

PROPOSAL

Regarding remuneration and operating expenses for members of Board of Directors and Supervisory Board in 2026

To : The General Meeting of Shareholders
Sao Mai – Ben Dinh Petroleum Investment JSC

Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company;

The Board of Directors (the “BOD”) respectfully submits to General Meeting of Shareholders for approval the remuneration and operating expenses for members of the “BOD” and the Supervisory Board (the “SD” in 2026 as follows:

I. Report on remuneration of the “BOD” and the “SD” in 2025:

Pursuant to Resolution No. 112/NQ-SMBĐ-ĐHĐCĐ dated 30 June 2025 of the General Meeting of Shareholders, the remuneration and operating expenses in 2025 as follows::

1. The number of the “BOD”, the “SD” as of 31 December, 2025:

- Members of the “BOD” : 05 persons.
- Members of the “SD” : 03 persons

2. Remuneration, salaries and income of the “BOD” and the “SD”

The remuneration, salaries and other benefits of the “BOD” and the “SD” in 2025 are presented in 2026 Reports and 2025 Annual Report submitted to Annual General Meeting of Shareholders as detailed in attached appendix.

II. Plan for remuneration, salaries and operating expenses for the “BOD” and the “SD” in 2026:

1. Basis on the Plan of remuneration, salary, and operating expenses for the “BOD” and the “SD” in 2026:

- The Company's 2026 business and production plan, the Company's Salary Regulations, and applicable legal regulations..

2. Salary and bonus funds for full-time members of the “BOD” and the “SD” in 2026 shall be implemented in accordance with the Company's Salary Regulations and relevant guidelines:

- The salary fund for the specialized Supervisory Board is 528,000,000 VND, corresponding to the number of Supervisors being 01 person.

3. Remuneration for non-executive (concurrent) members of the BOM and Supervisory Board in 2026:

- Concurrent Chairman of the “BOD”: VND 5,000,000/person/month
- Concurrent Member of the “BOD”: VND 4,000,000/person/month.
- Concurrent Head of the “SD”: VND 4,000,000/person/month.
- Concurrent Supervisor: VND 3,000,000/person/month.

The above remuneration does not include the remuneration paid to representatives of PTSC serving concurrently on the “SD” of Company.

The levels for concurrent members of the “BOD” and the “SD” are considered appropriate to the Company’s actual Company’s condition and current regulations.

4. Operating expenses for members of the “BOD” and the “SD” in 2026: Official duty expenses (including travel, accommodation, meals, working tools and facilities, external relations activities...” and other reasonable expenses incurred, shall be paid in accordance with the Company’s regulations, applicable laws.

Trân trọng kính trình!

Recipients :

- As above;
- BOD, SD, BOM;
- AGM Board, Website Editorial Board;
- Filing, NTH.

**FOR AND ON BEHALF OF THE “BOD”
THE CHAIRMAN**

**Pham Van Hung
(Signed)**

APPENDIX
REPORT ON SALARIES, REMUNERATION, AND OTHER BENEFITS FOR THE BOARD OF DIRECTORS
AND SUPERVISORY BOARD IN 2025

(Attached to Report No. 769/TTr-HĐQT dated May 25, 2026)

| Stt | Full name | Title | Start date | End date | Number of months | TOTAL INCOME (VND) | Salary (1) (VND) | Remuneration(1) (VND) | Bonus (2) Board of Directors (VND) | Other (2) benefits in cash (VND)) |
|-----------------------------|----------------------|-------------------|------------|------------|------------------|--------------------|------------------|-----------------------|------------------------------------|-----------------------------------|
| (1) | (2) | (3) | (4) | (5) | (6) | (7)=(8+9+10+11) | (8) | (9) | (10) | (11) |
| I BOARD OF DIRECTORS | | | | | | | | | | |
| 1 | Phạm Văn Hùng | Chủ tịch HĐQT | 01/01/2025 | 31/12/2025 | 12 | 60.000.000 | | 60.000.000 | | |
| 2 | Nguyễn Thanh Hải | TV HĐQT, Giám đốc | 01/7/2025 | 31/12/2025 | 6 | 657.926.874 | 605.684.364 | 24.000.000 | | 28.242.510 |
| 3 | Trương Đình Tri | TV HĐQT | 01/7/2025 | 31/12/2025 | 6 | 24.000.000 | | 24.000.000 | | |
| 4 | Trần Xuân Tài | TV HĐQT | 01/01/2025 | 31/12/2025 | 12 | 42.000.000 | | 42.000.000 | | |
| 5 | Nguyễn Anh Dũng | TV HĐQT | 01/7/2025 | 31/12/2025 | 6 | 24.000.000 | | 24.000.000 | | |
| 6 | Dương Hùng Văn | TV HĐQT | 01/01/2025 | 30/6/2025 | 6 | 237.057.145 | 217.500.478 | 18.000.000 | | 1.556.667 |
| 7 | Đặng Thanh Hải | TV HĐQT | 01/01/2025 | 30/6/2025 | 6 | 18.000.000 | | 18.000.000 | | |
| II SUPERVISORY BOARD | | | | | | | | | | |
| 1 | Nguyễn Diệu Phương | Kiểm soát viên | 01/7/2025 | 31/12/2025 | 6 | 210.758.611 | 176.270.228 | 18.000.000 | | 16.488.383 |
| 2 | Ngô Văn Lập | Kiểm soát viên | 01/01/2025 | 31/12/2025 | 12 | 538.793.956 | 523.551.881 | | | 15.242.075 |
| 3 | Trương Thị Viên Trúc | Kiểm soát viên | 01/01/2025 | 30/6/2025 | 6 | 12.000.000 | | 12.000.000 | | |

Note: ⁽¹⁾: This refers to the salaries and remuneration paid to the Board of Directors and the Supervisory Board from the Salary and Remuneration Fund for the year 2025, based on the business performance results.

⁽²⁾: This is the actual income generated during the fiscal year 2025 and paid by the Company.

- The aforementioned salaries, fees, and other benefits have not been subject to personal income tax deductions for 2025.