

No: 180/NQ/DVKT-HĐQT

Hanoi, July 17th , 2026

RESOLUTION

At the Regular Quarter 2/2026 Meeting of the Board of Directors
(Meeting held on July 14th, 2026)

BOARD OF DIRECTORS

PETROVIETNAM POWER SERVICE JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;

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

Pursuant to Law No. 03/2022/QH15 dated 11 January 2022 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of PetroVietnam Power Services Joint Stock Company (PV Power Services);

Pursuant to the Minutes of the Quarter 2/2026 Meeting of the Board of Directors ("BoD") of PetroVietnam Power Services Joint Stock Company, held on July 14th, 2026,

RESOLVES:

Article 1. The Board of Directors of PetroVietnam Power Services Joint Stock Company unanimously approves the following contents discussed and agreed upon at the Quarter 2/2026 Board of Directors Meeting:

1. Approval Report on business performance for the first six months of 2026 and work program for the third quarter of 2026 by the Board of Directors and the Executive Board.

2. Approval of the Company's key tasks for Quarter III/2026, including:

2.1. Production and business activities:

- To concentrate resources on performing routine maintenance, ad-hoc/emergency/incident repair works at power plants and on implementing service development contracts already signed, ensuring safety, quality, progress, and efficiency, with efforts to achieve Quarter III/2026 revenue of VND 96,78 billion.
- To allocate resources to participate in the bidding packages for Routine Maintenance and Major Overhaul works at Ca Mau 1 & 2, Nhon Trach 1, and Vung Ang 1 Power Plants.
- To review and formulate the Company's 2027 Production and Business Plan.



2.2. Corporate governance and other activities:

- To approve in principle the engagement of a consulting firm to finalize the Company's competency framework and simultaneously develop a Key Performance Indicator (KPI) performance evaluation system and a new salary structure based on the 3P compensation model (Position, Person/Competency, and Performance), ensuring its suitability to the nature of PVPS's technical maintenance and repair services in the new operating context. Existing documents and data shall be utilized and inherited to optimize consulting costs while ensuring consistency with the Company's actual production and business conditions. The detailed implementation plan and budget shall be submitted to the Board of Directors for approval no later than **August 14th, 2026**.
- To complete the relocation of the Company's headquarters to the PV Power Building within **Quarter III/2026**.
- To complete the recovery of capital and outstanding receivables arising from completed contracts by **August 30th, 2026**.
- To complete the development of the technical and economic norms for maintenance and repair services suitable for PVPS's technical maintenance and repair service activities within **Quarter III/2026**.
- To complete the submission for settlement approval and obtain approval of the final settlements for service development business plans in accordance with the delegated authority.
- To continue strengthening the Board of Directors' management, direction, and supervision over all activities of the Company in accordance with the Company's Charter, for the benefit of shareholders, the enterprise, and employees. To submit periodic reports in accordance with PV Power's Regulation on the Management of Capital Representatives at Other Enterprises, as well as ad hoc reports upon request of PV Power (applicable to the representative of PV Power's contributed capital in the Company).

Article 2. The Director, Chief Accountant, Heads of functional departments, and Directors of branches of the Company shall implement this Resolution accordingly.

Recipients:

- As provided in Article 2;
- Board of Directors (e-copy);
- Supervisory Board (e-copy);
- Deputy Directors (e-copy);
- Authorized person for information disclosure;
- For record: Clerical Dept, Board of Directors.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Phung Van Duc