

**ANNUAL REPORT
YEAR 2025**

I. General information

1. Overview

- Trading name: PETEC Trading and Investment Corporation.
- Enterprise Registration Certificate No. 0300649476 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on July 30, 2010, with the 10th amended registration on March 30, 2021.
- Charter capital: VND 2,600,000,000,000.
- Owner's equity: VND 2,488,774,700,000.
- Address: 194 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City, Vietnam.
- Telephone: (028) 3930 3633 – (028) 3930 3299.
- Fax: (028) 3930 5686 – (028) 3930 5991.
- Website: www.petec.com.vn
- Stock code: PEG, listed on UPCOM since November 5, 2018.
- Establishment and development history:

PETEC Trading and Investment Corporation (PETEC) formerly known as Petroleum Equipment and Technical Import Company (PETECHIM), was established on October 12, 1981, under Decision No. 1140 BNgt/TCCB issued by the Ministry of Foreign Trade (now the Ministry of Industry and Trade), with the primary function of importing petroleum equipment and technology (including signing and executing contracts for supplying equipment, materials, services, experts, technical documents, research, and training) to support oil and gas exploration and extraction on Vietnam's southern continental shelf, etc. In 1987, after Vietnam's first commercial oil production, PETECHIM was entrusted by the Government to export Vietnam's crude oil to the global market. The company later expanded its functions to support production, export activities, investment, and market stabilization for petroleum products, gold, and other commodities during Vietnam's economically challenging period, especially under international sanctions, including the import and trading of fertilizers, export of rice and

agricultural products, and importing and trading of petroleum, gold, steel, cement, and goods, other production materials.

In 1989, Petroleum Equipment and Technical Import Company (PETECHIM) was renamed the Petroleum Trading Joint Stock Company (PETECHIM).

On September 23, 1994, Petroleum Trading Joint Stock Company (PETECHIM) changed to PETEC Trading and Investment Corporation (PETEC) with the transfer of organizational structure and responsibilities for importing and exporting petroleum materials, equipment, and crude oil from Petroleum Trading Joint Stock Company (PETECHIM) to PetroVietnam OIL Corporation (in line with the Government's policy of shifting foreign trade activities to specialized ministries and corporations, thereby centralizing the management of the oil and gas sector from production to commercial operations)

On March 31, 2010, PETEC Trading and Investment Company (PETEC) was transferred from the Ministry of Industry and Trade to Vietnam Oil and Gas Group (PVN). On July 30, 2010, PETEC Trading and Investment Company (PETEC) was renamed PETEC Trading and Investment Company Limited (PETEC) and became a subsidiary of PVN.

Implementing the roadmap for equitization of State-owned enterprises, on the basis of the Notice No. 2710/VPCP-DMDN dated 26/4/2010 of the Government Office on the decision of the Prime Minister on the equitization of PETEC Technical Trading and Investment Company, PVN issued Decision No. 1020/QD-DKVN dated 07/5/2010 on the equitization of PETEC Technical Trading and Investment Company.

As part of the state-owned enterprise privatization roadmap, following Notice No. 2710/VPCP-DMDN dated April 26, 2010, issued by the Government Office, reagarding the Prime Minister's approval for the privatization of PETEC Trading and Investment Company, PVN issued Decision No. 1020/QD-DKVN on May 7, 2010, to execute the privatization plan of PETEC Trading and Investment Company.

On November 25, 2010, the Board of Members of Vietnam Oil and Gas Group issued Decision No. 3080/QD-DKVN on approving the transformation of PETEC Trading and Investment Company Limited into PETEC Trading and Investment Corporation. The company successfully conducted its Initial Public Offering (IPO) on December 29, 2010.

PETEC Trading and Investment Corporation officially transitioned to a joint-stock company structure on May 19, 2011, following Enterprise Registration Certificate No. 0300649476, initially issued on July 30, 2010, and subsequently amended for the 6th time on August 19, 2014, with a registered charter capital of VND 2,600 billion.

On April 9, 2013, Vietnam Oil and Gas Group transferred its entire shareholding in PETEC Trading and Investment Corporation to PetroVietnam OIL Corporation (PVOIL) – wholly state-owned enterprise.

On January 9, 2017, PETEC was officially recognized as a public company by the State Securities Commission of Vietnam under Official Letter No. 119/UBCK-GSDC.

On April 11, 2018, PETEC was granted a Securities Registration Certificate No. 19/2018/GCNCP-VSD by the Vietnam Securities Depository, with a total of 248,877,470 registered shares.

2. Business lines and location

2.1. Business lines

- Petroleum trading: Trading and distribution of petroleum products (wholesale and retail).

- Leasing of petroleum reception ports and storage facilities,..

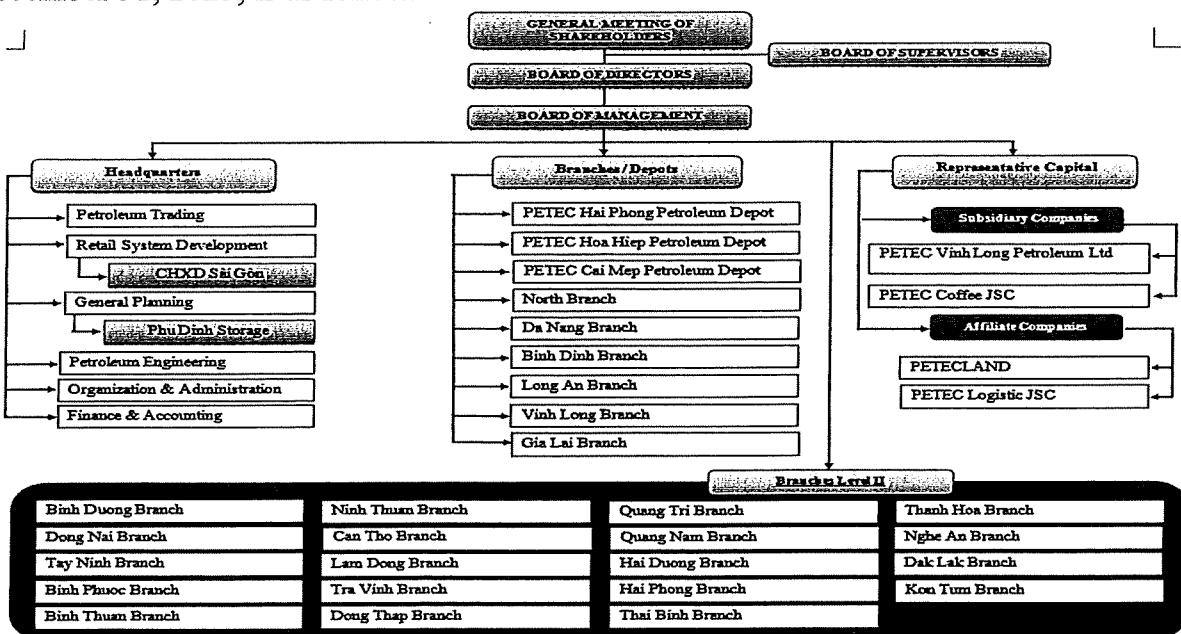
- Activities of insurance agents and insurance brokers

2.2. Business location

- Nationwide presence across all provinces and cities

3. Information about governance model, business organization and managerial apparatus

Based on Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and PETEC's Charter as approved by the General Meeting of Shareholders, the company's organizational structure as of December 31, 2025, is as follows:



Subsidiaries and affiliates: For details, please refer to the notes to the audited financial statements available on the website: <https://petec.com.vn/bao-cao-tai-chinh.html>

Name/Address	Main Business Activities	Charter Capital	Ownership Percentage
			As of December 31, 2025
Subsidiaries			
1. PETEC Vinh Long Petrol terminal Company Limited (<i>Thanh My Hamlet, Thanh Duc Commune, Vinh Long Province</i>)	Leasing petroleum storage, receiving, preserving, and distributing petroleum	10,000,000,000	100.00%
2. PETEC Coffee Joint Stock Company (<i>194 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City</i>)	Trade and service business	30,000,000,000	58.75%
3. Petroleum Real Estate and Engineering Joint Stock Company (PETEC LAND) (*) (<i>194 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City</i>)	Real estate business, road freight transport, petroleum trading agency	38,300,000,000	26.11%
Affiliates			
1. PETEC Logistics Joint Stock Company (<i>Lot G1-9, Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City</i>)	Logistics and warehousing business	71,925,500,000	28.08%

(*) PETEC holds a 26.11% stake in Petrol Technique Land Joint Stock Company Limited. However, since PETEC has a majority of representatives on the **Board of Management**, PETEC exercises control over PETEC Land's financial policies and operations. Therefore, PETEC considers PETEC Land a subsidiary.

4. Development orientation

4.1. Main objectives of the Company

PETEC's core business focuses on petroleum distribution and fuel storage leasing services, with the following development orientations:

(1) To operate as a leading enterprise with a mission to conduct efficient business, continuously enhance corporate value to maximize shareholder returns, while fulfilling the responsibility of contributing to macroeconomic stability and fully complying with state budget obligations.

(2) To remain aligned with the strategic direction of the holding company, PVOIL, by expanding market presence, developing the distribution network, and prioritizing retail sales growth through petrol stations while optimizing the utilization of existing infrastructure.

(3) To maximize human resource efficiency, ensure employee welfare, and provide opportunities for professional development.

(4) To strictly adhere to regulations on safety, fire prevention, and environmental protection, ensuring the security of personnel and assets in all business operations.

(5) To enhance service quality to effectively meet customer demands.

(6) To continuously refine the corporate governance model, integrate advanced IT solutions, drive digital transformation and automation, and implement a professional, modern management framework to improve overall efficiency. To accelerate the deployment of PVOIL Easy, PVOIL B2B, PVOIL 4U, and other IT-enabled sales solutions while diversifying cashless payment options (QR code, mobile money, etc.).

(7) To align business operations with corporate social responsibility, ensuring contributions to community development and social welfare

4.2. Medium- and long-term development strategy

The year 2026, PETEC will continue to strengthen its market position and expand business activities; progressively enhance operational efficiency. An average annual growth rate of 6% in petroleum product sales volume through the retail fuel station channel, optimizing the distribution system to increase direct sales channels.

PETEC's development strategy is centered on human resources as the key driver, corporate management as the critical component, and fostering a strong corporate culture as an ongoing priority.

Continue accelerating digital transformation and IT application to enhance corporate governance efficiency.

Further research and implement new business projects, diversifying non-oil service partnerships to align with energy transition trends; explore investment opportunities or facilitate PVOIL's investments in highway rest stops, particularly long-haul truck service stations, to drive retail fuel sales growth and expand non-oil services, thereby increasing market presence and reinforcing the PETEC – PVOIL brand value.

Strengthen corporate communication and brand promotion: positioning PETEC as a company with a core focus on petroleum trading while emphasizing the development of storage services within the oil and gas sector.

4.3. Sustainable development goals (environmental, social and community)

PETEC firmly upholds environmental protection not only as a legal obligation to the State through strict compliance with regulations and full, timely tax contributions, but also as a fundamental responsibility, duty, and privilege in ensuring the sustainable development of the community, society, and PETEC itself.

The company and all employees consistently embrace a strong sense of social and community responsibility. PETEC actively participates in and organizes social welfare programs through various initiatives, contributing meaningfully to the community policies of the Party and the State.

5. Risks

Fire, Explosion, and Environmental Risks: As a highly flammable and pollutive

product, petroleum poses inherent risks during storage, transportation, and distribution. Any incident could have severe consequences for business operations. To mitigate and control such risks, PETEC prioritizes safety in products, personnel, and the environment. The company has established stringent regulations and regularly conducts safety inspections, fire prevention drills, and environmental protection measures. PETEC continuously invests in fire prevention systems, organizes on-site fire response teams, engages specialized firms for oil spill prevention, and maintains comprehensive insurance coverage for assets, fire, and explosion risks.

Oil Price Volatility Risks: Crude oil and petroleum product prices fluctuate unpredictably due to numerous factors, including geopolitical developments, economic conditions in major economies e.g., the U.S., China, and Europe; global supply and demand dynamics, and market sentiment.

Government Regulation Risks in Petroleum Trading: PETEC's business operations are closely linked to global crude oil and petroleum product prices, which are subject to frequent fluctuations and consequently affect the PETEC's operating performance.

Legal Risks: As a publicly listed company, PETEC operates under various legal frameworks, primarily Enterprise Law, Securities Law, and other industry-related regulations. To minimize legal risks, PETEC closely monitors legislative updates, integrates relevant legal changes into its operational framework, and consults legal experts or advisory firms when necessary.

Beyond industry-specific risks, PETEC is also vulnerable to force majeure events such as natural disasters and fires, which could result in significant damage to assets, human resources, and overall business operations.

II. Operation situation in the year

1. Production and business activities

In 2025, the global petroleum market remained highly unpredictable due to the ongoing Russia-Ukraine conflict, which continued to disrupt global supply chains. Fuel prices were volatile and posed significant risks. Meanwhile, the domestic petroleum industry faced pricing adjustments, supply fluctuations, and monetary policy changes, etc.

PETEC implemented comprehensive and decisive solutions across all operational areas (business, market, finance, organizational apparatus, human resources, application of science and technology, etc.) to overcome difficulties and challenges, improve business efficiency. Specific business results are as follows:

- a) Revenue from production and business activities in 2025 reached VND 5,451.7 billion, achieving 76% of the 2024 plan.
- b) Gross profit in 2025 reached VND 258.3 billion, reaching 91% of the 2025 target (VND 283.2 billion) and 107% of 2024 levels (VND 241.5 billion).

c) Profit before tax recorded a loss of VND 6,58 billion (excludes VND 6,52 billion the cost of allocating the geographical location advantage value of land plots).

No.	Items	Implementation in 2024	2025		Comparison (%)	
			Plan	Implementation	Same period	Plan
I	HOLDING COMPANY					
1	Total Volume (m ³)	429,100	410,000	346,351	81%	84%
2	Revenue (billion VND)	7,176.6	6,158.1	5,451.7	76%	89%
3	Profit before tax (billion VND)	-34.5	1.5	6.58		439%
II	CONSOLIDATION					
1	Total revenue (billion VND)	7,200.5	6,169.0	5,459.5	76%	88%
2	Profit before tax (billion VND)	-35.9	1.6	0.2		

In 2025, PETEC has made great efforts to apply many solutions to develop new customers, retain existing customers, and develop a system to increase sales volume. Petroleum sales volume for the year reached 346,351 m³, achieving 84% of the 2025 target and 81% of 2024 levels.

The retail network saw significant improvements. Alongside ensuring a stable fuel supply, the retail fuel sales volume at PETEC's filling stations reached 54.56 thousand m³, accounting for 16% of total sales volume. This represents 116% of the 2024 level and exceeds the 2025 target by 9%.

STT	Items	Unit	Plan in 2025	Implementation in 2025	% Plan Completion
	Total Volume	m3	410,020	346,377	89%
1	Petroleum volume	m3/ton	410,000	346,351	96%
	<i>In which: Petrol station volume</i>	<i>m3/ton</i>	<i>50,000</i>	<i>54,555</i>	<i>114%</i>
2	PVOIL Lube Lubricants	Thousand liters	20,000	25,507	130%

2. Organization and personnel

- List of the **Board of Management** as of December 31, 2025:

STT	FULL NAME	Year of birth	Position	Qualifications	Number of Shares		Ratio of CP/Charter capital
					Representing	Owni ng	
1	Nguyen Linh Giang	1978	Chairwoman of the Board of Directors of PETEC; Member of Board of Directors of PVOIL; Chairwoman of the Board of Directors of PVOIL Thanh Hoa; Chairwoman of the Board of Members of Ha Noi	Master of Business Administration	103,998,734	0	40%
2	Tran Van Duong	1977	Member of the Board of Directors and CEO of PETEC	Master of International Business Administration	90,998,892	0	35%
3	Vu Thi Thu	1970	Member of the Board of Directors	Bachelor of Financial Economics	51,427,474	0	19.8%

In 2025, underwent the following changes PETEC's Board of Directors underwent the specific changes as follows:

- Additionally elect Ms. Nguyen Linh Giang – Capital Representative of PetroVietnam OIL Corporation (PVOIL) as a member of the Board of Directors (concurrent position) according to the Resolution of the General Meeting of Shareholders No. 2831/NQ-PTC dated August 13, 2025;

- Mr. Truong Dai Hoang – Capital Representative of PetroVietnam OIL Corporation (PVOIL), member of the Board of Directors, Chairman of the Board of Directors, has retired from his duties as of August 11, 2025;

Thus, as of December 31, 2025, the Board of Directors has 03 members, specifically:

- Ms. Nguyen Linh Giang – Capital Representative of PetroVietnam OIL Corporation (PVOIL), is a full-time member of the Board of Directors and holds the position of Chairwoman of the Board of Directors of the Company;

- Mr. Tran Van Duong – Capital Representative of PetroVietnam OIL Corporation (PVOIL), is a full-time member of the Board of Directors and holds the position of CEO of the Company;

- Ms. Vu Thi Thu - Capital representative of PetroVietnam OIL Corporation (PVOIL), is a full-time member of the Board of Directors.

- List of the Executive Board until December 31, 2025:

STT	FULL NAME	Year of birth	Position	Qualifications	Number of Shares
1	Mr. Tran Van Duong	1977	CEO	Master of International Business Administration	90,998,892
2	Mr. Nguyen Thu Phong	1973	Vice President	Bachelor of Business Administration	5,545
3	Mr. Phung Nhu Dung	1969	Vice President	Master of Business Administration	0
4	Mr. Nguyen Ba Nam	1989	Vice President	Master of Economic Management	0
5	Mr. Trinh Anh Tuan	1975	Chief Accountant	Bachelor of Economics; Bachelor of Politics	0

In 2025, PETEC's Board of Management remained unchanged. By the end of 2025, the Board of Management consisted of 05 members: 01 CEO, 03 Vice Presidents and 01 Chief Accountant.

The Company planned a staffing quota of 538 employees for 2025. The total number of employees at the beginning of 2025 was 501, increasing to 508 by year-end, with an average workforce of 503 employees. In 2025, 61 employees were recruited, while 54 employees left the company (including 52 contract terminations and 02 retirements).

The total allocated wage fund was VND 81.339 billion, with VND 80.382 billion disbursed. The average monthly income was VND 14.12 million per employee, including an average salary of VND 13.32million per employee.

Workforce structure:

- By gender: 407 male employees (80.1%), 101 female employees (19.9%);
- By qualifications: Doctorate/Master's degree: 18 employees (3.5%); Bachelor's degree: 171 employees (33.7%); College/Diploma: 86 employees (16.9%); Skilled workers: 125 employees (24.6%); Unskilled workers: 108 employees (21.3%);
- By age: Over 55 years old: 48 employees (9.4%); 50-55 years old: 84 employees (16.5%); 40-49 years old: 171 employees (33.7%); 31-39 years old: 146 employees (28.7%); Under 31 years old: 59 employees (11.6%). Average age: 42.55 years.

3. Investment activities, project implementation

3.1. Procurement and investment activities

In 2025, investment and procurement activities mainly focused on repairing and renovating infrastructure, procuring equipment for terminals, ports, fuel station systems, and modernizing fuel dispensers for the company's fuel retail system. The total value of infrastructure repair, renovation, and equipment procurement is estimated at VND

10.985 billion, with approximately VND 9.536 billion disbursed. During the investment process, the preparation phase (developing plans, investment reports, design, cost estimates, and approvals), implementation phase (bidding for contractors, construction supervision), and acceptance of completed projects were all carried out in accordance with the Government's, PVOIL's, and PETEC's regulations on construction investment management. PETEC ensured strict compliance with regulations, preventing any incidents, losses, waste, or negative occurrences.

With regard to capital construction investment, PETEC approved the investment policy for the project entitled 'E10 gasoline blending system at PETEC Hai Phong Petroleum Depot' and carried out investment preparation activities, including: preparation of the Economic-Technical Report; appraisal of the Economic-Technical Report; implementation of the in-tank E10 gasoline blending system phase; and supervision of construction works and equipment installation. The value of investment implementation in 2025 amounted to VND 0.091 billion, while disbursement was approximately VND 0.619 billion."

Regarding the implementation of the project to expand the storage capacity of the PETEC Hai Phong Petroleum Depot by 40,000 m³, PETEC carried out consultancy and construction-related activities, including: consultancy services for the preparation of bidding documents and evaluation of bids for the design, procurement of materials and equipment, and construction works packages; project management consultancy; project supervision consultancy; consultancy services for appraisal of bidding documents and contractor selection results for the design, procurement of materials and equipment, and construction works packages; EPC (engineering, procurement and construction) services; consultancy for supervision of construction works and equipment installation; consultancy for appraisal of construction designs; consultancy for development of Building Information Modeling (BIM) for the detailed design and as-built stages; project management consultancy; construction insurance during the construction period; and settlement monitoring consultancy during construction. The value of investment implementation for the 40,000 m³ storage expansion project at the PETEC Hai Phong Petroleum Depot amounted to VND 31.519 billion, while disbursement was approximately VND 46.411 billion.

All items after investment are effective, meeting the goals of the plan, serving practically for PETEC's production and business.

3.2. Investments in subsidiaries and affiliates

PETEC's subsidiaries and associates are primarily engaged in the operation and exploitation of infrastructure supporting petroleum business activities, such as leasing warehouse services and leasing retail fuel stations. In 2025, the operations of these entities remained stable, with a focus on optimizing the utilization of existing assets. Among the invested entities, PETEC Coffee Joint Stock Company (subsidiary) and

PETEC Logistics Joint Stock Company (associate) both operate warehouse leasing services and recorded profitable business results.

4. Financial position

4.1. Financial position (consolidated)

Indicators	Year 2024 VND	Year 2025 VND	% Change
Total assets	1,207,158,769,040	1,207,072,401,094	0%
Net revenue	7,190,238,221,888	5,452,443,906,079	-24%
Profit from business activities	-36,699,906,291	-332,355,919	-99%
Other profits	765,273,434	499,656,488	-35%
Profit before tax	-35,934,632,857	167,300,569	-100%
Profit after tax	-36,034,571,777	94,888,548	-100%
Payout ratio	1,207,158,769,040	1,207,072,401,094	0%

4.2. Major financial indicators

Items	Year 2024	Year 2025	Notes
1. Solvency ratio			
+ Current ratio:			
Short term asset/Short term debt	0.67	0.85	
+ Quick ratio:			
(Current asset - Inventories)/ Short-term debt	0.58	0.80	
2. Capital structure Ratio			
+ Debt/Total assets ratio	0.46	0.46	
+ Debt/Owner's Equity ratio	0.54	0.86	
3. Operation capability ratio			
+ Inventory turnover:			
Cost of Goods Sold/Average Inventory	28	145	
4. Profitability ratio			
+ Profit after tax/Net revenue ratio	-0.005	0.00002	
+ Profit after tax/Owner's equity ratio	-0.055	0.00015	
+ Profit after tax/Total assets ratio	-0.03	0.00008	
+ Profit from business activities/Net revenue ratio	-0.005	-0.00006	

5. Shareholder structure, change of owner's equity

5.1. Stocks

- Stock name: Shares of PETEC Trading and Investment Corporation
- Type of securities: Common shares
- Par value: 10,000 VND/share
- Stock code: PEG
- Total registered trading shares: 231,898,919 shares (Two hundred and thirty-one

million eight hundred and ninety-eight thousand nine hundred and nineteen shares). In which:

+ Restricted transfer shares: None

+ Foreign ownership limit: Comply with the provisions of Decree 155/2020/ND-CP dated December 31, 2020 of the Government and Circular No. 51/2021/TT-BTC dated June 30, 2021 of the Ministry of Finance guiding the obligations of organizations and individuals in foreign investment activities on the Vietnamese stock market. Up to now, the current foreign ownership rate of the Company is: 0%.

5.2. Shareholder structure

the shareholder list finalized on September 29, 2025 from the Vietnam Securities Depository and Clearing Corporation (VSDC), the shareholder structure of PETEC is as follows:

STT	Shareholder	Number of Shareholders	Number of shares (shares)	Par value (VND)	Rate (%)
I	Domestic shareholders	753	248,877,470	2,488,774,700,000	100.00%
1	Institutional Shareholders	35	245.376.397	2.453.763.970.000	98,59%
	<i>In which: the State</i>	3	50.044	500.440.000	0,02%
2	Individual Shareholders	718	3.501.073	35.010.730.000	1,41%
II	Foreign shareholders	0	0	0	0,00%
1	Institutional Shareholders	0	0	0	0,00%
2	Individual Shareholders	0	0	0	0,00%
III	Treasury Stocks	0	0	0	0,00%
	Total	753	248.877.470	2.488.774.700.000	100,00%

List of shareholders holding 5% or more of PETEC'S shares:

STT	Shareholder	Number of Shareholders	Number of shares (shares)	Par value (VND)	Rate (%)
1	PetroVietnam OIL Corporation (PVOIL)	01	235,302,570	2,353,025,700,000	94.55%

5.3. Changes in the owner's equity: None.

5.4. Treasury stock transactions: None.

5.5. Other securities: None.

6. Environmental, Social, Governance (ESG) Reporting

6.1. Environmental impact

- Total direct and indirect greenhouse gas (GHG) emissions: Not yet reported.
- Initiatives and measures to reduce greenhouse gas emissions: Not yet reported.

6.2. Raw material management

PETEC is a trading company and does not engage in manufacturing; therefore, PETEC does not use raw materials for the production and packaging of products and services.

6.3. Energy Consumption

- Direct and indirect energy consumption: Electricity consumption – 1,469,913 Kwh, up 22.17% compared to 2024.
- Energy savings through efficiency initiatives: not yet implemented.
- Reports on energy-saving initiatives (providing energy-efficient or renewable energy products and services); Report on the results of these initiatives: Not yet implemented.

6.4. Water consumption (water consumption of business activities during the year)

- Water supply: Municipal water supply and well water.
- Water consumption is 32,492 m³, an increase of 51,3% compared to 2024.
- Percentage and total amount of recycled and reused water: Wastewater at Petrol terminals and petrol stations of the Company is mostly classified as hazardous (oil-contaminated), which has been treated to meet environmental discharge standards. However, PETEC has not yet implemented wastewater recycling or reuse.

6.5. Compliance with the law on environmental protection

- Number of violations and penalties for non-compliance with environmental laws and regulations: None.
- Total amount of fines for non-compliance with environmental laws and regulations: None.

6.6. Policies related to employees

The recruitment, training, salary, bonus, and employee benefits policies are ensured to be fair and timely. Additionally, the company strives to provide the best possible welfare and benefits for employees.

- The total number of employees by the end of 2025 is 508 people. The total implemented salary fund is VND 81.339 billion, with an average income of VND 14.12 million per person per month, including salary of VND 13.32 million per person per

month and meal allowance and other income of VND 0.8 million per person per month.

- Labor policies to ensure the health, safety and welfare of employees:

Policies that have been issued:

+ Regulations on grassroots democracy

+ Regulations on the functions and duties of the Fire Prevention, Fighting & Rescue Team at the Company office

+ Guidelines on leave policies for employees

+ Recruitment process.

- Employee training activities: The average training hours per year, by employee, and by employee classification: The training plan is oriented toward developing the necessary professional expertise to improve work efficiency for employees. The total number of training sessions in 2025 was 716, with a total cost of VND 429 million.

- Programs for skill development and continuous learning to support employees in ensuring job security and career development: The training activities in 2025 focused on professional skill enhancement and periodic training as required by law, such as Key training programs included digital transformation for core personnel; training and deployment of the work management function integrated with the PVOIL Information Portal; application of AI in the workplace; updates on personal income tax regulations; information security and cybersecurity awareness in 2025; environmental protection practices; occupational safety and health; fire prevention and fighting; training drills and exercises on oil spill response; bidding certification programs; and training for retail fuel station managers and sales staff, etc.

6.7. Report on local responsibility

Fully aware of its responsibility to the community and with a desire to contribute to building a more compassionate and better society, in 2025, alongside traditional charitable social programs maintained over the years, PETEC continuously partnered with PVOIL to enhance meaningful and practical activities to support the community:

- Visiting and presenting gifts to Vietnamese Heroic Mothers and the mothers and wives of martyrs in Cu Chi District, and to employees of the Corporation who are war invalids or relatives of martyrs

- Organized donation campaigns to support people affected by storm and flood damage in 2025, with total contributions of VND 139.204 million (two campaigns during the year).

- Contributed to social and charitable funds, including the Petroleum Workers Support Fund (TTDK Fund) and the PVOIL Mutual Assistance Fund (MTL), with a

total amount of VND 712.351 million.

6.8. Reports related to green capital market activities under the guidance of the SSC: no related activities.

III. Reports and assessments of the Executive Board

1. Assessment of production and business results

In 2025, PETEC's operations were carried out in accordance with the regulations, guidelines, and policies of the State and PVOIL. The petroleum business remained PETEC's core activity. Given the market fluctuations in 2025, PETEC proactively monitored market conditions and decisively implemented comprehensive solutions that aligned with real-world circumstances to develop appropriate business strategies. This approach helped PETEC navigate the market's difficulties while ensuring efficient sales operations, security, safety, and fire prevention across the entire system.

2025 was a year of significant market volatility. PETEC managed to achieve a petroleum sales volume of 346,35 thousand m³, reaching 84% of the 2025 plan and 81% of the 2024 volume; the Company achieved the profit target approved by the General Meeting of Shareholders. The profit target based on PETEC's audited separate financial statements amounted to VND 58 million (including the amortization expense of geographical location advantages of land plots in 2025 amounting to VND 6.52 billion).

For the petroleum facilities system, Executive Management prioritizes fire and explosion prevention, conducts regular depot risk assessments, and implements corrective and maintenance plans to ensure safe, incident-free operations. In 2025, PETEC's petrol terminal throughput reached imported volume: 1,532,788 m³; exported volume: 1,558,336 m³; average petroleum depot turnover rate: 12.75 cycles/year; Revenue from petroleum depot operations in 2025: 156.9 billion VND, reaching 115% of 2024's revenue and 124% of the 2025 target

In 2025, PETEC continued executing the expansion project for the Hai Phong petrol terminal, alongside infrastructure renovations, equipment procurement for warehouses, ports, and the petroleum retail system. These initiatives were aimed at ensuring smooth business operations and enhancing PETEC's corporate image, fostering better collaboration with customers and business partners.

The PETEC workforce remained united, with close coordination between the Party Committee, Trade Union, Board of Directors, and Executive Board. The organizational structure and human resources were continuously refined and optimized, ensuring stable income for employees, fostering trust, and enhancing motivation.

Business unit inspections and supervision, as well as debt control, were regularly conducted. PETEC continued debt recovery efforts while maintaining strict debt

management, preventing the emergence of bad debts. Expenses were rigorously controlled and managed in compliance with regulations, ensuring cost-effectiveness. Risk management was strengthened, preventing asset damage, personnel losses, and financial inefficiencies in business and investment activities.

Going forward, PETEC aims to address existing challenges to enhance business efficiency, achieve profitability, and meet the rightful expectations of shareholders.

2. Financial situation

2.1. Asset situation and Liabilities

2.1.1 Asset situation

Asset Structure	Year 2024		Year 2025	
	Amount (VND)	Proportion (%)	Amount (VND)	Proportion (%)
Cash and cash equivalents	50,049,163,511	4%	42,451,471,664	4%
Inventories	51,353,262,159	4%	20,457,658,387	2%
Fixed Assets	360,576,513,823	30%	335,441,903,301	28%
Long-term financial investments	38,176,591,332	3%	39,279,214,970	3%
Other assets	707,003,238,215	59%	769,442,152,772	64%
TOTAL ASSETS	1.207.158.769.040	100%	1.207.072.401.094	100%

As of December 31, 2025, PETEC's consolidated total assets amounted to VND 1,207,072,401,094, remaining largely unchanged compared to the beginning of the year, indicating that the Corporation's financial scale was maintained at a stable level. Of which:

- Current assets increased by VND 53 billion, mainly due to an increase of VND 92.6 billion in short-term receivables, while cash and cash equivalents decreased by VND 7.6 billion, inventories declined by VND 30.9 billion, and other assets decreased by VND 0.8 billion.
- Non-current assets decreased by VND 53 billion, primarily attributable to reductions in property, plant and equipment, other non-current assets, and long-term prepaid expenses.

2.1.2 Liabilities

As of December 31, 2025, equity amounted to VND 635.68 billion (excluding non-controlling interests), increasing by VND 118 million compared to January 1, 2025, primarily due to the recognition of profit after tax of VND 118 million in 2025. This

result represents a marked improvement compared to 2024, when the Company recorded a substantial loss, indicating that the measures implemented to restructure business operations, strengthen cost control, and enhance asset utilization efficiency have proven effective. Although the profit level remains modest, the shift from a significant loss to profitability is a positive signal, providing a foundation for sustainable growth in the coming years.

Liabilities and Equity structure	Year 2024		Year 2025	
	Amount (VND)	Proportion (%)	Amount (VND)	Proportion (%)
Current liabilities	544,354,848,667	45%	499,915,936,326	41%
Long-term liabilities	13,013,462,277	1%	57,271,118,124	5%
EQUITY	649,790,458,096	54%	649,885,346,644	54%
TOTAL LIABILITIES AND EQUITY	1,207,158,769,040	100%	1,207,072,401,094	100%

2.2. Status of Liabilities

As of December 31, 2025, PETEC's consolidated total liabilities amounted to VND 557.2 billion, decreasing by VND 181 million (8%) compared to the beginning of the year, mainly due to a reduction in current liabilities and a shift toward non-current liabilities during the period. Specifically:

- Short-term trade payables totaled VND 393 billion, of which PetroVietNam Oil Corporation accounted for VND 389 billion and other counterparties VND 4 billion.
- Loans and finance lease liabilities amounted to VND 1.9 billion.
- Other payables, including taxes payable, salaries, and other payables not yet due, totaled VND 162.1 billion, of which other long-term payables to PetroVietNam Oil Corporation amounted to VND 43.7 billion.

3. Future development plans

In 2025, the uncertainty in the global petroleum market, caused by ongoing political conflicts, continues to impact the global supply chain. Domestically, severe impacts from storms, particularly flooding in Central Vietnam, led to a decline in domestic demand for petroleum products. The domestic petroleum business sector is expected to continue facing upcoming uncertainties regarding prices, supply, tightened monetary policies, and rising bank interest rates.

Based on the objectives and direction for the 2026-2030 term, PETEC must promptly develop specific operational programs and plans, closely aligning with the overall development orientation of the holding company. The company must be prepared for any possible scenarios in an unpredictable petroleum market. Besides expanding its fuel retail network, PETEC, along with other units in the system, will

prepare strategies to adapt to the ongoing energy transition, increase non-fuel services, and implement artificial intelligence (AI) applications in managing and operating business activities.

Regarding internal improvements, the organizational structure and personnel have been further refined. Management processes have been improved to enhance operational efficiency. Employees have stabilized their mindset, standing in solidarity with the management team to overcome current challenges. PETEC's technical infrastructure has received substantial investments, particularly in key petrol terminals, which serve as the company's core assets and a foundation for future business growth.

In 2026, the company's business activities will be affected by several projected unfavorable factors, including:

- Domestic market: Competition will continue to intensify (the number of fuel trading enterprises is expected to increase, and competitors are continuously upgrading facilities and launching competitive business strategies to attract customers and expand market share).
- Petrol terminals maintenance: PETEC's petrol terminals, after years of operation, require maintenance, repairs, and upgrades to sustain operations while ensuring fire safety, operational security, and service quality. This will lead to increased maintenance and repair costs.
- Investment costs for terminal expansion: Expenses for terminal expansion projects will significantly increase in 2026.

Considering the projected challenges and opportunities, the Executive Board has set the following consolidated targets for 2026:

No.	Indicator	Unit	2026 Target
1	Petroleum sales volume	m ³ , tons	350,000
2	Consolidated revenue	VND Trillion	5,144.8
3	Total consolidated profit before tax	VND Trillion	0.15 (*)

(*) Including the amortization expense of the geographical location advantages of land plots

4. Explanation from the Board of Management regarding audit opinions (if any)

Published on the website <http://petec.com.vn> under the section Shareholder Information – Financial Statements – Year 2025.

5. Report on the assessment of environmental and social responsibilities of the Company

a. Assessment of environmental indicators (water consumption, energy usage, emissions, etc.): All environmental indicators are implemented in compliance with legal regulations.

b. Assessment related to labor issues: Implemented in accordance with legal regulations.

c. Assessment of corporate responsibility to the local community: Implemented in accordance with legal regulations.

IV. Evaluation of the Board of Directors on the Company's activities

1. Evaluation of the Board of Directors on the Company's activities, including environmental and social responsibilities

1.1. Business activities of the Company

In 2025, global fuel prices fluctuated unpredictably due to geopolitical tensions. The global oil market faced volatility, and domestic fuel demand declined and flooding in the northern regions.

- Regarding business and production activities: In 2025, PETEC made significant efforts to implement its business plan and key objectives assigned by the General Meeting of Shareholders. The Company focused on actively expanding and diversifying its customer base to increase total sales volume across the system compared to 2024. Additionally, PETEC aggressively invested in expanding its retail fuel station network to enhance retail sales, aiming for sustainable and efficient business growth. The Company also sought customers for renting petrol terminals and piers to optimize storage facility operations. As a result of the coordinated implementation of business solutions, the Company recorded a profit of VND 6.58 billion, excluding amortization expenses of VND 6.52 billion for the geographical location advantages of land plots in 2025.

- Regarding debt management: PETEC strengthened debt control measures, preventing the accumulation of new bad debts, monitoring overdue debts, and intensifying efforts to recover outstanding receivables and difficult-to-collect debts.

- Regarding governance and service quality improvement: The Board of Directors directed a comprehensive review, amendment, and completion of internal regulations and policies to align with legal requirements and the Company's operational realities. The Company continued to enhance service quality at petrol terminals, expanded PVOIL Easy services and integrated payment solutions to boost retail sales at fuel stations, and implemented sales transactions via the PVOIL B2B software system. PETEC also embraced Industry 4.0 technologies and digital transformation to improve governance and operational efficiency.

The Board of Directors maintained close and effective collaboration with the Board of Management and the Board of Supervisors in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors. The Board ensured compliance with legal regulations and internal policies in the management and operation of the Company.

1.2. Environmental Compliance

PETEC recognizes that fuel trading carries inherent environmental risks. The Company strictly complies with environmental protection laws and implements preventive measures to mitigate risks, including:

- Fully equipping facilities with necessary equipment and assigning competent personnel.
- Establishing dedicated teams for safety, health, environmental management, and emergency response at all units across the system.
- Developing oil spill response plans at petrol terminals and ports.
- Ensuring all petrol terminals and fuel stations obtain the necessary safety and environmental permits from regulatory authorities before commencing operations

2. Evaluation of the Board of Directors on the Executive Board's performance

By the end of 2025, PETEC's Board of Management consisted of four members: one CEO and three Vice Presidents.

Throughout 2025, the CEO effectively executed and strictly implemented the resolutions of the General Meeting of Shareholders and the Board of Directors. The management team exercised its authority prudently, ensuring compliance with legal regulations and the Company's Charter while overseeing PETEC's operations.

PETEC successfully held its 2025 Annual General Meeting of Shareholders. The 2024 Annual Report and all information disclosures in 2025 were conducted transparently, in full compliance with regulatory timelines.

In managing PETEC's business operations, the CEO and the Board of Management adhered to legal requirements, internal governance policies, the Company's Charter, and resolutions from the General Meeting of Shareholders and the Board of Directors. The management team demonstrated flexibility and timeliness in their decision-making, aligning with the strategic direction set by the Board of Directors. They also ensured strict compliance with public disclosure regulations for listed companies.

3. Plans and orientations of the Board of Directors

In 2026, PETEC's Board of Directors will focus on the following key priorities::

- Business and production activities: Oversee the implementation of the 2026 business plan after approval by the General Meeting of Shareholders and the Board of Directors. Strengthen market expansion and customer development efforts to increase sales volume and business efficiency. Expand the retail fuel station network through leasing agreements to enhance sales and ensure sustainable business growth. Maximize the safe and efficient utilization of the Company's fuel storage system.

- Investment activities: Accelerate the execution of ongoing projects from 2025, particularly the expansion of PETEC Hai Phong fuel terminal, ensuring progress and effectiveness. Continue maintenance, repair, and upgrades of fuel storage facilities to

maintain operations while ensuring fire safety, operational security, and service quality.

- Organizational structure, workforce, and compensation: Review, amend, and improve internal management regulations related to personnel, labor, and salary policies. Oversee structural adjustments to streamline operations and enhance efficiency. Develop and approve workforce planning and utilization for 2026.

- Divestment and asset restructuring: Direct the divestment of PETEC's investments in other companies and restructure non-core assets (through sale or liquidation) to optimize capital efficiency in compliance with state regulations.

- Financial management and cost control: Strengthen monitoring and evaluation of financial performance to ensure capital is managed, mobilized, and utilized safely and efficiently. Enhance debt management and cost control to improve financial efficiency in 2026.

- Supervision and compliance: Conduct strict oversight of business operations and strengthen internal audits to ensure all activities align with the Company's objectives and strategic direction.

- Continue aligning with the overall direction of the fuel industry and adapt PETEC's development strategy in response to market dynamics and industry trends.

V. Corporate Governance

1. Board of Directors

1.1. Members and structure of the Board of Directors as of December 31, 2025

See section 2. Part II of this report.

1.2. Subcommittees of the Board of Directors

Currently, the Board of Directors of PETEC has not established any specialized subcommittees. Matters related to the Board are advised by the Corporate Secretary and relevant specialized departments.

1.3. Activities of the Board of Directors:

The Board of Directors operates in accordance with the functions, tasks and powers specified in the Company's Charter and the Law on Enterprises; The Company's leaders have completed the production and business plan in 2025 and other key tasks according to the Resolution of the 2025 Annual General Meeting of Shareholders.

In 2025, the Board held 07 meetings and issued 35 resolutions and decisions to oversee and direct PETEC's operations across all sectors. It actively monitored and assessed the execution of the resolutions and decisions made by the General Meeting of Shareholders and the Board of Directors. The Board of Directors upholds a responsible and democratic work ethic, ensuring prompt and efficient decision-making while carefully considering proposals from the Executive Board. Resolutions and decisions are made by majority vote, either through direct voting during meetings or written opinions from Board members. All decisions comply with the Company's Charter and the Law on Enterprises.

No.	Period	Participants	Content	Results
1	11/02/2025	03/03	1. Report on business results for January 2025 and production and the plan for the last 11 months of 2025.	- Business results for January 2025 have not met the plan. In the last 11 months of 2025, PETEC's Board of Directors will focus on increasing sales volume, developing customer relationship and expanding the network of petrol stations.
			2. Preparation for the 2025 Annual General Meeting of Shareholders.	The BOD deliberated and approved the preparations for the 2025 Annual General Meeting
			3. Expansion of PETEC Hai Phong Petroleum Depot .	- Assign the PMU to implement the work of the Hai Phong Petroleum Depot expansion project on schedule.
2	14/04/2025	03/03	1. Review the preparation for the 2025 Annual General Meeting of Shareholders.	- Carry out the preparation for the organization of the Annual General Meeting of Shareholders in a timely manner in accordance with regulations.
			2. Expansion of PETEC Hai Phong Petroleum Depot .	- Assign the CEO to implement the work of the Hai Phong Petroleum Depot expansion project on schedule. - Assign the CEO to arrange capital in accordance with regulations to implement the project.
3	12/05/2025	03/03	1. Review the debt management regulations in Submission No. 953/TTr-TGD dated March 25, 2025.	Agree with the contents of the debt management regulations, establish and assign the Debt Review Board.
			2. Related to project implementation for the unused land area of PETEC CAI MEP Petroleum Depot	Assign the Chief Executive Officer to work with the partner to agree on a business cooperation plan.
			3. Expansion of Hai Phong Petroleum Depot .	- Assign the CEO to implement the work of the Hai Phong Petroleum Depot expansion project on schedule. - Assign the CEO to arrange capital in accordance with regulations to implement the project.

No.	Period	Participants	Content	Results
4	11/06/2025	03/03	Approval of reappointment of Vice President	Agreed reappoint Nguyen Thu Phong to hold the position of Vice President of PETEC
5	13/08/2025	03/03	1. Dismissal of the title of Chairman of the Board of Directors for Mr. Truong Dai Hoang and election of the Chairman of the Board of Directors. 2. To assign tasks to members of the Board of Directors. 3. Review of Submission No. 2762/TTr-TGD dated August 7, 2025 on the Regulation on Cashless Payment through Authorization for Employees to Make Cashless Payments when Purchasing Goods and Services for the Business Operations of PETEC Trading And Investment Corporation.	<ul style="list-style-type: none"> - Unanimously dismissed the title of Chairman of the Board of Directors for Mr. Truong Dai Hoang. Unanimously elected Ms. Nguyen Linh Giang to hold the position of Chairwoman of the Board of Directors of PETEC. - Agree on the content of task assignment for discussion. - Approval of the contents of Submission No. 2762/TTr-TGD dated August 7, 2025 regarding the Regulation on Cashless Payment through Authorization for Employees to Make Cashless Payments when Purchasing Goods and Services for the Business Operations of PETEC
6	02/10/2025	03/03	1. Report on business results for the third quarter of 2025, the first nine months of 2025, and the business production and operation plan for the fourth quarter of 2025. 2. The 2025 supervision program of the PVOIL Board of Directors.	In the last 3 months of 2025, PETEC's Board of Directors will focus on increasing sales volume, developing customer relationship and expanding the network of petrol stations. The representative of PVOIL's capital contribution on the Board of Directors discussed and unanimously approved the draft report.
7	08/10/2025	03/03	Approval of reappointment of CEO	Agreed reappoint Tran Van Duong to hold the position of CEO of PETEC

1.4. Activities of independent members of Board of Directors

As of December 31, 2025, the Board of Directors of PETEC has 03 members, and there are no independent members of the Board of Directors.

2. Board of Supervisors

2.1. Members and structure of the Board of Supervisors

STT	Members of the Board of Supervisors	Duty	Qualifications	Share ownership rate (%)
1	Hoang Anh Tuan	Head	Master of Economics	
2	Diep Thu Thuy	Member	Bachelor of Laws	
3	Vuong Bich Tuyen	Member	Bachelor of Commerce	0%

2.2. Activities of the Board of Supervisors

In 2025, the Board of Supervisors fully and strictly carried out the supervision activities according to the operational plan approved by the General Meeting of Shareholders; complied with the supervision requirements as stipulated in the Law on Enterprises and the Company's Charter, while also conducting periodic supervision as required by PVOIL.

Supervised compliance with state laws, the Charter on the organization and operation of the Company; adherence to resolutions, decisions, and directives of Vietnam Oil and Gas Group/Petrovietnam OIL Corporation; the implementation and execution of resolutions of the General Meeting of Shareholders and the Board of Directors of the Company.

At Board of Directors meetings and General Meeting of Shareholders meetings, all members of the Board of Supervisors attended to grasp policies, development orientations, and decisions related to the Company's operations; provided full reports as required and continuously gave comments, evaluations, and recommendations to the General Meeting of Shareholders to constantly improve corporate governance, inspection, and supervision at the Company; participated in several meetings chaired by the Executive Board related to production and business activities.

Regularly reviewed and evaluated reports on production and business activities and the financial situation of the Company; prepared quarterly inspection and supervision reports submitted to the Board of Directors.

Appraised business results, financial statements; analyzed and assessed the financial situation and capital preservation capability.

In 2025, the Board of Supervisors organized 08 meetings and frequently exchanged internally to unify the content of periodic/ad-hoc supervision reports. These meetings covered the Board of Supervisors' Activity Plan and assigned tasks to each member under the principle of ensuring effective supervision and inspection in the

Company's key areas; ensuring the Company's operations align with the development orientation and annual production and business plan approved by the General Meeting of Shareholders and the Board of Directors, and complying with relevant legal regulations. Based on assigned duties, members of the Board of Supervisors proactively developed work plans and implemented assigned tasks.

STT	Meeting Date	Participants	Content	Result
1	06/1/2025	03/03	<ul style="list-style-type: none"> - Discuss the development of the operation plan of the Board of Supervisors in 2025 - Remind the working units to complete the Contract in 2025, the certificate is eligible for construction projects - Comments on the production and business plan in 2025 	<ul style="list-style-type: none"> - Approved the 2025 BOS operation plan - Remind units to soon complete the 2025 Contract and supplement the extension of the certificate of full construction registration - Agree on production and business plans
2	14/3/2025	03/03	<ul style="list-style-type: none"> - Preparation of the Board of Supervisors Report at the Annual General Meeting of Shareholders 2025 - Participate in the review and provide comments on matters related to the project on expanding the storage capacity by 40,000 m³ of the PETEC Hai Phong Petroleum Depot. 	<ul style="list-style-type: none"> - Completing and approving the Board of Supervisors report at the 2025 Annual General Meeting of Shareholders
3	04/4/2025	03/03	<ul style="list-style-type: none"> - Review the Supervisory Board's report at the Annual General Meeting of Shareholders. - Continue to participate in providing comments on certain matters related to the project to expand the storage capacity of the PETEC Hai Phong Petroleum Depot by 40,000 m³. - Provide comments on the reports of the Board of Directors and the Board of Management at the 2025 	<ul style="list-style-type: none"> - Approve the Supervisory Board's report at the 2025 Annual General Meeting of Shareholders. - Reach consensus on the contents of the reports to be presented at the Annual General Meeting of Shareholders.

STT	Meeting Date	Participants	Content	Result
			Annual General Meeting of Shareholders.	
4	27/6/2025	03/03	<p>Review and provide comments on matters related to investment, procurement, bidding, receivables and payables, costs, etc. of the Corporation, especially those related to the expansion of PETEC Hai Phong Petroleum Depot .</p> <p>Prepare the mid-year review conference on operational performance for the first six months of 2025.</p> <p>Remind the Legal Department and relevant units to complete the renewal of the Petroleum Trading Business Registration Certificates.</p>	<ul style="list-style-type: none"> - Participate in providing comments on agenda items at meetings convened by the Board of Directors and the Board of Management. - Participate in providing comments on regulations and internal policies prior to their issuance.
5	15/8/2025	03/03	<ul style="list-style-type: none"> - Participate in providing comments on the draft Regulation on non-cash payments through authorization of individual employees to make non-cash payments when purchasing goods and services for production and business activities. 	<ul style="list-style-type: none"> - Participate in commenting on the contents at the meeting invited by the Board of Directors and the Executive Board. - Remind branches and departments of matters related to contract management, customers' legal status, and receivables and payables management.
6	17/10/2025	03/03	<p>Review and provide comments on matters related to the PETEC Hai Phong Petroleum Depot capacity expansion project, receivables and payables, costs, etc.</p> <p>Prepare the conference for the review of operational performance in the third quarter of 2025</p>	Participate in providing comments on matters discussed at meetings convened by the Board of Directors and the Board of Management.

STT	Meeting Date	Participants	Content	Result
7	17/11/2025	03/03	<p>Conduct the self-assessment of full-time members of the Supervisory Board.</p> <p>Review and provide comments on matters related to investment, procurement, bidding, receivables and payables, costs, cash collection management, and other related activities.</p> <p>Remind the Legal Department and relevant branches and departments to prepare and complete the renewal of existing contracts, the execution of newly signed contracts, and the renewal of Certificates of Eligibility for Petroleum Trading.</p>	<p>Finalize the individual report and participate in the 2025 collective and individual performance review conference.</p> <p>Participate in providing comments on matters discussed at meetings convened by the Board of Directors and the Board of Management; and provide comments on regulations and internal policies prior to their issuance.</p> <p>Remind branches and departments of matters related to contract management, customers' legal status, and receivables and payables management.</p>
8	08/12/2025	03/03	<p>Provide comments on the draft Salary Regulation, the productivity-based salary regulation for retail fuel stations and the Regulation on the organization and management of training activities.</p> <p>Review and give opinions on matters related to the Hai Phong Petroleum Depot capacity expansion project, including receivables and payables, costs, and other relevant issues.</p> <p>Prepare the summary report on operational performance for 2025.</p>	<p>Participate in providing comments on the drafts of the Salary Regulation, the productivity-based salary regulation for retail fuel stations and the Regulation on the organization and management of training activities.</p> <p>Remind branches and departments of matters related to 2026 contract management, customers' legal status, and receivables and payables management.</p>

3. Transactions, remuneration and benefits of the Board of Directors, Board of Management and Board of Supervisors

3.1. Salaries, bonuses, remuneration, benefits

The remuneration of full-time members of the Board of Directors and Board of Supervisors is implemented in accordance with Decree 53/2016/NĐ-CP dated June 13, 2016, of the Government, Circular 28/2016/TT-BLDTBXH dated September 1, 2016, of the Ministry of Labor, Invalids and Social Affairs, and the regulations of Petrovietnam Oil Corporation - JSC. The total salary expense in 2025 for the Board of Directors, full-time members of the Board of Supervisors, and the Board of Management of the Company is VND 3.974 billion.

The remuneration for non-dedicated members of the Board of Directors and the Board of Supervisors, as approved by the 2025 Annual General Meeting of Shareholders, is as follows: Board of Directors members: VND 6.5 million per person per month; Board of Supervisors members: VND 3 million per person per month. The total remuneration allocated for non-dedicated members of the Board of Directors and Board of Supervisors in 2025, based on the actual working months, is VND 168 million.

3.2. Internal person stock transactions: No reports.

3.3. Contracts or transactions with internal persons

- Transactions that have been signed or have been carried out during the year between PETEC and internal persons: No reports.

Transactions signed or executed during the year between PETEC and related parties of internal persons: PETEC signed fuel consumption contracts and service agreements with PVOIL; PVOIL Thanh Hoa; PVOIL Ha Noi (the Chairwoman of PETEC's BOD also concurrently serves as the member of PVOIL, Chairwoman of the BOD of PVOIL Thanh Hoa, and Chairwoman of the BOD of PVOIL HaNoi); signed fuel consumption contracts with PETEC Coffee JSC (the PETEC Chief Accountant became the Chairman of PETEC Coffee) and signed a fuel transportation contract with PVOILTRANS. For details, please refer to the 2025 Corporate Governance Report and the Notes to the 2025 Audited Financial Statements available on the website: <https://petec.com.vn/vn/thong-tin-co-dong.html>.

- Transactions signed or executed during the year between PETEC's subsidiaries or controlled companies and internal persons: No reported transactions.

- Transactions signed or executed during the year between PETEC's subsidiaries or controlled companies and related parties of internal persons: For details, please refer to the 2025 Corporate Governance Report and the Notes to the 2025 Audited Financial Statements available on the website: <https://petec.com.vn/vn/thong-tin-co-dong.html>.

3.4. Evaluation of the corporate governance compliance

The Company fully complies with all legal regulations on public company governance, specifically:

- Organized the General Meeting of Shareholders in accordance with legal regulations and the Company's Charter.

- Ensured that the Board of Directors and the Board of Supervisors are fully staffed and operate in accordance with their assigned responsibilities and duties.
- Fully and timely fulfilled all obligations for periodic and ad hoc information disclosure as required for public companies.
- The Board of Directors issued and regularly updated internal regulations and policies to support corporate governance.
- Fully and timely prepared the Annual Report and Governance Report in accordance with the regulations for large-scale public companies.

VI. Financial Statements

Audit opinions and the full text of the audited financial statements (Consolidated Financial Statements and Financial Statements of the holding company) are posted on the website <http://petec.com.vn> the Shareholder Information – Financial Statements – 2025 section, including:

1. Report of the Board of Management;
2. Independent audit report;
3. Consolidated balance sheet;
4. Consolidated income statement;
5. Consolidated cash flow statement.

Recipient:

- SSC; HNX;
- BOD (for information)
- BOS (for information);
- BOM (for information);
- Archived: Office, General Planning

**CONFIRMATION OF THE LEGAL
REPRESENTATIVE
CEO**



Tran Van Duong