

No.: /TTr-PTSC-HDQT

Ho Chi Minh City, May 29, 2025

DRAFT

PROPOSAL
**on Remuneration and operating expenses for Members of the Board of
Directors and Supervisors in 2025**

To: General Meeting of Shareholders
PetroVietnam Technical Services Corporation

Other relevant bases and documents:

- *The Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 with effect from January 01, 2021;*
- *The Charter of PetroVietnam Technical Services Corporation;*
- *Business Plan for 2025 of PetroVietnam Technical Services Corporation;*

The Board of Directors would like to submit to the General Meeting of Shareholders for approval of the proposed Plan on salary, remuneration, allowance, and operating expenses in 2025 for the Board of Directors and Board of Supervisors of PetroVietnam Technical Services Corporation as follows.

I. Report on salaries and remuneration of the Board of Directors and the Board of Supervisors in 2024

Pursuant to Resolution No. 337/NQ-PTSC-DHDCD dated June 17, 2024 of the General Meeting of Shareholders of the Corporation, which specifies and approves the remuneration and operating expenses of the Board of Directors (BOD) and Supervisors in 2024. The Corporation would like to report the implementation of this Resolution as follows:

1. Number of members of the Board of Directors and Supervisors of the Corporation as of December 31, 2024.
 - There were 7 members of the Board of Directors (including 02 independent members of BOD).
 - There were 03 Supervisors.
2. Salary, remuneration, and allowance of the Board of Directors and Board of Supervisors
 - a) The total for the Board of Directors was **9,655,494,000 VND**, broken down as follows:
 - Salary fund: 9,115,494,000 VND.
 - Fund for remuneration and allowance of independent members of BOD: 540,000,000 VND.

b) Fund for salary and remuneration of the Board of Supervisors: **3,486,408,000 VND**.

c) The salary, remuneration, and allowance of members of BOD and Supervisors in 2024 were reported in the Report on activities of the Board of Directors and Report on activities of the Board of Supervisors submitted to the 2025 Annual General Meeting of Shareholders.

The fund for salary, remuneration, and allowance of members of BOD and Supervisors is determined by the Corporation in compliance with the Regulations on salary and bonus payment of PetroVietnam Technical Services Corporation, results of business activities, and applicable laws and internal regulations.

II. Plan for remuneration, benefits, and operating expenses of the Board of Directors and Supervisors in 2025.

1. Basis for developing the Plan on remuneration, benefits, and operating expenses of the Board of Directors and Supervisors in 2025

- Business plan for 2025 of PetroVietnam Technical Services Corporation;
- Regulations on salary and applicable internal regulations of PetroVietnam Technical Services Corporation.

2. Fund for salary, remuneration, and allowance of the Board of Directors and Board of Supervisors in 2025

In compliance with applicable regulations, the Corporation would like to report the Fund for salary, remuneration, and allowance of the Board of Directors and Board of Supervisors as follows:

- a) Monthly allowance for independent members of the BOD: 20,000,000 VND/person.
 - b) Monthly allowance for executive members of the BOD: 15,000,000 VND/person.
 - c) Fund for salary of the Board of Directors: **7,169,000,000 VND**, for 05 members of BOD (including 01 executive member of BOD);
 - d) Fund for salary of specialized members of the Board of Supervisors: 2,909,000,000 VND, for 03 Supervisors.
3. Operating expenses of the Board of Directors and Board of Supervisors in 2025: Business expenses (including travel, food, hotel accommodation, working tools/vehicles, foreign affairs, etc.) and other reasonable expenses for performance of assigned tasks shall comply with internal rules of the Corporation and applicable regulations.

The Board of Directors respectfully submits this report to the General Meeting of Shareholders for consideration and approval of the matters mentioned above.

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

Recipients:

- As above;
- BOS, BOD, BOM;
- Website of the Corporation;
- Offices, Divisions;
- Save: Archives, Summary Board.

Phan Thanh Tung