

PETROLEUM MECHANICAL STOCK COMPANY

Address: 446 No Trang Long, Binh Loi Trung Ward, Ho Chi Minh City

Telephone: (028) 3553 3325 Fax: (028) 3553 3029

Website: www.pms.petrolimex.com.vn



DOCUMENT

2026 ANNUAL GENERAL

MEETING OF SHAREHOLDERS



PETROLIMEX



APRIL 2026

PETROLEUM MECHANICAL STOCK COMPANY

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2	Working Regulations and Election Regulations at the 2026 Annual General Meeting of Shareholders
3	Report on the activities of the Board of Directors in 2025, summary of the VI term (2021 – 2025) and plan for 2026, and orientation for the VII term (2026 – 2031)
4	Proposal on the approval of the audited separate financial statements and consolidated financial statements for 2025 <i>Details of the 2025 audited financial statements are posted on the website: https://pms.petrolimex.com.vn.</i>
5	Report on the activities of the Board of Supervisors in 2025 and the 2026 plan of the Board of Supervisors
6	Proposal on the plan for dividends distribution, allocation of Funds, and remuneration for the Board of Directors and the Board of Supervisors for 2025 and the 2026 plan
7	Proposal on the selection of an auditing firm for the semi-annual and annual audits in 2026
8	Proposal on signing a contract with subjects under Article 167 of the 2020 Law on Enterprises (attached with the draft contract template)
9	Proposal on authorizing the Board of Directors to approve additional investment items arising in 2026
10	Proposal on approving the update of the registered address; adjustment of business lines, addition of business lines, and approval of adjustments, amendments, and supplements to the Company's Charter
11	Proposal on the election of members of the Board of Directors and the Board of Supervisors for the 2026-2031 term
12	Voting ballots, election ballots
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AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDER 2026

Time: 8:30 AM, April 3, 2026

Location: Meeting Hall of Dong Nai Petroleum Mechanical One Member Limited Liability Company

Lots 108-109-110, Nhon Trach Industrial Park, Nhon Trach Commune, Dong Nai Province



Time	Content
7h30 – 8h30	Welcome shareholders and verify the eligibility of delegates and shareholders: <ul style="list-style-type: none">• Welcome delegates and shareholders;• Verifying the eligibility of shareholders, Provide Voting Card, Voting Ballot, Election Ballot (if any) and meeting materials.
8h30 – 9h00	Meeting Opening: <ul style="list-style-type: none">• Report of shareholders' eligibility verification;• Introduction, Introduction on Chairperson; Secretary• Approval on Working Regulation,• Introduction and approval of the Chairperson and Vote Counting Committee members;• The Chairperson presents and approves the AGM agenda.
9h00 – 9h45	The Board of Directors and The Board of Supervisor present the following contents: <ul style="list-style-type: none">• Report on the activities of the Board of Directors in 2025, summary of the 6th term (2021-2025), and the plan for 2026, as well as the direction for the 7th term (2026-2031);• Proposal for approval of the audited separate and consolidated financial statements for 2025;

Time	Content
	<ul style="list-style-type: none"> Report on the activities of the Board of Supervisors in 2025 and the plan for 2026 of the Board of Supervisors.
9h45 – 10h15	<p>Proposals for the General Meeting</p> <ul style="list-style-type: none"> Proposal for profit distribution, remuneration for the Board of Directors (BOD), Board of Supervisors (BOS), and salaries for the Executive Board in 2025, and the plan for 2026; Proposal for the selection of the auditor for the semi-annual and full-year 2026 audit; Proposal for signing contracts with related parties in accordance with Article 167 of the 2020 Enterprise Law; Proposal for authorizing the Board of Directors to approve additional investment items arising in 2026; Proposal on approving the update of the registered Address; adjusting business lines, adding business lines, and approving the adjustment, amendment, and supplementation of the Company Charter; Proposal for the election of members of the Board of Directors and the Board of Supervisors for the 2026-2031 term.
10h15 - 10h45	The General Meeting will discuss and address the above matters.
10h45 – 11h00	Voting guidelines and approval of reports and proposals.
11h00 - 11h30	Approval of the Election Regulations and conducting the election.
11h30 – 11h45	Break - Vote counting and election.
11h45 – 12h00	<ul style="list-style-type: none"> The Vote Counting Committee announces the results of the voting and election. The Secretary reads the draft meeting minutes and resolutions of the General Meeting. The General Meeting votes to approve the meeting minutes and resolutions.
12h00	Closure of the General Meeting





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WORKING REGULATIONS 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS PETROLEUM MECHANICAL STOCK COMPANY

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities passed on December 31, 2020;
- The Charter of Organization and Operation Of Petroleum Mechanical Stock Company;
- Internal Regulations on Corporate Governance of Petroleum Mechanical Stock Company.

To ensure the successful organization of the 2026 Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company, the Board of Directors has developed regulations, working principles, conduct guidelines, and voting procedures for approval by the General Meeting of Shareholders as follows:

1. PURPOSE:

- Ensure the order, principles of conduct, and voting at the 2026 Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company take place in accordance with regulations and successfully.
- The Resolutions of the General Meeting of Shareholders express the unified will of the General Meeting of Shareholders, meet the wishes and interests of shareholders, and comply with the law.

2. SUBJECTS AND SCOPE OF APPLICATION:

- Subjects: All shareholders, representatives (authorized persons), and guests attending the Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company must comply with the provisions of this Regulation, the Company's Charter, and current legal regulations.
- Scope of application: This Regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company.

3. INTERPRETATIONS OF TERMS/ABBREVIATIONS

- Company : Petroleum Mechanical Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- Supervisor : Member of the Board of Supervisors



- OC : Organizing Committee of the General Meeting
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)

4. CONTENT OF THE REGULATION

4.1 Conditions for conducting the General Meeting of Shareholders

- The General Meeting of Shareholders is conducted when there are delegates representing more than 50% of the total voting shares.
- If the first meeting fails to meet the conditions for proceeding as stipulated in Clause 1, Article 19 of the Company's Charter, the notice for the second meeting shall be sent within 30 days from the scheduled date of the first meeting. The second convened General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent at least 33% of the total voting shares.
- If the second meeting fails to meet the conditions for proceeding as stipulated in Clause 2, Article 19 of the Company's Charter, the notice for the third meeting shall be sent within 20 days from the scheduled date of the second meeting. The third convened General Meeting of Shareholders shall proceed regardless of the total voting shares represented by attending shareholders.

4.2 Conditions for Shareholders to Attend the General Meeting

Shareholders with voting rights of the Company, as listed on the record date of March 2, 2026, are entitled to attend the General Meeting of Shareholders (GMS). They may either attend in person or authorize a representative to attend on their behalf. In cases where multiple representatives are authorized in accordance with the law, the specific number of shares assigned to each representative must be clearly determined.

4.3 Guests at the General Meeting

- Guests at the General Meeting include the Company's management personnel, invited guests, and members of the Organizing Committee who are not shareholders but have been invited to attend the Meeting.
- Guests shall not participate in discussions at the General Meeting unless invited by the Chairperson of the Meeting or have registered in advance with the Organizing Committee and received approval from the Chairperson.

4.4 Delegates attending the General Meeting of Shareholders must adhere to the following regulations:

- Punctuality, formal attire, compliance with security checks (if any), and identification documents, etc., as requested by the Organizing Committee.
- Receive meeting materials and documents at the reception area in front of the meeting hall.
- Late-arriving shareholders have the right to register, participate and vote at the General Meeting. It is not the responsibility of the Chairperson to delay the General Meeting for Late-arriving shareholders to attend. The results of voting on issues that were voted on before the

delegate came to attend will not be affected.

- Mobile phones must be set to silent or vibrate mode; conversations should be held outside the meeting room.
- Smoking is prohibited, and order must be maintained within the meeting room.
- Compliance with regulations set forth by the Organizing Committee and the presiding Chairperson.
- In case a delegate fails to comply with the aforementioned inspection regulations or others, the Chairperson, after careful consideration, may refuse or expel his/her from the place where the General Meeting takes place to ensure that the General Meeting proceeds normally according to the planned program.

4.5 Chairperson and Presidium:

- The Presidium consists of three members: one Chairperson and two members.
- The Chairman of the BOD presides or delegates authority to another Board of Director' member for GMS convened by the BOD.
- In the Chairman's absence or incapacitation, the remaining Board of Director' members elect a presiding member by majority vote. If a presiding member cannot be elected, the Head of the Board of Supervisors manages the election of a Chairperson from among the attendees, with the highest vote-getter presiding.
- In other circumstances, the individual convening the General Meeting of Shareholders manages the election of a Chairperson, with the highest vote-getter presiding.
- The Chairperson may implement necessary measures to conduct the meeting efficiently, orderly, and according to the approved agenda, reflecting the majority's wishes.
- The Chairman may postpone a General Meeting of Shareholders with a quorum for a maximum of three (03) working days from the scheduled commencement date and may only postpone or change the venue as stipulated in Clause 8, Article 146 of the Law on Enterprises.
- Duties of the Presidium:
 - Manage the activities of the GMS according to the agenda proposed by the BOD and approved by the GMS.
 - Guide delegates and the General Meeting in discussing the contents of the agenda.
 - Present drafts and conclude on necessary matters for the General Meeting to vote on.
 - Answer questions raised by the General Meeting.
 - Resolve issues arising during the General Meeting.
- Working principles of the Presidium: The Presidium operates on the principles of collective leadership, democratic centralism, and majority decision-making.

4.6 Meeting Secretary

- The chairperson appoints one or more individuals to act as the meeting secretary.

- Duties and authorities:
 - Record the content of the General Meeting fully and truthfully.
 - Receive delegates' registration forms for speaking.
 - Prepare the Minutes of the meeting and draft Resolutions of the GMS.
 - Support the Chairman in disclosing information related to the GMS and notifying shareholders in accordance with legal regulations and the Company's Charter.
 - Other duties as requested by the Chairperson.

4.7 Vote Counting Committee

- The General Meeting of Shareholders shall elect one or more members to the Vote Counting Committee upon the recommendation of the Chairperson of the meeting.
- Duties of the Vote Counting Committee:
 - Disseminate the principles, regulations, and instructions on voting;
 - Review and report to the General Meeting any violations of voting and election regulations or complaints regarding voting;
 - Check and record voting ballots, prepare the vote counting minutes, announce the results, and submit the minutes to the Chairperson.

4.8 Delegate Eligibility Check Committee

- The Delegate Eligibility Check Committee consists of three (03) members, including one Head and two members, nominated by the Chairperson and presented to the General Meeting of Shareholders (GMS).
- Duties of the Delegate Eligibility Check Committee:
 - Check the eligibility and verify the attendance status of shareholders and shareholder representatives at the meeting.
 - The Head of the Delegate Eligibility Check Committee shall report to the General Meeting of Shareholders on the attendance status. If the number of attending shareholders and authorized representatives exceeds 50% of the total voting shares, the General Meeting of Shareholders shall be officially convened.

4.9 Expressing Opinions at the General Meeting

- Delegates attending the General Meeting must obtain the Chairperson's approval before expressing their opinions. They should keep their remarks concise and focused on key discussion points relevant to the approved agenda. Alternatively, they may submit their opinions in writing to the Meeting Secretary, who will compile them for reporting to the Chairperson.
- The Chairperson shall arrange the order for delegates to express their opinions based on the registration list and respond to shareholders' questions during the meeting or record them for a written response afterward.

4.10 Voting on resolutions at the General Meeting of Shareholders

4.10.1 Principles

- All matters in the agenda and discussions of the General Meeting must be openly discussed and voted on by the General Meeting of Shareholders.
- Voting Cards and Ballots are printed by the Company, stamped with the Company's seal, and distributed directly to delegates at the meeting along with the meeting documents. Each Voting Card and Ballot shall clearly state the delegate's identification number, full name, number of owned shares, and the number of shares authorized for voting.
- The Chairperson shall propose the voting method for each item on the agenda, subject to approval by the General Meeting.
- Voting methods are as follows:
 - o Voting by raising Voting Cards: This method is used to approve matters such as: The General Meeting agenda; The Meeting Regulations; the nomination, election, and appointment procedures for the Board of Directors and the Board of Supervisors; The Presidium personnel; The Vote Counting Committee personnel; The approval of the Meeting Minutes, Resolutions, and other relevant matters (if any)
 - o Voting by filling in Ballots: This method is used for the approval of: The Board of Directors' Report for 2025 and the Business Plan for 2026; The Board of Supervisors' Report for 2025 and the Supervisory Plan for 2026; The audited separate and consolidated financial statements for 2025; The approval of other proposals presented at the General Meeting.

4.10.2 Voting procedures

- o Delegates vote "Approve", "Disapprove", or "Abstain" on each resolution at the General Meeting by raising their voting cards or marking their choices on the voting ballot in accordance with the provisions of Section 4.10.1.
- o When voting by raising the voting card, the front side of the card must be raised facing the Presidium. If a delegate does not raise the voting card in any of the three voting rounds (Approve, Disapprove, or Abstain) on an issue, the vote will be considered as an approval of that issue. If a delegate raises the voting card more than once during the voting on an issue (Approve, Disapprove, or Abstain), the vote will be considered invalid. In the case of voting by raising the voting card, members of the Delegate Eligibility Check Committee/Vote Counting Committee will mark the delegate's identification number and the corresponding number of votes for each shareholder under Approve, Disapprove, Abstain, and Invalid categories.
- o When voting by filling in the voting ballot, for each item, delegates shall choose one of the three options: "Approve", "Disapprove", or "Abstain", by marking an "X" or "✓" in the corresponding box. Once all voting items have been completed, delegates shall submit their voting ballots into the sealed ballot box at the General Meeting, as instructed by the Vote Counting Committee. The voting ballot must include the delegate's signature and full name to be considered valid.

4.10.3 Validity of the Voting Ballot

- A valid voting ballot is the one that follows the pre-printed template issued by the Organizing Committee, bears the Company's red seal, is not erased, scraped, torn, or damaged, does not contain any additional content beyond the provisions for this ballot, and must have the signature, with the delegate's full name written by hand beneath the signature.

On the voting ballot, the voting content (Reports, Proposals) is valid if the delegate marks one (01) of the three (03) voting boxes.

- A voting ballot is invalid if:
 - Additional content is written on the voting ballot;
 - The voting ballot does not follow the pre-printed template issued by the Organizing Committee, does not have the Company's seal, or has been erased, scraped, or altered with additional content outside the rules for the voting ballot, or lacks the signature, or the delegate's full name is not written, in which case all the voting content on the ballot is considered invalid.

4.10.4 Voting rules

Each ordinary share corresponds to one voting right. Each delegate representing one or more voting rights will be issued a Voting Card and Voting Ballot.

- As of the shareholder record date (March 2, 2026), the total number of shares of the Company is 7,201,772 shares, equivalent to 7,201,772 voting rights.
- Matters requiring a vote at the General Meeting can only be approved if more than 50% of the total voting shares of all attending shareholders approve. However, for certain matters specified in Clause 1, Article 21 of the Company's Charter, approval requires at least 65% of the total voting shares of all attending shareholders.
- Notes:
 - Shareholders/authorized representatives with a related interest have no voting rights on contracts and transactions valued at 35% or more of the total assets of the Company as stated in the most recent financial statements. These contracts or transactions can only be approved if at least 65% of the remaining voting shares of shareholders/authorized representatives agree (as per Clause 4, Article 167, Enterprise Law 2020).
 - Shareholders/authorized representatives owning 51% or more of the total voting shares or related persons of those shareholders have no voting rights on contracts and transactions valued at more than 10% of the total assets of the Company with that shareholder (as per Point b, Clause 3 and Clause 4, Article 167, Enterprise Law 2020).
 - or related persons of those shareholders have no voting rights on contracts and transactions valued at more than 10% of the total assets of the Company with that shareholder (as per Point b, Clause 3 and Clause 4, Article 167, Enterprise Law 2020).

***Recording the Voting Results**

- At the General Meeting, the General Meeting of Shareholders will approve the Vote

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Counting Committee.

- The Vote Counting Committee is responsible for gathering the voting ballots.
- The Vote Counting Committee will check the number of votes for approval, disapproval, and abstentions for each item and is responsible for recording, compiling, and reporting the voting results at the General Meeting of Shareholders.

4.11. Meeting Minutes and Resolutions of the General Meeting of Shareholders

All matters discussed at the General Meeting of Shareholders must be recorded in the Meeting Minutes, and the resolutions of the General Meeting of Shareholders must be read and approved before the meeting is adjourned.

5. Implementation

- All delegates, representatives, and guests attending the General Meeting have the responsibility to fully comply with the contents specified in this Regulation, the Company's current rules and regulations, and all relevant laws.
- The convener of the General Meeting of Shareholders has the right to:
 - Require all attendees to undergo security checks or other security measures;
 - Request the competent authorities to maintain order at the meeting, expelling those who do not comply with the authority of the Chairperson, intentionally disrupt the order, obstruct the normal progress of the meeting, or refuse to comply with security check requests.
- Matters not specifically regulated in this regulation shall be governed by the provisions of the Company's Charter, the Enterprise Law 2020, and other current legal documents of the State.

This regulation shall take effect immediately after it is approved by the General Meeting of Shareholders.

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

Recipients:

- General Meeting of Shareholders;
- Members of the Board of Directors,
Board of Management, Board of
Supervisors;
- Archived: Documents, Secretary.

NGUYEN BA TUNG



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REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

FOR THE TERM 2026-2031

Petroleum Mechanical Stock Company

Pursuant to:

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on Date 17/06/2020;
- Securities Law No. 54/2019/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on Date 26/11/2019;
- Decree 155/2020/ND-CP Detailing the Implementation of a Number of Articles of the Securities Law passed on Date 31/12/2020;
- Charter of Petroleum Mechanical Stock Company.

The Vote Counting Committee of the General Meeting announces the Regulations on Nomination, Candidacy, and Election of the Board of Directors and Board of Supervisors for the VII term (2026 – 2030) at the 2026 Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company as follows:

I. Explanation of Terms/Abbreviations

- Company : Petroleum Mechanical Stock Company
- BOD : Board of Directors
- BKS : Board of Supervisors
- OC : Organizing Committee of the General Meeting
- GMS : General Meeting of Shareholders
- Delegate : Shareholders, representatives (authorized persons)

II. Chairperson at the General Meeting:

The Chairperson at the General Meeting is responsible for presiding over the election with the following specific tasks:

- Introduce the list of nominees and candidates for the Board of Directors and Member of the Board of Supervisors;
- Supervise voting and vote counting;
- Resolve complaints about the election (If any)



III. Regulations on Nomination and Candidacy for the Board of Directors

- Number of Board of Directors' members: 05
- Term: 2026-2031
- Maximum number of Board of Directors candidates: unlimited

1. Right to nominate and run for the Board of Directors: (pursuant to Clause 2, Article 25 of the company's Charter)

Shareholders or groups of shareholders owning 5% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and this Charter. Shareholders holding voting shares have the right to pool their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 50% may nominate a maximum of three (03) candidates; from 50% or more may nominate a maximum of four (04) candidates.

In case the number of Board of Directors candidates through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in the Regulations on Corporate Governance.

2. Standards for candidates participating in the Board of Directors: *Candidates participating in the Board of Directors must meet all the following standards and conditions (Pursuant to Clause 1, Article 155 of Enterprise Law 59/2020/QH14 and Article 275 of Decree 155/2020/ND-CP)*

- Have full civil act capacity and not be subject to prohibition from establishing and managing enterprises as stipulated in Clause 2, Article 17 of Enterprise Law 59/2020/QH14;
- Possess Qualification and experience in business administration or in the company's business sector, industry, or profession, and not necessarily be a shareholder of the company;
- A Member of the Board of Directors of a company may concurrently be a Member of the Board of Directors of another company.
- A Member of the Board of Directors of a public company may concurrently be a Member of the Board of Directors or a Member of the Members' Council at a maximum of 05 other companies.

IV. Regulations on Nomination and Candidacy for Member of the Board of Supervisors:

- Number of Member of the Board of Supervisors: 03 persons
- Term: 2026-2031
- Maximum number of Member of the Board of Supervisors candidates: unlimited

1. Right to Nominate, Candidacy: (pursuant to Article 37 of the Company's Charter)

Shareholders holding voting shares have the right to pool their voting rights to nominate Supervisors. Shareholders or groups of shareholders holding from 5% to less than 20% may nominate a maximum of one (01) candidate; from 20% to less than 50% may nominate a maximum of two (02) candidates; and if holding 50% or more, may nominate a maximum of three (03) candidates.

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2. Standards for Candidacy for Member of the Board of Supervisors: Candidates for the Board of Supervisors must meet all the following standards and conditions (Pursuant to Article 169 of the Enterprise Law 59/2020/QH14 and Clause 2, Article 286 of Decree 155/2020/NĐ-CP)

- Possess full civil act capacity and not be subject to prohibition from establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Enterprise Law 59/2020/QH14;
- Be trained in one of the following specializations: economics, finance, accounting, auditing, law, business administration, or a specialization suitable for the company's operating activities;
- Must not be a family member (wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law (husband's side), mother-in-law (husband's side), father-in-law (wife's side), mother-in-law (wife's side), biological child, adopted child, son-in-law, daughter-in-law, Order Brother, Order Sibling, Younger Sibling, Elder brother-in-law, Younger brother-in-law, Elder sister-in-law, Younger sister-in-law, wife's Order Brother, husband's Order Brother, wife's Order Sibling, husband's Order Sibling, wife's Younger Sibling, husband's Younger Sibling) of a Member of the Board of Directors, Director or General Director, and other managers;
- Must not hold management positions in the company; not necessarily be a shareholder or employee of the company;

V. Election Principles:

- Must comply strictly with the provisions of law and the Company's 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 present at the meeting.
- In each election, a shareholder representative may only use one ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee is nominated by the presidium and approved by the general meeting. Members of the Vote Counting Committee must not be on the list of nominees and candidates for the Board of Directors or the Board of Supervisors.

VI. Election Method:

- The list of candidates for the Board of Directors and Member of the Board of Supervisors is arranged alphabetically by Name, with full Name recorded on the ballot.
- Election Method: (Pursuant to Clause 3, Article 148 of the Enterprise Law 59/2020/QH14)
 - The cumulative voting method shall be applied: whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or Member of the Board of Supervisors, and the shareholder has the right to cast all their total votes for one or several candidates.
 - Each shareholder present at the meeting is issued one ballot for the Board of Directors and one ballot for Member of the Board of Supervisors. Representatives, upon receiving ballots, must re-check the information recorded on the ballot, and If any errors are found, they must immediately notify the Vote Counting Committee.
 - How to Mark Ballots:

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- Representatives vote for a maximum number of candidates equal to the number of members to be elected.
- If casting all votes cumulatively for one candidate or distributing all votes equally among candidates, representatives mark the “Cumulative Voting” box for the respective candidates.
- If casting an unequal number of votes for each candidate, representatives clearly write the number of votes in the “Number of Votes” box for the respective candidates.

Note:

In case the delegate both marks the “Cumulative voting” box and writes the number in the “number of votes” box, the result will be based on the number of votes in the “number of votes” box.

- Ballots will be cast into the ballot box that has been sealed before the vote counting proceeds.
- Valid ballot: is a ballot printed according to the pre-printed form issued by the organizing committee, without erasures, alterations, and without adding any content other than what is stipulated for the ballot.
- The following ballots will be considered invalid:
 - Adding other Content to the ballot;
 - Crossing out candidates' names;
 - Ballots not conforming to the pre-printed form issued by the organizing committee, ballots without the company's embossed seal, or that have been erased, altered, or have additional Content written on them beyond what is stipulated for the ballot;
 - The number of candidates voted for by the delegate is greater than the number of members to be elected;
 - Ballots where the total number of votes for candidates by the delegates exceeds the total number of votes allowed;
 - Absence of the attending delegate's signature.
- Vote counting: Conducted under the supervision of shareholder representatives (if necessary).
- After voting concludes, the vote counting will proceed under the supervision of the Vote Counting Committee.
- The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and, together with the Presidium, resolving shareholders' queries and complaints (If any).
- Ballots after counting will be stored according to regulations and opened upon request by the company's General Meeting of Shareholders.

VII. Principles for electing candidates:

- Elected candidates are determined by the number of votes received, from highest to lowest, starting from the candidate with the highest number of votes until the required number of members to be elected is met.



- In case two (02) or more candidates receive the same number of votes for the last member position, a re-election will be held among the candidates who received an equal number of votes.
- If the first election result does not yield the required number of members, elections will continue until the required number of members is elected.

VIII. Application documents for nomination, candidacy for election to the Board of Directors, Member of the Board of Supervisors:

Application documents for candidacy, nomination for election to the Board of Directors and Member of the Board of Supervisors include:

- Application/Nomination form for election to the Board of Directors and Member of the Board of Supervisors (as per template)
- Curriculum Vitae (as per template)
- Copies of the following documents: Citizen ID Card/Passport
- Certificates of cultural education and Qualification (If any)
- Certificate of Percentage of ownership by shareholders/shareholder groups meeting the nomination conditions as stipulated in the company's charter.
- Individuals nominating for the Board of Directors and Member of the Board of Supervisors must be legally responsible and responsible to the General Meeting of Shareholders for the accuracy and truthfulness of the Content in their application documents.

Applications should be sent to Petroleum Mechanical Stock Company to be received before 16:00 on Date April 01, 2026 at the following address:

- **Office of Petroleum Mechanical Stock Company**
- **Address: 446 No Trang Long Street, Binh Loi Trung Ward, Ho Chi Minh City**
- **Telephone: (028) 3553 3325 Fax: (028) 3553 3029**

The above is the entire regulation on candidacy and nomination of members for election to the Board of Directors, Board of Supervisors of Petroleum Mechanical Stock Company at the 2026 Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

This election regulation shall come into force immediately after being approved by the General Meeting of Shareholders.

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

NGUYEN BA TUNG

**PETROLEUM MECHANICAL STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**



PETROLIMEX

**ACTIVITY REPORT
OF THE BOARD OF DIRECTORS**



APRIL 2026





Ho Chi Minh City, April 2026

Draft

**ACTIVITY REPORT OF THE BOARD OF DIRECTORS
PETROLEUM MECHANICAL STOCK COMPANY**

Dear Shareholders, Distinguished Delegates!

On behalf of the Board of Directors, I would like to present the activity report of the Board of Directors of Petroleum Mechanical Stock Company as follows:

I. RESULTS OF PRODUCTION-BUSINESS ACTIVITIES IN 2025

1. General situation

- In 2025, the global situation continued to evolve rapidly, complexly, and unpredictably; the global economy recovered slowly and unevenly; inflation in many countries, while cooling down, remained at a high level. Geopolitical fluctuations, monetary policies, prices, and global supply chains continued to create many challenges for the socio-economic development of nations, including Vietnam.

- Domestically, the Vietnamese economy continued to face numerous difficulties and challenges due to the impact of the international context and internal limitations, such as high production costs, an unstable labor market, and disparities in development levels between regions. Nevertheless, the domestic economy continued to show clear signs of recovery; the macroeconomy remained fundamentally stable; inflation was controlled; and major economic balances were ensured. GDP growth in 2025 is estimated to reach approximately 8.02% compared to 2024; the average Consumer Price Index (CPI) remained within the set target. Production-business activities continued to show positive changes and maintained growth momentum.

In that context, the Board of Directors and the Board of Management of the Company made every effort to fulfill the plan assigned by the General Meeting of Shareholders and ensure income for employees, specifically as follows:

- Total profit before tax reached 40.3 billion VND, completing 126% of the 2025 plan;
- Revenue reached 1,233 billion VND, completing 95% of the 2025 plan;
- Average income of employees reached 17,298,712 VND/person/month; completing 116% of the 2025 plan;
- The dividend payout ratio that the Board of Directors respectfully submits to the General Meeting for approval is 39%.

2. Key results in 2025

2.1. Advantages

- In 2025, the company's production and business activities continued to record several positive results. The 200L drum product group maintained good performance, playing a key role and making a significant contribution to the company's overall results.

- The company always has good policies to retain traditional customers and seek and develop new customers.

- In addition, financial investment activities continued to yield positive results, contributing to overall profit.

2.2. Difficulties: Despite the achievements, business operations in 2025 will still face many difficulties due to the volatile market environment. The main challenges include:

- For the petroleum business sector, business efficiency remains limited due to low profit margins, as business operations are heavily dependent on distribution policies, supply sources, commissions, and discounts. The fuel discount level assigned to the Company is not commensurate with the scale of consumption and actual operating costs, affecting business efficiency;

- 18/20L tank business: Increasingly fierce price competition, especially from domestic competitors, reduces profit margins; increasingly high demands for product quality;

- Automotive mechanical products: The market continues to face many difficulties due to the continued low demand for new tanker trucks for petroleum and related sectors, as many private enterprises operate at a reduced capacity and business efficiency remains low.
+ Suitable vehicle bases for tank manufacturing are becoming increasingly scarce, and procedures related to design and technical document approval are lengthy, affecting contract execution and sales;

+ For round tanks: market demand has decreased due to the lower number of new gas station construction projects, both within and outside the industry, compared to previous years; the product mainly serves small-scale projects.

2.3. Results of production-business activities

Faced with a volatile market, the Company has made efforts through many measures to fulfill the assigned plan, and the results of the 2025 production-business plan have been positive. Revenue reached 1,233 billion VND, equivalent to 95% of the annual plan, reflecting the Company's proactivity in maintaining market share, stabilizing business operations, and adapting to market conditions that are not truly favorable. Profit reached 40.3 billion VND, completing 126% of the plan, showing efficiency in cost management, labor productivity improvement, and the effective exploitation of business opportunities.

In general, the results achieved in 2025 have created a positive foundation for the Company to continue consolidating production-business activities, enhancing competitiveness, and aiming to complete goals in the coming time.

2.4. Investing activities:

In 2025, the Company carried out investment and repairs with a total value of 32.5 billion VND, reaching 40.5% of the plan. Investing activities mainly focused on replacing

and supplementing machinery and equipment for the 200L and 18/20L drum production lines at the Nhon Trach Factory, combined with maintenance and repair of machinery to ensure stable production line operation.

In addition, the Company invested in brand identity decoration, renovated facilities at petroleum stations and agencies, and implemented quality management, UN certification, and environmental treatment costs to meet technical requirements and current legal regulations.

2.5. Profit distribution

Transfer the entire 2025 profit after tax of Dong Nai Petroleum Mechanical One Member Limited Liability Company to Petroleum Mechanical Stock Company.

2.6. Labor and salary work

The Company has finalized the salary fund in accordance with the plan approved by the General Meeting of Shareholders and the Board of Directors, and has fully implemented benefits for employees regarding social insurance, health insurance, unemployment insurance, and trade union fees, specifically as follows:

- The salary fund implemented in 2025 was 51,991,458,749 VND.
- The average number of employees in 2025 was 210 people, with an average salary of 17,298,712 VND/person/month.

2.7. Land use plan

In 2025, the Company established Project Boards to implement tasks assigned by the General Meeting of Shareholders related to the land use plan, with specific results as follows:

- Regarding the land plot at 446 No Trang Long (Ho Chi Minh City): The Company has established a Project Board and is actively working with functional authorities on procedures to request a change in land use purpose from production and office building construction to business services and office building construction. However, legal procedures related to land in Ho Chi Minh City in 2025 have encountered many difficulties; therefore, the Company will continue to research and refine a suitable plan and proceed with implementation once approved by the competent authorities.

2.8. Company merger plan

In the Resolution of the 2025 Annual General Meeting of Shareholders, the Meeting authorized the Board of Directors to research and implement necessary procedures to carry out the plan to merge Dong Nai Petroleum Mechanical Engineering One Member Limited Liability Company into Petroleum Mechanical Stock Company, ensuring efficiency and compliance with legal regulations.

After a thorough review and assessment of legal factors, business operations, and market conditions, the Board of Directors has determined that the merger is not appropriate at this time. Therefore, to ensure the stability of business operations and protect the common interests of the Company and its shareholders, the Board of Directors unanimously agrees to temporarily postpone the aforementioned merger plan and respectfully submits to the

General Meeting of Shareholders for consideration and approval the decision not to proceed with this item as outlined in the 2025 Annual General Meeting Resolution.

II. SUMMARY OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

For details, please refer to the REPORT ON CORPORATE GOVERNANCE dated January 26, 2026, which has been disclosed on the Company's website:

https://file.fpts.com.vn/FileStore2/File/EzIR/UploadFile/News/2026/01/29/File_1_2774_VI_BaoCaoQuanTri_2025.pdf

1. Organization of the 2025 Annual General Meeting of Shareholders - Term VI (2021-2025)

The Company successfully organized the 2025 Annual General Meeting of Shareholders - Term VI (2021-2025). Subsequently, the Board of Directors and the Board of Management seriously implemented the contents approved at the Meeting.

2. Supervisory activities of the Board of Directors over the Board of Management:

Evaluation of the Director: In 2025, the Director performed well in the role of leading, organizing, and managing the Company's operations in accordance with the orientation and goals set by the General Meeting of Shareholders and the Board of Directors. The Director proactively implemented the Resolutions of the 2025 General Meeting of Shareholders and the Resolutions of the Board of Directors, while ensuring that the management and operation of production-business activities were carried out effectively and in compliance with the law and the Company's internal regulations.

Evaluation of other Board of Management members: Other members of the Board of Management coordinated closely in organizing and implementing production-business tasks under the direction of the Board of Directors and the Director. In 2025, the Board of Management performed well in its advisory and operational functions, ensuring that activities were implemented according to goals and plans, and in compliance with the provisions of the Regulations on Corporate Governance.

In 2025, the Board of Directors convened 12 meetings and issued 14 Resolutions; these Resolutions were fully implemented by the Board of Directors and the Company's Board of Management. All meetings were convened and organized in accordance with regulations, and all approved contents achieved high consensus, including some of the following:

Periodically evaluating the implementation of the production-business plan; setting goals, orientations, and management solutions for subsequent periods.

Deciding to cease operations of the branch and carrying out procedures to terminate the operations of Petroleum Mechanical Stock Company – Petroleum Store Branch 982 in accordance with the law.

Approving the proposal for funding environmental work; investment in office management software; and repair, renovation, and construction at the Nhon Trach – Dong Nai Factory with a total budget of 3,460,000,000 VND.

Approving the proposal to equip the Barrel Workshop at the Nhon Trach – Dong Nai Factory with a cone expanding machine and a barrel bottoming machine, with a total budget of 460,000,000 VND.

Details of the contents of the Board of Directors' Resolutions have been disclosed in the Company's 2025 Corporate Governance Report.

3. Report on salaries and remuneration of members of the Board of Directors, Board of Supervisors, and Board of Management

- Total remuneration of Board of Directors' members: 1,041,600,000 VND
- Total remuneration of Board of Supervisors' members: 537,600,000 VND
- Total salary of the Board of Management: 4,502,400,000 VND

Details are provided in the Proposal regarding the Profit Distribution Plan, finalization of the salary fund, and remuneration for members of the Board of Directors and Board of Supervisors for 2025 - Plan for 2026

III. REPORT ON TRANSACTIONS

1. Transactions between the company, its Company's subsidiaries, and companies controlled by the public company with 50% or more of Charter capital with members of the Board of Directors and affiliated persons of those members:

Details are presented in section 7 - Audited consolidated financial statements for the fiscal year ended December 31, 2025, published on March 09, 2026, on the Company's website at www.pms.petrolimex.com.vn

2. Transactions between the company and companies in which a member of the Board of Directors is a founding member or a business manager within the last 03 years prior to the Time of transaction:

None

IV. SUMMARY OF BOARD OF DIRECTORS' ACTIVITIES FOR TERM VI (2021 – 2025)

During the 2021 – 2025 period, the Company's Board of Directors closely followed the Resolution of the General Meeting of Shareholders, proactively directing and managing production-business activities in the context of complex fluctuations in the domestic and global economy, especially the prolonged impact of the Covid-19 pandemic in the early years of the term. In addition, fluctuations in geopolitics, monetary policy, raw material prices, logistics costs, and global supply chain disruptions significantly impacted the operations of many businesses.

In that context, the Board of Directors was proactive and flexible in management and administration; timely issuing resolutions and orienting solutions to stabilize production-business activities, preserve and develop capital, and ensure jobs and income for employees. The results achieved during the term are as follows:

1. Regarding production-business

During the 2021 – 2025 period, the Company's production-business activities were maintained stably, and core business lines continued to be consolidated and developed.

- Total revenue of the entire Company during Term VI reached 6,560 billion VND, equal to 112.73% of the plan

- Profit Before Tax of the entire Company reached 175 billion VND, achieving 137.23% of the plan

In general, during Term VI, despite many market fluctuations, the Company still maintained a stable growth rate, completing and exceeding many important targets set by the General Meeting of Shareholders.

2. Regarding investment and development

Investment work during the term was directed by the Board of Directors in a cautious, focused, and key-oriented manner, consistent with the Company's financial capacity and development needs.

During the 2021 – 2025 period, the total value of the Company's investment and repair plan was 280.34 billion VND, of which the implemented value reached 110.42 billion VND, equivalent to approximately 39.4% of the plan. The Company focused on investing in, renovating, and upgrading machinery, equipment, vehicles, and facilities serving production-business; gradually modernizing production lines, and improving labor productivity and product quality. Investment projects were strictly controlled regarding progress, efficiency, and risks, contributing to enhancing the Company's competitiveness in the market.

3. Regarding corporate governance and organizational structure

During Term VI (2021 – 2025), the Board of Directors organized 52 meetings and issued 57 resolutions/decisions to timely direct and orient the Company's activities in accordance with its authority.

The Board of Directors gradually improved the effectiveness of corporate governance; continued to perfect internal management regulations, clearly defining functions and duties between the Board of Directors and the Board of Management, ensuring that the Company's governance activities comply with the provisions of the law and the Company's Charter.

Personnel organization work was consolidated; the team of managers and employees was basically stable; employee income was ensured and gradually improved. The total salary fund implemented during the term reached 175.56 billion VND, and the average income of employees reached approximately 13.93 million VND/person/month, contributing to creating work motivation and long-term commitment to the Company.

4. Regarding finance and shareholder interests

The Company's financial situation during the term was basically stable; solvency was ensured. The Company fully fulfilled its financial obligations to the State and partners.

Based on the production-business results achieved, the Company has been paying dividends with a total Percentage of 155% of Charter capital for the entire term, exceeding the plan set by the General Meeting of Shareholders, thereby ensuring the legal rights and interests of shareholders, while maintaining the Company's reputation and position in the market.

5. General evaluation of the term

In general, during Term VI (2021 – 2025), the Board of Directors fully performed its functions and duties in accordance with the provisions of the law and the Company's Charter; was proactive and flexible in management and administration; basically completed the goals and targets assigned by the General Meeting of Shareholders; contributing to maintaining the stability and sustainable development of the Company.

The Board of Directors respectfully requests the General Meeting of Shareholders to acknowledge the operating results of Term VI (2021 – 2025) and proceed to elect the Board of Directors for Term VII (2026 – 2031) in accordance with regulations.

V. BOARD OF DIRECTORS' ACTIVITY PLAN FOR 2026

1. Production-business plan

In 2026, the world economy is forecast to continue its complex developments, with many potential risks from geopolitical conflicts, trade policies, and commodity price fluctuations. Global growth may recover but is not yet sustainable.

Domestically, the Vietnamese economy has intertwined advantages and difficulties; the pressure on macroeconomic management remains significant as it must simultaneously control inflation, stabilize the macroeconomy, and promote growth. Vietnam is an economy with a high degree of openness and deep integration, and production and export activities are directly affected by external fluctuations.

For the Company, 2026 is expected to have many challenges: input costs may fluctuate, while the ability to adjust selling prices is limited due to market competition, affecting profit margins.

Based on the 2025 production-business results, the Company's capacity, and forecasts of the economic situation in 2026, the Company has developed the production-business plan as follows:

- Sales revenue: 1,183.5 billion VND, equivalent to 96% of the 2025 implementation.
- Profit Before Tax: 32 billion VND, equivalent to 79% of the 2025 implementation, including the entire profit of Dong Nai Petroleum Mechanical One Member Limited Liability Company
- Dividend payment Percentage: minimum 12% of Charter capital.

2. Salary and remuneration plan for the Board of Directors and Member of the Board of Supervisors

Based on the labor structure, job title salary scale, and production-revenue plan, the Company has developed the 2026 salary plan as follows:

- Average salary: VND 15,500,000/person/month.

- The planned salary fund for the entire Company is VND 39,060,000,000; the actual salary fund will be finalized based on actual production and revenue. Of this, the salary fund for the Board of Management is VND 3,216,000,000.

- Remuneration for the Board of Directors and Member of the Board of Supervisors is VND 1,152,000,000.

3. Investment and repair plan

Based on the actual situation and usage requirements, the Company expects to develop the 2026 investment and repair plan as follows:

Unit: VND

Content	Implemented 2025	Plan 2026
Investment and repair costs	32.523.091.603	62.722.647.500

The Company expects to develop the 2026 investment and repair plan for the entire Company with a total value of **VND 62,722,647,500**. This focuses on several key items as follows: VND 25 billion for investment in the automotive mechanical workshop; approximately VND 8 billion for replacing and supplementing machinery and equipment for the drum-barrel-tank production line; VND 2.5 billion for paving the Dong Nai yard; VND 3 billion for investment in the Company's system management software; and approximately VND 1.7 billion for UN certification costs.

4. Land exploitation and usage plan

- Regarding the plan for exploiting and using the land plot at 446 No Trang Long (Ho Chi Minh City): The Board of Directors submits to the 2026 Annual General Meeting of Shareholders to continue authorizing the Board of Directors to research and select the most effective exploitation and usage plan, in accordance with legal regulations and the Company's Charter.

VI. OPERATIONAL DIRECTION FOR TERM VII (2026 – 2031)

In Term VII (2026 – 2031), given the context where domestic and global economies are forecasted to continue experiencing many fluctuations and market competition is becoming increasingly fierce, the Board of Directors has determined the overarching goal of maintaining stability in production and business activities, improving operational efficiency, ensuring financial safety, gradually enhancing competitiveness, and aiming for the sustainable development of the Company.

On that basis, the Board of Directors is oriented to focus on implementing the following key tasks and solutions:

Continue to consolidate and develop the Company's core business sectors such as the production of 200L drums, 18/20L pails, automotive mechanics, and petroleum business; improve product and service quality; expand the consumption market; and strictly control production costs to improve profit margins and business efficiency.

Promote focused investment, gradually modernize production lines, and innovate technology and equipment; strengthen the application of information technology and digital transformation in administration, operation, and production management to improve labor productivity and management efficiency.

Continue implementing restructuring solutions appropriate to the company's actual situation, streamline the organizational structure, optimize resources, and improve the operational efficiency of the entire system.

Effectively exploit the land fund and existing assets of the Company in accordance with the law; research and select appropriate usage plans to optimize asset value and bring long-term benefits to shareholders.

Focus on human resource development, improve the quality of management staff and employees; simultaneously strengthen risk management, ensure compliance with legal regulations, and enhance transparency in corporate governance.

The Board of Directors for Term VII commits to continuing to promote the spirit of responsibility, solidarity, and proactive innovation in management and administration; coordinate closely with the Board of Management and all employees to effectively implement the set strategic directions, striving to successfully complete the goals and tasks assigned by the General Meeting of Shareholders, contributing to building a Company that develops increasingly stably and sustainably in the coming period.

The above is the Activity Report of the Board of Directors on the implementation results of the Resolution of the General Meeting of Shareholders in 2025, a summary of Term VI (2021 – 2025), and the plan and operational orientation for the next Term.

Respectfully submitted to the General Meeting for consideration and approval!

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

NGUYEN BA TUNG



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Ho Chi Minh City, April ..., 2026

PROPOSAL

Approval of the 2025 Audited Separate and Consolidated Financial Statements)

To: The 2026 Annual General Meeting of Shareholders

Pursuant to point Clause 1, Article 15 of the Charter of Petroleum Mechanical Stock Company, which stipulates the rights and duties of the General Meeting of Shareholders regarding the approval of the Company's annual audited financial statements.

The Board of Directors of Petroleum Mechanical Stock Company respectfully submits to the General Meeting of Shareholders for voting to approve the 2025 financial statements (separate and consolidated) audited by CPA VIETNAM AUDITING COMPANY LIMITED (*The full audited financial statements for 2025 have been uploaded by the Company on its website at www.pms.petrokimex.com.vn on March 9, 2026.*)

Respectfully submit to the General Meeting of Shareholders for consideration.

Thank you sincerely!

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

NGUYEN BA TUNG



PETROLIMEX

Ho Chi Minh City, April, 2026

2025 ACTIVITY REPORT AND 2026 PLAN OF THE BOARD OF SUPERVISORS

(Presented to the 2026 Annual General Meeting of Shareholders)

Dear: - Distinguished Delegates!
- Distinguished Shareholders!

In exercising the powers and duties of the Board of Supervisors as prescribed by the Law on Enterprises and the Charter of Petroleum Mechanical Stock Company; and the Regulation on the organization and operation of the Board of Supervisors, the Board of Supervisors hereby reports to the General Meeting of Shareholders on the results of the inspection and supervision of the Company's operations and the activities of the Board of Supervisors in 2025 as follows:

PART I: ACTIVITIES OF THE BOARD OF SUPERVISORS

The Board of Supervisors has properly performed its functions and duties of supervising the Company's management and administration, ensuring the principles of objectivity and honesty, based on the Company's Charter, Resolutions of the General Meeting of Shareholders (AGM), Resolutions of the Board of Directors (BOD), and current legal regulations.

In 2025, the Board of Supervisors implemented the following tasks:

1. Personnel situation

The Board of Supervisors of Petroleum Mechanical Stock Company (BKS) for this term includes the following members:

1. Ms. Nguyen Thi Hue - Head of the Board
2. Mr. Le Duc Loi - Member of the Supervisory Board
3. Mr. Vo Thanh Tung - Member of the Supervisory Board.

2. Organization of the Board of Supervisors' activities.

In 2025, the Board of Supervisors held 04 periodic meetings to implement the following key tasks:

- Assigned duties to each supervisor within the Board of Supervisors;
- Developed and issued the inspection and supervision work plan for 2025;
- Appraised the Financial Statements, and periodically analyzed and evaluated the financial situation, business results, and corporate governance;
- Supervised the organization and implementation of the AGM Resolutions and BOD Resolutions;
- Organized direct inspection and supervision at the parent company and the Company's subsidiaries;
- Participated and provided opinions on the development and assignment of production-business plans;
- **Fully attended meetings of the Board of Directors, summaries, and preliminary reviews, and provided timely opinions within the scope and authority of the Board of Supervisors.**

3. Remuneration, operating expenses, and other benefits of the Board of Supervisors and each member of the Board of Supervisors:



The income of the Board of Supervisors in 2025 and 2024 is based on the audited 2025 consolidated financial statements:

Name	Position	2025 (VND)	2024 (VND)
Ms. Nguyen Thi Hue	Head of the Board	240,800,000	195,800,000
Mr. Le Duc Loi	Member	197,000,000	157,000,000
Mr. Vu Thanh Tung	Member	197,000,000	157,000,000

PART II: RESULTS OF SUPERVISORY WORK IN 2025

1. Appraisal of the 2025 financial statements

- The parent company's financial statements and the consolidated financial statements of Petroleum Mechanical Stock Company for 2025 were audited by: CPA Vietnam Auditing Co., Ltd., issued on March 05, 2026.

- The Board of Supervisors agrees with the auditor's opinion: The 2025 financial statements have reflected truthfully and reasonably, in all material aspects, the financial position as of December 31, 2025, as well as the Company's production-business results and cash flows, in accordance with Vietnamese Accounting Standards and relevant current regulations.

- Some basic financial indicators in the financial statements have been detailed by the Board of Supervisors in the attached Appendix 01.

Evaluation of some financial indicators:

- The Company's finances are healthy, with an appropriate capital structure. Total consolidated assets and total capital are VND 353.833 billion. In which, current asset is VND 221.259 billion, accounting for 63% of total assets. Non-current asset is VND 132.574 billion, accounting for 37% of total assets.

- Business capital and owners' equity are VND 181.784 billion, accounting for 51.4% of total capital; liabilities are VND 172.048 billion, accounting for 48.6%..

- Debt management and collection are relatively good; customer receivables at the end of the year were VND 97.940 billion, with most debts being revolving and no bad debts.

- Good debt repayment capacity, low risk. Current ratio is 1.3 times; Debt-to-equity ratio is 0.9 times. The Company always ensures efficient business, high asset utilization efficiency, return on equity (ROE) is 24%; Return on assets (ROA) is 12.4%. Undistributed profit as of December 31, 2025, is VND 43.752 billion.

2. Results of implementing the plan targets and Resolutions of the AGM and Resolutions of the BOD in 2025.

2.1 Implementation of the 2025 production-business plan targets, specifically:

- Total consolidated revenue: VND 1,233 billion, achieving 95% of the annual plan, equal to 88% of the 2024 performance.

- Total consolidated profit before tax: VND 40.3 billion, achieving 126% of the annual plan, equal to 102% of the 2024 performance.

- Total consolidated profit after tax: VND 32.7 billion, achieving 128% of the annual plan, equal to 104% of the 2024 performance.

- The average income of employees reached VND 17.3 million/person/month; achieving 116% of the 2025 plan;

- Dividend payout ratio proposed by the Board of Directors to the General Meeting for approval: 39%

Specific business results are as follows:

- Petroleum business revenue reached VND 663.1 billion, service and other business revenue reached VND 49 billion, 200L drums reached VND 359.3 billion, achieving 104% of the plan; 18/20L drums reached VND 65.6 billion, achieving 120% of the plan; Automotive mechanical engineering reached VND 85.9 billion, achieving 54% of the plan.

- Profit:

+ At PMS Dong Nai Company: profit from production-business of mechanical products was VND 29.3 billion; in which 200L drum products reached VND 26.5 billion, achieving 113% of the plan.

+ At PMS Company: profit from petroleum business was VND 367.8 million; profit from construction and other activities was VND 535 million. Profit from associate investment in PMG was VND 10.1 billion, achieving 169% of the plan. Total profit at PMS Company was VND 11 billion.

2.2 Implementation of the 2025 AGM Resolution:

- The Board of Supervisors agreed on the basic content of the reports presented by the Chairman of the Board of Directors and the Director at the General Meeting of Shareholders.

- The results of implementing the 2025 production-business plan targets have been presented specifically in section 2.1 above.

- The Company has distributed the 2024 profit after tax to funds and paid dividends to shareholders in accordance with the AGM Resolution.

- The Company has paid salaries and remuneration to members of the Board of Directors and the Board of Supervisors according to the plan approved by the AGM.

3. Results of supervising the activities of the Board of Directors and the Board of Management

- Board of Directors:

In 2025, the BOD held 12 direct meetings and issued 14 Resolutions. After each meeting, minutes were recorded and Resolutions were issued in accordance with the BOD's operating regulations. The BOD's resolutions serve to perform the functions of directing and orienting production-business activities; assigning production-business plans to the parent company and the Company's subsidiaries, personnel organization, salaries, investment, bank loan limits, etc.

The Board of Supervisors assesses that the BOD's activities in 2025 were in accordance with legal regulations and the Company's Charter, meeting the requirements of the Company's production-business activities in a timely manner. The Resolutions and Decisions issued by the BOD were in accordance with the correct procedures and authority as prescribed by law and the Company.

In 2025, the Board of Directors, the Board of Management, and the Company's professional departments actively implemented, reviewed, evaluated, amended, issued, and supplemented internal governance regulations to ensure compliance with legal requirements and the practical situation at the Company, thereby establishing a basis for implementation, inspection, and

supervision.

In 2025, the Company's Board of Directors exercised its rights and obligations as prescribed by law, in accordance with the actual situation of the Company. The Resolutions and decisions of the BOD, Resolutions of the AGM, and the issued regulations and rules all complied with the provisions of the law and the Company's Charter.

- Board of Management

In 2025, the Board of Management organized the implementation and complied with the provisions of the law, the Charter, AGM Resolutions, and BOD Resolutions. The Board of Management proactively developed appropriate business management plans and implemented the 2025 business plan targets.

4. Evaluation of the coordination between the Board of Supervisors, the Board of Directors, the Board of Management, and shareholders.

The Board of Supervisors was provided with information regarding BOD Resolutions and Decisions, and was invited to fully attend the periodic meetings of the Company's Board of Directors.

The Board of Supervisors coordinated with the Board of Directors, the Director, and relevant departments in inspection work. After each inspection and supervision session, the Board of Supervisors sent reports and opinions to the Board of Directors and the Director within the scope of its functions and authority. Some of the Board of Supervisors' opinions have been implemented.

Regarding shareholders: During the year, the Board of Supervisors did not receive any complaints from shareholders regarding the Company's operations or the management of the Board of Directors and the Board of Management.

5. Work plan of the Board of Supervisors for 2026

In 2026, the Board of Supervisors will focus on the following key contents:

Supervise the Board of Directors and the Board of Management in implementing the Resolutions passed by the AGM;

Supervise compliance with the law, the Company's Charter, and the Company's regulations/rules;

Supervise the financial situation, capital balance, cash flow management, debt repayment capacity, capital management and preservation; Supervise investing activities;

Appraise the completeness, legality, and truthfulness of the Company's business reports and audited financial statements;

Perform other tasks of the Board of Supervisors as prescribed by the Law on Enterprises.

PART III. EVALUATION REPORT ON TRANSACTIONS

1. Transactions between the Company, its Company's subsidiaries, and companies controlled by the public company with 50% or more of the Charter capital, with members of the Board of Directors, the Director, other executives of the enterprise, and affiliated persons of those subjects.

Details are presented in section 7 of the audited consolidated financial statements for the

fiscal year ending December 31, 2025, which were published on March 09, 2026, on the Company's website at www.pms.petrolimex.com.vn.

2. Transactions between the Company and companies in which members of the Board of Directors, the Director, or other executives of the enterprise are founding members or enterprise managers within the 03 years prior to the Time of transaction.

None

PART IV. RECOMMENDATIONS

- Continue to review, evaluate, amend, supplement, and perfect management regulations, rules, and processes to ensure consistency with current State regulations and the actual operations of the Company.

- Continue to review and evaluate existing issues, shortcomings, and risk management in debt and investment management.

- Continue to manage business expenses and financial costs.

- Continue to strengthen marketing efforts, diversify products of the Automotive Mechanical Workshop, and expand sales channels through agents and partners.

- Continue to research the most effective exploitation and use of the land at 446 No Trang Long, in accordance with legal regulations and the Company Charter.

The above are the contents reported by the Board of Supervisors to the 2025 General Meeting of Shareholders and the plan for 2026. On behalf of the Board of Supervisors, I would like to sincerely thank the Company's leadership and the shareholders for their cooperation and assistance over the past year, which helped the Board of Supervisors successfully fulfill the tasks assigned by the General Meeting of Shareholders.

Wishing the delegates and shareholders good health, happiness, and success./.

Recipients:

- PGCC Member Council (for reporting).
- Board of Directors, Board of Management.
- Shareholders.
- Archives Administration Office, Board of Supervisors.

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

Nguyen Thi Hue

APPENDIX 01

(Attached to the Report of the Board of Supervisors
at the 2026 Annual General Meeting of Shareholders)

No.	Indicator	Unit	31/12/2025	
			Parent Company	Consolidated
I	Total Assets	VND million	188.998	353.833
1	Short-term assets	VND million	69.325	221.259
	Inventories	VND million	22.777	91.547
2	Long-term assets	VND million	119.673	132.574
II	Total Capital	VND million	188.998	353.833
1	Liabilities		45.358	172.049
	Short-term liabilities		42.157	168.847
	Long-term liabilities		3.201	3.201
2	Equity		143.640	181.784
III	Capital Structure			
1	Liabilities / Total Capital	%	24%	49%
2	Equity / Total Capital	%	76%	51%
IV	Liquidity Ratios			
1	Current ratio	Times	1,60	1,30
2	Quick ratio	Times	1,10	0,77
V	Profitability			
1	Profit after tax (PAT)		25.520	43.752
2	ROE (PAT/Equity)	%	18%	24%
3	ROA (PAT/Total Assets)	%	14%	12.4%
VI	Earnings per share (EPS)			4.506



PETROLIMEX

(Regarding the distribution of 2025 profit and 2026 plan)

Ho Chi Minh City, April, 2026

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS
PETROLEUM MECHANICAL STOCK COMPANY IN 2026

I. REPORT ON PROFIT DISTRIBUTION AND REMUNERATION FOR THE BOARD OF DIRECTORS IN 2025

1. PROFIT DISTRIBUTION

Based on the operating results, the Board of Directors submits to the General Meeting of Shareholders for approval the profit distribution as follows:

Unit: VND

Content	Amount
Audited gross profit before tax	40,329,251,059
Retained earnings as per regulations	-1,069,349,791
Audited pre-tax profit	39,259,901,268
Corporate income tax expense from business operations	7,625,500,566
Net profit after tax	31,634,400,702
Distribution of profits from petroleum business cooperation (Kim Huong Petrol Station)	180,000,000
Total distributed remaining profit	31,454,400,702
Dividend distribution to shareholders 39% of charter capital (equal to 89,29% of distributed remaining profit)	28,086,910,800
Allocation for welfare and reward fund	1,629,089,902
Payment of remuneration to the Board of Directors and Supervisory Board not involved in management	795,200,000
Expenditure for rewarding the Board of Directors, Supervisory Board, Board of Management and management staff,	943,200,000



2. SALARY FUND, REMUNERATION FOR THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS, AND BONUSES

- The total payroll for 2025 is VND 51,991,458,749, of which: PMS Company is VND 10,276,941,392 (including contracted gas station staff of VND 342,696,000); Dong Nai Petroleum Mechanical One Member Limited Liability Company is VND 41,714,517,357). The average workforce is 210 people, with an average income of VND 17,298,712/person/month.
- Based on the business performance in 2025, the realized profit for 2025 reached 126% of the plan. The Board of Directors submits the following items for approval by the General Meeting:
 - a. Settlement of remuneration for the Board of Directors and Supervisory Board in 2025: The total remuneration for the Board of Directors and Supervisory Board to be settled is VND 1,579,200,000. Of this amount, the remuneration for the Board of Directors and Supervisory Board not involved in management, taken from after-tax profit, is VND 795,200,000; the remuneration for the Board of Directors and Supervisory Board involved in management, accounted for as company expenses, is VND 784,000,000, details as follows:

Table of finalization of remuneration for the Board of Directors and Board of Supervisors in 2025

Full Name	Position	Time	Remuneration
DINH VIET HOANG	Chairman of the BOD	9	201.600.000
NGUYEN BA TUNG	Chairman of the BOD	1	22.400.000
DOAN DAC HOC	In charge of the BOD	2	44.800.000
DOAN DAC HOC	Member of the BOD	10	168.000.000
NGUYEN QUANG KIEN	Member of the BOD	12	201.600.000
HO TRI LUONG	Member of the BOD	12	201.600.000
NGUYEN DUY HAI	Member of the BOD	12	201.600.000
NGUYEN THI HUE	Head of the BOS	12	201.600.000
LE DUC LOI	Member of the BOS	12	168.000.000
VO THANH TUNG	Member of the BOS	12	168.000.000
Total			1.579.200.000
ig: - Not involved in management		795.200.000	
- Involved in management		784.000.000	

- b. Settlement of the Board of Management 's salary fund for 2025: The total salary of the Board of Management settled is: 4,502,400,000 VND.
- c. Bonus payment for the Board of Directors, Board of Supervisors, and Board of Management is: **VND 622,200,000**.

II. PLAN FOR PROFIT DISTRIBUTION AND SALARY FUND, REMUNERATION FOR THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, AND BOARD OF MANAGEMENT IN 2026

1. PROFIT DISTRIBUTION PLAN: Expected profit distribution in 2026

- Dividend payment to shareholders of at least 12% of the Charter capital.
- Allocation to the bonus and welfare fund of a maximum of 2 months of average salary.



- Remuneration for the Board of Directors and Board of Supervisors in 2026 not participating in the Company's management.
- Bonus payment for the Board of Directors, Board of Supervisors, Board of Management, and management personnel.

2. PLAN FOR SALARY FUND, REMUNERATION FOR THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

- Planned salary fund: VND 15,500,000/person x 12 x 210 people = VND 39,060,000,000. The actual salary fund will be finalized according to actual output and revenue. This includes the Board of Management salary fund of VND 3,216,000,000 and is finalized as follows:
 - + If the Company completes the production and business plan and the actual profit exceeds the plan, for every 1% of profit exceeding the planned profit, the actual average salary level shall be calculated with an additional maximum of 2%, but not exceeding 20% compared to the planned average salary level.
 - + If the Company has an actual profit lower than the planned profit, for every 1% of profit decrease compared to the plan, the actual average salary level of the company's managers must be reduced by 1% compared to the planned average salary level (but not lower than 80% of the planned average salary level).
- The plan for remuneration for members of the Board of Directors and Board of Supervisors in 2026 is VND 1,152,000,000, and it is finalized with a maximum increase of 20% (according to the same percentage as the Board of Management). The specific distribution of remuneration for each member will be based on the specific work of each person as agreed upon by the Board of Directors and Board of Supervisors.

Submitted to the General Meeting of Shareholders for consideration!

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

NGUYEN BA TUNG



PETROLIMEX

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Ho Chi Minh City, April..., 2026



PROPOSAL

Re. Subject: Selection of an auditor for the semi-annual and full-year financial statements of 2026

Respectfully submitd to: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Petroleum Mechanical Stock Company;

The Board of Supervisors submits to the General Meeting of Shareholders the selection criteria and list of audit firms for the 2026 Financial Statements of Petroleum Mechanical Stock Company as follows:

1. Selection criteria for independent audit firms

- Be a company legally operating in Vietnam and approved by the State Securities Commission to audit listed companies in 2026;
- Have audit experience with public companies in Vietnam;
- Have a reputation for audit quality;
- Have a team of highly qualified and experienced auditors;
- Meet the Company's requirements for audit scope and schedule;
- Have a reasonable audit fee commensurate with the audit quality and audit scope.

2. List of proposed audit firms

Based on the above criteria, the Board of Supervisors respectfully submits to the General Meeting of Shareholders the list of audit firms to be selected for the review and audit of the 2026 Financial Statements of Petroleum Mechanical Stock Company and authorizes the Board of Supervisors to decide, based on the proposal of the Board of Management, to select one of the following companies:

- CPA Vietnam Auditing Company Limited.
- An Viet Auditing Company Limited.
- AASC Auditing Firm Company Limited Branch.



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

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

NGUYEN THI HUE





PETROLIMEX

/HĐQT-TT

Ho Chi Minh City, April..., 2026

PROPOSAL

(Re: Conducting transactions with related parties)

To: The 2026 Annual General Meeting of Shareholders

For the convenience of production and business operations and to ensure compliance with the provisions of Article 167 of the Enterprise Law regarding the approval of contracts and transactions with related parties, and pursuant to Clause 6, Article 43 of the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders:

Authorize the Director of Petroleum Mechanical Stock Company (parent company) and Dong Nai Petroleum Mechanical One-Member Limited Liability Company (subsidiary) to sign and implement economic contracts/investment projects with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Company with Vietnam National Petroleum Group, companies in which Vietnam National Petroleum Group holds capital/shares, and to sign economic contracts between the parent company and the subsidiary to ensure maximum efficiency when business activities arise in 2026.

Authorization period: from the date of approval by the 2026 Annual General Meeting of Shareholders to the date of organizing the 2027 Annual General Meeting of Shareholders.

The Board of Directors ensures compliance with other provisions in the Company's Charter, the Enterprise Law, the Securities Law, related legal documents, and reports to shareholders and the General Meeting in the annual audited financial statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Attached document:

- Draft Contract

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

NGUYEN BA TUNG

CONTRACT

No.: /HD-XD



Regarding: Petroleum station construction, installation of Petrolimex brand identity

1. THE CONTRACTOR (Hereinafter referred to as Party A):

- Unit name :
- Address :
- Telephone :
- Account number :
- Tax code :
- Representative :

2. THE CONTRACTEE (Hereinafter referred to as Party B):

- Unit name : **PETROLEUM MECHANICAL STOCK COMPANY**
- Address : 446 No Trang Long – Binh Loi Trung Ward – Ho Chi Minh City.
- Tax code : 0301838116
- Representative : Position:



THE TWO PARTIES AGREE TO ENTER INTO A CONTRACT WITH THE FOLLOWING TERMS:

ARTICLE 1 : SCOPE OF WORK AND PRODUCTS OF THE CONTRACT

Party A assigns Party B to carry out the construction of the following items:

- Store construction
- Pump column canopy trim
- Sales building roof trim
- Store name sign

In accordance with the approved design and accepted for handover and put into use in accordance with the brand identity regulations of Vietnam National Petroleum Group.

ARTICLE 2 : QUALITY AND TECHNICAL REQUIREMENTS

- Party B must execute in accordance with the design drawings, ensuring the durability and accuracy of the structures.
- Regarding the quality of material specifications, it must be in accordance with the design and product quotation approved by Party A, in accordance with the regulations of Vietnam National Petroleum Group.

ARTICLE 3 : IMPLEMENTATION TIME AND PROGRESS

- Start time: from the date of signing the contract.
- Contract implementation time: days from the date of signing the contract and Party B receives the advance payment.

ARTICLE 4 : CONTRACT VALUE AND PAYMENT TERMS

- Value: according to the approved estimate file and contract negotiation (if any).
- Advance and payment
- Phase 1: After the contract between the two parties is signed, Party A will advance 20% of the contract value to Party B.
- Phase 2: After Party B completes the processing and the two parties agree to acceptance, Party A will continue to pay Party B 30% of the contract value.

- Phase 3: After Party A approves the settlement, Party B issues a VAT invoice for the entire project, and Party A will pay Party B the remaining value.

ARTICLE 5 : DISPUTES AND DISPUTE RESOLUTION

- In case of any issues during the contract implementation, the parties shall make every effort to actively discuss to resolve and negotiate.

- In case no agreement is reached between the parties, the dispute resolution shall be through mediation, arbitration, or if it cannot be resolved, it will be brought to the People's Court of the city, and the court's conclusion is the final result that each party must implement.

ARTICLE 6 : RESPONSIBILITIES OF PARTY A

- Assign technical staff to monitor and supervise the project throughout the construction period.

- Accept and pay together with Party B.

ARTICLE 7 : RESPONSIBILITIES OF PARTY B

- Provide all materials of the correct quality and type according to the approved design.

- Organize construction according to the design, ensuring technical and aesthetic requirements, and complete the project on time as per the contract.

- Comply with the operating regulations at the petrol station, ensuring environmental sanitation during construction.

- Be responsible for fire prevention and fighting and occupational safety throughout the construction period. Construction in the area must be covered, and can only be carried out when the covering work is accepted.

ARTICLE 8 : GENERAL TERMS

- Both parties commit to fulfilling the agreed terms in the contract.

- The contract is made in 06 copies with the same legal validity, each party keeps 03 copies.

- Contract validity: This contract is effective from the date of signing.

REPRESENTATIVE OF PARTY A

REPRESENTATIVE OF PARTY B



CONTRACT

(Regarding the procurement of specialized vehicles)



Based on:

We the representatives of the contracting parties, comprising of:

PARTY A:

Address:

Telephone:

Tax code:

Represented by Mr.:

Position:

PARTY B: PETROLEUM MECHANICAL STOCK COMPANY

Address: 446 No Trang Long Street, Binh Loi Trung Ward, Ho Chi Minh City

Account:

Tax code: 0301838116

Represented by Mr.:

The two parties agree to enter into a goods supply contract with the following contents:

Article 1. Goods: Specialized vehicles

The goods are guaranteed to meet the current technical standards according to Vietnamese Law.

Article 2. Responsibilities of Party A

Party A commits to pay Party B according to the price and payment method stipulated in this contract, as well as to fully perform other obligations and responsibilities as agreed.

Article 3. Responsibilities of Party B

Party B commits to provide Party A with all types of goods as specified in Article 1 of this contract, and commits to fully perform other obligations and responsibilities as agreed.

Article 4. Contract price and payment method

4.1. Contract price:..... This is the total price including VAT, manufacturer's standard warranty, transportation costs, delivery to the address requested by the Investor, excluding registration tax, vehicle registration, insurance fees, and other related costs.

4.2. Payment method: 30% advance payment, payment of the remaining 70% of the Contract value before delivery.

Article 5. Contract performance period:

Article 6: Responsibility for contract violation

- If Party A breaches the contract by failing to deliver the quantity and quality of products as specified in Article 1 of this contract, and the vehicle delivery is delayed by more than 05 working days from the agreed delivery date, Party A shall be subject to a penalty of ...% per day on the advance payment amount.

- If Party B delays payment as stipulated in Article 2 of this contract for more than 05 working days, Party B shall be subject to a penalty of ...% per day on the overdue payment amount.

- In addition to the aforementioned breaches: If either party breaches any other terms of this signed contract, the aggrieved party shall have the right to file a lawsuit with the competent court in Ho Chi Minh City for resolution. In any event, the total penalty shall not exceed ...% of the contract value.

Article 7. Contract validity

1. This contract shall become effective upon signing.

2. This contract shall terminate upon the completion of contract liquidation by both parties in



accordance with the law.

This contract is executed in 06 copies, with each party retaining 03 copies of equal legal validity.

REPRESENTATIVE OF PARTY A

REPRESENTATIVE OF PARTY B





PETROLIMEX

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Ho Chi Minh City, April..., 2026



No.: /HDQT-TT

Draft

PROPOSAL

(Re: AGM authorization for the BOD to approve arising investment items in 2026)

To: Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding, amending, and supplementing documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its guiding, amending, and supplementing documents;
- Pursuant to the Charter on organization and operation of Petroleum Mechanical Stock Company;

To facilitate investment activities, in addition to the 2026 investment plan, the Board of Directors has submitted to the Annual General Meeting of Shareholders. The Board of Directors respectfully requests the Annual General Meeting of Shareholders to approve the authorization for the Board of Directors to approve additional arising investment items in 2026 that fall under the authority of the Annual General Meeting of Shareholders, ensuring maximum efficiency.

Respectfully submit to the Annual General Meeting of Shareholders for approval.

Sincerely,

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

NGUYEN BA TUNG

PETROLEUM MECHANICAL STOCK COMPANY

Address: 446 No Trang Long Street, Binh Loi Trung Ward, Ho Chi Minh City

Tel: (028) 3553 3325 Fax: (028) 3553 3029

Website: www.pms.petrolimex.com.vn



Ho Chi Minh City, April 2026

PROPOSAL

(Re: Approval of the update of the address of the head office; adjustment of business line codes, addition of business lines, and approval of the adjustment, amendment, and supplementation of the Company Charter)

To: General Meeting of Shareholders of Petroleum Mechanical Stock Company

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the government detailing the implementation of a number of articles of the Law on Securities and Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;
- Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister of the government issuing the Vietnam Standard Industrial Classification;
- Pursuant to the adjustment of administrative boundaries according to the regulations of competent state agencies;
- Pursuant to the Charter of organization and operation of Petroleum Mechanical Stock Company;

In order to ensure that the Company Charter and business registration content are consistent with current legal regulations and actual operational conditions, the Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Company Charter with the specific contents as follows:

1. Update the address of the head office of the Company

- Address according to the current Charter: 446 No Trang Long, Ward 13, Binh Thanh District, Ho Chi Minh City.
- Proposed address for update: 446 No Trang Long, Binh Loi Trung Ward, Ho Chi Minh City.

The update of the aforementioned address does not change the actual location of the Company's head office, but is only intended to comply with the adjustment of administrative boundaries according to government regulations.



Accordingly, amend Clause 3, Article 2 of the Company Charter corresponding to the new head office address.

2. Adjustment of business line codes

Carry out the update and adjustment of the Company's business line codes according to the Vietnam Standard Industrial Classification issued with Decision No. 36/2025/QĐ-TTg. This adjustment does not change the content and scope of the Company's actual production and business activities, but is only intended to ensure compliance with current legal regulations.

3. Addition of business lines:

Add the following business line:

- Wholesale of spare parts and auxiliary parts of automobiles and other motor vehicles – Industry code 4662.

4. Amendment and supplementation of the Charter according to regulations:

The Board of Directors hereby submits to the 2026 Annual General Meeting of Shareholders for approval the adjustment, amendment, and supplementation of the Company Charter, specifically as follows:

No.	Article – Clause	Content of the 2021 Charter	Content of the 2026 amended Charter
1	Section II – Article 2 (Clause 3)	Head office: 446 No Trang Long, Ward 13, Binh Thanh District, HCMC	Head office: 446 No Trang Long, Binh Loi Trung Ward, HCMC
2	Section III – Article 4 (Clause 1)	<ul style="list-style-type: none"> - Other specialized wholesale not elsewhere classified – Industry code 4669 Details: Wholesale of fire prevention and fighting tools and equipment; rescue and survival equipment; trading of petroleum materials and equipment; trading of mechanical products and metal packaging.	<ul style="list-style-type: none"> - Other specialized wholesale not elsewhere classified – Industry code 4679 Details: Wholesale of fire prevention and fighting equipment; rescue and survival equipment; materials and equipment serving the petroleum industry; mechanical and metal products. <ul style="list-style-type: none"> - Repair of motor transport equipment and vehicles – Industry code 9531. Details: Repair and maintenance of specialized transport vehicles, tank trucks,

No.	Article – Clause	Content of the 2021 Charter	Content of the 2026 amended Charter
		<ul style="list-style-type: none"> - Maintenance and repair of automobiles and other motor vehicles – Industry code 4520 Details: Renovation of specialized transport vehicles; repair of tank trucks, cistern trucks, and specialized vehicles in the petroleum industry. - Wholesale of automobiles and other motor vehicles – Industry code 6201 Details: Trading of specialized transport vehicles, petroleum tank trucks, and specialized vehicles serving the petroleum industry. - Wholesale of solid, liquid, gaseous fuels and related products – Industry code 4661 Details: Trading of petroleum and petroleum-derived products. 	<p>cistern trucks, and mechanical equipment serving the petroleum industry.</p> <ul style="list-style-type: none"> - Wholesale of spare parts and auxiliary parts of automobiles and other motor vehicles – Industry code 4662 Details: Wholesale of spare parts, components, and specialized parts of transport vehicles serving the petroleum industry. (Added business line) - Wholesale of automobiles and other motor vehicles – Industry code 4661 Details: Wholesale of specialized transport vehicles, tank trucks, cistern trucks, and specialized vehicles serving the petroleum industry. - Wholesale of solid, liquid, gaseous fuels and related products – Industry code 4671 Details: Wholesale of gasoline, oil, liquefied gas, and petroleum-derived products.
3	Section VII – Article 25 (Clause 4)	4. Member of the Board of Directors must meet the standards and conditions as prescribed in Clause 1, Clause 2, Article 155 of the Law	4. Standards and conditions for candidates participating in the Board of Directors: Candidates participating in the Board of Directors must fully meet the following standards and conditions (according to Clause

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No.	Article – Clause	Content of the 2021 Charter	Content of the 2026 amended Charter
		on Enterprises and this Charter.	<p>1, Article 155 of the Law on Enterprises No. 59/2020/QH14 and Article 275 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the government and Decree No. 245/2025/ND-CP amending and supplementing):</p> <ul style="list-style-type: none"> - Have full civil act capacity and are not among the subjects prohibited from establishing and managing enterprises according to the provisions of Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14; - Have the Qualification and experience in business administration or in the field, industry, or business line of the company and are not necessarily shareholders of the company; - A Member of the Board of Directors of the company may simultaneously be a member of the Board of Directors of another company. - A Member of the Board of Directors of a public company may only simultaneously be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies

5. Implementation organization

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration, approval, and authorization for the Board of Directors or the Director of the Company to perform the following tasks:

- Perform necessary procedures at competent state agencies to complete the update of the head office address, and the adjustment and addition of the Company's business lines in accordance with the provisions of the law;

- Organize the implementation of the adjustment, amendment, supplementation, and issuance of the Company Charter in accordance with the contents approved by the General Meeting of Shareholders and current legal regulations;
- Decide on other related issues to ensure that the update of the head office address, the amendment and supplementation of the Charter, and the adjustment and addition of the Company's business lines are carried out fully, promptly, and in accordance with the law.

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval.

Sincerely.

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

NGUYEN BA TUNG

PETROLEUM MECHANICAL STOCK COMPANY

Address: 446 No Trang Long Street, Binh Loi Trung Ward, Ho Chi Minh City

Tel: (028) 3553 3325 Fax: (028) 3553 3029

Website: www.pms.petrolimex.com.vn

Ho Chi Minh City, April 2026

PROPOSAL

(Re: Election of members of the Board of Directors and Board of Supervisors for the 2026 - 2031 term)

To: General Meeting of Shareholders of Petroleum Mechanical Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the government detailing the implementation of a number of articles of the Law on Securities and amending, supplementing, and guiding documents;
- Pursuant to the Charter of organization and operation of Petroleum Mechanical Stock Company;

The Board of Directors respectfully submits the following matter to the General Meeting of Shareholders for approval:

1. Election of members of the Board of Directors:

- Number of Board of Directors' members: 05 persons
- Term: 2026 - 2031
- Maximum number of candidates for the Board of Directors: Unlimited
- Criteria for candidates to the Board of Directors (According to Clause 1, Article 155 of the Law on Enterprises 59/2020/QH14 and Article 275 of Decree 155/2020/NĐ-CP and amending, supplementing, and guiding documents)

2. Election of members of the Board of Supervisors:

- Number of Member of the Board of Supervisors: 03 persons
- Term: 2026 - 2031
- Maximum number of candidates for the Board of Supervisors: Unlimited
- Criteria for candidates to the Board of Supervisors (According to Article 169 of the Law on Enterprises 59/2020/QH14 and Clause 2, Article 286 of Decree 155/2020/NĐ-CP and amending, supplementing, and guiding documents)



3. Approval of the list of candidates for the Board of Directors (in alphabetical order) for the 2026 - 2031 term:

4. Approval of the list of candidates for the Board of Supervisors (in alphabetical order) for the 2026 - 2031 term:

Other matters related to the election of members of the Board of Directors and members of the Board of Supervisors shall be applied in accordance with the regulations on nomination, candidacy, and election of members of the Board of Directors and members of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for approval,

Thank you very much!

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



NGUYEN BA TUNG



PETROLIMEX

Dong Nai, April 2026



No.: ... /PMS-NQ-ĐHĐCĐ

RESOLUTION

Re: Approval of the contents of the 2026 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS

PETROLEUM MECHANICAL STOCK COMPANY

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Charter of Petroleum Mechanical Stock Company;
- Minutes of the 2026 Annual General Meeting of Shareholders dated April 3, 2026.

RESOLVED:

Article 1: Approve the Reports and Proposals of the Board of Directors and the Board of Supervisors of the Company with some basic targets as follows:

1.1. Approve the report on the activities of the Board of Directors of the Company in 2025, the summary of the VI term (2021 – 2025), the 2026 plan, and the direction for the VII term (2026 – 2031), in which:

- The General Meeting of Shareholders authorizes the Board of Directors to select the most effective plan for exploiting and using the land plot at 446 No Trang Long (HCMC), in accordance with the provisions of the law and the Company's Charter.
- Unanimously agree to transfer the entire profit after tax in 2025 of Dong Nai Petroleum Mechanical One Member Limited Liability Company to Petroleum Mechanical Stock Company.

Results of production-business and investment activities in 2025:

- Revenue : VND 1,233 billion
- Profit before tax : VND 40.3 billion
- Investment, repair : VND 32.5 billion

Plan for production-business and investment activities in 2026:



- Revenue : VND 1,183.5 billion
- Profit before tax : VND 32 billion
- Investment, repair : VND 62,722,647,500
- Dividends : Minimum 12%/Charter capital

1.2. Approve the audited 2025 Financial Statements.

1.3. Approve the Report on the Activities of the Board of Supervisors of the Company in 2025 and the plan for 2026.

1.4 Approve the proposal on selecting an auditing firm for the semi-annual and full-year 2026 audits.

1.5. Approve the proposal on the 2025 profit distribution plan and the 2026 plan with the following main contents:

- Dividend payment plan: **39%**/Charter capital and distribution of funds in 2025.
- Allocation to the welfare and reward fund is: VND 1,629,089,902.
- Expenditure for bonuses for the Board of Directors, Supervisory Board, Board of Management, and Management Staff: 943,200,000 VND
- Final settlement of the Salary Fund for 2025 is 51,991,458,749 VND (including the Board of Management's salary fund of **VND 4,502,400,000**), of which: PMS Company is 10,276,941,392 VND (including contracted gas stations of 342,696,000 VND); Dong Nai Petroleum Mechanical Engineering Company Limited is 41,714,517,357 VND).
- Finalization of remuneration for members of the Board of Directors and Board of Supervisors in 2025 is: **VND 1,579,200,000** (in which remuneration for the Board of Directors & Board of Supervisors not participating in management, deducted from profit after tax, is: VND 795,200,000).
- The planned salary fund for 2026 is: VND 39,060,000,000 (including the Board of Management salary fund of VND 3,216,000,000) and is finalized according to actual output and revenue. The Board of Management salary fund is finalized as follows:
 - + If the Company completes the production-business and profit plan and the actual profit exceeds the plan, for every 1% of profit exceeding the planned profit, the average actual salary level is calculated to increase by a maximum of 2%, but not exceeding 20% compared to the average planned salary level.
 - + If the Company has an actual profit lower than the planned profit, for every 1% of profit decrease compared to the plan, the average actual salary level of the Board of Management must be reduced by 1% compared to the average planned salary level (but not lower than 80% of the average planned salary level).
- The plan for remuneration for members of the Board of Directors and Board of Supervisors in 2026 is: **VND 1,152,000,000** and is finalized with a maximum increase of 20%

(at a similar rate to the Board of Management). Specific distribution of remuneration for each member will be based on the specific work of each person as agreed upon in the Board of Directors and Board of Supervisors.

1.6. Approve the proposal for the General Meeting of Shareholders to authorize the Director of Petroleum Mechanical Stock Company (parent) and Dong Nai Petroleum Mechanical One Member Limited Liability Company (Company's subsidiaries) to sign and implement economic contracts/investment projects with a value of 35% or more of the total asset value recorded in the latest financial statements of the Company with Vietnam National Petroleum Group, companies with capital/shares of Vietnam National Petroleum Group, and sign economic contracts between the parent and Company's subsidiaries with each other to ensure the highest efficiency when transactions arise in 2026.

1.7 Approve the proposal for the General Meeting of Shareholders to authorize the Board of Directors of the Company to approve additional investment items arising in 2026 under the authority of the General Meeting of Shareholders to ensure the highest efficiency.

1.8 Approve the proposal on updating the address, adjusting business lines, adding business lines, and approving the adjustment, amendment, and supplementation of the Company's Charter.

1.9 Approve the proposal on the election of members of the Board of Directors and Board of Supervisors for the 2026-2031 term, in which:

1.9.1. Approve the list of candidates for members of the Board of Directors including:

(List and Curriculum Vitae attached)

1.9. 2. Approve the list of candidates for members of the Board of Supervisors including:

(List and Curriculum Vitae attached)

1.9.3. ELECTION RESULTS:

Name	Position	Election percentage (%)
BOARD OF DIRECTORS		
	Board of Directors' members	
	Board of Directors' members	
	Board of Directors' members	
	Board of Directors'	



	members	
	Board of Directors' members	
BOARD OF SUPERVISORS		
	Member of the Board of Supervisors	
	Member of the Board of Supervisors	
	Member of the Board of Supervisors	

1.10. The Board of Directors and Board of Supervisors hold the first meeting to elect the Chairman of the Board of Directors and Head of the Board of Supervisors, results:

(List attached)

Article 2: Organization of implementation

2.1. The General Meeting of Shareholders authorizes the Board of Directors to implement the contents approved by the General Meeting of Shareholders in this Resolution (except for the content that the General Meeting of Shareholders authorizes the Board of Supervisors). The Board of Directors and the Board of Supervisors of the Company shall carry out the necessary procedures in accordance with current regulations.

2.2. This Resolution has been approved by the 2026 Annual General Meeting of Shareholders of Petroleum Mechanical Stock Company and takes effect from the date of signing.

All shareholders, the Board of Directors, the Board of Supervisors, the Board of Management, and related organizations and individuals are responsible for implementing this Resolution./.

Recipients:

- SSC, HNX;
- Board of Directors;
- Board of Management;
- Secretary of the Board of Directors.

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

NGUYEN BA TUNG





**PETROLEUM MECHANICAL STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**



**VOTING BALLOT
VOTER ID: PMS.000...**

DRAFT

Number of voting ballots owned: ... voting ballots

Number of voting ballots authorized: ... voting ballots

Total number of voting ballots represented: ... voting ballots

(Check the corresponding box of your choice for each content)

CONTENTS	Approve	Disapprove	Abstain
Content 01: Report on the activities of the BOD in 2025, summary of the VI term (2021 – 2025), plan for 2026, and orientation for the VII term (2026 – 2030)			
Content 02: Proposal on the approval of the audited separate financial statements and consolidated financial statements for 2025			
Content 03: Report on the activities of the BOS in 2025, evaluation of the 2021–2025 term, and the 2026 plan of the Board of Supervisors			
Content 04: Proposal on the plan for dividends distribution, allocation of Funds, and remuneration for the BOD and the BOS for 2025 and the 2026 plan			
Content 05: Proposal on the selection of an auditing firm for the semi-annual and annual audits in 2026			
Content 06: Proposal on signing a contract with subjects under Article 167 of the 2020 Law on Enterprises			
Content 07: Proposal on authorizing the BOD to approve additional investment items arising in 2026			
Content 08: Proposal on approving the update of the registered address; adjustment of business lines, addition of business lines, and approval of adjustments, amendments, and supplements to the Company's Charter			
Content 09: Proposal on the election of members of the BOD and the BOS for the 2026-2031 term			

Instruction:

Shareholder checks in one of three boxes:
Approve/Disapprove/Abstain for each agenda.

April 3, 2026
VOTER
(Signature and Full Name)



PETROLIMEX

PETROLEUM MECHANICAL STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026



ELECTING MEMBERS OF THE BOARD OF DIRECTORS
VOTER ID: PMS.000...

Full Name: ...

Number of voting ballots owned: ... voting ballots

Number of voting ballots authorized: ... voting ballots

Total number of voting ballots represented: ... voting ballots

Total number of votes: ... votes

I hereby agree to cast the following votes for new Board members for the 2026 – 2031 term:

No	Full Name	Equally cumulative voting	Unequally split voting
1	A		
2	B		
3	C		
4	D		
5	E		

Instructions:

1. The maximum number of candidates that delegates are eligible to elect is equal to the number of candidates needed to elect (05 people).
2. In case of equally accumulative voting for one or several candidates, delegates check in the “Equally cumulative voting” box for each corresponding candidates.
3. If the number of voting rights is different for candidates, delegates must specify the number of voting rights in the “Unequally split voting” of each corresponding candidates.

April 3, 2026

VOTER

(Signature and full name)



PETROLEUM MECHANICAL STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026



DRAFT



ELECTING MEMBERS OF THE BOARD OF SUPERVISORS
VOTER ID: PMS.000...

Full Name: ...

Number of voting ballots owned: ... voting ballots

Number of voting ballots authorized: ... voting ballots

Total number of voting ballots represented: ... voting ballots

Total number of votes: ... votes

I hereby agree to cast the following votes for new Board members for the 2026 – 2031 term:

No	Full Name	Equally cumulative voting	Unequally split voting
1	F		
2	G		
3	H		

Instructions:

1. The maximum number of candidates that delegates are eligible to elect is equal to the number of candidates needed to elect (03 people).
2. In case of equally accumulative voting for one or several candidates, delegates check in the “Equally cumulative voting” box for each corresponding candidates.
3. If the number of voting rights is different for candidates, delegates must specify the number of voting rights in the “Unequally split voting” of each corresponding candidates.

April 3, 2026

VOTER

(Signature and full name)