2025
9	Petrolimex Tay Ninh Co., Ltd	Member of Petrolimex System	3900242688	405 30 thang 4 Street, Quarter 1, Tay Ninh Province	Construction Transportation Contract 20,480,000 m ³ km	01/01/2025-31/12/2025
10	Petrolimex Aviation Fuel Joint Stock Company	Member of Petrolimex System	0102734592	6th Floor, Mipecc Building - 229 Tay Son, Nga Tu So Ward, Dong Da District, Hanoi City	Construction Transportation Contract 13,510,000 m ³ km	01/01/2025-31/12/2025

Ho Chi Minh City, April 15, 2025



PETROLIMEX

PROPOSAL

Regarding: Approval of the Content of amendments and supplements to the Charter of Organization and Operation of Petrolimex Saigon Transportation and Service Joint Stock Company

To: 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to Circular No. 96/2020/TT-BTC dated 16/11/2020 on Guidance on Information Disclosure in the Securities Market;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 guiding a number of articles on Corporate Governance applied to Public Companies in Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to the current Charter of Petrolimex Saigon Transportation and Service Joint Stock Company;

The Board of Directors of Petrolimex Saigon Transportation and Service Joint Stock Company has organized a review, **amendment, and supplementation of the Company's current Charter of Organization and Operation** according to the model of legal regulations and built in accordance with the Company's management and administration practices.

The Board of Directors of the company proposes that the 2025 Annual General Meeting of Shareholders discuss **the draft Charter of Organization and Operation** of Petrolimex Saigon Transportation and Service Joint Stock Company (all of the above drafts have been attached to the information disclosure documents of the 2025 Annual General Meeting of Shareholders for shareholders' reference as prescribed at www.ptssaigon.petrokimex.com.vn)

After the General Meeting approves; the Company will pursuant to the 2025 General Meeting of Shareholders Resolution as a basis for implementation and information disclosure on the company's website for shareholders to easily follow.

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH

Ho Chi Minh City, April 15, 2025



PROPOSAL

Regarding: Approval of the Content of amendments and supplements to the Internal Corporate Governance Regulations of Petrolimex Saigon Transportation and Service Joint Stock Company

To: 2025 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 16/07/2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to Circular No. 96/2020/TT-BTC dated 2020-11-16 on Guidance on information disclosure in the securities market;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 guiding a number of articles on Corporate Governance applied to public companies in Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to the Charter; the Regulations on Corporate Governance; the Regulations on the operation of the Board of Directors; the Regulations on the operation of the Supervisory Board currently in effect at Petrolimex Saigon Transportation and Service Joint Stock Company;

The Board of Directors of Petrolimex Saigon Transportation and Service Joint Stock Company has organized a review, **amendment, and supplementation of the current Regulations on Corporate Governance** of Petrolimex Saigon Transportation and Service Joint Stock Company according to the model of legal regulations and built in accordance with the Company's actual management and administration practices.

The Board of Directors of the company proposes that the 2025 Annual General Meeting of Shareholders discuss **the Draft Regulations on Corporate Governance** of Petrolimex Saigon Transportation and Service Joint Stock Company (all of the above drafts have been attached to the information disclosure documents of the 2025 Annual General Meeting of Shareholders for shareholders' reference as prescribed at www.ptssaigon.petrolimex.com.vn).

After the General Meeting approves the Resolution, the Company will pursuant to the 2025 General Meeting of Shareholders Resolution as a basis for implementation and information disclosure on the company's website for shareholders to easily follow.

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH

Ho Chi Minh City, April 15, 2025



PETROLIMEX

PROPOSAL

Regarding: Approving the Content of amendments and supplements to the Board of Directors' Operating Regulations of Petrolimex Saigon Transportation and Service Joint Stock Company

To: 2025 Annual General Meeting of Shareholders

- Pursuant to Enterprise Law No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to Circular No. 96/2020/TT-BTC dated 16/11/2020 on Guidance on information disclosure in the securities market;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 guiding a number of articles on Corporate Governance applied to Public Companies in Decree 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to the Charter; Internal Governance Regulations; the Regulations on Operation of the Board of Directors; the Regulations on Operation of the Supervisory Board currently in effect at Petrolimex Saigon Transportation and Service Joint Stock Company;

The Board of Directors of Petrolimex Saigon Transportation and Service Joint Stock Company has organized a review to **amend and supplement the current Regulations on Operation of the Board of Directors** of Petrolimex Saigon Transportation and Service Joint Stock Company according to the model of legal regulations and build them to suit the Company's actual management and administration practices.

The Board of Directors proposes that the 2025 Annual General Meeting of Shareholders discuss **the Draft Regulations on Operation of the Board of Directors** of Petrolimex Saigon Transportation and Service Joint Stock Company (*all the above Drafts have been attached to the information disclosure documents of the 2025 Annual General Meeting of Shareholders for shareholders' reference as prescribed at www.ptssaigon.petrolimex.com.vn*).

After the General Meeting approves the resolution; the Company will pursuant to the 2025 General Meeting of Shareholders Resolution as a basis for implementation and information disclosure on the company's website for shareholders' convenient monitoring.

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH

Ho Chi Minh City, April 15, 2025



PROPOSAL

Regarding: Approving the Content of amendments and supplements to the Board of Supervisors' Operating Regulations of Petrolimex Saigon Transportation and Service Joint Stock Company

To: Annual General Meeting of Shareholders 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to Circular No. 96/2020/TT-BTC dated 16/11/2020 on Guidelines for information disclosure in the securities market;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 guiding a number of articles on Corporate Governance applied to Public Companies in Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter; Internal Management Regulations; the Regulations on Operation of the Board of Directors; the current Regulations on Operation of the Supervisory Board of Petrolimex Saigon Transportation and Service Joint Stock Company;

The Board of Directors of Petrolimex Saigon Transportation and Service Joint Stock Company has organized a review of **amendments and supplements to the current Regulations on Operation of the Supervisory Board** of Petrolimex Saigon Transportation and Service Joint Stock Company according to the model of legal regulations and built in accordance with the Company's actual management and administration practices.

The Board of Directors proposes that the 2025 Annual General Meeting of Shareholders discuss **the Draft Regulations on Operation of the Supervisory Board** of Petrolimex Saigon Transportation and Service Joint Stock Company (all the above Drafts have been attached to the information disclosure documents of the 2025 Annual General Meeting of Shareholders for shareholders' reference as prescribed at www.ptssaigon.petrokimex.com.vn).

After the General Meeting approves; the Company will pursuant to the 2025 General Meeting of Shareholders Resolution as a basis for implementation and information disclosure on the company's website for shareholders to conveniently follow.

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

BUI TRUNG DINH