



VIETNAM NATIONAL PETROLEUM GROUP
PETROLIMEX SAIGON
TRANSPORT AND SERVICE JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



Draft

Ho Chi Minh City, April 03 2026

STATEMENT

Re: Finalization of the salary and remuneration fund of members of the Board of Directors and Supervisory Board of the Company in 2025 and the plan to pay salaries and remuneration to members of the Board of Directors and Supervisory Board in 2026

Pursuant to the Law on Enterprises 59/2020/QH14;

Pursuant to the Law on Securities 54/2019/QH14;

Pursuant to Circular 96/2020/TT-BTC dated 16/11/2020 of the Ministry of Finance guiding the disclosure of information on the securities market;

Pursuant to the audited 2025 Financial Statements;

Pursuant to Resolution No. 01/2024/NQ-ĐHDCD-PSC dated April 15, 2025 of the 2025 Annual General Meeting of Shareholders on approving the plan to pay salaries and remuneration to members of the Board of Directors and the Supervisory Board in 2025;

Pursuant to the current Charter of Petrolimex Saigon Transport and Service Joint Stock Company;

Based on the Company's production and business results in 2025.

The Board of Directors of the Company respectfully submits to the Annual General Meeting of Shareholders in 2026 for approval the Report on the settlement of salaries and remuneration for members of the Board of Directors and Supervisory Board of the Company in 2025 and the plan to pay salaries and remuneration to members of the Board of Directors and Supervisory Board in 2026 as follows:

The report on the total salary and remuneration fund implemented for members of the Board of Directors and Supervisory Board in 2025 is as follows:

1. Total salary and remuneration of the Board of Directors 2025 is: **329.880.000 VND**

2. Gross salary and the remuneration of the Supervisory Board in 2025 is: **653.040.000 VND**

The plan to pay salaries and remuneration to members of the Board of Directors and Supervisory Board in 2026 is as follows:

1. Total salary and remuneration of the Board of Directors 2026 is: **747.430.000 VND**

2. Gross salary and the remuneration of the Supervisory Board in 2026 is: **914.260.000 VND**

Make monthly temporary payments and be finalized at the end of the fiscal year. The Board of Directors will report to the Annual General Meeting of Shareholders in 2027 for approval.

(attached to the Report on the Settlement of salaries, remuneration and bonuses of the Board of Directors and Supervisory Board in 2025 and the Salary and Remuneration Fund Plan of the Board of Directors and Supervisory Board in 2026).

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

TM. BOARD
CHAIRMAN

(signed)

BUI TRUNG DINH



VIETNAM NATIONAL PETROLEUM GROUP

PETROLIMEX SAIGON
TRANSPORTATION AND SERVICE JOINT STOCK COMPANY**Form 01****FINALIZATION PLAN FOR THE SALARY, REMUNERATION AND BONUS FUND****OF THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD AND THE BOARD OF MANAGEMENT IN 2025****A. Key indicators for 2025**

- Actual profit after tax:	7.741 triệu đồng
- Owners' equity	117.410 triệu đồng
- Return on equity (ROE):	6.55%

B. Actual salary and remuneration fund in 2025

No.	Full Name	Position	Basic Salary/ Remuneration (VND million/month)	Actual Salary/ Remuneration (VND million/month)	Months Entitled	Bonus (VND million)	Planned Salary & Remuneration Fund (VND million)	Actual Salary & Remuneration Fund (VND million)	Notes
(1)	(2)	(3)	(4)	(5)	(6)		(7)=(5)*(6)	(8)	(9)
I	Board of Directors		20.7	27.490	36	41.235	324.816	329.880	
1	Bui Trung Dinh	Chairman of the BOD (concurrently)	7.9	10.490	12	15.735	124.200	125.880	
2	Nguyen Xuan Thai	Member of the BOD cum Director	6.4	8.500	12	12.750	100.056	102.000	
5	Pham Chi Giao	Member of the BOD (concurrently)	6.4	8.500	12	12.750	100.560	102.000	
6	Vu Hoang Chuong	Member of the BOD (concurrently)	41.0	54.420	36	81.630	644.640	653.040	
II	Supervisory Board		32.0	42.480	12	63.720	503.040	509.760	
1	Nguyen Van Binh	Full-time Head of the Board of Supervisors	4.5	5.970	12	8.955	70.800	71.640	
2	Dang Thi Thu	Members of the Board of Supervisors (concurrently)	4.5	5.970	12	8.955	70.800	71.640	
3	Pham Anh Tuan	Members of the Board of Supervisors (concurrently)	161.6	214.5	42.0	229.2	1.565.8	1.833.570	-
III	Board of Management		35.6	47.260	12	70.890	559.680	567.120	
1	Ngo Anh Dung	Deputy Director	32.0	42.480	12	63.720	503.040	509.760	
4	Nguyen Tien Nghia	Deputy Director	32.0	42.480	12	63.720	503.040	509.760	
2	Huynh Thanh Nam	Deputy Director	32.0	42.480	3	15.930	-	127.440	
3	Duong Tuan Ngoc	Chief Accountant	30.0	39.830	3	14.936		119.490	
	Total			296.440	114.000	352.061	2.535.22	2.816.490	

Prepared by

Ho Chi Minh City, April 03, 2026
Head of the State Capital Representative Group



VIETNAM NATIONAL PETROLEUM GROUP

Form 02

PETROLIMEX SAIGON

TRANSPORTATION AND SERVICE JOINT STOCK COMPANY

**PLAN FOR THE SALARY AND REMUNERATION FUND
OF THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS AND THE BOARD OF
MANAGEMENT IN 2026**

A. Key Targets for 2026

- Planned profit after tax:	9.600 million VND
- Equity:	121.744 million VND
- Return on equity (ROE):	7.89%

B. Planned Salary and Remuneration Fund for 2026

No.	Position	Average Number of Persons	Average Basic Salary / Remuneration (million VND/month)	Planned Average Salary /Remuneration (million VND/month)	Planned Salary /Remuneration Fund (million VND/year)	Notes
(1)	(2)	(3)	(4)	(5)	(6) = (5)*(3)*12th	(7)
I	Board of Directors (BOD)				747.43	
1	Chairman of the BOD					
-	Concurrent position	1	7.90	14.69	176.23	
2	Members of the BOD					
-	Full-time					
-	Concurrent position	4	6.40	11.90	571.20	
II	Board of Supervisors				914.26	
1	Head of the Board of Supervisors					
-	Full-time	1	32.00	59.47	713.66	
2	Members of the Board of Supervisors					
-	Concurrent position	2	4.50	8.36	200.59	
III	Board of Management				3.604.10	
-	Director	1	35.60	66.16	793.97	
-	Deputy Directors	3	32.00	59.47	2.140.99	
-	Chief Accountant	1	30.00	55.76	669.14	
	Total:				5.265.79	

Ho Chi Minh City, April 03, 2026

Prepared by

Head of the State Capital Representative Group