

No: 08/2025/TTr-ĐHĐCĐ

Ho Chi Minh City, April 18th, 2025

SUBMISSION

**Re: Remuneration plan for the Board of Directors
and the Board of Supervisors in 2025**

Addressed to: The General Meeting of Shareholders
Petrovietnam Drilling & Well Service 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 the Board of Directors (BOD) and the Board of Supervisors (BOS) in 2025 as follows:

1. Remuneration plan in 2025 for the Board of Directors

a. For members of PV Drilling's BOD who concurrently hold executive or dedicated positions, or are assigned other managerial roles within PV Drilling, remuneration (including salary, bonuses, allowances, etc.) shall be paid in accordance with PV Drilling's current salary and remuneration policy.

b. For independent members of the BOD or other members who are not stipulated on above item a.: VND 15,000,000/person/month.

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

2. Remuneration plan in 2025 for the Board of Supervisors

a. For the full-time members of the BOS: remuneration will be paid based on PV Drilling's current salary policy.

b. For the members of the 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: VT, NPTQTCT.

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

(signed and sealed)

Mai The Toan