

No.: /BC-PTSC-BOD

*Ho Chi Minh City, June 2026*

DRAFT

English  
translation

**REPORT**  
**OF THE BOARD OF DIRECTORS OF THE CORPORATION**

To: The General Meeting of Shareholders  
Petrovietnam Technical Services Corporation

**I. PERFORMANCE RESULTS AND IMPLEMENTATION OF ASSIGNED TASKS IN 2025**

In 2025, the global geopolitical and economic context continued to experience numerous fluctuations, affecting the global energy supply chain. Domestically, the macroeconomic environment remained stable, while several important institutional and policy adjustments created more favorable conditions for the development of the energy sector. Key market highlights during the year included:

- **Institutional and policy drivers:** 2025 saw many changes in the legal and policy framework relating to the energy sector, including adjustments to the Law on Investment, the Petroleum Law and Power Development Plan VIII, thereby facilitating the development of domestic oil and gas and energy projects.
- **Traditional oil and gas market:** Demand for oil, gas and LNG continued to play an important role in the energy mix. The implementation of large-scale projects such as the Block B - O Mon Project Chain, the Lac Da Vang Field Development Project and the Su Tu Trang Project - Phase 2 created additional workload for petroleum technical services, in which PTSC participated in fabrication, installation and operation scopes.
- **Offshore renewable energy (ORE):** Although the international market experienced adjustments in project implementation schedules, PTSC continued to participate in the offshore wind supply chain through fabrication contracts and the provision of technical services for international projects.

Based on its assessment of market opportunities and challenges, the Board of Directors of the Corporation (the “BOD”) oriented and directed the implementation of three strategic governance pillars: (i) optimizing the efficiency of core services; (ii) expanding international markets and non-core sectors to diversify revenue streams; and (iii) enhancing overall capability, including competitiveness, strict risk management and compliance with ESG standards for sustainable development.

## **1. Governance activities of the BOD in 2025**

### **1.1. Regular activities of the BOD**

- The BOD operated in compliance with the law, the Charter and internal governance regulations of the Corporation, ensuring transparency and aiming to protect the interests of the Corporation and its shareholders. In 2025, the BOD promptly issued resolutions and decisions within its authority, while supervising implementation by the Executive Management to ensure completion of the Corporation's business and production targets and plans.

- In 2025, the BOD held 05 meetings (regular and extraordinary) and conducted 80 rounds of written consultation to consider and decide on important matters of the Corporation. A total of 332 documents were issued, including 142 resolutions and decisions.

- BOD meetings and written consultations were conducted in accordance with regulations, with full participation of all 07 BOD members, including 02 independent members as prescribed.

The list of BOD meetings, resolutions and decisions issued is summarized in Appendix 1 attached hereto and in the disclosed 2025 Corporate Governance Report.

### **1.2. Performance results of each BOD member in 2025**

In 2025, BOD members performed their responsibilities and duties in accordance with the law, the Law on Enterprises, the Charter and the Corporation's internal governance regulations. Their activities were carried out on the principles of independent judgment, transparency and prudence, in line with corporate governance standards, specifically:

- Fully attended BOD meetings as prescribed; studied meeting materials in advance; participated in discussions and voted based on the information provided.

- Performed tasks assigned by the BOD, monitored assigned areas and units; participated in supervising the implementation of the development strategy, action programs, business and production plans and key projects of the Corporation.

- Contributed opinions and performed a constructive review role during discussions on matters within the BOD's authority.

- Complied with regulations on preventing conflicts of interest and confidentiality, and fulfilled the duties of honesty, prudence and acting in the interests of the Corporation and shareholders.

BOD members fully performed their responsibilities and assigned duties; detailed evaluation results for each member are provided in Appendix 2 attached hereto.

### **1.3. Performance results of independent BOD members**

In 2025, the independent BOD members performed their functions and duties in accordance with the law, the Charter and the Corporation's internal governance

regulations. ensuring independence in judgment and contributing to the protection of shareholders' interests.

The independent BOD members:

- Fully attended BOD meetings. studied meeting materials in advance. participated in discussions and exercised voting rights based on objective and independent assessment.

- Contributed opinions on important matters of the Corporation. including development strategy. business and production plans. financial governance and risk management.

- Supervised compliance with laws and corporate governance standards. as well as the implementation of resolutions and decisions of the General Meeting of Shareholders (GMS) and the BOD.

- Reviewed and supervised related-party transactions. affiliated transactions and matters within the BOD's authority.

The independent assessment report on the BOD's activities in 2025 is presented in Appendix 3 attached hereto.

#### **1.4. Transactions with related persons**

In 2025. the Corporation did not conduct any transactions with companies in which a BOD member of the Corporation was a founding member or an enterprise manager during the three years preceding the transaction date.

The Corporation had transactions with subsidiaries and companies in which the Corporation controls 50% or more of charter capital. involving BOD members and related persons of such members. Details are provided in Appendix 4 attached hereto and in the disclosed 2025 Corporate Governance Report.

#### **1.5. Remuneration. allowances. operating expenses and other benefits of the BOD and each BOD member**

Salaries. remuneration. allowances and operating expenses of the BOD were implemented in accordance with the Corporation's Charter. the 2025 Annual GMS Resolution and prevailing regulations. Details are disclosed in the Corporation's 2025 Financial Statements and Annual Report and in Appendix 5 attached hereto.

## **2. Management. direction and supervision by the BOD**

### **2.1. Direction for the Corporation to implement 2025 GMS resolutions**

- 100% of the contents of the 2025 GMS resolutions (at 03 annual. extraordinary and written-consultation meetings) were implemented seriously. fully. effectively and on schedule.

- The 2025 business and production targets were comprehensively exceeded.

- The strategic development orientation for ORE was based on two main pillars: (i) becoming an international-level service contractor for ORE in addition to traditional oil

and gas; and (ii) becoming an investor and developer of renewable energy projects. initially offshore wind projects in Vietnamese waters.

- Financial management. capital governance. shareholder interests and payment of remuneration to the BOD and Supervisory Board (SB) were fully implemented in accordance with regulations.

Detailed implementation results are provided in Appendix 6 attached hereto.

## **2.2. Direction for completion of strategies and plans**

- The BOD directed the completion of (i) the five-year plan for 2026-2030 and (ii) the development strategy to 2030. with a vision to 2050. to guide the Corporation's business and production activities in the medium and long term; and. together with the Executive Management. directed units to formulate their development strategies. aiming to operate a synchronized strategic governance system from the Corporation to its units. ensuring overall effectiveness and adaptability to market fluctuations and industry trends.

- The BOD approved the issuance of (iii) the policy for the Corporation's Digital Transformation Strategy for 2024-2030. with a vision to 2035. and (iv) the key contents of the Corporation's Sustainable Development (ESG) Strategy. and is directing the continued completion of (v) the Corporation's Science. Technology and Innovation Strategy.

- The BOD directed. supervised and coordinated with the Executive Management to implement and comprehensively exceed the 2025 business and production targets. specifically:

- Consolidated revenue set a new record of VND 33.790 billion. reaching 150% of the plan and increasing 35% year-on-year.

- Consolidated profit before tax reached VND 2.205 billion. reaching 220% of the plan and increasing 42% year-on-year.

- In particular. investment activities were vigorously promoted. with realized investment value reaching VND 2.550 billion. nearly four times that of 2024. to enhance large-scale and synchronized production capacity and build a strong foundation to capture mega oil and gas and renewable energy projects in the coming period.

*(Detailed consolidated results of the Corporation and the Parent Company are provided in the Report on 2025 Business and Production Results and the 2026 Plan).*

## **2.3. Directing the organization of the Corporation's and units' GMS meetings in 2025**

- The BOD directed the preparation. development of materials and successful organization of the Corporation's annual and extraordinary GMS meetings in 2025.

- For annual and extraordinary GMS meetings and written shareholder consultations at the units. the BOD provided timely direction so that capital representatives voted in accordance with regulations. practical circumstances and the Corporation's orientation. thereby protecting the Corporation's lawful interests in other enterprises.

## **2.4. Direction for completing the corporate governance document system**

- To ensure legal compliance and enhance transparency and governance efficiency under the parent company-subsidary model. the BOD directed the review and updating of internal management documents; standardization of regulations. processes and delegation/authorization mechanisms linked with accountability. in line with PTSC's development orientation and good governance practices.
- During the year. the Corporation issued and updated the following documents:
  - + Assignment of duties within the BOD;
  - + Salary Regulation;
  - + Investment Delegation Regulation;
  - + Financial Management Regulation;
  - + Regulation on short-term overseas business trips;
  - + Personnel Management Regulation;
  - + Plan for determining the bonus fund for BOD members. company presidents. controllers and Executive Management members. and the plan for determining the Reward and Welfare Fund at the units (a new policy built on the principles of legal compliance. alignment with operating results and capital utilization efficiency. thereby strengthening the responsibility and motivation of the Corporation's capital representatives at the units);
    - + Investment management and implementation process;
    - + Guidelines on confidentiality commitments and agreements;
    - + Internal Labor Regulations.
- At the same time. the Corporation amended and optimized 15 documents in the areas of HSEQ. risk management. investment. legal. accounting. commercial. finance. human resources. salary and administration. This activity aims to standardize and streamline the process system. with the objective of reducing approximately 50% of the number of processes and regulations. strengthening delegation and promoting digitalization in governance and operations.

## **2.5. Personnel organization and restructuring**

- The BOD and the President & CEO directed the development of successor teams and the rotation of department heads and unit leaders (department heads; chairpersons and directors of units); focusing on planning. training. rotation and building succession teams for key positions. During the year. the BOD issued resolutions and decisions on personnel matters within its authority. including:
  - + Appointment of 01 Vice President of the Corporation. 01 Chief of Office and 02 Branch Directors; relief from duty of 01 Chief of Office and 01 Branch Director; reappointment of 01 Department Head of the Corporation and 01 Branch Director.
  - + Mobilization and rotation of personnel for nomination and re-election/election of 11 BOD members and 02 controllers at units; appointment of 01 Unit Director. 04

Chairpersons and 03 BOD members at joint venture companies; relief from duty of 09 BOD members at units. 04 Chairpersons and 03 BOD members at joint venture companies.

+ Approval of amendments to the planning for the positions of BOD Chairperson. BOD member. Director. Head of SB and Controller at units.

+ In addition, the BOD approved resolutions and decisions relating to restructuring, consistent with the Corporation's strategic orientation and business and production practices, including:

+ Consolidation of the Corporation's Emulation and Reward Council;

+ Consolidation and standardization of the organization, functions and duties of 04 functional departments of the Corporation;

+ Establishment of the Corporation's Research, Development and Digital Transformation Department;

+ Renaming the Corporation's Branch - Petroleum Service Port Company to Renewable Energy Service and Petroleum Port Branch - the Corporation;

+ Non-renewal of the UAE business registration license of the Corporation's Middle East Branch after 21 March 2026;

+ Establishment of PTSC Survey Services and Subsea Works Branch;

+ Completion of dissolution of PTSC Labuan Technical Services Co., Ltd. and PTSC CGGV Geophysical Survey Co., Ltd.;

+ Restructuring of 02 branches in the Central region through the merger of PTSC Da Nang into PTSC Quang Binh and consolidation into PTSC Central Branch.

## **2.6. Inspection, supervision and risk management**

- The BOD supervised the activities of the President & CEO and the Corporation's management team through: (i) regular and extraordinary BOD meetings; (ii) Executive Management briefing meetings and thematic working sessions; and (iii) the management reporting system (financial statements, periodic business and production reports, inspection and supervision reports, performance evaluation reports of the Parent Company and units, ad hoc reports and reports on specific/thematic matters).

- The BOD supervised the implementation of GMS and BOD resolutions and decisions; monitored the implementation of the strategy and risk management (strategy, finance, operations, compliance, security, safety, environmental protection and capital preservation/development).

- The BOD organized supervision programs at 03 units (PTSC Thanh Hoa, POS and PVSB) to review business and production activities, governance, investment, finance and organization/personnel; thereby providing orientations and solutions to address difficulties, improve operating efficiency and strengthen risk management, while enhancing the responsibility of the Corporation's capital representatives at the units.

- The BOD approved and implemented the 2025 Internal Audit Plan with 9 audits at units. thereby contributing to strengthening the internal control system. enhancing compliance and improving operational efficiency.
- The BOD participated in direct and online working sessions on thematic matters. projects and key work with units to promptly decide on matters within its authority.

### **2.7. Direction for shareholder relations**

The BOD ensured full compliance with information disclosure obligations applicable to listed organizations; directed the Secretariat to strengthen investor relations activities. contact and exchange information with investors and organizations interested in PTSC shares. and receive and respond to shareholder recommendations in accordance with regulations. thereby improving governance quality and protecting the lawful rights and interests of shareholders and stakeholders.

### **3. Results of supervision over the Chief Executive Officer and CEO Board in 2025**

The BOD recognized and highly appreciated the outstanding. proactive. flexible and resolute management capability of the President & CEO and the Executive Management under challenging business conditions. which enabled the Corporation to excellently and significantly exceed the approved and assigned targets. tasks and plans. setting new peaks and records. Key operating results were as follows:

#### **3.1. Strategic management and market development**

- Maintained stable growth and the competitive position of the Corporation; gradually formed new growth drivers in line with the Corporation's long-term vision.
- Sensitively expanded non-core and international markets. with export projects accounting for a dominant proportion by number; actively participated in tendering and won new projects. creating workload for subsequent years.
- Concentrated resources to implement oil and gas. renewable energy and industrial projects. especially packages under the Block B - O Mon gas-to-power project chain and Lac Da Vang. ensuring progress. quality and overall efficiency.

#### **3.2. Effective operations and commitment fulfillment**

- Managed business and production activities systematically; managed. coordinated and optimized resources in domestic and overseas markets.
- Services and projects performed by PTSC met environmental protection. safety. quality. schedule and price commitments to customers; units maintained stable business and production efficiency.
- Closely supervised and supported capital representatives and units in resolving difficulties and improving business and production efficiency. in line with the system-wide strategic orientation.

#### **3.3. Flexible. stable and effective financial management**

- Strictly controlled financial management. cash flow and capital balance; improved capital utilization efficiency and protected the lawful and maximum interests of the Corporation and shareholders.
- Ensured financial capacity for the implementation of key projects while maintaining safe, transparent and sound finances.

### **3.4. Corporate governance and compliance**

- The Corporation conducted corporate governance in compliance with Vietnamese law, regulations of the State Securities Commission and the Vietnam Stock Exchange. The Corporation has also referenced and selectively applied advanced governance practices such as the Vietnam Corporate Governance Code of Best Practices (VN CG Code) and the G20/OECD Principles of Corporate Governance (Organisation for Economic Co-operation and Development) 2023, ensuring suitability to actual circumstances and effectiveness of the governance, management and administration system.
- Fully and promptly implemented GMS and BOD resolutions and decisions.
- Managed operations in accordance with the delegation of authority between the BOD and the President & CEO; complied with the Charter, internal management regulations and the law.
- Restructured the organization towards a lean model with clear functions and duties; strengthened task assignment linked with individual accountability; standardized capabilities, training and high-quality human resource development.
- Implemented planning, rotation and allocation of management personnel appropriately, enhancing system management capability.

### **3.5. Risk management, safety and sustainable development**

- Remained committed to green transition objectives and ensured compliance with safety and environmental protection requirements throughout the system.
- Strengthened risk management in project implementation and business and production activities.
- Carried out R&D activities and strategic investments according to plan, ensuring long-term efficiency and sustainable development orientation.
- Actively participated in social welfare activities, nurtured corporate culture and labor discipline, and cared for employees' welfare.
- Promoted thrift practice, anti-corruption, anti-waste, anti-negativity and implementation of business ethics standards.

## **II. PLAN FOR 2026 AND ORIENTATION FOR 2026 - 2030**

### **1. Plan for 2026**

The consolidated and Parent Company business and production plan targets for 2026 are reported by the BOD to the GMS in Appendix 7 attached hereto.

Entering 2026 - the first year of the Development Strategy for 2026-2030. with a vision to 2050. under the spirit of “Transformation and Breakthrough”. PTSC proactively adapts to uncertain market fluctuations and continues to strengthen the foundation for long-term development.

On that basis. the BOD focuses on the following key orientations and tasks:

### **1.1. Selection of growth model and market expansion**

- Direct the development and selection of an appropriate growth model for PTSC’s entire service ecosystem. linked to the development orientation of the E&P sector in the new period and the strategy for energy hubs of the Parent Company - Vietnam National Industry - Energy Group (Petrovietnam).
- Promote domestic and overseas market development. expand markets beyond oil and gas; strengthen marketing. participate in international tenders and commercial partnerships; penetrate large-scale energy projects in regional and international markets. gradually positioning PTSC as a leading high-quality oil and gas - energy technical service provider in the region.
- Optimize and effectively mobilize existing resources to develop new products and services leveraging PTSC’s multi-service value chain advantages within the Petrovietnam ecosystem.

### **1.2. Enhancement of main-contractor capability and project management**

- Direct completion and approval of the scheme to develop PTSC into a service main contractor for the entire industry; enhance engineering design and basic design capability; standardize project management methodologies in accordance with international practices ensuring readiness to implement large-scale projects in the Petrovietnam ecosystem and with international partners.
- Strengthen internal linkages and optimize cooperation with units within the Group to form a synchronized service value chain and improve capability to implement large-scale projects.

### **1.3. Development of resources and core capabilities**

Review and approve high-quality human resource development programs and PTSC core personnel programs; standardize capabilities to international standards; strengthen training. rotation and successor development to meet the requirements for implementing new technical services.

### **1.4. Strategic investment orientation and energy transition**

- Plan and approve the long-term strategic investment portfolio. including new investment projects. development investment projects and M&A projects; strengthen and properly manage investment activities; invest only when efficiency is demonstrated and investment-related work complies with prevailing regulations.
- Research investment in infrastructure and production capacity for offshore wind. tidal power. LNG. hydrogen and new energy sectors. including nuclear power.

## **1.5. Completion of corporate governance framework**

On the basis of legal compliance and reference to good corporate governance practices. PTSC will continue to improve its corporate governance framework and internal policies. regulations and rules towards enhanced effectiveness and efficiency. ensuring the principles of transparency. accountability and effective control that can be measured and continuously improved. This is also PTSC's strategic orientation in gradually approaching and moving toward applying the G20/OECD Principles of Corporate Governance.

## **1.6. Restructuring and optimization of organizational model**

Direct a comprehensive review and assessment of the Corporation's organizational model; continue restructuring towards a lean model. reducing intermediary layers and improving efficiency under the principles of the right person. right job and right income; and restructure underperforming units to regenerate resources for new growth areas.

## **1.7. Completion of the compliance legal framework. risk management and internal control system**

- Direct effective implementation of legal and compliance work. including but not limited to updating. amending. upgrading. archiving. communicating. using. training and applying. On that basis. ensure that all work and activities of the Corporation comply with and conform to prevailing regulations; coordinate. handle and effectively carry out inspection. examination. audit. supervision and control; and properly and harmoniously handle disputes. complaints. denunciations and economic/civil disagreements (if any).
- Direct the development. improvement. upgrading and completion of the risk management system for work. activities and enterprise risk management; strengthen management of market volatility. supply chain management and control of financial. investment and operational risks.
- Develop a Corporation-wide system for assessing overall efficiency and productivity to support timely management and decision-making.

## **1.8. Direction for business and production plan implementation. Financial supervision and capital utilization efficiency**

- Direct and supervise the implementation of projects. work and activities that have been. are being and will be carried out to ensure absolute safety. environmental protection. occupational health. quality. schedule and efficiency. achieving the highest level of success for projects and work. and complying with laws and ESG standards; on that basis. successfully and optimally achieve the 2026 business and production plan and the approved targets. tasks. programs. plans and activities.
- Effectively perform finance. accounting. payment and debt collection work; ensure good. stable and sound financial position. capital and cash flow; efficiently use capital resources. preserve and develop the Corporation's capital; enhance proactiveness in

investment. M&A. capital increase. divestment and resource mobilization; convert financial statements to IFRS and obtain international credit ratings.

### **1.9. Digital transformation. science and technology. and innovation**

- Direct stronger implementation and application of systems and integrated solutions; continuously improve and enhance overall capability. including competitiveness; strengthen research and development (R&D). develop new products. goods and services (nuclear power. FSRU. CCUS. decommissioning. operation of fixed platforms. O&M. etc.). master offshore construction technologies and new energy technologies. and move toward international standards.

- Continue leading and implementing breakthroughs in science. technology. innovation and digital transformation throughout the Corporation and its units. Implement digital transformation and invest in an ERP system; digitize the Corporation's internal normative document system; upgrade and expand effective use of modern software and information technology applications in management and administration.

### **1.10. Enhancement of responsibility of capital representatives**

Strengthen inspection and supervision of units; enhance the responsibility of capital representatives; and ensure efficiency. preservation and development of invested capital in other enterprises.

### **1.11. Employee care. corporate culture and social responsibility**

- Effectively and appropriately implement prevailing regulations on regimes. policies. care. benefits. rewards and discipline for employees. and on the rights and interests of shareholders and owners of the Corporation. At the same time. coordinate the effective implementation of work by political-social organizations. the Trade Union. Youth Union. Veterans Association. and emulation activities. promoting their effectiveness in organizational activities.

- Inherit. maintain. promote. develop and elevate PTSC and Petrovietnam corporate culture; effectively implement social welfare work.

### **1.12. Other tasks**

Successfully and optimally implement other arising tasks. work and activities. or those assigned by the GMS or higher authorities.

## **2. Orientation for 2026 - 2030**

For the 2026-2030 period. the BOD identifies PTSC's development orientations as follows:

**2.1.** Develop PTSC into a leading industrial-energy technical services enterprise in the region. focusing on oil and gas services and ORE. and gradually affirming its global brand position. PTSC operates on the basis of safety. efficiency and sustainability. closely linked to Petrovietnam's development strategy and socio-economic development and

national energy orientations. while flexibly adapting to energy transition. new technologies and international integration.

**2.2.** Maintain a pioneering role in providing technical services for the energy transition in Vietnam; proactively research. invest in and master technologies in the ORE sector. actively contributing to greenhouse gas emission reduction targets. marine economic development and national energy security.

**2.3.** Focus development on three strategic pillars: (i) Oil & Gas and LNG Energy. (ii) ORE. and (iii) Nuclear Power Energy. Oil and gas services and industrial energy services remain the foundation. while PTSC rapidly expands into new energy and renewable energy sectors.

**2.4.** Pursue sustainable development linked with social responsibility. economical and efficient use of resources. proactive response to climate change and integration of sustainable development (ESG) principles into all activities.

**2.5.** Build PTSC into an innovative. high-tech and modern-governance enterprise; promote digital transformation. improve labor productivity. and maximize internal strength and the spirit of cooperation. At the same time. expand international cooperation. joint ventures and partnerships with leading corporations to participate deeply in the global value chain. enhance overall capability. including competitiveness. and contribute to the development of Petrovietnam and the national economy.

Respectfully submitted./.

***Recipients:***

- As above;
- SB. BOD. Executive Management;
- Corporation website;
- Functional departments of the Corporation;
- Archives: Office. Secretariat.

***Attached documents:***

- Appendix 1 - List of meetings. resolutions and decisions in 2025.
- Appendix 2 - Evaluation of performance results of each BOD member in 2025.
- Appendix 3 - Report and assessment by independent BOD members.
- Appendix 4 - Transactions between PTSC and related persons.
- Appendix 5 - Salaries. remuneration and allowances of the BOD in 2025.
- Appendix 6 - Results of implementation of GMS resolutions in 2025.
- Appendix 7 - Business and production plan targets for 2026.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRPERSON**

**Phan Thanh Tùng**

**APPENDIX 1.**  
**LIST OF MEETINGS, RESOLUTIONS AND DECISIONS OF THE BOARD OF**  
**DIRECTORS IN 2025**

**I. STATISTICS ON ATTENDANCE AT BOD MEETINGS BY MEMBERS IN 2025**

<b>No.</b>	<b>BOD Member</b>	<b>Position</b>	<b>Date of commencement</b>	<b>Number of BOD meetings / written opinion forms</b>
1.	Mr. Phan Thanh Tùng	Chairman of the BOD	08/6/2023 (re-elected Chairman of the BOD) 29/5/2023 (re-elected BOD Member) 28/5/2018 (elected Chairman of the BOD) 25/5/2018 (re-elected BOD Member) 13/6/2013 (first elected as BOD Member)	85/85
2.	Mr. Tran Ho Bac	Executive BOD Member cum General Director	03/3/2025 (first elected as BOD Member)	85/85
3.	Mr. Nguyen Xuan Ngoc	BOD Member	29/5/2023 (re-elected BOD Member) 25/5/2018 (first elected as BOD Member)	85/85
4.	Mr. Do Quoc Hoan	BOD Member	28/4/2021 (re-elected BOD Member) 08/11/2016 (first elected as BOD Member)	85/85
5.	Mr. Tran Ngoc Chuong	BOD Member	04/01/2022	85/85
6.	Mr. Hoang Xuan Quoc	Independent BOD Member	28/4/2022	85/85
7.	Mr. Doan Minh Man	Independent BOD Member	29/5/2023	85/85

## II. LIST OF RESOLUTIONS AND DECISIONS OF THE BOD IN 2025

No.	Resolution / Decision No.	Date of issuance	Content	Approval rate
1.	10/NQ-PTSC-HĐQT	07/01/2025	Resolution on approval of the policy on PTSC's Digital Transformation Strategy for the 2024-2030 period, with a vision to 2035	100%
2.	15/QĐ-PTSC-HĐQT	08/01/2025	Decision on establishment of PTSC Survey and Subsea Services Branch - PetroVietnam Technical Services Corporation	100%
3.	16/NQ-PTSC-HĐQT	08/01/2025	Resolution on personnel matters	100%
4.	18/QĐ-PTSC-HĐQT	08/01/2025	Decision on appointment of the Director of PTSC Survey and Subsea Services Branch - PetroVietnam Technical Services Corporation	100%
5.	50/NQ-PTSC-HĐQT	22/01/2025	Resolution on the 2024 profit distribution plan of PTSC Survey and Subsea Services One Member Limited Liability Company	100%
6.	54/NQ-PTSC-HĐQT	23/01/2025	Resolution on collection of shareholders' written opinions	100%
7.	55/QĐ-PTSC-HĐQT	23/01/2025	Decision on establishment of the Vote Counting Committee for the collection of shareholders' written opinions	100%
8.	103/NQ-PTSC-HĐQT	11/02/2025	Resolution on personnel matters	100%
9.	122/QĐ-PTSC-HĐQT	18/02/2025	Decision on dispatching personnel on overseas business trips	100%
10.	134/NQ-PTSC-HĐQT	24/02/2025	Resolution on delegation of authority to decide and use short-term credit limits for issuing letters of guarantee for the implementation of the LSPET Project	100%
11.	138/QĐ-PTSC-HĐQT	25/02/2025	Decision on approval of amendments to the personnel planning for the positions of Chairman of the Board of Directors, BOD Member, Director, Head of the Supervisory Board and Supervisor of Vietnam Petroleum Security Services Joint Stock Company through 2025	100%
12.	139/QĐ-PTSC-HĐQT	25/02/2025	Decision on approval of amendments to the personnel planning for the positions of Chairman of the Board of Directors, BOD Member, Director, Head of the Supervisory Board and Supervisor of PTSC Offshore Services Joint Stock Company through 2025	100%
13.	140/QĐ-PTSC-HĐQT	25/02/2025	Decision on approval of the list of planned personnel for the positions of Chairman of the Board of Directors, BOD Member, Director, Head of the Supervisory Board and Supervisor of PTSC Offshore Services Joint Stock Company for the 2026-2031 period	100%
14.	176/QĐ-PTSC-HĐQT	08/03/2025	Decision on dispatching personnel on overseas business trips	100%

<b>No.</b>	<b>Resolution / Decision No.</b>	<b>Date of issuance</b>	<b>Content</b>	<b>Approval rate</b>
15.	188/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PetroVietnam Technical Services Corporation	100%
16.	189/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Mechanical & Construction Co., Ltd.	100%
17.	190/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Petro Hotel Co., Ltd.	100%
18.	191/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Production Services Joint Stock Company	100%
19.	192/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Offshore Services Joint Stock Company	100%
20.	193/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
21.	194/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of Phu My General Petroleum Services Port Joint Stock Company	100%
22.	195/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Thanh Hoa Technical Services Company	100%
23.	196/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Dinh Vu Petroleum Services Port Joint Stock Company	100%
24.	197/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of Vietnam Petroleum Security Services Joint Stock Company	100%
25.	198/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company	100%
26.	199/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of Malaysia Vietnam Offshore Terminal (L) Ltd.	100%
27.	200/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of Vietnam Offshore Floating Terminal (R) Ltd.	100%
28.	201/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC South East Asia Pte. Ltd.	100%
29.	202/NQ-PTSC-HĐQT	13/03/2025	Resolution on approval of the 2025 business plan of PTSC Asia Pacific Pte. Ltd.	100%
30.	218/NQ-PTSC-HĐQT	17/03/2025	Resolution on the 2025 Annual General Meeting of Shareholders	100%
31.	221/QĐ-PTSC-HĐQT	20/03/2025	Decision on consolidation of the Emulation and Commendation Council of PetroVietnam Technical Services Corporation	100%

<b>No.</b>	<b>Resolution / Decision No.</b>	<b>Date of issuance</b>	<b>Content</b>	<b>Approval rate</b>
32.	230/NQ-PTSC-HĐQT	24/03/2025	Resolution on approval of the investment and business project for a Floating Storage and Offloading unit (FSO) to be leased to Murphy Cuu Long Bac Oil Co., Ltd. for development of the Lac Da Vang field cluster in Block 15-1/05, offshore Vietnam	100%
33.	231/NQ-PTSC-HĐQT	24/03/2025	Resolution on approval in principle for establishment of the FSO Lac Da Vang Project Operating Office of PTSC Asia Pacific Pte. Ltd. in Vietnam	100%
34.	232/NQ-PTSC-HĐQT	24/03/2025	Resolution on approval of the guarantee for PTSC Asia Pacific Pte. Ltd. to borrow funds to implement the investment project for commercial operation of a Floating Storage and Offloading unit (FSO) to be leased to Murphy Cuu Long Bac Oil Co., Ltd. for development of the Lac Da Vang field cluster in Block 15-1/05, offshore Vietnam	100%
35.	238/NQ-PTSC-HĐQT	27/03/2025	Resolution on amendment to the 2024 business and salary plan of the Parent Company - PetroVietnam Technical Services Corporation	100%
36.	239/NQ-PTSC-HĐQT	27/03/2025	Resolution on personnel matters	100%
37.	267/QĐ-PTSC-HĐQT	02/04/2025	Decision on personnel matters	100%
38.	268/QĐ-PTSC-HĐQT	02/04/2025	Decision on personnel matters	100%
39.	278/QĐ-PTSC-HĐQT	08/04/2025	Decision on dispatching personnel on overseas business trips	100%
40.	295/NQ-PTSC-HĐQT	16/04/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of Vietnam Petroleum Security Services Joint Stock Company	100%
41.	299/NQ-PTSC-HĐQT	16/04/2025	Resolution on personnel matters	100%
42.	310/NQ-PTSC-HĐQT	18/04/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of PTSC Thanh Hoa Technical Services Company	100%
43.	312/NQ-PTSC-HĐQT	18/04/2025	Resolution on approval of the 2025 Internal Audit Plan	100%
44.	315/NQ-PTSC-HĐQT	22/04/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of Petroleum Rig Manufacturing Joint Stock Company	100%
45.	316/NQ-PTSC-HĐQT	22/04/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of PTSC Production Services Joint Stock Company	100%
46.	319/NQ-PTSC-HĐQT	23/04/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%

<b>No.</b>	<b>Resolution / Decision No.</b>	<b>Date of issuance</b>	<b>Content</b>	<b>Approval rate</b>
47.	342/NQ-PTSC-HĐQT	03/05/2025	Resolution on convening the 2025 Annual General Meeting of Shareholders of PetroVietnam Technical Services Corporation	100%
48.	348/NQ-PTSC-HĐQT	05/05/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of Phu My General Petroleum Services Port Joint Stock Company	100%
49.	349/NQ-PTSC-HĐQT	05/05/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of PTSC Dinh Vu Petroleum Services Port Joint Stock Company	100%
50.	377/NQ-PTSC-HĐQT	12/05/2025	Resolution on support for construction of Phuoc Dinh Kindergarten, Phuoc Dinh Commune, Thuan Nam District, Ninh Thuan Province	100%
51.	389/NQ-PTSC-HĐQT	16/05/2025	Resolution on personnel matters	100%
52.	402/QĐ-PTSC-HĐQT	20/05/2025	Decision on approval of amendments to the personnel planning for leadership and management positions at the Corporation Office through 2025	100%
53.	403/QĐ-PTSC-HĐQT	20/05/2025	Decision on approval of the list of planned personnel for the positions of Chairman of the Board of Directors, BOD Member, Director and Head of the Supervisory Board of Petroleum Rig Manufacturing Joint Stock Company for the 2026-2031 period	100%
54.	414/QĐ-PTSC-HĐQT	23/05/2025	Decision on dispatching personnel on overseas business trips	100%
55.	420/QĐ-PTSC-HĐQT	26/05/2025	Decision on promulgation of the Regulation on Investment Delegation of PetroVietnam Technical Services Corporation	100%
56.	421/NQ-PTSC-HĐQT	26/05/2025	Resolution on approval of updates to the agenda and contents of documents for the 2025 Annual General Meeting of Shareholders	100%
57.	434/NQ-PTSC-HĐQT	30/05/2025	Resolution on approval of the 2024 audited financial statements of PTSC Mechanical & Construction Co., Ltd.	100%
58.	435/NQ-PTSC-HĐQT	30/05/2025	Resolution on approval of the 2024 audited financial statements of PTSC Petro Hotel Co., Ltd.	100%
59.	449/NQ-PTSC-HĐQT	10/06/2025	Resolution on personnel matters	100%
60.	495/NQ-PTSC-HĐQT	26/06/2025	Resolution on approval of the contents of documents for the 2025 Annual General Meeting of Shareholders of PTSC Offshore Services Joint Stock Company	100%
61.	497/NQ-PTSC-HĐQT	27/06/2025	Resolution on personnel matters	100%
62.	499/NQ-PTSC-HĐQT	27/06/2025	Resolution on approval of the documents for the 2025 Annual General Meeting of Shareholders of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company	100%

<b>No.</b>	<b>Resolution / Decision No.</b>	<b>Date of issuance</b>	<b>Content</b>	<b>Approval rate</b>
63.	518/NQ-PTSC-HĐQT	01/07/2025	Resolution on personnel matters	100%
64.	521/NQ-PTSC-HĐQT	02/07/2025	Resolution on approval of the investment and business project for provision of a Floating Storage and Offloading unit (FSO) to Phu Quoc Petroleum Operating Company for production from Blocks B&48/95 and 52/97, offshore Vietnam	100%
65.	522/NQ-PTSC-HĐQT	02/07/2025	Resolution on approval in principle for establishment of the Block B FSO Project Operating Office of PTSC South East Asia Pte. Ltd. in Vietnam	100%
66.	523/NQ-PTSC-HĐQT	02/07/2025	Resolution on approval of guarantee obligations for performance of the FSO Supply Contract for Blocks B&48/95 and 52/97, offshore Vietnam	100%
67.	524/NQ-PTSC-HĐQT	02/07/2025	Resolution on approval of the guarantee for PTSC South East Asia Pte. Ltd. to borrow funds to implement the investment project for commercial operation of a Floating Storage and Offloading unit (FSO) to be leased to Phu Quoc Petroleum Operating Company for production from Blocks B&48/95 and 52/97, offshore Vietnam	100%
68.	525/NQ-PTSC-HĐQT	02/07/2025	Resolution on approval of the contents for collection of shareholders' written opinions of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
69.	530/QĐ-PTSC-HĐQT	04/07/2025	Decision on dispatching personnel on overseas business trips	100%
70.	575/QĐ-PTSC-HĐQT	28/07/2025	Decision on promulgation of the Salary Regulation of PetroVietnam Technical Services Corporation	100%
71.	576/NQ-PTSC-HĐQT	28/07/2025	Resolution on promulgation of the Regulation on short-term overseas business travel	100%
72.	597/NQ-PTSC-HĐQT	05/08/2025	Resolution on establishment of the Research & Development and Digital Transformation Division	100%
73.	598/NQ-PTSC-HĐQT	05/08/2025	Resolution on amendment to the 2025 investment plan of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
74.	599/NQ-PTSC-HĐQT	05/08/2025	Resolution on amendment to the 2025 investment plan of PTSC Thanh Hoa Technical Services Company	100%
75.	607/QĐ-PTSC-HĐQT	06/08/2025	Decision on dispatching personnel on overseas business trips	100%
76.	639/NQ-PTSC-HĐQT	15/08/2025	Resolution on personnel matters	100%
77.	742/NQ-PTSC-HĐQT	08/09/2025	Resolution on convening the 2025 Extraordinary General Meeting of Shareholders	100%

<b>No.</b>	<b>Resolution / Decision No.</b>	<b>Date of issuance</b>	<b>Content</b>	<b>Approval rate</b>
78.	747/NQ-PTSC-HĐQT	10/09/2025	Resolution on approval of the contents of documents for the 2025 Extraordinary General Meeting of Shareholders of Petroleum Rig Manufacturing Joint Stock Company	100%
79.	749/QĐ-PTSC-HĐQT	11/09/2025	Decision on salary grade conversion for BOD Members, Supervisors, the General Director, Deputy General Directors and the Chief Accountant of the Corporation	86%
80.	750/QĐ-PTSC-HĐQT	11/09/2025	Decision on amendment to the Charter of PTSC Mechanical & Construction Co., Ltd.	100%
81.	788/NQ-PTSC-HĐQT	26/09/2025	Resolution on approval of the contents of documents for the 2025 Extraordinary General Meeting of Shareholders of PTSC Dinh Vu Petroleum Services Port Joint Stock Company	100%
82.	790/QĐ-PTSC-HĐQT	27/09/2025	Decision on dispatching personnel on overseas business trips	100%
83.	804/QĐ-PTSC-HĐQT	30/09/2025	Decision on personnel matters	100%
84.	826/QĐ-PTSC-HĐQT	13/10/2025	Decision on non-extension of the business registration license in the UAE of the Middle East Branch of PetroVietnam Technical Services Corporation	100%
85.	842/NQ-PTSC-HĐQT	16/10/2025	Resolution on personnel matters	100%
86.	843/QĐ-PTSC-HĐQT	16/10/2025	Decision on personnel matters	100%
87.	850/NQ-PTSC-HĐQT	20/10/2025	Resolution on amendment to the functions and duties of the Corporation functional divisions	100%
88.	852/QĐ-PTSC-HĐQT	21/10/2025	Decision on dispatching personnel on overseas business trips	100%
89.	863/QĐ-PTSC-HĐQT	24/10/2025	Decision on dispatching personnel on overseas business trips	100%
90.	871/QĐ-PTSC-HĐQT	29/10/2025	Decision on approval of amendment to the personnel planning for the position of Director of the Corporation Branch - Petroleum Service Vessel Company for the 2026-2031 period	100%
91.	872/NQ-PTSC-HĐQT	30/10/2025	Resolution on implementation of the plan to increase charter capital through issuance of shares for payment of 2024 dividends	100%
92.	875/NQ-PTSC-HĐQT	31/10/2025	Resolution on amendment to the 2025 investment plan of PTSC Mechanical & Construction Co., Ltd.	100%
93.	876/NQ-PTSC-HĐQT	31/10/2025	Resolution on amendment to the 2025 investment plan of PTSC Production Services Joint Stock Company	100%

<b>No.</b>	<b>Resolution / Decision No.</b>	<b>Date of issuance</b>	<b>Content</b>	<b>Approval rate</b>
94.	877/NQ-PTSC-HĐQT	31/10/2025	Resolution on amendment to the 2025 investment plan of Phu My General Petroleum Services Port Joint Stock Company	100%
95.	878/NQ-PTSC-HĐQT	31/10/2025	Resolution on amendment to the 2025 investment plan of PTSC Dinh Vu Petroleum Services Port Joint Stock Company	100%
96.	884/NQ-PTSC-HĐQT	03/11/2025	Resolution on delegation of authority to decide and use short-term credit limits for issuing letters of guarantee for bid packages under the LP1 Thermal Power Plant Project	100%
97.	889/QĐ-PTSC-HĐQT	05/11/2025	Decision on salary grading for the position of Deputy General Director of the Corporation	100%
98.	912/QĐ-PTSC-HĐQT	20/11/2025	Decision on renaming the Branch of PetroVietnam Technical Services Corporation - Petroleum Services Port Company	100%
99.	919/NQ-PTSC-HĐQT	21/11/2025	Resolution on approval of the refinancing facility for the investment project to purchase and commercially operate a multipurpose petroleum service vessel	100%
100.	923/NQ-PTSC-HĐQT	24/11/2025	Resolution on approval of the contents for collection of shareholders' written opinions of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
101.	925/NQ-PTSC-HĐQT	25/11/2025	Resolution on strengthening management and supervision of PTSC Petro Hotel Co., Ltd.	100%
102.	926/QĐ-PTSC-HĐQT	25/11/2025	Decision on assignment of duties within the Board of Directors of the Corporation	100%
103.	930/NQ-PTSC-HĐQT	26/11/2025	Resolution on approval of the contents for collection of shareholders' written opinions of PTSC Production Services Joint Stock Company	100%
104.	978/NQ-PTSC-HĐQT	16/12/2025	Resolution on increase of charter capital, amendment to the Corporation Charter; change to enterprise registration contents in the Enterprise Registration Certificate; additional securities registration and additional securities listing registration	100%
105.	984/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PetroVietnam Technical Services Corporation	100%
106.	985/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Mechanical & Construction Co., Ltd.	100%
107.	986/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Production Services Joint Stock Company	100%
108.	987/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Petro Hotel Co., Ltd.	100%
109.	988/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Operation and Construction Joint Stock Company	100%

<b>No.</b>	<b>Resolution / Decision No.</b>	<b>Date of issuance</b>	<b>Content</b>	<b>Approval rate</b>
110.	989/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
111.	990/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of Phu My General Petroleum Services Port Joint Stock Company	100%
112.	991/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Thanh Hoa Technical Services Company	100%
113.	992/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Dinh Vu Petroleum Services Port Joint Stock Company	100%
114.	993/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of Vietnam Petroleum Security Services Joint Stock Company	100%
115.	994/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company	100%
116.	995/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of Petroleum Rig Manufacturing Joint Stock Company	100%
117.	996/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of Malaysia Vietnam Offshore Terminal (L) Ltd.	100%
118.	997/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of Vietnam Offshore Floating Terminal (R) Ltd.	100%
119.	998/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC South East Asia Pte. Ltd.	100%
120.	999/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of the 2026 business plan of PTSC Asia Pacific Pte. Ltd.	100%
121.	1001/NQ-PTSC-HĐQT	19/12/2025	Resolution on approval of PTSC's Sustainable Development Strategy (ESG)	100%
122.	1002/QĐ-PTSC-HĐQT	19/12/2025	Decision on promulgation of the Financial Management Regulation of PetroVietnam Technical Services Corporation	100%
123.	1003/NQ-PTSC-HĐQT	23/12/2025	Resolution on approval of the plan for determining the bonus fund for BOD Members, Company Chairpersons, Supervisors and members of the Executive Boards, and the plan for determining the Reward and Welfare Fund at the units	100%
124.	1004/NQ-PTSC-HĐQT	23/12/2025	Resolution on the 2025-2026 Social Security Program	100%
125.	1006/NQ-PTSC-HĐQT	23/12/2025	Resolution on the restructuring plan for Quang Binh General Petroleum Services Port Branch of PetroVietnam Technical Services Corporation	100%
126.	1007/QĐ-PTSC-HĐQT	23/12/2025	Decision on termination of operations of Da Nang Petroleum Services Branch of PetroVietnam Technical Services Corporation	100%

No.	Resolution / Decision No.	Date of issuance	Content	Approval rate
127.	1009/NQ-PTSC-HĐQT	24/12/2025	Resolution on approval of the 2025 planned salary fund for limited liability companies and joint stock companies in which the Corporation holds controlling capital contributions	100%
128.	1016/NQ-PTSC-HĐQT	25/12/2025	Resolution on approval of amendment to the 2025 business plan and approval of the 2025 salary plan of PTSC Thanh Hoa Technical Services Company	100%
129.	1017/NQ-PTSC-HĐQT	25/12/2025	Resolution on approval of amendment to the 2025 business plan of Vietnam Offshore Floating Terminal (R) Ltd.	100%
130.	1026/QĐ-PTSC-HĐQT	26/12/2025	Decision on personnel matters	100%
131.	1027/NQ-PTSC-HĐQT	29/12/2025	Resolution on the 2024 profit distribution plan of PTSC Mechanical & Construction Co., Ltd.	100%

## APPENDIX 2

### EVALUATION OF PERFORMANCE RESULTS OF EACH BOD MEMBER IN 2025

In 2025, the BOD assigned clear duties to each member to ensure specialization, promote collective intelligence, clarify responsibilities and improve supervisory effectiveness. Each BOD member properly completed the tasks assigned by the BOD in the area of work under his/her charge and supervised the activities of assigned units and departments, specifically as follows:

#### 1. Mr. Phan Thanh Tung - Chairperson of the BOD

##### ❖ *Role and scope of responsibility*

- Performing the functions, duties and powers of the Chairperson of the BOD of the Corporation.
- Directly directing the formulation and implementation of the Corporation's medium- and long-term development orientation, vision and strategy.
- In charge of organization and personnel; corporate culture; internal political protection; and settlement of complaints and denunciations relating to the Corporation's management personnel.
- In charge of submarine cable production.

##### ❖ *Assigned and supervised units/departments*

- Overall responsibility for the Corporation's activities; Secretariat.

#### 2. Mr. Tran Ho Bac - BOD member, President & CEO

##### ❖ *Role and scope of responsibility*

- Acting as an executive BOD member cum President & CEO, responsible for organizing the implementation of strategy and business and production plans.
- In charge of mechanical, fabrication and construction services for petroleum works; operation, maintenance, repair, transportation, installation, hook-up and commissioning of offshore petroleum works.
- In charge of FSO, FPSO, MOPU and MOPSU projects; O&M for petroleum and industrial facilities.
- In charge of nuclear power and related services.
- In charge of business development, new products/goods/services, commerce, markets, customers, cooperation, joint ventures, partnerships, commercial guarantees; brand building and development; emulation and reward.

##### ❖ *Assigned units/departments*

- PTSC M&C; PPS; MVOT, VOFT, Rong Doi MV12, PTSC SEA, PTSC AP and PTSC Ca Rong Do joint ventures; PTSC branches in Malaysia, the Middle East and overseas branches.

#### 3. Mr. Do Quoc Hoan - BOD member

##### ❖ *Role and scope of responsibility*

- Performing the functions, duties and powers of a full-time BOD member.

- In charge of marine vessel services (service vessels. seismic/geological/subsea survey vessels and ROV); hotel business.
- In charge of services. projects and work related to renewable energy (ORE. wind power. solar power. tidal power. energy storage batteries). energy transition and ORE power export.
- In charge of management systems. internal regulations. health. safety. environment and quality; maritime and island security. anti-terrorism. anti-piracy and marine emergency response; legal compliance.
- In charge of approval. consent and adoption of transactions with Petrovietnam and related persons of Petrovietnam in the assigned areas and work.

❖ ***Assigned units/departments***

- PTSC G&S; PTSC Marine; Petro Hotel.

**4. Mr. Nguyen Xuan Ngoc - BOD member**

❖ ***Role and scope of responsibility***

- Performing the functions. duties and powers of a full-time BOD member.
- In charge of services. projects and work relating to offshore oil and gas (excluding vessel services. FSO. FPSO. MOPU. MOPSU and petroleum mechanical work assigned to other BOD members); ports and supply bases.
- Directing the formulation and implementation of green transition. climate change response and sustainable development (ESG) orientations and strategies. including carbon capture/storage/utilization technologies (CCS. CCUS). etc.
- In charge of finance. financial investment. capital management. accounting and audit. tax. land. assets. investment. bidding. procurement. insurance and related inspection/supervision work; shareholders. shares. securities and investors.
- In charge of risk management; R&D. science. engineering. technology. innovation. quota systems. digital transformation. initiatives. inventions and improvements of the Corporation; thrift practice. anti-waste and anti-corruption; media relations. mass media. spokesperson work. information provision. public relations. information channels. internal newsletters; mass organizations and matters relating to political-social organizations.

❖ ***Assigned units/departments***

- Internal Audit of the Corporation; PTSC Supply Base; PTSC Phu My; PVSB; POS.

**5. Mr. Tran Ngoc Chuong - BOD member**

❖ ***Role and scope of responsibility***

- Performing the functions. duties and powers of a full-time BOD member.
- Assisting the BOD Chairperson in directing. managing and urging the formulation and implementation of the Corporation's overall development strategy.
- In charge of EPC work for onshore industrial facilities; O&M of refineries. petrochemical plants and onshore industrial facilities.

- In charge of services. projects and work relating to EPC of onshore industrial facilities; operation and maintenance of refineries. petrochemical plants and onshore plants/industrial facilities; petroleum security and safety protection; establishment of the Renewable Energy Industry and Service Center (Rehub).
- In charge of restructuring. reorganization and corporate renewal across the Corporation; training. salaries. remuneration. regimes and policies. labor disputes and mediation; other inspection work; protection. public order. national defense and security. anti-terrorism (excluding maritime and island security. anti-piracy and maritime anti-terrorism relating to vessels and floating facilities assigned to another BOD member); management of capital representatives at units; social welfare.
- Monitoring and supervising contracts and transactions with related persons.
- Approval. consent and adoption of transactions with Petrovietnam and related persons of Petrovietnam. excluding areas and work assigned to Mr. Do Quoc Hoan.
- ❖ ***Assigned units/departments***
- PTSC Central; PTSC Quang Ngai; PTSC Thanh Hoa; PTSC Dinh Vu; PVSecurity; Hanoi Representative Office.

#### **6. Mr. Hoang Xuan Quoc - Independent BOD member**

- ❖ ***Role and scope of responsibility***
- Performing the functions. duties and powers of an independent BOD member.
- Supporting services. projects and work relating to renewable energy (ORE. wind power. solar power. tidal power. submarine cables. energy storage batteries) and energy transition.
- Supporting R&D. science. engineering. technology. innovation. quota systems. digital transformation. initiatives. inventions and improvements of the Corporation.
- ❖ ***Supporting supervision of the following units (within the assigned scope):***
- PTSC M&C; PTSC G&S; POS.

#### **7. Mr. Doan Minh Man - Independent BOD member**

- ❖ ***Role and scope of responsibility***
- Performing the functions. duties and powers of an independent BOD member.
- Supporting work relating to finance. financial investment. capital management. accounting and audit. and tax.
- Supporting monitoring and supervision of contracts and transactions with related persons.
- ❖ ***Supporting supervision of the following units/departments (within the assigned scope):***
- Parent Company - the Corporation; Internal Audit of the Corporation; units in the southern region.

## **APPENDIX 3**

### **REPORT AND ASSESSMENT BY INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

Pursuant to their independent supervisory function under the law and good corporate governance practices, the independent BOD members assessed the BOD's activities in 2025 and noted as follows:

#### **1. Compliance and operating mechanism**

- The BOD implemented its work in accordance with the annual operating plan, consistent with GMS resolutions; complied with the Charter, Internal Corporate Governance Regulation, BOD Operating Regulation and prevailing laws.
- BOD meetings were convened and organized in the proper order and procedure. Meeting invitations, dossiers and related materials were sent fully and in accordance with regulations to BOD members and the SB, ensuring adequate conditions for review before discussion and voting. Minutes, resolutions and decisions were prepared and archived as prescribed, ensuring legality and accountability.
- The BOD's operating mechanism was maintained transparently, ensuring compliance and efficiency in decision-making.
- BOD members participated actively, demonstrating a high sense of responsibility and professionalism; they clearly performed assigned roles in protecting the lawful rights and interests of the Corporation.
- Matters were discussed from multiple perspectives, prudently and based on sufficient information; decisions issued were consistent with strategic orientation and took into account risk factors and long-term interests.

#### **2. Role in orientation, coordination and supervision of the Executive Management**

- The BOD provided timely direction and guidance on solutions to support the Executive Management in handling important issues; and effectively performed its supervisory function to ensure management activities complied with the law and the approved development strategy.
- The BOD assigned specific duties to each BOD member to monitor areas and units; periodically worked with units and their heads to provide support, orientation and solutions to difficulties in implementing business and production tasks and projects.
- All BOD resolutions and decisions assigned to the President & CEO for implementation were urged, inspected and supervised by the BOD. The corporate governance-management relationship between the BOD and the Corporation's President & CEO was always closely coordinated and implemented in accordance with the law and internal management regulations.

### **3. Operating results and protection of shareholder interests**

The BOD led and managed the Corporation to complete and exceed its 2025 business and production targets; fully performed obligations to the State budget; protected shareholders' interests and maintained stable income for employees.

- Related-party transactions were reviewed and conducted objectively and transparently, with no conflicts of interest arising.

- The BOD and the Corporation strictly complied with information disclosure regulations; ensured equal treatment of shareholders and their full, accurate and timely access to information; and properly fulfilled dividend payment commitments and obligations under approved resolutions.

Based on the foregoing, the independent BOD members unanimously assess that the BOD operated effectively and properly completed its duties in 2025, in line with corporate governance practices on transparency, accountability and protection of shareholder interests.

#### **INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

**APPENDIX 04. TRANSACTIONS BETWEEN PTSC CORPORATION AND RELATED PERSONS; WITH MAJOR SHAREHOLDERS, INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS**  
**Reporting period: 2025**

No.	Name of organization	Relationship with the Corporation	Enterprise registration certificate No., date of issue and place of issue			Head office address/contact address	Transaction/contract signing date with the Corporation	Approval document No./Contract No.	Contract/transaction contents with the Corporation			Notes		
			No.	Date of issue	Place of issue				Number of transactions/contracts	Total transaction/contract value (exclusive of VAT)	Value performed in 2025 (exclusive of VAT)			
1	2	3	4	5	6	7	8	9	10	11	12	13		
<b>ORGANIZATIONS</b>														
1	Vietnam National Industry - Energy Group (PVN) (formerly Vietnam Oil and Gas Group)	MAJOR SHAREHOLDER					04/12/2024	11-2024/PTSCDN-TCHC/BDV	1	VND	1.875.100.000	VND	696.332.436	
							04/02/2024	08A-2024/PTSCDN-KSDK/BDV	1	VND	1.007.105.829	VND	1.007.105.829	Based on actuals
							16/03/2020	194/NQ-PTSC-HDQT	1		Unit-rate contract	USD	32.032.400,00	Change of contracting party from PVEP to PVN; taking over contractual rights and obligations pursuant to Resolution No. 194/NQ-PTSC-HDQT dated 04/04/2024
							10/09/2024	PVN/PRO/2024/027	1		Unit-rate contract	VND	12.559.676.033	
							10/09/2023	PVN/PRO/2025/028	1		Unit-rate contract	VND	511.844.000	
							29/12/2022	614/NQ-PTSC-HDQT	1	VND	4.163.519.671	VND	4.163.519.671	
							25/12/2023	6395/Contract-DKVN, PI Contract 01 dated 23/6/2023	1		Unit-rate contract	VND	17.553.263.061	
1.1	Vietnam National Industry - Energy Group - Block 01&02 Operating Division	Member and affiliated unit of Vietnam National Industry - Energy Group					16/06/2024	019-2024/PTSC-TDV/BDV-VC	1	USD	661.142,74	USD	661.142,74	
1.2	Vietnam National Industry - Energy Group - Block 01/97&02/97 Operating Division	Member and affiliated unit of Vietnam National Industry - Energy Group					16/06/2025	023-2025/PTSC-TDV/BDV-VC	1	USD	1.346.007,69	USD	735.984,84	
1.3	Group Branch - Bien Dong Petroleum Operating Company (BDPOC)	Branch/subordinate unit of Vietnam National Industry - Energy Group					1/7/2023	022-2023/PTSC-TDV/BDV-VC	1	USD	6.563.528,92	USD	1.879.924,24	
							28/2/2024	004-2024/PTSC-TDV/HDNT	1	USD	538.461,53	USD	538.461,53	
							31/12/2024	035-2024/PTSC-TDV/BDV-VC	1	USD	1.871.428,57	USD	1.829.545,45	
							15/9/2025	033-2025/PTSC-TDV/BDV-VC	1	USD	11.945.454,54	USD	1.440.151,51	
							19/8/2025	003-2025/PTSC-TDV/HDNT	1	USD	7.096.818,18	USD	1.060.606,06	
							15/10/2024	BD-LOG-2024-011	1		Unit-rate contract	VND	14.465.777.306	
							23/04/2025	BD-OPS-2025-022 and Addendum 1	1	VND	15.817.671.187	VND	15.817.671.187	
							29/8/2025	BD-OPS-2025-068	1	VND	22.035.061.000	VND	22.035.061.000	
1.4	Group Branch - Phu Quoc Petroleum Operating Company (PQPOC)	Branch/subordinate unit of Vietnam National Industry - Energy Group					19/01/2023	Contract No. 4100000024	1		Unit-rate contract	VND	94.500.000	
							03/09/2024	50/NQ-PTSC-DHDCD	1	USD	492.733.948,95	USD	176.052.737,00	
1.5	Group Branch - South West Pipeline Operating Company (SWPOC)	Branch/subordinate unit of Vietnam National Industry - Energy Group					15/12/2023	57/NQ-PTSC-HDQT	1	VND	6.243.037.495.861	VND	1.138.073.563.466	
2	PetroVietnam Exploration Production Corporation (PVEP)	Member and affiliated unit of Vietnam National Industry - Energy Group					20/05/2025	PVEP 01/10&02/10-DEV-2025-P003	1	VND	12.811.000.000	VND	12.811.000.000	
							20/05/2025	PVEP 01/10&02/10-DEV-2025-004	1	VND	10.950.000.000	VND	10.950.000.000	
2.1	Cuu Long Petroleum Operating Branch - Limited Liability Company - PetroVietnam Exploration Production Corporation (PVEP-Cuu Long)	Branch of PVEP - a member and affiliated unit of Vietnam National Industry - Energy Group					13/06/2025	CLJOC-2025-DEV-2414 and Addendum 01	1		Unit-rate contract	VND	55.067.958.737	
							17/10/2025	PVEPCL-DEV-00012 and Addendum 01	1	VND	1.027.145.610	TBA		
2.2	Domestic Petroleum Operating Branch - Limited Liability Company - PetroVietnam Exploration Production Corporation - Block 05-01	Branch of PVEP - a member and affiliated unit of Vietnam National Industry - Energy Group					16/06/2024	015-2024/PTSC-TDV/BDV-VC	1	USD	601.269,23	USD	146.923,07	
							25/12/2024	034-2024/PTSC-TDV/BDV-VC	1	USD	8.263.925,57	USD	1.367.045,45	
2.3	Domestic Petroleum Operating Branch - Limited Liability Company - PetroVietnam Exploration Production Corporation - Block 01/97&02/97	Branch of PVEP - a member and affiliated unit of Vietnam National Industry - Energy Group					01/10/2025	OPE-25-024	1		Unit-rate contract	VND	4.296.615.502	
							28/11/2025	OPE-25-045	1		Unit-rate contract	VND	30.275.000	
3	Branch of PetroVietnam Gas Joint Stock Corporation - PV Gas Trading Company	Branch of PV GAS - Member and affiliated unit of Vietnam National Industry - Energy Group					31/03/2021	36/HDKN/2021/KDK-PTSC/D4	1	VND	1.024.552.080.000	VND	122.256.202.500,00	
							07/08/2025	200-ContractKN-2025-PVGASTRADING-PTSC-D4	1		Unit-rate contract	VND	99.842.565.375	
3.1	Branch of PetroVietnam Gas Joint Stock Corporation PV GAS Project Management Company (PV GAS PMC)	Branch of PV GAS - Member and affiliated unit of Vietnam National Industry - Energy Group					22/09/2025	11/2025/STT/KS/HD/DAK-PTSC G&S	1	VND	10.694.444.444	VND	7.486.111.111	

3.2	Corporation Branch Gas Vietnam - Công ty cổ phần- Công ty Services khí -- PV Gas Services	Branch of PV GAS - a member and affiliated unit of Vietnam National Industry - Energy Group					30/05/2025	022-2025/PTSC-TDV/BDV-VC	1	USD	22.990,61	USD	22.990,61	
4	Vietsovpetro Joint Venture	Member and affiliated unit of Vietnam National Industry - Energy Group					28/05/2024	013-2024/PTSC-TDV/BDV-VC	1	USD	1.574.514,04	USD	765.000,00	
							14/10/2024	028-2024/PTSC-TDV/BDV-VC	1	USD	4.336.956,42	USD	2.435.384,61	
							15/04/2025	001-2025/PTSC-TDV/HDNT	1	USD	242.423,07	USD	242.426,07	
							28/05/2024	018-2025/PTSC-TDV/BDV-VC	1	USD	433.284,33	USD	433.284,33	
							31/08/2025	027-2025/PTSC-TDV/BDV-VC	1	USD	5.059.659,09	USD	2.225.378,78	
							21/11/2025	031-2025/PTSC-TDV/BDV-VC	1	USD	2.076.136,36	USD	255.681,81	
							10/08/2025	040-2025/PTSC-TDV/BDV-VC	1	USD	2.117.045,45	USD	648.106,06	
							10/08/2025	041-2025/PTSC-TDV/BDV-VC	1	USD	4.021.993,93	USD	372.348,48	
							08/05/2025	0544/25/T-N5/PDC1-PTSCG&S	1	VND	6.406.800.000	VND	6.406.800.000	
							31/07/2025	1021/25/T-N5/PDC1-PTSCG&S	1	VND	12.213.600.000	VND	11.851.860.000	
							14/08/2025	0973/25/T-N5/PDC1-PTSCG&S and Official Letter No. 5069/VSP-TM re contract extension	1	VND	11.950.000.000		TBA	
25/03/2025	360-CDV/DL&PTDV	1	VND	20.166.715	VND	20.166.715								
5	PetroVietnam Drilling and Well Service Corporation (PV Drilling)	Member and affiliated unit of Vietnam National Industry - Energy Group					01/09/2016	040-2016/PTSC-CDK/BDV	1		Unit-rate contract	VND	21.902.132.518	
							06/02/2025	001-2025/PTSC-CDV/BDV	1	VND	270.000.000	VND	270.000.000	
5.1	Branch Tổng Joint Stock Company Khoan and Services khoan dầu khi- Xi nghiệp Điều hành khoan	Branch of Member and affiliated unit of Vietnam National Industry - Energy Group					29/08/2025	036-2025/PTSC-TDV/BDV-VC	1	USD	16.916,66	USD	16.916,66	
6	Petrovietnam Engineering Consultancy Joint Stock Corporation (PV Engineering)	Member and affiliated unit of Vietnam National Industry - Energy Group					29/05/2024	131-2024/PTSC-SWEP/HD	1			VND	1.465.486.000	
							02/01/2025	13-2025/PTSC-LSPET/HD	1	VND	9.086.000.000	VND	9.086.000.000	
							24/06/2025	194-2025/PTSC-LSPET/HD	1	VND	1.120.000.000	VND	-	
							01/10/2025	258-2025/PTSC-CN/HD	1			VND	486.340.200	
							28/07/2025	155-2025/PTSC-SWEP/HD	1	VND	1.372.604.402	VND	1.235.343.961	
05/09/2025	235-2025/PTSC-LSPET/HD	1	VND	1.223.268.000	VND	366.980.400								
7	PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo)	Member and affiliated unit of Vietnam National Industry - Energy Group					25/12/25	897-2025/PVFCCo/CNQLPTDA/PTSC-DA H3P04	1	VND	61.085.571.384			
8	Long Phu 1 Petroleum Power Project Management Unit (LP1PP)	Branch/subordinate unit of Vietnam National Industry - Energy Group					26/3/2015	Memorandum of Agreement No. 018A-2015/PTSC LP/TM-BDV	1		Unit-rate contract	VND	493.312.959	
							6/8/2024	Contract No. 07/2024/LP1-Contract/GT31	1	VND	3.118.518.519	VND	3.118.518.519	
9	Nghi Sơn Refinery and Petrochemical LLC (NSRP)	Member and affiliated unit of Vietnam National Industry - Energy Group					20/11/2024	144/2024/NSRP.CPSP-PTSC	1	VND	1.064.905.352.827	VND	319.471.605.849	
10	Binh Son Refining and Petrochemical Joint Stock Company (BSR)	Member and affiliated unit of Vietnam National Industry - Energy Group					26/12/2024	1627-2024/HD/BSR-PTSC-PQN-BCA TL	1	VND	9.447.555.234	VND	944.755.523	
							01/01/2025	04/NQ-PTSC-HDQT	1		#NAME?	VND	295.042.356	
11	PVI Insurance Corporation	Member and affiliated unit of Vietnam National Industry - Energy Group					08-Aug-25	193/2025/PTSC-ATCL/HD	1			VND	326.125.000	
12	PetroVietnam Construction Joint Stock Corporation (PetroCons)	Member and affiliated unit of Vietnam National Industry - Energy Group					22/4/2025	76-2025/PTSC-SWEP/HD	1	VND	88.764.701.124	VND	12.194.111.785	
13	PTSC Survey and Subsea Services Branch - PTSC Corporation	Member unit of PTSC Corporation					19/03/2025	010-2023/PTSC-TDV/BDV-MC	1			USD	7.923,07	Calculated based on actual working days and position title
							2024	76-2024/PTSC-SWEP/HD	1	VND	19.707.228.000	VND	19.707.228.000	
							12/03/2025	007-2025/PTSC-TDV/BDV-VC	1	VND	266.827	USD	266.826,92	
							10/07/2025	033-2025/PTSC-CDV/BDV	1		Unit-rate contract	VND	11.649.264.528	
							10/07/2025	032-2025/PTSC-CDV/BDV	1		Unit-rate contract			
							20/08/2025	049-2025/PTSC-CDV/BDV	1		Unit-rate contract			
							01/04/2023	008-2023/PTSC-CDV/BDV	1		Unit-rate contract	VND	58.071.484.948	
							15/08/2025	018-2024/PTSC-CDV/BDV	1		Unit-rate contract			

14	PTSC Mechanical & Construction One Member Limited Company	Member unit of PTSC Corporation					10/12/2024	037-2024/PTSC-CDV/BDV	1	Unit-rate contract		
			01/02/2025	008-2025/PTSC-CDV/BDV	1	Unit-rate contract	VND	7.914.997.760				
			12-2022	038-2022/PTSC-CDV/BDV	1	Unit-rate contract	VND	43.078.566				
			12/2024	152-2024/PTSCMC-KH/MDV-V	1	Unit-rate contract	VND	7.684.237.583				
			11/2024	121-2024/PTSCMC-KH/MDV-V	1	Unit-rate contract	VND	12.569.600.512				
			04/02/2025	81-2025/PTSCMC-KHMHV-V	1	VND	8.513.500.000	VND	8.513.500.000			
			26/02/2025	32-2025/PTSCMC-KH/MDV-V	1	VND	4.860.000.000	VND	4.860.000.000			
			25/03/2025	47-2025/PTSCMC-KH/MDV-V	1	VND	4.320.000.000	VND	4.320.000.000			
			15/04/2024	040-2024/PTSC-CDV/MDV	1	Unit-rate contract	VND	40.000.000				
			19/07/2025	124-2025/PTSCMC-KH/MDV-V	1	Unit-rate contract	VND	5.722.290.626				
			17/10/2025	201-2025/PTSCMC-KH/MDV-V	1	VND	2.863.042.650	TBA				
			18/11/2025	063-2025/PTSC-CDV/BDV	1	VND	2.760.000.000	TBA				
			25/12/2025	157-2024/PTSCM&C-KH/MDV-E	1	Unit-rate contract	VND	101.403.703.703				
			30/12/2025	154-2024/PTSCMC-KH/MDV/V	1	Unit-rate contract	VND	18.333.797.241				
			31/10/2025	209-2025/PTSCMV-KH/MDV/V	1	Unit-rate contract	VND	6.484.462.963				
			2024	232-2024/PTSC-SWEP/HD	1	Unit-rate contract	VND	714.951.000				
			01/12/2025	20-2025/PTSCMC-PTKD/MDV-E	1	Unit-rate contract	TBA					
			17/10/2024	229-2024/PTSC-TM/HD	1	VND	444.878.481	USD	166.427.358,81			
			10/10/2023	316-2023/PTSC-KHDT/HD	1	VND	90.960.000.000	VND	45.480.000.000			
			15	PTSC Petro Hotel Company Limited	Member unit of PTSC Corporation					2024	55-2024/PTSC-SWEP/HD	1
2025	89-2025/PTSC-LSPET/HD	1				Unit-rate contract	VND	4.043.766.558				
16/12/2021	112-2021/PTSC-GS/MDV	1				Unit-rate contract	VND	3.278.340.000				
03/7/2023	039-2023/PTSC-GS/MDV	1				Unit-rate contract	VND	30.926.376				
07/3/2025	053-2025/PTSC-GS/MDV	1				Unit-rate contract	VND	44.366.005				
10/3/2025	016-2025/PTSC-GS/MHH	1				VND	474.204.000	VND	474.204.000			
05/6/2025	041-2025/PTSC-GS/MDV	1				Unit-rate contract	VND	2.575.000				
24/6/2025	050-2025/PTSC-GS/MHH	1				VND	165.859.100	VND	165.859.100			
04/9/2025	074-2025/PTSC-GS/MHH	1				VND	145.030.600	VND	145.030.600			
26/9/2025	082-2025/PTSC-GS/MHH	1				VND	108.082.700	VND	108.082.700			
14/10/2025	090-2025/PTSC-GS/MDV	1				VND	1.871.395.000	VND	1.871.395.000			
19/11/2025	105-2025/PTSC-GS/MHH	1				VND	105.344.800	VND	105.344.800			
16/12/2025	130-2025/PTSC-GS/MDV	1				Unit-rate contract	VND	279.564.600				
29/12/2025	143-2025/PTSC-GS/MDV	1				Unit-rate contract	VND	3.278.340.000				
17/12/2025	474-2025/PTSC-CDV/MDV	1				Unit-rate contract	VND	4.207.785.000				
16	Joint Stock Company Services Petroleum Quang Ngai PTSC	Member unit of PTSC Corporation					01/11/2024	06-2025/PTSCDN-KSDK/BDV	1	#NAME?		
			18/04/2023	Contract No. 91-2023/PTSC-KContract/Contract signed on 18/04/2023	1	Unit-rate contract	VND	2.120.482.196				
			01/03/2024	233-2024/PTSC-SWEP/HD	1	Unit-rate contract	VND	829.125.000				
			14/11/2025	037-LOI-LSPET-PQN	1	VND	278.213.368.700	VND	-			
			06/10/2025	026-LOI-LSPET-PQN	1	VND	67.441.889.173	VND	-			
			12/12/2025	352-2025/PTSC-LP1/T05/HD	1	VND	154.256.918.083	VND	-			
			2025	338-2025/PTSC-LSPET/HD				VND	10.562.292.000			
			10/01/2025	09-2025/PTSC-LTIA/HD	1	VND	674.347.994.014	VND	444.264.415.236			
07/02/2025	07-2025/PTSC-LTIA/HD	1			VND	20.813.533.000						
							01/04/2022	010-2022/PTSC-CDV/BDV	1	Unit-rate contract	VND	27.301.516.740
			03/07/2023	011-2023/PTSC-CDV/BDV	1	Unit-rate contract	VND	2.706.000.000				
			04/01/2022	09-2022/PTSC-CDK/BDV	1	Unit-rate contract	VND	2.820.580.620				
			09/04/2024	001-2024/PTSC-CDV/BHH	1	Unit-rate contract	VND	274.228.350				
			01/01/2024	003-2024/PTSC-CDV/BDV	1	Unit-rate contract	VND	623.116.000				
			15/09/2025	MDV/POS/KD/314	1	Unit-rate contract	VND	2.850.000.000				

17	PTSC Operation and Construction Joint Stock Company (formerly PTSC Offshore Services Joint Stock Company)	Member unit of PTSC Corporation					28/11/2025	MHH/POS/25/410	1	VND	447.500.000	TBA	
			12/08/2025	MHH/POS/25/425	1	VND	179.000.000	TBA					
			02/12/2025	025-2025/PTSC-KT/MDV	1		Unit-rate contract	VND	11.435.185.185				
			07/01/2024	231-2024/PTSC-SWEP/HD	1		Unit-rate contract	VND	4.214.295.000				
			30/10/2025	376-2025/PTSC-KTSX/Contract WO.001/2025	1		Hybrid contract (lump-sum + unit-rate)	USD	38.818				
			12/3/2025	005/2025/PTSC-TDV/BDV-VC	1	USD	51.923,07	USD	51.923,07				
			30/11/2025	051-2025/PTSC-TDV/BDV-VC	1	USD	2.347.128,72	USD	114.015,15				
			29/12/2025	053-2025/PTSC-TDV/BDV-VC	1	USD	5.159.298,03	USD	-				
			15/05/2025	264-2025/PTSC-LSPET/HD	1	VND	1.784.299.000	USD	1.784.299.000,00				
			06/10/2025	025/LOI-LSPET-POS	1	VND	119.113.354.996	USD	-				
			2025	339-2025/PTSC-LSPET/HD	1			USD	2.004.762.000,00				
18	PTSC Thanh Hoa Technical Services Joint Stock Company (formerly PTSC Thanh Hoa Petroleum General Services Port Joint Stock Company)	Member unit of PTSC Corporation					03-2012	082-2012/PTSC-CDK/BDV	1		Unit-rate contract	VND	100.872.648
			01/04/2011	028-2011/PTSC-CDK/BDV	1		Unit-rate contract	VND	100.872.648				
			21/11/2024	263-2024/PTSC-TM/HD	1	VND	1.019.427.962.486	VND	302.926.390.788				
			26/05/2025	298-2025/PTSC-LSPET/HD	1	VND	16.752.860.369	VND	16.752.860.369				
			20/06/2025	129-2025/PTSC-SWEP/HD	1	VND	24.276.776.130	VND	3.641.516.420				
			05/12/2025	332-2025/PTSC-LP1/T05/HD	1	VND	138.723.050.526	VND	-				
			2025	343-2025/PTSC-LSPET/HD	1			VND	2.021.114.000				
			01/05/2024	257-2024/PTSC-SWEP/HD	1		Unit-rate contract	VND	2.076.111.000				
19	Joint Stock Company Services Khai thác Petroleum PTSC	Member unit of PTSC Corporation					24/09/2015	042-2015/PTSC-CDK/BDV	1		Unit-rate contract	VND	18.562.725.601
			01/01/2023	039-2023/PTSC-CDK/BDV	1		Unit-rate contract	VND	897.000.000				
			01/01/2016	003-2016/PTSC-CDK/BDV	1		Unit-rate contract	VND	1.736.214.000				
			26/04/2025	061-2025/PTSC-KT/MDV	01	VND	24.036.632.264	VND	24.036.632.264				
			2018	33-2013/PTSC-QLDA/HD	1		Unit-rate contract	USD	12.811.500.000				
			2011	136-2012/PTSC-QLDA/HD	1		Unit-rate contract	USD	5.345.814,00				
			2025	375-2025/PTSC-KTSX/Contract WO.001/2025	1		Unit-rate contract	USD	9,776				
			12/09/2023	288-2023/PTSC-LPGTV/HD	1	VND	109.407.712.075						
20	Joint Stock Company Investment Petroleum Sao Mai - Bến Đình	Member unit of PTSC Corporation					30/06/2025	020-2025/PTSC-CDV/MDV	1		Unit-rate contract	VND	990.480.584
			10/09/2025	43-2025/PVSB-KTKH/PTSC-SB	1		Unit-rate contract	VND	11.962.807.773				
			2024	301-2024/PTSC-SWEP/HD	1			VND	887.095.000				
			07/10/2025	253-2025/PTSC-LSPET/HD	1	VND	39.167.600.000	VND	20.059.620.000				
			2025	344-2025/PTSC-LSPET/HD	1			VND	1.260.646.000				
21	Phu My Petroleum General Service Port Joint Stock Company	Member unit of PTSC Corporation					2024	297-2024/PTSC-SWEP/HD	1			VND	1.275.768.000
			09/05/2025	267-2025/PTSC-LSPET/HD	1			VND	461.185.180				
			31/12/2025	378-2025/PTSC-LP1/T37/HD	1	VND	19.105.574.509	VND	-				
			2024	245-2024/PTSC-SWEP/HD	1	VND	14.655.203.680	VND	1.379.456.446				
			01/10/2024	297-2024/PTSC-SWEP/HD	1			VND	2.137.184.000				
			2025	340-2025/PTSC-LSPET/HD	1			VND	172.480.000				
22	PetroVietnam Oilfield Services and Fabrication Joint Stock Company	Member unit of PTSC Corporation					01/11/2024	302-2024/PTSC-SWEP/HD	1		Unit-rate contract	VND	312.509.000
			02/08/2017	Contract No. 087-2017/PTSC LP-TM/MDV	1	VND	15.026.646.151	VND	3.013.573.075				
			31/03/2025	SO.0125028-DV002	1		Unit-rate contract	VND	200.000.000				
			24/01/2025	SO.0125407-DV068&DV069	1	VND	4.768.500.000	VND	4.768.500.000				
23	Joint Stock Company Services Security Services Petroleum Vietnam – Branch Miền Đông Nam Bộ	Member unit of PTSC Corporation				01/03/2024	074-2024/PTSC-CDV/MDV	1		Unit-rate contract	VND	119.600.715	
24	PTSC Asia Pacific Pte. Ltd. Joint Venture (PTSC AP)	Joint venture/affiliated company of PTSC				03/11/2025	LDVFSO-PAP-G&S-CTM-0001	1		Unit-rate contract	VND	25.161.909.300	

## APPENDIX 5

### SALARIES, REMUNERATION AND ALLOWANCES OF THE BOARD OF DIRECTORS IN 2025

No.	Full name	Title	Start date	End date	Months	Salary/ remuneration (VND)	Allowance (VND)	Executive Management bonus and other benefits (VND)	Total income (VND)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)=(7+8+9)
1	Phan Thanh Tung	BOD Chairperson	01/01/2025	31/12/2025	12	2.491.824.000	-	2.402.371.000	4.894.195.000
2	Tran Ho Bac	Executive BOD member cum President & CEO	03/03/2025	31/12/2025	10	2.519.531.000	-	2.035.969.000	4.555.500.000
3	Do Quoc Hoan	BOD member	01/01/2025	31/12/2025	12	2.035.759.000	-	1.679.235.000	3.714.994.000
4	Nguyen Xuan Ngoc	BOD member	01/01/2025	31/12/2025	12	2.087.187.000	-	1.694.467.000	3.781.654.000
5	Tran Ngoc Chuong	BOD member	01/01/2025	31/12/2025	12	2.035.759.000	-	1.856.218.000	3.891.977.000
6	Hoang Xuan Quoc	BOD member (independent)	01/01/2025	31/12/2025	12	-	240.000.000	500.000.000	740.000.000
7	Doan Minh Man	BOD member (independent)	01/01/2025	31/12/2025	12	-	240.000.000	500.000.000	740.000.000
	<b>TOTAL</b>					<b>11.170.060.000</b>	<b>480.000.000</b>	<b>10.668.260.000</b>	<b>22.318.320.000</b>

- + The 2025 salary, remuneration and allowance plan for the BOD was approved by the 2025 Annual GMS, based on 07 BOD members.
- + Actual payments to each BOD member were determined based on evaluation and classification by the competent authority and the Corporation's operating results during the year; ensuring consistency with the Charter, internal governance regulations and prevailing laws. This content is reported to the GMS at the 2026 annual meeting.
- + Bonuses and other benefits were considered and decided in accordance with internal regulations and resolutions of competent authorities, based on annual quality evaluation and classification; ensuring transparency, objectivity, consistency and no conflicts of interest.
- + Mr. Tran Ho Bac was first elected as a PTSC BOD member from 03 March 2025.

## APPENDIX 6

### RESULTS OF IMPLEMENTATION OF GMS RESOLUTIONS IN 2025

#### I. Resolution No. 153/NQ-PTSC-GMS dated 03 March 2025 (Re: written shareholder consultation)

No.	Contents approved by the GMS	Implementation results in 2025	Status
1	Dismissal and election of an additional BOD member	Completed the dismissal of Mr. Le Manh Cuong and the election of Mr. Tran Ho Bac as a BOD member in accordance with regulations.	Completed
2	Continue implementing PTSC's development orientation in offshore renewable energy under two strategic pillars as (i) a service contractor and (ii) an investor/developer	<p>Achieved many key results, specifically:</p> <p><b>(1) Completed organizational and legal foundations:</b></p> <p>Adjusted organizational structure for ORE by renaming the Petroleum Service Port Branch to the Renewable Energy Service and Petroleum Port Branch (Decision No. 912/QĐ-PTSC-HĐQT dated 20 November 2025).</p> <p><b>(2) Implemented offshore wind power export project:</b></p> <ul style="list-style-type: none"> <li>- Project exporting power to Singapore and Malaysia was approved under Decision No. 768/QĐ-TTg (15 April 2025);</li> <li>- Included in the list of national key works under Decision No. 2634/QĐ-TTg (02 December 2025);</li> <li>- Signed JDA with Sembcorp, Petronas and TNB (May 2025) witnessed by the Prime Ministers of three countries;</li> <li>- Completed Desktop Study (April 2025); completed FLiDAR installation (June 2025) to collect wind and oceanographic data;</li> <li>- Submitted updated and supplemented dossiers for marine survey locations.</li> </ul> <p><b>(3) Developed supply chain and supporting industry:</b></p> <ul style="list-style-type: none"> <li>- Signed JDA with partner for high-voltage submarine cable plant (August 2025) and actively implemented;</li> <li>- Studied investment in energy industry-service complex;</li> <li>- Upgraded construction capacity through investment in facilities and equipment;</li> <li>- Completed fabrication and handover of 33 offshore wind foundations to Orsted (Taiwan);</li> <li>- Won international bids for Fengmiao 1 OSS.</li> </ul>	In progress as scheduled

No.	Contents approved by the GMS	Implementation results in 2025	Status
		Formosa 4 OSS and Baltica 2 OSS; - Continued cooperation discussions with partners to complete research, investment and development of turbine foundation fabrication plant projects.	

## II. Resolution No. 429/NQ-PTSC-GMS dated 29 May 2025 (2025 Annual GMS)

No.	Contents approved by the GMS	Implementation results in 2025	Status
1	Implementation of the 2025 business and production plan	Details are provided in Section I.2 of this Report.	Completed beyond targets
2	Selection of auditor	Selected Deloitte Vietnam Audit Company Limited in accordance with the list approved by the GMS.	Completed
3	2024 profit distribution	Implemented in accordance with the GMS Resolution.	Completed
4	Payment of salaries, bonuses and remuneration to the BOD and SB	Implemented in accordance with the approved plan.	Completed
5	FSO contract with PQPOC	Signed the contract (28 July 2025); signed transfer agreement with PTSC SEA under the plan approved by the GMS; EPCIC project is progressing on schedule; Provisional Acceptance is expected in 2027.	In progress as scheduled

## III. Resolution No. 869/NQ-PTSC-GMS dated 29 October 2025 (2025 Extraordinary GMS)

No.	Contents approved by the GMS	Implementation results in 2025	Status
1	Share issuance for 2024 dividend payment (7%)	Ensured shareholder interests. PTSC's charter capital increased by VND 334.538.090.000; charter capital after issuance was VND 5.114.200.990.000.	Completed

**APPENDIX 7**  
**BUSINESS AND PRODUCTION PLAN TARGETS FOR 2026**

***1. Corporation-wide business and production plan (consolidated)***

<b>No.</b>	<b>INDICATORS</b>	<b>Unit</b>	<b>2026 Plan</b>
1	Consolidated revenue	VND billion	33.000
2	Profit before tax	VND billion	1.270
3	Profit after tax	VND billion	990
4	Taxes and other amounts payable to the State budget	VND billion	900

***2. Business and production plan of the Parent Company - the Corporation***

<b>No.</b>	<b>INDICATORS</b>	<b>Unit</b>	<b>2026 Plan</b>
1	Charter capital	VND billion	6.137
2	Revenue	VND billion	12.000
3	Profit before tax	VND billion	900
4	Profit after tax	VND billion	750
5	Realized investment	VND billion	2.843
6	Taxes and other amounts payable to the State budget	VND billion	400