

## SUBMISSION

(Regarding: Remuneration of the Board of Directors  
and Supervisory Board of the Company in 2025)

To: Annual General Meeting of Shareholders 2025

Pursuant to:

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Nghe An Petroleum Investment and Trading Joint Stock Company, which was approved and amended by the General Meeting of Shareholders on June 21, 2024;

The Board of Directors of Nghe An Petroleum Investment and Trading Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval as follows:

**1. Payment of remuneration to the Board of Directors and Supervisory Board for the performance of tasks in 2024:**

- Estimated expenditure: VND 468,000,000
- Actual expenditure: VND 468,000,000

Of which:

- Board of Directors expenses: VND 408,000,000
- Supervisory Board expenses: VND 60,000,000

**2. Estimated remuneration for the Board of Directors and Supervisory Board in 2025:**

No.	Position	Remuneration (VND/person/month)	Quantity	Estimated Expenditure (VND)
1	Chairman of the Board	16,000,000	01	192,000,000
2	Board Member: 02 part-time	9,000,000	02	216,000,000
3	Head of Supervisory Board	2,000,000	01	24,000,000
4	Supervisor	1,500,000	02	36,000,000
5	Total Estimated Expenses			468,000,000

(In words: Four hundred and sixty-eight million Vietnamese Dong)

Total estimated expenses for 2025: VND 468,000,000.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

**Recipients:**

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- File Office.



**Dương Dung Tien**