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The Vietnamese version is official and legal.**

**VIETNAM NATIONAL PETROLEUM GROUP**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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*Hanoi, 26<sup>th</sup> April 2024*



*(Draft)*

## **STATEMENTS**

**Regarding the settlement of salary and remuneration fund of the BOD members, the Supervisory Board members in 2023 and the plan to pay salaries and remunerations to the BOD members, the Supervisory Board members in 2024.**

**Attn: 2024 Annual General Meeting of Shareholders  
Vietnam National Petroleum Group (Petrokimex)**

**Pursuant to:**

- The Charter of Vietnam National Petroleum Group approved by the General Meeting of Shareholders on 26<sup>th</sup> June 2023;
- The Government's Decree No. 53/2016/ND-CP dated June 13, 2016 regarding the regulations on management of employees, salaries, remunerations and bonuses by joint-stock companies with state controlling stakes; Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of Decree No. 53/2016/ND-CP of the Government;
- Resolution No. 01/2023/PLX-NQ-DHDCD dated 26<sup>th</sup> June 2023 of the General Meeting of Shareholders of Vietnam National Petroleum Group, the results of production and business activities in 2023 and the Group's business plan in 2024;

The Board of Directors of Petrokimex respectfully submit to the Annual General Meeting of Shareholders 2024 to approve the Report on the Total salary and remuneration fund of the members of the Board of Directors, members of the Supervisory Board in 2023 and the Plan on salaries and remunerations payment for the members of the Board of Directors, and the members of the Supervisory Board in 2024 are as follows:

1. The report on the Total salary and remuneration fund of the members of the Board of Directors, and the members of the Supervisory Board in 2023 is as follows:
  - \* Total salary and remuneration fund of the BOD in 2023 is: **VND 7,670,217,016.**
  - \* Total remuneration of the Supervisory Board in 2023 is: **VND 4,372,307,764.**
2. Plan on salaries and remunerations payment for the members of the Board of Directors and plan on the remuneration of the Supervisory Board in 2024:

\* Total salaries and remunerations fund of the BOD in 2024 is expected to be: VND **8,082,643,805**.

\* Total remuneration of the Supervisory Board in 2024 is expected to be: VND **4,451,177,766**.

\* Method of salary and remuneration payment for the members of the Board of Directors and members of the Supervisory Board of the Group in 2024: Make a temporary monthly payment and be settled at the end of the financial year. The Board of Directors will report to the Annual General Meeting of Shareholders 2025 for approval.

Kindly submit to the 2024 Annual GMS for consideration and approval.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**

**Pham Van Thanh**

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