



CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom - Happiness

Hà Nội, ngày 14 tháng 04 năm 2026  
Ha Noi, April 14, 2026

**CÔNG BỐ THÔNG TIN/ INFORMATION DISCLOSURE**

**(V/v Cập nhật Tài liệu họp ĐHĐCĐ thường niên năm 2026/  
(Update documents for the 2026 Annual General Meeting of Shareholders)**

**Kính gửi:** - Ủy Ban Chứng khoán Nhà nước  
- Sở giao dịch Chứng khoán TP Hồ Chí Minh

**To:** - *State Securities Commission*  
- *Hochiminh Stock Exchange*

- Tên tổ chức/ Name of organization: Tổng công ty cổ phần Bảo hiểm Petrolimex /Petrolimex Insurance Corporation

- Mã Chứng khoán/ Stock code: PGI

- Địa chỉ/Address: Tầng 21,22 - Tòa nhà Mipec, 229 Tây Sơn, Kim Liên, Hà Nội

- Điện thoại/ Tel: 0243.7760867 Fax: 0243.7760868

- Người được ủy quyền CBTT/ Person authorized to disclose information: Hoàng Thế Vinh

- Chức vụ/ Position: Trưởng Ban Tổng hợp HĐQT/ Manager of General Affairs Division of BOD

**- Nội dung công bố thông tin/ Information Disclosure Content:**

Tổng công ty cổ phần Bảo hiểm Petrolimex cập nhật tài liệu của Đại hội đồng cổ đông thường niên năm 2026 / Petrolimex Insurance Corporation update document for the 2026 Annual General Meeting of Shareholders:

- Tờ trình: “V/v thông qua nội dung sửa đổi, bổ sung Quy chế nội bộ về quản trị của Tổng công ty cổ phần Bảo hiểm Petrolimex / Submission: “Re: Approval of amendments and supplements to the Internal Corporate Governance Regulations of Petrolimex Insurance Corporation”.

Thông tin này đã được công bố trên website của PJICO ngày 14/04/2026 theo đường dẫn/  
This information was published on the company’s website on April 14, 2026 as in the link:



<https://www.pjico.com.vn/danh-muc-tai-chinh-co-dong/dai-hoi-dong-co-dong>

Tôi cam kết các thông tin công bố dưới đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./.

*I hereby certify that the disclosed information is true and take full legal responsibility for the content of the disclosed information.*

**NGƯỜI ĐƯỢC ỦY QUYỀN CBTT**  
**AUTHORIZED INFORMATION DISCLOSURE OFFICER**

**Nơi nhận:**

- Như trên/ As above.



**Hoàng Thế Vinh**



*Hanoi, April 15, 2026*

## **SUBMISSION**

Re: Approval of the amendments and supplements to  
the Internal Corporate Governance Regulations of Petrolimex Insurance Corporation  
(In the event that the Submission on amendments and supplements to the Charter is approved by  
*the 2026 Annual General Meeting of Shareholders*)

### **To: The General Meeting of Shareholders of Petrolimex Insurance Corporation**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Law on Insurance Business and other relevant legal regulations;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP;

Pursuant to Resolution No. 04/2026/PJICO/NQ-HĐQT dated March 18, 2026 of the Board of Directors;

Based on the practical requirements of the management and operations of Petrolimex Insurance Corporation,

The Board of Directors has reviewed and prepared a draft of amendments and supplements to the current Internal Corporate Governance Regulations to ensure compliance with applicable laws and to meet PJICO's management and operational requirements.

(The draft amended and supplemented Internal Corporate Governance Regulations are attached hereto.)

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

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

**Pham Thanh Hai**

**SUMMARY TABLE OF PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL CORPORATE GOVERNANCE REGULATIONS OF PETROLIMEX INSURANCE CORPORATION**

- **Purpose:** To summarize the proposed amendments and supplements to the Internal Corporate Governance Regulations of PJICO.
- **Legal basis:**
  - The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;
  - The Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15;
  - The Law on Insurance Business No. 08/2022/QH15 dated June 16, 2022, as amended and supplemented by Law No. 139/2025/QH15;
  - Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government, as amended and supplemented by Decree No. 245/2025/ND-CP;
  - Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;
  - The Internal Corporate Governance Regulations of Petrolimex Insurance Corporation promulgated together with Decision No. 31/2021/PJICO/QD-HDQT dated June 8, 2021.

No.	Article/ Clause	Current Regulations	Draft 2026 Regulations	Rationale/Legal Basis for Amendments and Supplements
1	Clause 1, Article 1	<p><b>Article 1. Purpose of issuance, scope of regulation and subjects of application</b> The Internal Corporate Governance Regulations of Petrolimex Insurance Corporation (hereinafter referred to as the “Governance Regulations”) shall apply to Petrolimex Insurance Corporation (hereinafter referred to as “PJICO”). These Regulations are developed in accordance with:</p> <p>a. The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;</p> <p>b. The Law on Securities No. 54/2019/QH14 dated November 26, 2019;</p>	<p><b>Article 1. Legal basis, purpose of issuance, scope of regulation and subjects of application</b> 1. The Internal Corporate Governance Regulations of Petrolimex Insurance Corporation (hereinafter referred to as the “Governance Regulations”) shall apply to Petrolimex Insurance Corporation (hereinafter referred to as “Petrolimex Insurance Corporation/PJICO”). These Regulations are developed in accordance with:</p> <p>a. The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No.</p>	<p>Addition of the heading “legal basis” and update/supplement of the applicable legal framework to reflect current laws and regulations.</p>

		<p>c. The Law on Insurance Business No. 24/2000/QH10 dated December 9, 2000;</p> <p>d. The Law amending and supplementing a number of articles of the Law on Insurance Business dated November 24, 2010;</p> <p>e. Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p> <p>f. Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;</p> <p>g. The Charter on organization and operation of PJICO approved by the General Meeting of Shareholders on April 19, 2021.</p>	<p>03/2022/QH15 and Law No. 76/2025/QH15;</p> <p>b. The Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15;</p> <p>c. The Law on Insurance Business No. 08/2022/QH15 dated June 16, 2022, as amended and supplemented by Law No. 139/2025/QH15;</p> <p>e. Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government, as amended and supplemented by Decree No. 245/2025/ND-CP;</p> <p>f. Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;</p> <p>g. The Charter of PJICO approved by the General Meeting of Shareholders on April 15, 2026;</p> <p>h. Other relevant legal documents.</p>	
2	Clause 3, Article 1	<p>3. Subjects of application: These Regulations shall apply to members of the Board of Directors, the CEO, managers and related persons.</p>	<p>3. Subjects of application: These Regulations shall apply to members of the Board of Directors, the Supervisory Board, the CEO, managers and related persons.</p>	<p>Supplemented to include the Supervisory Board in line with the governance model.</p>
3	Clause 1, Article 2	<p>Not stipulated.</p>	<p>n) The venue of an online General Meeting of Shareholders includes the main venue and other venues. The main venue is the location where the presiding person attends and chairs the meeting, while other venues are locations where shareholders log in to the system using</p>	<p>Supplemented to facilitate online participation.</p>

			access accounts provided by PJICO to participate in the online meeting.	
			1. To comply with the Charter and internal regulations relating to shareholders of PJICO; to comply with decisions of the General Meeting of Shareholders and the Board of Directors.	
4	Clause 1, Article 4	1. To comply with the Charter and internal regulations relating to shareholders of PJICO; to comply with decisions of the General Meeting of Shareholders and the Board of Directors.	1. To comply with the Charter and internal regulations relating to shareholders of PJICO; to comply with <u>resolutions</u> and decisions of the General Meeting of Shareholders and the Board of Directors.	
5	Point b, Clause 3, Article 6	b. The list and detailed information of candidates in the case of election of members of the Board of Directors;	b. The list and detailed information of candidates in the case of election of members of the Board of Directors and <u>the Supervisory Board</u> ;	Supplemented to include the Supervisory Board in line with the governance model.
6	Point a, Clause 12, Article 6	a. Meetings of the General Meeting of Shareholders must be minuted and may be audio-recorded or recorded and stored in other electronic forms. For online meetings, the minutes may incorporate electronic data recorded and stored during the meeting as part of the minutes. The minutes must be prepared in Vietnamese and may also be prepared in English, and shall include the following principal contents:	a. Meetings of the General Meeting of Shareholders must be minuted and may be audio-recorded or recorded and stored in other electronic forms. For online meetings, the minutes may incorporate electronic data recorded and stored during the meeting as part of the minutes. The minutes must be prepared in Vietnamese and <u>in English</u> , and shall include the <u>following principal contents</u> :	
7	Clause 5, Article 7	5. The Board of Directors shall conduct vote counting and prepare the vote-counting minutes under the supervision of shareholders who do not hold managerial positions in PJICO. The vote-counting minutes must contain the principal contents as prescribed below:	5. The Board of Directors shall conduct vote counting and prepare the vote-counting minutes under the supervision of <u>the Supervisory Board</u> or shareholders who do not hold managerial positions in PJICO. The vote-counting minutes must contain the principal contents as prescribed below:	

8	Clause 5, Article 8	5. Activities of the Audit Committee under the Board of Directors in case PJICO operates under the model specified in Point b, Clause 1, Article 137 of the Law on Enterprises.	5. Activities of the Supervisory Board in case PJICO operates under the model specified in Point a, Clause 1, Article 137 of the Law on Enterprises.	9	Clause 3 and Clause 4, Article 12	3. The Chairman of the Board of Directors shall not concurrently hold the position of CEO, unless such concurrent appointment is approved annually at the General Meeting of Shareholders. 4. A member of the Board of Directors of PJICO shall not concurrently serve as a member of the Board of Directors of more than five (05) other companies.	3. The Chairman of the Board of Directors shall not concurrently hold the position of CEO. 4. A member of the Board of Directors of PJICO shall not concurrently serve as a member of the Board of Directors or the Members' Council of more than five (05) other companies.	10	Clause 4, Article 13	4. A member of the Board of Directors of PJICO shall not concurrently serve as a member of the Board of Directors of more than five (05) other companies, except where such person is a member of the Board of Directors of companies within the same group, including parent companies, subsidiaries, economic groups, or acts as a representative of a fund management company or securities investment company.	3. The Chairman of the Board of Directors shall not concurrently hold the position of CEO. 4. A member of the Board of Directors of PJICO shall not concurrently serve as a member of the Board of Directors or the Members' Council of more than five (05) other companies.	11	Clause 7, Article 15	7. To organize training and capacity-building programs on corporate governance and necessary skills for members of the Board of Directors, the CEO and other managers of PJICO.	7. To organize training and capacity-building programs on corporate governance and necessary skills for members of the Board of Directors, the CEO, the person in charge of corporate governance, and other managers of PJICO.	
---	---------------------	---	--	---	-----------------------------------	---	---	----	----------------------	--	---	----	----------------------	---	--	--

12	Clause 9, Article 15	Not stipulated.	9. To implement dividend payments to shareholders in accordance with applicable laws after approval by the General Meeting of Shareholders.	Supplemented in accordance with new regulations under Decree No. 245/2025/ND-CP.
13	Clause 1, Article 18	<p><b>Article 18. Committees of the Board of Directors</b></p> <p>1. The Board of Directors shall establish sub-committees to support its operations. Depending on the development stage of PJICO, in addition to existing committees such as the Board of Directors' General Affairs Division and the Internal Audit Division, the Board of Directors may establish additional committees such as the Strategy and Policy Committee, the Human Resources Committee, the Remuneration Committee and other special committees in accordance with resolutions of the General Meeting of Shareholders.</p>	<p><b>Article 18. Committees of the Board of Directors</b></p> <p>1. The Board of Directors shall establish committees to support its operations. Depending on the development stage of PJICO, in addition to existing committees such as the Board of Directors' General Affairs Division and the Internal Audit Division, the Board of Directors may establish additional committees such as the Strategy and Policy Committee, the Human Resources Committee, the Remuneration Committee and other special committees in accordance with resolutions of the General Meeting of Shareholders.</p>	Revised to align the terminology with the title of the Article.
14	Chapter IV (from Article 19 to Article 23)	<p><b>CHAPTER IV</b></p> <p><b>AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS</b></p> <p><b>Article 19. Nomination and Appointment of Members of the Audit Committee</b></p> <p>1. The Head and other members of the Audit Committee shall be nominated by the Board of Directors and must not be executive officers of Petrolimex Insurance Corporation.</p> <p>2. The appointment of the Head and other members of the Audit Committee must be</p>	<p><b>CHAPTER IV</b></p> <p><b>SUPERVISORY BOARD</b></p> <p><b>Article 19. Supervisory Board</b></p> <p>The Supervisory Board is a body within the governance structure of Petrolimex Insurance Corporation, elected by the General Meeting of Shareholders, and has the authority to act on behalf of the General Meeting of Shareholders to supervise the management and operations of PJICO in accordance with applicable laws and the Charter of PJICO. The Supervisory Board shall be accountable</p>	To replace the provisions relating to the Audit Committee with those governing the Supervisory Board, in alignment with the corporate governance model incorporating a Supervisory Board.

	<p>approved by the Board of Directors at its meetings.</p> <p><del>Article 20. Composition of the Audit Committee</del></p> <p><del>1. The Audit Committee shall consist of at least two (02) members. The Head must be an independent member of the Board of Directors. Other members must be non-executive members of the Board of Directors.</del></p> <p><del>2. Members of the Audit Committee must have knowledge of accounting and auditing, a general understanding of law and the operations of PJICO, and must not fall into the following cases:</del></p> <p><del>a. Working in the accounting or finance department of PJICO;</del></p> <p><del>b. Being a member or employee of an auditing firm approved to audit the financial statements of PJICO within the preceding three (03) consecutive years.</del></p> <p><del>3. The Head of the Audit Committee must hold at least a university degree in economics, finance, accounting, auditing, law or business administration.</del></p> <p><del>Article 21. Rights and Obligations of the Audit Committee</del></p> <p><del>The Audit Committee shall have the rights and obligations as prescribed in Article 161 of the Law on Enterprises, the Charter of PJICO, and the following:</del></p> <p><del>1. To access documents relating to the operations of PJICO; to communicate with other members of the Board of Directors, the CEO, the Chief Accountant and other</del></p>	<p>to the General Meeting of Shareholders for the performance of its assigned rights and obligations.</p> <p><b>Article 20. Rights and Obligations of the Supervisory Board</b></p> <p>The Supervisory Board shall have the rights and obligations as prescribed in Article 170 of the Law on Enterprises and the following:</p> <p>1. To propose to the General Meeting of Shareholders for approval the list of approved auditing firms to audit the financial statements of PJICO; to decide on the approved auditing firm to conduct inspections of PJICO's operations and to dismiss such auditors when necessary;</p> <p>2. To be accountable to shareholders for its supervisory activities;</p> <p>3. To supervise the financial condition of PJICO and compliance with laws in the activities of members of the Board of Directors, the CEO and other managers;</p> <p>4. To ensure coordination with the Board of Directors, the CEO and shareholders;</p> <p>5. Upon detecting violations of law or the Charter by members of the Board of Directors, the CEO or other executives, to notify the Board of Directors in writing within forty-eight (48) hours and require the violating person to cease such violations and take remedial measures;</p> <p>6. To develop the Regulations on operation of the Supervisory Board and submit them to the General Meeting of Shareholders for approval;</p>	
--	--	---	--

	<p>managers to collect information serving the activities of the Audit Committee;</p> <p>2. To request representatives of approved auditing firms to attend meetings of the Audit Committee and respond to matters relating to audited financial statements;</p> <p>3. To engage external legal, accounting or other advisory services when necessary;</p> <p>4. To develop and submit to the Board of Directors policies on risk identification and management; and to propose solutions for handling risks arising in the operations of PJICO;</p> <p>5. To prepare written reports to the Board of Directors upon detecting that members of the Board of Directors, the CEO or other managers fail to properly perform their duties in accordance with the Law on Enterprises and the Charter of PJICO;</p> <p>6. To develop the operational regulations of the Audit Committee and submit them to the Board of Directors for approval.</p> <p>Article 22. Meetings of the Audit Committee</p> <p>1. The Audit Committee shall meet at least twice per year. Minutes of meetings must be prepared in detail, clearly recorded and properly retained. The minute-taker and attending members must sign the minutes.</p> <p>2. The Audit Committee shall adopt decisions by voting at meetings, by written consultation or by other methods as prescribed in its operational regulations. Each member shall have one vote. Unless otherwise provided by the Audit</p>	<p>7. To report at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP;</p> <p>8. To access files and documents of PJICO kept at the head office, branches and other locations; and to visit workplaces of managers and employees during working hours;</p> <p>9. To request the Board of Directors, its members, the CEO and other managers to provide full, accurate and timely information and documents relating to management, operations and business activities of PJICO;</p> <p>10. Other rights and obligations as prescribed by law, the Charter and internal regulations of PJICO.</p> <p><b>Article 21. Nomination and Candidacy of Supervisory Board Members</b></p> <p>1. Nomination and candidacy shall be conducted as follows:</p> <p>1.1. Where candidates have been identified, PJICO must disclose information relating to such candidates at least ten (10) days prior to the opening of the General Meeting of Shareholders on its website so that shareholders may review such information before voting. Candidates must provide written commitments regarding the truthfulness and accuracy of disclosed information and undertake to perform their duties honestly, prudently and in the best interests of PJICO if elected. Disclosed information shall include:</p>
--	--	---

	<p>Committee's regulations with a higher threshold, decisions shall be approved by a majority of attending members; in case of a tie, the final decision shall follow the opinion of the Head of the Audit Committee.</p> <p><b>Article 23. Report of Independent Members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders</b></p> <p>1. Independent members of the Board of Directors serving on the Audit Committee shall report on their activities at the General Meeting of Shareholders.</p> <p>2. The report must include the following contents:</p> <p>a. Remuneration, operating expenses and other benefits of the Audit Committee and each of its members in accordance with the Law on Enterprises and the Charter of PJCO;</p> <p>b. Summary of meetings of the Audit Committee and its conclusions and recommendations;</p> <p>c. Results of supervision over financial statements, operational performance and financial position of PJCO;</p> <p>d. Assessment of transactions between PJCO, its subsidiaries and other companies in which PJCO holds more than 50% of charter capital, and members of the Board of Directors, the CEO, other executives and their related persons; as well as transactions between PJCO and companies in which such persons have</p>	<p>a. Full name, date of birth;</p> <p>b. Professional qualifications;</p> <p>c. Employment history;</p> <p>d. Other managerial positions (including positions on boards of other companies);</p> <p>e. Related interests in PJCO and its related parties;</p> <p>f. Other relevant information (if any);</p> <p>g. Information on companies in which the candidate serves as a member of the Supervisory Board or holds other managerial positions, and any related interests.</p> <p>1.2. Except for commitments of strategic shareholders under transaction documents, shareholders or groups of shareholders holding voting rights may aggregate their voting rights to nominate candidates to the Supervisory Board as follows: From 5% to less than 10%: nominate one (01) candidate; From 10% to less than 30%: nominate up to two (02) candidates; From 30% to less than 50%: nominate up to three (03) candidates; From 50% to less than 90%: nominate up to four (04) candidates.</p> <p>2. Where the number of nominated or self-nominated candidates is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the Charter, the Internal Corporate Governance Regulations and the Regulations on operation of the Supervisory Board. Such additional nominations must be clearly disclosed</p>	
--	--	---	--

		<p>been founders or managers within the last three (03) years prior to the transaction;</p> <p>e. Evaluation results of the internal control and risk management systems of PJICO;</p> <p>f. Results of supervision over the Board of Directors, the CEO and other executives;</p> <p>g. Evaluation of coordination between the Audit Committee, the Board of Directors, the CEO and shareholders;</p> <p>h. Other contents (if any):</p>
<p>prior to voting at the General Meeting of Shareholders.</p> <p><b>Article 22. Composition of the Supervisory Board</b></p> <p>1. The Supervisory Board shall have from three (03) to five (05) members. The term of office shall not exceed five (05) years and members may be re-elected for an unlimited number of terms. More than half of the members must reside in Vietnam.</p> <p>2. Members must satisfy the standards and conditions prescribed in Article 169 of the Law on Enterprises and the Law on Insurance Business, and must not:</p> <p>a. Work in the accounting or finance department of PJICO;</p> <p>b. Be a member or employee of an independent auditing firm auditing PJICO within the preceding three (03) consecutive years.</p> <p>A member shall be dismissed in the following cases:</p> <p>a. No longer meeting eligibility requirements;</p> <p>b. Resignation accepted;</p> <p>c. Other cases as prescribed by law, the Charter or internal regulations.</p> <p>3. A member shall be removed in the following cases:</p> <p>a. Failure to perform assigned duties;</p> <p>b. Failure to exercise rights and obligations for six (06) consecutive months, except in cases of force majeure;</p>		

			<p>c. Serious or repeated violations of obligations;</p> <p>d. Other cases as decided by the General Meeting of Shareholders.</p> <p><b>Article 23. Head of the Supervisory Board</b></p> <p>1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members on a majority basis. The Head must hold at least a university degree in economics, finance, accounting, auditing, law, business administration or a discipline relevant to PJICO's business activities.</p> <p>2. Rights and obligations of the Head of the Supervisory Board include:</p> <p>a. To convene meetings of the Supervisory Board;</p> <p>b. To request the Board of Directors, the CEO and other executives to provide information for reporting purposes;</p> <p>c. To prepare and sign reports of the Supervisory Board, after consulting the Board of Directors, for submission to the General Meeting of Shareholders;</p> <p>d. Other rights and obligations as prescribed by law and the Regulations on operation of the Supervisory Board.</p>	
15	Article 25	<p>Article 25. Appointment, Dismissal, Rights and Obligations of the CEO</p> <p>1. The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person to serve as the CEO</p> <p>2. The CEO shall manage the day-to-day business operations of PJICO; shall be</p>	<p>Article 25. Appointment, Dismissal, Rights and Obligations of the CEO</p> <p>1. The Board of Directors shall appoint one (01) member of the Board of</p>	<p>“điều hành” is removed after “Tổng Giám đốc”; however, in English drafting, “CEO” remains standard and unchanged.</p>

	<p>subject to the supervision of the Board of Directors; and shall be accountable to the Board of Directors and to the law for the performance of assigned rights and obligations.</p> <p>3. Term of office: The term of the CEO shall be five (05) years and may be renewed. The appointment may be terminated in accordance with the employment contract or PJICO's regulations. The CEO must not be a person prohibited by law from holding such position and must obtain written approval from the Ministry of Finance.</p> <p>4. The CEO shall have the following rights and obligations:</p> <p>a. To decide on matters relating to the day-to-day business operations of PJICO that are not within the authority of the Board of Directors;</p> <p>b. To organize the implementation of resolutions and decisions of the Board of Directors;</p> <p>c. To organize the implementation of business plans and investment plans of PJICO;</p> <p>d. To propose organizational structures and internal management regulations of PJICO;</p> <p>e. To appoint, dismiss and remove managers of PJICO, except for positions under the authority of the Board of Directors;</p> <p>f. To decide on salaries and other benefits for employees of PJICO, including</p>	<p>Directors or hire another person to serve as the CEO</p> <p>2. The CEO shall manage the day-to-day business operations of PJICO; shall be subject to the supervision of the Board of Directors; and shall be accountable to the Board of Directors and to the law for the performance of assigned rights and obligations.</p> <p>3. Term of office: The term of the CEO shall be five (05) years and may be renewed. The appointment may be terminated in accordance with the employment contract or PJICO's regulations. The CEO must not be a person prohibited by law from holding such position and must obtain written approval from the Ministry of Finance.</p> <p>4. The CEO shall have the following rights and obligations:</p> <p>a. To decide on matters relating to the day-to-day business operations of PJICO that are not within the authority of the Board of Directors;</p> <p>b. To organize the implementation of resolutions and decisions of the Board of Directors;</p> <p>c. To organize the implementation of business plans and investment plans of PJICO;</p> <p>d. To propose organizational structures and internal management regulations of PJICO;</p> <p>e. To appoint, dismiss and remove managers of PJICO, except for positions</p>	
--	---	---	--

	<p>managers under the appointment authority of the CEO;</p> <ul style="list-style-type: none"> <li>g. To recruit employees;</li> <li>h. To propose dividend distribution plans or measures to handle business losses;</li> <li>i. To exercise other rights and perform other obligations as prescribed by law, the Charter of PJICO and resolutions and decisions of the Board of Directors.</li> </ul> <p>5. The Board of Directors may dismiss the CEO upon approval by a majority of voting members of the Board of Directors and appoint a new CEO as replacement.</p>	<p>under the authority of the Board of Directors;</p> <ul style="list-style-type: none"> <li>f. To decide on salaries and other benefits for employees of PJICO, including managers under the appointment authority of the CEO;</li> <li>g. To recruit employees;</li> <li>h. To propose dividend distribution plans or measures to handle business losses;</li> <li>i. To exercise other rights and perform other obligations as prescribed by law, the Charter of PJICO and resolutions and decisions of the Board of Directors.</li> </ul> <p>5. The Board of Directors may dismiss the CEO upon approval by a majority of voting members of the Board of Directors and appoint a new CEO as replacement.</p>	
<p>16</p> <p>Clause 1, Article 27</p>	<p>1. The Board of Directors shall designate at least one (01) person as the person in charge of corporate governance to support the effective conduct of corporate governance of PJICO. The term of the person in charge of corporate governance shall be decided by the Board of Directors, but shall not exceed five (05) years.</p>	<p>1. The Board of Directors shall designate at least one (01) person as the person in charge of corporate governance to support the effective conduct of corporate governance of PJICO. The term of the person in charge of corporate governance shall be decided by the Board of Directors, but shall not exceed five (05) years.</p>	<p>Revised to ensure compliance with applicable law.</p>