

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

GENERAL MEETING OF SHAREHOLDERS

PETROVIETNAM CHEMICAL AND SERVICES CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 15, 2020;

Pursuant to the Charter on Organization and Operation of PetroVietnam Chemical and Services Corporation (PVChem);

Pursuant to the Minutes of the Annual General Meeting of Shareholders No. 438/BB-PVChem dated April 28, 2025.

RESOLVES:

Article 1. To approve the 2024 Business Performance Report and the 2025 Business Plan of PVChem with an approval rate of 98.39%, with key indicators as follows:

1.1 2024 Results

1.1.1 Consolidated Results:

No.	Indicator	Unit	Actual 2023	Plan 2024	Actual 2024	% Plan Achieved	% YoY
1	Production volume	Tonnes	11,675	17,100	12,213	71%	105%
2	Revenue	VND billion	3,273.51	3,050.00	2,994.94	98%	91%
3	Profit before tax	VND billion	54.56	62.00	27.51	44%	51%
4	Profit after tax	VND billion	35.02	49.00	15.49	32%	44%
5	Payment to State Budget	VND billion	185.37	130.00	125.54	97%	68%

1.1.2 Parent Company Results:

No.	Indicator	Unit	Actual 2023	Plan 2024	Actual 2024	% Plan Achieved	% YoY
1	Total revenue	VND billion	2,271.48	128.00	1,681.59	1,314%	74%
2	Profit before tax	VND billion	6.00	46.50	6.88	15%	115%
3	Profit after tax	VND billion	6.00	46.50	6.28	14%	105%
4	Payment to State Budget	VND billion	114.39	3.00	44.37	1,479%	39%
5	Investment	VND billion	257.50	222.00	0.97	0.44%	0.38%

1.2. 2025 Business Plan

1.2.1 Consolidated Business Plan:

- Production volume: 13,200 tonnes
- Total revenue: VND 2,800 billion
- Profit before tax: VND 44.0 billion
- Profit after tax: VND 31.2 billion
- Payment to State Budget: VND 125 billion

1.2.2 Parent Company (PVChem) Business Plan:

- Total revenue: VND 1,050.0 billion
- Profit before tax: VND 17.5 billion
- Profit after tax: VND 17.5 billion
- Payment to State Budget: VND 36.0 billion
- Investment target: VND 8.2 billion
- Dividend payout ratio: 2.0%

Article 2. To approve the 2024 Annual Report and the 2025 Work Plan of the Board of Directors of PVChem with an approval rate of 98.55%.

Article 3. To approve the Report on performance results of the Independent Board Member in the Supervisory Committee in 2024, with an approval rate of 98.55%.

Article 4. To approve the Proposal on the remuneration, allowances, and other benefits for the Board of Directors with an approval rate of 98.55%, specifically:

4.1. Implementation of remuneration, allowances, and benefits in 2024

- In 2024, remuneration, allowances, and other benefits for the Board of Directors were implemented in accordance with Resolution No. 509/NQ-PVChem dated April 26, 2024.
- Total pre-tax income: VND 4.59 billion (including VND 4.55 billion in salary and allowances, and VND 0.045 billion in other benefits).

4.2. 2025 Remuneration and Allowance Plan

- Planned total salary and allowances: VND 4.37 billion.

Article 5. To approve the 2024 Audited Financial Statements with an approval rate of 98.55%.

Article 6. To approve the Proposal on 2024 profit distribution and 2025 profit distribution plan with an approval rate of 98.55%.

6.1 Profit Distribution Plan for 2024:

1	Items	Rate	Amount (VND)
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		Plan	Actual	Plan	Actual
I	Retained earnings carried forward from previous years			-	-
II	Net profit after tax from 2024 business activities			46.500.000.000	6.278.932.538
III	Accumulated retained earnings as of 31/12/2024			46.500.000.000	6.278.932.538
IV	Distribution plan (% of net profit after tax)			46.500.000.000	1.000.000.000
1	Cash dividend (% per par value) (<i>Charter capital</i>)	5,50%	0%	44.656.954.650	-
2	Allocation to funds (% of total distribution amount)			1.843.045.350	1.000.000.000
2.1	Development Investment Fund			-	-
2.2	Bonus and Welfare Fund			1.843.045.350	1.000.000.000
V	Retained earnings carried forward to 2025			-	5.278.932.538

6.2.Profit Distribution Plan from 2025 Accumulated Profit:

- Expected cash dividend: 2% of par value per share.
- Expected appropriation to the Bonus and Welfare Fund: VND 1.26 billion.

Article 7. To approve the Proposal for selecting the audit firm for the 2025 Financial Statements with 100% approval.

Article 8. To approve the dismissal of Mr. Nguyễn Ngọc Quỳnh from the Board of Directors with an approval rate of 98.55%.

Article 9. To approve the election results of Mr. Trần Hồng Kiên, Mr. Hà Duy Tân, and Mr. Trần Ngọc Lan to the Board of Directors.

Article 10. Implementation Provisions The Board of Directors, the Executive Board, and Heads of relevant Divisions/Offices under the Parent Company – PVChem, as well as all shareholders of PVChem, shall be responsible for the implementation of this Resolution. This Resolution shall take effect from the date of signing.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS



Trương Đại Nghĩa

Documents enclosed with the Resolution:

1. Report No. 410/PVChem-BOD dated April 23, 2025.
2. Report No. 411/BC-PVChem dated April 23, 2025.
3. Report No. 417/BC-PVChem dated April 23, 2025.
4. Report No. 412/BC-PVChem dated April 23, 2025.
5. Proposal No. 413/TTr-PVChem dated April 23, 2025.
6. Proposal No. 415/TTr-PVChem dated April 23, 2025.
7. Proposal No. 414/TTr-PVChem dated April 23, 2025.
8. Proposal No. 418/TTr-PVChem dated April 23, 2025.
9. Proposal No. 435/TTr-PVChem dated April 26, 2025.