



No.:

/BC-DHDCD

Ho Chi Minh City, April , 2026

REPORT

On Salary, Allowances and Remuneration Settlement for 2025 and Salary, Allowances and Remuneration Plan for 2026 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 the business performance in 2025 and the business plan for 2026 of PetroVietnam Oil Corporation – JSC (PVOIL);

The Board of Directors respectfully reports to the General Meeting of Shareholders on the salary, allowances and remuneration funds of the Board of Directors (BOD), Board of Supervisors (BOS), and Board of Management (BOM) as implemented in 2025, and respectfully submits to the General Meeting of Shareholders (GMS) for approval the plan for salary, allowances and remuneration in 2026 of the BOD and BOS as follows:

I. Report on Salary, Allowances and Remuneration in 2025:

1. Adjustment of the 2025 salary, allowances and remuneration plan for members of the BOD and the BOS:

Based on the Resolution No. 11/NQ-ĐHĐCĐ dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders of PetroVietnam Oil Corporation – JSC, which approved the salary, allowances and remuneration plan for 2025 of the BOD and the BOS;

Pursuant to the current regulations on salaries, allowances, remuneration and bonuses; In order to align with the State's policy on salary reform, market salary trends, and the objective of developing a remuneration policy to retain key personnel in the context of a volatile and increasingly competitive petroleum market; On the basis of the opinions of the largest shareholder, PVOIL respectfully submits to the General Meeting of Shareholders for approval the adjustment to the 2025 salary, allowances and remuneration plan for the BOD and BOS as follows:

1.1. Planned average number of members of the BOD and the BOS in 2025:

- Number of members of the BOD:
 - + Full-time managers: 4.68 members on average (including 01 BOD member concurrently holding the position of CEO); of which 01 additional full-time member was appointed from April 25, 2025.
 - + Part-time managers: 3.33 members on average (including 01 BOD member concurrently holding the position of CEO).

- Number of members of the BOS: 03 members working on a full-time basis.

1.2. Salary, Allowances and Remuneration of the BOD and the BOS:

a) Board of Directors:

- Salary fund: **VND 11,662,080,000** (including the salary of the BOD member concurrently holding the position of CEO).

- Remuneration and allowances for part-time BOD members:

- + Remuneration for BOD members: VND 18,800,000/person/month.

- + Allowances for independent BOD members: VND 18,800,000/person/month.

b) Board of Supervisors: **VND 5,616,000,000**

2. Report on the actual salary, allowances and remuneration of Managers in 2025:

On the basis of the adjusted salary, allowances and remuneration plan; based on the business performance in 2025 (after excluding objective factors) and the prevailing legal regulations as well as PVOIL's internal regulations on salary, allowances and remuneration, the Corporation determines the actual salary, allowances and remuneration funds for 2025 and respectfully reports to the GMS as follows:

2.1. Average number of Managers of the Corporation in 2025:

- Number of BOD members:

- + Full-time: 4.68 members on average (including 01 BOD member concurrently holding the position of Chief Executive Officer).

- + Part-time: 3.33 members on average (including 01 BOD member concurrently holding the position of Chief Executive Officer).

- Number of BOS members: 03 members working on a full-time basis.

- Other managers (Vice Presidents and Chief Accountant): 5.74 members.

2.2. Salary, allowances and remuneration of Managers ¹:

a) Board of Directors:

- Salary fund: **VND 11,662,080,000** (including the salary of the BOD member concurrently holding the position of CEO), equivalent to the adjusted salary plan.

- Remuneration and allowances for part-time BOD members: **VND 751,248,000** (including remuneration for the BOD member concurrently holding the position of CEO), corresponding to the average remuneration and allowance of VND 18,800,000/person/month.

- b) Board of Supervisors: **VND 5,616,000,000**, equivalent to the adjusted salary plan.

- c) Other managers (Vice Presidents and Chief Accountant): **VND 12,775,440,000**.

Details of salary, allowances and remuneration of each member of the BOD, BOS and other managers are presented in the separate audited financial statements for 2025.

II. Salary, Allowances and Remuneration Plan for 2026 of the BOD and the BOS:

PVOIL develops the salary, allowances, remuneration and income plan for 2026 of the BOD and the BOS based on the 2025 actual performance, the 2026 business plan, and the prevailing regulations, policies and guidelines on salaries, allowances, remuneration, bonuses and benefits issued by the State, the major shareholder and PVOIL as follows:

¹ The total salary, allowances and remuneration of the members of the Board of Directors and the Board of Supervisors (before tax) exclude bonuses, welfare and other entitlements in accordance with the prevailing internal regulations of PVOIL.



Handwritten signature

1. For part-time/non-executive members of the BOD and the BOS:

- Remuneration for members of the BOD: VND 18,800,000/person/month
- Allowances for independent members of the BOD: VND 18,800,000/person/month
- Remuneration for members of the BOS (if any): VND 14,000,000/person/month
- Bonus policy: Bonuses from the annual management bonus fund shall be considered and decided by the Board of Directors in accordance with prevailing internal regulations and the actual situation of the Corporation.

2. For full-time members of the BOD and the BOS: The Board of Directors is assigned to organize the implementation in alignment with the 2026 business plan and the prevailing regulations on salary, allowances, remuneration, bonuses and benefits of the Corporation.

On a monthly basis, the Corporation shall make provisional payments of salaries, allowances and remuneration to the BOD and the BOS, and shall finalize such payments at the end of the fiscal year in accordance with prevailing regulations, and report to the GMS in compliance with applicable regulations.

Sincerely submitted./.

**ON BEHALF OF THE BOD
CHAIRMAN**

Cao Hoai Duong



Val