

Hanoi, April 17, 2026

CHANGE IN PERSONNEL

To: - Vietnam Stock Exchange
- Hanoi Stock Exchange

Base on General Mandate No.01/NQ-PLC-DHĐCD date 17/04/2026 of Petrolimex Petrochemical Corporation – JSC, we would like to announce the change on personnel of Petrolimex Petrochemical Corporation – JSC as follows:

1. In case of dismissal/resignation:

- Mr: **Nguyen Thanh Khuong**
- Former position in the : Member of the BOD for the 2024 - 2029 Tenure organization
 - Dismissed : Member of the BOD for the 2024 - 2029 Tenure
 - Reason : Personal aspirations
 - Current position: : Deputy General Director
 - Effective date : 17/04/2026

This information was published on the company's website on 17/04/2026.

Trân trọng thông báo./.

Attached document: General Mandate No 01/NQ-PLC-DHĐCD date 17/04/2026.

Nơi nhận :

- Như trên;
- Các TV HĐQT;
- BKS TCT;
- Người CBTT;
- Lưu VT, BTH.

ĐẠI DIỆN TỔ CHỨC

Người đại diện theo pháp luật/Người UQ CBTT



CHỦ TỊCH
Đỗ Hữu Tạo

No.01/NQ-PLC-DHDCD

Hanoi, April 17, 2026

RESOLUTION

**On Approval of Matters at the 2026 Annual General Meeting of Shareholders
Petrolimex Petrochemical Corporation – JSC**

**GENERAL MEETING OF SHAREHOLDERS
OF PETROLIMEX PETROCHEMICAL CORPORATION – JSC**

- Pursuant to the current Articles of Incorporation of Petrolimex Petrochemical Corporation – JSC (“PLC”);
- Pursuant to the agenda of the 2026 Annual General Meeting of Shareholders of PLC dated April 17, 2026;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of PLC dated April 17, 2026.

RESOLVE TO:

Article 1. The 2026 Annual General Meeting of Shareholders of Petrolimex Petrochemical Corporation – JSC hereby approves the following matters:

- 1. Report on the Board of Directors’ Performance of PLC in 2025 and Plan for 2026**
- 2. Report on the Supervisory Board’s Performance of PLC in 2025**
- 3. Evaluation Report of the Independent Member of the Board of Directors in 2024**
- 4. Audited Consolidated Financial Statements for the fiscal year ended December 31, 2025 of PLC.**
- 5. Report on finalization of the salary and remuneration fund for members of the Board of Directors and Supervisory Board of PLC in 2025:**
 - Total remuneration and salary for the BOD: VND 2.668.800.000
 - Total remuneration and salary for the Supervisory Board: VND 1.459.200.000
- 6. Profit distribution plan for 2025, with the following key figures:**

Unit: VND

| No. | Indicator | Amount |
|-----|---|----------------|
| 1 | Realized profit in 2025 | 19.246.490.243 |
| 2 | Corporate income tax | 6.869.714.405 |
| 3 | Undistributed profit after tax carried forward from the previous year | 0 |

| No. | Indicator | Amount |
|-----|-----------------------------------|----------------|
| 3 | Profit after tax for distribution | 12.376.775.838 |
| 5 | Dividend distribution | 0 |
| 6 | Development investment fund | 12.376.775.838 |
| 7 | Bonus and welfare fund | 0 |

7. Business plan for 2026 of PLC with the following key targets:

| No. | Indicator | Unit | Actual 2025 | Plan 2026 | Plan 2026/Actual 2025 |
|-----|-------------------------|-------------|-------------|-------------|-----------------------|
| 1 | Total profit before tax | VND billion | 68,54 | 107 | 156% |
| 2 | Dividend payout ratio | % | 0% | At least 8% | |

8. Remuneration and salary plan for members of the BOD and Supervisory Board of PLC in 2026:

- Total planned remuneration and salary for the BOD in 2026: **VND 3.456.000.000**
- Total planned remuneration and salary for the Supervisory Board in 2026: **VND 1.874.400.000**

9. Proposal on selection of the audit firm for PLC's 2026 financial statements:

The General Meeting of Shareholders authorizes the Board of Directors of PLC to select one of the following firms to audit the financial statements of PLC:

- KPMG Limited (KPMG)
- Deloitte Vietnam Audit Company Limited (Deloitte)
- Ernst & Young Vietnam Limited
- PWC (Vietnam) Limited

10. Proposal on approval of amendments and supplements to the Articles of Incorporation of PLC.

11. Proposal on approval of amendments and Supplements to the Regulations of Operation of the Board of Directors of PLC

12. Proposal On Dismissal of a Member of the Board of Directors of Petrolimex Petrochemical Corporation - JSC for the 2024 - 2029 Term.

Article 2. Implementation:

1. The General Meeting of Shareholders authorizes the Board of Directors of Petrolimex Petrochemical Corporation – JSC to implement the contents approved in this Resolution and to carry out all necessary procedures in compliance with applicable laws and this Resolution.

2. This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Petrolimex Petrochemical Corporation – JSC and shall take effect from April 17, 2026.

3. All shareholders, the Board of Directors, the Board of Management, the Supervisory Board, and relevant organizations and individuals are responsible for the implementation of this Resolution.

Recipients:

- State Securities Commission (for reporting)
- Hanoi Stock Exchange (for disclosure)
- Disclosure on PLC website
- Vietnam National Petroleum Group (for reporting)
- BOD members of PLC (for direction and implementation)
- Supervisory Board members of PLC (for oversight)
- Board of Management of PLC (for execution)
- Members' Council of Petrolimex Asphalts Company Limited and Petrolimex Chemicals Company Limited (for execution)
- Archives: Office, BOD of PLC

**CHAIRMAN
OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF PETROLIMEX
PETROCHEMICAL CORPORATION – JSC**




DO HUU TAO

