

# PETROLIMEX'S HR MANAGEMENT AS A STRATEGIC DRIVER FOR SDG GOALS

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# Cautionary Statement

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## **Important**

The information contained herein is preliminary and subject to change without notice, its accuracy is not guaranteed, has not been independently verified and may not contain all material information concerning Vietnam National Petroleum Group (“the Company” or “Petrolimex”) and its subsidiaries (“the Group”). You should not rely upon it or use it to form the basis for any investment decision or commitment whatsoever.

## **Forward-Looking Statement**

This presentation contains “forward-looking statements” – that is statements related to future, not past events – with respect to the financial condition, results of operation and business of Petrolimex and certain of the expectations, intentions, plans and objectives of Petrolimex with respect to these items. By their nature, forward-looking statements involve known and unknown risks and uncertainties, many of which are beyond the Company’s control and all of which are based on management’s current beliefs and expectations about future events. Forward-looking statements are sometimes identified by the use of forward-looking terminology such as “believe”, “expects”, “may”, “will”, “could”, “should”, “shall”, “risk”, “intends”, “estimates”, “aims”, “targets”, “plans”, “predicts”, “continues”, “assumes”, “positioned” or “anticipates” or the negative there of, other variations thereon or comparable terminology. Forward-looking statements are not guarantees of future performance. These forward-looking statements speak only as at the date of this presentation, and none of the company, its shareholders, or any of their respective affiliates, directors, officers, employees, agents, advisers or any other person undertakes to update or revise any forward-looking statements as a result of new information or to reflect future events or circumstances.

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Part 1

# Company Overview

# Who We Are

## Vietnam National Petroleum Group was established in 1956.

The company has been listed in Ho Chi Minh City Stock Exchange since April 2017 with ticker PLX.

**We are the market leader** in Vietnam petroleum downstream business, with more than 50% market share

**We own the largest network** of storages, depots, pipeline and transportation across Vietnam

◆ Charter capital	VND 12,938,780,810,000 ~ USD 571M
◆ Outstanding Treasury Shares	23,285,846 shares equivalent to 1.8%
◆ No. of share outstanding	1,270,592,235 shares
◆ Market capitalization @ 31 December 2021	USD 3.02 billion



**Petroleum Distribution  
(Petrol, Oil, Jet fuel, etc.)**



**Petrochemical, Liquefied petroleum gas and Petroleum transportation**



**Insurance, Banking, Construction and others businesses**

**Part 2**

# **Sustainable Development Vision and Targets of Petrolimex**

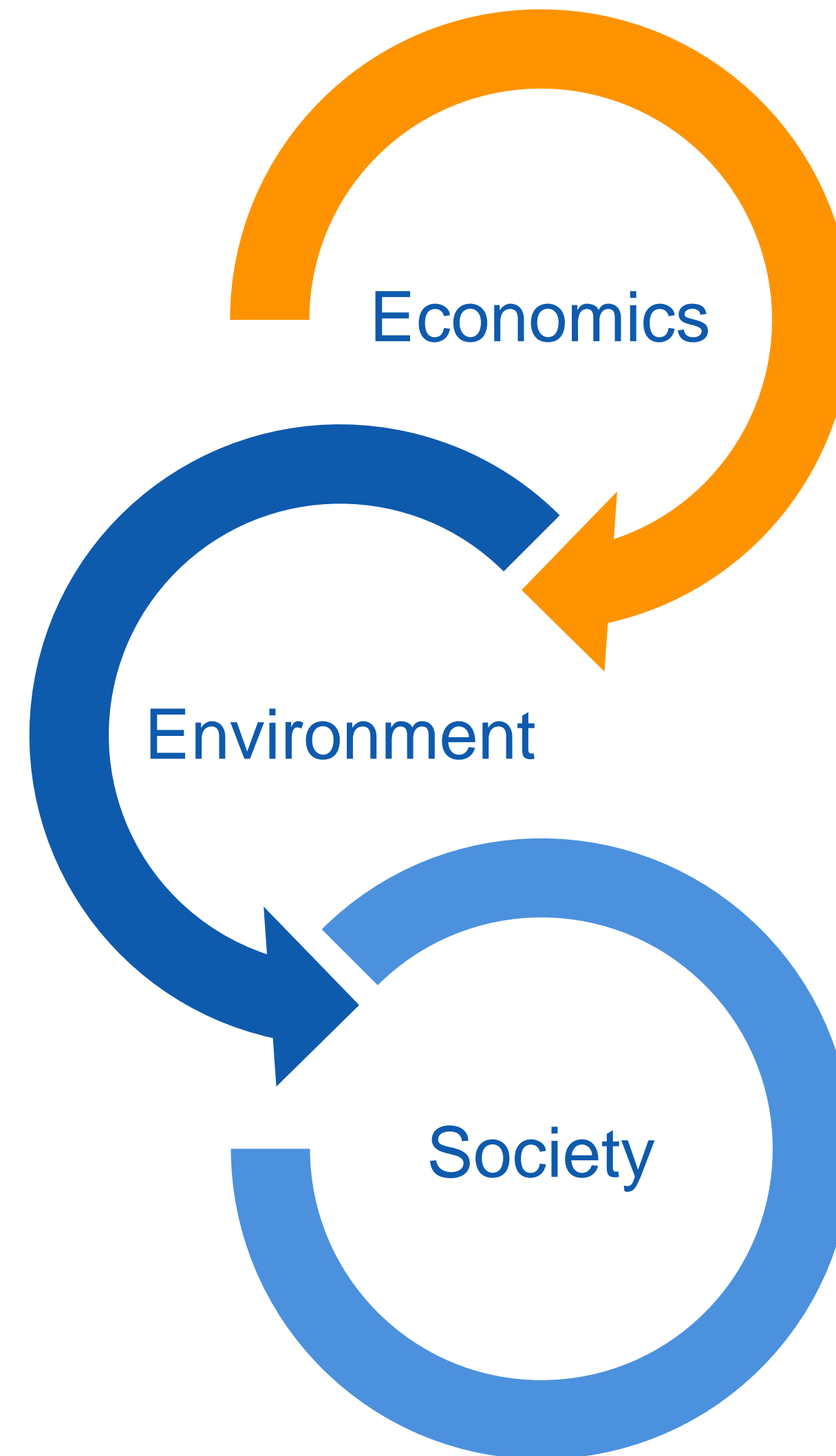
# Vision and Targets for Sustainable Development

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**We aim to maintain our position as one of the largest corporations in Vietnam:**

Leading in downstream petroleum business & taking petroleum as the main axis in business activities

Becoming one of the top 10 enterprises in the country in terms of market size and economic efficiency.



**Part 3**

# **Management and HR at Petrolimex**



# Human resource as the most important resource

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## Petrolimex identifies people as the most important resource that determines sustainable development

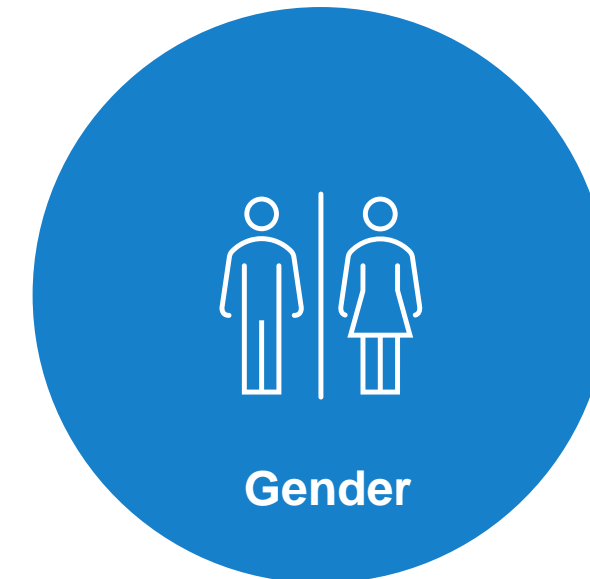
We always put people at the center of all activities and strive to create an environment in which our people can succeed and fulfill their potential



Master's and higher: 3%

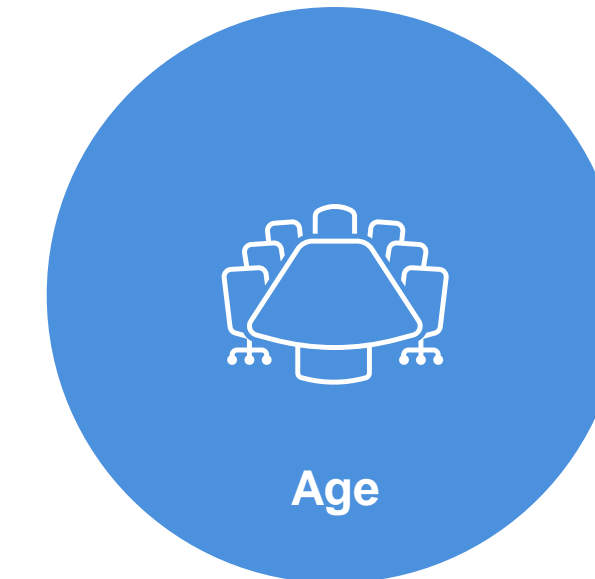
Bachelor's: 42%

Technical Worker: 55%



Male: 69%

Female: 31%



Under 30: 27%

31 - 55: 71%

Over 55: 2%

# Recruitment at Petrolimex

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# Human resource management at Petrolimex

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## HUMAN RESOURCE MANAGEMENT

Each position at Petrolimex is described specifically, as a basis for job arrangement and employee's compensations

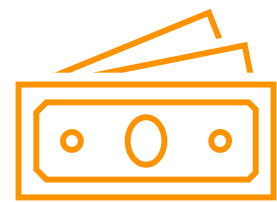
Employees at Petrolimex are assigned jobs suitable to their qualifications and capacity

Employees are evaluated in accordance with nature of the work and administrative requirements.

# Compensation and Benefits Policy at Petrolimex

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**Petrolimex** always focuses on policies to take care of employees



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## Compensation

Ensure the stability of salary and income of employees, even in difficult times such as the Covid-19 pandemic

## Insurance

Fully implement insurance regimes following labor law, including: social, health and unemployment insurance, etc.

## Benefits

Gift giving on holidays and New Year's Eve; paid vacation and holidays; special support for disease prevention, especially in Covid-19 pandemic

## Implementing democracy

Focus on employee's opinions when developing new policies; create the best environment for the employees to give a voice.

## Working conditions

Regularly assess working conditions to upgrade and renovate workplace and equipments

# Employee Training and Development

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**Petrolimex constantly develops and coordinates** education and training program to improve knowledge and skill of employees.

Training activities are organized and encouraged to participate by Petrolimex, including both internal and external training courses to improve qualifications, increase working efficiency and develop career for employees.

## Some notable programs in the last 5 years:

### **Middle Manager Training Program**

30 courses, starting from 2019

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### **Service Station Manager Training Program**

86 courses, starting from 2019

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### **Andrews MBA Program**

Improve management skills and foreign language proficiency

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### **Training program in collaboration with JCCP**

15 CPJ courses in Japan

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# Thank you!



PETROLIMEX