



/TT-HDQT-CKDK

Hanoi, date month year 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: Approval of the Remuneration Fund for the Board of Directors and the Supervisory Board for 2025 and the Planned Remuneration Fund for 2026

To: The General Meeting of Shareholders – PetroVietnam Securities Joint Stock Company

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for approval the Remuneration Fund for the BOD and the Supervisory Board (SB) implemented in 2025, as well as the Planned Remuneration Fund for 2026, as follows:

1. Remuneration Fund for the BOD and the Supervisory Board (SB) implemented in 2025:

| No. | Position | Number of Members | Remuneration/person/month (VND) | Remuneration Fund Implemented (VND) |
|-----------|--|-------------------|---------------------------------|-------------------------------------|
| I | Representative of PVcomBank | | | 1,242,000,000 |
| 1 | Full-time Chairman of the Board of Directors | 1 | 72,500,000 | 870,000,000 |
| 2 | Part-time Member of the Board of Directors | 2 | 9,000,000 | 216,000,000 |
| 3 | Part-time Head of the Supervisory Board | 1 | 8,000,000 | 96,000,000 |
| 4 | Part-time Member of the Supervisory Board | 1 | 5,000,000 | 60,000,000 |
| II | Other Members | | | 276,000,000 |
| 1 | Part-time Member of the Board of Directors | 2 | 9,000,000 | 216,000,000 |
| 2 | Part-time Member of the Supervisory Board | 1 | 5,000,000 | 60,000,000 |



| | | |
|--------------|--|---|
| III | Bonus for officers holding full-time positions when the Company's profit after tax exceeds the planned target. | According to the specific approval level of PSI's General Shareholders Meeting. |
| Total | | 1,518,000,000 |

2. Planned Remuneration Fund for 2026:

The total remuneration fund for the Board of Directors and Supervisory Board for the 2026 Plan is **VND 1,692,000,000** (In words: One billion six hundred ninety-two million dong).

Details of the remuneration levels for each position are as follows:

| No. | Position | Number of Members | Remuneration/ person/month (VND) | Remuneration Fund Implemented (VND) |
|--------------|--|-------------------|----------------------------------|-------------------------------------|
| I | Representative of PVcomBank | | | 1,242,000,000 |
| 1 | Full-time Chairman of the Board of Directors | 1 | 72,500,000 | 870,000,000 |
| 2 | Part-time Member of the Board of Directors | 2 | 9,000,000 | 216,000,000 |
| 3 | Part-time Head of the Supervisory Board | 1 | 8,000,000 | 96,000,000 |
| 4 | Part-time Member of the Supervisory Board | 1 | 5,000,000 | 60,000,000 |
| II | Other Members | | | 276,000,000 |
| 1 | Part-time Member of the Board of Directors | 2 | 9,000,000 | 216,000,000 |
| 2 | Part-time Member of the Supervisory Board | 1 | 5,000,000 | 60,000,000 |
| III | A 20% reserve is set aside to reward employees holding specialized positions if the company's after-tax profit exceeds the planned target. | | | 174,000,000 |
| Total | | | | 1,692,000,000 |

Respectfully submitted./.

Recipients:

- As above
- Archived: Office, Board of Directors

ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN

Nguyen Anh Tuan

