



ANNUAL REPORT 2021

PETROVIETNAM OIL CORPORATION

HCMC, April 2022

TABLE OF CONTENTS

PART I	5
GENERAL INFORMATION ABOUT PVOIL	5
1. General information	5
2. Establishment and Development history	5
3. Business segments, facilities & location	6
4. Corporate governance model	8
5. List of subsidiaries, joint ventures and affiliates of PVOIL	8
6. Board of Management and Board of Directors	9
7. Development direction	14
7.1. Business activities	14
7.2. Corporate restructuring and innovating	15
7.3. Improvement of corporate governance and development of human resources	15
8. Risks	15
PART II	16
CORPORATE GOVERNANCE	16
1. Board of Management (BOM)	16
2. Board of Supervisors (BOS)	20
3. Transactions, remunerations and benefits of the BOM, BOD, BOS and other managers in 2021	22
3.1. Salary, job-related allowances, remuneration of BOM, BOD, BOS	22
PART III	24
BUSINESS PERFORMANCE IN 2021	24
1. General background	24
2. Business performance	25
2.1. Production targets	25
2.2. <i>Financial performance</i>	26
3. Organization and personnel	27
3.1. Introduction of Board of Directors	27
3.2. Changes in the Board of Directors	27
3.3. Report on personnel, improvements in business organization and policies	27
4. Investment and project implementation	29
5. Corporate restructuring and innovating	29
6. Financial summary	30
7. Shareholders' structure, Change of owners' investment capital	31
PART IV	33

BOARD OF DIRECTORS' REPORT	33
1. Evaluate the achievements in 2020	33
2. Achievements.....	33
2.1. Launching PV MART – The first convenience store.....	33
2.2. Application of 4.0 technology and research and development	34
2.3. Energy conversion trend research and coping solutions	34
2.4. Enhancing PVOIL brand	35
3. Financial analysis	35
3.1. Assets and capital sources	35
3.2. Liabilities	37
4. Business plan for 2022	37
4.1. Forecasting	37
4.2. Main missions	38
4.3. Major objectives	39
5. Explanation of the Board of Directors for auditing opinions.....	40
PART V.....	41
BOARD OF MANAGEMENT'S REPORT	41
1. Overall evaluation on company's activities	41
2. Evaluation on BOD activities	43
3. Action plan and orientation in 2022.....	43
PART VI.....	45
SUSTAINABLE DEVELOPMENT REPORT	45
1. Key messages	45
2. The operating principle of PVOIL for related parties	46
3. Report on safety, health and environmental protection (SH&E)	46
3.1. Maintain the effectiveness of the SH&E.....	46
3.2. Safety work - Security, fire protection, emergency rescue	47
3.3. Employee health care.....	48
3.4. Environmental protection and waste control	48
3.5. Building culture of safety, health and environmental protection (SH&E)	49
3.6. Health and occupational safety indicators.....	49
3.7. Main tasks of safety, health and environmental protection (SH&E) in 2020	49
4. Environmental compliance.....	50
5. Environmental impact report.....	50
5.1. Environmental impact:	50
5.2. Raw Material Management.....	51
5.3. Energy consumption.....	51
5.4. Water consumption	51
5.5. Compliance with law on environmental protection	51

6. Report on social issues	52
6.1. Employment	52
6.2. Responsibilities of products and services	52
Customers can make suggestions and complaints through the following forms:	53
6.3. Responsibility to the community	54
PART VII.....	55
AUDITED CONSOLIDATED FINANCIAL STATEMENTS.....	55

PART I

GENERAL INFORMATION ABOUT PVOIL

1. General information

- ✦ Full name in English: PETROVIETNAM OIL CORPORATION
- ✦ Abbreviated English name: PVOIL
- ✦ Business registration certificate number: 0305795054
- ✦ Charter capital: VND 10,342,295,000,000
- ✦ Owner's capital: VND 10,342,295,000,000
- ✦ Address: Floor 14-18 Petro Vietnam Tower, 1 - 5 Le Duan, Ben Nghe Ward, District 1, HCMC, Vietnam
- ✦ Phone number: (84-28) 3910 6990
- ✦ Fax number: (84-28) 3910 6980
- ✦ Website: www.pvoil.com.vn
- ✦ Securities ticker: OIL, trading on UpCom exchange since March 7, 2018

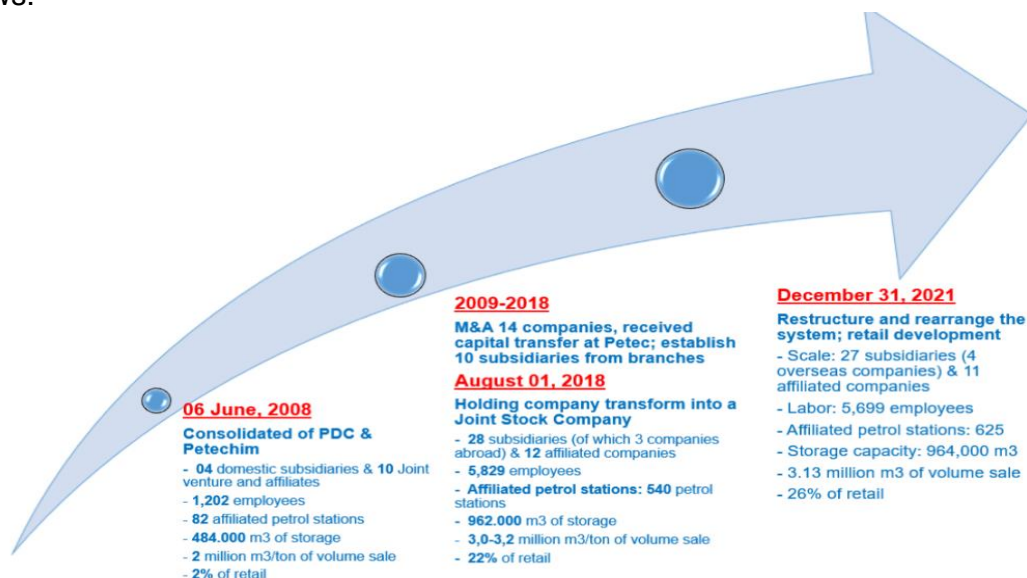
2. Establishment and Development history

PetroVietnam Oil Corporation (PVOIL) is a subsidiary of Vietnam Oil and Gas Group ("PetroVietnam"/"PVN"), established pursuant to Decision No. 1250/QD-DKVN dated June 6, 2008 of the Board of Members of PetroVietnam, by the merger of PetroVietnam Trading Company (Petechem) and PetroVietnam Oil Processing and Distribution Company (PDC).

PVOIL is the sole unit of PVN to participate in the downstream sector of the oil and gas industry, especially in importing & exporting, trading crude oil & blending, storing and distributing oil products.

Throughout nearly 14 years of operation under PVOIL brand, PVOIL has continuously expanded its domestic and international network through mergers and acquisitions. PVOIL has also continually restructured, rearranged and reformed itself with a view to optimizing the company's structure, concentrating on core activities to increase operational efficiency.

Historical milestones in the process of establishment and development of PVOIL are as follows:



3. Business segments, facilities & location

1.1. Business segments



International trading of crude oil and petroleum products



Retailing and distribution of petroleum products



Processing of petroleum lubricants

Entrusted import and export of crude oil and international oil trading

PVOIL is the only company in Vietnam that conducts marketing and provides services for the export/sale of domestic crude oil and the crude oil of PetroVietnam or its subsidiary exploited in the blocks overseas with an average quantity of 15 million tons per year. With 36-year operation in this sector, PVOIL has safely and effectively sold a total of nearly 370 million tons of crude oil.

PVOIL also supplies all crude oil feedstock for Dung Quat Refinery with an average quantity of 7 million tons per year from domestic sources and imports upon request.

Petroleum, lubricant and biofuel production

Petroleum production: PVOIL produces and blends petroleum with a capacity of 500,000 m³/year petroleum produced from domestic condensate sources of PetroVietnam. The gasoline produced are used for E5 RON 92 biofuel blending.

Biofuel production: Implementing the Government's directives on developing biofuel, PVOIL has invested in three mixing plans to produce biofuel (ethanol - E100) in Binh Phuoc, Quang Ngai and Phu Tho provinces, with a capacity of 100,000 m³ of E100/year per factory. All 3 projects have not operated because of lacking capital fund and unfavorable market.

PVOIL owns E5 gasoline blending system nationwide with a total mixing capacity of over 1.5 million m³ of E5 gasoline/year. PVOIL currently distributes over 500,000 m³ of commercial E5 gasoline per year.

Lubricants' production: PVOIL LUBE, a subsidiary of PVOIL, with a longstanding brand name inherited from VIDAMO - one of the first companies in Vietnam that produce and trade lubricants. PVOIL LUBE's products portfolio consists of more than 140 types of lubricants, which are produced from raw materials of high quality, mainly supplied to industrial customers and oil & gas operators. PVOIL LUBE is gradually expanding to retail customers through PVOIL's petroleum distribution network. PVOIL's lubricant products are manufactured at Binh Chieu factory (Ho Chi Minh City) with a capacity of 20,000 tons/year.

Petroleum distribution

PVOIL consistently maintains the second position, accounting for over 17% market share. In Laos, PVOIL Laos is the leader in terms of import volume, accounting for 20.5% market share, PVOIL Laos Trading is in the top 3 leading petroleum distribution enterprises.

During nearly 14 years of operation, through merger & acquisition (M&A) activities, PVOIL has strongly developed the distribution system nationwide and in Laos.

3.2 Location and distribution system

Domestic: PVOIL possesses a petroleum distribution network in 64/64 provinces and cities nationwide with more than 1,800 petroleum stations, of which there are more than 600 petroleum stations directly managed and operated by PVOIL (COCO) and 1,200 petroleum stations that operated by dealers/agents/franchisees (DODO).

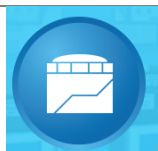
Overseas:

- **In Laos**, PVOIL Laos Trading operates a distribution network in 16 of 18 provinces/cities with 125 petroleum stations.
- **In Singapore**, PVOIL Singapore specializes in international trading of crude oil and petroleum products.
- **In Cambodia**, PVOIL has a subsidiary called PVOIL Cambodia, that conduct a feasibility study on an investment project of building a condensate processing plant.

3.3 Business facilities



- 610 COCO petroleum stations located in 56 provinces/cities.
- 125 petroleum stations in Laos.



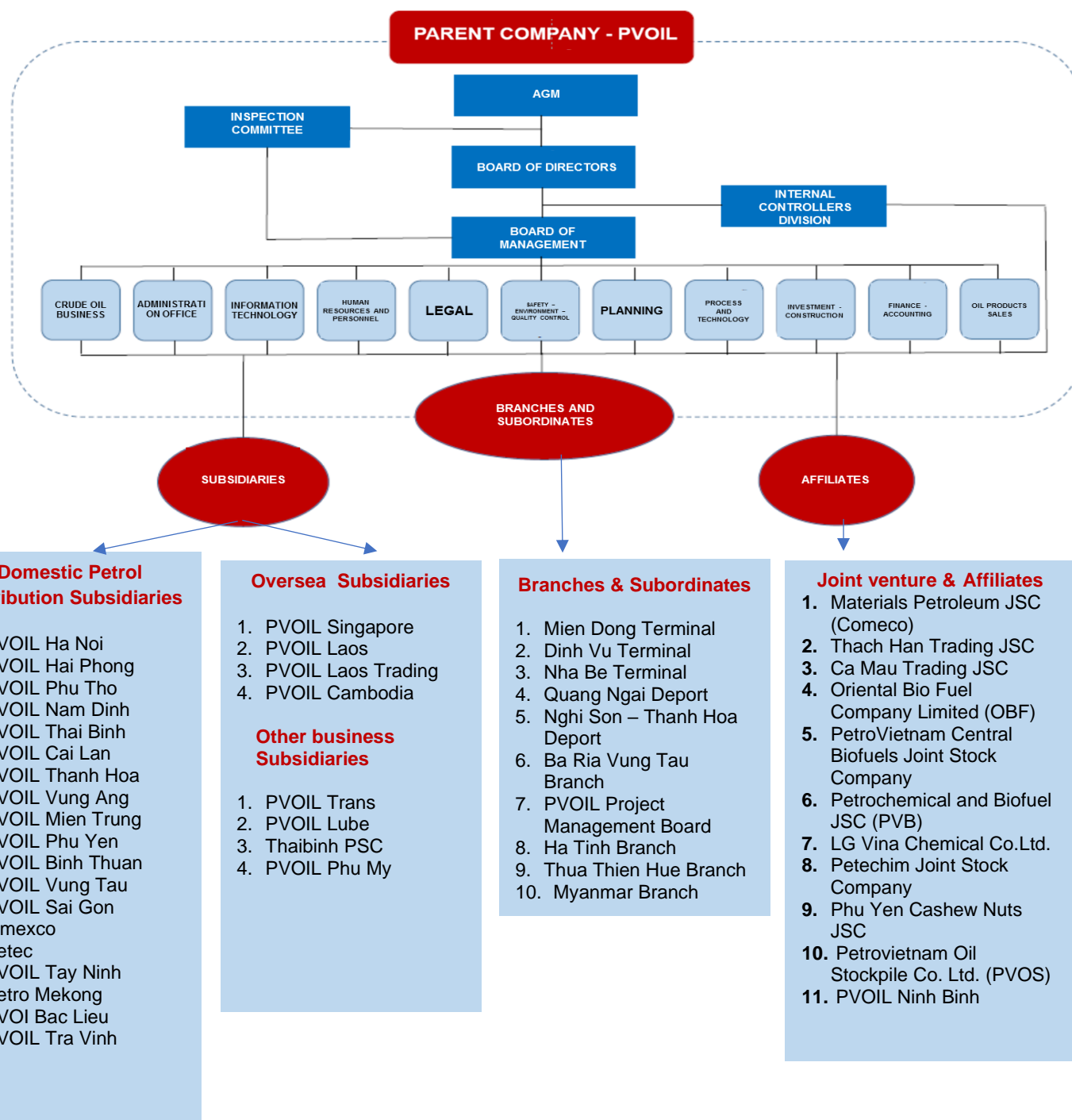
- 31 petroleum terminals/depots nationwide with a total capacity of 964,000 m³, which is far enough to support petroleum distribution business in next 5-7 years.
- In Laos, PVOIL owns 7 petroleum depots with a total capacity of over 6,800 m³.



- PVOIL owns tank trucks fleet of 125 vehicles with a total capacity of over 2,000 m³ and 7 barges with a total capacity of 4,000 m³. This can meet approximately 50% of the internal transport needs of PVOIL and its agents

4. Corporate governance model

From August 1, 2018, Holding company officially transformed into a joint stock company with the organizational structure model as follows:



5. List of subsidiaries, joint ventures and affiliates of PVOIL

- List of subsidiaries: please refer to the audited financial statements (page 16&17)
- List of joint ventures and affiliates: please refer to the audited financial statements (page 18&19)

6. Board of Management and Board of Directors

6.1. Board of Management

PVOIL's BOM structure was approved by the first General Meeting of Shareholders (July 30, 2018), including 07 members, 02 of which are independent members.

Mr. CAO HOAI DUONG

Chairman of Board of Management

Date of birth: January 30, 1972

Qualifications: Master of Techno-Chemistry

Working experience: He has nearly 29 years of contributing for the development of the oil and gas industry after graduating with an MBA degree in Australia. Took positions from senior experts and executives to manage and operate in important units of the OIL and Gas industry such as: Vice CEO of Nghi Son Refinery Joint Venture, CEO of PetroVietnam Fertilizer and Chemicals Corporation (Phu My Fertilizer Corp.). With sharp strategic thinking and extensive knowledge in many fields, he affirmed his experience, prestige, and role through each position with many important contributions. In January 2016, he was assigned by Vietnam Oil and Gas Group to PetroVietnam Oil Corporation - One Member Limited Company to hold the position of Board Member cum Chief Executive Officer of PVOIL. He continued to hold the position of Board Member cum Chief Executive Officer of PVOIL of PetroVietnam Oil Corporation - Joint Stock Company from August 1, 2018 to September 23, 2021. He was trusted by the BOM to hold the position of Chairman of the BOM of PVOIL from September 23, 2020 until now.

He currently holds 284,667,029 shares of PVOIL (equivalent to 27.52% of charter capital). In which, 284,661,929 shares are capital representatives of PetroVietnam Group and 5,100 shares are his own ownership.

Mr. DOAN VAN NHUOM

Board of Management Member cum Chief Executive Officer

Date of birth: November 07, 1963

Qualifications: Geotechnical Engineer

Working experience: He has 35 years of contributing for the development of the oil and gas industry. Took positions from senior engineer to manage and operate in important units of the OIL and Gas industry such as CEO of Southern Gas Trading JSC, CEO of Petrovietnam Fertilizer & Chemicals Corporation (PVFCCo), Chairman of BOM of Petrovietnam Transportation (PV Trans). He used to be Deputy CEO of Petroleum Distribution Company (PDC) - the predecessor of PVOIL and former General Director of PVOIL from October 2014 to December 2015. With extensive experience in the petroleum business, in September 2020, he was assigned by Vietnam Oil and Gas Group to PetroVietnam Oil Corporation to hold the position of Chief Executive Officer. In January 2021, he was elected by PVOIL's Extraordinary General Meeting of Shareholders in 2021 as a member of the Board of Management of the Corporation.

Mr. Doan Van Nhuom is holding 237,872,785 (equivalent to 23% of charter capital) shares representing the capital of Vietnam Oil and Gas Group in PVOIL and has no private ownership shares.

Mr. TRAN HOAI NAM**Board of Management Member of PVOIL (part-time member)****Vice President of Vietjet Air**

Date of birth: August 14, 1965

Qualification: Master of Industrial Management

Working experience:

With management and operating experience at big companies (such as Vietnam Metrology Institute, Citibank Vietnam, Vietnam International Commercial Joint Stock Bank, Ho Chi Minh City Development Bank, PetroVietnam Trading Joint Stock Company - PETECHIM, VietJet Aviation Joint Stock Company, ...), he was elected by the first Annual Shareholders General Meeting of PetroVietnam Oil Corporation - Joint Stock Company as a member of the Board of Management (non-executive) from August 1, 2018 to present.

Mr. LE VAN NGHIA**Board of Management Member**

Date of birth: July 5, 1966

Qualifications: Bachelor of Accounting

Working experience:

He has many years of experience in managing and supervising corporate finance and risk management before joined PetroVietnam Group. Joining PetroVietnam Oil Corporation since February 2011, he took turns holding positions such as Deputy, Head of Internal Supervision Board, Member of Board Members of PetroVietnam Oil Corporation - One Member Limited Company. He continued to be a member of PVOIL's Board of Management after PVOIL switched to operate under the joint stock company model from August 1, 2018 to now.

Mr. Nghia currently holds 155,135,025 shares in PVOIL. In which, 155,134,425 shares (equivalent to 15% of the charter capital of PVOIL) are capital representatives of PetroVietnam Group and 600 shares are his own ownership.

Mr. NGUYEN MAU DUNG**Board of Management Member**

Date of birth: January 02, 1968

Qualifications: Master of business administration

Working experience: Joining PetroVietnam Group 30 years ago, Mr. Nguyen Mau Dung has held many important management positions in major units and parent company of Vietnam Oil and Gas Group such as: Deputy CEO of PetroVietnam Construction JSC (PVC), Deputy CEO of PetroVietnam Gas JSC (PV GAS), Director of Trading Division of PetroVietnam group. In January 2021, he was assigned by Vietnam Oil and Gas Group and was elected by PVOIL's Extraordinary General Meeting of Shareholders in 2021 as a member of the Board of Management of PVOIL.

Mr. Dung is holding 155,134,425 shares (equivalent to 15% of the charter capital of PVOIL) representing the capital of Vietnam Oil and Gas Group in PVOIL and has no private ownership shares.

Mr. HANG ANH MINH**Independent Board of Management Member**

Date of birth: November 10, 1975

Qualifications: Master of Project Management

Working experience:

He has 25 years of experience in the Oil and Gas industry and held important positions such as Deputy Head of Investment at PetroVietnam Group, Deputy CEO of PETEC Trading and Investment Corporation (PETEC). From August 1, 2018, he has been trusted by the Annual General Meeting of Shareholders and elected as an independent board member of the Board of Management of PetroVietnam Oil Corporation – Joint Stock Company.

Currently, he does not have a stake in PVOIL.

Mr. LE NGOC QUANG**Independent Board of Management Member**

Date of birth: March 21, 1966

Qualifications: Master of Business Administration

Working experience:

He has 30 years of working in the oil and gas industry in many different positions, with deep knowledge and experience in the fields of trade, project management His prestige, experience and positive contributions in the oil and gas industry are the basis for the General Meeting of Shareholders to trust and elected him to be an Independent Board Member of the Board of Management of PetroVietnam Oil Corporation - Joint Stock Company from August 1, 2018 to present.

Currently, he does not have a stake in PVOIL

6.2. Board of Directors**Mr. DOAN VAN NHUOM****President and Chief Executive Officer**

Date of birth: November 07, 1963

Qualifications: Geotechnical Engineer

Working experience: He has 35 years of contributing for the development of the oil and gas industry. Took positions from senior engineer to manage and operate in important units of the OIL and Gas industry such as CEO of Southern Gas Trading JSC, CEO of Petrovietnam Fertilizer & Chemicals Corporation (PVFCCo), Chairman of BOM of Petrovietnam Transportation (PV Trans). Mr. Nhuom has many years working at PVOIL, he used to be Deputy CEO of Petroleum Distribution Company (PDC) - the predecessor of PVOIL and former General Director of PVOIL from October 2014 to December 2015. With extensive experience in the petroleum business, In September 2020, he was assigned by Vietnam Oil and Gas Group to PetroVietnam Oil Corporation to hold the position of Chief Executive Officer. He was elected by PVOIL's Extraordinary General Meeting of Shareholders in 2021 as a member of the Board of Management of the Corporation in January 2021.

Mr. Doan Van Nhuom is holding 237,872,785 shares representing the capital of Vietnam Oil and Gas Group in PVOIL and has no private ownership shares.

Mr. NGUYEN ANH TOAN**Vice President**

Date of birth: September 17, 1962

Qualifications: Master of Business Administration

Working experience: Joining the oil and gas industry since 1994, he took positions of deputy/head of Petroleum Sales Department of Petec Trading and Investment Corporation Company, Head of Petroleum Products of Corporation before being appointed to the position of Deputy CEO of PetroVietnam Oil Corporation - One Member Limited Company from June 2011. From August 1, 2018, he has continued to participate in managing and operating PetroVietnam Oil Corporation - Joint Stock Company in the position of Deputy CEO.

He currently owns 1,700 shares in PVOIL.

Mr. VO KHANH HUNG**Vice President**

Date of birth: September 28, 1965

Qualifications: Master of Business Administration

Working experience: With long working experience with Petechim - the predecessor of PVOIL right from the early days of establishment (August 1992), Mr. Hung is one of the outstanding persons of dedication in every step of PVOIL's development. During nearly 28 years working in PVOIL, he successfully completed all assigned tasks. He was appointed to the position of Deputy CEO of PetroVietnam Oil Corporation from June 2008 and continued to hold this position when PVOIL switched to operate as a Joint Stock Company from August 1, 2018.

He currently owns 2,200 shares in PVOIL.

Mr. LE XUAN TRINH**Vice President**

Date of birth: January 16, 1961

Qualifications: Master of Business Administration

Working experience: With long working experience in the oil and gas industry right from the early years of the 90s in senior management positions, Mr. Trinh was one of the people who contributed positively in the process of building and developing Vietnam Oil and Gas industry. He has held important positions in major oil and gas companies in Vietnam PTSC, Idemitsu, PVTSC, PV Gas. From December 2006 to June 2008, he was a member of the Member Council cum Deputy CEO of Petroleum Products Processing and Trading Company Limited (PDC) - the precursor unit of PVOIL. From July 2008, he was appointed by PVOIL to hold the position of Deputy CEO of PetroVietnam Oil Corporation - One Member Limited Company and continued to hold this position after PVOIL switched to operate under the model of Joint Stock Company until now. He will retire from May 01, 2021.

Mr. NGUYEN TUAN TU**Vice President**

Qualifications: Master of Business Administration

Date of birth: March 30, 1972

Working experience: He has nearly 29 years of experience working in the oil and gas industry,

holding many management positions in the field of finance and accounting. Joining PetroVietnam Trading Joint Stock Company (Petechem) - predecessor of PVOIL since May 2006 as Chief Accountant. From June 2011, he was appointed as Deputy CEO of PetroVietnam Oil Corporation - One Member Limited Company. Currently, he is continuing to promote his role and duties in this position when PVOIL switched to operate under the Joint Stock Company model since August 1, 2018.

He currently owns 1,000 shares in PVOIL

Mr. NGUYEN DANG TRINH

Vice President

Date of birth: July 20, 1982

Qualifications: Bachelor of Business Finance

Working experience: He has nearly 16 years of experience in the Oil and Gas industry, in the field of finance and accounting. He was trusted and appointed as Chief Accountant of PVOIL since December 2014 and has contributed to the process of completing accounting management at PVOIL. From August 1, 2018, he has been continuing to be the Chief Accountant of PetroVietnam Oil Corporation - Joint Stock Company. He was appointed as Deputy CEO of PetroVietnam Oil Corporation from June 2019. Currently, he does not have a stake in PVOIL.

Mr. VU HOAI LAM

Vice President

Date of birth: April 22, 1971

Qualifications: Master of Commercial Economics

Working experience: With many years of working experience at prestigious international organizations, in May 2011 he was appointed by PetroVietnam Group to hold the position of Deputy CEO of PetroVietnam Oil Corporation - One Member Limited Company. He continued to hold this position after PVOIL switched to operate under the model of Joint Stock Company - from August 1, 2018 until now.

Currently, he does not have a stake in PVOIL.

Mr. NGUYEN NGOC NINH

Chief of Accountant

Date of birth: October 07, 1975

Qualifications: Bachelor of Accounting & Financial University

Working experience: He has nearly 19 years of experience in the Oil and Gas industry, in the field of finance and accounting. He used to hold various positions as Finance and Accounting Manager, Investment Manager, and Transaction Manager of PetroVietnam Financial JSC before joining PVOIL in November 2011 as a Deputy Director of Accounting & Financial Division. In October 2017, he was appointed as director of Internal Control Division of PVOIL. With competence and experience in financial management, accounting, auditing and debt management, from September 9, 2019, he has been appointed and held the position of Chief Accountant of the Corporation.

Currently, he does not have a stake in PVOIL.

7. Development direction

PVOIL has been consistent with the development orientation of the Corporation based on the following views:

- ☞ In accordance with the development strategy of the Parent Company – PetroVietnam; Focusing on two main activities of exporting/selling crude oil and producing and distribution oil products.
- ☞ Continuing to develop the distribution system; improving the efficiency of use of the invested facilities.
- ☞ Develop in a stable, sustainable, safe and effective manner; associating production and business activities with environmental protection and towards the common interests of the whole society.
- ☞ Constantly perfecting the management model; accelerate the application of IT, automation and advanced management model to achieve higher efficiency.

Development objectives for the period 2021-2025

❖ Overall objectives

- ✓ PVOIL is the only company that conducts marketing and provides services for the export and trading of crude oil of PetroVietnam and provides crude oil raw materials for Dung Quat Refinery from domestic sources.
- ✓ Growth of average sales volume is 6% per year, keeping market share stable.
- ✓ Continuing to perfect the distribution system in the direction of increasing sales into direct consumption channels, striving for the proportion of retailers and direct agents to reach at least 50% by 2025.

❖ Detail goal

- ✓ Sales volume by 2025 will reach 3.8-4.0 M m3/ton; at least retail rate will reach 30% in 2025.
- ✓ Average profit before tax/Charter capital of 6%.

In the transitional period (expected to last until the end of 2023), when the State has not completed the divestment, PVOIL sets a goal of stable development, focusing on qualitative innovation as a premise for development steps in the future.

7.1. Business activities



Entrusted export/sale of crude oil and international oil trading

Doing well the authorized role to undertake export of crude oil business; supplying crude oil feedstock for Dung Quat Refinery from domestic sources upon request as well as promoting international oil business activities.



Petroleum, lubricant and biofuel production: Deploying biofuel blending to meet market demand and in line with the Government's schedule; diversifying and improving the quality of PVOIL LUBE brand lubricants.



Petroleum distribution: Keeping market share and distribution system stable; Increasing petroleum production volume (especially retail and industrial sales volume) and promoting the development of non-oil services in petrol stations;

7.2. Corporate restructuring and innovating

Restructuring business innovation is a key task of PVOIL during this period with the restructuring of petroleum distribution subsidiaries and implementing the state divestment at the parent company. PVOIL expects to complete the equitization settlement and divest the State capital to reduce stake to under controlling stake before the end of the year 2023.

7.3. Improvement of corporate governance and development of human resources

Strengthening the management and development of human resources is focused through the following solutions:

- ✓ Continuing to transform towards a modern, transparent, and professional governance in accordance with international standards and apply science and technology, digitalization, automation in production and customer service.
- ✓ Focusing on training and developing high quality human resources to meet the long-term goals of PVOIL.

8. Risks

Interest rate risk: Interest rates are an important financial indicator that significantly affects PVOIL's operations due to part of its working capital and investment as loans. In 2021, short-term lending rates in the market fluctuated between at 6-9%. However, with a good cash flow and high trust with banks, PVOIL always manages to arrange loans with preferential interest rates, helping to reduce operating costs.

Exchange rate risk: As an importer of petroleum, PVOIL is affected by exchange rate fluctuations. PVOIL has applied futures trading to limit risks. However, from the end of 2018, the supply from 2 domestic Refineries has met over 70% of domestic demand, and PVOIL prioritized consuming this source, only importing when there was a shortage, thus minimizing exchange rate risk.

Oil price risk: The price of crude oil and petrol in the world is constantly fluctuating, unpredictable, complicated and depends on many factors such as geopolitical situation; Economic situation in countries like USA, China, Europe; changes in global demand and supply as well as financial and market sentiment. In addition, over the past two years, the COVID-19 pandemic has impacted strongly and unprecedentedly on the global economy as well as distorted the fundamentals of the petroleum market, the petroleum prices reduced significantly and then recovered sharply in a short time. In response, PVOIL pays special attention to analyzing, forecasting, closely monitoring market movements and having flexible operating policies.

Policy risk related to Government's control on petroleum price: Business activities of the Company are closely related to the global crude oil price and petroleum price. The Government's management of petroleum distribution sector in last 4 years has shown signs of improvement in transparency and market access, but there are still some shortcomings, potential risks for enterprises (such as: maintaining 15-day adjustment period, 30-day

compulsory inventory, using other regulatory tools such as stabilization fund and import tax; setting cost norms and profit norms in the petroleum distribution)

Risk of fire and explosion, environmental pollution: Petroleum distribution is an industry with high risks of fire, explosion, environmental pollution, etc. When an incident occurs, it will cause serious consequences to the business activities of the enterprise. In order to limit and control this particular risk, PVOIL has been equipped with fire prevention and fighting system in accordance with regulations, organizing fire fighting forces at sites, hiring specialized units to implement petroleum flood prevention and control solutions, and purchased all forms of asset risk insurance and fire insurance....

Legal risks: As a public joint-stock company, PVOIL's business activities are governed by legal documents stipulated by the Government, including the Enterprise Law, the Securities Law and other legal documents. related to the activities of PVOIL.

To minimize the risks arising related to legal factors in the process of operation, PVOIL always monitors and updates relevant legal documents in the system and consult and hire legal consultant for issues that are beyond the execution capabilities of PVOIL.

Other risks: In addition to the risks mentioned above, PVOIL's operations can be affected by natural disasters such as earthquakes, epidemics, floods, etc. which may cause damage to its assets as well as affect the business operations of PVOIL. Covid-19 pandemic is raging all over the world, causing a sharp decrease in demand of petrol gasoline consumption. The price of crude oil and petrol products fell to its lowest level and fluctuated abnormally, seriously affecting the operation of major distributors including PVOIL.

PART II

CORPORATE GOVERNANCE

1. Board of Management (BOM)

1.1. Members and structure of Board of Management

Please see Section 6.1, Part I of this report

1.2. The subcommittees under Board of Management

Board of Management (BOM) does not establish any subcommittees but established internal Board of Supervisors (BOS) under BOM with the function of inspecting, supervising and controlling the internal PVOIL.

1.3. Activities of Board of Management in 2021

- ✓ BOM operates in accordance with the functions, duties and powers specified in the Corporation's Charter and the Law on Enterprises; PVOIL's leaders successfully completed the business plan in 2021 and other key tasks according to the resolutions of the 2021 General Meeting of Shareholders (AGM) in the complicated situation of the Covid-19 pandemic that significantly affected the country's economic and social aspects.
- ✓ During the year, BOM conducted 12 meetings, issued 107 resolutions to manage/direct PVOIL's activities in all areas; timely organized the monitor and evaluation of the implementation results of the resolutions/decisions of the AGM and BOM.
- ✓ BOM has always work with high sense of responsibility, democracy, quick responded and timely considered issues, proposals and recommendations of the Board of Directors (BOD) and issued resolutions and decisions in accordance with its authority. The resolutions and decisions of BOM complied with the principle of majority, based on

the results of direct voting at meetings or ballots to collect opinions from BOM members, in compliance with provisions of the Corporation's Charter on organization and operation and Law on Enterprises.

- ✓ At the end of 2021, BOM held a meeting to review and seriously evaluate the leadership and direction as well as the performance of functions and tasks of the BOM; evaluated business performance in 2021; thoroughly reviewed on overcoming the limitations and shortcomings concluded by competent authorities or pointed out in previous reviews.

BOM meetings in 2021:

No	Date	Attendees	Content	Result
1	January 11, 2021	4/5	Meeting on incomplete projects " Expansion of Condensate Processing Plant Storage" and "Effective Use of Condensate Processing Plant Fuel"	Discussed and assigned tasks to BOD and Representative
2	January 26, 2021	7/7	<ol style="list-style-type: none"> 1. Implement restructuring of subsidiaries 2. Transfer the right to buy additional shares to increase charter capital of Camex 	<ol style="list-style-type: none"> 1. Discussed and assigned tasks to CEO and Representative at the subsidiaries 2. 6/7 members approved; 1/7 members need time to consult owner
3	March 05, 2021	5/7	<ol style="list-style-type: none"> 1. Report on business performance in the first 2 months of 2021 2. Update status of biofuel projects with contributed capital from PVOIL 3. Plan to organize AGM in 2021 4. Develop 5-year plan for the 2021 – 2025 period, strategies to 2035 and vision to 2045 	The meeting discussed the contents and assigned CEO of the Corporation to implement
4	March 09, 2021	7/7	Discuss the possibility of organizing online AGM in 2021 in the complicated context of Covid pandemic in Ho Chi Minh City.	7/7 members attending the meeting approved the organization of the 2021 AGM in the form of online conference
5	April 27, 2021	7/7	<ol style="list-style-type: none"> 1. Evaluate the completion of 2020 plan of PVOIL Holding Company 2. Approve the Financial Statements of the first 7 months of 2018 and the Profit Distribution plan for the One Member Ltd. Company period. 3. Plan to restructure assets, restructure Petromekong's Kien Giang warehouse 4. Approve 2020 salary funds of the Holding Company and subsidiaries Staffing at subsidiaries 	7/7 members attending the meeting agreed to approve the contents submitted for comments at the meeting.

No	Date	Attendees	Content	Result
6	May 20, 2021	7/7	1. Approve the list of entities subject to special financial supervision in 2021. 2. Select audit service provider for the Holding Company's 2021 Financial Reports. 3. Supplement Petec's 2021 investment plan 4. Suspend project "Expansion of Condensate Plant in Cai Mep" and project "Expansion of Condensate Plant in Cai Mep - phase 1"	7/7 members attending the meeting agreed to approve the contents submitted for comments at the meeting.
7	June 01, 2021	7/7	Consider for PVTrans-PTT to invest in 13,000DWT oil/chemical tanker	6/7 members of BOM attending the meeting did not agree to approve this content
8	June 14, 2021	6/7	1. Report on business performance for the first 5 months of 2021 2. Update on implementation of restructuring and divestment at LGVina, Duong Dong Kien Giang 3. Supplement PVOIL Trans's vehicle investment plan 4. Transfer plan of Petromekong's Tac Cau - Kien Giang storage asset	- The meeting discussed the contents and assigned CEO of the Corporation to implement contents No.1, 2 and 3 - 6/6 members attending the meeting approved content No.4
9	September 20, 2021	6/7	Find solutions for Business activities of PVOIL's subsidiaries in Laos	6/6 members attending the meeting approved and assigned CEO to hire a consultant to develop an overall solution and submit to BOM for consideration.
10	November 09, 2021	5/5	1. Report on business performance for the first 10 months of 2021 2. Report on market demand and review PVOIL's facilities to meet the requirements of Prime Minister's Decision No.49/2021/QD-TTg. 3. Consultant report on transfer of PVOIL' shares in Petec.	The meeting discussed the contents and assigned CEO of the Corporation to implement.
11	November 19, 2021	7/7	1. Develop 2022 Work programs for BOM of PVOIL. 2. Assign tasks in BOM of PVOIL	7/7 members attending the meeting agreed on the assignment of tasks in BOM and assigned the related departments

No	Date	Attendees	Content	Result
				to incorporate the comments to complete the 2022 Work programs for BOM.
12	November 20, 2020	6/7	Discussing the implementation of internal audit in accordance with Decree No. 05/2019/ND-CP dated January 22, 2019 of the Government	6/6 members attending the meeting agreed with the plan to implement internal audit at PVOIL as reported at the meeting.

1.4. Activities of the Board of Management independent members

PVOIL's BOM structure as approved by the first General Meeting of Shareholders (July 30th, 2018) consists of 7 members, 02 of which are independent members. Each independent member of BOM, besides fully performing the functions, duties and powers stipulated in the Charter of organization and operation of the Corporation, also performed in 2021 the task of supervising the subsidiaries as assigned by BOM as follows:

- 🕒 Mr. Hang Anh Minh: Monitoring and supervising the activities of 8 PVOIL's subsidiaries including: PVOIL Thanh Hoa, PVOIL Nghi Son, PVOIL Vung Ang, Petec, PVOIL Tra Vinh, PVOIL Bac Lieu, PVOIL Laos, PVOIL Laos Trading.
- 🕒 Mr. Le Ngoc Quang: Monitoring and supervising the activities of 8 PVOIL's subsidiaries including: PVOIL Hai Phong, PVOIL Dinh Vu, PVOIL Thai Binh, Thai Binh PSC, PVOIL Binh Thuan, PVOIL Phu My, PVOIL Nha Be, Timexco.

In 2021, the independent members of BOM properly performed their assigned responsibilities and tasks; regularly participated in BOM meetings, providing opinions and voting independently on issues subject to decision by the BOM; participated in supervising and directing the activities of BOD and activities of the Subsidiaries as assigned by BOM.

1.5. List of members of the Board of Management with training certificates in corporate governance; List of members of the Board of Management participating in corporate governance training programs during the year

In 2021, PVOIL organized a number of corporate governance training programs for members of the BOM:

- 🕒 June 2021: Chairman of BOM, 02 members of BOM (including member of BOM cum CEO of the Corporation) attended the course "Best Practice Corporate Governance: Lessons from International Experience for State Enterprises".
- 🕒 August 2021: Chairman of BOM and member of BOM cum CEO of the Corporation attended the course "Digital transformation in oil and gas enterprises".
- 🕒 December 2021: Chairman of BOM and member of BOM cum CEO of the Corporation attended the course "Leaders lead in time of upheaval". Board of Supervisors (BOS)

2. Board of Supervisors (BOS)

2.1. Information on members of Board of Supervisors

No.	BOS members	Position	Qualification	Share ownership ratio
1	Nguyen Duc Ken	Chairman of BOS	Bachelor of Finance – Banking	0%
2	Tran Thi Phuong	Supervisor	Master of Business Administration, Certificate of Accountant	0%
3	Pham Thanh Son	Supervisor	Master of Business Administration	0%

2.2. Activities of the Board of Supervisors

In 2021, BOS sufficiently and duly implemented the supervision tasks according to the operation plan approved by 2021 AGM; complied with supervision requirements stipulated the Law on Enterprises and the Corporation's Charter, and at the same time carried out regular supervision upon request of the major shareholder Vietnam Oil and Gas Group.

Supervision was performed regularly, consistently and systematically, via direct and indirect methods through review of daily documents, regular and irregular reports of the Corporation and subsidiaries; information provided by the BOD; results of inspection and audit from state authorities and higher management; coordination in inspection at some branches.

At AGM, all members of BOS attended, duly reported on the assigned contents and always provided comments, evaluations and recommendations to the AGM in order to continuously improve corporate governance, inspection and supervision at the Corporation.

During the year, the BOS regularly monitored, supervised and evaluated, and at the same time provided advice, warnings and recommendations on shortcomings in management and administration at the Holding Company and subsidiaries.

The BOS held two meetings in 2021, and at the same time regularly exchanged internally to reach agreement on the content of regular/irregular reports. Details meetings are as follows:

No.	Time	Attendees	Content	Result
1	September 07, 2021	3/3	Approve "Appraisal Report on financial statements for the first 6 months of 2021 of Vietnam Oil Corporation - JSC"	3/3 members approved
2	November 15, 2021	3/3	Approve "Report on inspection and supervision results in 2021 and 2022 operation plan of the BOS"	3/3 members approved

❖ Summary of monitoring results in 2021

Operating activities: During the year, despite the severe impact by the Covid-19 epidemic, PVOIL made efforts to execute business activities to get the results as reported by the Board of Management in Part III of this report.

Business restructuring and innovation: special attention and promotion in line with the orientation approved by 2021 AGM.

Management: PVOIL issued and regularly updated the system of regulations and regulations serving management and administration and in accordance with regulations on governing public joint stock companies.

Financial and accounting work: The financial reports reasonably reflect the financial position as well as the results of business activities of PVOIL. PVOIL made and submitted reports in accordance with the State's regulations; made periodic reports and disclosed information to the State Securities Commission of Vietnam and the Stock Exchange in accordance with regulations.

Monitoring results for BOM: BOM fully implemented the contents according to the Resolution AGM approved, regularly monitored, directed and supervised the execution of the resolutions/decisions/directions and operating situation of PVOIL, actively directing, supervising, supporting and creating favorable conditions for BOD to perform well the task of business activities and basically completed the targets assigned by AGM. BOM works with a sense of responsibility and transparency in governance, fully holding periodic meetings and collecting written opinions to make decisions.

Monitoring results for the CEO: The CEO directed the Departments/ dependent units and subsidiaries of PVOIL to strictly implement the Resolutions/Decisions/Directions suggested by BOM of PVOIL; organize the management and administration of business activities within the scope assigned by BOM in accordance with the Charter and internal management regulations of PVOIL.

The CEO actively sought solutions to overcome difficulties in business and investment of PVOIL and at each subsidiary; Taking advantage of the favorable developments of the petroleum market to bring profits to PVOIL in core business in the context of the complicated changes of the Covid 19 pandemic.

The CEO focused on promoting the search for opportunities for business cooperation and focused on promoting investment in petrol stations to develop and expand the retail system.

The CEO had written explanations, made recommendations in the Minutes of the State Auditor to conduct inspection in 2021 and regularly supported and created conditions for BOS to perform its responsibilities and tasks.

Evaluation of the coordination between BOS BOM, BOD: BOS closely coordinated with BOM and BOD in performing assigned tasks. BOM and BOD created favorable conditions, provided relevant information and documents and appointed personnel to assist BOS in performing tasks. BOS was invited to attend important meetings of BOM/BOD, in addition, BOM/BOD also regularly consulted with BOS to find solutions to overcome difficulties and problems during the operation.

3. Transactions, remunerations and benefits of the BOM, BOD, BOS and other managers in 2021

3.1. Salary, job-related allowances, remuneration of BOM, BOD, BOS

a) Salary, job-related allowances:

Unit: million VND

No.	Title	Amount members		Salary, allowances		% Paid/Planned	Note
		Plan	Achievement	Planned	Paid		
1	Specialized BOM (including member of BOM cum CEO)	5.92	5.93	6,099	7,339	120%	Add 01 member from January 26, 2021
2	BOS (specialized)	3	3	2,619	3,144	120%	
3	BOD (including Vice Presidents and Chief Accountants)		6.34		7,328		01 Vice President retired from May 01, 2021
	Total		15.27		17,811		

b) Remunerations of nonspecialized BOM:

Unit: million VND

No.	Title	Amount	Remuneration per month	Total remuneration fund paid in 2021	Total remuneration fund planned for 2022
I	BOM's member	01	15	180	180

3.2. Share transactions by internal shareholders

No.	Member executed transaction	Relation with internal shareholders	Number of shares owned at the beginning of period		Number of shares owned in the end of period		Reason for increase, decrease
			No. of shares	Ratio	No. of shares	Ratio	
1	Trieu Thi Viet Giang	Wife of Mr. Hang Anh Minh, member of BOM of PVOIL	21,500		0	0	Sold
2	Tran Thi Phuong	Internal Shareholders	9,000		0	0	Sold

3.3. Contracts or transactions with internal shareholders

- ✓ Transactions signed or performed during the year between the Corporation and Internal shareholders: No transactions

- ✓ Transactions signed or performed during the year between the Corporation and persons affiliated with Internal Shareholders: This year, PVOIL made a term deposit transaction at HD Bank, which is affiliated with Mr. Tran Hoai Nam, a member of BOM (Mr. Nam is working as a Deputy Director of HD Bank).
- ✓ Transactions signed or performed during the year between subsidiaries, companies over which the Corporation holds control and Internal Shareholders: no transactions
- ✓ Transactions signed or performed during the year between subsidiaries, companies over which the Corporation holds control and persons affiliated with Internal Shareholders: During the year there was a transaction between PVOIL Saigon, a subsidiary of PVOIL (PVOIL owns 65.18% of the charter capital), and Materials-Petroleum Joint Stock Company (Comeco), a party affiliated with Mr. Le Van Nghia, a BOM member (Mr. Nghia is concurrently a member of the Board of Management representing PVOIL's capital contribution at Comeco)

3.4. Assessing the Implementation of regulations on corporate governance

The Corporation sufficiently complied with provisions of law on corporate governance of public listed companies:

- ✓ Organized General meetings of shareholders in accordance with provisions of law and the Corporation's Charter.
- ✓ Board of Management and Board of Supervisors were provided with sufficient human resources, operated within the prescribed duties and missions.
- ✓ Fully and timely performed all obligations in disclosing regular and extraordinary information of public listed companies.
- ✓ Board of Management sufficiently issued and regularly updated the regulations on corporate governance.
- ✓ Sufficiently and timely prepared Annual reports and Management reports applicable to large-scale public listed company.

PART III

BUSINESS PERFORMANCE IN 2021

1. General background

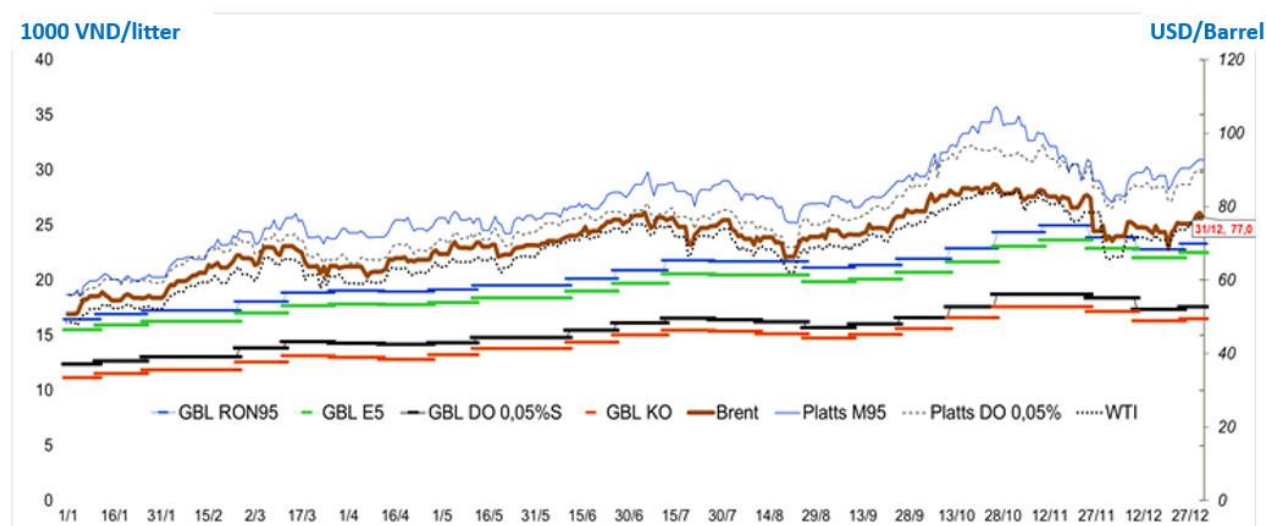
In 2021, the world continued to be severely affected by the Covid-19 pandemic despite vaccination measures and a series of economic stimulus policies from governments. Vaccination partially prevented the pandemic threat but new highly contagious variants (Delta, Omicron) still make countries hesitant to open, thus travel demand and global petroleum consumption was unable to recover as projected.

Domestically, after a long period of good disease control, the appearance of Delta variant spreading many times faster than the old variants caused serious outbreaks on a large scale, especially in big cities such as Ho Chi Minh City, Hanoi, Da Nang.... Long-lasting social distance and isolation measures in many areas nationwide had stalled production, business, and transportation activities, etc. and led to plummeting petroleum demand.

Crude oil prices during the year had an impressive recovery in the first 6 months of the year thanks to some major economies recovering from the pandemic. Oil prices continued to maintain upward momentum in the last 6 months of the year, especially in Quarter IV due to impact of the global energy supply crisis.

Average Dated Brent oil price in 2021 increased by 69% compared to 2020, leading to a correlating increase in petroleum prices. Domestically, retail petroleum prices increased by 38-42% compared to end of 2020.

Movements of global oil prices and State-administered retail prices during the year were as follows:



The domestic petroleum market under the administration of the Government has significantly improved: fairer competition after a series of effort to control the market and to prevent illegal activities in the production, preparation and illegal import of petroleum products. This is the bright spot that helps genuine businesses like PVOIL maintain output and efficiency in the context of serious decline in demand due to the pandemic.

Supplies from Dung Quat and Nghi Son Oil Refineries met approximately 70% of domestic

demand. However, unstable operation of Nghi Son Refinery and Petrochemical Plant also caused many difficulties for businesses from time to time.

Facing the complicated situation of Covid-19 pandemic, PVOIL synchronously implemented disease prevention solutions with the goal of "Ensuring the health of employees, stable and safe production, business, investment activities, and uninterrupted consumption of goods and products" under the direction of the Government, PVN and local authorities at all levels. Details as follows:

- ✓ Issued regulations on Covid-19 prevention at PVOIL's petrol depots and urged the whole system to comply with regulations on disease prevention and control, and implemented solutions to cope with the pandemic situations in local areas.
- ✓ Implemented remote working mode, online meeting, applying electronic signatures during the complicated period of the pandemic; provided protective equipment to ensure safety for direct workers at petrol stations.
- ✓ Implemented "Option 3 on the spot - Production on the spot, eat on the spot and rest on the spot" at petrol depots during social distancing periods to ensure regular and uninterrupted depot operations.
- ✓ Actively sourced vaccination as early as possible for all employees in the system.

Thanks to the proactive implementation of disease prevention and control, PVOIL still maintained stable business activities throughout the system and minimized the impacts of the pandemic on employees' life and health.

2. Business performance

2.1. Production targets

Separate results for each segment are as follows:

No.	KPI (1000 m ³ /ton)	2020 Actual	2021		Compared to	
			Plan	Actual	Year over Year (YoY)	Plan
1	Crude oil export/sales (including supply to Dung Quat oil refinery)	9,380	8,586	9,698	103%	113%
2	Production of petroleum, lubricant	455	484	503	111%	104%
	<i>In which: E5 gasoline</i>	<i>452</i>		<i>500</i>	<i>111%</i>	
3	Petroleum trading	2,938	3,150	3,132	107%	99.4%
	<i>Retail proportion</i>	<i>29.4%</i>	<i>28.6%</i>	<i>25.1%</i>		

The results for each area are as follows:

2.1.1 Import and export of crude oil

PVOIL safely and effectively exported and sold the entire volume of crude oil of Vietnam Oil and Gas Group and other field owners on Vietnam's continental shelf with output reaching 9.7 million tons, completing 113% of the year target and increased by 3% year-over-year.

PVOIL also ensured sufficient and prompt supplies of all crude oil materials for Dung Quat Oil Refinery with total output of 6.3 million tons. In which, supply from domestic sources was 5.6

million tons and from import was 0.71 million tons.

2.1.2 Production of petroleum, lubricant

Production output in the year reached 503,000 m³/ton, completed 104% target and increased by 11% year over year, mainly E5 RON92 gasoline. During the year, PVOIL received the entire amount of condensate under the Business Cooperation Contract with PV Gas to produce RON91 base gasoline, significantly contributing to 2021 business profit.

2.1.3 Petroleum trading

In the situation heavily affected by the pandemic, petroleum demand plummeted. Thanks to the synchronous application of solutions to prevent the pandemic as well as maintain business activities and make the most of market opportunities, petroleum trading volume in 2021 achieved impressive growth.

Consumption output of the whole system reached 3,132,000 m³/tons, completing approximately 100% of the year's target and growing by 7% compared to 2020, mainly in wholesale channels. Retail outputs and proportions at petrol stations decreased due to the impact of large-scale, prolonged Covid-19 social distancing/isolation periods.

2.2. Financial performance

Unit: VND billion

No.	KPI	2020 Actual	2021		Compare to (%)	
			Plan	Actual	Year over year	Plan
I	Consolidated					
1	Total revenue	50,541	55,750	58,299	115%	105%
2	Profit before tax	(111)	400	928	Negative profit	232%
3	Profit after tax	(166)	320	773	Negative profit	242%
4	Submitting Government budget	8,340	8,480	8,641	104%	102%
II	Holding Company					
1	Revenue	20,953	27,000	33,391	159%	124%
2	Profit before tax	(152)	300	697	Negative profit	232%
3	Profit after tax	(149)	240	569	Negative profit	237%

Consolidated revenue for the whole year reached VND 58,299 billion, achieving 105% of target and increased by 15% year-over-year. PVOIL's revenue came from two main areas: petroleum trading (accounted for 67%) and international crude oil trading (accounted for 33%).

Consolidated pre-tax profit reached 928 billion VND, Holding Company's pre-tax profit reached 697 billion VND, 2.3 times the assigned target. This result was achieved thanks to the strong recovery of oil prices, the Government's efforts in controlling the petroleum market, not to mention PVOIL's collective efforts in seizing market opportunities, maintaining and increasing business outputs while the pandemic severely affected all socio-economic aspects.

Consolidated contribution to State budget for the whole year reached 8,641 billion VND (excluding PVOIL Laos's contribution to the State of Laos), completing 102% of the year's

target and equivalent to 104% year-over-year.

3. Organization and personnel

3.1. Introduction of Board of Directors

Please see section 6.2 part I of this report

3.2. Changes in the Board of Directors

In 2021 PVOIL has the following changes in its personnel:

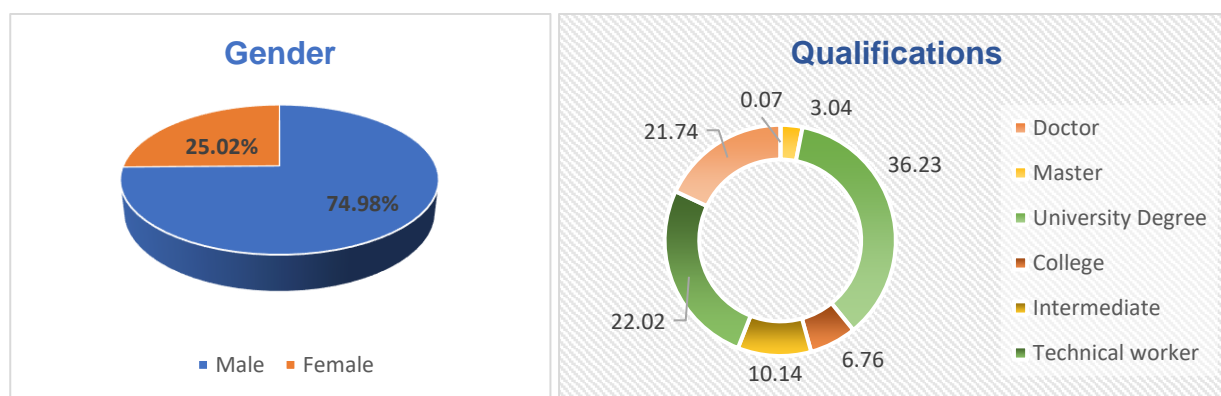
No.	Name	Position	Date of appointment, dismissal
1	Mr. Le Xuan Trinh	Vice President	Dismissal on May 01, 2021 to retire

3.3. Report on personnel, improvements in business organization and policies

3.3.1. Labor, salary

The total number of employees of PVOIL as of December 31, 2021 was 5,699 people. The average salary of the employee was VND 14.68 million/person/month;

Human resource structure:



Regarding the business characteristics of PVOIL, a majority of the workforce works at storages and petrol stations; therefore, the percentage of female employees is low, accounting for only one-quarter of the total number of employees in PVOIL.

During the extremely difficult period due to the COVID-19 pandemic, PVOIL still maintained faith, worked together, promoted internal resources, mobilized all resources, successfully completed and impressively exceeded the business targets in 2021. Therefore, the life and income of PVOIL employees are significantly improved. The average income of PVOIL increased by 15.5% compared to 2020.

3.3.2. Policy for employees



Salary policy

PVOIL has issued regulations relating to labor, wages, training, emulation and commendation...compliance with the regulations of the State, the holding company - PetroVietnam and the specifics of PVOIL.

- ✓ PVOIL ensures employment stability for employees, without cases of job suspension or job loss during the year. Employees are assigned jobs in accordance with their expertise and capabilities;
- ✓ Basically, PVOIL's employees are paid in accordance with the job title, capacity of each person, competitively and fairly;
- ✓ The allowances are applied in accordance with the conditions, working environment and job characteristics of each position;
- ✓ Every year, PVOIL's parent company assigns KPIs to its employees in order to raise the awareness, responsibility and work efficiency of each individual / department. On that basis, set up a plan to train and develop human resources;
- ✓ PVOIL always strives to ensure stable income for employees to motivate them to continue to strive and contribute to the development of the Corporation. Specifically:
 - ✓ Insurance and health care policy: well implemented the regime of social insurance, health insurance and unemployment insurance in accordance with State regulations; Personal liability insurance - PVI Care, Retirement Insurance, Postpaid Life Insurance...; Periodic health examinations for all employees, female employees ... at high quality health centers.
 - ✓ PVOIL holds periodic dialogues to listen and answer employees' opinions. Thereby, PVOIL also informed the employees of the Corporation's business situation as well as the Corporation's regulations and rules, funds for laborers.
 - ✓ Other welfare and benefits:

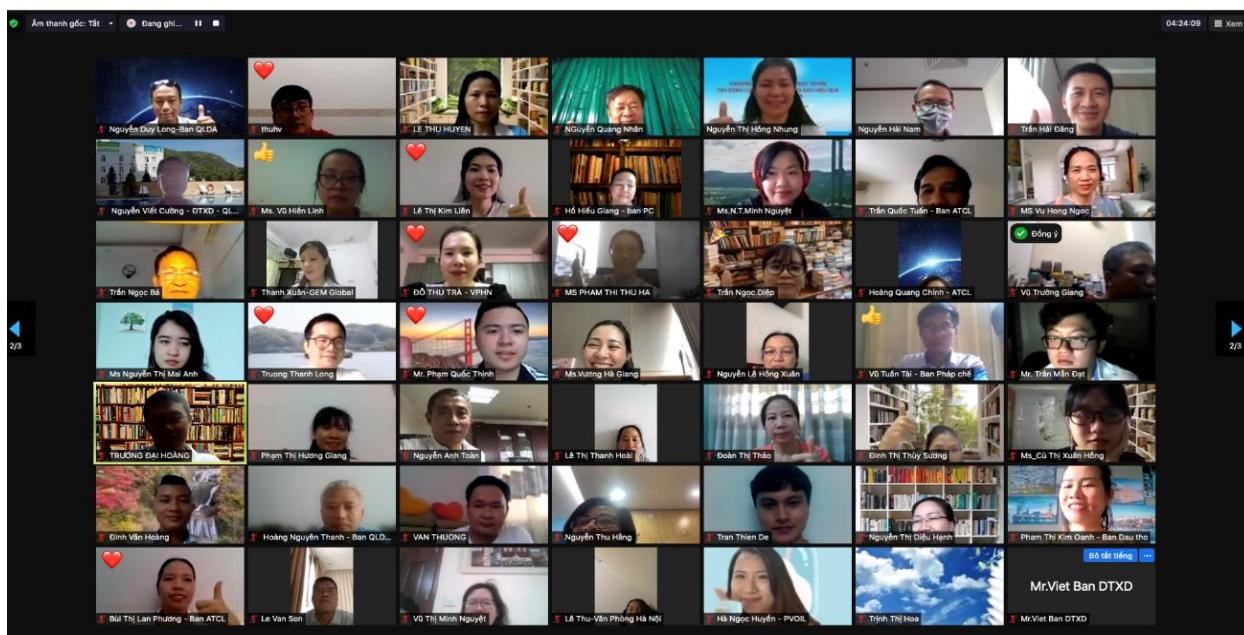
In 2021, due to the impact of Covid-19, instead of organizing tours, vacations or organizing cultural and sports activities for employees, PVOIL spent on convalescence to improve health at home and other support in the prevention of covid epidemic...

Training policy:

The Corporation builds an annual training plan based on the plans of the Department/Office/Unit, position standards of titles to meet the requirements of staff development, effectively using human resource with the orientation to sustainable development, in line with PVOIL's orientation and development strategy.

In the general situation due to the impact of the Covid-19 epidemic, PVOIL has proactively converted some training courses in the form of E-learning; training contents that are job-related and relevant to the online working context such as work motivation and remote working skills, new spirit for the new normal, etc., to provide mental support and concurrently create conditions for employees to catch up with the trend of IT application to improve work efficiency. Simultaneously with some specific contents, PVOIL promotes internal training to synchronize knowledge, bring high efficiency, save training cost and time.

In 2021, PVOIL trained 8,883 people with a cost of 5.6 billion VND.



Online class "Create positive motivation and improve efficiency when working remotely"

4. Investment and project implementation

In 2021, PVOIL's investment expenditure was 303 billion VND, completing 49% according to plan. Many investment projects have been delayed due to the outbreak of the pandemic, which has halted most of the activities on a large scale. The main investment projects include:

- ✓ Retail system development: during the year PVOIL invested in developing 26 new petrol stations
- ✓ PVOIL completed and operated Nghi Son storage phase 1.

Details are as follows:

No.	Investment items	Guidance (Bil. VND)	Actual (Bil. VND)	% Actual/ Guidance
1	New construction and renovation of terminal/depots	98	46	47%
2	New construction and renovation of petrol stations	418	172	41%
3	Other purchasing	97	85	88%
	Total	613	303	49%
	<i>In which: - Holding company</i>	428	152	36%
	<i>- Subsidiaries</i>	186	151	81%
	Investment from owner's capital	521	280	54%

5. Corporate restructuring and innovating

The restructuring and rearrangement of petroleum subsidiaries to optimize business operations and efficiency continued to promote in 2021 with specific activities as follows:

- ✓ Completing the merger of 2 groups of petroleum subsidiaries with the goal of reducing focal points, reducing costs, improving competitiveness; include: PVOIL Thua Thien Hue merged with the PVOIL Central (from July 01, 2021) and PVOIL Ha Giang merged with PVOIL Ha Noi (from January 01, 2022)

- ✓ Pilot implementation to convert some subsidiaries into Single Shareholder Limited Company;
- ✓ Continuing to execute the divestment at Petec and affiliates; completing divestment at Duong Dong – Kien Giang JSC;
- ✓ Continuing the support for asset preservation at biofuels plants together with implementing restructuring solutions under guidelines of the Government and the Holding Company - PVOIL.
- ✓ Equitization finalization of the Corporations: Continuing to work with state management authorities to resolve problems related to (i) finalization of the equitization of PETEC and (ii) real estate arrangement and resolution in accordance with Decree No. 167/2017/ND-CP.

6. Financial summary

6.1. Financial summary (consolidated figures)

No.	Criteria	2020 (billion VND)	2021 (billion VND)	Comparison (%)
1	Total asset value	22,075	27,198	123%
2	Net revenue	50,028	57,836	116%
3	Operating profit	-137.4	899	Negative
4	Other profits	26.5	28.8	109%
5	Profit before tax	-110.9	928	Negative
6	Profit after tax	-166	773	Negative

EBITDA:

No.	Criteria	2020 (billion VND)	2021 (billion VND)	Comparison (%)
1	Profit before taxes	-110.9	927.8	Negative
2	Depreciation expenses	377.9	346.5	92%
3	Interest expenses	146.2	144.6	99%
	EBITDA	413.3	1,419	343%

6.2. Major financial indicators (consolidated figures)

No.	Criteria	Unit	2020	2021
1	Solvency			
	Short-term payment ratio (Short term asset/Short term debt)	Time	1.46	1.37
	Quick Ratio (Short term assets-Inventories) / Short term debt	Time	1.29	1.21
2	Capital structure			
	Payables / Total assets	Time	0.52	0.59
	Liabilities / Equity	Time	1.09	1.43
3	Operating criteria			
	Inventory turnover Cost of goods sold / Average inventories	Round	22.50	24.81

No.	Criteria	Unit	2020	2021
	Net revenue / Total assets	Time	2.27	2.13
4	Profitability criteria			
	Profit after tax / Net revenue ratio	%	-0.3%	1.3%
	Profit after tax / Equity ratio (ROE)	%	-1.6%	7.1%
	Profit after tax / Total assets ratio (ROA)	%	-0.7%	3.1%
	Operating profit / Net revenue ratio	%	-0.3%	1.6%

7. Shareholders' structure, Change of owners' investment capital

PVOIL shares was registered for trading at Hanoi Stock Exchange from March 8, 2018 with the following details:

- 🔥 Securities ticker: OIL
- 🔥 Par value: VND10,000 (Ten thousand dong)
- 🔥 Securities type: common stock
- 🔥 Maximum foreign ownership room: 6.621%
- 🔥 Number of outstanding shares: 1,034,229,500 shares
- 🔥 Number of free float shares: 201,425,936 shares

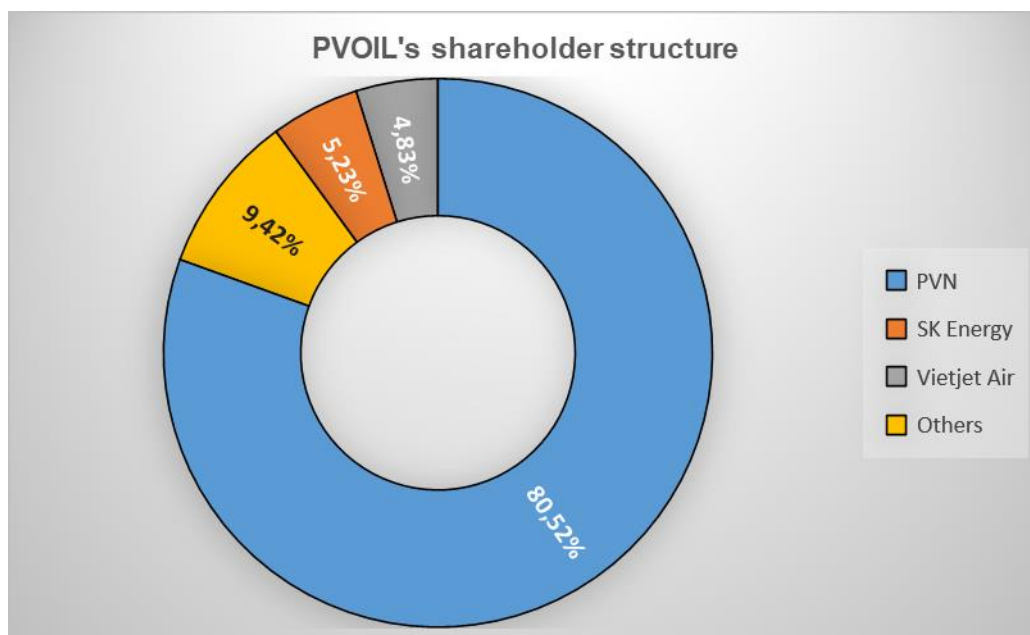
7.1. Shareholders' structure

No.	Shareholders	Number	Shares owned	Value (par value) (VND)	%/Charter capital
I	Domestic shareholders				
	Institutional investors	11	884,811,364	8,848,113,640,000	85.55%
	Retail investors	16,847	86,846,901	868,469,010,000	8.39%
II	Foreign shareholders				
	Institutional investors	5	57,715,207	577,152,070,000	5.58%
	Retail investors	69	4,856,028	48,560,280,000	0.48%
III	Treasury shares	0	0	0	0%
	Total		1,034,229,500	10,342,295,000,000	100%

Source: List of shareholders at March 30, 2022

List of shareholders holding more than 5% of PVOIL's shares as of December 31, 2021:

No	Shareholders	Number	Shares owned	Value (par value) (VND)	%/Charter capital
1	Vietnam Oil and Gas Group (PVN)	01	832,803,564	8,328,035,640,000	80.52%
2	SK Energy Co.Ltd.	01	54,121,507	541,215,070,000	5.23%



7.2. Owner's capital change: None

7.3. Transaction of treasury shares: None

7.4. Other securities: None

PART IV

BOARD OF DIRECTORS' REPORT

1. Evaluate the achievements in 2020

After a year of volatile oil and gas market and the Covid-19 pandemic affecting all social aspects, thanks to flexible and effective response solutions, PVOIL successfully completed the tasks assigned by the General Meeting of Shareholders with the following remarks:

- ✓ **Completed and exceeded most of the assigned targets, especially the profit target with outstanding growth.**
- ✓ **Crude oil import and export entrustment:** Safely and efficiently exported and sold the entire volumen of Vietnam's crude oil; sufficiently and promptly supplied crude oil for the operation of Dung Quat oil refinery.
- ✓ **Petroleum production and preparation:** ensured E5 RON92 gasoline supply to meet market demand with stable quality.
- ✓ **Petroleum distribution:** Took advantage of opportunities to increase output while maintaing stable distribution system and traditional customers in the background of sharp decline in demand due to the pandemic;
- ✓ **Improving service quality, management capacity, brand promotion** was focused and effective, helping to improve the reputation and value of PVOIL brand, cultivating a solid foundation for long-term development goals
- ✓ **Corporate restructuring and revamping** continued to be promoted and achieved encouraging results.

2. Achievements

In order to survive and develop sustainably in a fierce and unstable competitive market and internal difficulties, PVOIL's Board of Directors must be really flexible in management and operation to have appropriate policies and constantly explore innovation to seek development opportunities and affirm its position. The impression of PVOIL over the years continued to be effective in 2020 were the achievement in diversifying and modernizing business operations and continuously improving the position and brand reputation in the market.

2.1. Launching PV MART – The first convenience store

On October 24, 2021, PVOIL officially opened a convenience store branded PV MART with a scale of 105 m2, located in the campus of Phu Lo petrol station, at 121 Highway No.2, Phu Lo commune, Soc Son district, Hanoi City.

This is the first convenience store of PVOIL, marking the beginning of the realization of PVOIL's strategy - developing the business of non-petroleum services at petrol station.

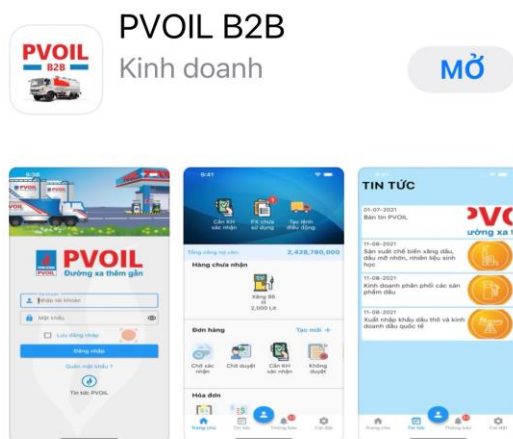


Opening of PV MART – the first convenience store in the petrol station's campus

2.2. Application of 4.0 technology and research and development

PVOIL is continuing to promote the application of IT, automation and digital transformation comprehensively in all fields of business with the main goal of increasing operational efficiency, enhancing experience, and improving customer satisfaction and creating a competitive advantage for PVOIL in the market with typical activities during the year as follows:

- ✓ Launched the software “PVOIL B2B” sales application for wholesale customers and industrial customers. The project completed and officially put into operation the whole system from October 15, 2021. PVOIL is continuing to develop and expand the application to individual customers.
- ✓ Deploying the electronic signature application for all subsidiaries in the system, speeding up the processing speed, coordinating work exchange and saving the cost of transferring documents throughout the PVOIL system.
- ✓ In addition, PVOIL is studying to deploy synchronously the management and automation software system at petrol stations; evaluating and studying the feasibility of implementing the ERP system in the period of 2021-2025.



B2B App for wholesalers operating from October 15, 2022



PVOIL Easy integrates non-cash payment methods

2.3. Energy conversion trend research and coping solutions

The energy transition trend is occurring strongly and electric vehicle (EV) production, steps by steps replacing vehicles running on gasoline on the global scale, PVOIL continues to promote research and find response solutions, to "reduce risks, take advantage of opportunities". PVOIL signed a contract with the Petroleum Institute to conduct research on batteries and

charging stations for electric cars and assess the impact of hydrogen on PVOIL's business activities. Simultaneously coordinate with Binh Son Refinery and Petroleum Technical Services Corporation (PTSC) in the scope of hydrogen distribution and use, creating a chain link from production to distribution to consumers.

2.4. Enhancing PVOIL brand

Thanks to tireless efforts over the years, the PVOIL brand becomes more familiar, increases its reputation in the market for its products and service quality. In 2021, PVOIL synchronously built the brand awareness on the tank truck system of PVOIL, and concurrently signed a contract to paste long-term advertising posters on 114 vehicles with Tan Hoang Minh Company. In addition, PVOIL continues to mainly sponsor for the VOC PVOIL Cup 2021 off-road racing tournament.



Built brand awareness and advertising on tank trucks



PVOIL was the main sponsor for the VOC PVOIL Cup 2021 off-road racing tournament

3. Financial analysis

3.1. Assets and capital sources



Assets

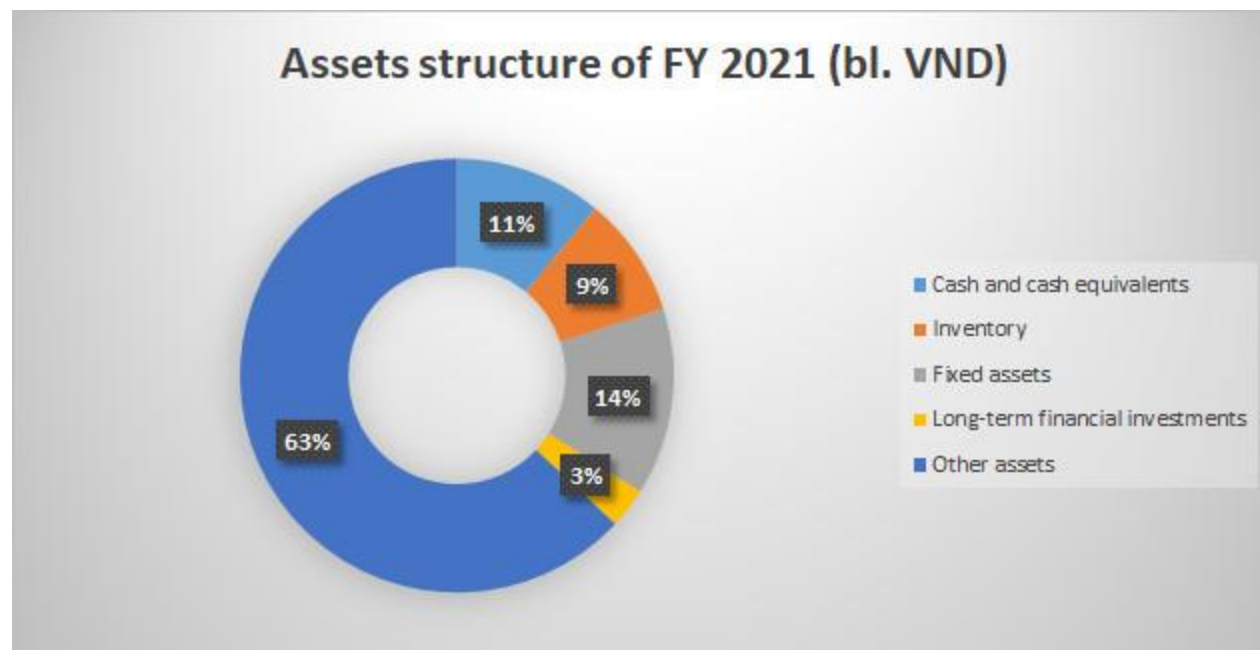
Assets	2020		2021	
	Value (VND)	Percentage	Value (VND)	Percentage
Cash and cash equivalents	3,533,617,033,987	16%	2,990,894,028,577	11%
Inventory	1,827,498,080,478	8%	2,578,271,658,502	9%
Fixed assets	3,737,198,323,785	17%	3,747,949,930,914	14%
Long-term financial investments	753,953,944,811	3%	801,330,548,617	3%
Other assets	12,222,696,223,590	55%	17,079,117,720,859	63%
Total assets	22,074,963,606,651	100%	27,197,563,887,469	100%

PVOIL's consolidated assets on December 31, 2021 was VND 27,198 billion, an increase of VND 5,123 billion (23%) compared to the beginning of 2021, including: short-term assets of VND 21,550 billion and long-term assets of 5,648 billion dong. In which:

Short-term assets: increased by VND 5,205 billion dong, focusing mainly on short-term

receivables, short-term financial investments and inventories.

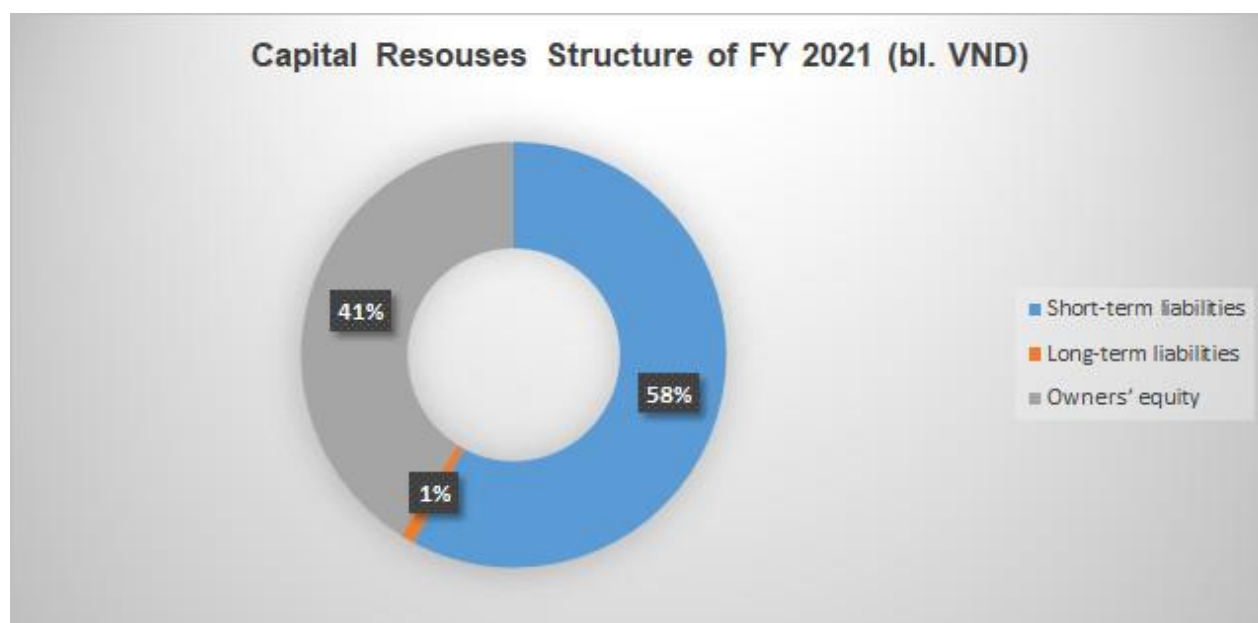
Long-term assets: decreased by VND 82 billion, focusing on long-term assets in process due to the increase in fixed assets when Nghi Son storage came into operation.



Capital sources

Capital sources	2020		2021	
	Value	Percentage	Value	Percentage
Short-term liabilities	11,228,091,311,624	51%	15,724,500,056,614	58%
Long-term liabilities	281,017,260,111	1%	287,921,996,006	1%
Owners' equity	10,565,855,034,916	48%	11,185,141,834,849	41%
Total liability	22,074,963,606,651	100%	27,197,563,887,469	100%

Owner's equity of PVOIL excludes non-controlling interests as of December 31, 2021 was VND 10,011 billion, increasing VND 523 billion compared to January 01, 2021 because PVOIL had profit to increase equity.



3.2. Liabilities

As of December 31, 2021, total consolidated liabilities were VND 16,012 billion, increasing VND 4,503 billion (39%) compared to the beginning of the year, focusing mainly on short-term debt. In particular:

- Short-term payables to suppliers were VND 6,399 billion, in which: Binh Son Refinery VND 2,365 billion, Petrovietnam Nghi Son Distribution Board (PVNDB) VND 1,806 billion, Brunei Shell Petroleum Company Sdn Bhd VND 495 billion, Premier Oil Vietnam VND 263 billion, Santos Petroleum Ventures B.V VND 158 billion, PVEP VND 112 billion and other suppliers VND 1,200 billion;
- Other short-term payables of VND 3,918 billion, mainly from receipts and payments for entrusted import and export crude oil, collected and paid on behalf of crude oil export tax...;
- Short-term borrowings of VND 4,634 billion; Petroleum price stabilization fund was VND - 777 billion has been used according to the Joint Circular No. 39/2014/TTLT-BCT-BTC dated October 29, 2014 and No. 90/2016/TTLT-BCT-BTC dated June 24, 2016 jointly issued by the Ministry of Industry and Trade and Ministry of Finance;
- Other payables included tax, salary and other payables that are not due, ..., which totaled VND 1,838 billion.

4. Business plan for 2022

4.1. Forecasting

The COVID-19 pandemic has had unprecedented and heavy impacts on the global economy as well as distorted the fundamentals of the oil market over the years. The arrival of the Omicron variant has lowered the 2022 oil price forecast from the previous year due to concerns of the negative impacts of the Covid-19 pandemic.

However, the Russia-Ukraine conflict, followed by sanctions from the US and its allies, has disrupted financial markets, and global supply chains are in danger of failing and falling into chaos. Energy prices skyrocketed and fluctuated sharply following the course of the war. The risk of a full-blown energy crisis that could lead to a global economic recession is present, potentially posing many risks for the 2022 financial year.







Domestically, along with the change in the disease prevention strategy from "Zero Covid" to

"Safe adaptation, flexibility and effective control", the government has promoted additional vaccinations nationwide and licensed the production of antiviral drugs to support the fight against the pandemic. Outbreaks have spreaded all over the country with the number of infected cases constantly increasing, but the fatality rate has decreased significantly. However, there are still many risks ahead in disease control as the appearance of new variants significantly reduces the effectiveness of vaccines as well as the consequences of long covid syndrome.

The pandemic and oil price volatility have had and will continue to have unpredictable impacts on the economy in general and on PVOIL's operation in particular in 2022. The unstable supply from Nghi Son Oil Refinery is also causing many challenges for the Corporation's business activities.

In the context of many challenges and potential risks, the domestic petroleum trading market also has certain advantages. Since the beginning of 2022, Decree 95/2021/ND-CP has come into effect, amended and supplemented Decree 83/2014/ND-CP by moving closer to the market, reducing risks for businesses. In addition, thanks to the Government's efforts to control the market, the smuggling and production of fake gasoline has decreased significantly. Market competition is healthier, giving genuine businesses like PVOIL a good opportunity to rise to dominate the market.

4.2. Main missions

-  **Crude Oil Sector:** Ensure safe and efficient export/sales of the entire volume of crude oil/condensate domestically and abroad; sufficiently supply crude oil from domestic sources to Dung Quat oil refinery plant.
-  **Petroleum production:** Produce E5 RON92 gasoline, lubricants under PVOIL brand with the goal of increasing output together with ensuring quality and efficiency of the preparation, ensure system demand being met and supply to other distributors.
-  **Petroleum trading:** Organize petroleum trading in compliance with State's regulations and policies of the Corporation; strive to increase business outputs in all 3 distribution channels to expand market shares, in parallel with ensuring trading efficiency;
-  **Restructuring and revamping:** Continuing to implement restructuring and renovating the enterprise according to the plan approved by the competent authority; in collaboration with PVN, Commission for the Management of State Capital at Enterprises, relevant agencies to step up the implementation of PVOIL equitization settlement to ensure progress, quality and efficiency.
-  **Investment and development of the system:** Seize more opportunities, promote investment and development of petrol stations in several forms. Promote the implementation of non-petroleum services, cooperate in developing solar energy systems, electric vehicle charging stations at petrol stations.
-  **System administration and digital transformation:** Improve efficiency in management of cash flows and debts, reduce costs; continue to improve customer service quality at petrol stations and depots; promote scientific research and application of 4.0 technology in operation management.

4.3. Major objectives

Volume and finance targets

No.	KPI	Unit	2022 Plan	Compared to 2021 Actual
I	Production KPIs			
1	Crude oil export/sales (including supply to Dung Quat oil refinery)	1000 tons	10,334	107%
2	Production of petroleum, lubricant	1000 m3/ton	484	96%
3	Petroleum trading	1000 m3/ton	3,150	101%
	- Retail proportion	%	28.9%	+3.8%
II	Financial KPIs			
II.1	Consolidated			
1	Revenue	VND bn.	45,000	77%
2	Profit before tax	VND bn.	500	54%
3	Profit after tax	VND bn.	400	52%
4	Contribution to State budget	VND bn.	8,480	98%
II.2	Holding company			
1	Revenue	VND bn.	27,000	81%
2	Profit before tax	VND bn.	400	57%
3	Profit after tax	VND bn.	320	56%

Capital investment plan

PVOIL continues to focus on investment in developing retail petrol stations and renovating facilities for petroleum business in 2022 with the following specific targets:

No.	Investment item	Quantity	Value (VND bn.)	Compared to 2020 Actual
1	Development and renovation of Terminal/depots		131	285%
2	Development and renovation of petrol stations (*)	50 petrol stations	217	126%
3	Other investment and procurement		136	160%
	TOTAL		484	160%
	<i>Of which: - Holding Company</i>		239	157%
	<i>- Subsidiaries</i>		245	162%
	Investment from owners' equity		391	140%

(*) Petrol stations were newly developed in the following forms: new construction, transfer, long-term lease, business cooperation. Planned investment value was recognized for investment stores in the form of new construction and transfer, for long-term leased petrol stations, related costs of business cooperation were included in business expenses.

5. Explanation of the Board of Directors for auditing opinions

PVOIL's 2021 consolidated financial statements was audited by Deloitte Vietnam Co., Ltd. Accordingly, the auditor's report includes 03 contents in the Basis for Qualified opinion and the explanation of the Board of Directors as follows:

Auditing opinion: "As stated in Note 07 of the Notes to the consolidated financial statements, an amount of VND 169,785,513,359 has been recognized as other receivables from Vietnam Oil and Gas Group related to the accumulated loss as at 18 May 2011 incurred by Petec Trading and Investment Corporation ("PETEC" - a subsidiary of the Corporation) when PETEC was officially transformed into a joint stock company. Such receivable amount represents the State-owned capital contribution to PETEC as at 18 May 2011 whose finalization has not been approved by Vietnam Oil and Gas Group and competent authorities. We were unable to obtain sufficient information about the finalized amount and any difference between such finalized amount and the above receivable amount as at 31 December 2020, which caused us to qualify our audit opinion on the consolidated financial statements for the year then ended. We were also unable to sufficiently obtain such information as at 31 December 2021. Consequently, we were unable to determine whether any adjustments to these amounts were necessary."

PVOIL's explanation: *This loss arose during the period from the determination of company value on June 30, 2010 until May 18, 2021 when Petec Trading and Investment Corporation (PETEC) was officially transformed to a joint stock company, waiting for PETROVIETNAM to approve the value of State's capital contribution at the time PETEC was officially transformed into a joint stock company.*

Auditing opinion: "As stated in Note 14 of the Notes to the consolidated financial statements, the cost of intangible assets as at 31 December 2021 and 31 December 2020 included an amount of VND 29,702,935,030 (as at 31 December 2020: VND 29,702,935,030), representing the value of land plots at Saigon Petroleum Joint Stock Company (PVOIL Saigon - a subsidiary of the Corporation) of which land use rights either have not yet been granted/transferred to PVOIL Saigon or expired but not yet extended. We were unable to obtain sufficient appropriate audit evidence of the rights and term to use such land plots as at 31 December 2020, which caused us to qualify our audit opinion on the consolidated financial statements for the year then ended. We were also unable to obtain sufficient appropriate audit evidence of the rights and term to use such land plots as at 31 December 2021. Consequently, we were unable to determine whether any adjustments to these amounts were necessary".

PVOIL's explanation: *PVOIL Saigon resolved the situation of land procedures, the value of land plots mentioned in the auditor's Basis for Qualified opinion reduced from 32,415,453,930 VND (in 2019) to 29,702,935,030 VND (December 31, 2021)*

This is the value of land lots purchased by PVOIL Saigon to invest and develop petroleum stations but PVOIL Saigon have not yet completed procedures to transfer land use rights to PVOIL Saigon or extend land lease terms due to the following reasons: i) The company is still bearing the name "Xi nghiep XDDK Sai Gon (predecessor of PVOIL Saigon) and has not yet completed the name change procedure; ii) Procedures have not been completed to modify the land use purpose from agricultural land to production and business land, so the land use right has not been transferred to PVOIL Saigon; iii) The lease terms have expired but PVOIL Saigon has not yet completed the procedures with the local authorities to sign new land lease contracts.

Auditing opinion: "As presented in Note 17 of the Notes to the consolidated financial statements, as at 31 December 2021, the Corporation's investment in PetroVietnam Biofuels Joint Stock Company (the Corporation's associate) was reported in the consolidated financial statements using the equity method of accounting with the amount of VND 272,915,527,557 (as at 31 December 2020: VND 273,373,642,647). We were unable to obtain sufficient audit

evidence of post-acquisition changes in the Corporation's shares of net assets of PetroVietnam Biofuels Joint Stock Company as at 31 December 2020, which caused us to qualify our audit opinion on the consolidated financial statements for the year then ended. We were also unable to obtain sufficient audit evidence of post-acquisition changes in the Corporation's shares of net assets of PetroVietnam Biofuels Joint Stock Company as at 31 December 2021. Consequently, we were unable to determine whether any adjustments to these amounts were necessary."

PVOIL's explanation: The investment in Petrochemical and Biofuels Joint Stock Company (PVB) is the Phu Tho Biofuel Plant project, which arose before the equitization of PVOIL. According to Notice No. 385/TB-VPCH dated October 2, 2018, of the Government Office, the Phu Tho Biofuel Plant project was proposed to consider the solution for dissolution and bankruptcy following the law.

PVOIL submitted a document to VIETNAM OIL AND GAS GROUP (PETROVIETNAM) on implementing the bankruptcy plan of PVB; document to propose redefining this investment to 0 dong when making the equitization finalization (understood as eliminating this type of investment from the joint stock company). During the implementation of the project bankruptcy procedure, if there is any revocation of the liquidation of assets at the Phu Tho Biofuel Plant, PVOIL will pay the entire amount to the Business Development and Arrangement Support Fund. This issue was consulted by PETROVIETNAM for the handling of the State Capital Management Committee at enterprises in the official dispatch No. 3540/DKVN-HDTV dated July 1, 2019, on the rearrangement and handling of housing land and difficulties in the finalization of PVOIL's equitization.

The Government agreed to remove the Phu Tho biofuel project from the list of 12 slow-moving and inefficient projects in the Industry and Trade sector and removed it from the monitoring and handling list of the Steering Committee to handle shortcomings, weaknesses of some projects, slow progress and inefficient enterprises in the Industry and Trade sector according to the content of Official Dispatch No. 3554/VPCH-KTTH dated December 24, 2020 of the Government Office. Simultaneously, assigning PETROVIETNAM to proactively decide and implement according to authority. However, due to the impossibility of carrying out business valuation as a basis for making a plan to divest from PVB, the implementation of divestment at PVB could not be conducted. Therefore, PVOIL issued Official Letter No. 50/DVN-KH dated March 1, 2022, recommending that PETROVIETNAM report to the competent authorities for approval to transfer to the implementation of the PVB bankruptcy plan in accordance with the law.

At the date of the financial statement issue, PVOIL had not yet received a response from PETROVIETNAM, the Committee for Management of State Capital at Enterprises, and the competent authorities on the implementation of the PVB bankruptcy plan.

PART V

BOARD OF MANAGEMENT'S REPORT

1. Overall evaluation on company's activities

In 2021, the Covid-19 pandemic situation in the country was complicated, the severity gradually increased after the 4th wave (from end of April 2021) and a strong outbreak happened in the 3rd quarter. The pandemic spread throughout the eastern and southwestern provinces. In the condition of low vaccine coverage, southern provinces had to implement enhanced social distancing measures in accordance with Directives 16 and 16+ of the

Government to limit the contagion, resulting in sharp decline in domestic gasoline consumption demand. Entering the fourth quarter, after the pandemic was progressively controlled, the government and local authorities gradually eased social distancing measures and economic and social activities gradually recovered. Besides, the global oil and gasoline price continued to fluctuate unpredictably, however, crude oil price's upward trend partly reduced pressure on petroleum business. In that context, the whole PVOIL system focused and made efforts to implement the business plan and key tasks assigned by AGM; developed and implemented many groups of effective response solutions and achieved positive results as follows:

- ✓ Main tasks - production and business: Successfully completed most of the main business targets according to the resolution of AGM in 2021, in which consolidated pre-tax profit reached 232% of the assigned target; Actively coordinated with entities in the industry, researching and building a chain integrating production, processing, transportation and distribution of petroleum products in order to optimize resource efficiency and take advantage of the strengths of each entity; Deploy many feasible and effective solutions to stabilize the market share and petroleum distribution system while ensuring the efficiency and absolute safety in the operation of the whole system.
- ✓ Development of system of petrol stations: Continued to focus on promoting investment and development of the petroleum retail system in line with the development strategy of PVOIL; Improved consumption through retail channels, thereby improving the overall business efficiency of the whole system and aiming for sustainable development.
- ✓ Investment: Focused on accelerating the implementation projects carried over from 2020, ensuring progress and efficiency; Invested in the development of petrol stations throughout the system in line with PVOIL's business strategy; Continued to research and develop a business development plan for jet fuel Jet A1; Focused on definitively handling projects that have been suspended from previous years.
- ✓ Restructuring: Continued to aggressively and effectively execute "Plan for arrangement and restructuring of the Corporation in the period of 2020 – 2025" including: Restructuring the Holding Company - PVOIL and gradually organizing and rearranging its subsidiaries; Promoting divestment in companies outside the industry/no interest in holding capital; Continuing to closely follow the competent authorities to speed up the finalization of Petec's equitization and strengthen the legal basis for divestment in this enterprise; Strictly monitoring the approval on finalization of PVOIL's equitization, reporting and supplementing timely the related contents when competent authorities required.
- ✓ Cost control: Strengthened cost control, lowered cost/cost of goods to improve competitiveness, increased operational efficiency from PVOIL to subsidiaries; Focused on cost reduction in the whole PVOIL system; Carried out audit of oil and gasoline costs in accordance with the State's regulations.
- ✓ Financial and risk management: Performed financial management and risk management well throughout the system; Enhanced efficiency of capital balance work, cash flow management and debt management; Closely monitored and found solutions to support the Subsidiaries who are facing difficulties and/or are subject to special financial supervision.
- ✓ Application of science and technology: Continued to implement solutions to improve management capacity in the whole system; Aggressively deployed 4.0 technology to diversify business methods and create high competitiveness; Promoted the implementation of scientific research projects and the application of information technology in the management, administration and control of the system in order to improve transparency, publicity and efficiency in corporate governance.

- ✓ Covid-19 prevention: synchronously deployed solutions to prevent the pandemic with the goal of “Ensure workers’ health; Production, Business, and Investment activities continue to remain steady and safe; Smooth Consumption of goods and products”; Complied with the direction from the Government and local authorities in disease prevention and control.
- ✓ Scientific research and response to the energy transition trend: In order to respond appropriately to the energy transition trend and electric vehicle development roadmap in the world as well as in Vietnam, PVOIL focused on studying the impact of the energy transition trend on the petroleum industry and solutions as the basis for reviewing and timely adjusting and supplementing PVOIL's business strategies and plans accordingly.

2. Evaluation on BOD activities

In the year of 2021 with extreme complications and unpredictable upheavals due to the impact of the Covid-19 pandemic, the Board of Directors successfully fulfilled the role of managing PVOIL's business activities in alignment with objectives and orientation of the AGM and BOM. The achievements were:

- ✓ Directed the safe implementation of Covid-19 prevention and control throughout the Corporation's system; Ensured continuous and steady business and production activities in all areas; Controlled and minimized the negative impacts of Covid-19 on the Corporation's operations; Directed to accelerate Covid-19 vaccination for employees in the whole system.
- ✓ The 2021 AGM of PVOIL was successfully organized as planned; 2020 Annual Report and information disclosure were executed sufficiently, transparently and on time.
- ✓ Regarding business plan for 2021, BOD sufficiently, earnestly implemented and successfully completed the main business and production targets assigned by the AGM and BOM, especially the profit target. In addition, the Board of Directors also completed many other key tasks assigned by BOM such as: Successfully and effectively implementing value chains of raw materials - production - storage, distribution of oil products with other companies in the industry; Investment and development of construction stations continued to be promoted despite the impacts of Covid-19 pandemic; Safe and effective financial control and management help controlling risks during operation; The application of 4.0 technology and digital transformation continued to be aggressively deployed; Service quality at petrol stations and depots continued to improve through the implementation of Project 1114, Project 808, and pilot implementation of non-oil services at some stations in the system; Security, safety, fire prevention, ... were guaranteed; Union activities, social security, charity works were attended to and actively implemented throughout the system with many meaningful activities.

General assessment: During the management of PVOIL's business activities in 2021, the CEO and BOD strictly complied with regulations and management decentralization in the Charter and internal regulations of PVOIL as well as resolutions of AGM and BOM; Found several flexible and timely operating solutions and achieved many positive results; Successfully completed the business plan and key tasks assigned by AGM and BOM; Strictly complied with regulations on information disclosure for public companies.

3. Action plan and orientation in 2022

In 2022, BOM plan will focus on these missions:

- ✓ Business activities: Monitor the organization and implementation of the 2022 business plan upon approval by ABG and BOM; Promote the expansion of the petroleum market, especially in the "vacant" areas, those without the presence of PVOIL's petroleum system; Regularly monitor the implementation of business targets through monthly/quarterly and annual performance of business activities of the Corporation and the whole system; Direct necessary solutions to ensure the completion of 2022 business plan.
- ✓ Financial and risk management: Direct and supervise cash flow management, ensuring safe and effective mobilization, management and use of capital; Direct and supervise the management, handling and collection of debts throughout the system; Direct the supervision and evaluation of capital investment outside the company; Special financial supervision at some subsidiaries in accordance with provisions of law and internal regulations of PVOIL.
- ✓ Investment: Direct, expedite and supervise the implementation of investment projects as planned, including projects carried over from 2021, ensuring progress and efficiency; Focus on promoting investment in petrol stations in line with the PVOIL's development strategies; Continue to review and arrange the warehouse and port system in the whole PVOIL system in order to reduce operating costs and increase efficiency of warehouses and ports; Continue to direct the implementation and study of business development project for Jet A1 jet fuel.
- ✓ Organization, labor and salary: Direct the review, amendment and supplementation of internal regulations related to personnel, labor and salary management; Provide directions on issues related to reforming the organizational structure of PVOIL and its subsidiaries in order to streamline the operational team and improve the operational efficiency of the whole system; Direct the development and approval of 2022 payroll and labor use plan of PVOIL (Holding Company).
- ✓ Restructuring and finalization of equitization: Continue to direct the implementation of the plan to arrange and restructure PVOIL in the 2020 – 2025 period; Continue to direct the implementation of resolutions for OBF, PVB and BSR-BF Biofuel projects; Direct to closely coordinate with competent authorities to accelerate the finalization of the equitization of PVOIL and PETEC.
- ✓ Organizational reform: Focused on the research, forecast and response to the energy transition trend booming around the world and in Vietnam; Direct the digital transformation and 4.0 technology application in the entire PVOIL system with focus on expanding PVOIL Easy, building an internet-based sales application (Sales App), modernizing/technologicalizing the management of petrol stations and depot system; Develop ERP system in business administration; Maximize the use of information technology infrastructure systems and online work tools; Continue to direct business cooperation, develop value chain with companies in the industry; Research and implement new forms of cooperation and value chain development to optimize the use of PVOIL's resources and advantages.
- ✓ Inspection and supervision: Organize and closely supervise business activities of entities in the system; Strengthen inspection and control to ensure that entities in the system operate in line with direction and targets.
- ✓ Continue to closely follow the development orientation of the petroleum industry and actual conditions in order to promptly develop, amend and supplement PVOIL's business strategies and plans accordingly.

PART VI

SUSTAINABLE DEVELOPMENT REPORT

1. Key messages

In the past two decades, there has been an increasing global interest in sustainable development, a requirement for globalization. Sustainable development is a humanity goal. This matter is even more focused on as an enterprise operating in the petroleum business - an essential product but with many potentials of pollution.

From the early days of establishment, PVOIL has consistently targeted to develop in a sustainable way, developing business along with environmental protection and fulfilling its responsibilities to society and the community, in particular through its products and people development as well as carry out its responsibility for the community of PVOIL.




In terms of developing products, deeply aware of the responsibility in preserving and protecting the living environment, PVOIL is the nationwide pioneer to help the Government step by step to distribute E5 biofuel to the market to replace traditional gasoline. E5 gasoline has been distributed by PVOIL since August 1, 2010 and gradually expanded consumption in its distribution system. After years of PVOIL's persistently pursuing goals, making great efforts to promote the benefits of using "green" products and persuade consumers by PVOIL's own quality products, Government decided to fully replace A92 gasoline with E5 gasoline nationwide since January 1, 2018, which has been well-received by consumers.

In terms of developing people, PVOIL defines it as both a goal and a driving force for development. Therefore, PVOIL always has a strategy of caring, training and developing sustainable human resources, including creating a corporate culture with a solid foundation and has its own traditions and identity. Those are a training environment, respect for differences to promote creativity and continuously innovate thinking to improve professional qualifications and skills.



For the community, PVOIL defines community recognition as a critical measure of the sustainable development of PVOIL. Therefore, PVOIL always ensures the interests between related parties and carries out its responsibility to society and the community at the same time, through practical activities with the great sincerity.

2. The operating principle of PVOIL for related parties

	<p>For employees: Building a professional, safe and friendly working environment together with adequate remuneration policies corresponding with the employees' contributions. PVOIL has been making efforts to improve the quality of human resources and the professionalism of the labor force through training, assigning and evaluating work by KPIs.</p>
	<p>For customers: PVOIL ensures to provide highest quality products and best services to customers. PVOIL is a pioneer in developing E5 biofuel business to replace fossil fuels, which helps to reduce emissions and protects the environment. The petroleum products, lubricants and biofuels that PVOIL supplies to the market always ensure best quality with enough quantity. In addition, PVOIL has implemented Project 1114 and Project 808 to the whole petroleum network to improve the quality of customer service at petroleum stations and depots; diversifying services to bring more benefits to customers such as PVOIL Easy, PVOIL Mobile</p>
	<p>For shareholders and investors: PVOIL always aims to maximize corporate value with the great efforts to complete and exceed the planned targets. At the same time, providing sufficiently, timely and transparent information about the operation of PVOIL through seminars, communication channels, websites and means of information disclosure in accordance with regulations.</p>
	<p>For business partners</p> <p>PVOIL keeps the principle of healthy competition, mutually beneficial cooperation and ensuring benefits for customers.</p>
	<p>For the community and society: PVOIL commits to fulfill its responsibilities to the community and society via practical activities.</p>

3. Report on safety, health and environmental protection (SH&E)

3.1. Maintain the effectiveness of the SH&E



Management system of the SH&E

- ✓ The management system for SH&E at PVOIL has been established, regularly implementing and organizing the synchronous, rhythmic and strict activities from PVOIL to its branches and subsidiaries throughout the whole system, from the highest levels of leadership to specialized/part-time specialists.
- ✓ Building a team of safety and hygiene staff in PVOIL to ensure safety and hygiene in production and business activities.



Maintaining and improving the safety management system

- ✓ Integrated quality management system (IQMS) of PVOIL has been developed, maintained and complied with since 2012 in the whole system. This has been assessed and certified by the BSI British Standards Institute as a Management system with Safety - Environment

- Quality according to requirements of the International Standard for Occupational Health and Safety Assessment Series OHSAS 18001: 2007 / ISO 45001: 2018, environmental management system namely ISO 14001: 2015 and quality management system ISO 9001: 2015. The system has been updated, revised and issued after PVOIL officially became a joint stock company in accordance with the requirements of the new version of ISO.

- ✓ The implementation of Project 1114 "Improving customer service quality at petroleum stations" and Project 808 "Improving the quality of customer service at petroleum depots" have contributed positively in ensuring compliance with the professional process, proficiency in fire safety and safety rules, safe operation, proficient use of fire protection equipment and troubleshooting at petroleum stations and depots throughout the system.
- ✓ Maintaining compliance and improving the management system strictly, which is implemented by PVOIL through:
 - ✓ The internal inspection and evaluation of PVOIL on SH&E is maintained annually.
 - ✓ Monthly inspection and evaluation for Project 1114 "Improving the quality of customer service in construction stations" and Project 808 "Improving the quality of customer service at petroleum depots" with 04 turns for all depots and petroleum stations in the system;
 - ✓ Periodic monitoring and evaluation activities of the British Standards Institute (BSI): The unsuitable findings and improvement recommendations of BSI are monitored, planned and implemented to overcome, prevent and renovate according to the process.
 - ✓ Training for employees on related content. In 2021, PVOIL trained for employees who work directly at the petrol terminal and depot with the topic "Knowledge of security, safety, self-protection at petrol stations" and "In-depth identification and risk assessment on oil spill and handling oil spill in the operation of storage system of PVOIL".

3.2. Safety work - Security, fire protection, emergency rescue

In 2021, despite the severe pandemic situation, from the first 6 months of the year, PVOIL implemented measures from prevention to emergency response to ensure safety and fire prevention in the whole system with typical activities:

- ✓ All terminals/deports and petrol stations organized of rehearsal of fire prevention and fighting plans, responding to environmental incidents and emergency escape with the participation of local functional forces to improve the readiness of rescue forces in place and safety awareness of employees;
- ✓ In addition to face-to-face training courses, in the context of the widespread epidemic, PVOIL combined to organize online training courses on environmental safety and health as prescribed by law; implemented "Safety assessment of ports/depots" according to international practices, training "coordinating fire fighting between ships and shores", hygiene security for all labor, periodically practicing fire protection;
- ✓ PVOIL also regularly warn and timely prevent natural disasters, storms and floods, ensure safety for people and reduce damage to property. The Steering Committee of the Emergency Office will be on duty 24/24 on the occasion of holidays, New Year or the time of storms, floods ... in order to timely direct and handle emergencies; Organize the direct force to save oil spill in the process of importing and exporting petroleum at all depots in the system;
- ✓ PVOIL also maintains regular and irregular inspections of fire safety at petroleum depots and stores, ensuring that this work is done strictly, fire and explosion prevention equipment are always availability to use when an emergency situation occurs.

3.3. Employee health care

In the context of a severe pandemic, to protect employees working in an environment where they regularly have to contact many customers and have a high risk of infection, PVOIL has coordinated with local authorities to deploy vaccination speedily for all employees, and concurrently fully equipped with anti-epidemic protection such as hand sanitizer, anti-drop glasses, masks...



1st vaccination for employees in Ho Chi Minh City (June 2021)

- ✓ Carry out measurement and testing of the working environment and effectiveness of labor protection, to ensure the health of workers and prevent occupational diseases.
- ✓ Organize periodic health examination for all employees; do occupational disease examination for direct workers, and intensive examination for some cases of suspected occupational diseases.
- ✓ PVOIL also implemented in-kind compensation for employees working at the ports/ depots and petroleum stations
- ✓ Organize and provide lunches with the ensured nutrition and food safety and hygiene through strictly controlling the original food used for employees; Organize meals and accommodation for employees working “3 at the spot” at storages and petrol stations during the period of strong epidemic outbreaks in many localities; As a result, employees felt secure in their work and the whole PVOIL system maintained continuous safe business activities throughout the epidemic.
- ✓ In addition, to help employees get financial security in case of medical examination and hospitalization, PVOIL has applied the policy of purchasing PVI Care insurance for employees for many years.

3.4. Environmental protection and waste control

- ✓ PVOIL regularly monitors and updates the implementation of newly issued legal documents. PVOIL disseminated and implemented throughout the system the Law on Environmental Protection 2020 and its guiding documents.
- ✓ Periodically test environmental quality, conduct oil spill response rehearsal, hazardous waste management, and operate the wastewater treatment system effectively. The results of monitoring environment at subsidiaries of PVOIL in 2021 met the standard in accordance with regulations.
- ✓ Investing, upgrading and regular maintaining wastewater treatment system in depots of PVOIL.

- ✓ Strictly carry out the classification of waste, equip hazardous waste storage containers / houses for safe collection and storage. The treatment of ordinary waste and hazardous waste is assigned to functional units to comply with regulations. In 2021, PVOIL collected and transferred to the functional unit handling about 118 tons of hazardous waste and 700 tons of ordinary waste.

3.5. Building culture of safety, health and environmental protection (SH&E)

Along with the use of technology, PVOIL is also interested in promoting and raising awareness of environmental protection for employees through organizing practical activities such as:

- ✓ Maintain periodic propaganda for occupational safety and health, world environment day, earth hour, fire prevention and fire prevention day ... help raise awareness of officials and employees about compliance requirements of legislation on safety - fire protection, environmental protection and worker health.
- ✓ In 2021, due to the Covid-19 pandemic, the skills and safety competitions within the Corporation and the Vietnam Oil and Gas Group cannot be held annually as planned.

3.6. Health and occupational safety indicators

The rate of injury, occupational diseases, sick days, absence and the number of deaths relating to work in each area of PVOIL in 2021 is listed as follows:

No	Indicators	Unit	Number
1	Occupation accidents		0
	- Total number of occupation accidents	Case	0
	- Total number of people have occupation accidents	People	0
	- Total expenses for occupation accidents (emergency, treatment, pay for leaves, compensation, benefits...)	VND million	0
	- Property damage (in cash)	VND million	0
	- Numbers of leaves because of occupation accidents	Day	0
2	Occupation disease		0
	- Accumulated number of people have occupation disease	People	0
	- Numbers of leaves because of occupation disease	Day	0
	- Numbers of early resigns because of occupation disease	People	
	- - Total expenses for people with occupational diseases in 2019 (expenses are not included in the occupational safety and hygiene plan such as: treatment, salary payment on holidays, compensation, allowance, etc)	VND million	0
3	Result of health classification of workers		
	+ Type I	People	349
	+ Type II	People	1,376
	+ Type III	People	3,847
	+ Type IV	People	12
	+ Type V	People	4
4	Number of sick leaves	Day	0

3.7. Main tasks of safety, health and environmental protection (SH&E) in 2020

2021 achievements affirmed the continuous efforts of the Board of Management and the staff of PVOIL in ensuring SH&E, strengthening the brand and image of PVOIL for a safe and

sustainable future. In order to continue to promote this achievement, PVOIL sets some main tasks in 2021 as follows:

- ✓ Ensure efficiency in business operation of PVOIL with safety, quality and full compliance with legal regulations on Quality – SH&E.
- ✓ Maintain updates and evaluate successful certification of the Management System according to the new version ISO 9001: 2015 and ISO 14001: 2015 and ISO 45001: 2018.
- ✓ Strengthen training to supplement knowledge about Occupational Safety and Health (OSH) to meet requirements of the Law and improve skills for workers.
- ✓ No heavy occupational accidents at company member units of PVOIL.
- ✓ Do not let environmental incidents occur and ensure full compliance with legal requirements on environmental protection.
- ✓ Continue to improve working conditions, prevent labor accidents and occupational diseases for employees in all PVOIL.
- ✓ Try to enforce emergency response team, improve the readiness to respond to storm events to prevent and mitigate human and property losses during storms.
- ✚ Energy: Total energy consumed by PVOIL in 2021 was 10,727,157 KW, decrease by 1.4% compared to 2020.
- ✚ Water: The total amount of water PVOIL uses in production and business in 2021 was 271,098 m3, increase 4.1% compared to 2020.

4. Environmental compliance

Being aware of petroleum business bringing many potential risks to the environment, PVOIL has strictly complied with legal regulations on environmental protection, and simultaneously implemented solutions to prevent and limit the risks such as:

- ✓ Fully equipped equipment and staff, environmental treatment systems are operated, maintained in accordance with regulations
- ✓ Organize forces to manage safety, health, environment and emergency incident rescue at all member units in the whole system;
- ✓ Develop plans for oil spill rescue and hire professional rescue forces at petroleum port depots;
- ✓ Petroleum depots and petroleum station are certified by the specialized agency for safety and environmental protection before coming into operation.
- ✓ Effectively maintain the integrated management system of environmental safety according to ISO 9001: 2015, ISO 14001: 2015 and ISO 45001: 2018

5. Environmental impact report

5.1. Environmental impact:

- ❖ Total direct and indirect greenhouse gas emissions (GHG): 10.47 tons of CO₂
- ❖ PVOIL's initiatives and measures to reduce greenhouse gas emissions:
 - ✓ Install air roofs for petroleum tanks;
 - ✓ Strictly implement closed delivery procedures at petrol stations;
 - ✓ Use solar energy for lighting system along the port/campus

5.2. Raw Material Management

- ❖ Total amount of materials used to produce and package PVOIL's main products and services during the year:
 - ✓ Condensate: 74,000 m³
 - ✓ Base oil used for lubricant production: 3,680 tons
 - ✓ Additives used for lubricant production: 320 tons
 - ✓ Packaging of lubricant oil: 230 tons
 - ✓ Mineral water: 20,891 m³
- ❖ Report on the percentage of recycled materials used for manufacturing PVOIL's main products and services: Not applicable

5.3. Energy consumption

- ❖ Direct and indirect energy consumption: 10,727,157 kW, reduced by 1.4% compared to 2020
- ❖ Energy-saving initiative report and amount of energy saved by energy efficiency initiatives: not yet conducted

5.4. Water consumption

- ❖ Water supplies and water consumption: supplies from local water or borewells.
- ❖ Water consumed in 2021 was 271,098 m³, increased by 4.1% compared to 2020.
- ❖ Percentage and total volume of recycled and reused water: wastewater at the Corporation's petroleum depots and petroleum stations, mostly hazardous (oil-contaminated), was treated to meet the standards of water discharging into the environment. However, PVOIL has not yet recycled or reused such wastewater.

5.5. Compliance with law on environmental protection

- ❖ Number of penalties due to non-compliance with environmental law and regulations: Zero
- ❖ Total amount of penalties due to non-compliance with environmental law and regulations: Zero

6. Report on social issues

6.1. Employment



Total employees as of December 31, 2021

5.599 people



Average salary of the employees

14.68 million/person/month



Welfare provided to full-time employees

- ✓ Sightseeing, vacation, cultural activities
- ✓ Eating shift, birthdays ... for employees
- ✓ Arts and entertainment, singing



No discrimination

PVOIL commits not to discriminate race, color, gender, religion, political views, national origin or social origin. There was no discrimination in PVOIL in 2021.



Do not use child labor and forced labor

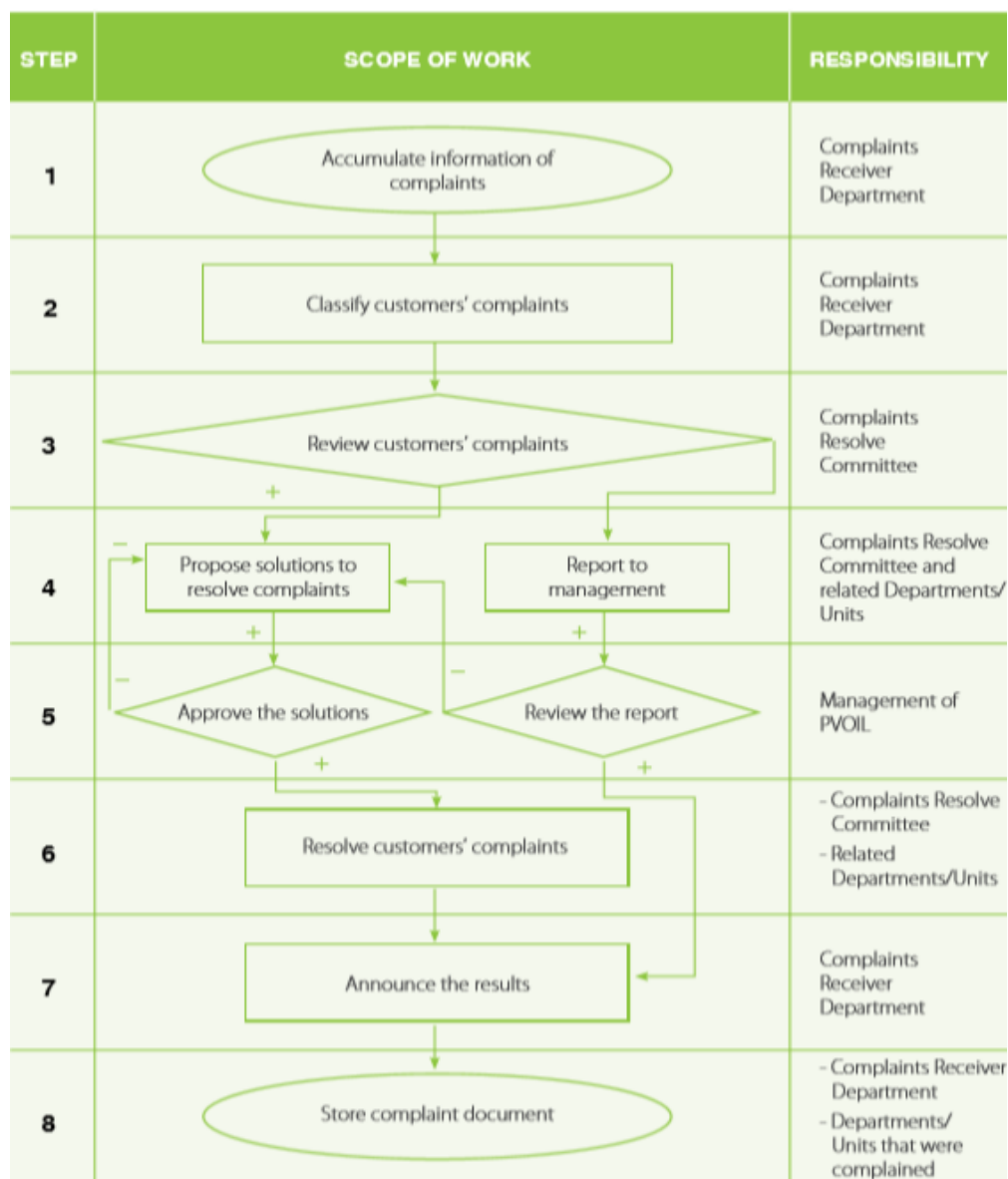
PVOIL commits not to use child labor and forced labor, using labor in accordance with the legal age.

6.2. Responsibilities of products and services

Provide sufficient information on products and services to customers and consumers through information channels such as Website, Facebook, advertising panels. PVOIL also introduced new services through media, newspapers and conferences.

In addition, PVOIL also maintains hotlines to receive customer feedback at all terminal/depot and petrol stations in the system.

PROCESS FOR HANDLING COMPLAINTS



Customers can make suggestions and complaints through the following forms:

✉ Direct email to: **PetroVietnam Oil Corporation - Floor 14-18, PetroVietnam Tower, 1-5 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City**

✉ Email to: **contact@pvoil.com.vn**

☎ Call directly to: **(84 - 28) 39119333**

☎ Hotlines to Receive feedback/complaints of customers at petroleum depots:

☎ **0988.43.17.17**: Receive feedback/complaints of customers at petroleum depots from Thua Thien Hue area (Chan May depot) to the North;

☎ **0988.21.17.17**: Receive feedback/complaints from customers at petroleum depots from Da Nang area (Lien Chieu depot) to the South;

☎ **08.96618800** Supported to PVOIL Easy nationwide

☎ Customers' feedback/complaints to petrol stations: hotline numbers listed in stores.

6.3. Responsibility to the community

Fully aware of the responsibility to the community and aspired to contribute to a better and more compassionate society, in 2021, besides the traditional charity and social programs from many previous years, PVOIL promoted meaningful and practical activities to share the responsibilities with the community during the Covid-19 outbreak. Total expense of charity works in the year was over 26 billion VND with detailed activities as follows:

- ✚ Support the Covid-19 prevention and control: 15.3 billion VND
 - ✓ Support the Vaccine Fund of the Government and some local areas: 6 billion VND
 - ✓ Support the Hospital/Field Hospital, volunteer groups, Ho Chi Minh City Fatherland Front Committee; sponsoring ambulances, medical equipment, petrol, bottled water, supplies, necessities...in Ho Chi Minh City, Bac Giang, Bac Ninh, Thanh Hoa, Hung Yen, Nguyen Tri Phuong Hospital, Cho Ray Hospital, Thong Nhat Hospital, Hai Phong Fellowmen Group in Ha Noi, organizing 0 VND kitchen, cooking meals for frontline doctors, etc., and other expenses to assist in disease control: 9.3 billion



Donating ambulances to Kim Dong District, Hung Yen province



Supporting petroleum for Nhat Tam volunteer ambulance team

- ✚ Sponsor facilities for disadvantaged local areas: 10.6 billion VND
 - ✓ Sponsor to build Viet Hung, Truc Ninh, Nam Dinh Secondary Schools: 4 billion VND;
 - ✓ Sponsor to build the Secondary School in Binh Minh commune, Khoai Chau, Hung Yen: 5 billion VND.
 - ✓ Sponsor to renovate, improve streets in Phu Cau hamlet, Yen Phuong commune, Yen Yen district, Nam Dinh province: 996 million VND.



Meals sent to doctors and nurses in field hospitals in Ho Chi Minh City



PVOIL's products were sent to support anti-epidemic

- 📌 Other charity activities and sponsorships: 837 million VND
- ✔️ Care for Heroic Vietnamese Mothers and Martyrs' Mothers in Cu Chi district: 600 million VND.
- ✔️ Visiting and giving presents on New Year and July 27 to the Heroic Vietnamese Mothers and Mothers and Wives of Martyrs in Cu Chi district, children orphaned due to the impact of the Covid-19 pandemic in Nha Be district, supporting Thien Phuoc Orphanage: 237 million VND.

PART VII

AUDITED CONSOLIDATED FINANCIAL STATEMENTS

For the year ended December 31, 2021

Please see at the link below:

<https://www.pvoil.com.vn/en-US/investor-relations/financial-statements/2021-8>