



PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
**PTSC THANH HOA**  
**TECHNICAL SERVICES COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No. *2110* /NQ-TH-GMS

*Thanh Hoa, June 05, 2026*

**RESOLUTION**  
**2026 Annual General Meeting of Shareholders**  
  
**GENERAL MEETING OF SHAREHOLDERS**  
**PTSC THANH HOA TECHNICAL SERVICES COMPANY**

*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, and related amended documents and implementation guidelines;*

*Pursuant to the Charter of PTSC Thanh Hoa Technical Services Company approved by the General Meeting of Shareholders on June 14, 2024;*

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. ~~2109~~/BB-TH-DHDCD dated 05 /6 /2026 of PTSC Thanh Hoa Technical Services Company,*

**RESOLVES:**

**Article 1.** Approval of the Board of Directors' Report for 2025 and its Plan for 2026 (as per the attached report).

**Article 2.** Approval of the Report on Production and Business Activities for 2025 and the Plan for 2026 presented by the Company's Director (as per the attached report).

**Article 3.** Approval of the Supervisory Board's Inspection and Supervision Report for 2025 and the Inspection and Supervision Plan for 2026 (as per the attached report).

**Article 4.** To approve the 2026 production and business plan with the following targets:

- |                      |                       |
|----------------------|-----------------------|
| - Total revenue:     | VND 2,000.00 billion; |
| - Profit before tax: | VND 60.00 billion;    |
| - Profit after tax:  | VND 48.00 billion;    |
| - Investment value:  | VND 500.08 billion.   |

The General Meeting of Shareholders authorizes the Board of Directors to consider and approve adjustments to the 2026 production and business plan in line with the actual situation during the year, and to report the implementation results to the General Meeting of Shareholders in accordance with regulations.

**Article 5.** Approval of Submission No.: ~~2096~~/TTr-TH-HĐQT dated 05/06/2026 regarding the approval of the 2025 Financial Statements audited by Deloitte Vietnam Company Limited.

**Article 6.** Approval of the authorization for the Board of Directors to select the auditing firm for the Company's 2026 financial statements from the list of auditing firms (attached to the proposal of the Supervisory Board), ensuring compliance with current regulations.

**Article 7.** Approval of Proposal No.: ~~2097~~ /TTr-TH-HĐQT dated 05/06/2026 regarding the Profit Distribution Plan for 2025 and the Financial Plan for 2026, including the following contents:

**1. Detailed Profit Distribution Plan for 2025:**

| No. | Indicator  | Unit of measurement | Plan<br>(According to GMS Resolution)<br>No. 583/NQ-TH-ĐHĐCĐ dated 21 Apr. 2025 | Plan<br>(According to adjusted plan approved by BOD Resolution)<br>No. 2008/NQ-TH-HĐQT dated 31 Dec. 2025 | Actual   |
|-----|--|---------------------|---|---|----------|
| 1   | Total distributable profit in 2025                             | Million VND         | 49,825  | 37,825  | 39,342   |
| 1.1 | Net profit after tax in 2025                                   | Million VND         | 45,000  | 33,000  | 34,517   |
| 1.2 | Undistributed retained earnings from 2024                      | Million VND         | 4,825   | 4,825   | 4,825    |
| 2   | Dividend Distribution for 2025 (5% of Charter Capital)         | Million VND         | 20,000  | 20,000  | 20,000 ✓ |
| 3   | Bonus Fund, Welfare Fund, and Executive Management Reward Fund | Million VND         | 6,750   | 5,280   | 6,688 ✓  |
| 3.1 | Bonus and Welfare Funds  | Million VND         | 6,300   | 4,950   | 5,177    |
| 3.2 | Executive Management Reward Fund                               | Million VND         | 450   | 330   | 1,511 ✓  |
| 4   | Development Investment Fund (30% of Net Profit after           | Million VND         | 13,500  | 9,900   | 10,355   |



| No. | Indicator                      | Unit of measurement | Plan (According to GMS Resolution) No. 583/NQ-TH-DHĐCĐ dated 21 Apr. 2025 | Plan (According to adjusted plan approved by BOD Resolution) No. 2008/NQ-TH-HĐQT dated 31 Dec. 2025 | Actual |
|-----|--------------------------------|---------------------|---|---|--------|
|     | <i>Tax in 2025)</i>            |                     |   |   |        |
| 5   | Remaining Undistributed Profit | Million VND         | 9,575   | 2,645   | 2,299  |

## 2. Detailed Consolidated Financial Plan for 2026:

| No. | Indicator   | Unit of measurement | Plan of 2026  |
|-----|---|---------------------|---------------|
| 1   | Charter Capital   | Million VND         | 400,000       |
| 2   | Profit Before Corporate Income Tax                                | Million VND         | 60,000        |
| 3   | Actual Net Profit After Corporate Income Tax                      | Million VND         | 48,000        |
| 4   | Profit-to-Charter Capital Ratio                                   | %                   | 12.00%        |
| 5   | Total Distributable Profit in 2026                                | Million VND         | 50,299        |
| 5.1 | <i>Distributed Profit in 2026</i>                                 | <i>Million VND</i>  | <i>48,000</i> |
| 5.2 | <i>Undistributed Retained Earnings from 2025</i>                  | <i>Million VND</i>  | <i>2,299</i>  |
| 6   | Cash Dividend Payment (5% of Charter Capital)                     | Million VND         | 20,000        |
| 7   | Bonus and Welfare Funds, Executive Management Reward Fund         | Million VND         | 11,600        |
| 7.1 | <i>Bonus and Welfare Funds</i>                                    | <i>Million VND</i>  | <i>9,600</i>  |
| 7.2 | <i>Executive Management Reward Fund</i>                           | <i>Million VND</i>  | <i>2,000</i>  |
| 8   | Development Investment Fund (30% of Net Profit after Tax in 2025) | Million VND         | 14,400        |
| 9   | Remaining Undistributed Profit                                    | Million VND         | 4,299         |

### Article 8. Approval of Dividend Payment for 2026 as follows:

- Dividend payout ratio: 5% per share (par value VND 10,000/share).
- Total dividend payout for 40,000,000 shares: VND 20,000,000,000.

**Article 9.** Approval of Proposal No.: /TTr-TH-HĐQT dated 05/06/2026 on the amendment and supplementation of the Company Charter.

**Article 10.** To approve the dismissal of Mr. Nguyen Minh Tuan from the position of Supervisor and approve the election results and elected members of the Board of Directors and Supervisors for the 2026–2031 term, as detailed below:

| No. | Full name            | Elected position  |
|-----|----------------------|-------------------|
| 1   | Mr. Pham Hung Phuong | Member of the BOD |
| 2   | Mr. Le Viet Hai Ninh | Supervisor        |
| 3   | Ms. Nguyen Thi Duyen | Supervisor        |

**Article 11.** Approval of remuneration and operational expenses for the Board of Directors and Supervisory Board in 2026, as per Proposal No.: /TTr-TH-HĐQT dated 05/06/2026, detailed as follows:

1. Remuneration for part-time (concurrent) members of the Board of Directors and Supervisory Board in 2026.

- Concurrent Members of the Board of Directors: VND 4,000,000/person/month.
- Concurrent Members of the Supervisory Board: VND 3,000,000/person/month.

2. Operating expenses for the Board of Directors and Supervisory Board in 2026: Business-related expenses (including transportation, meals, accommodations, hotel rental, working tools/equipment, external relation activities, etc.) and other reasonable expenses incurred in performing assigned duties shall be implemented in accordance with the Company's internal regulations and consistent with applicable laws and regulations.

**Article 12.** Effectiveness:

1. This Resolution shall take effect from the date of signing. Subject to requests from competent authorities or procedural requirements involving related parties, the contents of this Resolution may be issued separately into different resolutions, provided they remain consistent with the content approved by the General Meeting of Shareholders.

2. The Board of Directors, the Supervisory Board, and the Board of Management of the Company shall be responsible for implementing this Resolution./.

**Recipients:**

- As stated in Article 12;
- State Securities Commission of Vietnam;
- Hanoi Stock Exchange;
- Corporation;
- BOD, SB;
- Archive: Office, Secretary.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN**

**(Singed)**

**Le Van Nga**





No.: 2108/BB-TH-GMS

Thanh Hoa, 05 June 2026

## **VOTE COUNTING MINUTES**

### **2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

The General Meeting approved the voting rules and the list of the Vote Counting Committee, comprising:

1. Mr. Le Ba Tung - Deputy Head of Finance and Accounting Department - Head
2. Mr. Nguyen Thien Hoang Quy - Deputy Head of Organization and Administration Department - Member
3. Ms. Cao Thi Chung - Deputy Head of Commercial Department - Member

#### **The vote counting results are as follows:**

1. Number of ballots distributed: 17 ballots, representing 39,573,700 shares
2. Number of ballots collected: 17 ballots, representing 39,573,700 shares
3. Number of invalid ballots: 0 ballot
4. Ratio of valid voting shares to the total voting shares attending the meeting: 100%.

#### **The valid ballots showed the following results:**

##### **1. Regarding: Approval of the 2025 Board of Directors activity report and the 2026 plan**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

##### **2. Regarding: Approval of the 2025 production and business performance report and the 2026 production and business plan**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.

- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

**3. Regarding: Approval of the 2025 Board of Supervisors activity report and the 2026 plan**

- Number of votes in favor: 16 ballots, representing 22,073,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 01 ballot, representing 17,500,000 shares.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 55.78%.

**4. Regarding: Approval of the 2025 audited financial statements**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

**5. Regarding: Approval of the proposal on the 2025 profit distribution plan and the 2026 financial plan**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

**6. Regarding: Approval of the selection of the audit firm for the 2026 financial statements**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

**7. Approval of the proposal on amendments and supplements to the Company Charter**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

**8. Approval of the proposal on election of a member of the Board of Directors for the 2026-2031 term**



- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

-The total number of votes cast for one (01) candidate for the Board of Directors, who was nominated and deemed qualified and lawful for consideration by the General Meeting of Shareholders, was 17 ballots, representing 39,573,700 voting rights. The results are as follows:

| No. | Full name        | Number of voting rights |
|-----|------------------|-------------------------|
| 1   | Pham Hung Phuong | 39,573,700              |

#### **9. Proposal on dismissal and additional election of Supervisors for the 2026-2031 term**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

-The total number of votes cast for three (03) candidates for Supervisors, who were nominated and deemed qualified and lawful for consideration by the General Meeting of Shareholders, was 17 ballots, representing 39,573,700 voting rights. The results are as follows:

| No. | Full name        | Number of voting rights |
|-----|------------------|-------------------------|
| 1   | Le Viet Hai Ninh | 39,573,700              |
| 2   | Mai Dinh Hieu    | 39,573,700              |
| 3   | Nguyen Thi Duyen | 39,573,700              |

#### **10. Approval of remuneration and operating expenses of the Board of Directors and Board of Supervisors in 2026**

- Number of votes in favor: 17 ballots, representing 39,573,700 shares.
- Number of votes against: 0 ballot.
- Number of abstentions: 0 ballot.
- Ratio (%) of voting shares in favor to the total voting shares attending the meeting: 100%.

Based on the vote counting results, the 2026 Annual General Meeting of Shareholders of PTSC Thanh Hoa Technical Services Company unanimously approved the above 10 items.

These Minutes were made in 03 originals and approved at the General Meeting at 17:00 on 05 June 2026.

**ON BEHALF OF THE VOTE  
COUNTING COMMITTEE**

**(Singed)**

**Le Ba Tung**

**ON BEHALF OF THE PRESIDING  
COMMITTEE**

**(Singed)**

**Le Van Nga**







PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
PTSC THANH HOA  
TECHNICAL SERVICES COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

No.: 2109./BB-TH-GMS

Thanh Hoa, 05 June 2026

**MINUTES  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
OF PTSC THANH HOA TECHNICAL SERVICES COMPANY**

Company name: PTSC Thanh Hoa Technical Services Company.

Address: 268 Tran Nhat Duat Street, Truc Lam Ward, Thanh Hoa Province.

Business Registration Certificate: No. 2801448559 issued by the Department of Planning and Investment of Thanh Hoa Province on 13 November 2009.

Time: Commencement: 13:30 on 05 June 2026

Closing time: 17:00 on 05 June 2026

Meeting format: In person

Meeting venue: PTSC Thanh Hoa Technical Services Company.

268 Tran Nhat Duat Street, Truc Lam Ward, Thanh Hoa Province.

Presidium: Mr. Le Van Nga, Chairman of the Board of Directors of the Company - Chairperson

Mr. Pham Hung Phuong, Member of the Board of Directors, Director of the Company - Member.

Mr. Nguyen Huu Hoan, Deputy Director of the Company - Member.

Meeting Secretariat: Ms. Tong Thi Phuong Thao - Head

Mr. Tran Anh Dung - Member

Shareholders attending: 17 shareholders, representing 39,573,700 shares, accounting for 98.93% of the total voting shares (the list of attending shareholders is attached to these minutes).

**I. Report on verification of shareholder eligibility and declaration that the Meeting is duly qualified to proceed.**

1. The Meeting listened to Mr. Nguyen Thanh Thuan - Head of the Shareholder Eligibility Verification Committee, announcing the report on verification of shareholder eligibility and declaring that the Meeting was duly qualified to proceed.

2. As of 13:30 on 05 June 2026, the number of shareholders/authorized representatives attending the meeting was 17 shareholders, representing 39,573,700 shares, accounting for 98.93% of the total voting shares.

Pursuant to the current Law on Enterprises and the Charter of PTSC Thanh Hoa Technical Services Company, the 2026 Annual General Meeting of Shareholders of PTSC Thanh Hoa Technical Services Company is lawful, valid and duly qualified to proceed.



## **II. Election of the Presidium**

The Meeting elected the Chairperson to conduct the Meeting. After hearing the proposed list of personnel, 100% of the shareholders with voting rights present at the Meeting voted to approve the Presidium consisting of the following members:

1. Mr. Le Van Nga - Chairman of the Board of Directors - Chairperson
2. Mr. Pham Hung Phuong - Member of the Board of Directors, Director - Member
3. Mr. Nguyen Huu Hoan - Deputy Director - Member

## **III. Election of the Secretariat and Vote Counting Committee**

To assist the Presidium and carry out the election and vote-counting work of the Meeting, after hearing the proposed personnel list introduced by the Presidium, 100% of the shareholders with voting rights present at the Meeting voted to approve the Secretariat and the Vote Counting Committee as follows:

The Secretariat consisted of the following members:

1. Ms. Tong Thi Phuong Thao - Head of General Secretariat Team - Head
2. Mr. Tran Anh Dung - Secretary - Member

The Vote Counting Committee consisted of the following members:

1. Mr. Le Ba Tung - Deputy Head of Finance and Accounting Department - Head
2. Ms. Cao Thi Chung - Deputy Head of Commercial Department - Member
3. Mr. Nguyen Thien Hoang Quy - Deputy Head of Organization and Administration Department - Member

## **IV. Approval of the Meeting Agenda and Working Regulations of the Meeting**

After hearing the Presidium announce the Meeting agenda and the regulations on organization of the Meeting, 100% of the shareholders with voting rights present at the Meeting voted to approve the agenda and working regulations of the Meeting.

## **V. Instructions on voting methods at the Meeting**

The Meeting listened to Mr. Le Ba Tung - Head of the Vote Counting Committee, giving instructions on voting methods for matters at the Meeting.

## **VI. Main contents of the Meeting**

### **1. Reports of the Board of Directors, the Management Board and the Supervisory Board.**

- The Meeting listened to Mr. Le Van Nga - Chairman of the Board of Directors, presenting the report on the performance of the Board of Directors in 2025 and the plan for 2026;

- The Meeting listened to Mr. Pham Hung Phuong - Member of the Board of Directors, Director of the Company, presenting the report on business results in 2025 and business plan for 2026;

- The Meeting listened to Mr. Nguyen Minh Tuan - Head of the Supervisory Board of the Company, reporting on the performance of the Supervisory Board in 2025 and the plan for 2026;

### **2. Discussion and approval of proposals at the Meeting.**

The Meeting discussed the contents of the proposals submitted to the General Meeting of Shareholders, including:

- 2.1 Proposal on approval of the audited financial statements for 2025;
- 2.2 Proposal on the 2025 profit distribution plan and the 2026 financial plan;
- 2.3 Proposal on selection of the auditing firm for the 2026 financial statements;
- 2.4 Proposal on amendments and supplements to the Company Charter;



2.5 Proposal on election of a member of the Board of Directors for the 2026-2031 term;

2.6 Proposal on dismissal and additional election of Supervisors for the 2026-2031 term;

2.7 Proposal on remuneration and operating expenses of members of the Board of Directors and the Supervisory Board in 2026.

The Meeting highly agreed with the contents presented and explained at the Meeting and had no further comments.

**VII. Voting to approve the reports and proposals of the Meeting.**

**1. Approval of the report on the performance of the Board of Directors in 2025 and key activities in 2026.**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting "For": 39,573,700 shares (ratio: 100%);
- Total number of shares voting "Against": 0 shares (ratio: 0%);
- Total number of shares voting "Abstain": 0 shares (ratio: 0%).

**2. Approval of the report on business results in 2025 and business plan for 2026.**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting "For": 39,573,700 shares (ratio: 100%);
- Total number of shares voting "Against": 0 shares (ratio: 0%);
- Total number of shares voting "Abstain": 0 shares (ratio: 0%).

**3. Approval of the report on the performance of the Supervisory Board in 2025 and the plan for 2026 of the Supervisory Board.**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting "For": 22,073,700 shares (ratio: 55.78%);
- Total number of shares voting "Against": 0 shares (ratio: 0%);
- Total number of shares voting "Abstain": 17,500,000 shares (ratio: 44.22%).

**4. Approval of the audited financial statements for 2025.**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting "For": 39,573,700 shares (ratio: 100%);
- Total number of shares voting "Against": 0 shares (ratio: 0%);
- Total number of shares voting "Abstain": 0 shares (ratio: 0%).

**5. Approval of the 2025 profit distribution plan and the 2026 financial plan.**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting "For": 39,573,700 shares (ratio: 100%);
- Total number of shares voting "Against": 0 shares (ratio: 0%);
- Total number of shares voting "Abstain": 0 shares (ratio: 0%).

**6. Proposal on selection of the auditing firm for the 2026 financial statements.**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting "For": 39,573,700 shares (ratio: 100%);
- Total number of shares voting "Against": 0 shares (ratio: 0%);



- Total number of shares voting “Abstain”: 0 shares (ratio: 0%).

#### **7. Approval of the proposal on amendments and supplements to the Company Charter;**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting “For”: 39,573,700 shares (ratio: 100%);
- Total number of shares voting “Against”: 0 shares (ratio: 0%);
- Total number of shares voting “Abstain”: 0 shares (ratio: 0%).

#### **8. Approval of the proposal on election of a member of the Board of Directors for the 2026-2031 term.**

- Total number of voting shares used to elect the Board of Directors member: 39,573,700 (votes).
- Representing: 39,573,700 (voting rights).
- The results were as follows:

| No. | Full name        | Number of voting rights |
|-----|------------------|-------------------------|
| 1   | Pham Hung Phuong | 39,573,700 (100%)       |

#### **9. Approval of the proposal on dismissal and additional election of Supervisors for the 2026-2031 term.**

##### **9.1 Approval of dismissal of Company Supervisor**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting “For”: 39,573,700 shares (ratio: 100%);
- Total number of shares voting “Against”: 0 shares (ratio: 0%);
- Total number of shares voting “Abstain”: 0 shares (ratio: 0%).

##### **9.2 Approval of election of Company Supervisors**

- Total number of voting shares used to elect (01) one Supervisor: 39,573,700 (votes).
- Representing: 39,573,700 (voting rights).
- The results were as follows:

| No. | Full name        | Number of voting rights  |
|-----|------------------|--------------------------|
| 1   | Mai Dinh Hieu    | 39,573,700 shares (100%) |
| 2   | Le Viet Hai Ninh | 39,573,700 shares (100%) |
| 3   | Nguyen Thi Duyen | 39,573,700 shares (100%) |

#### **10. Approval of remuneration and operating expenses of the Board of Directors and Supervisory Board in 2026.**

- Voting method: Ballot voting;
- Total number of voting shares attending and voting: 39,573,700 shares;
- Total number of shares voting “For”: 39,573,700 shares (ratio: 100%);
- Total number of shares voting “Against”: 0 shares (ratio: 0%);
- Total number of shares voting “Abstain”: 0 shares (ratio: 0%).

#### **VIII. Voting to approve the minutes and closing of the Meeting**

1. These minutes were made at 17:00 on the same day, 05 June 2026, immediately after the 2026 Annual General Meeting of Shareholders of PTSC Thanh Hoa Technical Services Company completed its agenda.



2. These minutes were read out before all shareholders at the Meeting and were voted on and approved at the Meeting by 100% of the total votes of the shareholders with voting rights present at the Meeting.

3. These minutes were made in three (03) originals of equal legal validity.

**ON BEHALF OF THE  
SECRETARIAT  
HEAD**

**(Singed)**

**Tong Thi Phuong Thao**

**ON BEHALF OF THE PRESIDIUM  
CHAIRPERSON**

**(Singed)**

**Le Van Nga**

**LIST OF SHAREHOLDERS ATTENDING  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

(Attached to Meeting Minutes No.: ~~2109~~/BB-TH-GMS)

| No. | Name of Shareholder                      | Number of Shares Held   |
|-----|--|---|
| 1   | Vietnam National Industry - Energy Group | Shareholder holding 17,500,000 shares, representing 17,500,000 votes with voting rights, accounting for 43,750% of the total shares                             |
| 2   | Le Van Nga                               | Shareholder holding and authorized to represent 13,882,000 shares, representing 13,882,000 votes with voting rights, accounting for 34,706% of the total shares |
| 3   | Pham Hung Phuong                         | Shareholder holding and authorized to represent 8,003,000 shares, representing 8,003,000 votes with voting rights, accounting for 20,008% of the total shares   |
| 4   | Do Cong Khang                            | Shareholder holding 25,000 shares, representing 25,000 votes with voting rights, accounting for 0,063% of the total shares                                      |
| 5   | Ta Ba Cong                               | Shareholder holding and authorized to represent 78,500 shares, representing 78,500 votes with voting rights, accounting for 0,196% of the total shares          |
| 6   | Do Tien Cong                             | Shareholder holding and authorized to represent 22,300 shares, representing 22,300 votes with voting rights, accounting for 0,056% of the total shares          |
| 7   | Pham Hung                                | Shareholder holding and authorized to represent 10,000 shares, representing 10,000 votes with voting rights, accounting for 0,025% of the total shares          |
| 8   | Nguyen Kim Dong                          | Shareholder holding and authorized to represent 12,600 shares, representing 12,600 votes with voting rights, accounting for 0,032% of the total shares          |
| 9   | Le Quang Khai                            | Shareholder holding and authorized to represent 11,500 shares, representing 11,500 votes with voting rights, accounting for 0,029% of the total shares          |
| 10  | Nguyen Manh Hung                         | Shareholder holding and authorized to represent 4,900 shares, representing 4,900 votes with voting rights, accounting for 0,012% of the total shares            |
| 11  | Truong Van Bay                           | Shareholder holding and authorized to represent 2,100 shares, representing 2,700 votes with voting rights, accounting for 0,005% of the total shares            |
| 12  | Nguy Nhu Lap                             | Shareholder holding and authorized to represent 9,500 shares, representing 9,500 votes with voting rights, accounting for 0,024% of the total shares            |
| 13  | Thai Quoc Hiep                           | Shareholder holding 5,000 shares, representing 5,000 votes  |

| No.                                    | Name of Shareholder | Number of Shares Held  |
|--|---------------------|--|
|  |                     | with voting rights, accounting for 0,013% of the total shares  |
| 14                                     | Tran Ngoc Chuong    | Shareholder holding 2,000 shares, representing 2,000 votes with voting rights, accounting for 0,005% of the total shares |
| 15                                     | Trinh Trong Thang   | Shareholder holding 2,000 shares, representing 2,000 votes with voting rights, accounting for 0,005% of the total shares |
| 16                                     | Pham Van The        | Shareholder holding 1,000 shares, representing 1,000 votes with voting rights, accounting for 0,003% of the total shares |
| 17                                     | Nguyen Cong Hung    | Shareholder holding 2,000 shares, representing 2,000 votes with voting rights, accounting for 0,005% of the total shares |
| <b>Total (number of voting shares)</b> |                     | <b>39,573,700</b>  |





*Thanh Hóa, June 05, 2026*

**REPORT**  
**ON THE BOARD OF DIRECTORS' ACTIVITIES IN 2025 AND**  
**PLAN FOR 2026**

To: General Meeting of Shareholders  
PTSC Thanh Hoa Technical Services Company

**A. PERFORMANCE IN 2025:**

**I. Activities of the Board of Directors in 2025**

In 2025, the Company experienced a mix of favorable conditions and challenges.  
Specifically:

**Favorable factors:**

- The market for core services (except Mechanical) remained stable with positive growth trends.
- Corporate culture was maintained, spread and promoted across all Company activities. Employees increasingly focused on improving professional competencies, dedication and professionalism, with key staff expressing commitment to long-term contribution.
- Customers and partners showed growing trust in collaborative and responsible cooperation, contributing to high effectiveness.

**Challenges:**

- The global situation continued to develop rapidly, with complexity and unpredictability, creating latent risks.
- Work volume declined while labor costs trended upward, reducing operational efficiency.
- The Mechanical market contracted significantly; investors tended to lower quality standards, leading to intense competition from small and medium competitors.
- Financial situations of many investors were not transparent, with a tendency to delay payments, increasing the risk of bad debts during contract execution

By maximizing advantages, proactively anticipating market challenges, and responding promptly, the Board of Directors (BOD) developed an Action Plan and provided decisive direction for effective business execution.

**1. Results of tasks assigned by the General Meeting of Shareholders (GMS)**

**1.1 Business performance results:**

**Implementation of the 2025 business plan targets:**

| No. | Indicators                                   | Unit           | Actual<br>2024 | 2025 Plan<br>(According<br>to GMS<br>Resolution)<br><i>No. 583/NQ-<br/>TH-ĐHĐCĐ<br/>dated 21 April<br/>2025</i> | 2025 Plan<br>(According<br>to adjusted<br>plan<br>approved by<br>BOD<br>Resolution)<br><i>No. 2008/NQ-<br/>TH-HĐQT<br/>dated 31<br/>December<br/>2025</i> | Actual 2025 | 2025 Actual /<br>2025 Plan<br>(According to<br>GMS<br>Resolution) | 2025 Actual /<br>2025 Plan<br>(According to<br>adjusted plan<br>approved by<br>BOD<br>Resolution) | 2025 Actual /<br>2024 Actual |
|-----|--|----------------|----------------|---|---|-------------|---|---|------------------------------|
| 1   | Revenue                                      | VND billion    | 1.202,64       | 1.416,00  | 1.350,00  | 1.379,65    | 97,43%  | 102,20%   | 114,72%                      |
| 2   | Profit before tax                            | VND billion    | 42,51          | 50,00   | 43,00   | 43,39       | 86,78%  | 100,91%   | 102,07%                      |
| 3   | Profit after tax                             | VND billion    | 37,14          | 45,00   | 33,00   | 34,52       | 76,71%  | 104,61%   | 92,95%                       |
| 4   | Profit after tax to<br>charter capital ratio | %              | 9,29%          | 11,25%  | 8,25%   | 8,63%       | 76,71%  | 104,61%   | 92,95%                       |
| 5   | Profit after tax to<br>owner's equity ratio  | %              | 6,68%          | 8,17%   | 5,94%   | 6,27%       | 76,71%  | 104,61%   | 92,95%                       |
| 6   | Investment                                   | VND billion    | 55,20          | 367,40  | 342,40  | 47,06       | 12,81%  | 13,74%  | 85,25%                       |
| 7   | Payment to the<br>State budget               | VND billion    | 32,72          | 28,00   | 28,00   | 51,02       | 182,21%   | 182,21%   | 155,93%                      |
| 8   | Average employee<br>income/month             | VND<br>million | 19,7           | Higher than<br>2024   | Higher than<br>2024   | 22,22       | Achieved  | Achieved  | 112,79%                      |



## **1.2 Dividend Payment in 2024**

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the BOD issued Resolution No. 583/NQ-TH-BOD dated 21/04/2025 and executed dividend payment for FY2024 in accordance with applicable regulations (payment made on 21/10/2025).

## **1.3 Governance, Management, and Executive Activities**

- In 2025, the BOD directly led preparations, document compilation and the successful organization of the Company's 2025 Annual General Meeting in full compliance with current regulations.
- The BOD operated in strict accordance with the Company Charter, Enterprise Law, and applicable legal provisions, adhering closely to AGM Resolutions.
- The BOD directed a comprehensive review of all internal management documents, updating changes and new developments in line with regulatory requirements and applicable standards.
- The BOD successfully directed personnel and organizational matters, ensuring the stability of the management apparatus and improving the effectiveness of leadership and governance.
- The BOD provided timely and complete disclosure of Company information as required under securities regulations for listed entities; received and worked with shareholders upon request to clarify and record feedback aimed at improving corporate governance quality and maximizing benefits for shareholders and stakeholders.

## **1.4. Investment Activities**

In 2025, investment activities focused primarily on continued upgrading and renovation of Berths 1 & 2 infrastructure; preparatory steps for the Mechanical and Maintenance Complex project; and coordination with PTSC Corporation and PetroVietnam to resolve outstanding issues related to the Port and Integrated Oil & Gas Services Investment Project at Nghi Son Economic Zone.

However, due to market fluctuations, Mechanical projects planned for 2025 were delayed or suspended, resulting in the deferral of investments in blasting/painting workshops and plate rolling machines. Although the Company organized a contractor selection process, PTSC Thanh Hoa decided to temporarily suspend these items to ensure capital efficiency.

Instead, the Company allocated additional investment capital to procure and hand over one 80-ton rubber-tyred crane to the Long Phu 1 Project Unit for use in September 2025.

Total investment disbursement for 2025 reached VND 47.06 billion, equivalent to 12.81% of the plan according to the Shareholders' General Meeting Resolution in 2025, and 13.74% of the adjusted 2025 plan. Details as follows.

Details of implementation:

*Unit: Million VND*



| No.          | Project Name   | Total Investment | Disbursed 2025 | Cumulative to 31/12/2025 | Note      |
|--------------|--|------------------|----------------|--------------------------|-----------|
| <b>I</b>     | <b>Capital Construction Works</b>  | <b>86.24</b>     | <b>23.17</b>   | <b>24.47</b>             |           |
| 1            | Construction of Service Housing for Operation and Expansion of Nghi Son Port – Phase 2 | 66.93            | 4.53           | 5.82                     | Ongoing   |
| 2            | Upgrade of Technical Infrastructure and Cargo Storage Yard at Berths 1 & 2 – Phase 2   | 19.31            | 18.65          | 18.65                    | Completed |
| <b>II</b>    | <b>Equipment Investment Projects</b>   | <b>24.80</b>     | <b>23.89</b>   | <b>23.89</b>             |           |
| 1            | Investment in 1 Rubber-Tyred Crane (75–80 tons)  | 24.80            | 23.89          | 23.89                    | Completed |
| <b>TOTAL</b> |  | <b>111.04</b>    | <b>47.06</b>   | <b>48.36</b>             |           |

## 2. Summary of BOD Meetings and Resolutions

The BOD held 4 meetings and conducted written votes among BOD Members to reach consensus on matters within its authority (see Appendix 1 for details).

BOD decisions were appropriate to regulations and actual business conditions, providing important direction to support the Executive Board and facilitating the effective operation of affiliated organizations.

A total of 31 Resolutions and Decisions were issued (see Appendix 2), along with the published 2025 Corporate Governance Report.

## 3. Remuneration, Allowances, Operating Expenses, and Other Benefits of the BOD and Its Members

Salaries, remuneration, allowances, and other operating expenses of the BOD were carried out in accordance with the Company Charter, the 2025 AGM Resolution, and prevailing regulations. Detailed information is provided in Appendix 3.

## 4. Transactions Between the Company and Related Parties

Salaries, remuneration, allowances and operating expenses of the BOD were executed in accordance with the Company Charter, the 2025 AGM Resolution, and current regulations. See Appendix 3 for details.

*Transactions between the Company, its subsidiaries or controlled entities and BOD Members, related persons, or companies where BOD Members are founding shareholders or managers within the preceding 3 years: None.*

## II. Supervision of the General Director and Executive Board



The BOD's supervisory activities over the Director and Executive Board were conducted in accordance with the Company's Internal Management Regulations. The Director, who also serves as a BOD Member, ensured BOD oversight throughout Company operations. At regular BOD meetings, the Director reported on Company activities, implementation of AGM and BOD Resolutions, and delivered topical reports as requested. The Director and Executive Board fully complied with applicable laws, management authority levels in the Charter and Internal Regulations, and AGM and BOD Resolutions.

### **III. Activities of BOD Members**

In 2025, all BOD Members fully attended meetings and submitted written opinions on matters within their authority, with a high sense of responsibility, independence and prudence, acting in the best interests of shareholders and the Company's development.

In addition to fulfilling collective BOD responsibilities, each member completed their individual assignments:

- The BOD Chairman fulfilled all duties in accordance with current regulations: directing the annual work program, assigning tasks to BOD Members; organizing meetings, collecting written votes, and issuing BOD Resolutions and Decisions; overseeing the Executive Board's implementation of AGM and BOD Resolutions; and supporting and supervising assigned BOD members.

- The BOD Member assigned to oversee business areas performed well in governance, operations, business development, market development strategies, marketing and technology, making important contributions to achieving the 2025 profit targets.

- Other BOD Members made positive contributions to the development and refinement of internal regulations; monitored compliance with corporate governance standards; evaluated improvements to the management system, shareholder and investor relations; and reviewed and approved related-party transactions in accordance with applicable regulations.

The BOD successfully completed its assigned duties. Detailed individual evaluations are provided in Appendix 4.

### **B. TASKS AND IMPLEMENTATION PLAN FOR 2025**

In 2026, the market is forecast to remain volatile, with both certain favorable factors and ongoing challenges for both traditional and new markets.

With the goal of stable and sustainable development of core services and a strong commitment to breakthrough growth in key services such as O&M, Mechanical, and Offshore Renewable Energy (ORE), the BOD establishes the following 2026 work program:

1. Approve agenda content and direct the organization of the 2026 Annual General Meeting of Shareholders in accordance with applicable laws and the Company Charter.

2. Direct business operations:

- Support the Executive Board in successfully achieving the 2026 business plan targets and AGM-approved contents in line with the Company's development strategy.
- Conduct all business activities with dedication and professionalism, focusing on:

1. Approve the agenda and direct the organization of the 2025 Annual General Meeting of Shareholders Ensure full compliance with legal regulations and the Company Charter.

2. Direct production and business operations Support the Executive Management in successfully executing the 2025 business plan targets and other contents approved by the General Meeting of Shareholders, aligned with the Company's strategic development goals.

All business and production activities shall be carried out with dedication and professionalism, with a particular focus on the following key areas:

#### 2.1. General Objectives

P – Pursue large-scale, efficient, highly productive and streamlined Company development.

T – Internalize and implement PetroVietnam, PTSC and PTSC Thanh Hoa corporate cultures, striving for professionalism, initiative and standards.

S – Reorganize and continue restructuring, optimizing the organizational structure, continuously improving and upgrading management systems in line with ESG development criteria.

C – Proactively coordinate with PetroVietnam Group and PTSC Corporation to early commence the Port and Integrated Oil & Gas Services Investment Project at Nghi Son Economic Zone.

T – Attract and leverage talent, especially high-quality human resources for the Mechanical and O&M sectors.

H – Engage in deep, effective and collaborative partnerships with affiliated companies in the Corporation to fully capitalize on integrated value chain advantages.

#### 2.2. Specific Tasks

##### **Strategy Development:**

- Improve the quality of forecasting and planning.
- Build Company brand identity in alignment with PTSC brand.
- Develop sector-specific and overall Company strategies.

##### **Human Resources and Technology:**

- Train, develop and attract talent to meet the Company's long-term sustainable growth needs, with emphasis on technically complex and high-technology services.
- Apply a streamlined, advanced and efficient organizational structure with optimal staffing.

14,  
VG  
PH,  
KỶ  
TSC  
H1  
- T.



- Focus on deep, comprehensive investment in technology, infrastructure and equipment for core services.
- Accelerate the Digital Transformation initiative.

#### **Corporate Culture:**

- Broadly and systematically apply the Company Cultural Code, PTSC Cultural Code and PetroVietnam Cultural Handbook across all employees and business activities.
- Strengthen employee loyalty to the Company.
- Foster a culture of treating others and nature as we wish to be treated.
- Promote awareness that development must go hand-in-hand with environmental protection and social responsibility.

#### **Management System:**

- Build a lean management system focused on centralized monitoring, and improving capacity, productivity and efficiency.
- Ensure development and application of Risk Management System per ISO 31000:2018.
- Ensure development and application of Information Security Management System per ISO 27001:2022.
- Develop technical standard systems and scientific evaluation frameworks for capacity and productivity metrics.

#### **Market Development:**

- Continue to strengthen marketing efforts, expand access and attract customers requiring large-tonnage vessels; implement effective transshipment services at anchorage areas to increase cargo throughput.
- Grow market share in NSRP services; improve marketing to proactively capture information on investment projects at Nghi Son Economic Zone, especially petrochemical, energy and industrial projects.
- Proactively research relevant works if a crude oil/energy reserve project is deployed at Nghi Son.
- Participate in markets for capacity, productivity and emission reduction upgrades and industrial plant gas recovery.
- Research acting as investor/contractor for circular project chains at Nghi Son Economic Zone.
- Strive to win key bids together with PTSC Corporation, both in and outside the oil & gas sector.
- Intensify efforts in the international market for exporting mechanical components and products.

#### **Cost Optimization:**



- Strengthen inspection and monitoring of business activities to promptly recognize and replicate best practices, identify risks early and implement appropriate solutions.

- Evaluate investment and business project efficiency; properly allocate investment targets to ensure completion per planned goals.

- Provide strong direction for market expansion, contract and service acquisition, especially technically advanced services, refinery services and EPC projects; and pursue strategic cooperation with capable domestic and international partners.

- Direct the Executive Board to rigorously implement cost reduction measures, including: maximum use of output-based salary mechanisms per established technical norms; resource optimization and cost rationalization; development of consistent policies for long-term, effective and responsible partnerships; promotion of technical innovation; and thorough analysis of bidding projects for competitive pricing and scheduling.

- Review investment items; pause or defer non-essential purchases; accelerate critical projects; evaluate timing to capitalize on input material price trends.

- Focus on key strategic projects, particularly coordinating with PTSC Corporation and PetroVietnam Group to upgrade the Nghi Son Port and Integrated Oil & Gas Services Project into a comprehensive Technical Service Complex serving the National Energy Center in Thanh Hoa; phased completion and commissioning of the Nghi Son Integrated Oil & Gas Services Zone; Mechanical and Maintenance Complex; storage yard projects; and equipment investment for port operations, O&M and Mechanical.

- Direct compliance monitoring with Enterprise Law, the Company Charter, and internal regulations.

- Strengthen enterprise risk management, financial risk management and project risk management; continue refining mechanisms and policies to improve management efficiency for human, asset and capital resources.

- Direct shareholder/investor relations activities to ensure rights of shareholders and all stakeholders.

- Ensure employee income and working conditions; strengthen development of quality human resources.

- 

3. Direct the Executive Board to Effectively Implement Cost Reduction Measures, **Specifically:**

- Apply performance-based salary schemes based on established technical norms in all business activities, especially in project execution.

- Optimize and rationalize resources to reduce costs.

- Develop consistent and coherent policies to promote long-term, responsible, and effective cooperation with partners and customers.



- Promote technical innovation initiatives; conduct in-depth studies of tender projects to propose creative, safe, and technically sound solutions with competitive pricing thus improving bid-winning rates, especially for projects aligned with the Company's strategic direction.

- Review investment items to suspend or postpone the acquisition of non-essential equipment; prioritize and expedite critical projects that address actual needs and capture opportunities when the market recovers. Evaluate the right timing for investment to leverage declining input material prices.

- Focus leadership on fast-tracking key projects, including: Coordinate with the Corporation to propose to the Group a revised master plan to upgrade the **Petroleum Technical Service Complex** in Nghi Son Economic Zone to support the development of a **National Energy Center in Thanh Hoa**; Accelerate completion and phased commissioning of the **Petroleum Service Complex** in Nghi Son; Development of **Mechanical and Maintenance Complex Projects**; Warehouse projects; Lifting equipment investment for the port base, and equipment for O&M and Mechanical services.

4. Direct the Organization to Inspect Compliance With the Law on Enterprises, the Company Charter, and internal regulations and procedures.

5. Strengthen Oversight of Enterprise Risk Management, including: Financial and project-related risks; Continue refining mechanisms and policies; Improve the effectiveness of resource management, including workforce, assets, and capital.

6. Direct Activities Related to Shareholder/Investor Relations In accordance with current regulations to ensure the rights and interests of shareholders and other stakeholders..

7. Ensure Employee Income and Working Conditions Enhance direction for improving and upgrading workforce quality.

## 2026 PLAN TARGETS

*Unit: Billion VND*

| No. | Indicators                | Unit        | Plan 2026        |
|-----|---------------------------|-------------|------------------|
| 1   | Charter Capital           | Billion VND | 400.00           |
| 2   | Total Revenue             | Billion VND | <b>2,000.00</b>  |
| 3   | Pre-tax Profit            | Billion VND | <b>60.00</b>     |
| 4   | After-tax Profit          | Billion VND | 48.00            |
| 5   | Investment                | Billion VND | <b>500.08</b>    |
| 6   | State Budget Contribution | Billion VND | 50.00            |
| 7   | Employee Income           | Million VND | Higher than 2025 |

This report presents the Board of Directors' activities in 2025 and the Operational

Plan for 2026.

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

Respectfully yours,

***Recipients:***

- General Meeting of Shareholders;
- Board of Directors, Board of Supervisors,
- Executive Management;
- Departments / Workshops;
- Filing: Office, Secretary.

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

**(Singed)**

**Le Van Nga**

TH-ADM-RG01-FM04



# APPENDIX 1: LIST OF BOARD MEMBERS AND ATTENDANCE STATISTICS FOR BOD MEETINGS IN 2025

| No. | Member               | Position   | Term      | Appointment Date   | Meetings Attended | Attendance Rate | Reason for Absence                   |
|-----|----------------------|------------|-----------|--|-------------------|-----------------|--------------------------------------|
| 1   | Mr. Le Van Nga       | Chairman   | 2022–2027 | First appt: 27/9/2017<br>Re-appt: 22/04/2022                           | 4/4               | 100%            |                                      |
| 2   | Mr. Pham Hung Phuong | BOD Member | 2021–2026 | First appt: 01/01/2011<br>Re-appt 1: 09/4/2016<br>Re-appt 2: 09/4/2021 | 4/4               | 100%            |                                      |
| 3   | Mr. Nguyen Khac Dung | BOD Member | 2024–2029 | First appt: 14/06/2024<br>Relieved: 30/6/2025                          | 1/4               | 25%             | Relieved from position on 30/06/2025 |
| 4   | Mr. Tran Xuan Tai    | BOD Member | 2023–2028 | First appt: 12/5/2023  | 4/4               | 100%            |                                      |
| 5   | Mr. Dinh Van Quan    | BOD Member | 2025–2030 | First appt: 30/6/2025  | 3/4               | 75%             |                                      |

## APPENDIX 2: LIST OF RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS IN 2025

| No. | Resolution/Decision No. | Date       | Content  | Approval Rate |
|-----|-------------------------|------------|--|---------------|
| 1   | 213/NQ-TH-BOD           | 20/02/2025 | Approval to sign contract for 'Temporary Construction Works' under the Raw Material Storage Tank Construction Project for the Southern Vietnam Petrochemical Complex                             | 100%          |
| 2   | 259/NQ-TH-BOD           | 27/02/2025 | Appointment of Corporate Governance Officer  | 100%          |
| 3   | 260/NQ-TH-BOD           | 27/02/2025 | Approval of plan to organize the 2025 Annual General Meeting of Shareholders   | 100%          |
| 4   | 354/NQ-TH-BOD           | 11/03/2025 | Approval to sign contract for 'Fabrication and Installation of Fuel Storage Tanks and Fire Protection Water Tanks', Package 4.9, Long Thanh International Airport Construction Project – Phase 1 | 100%          |
| 5   | 456/QD-TH-BOD           | 18/03/2025 | Fixed-term appointment of Mr. Nguyen Ba Tuan   | 100%          |
| 6   | 458/QD-TH-BOD           | 18/03/2025 | Fixed-term appointment of Mr. Ta Ba Cong   | 100%          |
| 7   | 459/QD-TH-BOD           | 18/03/2025 | Fixed-term appointment of Mr. Nguy Nhu Lap   | 100%          |
| 8   | 468/QD-TH-BOD           | 18/03/2025 | Fixed-term appointment of Mr. Nguyen Van Manh  | 100%          |
| 9   | 469/QD-TH-BOD           | 18/03/2025 | Fixed-term appointment of Mr. Do Tien Cong   | 100%          |
| 10  | 470/NQ-TH-BOD           | 18/03/2025 | Approval of 2025 Business Plan   | 100%          |
| 11  | 471/NQ-TH-BOD           | 18/03/2025 | Fixed-term appointment of Mr. Le Quang Khai  | 100%          |
| 12  | 472/NQ-TH-BOD           | 18/03/2025 | Fixed-term appointment of Mr. Nguyen Kim Dong  | 100%          |



| No. | Resolution/Decision No. | Date       | Content  | Approval Rate |
|-----|-------------------------|------------|--|---------------|
| 13  | 539/QD-TH-BOD           | 09/04/2025 | Approval of Technical-Economic Report and Contractor Selection Plan for 'Steel Structure Blasting and Painting Workshop'                                 | 100%          |
| 14  | 545/QD-TH-BOD           | 14/04/2025 | Convening of representatives to attend the 2025 Annual General Meeting of Shareholders   | 100%          |
| 15  | 546/QD-TH-BOD           | 14/04/2025 | Approval of Feasibility Study and Contractor Selection Plan for 'Investment in 1 Steel Plate Rolling Machine'  | 100%          |
| 16  | 547/QD-TH-BOD           | 14/04/2025 | Approval of Feasibility Study and Contractor Selection Plan for 'Compressed Air System, HVAC Piping and Compressed Air System'                           | 100%          |
| 17  | 548/QD-TH-BOD           | 14/04/2025 | Approval of Feasibility Study and Contractor Selection Plan for 'Steel Structure Blasting Equipment, Dedicated Explosion-Proof System and Accessories'   | 100%          |
| 18  | 550/QD-TH-BOD           | 15/04/2025 | Approval of Feasibility Study and Contractor Selection Plan for 'Steel Structure Painting Equipment and Specialized Door System for Mechanical Workshop' | 100%          |
| 19  | 690/QD-TH-BOD           | 29/4/2025  | Approval of Technical-Economic Report and Contractor Selection Plan for Upgrading 2.3ha Yard and Infrastructure at Berths 1 & 2 – Phase 2                | 100%          |
| 20  | 971/QD-TH-BOD           | 10/6/2025  | Approval to sign contract for 'Installation of Fiber Optic Cable and Communication Equipment' under the Lo B – O Mon Gas Pipeline EPC Project            | 100%          |
| 21  | 1012/QD-TH-BOD          | 25/06/2025 | Approval of Feasibility Study and Contractor Selection Plan for 'Investment in 1 Rubber-Tyred Crane (75–80 tons)'  | 100%          |

| No. | Resolution/Decision No. | Date       | Content  | Approval Rate |
|-----|-------------------------|------------|--|---------------|
| 22  | 1042/QD-TH-BOD          | 30/6/2025  | Approval of revised Technical-Economic Report and Contractor Selection Plan – Upgrading 2.3ha Yard at Berths 1 & 2 – Phase 2 | 100%          |
| 23  | 1074/QD-TH-BOD          | 03/7/2025  | Approval of credit facility with Vietnam Maritime Commercial Bank – Vung Tau Branch  | 100%          |
| 24  | 1094/QD-TH-BOD          | 09/07/2025 | Issuance of Administrative Norm Regulations  | 100%          |
| 25  | 1106/QD-TH-BOD          | 11/7/2025  | Approval of selection of auditing firm for 2025 semi-annual review and annual audit  | 100%          |
| 26  | 1741/NQ-TH-BOD          | 19/11/2025 | Approval of credit and asset mortgage with Vietcombank – Nghi Son Branch   | 100%          |
| 27  | 1816/NQ-TH-BOD          | 05/12/2025 | Approval of contract with Related Party for 'Fabrication of Link Bridges & DSF for CPP Platform'                             | 100%          |
| 28  | 1817/NQ-TH-BOD          | 05/12/2025 | Dismissal of Corporate Governance Officer  | 100%          |
| 29  | 1818/NQ-TH-BOD          | 05/12/2025 | Appointment of Corporate Governance Officer cum Company Secretary  | 100%          |
| 30  | 2005/NQ-TH-BOD          | 31/12/2025 | Approval of economic compensation liability related to use of illegal invoices in Mechanical Project Units (2021–2023)       | 100%          |
| 31  | 2008/NQ-TH-BOD          | 31/12/2025 | Approval of revised 2025 Business Plan and 2025 Salary Plan  | 100%          |



### APPENDIX 3: SALARIES, REMUNERATION, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS IN 2025

| No. | Full Name            | Position             | Salary (VND) | Remuneration (VND) | Other Benefits (VND) | Total Pre-tax Income (VND) |
|-----|----------------------|----------------------|--------------|--------------------|----------------------|----------------------------|
| 1   | Mr. Le Van Nga       | Chairman             | 930,455,066  | 0                  | 48,530,000           | 978,985,066                |
| 2   | Mr. Pham Hung Phuong | BOD Member, Director | 930,522,597  | 44,000,000         | 55,450,000           | 1,029,972,597              |
| 3   | Mr. Nguyen Khac Dung | BOD Member           | 0            | 20,000,000         | 0                    | 20,000,000                 |
| 4   | Mr. Tran Xuan Tai    | BOD Member           | 0            | 44,000,000         | 0                    | 44,000,000                 |
| 5   | Mr. Dinh Van Quan    | BOD Member           | 0            | 24,000,000         | 0                    | 24,000,000                 |

**Note:**

<sup>(1)</sup> Salary and remuneration paid to BOD and Supervisory Board members are sourced from the 2025 salary and remuneration fund based on the Company's business performance.

<sup>(2)</sup> Other cash benefits represent actual income received in the 2025 fiscal year, disbursed by the Company.

#### APPENDIX 4: PERFORMANCE EVALUATION OF INDIVIDUAL BOARD MEMBERS IN 2025

All members of the Board of Directors (BOD) were assigned specific responsibilities, ensuring democracy and collective intellectual strength. They carried out inspection, supervision, and follow-up of the Executive Board in implementing resolutions of the General Meeting of Shareholders (GMS), the BOD, and directives from higher authorities. Each member actively engaged in discussions and provided input in their respective areas of responsibility, as detailed below:

| No. | Member               | Area of Responsibility  | Work Regime     |
|-----|----------------------|---|-----------------|
| 1   | Mr. Le Van Nga       | <ul style="list-style-type: none"> <li>- Performed functions, duties, and powers of - the Chairman of the BOD</li> <li>Oversaw general BOD activities; signed BOD resolutions, decisions, and documents</li> <li>- Directly guided the formulation and implementation of the Company's strategic plan</li> <li>- Supervised other BOD members in carrying out their assigned tasks</li> </ul> | Full-time       |
| 2   | Mr. Pham Hung Phuong | <ul style="list-style-type: none"> <li>- Oversaw general management of the Company's production and business operations</li> <li>- Performed functions and duties of the General Director – legal representative</li> <li>- Undertook other assignments from the BOD</li> </ul>   | Concurrent role |
| 3   | Mr. Tran Xuan Tai    | <ul style="list-style-type: none"> <li>- Supervised investment activities</li> <li>- Oversaw technical areas and the development of new services</li> <li>- Undertook other assignments from the BOD</li> </ul>   | Concurrent role |
| 4   | Mr. Đinh Van Quan    | <ul style="list-style-type: none"> <li>- Supervised commercial, market development, and business operations in mechanical, industrial, and O&amp;M services</li> <li>- Undertook other assignments from the BOD</li> </ul>  | Concurrent role |

#### Evaluation of Individual BOD Members:

| No. | Member         | Evaluation Summary   | Work Regime |
|-----|----------------|--|-------------|
| 1   | Mr. Le Van Nga | <p>Successfully completed assigned tasks, specifically:</p> <ul style="list-style-type: none"> <li>- Fulfilled all tasks assigned by the GMS in accordance with the annual plan, meeting deadlines and quality standards</li> <li>- Consistently exemplary in observing laws and regulations on anti-corruption, thrift, and waste prevention; upheld rules and regulations of the Group, Corporation, and Company</li> <li>- Demonstrated good moral character and a</li> </ul> | Full-time   |

| No. | Member               | Evaluation Summary   | Work Regime     |
|-----|----------------------|--|-----------------|
|     |                      | professional, disciplined working style  |                 |
| 2   | Mr. Pham Hung Phuong | <p>Successfully completed assigned tasks, specifically:</p> <ul style="list-style-type: none"> <li>- Fulfilled all tasks assigned by the GMS in accordance with the annual plan, meeting deadlines and quality standards</li> <li>- Consistently exemplary in observing laws and regulations on anti-corruption, thrift, and waste prevention; upheld rules and regulations of the Group, Corporation, and Company</li> <li>- Demonstrated good moral character and a professional, disciplined working style</li> </ul> | Concurrent role |
| 3   | Mr Tran Xuan Tai     | <p>Successfully completed assigned tasks, specifically:</p> <ul style="list-style-type: none"> <li>- Fulfilled all tasks assigned by the GMS in accordance with the annual plan, meeting deadlines and quality standards</li> <li>- Consistently exemplary in observing laws and regulations on anti-corruption, thrift, and waste prevention; upheld rules and regulations of the Group, Corporation, and Company</li> <li>- Demonstrated good moral character and a professional, disciplined working style</li> </ul> | Concurrent role |
| 3   | Mr. Dinh Van Quan    | <p>Successfully completed assigned tasks, specifically:</p> <ul style="list-style-type: none"> <li>- Fulfilled all tasks assigned by the GMS in accordance with the annual plan, meeting deadlines and quality standards</li> <li>- Consistently exemplary in observing laws and regulations on anti-corruption, thrift, and waste prevention; upheld rules and regulations of the Group, Corporation, and Company</li> <li>- Demonstrated good moral character and a professional, disciplined working style</li> </ul> | Concurrent role |







PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
**PTSC THANH HOA**  
**TECHNICAL SERVICES COMPANY**  
No: 2094 /BC-TH

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Thanh Hóa, June 05, 2026*

**REPORT**  
**ON 2025 BUSINESS PERFORMANCE AND**  
**THE PLAN AND KEY TASKS FOR 2026**

To: General Meeting of Shareholders PTSC Thanh Hoa Technical Services Company

**PART I**  
**IMPLEMENTATION OF THE 2025 BUSINESS PLAN**  
**PTSC THANH HOA TECHNICAL SERVICES COMPANY**

**I) Implementation of the 2025 business plan**

**1. General assessment**

In 2025, the global economy continued to face a complex landscape and slower growth amid persistent uncertainties. Key risks included escalating trade tensions, such as tariff policies from the United States, prolonged geopolitical instability and uneven growth across regions. However, inflation control in many major economies created room for monetary policy easing, opening up certain recovery opportunities.

Against that challenging backdrop, Vietnam emerged as a growth bright spot and received positive assessments from many international organizations. The economy recorded GDP growth of 8.02%, a high level compared with the regional average, supported by the advantages of an open economy, the ability to attract high-quality FDI inflows, accelerated public investment and a clear recovery in domestic consumption.

Overcoming difficulties and challenges through a wide range of solutions, PTSC Thanh Hoa Technical Services Company (PTSC Thanh Hoa) resolutely implemented action programs, launched numerous emulation movements, mobilized all resources, strengthened marketing activities and bidding efforts to secure new service contracts, and focused on flexible and cost-efficient management to successfully fulfill the 2025 plan targets. Specifically:

**1.1. Actual revenue:**

Revenue in 2025 reached VND 1,379.65 billion, equivalent to 102.20% of the annual plan and up 14.72% compared with 2024.

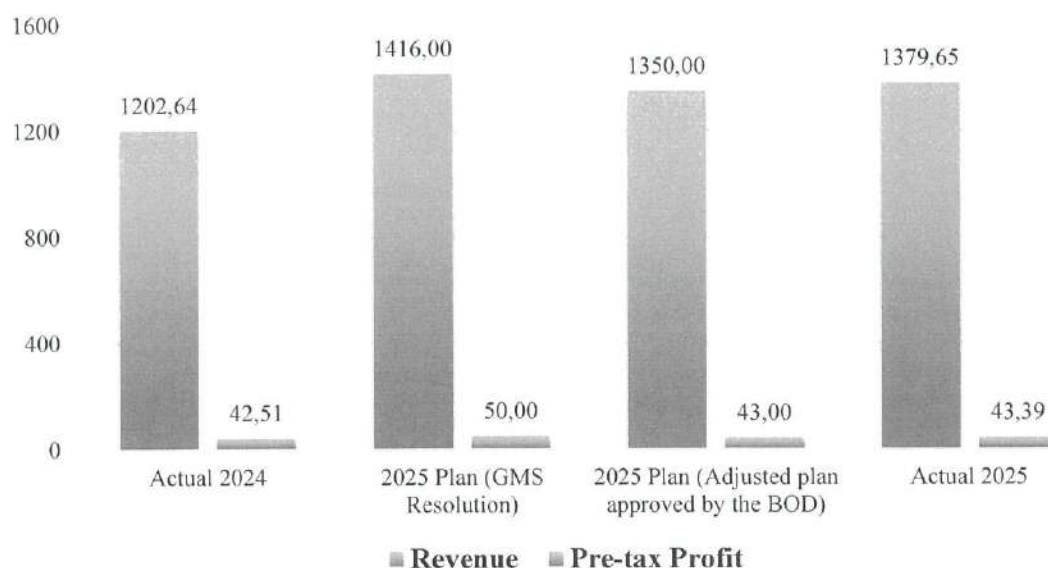
**1.2. Actual profit:**

Profit before tax in 2025 reached VND 43.39 billion, equivalent to 100.91% of the annual plan and up 2.07% compared with 2024.

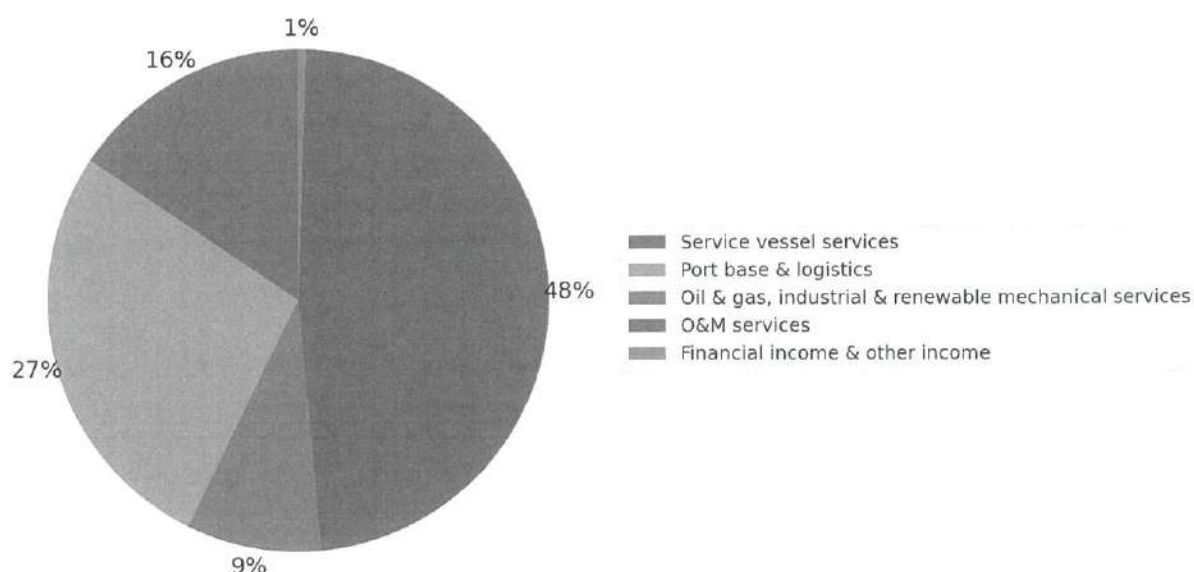
Details of the implementation of business activities in 2025 are as follows:

Unit: VND billion

| No.       | Indicator  | Actual 2024     | 2025 Plan<br>(GMS<br>Resolution)<br>No. 583/NQ-<br>TH-ĐHĐCĐ<br>dated 21 April<br>2025 | 2025 Plan<br>(Adjusted<br>plan<br>approved by<br>the BOD)<br>No. 2008/NQ-<br>TH-HĐQT<br>dated 31<br>December<br>2025 | Actual 2025     | % of Actual Performance compared with   |  |   |
|-----------|--|-----------------|---|--|-----------------|---|--|---|
|           |  |                 |   |  |                 | % of Actual<br>Performance<br>compared with<br>2025 Plan<br>(GMS<br>Resolution) | % of Actual<br>Performance<br>compared<br>with<br>2025 Plan<br>(Adjusted plan<br>approved by<br>the BOD) | % of Actual<br>Performance<br>compared<br>with<br>Actual 2024 |
|           |  | (1)             | (2)   | (3)  | (4)             | (5=4/2)   | (6=4/3)  | (7=4/1)   |
| <b>1</b>  | <b>Revenue</b>   | <b>1.202,64</b> | <b>1.416,00</b>   | <b>1.350,00</b>  | <b>1.379,65</b> | <b>97,43%</b>   | <b>102,20%</b>   | <b>114,72%</b>  |
| 1.1       | <i>Revenue from production<br/>and business activities</i> | 1.197,38        | 1.416,00  | 1.346,00   | 1.372,19        | 96,91%  | 101,95%  | 114,60%   |
| Of which: |  |                 |   |  |                 |   |  |   |
| -         | Maritime Vessels   | 202,80          | 190,00  | 215,00   | 214,47          | 112,88%   | 99,75%   | 105,75%   |
| -         | Port operations & logistics                                | 331,73          | 318,00  | 371,00   | 374,73          | 117,84%   | 101,01%  | 112,96%   |
| +         | <i>Port operations</i>                                     | <i>210,96</i>   | <i>203,80</i>   | <i>229,71</i>  | <i>236,72</i>   | <i>116,15%</i>  | <i>103,05%</i>   | <i>112,21%</i>  |
| +         | <i>Logistics</i>   | <i>120,78</i>   | <i>114,20</i>   | <i>141,29</i>  | <i>138,02</i>   | <i>120,86%</i>  | <i>97,69%</i>  | <i>114,27%</i>  |
| -         | Mechanical & Construction                                  | 431,24          | 608,00  | 170,00   | 120,40          | 19,80%  | 70,82%   | 27,92%  |
| -         | Operation and Maintenance<br>(O&M)                         | 231,62          | 300,00  | 590,00   | 662,59          | 220,86%   | 112,30%  | 286,07%   |
| 1.2       | <i>Financial income and other<br/>revenues</i>             | 5,25            |   | 4,00   | 7,45            |   | 186,32%  | 141,85%   |
| <b>2</b>  | <b>Pre-tax Profit</b>                                      | <b>42,51</b>    | <b>50,00</b>  | <b>43,00</b>   | <b>43,39</b>    | <b>86,77%</b>   | <b>100,90%</b>   | <b>102,07%</b>  |
| <b>3</b>  | <b>Post-tax Profit</b>                                     | <b>37,14</b>    | <b>45,00</b>  | <b>33,00</b>   | <b>34,52</b>    | <b>76,71%</b>   | <b>104,60%</b>   | <b>92,95%</b>   |



**Chart 1: Business performance in 2025**



**Chart 2: Revenue by service segment in 2025**

## **2. General assessment of business activities in 2025**

### **2.1. Service vessels:**

In 2025, PTSC Thanh Hoa continued to maintain and improve the efficiency of fleet management and operation under the orientation of safety, efficiency and readiness, thereby ensuring continuous and stable service provision to Nghi Son Refinery and Petrochemical Complex (NSRP). During the period, the Company successfully supported 1,345 vessel movements in the Harbor area and safely received 44 VLCC crude oil shipments for NSRP, with accumulated safe working hours of more than 3.25 million and no safety incidents. In parallel with operations, vessel registration and periodic maintenance were fully and timely performed in accordance with Vietnam



Register requirements, contributing to a high operational readiness ratio. In addition, PTSC Thanh Hoa organized four oil-spill response drills according to NSRP's plan, including two drills at the SPM area and two at the Harbor area; the drills were conducted in accordance with the scenarios, handled situations promptly, ensured absolute safety and met all technical requirements.

*Revenue from service vessels in 2025 reached VND 214.47 billion, equivalent to 99.75% of the annual plan and 105.75% of the 2024 actual figure.*

## **2.2. Port base and logistics services:**

In 2025, despite the impact of extreme weather conditions, the port service market in the Nghi Son area showed more positive signs than in 2024. Cargo throughput in the Nghi Son port area mainly comprised limestone, woodchips, clinker, cement, steel materials and steel coils, with bulk cargo still accounting for a large proportion of the cargo structure.

By implementing synchronized solutions in marketing, service delivery, after-sales policies and customer care, PTSC Thanh Hoa maintained traditional customers with large and stable cargo volumes through the port. In addition, the application of product-based wages for employees helped improve productivity and work efficiency, enhance service reputation and quality, and attract new customers. Therefore, despite intense price competition from ports in the area and limitations in infrastructure, including cargo handling/lifting equipment, warehouse/yard area and berth length, PTSC Thanh Hoa's port base services still achieved growth in 2025, making an important contribution to the Company's stability and development.

Results achieved:

### **❖ For port base services:**

- In 2025, cargo throughput at the Port exceeded 6.0 million tons, reaching 103% of the 2024 actual figure and 118% of the 2023 actual figure. The year-on-year growth continued to increase and this was also the highest throughput ever recorded. Specifically:

➤ Export and import cargo reached 3.09 million tons, accounting for 51.48% of total cargo throughput.

➤ Domestic cargo reached 2.91 million tons, accounting for 48.52% of total cargo throughput.

**Table 1: Cargo throughput in the Nghi Son port area in 2025**

| No. | CONTENT                        | NGHI SON PORT AREA |             |           |          |                | Total |
|-----|--------------------------------|--------------------|-------------|-----------|----------|----------------|-------|
|     |                                | PTSC Thanh Hoa     | QT Nghi Son | Dai Duong | Long Son | Gama (CT Port) |       |
| 1   | Total general berth length (m) | 390                | 1.547       | 692       | 500      | 230            | 3.359 |

|   |   |        |        |        |        |       |              |
|---|---|--------|--------|--------|--------|-------|--------------|
| 2 | % of berth length in the area   | 11,61% | 46,06% | 20,60% | 14,89% | 6,85% | <b>100%</b>  |
| 3 | Cargo throughput in 2025 (million tons)                                       | 6,00   | 9,15   | 7,77   | 7,04   | 1,73  | <b>31,69</b> |
| 4 | % of throughput in the area   | 18,94% | 28,88% | 24,51% | 22,21% | 5,46% | <b>100%</b>  |
| 5 | Average 2025 cargo throughput per meter of berth (thousand tons). (5)=(3)/(1) | 15,39  | 6,12   | 11,23  | 9,38   | 8,24  | <b>8,96</b>  |

The statistics on cargo throughput in the Nghi Son port area in 2025 show that PTSC Thanh Hoa, with a berth length of 390 m, equivalent to 11.61% of the total berth length of ports in the area, accounted for 18.94% of the total cargo throughput in the Nghi Son area, with average operating productivity of 15.39 thousand tons/year/m of berth.

*PTSC Thanh Hoa is assessed as the unit with the highest port operating productivity, 1.72 times higher than the average productivity in the area.*

❖ *For logistics services:*

In 2025, PTSC Thanh Hoa continued to implement packages signed with NSRP and Nghi Son 2 Power Company (NS2PC) under the orientation of safety, quality and efficiency, ensuring full compliance with commitments to customers and further affirming its position as a reliable logistics service provider in the area. In parallel with operations, customer approach, connection and relationship maintenance were carried out proactively, systematically and professionally. The Company promptly captured emerging needs and proactively proposed optimal and flexible logistics solutions, contributing to maintaining the existing market share and gradually expanding the customer base. Enhanced market activities created an important driver for PTSC Thanh Hoa to maximize the potential of port infrastructure, thereby increasing volume and improving business efficiency.

*Revenue from port base and logistics services in 2025 reached VND 374.73 billion, equivalent to 101.01% of the annual plan and 112.96% of the 2024 actual figure. The increase in service revenue was attributable to higher cargo throughput, which reached the highest level to date.*

**2.3. Oil & gas, industrial and renewable energy mechanical services:**

In 2025, mechanical, industrial and renewable energy services faced many difficulties due to global geopolitical fluctuations and complex, extreme weather developments, resulting in growth that did not meet expectations. The implementation status of mechanical projects/packages in 2025 was as follows:

❖ *For projects already/being implemented:*

- Long Phu Thermal Power Project: Overall progress reached 50.47%, 5.06% ahead of plan.



- PETEC Hai Phong Project: Overall progress reached 22%, 2% ahead of plan.
- Nam Dinh Vu Chemical Warehouse and Specialized Jetty Project: Progress of the fire prevention and fighting dossier and technical design reached 90%, 10% behind plan due to the investor's delay in obtaining approval for the 1/500 planning.
- Projects/packages implemented and completed by PTSC Thanh Hoa in 2025 included: installation of onshore cooling water piping system - Quang Trach 1 Project; design, equipment supply and construction - Nghi Son Petroleum Depot Expansion Project Phase 2; construction of temporary works and raw material tanks - Long Son Petrochemicals Complex Project; fabrication and installation of fuel tank and fire water tank items - Long Thanh International Airport Project.

❖ *For projects under approach:*

PTSC Thanh Hoa has approached and, together with the Corporation, submitted quotations for a number of potential projects/packages, including Long Phu 1 Thermal Power Project; Dung Quat Refinery Expansion Project; H3PO4 tank project at the NPK workshop of Phu My Fertilizer; package for material supply, fabrication and installation of 400 m underground CW Pipeline for Quang Trach I Thermal Power Plant Project for CC1, etc. In parallel, PTSC Thanh Hoa continues to coordinate with strong units within the Corporation such as PTSC M&C and PTSC Quang Ngai to quote for other packages, including fabrication of the Flare Platform & Bridge package under the Maydan Mahzam Project, etc.

*Revenue from oil & gas, industrial and renewable energy mechanical services in 2025 reached VND 120.40 billion, equivalent to 70.82% of the annual plan and 27.92% compared with the same period in 2024.*

**2.4. Operation, maintenance and repair services (O&M):**

In 2025, the Company's operation, maintenance and repair services continued to maintain stable growth. Projects and packages at NSRP were implemented safely, with quality, efficiency and on schedule, fully meeting the investor's strict technical requirements and standards.

In addition to maintaining the traditional market, in 2025 the Company proactively promoted market expansion and actively participated in bidding in new areas and projects. As a result, it won many important packages at thermal power plants across the country, further affirming its competitiveness, service quality and brand reputation in the market, and gradually positioning O&M services as one of the stable and sustainable growth pillars that contribute positively to the revenue structure and the Company's long-term development strategy. Specifically:

❖ *For projects/packages already and currently being implemented:*

- NSRP DMS daily maintenance package: PTSC Thanh Hoa fully met work requirements, especially urgent and arising tasks of NSRP, and was highly appreciated by the customer for flexible, timely and effective construction organization capability.
- STG3 package: PTSC Thanh Hoa completed 3 out of 8 milestones overall, 12% ahead of the overall project schedule.
- PPU Turnaround Project package: PTSC Thanh Hoa successfully completed the overall maintenance for the Polypropylene Unit (PPU) 0.5 day ahead of schedule and



received high appreciation from NSRP. This unit plays a particularly important role in the plant's production value chain as the area producing plastic pellets, a product with high economic value and stable market demand.

- Maintenance and repair services for thermal power plants: In 2025, PTSC Thanh Hoa approached, bid for and won manpower supply and maintenance and repair packages for thermal power plants including Thai Binh 2, Nghi Son 2, Duyen Hai - Tra Vinh and Song Hau 1. These projects are being implemented safely and on schedule by the Company.

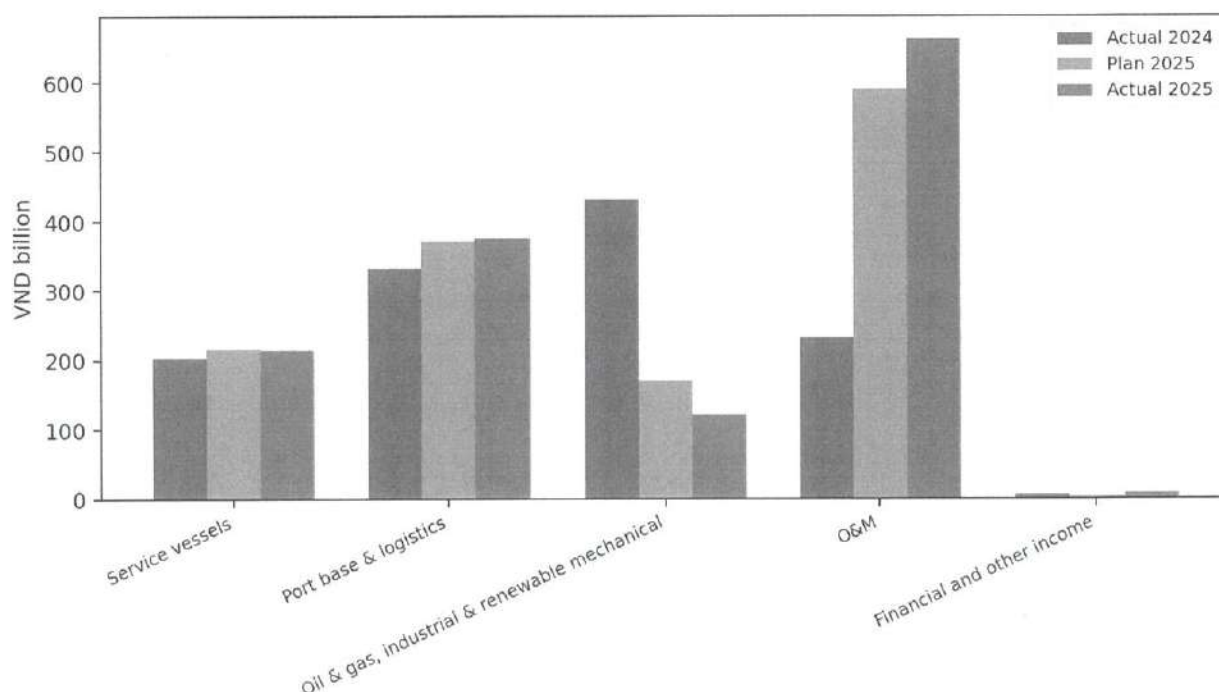
❖ *For projects under approach:*

PTSC Thanh Hoa continues to closely follow the plans of NSRP, Long Son Petrochemicals, Dung Quat Refinery - BSR, Ninh Binh Fertilizer, Anh Phat Corporation and thermal power plants to participate in bidding for maintenance and repair packages, expand the market and customer base, and prepare backlog work for 2026 and subsequent years.

*Revenue from operation and maintenance services in 2025 reached VND 662.59 billion, equivalent to 112.30% of the annual plan and 286.07% of the 2024 actual figure. Revenue growth in 2025 was attributable to exceeding progress milestones of the STG3 package as well as winning new customer segments, including Thai Binh 2 Thermal Power, Nghi Son 2, Duyen Hai - Tra Vinh and Song Hau 1.*

### **2.5. Project support services and other services:**

In 2025, PTSC Thanh Hoa's project support services and other services, including weighing and cargo delivery/receipt, woodchip trading, essential supplies and fuel trading, continued to be implemented effectively and met customer needs.



**Chart 3: Comparison of revenue by business service segment in 2025**

### **3. Investment activities**

Details of the implementation of investment activities in 2025 are as follows:

| No. | Description                       | 2025 Plan<br>(According to<br>GMS<br>Resolution)<br><i>No. 583/NQ-<br/>TH-DHDCĐ<br/>dated 21 April<br/>2025</i> | 2025 Plan<br>(Adjusted) | Actual<br>2025 | Disbursement<br>2025 | Disbursement rate compared<br>with  |  |
|-----|-----------------------------------|---|-------------------------|----------------|----------------------|---|--|
|     |                                   |   |                         |                |                      | Disbursement<br>rate compared<br>with<br>2025 Plan<br>(GMS<br>Resolution) | Disbursement<br>rate compared<br>with<br>2025 Plan<br>(Adjusted) |
| 1   | Investment                        | 367,40  | 342,40                  | 47,06          | 47,06                | 12,81%  | 13,74 %  |
| -   | <i>Basic<br/>construction</i>     | <i>153,00</i>   | <i>118,00</i>           | <i>23,17</i>   | <i>23,17</i>         | <i>15,14%</i>   | <i>19,64 %</i>   |
| -   | <i>Vehicles and<br/>equipment</i> | <i>214,40</i>   | <i>224,40</i>           | <i>23,89</i>   | <i>23,89</i>         | <i>11,14%</i>   | <i>10,65 %</i>   |
| 2   | Investment<br>funding<br>sources  | 367,40  | 342,40                  | 47,06          | 47,06                | 12,81%  | 13,74 %  |
| -   | <i>Owner's<br/>equity</i>         | <i>224,52</i>   | <i>195,77</i>           | <i>20,53</i>   | <i>20,53</i>         | <i>9,14%</i>  | <i>10,49 %</i>   |
| -   | <i>Loans/other<br/>sources</i>    | <i>142,88</i>   | <i>146,63</i>           | <i>26,52</i>   | <i>26,52</i>         | <i>18,56%</i>   | <i>18,09 %</i>   |

### 3.1. Basic construction investment:

In 2025, the Company's basic construction investment mainly focused on continuing to upgrade and renovate infrastructure for Berths 1 and 2; carrying out investment preparation steps for the Mechanical and Maintenance Complex project; and coordinating with the Corporation's and PVN's departments to address outstanding issues relating to the Investment Project for port operation and integrated petroleum technical services in Nghi Son Economic Zone. Specifically:

❖ For the Investment Project for port operation and integrated petroleum technical services in Nghi Son Economic Zone (the Project): On 26 November 2025, in Meeting Minutes No. 10706/BB-CNNL of PVN's Members' Council, PVN agreed on the following conclusions: (i) approval to assign PVN's President and CEO to direct the relevant focal department of PVN to coordinate with PTSC in reviewing, finalizing and signing an agreement with PTSC Thanh Hoa on management, renovation and use of Project assets as proposed at Point 4, Section IV of Internal Official Letter No. 126/CVNB-LMC dated 31 October 2025; (ii) agreement in principle for PVN to carry out procedures to prepare the subsequent investment and business plan for the Project. PVN's President and CEO was assigned to direct implementation of the work contents proposed at Points 2 and 3, Section IV of Official Letter No. 126/CVNB-LMC dated 31 October 2025, ensuring that the plan is appropriate and optimal, while following legal procedures and processes and ensuring the efficient use of and investment in state assets.

❖ For the project on renovation and upgrading of technical infrastructure and cargo storage yards of Berths 1 and 2 - Phase 2: PTSC Thanh Hoa completed the upgrade and continued putting into use 2.3 ha of yard and technical infrastructure for Berths 1 and 2 in November 2025, contributing to improved service quality for customers.



❖ For the staff accommodation project serving the operation and expansion of Nghi Son Port: The project was completed and put into operation. The Fire Prevention and Fighting and Rescue Police Division of Thanh Hoa Provincial Police conducted acceptance and issued the fire safety certificate. In addition, on 13 November 2025, Truc Lam Ward People's Committee issued Document No. 1306/UBND-KTHTDT approving the 1/500 general site plan of the Project, serving as the basis for PTSC Thanh Hoa to remove previously approved investment items that are no longer suitable and account for a large proportion of capital, and to close the opinions of Thanh Hoa Provincial Inspectorate in Conclusion No. 1782/KL-TTTH dated 30 July 2025 on the inspection of land use for the Project.

❖ For Phase I of the "Mechanical and Maintenance Complex" project: At present, the project has paid compensation and support for site clearance to 37 out of 82 households, equivalent to 35% of the area to be recovered. The remaining area has not yet been processed due to changes in the Land Law.

To provide a basis for applying for an extension of the project, on 17 October 2025 PTSC Thanh Hoa issued Document No. 1588/TH-KHDT reporting to Thanh Hoa Provincial People's Committee and requesting an extension for completion of the land lease dossier for the project. On 1 December 2025, Thanh Hoa Provincial People's Committee issued Decision No. 3737/QĐ-UBND extending the deadline for completion of the land lease dossier, serving as the basis for Truc Lam Ward People's Committee and PTSC Thanh Hoa to continue the next steps. In parallel, PTSC Thanh Hoa is coordinating with specialized consultants to prepare the project feasibility study report.

### **3.2. Investment in vehicles and equipment:**

Due to market fluctuations, the mechanical projects expected to be implemented in 2025 were delayed or suspended. As a result, although PTSC Thanh Hoa had organized bidding to select contractors for investments in the structure cleaning and painting workshop, plate rolling machine, etc., these investments were temporarily suspended to ensure capital efficiency. Instead, the Company focused on additional investment capital and handed over one 80-ton rubber-tired crane to the Long Phu 1 Project Management Board for use in September 2025.

*Total investment disbursement in 2025 reached VND 47.06 billion, equivalent to 13.74% of the 2025 plan. Of which, basic construction investment reached VND 23.17 billion and investment in vehicles/equipment reached VND 23.89 billion.*

## **4. Other activities:**

### **4.1. Commercial and market activities**

- Continue to strengthen marketing activities, expand access to and attract customers requiring large vessels of up to 70,000 DWT to reduce load and handle cargo at the port. At the same time, effectively implement transshipment services at the anchorage area to increase cargo volume through PTSC Thanh Hoa Port.

- Strengthen business exchanges and working connections with NSRP to further expand the scope of work under packages currently implemented by PTSC Thanh Hoa and negotiate extensions for packages whose contracts are due to expire in the coming period.



- Proactively coordinate with the Investment Management Department, Enterprise Management Department and the Management Board of Nghi Son Economic Zone to access information on projects and investors entering Nghi Son Economic Zone for service marketing purposes.

- Focus on supporting customers with large and stable export-import cargo volumes. At the same time, proactively seek and expand the export-import market, thereby securing cargo sources for the Port Base.

- Continue to strengthen marketing, closely follow the plans of NSRP, Long Son Petrochemicals Plant, NS2PC, Ninh Binh Fertilizer and thermal power plants to participate in bids for daily maintenance, turnaround maintenance, spare parts supply, etc.

- Proactively and actively coordinate with capable domestic units and strengthen international cooperation to seek bidding opportunities for service packages that are strengths of the Company, the Corporation and member units. The focus includes packages for fabrication of oversized and overweight products, specialized maintenance, maintenance dredging of navigation channels, maritime service packages, spare parts, etc.

#### 4.2. Restructuring and salary

- In 2025, PTSC Thanh Hoa completed the draft overall consolidation and restructuring scheme in June 2025 and piloted the consolidation of departments according to the approved orientation. By the end of 2025, the Company had reviewed, assessed and summarized the results after the pilot period, and submitted them to the Company's Director for consideration and approval to continue the pilot in order to obtain a more complete and comprehensive basis for assessing the effectiveness of restructuring for six functional departments: Organization and Administration Department, Production Coordination Department, Safety and Quality Department, Commercial Department, Production Engineering Department and Vessel Management - Operation and Maintenance Department. In parallel, the Company completed the review and assessment of the current organizational structure, functions and duties, and approved pilot consolidation of certain departments under the new structure, functions and duties in December 2025. PTSC Thanh Hoa is also searching for and selecting a reputable and experienced consulting firm to support the implementation of the overall restructuring in a professional, systematic and effective manner.

- Average salary in 2025 reached VND 19.6 million/person/month, equal to 110.73% of 2024; average income reached VND 22.2 million/person/month, equal to 112.69% of 2024.

Social insurance, health insurance and welfare benefits were processed promptly with no backlog. The salary scale system and project salary regulations were reviewed to suit the requirement of retaining key personnel. Details are as follows:

| No. | Content | Unit | Actual 2024 | Plan 2025 | Full-year actual 2025 | Actual 2025 / Actual 2024 | Actual 2025 / Plan 2025 |
|-----|---------|------|-------------|-----------|-----------------------|---------------------------|-------------------------|
| 1   | Total   | VND  | 140.567     | 160.043   | 145.281               | 103,35%                   | 90,78%                  |

5. 15. 17. 19. 21. 23. 25. 27. 29. 31. 33. 35. 37. 39. 41. 43. 45. 47. 49. 51. 53. 55. 57. 59. 61. 63. 65. 67. 69. 71. 73. 75. 77. 79. 81. 83. 85. 87. 89. 91. 93. 95. 97. 99. 101. 103. 105. 107. 109. 111. 113. 115. 117. 119. 121. 123. 125. 127. 129. 131. 133. 135. 137. 139. 141. 143. 145. 147. 149. 151. 153. 155. 157. 159. 161. 163. 165. 167. 169. 171. 173. 175. 177. 179. 181. 183. 185. 187. 189. 191. 193. 195. 197. 199. 201. 203. 205. 207. 209. 211. 213. 215. 217. 219. 221. 223. 225. 227. 229. 231. 233. 235. 237. 239. 241. 243. 245. 247. 249. 251. 253. 255. 257. 259. 261. 263. 265. 267. 269. 271. 273. 275. 277. 279. 281. 283. 285. 287. 289. 291. 293. 295. 297. 299. 301. 303. 305. 307. 309. 311. 313. 315. 317. 319. 321. 323. 325. 327. 329. 331. 333. 335. 337. 339. 341. 343. 345. 347. 349. 351. 353. 355. 357. 359. 361. 363. 365. 367. 369. 371. 373. 375. 377. 379. 381. 383. 385. 387. 389. 391. 393. 395. 397. 399. 401. 403. 405. 407. 409. 411. 413. 415. 417. 419. 421. 423. 425. 427. 429. 431. 433. 435. 437. 439. 441. 443. 445. 447. 449. 451. 453. 455. 457. 459. 461. 463. 465. 467. 469. 471. 473. 475. 477. 479. 481. 483. 485. 487. 489. 491. 493. 495. 497. 499. 501. 503. 505. 507. 509. 511. 513. 515. 517. 519. 521. 523. 525. 527. 529. 531. 533. 535. 537. 539. 541. 543. 545. 547. 549. 551. 553. 555. 557. 559. 561. 563. 565. 567. 569. 571. 573. 575. 577. 579. 581. 583. 585. 587. 589. 591. 593. 595. 597. 599. 601. 603. 605. 607. 609. 611. 613. 615. 617. 619. 621. 623. 625. 627. 629. 631. 633. 635. 637. 639. 641. 643. 645. 647. 649. 651. 653. 655. 657. 659. 661. 663. 665. 667. 669. 671. 673. 675. 677. 679. 681. 683. 685. 687. 689. 691. 693. 695. 697. 699. 701. 703. 705. 707. 709. 711. 713. 715. 717. 719. 721. 723. 725. 727. 729. 731. 733. 735. 737. 739. 741. 743. 745. 747. 749. 751. 753. 755. 757. 759. 761. 763. 765. 767. 769. 771. 773. 775. 777. 779. 781. 783. 785. 787. 789. 791. 793. 795. 797. 799. 801. 803. 805. 807. 809. 811. 813. 815. 817. 819. 821. 823. 825. 827. 829. 831. 833. 835. 837. 839. 841. 843. 845. 847. 849. 851. 853. 855. 857. 859. 861. 863. 865. 867. 869. 871. 873. 875. 877. 879. 881. 883. 885. 887. 889. 891. 893. 895. 897. 899. 901. 903. 905. 907. 909. 911. 913. 915. 917. 919. 921. 923. 925. 927. 929. 931. 933. 935. 937. 939. 941. 943. 945. 947. 949. 951. 953. 955. 957. 959. 961. 963. 965. 967. 969. 971. 973. 975. 977. 979. 981. 983. 985. 987. 989. 991. 993. 995. 997. 999.



|   |                |                           |      |      |      |         |         |
|---|----------------|---------------------------|------|------|------|---------|---------|
|   | salary fund    | million/year              |      |      |      |         |         |
| 2 | Average salary | VND million /person/month | 17,7 | 18,0 | 19,6 | 110,73% | 108,89% |
| 3 | Average income | VND million/ person/month | 19,7 | 22,5 | 22,2 | 112,69% | 98,67%  |

### 4.3. Training and human resource development

- Promote training, re-training and capacity development of the workforce under a modern management model, gradually standardizing the job position system, competency framework, career development roadmap and succession plan for the Company's key positions.

- Maintain updates on new skills and knowledge for employees, especially professional legal knowledge, to ensure that professional activities comply with the law.

- The Company focused on training to improve employees' professional qualifications and technical skills, mainly through on-the-job coaching at production sites. It also organized many internal training sessions by topics suitable to practical business requirements. In 2025, the Company implemented 123 training courses with 3,527 employee attendances and total cost of VND 1.22 billion, achieving 110% of the plan for demand-based training courses for the year.

### 4.4. Social welfare and activities of mass organizations

- Organized Tet gift giving for localities with difficult economic conditions.
- Launched the New Year tree-planting campaign with the participation of all employees of the Company.

- Launched a donation campaign to support people affected by storms and floods. On a voluntary basis, each employee of PTSC Thanh Hoa contributed one day's salary, jointly creating funds to help people overcome natural disaster consequences and stabilize their lives soon.

- During the year, PTSC Thanh Hoa successfully organized the "Culture - Sports Week" to celebrate the 16th anniversary of the Company's establishment. The event included sports competitions, "Ring the Golden Bell", cultural exchanges and gratitude activities for generations of leaders and employees, thereby strengthening solidarity and promoting corporate culture.

- Closely coordinated with Party organizations, the Trade Union and the Youth Union in business activities and in caring for the material and spiritual life of employees, while properly implementing the grassroots democracy regulations.

### 4.5. Health - Safety - Quality - Environment management system

- PTSC Thanh Hoa continued to effectively apply international-standard management systems in all business activities, helping improve service quality. The systems being implemented include the comprehensive quality management systems ISO 9001:2015, ISO 3834-2:2021 and EN 1090-2:2018+A1:2024; occupational health and safety management system ISO 45001:2018; environmental management system

ISO 14001:2015; risk management system ISO 31000:2018; information security management system ISO/IEC 27001:2022; together with the port facility security system under ISPS/CoCPF/074/VN. The synchronized maintenance and improvement of these systems continue to affirm PTSC Thanh Hoa's commitment to service quality, safety and compliance with international standards.

- In 2025, PTSC Thanh Hoa coordinated with the Fire Prevention and Fighting and Rescue Police Division of Thanh Hoa Provincial Police and local authorities such as the Maritime Port Authority, Ward Police and Nghi Son Port Border Gate Border Guard Command to organize drills under approved fire prevention and fighting plans at two areas: the Port Base area (29 May 2025) and the Office Building area (8 August 2025). Both drills were fully implemented in accordance with requirements and were recognized and highly appreciated by the competent authorities for preparation and organization.

- Occupational safety, environmental sanitation and fire and explosion prevention were regularly and strictly inspected, ensuring absolute safety in business and service activities. Domestic waste and hazardous waste were collected, managed and treated in accordance with regulations.

#### **4.6. Improvements and initiatives**

Implementing the Corporation-wide initiative and improvement program, PTSC Thanh Hoa has made efforts to promote initiatives and improvements and achieved significant results, contributing to enhanced efficiency and cost savings in business operations at the unit. Currently, PTSC Thanh Hoa has completed 421 out of 390 improvement initiatives, reaching 108% of the 2025 plan. The total value created exceeded VND 20 billion.

## **PART II**

### **PLAN, KEY TASKS AND IMPLEMENTATION SOLUTIONS FOR 2026**

#### **I. General objectives and key targets**

##### **1. General objectives**

Based on the results achieved in 2025 and the analysis and assessment of market opportunities in 2026, PTSC Thanh Hoa sets the following plan targets for 2026:

Revenue in 2026: VND 2,000.00 billion

Profit before tax in 2026: VND 60.00 billion

Continue to study and implement the overall restructuring of the Company toward a lean, multi-functional, effective and efficient model. The focus is to restructure mechanical services, O&M and commercial-market functions toward concentrated resources, clear functions, clear responsibilities and clear effectiveness, gradually increasing the proportion of digital governance in business management and administration.

Continue to review and improve remuneration policies in a competitive and transparent manner, linked to competence and performance, to attract, retain and develop high-quality personnel. Special attention shall be given to specialized technical human resources for O&M, mechanical fabrication and other specialized technical services.



## 2. Key targets

### 2.1. Key financial plan:

Unit: VND billion

| No.      | INDICATORS  | Unit               | Plan 2026       |
|----------|---|--------------------|-----------------|
| <b>1</b> | <b>Equity</b>   | <b>VND billion</b> | <b>572,26</b>   |
| +        | Charter capital   | VND billion        | 400,00          |
| +        | Of which, Corporation ownership ratio                       | %                  | 54,69           |
| <b>2</b> | <b>Revenue</b>  | <b>VND billion</b> | <b>2.000,00</b> |
| +        | <i>Revenue from business operations</i>                     | <i>VND billion</i> | <i>2.000,00</i> |
| +        | Service vessels   | VND billion        | 210,00          |
| +        | Port base & logistics services                              | VND billion        | 340,00          |
| +        | Oil & gas mechanical and construction services              | VND billion        | 800,00          |
| +        | Operation and maintenance services (O&M)                    | VND billion        | 650,00          |
| +        | <i>Financial income</i>                                     | VND billion        |                 |
| <b>3</b> | <b>Profit before tax</b>                                    | <b>VND billion</b> | <b>60,00</b>    |
| <b>4</b> | <b>Profit after tax</b>                                     | <b>VND billion</b> | <b>48,00</b>    |
| 5        | Profit after tax / ending charter capital ratio             | %                  | 12,00           |
| 6        | Dividend payout ratio (applicable to joint stock companies) | %                  | 5,00            |
| 7        | Taxes and other payables to the State budget                | VND billion        | 50,00           |

### 2.2. Investment capital plan:

Unit: VND billion

| No.      | INDICATORS                             | Unit               | Plan 2026     |
|----------|--|--------------------|---------------|
| <b>1</b> | <b>Investment implementation value</b> | <b>VND billion</b> | <b>500,08</b> |
| <b>2</b> | <b>Disbursement value</b>              | <b>VND billion</b> | <b>500,08</b> |
| +        | Equity                                 | VND billion        | 303,26        |
| +        | Loans/others                           | VND billion        | 196,82        |

## II. Key tasks and solutions

Based on the results achieved in 2025 and the analysis and assessment of market trends, opportunities and challenges in 2026, the Company sets out the following key tasks and specific solutions:

## 1. Key tasks in 2026:

1.1 Complete infrastructure planning for the Company's development strategy to 2030, with orientation to 2035, including infrastructure for the 9.3 ha Mechanical - Maintenance Factory Complex, the 40-60 ha post-port logistics service area (depot) and the 100 ha Technical Service Center serving renewable energy development combined with a general port; complete the dossier for adding depot land and port expansion areas for submission to competent authorities for approval.

1.2 Take advantage of support from PVN and PTSC to accelerate investment in the project for port operation and integrated petroleum technical services in Nghi Son Economic Zone.

1.3 Comprehensively restructure the Company's operating model toward a lean, multi-functional, effective and efficient structure, suitable to the Company's development strategy in the new phase.

1.4 Build resources for mechanical services with two main pillars: fabrication and erection/construction, with sufficient capability to implement large and complex projects in oil & gas, industry and renewable energy. Prioritize linkage with PTSC units to develop PTSC Thanh Hoa into an important link in the PTSC service value chain, especially as PTSC aims to become a service general contractor for the entire industry.

1.5 Effectively exploit the invested infrastructure and equipment at the Port Base, workshops and production facilities; promote the location advantages in Nghi Son Economic Zone and the North Central region to improve asset utilization efficiency, increase exploitation value and gradually form a synchronized and integrated ecosystem of seaport - logistics - mechanical - O&M - offshore services.

1.6 Strictly manage investment in accordance with approved planning and plans, focusing investment with priorities on core areas aligned with market demand and the Company's long-term development orientation. Prioritize investment in Port Base technical infrastructure, mechanical fabrication machinery and equipment, and maintenance and repair systems serving O&M services.

1.7 Promote digital transformation in corporate governance and strengthen the application of KPIs linked to performance-based pay; enhance internal control, risk management, cost reduction and resource utilization efficiency. Standardize and digitalize project management, construction, maintenance and operation processes.

## 2. Implementation solutions:

| No. | Solution                         | Implementation contents  |
|-----|----------------------------------|--|
| 1   | Marketing and market development | <ul style="list-style-type: none"> <li>- Coordinate with the Corporation and strong units such as PTSC M&amp;C and PTSC Quang Ngai to participate in large-scale projects/packages.</li> <li>- Build sufficiently strong resources to independently participate in bidding and move toward overseas projects.</li> <li>- Build the PTSC Thanh Hoa brand and position PTSC Thanh Hoa as a technical service base center serving industrial and energy development in the North Central region.</li> </ul> |



| No. | Solution  | Implementation contents   |
|-----|---|---|
| 2   | Investment  | <ul style="list-style-type: none"> <li>- Develop a priority investment portfolio as the basis for investment implementation, prioritizing infrastructure, machinery and equipment for development of a mechanical fabrication center at the port; upgrade and complete the warehouse/yard system to meet customer needs; and gradually develop and implement a smart warehouse/yard management system.</li> <li>- Urgently complete infrastructure planning in line with the Company's development strategy to 2030 and vision to 2035; finalize investment dossiers for relevant strategic infrastructure projects, including the 40-60 ha multi-functional container depot project and the 100 ha port expansion project.</li> <li>- Promote implementation of the project "investment in port operation and integrated petroleum technical services in Nghi Son Economic Zone": proactively propose that PVN assign PTSC Thanh Hoa specific tasks related to extension of the investment certificate and project preparation works.</li> </ul> |
| 3   | Restructuring and upgrading of the governance system      | <ul style="list-style-type: none"> <li>- Conduct overall and comprehensive restructuring, streamline the organization, reduce intermediate layers, and clarify people, tasks, responsibilities, authorities and KPIs.</li> <li>- Build a digital data-based governance system, moving toward standardization of all data related to business operations.</li> <li>- Strengthen risk management and internal compliance in financial, legal, operational and information security risks.</li> <li>- Continue improving and promoting the application of the KPI assessment system and performance-based compensation. Strengthen training for middle managers and successor teams.</li> </ul>  |
| 4   | Human resource development, sustainable development & ESG | <ul style="list-style-type: none"> <li>- Strengthen three-level training programs: strategic thinking and risk management for management levels; technical skills and digital system operation for technicians/engineers; and internationally standardized vocational training for skilled workers.</li> <li>- Encourage innovation and reward technical initiatives, operational improvements and energy savings.</li> <li>- Continue studying improvements to policies for retaining key and highly qualified personnel.</li> <li>- Develop internal ESG policies in line with the Corporation's ESG strategy, prepare internal reports, and</li> </ul>   |



| No. | Solution | Implementation contents  |
|-----|----------|--|
|     |          | measure emissions and energy consumption in compliance with environmental regulations. |

**Recipients:**

- Board of Directors, Supervisory Board;
- Board of Management;
- Departments/Workshops;
- Archive: Admin, Planning & Investment.

**DIRECTOR**

**(Signed)**

**Pham Hung Phuong**





*Thanh Hoa, June 05, 2025*

**REPORT**  
**ON THE SUPERVISORY BOARD'S ACTIVITIES IN 2025 AND PLAN FOR**  
**2026 AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: General Meeting of Shareholders  
PTSC Thanh Hoa Technical Services Company

**PART I**  
**RESULTS OF INSPECTION AND SUPERVISION IN 2025**

**I. ACTIVITIES OF THE SUPERVISORY BOARD**

**1. Organizational Structure of the Supervisory Board:** The Supervisory Board of PTSC Thanh Hoa consists of 03 members, including:

- Mr. Nguyen Minh Tuan - Head of the Supervisory Board (appointed on May 12, 2023);
- Mr. Nguyen Thanh Thuan - Supervisor (concurrently holding another position);
- Ms. Nguyen Thi Duyen - Supervisor (concurrently holding another position);

**2. Activity Report of the Supervisory Board**

- In 2025, the Supervisory Board (SB) held 4 meetings to carry out its duties.
- Based on the authority and responsibilities of the SB under the Enterprise Law and Company Charter, the following key activities were carried out:
  - + Inspected and monitored the implementation of the annual business plan; supervised compliance with the 2025 AGM Resolution;
  - + Inspected and monitored compliance with the Company Charter, State laws, and the management regulations of PetroVietnam Technical Services Corporation;
  - + Reviewed and assessed financial statements, business results, financial position, operational efficiency, and the preservation and development of capital;
  - + Participated in management inspections at the Company; monitored implementation of inspection recommendations; reviewed and discussed with independent auditors the nature, scope and results of audits;
  - + Prepared quarterly monitoring and inspection reports evaluating compliance with the Company Charter and applicable State regulations. Inspections and monitoring were conducted on a continuous basis to identify and address weaknesses in the management, operation, and internal control systems.
- The Supervisory Board assigned specific duties to each member, and all members fulfilled their designated responsibilities.



- Remuneration, operating expenses and other benefits of the SB, as approved by the 2025 AGM: VND 3,000,000/month per concurrent member. Other operating expenses and benefits were implemented per the Company's internal regulations. No additional allowances or concurrent-position remuneration were applied to members nominated by PTSC Corporation to serve on the Supervisory Board at PTSC Thanh Hoa (see Appendix 1).

### **3. Activity Report of Supervisory Board Members**

- The members of the Supervisory Board operated in accordance with the assigned work plan and duties, and by working directly at the Unit, they provided assessments and recommendations which were consolidated in the quarterly supervision reports during the Board's inspections and monitoring activities.

- Within the scope of authority, responsibilities, and the established work plan, each member of the Supervisory Board successfully fulfilled their duties in 2025 and completed the specific tasks assigned by the Board (see Appendix 2 attached).

## **II.SUPERVISION RESULTS OF THE COMPANY'S BUSINESS PLAN IMPLEMENTATION:**

### **1. Business Performance Results in 2025**

The Supervisory Board inspected and monitored the implementation of the 2025 business plan and reviewed the business results report, reaching the following unified assessment:

- In 2025, total revenue reached VND 1,379.65 billion, achieving 102.2% of the annual plan and increasing 14.72% compared to 2024. Pre-tax profit was VND 43.39 billion, achieving 100.91% of the annual plan and increasing 2.07% compared to 2024.

### Key Indicators on the Implementation of the 2025 Plan:

Unit: VND billion

| No. | Indicator                                       | 2025 Plan<br>(According to<br>GMS<br>Resolution)<br>No. 583/NQ-<br>TH-DHDCD<br>dated 21 April<br>2025 | 2025 Plan<br>(According to<br>adjusted plan<br>approved by BOD<br>Resolution)<br>No. 2008/NQ-TH-<br>HDQT dated 31<br>December 2025 | Actual         |                | % of Actual Performance<br>compared with   |  |   |
|-----|---|---|--|----------------|----------------|--|--|---|
|     |   |   |  | Actual<br>2025 | Actual<br>2024 | % of Actual<br>Performance<br>compared<br>with 2025<br>Plan<br>(According to<br>GMS<br>Resolution) | % of Actual<br>Performance<br>compared<br>with 2025<br>Plan<br>(According to<br>adjusted plan<br>approved by<br>the BOD) | % of Actual<br>Performance<br>compared<br>with Actual<br>2024 |
| 1   | Charter capital                                 | 400   | 400  | 400            | 400            | 100%   | 100%   | 100%  |
| 2   | Total revenue                                   | 1.416,00  | 1.350,00   | 1.379,65       | 1.202,64       | 97,43%   | 102,20%  | 114,72%   |
| 2.1 | Revenue from production and business activities | 1.416,00  | 1.346,00   | 1.372,19       | 1.197,38       | 96,91%   | 101,95%  | 114,60%   |
| 2.2 | Financial income and other income               |   | 4,00   | 7,46           | 5,25           |  | 186,50%  | 142,10%   |
| 3   | Profit before tax                               | 50,00   | 43,00  | 43,39          | 42,51          | 86,78%   | 100,91%  | 102,07%   |
| 4   | Profit after tax                                | 45,00   | 33,00  | 34,52          | 37,14          | 76,71%   | 104,61%  | 92,95%  |
| 5   | Profit after tax to charter capital ratio       | 11,25%  | 8,25%  | 8,46%          | 9,29%          | 75,20%   | 102,55%  | 91,07%  |



- **Capital contribution structure as of December 31, 2025:**

Unit: VND million

|     |                             | Ownership Structure |              |                    |         |
|-----|-----------------------------|---------------------|--------------|--------------------|---------|
| No. | Description                 | PTSC                | PetroVietnam | Other Shareholders | Total   |
| 1   | Capital Value (Million VND) | 218,773             | 175,000      | 6,227              | 400,000 |
| 2   | Ownership Ratio             | 54.69%              | 43.75%       | 1.56%              | 100.00% |

**2. Investment Activities**

In 2025, total investment disbursement reached VND 47.06 billion, equivalent to 13.74% of the annual plan. Projects implemented included:

- Capital construction works: Construction of service housing for operation and expansion of Nghi Son Port – Phase 2; Upgrading technical infrastructure and cargo storage yard at Berths 1 & 2 – Phase 2.
- Equipment investment: Procurement of 1 rubber-tyred crane (75–80 tons).

**3. Financial Management Activities:**

- The Company carried out financial management in compliance with State regulations.
- Capital was balanced to serve business operations and investment needs throughout 2025.
- Cash flow monitoring and management were conducted separately for each project.

Assessment of related-party transactions (between the Company, its subsidiaries or entities where the Company holds over 50% charter capital, and BOD Members, Director, other executives, or their related persons; or between the Company and entities where BOD Members, Director or other executives were founding members or managers within the preceding 3 years): *No such transactions occurred in 2025.*

**III. RESULTS OF THE APPRAISAL OF THE 2025 FINANCIAL STATEMENTS**

The Supervisory Board reviewed the Company's 2025 Financial Statements and reached the following unified assessment:

- The 2025 Financial Statements accurately reflect the Company's financial position as of 31/12/2025 and business performance for the year.
- Accounting records, ledgers, and economic classification were maintained in compliance with the Vietnamese Enterprise Accounting Regime and Vietnamese Accounting Standards issued by the Ministry of Finance.

- The 2025 Financial Statements were audited by Deloitte Vietnam Co., Ltd. in accordance with the Company Charter and the 2025 AGM Resolution. The auditors' opinion stated: "In our opinion, the Financial Statements present fairly, in all material respects, the financial position of the Company as of 31 December 2025, as well as the results of its operations and cash flows for the year then ended, in conformity with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime and relevant statutory requirements applicable to financial reporting."

- Both operating revenue and pre-tax profit indicators exceeded the targets approved by the 2025 Annual General Meeting of Shareholders.

- The short-term debt repayment ratio and quick ratio as of 31/12/2025 were 1.13 and 1.01, respectively, both above 1, indicating that the Company's short-term and quick liquidity remain well-maintained.

- Overall, the Company's financial position is stable, with solid financial independence ensured.

#### **IV. SUPERVISION REPORT ON THE BOARD OF DIRECTORS AND THE MANAGEMENT BOARD**

- The Supervisory Board concurs with the reports submitted by the Board of Directors and the Company Director at the 2026 Annual General Meeting of Shareholders.

- The management and business operations of the Board of Directors and Executive Board in 2025 were conducted in compliance with the Company Charter and the 2025 AGM Resolution.

- In 2025, the Board of Directors issued various documents, including 31 Resolutions/Decisions relating to business operations, salary, and investment matters. Periodic meetings were held as required; directives and resolutions were issued in a timely manner to guide the Executive Board in fulfilling approved business objectives. All documents were issued through proper channels and within appropriate authority.

- The Executive Board consistently demonstrated high diligence and accountability, fully implementing the 2025 AGM and BOD Resolutions. Regular and ad-hoc operational meetings were held to direct departments and divisions in business activities and address emerging issues.

#### **V. REPORT ON THE ASSESSMENT OF COORDINATION BETWEEN THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS, MANAGEMENT BOARD**

- The Supervisory Board maintained close coordination with the BOD and Executive Board in fulfilling its assigned functions. The BOD and Executive Board provided favorable conditions for the SB, including full provision of relevant information and documentation; the SB was invited to participate in BOD meetings and other Company meetings.

- The SB informed the BOD and Executive Board of its member assignments and 2025 inspection and monitoring plan for coordination purposes. The SB reviewed results of internal inspections, the audit report by Deloitte Vietnam, and management responses. The SB's activity report was submitted to the BOD before being presented to the AGM.



- The SB reviewed the financial statements and business results reports prior to submission to the AGM. All SB reports concerning the Company were shared with the BOD and Executive Board.

## **VI. REVIEW, INSPECTION, AND EVALUATION OF THE EFFECTIVENESS AND EFFICIENCY OF THE COMPANY'S INTERNAL CONTROL SYSTEM, INTERNAL AUDIT, RISK MANAGEMENT, AND EARLY WARNING MECHANISMS**

The Company has implemented its internal control, risk management, and early warning systems through control checkpoints, processes, and internal regulations. Functional departments, based on their respective responsibilities, have provided input and proposals to the Executive Management during regular or ad-hoc meetings with the aim of effectively achieving the approved business plan. The Supervisory Board has recommended that the Board of Directors and the Management Board regularly review and update policies in accordance with current laws and regulations of the parent corporation, in order to prevent potential risks and draw lessons from issues identified during inspections and audits.

## **VII. CONCLUSION AND RECOMMENDATIONS:**

- The Supervisory Board concurs with the Company's 2025 Business Results Report, Financial Statements, and Profit Distribution Plan presented to the AGM. The SB respectfully requests the Annual General Meeting of Shareholders to review and approve these documents.

- To successfully achieve the 2026 plan approved by the Annual General Meeting of Shareholders, the SB respectfully recommends that the Company:

+ Effectively control production and business costs, especially the cost of goods sold, to enhance business efficiency;

+ Implement all directives, resolutions and decisions of the AGM, PTSC Corporation, and the Company to ensure fulfillment of business objectives;

+ Fully implement all conclusions and recommendations from inspection authorities;

+ Closely coordinate with PTSC Corporation and PetroVietnam Group to promptly complete the handover procedures for the Port and Integrated Oil & Gas Services Investment Project at Nghi Son Economic Zone (formerly under Vinashin), in order to establish a basis for infrastructure investment to enhance capacity and competitive capability.

## **PART II WORK PLAN FOR 2026**

Pursuant to the authority and responsibilities of the Supervisory Board under the Enterprise Law, the Company Charter and the duties assigned by the 2026 Annual General Meeting of Shareholders, the SB will focus on the following key inspection and monitoring activities:

- Monitor the implementation of the 2026 AGM Resolution; monitor compliance with the Company Charter and State laws; supervise the Company's internal control activities.

- Monitor the implementation of the 2026 business plan.

- Review the business results report, financial statements, and the BOD's management assessment for 2026. Analyze and evaluate the Company's financial position, capital management and utilization, operational efficiency, and debt repayment capacity.

- Evaluate related-party transactions (between the Company, its subsidiaries or entities where the Company holds over 50% charter capital, and BOD Members, Director, other executives, or their related persons; or between the Company and entities where BOD Members, Director or executives were founding members or managers within the preceding 3 years), if any.

- Coordinate with the BOD and Executive Board in managing owner's equity.

- Coordinate with State regulatory authorities and PTSC Corporation in inspecting and monitoring management activities at the Company.

- Coordinate in reviewing and monitoring internal audit activities; review, inspect and evaluate the effectiveness and efficiency of the internal control, internal audit, risk management, and early warning systems; provide recommendations and proposals to improve and enhance the effectiveness of the internal control system.

- Remuneration, operating expenses and other benefits of the Supervisory Board shall be implemented pursuant to the AGM Resolution and the Company's internal regulations.

The foregoing constitutes the Supervisory Board's Report on Activities in 2025 and Work Plan for 2026.

Respectfully submitted to the Annual General Meeting of Shareholders

**ON BEHALF OF THE  
SUPERVISORY BOARD**

***Recipients:***

- Annual General Meeting;
- BOD;
- BOM, SB;
- Archive: Office, Secretary.

**(Singed)**

**Nguyen Minh Tuan**





### Appendix 1: Remuneration of the Supervisory Board for 2025

| No.          | Full Name          | Position                  | Start Date | End Date   | Months | Total Income (VND) |
|--------------|--------------------|---------------------------|------------|------------|--------|--------------------|
| 1            | Nguyen Minh Tuan   | Head of Supervisory Board | 01/01/2025 | 31/12/2025 | 12     | 0                  |
| 2            | Nguyen Thi Duyen   | Supervisory Board Member  | 01/01/2025 | 31/12/2025 | 12     | 32,000,000         |
| 3            | Nguyen Thanh Thuan | Supervisory Board Member  | 01/01/2025 | 31/12/2025 | 12     | 32,000,000         |
| <b>TOTAL</b> |                    |                           |            |            |        | <b>64,000,000</b>  |

## **Appendix 2: Assignment of Duties of the Supervisory Board**

### **1. Mr. Nguyen Minh Tuan - Head of the Supervisory Board**

The Supervisory Board has full responsibilities, authorities, and obligations as stipulated by the Law on Enterprises, the Company's Charter, and other internal regulations.

Overall responsibility for and accountability of all activities of the Supervisory Board in carrying out its duties.

Specifically:

- Perform the duties of the Head of the Supervisory Board as stipulated by the Law on Enterprises and the Company's Charter;
- Approve the program and plan for regular quarterly and annual inspections and monitoring, as well as ad-hoc inspections as required by the Supervisory Board's duties;
- Assign and adjust tasks for each member of the Supervisory Board based on their capabilities, strengths, and the actual conditions at PTSC Thanh Hóa to achieve the overall objectives of the Supervisory Board;
- Convene regular or extraordinary meetings of the Supervisory Board (either in person or online) as required by the collective duties;
- Inspect documents, records, and materials related to the financial accounting work when necessary or as requested;
- Review and select the independent auditing firm to be presented to the General Meeting of Shareholders for approval;
- Inspect and consolidate reports, evaluations, and recommendations from members of the Supervisory Board. Issue inspection and monitoring reports;
- Chair the preparation of quarterly and annual inspection and monitoring reports. Directly conduct the evaluation of the following: business performance reports; financial situation reports;
- Participate in General Meetings of Shareholders, Board of Directors meetings, and company briefings when necessary and in accordance with concurrent duties;
- Participate in inspection and monitoring delegations of the Company/Parent Company. Attend conclusion sessions of inspection, audit, and supervisory teams... In case of inability to attend, request members to participate and report back with specific details;
- On behalf of the Supervisory Board, sign and issue documents within the scope of the Supervisory Board's authority and responsibilities.



## **2. Mr. Nguyen Thanh Thuan - Member of the Supervisory Board**

Has full responsibilities, authorities, and obligations as stipulated by the Law on Enterprises, the Company's Charter, and other internal regulations.

Responsible to the Head of the Supervisory Board and the General Meeting of Shareholders of PTSC Thanh Hoa for the assigned duties, specifically as follows:

- Perform the duties of a member of the Supervisory Board as stipulated by the Law on Enterprises and the Company's Charter;

- Develop plans and carry out inspection and monitoring tasks as assigned. Ensure the completion of the overall plan for the year as approved by the General Meeting of Shareholders of PTSC Thanh Hóa;

- Participate in the preparation of quarterly, annual inspection and monitoring reports, and reports to the General Meeting of Shareholders of PTSC Thanh Hóa regarding the content assigned by the Head of the Supervisory Board (including recommendations);

- Directly perform monitoring and inspection of the following areas: Information disclosure in accordance with current regulations; Human resources management, labor wages, and policies for employees; Management, allocation, and use of the Company's funds;

- Directly monitor and inspect the implementation of Resolutions and Decisions made by the General Meeting of Shareholders and the Board of Directors of PTSC Thanh Hóa;

- Directly supervise the management and operation of the Board of Directors and the Company's General Director (including coordination, legality, and rationality in operations) to carry out the approved business tasks from the General Meeting of Shareholders;

- Be the focal point for monitoring compliance with the unit's and the Parent Company's internal regulations and procedures. Review, inspect, and evaluate the effectiveness and efficiency of the Company's internal control system, internal audit, risk management, and early warning systems;

- Inspect documents, records, and materials related to financial accounting work when necessary or as requested;

- Be responsible for managing and archiving the Supervisory Board's documents and records;

- Supervise the implementation of conclusions, recommendations, and requirements from the Supervisory Board, State authorities, and the Parent Company;

- Attend meetings of the Board of Directors and the Company's Executive Board;

- Participate in the inspection and monitoring delegations of the Company and the Parent Company when required by the Head of the Supervisory Board. Perform monitoring and provide a written report to the Head of the Supervisory Board;

- Perform other duties as assigned.

### **3. Ms. Nguyen Thi Duyen - Member of the Supervisory Board**

Has full responsibilities, authorities, and obligations as stipulated by the Law on Enterprises, the Company's Charter, and other internal regulations.

Responsible to the Head of the Supervisory Board and the General Meeting of Shareholders of PTSC Thanh Hoa for the assigned duties, specifically as follows:

- Perform the duties of a member of the Supervisory Board as stipulated by the Law on Enterprises and the Company's Charter;

- Develop plans and carry out inspection and monitoring tasks as assigned. Ensure the completion of the overall plan for the year as approved by the General Meeting of Shareholders of PTSC Thanh Hóa;

- Participate in the preparation of quarterly, annual inspection and monitoring reports, and reports to the General Meeting of Shareholders of PTSC Thanh Hoa regarding the content assigned by the Head of the Supervisory Board (including recommendations);

- Directly perform monitoring and inspection of the procurement, management, and use of assets and equipment used for the Company's business operations;

- Directly monitor and inspect investment project activities and final settlement when the project is completed;

- Inspect documents, records, and materials related to financial accounting work when necessary or as requested;

- Attend meetings of the Board of Directors and the Company's Executive Board when requested by the Head of the Supervisory Board;

- Participate in inspection and monitoring delegations of the Company and the Parent Company when required by the Head of the Supervisory Board. Perform inspections and provide written reports to the Head of the Supervisory Board;

- Perform other duties as assigned.







PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
**PTSC THANH HOA**  
**TECHNICAL SERVICES COMPANY**

No.: 2026/TTr-TH-HDQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom - Happiness**

*Thanh Hoa, June 05, 2026*

**PROPOSAL**  
**Regarding the Approval of the Audited Financial**  
**Statements for Fiscal Year 2025**

To: The General Meeting of Shareholders  
PTSC Thanh Hoa Technical Services Company

Pursuant to the Charter of PTSC Thanh Hoa Technical Services Joint Stock Company,

Based on Resolution No. 583/NQ-TH-GMS dated April 21, 2025 of the General Meeting of Shareholders of PTSC Thanh Hoa Technical Services Company, the Company signed Contract No. 0058/VN1A-HC-HĐ dated July 16, 2025 regarding the audit and review of the Financial Statements prepared in accordance with Vietnamese Accounting Standards for the year 2025 with Deloitte Vietnam Company Limited – Branch. The audited Financial Statements have been submitted and disclosed to the relevant parties in accordance with current regulations.

The audited financial statements have been delivered and disclosed to relevant parties in accordance with applicable regulations.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's audited Financial Statements for 2025 audited by Deloitte Vietnam Company Limited – Branch, with the following key indicators:

| No. | Indicator                          | Unit        | Actual 2025 |
|-----|------------------------------------|-------------|-------------|
| 1   | Charter Capital                    | Million VND | 400,000     |
| 2   | Total Assets                       | Million VND | 1,561,517   |
| 3   | Total Revenue                      | Million VND | 1,379,647   |
| 4   | Profit Before Corporate Income Tax | Million VND | 43,387      |
| 5   | Profit After Corporate Income Tax  | Million VND | 34,517      |

*The detailed audited Financial Statements for 2025 are attached herewith.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the above contents./.

**On behalf of the Board of Directors**  
**Chairman**

**Recipients:**

- General Meeting of Shareholders;
- Board of Directors, Management Board,
- Supervisory Board
- Archives: Office, Company Secretary

**(Signed)**  
**Le Van Nga**

TH-ADM-RG01-FM05



PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
**PTSC THANH HOA**  
**TECHNICAL SERVICES COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No. 2097/TTr-TH-HDQT

Thanh Hoa, June 05, 2026

**PROPOSAL**  
**Regarding the 2025 profit distribution plan**  
**and the 2026 financial plan**

To: The General Meeting of Shareholders PTSC Thanh Hoa Technical Services Company

Pursuant to Resolution No. 583/NQ-TH-DHDCD dated 21 April 2025 of the 2025 Annual General Meeting of Shareholders of PTSC Thanh Hoa Technical Services Company;

Pursuant to the 2025 production and business results and the 2026 production and business plan of the Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders the 2025 profit distribution plan and the 2026 financial plan as follows:

**1. Consolidated financial figures for 2025:**

According to the 2025 Financial Statements of PTSC Thanh Hoa Technical Services Company audited and issued by Deloitte Vietnam Audit Company Limited - Branch, several 2025 financial indicators are as follows:

| No. | Indicator                            | Unit        | 2025 Plan<br>(According<br>to GMS<br>Resolution)<br>No.<br>583/NQ-<br>TH-<br>DHDCD<br>dated<br>21/4/2025 | 2025 Plan<br>(According<br>to adjusted<br>plan<br>approved<br>by BOD<br>Resolution)<br>No.<br>2008/NQ-<br>TH-HDQT<br>dated<br>31/12/2025 | Actual<br>2025 | Ratio (%)<br>compared<br>with<br>GMS<br>Resolution | Ratio (%)<br>compared<br>with<br>BOD<br>Resolution |
|-----|--------------------------------------|-------------|--|--|----------------|--|--|
| 1   | Charter capital                      | VND million | 400,000  | 400,000  | 400,000        | 100%   | 100%   |
| +   | Charter capital at beginning of year | VND million | 400,000  | 400,000  | 400,000        | 100%   | 100%   |
| +   | Charter capital at year              | VND million | 400,000  | 400,000  | 400,000        | 100%   | 100%   |



| No. | Indicator  | Unit           | 2025 Plan<br>(According<br>to GMS<br>Resolution)<br>No.<br>583/NQ-<br>TH-<br>DHDCD<br>dated<br>21/4/2025 | 2025 Plan<br>(According<br>to adjusted<br>plan<br>approved<br>by BOD<br>Resolution)<br>No.<br>2008/NQ-<br>TH-HDQT<br>dated<br>31/12/2025 | Actual<br>2025 | Ratio (%)<br>compared<br>with<br>GMS<br>Resolution | Ratio (%)<br>compared<br>with<br>BOD<br>Resolution |
|-----|--|----------------|--|--|----------------|--|--|
|     | end  |                |  |  |                |  |  |
| +   | Average<br>charter<br>capital during<br>the year | VND<br>million | 400,000  | 400,000  | 400,000        | 100%   | 100%   |
| 2   | Total revenue                                    | VND<br>million | 1,416,000  | 1,350,000  | 1,379,647      | 97.43%   | 102.20%  |
| 3   | Profit before<br>corporate<br>income tax         | VND<br>million | 50,000   | 43,000   | 43,387         | 86.77%   | 100.90%  |
| 4   | Profit after<br>corporate<br>income tax          | VND<br>million | 45,000   | 33,000   | 34,517         | 76.70%   | 104.60%  |
| 5   | Profit/charter<br>capital ratio                  | %              | 11.25%   | 8.25%  | 8.63%          | 76.71%   | 104.61%  |
| +   | Profit/average<br>charter<br>capital ratio       | %              | 11.25%   | 8.25%  | 8.63%          | 76.71%   | 104.61%  |
| +   | Profit/year-<br>end charter<br>capital ratio     | %              | 11.25%   | 8.25%  | 8.63%          | 76.71%   | 104.61%  |
| 6   | Profit<br>available for<br>distribution          | VND<br>million | 49,825   | 37,825   | 39,342         | 78.96%   | 104.01%  |

## 2. 2025 profit distribution plan:

Based on the financial position and production and business results achieved in 2025, the 2025 profit distribution plan is prepared for submission to the General Meeting of Shareholders on the principle of ensuring proper and sufficient appropriation to funds in accordance with the Company's Charter and current

regulations, while accumulating additional capital for production and business activities. Details of the 2025 profit distribution are as follows:

| No. | Indicator  | Unit        | Plan<br>(According to<br>GMS<br>Resolution)<br>No. 583/NQ-<br>TH-DHDCD<br>dated<br>21/4/2025 | Plan<br>(According to<br>adjusted plan<br>approved by<br>BOD<br>Resolution)<br>No. 2008/NQ-<br>TH-HDQT<br>dated<br>31/12/2025 | Actual |
|-----|--|-------------|--|---|--------|
| 1   | Total profit available for distribution in 2025    | VND million | 49,825   | 37,825  | 39,342 |
| 1.1 | Profit after tax in 2025                           | VND million | 45,000   | 33,000  | 34,517 |
| 1.2 | Remaining undistributed profit from 2024           | VND million | 4,825  | 4,825   | 4,825  |
| 2   | Dividend payment for 2025                          | VND million | 20,000   | 20,000  | -      |
| 3   | Bonus and welfare fund; Executive Board bonus fund | VND million | 6,750  | 5,280   | 6,940  |
| 3.1 | Bonus and welfare fund                             | VND million | 6,300  | 4,950   | 5,177  |
| 3.2 | Executive Board bonus fund                         | VND million | 450  | 330   | 1,763  |
| 4   | Development investment fund                        | VND million | 13,500   | 9,900   | 32,402 |
| 5   | Remaining undistributed profit                     | VND million | 9,575  | 2,645   | -      |

### 3. 2026 financial plan:

#### 3.1. 2026 production and business plan:

- Revenue: VND 2,000.00 billion
- Total profit before tax: VND 60.00 billion
- Total profit after tax: VND 48.00 billion

#### 3.2. 2026 profit distribution plan:

In order to continue implementing measures to strengthen and ensure the Company's financial capacity in the current situation, the Board of Directors has developed the 2026 profit distribution plan on the principle of ensuring shareholders' interests and maximizing additional capital for production and business activities. On



this basis, the Board of Directors respectfully requests the General Meeting of Shareholders to approve the 2026 profit distribution plan, specifically as follows:

| No. | Indicator  | Unit        | 2026 Plan |
|-----|--|-------------|-----------|
| 1   | Charter capital  | VND million | 400,000   |
| 2   | Profit before corporate income tax                           | VND million | 60,000    |
| 3   | Profit after corporate income tax                            | VND million | 48,000    |
| 4   | Profit/charter capital ratio                                 | %           | 12.00%    |
| 5   | Total profit available for distribution in 2026              | VND million | 48,000    |
| 5.1 | Profit available for distribution in 2026                    | VND million | 48,000    |
| 5.2 | Remaining undistributed profit from 2025                     | VND million | -         |
| 6   | Cash dividend payment (No dividend payment)                  | VND million | -         |
| 7   | Bonus and welfare fund; Executive Board bonus fund           | VND million | 11,600    |
| 7.1 | Bonus and welfare fund                                       | VND million | 9,600     |
| 7.2 | Executive Board bonus fund                                   | VND million | 2,000     |
| 8   | Development investment fund (remaining undistributed profit) | VND million | 36,400    |
| 9   | Remaining undistributed profit                               | VND million | -         |



The Board of Directors respectfully submits the above contents to the General Meeting of Shareholders for consideration and approval./.

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

**Recipients:**

- General Meeting of Shareholders;
- BOD, BOM, Supervisory Board;
- Archived: Administration, Company Secretary.

**(Singed)**

**Le Van Nga**



PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
**PTSC THANH HOA**  
**TECHNICAL SERVICES COMPANY**

PTSC No. 2098/TTr-TH-BKS

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom - Happiness**

*Thanh Hoa, June 05, 2026*

**PROPOSAL**  
**Regarding the Selection of the Independent Auditor for the 2026 Financial Statements**

To: The General Meeting of Shareholders  
PTSC Thanh Hoa Technical Services Company

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, and effective from January 1, 2021;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government of the Socialist Republic of Vietnam detailing the implementation of a number of provisions of the Law on Securities;

Pursuant to the Charter of PTSC Thanh Hoa Technical Services Company approved by the General Meeting of Shareholders on June 14, 2024;

The Supervisory Board respectfully submits to the General Meeting of Shareholders for review and approval the selection of an independent auditing firm to audit the Company's 2026 financial statements as follows:

**1. Criteria for Selecting the Independent Auditing Firm:**

- Must be legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit public interest entities in 2026;
- Possesses experience in auditing public interest entities in Vietnam;
- Has a strong reputation in the auditing sector;
- Has a team of auditors with high professional qualifications and relevant experience in the Company's business sector;
- Able to meet the audit scope and audit schedule required by the Company;
- Has no conflict of interest in performing the audit of the Company's financial statements;
- Offers a reasonable audit fee corresponding to the audit scope and audit schedule.

**2. Proposed List of Independent Auditing Firms:**

Based on the above criteria, the Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms eligible for





selection to conduct the review of the semi-annual Financial Statements and the audit of the 2026 Financial Statements of the Company, including:

- PwC (Vietnam) Limited Liability Company;
- Deloitte Vietnam Auditing Company Limited ;
- KPMG Company Limited;
- Ernst & Young Vietnam Limited Liability Company.

The Supervisory Board respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to decide on the selection of one of the above auditing firms to perform the review of the semi-annual Financial Statements and the audit of the 2026 Financial Statements of the Company in accordance with applicable laws.

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

Respectfully./.



**ON BEHALF OF THE SUPERVISORY  
BOARD  
HEAD OF THE SUPERVISORY BOARD**

***Recipients:***

- General Meeting of Shareholders
- Board of Directors, Supervisory Board
- Company Management Board
- Archives: Office, Company Secretary

**(Singed)**

**Nguyen Minh Tuan**



PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
**PTSC THANH HOA**  
**TECHNICAL SERVICES COMPANY**

No.: 2099 /TTr-TH-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom - Happiness**

*Thanh Hoa, June 05, 2026*

**PROPOSAL**  
**Regarding the Amendment and Supplementation of the Company Charter**  
**in 2026**

To: The General Meeting of Shareholders  
PTSC Thanh Hoa Technical Services Company

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 and effective from January 1, 2021;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Decision No. 06-QD/DU dated August 12, 2025 of PetroVietnam Technical Services Corporation regarding the promulgation of the Regulations on Personnel Management;

Pursuant to the Charter on Organization and Operation of PTSC Thanh Hoa Technical Services Company approved by the General Meeting of Shareholders on June 14, 2024;

Based on the practical requirements for the Company's governance and management.

The Board of Directors has reviewed the current Charter of the Company. Based on such review, the Board of Directors recognizes that several provisions of the Charter should be amended and supplemented in order to comply with current regulations.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Charter as detailed in the attached Appendix.





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

**Recipients:**

- As above;
- Board of Directors, Supervisory Board;
- Board of Management;
- Archived at: Office., Company Secretary.

**Attached document:**

- Appendix summarizing the amendments and supplements to the Company Charter.

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

**(Singed)**

**Le Van Nga**

1448  
CÔNG TY  
CỔ PHẦN  
VỤ KÝ 1  
PTSC  
IANH H  
M - T. T.

APPENDIX – SUMMARY OF AMENDMENTS AND SUPPLEMENTS TO THE COMPANY CHARTER

| No. | Article | Clause | Page | CURRENT CHARTER   | NEW CHARTER (AMENDED & SUPPLEMENTED)   | NOTES   |
|-----|---------|--------|------|---|--|---|
| 1   | 2       | 3      | 4    | 3. The registered head office of the Company is:<br>• Address: No. 268 Tran Nhat Duat Street, Truc Lam Ward, Nghi Son Town, Thanh Hoa Province.<br>• Telephone: 02373.900333<br>• Fax: 02373.900222<br>• Email: ptscthanhhoa@.ptsc.com.vn<br>• Website: www.ptsc Thanh Hoa.com.vn                   | 3. The registered head office of the Company is:<br>• Address: No. 268 Tran Nhat Duat Street, Truc Lam Ward, Thanh Hoa Province.<br>• Telephone: 02373.900333<br>• Fax: 02373.900222<br>• Email: ptscthanhhoa@.ptsc.com.vn<br>• Website: www.ptsc Thanh Hoa.com.vn   | Amendment to the Company's head office address in accordance with Resolution No. 1686/NQ-UBTVQH15 of the National Assembly Standing Committee regarding the reorganization of commune-level administrative units of Thanh Hoa Province in 2025. |
| 2   | 27      | 2      | 24   | 2. The rights and obligations of the Board of Directors shall be prescribed by law, this Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations:<br>j. Appoint and dismiss Heads of Company functional departments; | 2. The rights and obligations of the Board of Directors shall be prescribed by law, this Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations:<br>j. Assign and relieve Heads of Company functional departments from their duties; | Amended in accordance with Decision No. 06-QĐ/ĐU dated 12/08/2025 of the Corporation on promulgating the regulations on personnel management.   |
| 3   | 35      | 4      | 30   | Article 35. Appointment, dismissal, duties and powers of the General Director<br>e. Appoint, dismiss and remove management positions in the Company, except for positions under the authority of the Board of Directors;  | Article 35. Appointment, dismissal, duties and powers of the General Director<br>e. Assign and relieve management positions in the Company from their duties, except for positions under the authority of the Board of Directors;  | Amended in accordance with Decision No. 06-QĐ/ĐU dated 12/08/2025 of the Corporation on promulgating the regulations on personnel management.   |







No. 2400 /TTr-TH-HĐQT

Thanh Hoa, June 05, 2026

## **PROPOSAL**

**Re: Election of a member of the Board of Directors for the 2026-2031 term**

To: General Meeting of Shareholders  
PTSC Thanh Hoa Technical Services Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020 and effective from 01 January 2021;

Pursuant to the Charter of PTSC Thanh Hoa Technical Services Company approved by the General Meeting of Shareholders on 14 June 2024.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the election of a member of the Company's Board of Directors for the 2026 - 2031 term as follows:

At present, the Board of Directors consists of four (04) members as follows:

1. Mr. Le Van Nga - Chairman of the BOD (term 2022-2027);
2. Mr. Pham Hung Phuong - Member of the BOD (term 2021-2026);
3. Mr. Tran Xuan Tai - Member of the BOD (term 2023-2028);
4. Mr. Dinh Van Quan - Member of the BOD (term 2025-2029).

As of the date of the 2026 Annual General Meeting of Shareholders, one (01) member of the Board of Directors, Mr. Pham Hung Phuong, who was elected by the General Meeting of Shareholders on 09 April 2021, will complete his term of office.

During the past term, the above-mentioned member of the Board of Directors excellently fulfilled his duties, acted with due care, complied with applicable governance regulations and standards, and made an important contribution to the Company's stable development. To ensure compliance with current laws and the Company's Charter, and to maintain the operation of the Board of Directors, based on the consolidated nominations for election to the Board of Directors, the Board of Directors has prepared the following list of candidates:

| No. | Candidate's full name | Nominating shareholder   |
|-----|-----------------------|--|
| 1   | Mr. Pham Hung Phuong  | Shareholder's name: PetroVietnam Technical Services Corporation<br>Number of shares held: 21.877.300 shares<br>Ownership ratio: 54.69%<br>Holding period: continuously over 6 months |

The Board of Directors respectfully submits and proposes that the General Meeting of Shareholders elect the candidate listed above at this Meeting in accordance with the procedures set out in the approved Working Regulations.

*(Detailed information on the candidate is attached).*



The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and resolution./.

Respectfully./.

**Recipients:**

- General Meeting of Shareholders;
- BOD, Supervisory Board;
- Board of Management of the Company;
- Archive: Administration, Company Secretary.

**Attachments:**

Summary curriculum vitae of the candidate


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

**(Singed)**

**Le Van Nga**

448,  
ÔNG T  
Ồ PHẢ  
/Ụ KỲ  
PTSC  
ANH H  
M - T. 1



|  |   |   |   |
|--|---|---|---|
|  |   | <b>SUMMARY CURRICULUM VITAE</b>   |   |
|  |   | Full name: Pham Hung Phuong<br>Position: Deputy Secretary of Party Committee, Member of the BOD / Director,<br>PTSC Thanh Hoa Technical Services Company (PTSC Thanh Hoa) |   |
| <b>PERSONAL INFORMATION</b>  |   |   |   |
| Date of birth  | 22/04/1974                                      | Gender  | Male  |
| Place of birth   | Luong Son Commune, Phu Tho Province             | Ethnicity   | Kinh  |
| Native place   | Tien La Commune, Hung Yen Province              | Religion  | None  |
| Citizen ID Card  | 017074000105                                    | Date of issue   | 23/12/2021, Police Department for Administrative Management of Social Order |
| Date of admission to the Party   | 23/12/2004                                      | Official admission  | 23/12/2005  |
| War invalid  |   | Martyr's family   |   |
| Address  | Tien La Commune, Hung Yen Province              |   |   |
| <b>QUALIFICATIONS</b>  |   |   |   |
| Professional qualification   |   | Master of Business Administration   |   |
| Foreign language:  |   | English   |   |
| Political theory   |   | Advanced level  |   |
| <b>EDUCATION AND TRAINING</b>  |   |   |   |
| <b>Period</b>  | <b>Major / Degree</b>                           | <b>Training institution</b>   |   |
| 1996-2000  | Bachelor of Economics                           | National Economics University   |   |
| 12/2001  | Labor and wage management                       | Ministry of Labor, War Invalids and Social Affairs  |   |
| 09/2003  | Office administration                           | AITCV   |   |
| 11/2003  | Human resource management                       | Vietnam - Japan Human Resources Cooperation Center  |   |
| 2003   | Port management                                 | PSA Singapore   |   |
| 2003   | Advanced foreign language training              | International Language Institute  |   |
| 2008-2010  | Master of Business Administration               | AIT - Thailand  |   |
| <b>WORK EXPERIENCE</b>   |   |   |   |
| <b>Period</b>  | <b>Title / Position</b>                         | <b>Working unit</b>   |   |
| 01/1995 - 08/1996  | Technical staff                                 | Irrigation Construction Company II, Soc Son Town  |   |
| 08/2000 - 04/2001  | Research specialist                             | Institute of Labor Science, Ministry of Labor, War Invalids and Social Affairs  |   |
| 05/2001 - 07/2001  | Labor and wage staff                            | Petroleum Service Vessel Enterprise, PTSC Company   |   |
| 08/2001 - 10/2003  | HR, labor and wage staff                        | Petroleum Service Port Enterprise, PTSC Company   |   |
| 11/2003 - 02/2009  | Deputy Head of Administration and HR Department | Petroleum Service Port Company  |   |
| 02/2009 - 10/2010  | Head of Administration and HR Department        | Petroleum Service Port Company  |   |
| 11/2010 - 10/2017  | Member of the BOD, Deputy Director              | PTSC Thanh Hoa Company  |   |
| 10/2017 - Present  | Member of the BOD, Director of the Company      | PTSC Thanh Hoa Company  |   |





**PTROVIETNAM TECHNICAL  
SERVICES CORPORATION  
PTSC THANH HOA TECHNICAL  
SERVICES COMPANY**

No. 2101/TTr-TH-BOD

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

*Thanh Hoa, June 05, 2026*

## **PROPOSAL**

### **On dismissal and approval of the nomination/candidacy list for Supervisors for the 2026-2031 term**

To: The General Meeting of Shareholders  
PTSC Thanh Hoa Technical Services Company

*Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020 and effective from 01 January 2021;*

*Pursuant to the Charter of PTSC Thanh Hoa Technical Services Company as approved by the General Meeting of Shareholders on 14 June 2024.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal and additional election of Supervisors of the Company for the 2026-2031 term as follows:

#### **I. Current personnel status of the Board of Supervisors:**

The current Board of Supervisors consists of three (03) members, including:

1. Mr. Nguyen Minh Tuan - Head of the Board of Supervisors for the 2023-2028 term;
2. Mr. Nguyen Thanh Thuan - Supervisor for the 2022-2027 term;
3. Ms. Nguyen Thi Duyen - Supervisor for the 2021-2026 term.

As at the time of holding the 2026 Annual General Meeting of Shareholders, one (01) member of the Board of Supervisors, namely Ms. Nguyen Thi Duyen, who was elected by the General Meeting of Shareholders on 09 April 2021, will complete her term of office.

During the past term, the above-mentioned Supervisor has excellently fulfilled her duties, worked prudently, complied with applicable regulations, and made important contributions to the stable development of the Company.

On 07 May 2026, the Corporation issued Official Letter No. 698/PTSC-QTNL regarding personnel matters at PTSC Thanh Hoa Company, with the following contents:

1. To cease holding the position of Head of the Board of Supervisors and cease participating in the Board of Supervisors of PTSC Thanh Hoa Company in respect of Mr. Nguyen Minh Tuan.
2. To nominate and elect Mr. Le Viet Hai Ninh - Specialist of the Finance and Accounting Division of the Corporation, to participate in the Board of Supervisors and hold the position of Head of the Board of Supervisors of PTSC Thanh Hoa (concurrently).
3. To nominate and re-elect Ms. Nguyen Thi Duyen to hold the position of Supervisor of PTSC Thanh Hoa (concurrently).

On 05 June 2026, the Company received Official Letter No. 4589/CCNL-HDTV from the shareholder Vietnam National Industry - Energy Group (Petrovietnam) on the nomination



of Mr. Mai Dinh Hieu - Specialist of Petrovietnam Internal Control Division, to hold the position of Supervisor of the Company.

On the same date of 05 June 2026, the Company received the resignation letter from the position of Supervisor submitted by Mr. Nguyen Thanh Thuan.

**II. Matters respectfully submitted to the General Meeting of Shareholders for consideration and approval:**

**1. Dismissal of the following personnel from their positions:**

- To dismiss Mr. Nguyen Minh Tuan from the position of Head of the Board of Supervisors and cease his participation in the Board of Supervisors of PTSC Thanh Hoa Company as proposed by the shareholder PetroVietnam Technical Services Corporation.

- To dismiss Mr. Nguyen Thanh Thuan from the position of Supervisor according to his personal aspiration.

**2. Approval of the list of nominees/candidates introduced by shareholders as follows:**

| No. | Full name of candidate | Nominating shareholder  |
|-----|------------------------|---|
| 1   | Mr. Le Viet Hai Ninh   | Shareholder: PetroVietnam Technical Services Corporation.<br>Shares held: 21,877,300 shares<br>Ownership ratio: 54.69%<br>Holding period: continuously for more than 6 months |
| 2   | Ms. Nguyen Thi Duyen   | Shareholder: PetroVietnam Technical Services Corporation.<br>Shares held: 21,877,300 shares<br>Ownership ratio: 54.69%<br>Holding period: continuously for more than 6 months |
| 3   | Mr. Mai Dinh Hieu      | Shareholder: Vietnam National Industry - Energy Group.<br>Shares held: 17,500,000 shares<br>Ownership ratio: 43.75%<br>Holding period: continuously for more than 6 months    |

*(Detailed information of candidates is attached hereto).*

The Board of Directors respectfully submits the above matters to the General Meeting of Shareholders for consideration and approval so that the election may be conducted in accordance with regulations./.

Respectfully submitted./.

**Recipients:**

- General Meeting of Shareholders;
- BOD, BOS;
- Company Management Board;
- Archives: Admin., Company Secretary.

**Attachments:**

- Brief resumes of the personnel.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN  
(Signed)**

**Le Van Nga**

## CURRICULUM VITAE SUMMARY



Full name: **NGUYEN THI DUYEN**  
 Position: **Head of Procurement Contract Team / Member of the Supervisory Board PTSC Thanh Hoa Technical Services Company**

### PERSONAL INFORMATION

|                          |  |                          |   |
|--------------------------|--|--------------------------|---|
| Date of birth            | 08/06/1990   | Gender                   | Female  |
| Place of birth           | Thanh Hoa  | Ethnicity                | Kinh  |
| Place of origin          | Hoang Loc Commune, Thanh Hoa Province              | Religion                 | None  |
| Citizen ID No.           | 038190026016                                       | Date of issue            | 06/09/2021, Police Department for Administrative Management of Social Order |
| Date of admission to CPV | 28/02/2013   | Official membership date | 28/02/2014  |
| Wounded soldier          |  | Martyr family            |   |
| Address                  | No. 18 Bach Dang Street, Quang Phu Ward, Thanh Hoa |                          |   |

### QUALIFICATIONS

Professional background: Business Administration / Foreign Language Pedagogy  
 Foreign language: English  
 Political theory: Elementary level

### EDUCATION

| Period      | Major / Degree            | Institution         |
|-------------|---------------------------|---------------------|
| 2007 - 2011 | Foreign Language Pedagogy | Hong Duc University |
| 2013 - 2015 | Business Administration   | Hong Duc University |

### WORK EXPERIENCE

| Period          | Title / Position  | Organization   |
|-----------------|---|----------------|
| 11/2011-03/2015 | Commercial Staff - Commercial Department  | PTSC Thanh Hoa |
| 03/2015-03/2018 | Deputy Head of Port Services Team - Commercial Department                                     | PTSC Thanh Hoa |
| 03/2018 -2019   | Head of Logistics Team - Commercial Department  | PTSC Thanh Hoa |
| 2019 -2021      | Head of Procurement Contract Team - Vessel Management and Operations & Maintenance Department | PTSC Thanh Hoa |
| 2019 -present   | Head of Procurement Contract Team / Member of the Supervisory Board                           | PTSC Thanh Hoa |

*Note: This should be presented concisely on one A4 page. Attach a real photo (3x4, white background). Information must match Form SYLL 2C/TCTW-98*





## CURRICULUM VITAE SUMMARY

Full name: **LE VIET HAI NINH**

Position: **Financial Investment Specialist – Finance and Accounting Division**

### PERSONAL INFORMATION

|                         |  |                         |   |
|-------------------------|--|-------------------------|---|
| Date of birth           | 19/03/1996   | Gender                  | Male  |
| Place of birth          | Hoang Giang Commune, Thanh Hoa Province                        | Ethnicity               | Kinh  |
| Native place            | Hoang Giang Commune, Thanh Hoa Province                        | Religion                | None  |
| Citizen ID No.          | 038096034239   | Date of issue           | 22/09/2021, Police Department for Administrative Management of Social Order |
| Date of Party admission |  | Official admission date |   |
| War invalid             |  | Martyr's family         |   |
| Address                 | 383 Nguyen Duy Trinh Street, Binh Trung Ward, Ho Chi Minh City |                         |   |

### QUALIFICATIONS

Professional qualification: Master of Business Administration / Bachelor of Accounting – Auditing

Foreign language: English

Political theory

### EDUCATION BACKGROUND

| Period    | Major / Degree                            | Training institution     |
|-----------|---|--------------------------|
| 2014–2018 | Accounting – Auditing / Bachelor's Degree | Foreign Trade University |
| 2020–2023 | Business Administration / Master's Degree | Foreign Trade University |

### WORK EXPERIENCE

| Period            | Title / Position                  | Employer  |
|-------------------|-----------------------------------|---|
| 10/2018 – 12/2019 | Consultant                        | Vietnam Technological and Commercial Joint Stock Bank (Techcombank) |
| 04/2021 – 01/2023 | Financial Services Specialist     | Tan Viet Securities Joint Stock Company                             |
| 03/2023 – 11/2025 | Performance Management Specialist | SSI Securities Corporation  |
| 12/2025 – Present | Financial Investment Specialist   | PetroVietnam Technical Services Corporation (PTSC)                  |

Note: This should be presented concisely on one A4 page. Attach a real photo (3x4, white background). Information must match Form SYLL 2C/TCTW-98.



## CURRICULUM VITAE SUMMARY

Full name: **MAI DINH HIEU**

Position: Specialist of the Internal Control Division of Vietnam  
National Industry - Energy Group (Petrovietnam)

### PERSONAL INFORMATION

|                         |  |                         |                               |
|-------------------------|--|-------------------------|-------------------------------|
| Date of birth           | 13/04/1983   | Gender                  | Male                          |
| Place of birth          | Thang Binh Commune, Thanh Hoa Province                         | Ethnicity               | Kinh                          |
| Native place            | Thang Binh Commune, Thanh Hoa Province                         | Religion                | None                          |
| Citizen ID No.          | 038083036784   | Date of issue           | 08/12/2021, Hanoi City Police |
| Date of Party admission | 17/11/2015   | Official admission date | 17/11/2016                    |
| War invalid             |  | Martyr's family         |                               |
| Address                 | House No. 67, Alley 89/36/2 Phan Ke Binh, Giang Vo Ward, Hanoi |                         |                               |

### QUALIFICATIONS

|                            |   |
|----------------------------|---|
| Professional qualification | Master of Economics / Bachelor of Finance and Banking |
| Foreign language:          | English   |
| Political theory           |   |

### EDUCATION BACKGROUND

| Period            | Major / Degree                 | Training institution                                |
|-------------------|--------------------------------|---|
| 09/2003 - 07/2007 | Finance and Banking / Bachelor | Academy of Finance - Accounting                     |
| 12/2011 - 04/2013 | Economics / Master             | National Economics University                       |
| 05/2025           | IAP / Certificate              | Institute of Internal Auditors (IIA), United States |

### WORK EXPERIENCE

| Period            | Title / Position   | Employer  |
|-------------------|--|---|
| 11/2007 - 04/2010 | Technical Property Operations Specialist, Northern Head Office                   | Global Insurance Joint Stock Company                                    |
| 05/2010 - 06/2015 | Specialist, Investment and Development Division                                  | Vietnam Oil and Gas Group   |
| 07/2015 - 05/2018 | Specialist, Investment Promotion Department, Investment and Development Division | Vietnam Oil and Gas Group   |
| 06/2018 - 12/2020 | Officer, Investment Management Department, Economics and Investment Division     | Vietnam Oil and Gas Group   |
| 01/2019 - 06/2022 | Supporting Officer, Energy Department  | Commission for the Management of State Capital at Enterprises           |
| 12/2020 - present | Officer / Specialist of the Internal Control Division                            | Vietnam Oil and Gas Group, now Vietnam National Industry - Energy Group |
| 04/2025 - present | Member of the Party Cell Committee of Inspection and                             | Vietnam National Industry - Energy Group                                |





PETROVIETNAM  
TECHNICAL SERVICES CORPORATION  
**PTSC THANH HOA**  
**TECHNICAL SERVICES COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No: 202 /TTr-TH-HĐQT

Thanh Hoa, June 05, 2026

## **PROPOSAL**

### **Regarding the Remuneration and Operating Expenses of the Board of Directors and Supervisory Board Members for 2026**

To: The General Meeting of Shareholders of  
PTSC Thanh Hoa Technical Services Company

Pursuant to the Law on Enterprises No. 59/2020/QH14, which was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and effective from January 1, 2021;

Pursuant to the Charter of PTSC Thanh Hoa Technical Services Company, which was approved by the General Meeting of Shareholders on June 14, 2024;

Pursuant to the production and business activity plan of PTSC Thanh Hoa Technical Services Company for 2026.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the proposed salary, remuneration, allowances, and operating expenses plan for 2026 for the Board of Directors and the Supervisory Board of PTSC Thanh Hoa Technical Services Company, as outlined below.

#### **I. Report on the Salary and Remuneration of the Board of Directors and Supervisory Board for 2025.**

Pursuant to Resolution No. 583/NQ-TH-ĐHĐCĐ dated April 21, 2025, of the General Meeting of Shareholders, which specifies the approval of the remuneration, salary, and income levels for the Board of Directors (BOD) and Supervisory Board for 2025, the Company reports on the implementation status as follows:

1. The number of members of the Board of Directors and the Supervisory Board of the Company as of December 31, 2025.
  - Members of the Board of Directors: 05 members.
  - Members of the Supervisory Board: 03 members.
2. Total remuneration, salaries, and allowances of the Board of Directors and the Supervisory Board: VND **2,969,464,469**, including:
  - a) Board of Directors: VND **2,096,957,663**, including:

- Salary and allowance fund: VND 1,964,957,663.
- Remuneration fund: VND 132,000,000.
- b) Supervisory Board: VND **872,506,806**, including:
  - Salary and allowance fund: VND 808,506,806.
  - Remuneration fund: VND 64,000,000.

The salary, remuneration, and allowance fund for the Board of Directors and the Supervisory Board are determined by the Company in accordance with current regulations and the Company's salary and bonus policy.

a) The remuneration, salary, allowances, and other benefits for each member of the Board of Directors and Supervisory Board members for 2025 are reported in detail in the documents of the Board of Directors' Activity Report and the Supervisory Board's Activity Report, which will be submitted to the 2026 Annual General Meeting of Shareholders. The detailed report is included in the attached form.

## **II. Salary, Remuneration, and Operating Expenses Plan for the Board of Directors and Supervisory Board for 2026.**

1. Basis for Developing the Salary, Remuneration, Allowance, and Operating Expenses Plan for the Board of Directors and Supervisory Board in 2026.

- The Company's business activity plan for 2026;
- The Company's salary and bonus policy and other internal regulations and current guiding documents.

2. Salary, Remuneration, and Allowance Fund for the Board of Directors and Supervisory Board in 2026.

In compliance with current regulations, the Company reports the salary, remuneration, and allowance fund for the Board of Directors and the Supervisory Board as follows:

a) The salary and allowance fund for the Board of Directors: **VND 2,033,554,000** corresponding to 04 members of the Board of Directors.

b) The salary fund for the full-time Supervisory Board is **VND 0**, corresponding to 0 full-time Supervisory Board members.

c) For non-full-time (concurrent) members of the Board of Directors and Supervisory Board, the Company proposes the following remuneration levels:

- Remuneration for concurrent members of the Board of Directors: VND 4,000,000 per month.
- Remuneration for concurrent members of the Supervisory Board: VND 3,000,000 per month.

*Note: Personnel who are representatives of PTSC Corporation participating in the Supervisory Board do not receive concurrent remuneration at PTSC Thanh Hóa Technical Services Company.*



3. Operating Expenses of the Board of Directors and Supervisory Board for 2026: The operational expenses (including travel, meals, accommodation, hotel rentals, tools/working equipment, external activities...) and other reasonable expenses for carrying out the assigned duties will be implemented in accordance with the Unit's internal regulations, in line with current regulations.

The Board of Directors respectfully submits the above contents to the General Meeting of Shareholders for review and approval.

Best regards./.

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

***Recipients:***

- Annual General Meeting;
- BOD, SB;
- Archive: Office, Secretary.

**(Singed)**

**Le Van Nga**

4854  
GTY  
PHÂN  
KỶ TH  
SC  
H HÓ  
T. TH

**APPENDIX - REPORT ON SALARY, REMUNERATION, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS AND  
SUPERVISORY BOARD FOR 2025**

| No.       | Full Name                 | Position                           | Start Date | End Date   | Number of Months | Unit of calculation | Total Income         | Salary <sup>(1)</sup> | Remuneration <sup>(1)</sup> | Executive Bonus | Other <sup>(2)</sup> monetary benefits |
|-----------|---------------------------|------------------------------------|------------|------------|------------------|---------------------|----------------------|-----------------------|-----------------------------|-----------------|--|
| 1         | 2                         | 3                                  | 4          | 5          | 6                | 7                   | 8=(9+10+11+12)       | 9                     | 10                          | 11              | 12                                     |
| <b>I.</b> | <b>Board of Directors</b> |                                    |            |            |                  | <b>VND</b>          | <b>2.096.957.663</b> | <b>1.860.977.663</b>  | <b>132.000.000</b>          | <b>0</b>        | <b>103.980.000</b>                     |
| 1         | Le Van Nga                | Chairman of the Board of Directors | 01/01/2025 | 31/12/2025 | 12               | VND                 | 978.985.066          | 930.455.066           | 0                           | 0               | 48.530.000                             |
| 2         | Pham Hung Phuong          | Board Member, General Director     | 01/01/2025 | 31/12/2025 | 12               | VND                 | 1.029.972.597        | 930.522.597           | 44.000.000                  | 0               | 55.450.000                             |
| 3         | Tran Xuan Tai             | Board Member                       | 01/01/2025 | 31/12/2025 | 12               | VND                 | 44.000.000           | 0                     | 44.000.000                  | 0               | 0                                      |
| 4         | Nguyen Khac Dung          | Board Member                       | 01/01/2025 | 30/06/2025 | 6                | VND                 | 20.000.000           | 0                     | 20.000.000                  | 0               | 0                                      |
| 5         | Dinh Van Quan             | Board Member                       | 01/07/2025 | 31/12/2025 | 6                | VND                 | 24.000.000           | 0                     | 24.000.000                  | 0               | 0                                      |
| <b>II</b> | <b>Supervisory Board</b>  |                                    |            |            |                  | <b>VND</b>          | <b>872.506.806</b>   | <b>711.976.806</b>    | <b>64.000.000</b>           | <b>0</b>        | <b>96.530.000</b>                      |
| 5         | Nguyen Minh Tuan          | Head of the Supervisory Board      | 01/01/2025 | 31/12/2025 | 12               | VND                 | 0                    | 0                     | 0                           | 0               | 0                                      |
| 6         | Nguyen Thanh Thuan        | Member of the Supervisory Board    | 01/01/2025 | 31/12/2025 | 12               | VND                 | 472.211.993          | 386.731.993           | 32.000.000                  | 0               | 53.480.000                             |
| 7         | Nguyen Thi Duyen          | Member of the Supervisory Board    | 01/01/2025 | 31/12/2025 | 12               | VND                 | 400.294.813          | 325.244.813           | 32.000.000                  | 0               | 43.050.000                             |
|           | <b>Total: = I + II</b>    |                                    |            |            |                  | <b>VND</b>          | <b>2.969.464.469</b> | <b>2.572.954.469</b>  | <b>196.000.000</b>          | <b>0</b>        | <b>200.510.000</b>                     |

**Note:**

<sup>(1)</sup>: Refers to the salary and remuneration paid to the Board of Directors and the Supervisory Board from the salary and remuneration fund for the 2024 fiscal year, based on business performance.

<sup>(2)</sup>: Refers to the actual income generated during the 2024 fiscal year, paid by the Unit.