

ALCOHOLIC BEVERAGES AND SUBSTANCES ABUSE POLICY

Petrovietnam Technical Services Corporation (PTSC) is determined to become a global brand in the energy industry, with a focus on oil and gas technical services and offshore renewable energy.

PTSC'S PERSPECTIVE

- Alcoholic beverages, narcotic substances, and stimulants have detrimental effects on physical and mental health, judgment, work quality, and coworker relations.
- Any employee who violates laws related to alcoholic beverages, narcotic substances, and stimulants damages PTSC's brand and reputation.
- Each employee is required to comply with and prevent violations of regulations related to alcoholic beverages, narcotic substances, and stimulants.

PTSC'S COMMITMENT

- Ensure that employees comply with the applicable laws and international agreements on alcoholic beverages, narcotic substances, and stimulants.
- It is strictly prohibited to engage in any illegal acts or behaviors, including the consumption, storage, distribution, or transportation of alcoholic beverages, narcotic substances, and stimulants within PTSC's production and business activities.
- Smoking, including cigarettes and e-cigarettes, is strictly prohibited in areas at risk of fire and explosion, and in designated non-smoking areas.
- It is strictly prohibited to abuse, instigate, incite, entice, force, or coerce others to consume alcoholic beverages.
- It is strictly prohibited to use, organize the use of, coerce, or persuade others to illegally use narcotic substances, and stimulants.
- It is strictly prohibited to operate vehicles and production equipment with alcohol, narcotic substances, and stimulants in the blood or breath.
- Periodic and unscheduled testing for alcohol, narcotic substances, and stimulants in the workplace is conducted in accordance with the applicable regulations.
- Employees who exceed the legally permitted alcohol limit or illegally use, consume, store, distribute, or transport narcotic substances, and stimulants shall be immediately suspended from work and shall be handled according to the applicable regulations.

April 22, 2025

President and CEO of PTSC un

