



PETROVIETNAM TECHNICAL
SERVICES CORPORATION
PTSC QUANG NGAI
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /TTr-DKQN-HĐQT

Quang Ngai, , 2026

DRAFT

PROPOSAL

Regarding the remuneration and operating expenses of the Board of Directors and Board of Supervisors for 2026

To: General Meeting of Shareholders of PTSC Quang Ngai
Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its amendments, supplements, and implementing documents;

Pursuant to the Charter of PTSC Quang Ngai Joint Stock Company;

Based on the business performance results of 2025 and the business plan for 2026 of PTSC Quang Ngai Joint Stock Company,

The Board of Directors (BOD) would like to submit to the General Meeting of Shareholders for approval of the proposed Plan on remuneration and operating expenses in 2026 for the BOD and Board of Supervisors (BOS) of PTSC Quang Ngai Joint Stock Company (PTSC Quang Ngai) as follows:

I. Implementation of Remuneration and Operating Expenses of the BOD and BOS in 2025

Based on the plan for the remuneration and operating expenses of the Members of the BOD and BOS for 2025, which was approved by the General Meeting of Shareholders (GMS) in Resolution No. 80/NQ-DKQN-ĐHĐCĐ dated April 25, 2025, PTSC Quang Ngai reports on the implementation remuneration and operating expenses of the BOD and BOS for 2025 as follows:

1. Number of members of the BOD and BOS as of December 31, 2025

- Number of BOD members (concurrent): 04 people.

Of which: 01 person is an Executive BOD member.

- Number of Supervisors (concurrent): 03 people.

2. Remuneration and Operating Expenses of the BOD and BOS

The remuneration and Operating Expenses of the BOD and BOS in 2025 of PTSC Quang Ngai are detailed in the Reports on the performance of the BOD and BOS.

Remuneration fund of the BOD and BOS is determined by PTSC Quang Ngai in accordance with current regulations and the Company's salary regulations.

II. Remuneration and Operating Expenses Plan for the BOD and BOS in 2026

1. Basis for developing the remuneration, and operating expenses plan for the BOD and BOS in 2026



- The business operation plan for 2026 of PTSC Quang Ngai Joint Stock Company.
- The salary regulations and internal regulations of PTSC Quang Ngai.

2. Regarding the remuneration for the part-time members of the BOD and part-time Supervisors (holding concurrent roles) for the year 2026 (excluding the remuneration for the representative of PTSC participating as concurrent Supervisors at PTSC Quang Ngai)

The remuneration levels plan for the part-time members of the BOD and part-time Supervisors (holding concurrent roles) for the year 2026 as follows:

- Chairman of the BOD (holding concurrent roles): VND 5,000,000/person/month
- Part-time members of the BOD (holding concurrent roles): VND 4,000,000/person/month
- Supervisors (holding concurrent roles): VND 3,000,000/person/month

The above remuneration is in accordance with the regulations and business operation situation of PTSC Quang Ngai.

3. Operating expenses of the BOD and BOS in 2026

Public service expenses (including travel, meals, hotel accommodation, work tools/equipment, external relations activities, etc.) and other reasonable expenses to perform the assigned tasks shall comply with internal rules of the Company and applicable regulations.

The BOD respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely.

Recipients:

- As above;
- BOD, BOS;
- Company's website;
- Archives: DC, Company Secretary.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

