

Ho Chi Minh City, April 03, 2026



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REGULATIONS ON NOMINATION, CANDIDACY, AND SUPPLEMENTARY ELECTION BOARD OF DIRECTORS AND BOARD OF SUPERVISORS FOR THE 2024 – 2029 TERM PETROLIMEX SAIGON TRANSPORTATION AND SERVICE JOINT STOCK COMPANY

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and accompanying sub-law documents
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, and accompanying sub-law documents;
- Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, passed on December 31, 2020;
- Decree No. 245/2025/ND-CP: Amending and supplementing a number of articles of the Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;
- Charter on Organization and Operation of Petrolimex Saigon Transportation and Service Joint Stock Company;

The Vote Counting Committee of the General Meeting of Shareholders announces the Regulations on nomination, candidacy, and election of the Board of Directors and the Board of Supervisors for the 2024 - 2029 term at the 2026 Annual General Meeting of Shareholders of Petrolimex Saigon Transportation and Service Joint Stock Company as follows:

I. Explanation of terms/abbreviations

- Company : Petrolimex Saigon Transportation and Service Joint Stock Company
- Board of Directors : Board of Directors.
- BOS : Board of Supervisors.
- Organizing Committee : General Meeting Organizing Committee.
- GMS : General Meeting of Shareholders.
- Delegate : Shareholder, representative (authorized person).

II. Chairperson of the meeting

The Chairperson of the meeting is responsible for presiding over the election, with specific tasks as follows:

- Introducing the list of nominations and candidacies for the Board of Directors and the Board of Supervisors;
- Supervising the voting and vote counting;
- Resolving complaints regarding the election (if any)

III. Regulations on nomination and candidacy for members of the Board of Directors

- Number of members of the Board of Directors: 01 person
- Term: The remaining time of the VI term (2024 – 2029)
- Maximum number of candidates for the Board of Directors: unlimited

1. Right to nominate and stand for election to the Board of Directors: (pursuant to Article 25 of the Company Charter)

- Shareholders or groups of shareholders holding 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to 20% of the total voting shares have the right to nominate one (01) candidate; from over 20% to 30% may nominate a maximum of two (02) candidates; from over 30% to 40% may nominate a maximum of three (03) candidates; from over 40% to 50% may nominate a maximum of four (04) candidates; from over 50% to 60% may nominate a maximum of five (05) candidates; from over 60% to 70% may nominate a maximum of six (06) candidates; from 70% or more may nominate seven (07) candidates or more.

- Nominated candidates must fully meet the standards stated in section 2 below.

- In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the provisions of the law.

2. Standards for candidates for the Board of Directors: Candidates participating in the Board of Directors must fully meet the following standards and conditions (pursuant to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/ND-CP; Decree No. 245/2025/ND-CP)

- Having full civil act capacity, not being subject to the prohibition on enterprise management as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;

- Having professional qualifications and experience in business administration or in the company's business fields, sectors, or trades, and not necessarily being a shareholder of the company;

- Not being a person with family relations (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, older brother, older sister, younger sibling, older brother-in-law, younger brother-in-law, elder sister-in-law, younger sister-in-law, spouse's older brother, spouse's older sister, spouse's younger sibling) of the Director and other managers of the company; or of the manager or the person with the authority to appoint the manager of the parent company.

- A member of the Board of Directors of the company may simultaneously be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.

IV. Regulations on nomination and candidacy for the Board of Supervisors

- Number of members of the Board of Supervisors: 01 person

- Term: The remaining time of the VI term (2024 – 2029)

- Maximum number of candidates for the Board of Supervisors: unlimited.

1. Right to nominate and stand for election: (pursuant to Article 37 of the Company Charter)

- Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares may nominate a maximum of one (01) candidate; from 30% to less than 50% may



nominate a maximum of two (02) candidates; from 50% or more may nominate a maximum of three (03) candidates.

- Nominated candidates must fully meet the standards stated in section 2 below.

- In case the number of candidates nominated by the incumbent Board of Supervisors according to Clause 2 of this Article is still insufficient, the Board of Supervisors shall disclose information regarding the insufficiency of candidates for the Board of Supervisors no later than five (05) days before the opening date of the General Meeting of Shareholders. The incumbent Board of Supervisors shall organize for other shareholders to nominate in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the provisions of the law.

2. Standards for candidacy for members of the Board of Supervisors: Candidates participating in the Board of Supervisors must fully meet the following standards and conditions (pursuant to Clause 1, Article 169 of the Law on Enterprises 59/2020/QH14; Article 286 of Decree No. 155/2020/ND-CP; Decree No. 245/2025/ND-CP and Clause 2, Article 37 of the Company Charter)

- Having full civil act capacity and not being subject to the prohibition on establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;

- Having been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the enterprise;

- Not being a person with family relations (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, older brother, older sister, younger sibling, older brother-in-law, younger brother-in-law, elder sister-in-law, younger sister-in-law, spouse's older brother, spouse's older sister, spouse's younger sibling) of a member of the Board of Directors, the Director, or other managers;

- Not being a manager of the company; not necessarily being a shareholder or employee of the company;

- Not working in the accounting or finance department of the Company;

- Not being a member or employee of an auditing organization approved to audit the company's financial statements in the 03 consecutive years prior.

- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

V. Election principles

- Implemented strictly in accordance with the provisions of the law and the Company Charter.

- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the number of voting shares of shareholders attending the meeting.

- For each election, a shareholder representative shall use only one ballot corresponding to the number of shares owned or represented.

- The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee shall not be named in the list of nominations and candidacies for the Board of Directors or the Board of Supervisors.

VI. Election method

- Implemented according to the cumulative voting method (Pursuant to Clause 3, Article

148 of the Law on Enterprises 2020)

- Implemented according to the cumulative voting method: whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors.

- Attending delegates have the right to aggregate their total votes for the candidates they wish to elect.

- Delegates attending online shall access the electronic voting system and proceed with their election (note that delegates shall cast their votes within the electronic voting time specified in the Working Regulations and the announcement of the Chairperson at the General Meeting)

- In case of an erroneous selection: Attending delegates shall access the electronic voting system and redo their election (note that delegates shall cast their votes within the electronic voting time specified in the Working Regulations and the announcement of the Chairperson/or the Vote Counting Committee at the General Meeting).

VII. Ballot

The content of the Ballot is as follows:

- The Ballot (voting paper) is an online Ballot

- In case a shareholder casts a vote by recording numbers: An invalid ballot is a ballot where the total number of votes for candidates is greater than the total number of votes allowed to be cast as calculated at the time of vote counting.

VIII. Conducting the election and determining the results

1. Voting and Vote Counting

Instructions for completing the Ballot:

- ✓ The delegate shall vote for a number of candidates equal to or less than the number of members to be elected;

- ✓ If voting by cumulative voting for the required candidates, the delegate shall mark the “Cumulative voting” box for the corresponding candidate.

Note:

- In case of errors, shareholders may change the election results (but cannot cancel the election results); this includes the results of supplementary elections for issues arising outside the General Meeting agenda. The online system only records the vote count for the final election results at the time the electronic voting ends for each voting round as specified in the General Meeting working regulations and the announcement of the Chairperson/or the Vote Counting Committee at the General Meeting).

- After the voting concludes, the system will automatically record the end of the vote counting.

- The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and, together with the Chairperson, resolving any inquiries or complaints from shareholders (if any).

- For sensitive issues and if requested by shareholders, the Company must appoint an independent organization to perform the collection and counting of votes.

2. Principles for selecting elected candidates:

- The elected person is determined to be the candidate with the highest number of votes.

- In case two (02) or more candidates receive the same number of votes, a re-election shall be conducted among the candidates with the same number of votes.

IX. Dossier for nomination and candidacy for election to the Board of Directors and Board of Supervisors:

The dossier for candidacy and nomination for election to the Board of Directors and Board of Supervisors includes:

Regulations on nomination, candidacy, and supplementary election BODs and BOSs for the 2024 – 2029 term

- Minutes of the shareholder group meeting (in case of nomination by a group of shareholders);

- Application for candidacy/nomination for election to the Board of Directors and Board of Supervisors (according to the template).

- Curriculum Vitae (according to the template).

- Copies of the following documents: ID card/Passport.

- Diplomas and certificates of educational and professional qualifications (if any).

The person nominating for the Board of Directors and Board of Supervisors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content in their dossier.

Please send the dossier to Petrolimex Saigon Transportation and Service Joint Stock Company before 04:00 P.M. on March 27, 2026, at the following address:

Office of Petrolimex Saigon Transportation and Service Joint Stock Company

Address: 118 Huynh Tan Phat, Tan Thuan Ward, Ho Chi Minh City

Telephone: 028 38721014

Fax: 028 38721013

The above is the entire Regulation on nomination, candidacy, and supplementary election of the Board of Directors and Board of Supervisors for the 2024 - 2029 term of Petrolimex Saigon Transportation and Service Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

This Regulation shall take effect immediately after being approved by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipients:

- GMS;
- Members of the BOD, BOM, BOS;
- Archived: Admin Office, Secretary.



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