

No.: /TTr-PTSC-HDQT

Ho Chi Minh City, June 18, 2026

DRAFT

English  
translation

## PROPOSAL

### **Remuneration and operating expenses for Members of the Board of Directors and Supervisors in 2026**

To: General Meeting of Shareholders  
Petrovietnam Technical Services Corporation

*Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020 and effective from January 1, 2021;*

*Pursuant to the Charter of Petrovietnam Technical Services Corporation;*

*Pursuant to the 2026 production and business plan of Petrovietnam Technical Services Corporation,*

The Board of Directors of Petrovietnam Technical Services Corporation (the Corporation) respectfully submits to the General Meeting of Shareholders for approval the proposed 2026 plan for salaries, remuneration, allowances and operating expenses of the Board of Directors and the Board of Supervisors of the Corporation, as set out below.

#### **I. Report on salaries and remuneration of the Board of Directors and the Board of Supervisors in 2025**

Pursuant to Resolution No. 429/NQ-PTSC-DHDCD dated May 29, 2025 of the Corporation's General Meeting of Shareholders, which approved the remuneration rates and operating expenses of Members of the Board of Directors (BOD) and the Board of Supervisors (BOS) for 2025; the 2025 production and business performance results and applicable regulations, the Corporation reports the following matters:

1. Number of BOD members and BOS members as at December 31, 2025.
  - The number of BOD members was 7 persons, comprising 4 full-time BOD Members, 2 Independent BOD Members, and 1 Executive BOD Member.
  - The number of Supervisors (full-time) was 03 persons.
2. Remuneration, salaries and allowances of the BOD and the Board of Supervisors
  - 2.1 The salary, remuneration and allowance fund of the Board of Directors was **VND 10,178,544,000**, comprising:
    - The salary fund was VND 9,518,544,000.
    - The remuneration and allowance fund for Independent and Executive BOD Members was VND 660,000,000.

2.2 The salary and remuneration fund of the Board of Supervisors was **VND 5,582,304,000**.

2.3 The remuneration, salaries and allowances of BOD Members and Supervisors in 2025 are reported in the Report on Activities of the BOD and the Report on Activities of the BOS submitted to the 2026 Annual General Meeting of Shareholders.

The determination of the salary, remuneration and allowance funds of BOD Members and Supervisors has been carried out by the Corporation in accordance with the Salary and Bonus Payment Regulations of Petrovietnam Technical Services Corporation, linked to production and business performance, and the current internal regulatory documents.

## **II. 2026 plan for salaries, remuneration, allowances and operating expenses of the Board of Directors and the Board of Supervisors.**

1. Bases for preparing the 2026 plan for salaries, remuneration, allowances and operating expenses of the BOD and the BOS.

- The 2026 production and business plan of PTSC.
- Salary regulations and current internal regulations of PTSC.

2. Fund for salary, remuneration, and allowance of the Board of Directors and Board of Supervisors in 2026.

In accordance with current regulations, the Corporation reports the salary, remuneration and allowance funds of the BOD and the BOS as follows:

2.1 Allowance for independent BOD members: VND 20,000,000/person/month.

2.2 Remuneration for Executive BOD members: VND 15,000,000/person/month.

2.3 Remuneration for Supervisor (concurrent position): VND 10,000,000/person/month.

2.4 Fund for salary and remuneration of the Board of Directors: VND **5,171,040,000**, corresponding to 04 full-time members of the Board of Directors.

2.5 The salary fund of the Board of Supervisors: VND **2,125,440,000**, corresponding to 02 full-time Supervisors.

3. Operating expenses of the Board of Directors and Board of Supervisors in 2026: Business expenses (including travel, food, hotel accommodation, working tools/vehicles, foreign affairs, etc.) and other reasonable expenses for performance of assigned tasks shall be implemented in accordance with internal rules of PetroVietnam Technical Services Corporation and applicable regulations.

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

Respectfully./.

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

***Recipients:***

- As stated above;
- BOS, BOD, BOM;
- PTSC's website;
- FIN, SEC;
- Archived: ADM, HRM.

**Phan Thanh Tung**