

Ref: 07/2023/TTr-DHDCĐ
21st April 2023

SUBMISSION

Re: Remuneration plan for BOD and BOS in 2023

Addressed to: The General Meeting of Shareholders
Petrovietnam Drilling & Well Services Corporation

Pursuant to Law on Enterprises dated 17th June 2020;

Pursuant to Charter of Petrovietnam Drilling & Well Service Corporation (PV Drilling),

PV Drilling's Board of Directors submits to the General Meeting of Shareholders for consideration and approval the remuneration plan for Board of Directors (BOD) and Board of Supervisors (BOS) in 2023 as follows:

1. Remuneration plan in 2023 for the Board of Directors

a. For members of the PV Drilling's BOD who concurrently hold executive/specialized positions or be assigned other management positions at PV Drilling: remuneration (including of wages, bonus, allowance etc.) will be paid based on PV Drilling's current salary policy.

b. For independent members of BOD or other members who are not stipulated on above item a.: VND 10,000,000/person/month.

c. Additional allowances for BOD members for performing extra tasks beyond their normal duties: not more than VND 1,500,000/member/day.

2. Remuneration plan in 2023 for Board of Supervisors

a. For the specialized and responsible members of BOS: remuneration will be paid based on PV Drilling's current salary policy.

b. For the members of BOS who are not stipulated on above item a.: VND 7,000,000/person/month.

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

Yours sincerely,

Recipients:

- As above;
- File: HR, BOD Secretary.

**ON BEHALF OF PV DRILLING'S
BOARD OF DIRECTORS
Chairman**

(signed and sealed)

Mai The Toan