



Number: 85 /VIPCO-CV-CBTT

Re: Announcement of personnel changes

Hai Phong, April 14, 2026

NOTICE OF PERSONNEL CHANGES

To: - STATE SECURITIES COMMISSION
- HO CHI MINH CITY STOCK EXCHANGE

Based on Resolution No. /VIPCO-NQ-ĐHĐCĐ dated April 13, 2026, of the Annual General Meeting of Shareholders of Vietnam Petroleum Transport Joint Stock Company, we respectfully announce the following personnel changes at Vietnam Petroleum Transport Joint Stock Company:

1. Mr. Nguyen Huu Thanh

- Previous position before appointment: Chairman of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Chairman of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026.**

2. Mr. Nguyen Quang Minh

- Previous position before appointment: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

3. Mr. Vu Dinh Hien

- Previous position before appointment: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

4. Mr. Nguyen Tien Long

- Previous position before appointment: Member of the Supervisory Board of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

5. Mr. Vu Ngoc Vinh

- Previous position before appointment: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

6. Mr. Nguyen Dinh Tuan

- Previous position before appointment: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

7. Mr. Nguyen Tien Sang

- Previous position before appointment: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

8. Mr. Do Le Cong

- Previous position before appointment: Member of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Resigned as a Member of the Company's Board of Directors.
- Effective date : **April 13, 2026**

9. Ms. Nguyen Thi Thanh Hao

- Previous position before appointment: Head of the Supervisory Board of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Head of the Supervisory Board of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

10. Ms. Phi Tuyet Thanh

- Previous position before appointment: Member of the Supervisory Board of Vietnam Petroleum Transport Joint Stock Company for the term 2021 - 2025.
- Position reappointed: Member of the Supervisory Board of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

11. Mr. Hoang Van Vuong

- Previous position before appointment:
- Appointed position: Member of the Supervisory Board of Vietnam Petroleum Transport Joint Stock Company for the term 2026 - 2031
- Term of appointment: **5 years**
- Effective date : **April 13, 2026**

This information was published on the Company's website on April 14, 2026 at the following link: <http://www.vipco.com.vn> (investor/shareholder information section).

Attached documents:

Scanned file – Resolution attached

Recipient:

- As above
- Save: Admin office, Thanhpt

**VIETNAM PETROLEUM TRANSPORT
JOINT STOCK COMPANY
INFORMATION DISCLOSURE
PERSON**

(Signed)

LE TRUNG TAN

No. 55 /VIPCO-NQ-DHDCD



Hai Phong, April 13, 2026

RESOLUTION

Regarding the approval of the contents of the 2026 Annual Online General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS OF VIETNAM PETROLEUM TRANSPORT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and a number of laws amending and supplementing certain articles of the Law on Enterprises.
- Pursuant to the Charter approved by the Annual General Meeting of Shareholders of Vietnam Petroleum Transport Joint Stock Company on November 6, 2023.
- Pursuant to the Minutes of the 2026 Annual Online General Meeting of Shareholders of Vietnam Petroleum Transport Joint Stock Company dated April 13, 2026.

RESOLVES

Article 1. Approval of the Report on business performance in 2025 and the Plan for 2026. Some main indicators are as follows:256

1.1. Production and business results in 2025:

- Total revenue 652,372 bil VND;
- Profit before tax: 108,298 bil VND;
- Profit after tax: 85,811 bil VND;

1.2. Production and business plan for 2026:

- Total revenue: 702,025 bil VND
- Profit before tax: 109,800 bil VND
- Profit after tax: 87,747 bil VND
- Dividend plan: 10%/year

1.3. Investment plan for 2026:

a) Regarding the construction of the Company's headquarters:

Execute the construction of the Company's headquarters at No. 6 Cu Chinh Lan, Hong Bang Ward, Hai Phong City, striving to put it into operation in 2027. Assign the Board of Directors to implement procedures to relocate the Company's office headquarters to No. 6 Cu Chinh Lan, Hong Bang Ward, Hai Phong City.

b) Regarding ship investment activities:

Approve the investment policy for 01 to 02 MR-size vessels with a tonnage of 45,000 DWT - 55,000 DWT via newbuilding and/or resale purchase and/or acquiring second-hand vessels under 08 years old in 2026 and 2027 to replace and rejuvenate the fleet, with a maximum price of USD 56 million/vessel. Capital sources: from loans and the enterprise's equity with proportions depending on each project. Authorize the Board of Directors, based on the actual situation and project approval timing, to make investment decisions and execute related tasks to finalize the ship investment, ensuring compliance with VIPCO's internal regulations and relevant legal provisions.

c) Regarding real estate projects:

Complete the remaining technical infrastructure items at the Anh Dung 7 Project in 2026, execute procedures and organize the handover of technical infrastructure items to state management agencies. Commence the construction of houses while simultaneously formulating plans, schemes, and deploying divestment from real estate at the Anh Dung 7 Project and other real estate.

Article 2. Approval of the Board of Directors' performance report for 2025, the 2021-2025 term, and orientations for the 2026-2031 term.

Article 3. Approval of the Independent Members' Report on the Board of Directors' operations for 2025.

Article 4. Approval of the Board of Supervisors' performance report for 2025, the 2021-2025 term, and orientations for the 2026-2031 term.

Article 5. Approval of the 2025 Consolidated Financial Statements audited by KPMG Vietnam Co., Ltd. and the 2025 Profit Distribution Plan with the following main indicators:

5.1. Audited financial statements for 2025:

- Total assets:	1,410.933 bil VND;
- Total capital:	1,410.933 bil VND;
In which: - Liabilities:	131,738 bil VND
- Equity:	1,279.195 bil VND
- Total revenue:	652,372 bil VND;
- Accounting profit before tax:	108,298 bil VND
- Profit after corporate income tax:	85,811 bil VND

5.2. Profit distribution plan for 2025:

No.	Indicator	Value
1	Total accounting profit before tax:	108,297,767,724 VND
-	Current corporate income tax:	22,708,616,980 VND
-	Deferred corporate income tax :	--221,748,922 VND
2	Profit after corporate income tax in 2025	85,810,899,666 VND
3	Total profit for distribution	85,810,899,666 VND
-	Dividend payment in 2025 to shareholders (10%/year)	68,470,941,000 VND
-	Appropriation to the reward and welfare funds:	17,339,958,666 VND
-	<i>In which:</i>	
-	+ <i>Reward fund</i>	5,339,958,666 VND
-	+ <i>Company Welfare Fund</i>	12,000,000,000 VND
4	Retained earnings carried forward to the next period:	0 VND

Article 6. Approval of the report on finalization of remuneration for the Board of Directors and Board of Supervisors in 2025 as follows:

- a) Remuneration of the Board of Directors: **1,172,433,356 VND.**
- b) Remuneration of the Board of Supervisors **302,680,000 VND.**

Article 7. Approval of the remuneration plan for the Board of Directors and the Board of Supervisors in 2026 as follows:

- Full-time Chairman of the Board of Directors, full-time member of the Board of Directors: Apply according to the Company's salary management regulations; does not receive remuneration.
- Non-professional, independent member of the Board of Directors: Equal to 20% of the final salary of the position of Deputy General Director;
- For the full-time Head of the Board of Supervisors: Apply according to the Company's salary management regulations; does not receive remuneration.
- Non-professional Board of Supervisors member: Equal to 14% of the final salary of the position of Deputy General Director;
- Method of remuneration payment for members of the Board of Directors and the Board of Supervisors in 2026: Remuneration shall be temporarily paid on a monthly basis and finalized at the end of the fiscal year.

Article 8. Approval of the list of Auditing Companies to select the unit to audit the 2026 Financial Statements of Vietnam Petroleum Transport Joint Stock Company, including:

- + KPMG Limited Liability Company.
- + Ernst & Young Vietnam Limited Liability Company.
- + Pricewaterhouse Coopers Vietnam Limited Liability Company.
- + Deloitte Vietnam Limited Liability Company.

Authorize the Board of Directors to select one of the auditing companies in the above list to audit the Company's 2026 Financial Statements.

Article 9. Approval of amendments to the Company's Charter as follows:

9.1. At Clause 1, Article 2: Change of the logo:

- Before:



- After change:



9.2. Authorize the Board of Directors to amend and supplement the Company's Charter in accordance with the content approved by the General Meeting of Shareholders regarding the change to the Company's new Logo.

Article 10. Approval of contracts and transactions between the Company and “related persons” as prescribed in Article 167 of the 2020 Enterprise Law, Article 293 of Decree 155/2020/ND-CP, and Article 15 of the Company's Charter, specifically as follows:

1) Vietnam National Petroleum Group (Petrolimex) - The parent company owning 100% of the capital of Petrolimex Tanker Corporation

2) Petrolimex Tanker Corporation - A shareholder owning 34,923,232 shares, accounting for 51.00% of the Company's charter capital

3) Subsidiaries (100% owned by VIPCO): VIPCO Ha Long One-Member LLC and VIPCO Crew One-Member LLC.

4) VP Petrochemical Transport Joint Stock Company (VIPCO holds 45.1% of the charter capital)

Article 11. Approval of the list of members of the Board of Directors and the Board of Supervisors of the Company for the 2026-2031 term, validly elected in accordance with the Law and the Company's Charter as follows:

- **Board of Directors:**

1, Mr. Nguyen Huu Thanh

2, Mr. Nguyen Quang Minh

3, Mr. Vu Dinh Hien

4, Mr. Nguyen Tien Long

5, Mr. Nguyen Tien Sang (*Independent candidate of the Board of Directors*)

6, Mr. Nguyen Dinh Tuan (*Independent candidate of the Board of Directors*)

7, Mr. Vu Ngoc Vinh

- **Board of Supervisors:**

1, Ms. Nguyen Thi Thanh Hao

2, Ms. Phi Tuyet Thanh

3, Mr. Hoang Van Vuong

Article 12. Implementation:

This Resolution takes effect from the date of signing; all shareholders, members of the Board of Directors, the Board of Supervisors, and the Executive Board are responsible for implementing this Resolution.

Assign the Board of Directors, the Board of Supervisors, and the Executive Board to implement this Resolution in accordance with the provisions of law and the Charter of Vietnam Petroleum Transport Joint Stock Company (VIPCO).

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

Recipient:

- As per Article 12;
- State Securities Commission,
HOSE;
- Company Website;
- Person in charge of
Corporate Governance;
Company Secretary; Chief
Accountant; Internal Audit
Department;
- Save: Office Administration,
General Committee.

(Signed)

NGUYEN HUU THANH

No.: 56 /VIPCO-NQ-HĐQT



Hai Phong, April 13, 2026

RESOLUTION

Regarding the approval of certain matters at the First Session of the Board of Directors

**BOARD OF DIRECTORS OF
VIETNAM PETROLEUM TRANSPORT JOINT STOCK COMPANY**

- Pursuant to Decision No. 2439/QĐ-BTM dated September 29, 2005 of the Ministry of Trade on the conversion of the Waterway Petroleum Transport Company I under the Vietnam National Petroleum Corporation into Vietnam Petroleum Transport Joint Stock Company (VIPCO);

- Pursuant to the Charter of Vietnam Petroleum Transport Joint Stock Company approved by the General Meeting of Shareholders on April 13, 2026;

- Pursuant to the Operational Regulations of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company;

- Pursuant to the Minutes of the First Session of the Board of Directors of the Company dated April 13, 2026.

RESOLVES

Article 1. The Board of Directors of Vietnam Petroleum Transport Joint Stock Company (VIPCO) elects Mr. Nguyen Huu Thanh to hold the position of Chairman of the Board of Directors of Vietnam Petroleum Transport Joint Stock Company for the 2026-2031 term, effective from April 13, 2026.

Article 2. This Resolution takes effect from the date of signing. Mr. Nguyen Huu Thanh, members of the Board of Directors, the Executive Board, and related units and individuals are responsible for implementing this Resolution.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipient:

- As per Article 2;
- Head of the Board of Supervisors;
- Save: General Committee, Office Administration.

CHAIRMAN

(Signed)

NGUYEN HUU THANH

Hai Phong, April 13, 2026

RESOLUTION

*Regarding the approval of the election results for the Head of the Board of Supervisors
for the term 2026-2031
At the first Board of Supervisors meeting*

BOARD OF SUPERVISORS

VIETNAM PETROLEUM TRANSPORT JOINT STOCK COMPANY

- Based on Decision No. 2439/QĐ-BTM dated September 29, 2005 of the Ministry of Trade on the conversion of the Waterway Petroleum Transport Company I under the Vietnam National Petroleum Corporation into VIPCO Petroleum Transport Joint Stock Company;
- Based on the Charter of Vietnam Petroleum Transport Joint Stock Company, which was approved by the Annual General Meeting of Shareholders on April 13, 2026.
- Based on the Resolution of the Annual General Meeting of Shareholders dated April 13, 2026, which approved the election results of the Board of Supervisors members.
- Based on the Regulations on the Operation of the Board of Supervisors of Vietnam Petroleum Transport Joint Stock Company
- Based on the Minutes of the first meeting of the Company's Board of Supervisors on April 13, 2026.

DECISION

Article 1. The Board of Supervisors of Vietnam Petroleum Transport Joint Stock Company elects Ms. Nguyen Thi Thanh Hao to the position of Head of the Board of Supervisors of Vietnam Petroleum Transport Joint Stock Company for the term 2026-2031, effective from April 13, 2026.

Article 2. This Resolution shall take effect from the date of signing. The members of the Board of Supervisors, the Board of Directors, the General Management Board, and all relevant units and individuals are responsible for implementing this Resolution.

On behalf of the Board of Supervisors

Recipient:

- As per Article 2;
- Save the license plate number
and vehicle details .

(Signed)

Nguyen Thi Thanh Hao