PETRO TIMES JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom - Happiness
No: 05/2026/PPT/TTr-HĐQT	*Hai Phong City, April 20, 2026*

SUBMISSION

Re: the 2025 Remuneration Settlement and the 2026 Remuneration Budget for Board of Directors and Supervisory Board Members.

To: The General Meeting of Shareholders

- *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;*
- *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 the Charter of Petro Times Joint Stock Company.*

The Company's Board of Directors reports the status of remuneration payment for the Board of Directors and the Supervisory Board in 2025 as follows:

No	Item	Number of members	Monthly Amount	Total Amount for 2024
A	**The Board of Directors**	**5**	**0**	**0**
1	Chairman of the BoD	1	0	0
2	Member of the BoD	4	0	0
B	**Supervisory Board**	3	0	**0**
1	Head of Supervisory Board	1	0	**0**
2	Member of Supervisory Board	2	0	0
	Total:	8	**0**	**0**

It is anticipated that in 2026, the Board of Directors and the Supervisory Board will continue to not receive remuneration, allowing the company to have more resources for production and business operations.

No.	Item	Number of members	Monthly Amount	Total Amount for 2025
A	**The Board of Directors**	**5**	**0**	**0**
1	Chairman of the BoD	1	0	0
2	Member of the BoD	4	0	0
B	**Supervisory Board**	3	0	**0**
1	Head of Supervisory Board	1	0	**0**
2	Member of Supervisory Board	2	0	0
	Total:	8	**0**	**0**

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval!

Recipients:
- *General Meeting of Shareholders;*
- *Archives.*

ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN

Phạm Văn Kỳ