

No.: 01 /VITACO-BCQT-HDQT

Ho Chi Minh City, January 21, 2025



REPORT ON Corporate Governance in 2024

To:

- The State Securities Commission;
- Ho Chi Minh City Stock Exchange.

Vietnam Tanker Joint Stock Company is pleased to present the following report on the company's governance situation in 2024:

- Name of Company: Vietnam Tanker Joint Stock Company
- Address of Headoffice: : No. 236/106/1A Dien Bien Phu Street, Ward 17, Binh Thanh District, Ho Chi Minh City
- Telephone: 028 3514 6024 Fax: 028 3514 6025 Email: vitaco@viettanker.com.vn
- Charter capital: 798,666,660,000 VND
- Securities code: VTO
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders (AGM):

Information about meetings and Resolutions/Decisions of the General Meeting of Shareholders:

No.	Resolutions	Date	Content
01	196/NQ-DHĐCĐ	16/04/2024	The 2024 Annual General Meeting of Shareholders of Vietnam Tanker Joint Stock Company (held virtually) has approved the following items by consensus: <ul style="list-style-type: none">- Approved the Performance Report of the Company's Board of Directors for 2023 and the plan for 2024. For ship investment: Continue to implement Resolution No. 185/VITACO-NQ-ĐHĐCĐ dated 20/04/2023 of the Company's GMS; Promote the search for investment in 01 ocean-going ship, to replace the liquidated Petrolimex 08 ship at an appropriate time with a maximum

			<p>investment value of 40 million USD, excluding taxes and fees as prescribed by law. Assign the Company's Board of Directors to organize the implementation.</p> <ul style="list-style-type: none"> - Approved the Evaluation Report of Independent Board members in 2023. - Approved the Supervisory Board's Performance Report for 2023 and the plan for 2024. - Approved the audited Consolidated Financial Statements for 2023. - Approved the Salary and Remuneration Settlement Report of members of the Board of Directors and the Supervisory Board in 2023. - Approved the Proposal of the profit distribution plan in 2023. - Approved the Proposal on salary and remuneration payment plan for members of the Board of Directors and Board of Supervisors in 2024. - Approve contracts/transactions between the Company and related parties. - Approve the list of auditing firms to select the auditing firm for the 2024 Financial Statements.
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II. Board of Directors:

1. Information about members of the Board of Directors (BOD):

No.	Member of the BOD	Position (Independent/non-executive member)	Start/no longer a Member of the Board of Directors/Independent Board of Directors	
			Date of Appointment	Date of dismissal
01	Mr. La Van Ut	Chairman (Legal representative)	12/04/2021	
02	Mr. Nguyen Quang Cuong	Member/Executive Director (Legal representative)	12/04/2021	
03	Ms./Mrs. Pham Ly Trang Khanh	Executive Member	12/04/2021	Submitted letter of resignation as a member of the BOD from 01/07/2024
04	Mr. Le Minh Ngoc	Non-executive Member	12/04/2021	
05	Mr. Bui Hong Dung	Executive Member	12/04/2021	
06	Mr. Nguyen Chi Nam	Non-executive Member	12/04/2021	
07	Mr. Truong Van Minh	Independent Member	12/04/2021	

2. Board of Directors meetings:

In 2024, the BOD convened in person 04 times and requested written opinions 04 times.

No.	Member of the Board of Directors	Number of BOD meetings attended	Attendance percentage	Reasons for absence
01	Mr. La Van Ut	08/08	100%	
02	Mr. Nguyen Quang Cuong	08/08	100%	
03	Ms./Mrs. Pham Ly Trang Khanh	04/08	50%	Submitted letter of resignation as a member of the BOD from 01/07/2024
04	Mr. Le Minh Ngoc	08/08	100%	
05	Mr. Bui Hong Dung	08/08	100%	
06	Mr. Nguyen Chi Nam	08/08	100%	
07	Mr. Truong Van Minh	07/08	87,5%	Due to personal reason

3. Supervisory activities of the Board of Directors over the Board of Directors:

Exercising its powers and obligations, the Board of Directors of the Company has supervised, directed, and administered the Company in accordance with the law, the Company's Charter and the resolution of the General Meeting of Shareholders in 2024 as follows:

- The Board of Directors always closely monitors the activities of the General Directors and Chairpersons of member companies, promptly resolves arising issues under the jurisdiction of the Board of Directors, establishes conditions that facilitate management activities of the General Directors and Chairpersons of member companies.
- The Board of Directors supervises the direction and administration of production and business activities according to the Resolution of the General Meeting of Shareholders. Implementing the resolutions of the Board of Directors to ensure the effective execution of the plan and tasks approved by the General Meeting of Shareholders.
- Direct and supervise the organization of the 2024 Annual General Meeting of Shareholders, issue a Resolution on dividend payment in 2023.
- All production and business activities are inspected and supervised by the Company's Supervisory Board and professional departments to limit risks in the best way.
- Implement the plan set out in 2024.
- The Board of Directors has convened to deliberate and adopt resolutions and decisions following each meeting or has collected written opinions from members on pertinent matters, providing a foundation for subsequent implementation for the General Director and the Executive Board.

- Organize and direct the strict implementation of reporting and information disclosure regimes according to regulations.

4. Activities of the Board of Directors' Committees:

The Committees of the Board of Directors have provided advice and assistance to the Board of Directors in accordance with their assigned functions and tasks, specifically such as:

- Advising the Board of Directors in reviewing, developing, amending, and supplementing the Charter of subsidiaries and regulations on internal governance of the Company aligning with the latest legal provisions and operational practices at Vitaco;
- Appraisal of schemes and plans submitted by the General Director/units for the Board of Directors to decide under the authority of the Board of Directors...
- Other tasks according to the functions, tasks, and requirements of the Board of Directors.

5. Resolutions/Decisions of the Board of Directors:

In 2024, the Board of Directors issued the following Resolutions/Decisions:

No.	Resolutions	Date	Content	Approval Rate
RESOLUTION				
01	193/NQ-VITACO	27/02/2024	Agreed on consolidated business results in 2023 and plan development for 2024.	100%
02	194/NQ-VITACO	27/02/2024	Agreed to convene the 2024 Annual General Meeting of Shareholders of Vietnam Tanker Joint Stock Company, on April 16, 2024.	100%
03	195/NQ-VITACO	26/03/2024	Approved the documents of the 2024 Annual General Meeting of Shareholders.	100%
04	197/NQ-VITACO	16/05/2024	1. Agreed on recording for consolidated production and business results in the first 4 months of 2024. 2. Approved the consolidated production and business plan of the entire Company and companies in 2024. 3. Approved the 2023 financial statements of Vietnam Tanker Joint Stock Company and One Member Limited Liability Companies. 4. Approved the value of the 3rd periodic repair settlement for Petrolimex ships on October 11, 2023. 5. Agreed to the policy of finding 01 person for the position of Director of Vitaco Saigon Co., Ltd. to replace Mr. Bui Hong Dung before he retires according to the regime, which is expected at the end of 2024.	100%

05	198/NQ-VITACO	16/05/2024	Agreed to implement the cash dividend payment for the year 2023 as follows: - Record date: 28/05/2024. - Dividend payment date: 12/06/2024. - Dividend payout ratio for 2023 in cash: 8% per share (each share receives 800 VND).	100%
06	199/NQ-VITACO	16/05/2024	Approved the amendment of the Regulation on Financial Management of Vitaco Saigon Co., Ltd.	100%
07	200/NQ-VITACO	21/05/2024	Agreed to implement the cash dividend payment for the year 2023 (replacing Resolution No. 198/NQ-VITACO dated May 16, 2024) as follows: - Declared record date: 28/05/2024. - Adjusted record date: 03/06/2024. - Dividend payment date: 12/06/2024. - Dividend payout ratio for 2023 in cash: 8% per share (each share receives 800 VND)	100%
08	201/NQ-VITACO	21/05/2024	Agreed to select KPMG Vietnam LLC as the auditor for the 2024 financial statements.	100%
09	202/NQ-VITACO	12/06/2024	1. Agreed to have Ms. Pham Ly Trang Khanh cease participation in the Board of Directors of Vietnam Tanker Joint Stock Company from July 1, 2024, based on personal reasons. The Board of Directors will propose to the General Shareholders' Meeting of Vietnam Tanker Joint Stock Company to dismiss her from the Board of Directors at the latest meeting as prescribed. 2. Agreed to dismiss Ms. Pham Ly Trang Khanh from the position of Deputy General Director of Vietnam Tanker Joint Stock Company and terminate her employment contract effective from July 1, 2024. The CEO is tasked with assigning staff to receive and hand over all dossiers from Ms. Pham Ly Trang Khanh, conduct the necessary administrative and legal procedures related to the termination of the employment contract in accordance with regulations.	100%
10	203/NQ-VITACO	16/07/2024	1. Approved the recording of the consolidated business results for the first half of 2024.	85,7%

			<p>2. Approved the issuance of the Regulation on the Management and Use of Funds of Vietnam Tanker Joint Stock Company.</p> <p>3. Approved the amendments to the internal regulations of Vietnam Tanker Joint Stock Company: Financial Management Regulation; Technical and Material Management Regulation; Salary Regulation.</p> <p>4. Approved the execution of the directive of Vietnam National Petroleum Group in Official Letter No. 1303/PLX-VP dated June 5, 2024, regarding “Enhancing monitoring and risk management in the receiving and transportation of petroleum products by water transport vehicles”; Agreed to continue implementing directives related to ensuring security and safety of assets, personnel, fire prevention and fighting, rescue and emergency, anti-smuggling, anti-commercial fraud, and safety in delivery, as well as loss prevention.</p> <p>5. Approved the policy to establish a market survey delegation for sea transport in Brazil, Chile, and Argentina, and Agreed to show appreciation to customers and port warehouses that have supported the company in business operations, planned for the end of 2024.</p> <p>6. Approved the establishment of the Steering Committee for the 50th Anniversary Celebration of Vietnam Tanker Joint Stock Company (September 8, 1975 – September 8, 2025).</p>	
11	204/NQ-VITACO	29/10/2024	<p>1. Approved the recording of the consolidated business results for the first ten months of 2024.</p> <ul style="list-style-type: none"> - Enhance monitoring and reduce costs: fuel, repairs, losses, and management. - Continue closely monitoring goods demand, ensuring the technical condition of the company's fleet, ensuring the completion of the General Shareholders' Meeting plan, boosting revenue and profit. <p>2. Re-approved the Company's salary unit</p>	85,7%

			price in 2024; implement the development of production and business plans in 2025. 3. Regarding personnel matters: - Implement the process for dismissing/appointing the Director of Vitaco Saigon Company Limited, effective January 1, 2025 - Search for, nominate/elect a replacement of personnel for Ms. Pham Ly Trang Khanh on the Board of Directors at the 2025 General Shareholders' Meeting. Gradually ensure the number of independent Board members for the company.	
12	205/NQ-VITACO	24/12/2024	Approved the shortening of the depreciation period of Petrolimex 20 from 10 years (from 8/2016 to 8/2026) to 8.75 years (from 8/2016 to 5/2025, when Petrolimex turns 20 years old).	85,7%
13	206/NQ-VITACO	27/12/2024	Approved the policy of selecting and hiring an experienced legal consultant to complete the legal dossier to apply for a certificate of land use rights and ownership of other land-attached assets for Vitaco Office Building at 236/106/1A Dien Bien Phu, Ward 17, Binh Thanh District, Ho Chi Minh City.	85,7%
DECISION				
1	001/QD-VITACO	24/01/2024	Promulgating the Charter of Vitaco Saigon Company Limited.	100%
2	002/QD-VITACO	26/02/2024	Appointing staff for business trips.	100%
3	003/QD-VITACO	04/03/2024	Establishment of the Organizing Committee for the 2024 Annual General Meeting of Shareholders of Vietnam Tanker Joint Stock Company.	100%
4	004/QD-VITACO	04/03/2024	Establishment of the Inspection Committee to confirm the qualifications of shareholders to attend the 2024 Annual General Meeting of Shareholders of Vietnam Tanker Joint Stock Company.	100%
5	005/QD-VITACO	11/03/2024	Approving the settlement of the salary fund in 2023.	100%
6	006/QD-VITACO	16/05/2024	Approving the settlement of the 3rd periodic repair for Petrolimex 11.	100%
7	007/QD-VITACO	16/05/2024	Approving the production and business plan in 2024.	100%
8	008/QD-VITACO	24/05/2024	Appointing staff for business trips.	100%
9	009/QD-VITACO	05/06/2024	Approving the budget estimated for the 4th intermediate repair of Petrolimex 14 in 06/2024.	100%

10	010/QD-VITACO	10/06/2024	Approving the distribution of the reward and welfare fund.	100%
11	011/QD-VITACO	12/06/2024	Dismissal from the position of Deputy General Director and termination of labor contract for Ms. Pham Ly Trang Khanh.	100%
12	012/QD-VITACO	16/07/2024	Promulgating the Decision "Regulation on management and use of funds of Vietnam Tanker Joint Stock Company".	85,7%
13	013/QD-VITACO	22/07/2024	Promulgating the decision "Regulation on distribution of salaries and bonuses to employees".	85,7%
14	014/QD-VITACO	22/07/2024	Approving the adjustment of the Appendix to the Table of salaries and job titles in the Regulation on payment of salaries, remuneration and bonuses for Company Managers.	85,7%
15	015/QD-VITACO	01/08/2024	Approving the amendment and promulgation of the "Regulation on Financial Management".	85,7%
16	016/QD-VITACO	23/08/2024	Approving to establish a delegation for the business trip to Brazil, Chile, and Argentina to survey the oil tanker market, explore maritime equipment agencies and oil tanker companies, and enhance business operations while showing appreciation to customers to strengthen the partnership between Vitaco and the entities involved (planned dates: November 23, 2024, to December 6, 2024).	85,7%
17	017/QD-VITACO	12/09/2024	Approving the bonus for the Company's executive manager for 2023, in the amount of 1,000,000,000 VND (One billion VND).	85,7%
18	018/QD-VITACO	24/10/2024	Approving the budget estimated for the 4th intermediate repair of Petrolimex 09 in October 2024.	85,7%
19	019/QD-VITACO	01/11/2024	Approving the settlement value of the 4th intermediate repair for Petrolimex 14 in 06/2024.	85,7%
20	20/QD-VITACO	01/11/2024	Approving the adjustment of the salary plan for employees in 2024.	85,7%
21	21-21A/QD-VITACO	18/11/2024	Approving the adjustment of the 2024 salary plan of Vitaco Saigon Company Limited and Vitaco Da Nang Company Limited.	85,7%
22	22/QD-VITACO	22/11/2024	Approving the adjustment of the salary plan of the executive manager of the Company in 2024.	85,7%
23	23/QD-VITACO	31/12/2024	Transfer of 2024 after-tax profit for the 1st time of Vitaco Saigon Company Limited to Vietnam Tanker Joint Stock Company.	85,7%
24	24/QD-VITACO	31/12/2024	Transfer of profit after tax in 2024 for the 1st time of Vitaco Da Nang Company Limited to Petroleum Transportation Joint Stock Company.	85,7%

III. Supervisory Board (Supervisory Board):

1. Information about members of the Supervisory Board:

No.	Member of the Supervisory Board	Position	The date of becoming members	The date of ceasing members	Qualification
1	Mr. Nguyen Thanh Tuyen	Head of the Supervisory Board	20/04/2023		Master of Economics, Bachelor of Accounting, Auditing
2	Mr. Pham Van Trung	Member	12/04/2021		Marine Electrical Engineer
3	Ms./Mrs. Nguyen Thi Thu	Member	20/04/2023		Bachelor of Finance and Accounting, Bachelor of Foreign Trade Business Administration

2. Supervisory Board Meetings

In 2024, the Supervisory Board held 03 meetings.

No.	Member of the Supervisory Board	Number of Supervisory Board meetings	Attendance percentage	Voting Rate	Reasons for absence
1	Mr. Nguyen Thanh Tuyen	03/03	100%	100%	
2	Mr. Pham Van Trung	03/03	100%	100%	
3	Ms./Mrs. Nguyen Thi Thu	03/03	100%	100%	

3. The Supervisory Board's Oversight of the Board of Directors, Executive Management, and Shareholders:

- The Supervisory Board conducted the monitoring of the Board of Directors, the Executive Management, and other management personnel regarding compliance with legal regulations and the implementation of the resolutions of the 2024 Annual General Shareholders' Meeting.
- Evaluates the raising and utilization of capital, and allocation of financial resources, production and business results at the parent company and its subsidiaries.
- Verifies the reliability of financial statement data and the solvency of receivables and payables.

4. Coordination between the Supervisory Board and the Board of Directors, Executive Management, and other management personnel:

The Board of Directors, Executive Management, and the functional departments of the parent company and subsidiaries have facilitated the provision of documents and regularly coordinated the exchange of information related to the management and operational activities of the company. The activities of the Supervisory Board are conducted in accordance with legal regulations and the company's charter, without impacting business operations. The assessments, comments, and recommendations made by the Supervisory Board are objective and truthful. In general, the recommendations of the Supervisory Board are reviewed, acknowledged, and adjusted timely by the Board of Directors and Executive Management.

5. Other activities of the Supervisory Board: None

IV. The Management:

NO.	Member of Board of Management	Position	Date of birth	Qualifications	Date of Appointment/ Re-appointment
01	Mr. Nguyen Quang Cuong	General Director	01/09/1966	Marine Engineer, Bachelor of Economics	<i>Reappointed on 01/07/2020</i>
02	Ms./Mrs. Pham Ly Trang Khanh	Deputy General Director	19/10/1971	Bachelor of Economics	<i>Resignation letter from 01/07/2024</i>
03	Mr. Bui Hong Dung	Deputy General Director	13/01/1964	Marine Engineer, Captain	<i>Reappointed on 15/09/2021</i>
04	Mr. Nguyen Quang Chien	Deputy General Director	10/02/1971	Marine Engineer, Master of Marine	<i>Reappointed on 15/09/2021</i>
05	Ms./Mrs. Van Thi Hong Phuong	Deputy General Director	06/01/1971	Master of Maritime Economics	<i>Reappointed on 01/07/2023</i>
06	Mr. Do Quang Minh	Deputy General Director	20/02/1964	Master of Maritime Safety	<i>Reappointed on 01/07/2023</i>

V. Chief Accountant:

No.	Full name	Date of birth	Professional qualifications	Date of Appointment
01	Mr. Nguyen Trong Nghia	07/02/1972	Bachelor of Economics, Business Administration	<i>Reappointed on 01/07/2023</i>

VI. Training Programs on Corporate Governance:

Training programs on corporate governance attended by the members of the Board of Directors, Supervisory Board, CEO, other management personnel, and the company secretary, in accordance with corporate governance regulations:

The Company has participated in corporate governance training courses for the members of the Board of Directors, Supervisory Board, CEO, other management personnel, and the company secretary as per the Company's and the Group's program plan.

VII. List of Related Parties of the Company and Transactions with the Company's Related Parties:

- 1. List of related parties of the company:** (Attached to Appendix 1):
- 2. Transactions between the company and related parties; or between the company and major shareholders, insiders, related parties of insiders:** (Attached to Appendix 2)
- 3. Transactions between the company's insiders, related parties of insiders and subsidiaries, companies controlled by the company:** None.
- 4. Transactions between the company and other parties:**
 - 4.1. Company-to-company transactions in which members of the Board of Directors, members of the Supervisory Board, General Directors and other managers have been or are founding members or Board members, or CEO in the past three (03) years: None.

4.2. Company-to-company transactions in which related parties of members of the Board of Directors, Supervisory Board, CEO, and other management are Board members or CEOs: None.

4.3. Other transactions of the company that may provide material or non-material benefits to members of the Board of Directors, Supervisory Board, CEO, or other management: None.

VIII. Transactions of Shares by Insiders and Related Parties of Insiders:

1. List of insiders and related parties of insiders: (Attached to Appendix 3)

2. Transactions of insiders and related parties with the company's shares: (Attached to Appendix 4)

IX. Other Issues to Note: None.

Recipients:

- As above;
- Archives: General Department.

**ON BEHALF OF THE BOD
CHAIRPERSON** 



LA VAN UT

APPENDIX 1
LIST OF THE COMPANY'S RELATED PARTIES AS OF 31/12/2024

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position at the Company	Type of Identity Document (*)	Identity Document Number (*)	Issue Date	Place of Issue	Head Office Address/ Contact Address	Start Date as Related Party	End Date as Related Party	Reason	Relationship with the company
1	LA VAN UT		Chairman of the Board of Directors						01/02/2005			Insiders
2	NGUYEN QUANG CUONG		General Director/ Member of the Board of Directors						01/12/2007			Insiders
3	PHAM LY TRANG KHANH		Deputy General Director/Member of the Board of Directors (with a resignation letter from 01/07/2024)						22/07/2009			Insiders
4	LE MINH NGOC		Member of the Board of Directors						21/04/2017			Insiders
5	BUI HONG DUNG		Deputy General Director/ Member of the Board of Directors Chairperson/ Director of Vitaco Saigon						15/09/2016			Insiders
6	NGUYEN CHI NAM		Member of the Board of Directors						21/04/2017			Insiders

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position at the Company	Type of Identity Document (*)	Identity Document Number (*)	Issue Date	Place of Issue	Head Office Address/ Contact Address	Start Date as Related Party	End Date as Related Party	Reason	Relationship with the company
7	TRUONG VAN MINH		Independent Member of the Board of Directors						30/03/2007			Insiders
8	NGUYEN THANH TUYEN		Head of the Supervisory Board						21/04/2017			Insiders
9	PHAM VAN TRUNG		Member of the Supervisory Board						12/04/2021			Insiders
10	NGUYEN THI THU		Member of the Supervisory Board						20/04/2023			Insiders
11	NGUYEN QUANG CHIEN		Deputy General Director						15/09/2016			Insiders
12	VAN THI HONG PHUONG		Deputy General Director						01/07/2018			Insiders

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position at the Company	Type of Identity Document (*)	Identity Document Number (*)	Issue Date	Place of Issue	Head Office Address/ Contact Address	Start Date as Related Party	End Date as Related Party	Reason	Relationship with the company
13	DO QUANG MINH		Deputy General Director						01/07/2018			Insiders
14	NGUYEN TRONG NGHIA		Chief Accountant						01/10/2015			Insiders
15	PHAN THI THUY HANG		Corporate governance cum company secretary / Authorized person for disclosure						15/05/2023			Insiders
16	NGUYEN PHUONG MAI		Head of the Internal Audit Department						01/10/2022			Insiders
17	TRAN THANH TRUC		Member of the Internal Audit Committee						01/10/2022			Insiders
18	NGUYEN DANG QUOC		Chairperson/ Director of Vitaco Da Nang						28/10/2008			Insiders

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position at the Company	Type of Identity Document (*)	Identity Document Number (*)	Issue Date	Place of Issue	Head Office Address/ Contact Address	Start Date as Related Party	End Date as Related Party	Reason	Relationship with the company
19	VIETNAM NATIONAL PETROLEUM GROUP								1975			Ultimate Parent Company
20	PETROLIMEX TANKER CORPORATION								13/06/2013			Parent Company
21	VITACO SAIGON CO., LTD								21/12/2007			Subsidiaries
22	VITACO DA NANG CO., LTD								28/10/2008			Subsidiaries

APPENDIX 2

TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, RELATED PARTIES OF INSIDERS AS OF 31/12/2024

No.	Name of Organization/ Individual	Related relationship with the company	Type of ID (*)	ID Number (*)	Issue Date	Place of issue	Head Office Address/ Contact Address	Transaction time with the company	Number of Resolutions/ Decisions approved by the GMS/BOD	Content, quantity, and total value of transactions		Notes
1	Vietnam National Petroleum Group	Ultimate Parent Company	Business Registration Certificate					Year 2024	196/NQ-DHDCĐ	Service Provision	233,386,755,726	Pre-audit figures
2	PETROLIMEX TANKER CORPORATION	Parent Company	Business Registration Certificate					Year 2024	196/NQ-DHDCĐ	Service Provision	417,007,828,038	Pre-audit figures
										Purchase of goods	5,750,772,610	Pre-audit figures
3	Vitaco Saigon Co., Ltd.	Subsidiaries	Business Registration Certificate					Year 2024	196/NQ-DHDCĐ	Purchase of goods and services	1,972,096,187	Pre-audit figures
4	Vitaco Da Nang Co., Ltd.	Subsidiaries	Business Registration Certificate					Year 2024	196/NQ-DHDCĐ	Service Provision	6,110,000	Pre-audit figures
5	Saigon Petrochemical Branch – Petrolimex Petrochemical Corporation - Joint Stock Company	Group companies	Business Registration Certificate					Year 2024	196/NQ-DHDCĐ	Purchase of goods	15,548,082,627	Pre-audit figures

No.	Name of Organization/ Individual	Related relationship with the company	Type of ID (*)	ID Number (*)	Issue Date	Place of issue	Head Office Address/ Contact Address	Transaction time with the company	Number of Resolutions/ Decisions approved by the GMS/BOD	Content, quantity, and total value of transactions		Notes
6	PJICO Saigon Insurance Company	Group companies	Registration Certificate					Year 2024	196/NQ-DHDCĐ	Purchase of insurance services	19,588,154,543	Pre-audit figures
7	Saigon Petroleum Branch – Regional Petroleum Company II CO., LTD	Group companies	CNCH Paper					Year 2024	196/NQ-DHDCĐ	Purchase of goods	1,837,916,316	Pre-audit figures
8	Vipco Ha Long Co., Ltd.	Group companies	Business Registration Certificate					Year 2024	196/NQ-DHDCĐ	Purchase of goods	3,893,782,812	Pre-audit figures
9	PETROLIMEX SINGAPORE PTE. LTD.	Group companies	Business Registration Certificate					Year 2024	196/NQ-DHDCĐ	Purchase of goods and services	76,686,531,429	Pre-audit figures

APPENDIX 3
LIST OF INSIDERS AND RELATED PARTIES OF INSIDERS AS OF 31/12/2024

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[illegible]

[illegible]

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the company	Type of ID (*)	ID Number (*)	Issue Date	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Ownership percentage at the end of the period (Calculated on Charter Capital)	Notes
5.5	Bui Hoang Hai										Biological children
6	NGUYEN CHI NAM		Member of the Board of Directors						2.300	0,0029	Insiders
6.1	Nguyen Thi Bich Huynh										Native
6.2	Dinh Kim Oanh								70	0,0001	Father-in-law
6.3	Quach Thi Ty								600	0,0008	Mother-in-law
6.4	Pham Thi Thu Hang										Wife
6.5	Nguyen Minh Anh										Biological children
6.6	Nguyen Phuong Anh										Biological children
6.7	Nguyen Le Ha								3.150	0,0039	Younger siblings

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No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the company	Type of ID (*)	ID Number (*)	Issue Date	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Ownership percentage at the end of the period (Calculated on Charter Capital)	Notes
8.4	Tran Thi Bich Hong										Mother-in-law
8.5	Nguyen Thi Thuy Hang										Wife
8.6	Nguyen Anh Tuan										Younger siblings
8.7	Nguyen Quynh Chi										Biological children
8.8	Nguyen Quynh Anh										Biological children
8.9	Nguyen Thi Thu Nguyet										Brother-in-law
8.10	Nguyen Xuan Bich Ngoc										Brother-in-law
9	PHAM VAN TRUNG		Member of the Supervisory Board						0	0,0000	Insiders

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the company	Type of ID (*)	ID Number (*)	Issue Date	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Ownership percentage at the end of the period (Calculated on Charter Capital)	Notes
15.4	Nguyen Phan Thien An										Biological children
15.5	Nguyen Manh Quan										Biological child
15.6	Phan Thi Thanh Hang										Younger siblings
15.7	Phan Quoc Hai										Younger siblings
15.8	Nguyen Duc Thang										Three husbands
15.9	Ho Thi Ngan										Mother-in-law
15.10	Nguyen Thi Thanh Van										Brother-in-law
15.11	Nguyen Trieu Trung										Brother-in-law
15.12	Nguyen Trieu Vinh										Brother-in-law
16	Nguyen Phuong Mai		Head of the Internal Audit Department						70	0,0001	Insiders

[illegible]

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the company	Type of ID (*)	ID Number (*)	Issue Date	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Ownership percentage at the end of the period (Calculated on Charter Capital)	Notes
16.7	Do Ha My										Biological children
16.8	Nguyen Phuong Quynh										Younger siblings
16.9	Nguyen Manh Tuan										Sister
16.10	Huynh The Chuong										Brother-in-law
16.11	Phan Ha Bao Anh										Sister-in-law
17	Tran Thanh Truc		Member of the Internal Audit Committee								Insiders
17.1	Tran Huu Chanh										Biological father
17.2	Tran Anh Nguyet										Biological mother
18	VIETNAM NATIONAL PETROLEUM GROUP		Ultimate Parent Company								Ultimate Parent Company

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APPENDIX 4
TRANSACTIONS OF INSIDERS AND RELATED PARTIES WITH THE COMPANY'S SHARES AS OF 31/12/2024

No.	Transaction executor	Relations with Insiders	Number of shares at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase/decrease
			Number of Shares	Rate (%)	Number of Shares	Rate (%)	
1	VAN THI HONG PHUONG	Deputy General Director	400.050	0,5009%	306.700	0,384%	Buying/Selling Stocks
2	NGUYEN CHI NAM	Member of the Board of Directors	468.600	0,5867%	2.300	0,0029%	Selling Stocks