

PETROLIMEX NGHE TINH TRANSPORTATION AND SERVICE JSC
(HNX: PTX)



PETROLIMEX

THE 2024 ANNUAL REPORT

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LIST OF ABBREVIATIONS

BOM	: Board of Management
BOS	: Board of Supervisors
The Comapny, PTS Nghe Tinh, PTX	: Petrolimex Nghe Tinh Transportation and Service JSC
GMS	: The General Meeting of Shareholders
BOD	: Board of Directors
HNX	: Hanoi Stock Exchange
FP&F	: Fire fighting and prevention
TBD	: Transport Business Department
Dept.	: Department
OPEC	: Oil-exporting countries' group

I. General information

1. General information

Trading name	Petrolimex Nghe Tinh Transportation and Service JSC
English name	Petrolimex Nghe Tinh Transportation and Service JSC
Abbreviation	PTS Nghe Tinh
Business Registration Certificate No.	No. 2900428497 issued by the Department of Planning and Investment of Nghe An Province, first issued on December 6, 2000, and amended for the 25th time on November 15, 2023.
Charter capital	VND 64,324,530,000 (<i>in words: Sixty-four billion, three hundred twenty-four million, five hundred thirty thousand Vietnamese Dong</i>).
Owner's capital	VND 64,324,530,000 (<i>in words: Sixty-four billion, three hundred twenty-four million, five hundred thirty thousand Vietnamese Dong</i>).
Address of head office	Hamlet 13, Nghi Kim Commune, Vinh City, Nghe An Province
Telephone	(84 - 38) 385 1915
Fax	(84 - 38) 385 1886
Website	https://ptsnghetinh.petrolimex.com.vn/
Logo	 PETROLIMEX
Securities code	PTX
Stock Exchange	HNX
Legal Representative	Mr. Hoang Cong Thanh – Chairman of the Board of Directors Mr. Manh Xuan Hung – Director
Main business line	Road Freight Transport <i>Details: Petroleum Transport</i>

- Establishment and development process

Petrolimex Nghe Tinh Transportation and Service JSC, abbreviated as PTS Nghe Tinh, is a joint stock company with the trading name: Petrolimex Nghe Tinh Transportation and Service JSC. It was formerly known as the Mechanical Transport Enterprise under Nghe Tinh Petroleum Company. The company was established based on Decision No. 1364/2000/QD/BTM dated October 3rd, 2000, issued by the Ministry of Trade (now the Ministry of Industry and Trade).

Significant Milestones:

Table 1: Summary of the establishment and development process of PTS Nghe Tinh

2000	On October 3rd, 2000, under Decision No. 1364/2000/QD-BTM by the Ministry of Trade (now the Ministry of Industry and Trade), Petrolimex Nghe Tinh Transportation and Service JSC was established based on the privatization of the Mechanical Transport Enterprise under Nghe Tinh Petroleum Company. The initial charter capital was VND 7,500,000,000, of which the Vietnam Oil and Gas Group (formerly the Vietnam Petroleum Corporation), representing the state capital, held 30%.
2004	The company increased its charter capital to VND 11,500,000,000, while the Vietnam Oil and Gas Group (formerly the Vietnam Petroleum Corporation), representing state capital, raised its ownership stake to 51% of the company's charter capital.
2010	Petrolimex Nghe Tinh Transportation and Service JSC increased its charter capital to VND 23 billion, maintaining the state capital ownership ratio at 51%.
2017	- Petrolimex Nghe Tinh Transportation and Service JSC increased its charter capital to VND 34.5 billion. - The Vietnam Oil and Gas Group established the Petrolimex Petroleum Service Corporation (PTC), with the Group holding 100% of its charter capital. As a result, the Vietnam Oil and Gas Group transferred its ownership stake in PTS Nghe Tinh to PTC for management.
2018	Vietnam Securities Depository and Clearing Corporation announced the issuance of the Securities Registration Certificate No. 04/2018/GCNCP-VSD on January 26th, 2018, for the security code PTX. Vietnam Securities Depository and Clearing Corporation received the deposit of these securities on January 29th, 2018. The first trading day on the Upcom exchange was on July 30th, 2018, with a reference price of VND 10,000 per share.

- | | |
|-------------|--|
| 2019 | <ul style="list-style-type: none"> The company increased its charter capital to VND 58,476,850,000, of which Petrolimex Oil and Gas Services Corporation owned 2,982,352 shares, accounting for 51% of the charter capital. |
| 2023 | <ul style="list-style-type: none"> The company increased its charter capital to VND 64,324,530,000, of which Petrolimex Oil and Gas Services Corporation owned 3,280,587 shares, accounting for 51% of the charter capital. |
| 2024 | <ul style="list-style-type: none"> The company successfully listed 6,432,453 PTX shares on the Hanoi Stock Exchange. |

2. Business lines and locations of the business

2.1. Business lines

Currently, Petrolimex Nghe Tinh Transportation and Service JSC operates in the following sectors:

- Trading in petroleum, lubricants, gas, and accessories.
- Transporting petroleum both domestically and internationally.
- Assembling specialized petroleum equipment.
- Training and testing of motor vehicle drivers.

After more than 24 years of establishment and development, PTS Nghe Tinh is proud to be a partner supplying petroleum and petrochemical products for key projects in Nghe An and Ha Tinh provinces, such as the North-South expressway project, the 72-meter road project connecting Vinh and Cua Lo, the coastal road project, and the Vsip industrial park project. Starting as a mechanical transport enterprise, through the tireless efforts of our staff, PTS Nghe Tinh has risen to become a leading entity in the supply of petroleum and petroleum-related services in the North Central region. The company is engaged in the wholesale and retail distribution of petroleum, lubricants, gas, and accessories.

Trading in Petroleum, Lubricants, Gas, and Accessories

Revenue from trading petroleum, lubricants, gas, and related products accounts for the largest proportion, contributing approximately 90% of the total revenue of PTS Nghe Tinh. The company conducts its petroleum business through a network of retail stores and several authorized dealers across the Nghe An, Ha Tinh, Thanh Hoa, and Quang Binh regions. Additionally, the company also engages in the transport and re-export of petroleum products to Laos. The company's petroleum, lubricants, and gas products are sold to consumers through three main channels:

- Through the company's retail stores: Consumers purchasing petroleum, lubricants, and gas at retail stores are typically buying in small quantities to meet their transportation or business needs, such as for motorcycles, cars, or trucks, etc.
- Through franchised agents: These are retail dealers who purchase petroleum products in large quantities to sell to end consumers.

- Direct wholesale sales: These customers purchase petroleum in large quantities primarily to serve business operations or construction projects, such as factories, industrial zones, road construction machinery, or marine vessels, etc.

In the future, expanding the network of petroleum retail stores will be one of the key priorities, second only to transportation activities. Special attention will be given to the development of stores along National Highway 7C and the coastal national road in the areas of Do Luong, Dien Chau, and Hoang Mai. Additionally, the company will continue to focus on high-volume customers who ensure reliable payment, thereby allowing for the determination of competitive pricing policies.



Some images of PTS Nghe Tinh's petroleum retail stores

Business of Transporting Petroleum Domestically and Internationally

The petroleum transport service is a traditional business sector that serves as the foundation for the development of PTS Nghe Tinh as it is today. In 2000, the company's fleet consisted of approximately 30 vehicles with capacities ranging from 6 to 12 cubic meters, with a total capacity of nearly 300 cubic meters. To date, the company operates nearly 80 transport vehicles, including 23 tractor-trailer units with an average capacity of 40 cubic meters per vehicle, bringing the total fleet capacity to almost 1,977 cubic meters. The fleet is modernly equipped and capable of meeting the timely transportation needs for the supply of petroleum to Nghe An, Ha Tinh, parts of Thanh Hoa, Quang Binh, the Jet A-1 fuel route from Hai Phong to Hanoi, and to Laos.

Currently, the company transports petroleum for 85 retail petroleum stores, 30 wholesale customers under the Nghe An Petroleum Company; 79 retail petroleum stores, 15 wholesale customers under the Ha Tinh Petroleum Company; 82 retail petroleum stores, 29 franchised customers with 40 stores, and 30 wholesale customers under the Thanh Hoa Petroleum Company; and 33 retail petroleum stores, 50 wholesale customers within PTS Nghe Tinh. The company is a professional transportation unit, both in terms of personnel and vehicles, within the Vietnam National Petroleum Group.

In terms of re-export transportation to Laos, the company transports petroleum to Laos for customers such as the Lao Petroleum Corporation, Vientiane Petroleum Company, and Petrolimex Laos. With the rapid growth and development of Petrolimex Laos, the re-export transportation sector is expected to bring significant benefits to the company.

List of the company's main transportation customers:

- Transport to Laos:
 - Lao Petroleum Company - Xieng Khouang
 - Lao Military Petroleum Company
 - Petrolimex Laos
- Domestic Transport:
 - Nghe An Petroleum Company
 - Ha Tinh Petroleum Company
 - Thanh Hoa Petroleum Company
 - Petrolimex Aviation Fuel Joint Stock Company



Training and testing of motor vehicle drivers

In 2008, the Petrolimex Nghe Tinh Driver Training Center (PTS) in Vinh City was established and began operations. As the seventh driver training center in the province, it aimed to build its own brand and attract learners by implementing a long-term strategic plan.

With an investment capital of tens of billions of VND, the PTS Center currently boasts one of the most modern facilities in the province. It includes six specialized classrooms equipped with teaching aids and practical training tools such as charts, images, visual aids, screens, projectors, traffic signs, and simulation models, etc.

Notably, the center's driving practice area is fully equipped with traffic scenarios for the 10 test routes, each fitted with scoring devices for each type of vehicle, ensuring compliance with the standard requirements for testing grounds. Currently, the center has 57 vehicles for practical training for Class B licenses and 8 vehicles for Class C licenses, with 95% of the vehicles being new, ensuring that the vehicles meet the regulations for driving practice set by the industry.

In the future, the center will continue to enhance its investment in infrastructure and teaching equipment, improve management practices, raise the quality of the teaching staff, and create a healthy educational environment. These efforts aim to provide the best learning conditions for students, ensuring that the center remains a reputable driver training institution in the province.



Some images of the company's Driver Training and Testing Center

Business in the assembly of specialized petroleum equipment.

In addition to the two main activities, PTS Nghe Tinh also engages in the provision of construction services, repair of specialized petroleum equipment, and training and testing of motor vehicle drivers.

These activities aim to meet internal demands and enhance competitiveness to expand into the market.

2.2. Location of business

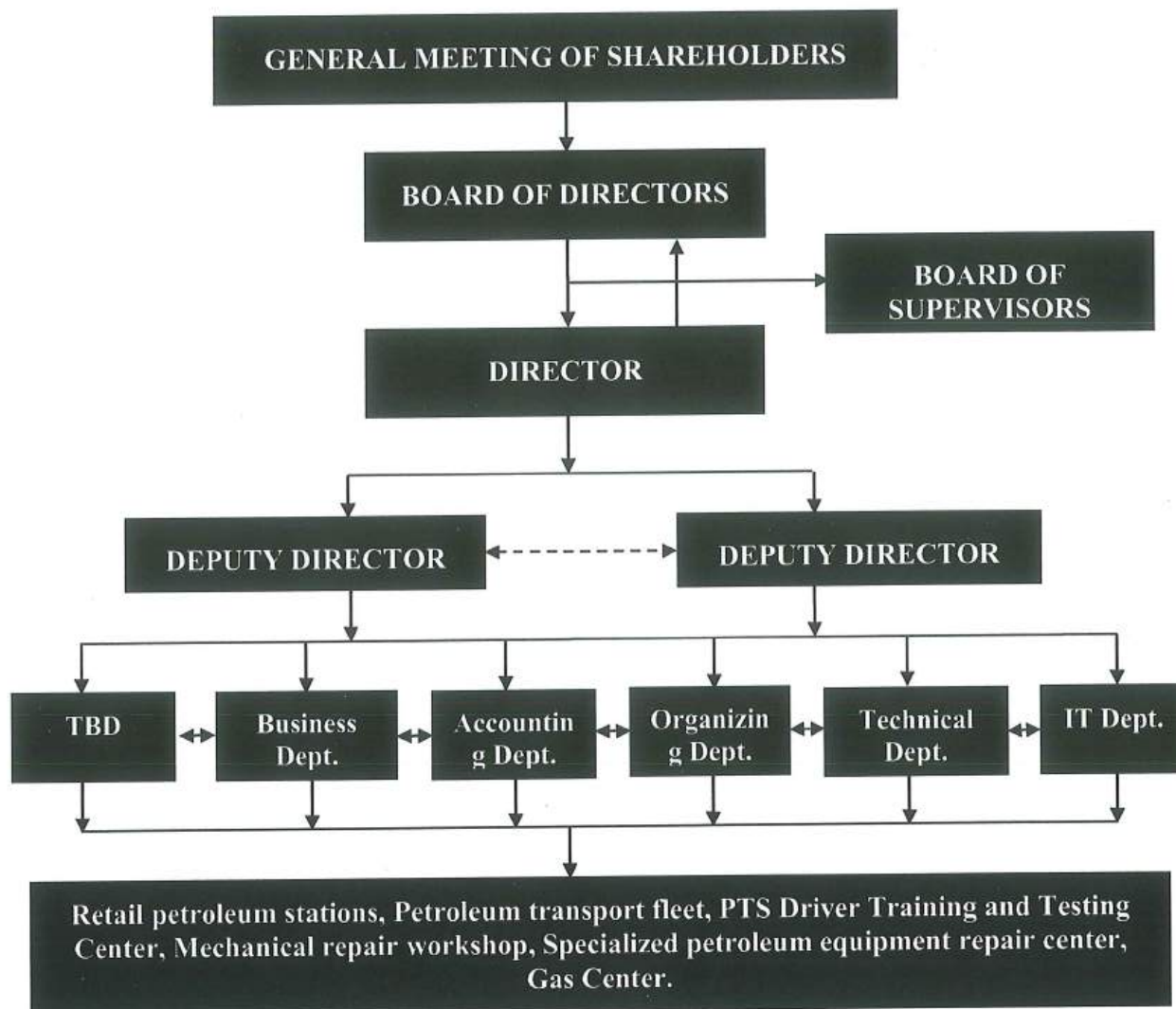
The company's main operating market is largely domestic. The business area of PTS Nghe Tinh is not only entrusted by the Group to handle transportation in the regions of Nghe An, Ha Tinh, Thanh Hoa, and Quang Binh but also includes re-exporting to Laos. The member units of Petrolimex always regard PTS Nghe Tinh as an important partner and customer.

3. Information about governance model, business organization and managerial apparatus

3.1. Governance model

PTS Nghe Tinh is applying the organizational model of a joint-stock company. This model is built based on the company's business development goals, in compliance with Vietnamese law and the regulations in the company's charter. The governance model of PTS Nghe Tinh includes management layers, with a reasonable distinction between subordinate levels, simultaneously creating a connection between operational layers and functional departments. This governance model is built on the principles of transparency, reasonableness, upholding core values, ensuring the implementation of strategies and achieving business goals at each point in time. The company also regularly reviews and assesses the effectiveness of the governance model and makes appropriate adjustments in line with the actual business operations. This ensures that the company optimizes its internal strengths, creating a solid foundation for long-term development and ensuring the interests of shareholders, investors, and relevant parties. Through the development process, the management apparatus has become more complete, and the current governance structure of the company is as follows:

Chart 1: Company Governance Model



General Meeting of Shareholders

The General Meeting of Shareholders (GMS) is the highest governing body of the Company, consisting of all shareholders with voting rights. The GMS convenes at least once a year; in addition to the annual meeting, the GMS may hold extraordinary meetings.

The GMS makes decisions on matters stipulated by law and the Company's Charter, and approves the Company's development orientation. The GMS is also the body responsible for electing and dismissing members of the Board of Directors, the Board of Supervisors, and determining the organizational structure of the Company.

Board of Directors

The Board of Directors ("BOD") is the governing body of the Company, with full authority to act on behalf of the Company to make decisions and carry out the rights and obligations of the Company that are not within the authority of the General Meeting of Shareholders (GMS). The BOD is responsible for overseeing the CEO and other management members. The rights and responsibilities of the BOD are carried out in accordance with the Corporate Law, the Company's Charter, the Company's internal governance regulations, and the resolutions of the GMS.

The current structure of the BOD consists of 5 members, including 2 non-executive members (one of whom is independent) and 3 executive members.

Board of Supervisors

The Board of Supervisors ("BOS") is elected by the General Meeting of Shareholders (GMS) and serves a term of no more than 5 years. The BOS is responsible for reviewing the Company's financial reports, overseeing the activities of the Board of Directors (BOD) and the CEO, and recommending measures for improving management. The BOS of the Company consists of 3 members and operates independently from the Board of Directors and the Board of Management.

Board of Management

The Board of Management ("BOM") of the Company consists of the Director, who is appointed by the Board of Directors (BOD), and is responsible for overseeing and making final decisions on all matters related to the Company's daily operations. The Director is accountable to the BOD for the execution of assigned rights and responsibilities. The Deputy Directors assist the Director and are responsible to the Director for the tasks assigned to them, proactively resolving the tasks delegated by the Director in accordance with the state's policies and the Company's Charter. The structure is as follows:

Director

The Director is appointed by the BOD and, together with the Chairman of the BOD, serves as the legal representative of the Company. The Director is responsible for managing the Company's daily business operations, making decisions on matters that do not fall within the authority of the BOD or the General Meeting of Shareholders (GMS). The Director is supervised by the BOD and is accountable to the BOD and the law for the implementation of the assigned rights and duties. Assisting the Director are the Deputy Directors, the Chief Accountant, and the supporting staff.

Deputy Director

The Deputy Director assists the Director and is accountable to the Director for the tasks assigned. The Deputy Director proactively resolves the tasks delegated by the Director, in accordance with state policies and the Company's Charter.

Chief Accountant

The Chief Accountant is responsible for assisting the Director in organizing and carrying out accounting, financial, and statistical tasks in compliance with legal regulations on finance, accounting, and statistics. The Chief Accountant leads the accounting team in collecting, processing, and analyzing data related to economics, markets, and finances, and prepares financial reports that provide detailed information on the Company's business performance.

The functional departments of the Company

Transport Business Department

Functions:

- Develop plans and organize the implementation of the Company's transportation business tasks, ensuring the successful completion of objectives and achieving high efficiency.
- Develop marketing plans: advertising, marketing, promotions, and customer care. Through this, build and develop the Company's image.

Responsibilities:

- Analyze, evaluate, and propose solutions for the domestic petroleum transportation market and the re-export of petroleum to Laos.
- Manage the fleet of domestic vehicles and the Laos fleet to carry out petroleum and FO transportation tasks.
- Engage in transactions and coordinate with petroleum companies and related units to complete documentation and organize transportation.
- Coordinate with departments to manage, monitor, and propose standards for vehicles, and develop plans for vehicle replacement or new investments.
- Develop transportation tariffs and transport capacity for each period, ensuring high efficiency for the Company.
- Draft and process contracts for transportation with petroleum companies, agents, and wholesale customers.
- Supervise and inspect transportation vehicles.
- Coordinate with departments and workshops to repair, handle accidents, process insurance, and manage paperwork (transit, logos, insignias, etc.) for vehicles.
- Coordinate and work with relevant authorities related to the Company's transportation operations.
- Perform other tasks related to transportation and any other duties as assigned by the Director.

Business Department

Functions:

- Advise and assist the Director on bidding activities, competitive pricing, and the signing of sales contracts; advertising and marketing; and market development.

Responsibilities:

- Carry out bidding activities or competitive pricing; draft, negotiate, and submit sales contracts for the Director's approval. Monitor and update information on related investment projects in Vietnam, and build relationships with investors in areas of interest to the Company.
- Conduct marketing and advertising activities, and develop relationships with industrial customers to increase wholesale petroleum sales volume.

- Implement advanced business management solutions to boost retail petroleum sales, in combination with supplementary business areas such as lubricants, gas, and Petrolimex insurance to enhance efficiency.
- Review and adjust the quota standards for retail stations, and collaborate with relevant departments in developing and applying technical-economic standards.
- Allocate transport vehicles to support business operations, consistently engaging with and servicing transport customers to maintain and grow market share.
- Regularly follow up on debt recovery, and assess customer capacity when entering into contracts.

Finance and Accounting Department

Functions:

- Advise and assist the Director in managing capital, assets, debts, financial transactions, accounting, and banking operations in accordance with state regulations.

Responsibilities:

- Prepare the annual financial plan for approval by the Director.
- Organize and implement accounting and statistical tasks in compliance with state regulations.
- Develop plans for cash receipts and payments, as well as bank deposits, in alignment with production and business needs. Prepare and submit loan agreements that meet the requirements of business operations.
- Guide, supervise, and verify the payment of cost documents for construction units, control financial expenditures, the use of materials, and production inputs at construction units in accordance with current state regulations.
- Manage the accounting of capital, assets, debts, revenue from business activities, and income from other operations in accordance with state regulations.
- Ensure accurate, truthful, timely, and systematic accounting of all cost elements for the preparation of financial statements and management reports. Prepare annual financial statements in accordance with Ministry of Finance regulations.
- Coordinate with relevant departments and units to inventory materials and goods as required; guide, supervise, and inspect dependent units in accounting and the preparation of financial reports.
- Conduct the annual financial audit as required; maintain the shareholder registry, manage share transfer procedures, and distribute dividends to the Company's shareholders; manage and disburse salaries and bonuses for employees.

Organization and Administration Department

Functions:

- Advise and assist the Director in managing and implementing policies (social insurance, health insurance for employees), labor contracts, organizational and personnel matters, training, labor management, salary management, and legal affairs. Provide advice to the Company's Reward and Emulation Council; oversee emulation and propaganda activities.

Responsibilities:

- Guide and supervise the implementation of the Company's regulations, charter, Party policies, and current state laws.
- Research and develop plans, presenting proposals for reorganizing the structure of the Company to align with its practical situation; review and seek approval for the establishment, splitting, merging, dissolution, or addition of functions and responsibilities of units under the Company's management. Implement these plans once approved by the Company's leadership.
- Draft documents to support management tasks for subordinate units, update the latest state policies, and draft, amend, or supplement the regulations on staff appointments, grassroots democracy, and the Company's Charter for submission to competent authorities.
- Based on professional qualifications and standards, plan for the recruitment, placement, training, and development of employees according to current regulations. Organize training, examinations for staff members, and skill assessments for workers.
- Manage employee matters such as appointments, dismissals, rewards, disciplinary actions, annual evaluations, and salary adjustments in accordance with the delegation of the Board of Directors. Maintain and periodically update personnel files for all employees.
- Coordinate with the Sales Department to develop salary standards; collaborate with trade unions and other departments to establish and implement regulations on salary and bonuses. Guide, track, and manage the list of employees contributing to social insurance, health insurance, and resolve social insurance matters in accordance with current regulations.
- Organize legal and inspection tasks as required by leadership, and provide periodic reports on these activities to relevant authorities.
- Organize emulation and propaganda activities regarding the Party's policies, state laws, and directives from upper authorities; submit regular and ad-hoc reports on emulation and reward activities.
- Collaborate with other departments to build the Company's brand, products, and promote its image through trade fairs, exhibitions, and media outreach.

Technical Management Department

Functions:

- Advise and assist the Director in matters related to basic construction investment, vehicle repair, and the approval of periodic supply of materials and spare parts for vehicles. Develop

repair and renovation plans for gas stations and prepare projects for the construction of new stations to ensure business efficiency.

Responsibilities:

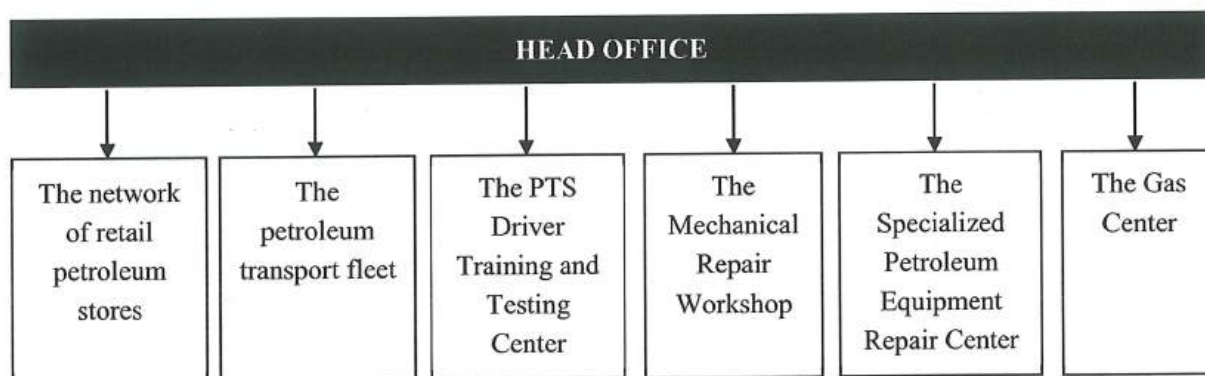
- Assign tasks and implement technical work, develop plans to assess the effectiveness of using fixed assets when deploying new projects. Manage the cost of input materials and equipment; solicit pricing and negotiate contracts for regular and major repairs.
- Compile and report on other economic and technical indicators as required; oversee and inspect the application of unit prices and standards for basic construction investment projects; report on the implementation of internal contract assignments and settle internal contract payments based on economic contracts.

Information Technology Department

- Responsible for the overall system management.
- Develop or collaborate in the development of advanced management software to improve the efficiency and quality of management.
- Ensure optimal operation of the Company's machinery and equipment systems.

3.2. Management structure

Chart 2: Management structure



Retail Petroleum Stores Network

Petrolimex Nghe Tinh Transportation and Service JSC currently operates a total of 32 retail petroleum stores spread across the three provinces of Nghe An, Ha Tinh, and Thanh Hoa. The average retail sales volume for the entire system in 2024 was 6,471 cubic meters per month.

Petroleum Transport Fleet

The company's fleet currently consists of nearly 78 vehicles, including 22 vehicles under the management of the Petrolimex Transport and Service Branch in Thanh Hoa, which operate specifically in Thanh HOa province. Additionally, there are five tankers dedicated to transporting aviation fuel along the Hai Phong - Ha Noi route, while the remaining vehicles are used to meet the petroleum transport needs in Nghe An and Ha Tinh provinces.

PTS Driver Training and Testing Center

The PTS Driver Training and Testing Center was inaugurated and became operational in 2008. After more than 17 years of operation, the center has grown significantly with a team of 145 instructors (including 50 part-time theoretical instructors) and 139 training vehicles, along with 37 testing vehicles. In 2024, the center trained and tested 9,225 students, averaging 769 students per month. Of these, 5,218 students were trained and tested for motorcycles, while 4,007 students were trained and tested for cars.

Mechanical Repair Workshop

The Mechanical Repair Workshop consists of three repair sections: Engine Group, Chassis Group, and Welding Group. Its primary responsibility is to provide repair services for the company's tanker fleet. Additionally, the workshop also serves external customers, repairing vehicles and manufacturing fuel storage tanks.

Gas Center

The Gas Center specializes in the business of gas products and related items. Its primary operational area is the city of Vinh and surrounding districts within Nghe An Province.

Specialized Petroleum Equipment Repair Center

The Specialized Petroleum Equipment Repair Center was established primarily to meet the installation and repair needs of fuel pumps and related electrical and water equipment at the company's retail petroleum stores. In addition, the center also provides repair services to other petroleum stations outside the company's system in Nghe An Province.

3.3. Subsidiaries, associated companies

None.

4. Development orientations

4.1. Main objectives of the Company

Petrolimex Nghe Tinh Transportation and Services Joint Stock Company (PTS Nghe Tinh) has identified strategic objectives to ensure sustainable development, enhance operational efficiency, and increase shareholder value. The company's key objectives include:

Sustainable Development and Business Efficiency Enhancement

- Maintain stable growth, optimize business operations in the transportation and services sector.
- Improve financial efficiency, ensure sustainable profit growth, and maximize shareholder value.
- Expand the market and seek new investment opportunities to diversify revenue streams.

Improving Service Quality and Competitive Capabilities

- Enhance the quality of transportation services, raise safety standards, and optimize cargo delivery time.

- Strengthen the application of technology in management and operations, gradually digitalizing processes to increase productivity and efficiency.
- Foster strong partnerships with customers and strategic partners to develop an extensive service network.

Investment in Human Resource Development

- Build a highly qualified workforce that meets the development demands of the new era.
- Implement specialized training programs for management personnel and operational staff to improve professional skills.
- Focus on compensation policies, creating a professional and transparent working environment to attract and retain talent.

Ensuring Occupational Safety and Environmental Protection

- Strictly comply with occupational safety regulations in the transportation of petroleum, chemicals, and hazardous goods.
- Invest in standardized vehicles and equipment to minimize environmental impact during operations.
- Promote energy-saving solutions and efficient fuel usage to reduce operational costs and protect the environment.

Fulfilling Social Responsibility and Community Development

- Contribute to social welfare programs and support local communities.
- Engage in charitable activities and support employees facing difficult circumstances.
- Commit to complying with legal regulations and contributing to the overall economic development.

4.2. Development strategies in medium and long term

In 2025, the Russia-Ukraine conflict and the Israel-Palestine conflict are expected to remain highly complex and will continue to have a profound impact on the global economic landscape. The petroleum business and transportation mechanisms will still face significant fluctuations, with supply chains likely to continue shifting, which could lead to localized supply shortages at certain times. These factors will strongly affect the business performance of the corporate community in general and the company in particular.

Business Strategy

As we enter 2025, with a sustained high demand for petroleum products, the transportation and petroleum business market will remain an attractive sector, which in turn will lead to increasingly intense competition. Therefore, in addition to price competition, improving customer service quality will become a key factor.

Recognizing the importance of retaining existing customers and attracting new potential customers, the company has determined that providing excellent customer service is a top priority to enhance business performance and drive sales. Accordingly, the company has proactively expanded its operations in the wholesale, retail gas, lubricants, and insurance sectors, with a strong focus on increasing sales volume and improving service quality.

- **Focus on improving the quality of customer service**, especially for the company's existing customer base. This includes providing clear and comprehensive information about products and services to ensure customer satisfaction and trust.
- **Strengthen the training of sales staff**, enhancing their knowledge of petroleum products while also improving expertise in lubricants for the sales team, particularly store managers, specialists, and sales personnel. This will help them gain a deep understanding of the features and technical standards of lubricants, improve their sales skills, and inspire enthusiasm within the workforce of PTS Nghe Tinh.
- **Create a positive and sustainable business environment**, maintain and develop relationships with traditional customers, while also attracting more new customers. Integrating sustainable development principles into business operations plays a crucial role in achieving long-term growth. By clearly defining objectives and core values, optimizing resource usage, building a sustainable supply chain, implementing marketing strategies, establishing a sustainable brand, and measuring and reporting operational performance, the company can achieve a balance between business benefits and positive impacts on the environment, society, and community.

Petroleum Transportation Operations

To ensure the effective and safe operation of transportation activities and the retail store network, the Company consistently focuses on strengthening inspection and supervision efforts. This includes evaluating and closely controlling the transportation activities as well as the service quality at the retail stores.

- **Special attention is given to controlling the petroleum transportation market** to ensure all activities comply with established regulations and standards. For the transportation of goods, regular and in-depth inspections are a key factor to ensure that all vehicles and personnel strictly comply with safety regulations and the law. This not only enhances the Company's reputation but also contributes to creating a safe and professional transportation environment.
- **Emphasis is placed on improving service quality at the retail store system** by training staff, improving operational processes, and setting service standards to ensure convenience and comfort for customers when purchasing petroleum products. Dedication to customer care helps build trust and creates a friendly shopping environment, thereby maintaining and developing long-term relationships with customers, as well as improving competitiveness in the retail market.

On the Strategy for Enhancing Financial Efficiency

In order to improve business efficiency and ensure absolute financial safety, the Company has decided to strengthen the inspection and monitoring of its operational units. This is a crucial step to ensure that the activities of each unit are carried out in accordance with regulations and standards, thereby minimizing risks and optimizing operational performance.

- **Special emphasis is placed on improving the quality of management at the units and effectively controlling cash flow.** This includes optimizing management processes, enhancing the reporting system, and reinforcing internal control mechanisms, while ensuring full compliance with financial regulations and policies. As a result, the Company can operate in a rational, transparent manner, fostering a stable and trustworthy business environment.
- **The focus is on preserving and growing capital, while also implementing smart cost-saving measures.** The Company not only tightly controls costs but also optimizes cash flow management to use capital in the most efficient manner. This approach enables the Company to increase profits, create conditions for sustainable development in the future, and enhance its ability to respond flexibly to financial challenges.

4.3. Corporate objectives with regard to Corporate environment, society and community Sustainability

In the context of 2025, sustainable development will face greater challenges as the Petrolimex Group is impacted by changes in government mechanisms and policies, leaving less room and fewer advantages than before. Market competition is becoming increasingly fierce, alongside uncertain factors such as global economic fluctuations, geopolitical risks, the effects of climate change, and irregular natural disasters. These factors have significantly affected the Company's long-term development goals. In light of this situation, the Company needs flexible strategies, quick adaptability, and optimized resource management to ensure sustainable growth in the future.

PTS Nghe Tinh has always been deeply aware of its responsibility towards the natural environment, society, and community life, including both positive and negative impacts. Therefore, during its development, as the number of distribution stores increases, the product range diversifies, and the scale expands, the Company places greater emphasis on investing in these areas. Accompanying and developing projects that bring value to the environment has always been identified as a long-term strategy by the Company, with the following specific goals:

Environment and Natural Resources

In 2025, the Company remains committed to strictly adhering to legal regulations and criteria for sustainable development while intensifying investments in environmental protection efforts to minimize pollution, prevent oil leaks and spills, and ensure the health and safety of workers and customers. The Company employs integrated solutions, leveraging digital technology and artificial intelligence to enhance the effectiveness of its environmental protection activities across various areas:

- **Waste Minimization:** The Company aims to significantly reduce the use of single-use plastics by replacing them with recyclable materials such as glass and metal. It also

implements systems to recover gasoline and oil vapors, installs floating roofs and reflective paint on storage tanks to reduce gasoline vapor emissions into the environment, and equips oil spill containment booms, firefighting foam systems, and modern rescue equipment for river and marine operations.

- **Green Product Development:** The Company accelerates research and development of clean, environmentally friendly energy products that align with global energy transition trends. The goal is to become a leading brand in providing sustainable energy solutions while continuously innovating to expand international integration.
- **Energy Optimization:** The Company implements smart energy monitoring and management solutions, applying energy-saving technologies in operations and construction processes to ensure efficient resource use, reduce greenhouse gas emissions, and contribute to sustainable environmental protection.

Coexistence and Development with the Community

With a vision for 2025, PTX aims not only to focus on the well-being and internal support of the company but also to expand its social responsibility by collaborating with local authorities in charitable activities and sustainable development initiatives. The Company continues to implement various programs supporting education, training, and providing scholarships to individuals and groups with a strong will to succeed, talent, and a positive contribution to society. These activities not only demonstrate the Company's community responsibility but also help create opportunities for sustainable development for future generations.

- Accompany organizations and community projects, sponsoring social welfare programs, supporting the development of education, and improving the quality of life in the localities where PTX is implementing projects.
- Promote a healthy cultural and spiritual life, contributing to building a sustainable living environment and developing communities through practical social activities, especially in economically disadvantaged areas.

PTX is committed to continuing to maintain and expand programs aimed at the comprehensive development of communities, in alignment with the company's and society's sustainable development goals.

5. Risks

Entering 2025, the business environment continues to face many challenges and unpredictable fluctuations, requiring businesses to enhance their adaptability and risk management capabilities in a comprehensive manner. Fully aware of this, PTX has focused on strengthening risk management by analyzing the business environment in the short, medium, and long term, while also assessing the factors affecting production and business activities. Based on this, the Company has identified and prioritized the management of key risk groups, including: (1) Strategic risks; (2) Operational risks – Improving operational performance, closely controlling the supply chain, ensuring service quality, and safety in all activities; (3) Compliance risks – Ensuring the strict implementation of legal

regulations, industry standards, and social responsibility commitments, contributing to the creation of a transparent and sustainable business environment.

By proactively implementing risk control and prevention solutions, PTX aims for stable development, optimizing business performance, and enhancing competitiveness in the increasingly harsh market context.

5.1. Strategic Risks

Economic Risks

The business activities of the Company must be considered in the context of macroeconomic factors, including critical elements such as economic growth rate, inflation, and interest rates. These factors have a systemic impact on the entire economy and directly affect the effectiveness and business prospects of the company. Therefore, the Company must have the ability to forecast and adapt flexibly to fluctuations in the macroeconomic environment to minimize risks and optimize business performance.

Economic Growth

In general, a growing economy will continue to drive demand for goods and services, encourage industrial production expansion, and support business growth and market expansion. As Vietnam enters 2025, it maintains a stable growth trajectory, affirming its position as an attractive destination for investment, thus creating numerous growth opportunities for domestic businesses.

PTS Nghe Tinh, with its core business in transportation and supplying essential products such as petroleum, is greatly influenced by the growth of Vietnam's economy. In the context of the economy recovering strongly, consumer demand and spending continue to increase, creating favorable conditions for the Company's business activities. The economy returning to a path of sustainable growth is a positive signal, helping ensure long-term stability and development for PTS Nghe Tinh.

Inflation and Interest Rates

Inflation remains an important factor affecting the Company's production and business activities in 2025. After the significant fluctuations in 2023, inflation in many countries has been gradually controlled, but global oil prices remain high, causing fluctuations in domestic fuel prices. For a company like PTS Nghe Tinh, which operates in transportation and petroleum, the inflationary pressure directly impacts business results due to the continuous volatility of input costs, particularly fuel prices.

In addition, with the nature of the oil business involving large contract values, the Company frequently requires short-term credit to finance working capital, making its operations significantly affected by interest rate adjustments in the market. Given the forecasted continuation of high interest rates in the near future, the Company has proactively implemented measures to control financial costs, optimize cash flow, efficiently utilize working capital, and seek flexible financial solutions to minimize borrowing costs, ensuring stable business operations.

5.2. Operational Risks

Fire Fighting and Prevention Risks

Petroleum products are highly flammable, which means that during the course of business operations, the Company is always faced with the potential risk of fire. Fire and explosion incidents not only cause severe damage to human life and property but also significantly affect business operations. In particular, fires caused by gasoline, oil, or gas are often large in scale and complicated in nature, requiring that fire fighting and prevention (FP&F) measures be carried out seriously and effectively.

As the Company enters 2025, with increasingly stringent fire safety requirements and the impact of climate change increasing the risk of fires, the Company continues to tighten its fire safety measures. The Company continuously enhances awareness and response skills for its staff through specialized training programs, organizing practical drills under various scenarios to improve command and coordination among teams. At the same time, the Company regularly invests in and upgrades its fire safety facilities and equipment to ensure readiness to handle any situation, minimizing risks and potential damages.

Competition Risks

Entering 2025, the Company continues to face fierce competition from both domestic companies and foreign corporations with significant resources in the petroleum transportation service sector. In the context of Vietnam's rapidly growing economy, the demand for fuel consumption remains high, driving the expansion of the petroleum transportation industry. However, the rapid increase in the number of businesses, especially in the retail petroleum sector, combined with inconsistencies in market planning and management, has led to numerous issues such as commercial fraud, fuel quality concerns, price manipulation, and other violations.

Amidst intensifying competition, the Company needs to have a reasonable investment strategy, focusing on strengthening financial capacity, expanding operations, and continuously improving service quality. Increasing investment in technology, modern machinery systems, as well as training and upgrading human resources will be key factors to help the Company maintain its market position.

Additionally, to adapt to fierce competition, the Company must take a more proactive approach in determining the volume and timing of fuel imports, while also implementing flexible pricing policies to ensure competitiveness. Although fuel prices within the Corporation are still regulated by the government, the unpredictable fluctuations in the market make it essential to develop a flexible business strategy that can quickly adapt to price and policy adjustments. This is a prerequisite for the Company to maintain sustainable growth in 2025 and the years to come.

Geopolitical Conflict Risks

Entering 2025, the major oil-exporting countries' group (OPEC) continues to control most of the world's proven oil reserves, meaning that even small changes in OPEC's policies can have significant impacts on the global oil market. Most of the key oil-exporting countries in OPEC face challenges related to security, technology, infrastructure, and complex geopolitical factors.

Currently, areas such as the Middle East, Iran, Venezuela, and other regions remain unstable, with unpredictable developments involving military conflicts, territorial disputes, political violence, and economic sanctions. These factors could disrupt the oil supply chain, slow production, hinder transportation, or even lead to the cessation of operations in some cases.

In the future, the international oil market is expected to continue experiencing significant volatility due to increasing geopolitical tensions and new energy policies from major economies. The unpredictable fluctuations in oil prices will drive up production costs, affecting product pricing and market consumption. For the Company, these fluctuations could directly impact revenue, profits, and investment expansion plans. Closely monitoring oil price developments, optimizing operating costs, and implementing flexible business strategies will be crucial factors to help the Company maintain stable operations and achieve sustainable growth in the challenging context of 2025.

5.3. Compliance Risks

Legal Risks

Legal risks include the impacts arising from changes in policies and laws that may affect the Company's business operations. Additionally, risks may arise when the Company fails to update, adjust, or fully comply with new legal regulations in a timely manner.

As a publicly traded joint-stock company, the Company's business activities are governed by numerous legal documents, including the Enterprise Law, Securities Law, Labor Law, Investment Law, and decrees and circulars related to the business sector. Notably, in 2025, regulations regarding the stock market, corporate taxes, and energy management policies are becoming more stringent, requiring the Company to adopt flexible strategies to ensure compliance and optimize operational efficiency.

Moreover, transportation fees for petroleum products, as well as the discount rates from the Company's petroleum and lubricating oil operations, are largely influenced by the policies of the Petrolimex Group and the regulatory authorities. Changes in pricing policies, import taxes, subsidies, or adjustments to Petrolimex's business mechanisms will directly affect the Company's revenue, profits, and development strategy. Therefore, closely monitoring policy developments, proactively assessing impacts, and preparing response plans are essential for the Company to maintain stability and sustainable growth in the upcoming period.

Business Activities of PTX always comply with legal regulations

PTX is committed to strictly adhering to the legal regulations, policies, and laws in Vietnam, including the Enterprise Law, Securities Law, Commercial Law, Construction Law, Investment Law, Land Law, and related legal documents. In the context of an increasingly dynamic economy and evolving legal environment, adjustments in the legal and policy frameworks may directly impact the Company's plans and business activities.

To minimize legal risks, PTX continuously monitors and promptly updates any changes in the legal system. The Company regularly reviews and adjusts its governance, management, and business activities to ensure alignment with new regulations, while also optimizing operations to enhance competitiveness and promote sustainable development in the forthcoming period.

II. Operations in the Year

1. Situation of production and business operations

1.1. Results of business operations in the year

Overall, in 2024, despite facing numerous challenges in the business environment, with the close guidance and direction from the Parent Company, the Board of Directors, the Board of Management of the Company, and the collaborative strength within the system, the Company was still able to achieve certain results:

Petroleum Transportation Sector

Table 2: Petroleum Transportation Business Output in 2024

No.	Indicators	Unit	Plan 2024	Actual output		Implementation rate of 2024 compared to	
				2024	2023	Plan	Same period
1	Total shipping quantity	M ³ Km	62,758,581	66,798,095	69,981,184	106%	95%
		M ³	752,744	840,263	835.154	112%	101%

- Total transport output in 2024 reached: 66,798,095 m3km, reaching 106% of the plan, down 5% over the same period. Of which:
 - + Laos transport: 586,854 m3km, reaching 68% of the plan, down 53% over the same period.
 - + Domestic transport: 58,333,200 m3km, reaching 109% of the plan, down 3% over the same period.
 - + Outsourced transportation: 7,878,041 m3.km, reaching 94% of the plan, down 11% over the same period.
- Laos transport output in 2024:
 - + Petrolimex Laos Transportation Company (PLL): The company proactively did not develop a plan for 2024 because PLL's actual demand is very low and almost non-existent.
 - + Transport of Lao Petroleum Company - Xieng Khouang: 454,273 m3km, reaching 53% of the plan and decreasing by 63% compared to the same period. In the second and third quarters, there was no transportation due to the scarcity of foreign currency in Laos, and partners actively exploited goods sources from other sources such as Thailand, Anh Phat Company, Pvoil...
- Domestic transport output in 2024:

- + Transportation of Nghe An Petroleum Company: 8,633,475 m3km, reaching 114% of the plan and decreasing by 3% over the same period, of which wholesale customers decreased by 51%. In 2023, due to the scarcity of goods, customers and agents focused on getting goods through Petrolimex, causing the output in 2023 to increase dramatically. In 2024, the goods source will be more stable. Besides, competitors - other sources (PV oil, Nam Giang, Anh Phat ...) continuously offer higher discounts, leading to a relatively large number of dealer and wholesale customers switching to these sources and liquidating contracts with Nghe An Petroleum Company.
- + Transportation of Ha Tinh Petroleum Company: 11,258,565 m3km, reaching 120% of the plan and increasing by 10% over the same period. Retail transportation reached 111% of the plan, increasing by 1% over the same period due to the fact that Ha Tinh is implementing many North-South expressway projects and completing the coastal route. Therefore, transportation output increased significantly. Wholesale transportation reached 218% of the plan, increasing by 105% over the same period, due to the fact that in the third and fourth quarters, Ha Tinh Petroleum Company exploited a major customer, Vung Ang 2 Thermal Power Company and other customers at Son Duong Port to import ships.
- + Thanh Hoa Petroleum Company's transportation: Transported 21,501,686 m3km, reaching 112% of the plan, down 4% over the same period. The reason is that the highway passing through Thanh Hoa has been in operation since September 2023, causing the output of stores on National Highway 1A through Thanh Hoa Province to decrease; Due to competition on discount levels, wholesale customers and franchisees of Thanh Hoa Petroleum Company also decreased significantly. In addition, in 2023, output increased dramatically due to the scarcity of goods.
- + Transportation of Jet Fuel Joint Stock Company: The output of PTS company transporting Jet A-1 fuel for Petrolimex Aviation Fuel Joint Stock Company (PA) reached 12,946,006 m3km, reaching 96% of the plan and decreasing by 7% compared to the same period. The reason is that PA Company proactively cut down on customer output, ensuring financial safety, moreover, the high price of air tickets has caused people to switch to using road transportation, leading to a significant decrease in demand for air travel.
- + Transportation of PTS Nghe Tinh Company: 3,909,948 m3km, reaching 102% of the plan and down 4% over the same period. Retail transportation of 3,309,677 m3km reached 115% of the plan, up 6% over the same period, due to increased actual consumption demand of customers in 2024; the acceleration of the construction progress of the North-South route led to increased output at stores near the construction route; In addition, the implementation of the Group's resolution on stopping sales through the franchise channel for PTS Nghe Tinh, transferring to Nghe An and Ha Tinh Petroleum Companies greatly affected the output of transportation for industrial customers.

Petroleum, Lubricants, Gas, Laundry Detergent, and Insurance Business Sector

❖ Petroleum Business

Table 3: Petroleum Business Output in 2024

Unit: m³, ton

No.	Indicators	Plan for 2024	Actual output		Actual Performance in 2024 Compared to	
			2023	2024	Same period (%)	Plan (%)
A	FOR SALE	89,350	100,014	91,306	91%	104%
1	Wholesale	23,590	27,779	11,982	43%	51%
2	Retail	64,200	70,493	77,650	110%	124%
3	Internal	1,560	1,742	1,674	96%	107%

Total output of gasoline and oil for sale in 2024: 91,306 m³, reaching 104% of the 2024 plan and decreasing by 9% over the same period in 2023. Of which:

- Export to industrial customers: output 11,982 m³, reaching 51% of the plan and decreasing 57% compared to the same period.
- Reasons for increase and decrease: Sales volume to industrial customers decreased compared to the same period due to:
 - + Implementing the resolution of the Vietnam National Petroleum Group, PTS Nghe Tinh Company stopped selling through intermediary channels and transferred all TNNQ customers to member petroleum companies in the area from June 1, 2024, causing the company's wholesale output to decrease sharply. Currently, the company only sells to a number of final industrial consumers with an average output of 300m³/month.
- Retail sales: Output is 77,650 m³, reaching 124% of the plan and increasing 10% over the same period.
 - + In Nghe An and Ha Tinh in 2024, businesses are speeding up the construction progress of the North-South expressway through Nghe An and Ha Tinh. WHA industrial park and Eco Park urban area in Nghe An province are leveling the ground and handing over to investors, so the consumption of gasoline and oil in the area has increased significantly.
 - + Output from several stores on the ore transportation route from Laos increased sharply in the first 5 months of the year. The total ore output contributed in 2024 to the 5 stores is 3,560m³.

- + The acceleration of the construction progress of the North-South expressway through Ha Tinh focuses on site clearance, so the demand for fuel consumption is very high, so the stores near the construction route have seen a sudden increase in output, such as Petrolimex 108 Bac Thach Linh, with sales to customers of the expressway construction project increasing by 7% over the same period. In 2024, the Bac Thach Linh store achieved an average output of 960 m3/month, exceeding the plan by 40% and increasing by 32% over the same period, including months when the store's output exceeded the 1,150 m3 mark.
- + The company's change in business policy, encouraging stores to increase output beyond the break-even point, has been somewhat effective, as most stores have seen output growth compared to the same period: 7/32 stores have growth of over 20%, 7/32 stores have growth of 10-20%, and 14/32 stores have growth of less than 10%.

❖ **Other Goods Business Performance**

Table 4: Other Goods Business Output in 2024

No.	Item	Unit	Plan 2024	Actual Performance		Actual Performance in 2024 Compared to	
				Year 2023	Year 2024	Same period 2023 (%)	Plan (%)
1	Lubricants	Liter	113,160	136,969	145,692	106%	129%
1.1	Sales to individual customers	Liter	18,000	42,246	40,454	96%	225%
1.2	Retail publishing	Liter	76,880	76,823	87,157	113%	113%
1.3	Contents	Liter	18,280	17,922	18,081	101%	99%
2	Gas	Ton	514	488	412	84%	80%
3	Insurance	Million VND	2,150	2,050	2,181	106%	101%
4	JANA laundry detergent	Can (02 kg)	6,900	6,900	6,900	100%	100%

The DMN output in 2024 reached 145,692 liters, achieving 129% of the 2024 plan and increasing by 6% compared to the same period in 2023. Specifically: industrial customer sales reached 40,454 liters, a 4% decrease compared to the same period and 225% of the plan, while

retail sales reached 87,157 liters, a 13% increase compared to the same period and 13% of the plan.

Despite fierce competition from established DMN brands and new entrants with lower-priced DMN products, along with the completion of the highway through Nghe An, the achieved results were due to the close direction of the Company's leadership and the efforts of all employees in effectively implementing several solutions as follows:

- + Continued to allocate the 2024 output plan to each unit and individual employee.
- + Successfully implemented 04 quarterly DMN promotional programs supported by PLC, and 01 free oil change program at Petrolimex – store 140, which resulted in a 400% growth in the canned DMN output.
- The Gas output in 2024 reached 412 tons, achieving 84% of the plan and decreasing by 20% compared to the same period in 2023.
 - + Given the challenging external factors mentioned above, some specific reasons include:
 - + From the end of 2023 until now, the company has lost 39 out of 78 industrial gas customers due to customers ceasing business operations or switching to other gas brands offering better pricing policies than Petrolimex Gas. Additionally, domestic gas sales to households significantly decreased as demand shifted towards induction stoves, especially in apartment buildings.
 - + The industrial customer sales dropped significantly compared to the same period, primarily due to the difficulty in competing with the pricing policies of other gas brands in the market.
- Total insurance service revenue in 2024 reached 2.181 million VND, a 6% increase compared to the same period and 101% of the plan.

Implemented solution: Continued to allocate individual output quotas to each employee.

- The Laundry Detergent output in 2024 was 6,900 cans, achieving 100% of the plan and 100% compared to the same period in 2023.

Results of Other Business Activities

❖ Driver Training and Testing Center

Table 5: Business Output of the Driver Training and Testing Center in 2024

No.	Indicator	Unit	KH 2024	Actual Performance		Implementation rate of 2024 compared to	
				2023	2024	Same period	Plan
	Training & Testing	Trainee	7,027	7.206	9,225	128%	131%

1	Student A1	Trainee	4,300	4,043	5,218	129%	121%
2	Students B11, B1, B2	Trainee	2,587	2,946	3,735	127%	144%
3	Student C	Trainee	140	217	272	125%	194%

- For motorcycle driving training and testing: Class A1 had 5,218 students, achieving 121% of the plan and an increase of 29% compared to the same period last year.
- For automobile driving training, a total of 4,007 students were trained, including: Class B11: 2,130 students, Class B1: 110 students, Class B2: 1,212 students, and Class C: 272 students, achieving 144% of the plan and an increase of 27% compared to the same period last year.

Overall, the driving training and testing activities in 2024 experienced significant growth compared to the same period last year and exceeded the set targets. This success was attributed to the company's effective efforts in recruiting students and maximizing the training capacity within the permitted limits.

- ❖ ***The field of mechanical repair and the business of fuel pumps and other related sectors:***
Overall, in 2024, the mechanical repair workshop and the fuel pump center primarily met internal repair needs. The revenue from external repair and assembly services remained limited due to the constrained workshop space and the saturation of the external fuel installation system.

1.2. Implementation situation against the plan

Performance results compared to the plan

In 2024, the Company achieved outstanding results compared to the set plan. Total revenue, pre-tax profit, post-tax profit, and other key financial indicators all exceeded 103% of the annual plan. This reflects strong growth in business operations, as well as the effectiveness of cost management strategies, operational optimization, and market opportunity exploitation.

Table 6: Implementation results in 2024 compared to the plan

No.	Indicator	Plan	Performance of the reporting year	Performance of the reporting year /Plan
1	Combined revenue (billion VND)	1,843	1,904	103.3%
2	Combined profit before tax (billion VND)	10.4	23.59	271.1%
3	Combined profit after tax (billion VND)	8.7	19.6	156.8%
4	Total investment value (billion VND)	36.3	29.9	82.4%

Compared to 2023, the company also recorded a breakthrough growth, with key business indicators showing significant increases:

- Total revenue: Increased sharply compared to the same period, surpassing the set target.

- Profit before tax: Increased by over 190%, reflecting an improvement in operational efficiency.
- Profit after tax: Reached the highest level in recent years, thanks to effective cost control and optimal utilization of resources.
- Other financial indicators: Including profit margins, return on equity (ROE), and net profit margin, all showed notable improvements.

Table 7: Some financial indicators

No.	Indicator	Plan	Performance of the reporting year	Performance of the reporting year /Plan
1	Equity (VND)	93,000,000,000	102,374,006,241	110.1%
2	Profit after tax/ Revenue	0.47%	1.03%	219.1%
3	Profit after tax/ Equity	9.3%	20.0%	215.1%
4	Dividends	10%	15%	150.0%

2. Organization and Human resource

2.1. List of the Board of Management

The Board of Management (BOM) of the Company consists of the Director, who is appointed by the Board of Supervisors and is the executive responsible for making the highest decisions on all matters related to the daily operations of the Company. The Director is accountable to the Board of Directors for the implementation of assigned rights and duties. The Deputy Directors assist the Director and are responsible to the Director for the tasks assigned to them. They are proactive in resolving the work delegated by the Director, in accordance with state policies and the Company's Charter.

The list of members of the Board of Management of PTX as of December 31st, 2024, includes:

Full name	Position
Mr. Manh Xuan Hung	Director
Mr. Tran Thanh Son	Deputy Director
Mr. Nguyen Hong Lam	Deputy Director
Mr. Dao Ngoc Tien	Deputy Director
Mr. Nguyen Duy Khanh	Chief Accountant

Personal background

Mr. Manh Xuan Hung

- Year of birth: 1972
- Qualification: Master of Economics
- Became Director since 2017
- The professional experience at other companies:

- 09/1994- 08/1996	Worked at Nghe An Provincial Population Committee
- 09/1996- 09/2000	Worked at Mechanical Transport Enterprise of PTS Nghe Tinh
- 10/2000-01/2004	Deputy Head of Administrative Organization Department - Petrolimex Nghe Tinh Transportation and Service JSC.
- 02/2004-6/2007	Deputy Head of Sales Department - Petrolimex Nghe Tinh Transport and Services JSC.
- 7/2007-02/2011	Head of Sales Department - Petrolimex Nghe Tinh Transport and Service JSC.
- 03/2011-09/2020	Deputy Director - Petrolimex Nghe Tinh Transport and Service JSC.
- 04/2017 – 09/2020	Member of Board of Directors and Deputy Director - Petrolimex Nghe Tinh Transport and Services JSC.
- 10/2020 – present	Member of Board of Directors and Director - Petrolimex Nghe Tinh Transport and Services JSC.

- Number of shares PTX currently owns: 58,293, equivalent to 0.91% of the Company's charter capital
- Current position held at other companies: None

Mr. Nguyen Hong Lam

- Year of birth: 1983
- Qualification: Bachelor of Commerce
- Become Deputy Director from 2022
- The professional experience at other companies:

- 04/2008 - 07/2010	Sales Specialist - Petrolimex Nghe Tinh Transport and Service JSC.
- 08/2010 - 05/2011	Store Manager Nghi Long Petroleum Store - Petrolimex Nghe Tinh Transport and Service JSC.
- 06/2011 - 08/2011	Sales Specialist - Petrolimex Nghe Tinh Transport and Service JSC.
- 09/2011 - 04/2014	Deputy Head of Sales Department - Petrolimex Nghe Tinh Transport and Services JSC.

- 05/2014 - 03/2015	Deputy Head of Department, in charge of Sales Department - Petrolimex Nghe Tinh Transport and Service JSC.
- 04/2015 - 11/2022	Head of Sales Department - Petrolimex Nghe Tinh Transport and Services JSC.
- 12/2022 – present	Deputy Director of the Company - Petrolimex Nghe Tinh Transport and Service JSC.

- Number of shares PTX currently owns: 8,467, equivalent to 0.13% of the Company's charter capital
- Current position held at other companies: None

Mr. Dao Ngoc Tien

- Year of birth: 1982
- Qualification: Master of Economics
- Become Deputy Director from 2023
- The professional experience at other companies:

- 11/2004 - 10/2010	- General Accountant - Accounting Department of Nghe An Petroleum Company
- 11/2010 - 03/2012	- Deputy Head of Financial Accounting Department - Petrolimex Nghe Tinh Transport and Service JSC.
- 04/2012 – 04/2013	- Deputy Head of Department - In charge of Financial Accounting - Petrolimex Nghe Tinh Transport and Service JSC.
- 04/2013 – 05/2014	- Head of Financial Accounting Department - Petrolimex Nghe Tinh Transport and Service JSC.
- 06/2014 - 2023	- Chief Accountant - Petrolimex Nghe Tinh Transport and Service JSC.
- 03/2018 – 08/2023	- Member of Board of Directors and Chief Accountant - Petrolimex Nghe Tinh Transport and Services JSC.
- 08/2023 – present	- Member of Board of Directors and Deputy Director - Petrolimex Nghe Tinh Transport and Services JSC.

- Number of shares PTX currently owns: 71,808, equivalent to 1.12% of the Company's charter capital
- Current position held at other companies: None

Mr. Nguyen Duy Khanh

- Year of birth: 1991

- Qualification: Master of Business Administration
- Become Chief Accountant from 2024
- The professional experience at other companies:

- 03/2016-09/2019	- Specialist of Financial Accounting Department - Petrolimex Nghe Tinh Transportation and Services JSC.
- 10/2019-03/2020	- Petrolimex Accountant, Store 148 - Petrolimex Nghe Tinh Transport and Service JSC.
- 03/2020- 02/2021	- Specialist of Financial Accounting Department - Petrolimex Nghe Tinh Transportation and Services JSC.
- 02/2021 – 08/2023	- Deputy Head of Financial Accounting Department - Petrolimex Nghe Tinh Transport and Service JSC.
- 08/2023 – 07/2024	- Deputy Head of Department, in charge of Financial Accounting Department - Petrolimex Nghe Tinh Transport and Service JSC.
- 07/2024 – present	- Chief Accountant of Petrolimex Nghe Tinh Transport and Service JSC.

- Number of shares PTX currently owns: 8,423, equivalent to 0.13% of the Company's charter capital
- Current position held at other companies: None

2.2. Changes in the Board of Management

None.

2.3. Number of staffs. Brief information and changes on the employee's policies

- Number of employees of the Company as of December 31, 2024 is: 449 people
- The average number of employees in the past 2 years (2023 and 2024) is: 440 people.
- The specific employee structure is as follows:

Table 8: Employee structure in 2024

Unit: people

Indicator	31/12/2024		31/12/2023	
	Quantity	Rate	Quantity	Rate
I. Classified by labor qualification level	449	100.0%	449	100.0%
University Degree	143	31.8%	143	31.8%
College and Intermediate Level	164	36.5%	164	36.5%
Elementary Level, Technical Workers	142	31.6%	142	31.6%

General Workers and Other Laborers	-	-	-	-
II. Classification by Employee Type	449	100.0%	449	100.0%
Permanent Employees	376	83.7%	376	83.7%
Fixed-Term Contract Employees	73	16.3%	73	16.3%
Seasonal Workers	449	100.0%	449	100.0%

PTX has a total of 449 full-time employees in 2024, which is not a large number compared to other companies in the same industry. Instead, the company places great emphasis on hiring the right people and improving the performance of its existing workforce. It is committed to providing comprehensive material benefits and ensuring the well-being of employees, offering intrinsic value through a supportive work environment. PTX ensures that all legal and legitimate policies and benefits for employees are upheld, and strictly complies with legal regulations, including participation in health insurance, social insurance, unemployment insurance, and occupational accident and disease insurance.

Recruitment and Training Policies

Recruitment: PTX aims to attract high-quality human resources with the skills and experience suitable for each recruitment position, while ensuring that candidates possess strong professional ethics and a desire for long-term commitment to the Company. All recruitment information is widely disseminated to ensure the most suitable candidates are reached. In addition to attracting new talent, PTX also focuses on the development of its entire workforce, creating opportunities for employees to fully leverage their potential and advance in their careers. For key positions, the Company follows a rigorous selection process to ensure that the qualifications, skills, and experience required are met, contributing to improving the quality of personnel and operational efficiency.

Training: PTX values employee training from the moment they begin working, helping them quickly adapt and perform their tasks effectively. All newly hired employees will have the opportunity to participate in training and professional development programs to enhance their capabilities and develop career skills. The Company is committed to providing maximum support to ensure employees have the resources to learn, improve their qualifications, and advance in their careers.

PTX's training programs are designed based on the objectives of each department, the available resources, and the career development goals of the employees. The Company applies various flexible training methods to meet practical needs, ensuring the optimization of each individual's potential while improving the performance and quality of the workforce across the entire system.

Talent Attraction Policy

The employee compensation policy at PTX is designed to align with various levels within the organization, ensuring it meets the Company's requirements while also satisfying the needs of the employees. This policy not only creates a competitive advantage in the labor market but is also built on the practical realities and conditions of the Company. PTX is committed to providing equal career

opportunities and advancement, while fully complying with the provisions of the current Labor Code of Vietnam.

Salary, Bonus, and Allowance Policy

Salary Policy: The company consistently focuses on ensuring stable employment for its employees while establishing compensation that aligns with individual contributions and is competitive within the market. In 2018, the average income was 8.6 million VND per person per month; by 2024, this figure has risen to 15.6 million VND per person per month. Salary reviews for indirect staff are conducted on schedule, following the proper procedures and in a timely manner. The review process and promotion exams for workers at all levels are also fully implemented in accordance with regulations.

Bonus Policy: To encourage and motivate employees to enhance their work performance, the company implements a transparent and fair bonus policy based on job completion and business performance. On a quarterly and annual basis, the company organizes the recognition and timely reward of individuals and teams who have demonstrated outstanding achievements and made positive contributions to the overall development. Types of bonuses include: the 13th-month salary, bonuses for major holidays (April 30, May 1, September 2, etc.), individual and team excellence awards, and bonuses for initiatives and technical improvements.

Insurance and Welfare: The company fully complies with legal requirements regarding insurance, ensuring that all employees participate in the prescribed insurance schemes. Additionally, the company offers various welfare policies, such as sickness allowances, support for employees facing financial difficulties, and organizing travel and vacations to enhance the employees' overall well-being.

Some Notable Events for the Company's Employees in the Year

- January**
 - The successful organization of the 2024 Workers' Representative Conference was a significant event held annually to ensure the rights, voices, and participation of employees in the management and operation of the company. This forum served as a platform for employee representatives and the leadership to exchange ideas, assess operational performance, propose solutions to improve working conditions, and enhance employee welfare.



March

- Participated in the 21st Sports Competition of the Party Committee of the Nghe An Provincial Enterprises Block, which was organized to effectively respond to the campaign "The entire population practices physical fitness following the example of the great President Ho Chi Minh" for the period 2021-2030, in conjunction with celebrating major holidays and important historical events of the year.



- Organized a company-wide excursion: The company-wide excursion is organized to provide an opportunity for employees to strengthen the bond between departments and subsidiary units of PTS Nghe Tinh.



April

- The 2024 Annual General Meeting of Shareholders was successfully organized, during which the following reports and proposals were presented and unanimously approved by PTX shareholders with a 100% approval rate: the 2023 business performance report, the report from the Board of Supervisors, the plan for fund allocation and profit distribution, the proposal for increasing the charter capital and paying dividends for 2023, the proposal for compensation for the Board of Directors and Board of Supervisors, as well as other proposed resolutions.



The Chairman of the General Assembly, Mr. Hoang Cong Thanh, presented the report and proposals at the Assembly



July

- Offered incense in tribute on Martyrs' and Wounded Soldiers' Day (July 27), expressing deep respect and gratitude from the younger generation for the noble sacrifices of previous generations.

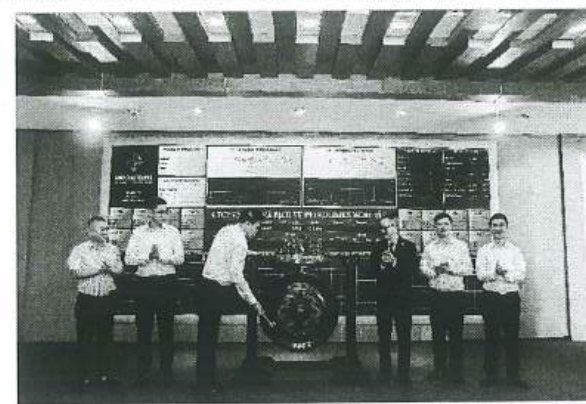


October

- The cultural performance competition held in celebration of October 20th was not only an artistic event but also an opportunity to honor and encourage the determination of women in both their work and personal lives. This meaningful activity contributed to creating a joyful atmosphere, fostering team cohesion, and reaffirming the significant role of women in modern society.



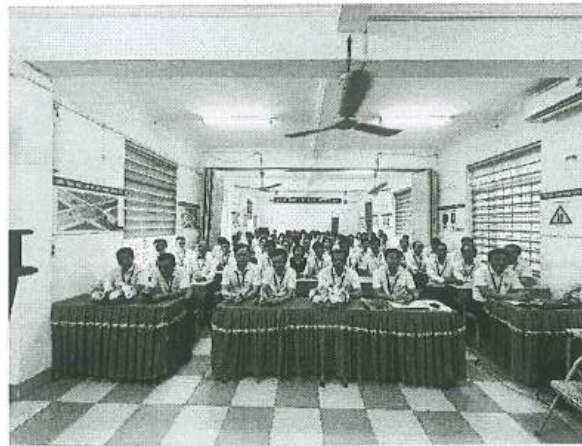
- The listing ceremony on the Hanoi Stock Exchange (HNX) was not only an important event for the company but also a milestone marking its growth and commitment to long-term development. It provided PTX with the opportunity to affirm its position in the stock market while opening up numerous growth opportunities for the future.



- November**
- The Petrolimex North Central Region Sports Games was an annual sporting event organized by Vietnam National Petroleum Group (Petrolimex) to promote physical fitness, improve health, and enhance the well-being of employees. It also served as an opportunity for member units in the region to exchange experiences, foster solidarity, and contribute to improving work performance and internal cohesion.



- The successful organization of the 2024 Driving Instructor Competition demonstrated a positive shift in the awareness of driving training institutions regarding the improvement of training quality, contributing to ensuring road safety.



- December**
- The successful organization of the 2024 Party Building Summary Conference aimed to evaluate and summarize the Party Committee's work in 2024 and to outline the tasks for the upcoming year.



3. Investment activities, project implementation

3.1. Major investments

Table 9: The summary table of investment value and the implementation status of projects in 2024

Unit: million VND

STT	Investment items	Disbursement value as of
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		December 31, 2024
I	PREVIOUS YEAR TRANSFERRED	2,837
1	Construction of Hoa Son gas station	514
2	Purchase of 7-seat vehicles	2,323
II	NEW INVESTMENT FOR THE PLAN YEAR	27,111
1	Purchase of 02 Jet A1 fuel tank trucks for the Phu Quoc route	7,238
2	Purchase of 4 units of 24m3 tank trucks	13,477
3	Purchase of fuel dispensers (Batch 1)	237
4	Purchase of fuel dispensers (Batch 2)	3,852
5	Purchase of Controller cabinet equipment	1,352
6	Installation of infrastructure for Controller cabinet signal wiring	955
	TOTAL	29,948

Construction Projects

- Hung Dong Vehicle Training Ground: The project is facing difficulties because the landowners within the project's area do not have the required documentation. The company is encountering significant challenges in obtaining agricultural land use rights certificates for these households. Currently, the request for the agricultural land use rights certificates is under review by the People's Committee of the city.
- Hoa Son Gas Station Construction: The investment policy has been approved by the People's Committee of Nghe An Province. Compensation for land has been agreed upon with local households and the People's Committee of Hoa Son Commune. The detailed zoning plan at a 1/500 scale is currently under approval.
- Installation of Controller Cabinet Signal Wiring Infrastructure: The project has been completed successfully.;

List of Purchases and Investments in New Assets

- Purchase of 7-seater cars: The investment has been completed, and the vehicles have been delivered for operation;
- Purchase of 2 Jet-A1 fuel tankers for the Phu Quoc route: The investment has been completed, and the vehicles have been delivered for operation;
- Purchase of 4 fuel tankers (24m³): The investment has been completed, and the vehicles have been delivered for operation;
- Purchase of fuel dispensers (Phase I, 2024): The project has been completed successfully;

- Purchase of fuel dispensers (Phase II, 2024): The investment has been completed, and the equipment has been delivered for operation;
- Purchase of Controller Cabinet equipment: The investment has been completed, and the equipment has been delivered for operation.

In addition, the company has also carried out major repairs/purchases of several machinery and equipment for the system as follows:

Table 10: Summary table of the value of major repairs/purchases in 2024

Unit: million VND

No.	Name of major repair/purchase projects	31/12/2023	31/12/2024
A	Major Repairs	9,890,134,740	6,530,902,236
1	Overall renovation of Petrol Station 116 (Cầu Treo)	4,244,046,852	
2	Expansion and repair of the Company's office building	1,617,954,555	
3	Repair of the Thanh Hoa Branch office building	216,435,185	
4	Upgrade and renovation of Petrol Stations 132, 134	490,016,666	
5	Concrete pavement and drainage system repairs at Petrol Station 154	761,250,926	
6	Upgrade and repair of Petrol Stations 108, 118, and Toilet facilities at Petrol Station 130	938,761,111	
7	Brand identity at Petrol Stations 102, 106, 110, 112, 120, 144, 150, 158, 166	1,621,669,445	
8	Upgrade and repair of Petrol Station Hòa Sơn		512,051,260
9	Upgrade and renovation of Petrol Station 108		1,191,555,467
10	Upgrade and repair of Petrol Stations 112, 120, 126, 128, 134, 138, 146, 106, 118, 130, 148, 156, 158		3,003,126,283
11	Relocation of electricity poles at Petrol Station 108		162,500,000
12	Upgrade and renovation of Petrol Station 140		1,661,669,226
B	New Equipment Purchases	1,470,061,683	6,600,312,695
1	Fuel pump columns	1,139,000,000	3,785,500,000

2	Generators	331,061,683	
3	Procurement of Controller equipment and installation		2,113,571,111
4	Storage tanks		212,985,750
5	Technological pipelines		488,255,834
C	New transportation vehicles	1,558,850,000	20,764,176,662
1	Investment in aluminum sitec trucks	1,558,850,000	
2	Sitec trucks (4 vehicles)		12,493,696,292
3	Purchase of 02 Jet A1 fuel tanker trucks		6,712,290,370
4	Aluminum tanker trailer 37R-05069		1,558,190,000
D	Others	5,455,774,901	2,613,644,444
1	Simulation equipment, DAT	1,330,675,000	
2	Investment in DAT simulation system equipment	193,199,901	
3	Vehicle monitoring system & driving range management software	1,307,250,000	
4	Electronic cabin system	92,500,000	
5	Other machinery and equipment	2,532,150,000	
6	Purchase of 7-seater vehicles		2,163,100,000
7	Vehicle inspection equipment (5 vehicles)		209,444,444
8	Inspection software		241,100,000
	Total (A+B+C+D)	18,374,821,324	36,509,036,037

3.2. Subsidiaries, associated companies

None.

4. Financial situation

4.1. Financial situation

Table 11: Financial situation

Indicator	2023	2024	% Increase/ decrease
Total asset (billion VND)	218,351	194,412	-10.96%

Net revenue (million VND)	2,094,541	1,903,828	-9.11%
Profit before tax (million VND)	14,849	23,591	58.88%
Profit after tax (million VND)	12,499	19,606	56.86%
Payout ratio	15%	15%	-

4.2. Major financial indicators

Table 12: Major financial indicators

Indicator	2023	2024	% Increase/ decrease
1. Solvency ratio	0.52	0.67	-0.15
Current ratio	0.33	0.52	-0.19
Quick ratio			
2. Capital structure Ratio	0.47	0.57	-0.09
Debt/Total assets ratio	0.90	1.31	-0.42
Debt/Owner's Equity ratio			
3. Operation capability Ratio	65.13	107.71	-42.58
Inventory turnover	6.22	10.02	-3.80
Net revenue/ Average Total Assets			
4. Profitability	1.03%	0.60%	0.43%
Profit after tax/ Net revenue Ratio	14.01%	14.08%	-0.07%
Profit after tax/ total capital Ratio	6.40%	5.98%	0.42%
Profit after tax/ Total assets Ratio	1.12%	0.71%	0.41%
Profit from business activities/ Net revenue Ratio	3.048	2.115	933
Earnings per share (EPS)	0.52	0.67	-0.15

5. Shareholders structure, change in the owner's equity

5.1. Shares

As of December 31st, 2024, the charter capital of PTS Nghe Tinh is VND 64,324,530,000 (*sixty-four billion three hundred twenty-four million five hundred thirty thousand Vietnamese dong*)

Share Information as of December 31st, 2024

- Name of Shares: Petrolimex Nghe Tinh Transportation and Service JSC
- Type of Shares: Common shares

- Nominal Value: VND 10,000 per share
- Total Number of Shares Issued: 6,432,453 shares
- Total Number of Shares Outstanding: 6,432,453 shares, of which:
 - + Number of freely transferable shares:
 - + Number of restricted transfer shares:
Reason for restriction on transfer:
- Total Number of Treasury Shares: 0 shares, of which:

5.2. Shareholder structure as of June 18th, 2024

Table 13: Shareholder structure as of June 18th, 2024

No.	Shareholders	Number of shareholders	Number of shares owned (shares)	Ownership Percentage (%)
I	Shareholders Based on Ownership Percentage Criteria	340	6,432,453	100%
1	Major shareholders	1	3,280,587	51%
2	Minority shareholders	339	3,151,866	49%
II	Domestic and Foreign Shareholders	340	6,432,453	100%
1	Domestic	340	6,432,453	100%
	- Organizations	1	3,280,587	51%
	- Individuals	339	3,151,866	49%
2	Foreign	0	0	0%
	- Foreign organizations or foreign-invested enterprises holding more than 50% of charter capital	0	0	0%
	- Individuals	0	0	0%
III	State Shareholders and Other Shareholders	340	6,432,453	100%
1	State shareholders	1	3,280,587	51%
2	Other shareholders	339	3,151,866	49%

List of Major Shareholders (as of June 18th, 2024)

Shareholders	ID card number/Business registration number	Address	Number of shares	Ownership Percentage (%)
Vietnam National Petroleum Group	0108005532	229 Tay Son, Nga Tu So ward, Dong Da district, Hanoi city	3,280,587	51

5.3. Change in the owner's equity

In 2024, PTS Nghe Tinh maintained a stable equity capital structure without any changes in its composition or scale. The company continues to efficiently utilize its existing capital to optimize business operations, ensuring sustainable growth and enhancing financial performance.

As for 2025, the company's Board of Directors does not have any plans to increase capital in the short term. This decision is based on the fact that the current charter capital fully meets the operational requirements of the company, ensuring the ability to implement projects, maintain financial stability, and optimize resources. In the coming period, PTS Nghe Tinh will continue to monitor market developments, assess the need to expand its charter capital, and make appropriate adjustments to its capital policy to ensure sustainable development and enhance competitiveness.

5.4. Transaction of treasury stocks

During the year, the company did not engage in any treasury stock transactions. Currently, the number of treasury shares held by the company is 0 shares.

5.5. Other securities

None.

6. Environment-Social-Governance (ESG) Report of the Company
6.1. Compliance with the law on environmental protection
Number of times the company is fined for failing to comply with laws and regulations on environment

The company consistently prioritizes sustainable development and environmental responsibility in all its production and business activities. By strictly adhering to environmental protection laws, the company has never been subjected to any penalties for violations in this area.

With a commitment to environmental protection, the company continuously improves its management system and applies advanced technologies to minimize environmental impact. Measures such as stringent control of emissions, wastewater, solid waste, and the complete execution of environmental impact assessments help the company maintain green, clean, and sustainable operations.

The absence of any environmental violations is a clear testament to the company's strong commitment to legal compliance, as well as its responsibility towards the community and ecosystem. The company will continue to uphold and further enhance its environmental standards, contributing to the sustainable development of the industry and society.

The total amount to be fined for failing to comply with laws and regulations on the environment
None.

6.2. Policies related to employees

Number of employees, average wages of workers

As of December 31, 2024, the company employs 449 individuals. The company consistently prioritizes ensuring stable employment and providing the best conditions for employees to maximize their potential and foster long-term commitment.

The average salary for employees in 2024 was 15.6 million VND per person per month, reflecting the company's efforts to ensure competitive income that aligns with the employees' qualifications, experience, and contributions. The company continues to implement reasonable compensation policies to improve employees' living standards and attract high-quality talent.

Labor policies to ensure health, safety and welfare of workers

The company places the health, safety, and welfare of its employees as a top priority, ensuring a safe and healthy working environment while fully complying with legal regulations. The specific policies include:

- **Workplace Safety**
 - + Strict adherence to occupational health and safety regulations, especially in the petroleum and transportation sectors.
 - + Provision of adequate personal protective equipment, safety devices, and instructions on safe working procedures for all employees.
 - + Regular training and drills on fire prevention, occupational safety, and emergency response.
- **Healthcare**
 - + Annual health check-ups for all employees.
 - + Ensuring medical insurance, accident insurance, and other healthcare benefits in accordance with regulations.
 - + Support for medical treatment expenses for employees suffering from occupational diseases or work-related accidents.
- **Welfare Policies**
 - + Ensuring social insurance and unemployment insurance benefits as per legal requirements.

- + Organizing activities that enhance employees' spiritual well-being, such as travel, vacations, sports, and cultural events.
- + Supporting employees facing difficult circumstances through subsidy programs, visits, and encouragement.
- + Leave policies, maternity leave, and educational support for employees' children.

The company is committed to continuously improving the working environment, enhancing employee welfare, and ensuring optimal conditions for employees to work with peace of mind and grow in the long term.

6.3. Report on responsibility for local community

The company is deeply aware of its responsibility to the local community and is committed to carrying out community investment activities, contributing to the sustainable development of society. In 2024, the company implemented several meaningful programs aimed at supporting and improving the lives of local residents, with a particular focus on education, healthcare, social welfare, and sustainable development.

The company allocated a portion of its profits to contribute to financial support programs for the community, including:

- + Donations to educational funds, funds for the poor, and children's protection funds.
- + Financial support for disaster prevention activities and aid for people affected by floods.
- + Sponsorship for cultural and sports activities to develop local movements.

The company is committed to continuing to expand its corporate social responsibility programs, making a positive contribution to community development and helping to build a civilized, sustainable society.

III. Reports and assessments of the Board of Management

1. Assessment of operating results

1.1. Overview of the Business Environment in 2024

The year 2024 posed significant challenges for the global economy, driven by the ongoing conflicts between Russia and Ukraine, Israel and Hamas, as well as the tightening monetary policies adopted by developed nations to curb inflation. Additionally, a decline in consumer demand and a sharp drop in export orders, structural economic issues, and a severe downturn in the real estate market further exacerbated economic difficulties. Global economic growth plummeted to its lowest level in three decades, compounded by an aging workforce and slowing productivity growth. Moreover, the global economy has become increasingly vulnerable to climate change-induced shocks.

Amidst this complex and uncertain global and domestic landscape, Vietnam continued to shine as a bright spot in the global economic picture, steadily enhancing its international standing. Economic growth showed a gradual recovery, with each quarter outperforming the previous one, accompanied

by significant breakthroughs in economic restructuring. Vietnam's GDP growth in 2024 was estimated to exceed 7%, ranking 33rd globally, with an average per capita income reaching \$4,700.

Meanwhile, Nghe An province recorded an impressive economic growth rate of 9.01% in 2024. Notably, investment attraction reached VND 59.62 trillion, while budget revenue stood at VND 23.751 trillion, exceeding projections by 49.3%. The province's total export turnover was estimated at \$5 billion, marking a 59.36% increase compared to 2023.

The global petroleum market in 2024 remained highly volatile and unpredictable, largely influenced by geopolitical factors, particularly following the escalation of the Russia-Ukraine conflict. These developments created considerable challenges for the domestic petroleum market, requiring effective inventory management, regulated sales pacing, and, at times, restrictions on bulk sales. The domestic petroleum market also faced intense competition from key market players and distributors such as Anh Phat Petrol, PVOIL, and Giang Nam Petrol, all of whom actively expanded their market share in Nghe An and Ha Tinh by acquiring or leasing privately owned retail fuel stations in these regions.

1.2. Achieved results

Table 14: Detailed business performance results of 2024

No.	Indicator	Unit	Plan for 2024	Performance		Performance rate % 2024 compared to	
				Year 2024	Year 2024	Year 2023	Plan for 2024
I	Core business performance metrics						
I.1	Transport volume	m3.km	62,758,581	66,798,095	69,981,184	95%	106%
I.2	Petroleum sales volume	m3	87,790	91,306	100,014	91%	104%
1	Retail sales	m3	64,200	79,325	72,235	110%	124%
2	Industrial customers	m3	23,590	11,982	27,779	43%	51%
3	Operational content	m3	1,560	1,674	1,742	96%	107%
I.3	Other product sales volume						
1	Lubricants	Thousand liters	95,000	145,692	136,990	106%	129%
2	Liquefied petroleum gas (lpg)	Kg	514,000	412,283	487,762	85%	80%
3	Laundry detergent	Billion VND	2,150	2,181	2,050	106%	101%
4	Insurance revenue	Can	6,900	6,900	6,900	100%	100%
I.4	Driver training and licensing	Students	7,027	9,225	8,128	113%	131%
1	Category B1, B2, C Students	Students	2,727	4,007	3,585	112%	147%

2	Category A1 Students	Students	4,300	5,218	4,543	115%	121%
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Overall, despite the challenging business environment in 2024, the company achieved certain positive results thanks to the close guidance and support of the Parent Corporation, the Board of Directors, and the Executive Board, as well as the collective strength within the system:

Table 15: Business performance results of 2024

No.	Indicator	Previous year performance	Current year performance	Current year performance/ Previous year performance (%)
1	Combined revenue (trillion VND)	2.094	1.904	91
2	Combined profit before tax (billion VND)	14.85	23.59	159
3	Combined profit after tax (billion VND)	12.5	19.6	157
4	Total investment value (billion VND)	32.2	29.9	85

The pre-tax profit for 2024 reached 23,591 million VND, reflecting an increase of 8,742 million VND, which equates to 159% of the previous year's figure and an impressive 227% of the 2024 target. The increase in profit in 2024 is due to the following reasons:

- Petroleum Business Profit: VND 9,233 million, marking an increase of VND 4,998 million, equivalent to 250% of the 2024 target and 218% of the previous year's profit.
- Gross profit from petroleum sales increased by VND 15,042 million due to:
 - + A rise in average gross profit per liter, which increased by VND 267 per liter (from 1,070 VND/liter in 2023 to 1,337 VND/liter in 2024), contributing to a gross profit surge of VND 24,359 million.
 - + A decline in sales volume compared to 2023, leading to a reduction of VND 9,317 million in gross profit.

Despite the decline in sales volume, the substantial rise in average gross profit per liter resulted in a net gross profit increase of VND 15,042 million in 2024.

- Total petroleum business expenses for 2024 amounted to VND 112,820 million, reflecting an increase of VND 10,044 million compared to 2023, attributed to:
 - + Financial expenses for petroleum business: VND 1,059 million, a decrease of VND 2,337 million year-on-year.

- + Sales expenses: VND 97,039 million, an increase of VND 13,524 million, primarily due to higher direct sales-related costs, investments in renovations of petrol stations, and software and technology upgrades to enhance business efficiency and employee welfare.
- + Administrative expenses for petroleum business: VND 14,722 million, decreasing by VND 1,144 million, reflecting the company's focus on cost-cutting measures for indirect expenses.

Thus, while the increase in gross profit by VND 15,042 million boosted profitability, the rise in petroleum business expenses by VND 10,044 million led to a net profit growth of VND 4,998 million compared to 2023.

- Transportation business profit in 2024 stood at VND 1,856 million, reflecting a decrease of VND 490 million compared to 2023 but an increase of VND 270 million over the 2024 target.
- Revenue from transportation in 2024 totaled VND 128,188 million, marking a decrease of VND 4,645 million (3%) year-on-year but achieving 108% of the 2024 target. The revenue decline was primarily due to a 5% reduction in transport volume.
- Transportation business expenses totaled VND 126,331 million, decreasing by VND 4,155 million compared to 2023, owing to:
 - + A VND 3,657 million reduction in direct costs, driven by lower fuel and material expenses.
 - + A VND 846 million decline in allocated financial costs, resulting from reduced accounts receivable in transportation.
 - + A VND 348 million increase in administrative expenses compared to 2023.

As a result, the combination of declining revenue (VND -4,645 million) and lower expenses (VND -4,155 million) resulted in a net profit reduction of VND 490 million compared to 2023

- Driving training and testing center profit in 2024 reached VND 10,977 million, reflecting a VND 2,777 million increase (34%) compared to 2023 and an astonishing 237% achievement of the 2024 target.

Total business expenses at the center were VND 59,307 million, up VND 15,948 million from 2023, mainly due to increased fuel consumption for training vehicles, examination-related costs, higher employee compensation, and other direct operational expenses.

Despite the cost increase, revenue grew by VND 17,692 million, and additional income of VND 1,033 million contributed to the profit increase of VND 2,777 million compared to 2023.

- Gas and Lubricant Business Profit: VND 408 million, an increase of VND 257 million compared to 2023.
- Mechanical Workshop and Fuel Dispenser Business Profit: VND 37 million.

- Other Income: VND 1,080 million, primarily from asset liquidation and leasing of electric vehicle charging station spaces.

2. Financial Situation

2.1. Financial statements

Asset situation

As of December 31, 2024, the company's total asset value was VND 194,411,554,376, a decrease of VND 23,939,482,308, representing an 11% decline compared to the beginning of 2024:

- ❖ *Short-term assets: VND 46,386,663,855, 42.9% declined compared to the beginning of 2024:*
 - Cash and cash equivalents: VND 11,615,270,760 (-69,9% yoy)
 - Short-term receivables: VND 13,915,329,470 (-14,1% yoy)
 - Inventories: VND 17,226,206,072 (-5,6% yoy)
 - Other short-term assets: VND 3,629,857,553 (-54,3% yoy)
- ❖ *Long-term assets: VND 148,024,890,521, increased of 7,9% compared to the beginning of 2024:*
 - Net book value of fixed assets: VND 137,851,775,741(+7,1% yoy)
 - Construction in progress: VND 951,716,715 (+102,9% yoy)
 - Other long-term assets: VND 9,221,398,065 (+15,1% yoy)

In 2024, the company maintained a well-balanced asset structure, optimizing the utilization of fixed assets to enhance operational efficiency. Inventory levels were effectively managed, accounts receivable remained stable, and cash flow improved, mitigating financial risks. Asset utilization efficiency was enhanced, driving profitability and strengthening competitiveness in the transportation and petroleum trading sectors. Effective asset and receivables management will enable PTS Nghe Tinh to sustain stable operations and ensure long-term sustainable growth.

Accounts receivable management

As of December 31, 2024, the company's total outstanding receivables stood at 9,494 million VND, compared to 11,646 million VND at the beginning of 2024, broken down as follows: Receivables from transportation customers: 4,860 million VND, Receivables from petroleum customers: 3,856 million VND, Receivables from the Driving Training Center: 307 million VND, Other receivables: 471 million VND. The company ensured strict adherence to contract terms, effectively preventing bad debts in transportation and petroleum transactions. Additionally, receivables from retail stores were closely monitored in coordination with store managers to ensure timely collection, thus avoiding the accumulation of overdue debts in 2024.

The total amount of doubtful debts as of December 31, 2024, was 266 million VND, comprising: 235 million VND in customer receivables, 31 million VND in other receivables. The company is actively collaborating with customers for debt recovery, and for non-recoverable debts, legal action has been initiated in accordance with regulatory procedures.

Capital structure situation

Capital Structure as of December 31st, 2024: VND 194,411,554,37

- ❖ *Owner's equity: VND 102,374,006,241, increased of 8,5% compared to the beginning of 2024:*
 - Charter capital: VND 64,324,530,000 (0% yoy)
 - Other owner's equity: VND 326,109,150 (0% yoy)
 - Development investment fund: VND 18,117,003,045 (+5,9% yoy)
 - Undistributed after-tax profit: VND 19,606,364,046 (+55% yoy)
- ❖ *Liabilities: VND 92,037,548,135, 25,8% declined compared to the beginning of 2024:*
 - Short-term liabilities: VND 89,482,548,135 (-26,3% yoy)
 - Long-term liabilities: VND 2,555,000,000 (-0,1% yoy)

Overall, in 2024, the growth of shareholders' equity combined with a reduction in liabilities helped the company maintain and strengthen a healthier financial foundation. The significant increase in undistributed after-tax profit compared to the previous year provided a favorable condition and a strong financial resource for future investment plans. Additionally, the substantial reduction in liabilities during the year minimized financial risks and enhanced the company's liquidity.

2.2. Analysing of key indicators

Table 16: Key financial indicators

No.	Indicators of Capital and Asset Structure	Unit	Year 2024	Year 2023	Year 2022
1	Asset Structure	%			
	- Long-term assets/Total assets		76.14%	62.82	66.32
	- Short-term assets/Total assets		23.86%	37.18	33.68
2	Capital Structure	%			
	- Liabilities/Total capital		47.34%	56.79	58.37
	- Owner's equity/Total capital		52.66%	43.21	41.63
3	Debt Ratios				
	- Debt/Total assets		0.47	0.57	0.58
	- Debt/Owner's equity		0.9	1.30	1.40
	- Bank debt/Owner's equity		0.39	0.80	0.23

Based on the above indicators, the company's assets are primarily long-term, accounting for 76.14%, while short-term assets make up only 23.86% of total assets. Borrowings and liabilities have

decreased compared to 2023, representing 47.34% of total capital, whereas owner's equity accounts for 52.66% in 2024.

Table 17: Key profit indicators

Financial Metrics	Previous Year's Performance (%)	Current Year's Performance (%)
- Net Profit Margin (Profit after tax /Net Revenue)	0.59%	1.03%
- Return on Equity (ROE) (Profit after tax/Shareholders' Equity)	14.1%	19.9%
- Return on Assets (ROA) (Profit after tax /Total Assets)	6%	9.5%
- Operating Profit Margin (Operating Profit/Net Revenue)	0.69%	1.12%
- 2024 dividend payout ratio	15%	15%

3. Improvements in organizational structure, policies, and management

In 2025, the Company implemented significant adjustments to its salary, bonus, and welfare policies to ensure fair benefits for employees, properly recognizing their contributions in line with their capabilities and work performance. Employee incentives such as holiday and Tet bonuses, annual trips, periodic health check-ups, lunch allowances, support for illness and bereavement, and rewards for employees' children have been maintained and further enhanced.

Additionally, the Company's leadership remains dedicated to fostering employees' well-being by organizing team-building activities and collective events. These initiatives aim to strengthen corporate culture, encourage teamwork, and promote collaboration toward common goals.

Employee training and development continue to be a top priority in 2025, with substantial investments in professional training. For management-level employees and above, training is mandatory and conducted regularly in diverse formats. The Company remains committed to optimizing its existing workforce while continuously improving employees' skills and competencies. This ensures that the workforce not only meets current job demands but is also well-prepared to adapt to future changes and advancements.

4. Development plans in future

Despite facing numerous challenges and intense market competition in 2024, the Company managed to achieve certain positive results. However, several business sectors have yet to fully realize their potential. Looking ahead to 2025, market competition is expected to become even fiercer, with various external factors potentially impacting the Company's operations. Nevertheless, with the relentless efforts of the leadership team, employees, and the strong synergy within the Petrolimex system, PTS Nghe Tinh is determined to fulfill its set objectives and successfully achieve its business plans.

Table 18: Key business targets for 2025

No	Criteria	Unit of measurement	Plan 2025	Comparison with actual 2024
1	Core business performance metrics			
1.1	Transport volume	M³km	61,021,297	91%
1.2	Petroleum sales volume	M³	79,790	87%
A	Retail sales		75,160	95%
B	Industrial customers		3,040	25%
C	Operational content		1,590	95%
I.3	Other product sales volume			
A	Lubricants	Thousand liters	133	91%
B	Liquefied petroleum gas (lpg)	Tons	471	114%
C	Laundry detergent	Cans	6,900	100%
D	Insurance revenue	Million VNS	2,025	101%
I.4	Driver training and licensing	Students	8,370	91%
	Category B1, B2, C Students	Students	3,570	89%
	Category A1 Students	Students	4,800	92%
2	Total revenue	Billion VND	1,602,697	82%
3	Total expenses	Billion VND	1,584,197	82%
4	Profit before tax	Billion VND	18,500	79%
5	Profit after tax	Billion VND	15,501	79%
8	Total Investment Value for the Period	Billion VND	37,367	124%
9	Total workforce	People	451	100%

4.1. Petroleum business operations

- Comply fully with the Government's Decrees on petroleum trading.
- Assess market demand and propose the introduction of Do 0.001S at selected stations along National Highway 1A, city centers, and highway intersections to meet increasing social demand.
- Enhance market engagement, strengthen customer outreach and market intelligence (customer insights, supply sources, independent stations, competitors, and sales policies).

- Seek, exploit, and develop potential customers in various market regions, focusing on selling petroleum and petrochemical products.
- Establish flexible sales policies and mechanisms tailored to market conditions to drive retail sales growth.

4.2. General Business Operations:

Lubricant products

- Continue implementing strategies to approach and negotiate with new customers in various regions, especially those engaged in coastal road construction, quarries, transport operators, and wholesale petroleum buyers who have yet to purchase lubricants from the company.
- Urge business units to effectively execute promotional programs organized by PLC Corporation.
- Expand the sale of canned lubricants at retail petrol stations by introducing a free labor oil change service.
- Focus on product advertising through social media platforms like Zalo and Facebook.
- Collaborate with the Petrochemical Corporation to expand market reach and explore innovative sales promotion strategies.

liquefied petroleum gas business

- Prioritize customer outreach for new industrial plant developments in industrial zones, alongside targeting schools, hotels, and restaurants.
- Work closely with Petrolimex Gas Hai Phong Co., Ltd. to secure supply stability and expand market share.

Insurance Business

- Propose that Pjico Nghe An support the implementation of an insurance business management software for integration into the company's petrol station network.
- Continue collaborating with Pjico Nghe An to enhance customer service quality, ensuring prompt and accurate claim processing to protect customer interests.

4.3. Financial and Accounting Operations:

- Educate and guide all units on strict compliance with legal regulations regarding invoices and petrol station management policies.
- Strengthen monitoring and supervision at grassroots units, improving management quality to ensure absolute financial security, capital preservation, and cost efficiency while maximizing business effectiveness.
- Continuously review technical and economic norms to cut unnecessary costs, enhance business performance across sectors, reduce administrative expenses, and promote cost-saving measures.

4.4. Management and Infrastructure Development:

- Complete key investment and infrastructure projects, including equipment replacement, as per company and corporate plans.
- Ensure absolute safety in all business operations; enhance monitoring and compliance regarding stock levels, product quality, fire prevention, environmental protection, security, and safety at all petrol stations.
- Intensify inspections and rectifications in fuel receipt, measurement, inventory management, and product sampling at affiliated petrol stations.
- Continue periodic and ad-hoc inspections of fire prevention and control, environmental protection, and fuel technology compliance.

4.5. Resources, labor, and compensation management:

- Strengthen training and professional development in political theory and technical expertise to meet business demands and improve workforce quality.
- Review and develop compensation policies to enhance productivity, salaries, and employee income.
- Increase internal audits and compliance monitoring to ensure adherence to company regulations, optimizing business efficiency and maintaining occupational safety and hygiene.

5. Explanation of the Board of Management for auditor's opinions

An Viet Auditing Co., Ltd. has issued an unqualified opinion on the Company's audited combined financial statements for 2024.

6. Assessment Report related to environmental and social responsibilities of the Company**6.1. Assessment concerning the environmental indicators**

The Company's leadership deeply acknowledges the critical importance of environmental protection in business operations. As a result, all employees and workers are required to strictly adhere to environmental regulations while actively striving to minimize any negative impact on the surrounding ecosystem. The Company ensures full compliance with legal requirements, with no violations or penalties related to environmental issues.

To enhance awareness and promote adherence to environmental protection regulations, the Administration Department has been assigned the responsibility of organizing specialized training programs and disseminating relevant policies and guidelines. Additionally, this department monitors and evaluates the compliance levels of all affiliated units, ensuring that all activities meet environmental standards. Furthermore, workplace hygiene, environmental sanitation, and food safety are rigorously managed to maintain a clean, safe, and sustainable working environment.

Beyond the efforts of the Administration Department, other divisions within the Company are also responsible for implementing and enforcing environmental protection policies. Employees are encouraged to propose innovative solutions to reduce workplace pollution and enhance sustainability.

Shaping a positive, eco-conscious mindset and fostering environmentally friendly behaviors among employees is one of the Company's core objectives, contributing to the vision of a sustainable and responsible enterprise.

6.2. Assessment concerning the labor issues

The Company is committed to safeguarding employee rights, fostering equality, and cultivating a professional working environment that encourages creativity and career advancement. The leadership prioritizes continuous enhancement of human resource quality, aligning individual values with corporate culture, and investing in succession planning to ensure sustainable growth. Additionally, the Company upholds its corporate social responsibility by supporting community initiatives and contributing to the improvement of local living standards.

In 2025, the Company has focused on recruiting and training a highly qualified workforce, particularly managerial and technical personnel, to meet the evolving demands of business expansion. The training programs are not only designed to enhance professional expertise but also to prepare future leaders for managerial positions, ensuring workforce continuity and readiness for upcoming investment and business expansion projects. The Company remains steadfast in its commitment to sustainable human resource development, equipping its workforce to navigate the increasing challenges and demands of the industry.

Beyond strict adherence to labor laws, including working hours and social, health, and unemployment insurance contributions, the Company ensures optimal benefits for employees. Comprehensive welfare policies, including allowances for illness, maternity, bereavement, marriage, birthdays, periodic health check-ups, and educational support for employees' children, are consistently implemented. These initiatives reflect the leadership's dedication to employee well-being, fostering long-term engagement and loyalty within the Company.

6.3. Assessment concerning the corporate responsibility for the local community

The Company's leadership fully acknowledges its pivotal role in supporting the local community, recognizing corporate responsibility as a key pillar of sustainable development. Beyond business operations, the Company actively participates in social welfare initiatives, contributing to the enhancement of living standards, economic growth, and social well-being in the region.

In 2025, the Company has undertaken numerous impactful initiatives, including financial assistance for underprivileged households, scholarships for disadvantaged students, sponsorship of public healthcare programs, infrastructure development, and charitable activities. These contributions not only demonstrate corporate accountability but also drive social progress.

Furthermore, the Company prioritizes hiring local workers, creating stable employment opportunities, increasing household incomes, and enhancing workforce skills through specialized training programs. This approach fosters local talent development while strengthening the bond between the Company and the community.

With a steadfast commitment to sustainable growth, the Company pledges to continue its community support programs, collaborate with local authorities on social initiatives, and uphold its corporate responsibility. The leadership firmly believes that proactive contributions to the community not only

reinforce the Company's reputation and credibility but also generate long-term value for societal advancement.

IV. Assessments of the Board of Directors on the Company's operation

1. Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities.

1.1. Assenments of the Board of Directors' Activities in 2024

With a strong sense of responsibility toward shareholders, employees, and the company's sustainable development, the Board of Directors (BOD) affirms that it has effectively fulfilled its functions and responsibilities in accordance with legal regulations and the company's Charter. The BOD has overseen the Executive Board's implementation of AGM Resolutions and its own decisions, ensuring that key business targets for 2024 were successfully met, fostering stable and sustainable company growth.

However, despite these achievements, the BOD acknowledges that certain aspects did not fully meet the expectations of some individual board members, shareholders, and employees. Some board members hold concurrent positions, which occasionally limits their ability to focus intensively on company management. Additionally, the company's relatively low equity capital poses challenges for investment activities. Nevertheless, we confidently report to shareholders that PTS Nghe Tinh's BOD has successfully fulfilled its core responsibilities as mandated by the 2024 AGM.

- **Profit Distribution in 2024:** In accordance with the resolution of the 2024 Annual General Meeting of Shareholders (AGM), the Board of Directors directed the Executive Board to implement profit distribution strictly following the content of the AGM resolution;
- **Implementation of Board of Directors' Remuneration in 2024:** The total amount of remuneration, salary, and bonuses paid to the Board of Directors in the 2024 fiscal year was VND 2,647,300,000. Detailed information on the remuneration, salary, and bonuses for Board members is presented in the explanatory notes of the 2024 audited financial statements, which have been disclosed and published on the company's website;
- **Disclosure of information:** The company has complied with the legal regulations, the State Securities Commission, Petrolimex Vietnam, and the Petrolimex General Services Corporation regarding information disclosure.
- **Issuance of resolutions from regular Board of Directors Meetings:** The Board of Directors has issued resolutions following its regular meetings.
- **Coordination with the Supervisory Board:** The Board of Directors has maintained strong collaboration with the Supervisory Board to ensure business operations align with corporate governance regulations, safeguarding the enterprise's stability.

- **Corporate governance compliance:** The Board of Directors has exercised its governance function strictly within the scope of its authority and responsibilities as stipulated in the Company Charter.

2. Assessment of Board of Directors on Board of Management s performance

Persuant to the Company's Charter and Corporate governance regulations, the Board of Directors supervised the CEO and Executive Board in implementing the AGM and Board resolutions in 2024 through the following methods:

2.1. Supervision Methods:

- The Board of Directors actively and effectively directed and monitored the Executive Board's activities, promptly addressing emerging issues within its jurisdiction. It also engaged in discussions and questioning of the CEO and Executive Board members regarding strategic planning, business execution, and AGM-approved objectives. The Board worked closely with the CEO in Board meetings to resolve challenges and ensure goal achievement.
- Through tight coordination with the Supervisory Board, the Board of Directors provided recommendations to enhance corporate governance effectiveness.
- The Board issued resolutions after each meeting to guide the CEO and Executive Board in execution.

2.2. Supervision Results:

- The Executive Board effectively managed business operations in line with the Board's strategies and directives.
- The CEO and management team successfully executed the company's business strategies.
- Throughout their administration, the CEO and Executive Board strictly adhered to corporate governance policies, internal regulations, and Board resolutions.

2.3. Board of Directors' assessment of the Executive Board's performance in 2024

- The Executive Board has successfully achieved the business targets set out in the 2024 Annual General Meeting of Shareholders (AGM) Resolution:
 - + Profit before tax: VND 23,591 million, marking a 59% increase compared to the previous year;
 - + Profit after tax: VND 19,606 million, reflecting a 57% increase compared to the previous year;
 - + Proposed dividend payout ratio: 15%;
 - + Average income: VND 15.7 million per person per month, an 8% increase year-over-year.
- Implemented comprehensive business management solutions to enhance fuel sales volume;
- Effectively managed customer receivables amid a robust growth in wholesale sales volume;

- Successfully invested in upgrading and expanding retail outlets to meet the stringent sales standards of Vietnam National Petroleum Group (Petrolimex);
- Completed necessary procedures for the construction of the Hung Dong driving practice ground;
- Adjusted the vehicle fleet to optimally execute Petrolimex's directives in ensuring a stable fuel supply at all times;
- Developed a strategic transport plan amid a shrinking Lao transportation market, enhancing domestic market share. Strengthened human resource and fleet management in the aviation fuel transportation sector, with a focus on expanding market share to improve business efficiency.

3. Plans and orientations of the Board of Directors

In 2025, the ongoing Russia-Ukraine and Israel-Palestine conflicts are expected to remain complex and have profound impacts on the global economy. Consequently, fluctuations in fuel trade and transport mechanisms will persist. Changes in global logistics patterns may lead to occasional supply shortages, significantly affecting business efficiency across industries, including our company.

Based on the 2024 performance results and an assessment of upcoming opportunities and challenges, the BOD outlines the following strategic directions for 2025:

- Closely monitor and ensure the successful implementation of the 2025 AGM Resolution;
- Adopt decisive measures to execute the business plan, enhancing accountability and capital efficiency for shareholders.

Key financial targets for 2025:

- + Total revenue: VND 1,602 billion, reaching 82% of the 2024 actual performance
- + Pre-tax profit: VND 18.5 billion, achieving 79% of the 2024 actual performance;
- + Total investment value: VND 37.3 billion, representing 124% of the 2024 actual performance;
- + Expected dividend payout ratio: 15%, maintaining 100% of the 2024 level.
- Strategic objectives:
 - + Strengthen PTS Nghe Tinh's market position by optimizing resource utilization, enhancing corporate governance, and increasing financial, technological, and market integration.
 - + Develop a capable and professional leadership team while fostering a skilled, dynamic, and innovative management
- Key initiatives:
 - + Strengthen forecasting capabilities and enhance financial management to ensure the company's financial security and efficiency.

- + Adjust business strategies flexibly in response to market conditions.
- + Modernize corporate governance systems to align with best practices, especially considering the company's registration for stock market trading.
- + Evaluate and upgrade management tools, software, and monitoring equipment to align with Petrolimex's systems, improving operational efficiency and labor productivity. Prioritize the completion of digital retail management systems, electronic transaction management systems (Egas, Agas, TTKDTM, etc.) to enhance Petrolimex's brand identity
- + Collaborate with PA Company to advance the construction of the aviation fuel storage facility at the company's headquarters
- + Conduct feasibility studies and detailed cost-benefit analyses for the construction of a new company headquarters
- + Innovate recruitment, training, workforce planning, and compensation strategies to attract and retain talent.
- + Ensure compliance with corporate governance regulations and timely disclosure of information as required by law.
- + Continue to strengthen the BOD's operational efficiency, addressing shortcomings to collaborate effectively with the Executive Board in driving sustainable company growth and meeting shareholder expectations.

V. Corporate governance

1. Board of Directors

1.1. Members and structure of the Board of Directors

The Company's current Board of Directors consists of five members, including two non-executive members (one of whom is an independent member) and three executive members.

Full name	Position
Mr Hoang Cong Thanh	Chairman of the BODs
Mr Manh Xuan Hung	Member of the BODs, General Director
Mr Dao Ngoc Tien	Member of the BODs, Deputy General Director
Mr Vo Anh Tuan	Independent Member of the BODs
Mrs Nguyen Thi Thanh Tam	Non-Executive Member of the BODs

Personal background

Mr Hoang Cong Thanh

- Year of birth: 1968

- Professional qualification: Civil and Industrial Construction Engineer - National University of Civil Engineering
- Position held: Chairman of the Board of Directors since 2018
- Work experience at other companies:

- 11/1992 - 09/1997	Technical Management Specialist – Nghe Tinh Petroleum Company
- 10/1997 - 02/2001	Deputy Head of Technical Management Department – Nghe Tinh Petroleum Company
- 03/2001 - 04/2002	Acting Head of Technical Management Department – Nghe Tinh Petroleum Company
- 05/2002 - 08/2003	Head of Technical Management Department – Nghe Tinh Petroleum Company
- 09/2003 - 07/2004	Advanced Political Theory Training
- 08/2004 - 08/2004	Head of Technical Management Department – Nghe Tinh Petroleum Company
- 09/2004 - 06/2010	Deputy Director – Nghe Tinh Petroleum Company
- 07/2010 - 06/2012	Deputy Director – Nghe An Petroleum Company
- 07/2012 - 05/2013	Deputy Director – Ha Tinh Petroleum Company
- 05/2013 - 02/2018	Board Member & General Director – Petrolimex Nghe Tinh Transportation and Service Joint Stock Company
- 03/2018 - 09/2020	Chairman of the Board & General Director – Petrolimex Nghe Tinh Transportation and Service Joint Stock Company
- 10/2020 - present	Chairman of the Board – Petrolimex Nghe Tinh Transportation and Service Joint Stock Company

- Number of PTX shares owned: 207,036, equivalent to 3.22% of the Company's charter capital.
- Positions held in other companies: None.

Mr Manh Xuan Hung

- Year of birth: 1972
- Professional qualification: Master of Economics
- Position held: Member of the Board of Directors since 2017
- Work experience at other companies:

- 09/1994- 08/1996	Worked at the Population Committee of Nghe An Province.
- 09/1996- 09/2000	Worked at the Mechanical Transport Enterprise under PTS Nghe Tinh.
- 10/2000-01/2004	Deputy Head of Administration & Organization Department – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 02/2004-6/2007	Deputy Head of Business Department – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 7/2007-02/2011	Head of Business Department – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 03/2011–09/2020	Deputy General Director – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 04/2017 – 09/2020	Member of the Board of Directors cum Deputy General Director – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 10/2020 - nay	Member of the Board of Directors cum General Director – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.

- Number of PTX shares owned: 58,293, equivalent to 0.91% of the Company's charter capital.
- Positions held in other companies: None.

Mr. Dao Ngoc Tien

- Year of birth: 1982
- Professional qualification: Master of Economics
- Position held: Member of the Board of Directors since 2018
- Work experience at other companies:

- 11/2004 - 10/2010	- General Accounting Specialist – Accounting Department, Nghe An Petroleum Company.
- 11/2010 - 03/2012	- Deputy Head of Financial Accounting Department – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 04/2012 – 04/2013	- Deputy Head of Financial Accounting Department (In Charge) – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 04/2013 – 05/2014	- Head of Financial Accounting Department – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
- 06/2014 - nay	- Chief Accountant – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.

- 03/2018 - nay	- Member of the Board of Directors cum Chief Accountant – Petrolimex Transportation and Services Joint Stock Company Nghe Tinh.
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- Number of PTX shares owned: 71,808, equivalent to 1.12% of the Company's charter capital.
- Positions held in other companies: None.

Mrs Nguyen Thi Thanh Tam

- Year of birth: 1978
- Professional qualification: Master of Business Administration
- Position held: Member of the Board of Directors since 2024
- Work experience at other companies:

- 07/2000 - 10/2001	- Accountant – Baltic Hanoi Company
- 11/2001 - 12/2010	- Specialist – Accounting Department, Phu Tho Petroleum Company
- 01/2011 - 10/2015	- Deputy Head of Accounting Department – Phu Tho Petroleum Company
- 11/2015 - 12/2015	- ERP Specialist – Petrolimex Information and Telecommunications Joint Stock Company
- 01/2016 - 9/2017	- Deputy Head of Accounting Department – Phu Tho Petroleum Company
- 10/2017 - 03/2018	- Deputy Head of Accounting Department – Petrolimex Petroleum Services Corporation
- 40/2018 - 10/2020	- Deputy Head of Accounting Department; Member of the Board of Directors – Petrolimex Saigon Transportation and Services Joint Stock Company, Petrolimex Petroleum Services Corporation
- 11/2020 - Nay	- Deputy Head of Accounting Department – Petrolimex Petroleum Services Corporation

- Number of PTX shares owned: 0, equivalent to 0% of the Company's charter capital.
- Positions held in other companies: None.

Mr Vo Anh Tuan

- Year of birth: 1972
- Professional qualification: Master of Corporate Finance
- Position held: Member of the Board of Directors since 2018
- Work experience at other companies:

- 12/1994 – 04/2002	- Specialist – Finance and Accounting Department, Nghe Tinh Petroleum Company
- 05/2002 – 10/2007	- Deputy Head of Finance and Accounting Department, Nghe Tinh Petroleum Company
- 11/2007 – 10/2011	- Head of Finance and Accounting Department, Nghe An Petroleum Company
- 11/2011 – 10/2013	- Chief Accountant, Nghe An Petroleum Company
- 11/2013 - present	- Deputy Director, Nghe An Petroleum Company
- 04/2018 -present	- Member of the Board of Directors, Petrolimex Nghe Tinh Transportation and Services Joint Stock Company

- Number of PTX shares owned: 0, equivalent to 0% of the Company's charter capital.
- Positions held in other companies: None.

1.2. The committees of the Board of Directors

None

1.3. Activities of the Board of Directors

By steadfastly adhering to the objectives and strategies set at the beginning of the year and flexibly managing business operations to promptly adapt to market conditions and external factors, PTS Nghe Tinh has achieved relatively positive results. Notably, the company successfully met its profit and dividend targets for 2024, as approved by the General Meeting of Shareholders in Resolution No. 105-2024/PTX-NQ-DHDCD dated April 19th, 2024.

Members of Board of Directors

As of the 2025 Annual General Meeting of Shareholders, the Board of Directors of PTS Nghe Tinh Company consists of five members: three executive directors, one non-executive director, and one independent member.

Organization of Board of Directors meetings

In 2024, the Board of Directors of the Company held in-person meetings and collected written opinions. All meetings were conducted in accordance with the proper procedures and regulations stipulated in the Company's Charter and the Law on Enterprises.

The minutes of the Board of Directors' meetings were prepared in compliance with legal requirements, ensuring the correct format. Meeting documents and materials were fully provided to the attending members for review and study beforehand, as required by the Company's Charter.

The attendance rate of Board of Directors members at regular meetings in 2024 is as follows:

STT	Member	Position	Number of meetings attended	Attendance rate
1	Mr Hoang Cong Thanh	Chairman of the BODs	04/04	100%
2	Mr Manh Xuan Hung	Member of the BODs	04/04	100%
3	Mr Dao Ngoc Tien	Member of the BODs	04/04	100%
4	Mr Vo Anh Tuan	Member of the BODs	04/04	100%
5	Mrs Nguyen Thi Thanh Tam	Member of the BODs	04/04	100%

During the year, the Board of Directors discussed and made several important corporate decisions in a democratic, transparent, scientific, and timely manner to ensure the highest benefits for shareholders and stakeholders. The Resolutions/Decisions of the Board of Directors in 2024:

Table 19: Summary of the number of Resolutions/ Decisions issued in the year of the BODs

No.	Resolution/Decision No.	Date	Content	Approval rate
1	36-2024/PTX-NQ-HDQT	20/02/2024	Resolution on Organizing the 2024 Annual General Meeting of Shareholders	100%
2	154/PTX-NQ-HDQT	03/06/2024	Resolution on 2024 Dividend distribution	100%
3	162-2024/PTX-NQ-HDQT	07/06/2024	Resolution approving on the implementation of the Company's Stock Listing at the Hanoi Stock Exchange	100%
4	161-2024/PTX-QD-HDQT	29/05/2024	Decision on Retirement policy for the Company's Deputy Director	100%
5	226/PTSNT-QD-HDQT	24/07/2024	Decision on Appointment of the Company's Chief Accountant	100%
6	142-2024/PTX-NQ-HDQT	19/04/2024	Resolution on the Board of Directors Meeting – Q1 2024	100%
7	225-2024/PTX-NQ-HDQT	24/07/2024	Resolution on the Board of Directors Meeting – Q2 2024	100%
8	304-2024/PTX-NQ-HDQT	06/11/2024	Resolution on the Board of Directors Meeting – Q3 2024	100%

Evaluation of the Board of Directors' performance in 2024:

- Profit Distribution in 2024: In accordance with the resolution of the 2024 Annual General Meeting of Shareholders (AGM), the Board of Directors directed the Executive Board to implement profit distribution strictly following the content of the AGM resolution;
- Implementation of Board of Directors' Remuneration in 2024: The total amount of remuneration, salary, and bonuses paid to the Board of Directors in the 2024 fiscal year was VND 2,647,300,000. Detailed information on the remuneration, salary, and bonuses for Board members is presented in the explanatory notes of the 2024 audited financial statements, which have been disclosed and published on the company's website;
- Disclosure of information: The company has complied with the legal regulations, the State Securities Commission, Petrolimex Vietnam, and the Petrolimex General Services Corporation regarding information disclosure.
- Issuance of resolutions from regular Board of Directors Meetings: The Board of Directors has issued resolutions following its regular meetings.
- Coordination with the Supervisory Board: The Board of Directors has maintained strong collaboration with the Supervisory Board to ensure business operations align with corporate governance regulations, safeguarding the enterprise's stability.
- The Board of Directors has exercised its governance function strictly within the scope of its authority and responsibilities as stipulated in the Company Charter.

1.4. Activities of the Board of Directors independent member

In 2024, the company had one independent member of the BODs, Mr. Vo Anh Tuan. He diligently fulfilled his assigned duties with caution and a strong sense of responsibility. His independent role contributed significantly to providing constructive opinions and objective evaluations regarding the company's strategic direction and decision-making processes. The independent member also played a crucial role in assessing risk management and protecting shareholder equity, especially the interests of minority shareholders and other stakeholders. The independent's key activities included:

- Participating in Board meetings and contributing to policy and business strategy formulation.
- Supervising governance decisions to ensure shareholder rights.
- Proposing solutions to improve corporate governance efficiency.
- Reviewing and evaluating the transparency of financial reports and major decisions.

2. Board of Supervisors**2.1. Members and structure of the Board of Supervisors**

The Board of Supervisors of PTS Nghe Tinh consists of three members:

- Mr. Tran Anh Tuan – Head of the Supervisory Board
- Mr. Nguyen Tri Dung – Supervisor

- Mr. Thai Van Linh – Supervisor

2.2. Activities of the Board of Supervisors

The Supervisory Board (SB) has carried out its assigned functions and duties with due diligence, ensuring objectivity, transparency, and compliance with the Company's Charter, the resolutions of the General Meeting of Shareholders, the Board of Directors (BOD), and applicable legal regulations. In 2024, the SB undertook the following tasks:

- Developed a structured work plan and assigned specific responsibilities to each member based on their expertise.
- Attended all Board of Directors' meetings, provided recommendations to the BOD and the Executive Board on matters related to the Company's operations.
- Monitored the implementation and effectiveness of resolutions passed by the 2024 Annual General Meeting of Shareholders and the Board of Directors. Supervised the activities of the Board of Directors, the Executive Board, and key management personnel in fulfilling their assigned responsibilities.
- Reviewed financial statements, examined customer receivables, business expenses, labor and salary costs, investment plans, and provided recommendations to the BOD and Executive Board regarding corporate governance matters.
- Summary of Supervisory Board meetings: Throughout the year, the Supervisory Board held four official meetings. The attendance rate of its members for regular meetings in 2024 was as follows:

No.	Member	Position	Meetings attended	Attendance rate
1	Mr. Tran Anh Tuan	Head of Supervisory Board	4/4	100%
2	Mr. Thai Van Linh	Member	4/4	100%
3	Mr. Nguyen Tri Dung	Member	4/4	100%

Financial Statement Assessment:

- The Supervisory Board concurs with the content of the Company's Financial Statements as of December 31, 2024, which have been audited by An Viet Auditing Co., Ltd.
- The financial statements fairly and accurately reflect the Company's financial position as of December 31, 2024, as well as the business performance and cash flow situation for the fiscal year ending on the same date. The report is in compliance with Vietnamese Accounting Standards (VAS), the Vietnamese Accounting System (VAS), and other applicable regulations.

Evaluation of the implementation of the resolutions of the General Meeting of Shareholders, the Board of Directors' resolutions, and key tasks

Combined annual report results:

Table 20: Results of the 2024 Combined Report

Indicators	Unit	Plan for 2024	Actual 2024	% of plan	% Year-over-Year
- Output					
+ Transport	m ³ Km	62,758,581	66,798,095	106	95
+ Petroleum	m ³ /ton	87,790	91,306	104	91
+ Lubricants	tons	95	128	134	107
+ Gas	tons	514	412	80	85
+ Driver Training & Licensing	students	7,020	9,225	131	113
- Net Revenue	million VND	1,843,303	1,903,828	103	91
- Profit Before Tax	million VND	10,370	23,591	227	159
- Profit After Tax	%	8,656	19,606	227	157
- Profit After Tax/Charter Capital	%	13.5	30.5	226	146
- Projected Dividend Payment	%	10	15	150	100
- Total Investment Value	million VND	36,360	29,948	82	93

Net revenue reached VND 1,903,828 million, achieving 103% of the plan, but decreasing by 9% compared to the same period last year.

Pre-tax profit amounted to VND 23,591 million, achieving 227% of the plan and increasing by 59% compared to the previous year. Notably, profit from core business operations accounted for VND 22,511 million, representing 95% of total pre-tax profit.

After-tax profit stood at VND 19,606 million, meeting 227% of the plan and growing by 57% year-on-year.

The after-tax profit-to-charter capital ratio reached 30.5%, fulfilling 226% of the target and rising by 46% compared to the previous period.

The proposed dividend payout ratio is 15%, achieving 150% of the plan and remaining unchanged from 2023.

Assessment of Activities of the Board of Directors:

Operational Performance of the Board of Directors:

- Successfully organized the Annual General Meeting of Shareholders in April 2024, approving the dividend distribution plan for 2023 in cash, with disbursement scheduled for July 2024.

- Assigned the 2024 comprehensive business plan to the Company.
- Completed investment procedures for equipment and vehicles as per the resolutions of the 2024 Annual General Meeting of Shareholders.
- Finalized the process and procedures for appointing a Chief Accountant.
- Completed all necessary formalities for transferring the Company's stock listing from the Upcom exchange to the HNX exchange, with the first trading session taking place on October 8th, 2024.
- Conducted four regular meetings and issued nine resolutions over the year.

Implementation of the Board of Directors' Resolutions and Key Tasks:

- The Company successfully distributed profits for 2023 and paid dividends to shareholders in accordance with the resolutions of the 2024 Annual General Meeting of Shareholders.
- Entered into an agreement with An Viet Auditing Co., Ltd., as per the resolution of the 2024 Annual General Meeting of Shareholders, to conduct audits of both the Company's semi-annual and annual financial statements for 2024.
- Executed remuneration payments to the Board of Directors and the Supervisory Board as approved by the 2024 Annual General Meeting of Shareholders.
- Successfully achieved key financial targets set by the General Meeting of Shareholders, including revenue, after-tax profit, return on equity, and dividend distribution.

The Supervisory Board assessed that the activities of the Board of Directors in 2024 were fully compliant with legal regulations and the Company's Charter, effectively meeting business operational requirements. The resolutions and decisions issued by the Board of Directors were within its legal authority and aligned with corporate governance principles.

Evaluation of Coordination between the Supervisory Board, Board of Directors, Executive Management, and Shareholders

- Throughout 2024, the Supervisory Board was provided with comprehensive information regarding resolutions and decisions issued by the Board of Directors, and its members were invited to attend all regular Board meetings.
- The Supervisory Board collaborated with the Executive Management team to review and balance transportation capacity and accounts receivable. It finalized reports after incorporating feedback from the Board of Directors.
- Participated in ad hoc inspections, quarterly and annual inventory checks at petroleum retail outlets, and periodic business activity audits at the PTS Driver Training and Testing Center.
- Regarding shareholders: Throughout the year, the Supervisory Board did not receive any complaints from shareholders concerning the Company's operations or the governance of the Board of Directors and Executive Management.

Overall, during the execution of its duties, the Supervisory Board received full cooperation and support from the Board of Directors, Executive Management, and relevant departments, enabling it to fulfill its responsibilities effectively.

Recommendations

- Strengthen direct and unannounced inspections to ensure effective fire prevention and control (FPCC) measures during the operation and business activities of petroleum stations. Enhance risk management in invoice issuance and administration at retail outlets, ensuring invoices are issued to the correct buyers and in alignment with each transaction.
- Maximize transportation capacity utilization, limiting outsourced contracts strictly to cases where external logistics are essential.
- Continue identifying potential land reserves for establishing new petroleum stations to expand the retail network in line with the Group's strategic direction.
- Conduct in-depth analysis and evaluation of the efficiency of invested assets and leased retail locations. Optimize asset and capital structures to ensure safe and effective financial utilization.
- Despite implementing profit-based incentives for the gas business center, it is crucial to reassess the commercial viability of this product segment. Gas sales have experienced continuous declines over the years, while accounts receivable remain high with extended payment periods.
- Allocate investment resources for infrastructure and human resources, further enhancing competitiveness compared to the remaining 11 centers in the province.
- While the Company has made significant strides in digital transformation, further investments in technology, technical systems, and cybersecurity infrastructure are essential to safeguard data integrity and corporate information systems.

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors

3.1. Salary, rewards, remuneration and benefits

The structure and details of salaries, bonuses, remuneration, and other benefits for each member of the Board of Directors, the Supervisory Board, the General Director, and the Company's management team are fully disclosed in the audited 2024 combined financial report. This information has been published in full compliance with legal regulations. The details are as follows:

Table 21: Details of salary, bonus and remuneration payment in 2024

	Full name	Position	Salary structure	Salary structure
	Mr. Hoang Cong Thanh	Chairman	833,600,000	103,950,000

Board of Directors	Mr. Manh Xuan Hung	Board Member cum Director	749,145,456	93,450,000
	Mr. Dao Ngoc Tien	Board Member cum Deputy Director	599,545,455	74,812,500
	Mr. Hoang Van Tuyen	Non-Executive Board Member	15,390,000	4,488,750
	Ms. Nguyen Thi Thanh Tam	Non-Executive Board Member	104,310,000	10,473,750
	Mr. Vo Anh Tuan	Independent Board Member	119,700,000	14,962,500
	Total: 06 persons			
Supervisory Board	Mr. Tran Anh Tuan	Head of Supervisory Board	599,545,455	74,812,500
	Mr. Thai Van Linh	Board Member	95,760,000	11,970,000
	Mr. Nguyen Tri Dung	Board Member	95,760,000	11,970,000
	Total: 03 persons			
Board of Management	Mr. Manh Xuan Hung	Company Director	749,145,456	93,450,000
	Mr. Truong Hong Toan	Company Deputy Director	391,159,091	74,812,500
	Mr. Tran Thanh Son	Company Deputy Director	599,545,455	74,812,500
	Mr. Nguyen Hong Lam	Company Deputy Director	509,545,455	74,812,500
	Mr. Dao Ngoc Tien	Company Deputy Director	599,545,455	74,812,500
	Total: 05 persons			
Chief Accountant	Mr. Nguyen Duy Khanh	Chief Accountant	110,313,000	110,313,000
	Total: 01 persons			

3.2. Share transactions by internal shareholders

Table 22: Insider stock trading

N o.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Reasons for increasing, decreasing (buying, sel
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			Number of shares	Percentag e	Number of shares	Percentag e	ling, converting, rewarding, etc.)
1	Mr Nguyen Hong Lam	Deputy Director	5,967	0.09%	8,467	0.13%	Buying

3.3. Contracts or transactions with internal shareholders

None

3.4. Assessing the Implementation of regulations on corporate governance

Overview of Corporate Governance Compliance

The company consistently adheres to all prevailing legal regulations on corporate governance, including the Law on Enterprises, the Law on Securities, and the regulations of the State Securities Commission and the Hanoi Stock Exchange. Our corporate governance system is structured to ensure transparency, efficiency, and alignment with best practices, enhancing shareholder value and ensuring the company's sustainable development.

In 2024, the company fully complied with corporate governance obligations, including organizing the General Meeting of Shareholders in accordance with regulations, ensuring transparency in information disclosure, protecting shareholder rights, and strengthening the supervisory role of the Board of Directors.

Evaluation of investor relations (IR) activities

Since PTX's stock was officially listed for trading in 2017, the company has consistently prioritized comprehensive and timely information disclosure in the stock market. The Investor Relations (IR) department ensures the accurate and complete publication of financial reports, corporate governance disclosures, and both periodic and extraordinary reports. Additionally, the company promptly responds to inquiries from regulatory bodies such as the State Securities Commission and the Stock Exchange regarding fluctuations in business performance.

Each year, PTX organizes both annual and extraordinary General Meetings of Shareholders, engaging with numerous domestic investors. These meetings not only serve to report annual business performance but also provide a platform for the Board of Directors to address investor concerns regarding company operations, business results, project plans, and strategic directions. This transparency helps shareholders and investors gain a comprehensive understanding of PTX.

Furthermore, the company actively welcomes constructive feedback from shareholders to shape its medium- and long-term development strategies.

For up-to-date and complete information on PTX, shareholders and investors can visit the company's website: <https://ptsnghetinh.petrolimex.com.vn/vi.html> (Investor Relations section).

The IR department remains committed to ensuring the reliability, accuracy, and timeliness of all information provided to shareholders and investors. PTX also proactively discloses all transactions involving related parties through official disclosure channels in compliance with legal regulations.

IR Development Strategy for 2025.

Investor Relations (IR) activities are identified as a strategic priority for PTX, playing a crucial role in enhancing the company's presence in the stock market. Strengthening and improving IR quality is also a key step toward achieving the General Meeting of Shareholders' goal of successfully listing PTX shares on the Vietnam Stock Exchange. Thus, PTX's IR strategy in 2025 will focus on the following objectives:

- Expanding and strengthening communication channels:
 - + Enhancing the quality of information provided to shareholders, investors, partners, and customers.
 - + Maximizing the effectiveness of existing communication channels: Company website, annual reports, periodic newsletters, and traditional media.
 - + Exploring new communication channels: Social media platforms, online investment forums (domestic and international), and international financial platforms.
- Professionalizing and optimizing IR activities:
 - + Further improving the transparency and quality of the Annual Report and Sustainability Report for 2025.
 - + Actively collaborating with relevant departments to update business performance information and provide timely disclosures to investors via the corporate website.

Report on Corporate Governance Implementation Based on the ASEAN Corporate Governance Scorecard

Corporate governance has always been a key objective for PTX, aiming to enhance investor confidence and attract stable and sustainable investment capital. In 2024, the company shifted its focus inward, restructuring its operational model, refining its internal mechanisms, and strengthening its foundations in human resources and finance to enhance corporate governance capacity and efficiency. As part of this effort, PTX has adopted the ASEAN Corporate Governance Scorecard as a benchmark for evaluation. This scorecard is expected to help improve corporate governance practices, enhance competitiveness, promote corporate transparency, and increase the company's attractiveness to investors and capital markets.

Scoring Criteria:

- (1) Fully compliant with best practices
- (2) Partially implemented but not yet fully aligned with best practices
- (3) Not yet implemented according to best practices
- (4) Not applicable

Code	Criteria	Compliance status of PTS Nghe Tinh		Guiding Reference	Notes/ suggestions
		2023	2024		
A. RIGHTS AND EQUITABLE TREATMENT OF SHAREHOLDERS					
A.1. Basic Shareholder Rights					
A.1.1	Does the company pay (interim and final/annual) dividends in an equitable and timely manner; that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by shareholders at general meetings for final dividends? In case the company has offered Scrip dividend, did the company paid the dividend within 60 days.	1	1	The 2024 Annual General Meeting of Shareholders held on May 19, 2024 approved the payment of 2023 cash dividends at a rate of 15%, implemented by Resolution of the Board of Directors No. 159/PTX-NQ-HDQT dated June 5, 2024.	
A.2. The right to participate in decisions related to important changes of the company					
Shareholders have the right to participate in:					
A.2.1	Amendment of Company Charter and Regulations	1	1	All relevant documents are fully and promptly posted on the company website before the General Meeting of Shareholders is held.	
A.2.2	Vote to issue additional shares?	1	1	Stipulated in Clause 1, Article 15 of the Company Charter	
A.2.3	Vote to issue additional shares?	4	4	Stipulated in Article 12 of the Company Charter	
A.3. Right to participate effectively in and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings.					



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A.3.1	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increases in remuneration for the non-executive directors/commissioners?	1	1	At the 2024 Annual General Meeting of Shareholders of PTX, the election of members of the Board of Directors and members of the Supervisory Board has clear regulations and rules for shareholders to run for elections, in accordance with the provisions of the Enterprise Law 2020.	
A.3.3	Does the company provide non-controlling shareholders a right to nominate candidates for board of directors/commissioners?	1	1		
A.3.4	Does the company disclose the voting procedures used before the start of meeting?	1	1		
A.3.5	Do the minutes of the most recent AGM record that the shareholders were given the opportunity to ask questions and the questions raised by shareholders and answers given recorded?	1	1	At the Annual General Meeting of Shareholders, shareholders are given Questionnaires or can raise their hands to express their opinions (if any) and all are recorded by the Secretary of the Meeting.	
A.3.6	Does the company disclose the voting results including approving, dissenting, and abstaining votes for all resolutions/each agenda item for the most recent AGM?	1	1	The minutes of the Annual General Meeting of Shareholders of PTS Nghe Tinh detail the approval, disapproval and no-opinion rates for voting on each content of the meeting.	
A.3.7	Does the company disclose the list of board members who attended the most recent AGM?	1	1	The minutes of the Annual General Meeting of Shareholders of PTS Nghe Tinh always publish the list of members of the Board of Directors attending the meeting.	
A.3.8	Does the company disclose that all board members and the CEO (if he is not a board member) attended the most recent AGM?	1	1	The minutes of the Annual General Meeting of Shareholders of PTS Nghe Tinh always publish the list of members of the Board of Directors	



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					and the General Director attending the meeting.	
A.3.9	Does the company allow voting in absentia?	4	4	1	This case has not occurred at PTS Nghe Tinh.	
A.3.10	Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM?	1	1	1	Shareholders vote on issues at the meeting according to each report/submission item using "Voting Cards" according to each voting opinion (approve, disapprove, no opinion).	
A.3.11	Does the company disclose that it has appointed an independent party (scrutineers/inspectors) to count and/or validate the votes at the AGM?	1	1	1	At the annual General Meeting of Shareholders, PTS Nghe Tinh invites shareholders to represent to supervise the Vote Counting Committee.	
A.3.12	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM/EGM for all resolutions?	1	1	1	Minutes and Resolutions of the annual General Meeting of Shareholders are announced within 24 hours.	
A.3.13	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM/EGM for all resolutions?	1	1	1	At the 2024 Annual General Meeting of Shareholders, the Company announces the closing date for the list of participants on February 27, 2024, the closing date for rights on March 15, 2024 and sends invitations on March 29, 2024. The Annual General Meeting of Shareholders takes place on April 19, 2024.	
A.3.14	Does the company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of	1	1	1		

	AGM/circulars and/or the accompanying statement?				
A.3.15	Does the company give the opportunity for shareholders to place item/s on the agenda of general meetings and/or to request for general meetings subject to a certain percentage?	1	1	Shareholders vote on issues at the meeting according to each report/presentation item using the "Voting Card" according to each voting opinion (agree, disagree, no opinion). In addition, questions/inquiries can be asked through the Questionnaire prepared by the Organizing Committee.	
A.4. Markets for corporate control should be allowed to function in an efficient and transparent manner.					
A.4.1	In cases of mergers, acquisitions and/or takeovers requiring shareholders' approval, does the board of directors/commissioners of the company appoint an independent party to evaluate the fairness of the transaction price?	4	4	PTS Nghe Tinh has not encountered this case.	
A.5. The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated.					
A.5.1	Does the company disclose its practices to encourage shareholders to engage with the company beyond general meetings?	2	2	PTS Nghe Tinh performs through investor relations activities.	
B. EQUITABLE TREATMENT OF SHAREHOLDERS					
B.1. Shares and voting rights					
B.1.1	Does each common share of the company carry one voting right?	1	1	Clause 2, Article 12 of the Company Charter.	
B.1.2	Where the company has more than one class of shares, does the company publicise the voting rights attached to each class of shares (e.g. through	4	4	PTS Nghe Tinh has not encountered this case.	

	the company website / reports/ the stock exchange/ the regulator's website)?				
B.2. Notice of AGM					
B.2.1	Does each of the resolutions tabled at the most recent annual general meeting deal with only one item, i.e., there is no bundling of several items into the same resolution?	2	2	Currently, the Resolution of the General Meeting of Shareholders is showing all the approved contents.	
B.2.2	Are the company's notice of the most recent AGM/circulars fully translated into English and published on the same date as the local-language version?	2	2	PTS Nghe Tinh is in the process of building and fully implementing the notice and documents of the General Meeting of Shareholders in 02 languages: English and Vietnamese.	
<i>Does the notice of AGM/circulars have the following details:</i>					
B.2.3	Are the profiles of directors/commissioners (at least age, academic qualification, date of first appointment, experience, and directorships in other listed companies) in seeking election/re-election included?	2	2	PTS Nghe Tinh publishes full biographical information of the members to be elected.	
B.2.4	Are the auditors seeking appointment/re-appointment clearly identified?	4	4	PTS Nghe Tinh has not encountered this case.	
B.2.5	Were the proxy documents made easily available?	1	1	The Power of Attorney form is sent with the invitation to the General Meeting of Shareholders. In addition, the Power of Attorney form (meeting documents) is always published and easily found on the Company's Website.	
B.3. Insider trading and abusive self-dealing should be prohibited.					



B.3.1	Does the company have policies and/or regulations prohibiting Board members and employees from profiting from non-public information?	1	1	Clause 2, Article 31 of the Company's Internal Governance Regulations.	
B.3.2	Are the directors / commissioners required to report their dealings in company shares within 3 business days?	1	1	Comply with Circular 96/2020/TT-BTC and the Company Charter	
B.4. Related party transactions by directors and key executives.					
B.4.1	Does the company have a policy requiring Board members to disclose relevant interests in transactions and any conflicts of interest with the company?	1	1	Clause 3, Article 31 of the Company's Internal Governance Regulations.	
B.4.2	Does the company have a policy requiring a committee of independent directors/commissioners to review material RPTs to determine whether they are in the best interests of the company and shareholders?	2	2	PTS Nghe Tinh will consider asking for opinions on adding this provision to the Internal Governance Regulations at the nearest General Meeting of Shareholders.	
B.4.3	Does the company have a policy requiring board members (directors/commissioners) to abstain from participating in the board discussion on a particular agenda when they are conflicted?	1	1	Clause 5, Article 31 of the Company's Internal Governance Regulations. Members of the Board of Directors of PTS Nghe Tinh are not allowed to vote when there are activities or transactions that conflict with interests.	Clause 5, Article 31 of the Company's Internal Governance Regulations. Members of the Board of Directors of PTS Nghe Tinh participated but are not allowed to vote when there are

					activities or transactions that conflict with interests.
B.4.4	Does the company have policies on loans to directors and commissioners either forbidding this practice or ensuring that they are being conducted at arm's length basis and at market rates?	1	1		Clause 4, Article 31 of the Company's Internal Governance Regulations.
B.5. Protecting minority shareholders from abusive actions					
B.5.1	Does the company disclose that RPTs are conducted in such a way to ensure that they are fair and at arms' length?	4	4		PTS Nghe Tinh has not encountered this case.
B.5.1	In case of related party transactions requiring shareholders' approval, is the decision made by disinterested shareholders?	1	1		Clause 7, Article 31 of the Company's Internal Governance Regulations.
C. THE ROLE OF STAKEHOLDERS					
C.1. The corporate governance framework should recognise the rights of stakeholders established by law or through mutual agreements and encourage active co-operation between corporations and stakeholders in creating wealth, jobs, and the sustainability of financially sound enterprises					
C.1.1	The existence and scope of the company's efforts to address customers' welfare?	2	2		PTS Nghe Tinh presented this issue in the 2023 Annual Report and in documents circulated in the company's operations.
C.1.2	Supplier/contractor selection procedures?	1	1		The company's internal procedural documents.
C.1.3	The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	1	1		PTS Nghe Tinh presented this issue in the 2023 Annual Report.



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C.1.4	The company's efforts to interact with the communities in which they operate?	1	1	PTS Nghe Tinh presented this issue in the 2023 Annual Report.	
C.1.5	The company's anti-corruption programmes and procedures?	1	1	PTS Nghe Tinh presented this issue in the 2023 Annual Report and the company's internal regulations and procedures.	
C.1.6	How creditors' rights are safeguarded?	2	2	PTS Nghe Tinh will consider adding this regulation in the following years.	
C.1.7	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?	2	2	PTS Nghe Tinh is in the process of building and separating the Sustainability Report into a separate report content.	
C.2. Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.					
C.2.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	1	1	PTS Nghe Tinh provides contact information on the Website, periodic investor newsletter publications and annual reports.	
C.3. Mechanisms for employee participation should be permitted to develop.					
C.3.1	Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	1	1	PTS Nghe Tinh clearly states these contents in the Annual Reports, periodic publications and internal operating policies of the enterprise.	
C.3.2	Does the company explicitly disclose the policies and practices on training and development programmes for its employees?	1	1		

C.3.3	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	1	1	
C.4. Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this				
C.4.1	Does the company have a whistle blowing policy which includes procedures for complaints by employees and other stakeholders concerning alleged illegal and unethical behaviour and provide contact details via the company's website or annual report	1	1	PTS Nghe Tinh builds and issues administrative management documents for internal circulation.
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals alleged illegal/unethical behaviour from retaliation?	1	1	
D. DISCLOSURE AND TRANSPARENCY				
D.1. Transparent ownership structure				
D.1.1	Does the information on shareholdings reveal the identity of beneficial owners, holding 5% shareholding or more?	1	1	
D.1.2	Does the company disclose the direct and indirect (deemed) shareholdings of major and/or substantial shareholders?	1	1	PTS Nghe Tinh has published this content in detail in the 6-month, 1-year and Annual Management Reports.
D.1.3	Does the company disclose the direct and indirect (deemed) shareholdings of directors (commissioners)?	1	1	
D.1.4	Does the company disclose the direct and indirect (deemed) shareholdings of senior management?	1	1	

D.1.5	Does the company disclose details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/ vehicles (SPEs)/ (SPVs)?	1	1	PTS Nghe Tinh has published this content in detail in the 6-month, 1-year and Annual Management Reports. PTS Nghe Tinh has published this content in detail in the 6-month, 1-year and Annual Management Reports.	
D.2. Quality of Annual Report					
<i>Does the company's annual report disclose the following item:</i>					
D.2.1	Corporate objectives	1	1	The goals and plans of PTS Nghe Tinh are detailed in the Annual Report, documents of the Shareholders' Meeting and posted on the Company's Website.	
D.2.2	Financial performance indicators	1	1	This content is detailed in the Annual Report.	
D.2.3	Non-financial performance indicators	1	1		
D.2.4	Dividend policy	1	1		
D.2.5	Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of all directors/commissioners	1	1		
D.2.6	Details of parameters of each member of the Board of Directors	1	1		
D.2.7	Total remuneration of each member of the Board of Directors	1	1		
<i>Corporate Governance Statement</i>					



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D.2.8	Does the Annual Report contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	1	1	PTS Nghe Tinh raised this issue in the Annual Report.
D.3. Disclosure of related party transactions (RPT)				
D.3.1	Does the company disclose its policy covering the review and approval of material RPTs?	1	1	PTS Nghe Tinh complies with this issue according to the Company Charter. At the same time, PTS Nghe Tinh will review, improve and develop policies in the following years.
D.3.2	Does the company disclose the name, relationship, nature and value for each material RPTs?	1	1	
A.4. Directors and commissioners dealings in shares of the company				
D.4.1	Does the company disclose trading in the company's shares by insiders?	1	1	PTS Nghe Tinh presented in the 6-month, 1-year Management Report and Annual Report.
D.5. External auditor and Auditor Report				
Where the same audit firm is engaged for both audit and non-audit services				
D.5.1	Are the audit and non-audit fees disclosed?	2	2	The company has announced the signing of the contract with the Auditing Company but has not announced the fee level.
D.5.2	Does the non-audit fee exceed the audit fees?	1	1	
D.6. Medium of communications				
Does the company use the following modes of communication?				
D.6.1	Quarterly reporting	1	1	



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D.6.2	Company website	1	1	PTS Nghe Tinh publishes the Quarterly Report fully and on time on the Company's Website, Hanoi Stock Exchange and State Securities Commission.	
D.6.3	Analyst's briefing	1	1		
D.6.4	Media briefings /press conferences	2	2		
D.7. Timely filing/release of annual/financial reports					
D.7.1	Are the audited annual financial report / statement released within 120 days from the financial year end?	1	1	PTS Nghe Tinh publishes full and timely annual financial statements on the Company's website, Hanoi Stock Exchange and State Securities Commission.	
D.7.2	Is the annual report released within 120 days from the financial year end?	1	1	PTS Nghe Tinh publishes its annual report fully and on time on the Company's website, Hanoi Stock Exchange and State Securities Commission.	
D.7.3	Is the true and fairness/fair representation of the annual financial statement/reports affirmed by the board of directors/commissioners and/or the relevant officers of the company?	1	1	PTS Nghe Tinh clearly stated this issue in the financial statements and annual reports.	
D.8. Company website					
<i>Does the company have a website disclosing up-to-date information on the following:</i>					
D.8.1	Financial statements/reports (latest quarterly)	1	1	PTS Nghe Tinh's website fully displays this content.	
D.8.2	Materials provided in briefings to analysts and media	4	4	PTS Nghe Tinh will consider adding this item in the near future.	



D.8.3	Downloadable annual report	1	1	PTS Nghe Tinh's website fully displays this content.	fully
D.8.4	Notice of AGM and/or EGM	1	1	PTS Nghe Tinh's website fully displays this content.	fully
D.8.5	Minutes of AGM and/or EGM	1	1	PTS Nghe Tinh's website fully displays this content.	fully
D.8.6	Company's constitution (company's by-laws, memorandum and articles of association)	1	1	PTS Nghe Tinh's website fully displays this content.	fully
D.9. Investor relations					
D.9.1	Does the company disclose the contact details (e.g. telephone, fax, and email) of the officer / office responsible for investor relations?	1	1	PTS Nghe Tinh website has a contact and FAQ section. PTS Nghe Tinh also publishes contact information of the responsible department in regular IR newsletters.	
E. RESPONSIBILITIES OF THE BOARD					
E.1. Board Duties and Responsibilities					
<i>Clearly defined board responsibilities and corporate governance policy</i> <i>Clearly defined board responsibilities and corporate governance policy</i>					
E.1.1	Does the company disclose its corporate governance policy / board charter?	1	1	PTS Nghe Tinh has announced the information in accordance with regulations and posted it fully on the company's website.	
E.1.2	Are the types of decisions requiring board of directors/commissioners' approval disclosed?	1	1		
E.1.3	Vai/Are the roles and responsibilities of the board of directors/commissioners clearly stated?	1	1	The Charter and Internal Governance Regulations clearly demonstrate the	

					roles and responsibilities of the Board of Directors.	
<i>Corporate Vision/Mission</i>						
E.1.4	Does the company have an updated vision and mission statement?	1	1	1	PTS Nghe Tinh publishes details and completeness on the Company's Website and Annual Report.	
E.1.5	Does the board of directors play a leading role in the process of developing and reviewing the company's strategy at least annually?	1	1	1	Board members participate in the strategy development and monitoring/review process through regular and extraordinary Board meetings.	
E.1.6	Does the board of directors have a process to review, monitor and oversee the implementation of the corporate strategy?	1	1	1		
E.2. Board structure						
<i>Code of Ethics or Conduct</i>						
E.2.1	Are the details of the code of ethics or conduct disclosed?	1	1	1	PTS Nghe Tinh mentioned the content in the ANNUAL REPORT.	PTS Nghe Tinh is in the process of building a "Code of Ethics or Conduct" and will publicly update it on the Website.
E.2.2	Are all directors/ commissioners, senior management and employees required to comply with the code?	1	1	1		
E.2.3	Does the company have a process to implement and monitor compliance with the code/s of ethics or conduct?	2	2	2	PTS Nghe Tinh has conducted monitoring but has not yet made it public.	
<i>Board Structure & Composition</i>						
E.2.4	Do independent directors/commissioners make up at least 50% of the board of directors/commissioners?	2	2	2	Currently, the number of members of the Board of Directors of PTS Nghe Tinh is in compliance with the provisions of the Enterprise Law, 01	

				independent member of the Board of Directors/total of 05 members.	
E.2.5	Does the company have a term limit of nine years or less or 2 terms of five years ¹ each for its independent directors/ commissioners? 1 The five years term must be required by legislation which pre-existed the introduction of the ASEAN Corporate Governance Scorecard in 2011	2	2	The company charter and internal governance regulations of PTS Nghe Tinh clearly state.	
E.2.6	Has the company set a limit of five board seats that an individual independent/non-executive director/commissioner may hold simultaneously?	1	1		
E.2.7	Does the company have any executive directors who serve on more than two boards of listed companies outside of the group?	4	4	PTS Nghe Tinh does not have a member of the Board of Directors in this case.	
<i>Nominating Committee</i>					
E.2.8	Does the company have a Nominating Committee?				
E.2.9	Is the Nominating Committee comprised of a majority of independent directors/commissioners?				
E.2.10	Is the chairman of the Nominating Committee an independent director/commissioner?				
E.2.11	Does the company disclose the terms of reference/ governance structure/charter of the Nominating Committee?	3	3	Currently, PTS Nghe Tinh has not established a Personnel Committee and will consider establishing one in the following years.	
E.2.12	Is the meeting attendance of the Nominating Committee disclosed and if so, did the Nominating Committee meet at least twice during the year?				
<i>Remuneration Committee / Compensation Committee</i>					



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E.2.13	Does the company have a Remuneration Committee?				
E.2.14	Is the Remuneration Committee comprised entirely of non-executive directors/commissioners with a majority of independent directors/commissioners ?				
E.2.15	Is the chairman of the Remuneration Committee an independent director/commissioner?	4	4	Currently, PTS Nghe Tinh has not established a Remuneration Committee and will consider establishing it in the following years.	
E.2.16	Does the company disclose the terms of reference/ governance structure/ charter of the Remuneration Committee?				
E.2.17	Is the meeting attendance of the Remuneration Committee disclosed and, if so, did the Remuneration Committee meet at least twice during the year?				
<i>Audit Committee</i>					
E.2.18	Does the company have an Audit Committee?				
E.2.19	Is the Audit Committee comprised entirely of non-executive directors/commissioners with a majority of independent directors/commissioners?				
E.2.20	Is the chairman of the Audit Committee an independent director/commissioner?	4	4	Currently, PTS Nghe Tinh has not established an Audit Committee and will consider establishing one in the following years.	
E.2.21	Does the company disclose the terms of reference/governance structure/charter of the Audit Committee?				
E.2.22	Does at least one of the independent directors/commissioners of the committee have				



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	accounting expertise (accounting qualification or experience)?					
E.2.23	Is the meeting attendance of the Audit Committee disclosed and, if so, did the Audit Committee meet at least four times during the year?					
E.2.24	Does the Audit Committee have primary responsibility for recommendation on the appointment, and removal of the external auditor?					
E.3. Board Processes						
<i>Board meetings and attendance</i>						
E.3.1	Are the board of directors meeting scheduled before the start of financial year?	1		1	Every year, PTS Nghe Tinh prepares a Board of Directors plan before the start of the fiscal year and reports it in the annual report.	
E.3.2	Does the board of directors/commissioners meet at least six times during the year?	2		2	PTS Nghe Tinh has detailed in the Management Report and Annual Report.	
E.3.3	Has each of the directors/commissioners attended at least 75% of all the board meetings held during the year?	1		1		
E.3.4	Does the company require a minimum quorum of at least 2/3 for board decisions?	1		1		
E.3.5	Did the non-executive directors/commissioners of the company meet separately at least once during the year without any executives present?	2		2	Currently, PTS Nghe Tinh has not implemented this criterion.	
<i>Access to information</i>						



E.3.6	Are board papers for board of directors/commissioners meetings provided to the board at least five business days in advance of the board meeting?	1	1	PTS Nghe Tinh does this content well.	
E.3.7	Does the company secretary play a significant role in supporting the board in discharging its responsibilities?	1	1	PTS Nghe Tinh currently has 02 people in charge of corporate governance replacing the Board of Directors' Secretary to support the Board of Directors in performing its responsibilities.	
E.3.8	Is the company secretary trained in legal, accountancy or company secretarial practices and has kept abreast on relevant developments?	1	1	PTS Nghe Tinh has 02 people in charge of corporate governance, who are experienced personnel and are regularly trained in legal matters and practice of corporate governance.	
<i>Board Appointments and Re-Election</i>					
E.3.9	Does the company disclose the criteria used in selecting new directors/commissioners?	1	1		
E.3.10	Did the company describe the process followed in appointing new directors/commissioners?	1	1		
E.3.11	Are all directors/commissioners subject to re-election every 3 years; or 5 years for listed companies in countries whose legislation prescribes a term of 5 years ² each? 2 The five years term must be required by legislation which pre-existed the introduction of the ASEAN Corporate Governance Scorecard in 2011	1	1	PTS Nghe Tinh has full disclosure in the Investor Relations section on the Company's Website.	
<i>Remuneration matters</i>					

E.3.12	Does the company disclose its policy/practice on remuneration (fees, compensation, in-kind benefits, or other perks), including the use of incentive policies and short- and long-term performance indicators, for executive Board members and the CEO?	1	1	PTS Nghe Tinh presents in detail and fully in ANNUAL REPORT.	
E.3.13	Is the remuneration structure for non-executive Board members publicly disclosed?	1	1		
E.3.14	Do the shareholders or the Board of Directors approve the remuneration of the executive directors and/or the senior executives?	1	1		
E.3.15	Does the company have measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interests of the company, such as claw back provision and deferred bonuses?	2	2	PTS Nghe Tinh considers adding this criterion in the following years.	
<i>Internal audit</i>					
E.3.16	Does the company have a separate internal audit function?	4	4	PTS Nghe Tinh has not yet established an Internal Audit Department.	
E.3.17	Is the head of internal audit identified or, if outsourced, is the name of the external firm disclosed?	4	4		
E.3.18	Does the appointment and removal of the internal auditor require the approval of the Audit Committee?	4	4		
<i>Risk oversight</i>					
E.3.19	Does the company establish a sound internal control procedures/risk management framework	1	1		



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	and periodically review the effectiveness of that framework?				
E.3.20	Does the Annual Report/Annual CG Report disclose that the board of directors/commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?	1	1		
E.3.21	Does the company disclose the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic)?	1	1		PTS Nghe Tinh has complied with this criterion and fully mentioned it in the ANNUAL REPORT.
E.3.22	Does the Annual Report/ Annual CG Report contain a statement from the board of directors/ commissioners or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems?	1	1		
E.4. People on the Board					
<i>Board Chairman</i>					
E.4.1	Do different persons assume the roles of chairman and CEO?	1	1		PTS Nghe Tinh strictly complies with this regulation.
E.4.2	Is the chairman an independent director/ commissioner?	1	1		A member of the Board of Directors is not the chairman.
E.4.3	Is any of the directors a former CEO of the company in the past 2 years?	1	1		Currently, 1 member of the Board of Directors and General Director of the company.
E.4.4	Are the roles and responsibilities of the chairman disclosed?	1	1		As stipulated in the Company's Internal Governance Regulations.

<i>Lead Independent Director</i>					
E.4.5	If the Chairman is not independent, has the Board appointed a Lead/Senior Independent Director and has his/her role been defined?	4	4		PTS Nghe Tinh does not have this case.
<i>Skills and Competencies</i>					
E.4.6	Does at least one non-executive director/commissioner have prior working experience in the major sector that the company is operating in?	1	1		Non-executive Board members have extensive experience in the investment and real estate sectors.
E.5. Board performance					
<i>Directors Development</i>					
E.5.1	Does the company have orientation programmes for new directors/commissioners?	2	2		The contents of the performance assessment of the Board of Directors/General Director are shown in the annual report items. However, the orientation programs for new members are not clear.
E.5.2	Does the company have a policy and actual practice and programs that encourages directors/commissioners to attend on-going or continuous professional education programmes?	2	2		Specified in internal company documents.
<i>CEO/Executive Management Appointments and Performance</i>					
E.5.3	Does the company disclose the process on how the board of directors/commissioners plans for the succession of the CEO/ Managing Director/ President and key management?	2	2		PTS Nghe Tinh builds/plans and trains the succession team and prepares for the appointment of a new CEO.

E.5.4	Does the board of directors/commissioners conduct an annual performance assessment of the CEO/Managing Director/President?	2	2	ANNUAL REPORT is presented in detail.	
<i>Board Appraisal</i>					
E.5.5	Did the company conduct an annual performance assessment of the board of directors/commissioners and disclose the criteria and process followed for the assessment?	1	1	PTS Nghe Tinh will review, evaluate and develop procedures/criteria in the following years.	
<i>Director Appraisal</i>					
E.5.6	Did the company conduct an annual performance assessment of the individual directors/commissioners and disclose the criteria and process followed for the assessment?	1	1		
<i>Committee Appraisal</i>					
E.5.7	Did the company conduct an annual performance assessment of the board committees and disclose the criteria and process followed for the assessment?	1	1		

VI. Financial statements

1. Auditor's opinions

Opinion of An Viet Auditing Co., Ltd. – The Auditing Firm Conducting the Audit of the 2024 Financial Statements (Report No. 17/2025/KT-AV3-TC):

“In our opinion, the combined financial statements present fairly, in all material respects, the financial position of Petrolimex Nghe Tinh Transportation and Services Joint Stock Company as of December 31st, 2024, as well as the results of its operations and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of combined financial statements.”

2. Audited financial statements

The audited 2024 combined financial statements of the Company are attached to this Report.

Recipients:

- Archived;
- As stated above.

PETROLIMEX NGHE TINH TRANSPORTATION AND SERVICES JOINT STOCK COMPANY

**Legal representative
CHAIRMAN OF THE BOARD**



HOANG CONG THANH