

THE ERA OF
ASCENDANCE

TERMINOLOGY ABBREVIATION

GHG	Greenhouse gases
GMS	General Meeting of Shareholders
IoT	Internet of Things
IT	Information Technology
OSH	Occupational Safety and health
Petrolimex/the Group	Vietnam National Petroleum Group
The BOD	The Board of Directors
The BOD member	The Board of Directors Member
UN	United Nations

NOTE

DO 0,001S – V	DO 0.001S oil Euro V emission standards
E5 RON 92 – II	Biogasoline E5 RON 92 – II
FO 0,5S	Bunker fuels
RON 95 – IV	RON 95 gasoline Euro IV emission standards
RON 95 – V	RON 95 gasoline Euro V emission standards

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MESSAGE OF SUSTAINABLE DEVELOPMENT

The year 2025 closed amid a global landscape still facing profound economic, geopolitical, and energy-related volatility. Prolonged conflicts in various regions, rising trade protectionism, oil price fluctuations, and the pressures of energy transition are reshaping the global energy industry. Domestically, the need to ensure national energy security, stabilize the market, and fulfill sustainable development commitments is placing increasingly demanding requirements on enterprises.

The year 2025 closed amid a global landscape still facing profound economic, geopolitical, and energy-related volatility. Prolonged conflicts in various regions, rising trade protectionism, oil price fluctuations, and the pressures of energy transition are reshaping the global energy industry. Domestically, the need to ensure national energy security, stabilize the market, and fulfill sustainable development commitments is placing increasingly demanding requirements on enterprises.

In this context, Petrolimex has remained steadfast in the Group's mission as a state-owned enterprise playing a core role in ensuring the supply of petroleum products for the economy. We clearly understand that sustainable development is not only an inevitable trend, but also a strategic requirement for businesses to enhance their adaptability, create long-term value, and make practical contributions to the country.

In 2025, along with positive results in production and business activities, Petrolimex continued to comprehensively implement green transformation programs throughout the system, such as promoting investment in modernization of jetty and terminal infrastructure and petrol stations in a safe and environmentally friendly manner; expanding the application of rooftop solar power, gasoline vapor recovery systems, etc. Simultaneously, the Group has proactively accelerated the deployment of E10 bioethanol fuel, considering it one of the practical solutions to contribute to reducing emissions, diversifying energy sources, and promoting sustainable consumption. At the same time, the Group has actively researched new energy solutions, clean energy business models, and supply approaches aligned with evolving market trends. Leveraging the infrastructure, network, and management expertise, Petrolimex is aiming to gradually expand the growth potential based on a more modern and efficient energy platform.

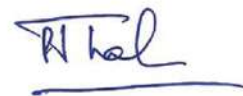
A significant milestone in 2025 was the Group's implementation of a new brand identity system across the entire network. The new brand image inherits the traditional values that have been affirmed over more than seven decades of formation and development, while reflecting Petrolimex's spirit of innovation, modernity, and aspiration for integration in this new phase of development. This is not merely a change in appearance, but also a strong commitment to service quality, governance efficiency, and responsibility toward customers and the community.

In parallel with the green transition, the Group has advanced digital transformation and governance innovation. In 2025, Petrolimex continued to refine

the Group's modern governance model, streamline the organizational structure, enhance operational efficiency, and optimize resources across the system. The restructuring of the organization and the reorganization of the network of member units have laid a critical foundation for Petrolimex to enter a new stage of development with a more modern, agile, and efficient mindset.

We believe that sustainable development can only succeed when it is closely linked to people and communities. Therefore, Petrolimex always considers the employees as the Group's most valuable asset; focusing on building a safe, professional, and humane working environment; ensuring income, welfare, and development opportunities for the staff and employees. At the same time, the Group continues to allocate significant resources to social welfare activities, education, healthcare, community support, and disaster relief in many localities across the country. Entering a new phase of development, Petrolimex has clearly defined three key directions: maintaining the Group's leading role in ensuring national energy security; enhancing governance capacity and competitiveness according to modern standards; and participating more deeply in the energy transition towards green, clean, and sustainable energy. We will continue to steadfastly pursue a path of innovation with a roadmap, based on scientific principles, suitable to Vietnam's practical conditions and the company's capabilities. The achievements of the past year are the culmination of the solidarity, responsibility, and persistent efforts of all Petrolimex employees; the valuable support of our shareholders, customers, and partners; and the leadership and guidance of the Party, the State, and relevant management agencies.

On behalf of the Board of Directors of the Group, I would like to express my sincere gratitude for your trust and partnership. We are committed to driving stronger innovation, taking more decisive actions, and enhancing transparency so that every step of Petrolimex's development today contributes to building a more efficient economy, a more prosperous society, and a more sustainable future for the country.



Pham Van Thanh
Chairman of the BOD



"A significant milestone in 2025 was the Group's implementation of a new brand identity system across the entire network. The new brand image inherits the traditional values that have been affirmed over more than seven decades of formation and development, while reflecting Petrolimex's spirit of innovation, modernity, and aspiration for integration in this new phase of development"

OVERVIEW OF SUSTAINABILITY REPORT

Pursuing business in the direction of green growth and sustainable development remains a business trend that Vietnam National Petroleum Group (Petrolimex) is implementing. In addition, to further affirm the efforts in fulfilling the commitment to bring sustainable values to stakeholders, Petrolimex prepared the Sustainability Report 2025 according to the Global Reporting Initiative's – The Universal Standards 2021. This is the latest and greatest version of GRI that helps global businesses report on an organization's impacts in the most transparent and effective way.

REPORTING STANDARDS



Petrolimex's Sustainability Report has been prepared in strict compliance with **GRI 2021 Standard (Global Reporting Initiative)** – the latest and most widely used international standard framework, which comprehensively reflects the impact of businesses on the economy, environment, and people. At the same time, the Group also proactively has aligned its operational performance with **The 17 Sustainable Development Goals (SDGs) of the United Nations**, thereby enabling a clear assessment and reaffirming Petrolimex's meaningful contributions to green and sustainable development in Vietnam.

REPORT CONTENT

Petrolimex's 2025 Sustainability Report presents information related to Petrolimex's management methods, performance, and goals and strategies for Petrolimex's key topics identified from the process of analyzing and assessing key impacts based on GRI 2021 Standards. The report is published to provide stakeholders with a comprehensive overview of Petrolimex's sustainable development activities during the year, and at the same time serving as a basis for assessing the effectiveness of sustainable development, thereby adjusting Petrolimex's operations in the coming years as well as in the future.

2025 marks the 9th consecutive year that Petrolimex has issued a Sustainability Report separated from the Annual Report. The 2025 Sustainability Report is clearly structured into 03 main chapters:

- › Petrolimex Overview
- › Sustainability Governance and Strategy
- › Material topics and sustainable constructed values at Petrolimex

No information from the 2024 Sustainability Report has been restated in the 2025 report. Accordingly, all information presented herein is consistent with the Group's previously disclosed information.

REPORTING PERIOD

01st January 2025 – 31st December 2025

The reporting period is defined from 01st January 2025 to 31st December 2025 and will be periodically established in the next period with a 01-year cycle.

REPORTING PRINCIPLES

To ensure quality, the Report has been prepared based on 08 principles:

01



Accuracy

02



Balance

03



Clarity

04



Comparability

05



Completeness

06



Sustainability context

07



Timeliness

08



Verifiability

REPORTING SCOPE

The Report covers Petrolimex’s operations in Vietnam in the areas of petroleum distribution, wholesale, and retail, and includes:

All information and operating results of the Parent Company, the group and Petroleum member units:

Typical activities of 06 member units (including: Petrolimex Tanker Corporation, Petrolimex Petrochemical Corporation, Petrolimex Gas Corporation, Petrolimex Insurance Corporation, Petrolimex Construction and Trading Corporation, Petrolimex Aviation Fuel), which have significant impacts on economy, environment and society.

This sustainability report has been referenced to the GRI Common Standards (GRI 1, GRI 2, GRI 3) and the Oil and Gas Sector Standard (GRI 11 – Standard for the Oil and Gas Sector).

The reporting scope for each specific area:

- › The reporting data for key topics in the Economic sector consist of statistics for the entire Group, including the Parent Company, Petroleum member units, and Joint Stock Companies.
- › The reporting data for key topics in the Environmental sector consists of statistics from the Petroleum member units.
- › The reporting data of key topics in the Social sector consists of statistics of the Petroleum member units.

EXTERNAL ASSURANCE

For the Sustainability Report 2025, Petrolimex has not obtained external assurance. Petrolimex will consider this in the future. However, the quality of information within the report is still ensured to be accurate, clear, and verifiable, because in addition to conducting internal audits, several of Petrolimex’s sustainable development indicators have been recognized by domestic and international organizations, specifically as follows:

The consolidated financial statements, separate financial statements and financial statements of the Group’s member units have been audited by reputable independent auditing companies.	Petroleum business cost reports of member petroleum companies and the Group have been audited by independent auditing companies in accordance with regulations.	Strictly comply with the regulations of Technical Regulation and Technical Standards on environment, labor safety and has been periodically inspected by management agencies.	On 10 th April 2025, Vietnam National Petroleum Group (Petrolimex) became the first large-scale state-owned enterprise in Vietnam to be honored to receive a Certificate of Confirmation of Greenhouse Gas Inventory Report according to ISO 14064-1:2018 for greenhouse gas emission inventory activities from the British Standards Institute (BSI).
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CONTACT INFORMATION

Petrolimex welcomes your feedback on sustainability matters via the following address:

- › **Headquarter:** No. 1 Kham Thien Street, Van Mieu – Quoc Tu Giam Ward, Hanoi City, Vietnam

› **Tel:** (024) 3851 2603

› **Website:** www.petrolimex.com.vn
- › **Ms. Pham Thi Dung**

Position: Head of Risk Management Department – Standing Member of the Sustainability Report Implementation Team

Email: dungpt@petrolimex.com.vn
- › **Ms. Nguyen Minh Anh**

Position: Specialist of Risk Management Department – Secretary of the Sustainability Report Implementation Team

Email: anhnm@petrolimex.com.vn

SUSTAINABLE FOOTPRINTS IN 2025



ECONOMIC

MAINTAIN THE LEADING POSITION



01

in Vietnam's petroleum market

TOTAL CONSOLIDATED OUTPUT WAS

17.7

million m³, tons

CONSOLIDATED REVENUES WAS

309,875

billion VND

TOTAL CONSOLIDATED PROFIT BEFORE TAX WAS

3,643

billion VND

CONTRIBUTE TO THE STATE
BUDGET AN AMOUNT OF

30,815

billion VND

THE TOTAL VALUE OF SOCIAL
WELFARE ACTIVITIES WAS

240

billion VND



SOCIAL

GUARANTEE JOBS AND INCOME FOR

19,367

employees

AVERAGE MONTHLY INCOME



20.9

million VND/person/month

TOTAL TRAINING HOURS

1,450,792

hours

TOTAL TRAINING EXPENSES: DOMESTIC

101.3

billion VND

RECEIVED OCCUPATIONAL HEALTH AND SAFETY TRAINING

24,340

employees

OCCUPATIONAL DISEASES

0

employees



ENVIRONMENTAL

TOTAL EMISSIONS REDUCTIONS FROM 2017-2025

NOx emissions

23,182 tons

NOx + HC emissions

25,565 tons

PM dust

5,720 tons

CO emissions

181,292 tons

Total Hydrocarbon

7,790 tons

IMPLEMENT A PILOT PROJECT OF BLENDING AND SUPPLYING B5 BIODIESEL OF BLENDING

IMPLEMENT ELECTRIC VEHICLE CHARGING SERVICES AT 9 PAIRS OF EXPRESSWAY REST STOPS

OFFICIALLY SUPPLY SUSTAINABLE AVIATION FUEL (SAF)

IMPLEMENT A PILOT SUPPLY OF E10 GASOLINE AT 36 PETROLEUM STATIONS IN HO CHI MINH CITY



BE THE FIRST LARGE-SCALE STATE-OWNED CORPORATION IN VIETNAM TO RECEIVE GREENHOUSE GAS INVENTORY CERTIFICATION (ISO 14064-1:2018) FROM THE BRITISH STANDARDS INSTITUTE (BSI).



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INTRODUCTION OF PETROLIMEX

PETROLIMEX HAS A NETWORK

4,379 STATIONS

COMPANY-OWNED COMPANY-OPERATED

2,946 STATIONS

FRANCHISE STATIONS

1,433 STATIONS

General overview of the Group: The Vietnam National Petroleum Group (abbreviated as Petrolimex) was formed through the equitization and restructuring of the Vietnam National Petroleum Corporation. Petrolimex’s main business areas are import-export and trading of petroleum, investing capital in other enterprises to conduct business in the industries in which Petrolimex operates, and other business lines as prescribed by law. In the petroleum sector, Petrolimex plays a leading role in the domestic market in accordance with the Government’s direction. Together with **26 other key petroleum trading enterprises and nearly 252 petroleum distributors**, Petrolimex ensures adequate and timely supply of petroleum products to serve the country’s socio-economic development, national security and defense, and people’s consumption needs. As of December 31st, 2025, Petrolimex has 34 member units directly trading in petroleum in 34 provinces and cities. Abroad, Petrolimex has Petrolimex One Member Limited Liability Company in Singapore and Petrolimex One Member Limited Liability Company in Laos.

The country has a retail network of more than 17,000 petroleum stations across all economic sectors, of which Petrolimex has a network of 4,379 stations (of which 2,946 are COCOs – company own company operate and the rest are petroleum stations under franchised traders) across the country, facilitating consumers to experience goods and services directly provided by Petrolimex. Overall, nationwide and based on the actual volume of petroleum products sold in the domestic market, Petrolimex’s actual market share is nearly 50%. In addition to petroleum products, Petrolimex’s fuel stations also offer other goods and services such as lubricants, gas, insurance, etc., which are produced and provided by Petrolimex’s member units. Petrolimex is always a pioneer in applying new technology to production and business activities, increasing labor productivity, providing better service while ensuring safety, energy security, management, and effective business.

Trading name:

VIETNAM NATIONAL PETROLEUM GROUP

Abbreviation:

PETROLIMEX

No. 1 Kham Thien Street, Van Mieu – Quoc Tu Giam Ward, Hanoi, Vietnam

(+84) 24 3851 2603

Stock symbol:

PLX

Enterprise Registration Certificate No.:

0100107370

(+84) 24 3851 9203

http://www.petrolimex.com.vn

Charter capital:

12,938,780,810,000 VND

Owner’s investment capital:

12,938,780,810,000 VND



GREEN STEPS ON THE JOURNEY TO SUSTAINABLE DEVELOPMENT

2025

Pioneered the business of E10 biofuel to reduce greenhouse gas emissions and fulfill the Net Zero commitment by 2050.

Closely followed the implementation roadmap of Resolution No. 18-NQ/TW on streamlining the organizational structure for greater efficiency and effectiveness; restructured the system by reducing petrol companies from 51 to 34 and merging Petrolimex Transportation Services Corporation into the Group.

2022-2024

2022

Pioneered in trading RON95 gasoline meeting emission standards level 5 (RON95-V)

2024

Launched a campaign to reduce greenhouse gas emissions towards Petrolimex's carbon neutrality and Net Zero goals.

2019-2021

2019

Signed a Memorandum of Understanding (MOU) with Japan's No. 1 Energy Group JXTG Holdings - (now ENEOS) on research in the field of LNG & Gas in Vietnam.

2020

Officially provided FO 180 - 0.5S and FO 380 - 0.5S fuel (maximum sulfur content 0.5% by mass) to the Bunker fuel market.

2021

Cooperated with HDBank to implement a cashless payment system at all Petrolimex petroleum stations nationwide.

2018

Signed a Memorandum of Understanding with Vietnam Electricity Group (EVN) on investment and development cooperation in the field of clean energy.

Launched E5 RON 92 biofuel throughout the distribution system, completely replacing RON 92 mineral gasoline nationwide.

Launched Euro V diesel (DO 0.001S meeting Euro V emission standards) to the national market before the deadline given by the Government. This premium-grade diesel became the most widely used diesel fuel in 2018, featuring quality specifications significantly superior to conventional diesel available in the domestic market.

2017

On 21st April 2017, Petrolimex shares were officially listed on the Ho Chi Minh Stock Exchange (Ticker: PLX).

From January 2017, Petrolimex officially launched RON 95 gasoline Euro III emission standards and RON 95 gasoline IV emission standards (RON 95-III and RON 95-IV). This is a new type of gasoline with superior quality indicators compared to RON 95-II gasoline being used on the market at this time.

Petrolimex was awarded the Vietnam Environment Award 2017 by the Ministry of Natural Resources and Environment for its outstanding achievements in effectively applying environmental protection solutions to production and business.

2016

On 26th May 2016, the Group successfully completed private share issuance to JX Nippon Oil & Energy Vietnam Consulting Limited (now ENEOS), increasing charter capital from 10,700 billion VND to 11,388 billion VND (rounding number).

Issued the Environmental Protection Regulations on 6th January 2016, attached to Decision No. 007/PLX-QD-HDQT.

2015

Completed and put into use the Vapor Recovery Unit (VRU) system at Duc Giang Petroleum Terminal, Hanoi, contributing to improving working conditions for employees, significantly reducing the amount of petroleum vapor emitted into the surrounding environment, improving safety, approaching the standards of fire fighting and prevention safety, and environmental protection at petroleum terminals that have been being applied in developed countries.

2011

Vietnam National Petroleum Group (Petrolimex) was formed from the equitization and restructuring of Vietnam Petroleum Corporation according to Decision No. 828/QĐ-TTg dated 31st May 2011 of the Prime Minister.

Petrolimex successfully organized the initial public offering (IPO) on 28th July 2011 at the Hanoi Stock Exchange (HNX).

Petrolimex officially operated as a Joint Stock Company from 1st December 2011 under Enterprise Registration Certificate No. 0100107370.

SUPPLY CHAIN AND BUSINESS LINE

MAIN BUSINESS LINE



MARKET PLACES



PETROLIMEX'S SUPPLY CHAIN



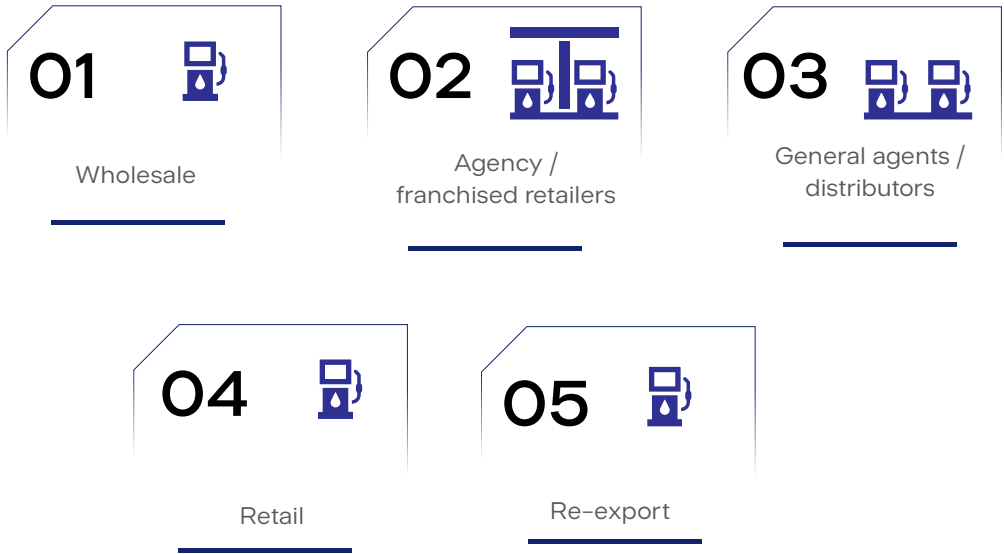
- 01 Import
- 02 Water-way transportation
Transported mainly by Petrolimex Tanker corporation
- 03 Pipeline (*)
>570km Petroleum transportation pipeline
- 04 Terminal/ jetty
- 05 Depot system
- 06 Domestic
- 07 In-land transportation
Operated mainly by petrolimex transportation services corporation
- 08 Wholesale customers

4,379 (**) petroleum stations under Petrolimex's distribution system.

(*): Main supply routes from B12 terminal to some depot
(**): Including 2,946 stations owned by Petrolimex

Petroleum business activities

Across the Group, the distribution system of petroleum products is divided into 5 main distribution methods



The total retail distribution system under the Petrolimex brand is

4,379 petroleum stations.

(*) part of Petrolimex’s distribution network

To serve the petroleum business activities, Petrolimex operates the largest system of terminals, tankers, ships, vehicles, petroleum pipelines, etc. in the country. The total capacity of the entire Petrolimex system is 2,200,000 m³ with a system of terminal allocated across the North, Central and South regions, and a pipeline system transporting petroleum over 570 km.

Total petroleum supply in 2025 (production and imports) reached over

11,900,927 m³, tons

Supply sources for the entire Petrolimex system primarily consist of:

Imports

➤ 4,734,655 m³, ton

Domestic purchase

➤ 7,166,273 m³, ton

MEMBERSHIP IN ASSOCIATIONS

No	ASSOCIATION	YEAR OF ESTABLISHMENT	PURPOSES/FUNCTION, TASKS
1	Vietnam Petroleum Association (VINPA)	2013	Organize propaganda on the policy of managing gasoline prices of the Government and Ministries to create consensus in society and protect the rights of consumers; Expand cooperation with domestic and international organizations to develop the gasoline industry; Organize promotion and support for members in research, science – technology, science transfer, training, etc.
2	Association of Vietnamese Investors in Laos (AVIL)	2011 (Ministry of Home Affairs)	Gather, organize and facilitate for members to cooperate, support and help each other during the implementation of investment activities in Laos; Provide information, needs, areas of cooperation, and support each other in joint ventures and associations between enterprises of the two countries to increase financial capacity, resources and efficiency of investment activities; Help members when facing difficulties and risks in production and business.
3	Association of Vietnamese Investors in Cambodia (AVIC)	2010 (Ministry of Home Affairs)	Gather, organize and facilitate for members to cooperate, support and help each other during the implementation of investment activities in Cambodia; Provide information, needs, areas of cooperation, and support each other in joint ventures and associations between enterprises of the two countries to increase financial capacity, resources and efficiency of investment activities; Help members when facing difficulties and risks in production and business.
4	Association of Vietnamese Investors in Myanmar (AVIM)	2010 (Ministry of Home Affairs)	Gather, organize and facilitate for members to cooperate, support and help each other during the implementation of investment activities in Myanmar; Provide information, needs, areas of cooperation, and support each other in joint ventures and associations between enterprises of Vietnam and Myanmar to increase financial capacity, resources and efficiency of investment activities; Help members when facing difficulties and risks in production and business; provide a link for Vietnamese investor researching and implementing investment activities in Myanmar.

ETHICS AND INTEGRITY

PETROLIMEX
CULTURE AND
CODE OF CONDUCT

Starting with the mission of ensuring national energy security, Petrolimex has become a trusted friend in the life of person over the past 70 years.

With optimism and strong internal capabilities toward the future, Petrolimex is committed to continuously striving to advance further on its development journey, bringing the lives of Vietnamese people and all stakeholders to new heights aspired to by all. The journey to fulfill that mission has shaped a cultural identity called "Further Together" with 3 core values: Heritage – Devoted – Pioneering and 4 brand personalities: Responsibility – Enthusiasm – Optimism – Trust. That culture has become the glue that binds the workforce together and drives Petrolimex to create values that contribute to the overall development of the economy and society.

CORE VALUES



BRAND PERSONALITIES



Responsibility Trust Enthusiasm Optimism

Petrolimex culture is not merely internal codes of conduct, but also includes the spirit of respect for the law, business culture, maintaining business ethics in an honest, transparent and fair manner, along with a sense of respect for people, respect for nature, environmental protection and social responsibility. All are reflected in the Code of Conduct that has been developed and issued. Accordingly, Petrolimex encourages and communicates to all the Group officers and employees to be aware of and strictly comply with the regulations in this Code of Conduct, so that any action in any position is a responsible action, including reporting unethical conduct without fear of reprisal.

IMPORTANT RULES OF CONDUCT IN THE
CODE INCLUDE

Internal
relationship

Among employees: Treat each other with trust, enthusiasm, responsibility and optimism.

Strive for successful working relationships by fulfilling each person’s responsibilities and providing the necessary support to colleagues at all levels to ensure the task are successfully completed. No individual or department should put their own priorities above those of the company.

Communicate in a spirit of openness, sincerity and equality, to stimulate creative and innovative thinking.

Value Petrolimex employees as a precious resource, which is reflected in the work environment through programs designed to enhance and reward individual and team achievements.

Between employees and Petrolimex: Act with integrity, honesty and responsibility in all situations.

Each individual must comply with Petrolimex policies while making maximum efforts to improve business efficiency and promote Petrolimex’s image.

Avoid conflicts of personal interest with business interests in situations such as: Investing in places that have direct connections to personal interests outside of Petrolimex that may influence individual decisions in business; Working for competitors while working at Petrolimex...

Protect Petrolimex’s trade secrets, internal data and other proprietary information (even when leaving Petrolimex) until Petrolimex announces that it is no longer confidential.

Comply with Petrolimex’s policies in case of information request from press and media.

Keep records neat and scientific, report accurately and completely.

Protect Petrolimex’s tangible assets.

Use information technology resources responsibly.

With
Shareholders

Petrolimex commits to serving the best interests of shareholders and fostering stock value.

Promote corporate governance scientifically to protect stock value.

Recognize and respect the rights of all shareholders.

Ensure fair and appropriate treatment for each shareholder through accurate, transparent and timely information disclosure. Focus on the completeness of information disclosure for shareholders to make informed decisions at General Shareholder Meetings, including voting and expressing opinions on significant changes and electing members of the Board of Directors based on accurate, complete, transparent information shared fairly.

Always keep shareholders informed on the company’s performance.

Establish and implement a fair and consistent dividend policy.

Related party transactions are approved and conducted in a manner that ensures conflicts of interest are properly managed and protects the interests of Petrolimex and shareholders.

With Partners
and Suppliers

Always strive to maintain the image of a trustworthy and enthusiastic Petrolimex in the minds of partners.

Conduct transactions with partners and suppliers in an honest, fair, and responsible manner, ensuring adherence to ethical business practices to build sustainable and long-term relationships.

Prohibit giving or receiving gifts, money or other benefits that affect Petrolimex's business decisions and interests.

Respect business secrets and confidential information of other businesses and other entities.

With consumers

Petrolimex, by enthusiasm, responsibility, optimism and trust, commits to making ceaseless efforts to go further up the development path and bringing the lives of Vietnamese people to a new height in the future as they wish.

Commit to providing products and services of the highest standards while ensuring the affordable price to the majority of consumers.

Strive to care for and serve consumers in a timely, courteous, fair and reasonable manner to build and maintain consumer trust.

Respect privacy and commit to protecting consumers' personal information.

With the government
and the law

Comply with all legal regulations related to Petrolimex's operations.

With society

Commit to contributing to the development of Vietnam and the community through social welfare activities activities in each locality where Petrolimex does business.

Actively participate in social security programs to contribute to promoting the development and welfare of local communities such as: supporting the construction of houses for the poor, the disabled, and people in especially difficult circumstances; sponsoring education; sponsoring healthcare, etc. A key focus of Petrolimex is the education of the younger generation, demonstrated through the support for educational programs, innovation initiatives, sports, and other youth activities across Vietnam, with the aim of nurturing a spirit of aspiration and advancement among young people.

Opposing all forms of exploitation and inhumane treatment of workers.

With the
environment

Petrolimex promotes the responsibility of ensuring environmental safety in all production and business activities.

Petrolimex pioneers in trading environmentally friendly products.

COMPLIANCE WITH THE LAWS AND REGULATIONS

Petrolimex commits to always strive to fully comply with current laws and regulations. During this reporting period, there were no incidents of non-compliance with laws and regulations that resulted in Petrolimex being sanctioned by competent authorities in any form.



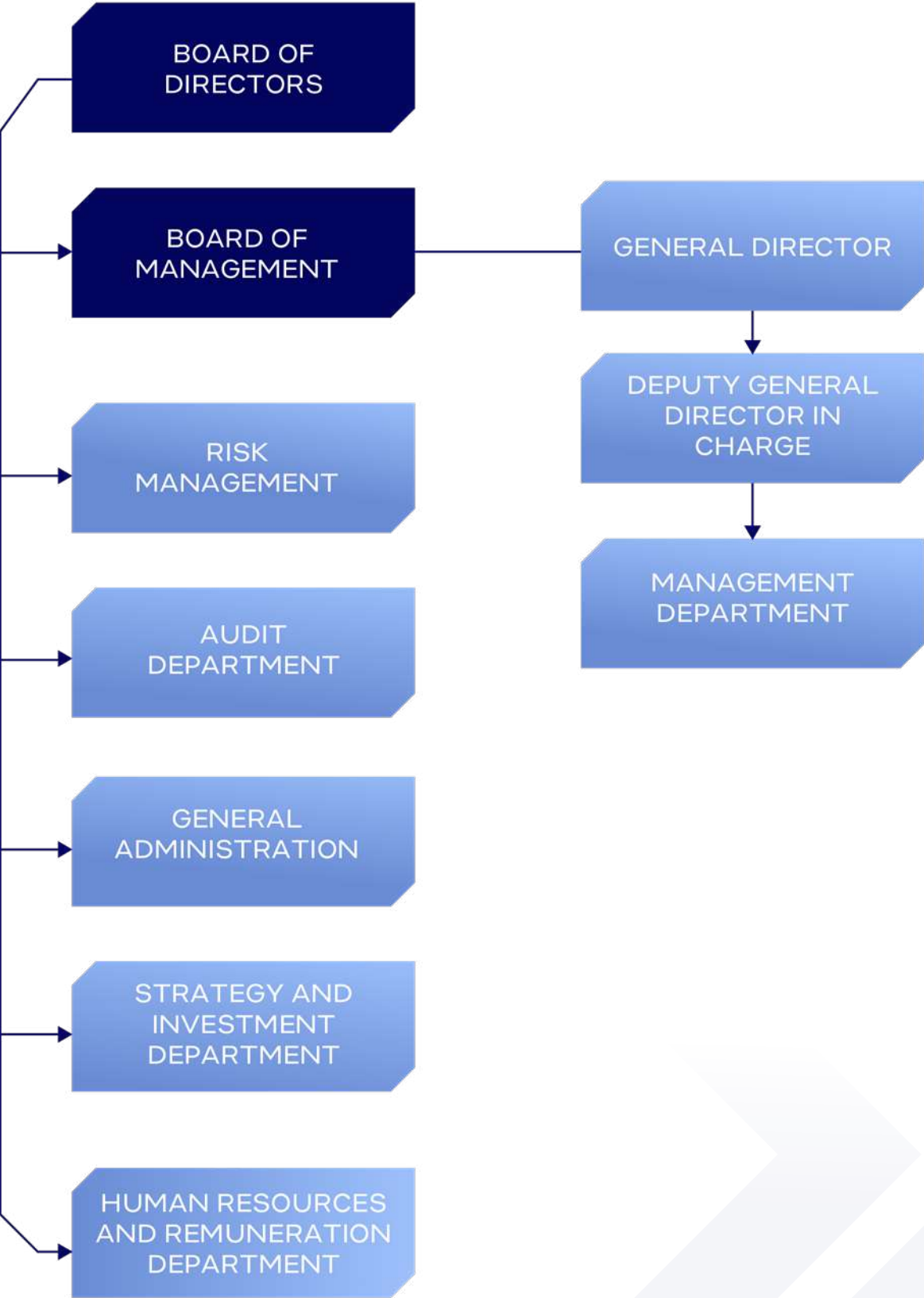
SUSTAINABILITY GOVERNANCE AND STRATEGY

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SUSTAINABILITY GOVERNANCE

THE GOVERNANCE STRUCTURE AND COMPONENTS

SUSTAINABILITY-ORIENTED GOVERNANCE MODEL



At Petrolimex, the Board of Directors serves as the highest body, responsible for strategic decision-making and for overseeing the management of the Group's economic, environmental, and social impacts. At the same time, the Board of Directors is also the highest body responsible for developing, approving and declaring Petrolimex's mission, strategies, policies and objectives related to sustainable development. The Board of Directors' supporting Departments include: General Administration Department, Strategy and Investment Department, Human Resources and Remuneration Department, Risk Management Department, Audit Department.



The General Director directly supervises the Group's functional departments and assigns Deputy General Directors to be in charge of directly managing and operating sustainable development issues including planning, implementation and implementation management.

NOMINATION AND SELECTION OF THE BOD AND OTHER DEPARTMENTS

The nomination of candidates for supplementary or new election of BOD members (in cases where the number of candidates nominated/self-nominated by the Group’s shareholders is insufficient for the number of the BOD members to be elected) is carefully reviewed by the Human Resources and Remuneration Department directly under the BOD according to the BOD member candidate selection process, before being submitted to the BOD for consideration and inclusion in the General Meeting of Shareholders’ election agenda. In addition to meeting the general standards prescribed by the Law on Enterprises and Petrolimex’s Articles of Association, personnel selected for nomination as BOD members must meet specific standards according to the Group’s practices.

- › Detailed information of the new BOD members is fully disclosed in the General Meeting of Shareholders documents and the Petrolimex website so that shareholders can learn about the candidates before voting.

› Petrolimex’s BOD ensures diversity in knowledge and professional experience. Petrolimex has considered and hopes to make changes in the future to increase gender diversity among the board members.

› Non-executive Board members have the necessary qualifications to participate effectively and help the Board always have objective and independent assessments of Petrolimex’s operations and ensure appropriate control and balance mechanisms.
- › Regarding the independent members of the BOD, Petrolimex is continuing to research and develop a plan to ensure the number of independent members of the BOD according to regulations. Petrolimex’s independent BOD members are qualified, have professional experience and meet IFC’s criteria for the definition of “independent BOD members contribute to ensuring more objective decision-making, especially in situations of interest conflict”.

› Petrolimex’s BOD has established specialized subcommittees under the BOD to assist and support the BOD in performing its functions and avoiding any conflicts of interest.



THE BOARD OF DIRECTORS

INTRODUCTION OF THE BOARD OF DIRECTORS

To ensure transparency and independence, to implement decisions objectively and for the maximum benefit of the Group, the position of Chairman of the Board of Directors of Petrolimex is independent from the position of General Director. A majority of Board members do not directly participate in the Executive Board to limit conflicts of role and interest. Currently, due to the nature of the business, Petrolimex’s BOD has only 01 independent member, and Petrolimex is researching and developing a plan to ensure the number of independent members of the BOD according to regulations.

Regarding educational diversity, the BOD members possess different professional qualifications and experience such as: economics, law, accounting, chemistry, finance, risk management, IT, business administration, international experience, business environment,... This allows for sharing views, knowledge and experience in many different aspects to make decisions most effectively.

To improve skills and experience in sustainable development, The BOD members actively participate in programs related to corporate governance to update information. Currently, the Board of Directors has 04 members with corporate governance training certificates.

01

Mr. Pham Van Thanh
Senior Management Leadership Program at Harvard Kennedy School – USA.

02

Mr. Tran Ngoc Nam
Professional Director Certification Program – National Economics University in collaboration with Petrolimex.

03

Mr. Tran Tuan Linh

› Director Certification Program – Vietnam Institute of Directors

› Certificate of “Management of joint stock company in the context of capital market integration and securities market upgrade” organized by the State Securities Commission of Vietnam in August 2024.

04

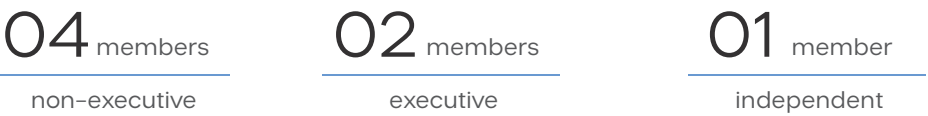
Mr. Nguyen Anh Dung
Advanced training program on “Sustainable business development strategy in the digital age” in Singapore.

Currently, the remaining members of the Board of Directors continue to update and comply with the provisions of the law on corporate governance. In the coming time, these members will arrange time to attend training courses on corporate governance.

According to Petrolimex’s assessment, the Board of Directors of Petrolimex has met the requirements of capacity and professionalism, such as diversity of knowledge, management and operation experience, and is suitable for Petrolimex’s requirements.

STRUCTURE OF THE BOARD OF DIRECTORS

As of 31st December 2025, the Group’s Board of Directors had 07 members, including



ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS



Planning strategic objectives and implementation related to sustainable development

Strategic directions are developed by the Board of Directors and reported to and consulted at the Annual General Meeting of Shareholders. Accordingly, the BOD organizes the implementation of the Resolution approved by the General Meeting of Shareholders. The Executive Board directs specific actions through activities at the Parent Company and the member units. At each unit, the strategic orientation and development goals of the unit are disseminated and agreed upon to employees through summary meetings, business task deployment meetings, employee conferences, training courses, and disseminated to all staff.



Reviewing and monitoring the implementation of issues related to sustainable development

The Board of Directors of Petrolimex holds regular monthly meetings to review and evaluate the progress and effectiveness of work implementation; at the same time, review and monitor the implementation of the Group's Decisions, Resolutions and policies issued by the Board of Directors related to the sustainable development goals and strategies approved for implementation in the plan from the beginning of the year, as well as update newly arising issues to have additional implementation orientations.



Directing the implementation of sustainability report

The BOD directs the implementation of the Sustainability Report, ensuring that the content is suitable for the practical conditions of Vietnam as well as Petrolimex and complies with the International Standards for Sustainability Reporting GRI Universal Standards 2021 – the latest version and the highest international standards for Sustainability Reporting issued by the Global Sustainability Standards Board.

ROLES AND RESPONSIBILITIES OF DEPARTMENTS UNDER THE BOD



Audit Department

The Audit Department is a part of the governance structure of the Vietnam National Petroleum Group, established by the BOD. The main functions of the Department are to advise, consult and assist the BOD in the following areas: Monitor, build and improve the internal control system and legal compliance in the Group; Carry out independent and objective internal assessment and consulting activities in the Group, detect and recommend handling of errors, problems, and risks that have arisen and may arise in the process of business operation and management activities of the Group and the member units; Propose and recommend solutions to improve and perfect the management system of business operations and financial and accounting work in the Group



General Administration Department

The General Administration Department is a part of the governance structure of the Vietnam National Petroleum Group, established by the BOD. The main functions of the Department are to advise, consult, synthesize, and directly assist the State Capital Representative Group and the BOD in performing the functions of leadership and management of the Group's operations and monitoring the implementation of Resolutions, Decisions, ... of the BOD. At the same time, the Department is the permanent focal point for relations and gathering work content between the BOD and shareholders, and with organizations and units inside and outside the Group.



Human Resources and Remuneration Department

Human Resources and Remuneration Department is a part of the management structure of the Vietnam National Petroleum Group, established by the BOD. The main functions of the Department are to advise, consult and assist the BOD in the following areas: HR development strategy of the Group; Organizational work in the Group and staff under the management of the Group's BOD; Labor management and salary, bonus, and policies in the Group



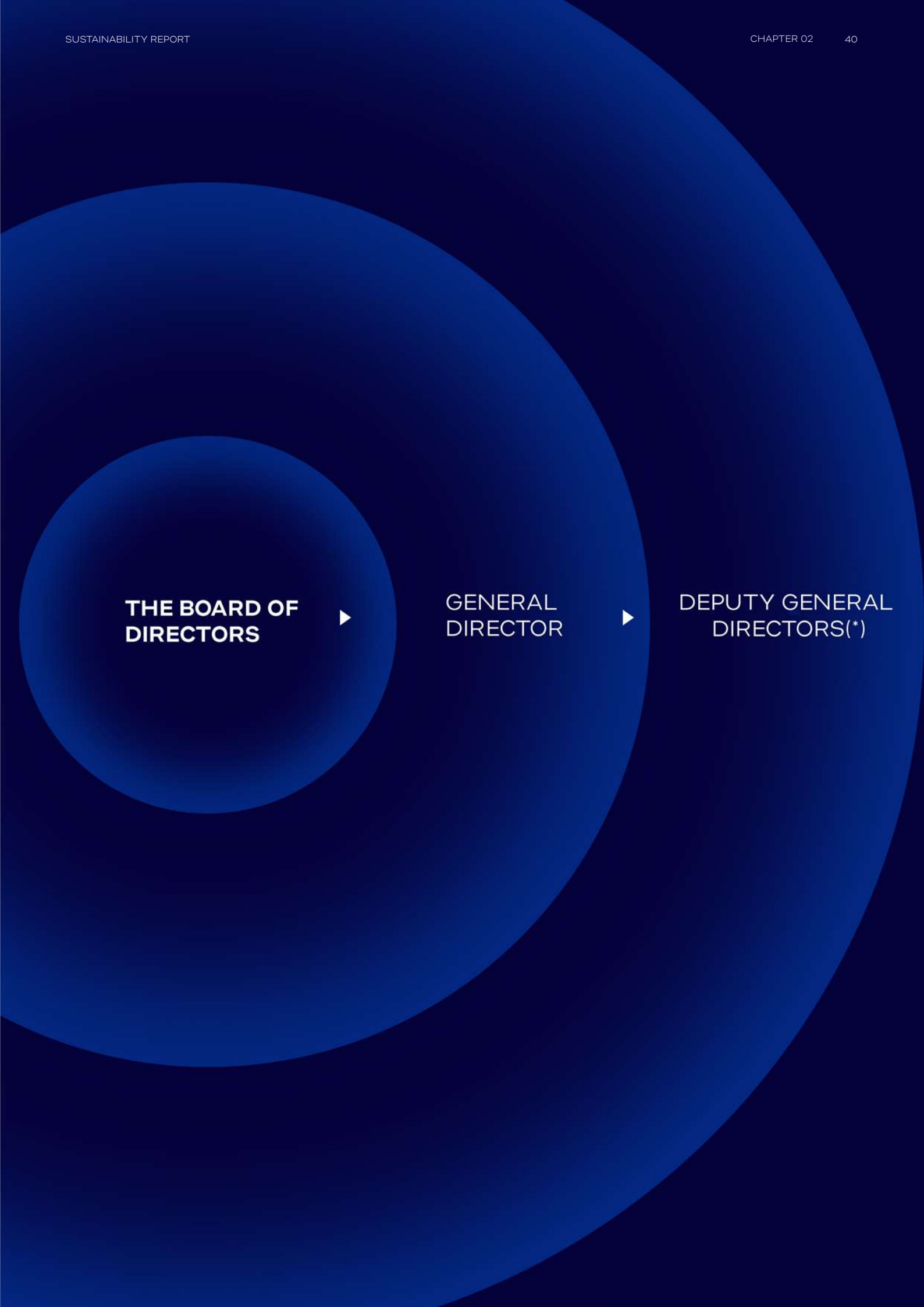
Strategy and Investment Department

The Strategy and Investment Department is a part of the governance structure of the Vietnam National Petroleum Group, established by the BOD. The main functions of the Department are to advise, consult, assist in building development strategies, evaluate the results of strategy implementation and propose changes to the Group's entire strategy; Develop short, medium and long-term investment and development policies and principles; Propose, appraise, coordinate inspection, supervision and evaluation of the effectiveness of investments and investment projects under the authority of the BOD; Inspect and supervise the implementation of the Group's investment projects; Propose, monitor and evaluate the performance and management of the Group's investment capital in subsidiaries and multi-owned affiliated companies



Risk Management Department

The Risk Management Department is a part of the governance structure of the Vietnam National Petroleum Group, established by the BOD. The main functions of the Department are to advise, consult and assist the BOD in directing and managing in the following areas: risk management policies: Research, develop, evaluate the results of strategy implementation and propose changes to the Group's strategy; Organize, manage, review and evaluate the Group's risk management activities in accordance with legal regulations.



IMPACT MANAGEMENT AUTHORIZATION

Note: (*) Deputy General Directors are in charge of the following areas: Business, Logistics, Sourcing, IT and digital transformation, Brand and communication, Safety, Quantity and quality of petroleum, Finance and accounting, International Markets, New Energy Research...

The Board of Directors has ultimate responsibility for sustainable development strategy. The General Director and the Executive Board are responsible for developing and implementing goals and plans, and sharing and ensuring that sustainable development issues are understood and implemented consistently throughout the Group, from functional departments to each employee.

- **Board of Directors**
Providing general direction on sustainable development strategy.
Approving goals and action plans.
- **Functional departments**
Deploying and realizing sustainable development plans in accordance with the direction of the General Director and the Board of Executive.
- **General Director is in charge of general affairs and is responsible to the Board of Directors for the following contents**

Developing and submitting to the BOD the goals and action plans for sustainable development of Petrolimex.

Sharing strategies, goals and sustainable development plans throughout Petrolimex.

Ensuring sustainable development plans to achieve set goals.

Monitoring and urging the implementation of plans of relevant departments/offices.
- **Staff**
Carrying out specific daily tasks related to Petrolimex’s sustainable development goals.

CONDUCTION OF IMPACT ANALYSIS AND ASSESSMENT

Every month, the Board of Management conducts analysis and assessment of Petrolimex’s positive and negative impacts on the economy, environment and society, to report to the Board of Directors. Specifically,

Report at monthly Board of Directors meeting

Petrolimex’s BOD maintains regular monthly meetings to discuss, reach consensus and promptly give directions in the Group’s business operations. At the BOD meeting, the General Director, Deputy General Directors, Board of Directors and key functional departments of the Group reported on the activities of the period, including the impact of Petrolimex on the economy – society – environment (if any). The BOD will review, evaluate and provide guidelines for production and business activities, including: Assessing the socio-economic situation to make appropriate adjustments to business strategies; closely directing the implementation of business plans and resolutions of the annual General Meeting of Shareholders; and implementing social welfare programs. After meetings, the BOD issues Resolutions and announces conclusions for the General Director to implement.

In the Resolutions and announcements of the conclusion of the BOD’s meetings, the BOD requests the General Director to direct the Executive Board and professional departments to focus on forecasting, updating and

closely monitoring the practical developments of the economic, social and environmental situation in business activities, to proactively and flexibly adjust, promptly provide appropriate and effective solutions, ensuring the best implementation of the annual business plan and sustainable business strategy.

Report to the Board of Directors by collecting written opinions

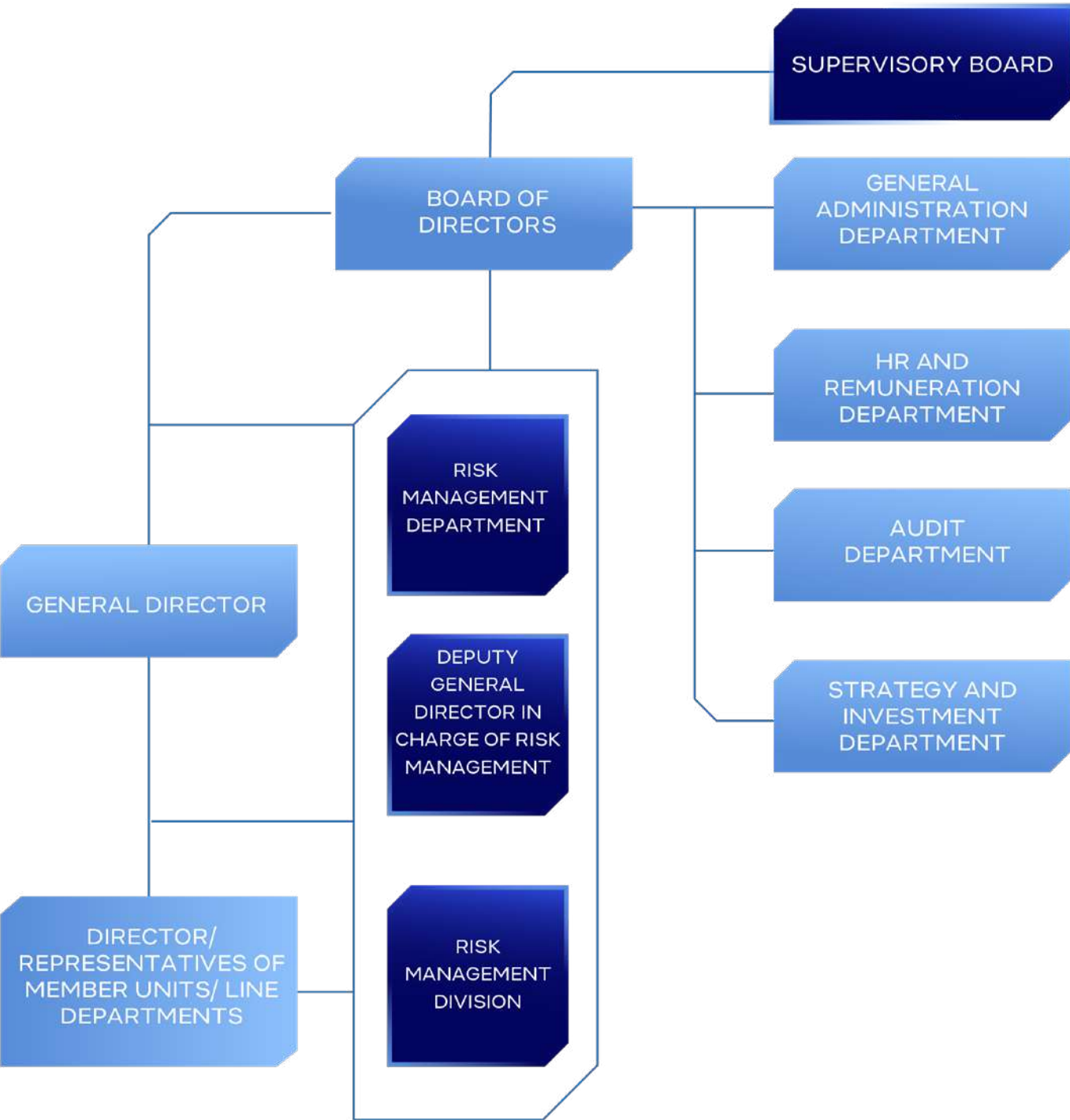
In addition to regular monthly meetings, the BOD organizes written consultations with Board members to direct the resolution of the Group’s operation-related issues or contents reported by the Executive Board. The BOD issues a Resolution as a basis for the General Director, Deputy General Directors, and relevant functional departments to implement. The members of the BOD always promote their leadership capacity and work with a high sense of responsibility to supervise the implementation of the Board of Directors’ Resolutions based on the interests of shareholders and other stakeholders and sustainable economic – environmental – social development.

RISK MANAGEMENT TOWARDS SUSTAINABLE

THE GROUP’S RISK MANAGEMENT SYSTEM

The standards, regulations and business environment of the Petroleum industry are changing dramatically and rapidly. Responding to this changing trend has become one of Petrolimex’s important priorities. Since 2018, the Group has developed and implemented a risk management framework to manage all risks related to the Group’s business operations.

RISK MANAGEMENT ORGANIZATIONAL STRUCTURE



Accordingly, a risk management system is established and tightly organized to respond promptly to any risk events occurring in business operations. Relevant risk factors will be regularly monitored and contingency plans for various scenarios will be developed accordingly based on analysis and assessment of the potential impact of risks as well as the effectiveness of the existing internal control system. In the risk management process, the identification and determination of the main causes and origins of the risk are given special attention.

Risk management plays a core role in helping Petrolimex proactively orient the business activities

clearly, make decisions in accordance with the tolerance and desired risk level, enhance the resilience and adaptability to changes in the business environment as well as within the Group and ensure sustainable growth.

Petrolimex determines that the Group’s risk management strategy must first focus on identifying and managing risks associated with petroleum business activities as well as long-term strategic risks, promoting the application of IT, automation and digital transformation, enhancing management capacity and improving labor productivity.

RISK MANAGEMENT IN THE CONTEXT OF COMPLEX WORLD GEOPOLITICS AND ENERGY TRANSITION TREND

The global energy market has remained volatile since the outbreak of the conflict in Ukraine in 2022 and continues to face significant risks from escalating geopolitical tensions in the Middle East. These developments have affected the evolution of the policy framework governing the domestic petroleum market.

Domestically, although Vietnam’s petroleum market remains under strict state management, regulatory policies continue to trend toward the gradual liberalization of the domestic market.

Furthermore, increasing pressure on businesses arises not only from competitors but also from alternative energy sources, requiring Petrolimex to intensify innovation to find new growth opportunities.

ASSESSMENT AND SOLUTION

To overcome this challenging and rapidly changing period, Petrolimex relied on a risk management framework to identify, assess and measure various risks in order to provide timely warnings and response measures, contributing to minimizing the risks the Group faces and ensuring sustainable development.

In 2025, the Group’s Board of Executive closely monitored geopolitical and economic developments in the world as well as fluctuations in the domestic market, thereby flexibly and promptly adjusting business plans, quickly making appropriate management decisions to adapt to unpredictable fluctuations in market demand, prioritizing ensuring no disruption to supply sources and business operations.

Some of the risks that the Group identified and addressed include:

No	Risk	Impact
1	Inventory risk, oil price risk.	High
2	Risks of fire safety, environmental safety and occupational health and safety	Medium

For details, please refer to the Group’s 2025 Annual Report (p. 128 – p. 129).

Following on from 2024, over the past year, the Group accelerated the implementation of operational risk management (ORM) for a number of risks identified as material to its core business operations. This included the process for inspecting compliance with fire prevention and firefighting (FPF) regulations at Petrolimex-owned petroleum stations. Accordingly, through the implementation of ORM, the Group has extended risk management practices down to the smallest operational units within the Group (a network of 2,946 petrol stations owned by Petrolimex). In this process, the Group, together with consultants, reassessed the entire compliance framework for this process and conducted sample-based field surveys at petrol stations nationwide to develop a comprehensive set of process-level risk documentation for FPF activities. Going forward, once the ORM for FPF operations becomes stable and fully operational, the Group will continue to evaluate and consider selecting other key activities at petrol stations for further implementation.



CONFLICT OF INTEREST

Related party transactions are approved and conducted in a manner that ensures conflicts of interest are properly managed and protects the interests of Petrolimex and shareholders.

01

Regarding ensuring that conflicts of interest are properly managed and protecting the interests of the Group and shareholders, Section 6 of the Group’s Articles of Association clearly stipulates that Board of Directors (BOD) members must have the responsibility to be diligent, honest, avoid conflicts of interest, and act in the best interests of shareholders and the Group. At the same time, clearly stipulate the responsibility to compensate for damages caused by one’s violations. In addition, members of the Board of Directors must exercise their rights, obligations and responsibilities in accordance with the provisions of the Law on Enterprises, the Group’s Articles of Association, the Internal Governance Regulations and other internal regulations.

03

All members of the BOD are responsible for fully participating in monthly regular meetings or through written consultations and having clear opinions on the issues discussed. In case of non-attendance, that member must notify the BOD and state specific reasons. Meeting invitations and meeting documents are sent to all members of the BOD at least 03 working days before the meeting date. The contents of the BOD’s meetings were reported, discussed and fully evaluated in the spirit of openness, transparency and caution to provide the best directions and solutions for Petrolimex. Minutes of meetings are sent to all members of the BOD to record all meeting content.

02

Transactions related to the interests of Board members are specified in detail in the Group’s Articles of Association and information is periodically disclosed in the 6-month and annual Management Reports and Annual Reports.

04

At Petrolimex, the BOD always acts on the basis of full information for the highest and long-term interests of Petrolimex, in a responsible, diligent and prudent manner, and for the benefit of all shareholders, while also taking into consideration the interests of stakeholders.

COMMUNICATION ON SERIOUS CONCERNS

Through the Board of Management and the functional departments, the BOD is informed of important stakeholder concerns, including sustainability impact concerns.

Unusual or urgent concerns, as well as major events affecting Petrolimex as reported by stakeholders, are escalated to the relevant functional departments. Leaders of these departments promptly analyze and assess the issues, and propose solutions for submission to higher levels of management, up to the Chairman of the BOD, to ensure timely decisions and remedial actions. This matter is consistently well recognized by the Board of Management and functional departments, enabling proactive responses to unusual situations.

SUSTAINABILITY STRATEGY

ENERGY INDUSTRY CONTEXT

Global context

In 2025, the global energy landscape clearly reflected a trend of “transition without full replacement.” Global energy investment is estimated by the IEA to reach approximately 3.3 trillion USD, of which 2.2 trillion USD was directed toward clean energy, power grids, storage, energy efficiency and electrification. Investment in the power sector alone reached 1.5 trillion USD, about 50% higher than total spending on oil, gas and coal. Simultaneously, global energy demand in 2025 grew by 2.2%, with electricity demand increasing by 4.3%, while renewable energy accounted for 38% of the incremental energy supply, indicating that the “era of electrification” was accelerating rapidly.

However, for the petroleum sector, the trend was not one of abrupt decline but rather a slowdown in growth, differentiation across segments, and increasing pressure related to emissions. According to the IEA’s Current Policies Scenario (WEO 2025), global oil demand is expected to continue rising, reaching approximately 113 million barrels per day by 2050. This growth is projected to be driven primarily by increasing demand in emerging markets and developing economies, particularly in road transport, petrochemical feedstocks and aviation. Growth in petrochemical demand is expected to be the main long-term driver, while demand for aviation fuel is projected to increase strongly after 2030. Meanwhile, electric vehicles continued to expand, with global EV sales reaching a record 20.7 million units in 2025, accounting for more than one-quarter of total car sales. This implies that petroleum products will continue to play a critical role in energy security and transportation in the medium term. However, growth margins for gasoline and diesel used in road transport are expected to narrow, while requirements on fuel quality, efficiency and emissions will become increasingly stringent.

Vietnam

Domestically, 2025 was a year marked by three concurrent major developments: strong economic growth, accelerated energy transition, and the gradual tightening of the carbon governance framework. According to official Government data, GDP in 2025 grew by 8.02%, while inflation was maintained at 3.31%. In the same year, the revised Power Development Plan VIII was approved on 15th April 2025; the Scheme on the establishment and development of a carbon market in Vietnam was approved on 24th January 2025; Decree No. 119/2025/ND-CP took effect on 01st August 2025, introducing additional regulations on greenhouse gas inventories, emission quotas and the carbon market roadmap; and Decree No. 29/2026/ND-CP on the domestic carbon trading exchange took effect on 19th January 2026. These developments indicate that energy development in Vietnam has shifted from a sole focus on ensuring supply toward a model of “energy security associated with emissions reduction and ESG standardization.”

For the petroleum sector, in 2025 the domestic market remained large and continued to grow. According to the Ministry of Industry and Trade, total petroleum supply for domestic consumption in 2025 was estimated at approximately 28.6 million m³, tons, while consumption volume reached around 26.4 million m³, tons, increasing by about 2% compared to 2024. Of this, Petrolimex supplied more than 11.5 million m³, tons to the domestic market. In terms of fuel quality, Petrolimex had taken a leading step by introducing RON95 gasoline meeting Euro V emission standards from 1st January 2022, while also piloting E10 gasoline from August 2025 and preparing for a new biofuel roadmap. Accordingly, in a context where Vietnam continues to rely significantly on petroleum for transportation, logistics and production, Petrolimex is both a commercial enterprise and a leading state-owned enterprise contributing to the assurance of national energy security.



CHALLENGES AND OPPORTUNITIES

The global energy market has been continuously unstable since the war in Ukraine in 2022, and is now facing an energy shock from heightened geopolitical tensions in the Middle East in early 2026. Domestic petroleum market regulation continues to undergo adjustments. In this context, Petrolimex faces both challenges and opportunities in maintaining its leading role in ensuring national energy security and advancing the energy transition roadmap.

The energy shock from the Iran conflict has disrupted oil and gas supplies in the Middle East, particularly due to maritime disruptions in the Strait of Hormuz, through which 20% of global oil consumption and 20% of global LNG trade pass. Asia has been the region most affected. The rapidly changing and unpredictable situation requires Petrolimex to diversify its supply sources, closely monitor the market, and respond promptly.

Ongoing volatility in the global energy market has affected the evolution of the domestic petroleum policy framework. Petrolimex needs to adapt quickly and implement solutions to align fluctuations in the domestic petroleum market with international market movements.

During periods of unfavorable business conditions, fulfilling the role of a state-owned enterprise in ensuring petroleum supply, while also pursuing profit objectives as a listed company, remains a significant challenge for Petrolimex.

In the Group's core petroleum business, increasing pressure on businesses arises not only from competitors but also from alternative energy sources, requiring Petrolimex to intensify innovation to find new growth opportunities.

The United States adjusted its energy and trade policies toward several major economies, and pursued global energy dominance. As a result, the global economic and political landscape has become more fragmented, with reduced financial support for the green transition and a concentrated supply of critical materials for renewable energy in the hands of a limited number of suppliers. This poses a major challenge to Petrolimex's energy transition program.

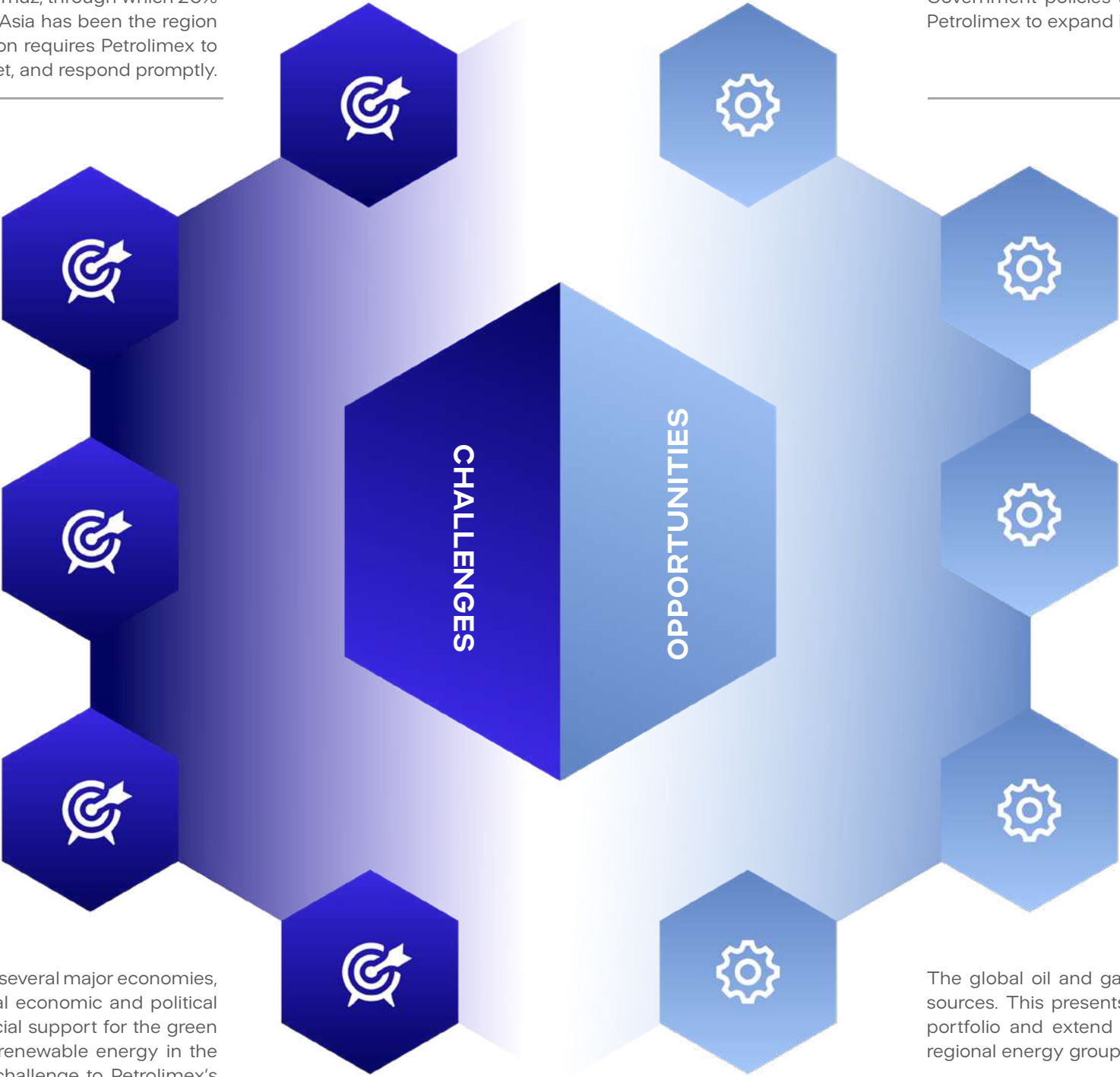
Asia continues to be recognized as a key region driving global oil demand growth. Government policies aimed at promoting economic growth provide opportunities for Petrolimex to expand its petroleum sales volume.

The trend toward greater transparency and the gradual liberalization of the domestic market enable leading petroleum enterprises such as Petrolimex to enhance fair competition, expand distribution networks, and strengthen brand value.

Petrolimex continues to advance the digital transformation and align with ESG governance standards, thereby improving the integration of the Group's infrastructure system and enhancing operational efficiency.

Business plans involving Euro V standard fuels and E10 gasoline, along with research and development of new energy projects and efforts to reduce emissions across the value chain, have been recognized by international organizations, thereby enhancing Petrolimex's position in society, the market, and among investors.

The global oil and gas supply shock has created a need to diversify national energy sources. This presents an opportunity for Petrolimex to expand the Group's business portfolio and extend the operations beyond petroleum, moving toward becoming a regional energy group.



Main Objectives of the Group



Green Energy Transition Strategy



SUSTAINABLE DEVELOPMENT STRATEGY



Medium and Long-term Development Strategy



Digital Transformation and Innovation Strategy



The Group's major goals

- › Maintain the leading position in the Vietnam's petroleum market.
- › Substantially complete the comprehensive digital transformation roadmap.
- › Develop green energy infrastructure: expand electric vehicle charging stations, install rooftop solar power at at least 30% of petroleum stations.
- › Improve the quality of human resources, provide in-depth training in modern management, digital transformation, and renewable energy.
- › Optimize operations in the Laos and Cambodian markets.
- › Assert a brand identity of prestige, quality, and sustainable development.



Medium and long-term development strategy Leading strategy

- › Maintain the core role of the petroleum sector; optimize the smart supply chain.
- › Affirm the Group's position as a leading supplier of jet fuel, mastering SAF blending technology; pioneer the development of sustainable aviation fuel (SAF).
- › Supply high-quality petroleum meeting Euro V standards and progress toward Euro VI; develop E5 and E10 biofuels.
- › Promote product diversification, expand export markets, and foster international cooperation.



Digital Transformation and Innovation Strategy

- › Build a synchronized digital ecosystem with data-centric approach.
- › Invest in Big Data Centers and Research and Innovation Centers.
- › Apply AI, IoT, and blockchain in supply chain management, market forecasting, and logistics optimization.
- › Lead the digital transformation in the regional energy sector.



Green Energy Transition Strategy

- › Invest in green energy infrastructure (modern terminal and port, petroleum stations with integrated charging stations, rooftop solar power).
- › Research into participation in the carbon credit market and the development of large-scale renewable energy projects.
- › Become a pioneering green energy enterprise in Vietnam.

REDUCTION

Specifically, in the context of increasingly severe climate change, and in alignment with the Government of Vietnam's commitment at COP26 to achieve Net Zero emissions by 2050, the Group has been implementing a sustainable development strategy, consistently structured around two key pillars: Reduction – Transition, in line with global energy transition trends.

Regarding the Reduction, Petrolimex has focused on reducing direct emissions across its production and business operations. This represents a short-term measure with immediate and tangible effects. The Group has invested in and continues to apply technological solutions for vapor recovery systems at its depots and petrol stations to limit the release of volatile organic compounds into the environment. At the same time, the use of floating roof tanks significantly reduces fuel evaporation during storage.

The Group has focused on optimizing the product portfolio by shifting towards cleaner fuels and gradually reducing its dependence on traditional fossil fuels. A concrete and decisive step has been Petrolimex's pioneering effort to accelerate the nationwide replacement of RON95 gasoline with E10 RON95 biofuel, expected to be completed in April 2026, two months earlier than required by the Ministry of Industry and Trade. This initiative has helped reduce nearly 10% of imported mineral gasoline (equivalent to approximately 35,000–40,000 m³ per month), thereby easing pressure on the trade balance and contributing to energy security, while also demonstrating the Group's strategy of shifting its product portfolio from conventional fuels to more environmentally friendly alternatives, in line with current trends and the growing demand for low-emission fuels.

TRANSITION

Regarding the transition, Petrolimex has been actively organizing cooperation and research to promote the Group's energy transition plan, expanding the green energy ecosystem, and aiming to become a leading energy enterprise, not limited to the petroleum sector. Therefore, in August 2024, the Group held a signing ceremony for a technical support cooperation program to promote Petrolimex's energy transition plan. This program has facilitated the exchange of information on global trends, existing technologies and best practices; supports pre-feasibility studies for integrated solutions (including renewable energy and battery energy storage systems) to develop electric vehicle infrastructure; and provides technical training support. In February 2025, the Group and the Asian Development Bank (ADB) signed a Memorandum of Understanding (MOU) on energy transition cooperation, with the desire to jointly build a strategic partnership in developing clean and sustainable energy in Vietnam.

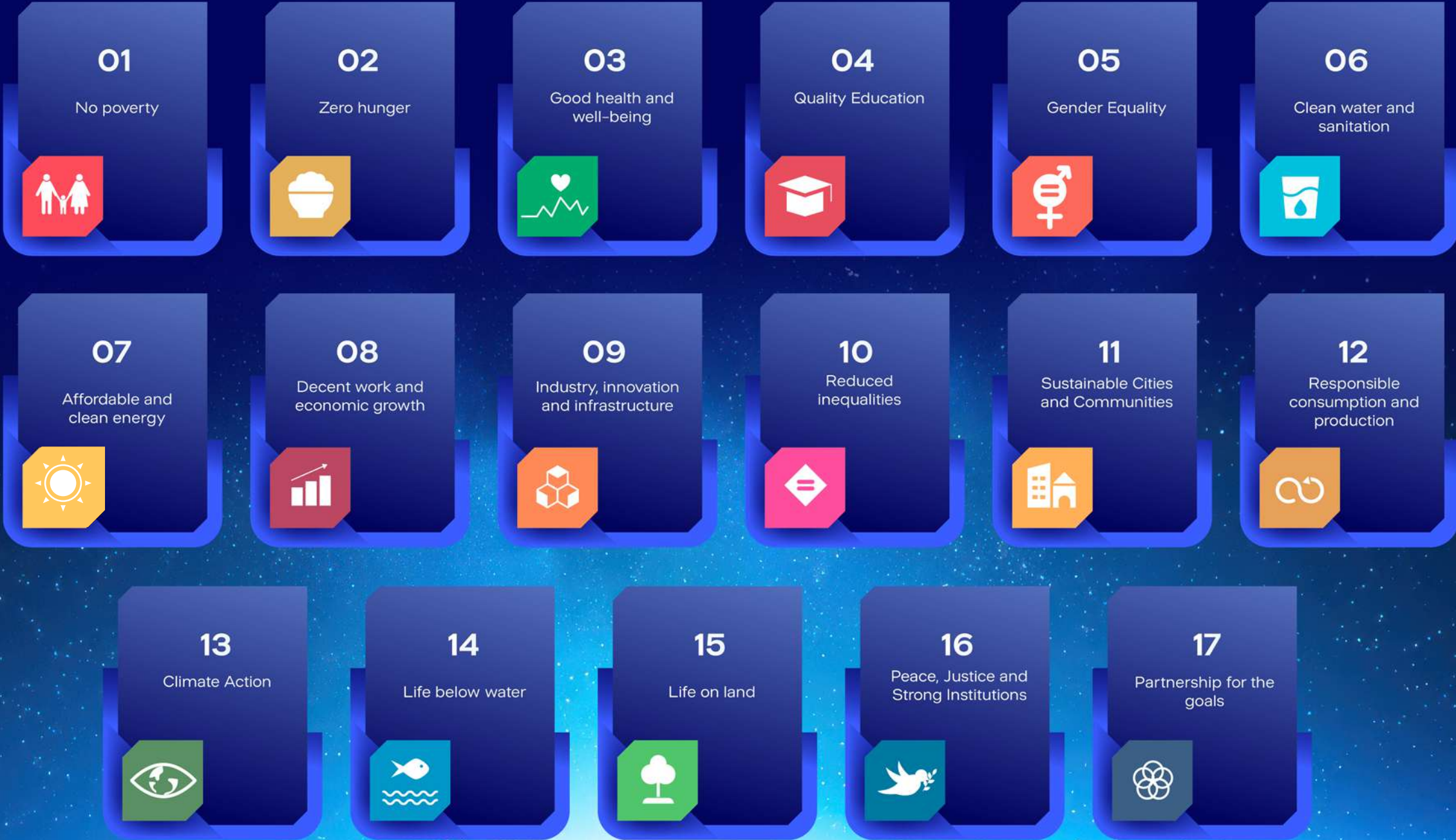
Simultaneously, the Group has focused on deploying and developing new energy ecosystems such as liquefied natural gas (LNG), hydrogen, and green ammonia. Specifically, in August 2025, the Group, together with Petrolimex Aviation Fuel, officially announced the Sustainable Aviation Fuel (SAF) product and signed cooperation agreements for SAF consumption with Vietjet, Associated Energy Group, and AEG Fuels. SAF is an aviation fuel produced from renewable resources, capable of reducing CO₂ emissions by up to 80% compared to traditional aviation fuels.

Proactively negotiating and signing long-term ethanol import contracts with partners in the US, South Korea, and Singapore to serve biofuel production demonstrates efforts to master the new energy supply chain and lay the foundation for a comprehensive energy transition throughout the entire system. The Group has been also accelerating the installation of rooftop solar power at the terminals, jetties, and petroleum stations.



THE IMPLEMENTATION OF THE 17 UN SUSTAINABLE DEVELOPMENT GOALS

Aiming for sustainable development in all aspects of the economy, society, and environment, Petrolimex has achieved several accomplishments in 2025 that are closely linked to Petrolimex's specific goals as well as the 17 Sustainable Development Goals of the United Nations, as follows:



17 UNSUSTAINABLE DEVELOPMENT GOALS (SDGS)		PETROLIMEX'S GOALS AND ACTION ORIENTATIONS	2025 ACHIEVEMENTS
1	GOAL 1 End poverty in all its forms everywhere 	Create stable employment, improve income for employees. Develop the local economy.	➤ Petrolimex ensured stable jobs for about 19,000 employees, always trying to ensure and maintain stable jobs for employees. The average income of employees across the Group reached approximately 20.9 million VND/person/month, exceeding the plan and increasing compared to the same period in 2024, thereby contributing to improving the material and spiritual lives of employees. ➤ The entire Group spent nearly 240 billion VND on social welfare activities, focusing on supporting people in overcoming the consequences of natural disasters, eliminating temporary housing for poor households, building schools, providing medical equipment, the Fund for the Poor, and many other activities to show gratitude and support the community. ➤ In 2025, Petrolimex continued to develop policies with the goal of improving the material and spiritual life, wages and income of workers under permitted business conditions.

17 UNSUSTAINABLE DEVELOPMENT GOALS (SDGS)		PETROLIMEX'S GOALS AND ACTION ORIENTATIONS	2025 ACHIEVEMENTS
5	GOALS 5 Achieve gender equality, empower and create opportunities for women and girls	Ensure equality and non-discrimination; fully implement policies and regulations for female workers; maintain a civilized, respectful, and safe working environment.	- Enhance communication and awareness-raising initiatives on gender and gender equality, while fostering and empowering the role of women in leadership and management positions across all levels. - Petrolimex implemented gender equality in personnel recruitment, youth talent development, source staff training, or welfare policies. - Built internal regulations and corporate culture, fought against gender-discriminatory attitudes, behaviors and words in the working environment at Petrolimex. - Ensured benefits such as career incentives, toxic allowances, seniority allowances, salaries, bonuses, health insurance, social insurance, maternity and sickness benefits, etc. for female staff. - Social, sports, cultural, trade union, and youth movements were widely maintained, contributing to building a friendly, cohesive work environment respecting diversity and opportunities for development of workers, especially women.
6	GOAL 6 Ensure availability and sustainable management of water and sanitation for all	Comply with legal regulations on water environment; use water efficiently and responsibly; strengthen wastewater collection and treatment systems; improve hygiene conditions in workplaces and retail systems.	- Petrolimex is a business unit that almost does not use water as a production material, most of the water is used for the purpose of serving the daily life of the Group's staff. - Petrolimex continued to maintain a wastewater collection and treatment system at terminals, jetties, and oil and gas facilities, especially for rainwater runoff being at risk of oil contamination (this is the main source of industrial wastewater). The amount of groundwater used for domestic or industrial purposes was considered negligible. - Petrolimex established standard regulations for restrooms at petrol stations and piloted outsourced service solutions to meet and maintain these standards, thereby ensuring proper living conditions and a safe working environment across its network of retail outlets, depots, terminals and office areas.
7	GOAL 7 Ensure access to sustainable, reliable and affordable energy for all	Maintain a leading role in ensuring the supply of petroleum products for the economy; gradually restructure the product portfolio towards increasing the proportion of green and clean energy; proactively research and commercialize new energy products.	- Petrolimex achieved a consolidated total output of 17.7 million m³, tons, exceeding the annual plan and showing a strong increase compared to the same period last year; this is an important foundation for the goal of providing reliable and stable energy supply. - Implemented pilot of E10 gasoline at 36 petroleum stations in Ho Chi Minh City from 01st August 2025. - On 15th August 2025, Petrolimex launched the sustainable aviation fuel, SAF, becoming the first entity in Vietnam to import SBC and master the technology for blending SAF; the first commercial batch, consisting of 1,200 m³ of SAF, supplied Vietjet flights. - Petrolimex has applied regulations on lighting standards at petroleum works, creating conditions for changing and using lighting energy with energy-saving light bulbs, ensuring requirements on security, safety and business.
8	GOAL 8 Ensure sustainable, inclusive and continuous economic growth; Create full and productive employment and decent work for all	Maintain sustainable growth, improve labor productivity, product quality and management efficiency; protect labor rights; create stable employment, income and working conditions for employees.	- Ensured income for employees. - Contributed to the State Budget: 30,815 billion VND. - Was recognized by Forbes Vietnam among the Top 50 Best Listed Companies in Vietnam for the ninth consecutive year. - For many years, won the Champion of Vietnam's stock market revenue voted by Forbes Vietnam. - Maintained trade union activities, emulation and reward programs, as well as cultural and sports initiatives, thereby fostering a positive and cohesive working environment and encouraging employees to enhance productivity and contribute to overall performance.

17 UNSUSTAINABLE DEVELOPMENT GOALS (SDGS)		PETROLIMEX'S GOALS AND ACTION ORIENTATIONS	2025 ACHIEVEMENTS
9	GOAL 9 Build resilient infrastructure, promote inclusive and sustainable industrialization, and enhance innovation	Invest in modern infrastructure; promote the application of information technology, automation, and digitalization; and enhance logistics capabilities, management, and operation of the distribution system.	- Continued the promotion of the "Digital Transformation Strategy to 2025, with orientations to 2030" through the implementation of a series of key projects such as: Automation initiatives at depots and petroleum stations; issuance of e-invoices after each transaction in full compliance with regulations; automated payment solutions using RFID technology and smart cameras; the Sales Management Optimization (SMO) solution; upgrade of the Petrolimex App to Version 2; development and enhancement of Digital Office features and virtual assistant capabilities; Business Intelligence (BI) reporting; digital mapping of the retail network; implementation of the fixed asset management module (CSVCKT) on the ERP-SAP system; and deployment of cybersecurity solutions to mitigate financial losses and safeguard information and data against cyber threats. - Organized, managed, operated and supported the effective exploitation of shared IT application systems, ready to meet information requirements to serve business direction and operations from the Group to member units, such as: SAP-ERP, EGAS, PLXID, Mobile App, Nationwide Sales, Website, Email, AD, ITSM, Doffice, etc. - Continued to operate the Petrolimex ID payment system, integrating e-wallets, banking systems and the retail network, thereby enhancing customer experience and improving management efficiency. - Continued to invest in truck service stations systematically and on a large scale, used modern technological equipment to meet the needs of customers; and intensified investment in rest stops along the North-South expressway.
10	GOAL 10 Reduce social inequality	Ensure equality and non-discrimination in areas such as labor, welfare, access to training, and professional development.	- Employees at Petrolimex were entitled to the right to take leave to receive social insurance benefits when giving birth or adopting a child under 6 months old, in accordance with social insurance law. In addition to the social insurance regime according to current regulations of the State, employees were also subsidized with 02 (two) months of basic salary for each month of maternity leave or sick leave; employees with long-term illness were subsidized with 02 (two) months of basic salary for each month of sick leave, but not exceeding 12 (twelve) months. Retired employees were entitled to 03 (three) months of salary according to their current salary before retirement. - Actively organizing activities to support workers was widely implemented, contributing to narrowing the gap in access to allowances, welfare, and cultural and spiritual activities.
11	GOAL 11 Develop the urban and rural toward sustainable and resilient orientation; ensure safe living and working environments; rationally allocate population and labor by region	Develop a synchronized, modern, and safe distribution network; build neat and civilized petroleum stations; contribute to ensuring energy infrastructure to serve sustainable urban and rural development.	- Petrolimex continued to maintain, expand, and standardize the Group's nationwide distribution network with 2,946 petroleum stations, ensuring the ability to serve society under both normal conditions and during natural disasters and market fluctuations. - Petrolimex's petroleum facilities have been constantly being upgraded in terms of designs and implementing regulations on arrangement and tidiness (5S). In addition to being energy infrastructure, they were also architectural highlights, creating a neat and clean industrial image for urban areas and residential communities. - Petrolimex's petroleum stations established professional waste storage and management systems that met applicable standards. - Developed regulations on toilet standards at petroleum stations and pilot a service rental plan to meet and maintain the set standards. This has reflected the Group's commitment to ensuring a proper working environment for employees while enhancing customer experience across its retail network.
12	GOAL 12 Ensure sustainable production and consumption models	Promote the development and use of cleaner energy products; manage waste effectively; enhance digitalization, reduce resource consumption, and improve the customer service ecosystem towards sustainability.	- Petrolimex continued to implement solutions in logistics, storage, operations and quality management toward greater efficiency, reducing costs and waste while enhancing overall supply chain performance. - Petrolimex has been a pioneer in continuously researching and putting into business clean, environmentally friendly products. The Group's business operations included high-quality fuels that minimized environmental impact, such as E5 and E10 gasoline and Euro V standard petroleum products. Waste was collected and transferred to licensed entities for treatment. Used advanced, modern, durable equipment to minimize waste to the environment. Developed drainage and treatment solutions for oil-contaminated wastewater at Petrolimex's oil terminals. - Accelerated research and development activities related to new and renewable energy products and services, including LNG, E10, SAF, EV charging services, hydrogen, e-fuels, and the installation of rooftop solar power systems across its network of petrol stations, petroleum offices and depots.

17 UNSUSTAINABLE DEVELOPMENT GOALS (SDGS)		PETROLIMEX'S GOALS AND ACTION ORIENTATIONS	2025 ACHIEVEMENTS
13	GOAL 13 Respond promptly and effectively to climate change and natural disasters	Enhance adaptation to climate change; proactively prevent and respond to natural disasters, conduct search and rescue operations; control environmental risks and emissions; and promot green energy transition solutions.	› Used internal communication channels to convey to Petrolimex employees about contents related to Environment Month, World Environment Day, Sea and Island Week, World Ocean Day, thereby arousing the spirit of protecting the living environment of each employee. › Complied with regulations in purchasing public liability and environmental pollution insurance for the Group's facilities system. › Climate change has been the cause of increased flooding and storms affecting the operations of Petrolimex facilities. Petrolimex applied a natural disaster prevention and search and rescue system including the construction of systems, specific standards, the establishment of command committees, and response plans at each petroleum facility. › Strengthened safety assurance work for petroleum projects during hot and stormy seasons across the country. Implemented Decrees and Circulars, standards and regulations related to fire Fighting and Prevention, and completed the development of a Handbook on fire prevention and fighting and rescue for petroleum warehouses and ports. › Appraised and approved 213 Oil Spill Response Plans for petroleum stations; Appraised Oil Spill Response Plans for 13 petroleum terminals of the member units. › Organized online training programs and issued certifications on environmental protection (EP) practices in petroleum business operations for 3,416 employees.
14	GOAL 14 Conserve and sustainable use of oceans and marine resources for sustainable development	Minimize emissions into the aquatic environment; strengthen prevention and response to oil spills; ensure environmental standards for jetties and terminals, ships, and logistics operations.	› Petrolimex's maritime fleets adhered environmental standards. › Conducted oil spill response system on fleets and at ports in river and sea ports to prevent maximum pollution flowing into the sea. › Petrolimex's waste management system ensured that hazardous and non-hazardous solid waste was properly collected and handled, preventing adverse impacts on the environment and groundwater flowing into the sea. › The Group's investment, modernization and digital transformation projects contributed to enhancing monitoring capacity, risk management and environmental protection across the entire energy logistics value chain.
15	GOAL 15 Protect and develop sustainable forests; conserve biodiversity, develop ecosystem services, combat desertification, prevent degradation and restore land resources.	Minimize adverse impacts on terrestrial ecosystems; implement environmental protection activities, plant trees, reforest, and raise community awareness about green development.	› Petrolimex's petroleum facilities were developed as part of essential infrastructure and were typically, without affecting forest conservation areas or biosphere reserves, and without adverse impacts on biodiversity. › Coordinated the implementation of an afforestation program at Xuan Son National Park, covering 10 hectares with 20,000 trees, in support of the "For a Green Vietnam" initiative. › The Group and the member units continued to implement tree-planting activities at offices, retail outlets and business facilities under the "Green Sunday" program, contributing to improved landscapes and enhanced environmental quality in the workplace.

17 UNSUSTAINABLE DEVELOPMENT GOALS (SDGS)

PETROLIMEX'S GOALS AND ACTION ORIENTATIONS

2025 ACHIEVEMENTS

16	GOAL 16 Promote peaceful, just and equitable societies for sustainable development, create access to justice for all; build effective, accountable and participatory institutions at all levels	Build a transparent, accountable, and efficient organization; strengthen inspection, supervision, and anti-corruption efforts; promot grassroots democracy and dialogue within enterprises.	Strictly implemented the regulations on receiving citizens, the rules on receiving citizens, engaged in direct dialogue with citizens, and handle citizens' feedback and suggestions. Petrolimex organized annual workers' conferences to grasp workers' aspirations and wishes, thereby making appropriate and legitimate adjustments. Organized inspection work on the implementation of the Grassroots Democracy Regulations at the workplace. The Group and the member units have always paid attention to handling complaints and denunciations in accordance with the provisions of the law on complaints and denunciations; ensuring urgency, timeliness, proper authority, proper procedures and order according to the provisions of the law; ensuring reason and emotion, contributing to protecting the legitimate and legal rights and interests of employees and the Group. After resolving the petition, the internal unit was basically stable, and management work in all aspects was consolidated and improved. Issued programs and plans on anti-corruption and misconduct prevention; legal affairs; inspection, supervision and internal audit; as well as complaint and denunciation handling and anti-corruption measures. The implementation of the Law on Anti-Corruption across the Group and the member units was carried out proactively. The member units submitted periodic reports in accordance with regulations and ad hoc reports when incidents arose, enabling the Group to timely monitor implementation across the system. Anti-corruption efforts became more structured and increasingly effective, contributing to the prevention of potential corrupt and unethical practices. Anti-corruption work became more and more systematic and practical, contributing to preventing corruption and negative acts that may occur. Actively reviewed, revised, supplemented and newly issued internal governance documents. In particular, in the context of organizational restructuring and streamlining in 2025, many core policies and regulations were completed to ensure consistent, effective and efficient governance.
17	Goal 17 Strengthen implementation methods and promoting global partnerships for sustainable development	Strengthen domestic and international cooperation; promote the role of strategic partners in training, technological innovation, green transformation, and expanding sustainable value chains.	Cooperated with strategic partner Petrolimex – JCCP – ENEOS to implement cooperation projects on training in Technical Management, improving safety and improving the environment. Attended training courses on Business Administration – Global Leadership – Green Energy Transition. Continued to expand cooperation with domestic and international partners to research trends in the green energy transition, develop new products, and enhance management capacity.

In 2025, Petrolimex continued to affirm that the implementation of the 17 United Nations Sustainable Development Goals (SDGs) was not only a corporate social responsibility requirement but also a guiding principle embedded across its governance, investment and business operations. As a leading enterprise in the energy sector, Petrolimex prioritized goals directly linked to national energy security, sustainable growth, infrastructure modernization, responsible consumption, climate change response, transparent governance and enhanced collaboration for green development. Through these efforts, the Group laid a solid foundation for a new phase of development that is modern, digitalized and sustainable.

ENGAGEMENT WITH STAKEHOLDERS

IDENTIFICATION OF THE STAKEHOLDERS

Stakeholders are entities that have the potential to influence Petrolimex's operations, or are affected by Petrolimex's production and business activities. Accordingly, the stakeholders identified by Petrolimex include:



Right from the early days of the group's establishment, Petrolimex has clearly identified that the Group's success must be associated with building sustainable relationships with the stakeholders. The core cultural values of Brand Values (Heritage – Diversity – Development – Humanity) and Brand Personality (Optimism, Enthusiasm, Responsibility, Trustworthiness) are the principles in building sustainable relationships of Vietnam National Petroleum Group to bring long-term, constantly increasing values and benefits to stakeholders.

Stakeholders	Impact on Petrolimex (from low > high)	Impact from Petrolimex (from low > high)
Government, State management agencies	High	Low
Shareholders, investors	High	High
Customers	High	High
Partners	Medium	Medium
Community	High	High
Employees and laborers	High	High

APPROACH METHODS TO STAKEHOLDERS

STAKEHOLDER	SOME HIGHLIGHTS OF PETROLIMEX'S ACTIONS IN 2025
	› In 2025, Petrolimex closely followed the directives of the Government, the Prime Minister, and relevant ministries and agencies to organize resource generation, exceeding the total resource allocation assigned by the Ministry of Industry and Trade; proactively developed and implemented flexible operational scenarios; maintained reasonable inventory levels; and ensured timely regulation and distribution of goods, guaranteeing continuous and smooth supply of petroleum products for production, business, and consumption, especially during periods of strong market fluctuations, extreme weather, floods, and peak seasons. › Continued to fulfill commitments to the Government in maintaining market stability, sustainable development, and green energy transition; total imports and procurement reached approximately 11.9 million m³, tons, achieving 111% of the minimum quota assigned by the Ministry of Industry and Trade; the petroleum station network remained fully operational and ready to serve, contributing to national energy security. › Completed the transfer of over 37,000 m³ of DO 0.05S-II and 69,000 m³ of RON 92-II gasoline to the Van Phong Bonded Petroleum Terminal as planned and approved by the Ministry of Industry and Trade. › Actively and proactively contributed opinions to the Draft Decree on petroleum business of the Government, replacing Decrees 83/2014/ND-CP, 95/2021/ND-CP and 80/2023/ND-CP, and thereby contributing to improvement of the legal framework suitable to the practical operation of petroleum business. › Submitted proposals to the Ministry of Industry and Trade to include a Sustainable Aviation Fuel (SAF)/renewable energy production plant project in the "Revised National Energy Master Plan for the 2021–2030 period, with a vision to 2050"; coordinated with partners and consultants to prepare feasibility study reports for SAF/renewable energy projects. › Evaluated the implementation results and develop plans to further expand the business of high-quality fuels, E5 and E10 bioethanol, and prepared the necessary infrastructure and technical facilities to meet the government's directive on the E10 gasoline business roadmap. › Proactively reviewed to amend, supplement/issue new internal management documents, including many core documents important to management and operation on the basis of compliance with State regulations and laws. › Fulfilled the Group's obligation to pay the State budget 30,815 billion VND.

Shareholders,
investors

- › Organized the 2025 Annual General Meeting of Shareholders
- › Dividend payment roadmap for 2025: Petrolimex continued to maintain a stable cash dividend payment policy for 2025 and this plan was submitted for approval at the 2026 AGM, on 24th April 2026.
- › Maintained an "Investor Relations" section on the official website, provided full information on business results, events, documents and publications related to the Group's operations.
- › Published quarterly financial reports, issued annual reports and sustainability reports (in pdf, ebook and digital form), helping shareholders and investors grasp the Group's operations and development strategy.



Community

- › Actively implemented activities aimed at reducing greenhouse gas emissions and protecting the environment, demonstrating the business's responsibility to the community in the green energy transition.
- › In 2025, the Group's total social welfare contributions reached nearly 240 billion VND, focusing on disaster relief, housing support for low-income households, school construction, medical equipment support, contributions to the "Fund for the Poor," and various other community support initiatives; continued to allocate hundreds of billions of VND to offset sourcing costs for subsidiaries operating in remote and disadvantaged areas, ensuring stable petroleum supply to meet societal demand and contributing to national energy security across all regions of the country.



Customers

- › Continued to enhance the quality of the Customer Service Call Center as a direct interaction channel, supporting the rollout of new services and improving customer experience.
- › Continued to upgrade and improve the Petrolimex ID system, Petrolimex App, and Petrolimex Customer Portal, integrating digital transformation applications such as smart cameras and RFID-based automated payment solutions to enhance connectivity, transparency, and convenience, while delivering new services and experiences to customers.
- › Executed nationwide sales contracts with 35 clients and supported companies in marketing and securing nationwide sales contracts with petroleum unit members.
- › Implemented a new method to honor and care for wholesale customers and Franchisees by giving away travel vouchers.
- › Completed and officially launched the Petrolimex 2.0 app on the Apple Store and Google Play from September 2025 and signed contracts with two voucher providers in the market: UrBox and Got It.
- › Kept trading in high-quality fuels and paid attention to research and develop new, environmentally friendly energy products such as LNG, E10, LNG.

Employees and
laborers

- › Average income in 2025 increased compared to 2024 and exceeded the planned target; continued to maintain healthcare, insurance, and employee welfare policies; and enhanced employees' well-being through cultural, sports, and emulation initiatives across the system.
- › Focused on training and development for managers and employees at all levels, considering the development of high-quality human resources as one of the Group's key tasks in the new phase. Organized many training programs and courses directly and online throughout the system to improve knowledge, skills, and quality of human resources through training programs, well meeting the requirements of work, the management needs are increasingly demanding such as: Training of labor and wage management staff, station managers, sales staff, in-depth training in technical skills, investment, safety, fire prevention and rescue, environmental protection in the petroleum business...
- › Periodically organized emulation and reward activities for production and business activities, reward according to assigned topics/fields of work such as: Excellent store manager, excellent sales staff, high growth company to motivate and encourage employees to actively participate in production and business
- › Regularly organized activities, sports and cultural programs, Petrolimex running competitions, maintain the activities of football, table tennis, tennis, pickleball clubs... to improve the spiritual life of employees and at the same time create a cohesive cultural environment within the organization.
- › Organized the labor conference, summary programs, New Year greetings, sightseeing activities, vacations, periodic health check-ups, visits and subsidies for workers in difficult circumstances, work accidents, serious illnesses...



Partners

- › Continued to expand, diversify, and enhance the quality of the supplier network; maintained relationships with traditional partners while actively seeking and establishing new partnerships to improve proactiveness, transparency, and efficiency in sourcing activities.
- › Worked closely with distributors and franchise partners, sharing challenges and benefits to ensure stable supply amid market fluctuations.
- › Flexible and timely adjusted some petroleum business policies and appropriate support policies for Franchisees, contributing to promoting business activities and increasing sales volume. Evaluated and continued to implement support mechanisms for high-volume franchisees and distributors, support the issuance of electronic invoices after each sale, and provide resource support to stable and efficient purchasing units.
- › Supported and shared with domestic refineries before technical problems require shutdown as well as mobilized maximum storage capacity to release goods at times when the refinery tanktops.

SOCIAL SECURITY

Vietnam National Petroleum Group (Petrolimex) is not only a leading enterprise in the petroleum business but also demonstrates social responsibility through the Group’s social welfare programs. In 2025, the Group allocated a total budget of approximately 240 billion VND for social security activities, with key initiatives as follows:



7 billion VND

Health support

Petrolimex contributed 7 billion VND to the healthcare sector, providing essential medical equipment to localities nationwide. These subsidies contributed to improving the quality of healthcare for people, especially in disadvantaged areas.



42.6 billion VND

Educational support

With a total budget of 42.6 billion VND, the Group implemented numerous educational support programs, including providing scholarships for underprivileged students and building and upgrading school infrastructure in various localities. These efforts enabled thousands of students to gain better access to quality education



45.6 billion VND

Demolition of temporary housing support

Petrolimex supported localities nationwide in building approximately 760 solidarity houses for poor households, with each house valued at 60 million VND. The total cost for this activity amounted to approximately 45.6 billion VND. This initiative not only provided stable living conditions for poor families but also demonstrated the spirit of mutual support and compassion within the community.



79.92 billion VND

Disaster relief support

In response to the impacts of natural disasters, the Group donated 79.92 billion VND to help people overcome the consequences. This support was channeled through the Vietnam Fatherland Front Committees in the provinces to be used effectively to help people rebuild and stabilize their lives after natural disasters



5.1 billion VND

Child support

Petrolimex implemented numerous programs to support children through the Vietnam Children’s Protection Fund or directly in localities, with a budget of 5.1 billion VND. These activities helped safeguard children’s rights, particularly those in difficult circumstances



5.42 billion VND

Gratitude Activities for War Invalids and Martyrs

In 2025, the Group carried out gratitude initiatives for war invalids and martyrs, with a total budget of 5.42 billion VND. These activities reflected deep appreciation for those who sacrificed for the independence and freedom of the nation



49.46 billion VND

Other contribution

Petrolimex contributed 49.46 billion VND to various charitable funds, including the “Fund for the Poor,” aiming to improve the living conditions of disadvantaged groups in society.

Overall, Petrolimex’s social welfare activities in 2025 achieved significant results. With a total budget of approximately 240 billion VND, these initiatives reflected the Group’s commitment, compassion, and responsibility toward the community. They not only contributed to improving quality of life but also promoted social cohesion and sustainable development in Vietnam



MATERIAL TOPICS AND SUSTAINABLE CONSTRUCTED VALUES AT PETROLIMEX

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**STEP
01****UNDERSTAND THE
PETROLIMEX'S
BACKGROUND****STEP
02****IDENTIFY ACTUAL AND
POTENTIAL IMPACTS****STEP
03****ASSESS THE SIGNIFICANCE OF THE IMPACTS****STEP
04****PRIORITIZE THE MOST SIGNIFICANT
IMPACTS FOR REPORTING**

DETERMINING MATERIAL TOPICS

At Petrolimex, material topics are identified based on analysis, assessment and prioritization of Petrolimex's most significant positive and negative impacts (actual and potential) on the economy, environment, and people. The process of identifying material topics is carried out by a technical panel, the Sustainability Report Team, with the participation of the BOD Member in charge of Sustainability Report Team and stakeholder engagement through a variety of approaches, following a step-by-step sequence based on the GRI 2021 Standards:

STEP 1. UNDERSTAND THE PETROLIMEX'S BACKGROUND

To gain a comprehensive understanding of Petrolimex's sustainability context, the sustainable development context in the world and in Vietnam is considered, in addition, the nature of the industry, core business activities and business relationships are also considered and concerned. Simultaneously, requirements and expectations from Petrolimex stakeholders will also be collected and analyzed.

STEP 2. IDENTIFY ACTUAL AND POTENTIAL IMPACTS

A preliminary list of negative and positive impacts (actual and potential) on the environment, society and economy will be developed, after Petrolimex conducts internal surveys and consults with stakeholders.

STEP 3. ASSESS THE SIGNIFICANCE OF THE IMPACTS

From the preliminary list of impacts identified in step 2, the impacts will be assessed based on 4 main criteria, including: scope, scale, remediability and likelihood of occurrence of impacts.

STEP 4. PRIORITIZE THE MOST SIGNIFICANT IMPACTS FOR REPORTING

Finally, Petrolimex gathers input from the leadership team through interviews to establish thresholds for what constitutes a material impact. This helps identify the most critical impacts and group them into relevant themes to determine a list of key topics. The key topics identified will be approved during a meeting between the Deputy General Director in charge of the Sustainability Report Team and mid-level managers directly responsible for sustainable development issues. Finally, the report will be submitted to the General Director and the Chairman of the BOD.

LIST OF MATERIAL TOPICS

Here's a breakdown of Petrolimex's 13 material topics, categorized by their focus:



Material Economic Topics

GRI 11.14
Economic Impacts



Material Environmental Topics

GRI 11.1
GHG emissions

GRI 11.2
Climate adaptation, resilience and transition

GRI 11.3
Air emissions

GRI 11.5
Waste

GRI 11.6
Water and effluents

GRI 11.8
Asset integrity and critical incident management

Natural disaster prevention and Control, Search & Rescue

Supplier Selection



Material Social Topics

GRI 11.9
Occupational health and safety

GRI 11.10
Employment practices

GRI 11.11
Non-discrimination and equal opportunity

GRI 11.18
Conflict and security



MATERIAL ECONOMIC
TOPICS

GRI 11.14 ECONOMIC IMPACTS



GRI 11.14 ECONOMIC IMPACTS

MANAGEMENT OF THE TOPIC

01 Affirming the Group’s position as a leading enterprise in core business areas and ensuring national energy security, such as petroleum and related products including lubricants, gas, etc., Petrolimex has continuously improved economic efficiency, thereby creating a foundation for the sustainable development of the enterprise, and increasing the Group’s contribution to society and the community.

02 The Group’s economic performance is reflected through key indicators such as revenue and profit, which have consistently met the business plans approved by the Ministry of Finance and achieved year-on-year growth. Market share in key business segments has been maintained and expanded in line with strategic orientations. At the same time, the Group has leveraged nationwide distribution network, supported by a workforce of employees and a system of petroleum stations with standardized facilities in compliance with State regulations and internal standards.

03 Vietnam National Petroleum Group also committed to transparency of business information and compliance with the law by presenting and disclosing full and timely business information and complying with all legal regulations related to business activities.

04 By effectively implementing strategic management methods for the 2021–2025 period, along with actively applying new technologies to improve corporate governance, Petrolimex achieved positive business results in 2025. This has continuously increased the Group’s contribution to the State budget, ensured dividend payments to shareholders as committed, and contributed to improving the income and welfare of employees throughout the Group. In addition, the Group has constantly been promoting the balance of the Company’s and shareholders’ interests with the interests of stakeholders through fair and transparent interest and risk control mechanisms, and consultation with parties involved in business activities.

05 Vietnam National Petroleum Group committed to practicing good accounting practices through the application of Vietnam accounting standards and a transparent and public financial and accounting reporting system as required and recommended by state management agencies.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

MANAGEMENT METHOD

All member units across the Group have worked in unity and made strong efforts to achieve the set objectives. As a result, the Group has not only continued to affirm the position as one of the largest corporations in Vietnam and maintained the leading role in the downstream petroleum business, but has also enhanced shareholder value, improved quality of life, contributed positively to the country’s socio-economic development, ensured the well-being of employees, and helped safeguard national energy security.

SUSTAINABLE BUSINESS GROWTH

In the context of today’s market economy, Petrolimex continues to affirm the key role in ensuring national energy security and promoting sustainable development. Under close supervision by the Government, Petrolimex is committed to achieving the Group’s economic objectives in alignment with important political responsibilities, thereby contributing positively to the country’s socio-economic development.

- Petrolimex is currently the largest petroleum supplier in the domestic market, accounting for nearly 50% of the market share with a distribution network of 4,379 retail petroleum stations and agents nationwide.
- By the end of 2025, the Group’s revenue from sales and services reached 309,985 billion VND

Beyond operating as a purely commercial enterprise, Petrolimex also undertakes the mission of stabilizing the domestic petroleum market, ensuring continuous supply under all conditions, and advancing toward sustainable development goals.

HIGHLIGHTS

Ensured supply and stabilized the market:

- i. In strict compliance with directives from the Government and the Ministry of Industry and Trade, Petrolimex fulfilled 105% of the total assigned supply quota;
- ii. Proactively developed and implemented responsive scenarios in a timely manner to ensure uninterrupted supply, particularly in extraordinary situations such as natural disasters, storms and floods, and fluctuations in the global political landscape.

Completed and exceeded planned targets:

- i. Total consolidated petroleum sales volume across the Group reached over **17.7 million m³, tons**, equivalent to 99.7% of the plan and an increase of 12% compared to the previous year.
- ii. Profit before tax reached **3,643 billion VND**, achieving 114% of the annual plan and decreasing by 8% year-on-year.
- iii. Total contributions to the State budget amounted to **30,815 billion VND**, representing 114% of the annual plan.
- iv. As of 31st December 2012, Petrolimex’s total assets increased by about **4,580 billion VND** compared to the same period in 2024, reaching **85,855 billion VND**.

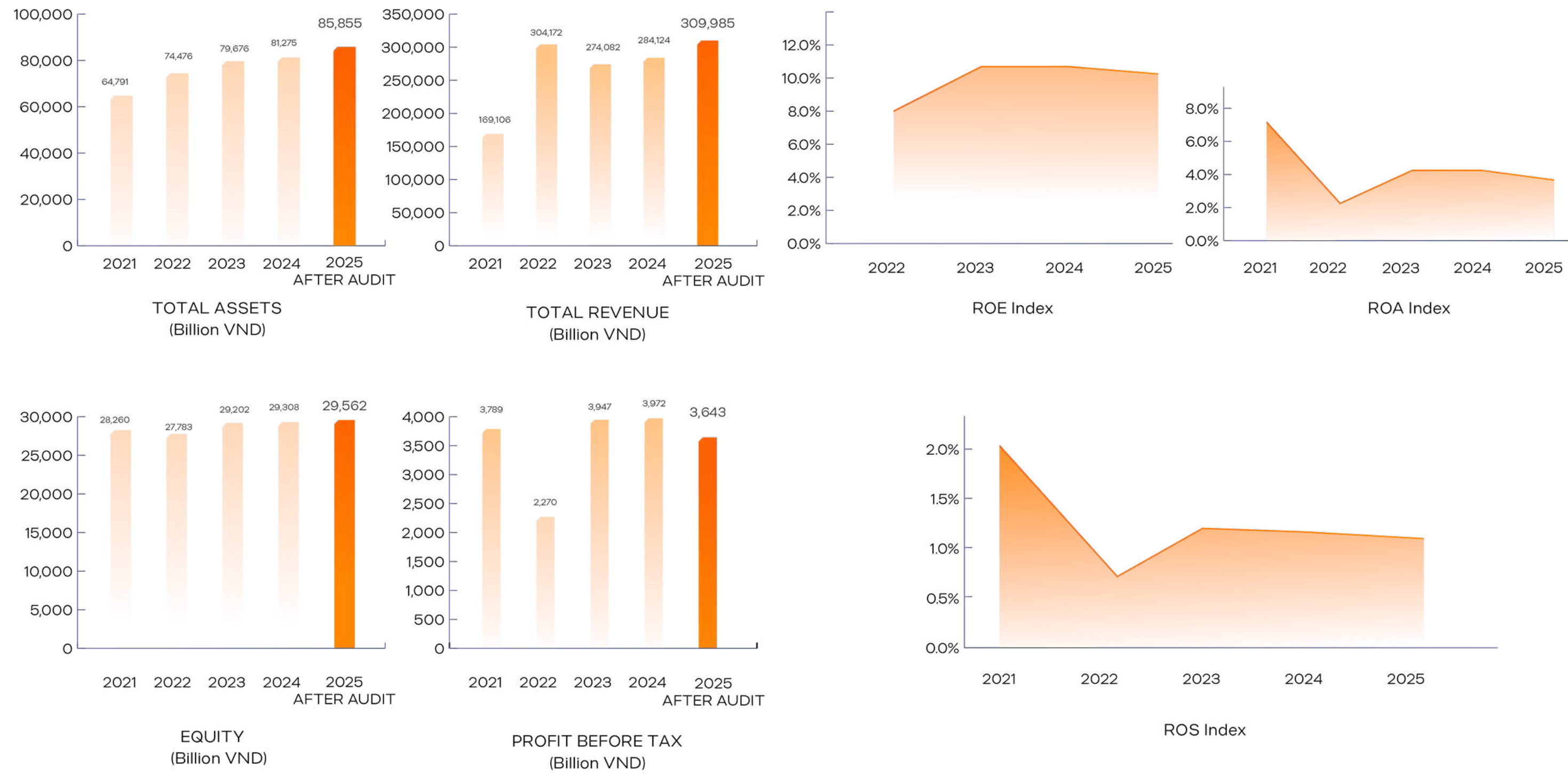
According to assessments from reputable securities companies (VCBS, MBS, etc.), PLX shares have maintained a solid position and are considered one of the promising stocks in the market.

Optimized the distribution system and improved operational efficiency:

- i. The Group has continued to invest in the development of its petrol station network, upgrading infrastructure and applying modern technologies to optimize resources, thereby increasing revenue and profitability.
- ii. Petroleum stations under the PLX brand account for only 27% of the total number of stations nationwide, yet their retail sales volume represents nearly 50% of the entire market, demonstrating outstanding operational efficiency.

Thanks to the determination of the Board of Directors and the consensus and solidarity of all staff, Petrolimex comprehensively completed and exceeded the production and business targets for 2025. At the same time, the Group affirmed the core role in stabilizing the market, ensuring national energy security, and contributing to promoting sustainable socio-economic development.

Update the tables and charts according to the attached data file from 2021–2025.



INVESTMENT IN INFRASTRUCTURE AND SUPPORTED SERVICES

MANAGEMENT METHOD

In the context of widespread digital transformation and energy transition, Petrolimex needs to further promote innovation and the application of science and technology in management and operations to create new products and services, meet market demand, and enhance operational efficiency.

APPLICATION OF SCIENCE AND TECHNOLOGY IN MANAGEMENT AND OPERATIONS

In the context of the Fourth Industrial Revolution taking place strongly, digital transformation has become an inevitable trend, of vital significance to businesses. Petrolimex constantly innovates and applies science and technology to management and operations to improve operational efficiency and provide optimal products and services to customers. Issuance of electronic receipts (E-receipt) and further promotion of cashless payments

From 1st July 2025, new regulations require non-cash payment documentation for all purchases of goods and services (except for certain specific cases) to qualify for VAT deductibility. The removal of the 20 million VND threshold means that all transactions, regardless of value, must be conducted through legitimate electronic payment channels. This represents a significant step forward in enhancing economic transparency, preventing invoice fraud, and promoting the Government’s cashless society agenda. Rather than viewing this as a challenge, Vietnam National Petroleum Group considers the new regulation as a catalyst for modernization and a source of competitive advantage:

- 1. Enhance credibility and retain business customers: Under the new regulation, customers of Vietnam National Petroleum Group can make payments and receive e-invoices quickly and conveniently, while ensuring valid documentation. Proactive investment in a modern payment system is a key strategy to retain loyal customers and attract large corporate clients.
- 2. Optimize speed and enhance customer experience: The intelligently integrated payment system (EGAS integrated with SAP) at the fuel pumps helps reduce customer waiting times, solve the problem of congestion during peak hours, and provide a professional and modern service experience. Furthermore, the synchronized integration also facilitates the Vietnam National Petroleum Group in issuing accurate and timely invoices, and help to achieve comprehensive and unified management.
- 3. Automate management and reduce operational burden: The application of technology fully automates transaction reconciliation and revenue management processes. This reduces reliance on manual, time-consuming tasks, allowing employees to focus on customer service and other value-creating activities.

Increasing cashless payments

Petrolimex’s petroleum station system accepts payment methods from international cards: Visa, MasterCard; domestic cards from the Napas system and via QR codes. The number and value of cashless payment transactions at Petrolimex stations have continued to grow strongly. The implementation results in 2025 are as follows:

- › Total number of transactions reached over 62 million, increased by 20% over the same period last year.
- › Total non-cash payment turnover exceeded 26 trillion VND, increased by 28% over the same period last year making significant growth YoY.

To recognize the achievements and success of Petrolimex in implementing e-commerce, VISA card organization awarded Petrolimex a trophy as “Leading unit in transaction turnover at the counter in 2025”.

Collaborating with Visa to Issue Co-branded Cards and Expand the Digital Payment Ecosystem for individuals and businesses, contributing to the acceleration of digital transformation in the petroleum industry.

To promote strong digital transformation in the petroleum retail industry in Vietnam, on 4th August 2025, Vietnam National Petroleum Group and Visa held a signing ceremony for a cooperation agreement to issue co-branded cards. This event reaffirmed the commitment of two leading brands in the energy and financial technology sectors to advancing a cashless economy in Vietnam. In the coming period, these card products are expected to be officially launched in the market, enhancing user experience and delivering greater value to customers.



Optimization of operation through online meetings

Petrolimex continues to maintain and expand the use of online meeting platforms and systems to optimize operations and reduce costs

- › Quickly connecting between departments tp promptly resolve arising problems.
- › Ensuring seamless communication between departments, maintaining business efficiency.
- › Saving time and costs for employees and shareholders to ensure benefits and increase work efficiency

MATERIAL INDIRECT ECONOMIC IMPACTS MANAGEMENT METHOD

As one of the leading enterprises of the economy, Petrolimex has been making continuous efforts not only to fulfill its management and business responsibilities but also to uphold its obligations to society through:

- › Compliance with applicable tax laws wherever you operate.
- › Transparency regarding payments to the state budget.

This approach enables Petrolimex to adhere to both the letter and the spirit of the law. For Petrolimex, transparency also means demonstrating that the development of energy resources provides the government with revenue-generating opportunities, supports economic growth, and promotes social development.

INDIRECT ECONOMIC IMPACTS

Improvement of the organizational models and streamlining of structures to enhance the corporate governance

On 30th September 2025, Petrolimex announced decisions regarding the restructuring and reorganization of the Group’s system, from the head office to the subsidiaries. This initiative forms part of Petrolimex’s roadmap to rigorously implement Resolution No. 18-NQ/TW, in line with directives from the Government and the Ministry of Finance on continuing organizational reform toward a streamlined, efficient, and effective structure.

From 01st October 2025, the number of Petrolimex’s petroleum companies was reduced from 51 to 34, with each province and city having a single company responsible for managing the entire network of petroleum stations owned within the administrative boundaries, in accordance with the updated administrative divisions. The restructuring process was carried out democratically and scientifically, ensuring the legitimate rights of workers and maintaining stability and continuity in the supply of petroleum products to serve the economy and people’s lives.

Control and management of tax and risk

From 01st June 2025, the entire Petrolimex petroleum station system officially issued electronic invoices in accordance with Government Decree No. 70/2025/ND-CP. Accordingly, each e-invoice issued for petroleum sales to non-business individual customers at Petrolimex stations is digitally signed and transmitted directly to the tax authority immediately after the transaction. The implementation of e-invoicing for each fuel injection has delivered many positive results, specifically:

- › Enhancing transparency and ensuring fairness in petroleum trading activities.
- › Promoting the development of a healthy and sustainable petroleum market.
- › Strengthening customer trust while minimizing commercial fraud.
- › Minimizing the risk of revenue loss for the state budget.
- › Effectively supporting the tax authorities in inspection, supervision and management.
- › Facilitating businesses in fuel management, particularly for those operating large vehicle fleets.

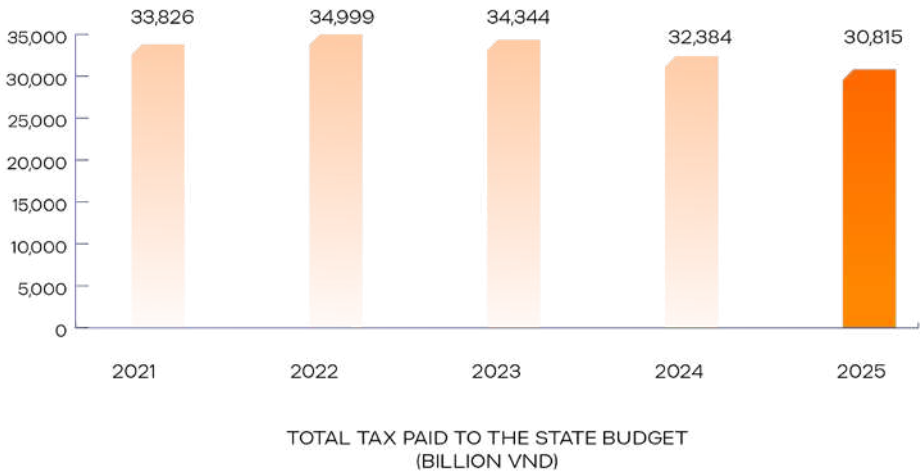
Pioneering the Distribution of E10 biofuel in Ho Chi Minh City.

From 01st August 2025, Vietnam National Petroleum Group piloted the business of E10 biofuel (E10 gasoline) at 36 petroleum stations located in Ho Chi Minh City to assess the market and the feasibility of practical implementation.

In line with the Group’s strategic objective toward 2035—“to become Vietnam’s leading energy group in green, clean, high-quality, and environmentally friendly energy products, based on Industry 4.0 technologies and comprehensive digital transformation”—the development of biofuel is a key component of Petrolimex’s energy transition strategy. The Group has been upgrading the retail infrastructure and expanding ethanol blending network. At the same time, the Group has been strengthening cooperation with domestic and international ethanol producers to ensure a stable supply and support the sustainable development of the biofuel business. Alongside with biofuel business, Petrolimex is also researching new energy solutions such as hydrogen and other renewable fuels, in line with the energy transition trend and the requirement to reduce emissions. Within the framework of the Group’s strategic cooperation with the Asian Development Bank (ADB), the Group has set a goal of developing a roadmap to implement emission reductions in accordance with the Government’s commitments.

Contribution to the state budget

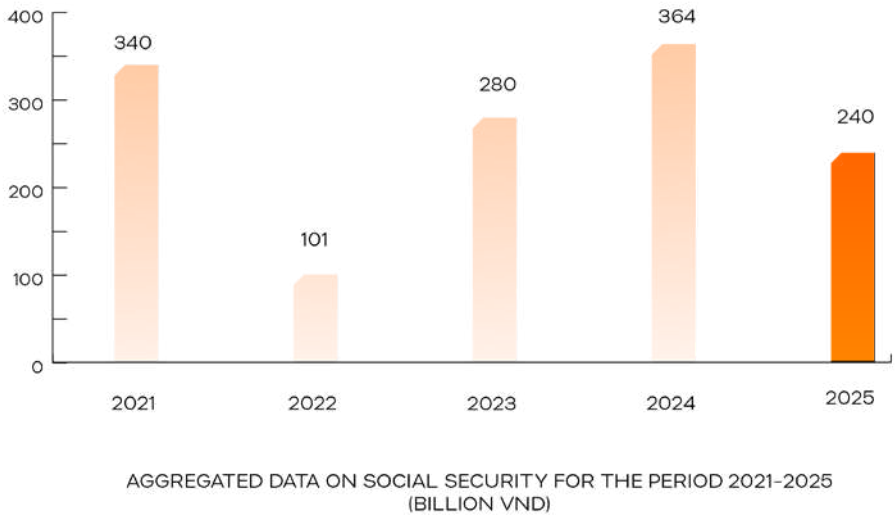
Despite facing many challenges, in 2025, Petrolimex successfully ensured to pay the State budget 30,815 billion VND. This demonstrated the strong commitment of all staff to fulfilling their social responsibilities.



Social security services

Over the years, in addition to the prominent role as a State-owned enterprise making significant contributions to the national economy, particularly in ensuring energy security, Petrolimex has consistently paid close attention to social welfare activities across all localities nationwide. The Group considers this a key component of the Group’s sustainable development strategy and long-term growth. Petrolimex’s leadership, officers, employees, and workers have consistently demonstrated a strong sense of responsibility toward the community through practical actions, providing both material and spiritual support. These efforts have contributed to improving the quality of life of local communities and promoting the nation’s long-standing tradition of solidarity and mutual support.

Aggregated data on social security for the period 2021–2025



GASOLINE
E10

PROPORTION OF SPENDING ON LOCAL SUPPLIERS

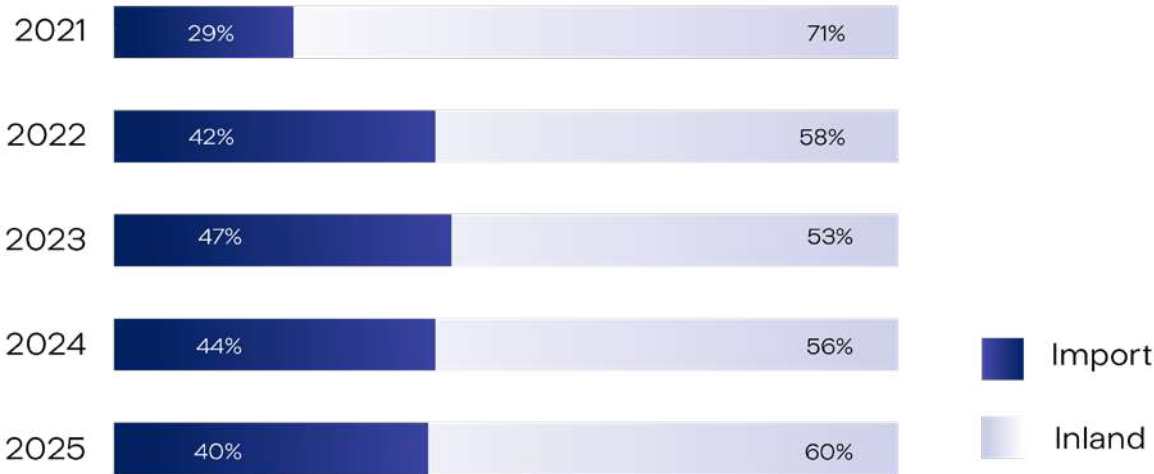
MANAGEMENT METHOD

Although always proactively seeking import sources that are competitive in price and tax, Petrolimex always gives priority to domestic suppliers. Regarding the task of ensuring sources, Petrolimex always negotiates with domestic refineries to sign product purchase contracts and ensure domestic petroleum supply; stabilizes the petroleum market and ensures national energy security. After the success of implementing Decree No.

123/2020/NĐ-CP and Decree No 70/2025/NĐ-CP on issuing invoices for each sale, Petrolimex issued policies to support franchisees in the Petrolimex system, both to support large customers in the system and to support localities in ensuring the quality of gasoline and oil as well as managing invoices

PROPORTION OF SPENDING ON LOCAL SUPPLIERS

Petroleum supplier



Petrolimex has prioritized sourcing from domestic suppliers, with procurement from local refineries—specifically Dung Quat Refinery and Nghi Son Refinery—consistently accounting for a larger share than imported volumes

Franchisees in the Petrolimex system

Petrolimex's franchised network continued to expand in 2025, including 1,433 petroleum stations managed by franchised traders. These partners has operated under Petrolimex's technical support and branding, with extensive nationwide coverage, including key economic hubs such as Hanoi and Ho Chi Minh City.

In 2025, Petrolimex further strengthened the Group's support for franchise partners through integrated solutions, including commitments to stable supply, preferential business policies, technology integration (e-invoicing and sales management systems), and support for the development of non-fuel services.

Petrolimex has continuously expanded the Group's distribution channels through the Franchisees and Distributor system, and supports partners through:

- › Preferential price policy, support for petroleum quality management and electronic invoices.
- › Free software to help the Franchisees meet the requirements of invoice issuance time.
- › System for online ordering (SMO) to facilitate customers to place orders more conveniently.
- › Petroleum business training program improving commercial skills.
- › Support petroleum station management software to optimize operations.



MATERIAL ENVIRONMENTAL TOPICS

GRI 11.1. GHG EMISSIONS

GRI 11.2. CLIMATE ADAPTATION, RESILIENCE AND TRANSITION

GRI 11.3. AIR EMISSIONS

GRI 11.5. WASTE

GRI 11.6. WATER AND EFFLUENTS

GRI 11.8. ASSET INTEGRITY AND CRITICAL INCIDENT MANAGEMENT

NATURAL DISASTER PREVENTION AND CONTROL, SEARCH & RESCUE

SUPPLIER SELECTION



GENERAL MANAGEMENT METHODS OF ENVIRONMENTAL TOPICS

State legal documents

- › The Law on Environmental Protection
- › Law on Fire Prevention and Fighting
- › Law on Occupational Safety and Hygiene
- › Law on Natural Disaster Prevention Control

Internal regulations

- › Risk Management Regulations
- › Fire Fighting and Prevention, Search and Rescue Regulations
- › Environmental Protection Regulations
- › Occupational Safety and Hygiene Regulations
- › Disaster Prevention & Search and Rescue regulations
- › The Group's documents giving guidances on the implementation of legal documents in the fields of Fire Fighting and Prevention and Rescue, Environmental Protection, Occupational Safety and Hygiene, Disaster Prevention & Search and Rescue, Oil Spill Response

Responsibility

- › Deputy General Director of the Group is responsible for general direction.
- › The Group's Technology - Safety Department is responsible for managing environmental protection.
- › The Research and Development Department is responsible for researching emission reduction programs and Carbon credit projects.
- › O1 Leader of each unit under the Group is responsible for implementation at the unit.
- › The Command Boards and Technical Departments at the member units are responsible for implementation.

Objectives

- › Ensure the safe production and business activities of the Group and the member units, minimize impacts on the surrounding environment; comply with legal regulations on environmental protection, safety, fire prevention and fighting and rescue, occupational safety and hygiene, natural disaster prevention & search and rescue, oil spill response.
- › Establish standardized regulations on management, supervision, and implementation across the Group and the subsidiaries, clearly defining responsibilities for activities that may impact the surrounding environment, and ensuring compliance with applicable laws.

Resources

- › The Steering Committee for Natural Disaster Prevention and Search and Rescue of the Group. Command Committees and Rapid Response Teams for Natural Disaster Prevention, and Search and Rescue at the member units.
- › Emergency Steering Committee (at the Group and the member units).
- › Steering Committee on Oil Spill Response (at the Group and member units).
- › Fire Fighting and Prevention and search and rescue Steering Committee at the Group. Fire Fighting and Prevention and search and rescue Steering Committee at member units; grassroots/ specialized fire fighting and prevention.

Reception and resolution mechanism

- › Units develop Environmental Incident Response Plans, Oil Spill Response Plans, Emergency Incident Response Plans, Chemical Incident Response Measures, Fire Prevention and Fighting and Rescue Plans, and Natural Disaster Prevention and Search and Rescue Plans; These plans/measures are appraised and approved according to decentralization (the management agency of the State/Group/unit) according to regulations of specialized Law.
- › When an incident occurs, member units immediately deploy according to prepared plans, organize forces to ensure timely prevention and response, and immediately notify the Group and relevant authorities to coordinate in resolving the incident in accordance with the provisions of the Law.
- › Units inspect their internal facilities (terminals, jetties, petroleum stations) periodically every year. The Group (Technical - Technology & Safety Department) conducts inspections of member units or coordinates with competent authorities such as the Ministry of Industry and Trade (Inspectorate, Department of Industrial Safety Techniques and Environment), the Ministry of Public Security (Fire Prevention and Fighting and Rescue Police Department), the Ministry of Natural Resources and Environment, and the Ministry of Labour, Invalids and Social Affairs, among others.

GRI 11.1. GHG EMISSIONS

Petrolimex and the commitment to “greening” energy

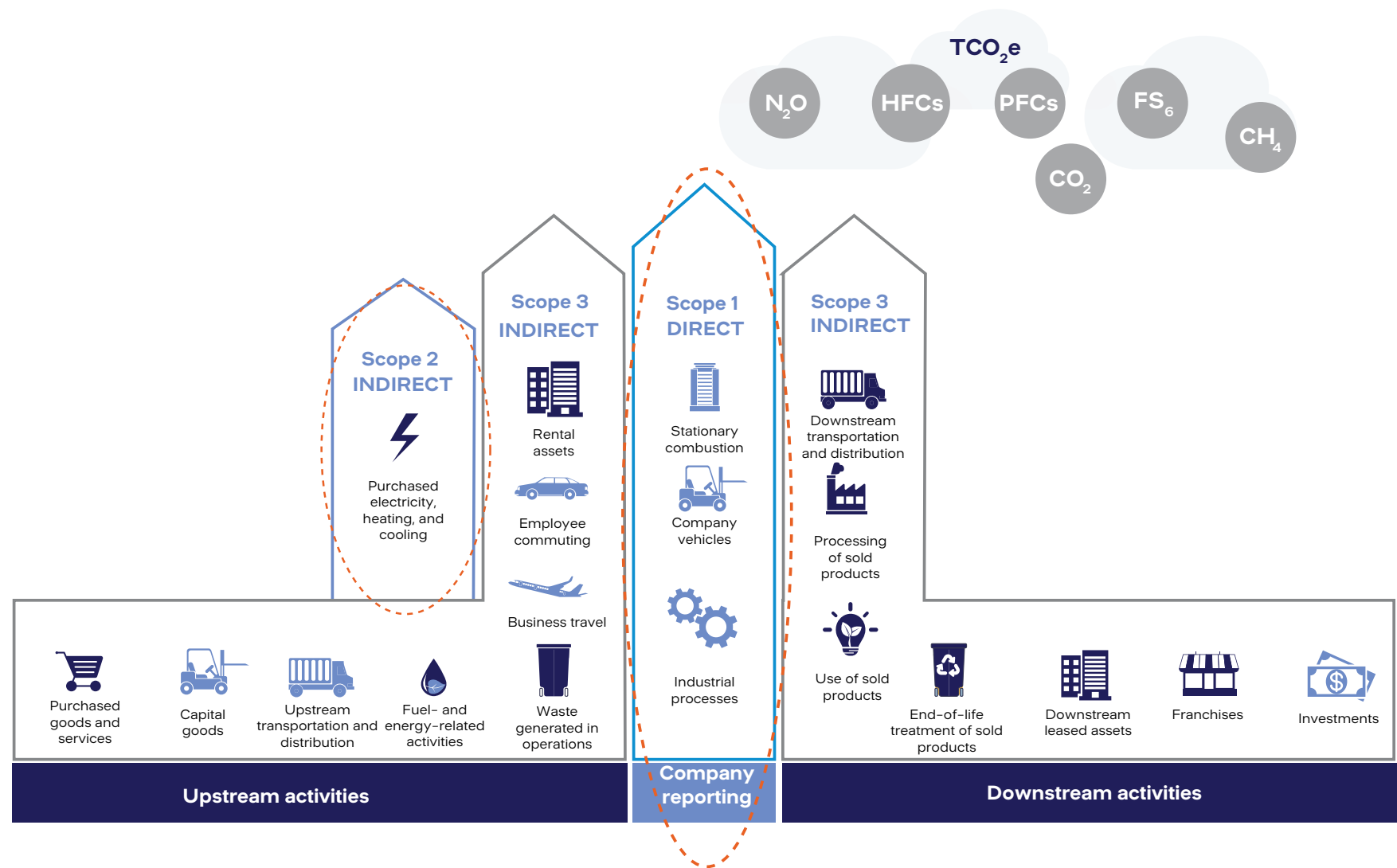
The year 2025 marked historical milestones for Petrolimex in the roadmap for emission reduction and carbon neutrality. The Group completed a report calculating options for reducing greenhouse gas emissions, specifically prioritizing feasible measures to achieve carbon neutrality by 2030 for the Group’s petroleum business segment.

- On 10th April 2025: Became the first large-scale state-owned enterprise in Vietnam to receive Greenhouse Gas Inventory Certification (ISO 14064-1:2018) from the British Standards Institute (BSI).
- On 14th November 2025: Further honored with the Carbon Neutrality Verification (PAS 2060:2014), also issued by BSI.

These achievements represent not only international certifications but also Petrolimex’s strong commitment to environmental and social responsibility. The transparency of emissions data provides a solid foundation for enhancing the Group’s competitiveness and deeper integration, while advancing toward a greener energy future for Vietnam.

Total emissions by scope

Committed to transparency in measuring and managing greenhouse gas emissions, gradually moving towards the Net Zero target by 2050. In 2025, total CO₂e emissions from activities under Scope 1 and Scope 2 were as follows:



Total Scope 1 & 2 emissions:

199,398.25 tCO₂e

Direct Greenhouse Gas (GHG) Emissions (Scope 1):

146,895.66 tCO₂e

Indirect GHG emissions (Scope 2):

52,502.59 tCO₂e

GRI 11.2. CLIMATE ADAPTATION, RESILIENCE AND TRANSITION

MANAGEMENT METHOD
GREENHOUSE GAS EMISSIONS REDUCTION

PETROLIMEX: PIONEERING CLEAN ENERGY, CREATING A GREEN FUTURE

Petrolimex is striving to realize Vietnam’s commitments at COP26 regarding the target of Net Zero emissions by 2050 and closely adhering to Resolution 55-NQ/TW of the Politburo on the strategic orientation for national energy development until 2030, with a vision to 2045. The Group is actively promoting new, green, clean, and environmentally friendly energy projects.

PROVIDING HIGH-QUALITY PRODUCTS

Petrolimex is a pioneer in complying with the Government’s roadmap for the adoption of emission standards, proactively selecting and supplying clean, high-quality fuel products, including:

- › DO 0.001S–V diesel (Euro V standard)
- › RON 95–V gasoline (Euro V standard)

The widespread deployment of these products demonstrates Petrolimex’s strong commitment to reducing emissions from transportation and contributing to a cleaner living environment.

Furthermore, “green fuels” are not only reflected in product quality but also encompass the “clean” factor for the environment, significantly reducing various types of emissions from engines: HC, PM, SOx,.. Based on the statistical data of sold volumes of fuel products meeting Euro IV and V standards, including: RON 95–IV Gasoline; DO 0.001SV Oil, RON 95–V Gasoline, total emissions that Petrolimex reduced compared to trading lower quality products through fuel consumption of motor vehicles from 2017 to the end of December 2025:

NOx emissions	PM dust
23,182 tons	5,720 tons
NOx + HC emissions	CO emissions
25,565 tons	181,292 tons
Total Hydrocarbons	
7,790 tons	

Petrolimex has been vigorously researching and investing in green energy sources transition, building and developing a circular economy, focusing on promoting research on new, clean, and environmentally friendly energy projects based on 4.0 technology platforms and comprehensive digital transformation.

PILOTING A PROJECT IN BLENDING AND SUPPLYING B5 BIODIESEL.

Petrolimex has become the first enterprise in Vietnam to be certified by the Commission for the Standards, Metrology and Quality of Viet Nam for the blending facility, conformity certification, and declaration of conformity for B5 diesel biofuel products, and has completed the supply of two batches of products to Vietnam Railways in May and October 2025. Petrolimex is ready to supply B5 diesel to the market.

READY FOR THE E10 BIOFUEL ROADMAP

From 01st August 2025, Petrolimex piloted the business of E10 biofuel (E10 gasoline) at 36 petroleum stations located in Ho Chi Minh City to assess the market and the feasibility of practical implementation. The Group has been deploying integrated solutions in infrastructure, supply, and workforce training, while strengthening communication efforts to raise consumer awareness. These initiatives aim to realize the roadmap for new biofuel products, contributing to environmental protection and national energy security.

GREEN FLIGHT WITH SAF: WHEN THE SKY IS NO LONGER A LIMIT!

The aviation industry is experiencing strong growth, but it also faces significant challenges related to emissions. To address this issue, a breakthrough solution is shaping the future of the sector: Sustainable Aviation Fuel (SAF).

From 15th August 2025, Petrolimex officially began supplying Sustainable Aviation Fuel (SAF) to the market, contributing to carbon emission reduction, ensuring flight safety, and minimizing impacts on natural resources and the environment.

This project marks Petrolimex’s complete mastery of blending technology according to international standards, with strategic cooperation with major partners such as Vietjet and AEG Fuels, ready to meet the clean energy needs of the future. Petrolimex Aviation Fuel Joint Stock Company (Petrolimex Aviation) is the first enterprise currently promoting the import and supply of SAF, paving the way for a cleaner aviation era in Vietnam; while also completing the SAF blending system at Nha Be Petroleum Depot.

This is a strategic move, affirming Petrolimex’s role in accompanying the aviation industry and the nation on the journey towards sustainable development.



INVESTMENT IN GREEN TECHNOLOGY – THE KEY TO SUSTAINABLE DEVELOPMENT

Petrolimex and the Group's member units have continuously implemented various measures to ensure safety in waste management, oil spill response, and vapour recovery at petroleum facilities, as well as investing in equipment to enhance operational safety and minimize adverse environmental impacts. Specifically, the Group has implemented green technology and environmental protection solutions as follows:

- › 100% of the Group's stores, terminals and headquarters and the member companies use LED lighting systems.
- › 100% of petroleum stations are applied closed-loading technology and vapor recovery technology in the import process; apply vapor recovery technology in the sales process at petroleum stations in Hanoi.
- › Deployed advanced vapor recovery technology at some large terminals such as Duc Giang Petroleum Depot, kept deploying at Nha Be Petroleum Depot, Do Xa terminals, Da Nang Petroleum Depot...
- › Deployed investment in wastewater treatment plants at petroleum terminals according to internationally standardized technology models, applied uniformly throughout the entire Petrolimex system.
- › Installed hydrometeorological monitoring stations at type I and type II seaports.
- › Equipped modern oil containment booms at seaports.
- › Completed installation of floating roofs and heat-reflective paint for all gasoline tanks to reduce loss and limit the amount of gasoline vapor diffusing and polluting the air.
- › Installed automatic measuring devices to reduce manual operations when opening tank lids, reduce evaporation during import and export processes and ensure the health of delivery workers.

PETROLIMEX PROMOTES INNOVATION AND CREATIVE TRANSITION TO GREEN ENERGY

Petrolimex has been promoting the shift towards green energy, stepping up research, investment, and development of clean, environmentally friendly energy products and services.

Looking towards the goals for 2025 and the vision for 2035, the Group aims to become a leading energy enterprise in Vietnam, providing high-quality, low-emission energy solutions that align with the global energy transition trend.

Developing electric vehicle charging stations at Petrolimex petroleum stations

Since 2022, Petrolimex has collaborated with VinFast to install electric charging stations at Petrolimex's petrol stations nationwide. To date, nearly 300 charging stations have been put into operation and are running stably, contributing to the development of green transport infrastructure.

Developing electric vehicle charging stations at highway rest stops

In 2025, Petrolimex signed a cooperation agreement with V-GREEN Global Charging Station Development Joint Stock Company to deploy electric vehicle charging services at 9 pairs of rest stops on the expressway. Each station has been equipped with 10 charging poles, contributing to the development of green transportation infrastructure and energy transition in the transportation sector.

Completed research report on Petrolimex's Hydrogen fuel development program to 2030, with a vision to 2050.

Piloting a program to provide motorcycle battery swapping services at petroleum stations

In 2025, Petrolimex collaborated with Selex Motor to pilot an electric motorbike battery swapping cabinet system at three fuel stations in Hanoi and Ho Chi Minh City over a three-month period (from October to December 2025). The pilot recorded approximately 8,000 battery swaps, with average daily usage increasing from 7.2 to 45.7 swaps per station (up 535%), demonstrating strong potential for green energy infrastructure development.

Generating carbon credits from the water purifier distribution project.

Since 2024, Petrolimex has been implementing a carbon credit generation project from the distribution of water purifiers, with an expected output of approximately 50,000 credits, equivalent to a reduction of 50,000 tons of CO₂e.

In 2025, the Group donated 3,000 water purifiers in Dien Bien Phu City, Lai Chau Province, Nghe An Province, and Hung Yen Province; contributing to improving clean water conditions for the community, while also generating carbon credits, in response to the Group's Carbon Neutrality Action Program, aiming for Net Zero by 2050

Completed the registration process and opened an account with Verra to be ready to receive carbon credits generated from the distributed water purifier units. In December 2025, the Group received 5,000 Verra credits.

OUR GREEN TRANSITION

PETROLIMEX ACTS FOR A GREEN VIETNAM

In response to World Environment Day and the Month of Action for the Environment, Petrolimex launched a tree-planting campaign under the theme "Green Journey – Green Future".

Launched a campaign to reduce greenhouse gas emissions towards Petrolimex's Carbon neutrality and Net Zero goals

COMPLETING THE ENERGY TRANSITION REPORT

Petrolimex's development strategy for the next 10 years will be based on three pillars: New business model – New organizational model – Technology & Data.

Petrolimex is always committed to accompanying the nation on its journey towards sustainable development and green energy.

PETROLIMEX: GLOBAL CONNECTION – REALIZING THE ASPIRATION OF NET ZERO

With the Net Zero goal in mind, Petrolimex is strengthening international cooperation, viewing it as a strategic "leverage" to realize the Group's aspiration for sustainable energy.

Cooperated with strategic partner Petrolimex – JCCP – ENEOS to implement cooperation projects on training in Technical Management, improving safety and improving the environment.

Participate in training programs on Business Administration, Global Leadership, and Green Energy Transition.

Strengthened collaboration with global partners:

- › **GEAPP:** Collaborating to build an energy transition report for PLX: a roadmap for electric vehicle (EV) charging stations, green hydrogen, and sustainable aviation fuel (SAF) tailored to the Vietnamese market.
- › **Keppel:** Collaborating on the development of sustainable aviation fuels.
- › **Asian Development Bank (ADB):** Accessing to green financing mechanisms and technical support for LNG and rooftop solar power projects.
- › **National Innovation Center (NIC):** Applying AI and Big Data to Optimize Comprehensive Energy Management.
- › **JCCP:** Enhancing environmental sustainability in petroleum product distribution in Vietnam.
- › **VNEEC:** Completing the greenhouse gas inventory (MRV) system, targeting carbon neutrality by 2030 and Net Zero by 2050.



Petrolimex and ENEOS in the 7th high-level conference.



Advanced Leadership Training Program on "ESG, AI, and Financial Resilience" in the United States



The training program "Green Leadership: Integrating ESG into Energy Sector Business Strategies" in the UK

WASTE MANAGEMENT

ENVIRONMENTAL
SAFETY – A TOP
PRIORITY AT
PETROLIMEX

In the petroleum trading sector, oil spill risks are always present and may cause significant environmental and community impacts. Fully aware of this, Petrolimex consistently regards prevention and emergency response as a core mission.

- › Professional workforce: 100% of staff and employees are systematically trained and regularly participate in practical drills to ensure readiness for all response scenarios.
- › Modern equipment: Fuel depots and petroleum stations are fully equipped with supplies and equipment to respond to emergencies according to international standards.
- › Strict procedures: Each unit develops detailed emergency response plans and ensures close coordination with local authorities and on-site forces.
- › Petrolimex not only provides energy, but also creates a sustainable green future. The Group is committed to developing a harmonious balance between economic growth, social responsibility, and environmental protection, while also pioneering the transition to clean energy sources.

COMPLIANCE WITH
ENVIRONMENTAL
PROTECTION LAWS

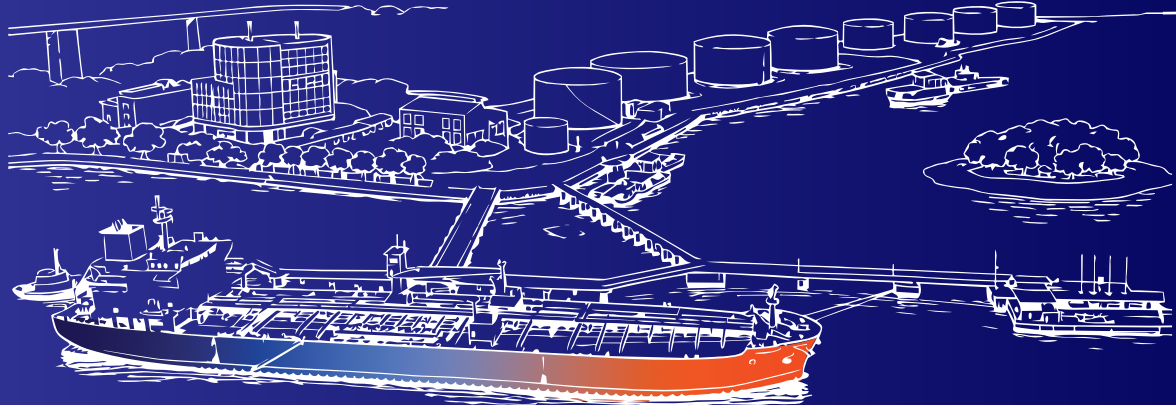
- › 100% of the facilities obtain all required environmental permits, environmental registrations, and environmental reports, and conduct environmental monitoring in accordance with regulations.
- › No legal violations recorded.
- › No environmental incidents occurred.
- › No environmental complaints from surrounding communities.

GREEN EDUCATION
– SPREADING
AWARENESS OF
ENVIRONMENTAL
PROTECTION

The management of a widely distributed physical infrastructure system, including underground assets such as petroleum pipelines, places high requirements on fire prevention, firefighting (FPFF), and environmental protection. Accordingly, Petrolimex places strong emphasis on the simultaneous implementation of training programmes, capacity-building activities, and the improvement of internal regulations, including:

- › The Group has issued and continuously updated the Group’s Environmental Protection Regulation in alignment with the 2020 Law on Environmental Protection and relevant guiding legal documents.
- › In August 2025, Petrolimex organized a conference to disseminate legal regulations and environmental protection rules in a hybrid format (in-person and online) at more than 130 locations, with over 700 delegates in attendance. The activities contributed to raising awareness, standardizing environmental governance, and promoting the implementation of green transformation goals and emission reductions throughout the system.
- › In September–October 2025, Petrolimex organized an intensive training course on environmental protection in Quang Ninh and Gia Lai provinces, with more than 150 officials from 34 units participating. The training course contributed to improving professional capacity and enhancing the effectiveness of management, supervision, and implementation of environmental protection work throughout the entire system.
- › In 2025, Petrolimex organized 11 training courses and issued Certificates of Professional Skills in Environmental Protection in Petroleum Business to nearly 3,000 employees from 34 member units. 100% of petroleum business employees were trained in environmental protection in accordance with regulations.
- › Regularly organize training sessions and drills on environmental protection/ oil spill response for staff at affiliated units.
- › Actively coordinate and collaborate with major global oil and gas companies to organize training courses and improve professional skills in fire safety and environmental protection, as well as identifying, assessing, and preventing risks at oil and gas facilities.
- › Petrolimex identifies investment in green technology and equipment as a strategic pillar in the Group’s energy transition and sustainable development roadmap. The proactive application of advanced technological solutions not only enables strict control of emission sources and minimisation of environmental risks, but also improves operational efficiency, optimises costs, and increasingly meets stringent environmental standards.





GRI 11.3. EMISSIONS

The Group’s main sources of emission are petroleum vapors (mainly emitted during the import and export of petroleum) and emissions generated during the transportation of petroleum.

Measures to reduce VOC emissions

Application of closed-loading and gasoline vapor recovery technology

One of Petrolimex’s most effective measures to reduce VOC emissions is the application of closed-loading and vapor recovery technology at more than 2,946 petroleum stations nationwide, to minimize the amount of fuel vapor released into the environment during the fuel loading process and control the risk of fire and explosion at the petroleum stations. Simultaneously, Petrolimex is the only petroleum enterprise in the industry applying this technology.

- › At Duc Giang Petroleum Depot – in 2015, the vapor recovery unit (VRU) was completed – recovering gasoline vapors released during the good loading into tank trucks. The tankers managed by the Group were synchronized to ensure tight seal with this system.
- › In key areas such as Hanoi, Petrolimex deployed the application of 2nd phase vapor recovery in the sales process for vehicles at 42 stations with 121 vapor recovery pumps installed and put into operation.
- › Petrolimex has been conducting research to deploy the vapor recovery unit (VRU) at a number of large terminals such as Nha Be Petroleum Depot, Do Xa Terminal, Da Nang Petroleum Depot, etc and new technology for recovering gasoline vapor in 2nd phase during the sales process at petrol stations.

Installation of floating roof and heat-reflective paint

- › Petrolimex completed the installation of floating roofs and heat-reflecting paint for all gasoline tanks to reduce loss and limit over 90% of the amount of gasoline vapor diffusing and polluting the air.

Automatic level measuring device

- › Automatic level measuring devices at the terminals of Petrolimex Sai Gon and Petrolimex Quang Ninh were installed to measure automatically, reduce manual operations when opening the measuring tank lid, reduce evaporation of gasoline during export, import, storage and ensure the health of delivery workers. Petrolimex has been gradually deploying a synchronous automatic measurement system at petrol terminals and petroleum stations.

GRI 11.5. WASTE

Petrolimex is a petroleum trading company, in the field of trade and services, not in the direct production sector, not using input materials, so the amount of solid waste and wastewater at Petrolimex is not negligible.

Domestic waste and common industrial solid waste

- › Solid waste generated at fuel stations includes domestic waste and non-hazardous industrial waste, with an average volume of approximately 70 kg per station per month.
- › Waste is segregated at source, collected, and stored in designated areas at depots, terminals, and fuel stations. All waste is subsequently transferred to licensed environmental service providers for collection, transportation, and treatment in accordance with regulations, ensuring full compliance with environmental protection requirements.

Optimization of resource use and minimize waste

- › 100% of waste is classified at source, hazardous waste is specially managed and controlled from classification, storage and transfer with transparent and clear documents.

- › 100% of waste treatment contractors meet all required legal and technical capacity standards.
- › Convert digital to electronic documents instead of using printed paper.

Hazardous waste

- › Hazardous waste generated at fuel stations mainly consists of sludge from tank and pipeline cleaning operations (accounting for approximately 45%) and sludge from oil-water separators (approximately 22%).

accounting for approximately approximately

45% 22%

- › The total volume of hazardous waste generated during the period 2023–2025 is as follows:

In 2023	In 2024	In 2025
864.38 tons	806.9 tons	787.7 tons

- › All hazardous waste is collected, sorted, and stored in designated areas in accordance with regulations, using separate packaging and containers, and identified by its registered hazardous waste code. Units enter into contracts with licensed and qualified organisations for collection, transportation, and treatment, ensuring full compliance with environmental protection laws.

COMPLY WITH LEGAL REGULATIONS ON ENVIRONMENTAL PROTECTION.

- › In 2025, Petrolimex Petrochemical Corporation (PLC) fulfilled the responsibilities as a producer and importer in recycling, collecting, and treating waste in accordance with the Law on Environmental Protection No. 72/2020/QH14 dated 17th November 2020, and Decree No. 08/2022/ND-CP dated 10th January 2022. The total amount PLC paid for 2025 was 21.404 billion VND.

The total amount PLC paid for 2025 was

21.404 billion VND



GRI 11.6. WATER AND EFFLUENTS

Petrolimex’s business lines do not use water as an input material. A significant proportion of wastewater generated at controlled areas originates from stormwater runoff, which is classified by Petrolimex as oil-contaminated water requiring treatment. Oil contaminated wastewater is also generated during the cleaning of gasoline tanks. Currently, Petrolimex is investing in a wastewater treatment system at petroleum terminals, using unified and standardized technology, meeting discharge standards according to Vietnam’s regulations and approaching the regional and world standards, as prescribed at Project to evaluate and select solutions for drainage and treatment of oil-contaminated wastewater from Petrolimex’s oil depot, which has been approved by the Board of Directors of the Group under Decision No. 108/PLX-NQ-HĐQT dated 27th April 2023. Some projects have been being implemented, including: investing in wastewater treatment system at Gianh River Petroleum Terminal – Quang Binh, Western Petroleum Depot.

All oil terminals and depots are fully equipped with necessary equipment such as firebreaks, containment booms, oil spill pumps, and absorbent materials.

All Petrolimex depots and petroleum stations are equipped with wastewater treatment systems and settling manholes to ensure that 100% of the treated wastewater meets discharge standards.

In 2025, Petrolimex proactively assessed, researched, and developed a technical document guiding the member units in selecting solutions for treating domestic wastewater and oil-contaminated wastewater at projects and facilities to meet new environmental standards (QCVN 14:2025/ BTNMT and QCVN 40/2025/BTNMT) .

Wastewater from petroleum facilities:



Domestic wastewater – the primary source

- › On average, less than 10 m³ per fuel station per month.
- › Domestic wastewater generated from the kitchen and personal hygiene of staff and workers is collected into the drainage system and preliminarily treated at the domestic wastewater treatment plant before being discharged into the general drainage system of the area.



Oil-contaminated wastewater

- › Generated from the following sources: Rinsing tanks, vessels, pipes; draining tank bottom water; vehicle wash water; Water for cleaning oil-contaminated parking lots; Rainwater runoff from controlled surfaces, etc.
- › All generated wastewater is collected and sent to the wastewater treatment system (fuel depot) and oil settling tank (petroleum stations) for treatment to ensure compliance with discharge standards.

Assessment of wastewater reuse and recycling potential

Due to the nature of the operation, the terminal and petroleum stations do not use water as input material, wastewater mainly arises from overflowing rainwater.



GRI 11.8. OIL SPILL MANAGEMENT

MANAGEMENT METHOD

It can be said that oil spills are the most concerning incidents in petroleum operations. Oil spills can cause environmental pollution problems (soil, water, air, organisms), especially this is also a leading risk of fire and explosion. Petrolimex commits to always strictly comply with State regulations and the Group’s regulations on oil spill prevention and management such as:

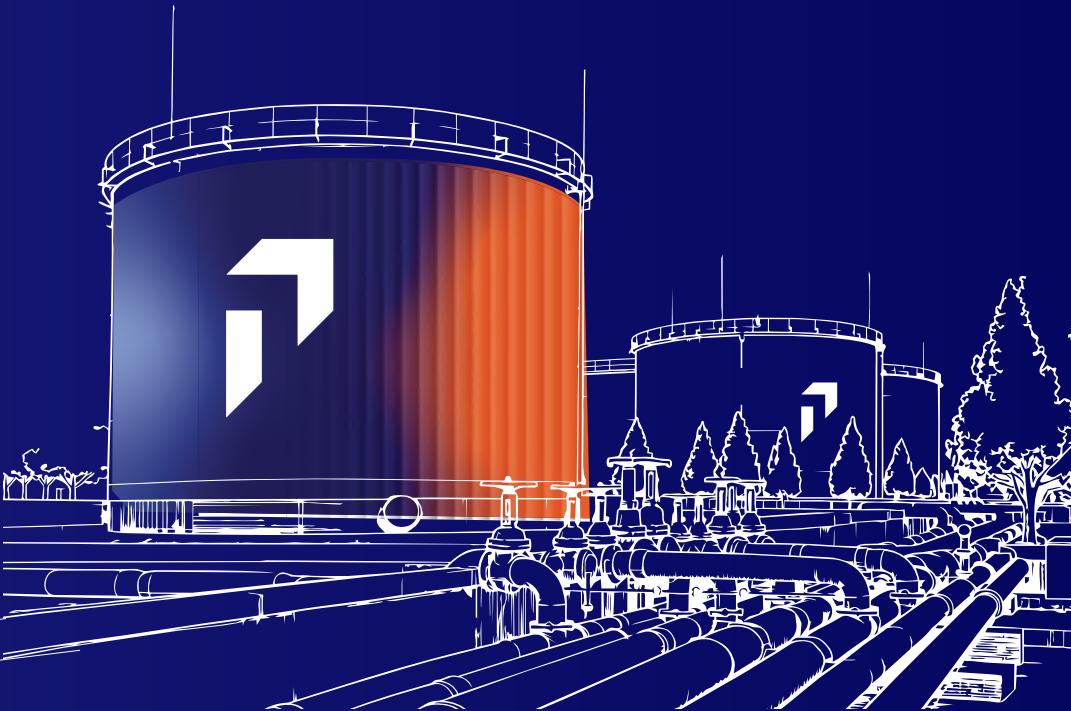
- › The Law on Environmental Protection
- › Decision No. 133/QĐ-TTg of the Prime Minister: Issuing the National Plan for oil spill response
- › Environmental Protection Regulations of Vietnam National Petroleum Group issued on 27th May 2025, Decision No. 474/PLX-QĐ-HĐQT
- › Regulations on inspection and maintenance of petroleum pipelines (Decision 286/PLX-QĐ-TGĐ dated 08th June 2017 of the General Director of the Group).
- › Regulations on inspection and maintenance of petroleum tanks (Decision 755/PLXQĐ-TGĐ dated 25th December 2018 of the General Director of the Group).
- › Regulations on inspection and maintenance of petrol pumps (Decision No. 332/PLX-QĐ-TGĐ dated 14th June 2023).
- › Technical regulations for exploitation of petroleum and petroleum products (Decision No. 316/XĐ-QĐ-HĐQT dated 21st July 2008)

OIL SPILL INCIDENT MANAGEMENT

Petrolimex has implemented comprehensive solutions for preventing and responding to oil spills throughout the Group’s entire system, considering this a key aspect of environmental risk management. Regular and frequent inspections and reviews of technology systems, tanks, and equipment at depots and petroleum stations have been conducted to ensure safe operation, proactively detect and prevent leaks, losses, and environmental incidents.

100% of fuel stations and the majority of depots have developed and obtained approval for oil spill response plans in accordance with applicable regulations. On-site response teams have been established and maintained with clearly defined organisational structures and specific responsibilities assigned. Training, drills, and exercises have been organized regularly, contributing to improving the command, control, and coordination capabilities among forces in handling incidents, ensuring a rapid, timely, and effective response.

In addition, the Group has focused on investing in and maintaining a complete system of specialized equipment and supplies for responding to oil spills at its facilities; and carrying out regular maintenance and inspections to ensure that the equipment is always in a ready-to-operate state. The synchronized implementation of these solutions has contributed to improving response capabilities, minimizing environmental impacts, and ensuring safe and sustainable production and business operations



OIL BOOMS: A RELIABLE "SHIELD" FOR MARINE ENVIRONMENT PROTECTION

In oil spill response, oil containment booms play a crucial role as a line of defense to isolate, control, and limit oil spills on the water surface, helping to minimize the impact on the marine environment.

- Petrolimex has proactively invested in and operated a permanent oil containment boom system at its oil and gas jetties, especially at key ports such as B12 Oil Terminal, Nha Be Terminal, and My Khe Terminal, which have been equipped with modern containment boom systems.
- The investment and maintenance of these systems have enhanced the Group's rapid and timely response capability in the event of oil spills, reduced environmental risks, and demonstrated Petrolimex's commitment to marine ecosystem protection and sustainable development.

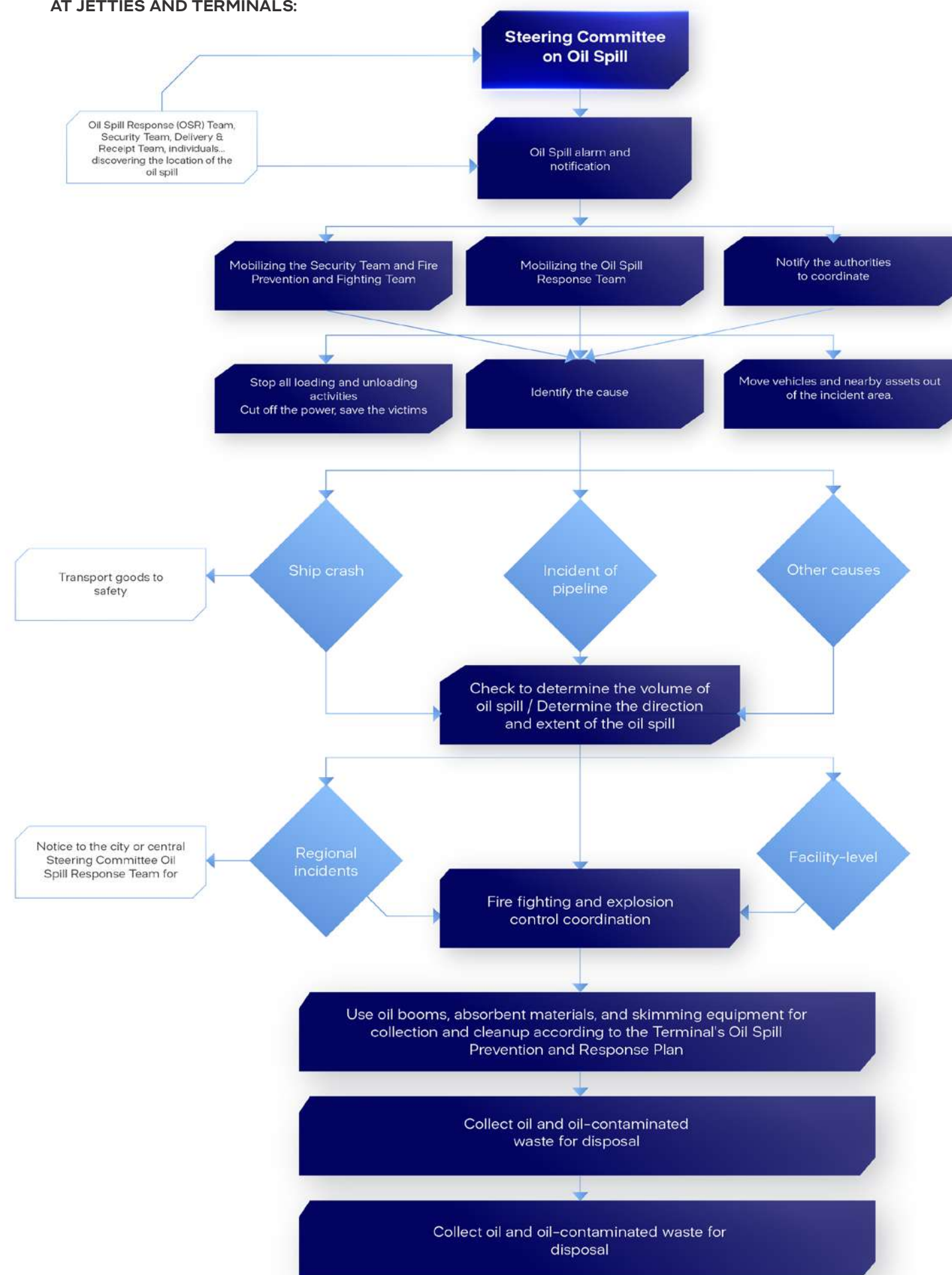
APPLICATION OF DOUBLE-WALLED TANK TECHNOLOGY

- Double-walled underground SF tanks have been used to prevent and minimize the risk of oil leakage, ensuring absolute safety for the environment as well as fire and explosion prevention. Compared with single-layer steel tanks coated with bitumen currently used in Vietnam, Japanese SF double-walled tank technology offers easier maintenance, longer service life, and lower costs for installation as well as periodic inspection and repair...
- Petrolimex has implemented and promoted the installation of double-walled tanks at all petroleum stations, ensuring environmental safety and fire prevention in accordance with safety standards and advanced Japanese technology

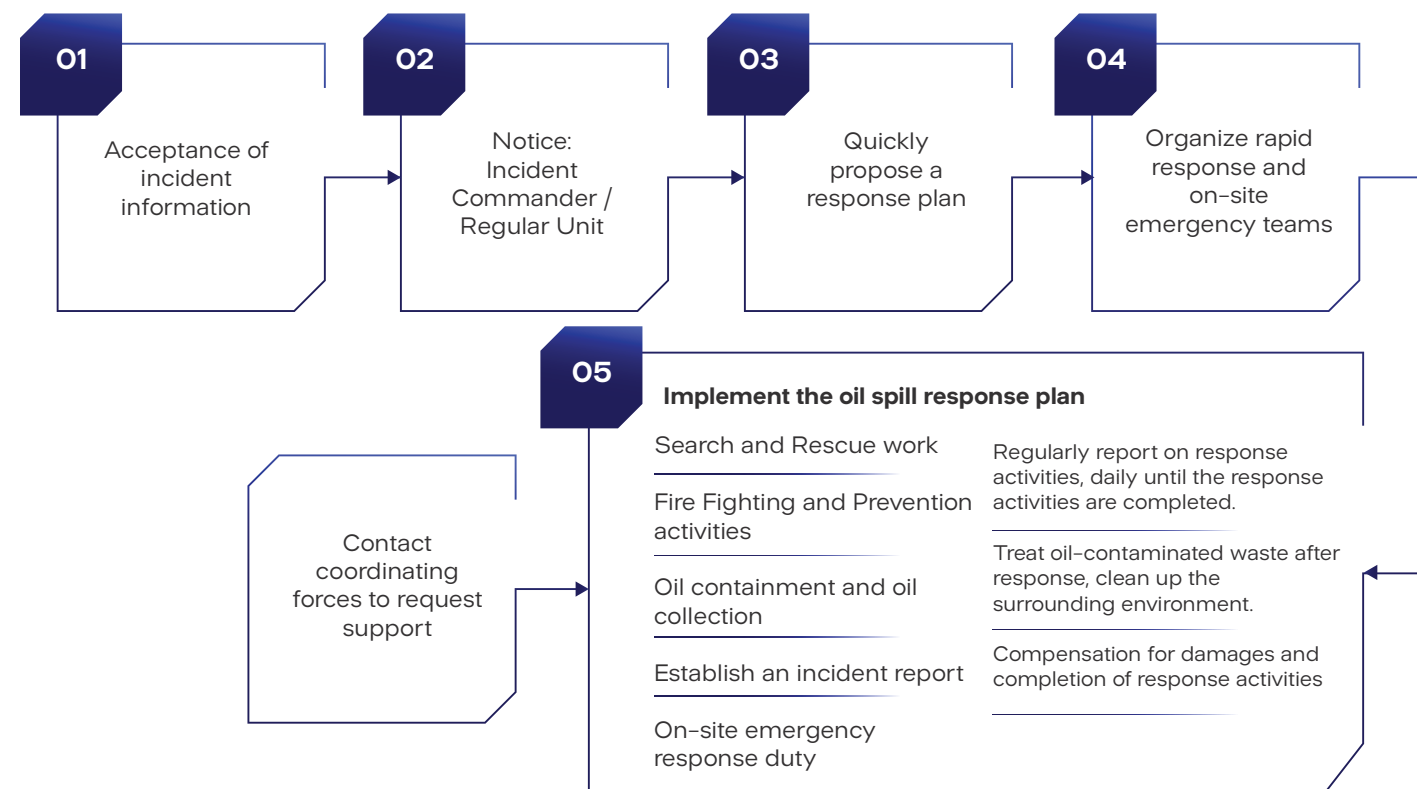


Incident response procedure

AT JETTIES AND TERMINALS:



AT PETROLEUM STATIONS

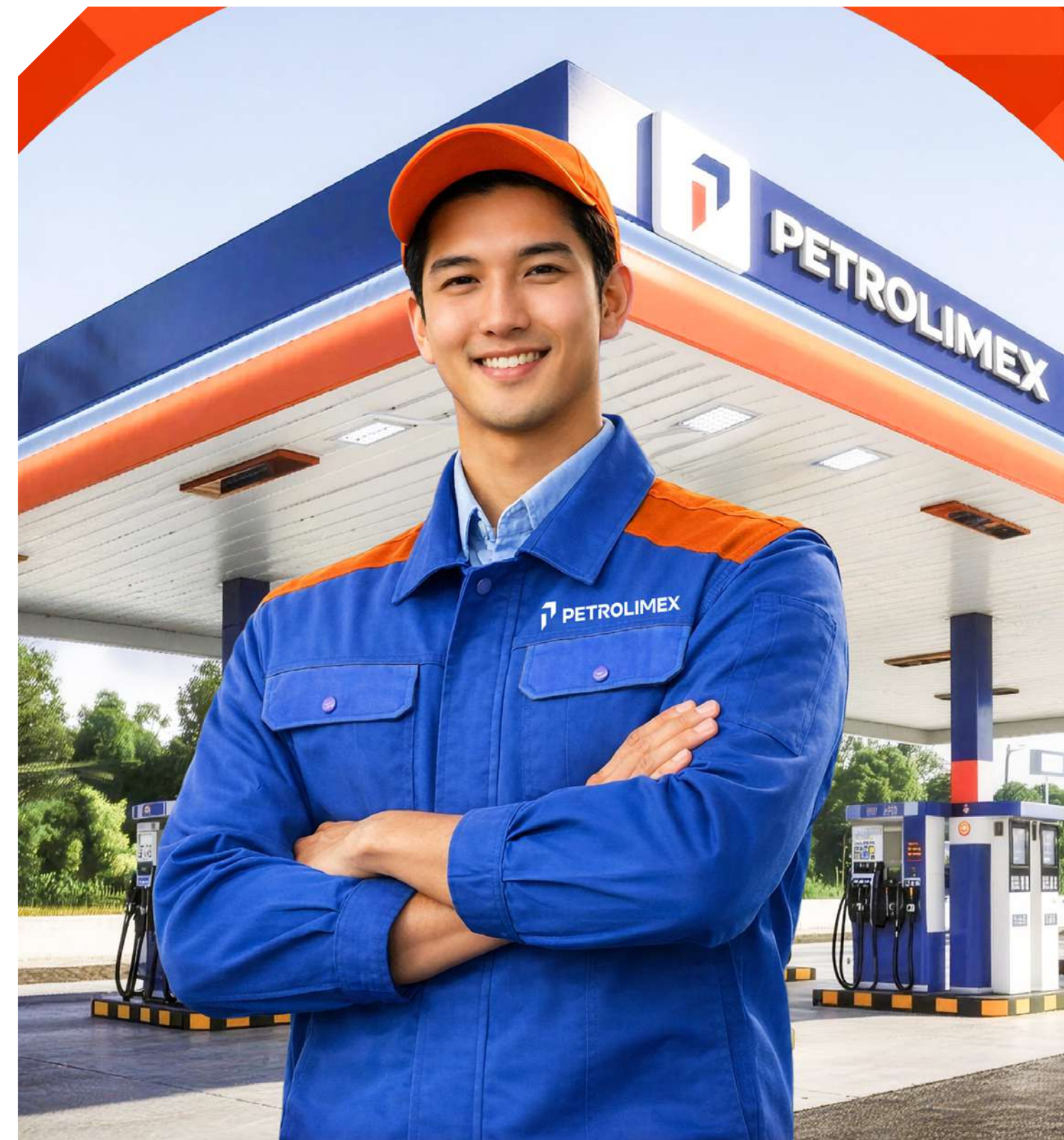


Oil spills not only cause socio-economic damage but also have serious impacts on the environment and ecosystems. Oil spills increase water pollution, forming a film that hinders oxygen exchange between air and water, causing an imbalance in aquatic ecosystems. At the same time, oil can seep into the soil and spread into groundwater, degrading water quality and having long-term effects on the soil environment. These impacts pose potential risks to human health through direct exposure or the use of contaminated water and soil resources. Therefore, effective control, prevention, and response to oil spills are of particular importance in environmental protection and sustainable development.

Recognizing the environmental risks in petroleum business, Petrolimex has implemented public liability and environmental pollution insurance for the entire system of stations, terminals, jetties, and pipelines. This solution aims to safeguard the Group's interests, fulfill the Group's responsibilities to shareholders in risk governance, strengthen trust among customers and society, and demonstrate the commitment to environmental protection, thereby contributing to the sustainable development of both the enterprise and the community.

Insurance programs include:

- Public liability insurance: Compensation for bodily injury or property damage to third parties due to incidents related to Petrolimex's business activities.
- Environmental pollution liability insurance: Compensation for pollution treatment costs at the insured location for pollution, bodily injury, third party property damage including damage to natural resources, etc...



DISASTER PREVENTION AND SEARCH AND RESCUE

MANAGEMENT METHOD

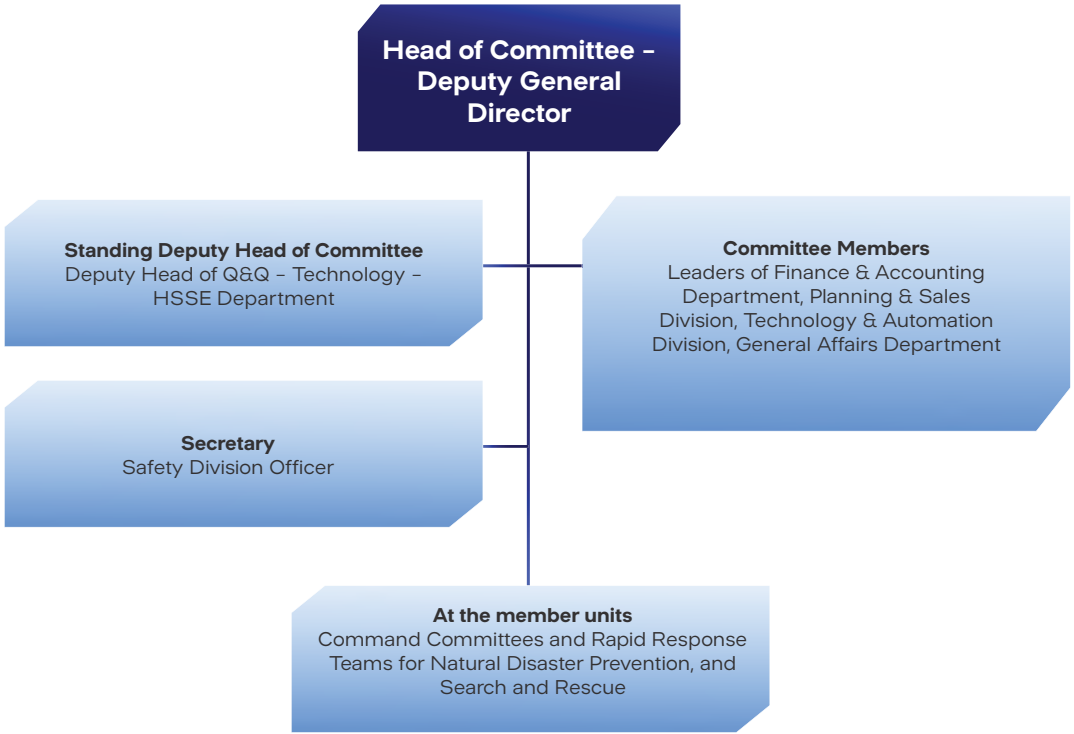
As a leading petroleum enterprise with a wide distribution network, Petrolimex has proactively implemented a comprehensive approach to disaster prevention and search and rescue (DP&SR) to ensure operational safety and maintain the supply chain. The Group has issued and updated regulations, streamlined the command structure from the Group level to the member units, and developed and implemented annual disaster prevention and rescue plans at each unit.

Comprehensive response plans have been developed for petroleum facilities, covering disaster prevention and search & rescue, fire prevention and firefighting and rescue, and oil spill incidents. At the same time, the Group has maintained fuel reserves and has equipped facilities with the necessary tools and equipment to ensure readiness for emergency response, particularly in critical areas. Petrolimex has also actively cooperated with relevant agencies and localities in responding to and mitigating the consequences of natural disasters and supporting the community, contributing to ensuring energy security and corporate social responsibility.

Petrolimex has strengthened communication and awareness-raising activities to enhance disaster preparedness and response capabilities in line with

the “four on-the-spot” principle, while proactively conducting inspections and reviews of electrical safety systems, lightning protection, and anti-static systems ahead of the storm season.

- › Regulations on natural disaster prevention and search and rescue according to Decision No. 661/PLX-QD-TGD, dated 12th November 2018 (effective from 01st December, 2018)
- › Decision on strengthening the Steering Committee (SC) for natural disaster prevention and search and rescue of Vietnam National Petroleum Group No. 1540/PLX-QD-TGD, dated 22nd December 2025



DEVELOPMENTS AND DAMAGE CAUSED BY NATURAL DISASTERS IN 2025

In 2025, Vietnam experienced severe natural disasters across all three regions, characterized by weather and hydrological conditions related to El Nino and La Nina oscillations. With this meteorological trend, from the beginning of the year, the number and intensity of typhoons and tropical depressions in the East Vietnam Sea directly affecting Vietnam were higher than the multi-year average. Sixteen typhoons and tropical depressions were recorded in the East Sea, of which eight directly or indirectly impacted Vietnam, creating a series of consecutive natural disasters with virtually no sufficient respite for recovery.

As early as June, Typhoon No. 1 (WUTIP) appeared, the earliest in over 40 years. Although it did not cause landfall, it caused record rainfall of 250–550 mm from southern Ha Tinh to Da Nang, with many areas exceeding 800 mm, leading to historic floods on rivers in Central Vietnam.

Just over a month later, typhoons No. 3 and No. 5 successively made landfall, causing winds of level 10–11, gusts of level 12, rainfall of 200–400 mm, and in some places over 500 mm, leading to floods exceeding alarm level 3 on the Ca, Ma, Hoang Long, and Thao river systems.

In particular, Super Typhoon No. 9 (RAGASA), which appeared in the last days of September, reached intensity

level 17, with gusts exceeding level 17 – the strongest ever recorded in the East Sea. Although it weakened before making landfall, it showed an increased level of risk.

Immediately after typhoon No. 9, typhoon No. 10 (BUALOI) made a direct landfall in the Ha Tinh and northern Quang Tri areas with wind speeds of level 10–12, gusts of level 14, and widespread rainfall of 300–600 mm, causing widespread flooding, landslides, and flash floods from Northern to Central Vietnam. Typhoon No. 10 exhibited many unusual and extreme characteristics, such as: a very high speed of movement, as twice as fast as a normal storm; the duration of the storm over land lasted for more than 12 hours; and strong winds of level 6 or higher extended across 11 out of 21 coastal provinces.

Besides the storm, the country recorded 16 periods of heavy rainfall across a wide area, including two unseasonal rain events from May 22–24 and from August 24–27 in the Northern and Central Central regions with heavy rainfall amounts, commonly 200–400 mm, and in some places over 500 mm, causing numerous flash floods, landslides, and severe flooding in the mountainous and midland provinces of the North. The province, as well as along the North Central coastal strip. This development clearly reflects the increasing trend of extreme weather events in the context of climate change.

In 2025, despite being affected by numerous storms and widespread flooding, Petrolimex ensured the absolute safety of the Group’s employees, with no reported casualties. However, some facilities were affected in terms of infrastructure, including 2 terminals (Song Gianh, Quy Nhon) with damaged fences and 193 petroleum stations with damaged electrical systems, workshops, pumps and goods, with a total estimated value of approximately 16.1 billion VND.

To proactively respond, the Group issued 12 directives instructing the member units to strengthen monitoring and updating of natural disaster developments through online operational channels, and to hold meetings to implement response plans before major storms. The units strictly implemented the “4 on-site” principle. Proactively deploy personnel, vehicles, supplies, and fuel

reserves, especially in areas frequently cut off or flooded; proactively stockpile fuel to maintain supply; and quickly address damage and coordinate with insurance companies to process claims.

In addition, attention was also paid to the welfare of employees, with activities such as timely visits and support for staff, workers, and their families affected by natural disasters.

The synchronized implementation of these solutions helped Petrolimex minimize damage, ensure system safety, maintain stable fuel supply, and demonstrated the Group’s responsibility towards the employees and the community in the context of increasingly extreme natural disasters.

ENSURE ABSOLUTE SAFETY

PREPARATION OF HUMAN RESOURCES AND FACILITIES

Summary of current vehicles and equipment at petroleum facilities:

No	Equipment	Unit	Sources	As of 01 st January 2019	Increase during the period		Decrease during the period		Actual value		As of 01 st January 2025	Quality					Note
					Quantity	Reasons	Quantity	Reasons	Quantity	Reasons		1	2	3	4	5	
1	Fire fighting vehicles	Piece	MS	18							18		18				
2	Fire fighting pump	Piece	MS	388							388		388				
3	Fire fighting agent	m³	MS	426							426		426				
4	Fire fighting agent	Piece	MS	46,586							46,586		46,586				
5	Automatic fire alarm	set	MS	340							340		340				
6	ST 660 Boat	set	DTQG	01							01		01				
7	Oil spill rescue vessel	Piece	MS	19							19		19				
8	Oil boom	m	MS	8,540							8,540		8,540				
9	Oil spill suction pump	Piece	MS	22							22		22				
10	Dispersant	liter	MS	5,472							5,472		5,472				
11	Oil absorbent paper	Box	MS	933							933		933				
12	Lifebuoy	Piece	DTQG	1,500								500	1,000				
13	Life jacket	Piece	DTQG	500									500				
14	Power generator	Piece	DTQG	01									01				
15	Canvas tent	Piece	DTQG	05								05					

Note:

* MS – Self-purchased source; DTQG – Source provided from national reserves.

* Level 1 is unused equipment and facilities; Level 2 is used but still in good condition through repair; Level 3 is severe damage; Level 4 is irreparable damage.

SELECTION OF SUPPLIERS

In 2025, Petrolimex's main source of petroleum products was provided by the following suppliers:

Domestically, including Nghi Son Refinery and Petrochemical Limited Liability Company – NSRP, Binh Son Refining and Petrochemical Joint Stock Company – BSR – accounting for 55% of total volume and 2 suppliers of E100 as raw material for blending E5 gasoline. Domestic suppliers must ensure compliance with Vietnamese environmental laws and other environmental standards

International suppliers include major suppliers such as Trafigura, ENEOS, Vitol, Total, PetroChina, etc. accounting for 45% of gasoline volume. These suppliers are all large suppliers, with policies and standards in the field of environmental protection. In 2025, they successfully avoided major incidents affecting the surrounding environment.

OF TOTAL PETROLEUM VOLUME:

55%

Nghi Son Refinery and Petrochemical Limited Liability Company – NSRP

NSRP: 3,620,503 m³

Binh Son Refining and Petrochemical Joint Stock Company

BSR: 3,545,770 m³

45%

Originated from imported sources from foreign suppliers such as Trafigura, ENEOS, Vitol, Total, PetroChina, etc.



Nghi Son Refinery and Petrochemical Limited Liability Company (NSRP)

NSRP considers environmental protection a top priority and has invested a total of about 300 million USD (nearly 7,000 billion VND) specifically in the construction and installation of environmental protection works, applying advanced technologies from developed countries such as Japan, Korea, and the European Union to minimize emissions into the air, water, and soil environments. Emissions have been treated to meet strict environmental standards of the International Finance Corporation/World Bank as well as current Vietnamese Regulations and Standards.

NSRP has successfully built an integrated management system (IMS) according to international standards ISO 14001:2015 for Environmental Management System and ISO 9001:2015 for Quality Management System. The system has been assessed and certified by DNV GL as compliant with ISO 14001 and ISO 9001 standards on 22nd March 2019.

Since March 2024, Nghi Son Refinery and Petrochemical LLC has begun supplying Euro V-standard diesel (DO with 0.001% sulfur content), with an average volume of approximately 40,000 m³ per month.



Vitol

Vitol is one of the world’s largest petroleum trading corporations, has made commitments to protect the environment and the community, including a commitment to spend more than 02 billion disbursement of public to invest in developing clean energy including solar energy, wind energy, research and development of electric or hydrogen-powered vehicles, focusing on renewable energy projects. In 2025, Vitol had no oil spills.



PetroChina

PetroChina is one of the largest oil corporations in the world. In recent years, PetroChina has included green and low-carbon transition, energy conservation and carbon reduction, and ecological environment protection in its “Fourteenth Five-Year Plan” and realized green development by paying equal attention to new energy sources and existing oil/gas. The Company has integrated environmental, social and governance (“ESG”) into its operations by establishing an effective ESG management mechanism and forming a governance structure with a clear hierarchy and division of labor, enabling the Company to effectively control ESG-related risks and continuously improve its corporate governance system and capabilities. Simultaneously, PetroChina has been committed to rural revitalization, poverty alleviation, community construction and public welfare activities, contributing to the harmonious development of economy and society. In 2023, PetroChina Company Limited (“PetroChina”) was ranked among the top 100 ESG listed companies in China for its strong environmental, social and governance performance.



Marquis Energy Global Pte. Ltd.

The company is one of the suppliers of E100 ethanol for blending Petrolimex’s E5 Biofuel

Marquis is considered a world-leading company with initiatives and actions in the field of decarbonization. Toward carbon neutrality, Marquis has launched the Marquis Carbon Sequestration Project, which involves a process called BECCS (Bioenergy with carbon capture and storage and sequestration). Accordingly, in parallel with capturing bioenergy from biomass, Marquis Company will carry out CO₂ storage with an estimated volume of more than 01 million tons/year underground, equivalent to the carbon dioxide emissions of 200,000 cars driven 2.5 billion miles or 1.1 billion pounds of coal.

SOME GENERAL REQUIREMENTS IN
SELECTING PETROLEUM SUPPLIERS

Besides financial and price requirements, the top criterion prioritized by Petrolimex is the ensured goods sources The supply sources of petroleum must clearly state the production facility or origin. The quality of goods must comply with Vietnamese regulations or the Group’s requirements and the suppliers must have a reputable track record and experience in the petroleum business, along with a clear sales network or technical infrastructure.

Domestic suppliers must ensure compliance with Vietnamese environmental laws and other environmental standards. Foreign suppliers are all major suppliers with policies and standards in the field of environmental protection, with no violations of the law or major incidents that seriously affected the surrounding environment in 2025.

Notably, on 08th February 2023, the Vietnam National Petroleum Group issued Decision No. 44/PLX-QD-TGD regarding the promulgation and implementation of Technical Requirements for Imported Petroleum, where some of the Group’s traded commodities have higher Technical Requirements for Imported Sources (TRIS) than the National Technical Regulations and Technical Standards (TS) as follows:

No	Products	Indicators	TRIS	TS	Note
1	RON95-III	Saturated vapor pressure	43-68	43-75	To limit the evaporation of gasoline, contributing to reducing loss in storage and transportation.
2		Resin content	Max 2.5	Max 5	To control the formation of resin in long-term storage, ensuring compliance with State regulations.
3	DO 0.001S-V	Specific gravity	820-845	N/A	To control product quality and prevent the mixing of illegal compounds.
4		ASTM Colors	Max 1	Not specified	Regulations on transparency and maximum limits on color index help control the color of goods, familiar to consumers.
5		Sulfur content	Max 8.5ppm	N/A	Meeting the quality standard grade 5 oil
6	RON95-V	Saturated vapor pressure	43-68	43-75	To limit the evaporation of gasoline, contributing to reducing loss in storage and transportation.
7		Resin content	Max 4	Max 5	To control the formation of resin in long-term storage, ensuring compliance with State regulations.
8		Sulfur content	Max 8.5ppm	N/A	Meeting the quality standard grade 5 oil
9	FO 0.5 Bunker fuels	Pour point	Summer: Max 18 Winter: Northern area: Max 12 Southern area: Max 18	Summer: Max 30 Winter: Max 30	To enhance control and ensure that oil can still be pumped and does not solidify in winter or summer





MATERIAL SOCIAL TOPICS

GRI 11.9. OCCUPATIONAL HEALTH AND SAFETY

GRI 11.10: EMPLOYMENT PRACTICES

GRI 11.11. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

GRI 11.18. CONFLICT AND SECURITY



GENERAL MANAGEMENT METHODS OF SOCIAL TOPICS

All figures in the social issues sections are from the parent company and 34 member units.

The person with the highest responsibility and resources for implementation

- › The Board of Directors and the Board of Management hold the highest responsibility for the social matters reported below.
- › The Party Committee provides leadership and direction, while the Trade Union safeguards the legitimate rights and interests of employees.
- › The Youth Union, Veterans Association, and Women's Union coordinates in implementing these tasks.

The issued regulations

- › Petrolimex has issued full regulations and rules to serve management work such as: Regulations on training management, Collective labor agreement, Salary and bonus regulations, Labor regulations, Regulations on organization of personnel work, etc.

Petrolimex targets

- › Accompanying the Government in solving employment and ensuring social security.
- › Continuing to promote the building of a safe, equal, fair working environment and facilitate each individual to develop.
- › Improving and enhancing Petrolimex's performance and service quality.



GRI 11.9. OCCUPATIONAL SAFETY AND HEALTH

OCCUPATIONAL HEALTH SERVICES

Petrolimex has placed strong emphasis on occupational healthcare, recognising that medical services play a vital role in protecting and improving employees' health. Some main functions were as follows:

- › Coordinating the provision of primary health care services and specialized support advice to workers, including periodic health check-ups and medical treatment.
- › Conducting disease prevention and health promotion activities such as vaccination, nutrition counseling, and organizing educational programs on diseases and healthy lifestyles...
- › Providing diagnostic and treatment services for illnesses, including laboratory tests, ultrasounds, and modern medical treatments such as surgery and drug therapy.
- › Maintaining and managing patient medical records, providing information and advice to patients about their health status, and facilitating the sharing of health information between health care facilities.
- › At each unit in Petrolimex, there has been full-time/part-time staff assigned to do medical work at production and business establishments.
- › Facilitating employees' access to medical examination and treatment when they are ill, including administrative support and transportation assistance (where applicable) to hospitals registered under their health insurance coverage

DEPARTMENTS RESPONSIBLE FOR LABOR SAFETY AND OCCUPATIONAL HEALTH

Across Petrolimex's system, personnel (either full-time or part-time) have been assigned to OSH functions, or dedicated OSH units have been established at facilities, ensuring compliance with the following minimum requirements:

1. At production and business establishments employing below 300 workers, at least 01 part-time individual in charge of OSH works are required to be assigned.
2. At production and business establishments employing from 300 to less than 1,000 workers, at least 01 full-time individuals in charge of OSH are required to be assigned.
3. At production and business establishments employing more than 1,000 workers, at least 02 full-time individuals or division/department in charge of OSH works are required to be assigned.
4. At the parent company – Group: Occupational safety and health at the Group is directed by 01 Deputy General Director. The Group's Technology – Safety Department in coordination with Human Resources Department are responsible for advising the General Director direct, manage and operate the fields of hygiene and safety labor.

EMPLOYEE INVOLVEMENT, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

Trading in petroleum products with potentially high safety risks, Petrolimex leaders, Leaders of member units, Vietnam Petroleum Trade Union and grassroots trade unions have recognized that:

- › Any negligence in production and business operations that results in safety incidents could lead to severe consequences affecting human health and life, assets, public security, and the environment. Therefore, the Group has implemented many policies to provide ways to prevent, ensure OSH, and protect workers in each working condition of employees, commit to complying with OSH standards and prepare to handle possible risky situations.
- › The Group has managed occupational safety and health work with the Occupational Safety and Health Regulations issued together with Regulation No. 1100/PLX-QD-HDQT dated 05th December 2024. Accordingly, each unit has arranged dedicated or part-time personnel responsible for OSH and has established OSH Councils/Steering Committees comprising representatives of the employer, grassroots trade union executive committees, OSH officers, and on-site medical staff at production and business facilities.
- › The OSH plan has been developed starting from production teams and departments upwards; simultaneously. These plans have been subject to consultation with grassroots trade union executive committees and have been communicated to employees for participation and feedback. At the Group level, the department taking charge of OSH work has been responsible for monitoring and managing OSH activities at all facilities and units across the group; planning and organizing the training of OSH instructors in accordance with regulations.

EMPLOYEE TRAINING ON OCCUPATIONAL SAFETY AND HEALTH

Every year, the member units must establish an OSH plan with the following contents:

- › Information, propaganda, education and training on OSH.
- › At the Group level, the Department in charge of OSH has responsibility for monitoring and managing OSH activities at the establishments and member units in the whole group; plan and organize training OSH Trainers as regulated.
- › In 2025, the instructors certified by the Group trained a total of 9,329 individuals across 06 groups requiring occupational safety and health training, issued certificates to 2,107 people, safety cards to 5,678 people, and opened training monitoring logs for 1,544 people.

IMPROVING EMPLOYEE HEALTH

PETROLIMEX CONDUCTS HEALTH CHECK-UPS FOR 100% OF DIRECT LABORERS TWICE A YEAR ON A REGULAR BASIS

01

At Petrolimex, 100% of units provide in-kind hazardous duty allowances to employees engaged in jobs listed under the category of heavy, hazardous, and toxic occupations

02

100% of direct laborers are fully equipped with personal protective equipment in accordance with the regulations of the Law on Occupational Safety and Health

03

For occupational diseases: Petrolimex conducts annual periodic health check-ups for 100% of the employees for timely detection and treatment (if any) to ensure their well-being. In addition to health insurance as mandated by labor laws, employees are also provided with comprehensive healthcare insurance, accident insurance, etc.

04

At Petrolimex, 100% of units provide in-kind hazardous duty allowances to employees engaged in jobs listed under the category of heavy, hazardous, and toxic occupations. For occupational accidents, Petrolimex provides compensation in strict accordance with Labor Law based on the degree of disability

05

Petrolimex purchased life insurance and voluntary retirement insurance from business expenses for all employees according to the roadmap, with amounts ranging from 1.5 to 3 million VND per person per month

WORKERS ARE INVOLVED IN THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Every year, the member units must establish OSH.

01

The OSH plan must be developed starting from production teams and departments upwards; simultaneously, it must solicit feedback from the grassroots trade union executive committee and be communicated for everyone's input

02

At the Group level, the Department in charge of OSH is responsible for monitoring and managing OSH activities at the establishments and member units in the whole group; plan and organize training OSH Trainers as regulated

03

Informing, taking propaganda, educating and training on OSH

WORK-RELATED INJURIES AND ILLNESSES

OCCUPATIONAL ACCIDENT INDICATORS

Occupational accident (OA)	Unit	2021	2022	2023	2024	2025
Total number of occupational accidents	Cases	02	05	04	06	02
In which, the number of cases with deaths	Cases	02	01	0	01	0
Causes of fatal occupational accidents		01 case due to welding/cutting of a tank, 01 traffic accident	Traffic accident	0	fatal accident due to a fall from height at the petroleum station, the cause was failure to comply with safety regulations.	
Total number of people involved in occupational accidents	People	02 01 for failure to comply with safety regulations 01 due to traffic accident	05	04	06 05 cases of traffic accidents on the way to work injured workers 01 fatal accident due to a fall from height at the petroleum station, the cause was failure to comply with safety regulations.	02 due to traffic accident on the way to work
Of which, the number of fatalities due to occupational accidents	People	02	0	0	01	0
Causes of fatal occupational accidents		Failure to comply with occupational safety regulations; road traffic safety laws	Failure to comply with road safety laws	0	fatal accident due to a fall from height at the petroleum station, the cause was failure to comply with safety regulations.	
Total costs for occupational accidents (emergency care, treatment, payment of wages during days off, compensation, allowances, etc.)	Million VND	0	30	50	30	20
Property damage (calculated in monetary terms)	Million VND		0	0	10	0
Number of employees currently undertaking jobs or working in environments with a high risk of contracting specific diseases	People	0	0	0	0	0
Number of people who have to retire early due to occupational diseases	People	0	0	0	0	0
Number of days off due to occupational accidents	Date	0	0	10	0	08

OCCUPATIONAL DISEASE INDICATORS

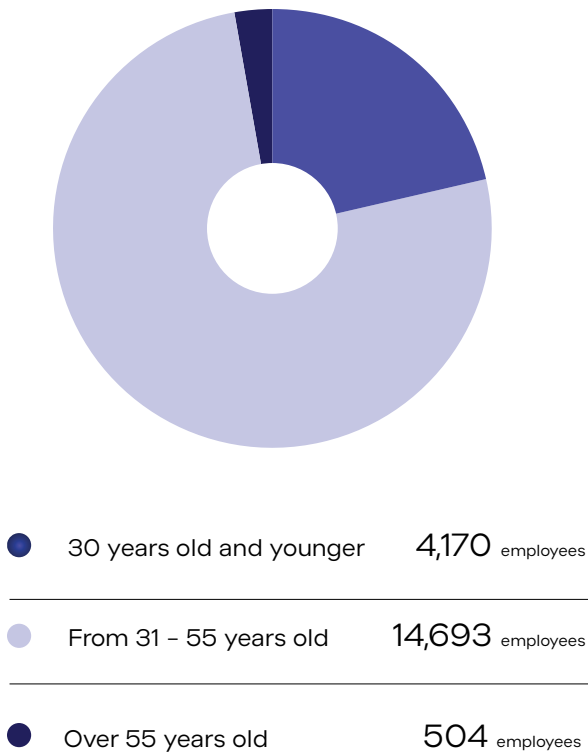
Occupational diseases (OD)	Unit	2021	2022	2023	2024	2025
Total number of people with OD accumulated at the time of reporting	People	0	0	0	0	0
Among these, the number of newly diagnosed OD cases	People	0	0	0	0	0
Number of workdays lost due to ODs	Date	0	0	0	0	0
Total cost incurred for individuals with occupational diseases during the year.	Million VND	0	0	0	0	0

GRI 11.10: EMPLOYMENT PRACTICES

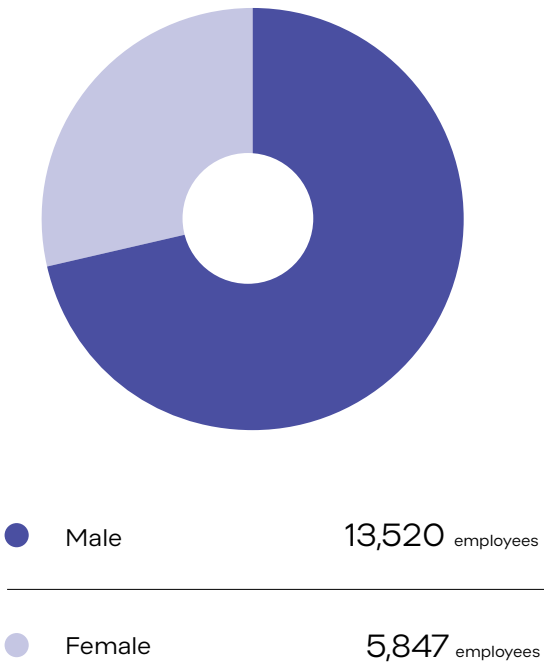
NUMBER OF NEW HIRES AND
TURNOVER RATE

As of 31st December 2025, the number of employees in the petroleum business sector alone (including the Group and 34 Petrolimex member units) was 19,367 people, representing an increase of approximately 0.7% compared to 2024 (the increase in labor was mainly to staff newly developed petroleum stations during the year (with an absolute increase of 57 petroleum stations) and to reinforce labor at petroleum stations due to increased sales volume...), including

PERSONNEL STRUCTURE BY AGE



PERSONNEL STRUCTURE BY GENDER



WORKFORCE CHANGES IN 2025



Petrolimex recruited a total of

1,102 employees

In 2025, Petrolimex recruited a total of 1,102 employees. Of these, young employees aged 30 and below accounted for 60.5%, while those aged 31 and above represented 39.5%. In terms of regional distribution, 39.8% were recruited in the North, 28.1% in the Central region, and 32.1% in the South. Male employees accounted for 64.2% of total new hires, while female employees represented 35.8%.



the workforce decreased by

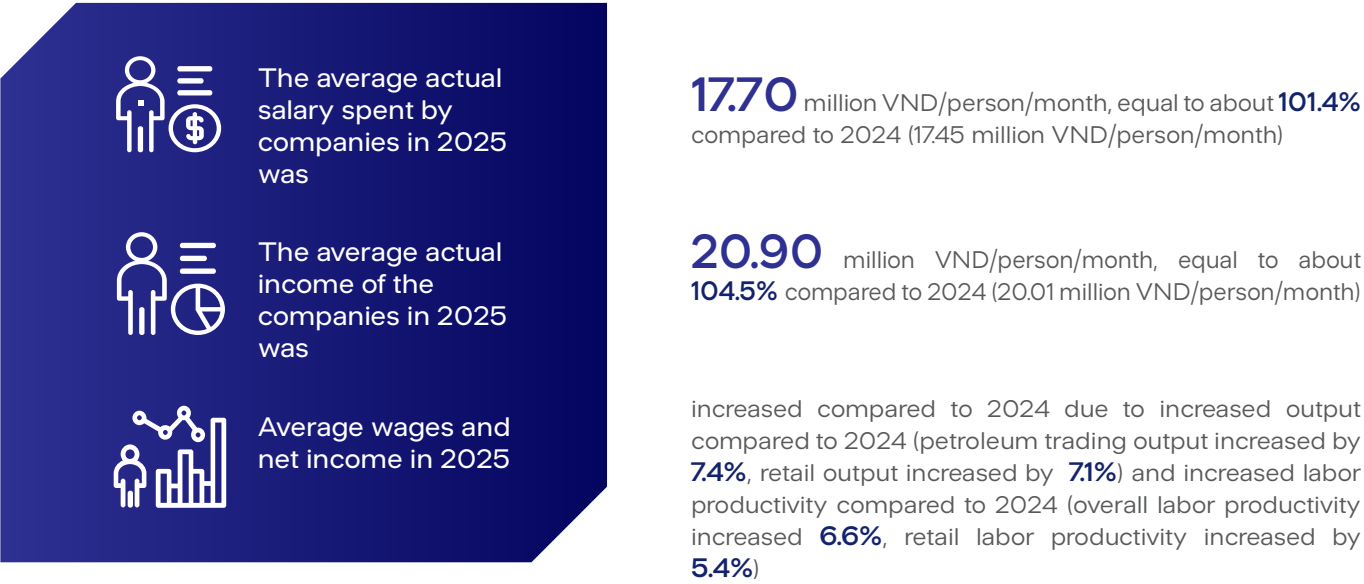
960 employees

During the same year, the workforce decreased by 960 employees. Of these, 20.2% retired, while 79.8% terminated their labor contracts. By region, workforce reductions were distributed as follows: 39.2% in the North, 26.5% in the Central region, and 34.3% in the South. Male employees accounted for 56.2% of total reductions, while female employees represented 43.8%.

EMPLOYEE BENEFITS

Remuneration policies

Salaries and income of employees of 34 Petrolimex member units was as follows:



Employment contracts and insurance policies

Petrolimex has complied fully and transparently with labour policies and regulations in accordance with Vietnamese law. The Group has ensured that 100% of employees subject to mandatory labour contracts have been formally contracted, thereby safeguarding the legal rights and obligations of both employees and the enterprise.

At the same time, Petrolimex has fully implemented mandatory insurance schemes to ensure the safety, health, and welfare of its employees, including:

Social Insurance	Workplace accident and occupational disease insurance	Purchase of supplemental health insurance;	Travel support during public holidays and Lunar New Year
Health Insurance	Retirement benefits, maternity benefits, and other related entitlements	Organization of tours and annual vacations	Meal allowances and provision of personal protective equipment in full compliance with State regulations
Unemployment Insurance			

These policies reflected Petrolimex’s commitment to respecting human rights, protecting workers, and contributing to the achievement of sustainable development goals, improving labor quality, and developing a stable workforce that is committed to the Group in the long term.

Maternity policies

- › Petrolimex has ensured the full and timely provision of maternity benefits in accordance with Social Insurance (SI) and Health Insurance (HI) regulations, thereby protecting employees’ legitimate rights throughout pregnancy and postnatal periods.
- › In addition, the Group has proactively facilitated appropriate rest and recovery conditions for employees during maternity leave, taking into account individual needs and operational conditions at each unit.
- › Upon completion of maternity leave, Petrolimex has ensured that employees have been reinstated to their previous positions or assigned suitable roles in accordance with labour regulations, while maintaining a safe, stable working environment and supporting their long-term career development.



Other welfare policies

Petrolimex’s employees have been entitled to full supplementary benefits from the Welfare Fund and according to specific regulations in the Collective Labor Agreement, ensuring fair and transparent rights.

In addition, the Group has allocated one month’s salary from business expenses to fund welfare activities, including:

Petrolimex has strictly adhered to the regulations in the Collective Labor Agreement regarding gifts and support during holidays, Tet (Lunar New Year), illness, funerals, and other special circumstances, contributing to strengthening cohesion and solidarity throughout the Group.

At the same time, the Group has progressively implemented life insurance and voluntary pension insurance for all employees, funded from operating expenses, with the aim of enhancing financial security and ensuring long-term welfare for its workforce.

Education and Training

01

Human resources are the top priority.

02

Providing appropriate professional training and development.

03

Building and training a team of personnel in key areas.

04

Organize overseas training programs/ chapters.

05

Collaborating with foreign companies to research sustainable development trends.

06

Develop a Net Zero strategy.

07

Meeting the demands of future technologies and markets.

Education and Training

- › Petrolimex identifies human resources as a top strategic factor for the Group’s sustainable development. The Group has established clear policies and plans to continuously enhance the qualifications and skills of its workforce, including managers, engineers, and technical workers.
- › Annually, the Group directs the member units to conduct surveys and statistics on the educational level, professional skills, and training needs of the employees, including new training, retraining, and advanced training in professional skills, management, political theory, foreign languages, information technology, and technical skills. These results provide a basis for developing appropriate training programs to help workers improve their skills, work efficiency, and career development opportunities.
- › Petrolimex has implemented internal and external training activities, encouraging employees to participate in courses to improve their skills, increase work efficiency, and advance their careers. Petrolimex has also paid attention to human resources development and training in key areas, greatly impacting Petrolimex’s operational outcomes and efficiency.
- › As part of the Group’s high-quality human resource development program, Petrolimex has organized training programs in the US on business administration, global leadership, and green energy transition for the Group’s leaders and member companies.
- › Petrolimex has cooperated with international organizations to research green energy transition trends to serve the development of Petrolimex’s Strategy such as: Signing MOUs with GEAPP, Aramco, Vitol, BP, JCCP, GCGF.
- › Regarding the Petrolimex’s implementation of Plan to develop a Net Zero by 2025 and carbon neutral strategy for scopes 1 & 2 by 2030, Petrolimex, in collaboration with the Japan Cooperation Center, Petroleum (JCCP), has been developing training courses on the topic of “Carbon Neutral Related Issues” and has jointly organized training programs with the content “Energy Transformation for Decarbonization”;
- › These activities demonstrate Petrolimex’s commitment to enhancing human resource capacity, supporting green energy transition and sustainable development, and preparing a workforce to meet future technological and market demands.

Training performance in 2025

In 2025, Petrolimex organized training programs for a total of 81,686 participant attendances across a wide range of courses, including professional training, technical expertise, management skills, and other areas supporting business operations. Specifically

Petrolimex’s Personnel, Labor & Wages Officer Training Program:

282 trainees

Petrolimex’s Sales Staff Training:

4,791 trainees participated in 29 courses

Digital transformation, automation, and IT management systems:

31,241 trainees

Technology and investment:

1,848 trainees

These results reflect Petrolimex’s continued commitment to developing high-quality human resources, contributing to enhancing management capacity, expertise, and professional skills, meeting the needs of technological transformation, international integration, and sustainable development of the Group.

Petrolimex’s Station Manager Training Program

929 trainees 36 courses

Occupational safety and health (OSH), fire prevention and rescue (FP&R), environmental protection:

24,340 trainees

Political theory and national defense and security:

667 trainees

Long-term training at postgraduate, undergraduate, and foreign language levels

22 trainees, aiming to improve their professional skills and capacity for international integration

Other training programs related to improving professional qualifications, supplementing knowledge and skills for work in offices, petroleum stations, fuel terminals, and other specialized fields.

17,566 trainees

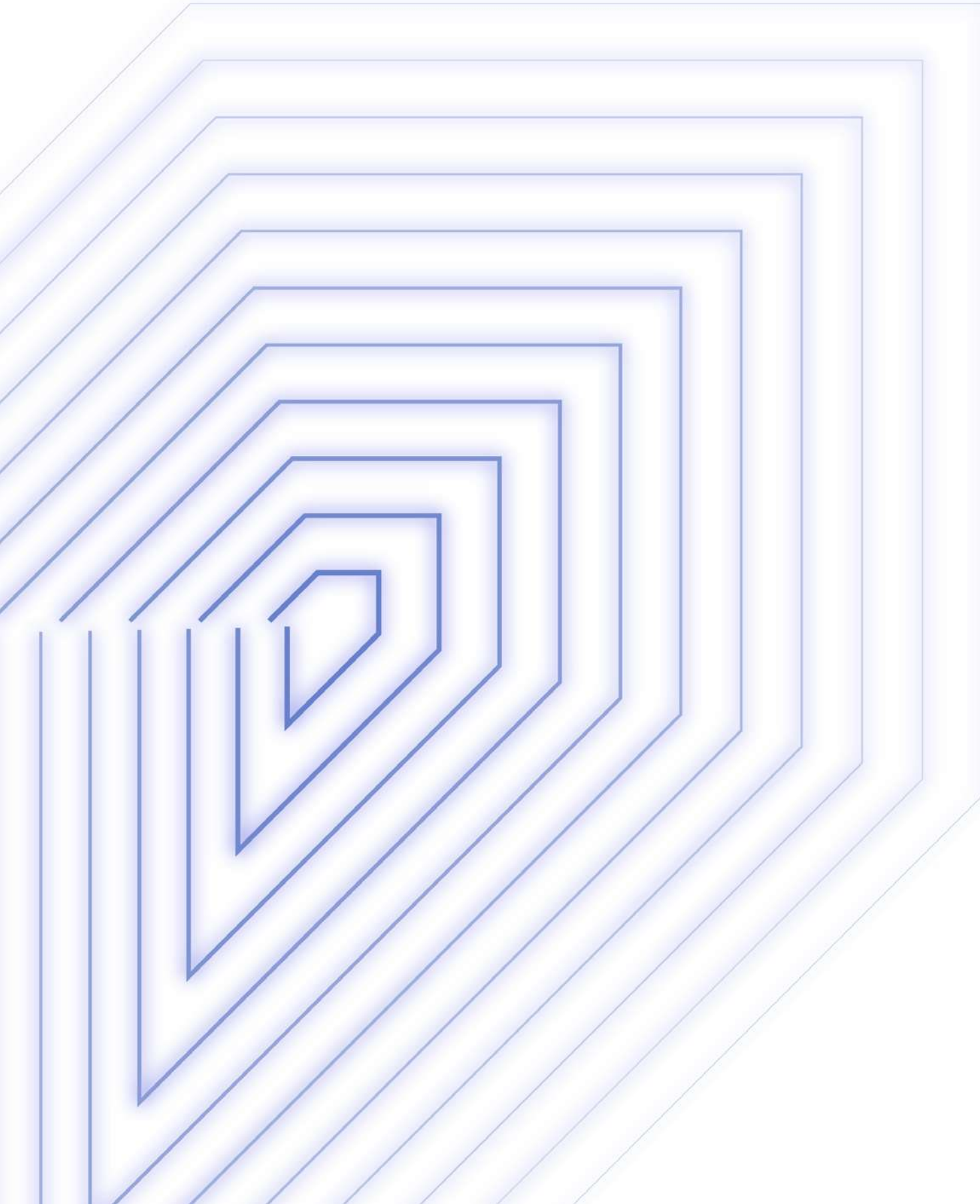
MINIMUM NOTIFICATION PERIOD FOR CHANGES IN OPERATIONS

Employee conference

- › At Petrolimex, every year, all the member units organize Labor Conferences to summarize recommendations from officers and employees. Recommendations are satisfactorily resolved to build and strengthen harmonious, stable and progressive relationships in the enterprise between employees and employers.
- › Simultaneously, the Conference also aims to build and organize the implementation of grassroots democracy regulations at the workplace; internal rules, regulations, Collective Labor Agreements; emulation and reward work, discipline, labor protection, salary increase, promotion, etc.
- › The Labor Conference is truly a democratic activity, with dialogue and participation in building production and business targets, income, and improving working conditions and living conditions. Thereby, the democratic rights of officers and employees are promoted, the legitimate needs of workers are satisfactorily resolved, employees feel secure in their work and are committed to the enterprise.

Collective Labor Agreement

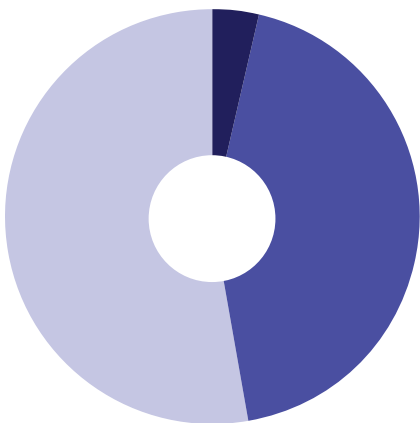
- › Petrolimex maintains a regular dialogue mechanism between employees and employers to promptly address the concerns and expectations of its workforce. All matters pertaining to labor policies, wages, and working conditions are disclosed with full transparency and undergo extensive consultation before issuance or execution. This ensures legal compliance and alignment with operational realities.
- › Prior to the signing or amendment of the Collective Bargaining Agreement, drafts are circulated for Group-wide employee feedback, upholding principles of democracy and transparency while accurately reflecting the rights and needs of the staff.
- › These initiatives foster a stable working environment, strengthen the bond between the workforce and the enterprise, and ultimately drive competitiveness and sustainable development.



GRI 11.11. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

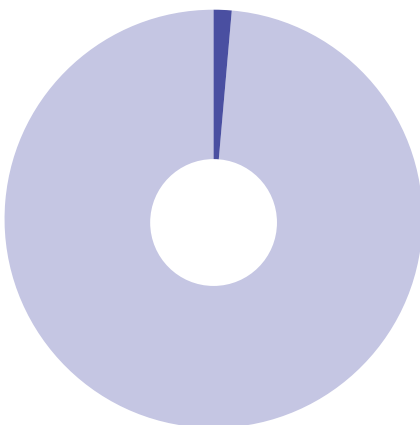
DIVERSITY OF MANAGEMENT LEVEL AND EMPLOYEES

Personnel structure of the Petroleum Trading Division
(including the Group and 34 Petrolimex member units):



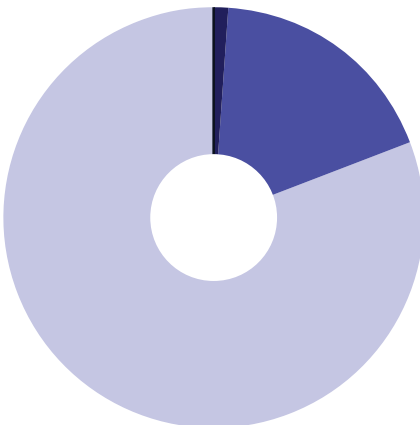
PERSONNEL STRUCTURE BY QUALIFICATION

Below Associate Degree	10,193 employees
Undergraduate & Associate Degree	8,422 employees
Postgraduate	752 employees



PERSONNEL STRUCTURE BY FUNCTION

The group	300 employees
34 Petrolimex One Member Limited Liability	19,067 employees



PERSONNEL STRUCTURE BY MANAGEMENT HIERARCHY

Managers and Supervisors	16 employees
Managers and Controllers in charge of 34 Petrolimex One Member Limited Liability Company	221 employees
Office Personnel (Group and 34 Petrolimex One Member Limited Liability Company)	3,480 employees
Direct manufacturing personnel	15,650 employees

WOMEN’S BASIC WAGE AND REMUNERATION RATIO TO MEN’S

Petrolimex considers people as one of the key factors of success for Petrolimex’s business achievements. Therefore, Petrolimex has consistently prioritized employee welfare policies, ensures competitive compensation, and remains committed to improving the income and quality of life for the workforce. Furthermore, the Group has also balanced the interests by strictly upholding equal pay and remuneration between genders, with this policy demonstrating clear effectiveness:

- Ensuring that all employees, regardless of gender, are valued and pay based on their ability and work achievements, regardless of depending on gender, maximize performance and creativity at working.
- Promoting diversity and gender equality in the organization, facilitating all employees to develop and advance based on their abilities and effort, not bound by gender.
- Strengthening employee trust in the company’s fairness by ensuring they are evaluated and compensated based on work performance, not gender, while also helping to prevent and avoid gender discrimination in determining salaries and bonuses, thereby contributing to a healthy and positive work environment.
- This policy also reflects the Group’s compliance with legal regulations regarding gender equality and prevention of labor discrimination

INCIDENTS OF DISCRIMINATION AND ACTIONS TAKEN

At Petrolimex there has been no discrimination in employment, with a common goal of building a fair and equal working environment, such as:

Ensuring that the hiring and promotion process does not follow a one-size-fits-all policy. Evaluating candidates and employees based on their abilities, experience and work performance, etc.

Ensuring that the criteria for determining salaries and benefits are non-discriminatory. Granting the employees with fair and equitable recognition in pay and benefits regardless of gender.

Providing policies to support work-life balance for both male and female employees, including policies on maternity leave, family leave, and child support programs.

Ensuring that there are no discriminations regarding the criteria for learning and career development opportunities.

Creating a work environment that does not tolerate any harassment or discrimination, including sexual harassment. Facilitating diversity and equality in the workplace, including at management and leadership levels.

GRI 11.18. CONFLICT AND SECURITY

SECURITY PERSONNEL ARE TRAINED IN HUMAN RIGHTS POLICIES OR PROCEDURES

At Petrolimex, security personnel are an important part of ensuring security and safety for all activities and participants in the business, such as:

- › Protecting the business’s buildings, facilities, equipment, goods and other physical assets from loss, damage or impact from external factors.
- › Ensuring the safety and security of important business information, including customer data, financial information and business secrets...

Training security personnel in human rights policies and procedures is an important part of ensuring that they operate within the bounds of the law and ethical principles.

Below are some of the topics that may be included in a training program, such as

- › Training on fundamental human rights, including the right to life, liberty and security of person, the right to equality and freedom from discrimination and the right to freedom from torture or ill-treatment.
- › Providing knowledge of laws and regulations relating to human rights, including laws on labor rights, civil rights and other protections.
- › Training staff on procedures for responding to human rights violations, including how to respond when a violation occurs, report the incident and provide support to victims.
- › Promoting ethical thinking and a sense of responsibility in employees’ actions, including recognizing and dealing with complex ethical situations they may encounter.

Petrolimex has consistently applied human rights standards not only to the Group’s internal personnel but also to all third-party security service providers.

Since November 2025, Petrolimex Group’s Head Office has switched to outsourcing the security personnel from the Petrosetco Assets Management Joint Stock Company (PSA). Within this framework, Petrolimex maintains an oversight role, requiring PSA to:

- › Ensure that 100% of personnel assigned to the Group’s headquarters have completed training courses on security protocols, legal frameworks, and human rights regulations.
- › Comply with Petrolimex’s code of conduct for suppliers, especially the provisions on the responsible use of security forces.



APPENDIX

APPENDIX

GRI CONTENTS

Statement of use	Petrolimex has reported according to the GRI 2021 Standard for the period 01 st January 2025 – 31 st December 2025.
GRI 1 has been used.	GRI 1: Platform 2021
GRI Sector Standards	This report is prepared within the scope of the Oil and Gas Sector, belonging to Group 11 in the GRI Sector List (GRI 11: Oil and Gas Sector 2021)

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARDS REF. NO.		
			REQUIREMENT (S) OMITTED	REASON/ EXPLANATION			
GENERAL DISCLOSURES							
GRI 2 – GENERAL DISCLOSURES (2021)	2-1 Organizational details	18–26	A gray cell indicates something that does not apply. This only relates to the 'Omission' and 'GRI Sector Standard ref. no.' columns.				
	2-2 Entities included in the organization's sustainability reporting	10					
	2-3 Reporting period, frequency and contact point	9					
	2-4 Restatements of information	9					
	2-5 External assurance	11					
	2-6 Activities, value chain and other business relationships	24–25					
	2-7 Employees	138–139					
	2-8 Workers who are not employees	139					
		34–35				2-9 c vi. under-represented social groups	Information Not Available/ Incomplete information
	2-9 Governance structure and composition	x				2-9 c viii. stakeholder representation	Information Not Available/ Incomplete information
	2-10 Nomination and selection of the highest governance body	36					
	2-11 Chair of the highest governance body	37					
	2-12 Role of the highest governance body in overseeing the management of impacts	38					
	2-13 Delegation of responsibility for managing impacts	38–43					
MATERIAL TOPICS							
GRI 3 – Material Topics	3-1 Process to determine material topics	78–79	A gray cell indicates something that does not apply. This only relates to the 'Omission' and 'GRI Sector Standard ref. no.' columns.				
	3-2 Process to determine material topics	80–81					
GHG emissions					11.11		
3-3 Management of material topics							

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARDS REF. NO.
			REQUIREMENT (S) OMITTED	REASON/ EXPLANATION	
	2-14 Role of the highest governance body in sustainability reporting	38			
	2-15 Conflicts of interest	46			
	2-16 Communication of critical concerns	47			
	2-17 Collective knowledge of the highest governance body	37			
	2-18 Evaluation of the performance of the highest governance body	x	All requirements	Information Not Available/ Incomplete information	
	2-19 Remuneration policies	BCTN 111			
	2-20 Process to determine remuneration	BCTN 111			
	2-21 Annual total compensation ratio	x	All requirements	Non-disclosure information	
	2-22 Statement on sustainable development strategy	48–49			
	2-23 Policy commitments	29–30			
	2-24 Embedding policy commitments	42–45			
	2-25 Processes to remediate negative impacts	44–45			
	2-26 Mechanisms for seeking advice and raising concerns	x			
2-27 Compliance with laws and regulations	31				
2-28 Membership associations	27				
2-29 Approach to stakeholder engagement	29–30				
2-30 Collective bargaining agreements	141	2-30 b. for employees not covered by collective bargaining agreements	Not applicable		
MATERIAL TOPICS					
GRI 3 – Material Topics	3-1 Process to determine material topics	78–79	A gray cell indicates something that does not apply. This only relates to the 'Omission' and 'GRI Sector Standard ref. no.' columns.		
	3-2 Process to determine material topics	80–81			
GHG emissions					
	3-3 Management of material topics	97			11.11

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARDS REF. NO.
			REQUIREMENT (S) OMITTED	REASON/ EXPLANATION	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	AR: 133-134			11.1.2
	302-2 Energy consumption outside of the organization	x	All requirements	Information Not Available/ Incomplete information	11.1.3
	302-3 Energy intensity	x	All requirements	Information Not Available/ Incomplete information	11.1.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	99			11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	99			11.1.6
	305-3 Other indirect (Scope 3) GHG emissions	x			11.1.7
	305-4 GHG emissions intensity	x	All requirements	Information Not Available/ Incomplete information	11.1.8
Climate adaptation, resilience, and transition					
GRI 3 -Material Topics	3-3 Management of material topics	97 100-101			11.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	x	All requirements	Information Not Available/ Incomplete information	11.2.2
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	100-101			
	Additional sector disclosures	x	All requirements	Information Not Available/ Incomplete information	11.2.4
Air emissions					
GRI 3 -Material Topics	3-3 Management of material topics	97 109			11.5.1
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO), sulfur oxides (SO), and other significant air emissions	100			11.5.2
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	x			11.5.3
Waste					
GRI 3 -Material Topics	3-3 Management of material topics	97			

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARDS REF. NO.
			REQUIREMENT (S) OMITTED	REASON/ EXPLANATION	
	306-1 Waste generation and significant waste-related impacts	110			
	306-2 Management of significant waste-related impacts	111			
	306- 3 Waste generated	111			11.5.4
	306- 4 Waste diverted from disposal	x	All requirements	Information Not Available/ Incomplete information	11.5.5
	306- 5 Waste directed to disposal	x	All requirements	Information Not Available/ Incomplete information	11.5.6
Water and effluents					
GRI 3 -Material Topics	3-3 Management of material topics	97			11.6.1
	303-1 Interactions with water as a shared resource	119			11.6.2
	303-2 Management of water discharge-related impacts	x	All requirements	Information Not Available/ Incomplete information	11.6.3
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	x	All requirements	Information Not Available/ Incomplete information	11.6.4
	303-3 Water discharge	x	All requirements	Information Not Available/ Incomplete information	11.6.5
	303-4 Water consumption	x	All requirements	Information Not Available/ Incomplete information	11.6.6
Asset integrity and critical incident management					
GRI 3 - Material Topics	3-3 Management of material topics	97 114			11.8.1
GRI 306: Effluents and Waste 2016	306-3 Significant spills	115			11.8.2
	Additional sector disclosures	x	All requirements	Information Not Available	11.8.3
Occupational health and safety					
GRI 3 - Material Topics	3-3 Management of material topics	130- 131			11.9.1

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARDS REF. NO.
			REQUIREMENT (S) OMITTED	REASON/ EXPLANATION	
GRI 3 - Material Topics	403-1 Occupational health and safety management system	130-131			11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	x	All requirements	Information Not Available/ Incomplete information	11.9.3
	403-3 Occupational health services	132			11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	132			11.9.5
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	133			11.9.6
	403-6 Promotion of worker health	134			11.9.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	132			11.9.8
	403-8 Workers covered by an occupational health and safety management system	135			11.9.9
	403-9 Work-related injuries	136-137			11.9.10
	403-10 Work-related ill health	136-137			11.9.11
Employment practices					
GRI 3 - Material Topics	3-3 Management of material topics	130-131			11.10.1
	401-1 Number of new hires and employee turnover rate	139			11.10.2
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	140			11.10.3
	401-3 Parental leave	141			11.10.4
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	145			11.10.5
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	x			11.10.6
	404-2 Programs for upgrading employee skills and transition assistance programs	142-143			11.10.7

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		GRI SECTOR STANDARDS REF. NO.
			REQUIREMENT (S) OMITTED	REASON/ EXPLANATION	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	x	All requirements	Information Not Available/ Incomplete information	11.10.8
	414-2 Negative social impacts in the supply chain and actions taken	x	All requirements	Information Not Available/ Incomplete information	11.10.9
Non-discrimination and equal opportunity					
GRI 3 - Material Topics	3-3 Management of material topics	130-131			11.11.1
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	146	All requirements	Information Not Available/ Incomplete information	11.11.2
GRI 401: Employment 2016	401-3 Parental leave	141			11.11.3
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	x			11.11.4
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	146			11.11.5
	405-2 Ratio of basic salary and remuneration	147			11.11.6
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	147			11.11.7
Economic impacts					
GRI 3 - Material Topics	3-3 Management of material topics	84			11.14.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	85-87			11.14.2
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	x	All requirements	Information Not Available/ Incomplete information	11.14.3
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	88-89			11.14.4
	203-2 Significant indirect economic impacts	90-91			11.14.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	92-93			11.14.6

OMISSION					
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT (S) OMITTED	REASON/ EXPLANATION	GRI SECTOR STANDARDS REF. NO.
Conflict and security					
GRI 3 – Material Topics	3-3 Management of material topics	130–131			11.18.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	148			11.18.2
Natural disaster prevention and control search and rescue					
	Management of material topics	97 120			
	Damage and loss due to natural disaster in 2024	121			
	HR and Equipment preparedness plan	122–123			
Supplier environmental assessment					
	Management of material topics	97			
	Selected suppliers	124–125			
	Some general requirements in selecting petroleum suppliers	126–127			
TOPIC	EXPLANATION				
GRI 11: Oil and Gas Sector 2021					
Biodiversity	Petrolimex’s business activities are mainly commercial, with no oil and gas exploitation and processing activities, thus having little to no impact on the environment, ecosystems, etc.				
Closure and rehabilitation	Currently, Petrolimex is responsible for nearly 50% of needs of petroleum in Vietnam and is assigned by the Government to provide adequate gasoline to the market under all scenarios. Therefore, to meet the economy’s demand for gasoline and ensure the country’s energy security, Petrolimex is not allowed to implement Closure and rehabilitation.				
Forced labor and modern slavery	All employees at Petrolimex must meet all the current labor related legal requirements (not using child labor, etc.) as well as requirements of each job position and clearly understand the job description, salary, work conditions, labor regulations, etc. before voluntarily signing a labor contract. At Petrolimex there is absolutely no forced labor.				
Freedom of association and collective bargaining	Petrolimex has established a trade union and all employees of the Group participate in the union. A collective bargaining agreement is signed annually/periodically, with basic terms: salary, bonuses, allowances, salary increases; Working and rest time; Ensuring employment, labor safety, etc. for workers; Responsibility for implementing labor regulations; Other benefits: Health insurance, retirement benefits, holiday gifts, Tet; Gift for children of employees, Gifts for sick visits, etc. Petrolimex’s business activities includes implementing policies and regimes for employees (recruitment, job arrangement, salary policies, training policies, etc. according to the principles: strict compliance with legal regulations, openness, transparency, respect and care for employees. That’s why employees work together for the benefit of the Group. If employees have any queries, they will be discussed and answered democratically and openly. From the above, the Group assesses that this is not an important topic.				

Local communities	Petrolimex operates in business territories in all 34 provinces and cities nationwide, primarily through 2,946 retail petroleum stations and some petroleum depots across the country. Petrolimex’s business locations are all within approved schemes. Throughout operations, Petrolimex prioritizes minimizing (negative) impacts from business activities on local communities. This principle is demonstrated through significant financial investment in building decent infrastructure, planting greenery (in permitted areas within terminals), maintaining clean and attractive landscapes, managing traffic congestion, investing in staff training, and implementing various solutions regarding modern equipment and technology (enclosed systems, double-layer fuel tanks, fire protection systems, etc.) to ensure environmental standards at petroleum stations and depots, meeting environmental concentration standards, ensuring hygiene, fire safety, and environmental safety.
	As a result, the impact of Petrolimex’s business activities on local communities is currently not a significant concern for Petrolimex.
Land and resource rights	As Petrolimex’s main business activities involve wholesale and retail fuel sales, Petrolimex’s rights mainly involve land use rights at office headquarters, terminals, retail petroleum stations to construct transaction offices, stations, tank farms, and technologies for fuel and petroleum product business operations. The land exploitation mentioned above complies with legal regulations and hardly affects local communities or others.
Rights of indigenous peoples	In addition to domestic business activities, Petrolimex currently has two representative companies in Singapore (solely engaged in pure trading activities in the petroleum business sector) and Laos (small-scale). Petrolimex’s business activities both domestically and internationally have made positive impacts by creating jobs, meeting society’s fuel consumption needs without affecting the local culture, beliefs, spirits, etc. Most of Petrolimex’s business locations maintain harmony, respect, and integration between business establishments and local residents, authorities, etc.
Anti-competitive behavior	Petrolimex’s business operations strictly adhere to legal regulations and have been verified through numerous inspections, audits by competent authorities, and independent auditing units. Petrolimex is also a state-owned enterprise with state capital accounting for up to 75.87%, being one of the key enterprises responsible for market stabilization. Petrolimex conducts business not only for profit but also responsibly towards the government, people, environment, etc. Therefore, Petrolimex absolutely does not engage in activities that lead to collusion with other competitors, abusing market dominance, or reducing market competitiveness.
Anti-corruption	Petrolimex has a system of documents (regulations, procedures, provisions, etc.) that are fairly comprehensive, transparent, and publicly available to prevent and combat corruption.
Payments to governments	Petrolimex only fulfills tax, social insurance, health insurance obligations according to legal regulations. Contributions to charity funds/programs initiated by the government (supporting COVID prevention, supporting poor districts, poor mountainous students, etc.) are carried out openly and transparently.
Public policy	Vietnam’s legal environment does not allow policy lobbying and Petrolimex also strictly complies with this content



Abbreviation: PETROLIMEX (HOSE: PLX)

No. 1 Kham Thien Street, Van Mieu -
Quoc Tu Giam Ward, Hanoi, Vietnam.

[T] : (024) 3851 - 2603
[F] : (024) 3851 - 9203
[W]: www.petrolimex.com.vn