



No.: /BC-DHDCD

Ho Chi Minh City, day...month..., 2025

REPORT

Finalization of salary, allowances and remuneration in 2024 and the plan of salary, allowances and remuneration in 2025 of the Board of Directors, Board of Supervisors, and Board of Management of PVOIL

To: General Meeting of Shareholders of PetroVietnam Oil Corporation-JSC

Pursuant to the Law on Enterprises No.59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Organization and Operation of PetroVietnam Oil Corporation-JSC (PVOIL);

Based on current regulations regarding salaries and remuneration for Members of the Board of Directors, Board of Management, Board of Supervisors, and other Management Personnel;

Based on the business performance in 2024 and business plan for 2025 of PetroVietnam Oil Corporation-JSC.

PetroVietnam Oil Corporation-JSC respectfully reports to the General Meeting of Shareholders on the salary, allowances and remuneration funds of the Board of Directors, Board of Supervisors, Board of Management, implemented in 2024 and submits the salary and remuneration plan for 2025 of the Board of Directors, Board of Supervisors as follows:

1. The actual salary, allowance funds for managers in 2024:

Based on the Resolution of the 2024 Annual General Meeting of Shareholders (AGM) of PetroVietnam Oil Corporation (PVOIL) concerning the planned salary, allowance, and remuneration for 2024 for the BOD and BOS, PVOIL reports the actual salary, allowance, and remuneration of the BOD and BOS for 2024 as follows:

- The average salary and allowance of the BOD and BOS increased by 8.3% compared to the plan approved by the GMS.
- The average remuneration equals the planned remuneration approved by the GMS and is in accordance with PVOIL's internal regulations and policies.

No.	Title	Avg.Amount members		Salary and allowances (VND Mil.)		% Actual/Plan
		Plan	Actual	Plan	Actual	
I	Full-time managers		12.76		14,883.26	
1	Full-time members of BOD (including CEO, Vice President cum BOD member)	5	4.92	5,849.3	6,228.45	106.48%
2	BOS	3	3	2,929.88	3,168.76	108.15%

No.	Title	Avg.Amount members		Salary and allowances (VND Mil.)		% Actual/Plan
		Plan	Actual	Plan	Actual	
3	BOM (Vice Presidents and Chief Accountant)		4.85	<i>Not Given</i>	5,486.05	
II	Part-time managers	4	4	720	720	
1	Member of the BOD (part-time)	3	3	540	540	100%
2	Independent member of BOD	1	1	180	180	100%

Note: The total salaries and allowances of the members of the BOD and BOS (before tax) above are not included: bonuses, benefits... which are rewarded based on the current regulations. For details, please see the separate audited financial statements for 2024.

2. The plan salary and allowance funds for full-time members of the BOD, BOS in 2025:

Based on the business plan for and the current internal regulations and policies of PetroVietnam Oil Corporation - JSC (PVOIL), PVOIL provisionally determines the planned salary, allowance, and remuneration for the BOD, BOS for 2025 as follows:

2.1. The plan salary funds for full-time members of the BOD, BOS:

No.	Title	Amount members	Plan 2025 (VND Mil.)
1	Full-time members of BOD (including CEO cum BOD member)	4	4,752.26
2	BOS	3	2,994.02

2.2. The allowances and remunerations for part-time of the BOD, BOS:

- Remuneration of part-time members of the BOD: VND 15 million/person/month.
- Allowances of independent members of the BOD: VND 15 million/person/month.

Every month, the Corporation temporarily pays salaries, allowances, and remunerations to the BOD, BOS and will settle them at the end of the fiscal year according to the current regulation. The BOM will report to the GMS according to regulations.

Sincerely submitted./.

**ON BEHALF OF THE BOD
CHAIRMAN**

Cao Hoai Duong

