

Ho Chi Minh City, February 7<sup>th</sup> 2026

## NOTICE

### Regarding the Notice of Invitation and Meeting Documents of the Extraordinary General Meeting of Shareholders in 2026

- To: - The State Securities Commission of Vietnam  
- Ha Noi Stock Exchange.

Issuing organization: Petroleum Distribution Services Joint Stock Company

Securities code: PSD

Address: R.207, PetroVietnam Tower, No 1-5 Le Duan, Sai Gon Ward, Ho Chi Minh City,  
Vietnam

Tel: 028.39115578

Fax: 028.39115579

We hereby notify the State Securities Commission of Vietnam and the Stock Exchange of the Notice of Invitation and the meeting documents of the 2026 Extraordinary General Meeting of Shareholders of Petroleum General Distribution Services Joint Stock Company (enclosed herewith).

All documents of the Extraordinary General Meeting of Shareholders will be published on the Company's website at [www.psd.com.vn](http://www.psd.com.vn) from Feb. 7<sup>th</sup> 2026.

Respectfully submitted.

#### Recipients:

- As mentioned above
- Archived at the Office

Phan  
Hải  
Âu

C=VN, S=HỒ CHÍ MINH,  
L=Quận 1, O=CÔNG TY  
CÓ PHẦN DỊCH VỤ PHÂN  
PHỐI TỔNG HỢP DẦU  
KHÍ, OU=CÔNG TY CỔ  
PHẦN DỊCH VỤ PHÂN  
PHỐI TỔNG HỢP DẦU  
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#### AUTHORIZED PERSON TO DISCLOSE



TỔNG CÔNG TY CỔ PHẦN  
DỊCH VỤ TỔNG HỢP DẦU KHÍ  
CÔNG TY CỔ PHẦN DỊCH VỤ  
PHÂN PHỐI TỔNG HỢP DẦU KHÍ  
PETROVIETNAM GENERAL SERVICES  
CORPORATION  
PETROLEUM GENERAL  
DISTRIBUTION SERVICES JOINT  
STOCK COMPANY

Số/No: 05/NQ-PSD-HĐQT

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập – Tự do – Hạnh phúc  
SOCIALIST REPUBLIC OF VIET NAM  
Independence – Freedom – Happiness

Tp. Hồ Chí Minh, ngày 06 tháng 02 năm 2026  
Ho Chi Minh City, February 06, 2026

## NGHỊ QUYẾT RESOLUTION

Về việc duyệt tài liệu họp Đại hội đồng cổ đông bất thường năm 2026  
*On the approval of documents for the Extraordinary General Meeting of Shareholders in 2026*

HỘI ĐỒNG QUẢN TRỊ  
CÔNG TY CỔ PHẦN DỊCH VỤ PHÂN PHỐI TỔNG HỢP DẦU KHÍ  
THE BOARD OF DIRECTORS  
OF PETROVIETNAM GENERAL DISTRIBUTION SERVICES JOINT STOCK  
COMPANY

- Căn cứ Luật Doanh nghiệp 2020 và các văn bản hướng dẫn thi hành/ Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Căn cứ Điều lệ Công ty Cổ phần Dịch vụ Phân phối Tổng hợp Dầu khí (“Công Ty”)/ Pursuant to the Charter of PetroVietnam General Distribution Services Joint Stock Company (“the Company”);
- Căn cứ Giấy chứng nhận đăng ký doanh nghiệp Công ty Cổ phần Dịch vụ Phân phối Tổng hợp Dầu khí thay đổi lần thứ 34 cấp ngày 27/08/2025/ Pursuant to the 34th amended Enterprise Registration Certificate of PetroVietnam General Distribution Services Joint Stock Company dated 27 August 2025;
- Căn cứ Biên bản họp Hội đồng quản trị Công Ty ngày 06 tháng 02 năm 2026/ Pursuant to the Minutes of the Board of Directors’ meeting of the Company February 06, 2026;

### QUYẾT NGHỊ:

#### RESOLVES:

**Điều 1.** Hội đồng quản trị thông qua bộ tài liệu họp Đại hội đồng cổ đông bất thường năm 2026 (“Đại hội”), bao gồm:

Article 1. The Board of Directors approves the set of documents for the Extraordinary General Meeting of Shareholders in 2026 (the “Meeting”), including:

- a. Chương trình Đại hội;  
The Meeting agenda;



- b. Quy chế tổ chức Đại hội;  
*The Regulations on the organization of the Meeting;*
- c. Các Tờ trình tại Đại hội;  
*The Proposals to be submitted to the Meeting;*
- d. Dự thảo Nghị quyết Đại hội;  
*The draft Resolution of the Meeting;*
- e. Các tài liệu liên quan đến tổ chức Đại hội theo quy định của Luật Doanh nghiệp và Điều lệ của Công Ty.  
*Other documents relating to the organization of the Meeting in accordance with the Law on Enterprises and the Company's Charter.*  
(Các tài liệu cụ thể được đính kèm).  
*(The specific documents are attached hereto).*

**Điều 2.** Giao ông Vũ Tiên Dương - Chủ tịch HĐQT và Người đại diện theo pháp luật chỉ đạo và tiến hành các thủ tục cần thiết để đảm bảo công tác được thực hiện chu đáo, thành công, tuân thủ các quy định của pháp luật và Điều lệ hoạt động của Công Ty.

*Article 2. The Board of Directors authorizes Mr. Vu Tien Duong – Chairman of the Board of Directors and the legal representative of the Company – to direct and carry out the necessary procedures to ensure that the work is properly and successfully implemented in compliance with the provisions of law and the Company's Charter.*

**Điều 3.** Nghị quyết này có hiệu lực kể từ ngày ký. Các thành viên Hội đồng quản trị, Ban kiểm soát, Ban Giám đốc và các Phòng/bộ phận có liên quan căn cứ nhiệm vụ quyền hạn chịu trách nhiệm thi hành quyết định này.

*Article 3. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Supervisory Board, the Board of Management, and relevant departments/divisions shall, within their respective duties and authorities, be responsible for the implementation of this Resolution.*

**Nơi nhận:**

- Như Điều 3;
- Lưu HĐQT.

**Recipients:**

- As stated in Article 3;
- Filed at the Board of Directors.

**TM. HỘI ĐỒNG QUẢN TRỊ  
CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ  
FOR AND ON BEHALF OF THE BOARD  
OF DIRECTORS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**VŨ TIÊN DƯƠNG**



PETROVIETNAM GENERAL SERVICES CORPORATION  
**PETROLEUM GENERAL DISTRIBUTION SERVICES JOINT STOCK COMPANY**  
R.207, PetroVietnam Tower, No 1-5 Le Duan, Sai Gon Ward, Ho Chi Minh City, Vietnam

## **LIST OF DOCUMENTS EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026**

1. Agenda of the Extraordinary General Meeting of Shareholders 2026.
2. Rules and Regulations on the Organization of the Extraordinary General Meeting of Shareholders in 2026.
3. Submission on the issuance of shares under the Employee Stock Ownership Plan (ESOP).
4. Voting Ballot Form.
5. Draft Resolution of the Extraordinary General Meeting of Shareholders 2026.



PETROVIETNAM GENERAL SERVICES CORPORATION  
PETROLEUM GENERAL DISTRIBUTION SERVICES JOINT STOCK COMPANY  
R.207, PetroVietnam Tower, No 1-5 Le Duan, Sai Gon Ward, Ho Chi Minh City, Vietnam

**DRAFT**

## **AGENDA**

### **EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026 PETROLEUM GENERAL DISTRIBUTION SERVICES JOINT STOCK COMPANY**

<b>Time</b>	<b>Agenda Item</b>	<b>Person in Charge</b>
9:00 – 9:15	Registration and reception of shareholders	Organizing Committee
9:15 – 9:20	Report on the verification of shareholders' eligibility to attend the Meeting	Supervisory Board
9:20 – 9:40	Opening of the Meeting	Presidium
9:40 - 9:50	Presentation of the Proposal on the issuance of shares under the Employee Stock Ownership Plan (ESOP)	General Director
9:50 – 10:10	Discussion and voting on the Proposal	Presidium
10:10 – 10:20	Secretary reads the draft Resolution of the General Meeting	Secretary
10:20 – 11:30	Adoption of the Resolution and closing of the Meeting	Presidium





**DRAFT**

*Ho Chi Minh City, .....*

## **REGULATIONS ON THE ORGANIZATION OF THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS IN 2026**

- *Pursuant to the Law on Enterprises 2020 and its guiding documents; and*
- *Pursuant to the Charter of Petroleum General Distribution Services Joint Stock Company.*

The Extraordinary General Meeting of Shareholders of Petrosetco General Distribution Services Joint Stock Company in 2026 shall be organized and conducted in accordance with these Regulations. Matters not stipulated herein shall be implemented in accordance with the prevailing laws.

### **CHAPTER I: GENERAL PROVISIONS**

#### **Article 1. Objectives**

To facilitate the organization and conduct of the Extraordinary General Meeting of Shareholders in 2026 of Petroleum General Distribution Services Joint Stock Company (“Company” or “PSD”), ensuring that the Meeting is conducted in a public, transparent, fair and democratic manner.

#### **Article 2. Scope of Application**

These Regulations apply to the organization of the Extraordinary General Meeting of Shareholders in 2026 of Petroleum General Distribution Services Joint Stock Company (the “Meeting”).

#### **Article 3. General Requirements**

- 3.1. All shareholders attending the Meeting shall be properly dressed in a neat and appropriate manner.
- 3.2. Upon entering the meeting room, shareholders shall be seated at the designated seats or areas as arranged by the Meeting Organizing Committee and shall strictly comply with the seating arrangements prescribed by the Meeting Organizing Committee.
- 3.3. Smoking is strictly prohibited in the meeting room; shareholders shall refrain from private conversations and are required to set their mobile phones to silent or vibration mode during the Meeting.

#### **Article 4. Conditions for Holding the Meeting**

- 4.1. The Meeting shall be validly convened when the number of shareholders attending the Meeting, in person or by authorized representatives, represents at least 50% of the total voting shares.
- 4.2. In the event that the first Meeting does not meet the quorum requirement as stipulated in Clause 4.1 of this Article, a notice convening the second Meeting shall be sent within 30 days from the intended date of the first Meeting. The second Meeting shall be conducted when shareholders attending the Meeting represent at least 33% of the total voting shares.
- 4.3. In the event that the second Meeting does not meet the quorum requirement as stipulated in Clause 4.2 of this Article, a notice convening the third Meeting shall be sent within 20 days from the intended date of the second Meeting. The third Meeting shall be conducted regardless of the total number of voting shares represented by the attending shareholders.

#### **Article 5. Eligibility to Attend and Authorization**

- 5.1. Shareholders have the right to attend the Meeting in person in accordance with the notice convening the Meeting.
- 5.2. In the event that a shareholder is unable to attend the Meeting in person, such shareholder may authorize a representative to attend the Meeting on his/her/its behalf. An authorized representative is not required to be a shareholder of PSD.
- 5.3. The authorization must be made in writing. The written authorization shall be prepared in accordance with the provisions of civil law and must clearly specify: the name of the authorizing shareholder; the name of the authorized individual or organization; the number of shares subject to authorization; the content and scope of the authorization; the term of authorization; and the signatures with full names handwritten, and seals (if the authorizing party is an organization) of both the authorizing party and the authorized party.
- 5.4. The authorized representative attending the Meeting must submit the original written authorization to the Organizing Committee of the Meeting prior to registration for attendance.

### **CHAPTER II: RIGHTS AND OBLIGATIONS OF PARTICIPANTS**

#### **Article 6. Rights and Obligations of Ordinary Shareholders**

- 6.1. Shareholders or their authorized representatives shall have the right to vote on matters falling within the authority of the Meeting in accordance with the agenda of the Meeting.
- 6.2. Each shareholder shall have a number of voting rights corresponding to the total number of shares with voting rights held by such shareholder.

- 6.3. Upon attending the Meeting, each shareholder or authorized representative must present the invitation letter, personal identification documents, and the written authorization (in the case of authorized attendance) to the Organizing Committee of the Meeting for verification of eligibility to attend the Meeting and to receive the ballot, which indicates the shareholder identification code and the number of voting shares represented, and bears the stamp of PSD.
- 6.4. Shareholders or authorized representatives arriving late shall have the right to register immediately thereafter and participate in voting at the Meeting; however, the Chairperson shall not be obliged to suspend the Meeting to allow such registration, and the validity of resolutions adopted prior to such registration shall remain unchanged.
- 6.5. When attending the Meeting, shareholders or authorized representatives are required to:
  - Comply with the provisions of this Regulation;
  - Complete the procedures for registration of attendance at the Meeting with the Organizing Committee of the Meeting;
  - Strictly observe the internal rules of the Meeting and respect the outcomes and results of the Meeting.

#### **Article 7. Rights and Obligations of the Organizing Committee, Eligibility Verification Committee, and Vote Counting Committee**

- 7.1. The Organizing Committee of the Meeting shall receive the documents of shareholders attending the Meeting, distribute meeting documents, ballots and voting slips, and perform other organizational tasks related to the Meeting.
- 7.2. The Committee for Verification of Shareholders' Eligibility, as nominated by the Chairperson, shall be responsible for verifying and reporting to the Meeting on the results of the verification of the eligibility of shareholders and/or their authorized representatives attending the Meeting.
- 7.3. The Vote Counting Committee shall be nominated by the Chairperson and approved by the Meeting through voting. The Vote Counting Committee shall have the following duties:
  - To determine the voting results of shareholders on matters submitted for approval at the Meeting;
  - To promptly notify the Secretary of the Meeting of the voting results.
- 7.4. In the performance of its duties, the Vote Counting Committee shall act honestly and accurately, and shall be responsible for the results of the vote counting.

#### **Article 8. Rights and Obligations of the Presiding Committee and the Meeting Secretary**

- 8.1. The Presidium shall consist of the Chairperson and its members. The Chairman of the Board of Directors shall act as the Chairperson, or may authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors.
- 8.2. The Chairperson shall carry out all actions deemed necessary to conduct the Meeting in a lawful and orderly manner and to ensure that the Meeting properly reflects the will of the majority of the attending delegates.
- 8.3. Without seeking approval from the Meeting, the Chairperson shall have the right to postpone the Meeting, which has already met the required quorum, to another time or to change the venue if it is deemed that:
  - Any attendee engages in acts that obstruct or disrupt order, posing a risk that the Meeting may not be conducted in a fair and lawful manner;
  - Such postponement is necessary to ensure that the affairs of the Meeting are conducted in compliance with applicable regulations.
- 8.4. The Secretary of the Meeting shall perform supporting duties as assigned by the Chairperson, including but not limited to the following:
  - Recording fully and accurately the proceedings of the Meeting and matters approved by, or noted by, shareholders or their authorized representatives at the Meeting;
  - Drafting the resolutions of the Meeting and decisions on matters approved at the Meeting;
  - Receiving registration forms for speeches and written questions from shareholders;
  - Performing other duties as assigned by the Chairperson.

### **CHAPTER III: VOTING AT THE MEETING**

#### **Article 9. Matters Subject to Approval at the Meeting**

- 9.1. The list of members of the Presidium and the Vote Counting Committee of the Meeting;
- 9.2. The proposal for approval of the plan for issuance of shares under the employee stock ownership plan (ESOP);
- 9.3. Other matters in accordance with the agenda of the Meeting;
- 9.4. The draft Resolution of the Meeting.

#### **Article 10. Voting at the General Meeting**

- 10.1. The Meeting shall discuss each matter set out in the agenda. Upon completion of the discussion, voting on each matter shall be conducted in the order approved in the agenda of the Meeting, subject to the direction and control of the Chairperson.

- 10.2. With respect to matters concerning the list of members of the Presidium and the Vote Counting Committee; the agenda of the Meeting; and the Rules on the Organization of the Meeting, shareholders or their authorized representatives shall vote by a show of hands.
- 10.3. With respect to each matter specified in Articles 9.2 and 9.3 of these Rules, shareholders or their authorized representatives shall vote by ballot. Shareholders or their authorized representatives shall mark one of the boxes (“Approval”, “Disapproval”, or “No Opinion”) for each matter on the ballot and return the ballot to the Organizing Committee of the Meeting. During the Meeting, shareholders may cast their votes in advance on the matters and submit the ballots to the Organizing Committee of the Meeting.
- 10.4. A ballot shall be deemed invalid in the following cases:
  - The ballot is not issued by the Company;
  - The ballot does not bear the signature of the shareholder or the authorized representative of the shareholder; or
  - Two (2) or more boxes are marked for the same matter subject to voting.
- 10.5. A ballot shall be deemed an approval if only the box “Approval” is marked.
- 10.6. A ballot shall be deemed a disapproval if only the box “Disapproval” is marked.
- 10.7. A ballot shall be deemed “No Opinion” in the following cases:
  - The box “No Opinion” is marked; or
  - None of the three boxes (“Approval”, “Disapproval”, or “No Opinion”) is marked for the relevant matter.
- 10.8. Immediately after shareholders or their authorized representatives have completed voting on each matter, the Vote Counting Committee shall collect the ballots and prepare the vote counting minutes.
- 10.9. For matters arising during the Meeting (as proposed by shareholders at the Meeting) that require voting, voting shall be conducted in the same manner as set out above, using supplementary ballots printed and distributed for such additional matters.
- 10.10. The Vote Counting Committee shall record information during the voting process and prepare the minutes of voting results after the completion of voting. The minutes shall include the following contents: total number of shareholders attending the Meeting, total number of shareholders participating in the voting, number and percentage of valid ballots, invalid ballots, and the number and percentage of votes in approval, disapproval, and no opinion for each matter voted upon.

## **CHAPTER IV: DISCUSSION AT THE GENERAL MEETING**

### **Article 11. Principles and Forms of Discussion**

- 11.1. The Chairperson of the Presiding Committee shall give priority to written questions and discussions registered in advance by shareholders with the Meeting Secretariat.

- 11.2. Shareholders or their authorized representatives attending the General Meeting who wish to express opinions or participate in discussions must obtain the consent of the Chairperson of the Presiding Committee.
- 11.3. Shareholders shall express their opinions concisely and focus on the key matters to be discussed, in line with the approved agenda of the General Meeting. The Chairperson of the Presiding Committee shall arrange shareholders to speak in the order of registration. In cases where there are multiple questions on the same matter, the Chairperson of the Presiding Committee shall consolidate and respond to such questions by topic.
- 11.4. In the event that the discussion time has expired while shareholders still have unanswered questions, the Chairperson of the Presiding Committee shall be responsible for recording such questions and providing written responses sent to the shareholders' addresses immediately after the General Meeting.

## **CHAPTER V: CLOSING OF THE GENERAL MEETING**

### **Article 12. Minutes and Resolutions of the General Meeting**

All matters discussed at the Meeting shall be recorded in the minutes by the Secretary of the Meeting, and all key matters approved shall be set out in the Resolution. The minutes of the Meeting must be read and approved prior to the closing of the Meeting.

## **CHAPTER VI: OTHER PROVISIONS**

### **Article 13. Effectiveness**

These Regulations consist of **06 Chapters and 13 Articles** and shall take effect from the date of approval by the General Meeting of Shareholders.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRPERSON**

**VU TIEN DUONG**

**DRAFT**

**PROPOSAL**

**Regarding the issuance of shares under the Employee Stock Ownership Plan**

**To: THE GENERAL MEETING OF SHAREHOLDERS  
PETROLEUM GENERAL DISTRIBUTION SERVICES  
JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020 and effective from 1 January 2021;
- Pursuant to Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, promulgated by the Government on 31 December 2020 and effective from 1 January 2021;
- Pursuant to Decree No. 245/2025/ND-CP amending and supplementing a number of articles of Decree No. 155/2020/ND-CP, promulgated by the Government on 11 September 2025 and effective from 11 September 2025;
- Pursuant to the Charter of Petroleum General Distribution Services Joint Stock Company;
- Pursuant to the business and operational performance of PSD.

The Board of Directors of PetroVietnam General Distribution Services Joint Stock Company (“the Company” or “PSD”) respectfully submits to the General Meeting of Shareholders for approval the Plan for the issuance of shares under the Employee Stock Ownership Plan, with the following specific contents:

**1. Plan for the issuance of shares under the Employee Stock Ownership Plan (“ESOP”)**

No.	Plan	Details
1	Issuing organization	Petroleum General Distribution Services Joint Stock Company
2	Name of shares	Shares of Petroleum General Distribution Services Joint Stock Company
3	Ticker symbol	PSD
4	Listing exchange	HNX
5	Type of shares	Ordinary shares
6	Par value	VND 10,000 per share
7	Charter capital prior to the offering	VND 518,278,940,000

8	Number of outstanding shares	51,827,894 shares
9	Number of ESOP shares to be issued	2,200,000 shares
10	Maximum total offering value at par value	VND 22,000,000,000
11	Issuance ratio (Number of shares proposed to be issued / Number of outstanding shares)	4,244818%
12	Eligible offerees	Employees currently working at the Company, including individuals who are elected or appointed as members of the Board of Directors or the Board of Supervisors, who satisfy the eligibility criteria for participation in the ESOP as set forth below (the “Employees”)
13	Eligibility criteria for employees participating in the ESOP	<p>Employees must fully satisfy the following eligibility criteria for participation in the ESOP:</p> <ol style="list-style-type: none"> <li>1. Employment tenure <p>Employees must have been employed by PSD prior to July 1, 2025 and must continue to be employed by the Company up to the date on which the Board of Directors reviews and approves the list of employees eligible to participate in the ESOP.</p> <p>This employment tenure requirement shall not apply to members of the Board of Directors and the Supervisory Board.</p> </li> <li>2. Position and role <p>Employees must currently hold managerial, leadership, or key personnel positions at PSD, including:</p> <ol style="list-style-type: none"> <li>(i) The Chairman of the Board of Directors, Members of the Board of Directors, Head of the Supervisory Board, Members of the Board of Supervisors, and executive officers as defined under the Company’s Charter, including the General Director, Deputy General Directors, and Chief Accountant.</li> <li>(ii) Other managerial personnel of PSD, including: <ul style="list-style-type: none"> <li>- Business Division personnel: Heads/Deputy Heads of departments, Brand Managers/Assistant Brand Managers, Product Managers, and Regional Sales Managers of the Business Departments (IT, Mobile</li> </ul> </li> </ol> </li> </ol>

		<p>Phones, Consumer Electronics);</p> <ul style="list-style-type: none"> <li>- Support Division personnel: Heads of Company Branches; Heads/Deputy Heads of departments, Team Leaders, or Heads of units of the Human Resources &amp; Administration Department, Accounting Department, Warranty Department, and Business Assistants.</li> </ul> <p>The General Meeting of Shareholders authorizes the Board of Directors to determine and approve the list of employees who satisfy the above eligibility criteria for participation in the ESOP.</p>																												
14	Number of shares allocated to each group of Eligible Participants	<table border="1"> <thead> <tr> <th>No.</th> <th>Group</th> <th>Title</th> <th>Number of Shares Allocated</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>The Chairman of the Board of Directors, Members of the Board of Directors and Executive Officers</td> <td>Chairman of the Board of Directors, Members of the Board of Directors, General Director, Deputy General Directors, Chief Accountant</td> <td>1,250,000</td> </tr> <tr> <td>2</td> <td>Supervisory Board</td> <td>Head of the Supervisory Board, Members of the Supervisory Board</td> <td>200,000</td> </tr> <tr> <td rowspan="3">3</td> <td rowspan="3">Business Division</td> <td>Head/Deputy Head of Business Departments</td> <td>170,000</td> </tr> <tr> <td>Brand Manager</td> <td>160,000</td> </tr> <tr> <td>Assistant Brand Manager</td> <td>90,000</td> </tr> <tr> <td>4</td> <td>Support Division</td> <td>Product Manager, Regional Sales Manager</td> <td>30,000</td> </tr> <tr> <td>4</td> <td>Support Division</td> <td>Branch Managers; Team Leaders or Heads of Departments and above of the Human Resources Department, Accounting Department, Warranty Department, and Business Assistants</td> <td>300,000</td> </tr> </tbody> </table> <p>The General Meeting of Shareholders authorizes the Board of Directors to determine the specific number of shares to be allocated to each Eligible Employee.</p>	No.	Group	Title	Number of Shares Allocated	1	The Chairman of the Board of Directors, Members of the Board of Directors and Executive Officers	Chairman of the Board of Directors, Members of the Board of Directors, General Director, Deputy General Directors, Chief Accountant	1,250,000	2	Supervisory Board	Head of the Supervisory Board, Members of the Supervisory Board	200,000	3	Business Division	Head/Deputy Head of Business Departments	170,000	Brand Manager	160,000	Assistant Brand Manager	90,000	4	Support Division	Product Manager, Regional Sales Manager	30,000	4	Support Division	Branch Managers; Team Leaders or Heads of Departments and above of the Human Resources Department, Accounting Department, Warranty Department, and Business Assistants	300,000
No.	Group	Title	Number of Shares Allocated																											
1	The Chairman of the Board of Directors, Members of the Board of Directors and Executive Officers	Chairman of the Board of Directors, Members of the Board of Directors, General Director, Deputy General Directors, Chief Accountant	1,250,000																											
2	Supervisory Board	Head of the Supervisory Board, Members of the Supervisory Board	200,000																											
3	Business Division	Head/Deputy Head of Business Departments	170,000																											
		Brand Manager	160,000																											
		Assistant Brand Manager	90,000																											
4	Support Division	Product Manager, Regional Sales Manager	30,000																											
4	Support Division	Branch Managers; Team Leaders or Heads of Departments and above of the Human Resources Department, Accounting Department, Warranty Department, and Business Assistants	300,000																											
15	Purpose of the issuance	<ol style="list-style-type: none"> <li>1. To attract and incentivize capable employees who directly contribute to and commit to the long-term development of the Company.</li> <li>2. To supplement working capital for business operations.</li> </ol>																												
16	Principle for	At par value.																												

	determining the issuance price	
17	Issuance price	VND 10,000 per share.
18	Method for handling unsubscribed shares	In the event that, upon completion of the issuance, the shares registered for purchase by employees included in the list approved by the Board of Directors are not fully subscribed (if any), the General Meeting of Shareholders authorizes the Board of Directors to decide on the handling method, including but not limited to reallocating such shares to other employees of the Company, provided that the offering price is not lower than VND 10,000 per share, or adjusting the total number of offered shares to match the actual number of shares distributed.
19	Transfer restriction period	<p>ESOP shares shall be subject to transfer restrictions for a period of two (02) years from the end of the issuance, with 50% of the purchased shares becoming freely transferable after each year, specifically:</p> <ul style="list-style-type: none"> <li>• Upon completion of the first year from the end of the issuance, eligible offerees may freely transfer up to 50% of the ESOP shares.</li> <li>• Upon completion of the second year from the end of the issuance, eligible offerees may freely transfer 100% of the ESOP shares.</li> </ul> <p>Detailed terms of transfer restrictions shall be stipulated by the Board of Directors.</p> <p>Rights arising from shares during the transfer restriction period:</p> <p>In the event that eligible offerees are still within the transfer restriction period and rights arise to receive shares due to the Company issuing shares to pay dividends in shares and/or issuing additional shares to existing shareholders and/or any other rights to receive additional shares arising from shares issued under the ESOP (“Derived Shares”), all such Derived Shares shall also be subject to transfer restrictions corresponding to the remaining transfer restriction period of the ESOP shares.</p>
20	Handling plan in case employees terminate employment during the transfer restriction commitment period	The General Meeting of Shareholders authorizes the Board of Directors to decide on the handling plan in the event employees terminate their employment during the transfer restriction commitment period, including but not limited to the method of repurchase, number of shares to be repurchased, repurchase price, implementation timeline, and other relevant procedures during the implementation of the share repurchase.

21	Foreign ownership ratio	The General Meeting of Shareholders assigns the Board of Directors to implement the offering plan in a manner that ensures compliance with regulations on foreign ownership limits applicable to the Company.
22	Expected implementation timeline	Expected to be implemented in 2026 after being approved by the General Meeting of Shareholders and approved by the State Securities Commission of Vietnam.
23	Plan for the use of proceeds from the issuance	he total proceeds shall be used to supplement working capital for PSD's business operations.
24	Share depository registration and additional listing	All additionally issued shares shall be registered for depository and additionally listed with the Vietnam Securities Depository and Clearing Corporation and the Hanoi Stock Exchange in accordance with the resolution of the General Meeting of Shareholders, and the Board of Directors is authorized to carry out the relevant procedures in compliance with applicable laws.
25	Change in charter capital	Approval of amendments to the Enterprise Registration Certificate and the PSD Charter to update the charter capital after the State Securities Commission issues a notice confirming receipt of the full issuance result report.
26	Authorization to the Board of Directors	The General Meeting of Shareholders authorizes the Board of Directors to decide on matters related to the ESOP share issuance as stipulated in Item 2 below.
27	Reporting to the General Meeting of Shareholders	The Board of Directors shall report the above issuance plan to the nearest General Meeting of Shareholders.

2. **Authorization to the Board of Directors:**

Based on the above plan for the issuance of shares under the Employee Stock Ownership Plan, the General Meeting of Shareholders hereby assigns and authorizes the Board of Directors to decide on and implement in detail the plan for the issuance of shares under the Employee Stock Ownership Plan, ensuring compliance with applicable laws, alignment with PSD's resources, and consistency with market developments, including but not limited to the following tasks:

- a. To decide on the amendment, supplementation, and adjustment of the Employee Stock Ownership Plan (ESOP) approved by the General Meeting of Shareholders; to prepare, revise, and provide explanations for all dossiers and procedures related to the issuance as required by competent regulatory authorities (if any), in accordance with relevant legal regulations;
- b. To have full authority to formulate and approve the Regulations on the issuance of shares under the Employee Stock Ownership Plan (if deemed necessary);

- c. To decide on the list of eligible employees participating in the ESOP and the principles for determining the number of shares allocated to each eligible participant;
- d. To carry out necessary procedures to register the ESOP share issuance with the State Securities Commission of Vietnam (“SSC”), and to supplement or amend the registration dossiers as required by the SSC or for the purpose of complying with relevant legal regulations; to complete procedures for registering additional issued shares for trading with the Vietnam Securities Depository and Clearing Corporation and the Stock Exchange in accordance with regulations;
- e. To carry out procedures for registering changes to the charter capital and amending the Enterprise Registration Certificate with the Ho Chi Minh City Department of Finance after the SSC issues a notice confirming receipt of the full issuance result report;
- f. Depending on specific circumstances, the Board of Directors is authorized to further delegate to the General Director the implementation of part or all of the above-mentioned tasks;
- g. To select and enter into contracts with consulting entities for the implementation of the issuance plan (if necessary);
- h. To determine the timing of the ESOP share issuance in accordance with the Company’s operational situation.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and adoption.

Sincerely,

**FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**

**VU TIEN DUONG**



## VOTING BALLOT

### EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

Full name of Shareholder : .....  
Shareholder Code : .....  
Total number of shares with voting rights: .....

(Shareholders are requested to mark an “X” in **ONE** of the three boxes corresponding to the voting item below)

1. Adoption of the Resolution on the plan for issuance of shares under the Employee Stock Ownership Plan (ESOP)

Approve                       Disapprove                       No opinion

*Ho Chi Minh City, ..... day ..... month ..... year 2026*

**Shareholder / Authorized Representative**  
(Signature, full name)

**DRAFT**

**RESOLUTION**  
**EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026**  
**PETROLEUM GENERAL DISTRIBUTION SERVICES JOINT STOCK**  
**COMPANY**

**GENERAL MEETING OF SHAREHOLDERS**  
**PETROLEUM GENERAL DISTRIBUTION SERVICES 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;
- Pursuant to the Charter of Petrosetco General Distribution Services Joint Stock Company;
- Pursuant to the Minutes of Vote Counting at the Meeting and the Minutes of the Extraordinary General Meeting of Shareholders 2026 of Petroleum General Distribution Services Joint Stock Company dated March 2, 2026.

**RESOLVES:**

**Article 1.** To approve the plan for issuance of shares under the Employee Stock Ownership Plan (ESOP) as follows:

No.	Plan	Details
1	Issuing organization	Petroleum General Distribution Services Joint Stock Company
2	Name of shares	Shares of Petroleum General Distribution Services Joint Stock Company
3	Ticker symbol	PSD
4	Listing exchange	HNX
5	Type of shares	Ordinary shares
6	Par value	VND 10,000 per share
7	Charter capital prior to the offering	VND 518,278,940,000
8	Number of outstanding shares	51,827,894 shares
9	Number of ESOP shares to be issued	2,200,000 shares
10	Maximum total offering value at par value	VND 22,000,000,000
11	Issuance ratio	4,244818%

	(Number of shares proposed to be issued / Number of outstanding shares)	
12	Eligible offerees	Employees currently working at the Company, including individuals who are elected or appointed as members of the Board of Directors or the Board of Supervisors, who satisfy the eligibility criteria for participation in the ESOP as set forth below (the “Employees”)
13	Eligibility criteria for employees participating in the ESOP	<p>Employees must fully satisfy the following eligibility criteria for participation in the ESOP:</p> <ol style="list-style-type: none"> <li>1. Employment tenure Employees must have been employed by PSD prior to July 1, 2025 and must continue to be employed by the Company up to the date on which the Board of Directors reviews and approves the list of employees eligible to participate in the ESOP. This employment tenure requirement shall not apply to members of the Board of Directors and the Supervisory Board.</li> <li>2. Position and role Employees must currently hold managerial, leadership, or key personnel positions at PSD, including: <ol style="list-style-type: none"> <li>(i) The Chairman of the Board of Directors, Members of the Board of Directors, Head of the Supervisory Board, Members of the Board of Supervisors, and executive officers as defined under the Company’s Charter, including the General Director, Deputy General Directors, and Chief Accountant.</li> <li>(ii) Other managerial personnel of PSD, including: <ul style="list-style-type: none"> <li>- Business Division personnel: Heads/Deputy Heads of departments, Brand Managers/Assistant Brand Managers, Product Managers, and Regional Sales Managers of the Business Departments (IT, Mobile Phones, Consumer Electronics);</li> <li>- Support Division personnel: Heads of Company Branches; Heads/Deputy Heads of departments, Team Leaders, or Heads of units of the Human Resources &amp; Administration Department, Accounting Department, Warranty Department, and Business Assistants.</li> </ul> </li> </ol> </li> </ol> <p>The General Meeting of Shareholders authorizes the Board of Directors to determine and approve the list of employees who</p>

		satisfy the above eligibility criteria for participation in the ESOP.																										
14	Number of shares allocated to each group of Eligible Participants	<table border="1"> <thead> <tr> <th>No.</th> <th>Group</th> <th>Title</th> <th>Number of Shares Allocated</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>The Chairman of the Board of Directors, Members of the Board of Directors and Executive Officers</td> <td>Chairman of the Board of Directors, Members of the Board of Directors, General Director, Deputy General Directors, Chief Accountant</td> <td>1,250,000</td> </tr> <tr> <td>2</td> <td>Supervisory Board</td> <td>Head of the Supervisory Board, Members of the Supervisory Board</td> <td>200,000</td> </tr> <tr> <td rowspan="4">3</td> <td rowspan="4">Business Division</td> <td>Head/Deputy Head of Business Departments</td> <td>170,000</td> </tr> <tr> <td>Brand Manager</td> <td>160,000</td> </tr> <tr> <td>Assistant Brand Manager</td> <td>90,000</td> </tr> <tr> <td>Product Manager, Regional Sales Manager</td> <td>30,000</td> </tr> <tr> <td>4</td> <td>Support Division</td> <td>Branch Managers; Team Leaders or Heads of Departments and above of the Human Resources Department, Accounting Department, Warranty Department, and Business Assistants</td> <td>300,000</td> </tr> </tbody> </table> <p>The General Meeting of Shareholders authorizes the Board of Directors to determine the specific number of shares to be allocated to each Eligible Employee.</p>	No.	Group	Title	Number of Shares Allocated	1	The Chairman of the Board of Directors, Members of the Board of Directors and Executive Officers	Chairman of the Board of Directors, Members of the Board of Directors, General Director, Deputy General Directors, Chief Accountant	1,250,000	2	Supervisory Board	Head of the Supervisory Board, Members of the Supervisory Board	200,000	3	Business Division	Head/Deputy Head of Business Departments	170,000	Brand Manager	160,000	Assistant Brand Manager	90,000	Product Manager, Regional Sales Manager	30,000	4	Support Division	Branch Managers; Team Leaders or Heads of Departments and above of the Human Resources Department, Accounting Department, Warranty Department, and Business Assistants	300,000
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15	Purpose of the issuance	<ol style="list-style-type: none"> <li>To attract and incentivize capable employees who directly contribute to and commit to the long-term development of the Company.</li> <li>To supplement working capital for business operations.</li> </ol>																										
16	Principle for determining the issuance price	At par value.																										
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18	Method for handling unsubscribed shares	In the event that, upon completion of the issuance, the shares registered for purchase by employees included in the list approved by the Board of Directors are not fully subscribed (if any), the General Meeting of Shareholders authorizes the Board of Directors to decide on the handling method, including but not limited to reallocating such shares to other employees of the Company, provided that the offering price is not lower																										

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19	Transfer restriction period	<p>ESOP shares shall be subject to transfer restrictions for a period of two (02) years from the end of the issuance, with 50% of the purchased shares becoming freely transferable after each year, specifically:</p> <ul style="list-style-type: none"> <li>• Upon completion of the first year from the end of the issuance, eligible offerees may freely transfer up to 50% of the ESOP shares.</li> <li>• Upon completion of the second year from the end of the issuance, eligible offerees may freely transfer 100% of the ESOP shares.</li> </ul> <p>Detailed terms of transfer restrictions shall be stipulated by the Board of Directors.</p> <p>Rights arising from shares during the transfer restriction period:</p> <p>In the event that eligible offerees are still within the transfer restriction period and rights arise to receive shares due to the Company issuing shares to pay dividends in shares and/or issuing additional shares to existing shareholders and/or any other rights to receive additional shares arising from shares issued under the ESOP (“Derived Shares”), all such Derived Shares shall also be subject to transfer restrictions corresponding to the remaining transfer restriction period of the ESOP shares.</p>
20	Handling plan in case employees terminate employment during the transfer restriction commitment period	The General Meeting of Shareholders authorizes the Board of Directors to decide on the handling plan in the event employees terminate their employment during the transfer restriction commitment period, including but not limited to the method of repurchase, number of shares to be repurchased, repurchase price, implementation timeline, and other relevant procedures during the implementation of the share repurchase.
21	Foreign ownership ratio	The General Meeting of Shareholders assigns the Board of Directors to implement the offering plan in a manner that ensures compliance with regulations on foreign ownership limits applicable to the Company.
22	Expected implementation timeline	Expected to be implemented in 2026 after being approved by the General Meeting of Shareholders and approved by the State Securities Commission of Vietnam.
23	Plan for the use of proceeds from the issuance	he total proceeds shall be used to supplement working capital for PSD’s business operations.
24	Share depository	All additionally issued shares shall be registered for depository

	registration and additional listing	and additionally listed with the Vietnam Securities Depository and Clearing Corporation and the Hanoi Stock Exchange in accordance with the resolution of the General Meeting of Shareholders, and the Board of Directors is authorized to carry out the relevant procedures in compliance with applicable laws.
25	Change in charter capital	Approval of amendments to the Enterprise Registration Certificate and the PSD Charter to update the charter capital after the State Securities Commission issues a notice confirming receipt of the full issuance result report.
26	Authorization to the Board of Directors	The General Meeting of Shareholders authorizes the Board of Directors to decide on matters related to the ESOP share issuance as stipulated in Item 2 below.
27	Reporting to the General Meeting of Shareholders	The Board of Directors shall report the above issuance plan to the nearest General Meeting of Shareholders.

**Article 2.** To approve the assignment and authorization of the Board of Directors to perform the following tasks:

Based on the above plan for the issuance of shares under the Employee Stock Ownership Plan, the General Meeting of Shareholders hereby assigns and authorizes the Board of Directors to decide on and implement in detail the plan for the issuance of shares under the Employee Stock Ownership Plan, ensuring compliance with applicable laws, alignment with PSD’s resources, and consistency with market developments, including but not limited to the following tasks:

- a. To decide on the amendment, supplementation, and adjustment of the Employee Stock Ownership Plan (ESOP) approved by the General Meeting of Shareholders; to prepare, revise, and provide explanations for all dossiers and procedures related to the issuance as required by competent regulatory authorities (if any), in accordance with relevant legal regulations;
- b. To have full authority to formulate and approve the Regulations on the issuance of shares under the Employee Stock Ownership Plan (if deemed necessary);
- c. To decide on the list of eligible employees participating in the ESOP and the principles for determining the number of shares allocated to each eligible participant;
- d. To carry out necessary procedures to register the ESOP share issuance with the State Securities Commission of Vietnam (“SSC”), and to supplement or amend the registration dossiers as required by the SSC or for the purpose of complying with relevant legal regulations; to complete procedures for registering additional issued shares for trading with the Vietnam Securities Depository and Clearing Corporation and the Stock Exchange in accordance with regulations;

- e. To carry out procedures for registering changes to the charter capital and amending the Enterprise Registration Certificate with the Ho Chi Minh City Department of Finance after the SSC issues a notice confirming receipt of the full issuance result report;
- f. Depending on specific circumstances, the Board of Directors is authorized to further delegate to the General Director the implementation of part or all of the above-mentioned tasks;
- g. To select and enter into contracts with consulting entities for the implementation of the issuance plan (if necessary);
- h. To determine the timing of the ESOP share issuance in accordance with the Company's operational situation.

**Article 3.** This Resolution shall take effect as of March 2, 2026. The Board of Directors, the Supervisory Board, and the Board of Management of the Company shall be responsible for the implementation of this Resolution.

**FOR AND ON BEHALF OF  
THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN OF THE MEETING**

**VU TIEN DUONG**