



Ho Chi Minh City, April , 2026

**ELECTION REGULATION**  
**For Members of the Board of Directors and the Supervisory Board**  
**at the 2026 Annual General Meeting of Shareholders**  
**PetroVietnam Oil Corporation – JSC (PVOIL)**

**1. Purpose and Scope of Application**

- This Regulation sets out the principles and procedures for nomination, self-nomination and election of members to the Board of Directors (“the Board”) and the Supervisory Board at the 2026 Annual General Meeting of Shareholders of PVOIL (the 2026 AGM).
- It applies to all shareholders entitled to vote as recorded in the shareholder list as of March 27, 2026, including duly authorized representatives attending the 2026 AGM.

**2. Number and Term of Office of Members of the Board of Directors and the Supervisory Board**

- Number of Board members to be elected: one (01) member.
- Number of Supervisory Board members to be elected: one (01) member.
- Term of office of the elected members: five (05) years (2026–2031).

**3. Criteria and Conditions for Members of the Board and the Supervisory Board**

- Candidates for membership of the Board and the Supervisory Board must meet the criteria and conditions prescribed by the Law on Enterprises, applicable laws and the Charter of PVOIL.

**4. Right of nomination and self - nomination**

- Shareholders or groups of shareholders holding 5% or more of the total voting shares shall have the right to nominate and/or self-nominate candidates for membership of the Board of Directors and the Supervisory Board in accordance with the Charter of PVOIL.

**5. Nomination Dossiers**

5.1. The dossiers shall include:

- A valid nomination/self-nomination form.
- The candidate’s curriculum vitae.
- Copies of identification documents and supporting documents on qualifications and experience (if any).
- Power of attorney and/or minutes of the shareholders’ group meeting (if the candidate is nominated by a group).
- Confirmation of share ownership of the nominating shareholder or shareholders’ group (or equivalent documents issued by the relevant securities company or the Vietnam



Securities Depository and Clearing Corporation -VSDC) as of the record date for the 2026 AGM.

- All documents must be in Vietnamese. Foreign language documents must be translated into Vietnamese and duly certified in accordance with applicable laws.

5.2. Dossiers may be submitted directly or sent by registered mail to PVOIL **no later than 5:00 PM on April 14, 2026** (Vietnam time) at the following address:

- Organizing Committee of the 2026 AGM, PetroVietnam Oil Corporation - JSC.
- Address: 14th-18th Floor, PetroVietnam Tower, 1-5 Le Duan, Sai Gon Ward, Ho Chi Minh City, Vietnam.

## 6. List of candidates

- Upon expiry of the submission deadline, the incumbent Board shall compile and disclose the list of eligible candidates in accordance with applicable regulations.
- The final list of candidates shall be approved by the 2026 AGM prior to the election.

## 7. Voting Principles

- Voting shall be conducted by the cumulative voting method via the electronic voting system at <https://dhdcd.pvoil.vn>.
- Each shareholder's voting rights correspond to the total number of shares owned or represented.
- Shareholders may allocate all or part of their votes to any candidate.
- Voting shall be conducted in a transparent manner and in compliance with applicable laws.

## 8. Organization and Supervision of the Election

### 8.1. Election Committee:

- Election Committee shall consist of a Head and members nominated by the Chairperson and approved by the 2026 AGM.
- Members of the Election Committee must not be candidates.

### 8.2. Responsibilities of the Election Committee:

The Election Committee shall:

- Verify and announce the list of candidates;
- Present the Election Regulations and provide instructions on electronic voting procedures;
- Monitor and verify voting data;
- Prepare minutes and announce the election results at the 2026 AGM;
- Ensure the accuracy and integrity of the election results.

## 9. Voting Method

### 9.1. Electronic voting

- Shareholders shall vote via <https://dhdcd.pvoil.vn> using their assigned credentials.
- Votes shall be recorded in the system based on the number of votes allocated by the



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shareholder to each candidate, or distributed evenly among selected candidates if the shareholder chooses cumulative allocation.

- Shareholders may not change their vote once submitted.

#### 9.2. Recording of results

- The electronic voting system shall record the voting results upon closing. Voting data shall be used as the basis for determining the election results.

#### 10. Determining the Election Results

- The candidate receiving the highest number of votes shall be elected.
- In case two or more candidates receive the same highest number of votes, an additional election shall be conducted among such candidates to make the final results.

#### 11. Minutes of Vote Counting

- The Election Committee shall prepare the minutes of vote counting upon completion of vote counting.
- The minutes must be signed by all members of the Election Committee.
- The minutes shall be announced at the Meeting and served as the official record of the election results.

#### 12. Effectiveness

This Regulation takes effect upon approval by the 2026 AGM of PVOIL and applies solely to this election.

**ON BEHALF OF THE BOD  
CHAIRMAN**



**Cao Hoai Duong**

A handwritten signature in blue ink, appearing to be 'Cao Hoai Duong', located in the bottom right corner of the page.